

OSLC Ministry Action Plan: 2016-17

Our Savior Lutheran Church's Mission Statement:

We at Our Savior Lutheran Church invite everyone:

- To KNOW the unconditional love of God
- To GROW in their relationships with Jesus Christ and others, and
- To GO and share this good news in word and deed.

Our Savior's Core Values:

- A faith community nurtured by personal and corporate study of God's Word.
- A faith community led through prayer.
- A faith community that worships through Word, Sacrament, and dynamic music.
- A faith community that invests in the Laurel community.
- A faith community that seeks to serve God in mission locally, regionally, nationally, and internationally.
- A faith community that loves, supports, and cares for children, youth, and adults; singles and families.

2020 Vision Statement:

Our Savior Lutheran Church will be a Spirit-empowered family of faith, focused on Jesus Christ, whose members and missions reflect the diversity of our neighborhood and holistically address the needs of our neighbors with the love of God.

Target Areas for Achieving the Congregation's Vision:

1. Organization for vision attainment.
2. *Spirit-empowered/Focused on Jesus Christ:* Spiritual Formation and Accountability. Worship Life, Prayer Life and Scripture Study Life
3. *Family of Faith* = Building Relationships
4. Celebrate cultural and generational *diversity*.
5. Multi-tiered *Neighborhood* Outreach Efforts. Missions.
6. *Holistic* Ministry. Physical, Emotional, Spiritual, and Intellectual care.
7. Discover and Address *Needs of our Neighbors*.

Target Areas & Mile Marker Signs of Achievement (MMSOAs)
2015-17 & 18-20

1. Organization for vision attainment.

a. Functional Structures

- i. Effectiveness increased through better organization. PPD
Update: Everything on Church Community Builder database calendar, spreadsheets formed to aid in maintenance of facilities. Use of processes in the Church Community Database.
- ii. Hire a qualified Praise Team Director. PPD
Marilyn and Pastor Peter along with the Praise Team Director Search and Interview Team extended the position to Tamara Fingal in July 2015. She accepted the position, August 2015. She resigned in June 2016. Update: Joe Hoolihan and Paul Olabode were hired in October 2016.
- iii. Qualified/professional staff hired for every opening. RL
Update: Nursery Care provider hired in March 2016.
Update: Chevez Hawkins hired as custodian in March 2016.
Update: Numerous positions filled by qualified teachers/assistants in Open Arms in March to February 2017. As of February 2017 we are seeking one full time and one floater position in Open Arms.
Update: Donna Dark resigned as Director of Worship Administration in August of 2016. Zari Malsawma was hired in September 2016 as the new Director of Worship Administration.
- iv. *Develop a team to assess staffing needs.*
- v. *Ministry staff increasingly freed from non-ministry tasks.*
- vi. *Ministry action teams tag-teamed with "new faces" – people who possesses the talent and interest.*

b. Empowering Leadership

- i. Staff and other leaders empowered others to lead. PPD
Update: Retreat for staff on mentoring others was held on September 22. Staff attended Southeastern District Regional Conference in October 2015.
Update: LeaderShift Bible Study used in both staff study and in the 9:30 and 11:00 study hours on Sunday morning.
Update: Staff attended the Catalyst Conference on leadership in November 2016.
- ii. Newer people in ministry involved in leadership or participant roles. TM
- iii. Plan developed to involve younger folks in leadership. NB
- iv. *Method developed to mainstream other members who possess gifts (e.g., organization, budget, leadership) into ministry.*
- v. *Ministry stagnation prevented by deliberately seeking a broad base of leaders to serve in ministry leadership positions.*

c. Communication

- i. Baseline data developed for MMSOAs (e.g., OSLC attenders, active attenders, voters, families with young children, young children, youth, active youth, Open Arms families. RL
Update: Baseline numbers recorded for the Annual Parish Report sent to the SED and the LCMS to be included as statistical data on the web.
- ii. Current Ministry Action Plan (MAP) status placed on line and made available in hard copy to all attenders. PPD
Update: MAP sent to congregation in digital form Nov 2015, in March 2016.
- iii. MAP status updated monthly. RL
- iv. Specific needs for help in achieving ministry actions made available on line, in Grapevine, and posted at the Ministry Center. RL
Update: Grapevine and Ministry Center used to let people know about needs—this will be a continuous process. See the Grapevine and Ministry Center for opportunities!

2. *Spirit –empowered/Focused on Jesus Christ: Spiritual Formation, Maturation, and Accountability. Worship Life, Prayer Life, and Scripture Study Life*
- a. 80% of active attenders engaged in regular Bible Study and prayer. TM
Update: The Elder led Discipleship Fairs in Sept/Oct/Nov 2015 focused on the importance of both personal and corporate worship, Small Group Bible Study, Prayer and a number of other “ancient disciplines for modern life.”
Update: 50 Days Ablaze (focus on Christians Disciplines and Mission) the Target for the Easter Season in 2017.
 - b. 50% of active attenders accepted the “2 hour” challenge of “one hour” of worship and “one hour” study on Sundays, Wednesdays, or other group/time. PPD
Update: Each week the Bible Studies have been announced in worship to encourage attendance at both.
 - c. Annual studies on Spiritual Gifts and Personal Ministry Plans were offered. TM
Update: The Elder led Discipleship Fair in Sept/Oct/Nov 2015 focused on Spiritual Gifts and personal ministry.
Update: The Men’s Retreat in November 2016 focused on Spiritual Gifts.
Update: Ministry Fair scheduled for May 2017 in conjunction with Ablaze.
 - d. 80% of active attenders participated in filling out the SHAPE inventory, and writing a personal ministry plan. TM
Update: Men’s Retreat focused on gifts in Nov. 2016.
 - e. 100% of submitted SHAPE form data collected in CCB database. RL
 - f. Technology upgrades for sanctuary were completed both for sound improvement and for projection systems. RL
Update: Wiring in place for Large Screen T.V.s in front of Sanctuary.
Update: A New Mixing Console was purchased and installed in December 2015.
Update: Camera installation and “Live Streaming” began in April 2016, with modifications ongoing to improve sound and overall quality. Copyright issues currently being explored and dealt with by Joe Hoolihan.
Update: Speakers were fixed in January 2017.
 - g. Aesthetics of sanctuary (e.g., paint, carpeting, flooring, pews) were improved through replacement or restoration. RL
Update: lighting and electrical infrastructure is now in place. Team is working on updating estimates on remaining work. (ON HOLD DUE TO FINANCES).
Update: Sanctuary floors were refinished in December 2015.
 - h. 1 all-church retreat established annually. PPD
Update: Two retreats are being planned, one for women to be held on April 8-9, and one for men in November, firm date TBD.
Update: Both retreats were held in 2016—a women’s retreat in April and a men’s retreat in November. Retreats for youth are held ongoing.
 - i. Each staff member recruited and trained at least one other person to lead or perform an important ministry function that they don’t need to perform.
Update: Vicar Derrick in training to serve as a pastor in the LCMS. Pastor Peter meeting with him weekly for mentoring as a part of the Specific Ministry Pastor Program.

Update: Vicar Derrick will be extended a call in April of 2017, with his ordination happening in June of 2017.

Update: Training for Elders ongoing in calling on and caring for members. Elders were split by service to focus on the needs of the people in each service, beginning January 2017.

Update: Stephen Ministry Training is ongoing for four addition ministers. To be commissioned in June 2016.

Update: One elder was trained by an area church as a Stephen Minister, to be commissioned in April/May 2017.

- j. *50% of active attenders (including youth and young adults) found spiritual accountability partners, and were facilitated, trained, and equipped in spiritual accountability.*
- k. *Families with young children or youth increased in attendance in Sunday morning activities by 50%.*

Update: Children's Choir participated in the Chorister's Guild's Children's Choir Festival at the Lutheran Church of St. Andrew on February 28, 2016.

Update: New Nursery Attendant hired in March 2016.

Update: Nursery is being moved from current spot to a more prominent and fitting space in March 2017.

- l. *80% of active attenders engaged in at least one mission/ministry using their spiritual gifts beyond participation in worship or Bible Study.*

Update: Mission Fair in November 2015.

Update: Mission Fair a part of Ablaze in May 2017.

- m. *Families with young children and youth increased in attendance in Wednesday evening activities by 50%.*

- n. *Youth led two worship services per year. (1 M.S., 1 H.S)*

Update: Middle School (Confirmation Class) led worship at 11:00 service on February 8, 2016

Update: Middle School (Confirmation Class) led worship at 11:00 service on February 5, 2017.

- o. *Via De Cristo retreat participation expanded by 25% each year.*

Update: Pastor Orlando Flahn served as Spiritual Director for Spring weekend in April 2016 with many participants and pilgrims from OSLC.

- p. *Number of active attenders increased by 5% each year.*

- q. *High school parents in leadership roles increased by 2 families per year.*

3. *Family of Faith* = Building Relationships

- a. Name tag Sunday held each month.
Update: On the first Sunday of every month all in attendance are invited to wear name tags. Ongoing.
- b. An Open Arms outreach team was formed to contact and build relationships with families. VDM/TM
- c. 100% of new Open Arms families contacted within the first two weeks to welcome them and invite them to church. VDM
Update: Calls have been made to all new families who started in August 2015.
Update: Calls were made to all new families who started in August of 2016. Vicar Derrick also greeted parents all morning several mornings to build relationships.
- d. Open Arms 10th Anniversary was celebrated. TM/VDM
Update: On August 30, a special worship service and an all church/center picnic was held to celebrate this wonderful ministry.
Update: On August 28, an all church picnic was held at the North Laurel Park following our Open Arms teacher blessing in worship at 11:00.
- e. At least four events per year to help build relationships with Open Arm families. VDM
Update: 10th Anniversary worship/picnic, Trunk or Treat.
Update: Appreciation Breakfast held during Lutheran Schools week, March 5, 2016.
Update: Dinner scheduled for February 2017, Easter egg Hunt scheduled for April 2017, Annual Picnic to be held in August, Trunk or Treat scheduled for October 31, 2017.
- f. 100% of first time worshippers were called within one week of their initial visit, and 60% were visited in their homes. PPD
Update: This happens often, but not every week. Process is being worked on with Vicar Derrick and Tina.
- g. The “Majzstrik effect” was encouraged resulting in 25% of active attenders reported going out to lunch (after worship on Sundays or any time outside of church) with at least one other person from worship. PPD
Update: This was an emphasis during the iNeighborhood Sermon Series in April 2016.
- h. Phone directories, Pictorial Directories, and other methods of connecting people for ministry were designed and prepared annually. RL.
Update: Phone directories were updated and made available in August of 2015.
Pictorial Directory photography in ~~January~~ June 2016.
Update: Ethel Rukenbrod reports the Pictorial Directories should be here March 2017.
- i. At least five H.O.M.E. (Homes Open for Ministry and Encouragement) Group leaders were trained each year. PPD
Update: Pastor Orlando Flahn will teach the Leadership class in 2016. Future leaders of H.O.M.E. Groups needed!
- j. At least five new H.O.M.E. groups were launched each year. PPD
Update: Praying for 30 H.O.M.E. Groups and others to participate in Ablaze! in April/May 2017.
- k. *80% of active attenders reported being a part of a small group—either a H.O.M.E. group or another active support group serving to build relationships.*
- l. *Stephen Ministry grew by 50% every other year.*

Stephen Ministry has gained 6 new ministers and one new Stephen's Leader since 2015.

- m. Grief Share Ministry added one additional group annually.
Update: Griefshare currently has 14 new members, requiring two groups.*
- n. 80% of active attenders reported greater understanding of Church Community Builder (CCB) after tutorial sessions offered in the Way.*
- o. Sanctuary Choir grew by 10% each year.*
- p. Youth Choir grew by 10% each year.*
- q. Communicating documents (booklets and brochures) for connecting people for ministry were designed and prepared annually.*

4. Celebrate cultural, generational, *diversity*.
- a. Study group was initiated to address challenges in meeting the needs of the diverse community through surveys and demographic studies. PPD
Update: Demographics study was performed through the District Office. Mapping Center. To be shared with the Governance Board for Target Areas.
 - b. New Hope Lutheran Church was fully integrated into the life of Our Savior Lutheran church with respect to leadership, Bible Study, and our Wednesday mid-week program. POF
Pastor Flahn and Vicar Derrick co-taught Wednesday Evening class starting September. Budget for New Hope now fully integrated in Our Savior's Mission Resource Plan.
 - c. On at least three Sundays per year, cultural diversity was celebrated through music, dance, and food. PPD
Update: First Pentecost Celebration was held in 2015—combined worship with New Hope and luncheon afterwards.
Update: Second Pentecost Celebration was a great success in May of 2016, with a variety show/fundraiser for the youth.
Update: Third Pentecost Celebration scheduled for June 2017.
 - d. ESOL (English for Speakers of Other Languages) ministry grew by 25% annually. TM
Update: ESOL is currently active.
 - e. A van was purchased to help transport worship attenders who call for a ride.
 - f. Open Arms Tenth Anniversary Celebration Events occurred.
Update: On Sunday, August 31, we celebrated Open Arms is 10! With Worship, Open Arms Teacher blessing, and picnic at North Laurel community center.
 - g. Open Arms families increased their involvement in the Wednesday mid-week program. RC
 - h. *Transportation hotline established to transport people to worship.*
 - i. *All four worship services were modified with recommendations of the study group.*
 - j. *Generational, racial, gender and cultural diversity will be sought by incumbent leaders for positions leadership of Our Savior Lutheran Church.*
 - k. *Website included pictures that represent the diversity of our congregation and local community.*
Update: Feb 2017, Website has new fresh look. New Media team member John Livengood to help in March/April 2017.
 - l. *Existing leaders mentored, equipped, delegated and provided on-going support for young rising leaders to grow in at least 2 ministry leadership positions per year.*

5. Multi-tiered *Neighborhood* Outreach Efforts. Missions.

a. Basic planning.

- i. Baseline data developed detailing ethnic and age diversity in our immediately surrounding community. RL

Update: Demographics Reports have been generated through the Southeastern District's Mapping Center and other tools. These will be shared with the Governance Board for Target Areas.

- ii. Plan developed to increase OSLC attender interest in the community's needs and commitment to diversity. TM

Update: The Discipleship Fair in Sept/Oct/Nov 2015 focused on community ministries.

Update: Ablaze campaign for April/May of 2017 focused on community

- iii. *Plan developed to help the membership see that we need the collective membership talent and diversity to move forward in our faith journey and mission.*

b. Neighborhood 1: Active attender's personal neighbor ministry.

- i. BLESS (Build, Learn, Engage, Serve, Share) taught in at least one sermon series annually, Bible Studies. H.O.M.E. Groups facilitated this method of evangelism. VDM

Update: Sermon Series coming in January April/May 2016.

Update: Pastor Flahn having an iNeighborhood leadership summit on March 18, 2016.

Update: Ablaze Sermon Series coming in April/May 2017.

- ii. At least one Sunday morning Bible Study series per year will focus on teaching methods of reaching neighbors with the good news of Jesus. VDM

Update: Bible Study to accompany sermon series in January 2016.

Update: Ablaze Study planned for April/May 2017

- iii. *80% of active attenders reported having a spiritual conversation with at least one of their neighbors.*

- iv. *5 neighborhoods targeted each year annually for special community building outreach events.*

c. Neighborhood 2: Open Arms Christian Child Development Center

- i. Open Arms Outreach Team formed to develop outreach strategy, make contact with families, and plan events. RC

- ii. *Our Savior active attender participation grew by 50% annually at each outreach event (i.e. Trunk or Treat, Open Arms/Our Savior family night).*

d. Neighborhood 3: Apartment Outreach.

- i. Two new events were formed each year to reach out to the Apartments immediately around the church: VDM

- 1. Parkview Senior Apartments Laurel (1994-present)

Worship and Bible Studies every Wednesday at 2:00 p.m., Senior Luncheon in November 2015, Christmas Caroling in December 2015.

Update: Vicar Derrick has started a NEW study at Parkview Emerson, Two times a month on Wednesday afternoons.

2. Arden Pointe (2014-present)
Update: Fridays with Jesus for Kids tried in Summer of 2015, Arden Pointe Community Day October 2015, Trunk or Treat October 2015 was an enormous success! Thanks to all who decorated their trunks or participated in anyway!
3. Fox Rest (start 2016)
4. Willow Lake (2017)
5. Fox Fire (2018)
6. Spring House (2019)
7. Laurel Pines (2020)
8. Snowhill
9. Montpelier

- e. Neighborhood 4: Local/Regional Outreach OSLC attender involvement increased 25% for the following. TM
- i. Lutheran Mission Society
Update: A team of individuals is serving at various LMS locations from Baltimore to Annapolis weekly.
Update: Pastor Peter represented OSLC at the LMS golf outing in November 2015. DeMiks assembled a foursome for LMS golf in 2016.
 - ii. Side by Side
Update: Side by Side held a fundraiser in March 2016. Many OSLC members showed up to show support for this vital community ministry.
 - iii. New Day
 - iv. Winter Shelter
Update: Winter Shelters for both men and women were held in January and February 2016 and 2017, under the marvelous leadership of Mary Farris, along with numerous generous servants! Praise God!
Update: Warehouse is dedicated in May 2016.
 - v. Orphan Grain Train
Update: Ron Pieper and friends are helping to get the Warehouse in Millersville completed so it can be used for ministry. Praise God!
Update: Warehouse is dedicated in May 2016.
 - vi. Nursing Home Ministry
Update: The Prayer Shawl Ministry delivered numerous stockings to area nursing homes, including the Cherry Lane Nursing Home. Praise God!
 - vii. Elizabeth House Ministry
 - viii. Grief Share
Update: This ministry continues to meet every Monday night, and several people have come back to church after a long break from worship because of it. Two groups needed because of numbers in February 2017. Praise God!
 - ix. Brighton Gardens.
Update: Pastor Peter has been regularly serving at Brighton Gardens with a worship service the first Friday of every month.
 - x. Summerford House
Update: This is a brand new start! The DeMiks are leading a worship service once a month on Sunday afternoon for residents of this memory care facility.
 - xi. Prison Ministry
Update: Sue Marshall continues to work with the Women's Prison in Jessup.
 - xii. Food Bank
Update: This ministry began in the Fall of 2016, meeting the needs of over 50 families in the first three months of operation. Praise God for this Brand New Ministry!
- f. Neighborhood 5: National Outreach.
- i. Support for the Garrett County Lutheran Servant Event continued annually. PPD
Update: 5 participants from Our Savior participated in summer 2015.

- Update: At least 8 participants from Our Savior are registered for 2016.*
Update: 8 participants attended, and a number are planning to return in 2017.
- ii. One additional youth summer mission trip occurred. NB
Update: Mission Montana took 31 participants on Mission summer 2015.
Update: Youth attended the NYG July 2016.
Update: Youth are planning to serve in Kentucky.
- iii. Mission Teams were mobilized in the event of natural disaster. RL
Update: Entire congregation served their neighbors in the February 2016 snowstorm.
- iv. *80% of active youth went on at least one national mission trip.*
- g. Neighborhood 6: International Outreach
- i. Liberia School Project resulted in a school and mission formed in Flahntown, Liberia. POF
Update: Classes began in September of 2015 with David Patterson teaching. Textbooks and supplies were purchased in Monrovia. 60 children were on the roster, over 100 showed up for an education. Boogie Boards (LCD personal writing tablets) have been donated and are ready for shipment. Barrel to be shipped in March 2016. Praise God!
Update: Funds were sent to David Patterson in June 2016 for desks and chairs for the school. They have deeded land to the school. They have assembled a "PTA" with officers, including president, vice president, secretary, and treasurer. The president is a Lutheran Pastor in the area. Sept 2016.
- ii. *Lutheran World Relief*
Update: Following the hurricane in Nov 2016, 4 girls danced for Haiti in worship all morning, and their offerings totaled \$1308, which they contributed to Lutheran World Relief for Haiti. Praise God!
- iii. *Bethania*
Update: Larry Zimmerman has helped to connect our Open Arms Center with children in India via Skype, and our on-going financial support has been appreciated.
Update: Larry will visit Our Worship in March 2017.
- iv. *Haiti*
Update: A team of eleven was sent from Our Savior to the Village of Hope in Haiti for a week of service to children. Teaching, serving, loving, and maintaining facilities were all a part of this trip. Praise God!
Update: The Haiti Mission Team had a mission report night on February 27. Great stories about the people whose lives they touched.
Update: The Haiti Mission Team is returning to Haiti in March 2017.
- v. *Dominican Republic*
Update: The December Mission Mart was a great success, and we were able to prepare a check for \$1000 for our adopted Missionaries, the Lohmeyer family.
Update: The Loymeyer family paid us a visit on a Wednesday in December 2015 to share with us on the work they are doing in the Dominican Republic.

Update: Dec 2016, Funds totaling \$1500 were raised at the December Mission Mart for the Lohmeyer family, and our new missionary family, Megan and Mark Mantey, serving in Uganda

vi. *Uganda Ministry.*

Update: Our Savior began supporting our new missionary family, Megan and Mark Mantey, in Nov. of 2016.

vii. *5% of active attenders reported going on an international mission trip.*

Update: 12 attended the Haiti mission trip in 2016. 11 will attend in 2017.

6. *Holistic Ministry. Physical, Emotional, Spiritual, and Intellectual care.*
- a. Elders visited or communicated with all active attenders and provided spiritual care/prayer support for all our families. PPD
Update: Elders were to get in touch with families regarding Directories July 2015.
 - b. Prayer Shawls were lovingly delivered to all on our prayer lists who desired to have them. PPD
Update: Prayer shawls have been delivered to a number of individuals in 2015. A prayer shawl blessing was held in November 2015.
 - c. Tutoring to our area's children expanded by 10% each year. TM
Update: Tutoring program in progress, numbers coming.
 - d. Grief Share held annually. TM
Update: GriefShare in progress, numbers coming.
Update: GriefShare reports two small groups for the first time with 14 participants in February 2017.
 - e. Financial Counseling workshops held annually. RL
 - f. Marriage Course ministry or other marriage workshop held annually. TM
 - g. Running ministry grew by one relay team each year annually at the Baltimore Running festival.
Update: 2 members ran the 5 K, 1 ran the half marathon, and 2 relay teams participated in the race in 2015.
Update: 2 members ran the 5K, 2 ran the full Marathon (because they were crazy), 1 ran the half marathon, and 2 relay teams participated in the race in 2016.
 - h. Stephen Ministry grew by 50% every other year.
Update: Stephen Ministers are currently being trained Jan-May 2016. Vicar Derrick Miliner, Don and Karen Soeken, and Pastor Peter DeMik are teaching. Four Stephen ministers were commissioned in June 2016!
Update: One Stephen Minister is getting trained to be commissioned in March 2017. Praise God!
 - i. Health Screening were offered annually by Life Line (or others).
Update: Life-line screening is coming to OSLC in April 2016.
 - j. 50% of attenders took time quarterly to have their Blood Pressure checked by Blood Pressure teams or report knowing blood pressure level/history.
7. Discover and Address *Needs of our Neighbors.*
- a. Training in neighborhood visitation/witnessing/prayer to understand personal, family, and community needs was conducted. VDM
Update: iNeighborhood BLESS series in sermons/bible studies held in April/May 2016.
Update: Ablaze in be held in April/May 2017.
 - b. As neighbor needs were discovered, they were compiled in a list and brought before the staff for action. DD

- c. *Congregation and surrounding community surveyed for demographic and spiritual need information (plus relevant needs such as those related to health, caretaking, abuse, grief, jobs, family, relationships, financial counseling.)*
Update: SED demographic information has been gathered. Governance Board and Staff to look at the information and make recommendations.
- d. *Each year annually, a ministry catalogue with ministry leader's names and contacts was produced and distributed to active attenders.*
Udate: This booklet update is in process. Ministry leaders will be expected to provide information to Pastor Peter soon!