

## 2010 Ministry Action Plan (MAP)<sup>1</sup> Our Savior Lutheran Church, Laurel, MD

**OSLC Vision:** Our Savior Lutheran Church will be a Spirit-filled, Christ-Centered community, equipping God’s people for God’s work.

- Vision Target Areas:**
- A. Training in Spiritual Accountability
  - B. Increasing Spiritual Formation and Enrichment
  - C. Strengthening Open Arms Ministry
  - D. Strengthening Our Relationship with New Hope
  - E. Growing Small Group Ministry (HOME)
  - F. Developing a Plan to Use Church Arts as an Outreach Ministry
  - G. Developing Standard Operating Procedures (SOPs)
  - H. Maintaining Facilities
  - I. Holistic Ministry -- Discipleship Goals
  - J. Communications

*These Target Areas, approved on 5/31/2009, are addressed by Action Areas in the table below. See footnotes.*

Action Area MO# & Staffer	Measurable Objective (MO)	Target Completion Date <sup>2</sup>	Actual Completion Date	Progress/Comment
<b>A. Spiritual Formation &amp; Accountability<sup>3</sup></b>				
A.1 T	Establish a year-round adult education program that offers classes for new, growing, and mature Christians.	Oct 08		New Team being formed -In process
A.2 T	Gain 25 SED Ablaze prayer partners in Congregation.	Dec 08		Gained 5 so far (over 30 involved currently)
A.3 E	Develop a plan to monitor and maintain spiritual relationships of the members of the Congregation.	Mar 09		
A.4 NB	At least five high school youth who have never before participated in a spiritual formation retreat will attend at least one in 2010.	Dec 09		Partially completed (3)
A.5 M	Explore new/refreshing worship styles used in other congregations as possible alternatives for the 11 am service.	Aug 09		Partially completed
A.6 T	Establish Holistic Ministry discipleship goals.	Jan 10		Team proposed (Joe Murchison, Ted Petito, Karen Soeken, Art Marshall, Tom Nape, René Stein).
A.7 T	Large Pastoral Bible study to be	Aug. 09	Aug 09	

<sup>1</sup> The MAP contains only new ministry initiatives. It complements ongoing ministries that appear in job descriptions and in the Annual Program Plan (APP). Once completed, initiatives developed through the MAP often appear in revised job descriptions and ensuing APPs. Finalizing job descriptions and establishing an APP process appear in this 2010 MAP as measurable objectives G.6 and C.1, respectively.

<sup>2</sup> Target Completion Date changes appear in italics.

<sup>3</sup> Addresses approved Target Areas A, B, and I.

**Staffer Codes:** T=Tina McGuffey, F= Pastor Flannery, D=Pastor DeMik, M=Marilyn Murchison,  
 DD = Donna Dark, NB = Natasha Bowlds, NS=Nancy Shampo, CT=Cynthia Tillman  
 E = Elders, L = Larry Malinowski

Action Area MO# & Staffer	Measurable Objective (MO)	Target Completion Date <sup>2</sup>	Actual Completion Date	Progress/Comment
	held Sunday morning in the Fellowship Hall			
A.8 T	50% of active adult worship attendees participate in small group Bible Study or Sunday School.	Aug 09		In process
<b>B. Outreach<sup>4</sup></b>				
B.1 T	Establish evangelism outreach team of at least 5 individuals.	May 09		
B.2 T	Provide 4 teams for Celebrate Easter.net community evangelism event to distribute flyers in community.	March 10		4 teams total of 11 people
B.3 D	Develop a plan to incorporate various church art/media techniques into OSLC ministries.	Jan 09		Video and audio recording done. WEB in progress
B.4 T	Identify/train/activate doorstep visitation team for new worshipers.			Revised
B.5 T	Identify/train/activate follow-up visitation teams to interview new members (in conjunction with Elders/Shepherds) focusing on passion and spiritual gifts.			Revised, in process
B.6 T	Connect 75% of regular new worshipers (those attending at least 4 times) with small group, bible study, or MATs.	Aug 09		In process
B.7 DD	Develop hospitality protocol for Sunday and other special worship services and establish/train Hospitality MAT leader.	Oct 09		Forming Team—in process
<b>C. Strengthening Open Arms Ministry<sup>5</sup></b>				
C.1 T	Develop an APP process for contacting Open Arms Families within one month of enrollment and concentrate efforts on families without church homes.	Oct 08	Oct 08	
C.2 T	Develop an APP process for inviting 100% of Open Arms families to participate in Wednesday Ministries and Special Sundays.	Oct 08	Oct 08	
<b>D. Strengthening Our Relationship with New Hope<sup>6</sup></b>				
D.1 F	Schedule Pr. Flahn to lead worship (preach) at OSLC Worship	Dec 09		
D.2 F	Develop Ministry Action Team	Nov 08		

<sup>4</sup> Addresses approved Target Areas A, B, and F.

<sup>5</sup> Addresses approved Target Area C.

<sup>6</sup> Addresses approved Target Area D.

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	(MAT) for partnering with New Hope.			
D.3 N	Ensure that creative, jointly planned youth events (e.g., Youth from New Hope and Our Savior participating in joint events) appear in the APP.	May 09	1 March 09	Partially complete
<b>E. Growing Small Group Ministry (HOME)<sup>7</sup></b>				
E.1 D	Ensure that a fresh All-Church Study appears in each APP.	Apr 09	Apr. 09	Modified study
E.2 D	Start 5 new groups to be led by new HOME Group Leaders.	Mar 09		
<b>F. Communications<sup>8</sup></b>				
F.1 D&NS	Develop a plan to effectively communicate Church news and ministry opportunities with the staff, board and congregation. Using publications, web, monitors, CCB	Feb 10		
<b>G. Organization for Ministry<sup>9</sup></b>				
G.1 NS	Develop CCB training program for the congregation.	Dec 09		In development
G.2 L	Develop a plan to manage more completely and systematically OSLC financial matters to include financial oversight/safeguards, receipts/expenditures, planning/budgeting covering internal and external financial resources and conditions.	Feb 09		Being re-evaluated with the Board.
G.3 T	Develop and write SOP for Adult Discipleship.	Jun 09		Team being formed.
G.4 NB	Develop and implement an OSLC safety policy/protocol for children aged birth through 18 years.	Aug 09		In process
G.5 NB & T	Organize a group and draft a plan to restructure the organization of children's education by developing and writing job descriptions for Sunday school teachers and other supportive roles in order to create a visible and user friendly Sunday school program from "cradle to grave."	Aug 09		
G.6 F	Develop a complete set of current job descriptions for OSLC Staff, MAT Leaders/Members.			

<sup>7</sup> Addresses approved Target Area E.

<sup>8</sup> Addresses approved Target Area J.

<sup>9</sup> Addresses approved Target Areas A, B, and G.

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G. 7 NB	Develop a College Age Ministry Program.	Oct 09		New
<b>H. Maintaining Facilities<sup>10</sup></b>				
H.1 D	Establish an Exterior Facilities Manager and maintenance plan.	Feb 09		
H.2 D	Establish Interior Facilities Manager and maintenance plan.	Feb 09	Nov. 08	Partially done
H.3 D	Establish an interior/exterior workday planning team, including a maintenance schedule.	Feb 09		

<sup>10</sup> Addresses approved Target Area H.

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