

OSLC Strategic Plan (DRAFT)

August 20th 2023

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Section 1: Purpose and Distribution

1.1 Purpose

To serve as a guiding document for Our Savior Lutheran Church as we prepare for the transition to a new senior pastor, grow the church, develop programs to support our congregation, and provide ministry and support to our surrounding communities. The plan is based on the Mission, Vision and Values developed in 2019, and considers these as enduring expressions. In the near term, the Strategic Plan will articulate action items to accomplish over the next three years, while enabling three areas:

- Facilities
- Community and Congregational Outreach
- Senior Staffing

1.2. Distribution

The Strategic Plan will remain a public document, available to the Our Savior Lutheran Church community. The Church Action Board (CAB) will ensure this document is accessible on the church web page.

Section 2: Theme and Focus.

2.1 Enduring Theme

Our Savior's enduring theme, adopted in 2019, is Growing Faith in Jesus through scripture.

2.2. Current Year Theme

The focus for 2023, as articulated by our leadership, is Every Member Ministry.

Section 3: Mission.

Growing faith in Jesus through scripture.

The mission of Our Savior Lutheran congregation shall be to give honor and glory to God, to carry out His will, to proclaim the Gospel of Jesus Christ to all the world, to manifest the unity of our faith in Jesus Christ as our God and Savior, to foster Christian fellowship and love, and to extend a helping hand in human need. All of which will be accomplished by preaching of the Word of God, the administration of the Sacraments, and by the religious instruction of all the members according to the confessional standard of the Evangelical Lutheran Church.

Section 4: Our Values.

4.1 We Deeply Value a Loving Church *Ephesians 4:12-16*

We believe God loves and accepts all people, and desires their salvation. He saved all His children through Christ. Faith can be full grown or just beginning. God expects us to share and show his love, invite all His children into the Church, and be witnesses in the Church and community.

4.2. We Deeply Value the Lutheran Church Teachings *John 4:23-24*

We believe faithful worship services conducted in various formats always includes God's word, praise, and sacraments, and are acceptable as long as they remain true to the teachings of the LCMS. We acknowledge that various components and forms of worship may be used to communicate the Gospel to new people.

4.3. We Deeply Value Our Christ-Centered Relationships *Hebrews 10:23-25*

We believe fellowship with believers supports our spiritual growth and leads Christians to use their God-given gifts in the service of God, the church, and fellow servants.

4.4. We Deeply Value Interaction with God's Word *2 Timothy 3:16-17*

God's truth is contained and revealed in the scriptures. We hear God's word in church, through hymns and song, in education and in other opportunities, and we need to take advantage of them as often as possible to receive God's blessings.

4.5. We Deeply Value Well-Maintained Facilities *Hebrews 8:5*

We believe having a well-cared for congregational home (buildings, grounds, equipment) in which to worship, study, train, and fellowship is an equally important part of our stewardship. We want it to reflect the glory of the One for whom we worship.

Section 5: Vision.

Our Savior's vision was adopted in 2019 and looks both internally and externally. We seek to be both a spiritual home and family to our members, while growing a vibrant church that is useful to and supportive of our members and surrounding communities.

5.1 Spiritual Home and Family

Compelled by our mission and guided by our values, we see Our Savior as a spiritual home and family to its members. As such, Our Savior seeks to:

- Increase worship & scriptural study offerings.

- Teach doctrine in its truth and purity.
- Increase social activities for members of all ages.
- Identify, understand, and implement solutions to member needs.
- Discover and use member talent, time, treasure, and witness to benefit our members and the community.
- Provide inspirational worship that communicates law/gospel relative to daily living.
- Equip members to serve wherever and whenever appropriate.

5.2 A Growing and Vibrant Church

Our savior seeks to be a growing and vibrant church that serves the needs of both our members and of the surrounding community. As such, Our Savior seeks to:

- Be active in our communities and surrounding area.
- Improve and grow our Youth Ministry opportunities.
- Increase services to local and surrounding communities.
- Maintain and enlarge our buildings and facilities.
- Provide members training to effectively share their faith and invite others to worship and activities.
- Maintain a respected reputation in our communities and surrounding areas.

Section 6: Ten Year Outlook

6.1 General Outlook

We acknowledge the need to grow the church, develop our senior leadership, engage more effectively with our congregation and the surrounding community, and improve our facilities. We seek to do so with two broad objectives in mind: Maintain our values as a Lutheran Church by adhering to God's Word and to our Constitution and By-Laws, and to make decisions that support our ability to further our ministry. For the church to be successful, this Strategic Plan must remain in support of those objectives.

6.2. Grow the Church

Our Savior Lutheran Church should continue to grow as the community grows around us. Platte County and Clay County are growing rapidly, and that presents OSLC with tremendous opportunity. We should continue to track our community demographics, and seek ways to attract more congregation members, and especially younger families, to our community. Our target for Ten years is to grow our congregation by 30 percent, or just over 2.5 percent per year.

6.3 Facilities

Our Savior Lutheran Church develops and updates a prioritized list of facilities projects, identifies fundraising opportunities to support the same, and identifies sources for other funding. By the end of 10 years, we should have a well understood and vetted Facilities Master Plan that guides and supports our mission, vision and ministry for the church.

6.4 Community and Congregational Outreach

As the congregation and communities around us grow, so should our ability to engage meaningfully with those. By the end of ten years, we should have successfully identified what our congregation and the communities around us need, what we have the capacity to effectively undertake, and get those programs running. We should seek to leverage both the congregation and community partners we develop as we work through our plans. One aspect of this effort should include engaging with other Lutheran congregations in our area to gain ideas, and to better leverage resources.

6.5 Senior Leadership

Our Savior Lutheran Church should have a senior leadership team in place that allows the pastors to focus on ministry, supports the day to day running of the two campuses and Our Savior Christian Academy, and supports the continued improvements in facilities, and congregational community engagement. We have to maintain a robust pool of volunteers for our committees, and to enable emerging requirements such as regular Sunday school for children.

We should also continue to improve awareness among the OSLC community about what our leadership, to include Called Workers, Lay Leaders and volunteers do to support the church. This will assist the CAB in staffing various functions at the right levels, and with identifying staffing requirements for new initiatives.

Section 7: Three Year Action Items

To support Our Savior's Mission, Values and Vision, the church will identify action items for the next three years. Each will be evaluated against the following criteria:

- Feasible: Do we have the organization and funding to start an action item?
- Acceptable: Is the action item in concert with OSLC mission, vision and values?
- Sustainable: Once started, can OSLC sustain the action item until completion?
- Timely: Can OSLC accomplish the action item in the time frame allotted?

7.1 Year One: January – December 2024

7.1.1. Facilities

1. Finish current construction on-going at both Platte City and Smithville Campuses.

2. Clean up Landscaping at both Campuses using volunteer Fall Clean Up and Spring Clean Up events.
3. Develop a long-term facilities plan, based on prioritized projects. Seek vendor quotes for key facilities initiatives such as parking lots, side walks, security upgrades and others in order to scope the magnitude of the issue, and initiate fundraising.
4. Secure a loan to repave the parking lots for both campuses.

7.1.2. Community and Congregational Outreach

1. Form an engagement and outreach committee to identify opportunities and plan events to increase our engagement with our congregation and our communities.
2. Connect and build stronger relationships with OSCA families and staff.
3. Plan and attend one community event.
4. Lease OSCA space to Moving Mountains homeschool organization.

7.1.3. Senior Staffing

1. Initiate the Call for a Senior Pastor.
2. Fill volunteer and paid roles associated with assisting Senior Staff (Office Staff, Lay Elders, preparation for services, Bible Studies, musicians, etc) so senior staff can focus on ministry.
3. Call a Superintendent for Our Savior Christian Academy.

7.2 Year Two: January - December 2025

7.2.1. Facilities

1. Develop a long-range plans for effectively using available property to further ministry and to replace aging infrastructure.
2. Based on long term facilities needs, establish a Capital Campaign to address infrastructure needs.
3. Continue volunteer efforts to maintain and upgrade grounds around both campuses.

7.2.2. Community and Congregational Outreach

1. Expand existing community outreach through partnership with other LCMS churches.
2. Develop and implement a plan for connecting with Sunday visitors and school families.
3. Examine establishing a regularly scheduled VBS summer program.

7.2.3. Senior Staffing

1. Call the School Superintendent.
2. Identify and train volunteers to run youth Bible Study/Sunday School.
3. Continue to ensure we fill all support roles (grounds, Bible Study, preparing for services, Star Families) so senior leaders can focus on ministry.

7.3 Year Three: January - December 2026

7.3.1. Facilities

1. Conduct any urgent repairs (health and safety or security.)
2. Finish Capital Fund Campaign and begin/complete work on identified facilities priorities.
3. Continue twice annual volunteer grounds clean up events.

7.3.2. Community and Congregational Outreach

1. Organize a community outreach event with focus on local needs.
2. Develop church-based community ministry that meets the needs of the community and serves children and youth, families, seniors and vulnerable populations.
3. Continue hosting community fellowship events at each campus that includes OSCA/OSLC and guests.

7.3.3. Senior Staffing

1. Call the Associate Pastor.
2. Rotate volunteer leads to prevent burnout.
3. Ensure volunteer roles remain filled.

Appendix A: OSLC Constitution

CONSTITUTION

Our Savior Lutheran Platte City, Missouri

Approved February 17, 2019

A.1 PREAMBLE

God requires that a Christian congregation conform to His divine Word in doctrine and practice (Psalm 119:105; II Timothy 4:1-5; Matthew 28:18-20; and Galatians 1:6-8) and that “everything should be done in a fitting and orderly way” (I Corinthians 14:40). Therefore, we the members of Our Savior Evangelical Lutheran Church, Missouri Synod, Platte County, having organized on February 3, 1991, for the purpose of establishing a Lutheran congregation, do set forth the following Constitution and Bylaws, which shall govern the spiritual and material affairs of our congregation.

A.2 ARTICLE I: NAME

The name of this congregation shall be Our Savior Evangelical Lutheran Church.

A.3. ARTICLE II: MISSION STATEMENT AND RIGHTS

A. Mission Statement

The mission of this congregation shall be to give honor and glory to God, to carry out His will, to proclaim the Gospel of Jesus Christ to all the world, to manifest the unity of our faith in Jesus Christ as our God and Savior, to foster Christian fellowship and love, and to extend a helping hand in human need, which will be accomplished by the preaching of the Word of God, the administration of the Sacraments, and by the religious instruction of all the members according to the confessional standard of the Evangelical Lutheran Church.

B. Incorporation and Rights

This congregation shall possess all rights and powers given and granted by the laws of the State of Missouri in corporations organized under the provisions of Article IX, chapter 90, of the Revised Statutes of Missouri, 1919, and acts amendatory thereto.

A.4. ARTICLE III: CONFESSIONAL STANDARD

This congregation accepts and acknowledges all of the canonical books of the Old and New Testaments as the verbally inspired (revealed and inerrant) Word of God. We further accept and acknowledge all of the Symbolical books of the Evangelical Lutheran Church contained in the Book of Concord of 1580 A.D. as a true and correct exposition of Christian doctrine taken

from and in full agreement with the Holy Scriptures. In this congregation no doctrine shall be taught or tolerated which is at variance with these Symbols of the Evangelical Lutheran Church.

These Symbolical books are as follows:

1. The Three Ecumenical Creeds; namely the Apostolic, the Nicene, and the Athanasian;
2. The Unaltered Augsburg Confession;
3. The Apology of the same;
4. The Smalcald Articles;
5. Luther's Large Catechism;
6. Luther's Small Catechism;
7. The Formula of Concord.

All doctrinal controversies which may arise in this congregation shall be decided and adjudicated according to the above doctrinal standards.

A.5 ARTICLE IV: SYNODICAL AFFILIATION

This congregation shall hold membership in the Lutheran Church-Missouri Synod as long as the Synod remains true to the Word of God and the Lutheran Confessions.

OSL Constitution 1

A.6. ARTICLE V: MEMBERSHIP

The membership of this congregation shall include the following:

A. Baptized Membership

1. Definition

Baptized members are all members who have been baptized in the name of the Triune God with water who are under the spiritual care of this congregation and its Called pastor(s).

2. Reception

Baptized members are received through the Sacrament of Holy Baptism, through transfer, or with the consent of one or both parents or guardians if children have been baptized in another congregation. Their reception shall be ratified by the Voters' Assembly.

3. Duties

Baptized members shall conform their lives to their baptismal vow.

4. Termination

Baptized members who have not been received into communicant membership shall have their membership terminated for the same reasons that communicant membership is terminated insofar as these reasons are applicable.

B. Communicant Membership

1. Definition

Communicant members are those members who:

- a. accept the doctrinal standard of Article III;

- b. are familiar with at least the contents of Luther's Small Catechism;
- c. are confirmed in the Lutheran Church.

2. Reception

Communicant members are received by the rite of confirmation, by transfer from a sister congregation upon profession of faith, or by reaffirmation of faith. Their reception shall be ratified by the Voters' Assembly.

3. Duties

Communicant members shall conform their entire lives to the rule of God's Word:

- a. by attending divine services faithfully and partaking of the Lord's Supper with regularity;
- b. by being a faithful steward of God's blessings for the extension of His Kingdom
 - i. in finances--regularly and faithfully returning to the Lord a portion of his blessings
 - ii. in time--dedicating time whenever possible
 - iii. in talents--utilizing the "gifts" God has given;
- c. by submitting to the rules and regulations of the congregation, so long as they are in accord with God's Word;
- d. by not living in manifest "works of the flesh" (Galatians 5:19-21), but leading a Christian life;
- e. by imparting and accepting fraternal admonition (brotherly correction) as the need for such admonition arises;
- f. by not being a member of any anti-Christian organization or of any ungodly society on account of their false doctrines, for example, such organizations that adhere to false doctrines concerning God (John 5:32), the Bible (II Timothy 3:16), the way of Salvation (Romans 3:28; Ephesians 2:8-9), and Prayer (John 16:24; Ephesians 1:17).

4. Termination

- a. Communicant members in good standing may be transferred by the Pastor to a sister congregation immediately upon their request. Such transfer shall be reported to the Lay Elder Committee and the Voters' Assembly at its next meeting.
- b. Members who move out of the community and thereby become inactive shall be encouraged to transfer their membership to a sister congregation nearer to them. After 6 months of absence from the community and after attempts to transfer them prove unfruitful their names may be removed from the membership list upon recommendation by the Lay Elder Committee and by resolution of the Voters' Assembly.
- c. Communicant members who join a worship fellowship outside of this congregation's fellowship thereby terminate their membership. Their names shall be removed by the Lay Elder Committee by approval of the Voters' Assembly.
- d. Communicant members whose whereabouts are unknown and whose address cannot be established within 6 months shall have their names removed from the membership list upon recommendation by the Lay Elder Committee and by resolution of the Voters' Assembly.
- e. Communicant members who conduct themselves in an unchristian manner (see Article V, B, 3) shall be admonished according to Matthew 18:15-20 insofar as it applies. If they remain impenitent after proper admonition, they shall be excommunicated. Each case shall be presented individually by the Lay Elder Committee to the Voters' Assembly for action. A unanimous vote by the voters present shall be required for excommunication, however, the individual being excommunicated shall not be permitted to vote on his case. Any such person,

having been excommunicated, shall forfeit all privileges of membership and all claims upon the property of the congregation as such, in whole or in part, as long as they are not received again into membership. They shall not be barred from public worship. If such member deliberately absents himself from the meeting at which his case is to be discussed, or in some other manner makes it impossible to deal with him, he thereby excommunicates himself (self-exclusion).

C. Voting Membership

1. Definition

Voting members shall be male and female communicants in good standing who have reached the age of 18 years and have been received by the Voters' Assembly.

2. Reception

A prospective Voting member shall attend a Voters' Assembly meeting to make application for membership, and to receive a copy of the Constitution, and be admitted at the next Voters' Assembly meeting upon the voters' approval and upon signing the Constitution.

3. Duties

Voting members shall attend the meetings of the Voters' Assembly regularly, participate in the work of the congregation, and willingly accept responsibility according to ability. Voters are to keep in mind their privilege as leaders in the congregation and consider their God given responsibility to prayerfully consider the entire congregation in any vote cast. Voting members not in attendance at a given meeting automatically waive their privilege to vote on any resolution acted upon in said meeting.

4. Termination

a. A voting member may be granted a release from voting membership upon request.

b. A voting member who is absent from the meetings of the Voters' Assembly for a full year without offering a valid excuse may be removed from voting membership by resolution of the Voters' Assembly.

c. Termination of communicant membership automatically terminates voting membership.

d. Any voting member so removed (4a and 4b) shall be reinstated to voting membership upon the member's request with the approval of the Voters' Assembly.

A.7. ARTICLE VI: THE MINISTRY OF THE WORD

The pastoral office and any other called office of this congregation shall be conferred only on such called workers and candidates who are certified by The Lutheran Church-Missouri Synod, so long as the LC-MS remains true to the Word of God and the Lutheran Symbolical Books, and who declare their belief in, and acceptance of 1. All of the canonical books of the Old and New Testaments as the inspired, revealed, and inerrant Word of God; and 2. All of the Symbolical Books of the Evangelical Lutheran Church enumerated in Article III of this Constitution.

A.8. ARTICLE VII: AUTHORITY OF THE CONGREGATION

A. General

The Voters' Assembly shall be the governing body of this congregation and shall be empowered to administer and manage all of its affairs. The establishment and conduct of all institutions, auxiliary organizations and sponsored groups within the congregation shall be subject to the approval and supervision of the Voters' Assembly. The Voters' Assembly shall not be empowered to decide anything contrary to the Word of God and the Confessions of the Evangelical Lutheran Church (Article III), and any such decision shall be null and void.

B. Decisions

Matters of doctrine and conscience shall be decided solely by the Word of God in the Voters' Assembly; other matters shall be decided by the Voters' Assembly, by a majority vote; unless otherwise specified by this Constitution or Bylaws.

C. Right of Call

The right of calling pastors or other called workers shall be vested in the Voters' Assembly and shall not be delegated to a smaller body of members or to an individual. However, if a candidate is to be called through the placement procedures of our Synod, the Calling Committee, upon authorization from the Voters' Assembly, shall have the right to place such a call.

D. Removal from Called Office

1. Any pastor or other called worker of the congregation, after a public hearing in the congregation and after a period of one week, may be removed from office by the Voters' Assembly by a two-thirds majority ballot vote of the voting members, in Christian and lawful order, for one or more of the following reasons:
 - a. persistent adherence to false doctrine,
 - b. scandalous life,
 - c. willful neglect of duties.
2. The Voters' Assembly, by a two-thirds majority ballot, may request the resignation of a pastor or other called worker from his position in the congregation in the case of prolonged incapacity or general incompetence. If the resignation is not submitted to the Voters' Assembly, the Voters' Assembly may remove any such person from office by a two-thirds majority ballot vote.

A.9. ARTICLE VIII: ORGANIZATION

A. Definition

1. Voters' Assembly

The Voter's Assembly shall consist of all confirmed members, 18 years of age and older, present at a regular or special meeting of the congregation. The congregation, through the Congregational Assembly, shall have the final authority in managing its internal and external affairs. The Voters' Assembly shall be constituted as defined in the Bylaws of this Constitution.

2. Church Action Board (CAB)

The Church Action Board (CAB) of this congregation shall primarily serve as a planning and managing board and will be responsible to administer and/or delegate all the congregation's affairs except those stated in constitution and bylaws and the following matters for action only by the Congregational Assembly:

- a. Calling or removing a called worker

- b. Purchasing or selling church buildings or real estate
- c. Adopting the Annual Ministry and Financial Plan
- d. Dissolving the congregation
- e. Removing of Officers and disbanding of permanent Boards/committees

3. Officers of the Congregation

a. The officers of this congregation shall be the Chairman, Treasurer and Secretary. The officers and boards shall have no authority beyond that which has been conferred upon them in the Constitution or Bylaws.

b. The responsibilities of the Chair, Treasurer and the Secretary shall be those normally associated with these positions, including legal obligations of the congregation, and shall be in accordance with the specifics stated in constitution and bylaws. The Chairperson of the CAB and the Secretary of the CAB is empowered to sign all legal documents of the congregation.

4. Committees and Boards

There shall be four permanent committees/boards: Lay Elder, Finance, Facilities and Christian Academy.

- a. The Committee on Lay Eldership
- b. The Finance Committee
- c. The Facilities Committee
- d. The Christian Academy Board

B. Organizational Chart

(Need to capture the Graphic)

C. Removal from Office

1. An officer of this congregation, after a public hearing in the Voters' Assembly and after a period of one week, may be removed from office by the Voters' Assembly by a two-thirds majority ballot vote, in Christian and lawful order, for one or more of the following reasons:

- a. persistent adherence to false doctrine,
- b. scandalous life,
- c. willful neglect of duties.

2. The Voters' Assembly, by a two-thirds majority ballot, may request the resignation of an officer from his position in the congregation in the case of prolonged incapacity or general incompetence. If the resignation is not submitted to the Voters' Assembly, the Voters' Assembly may remove any such person from office by a two-thirds majority ballot vote.

D. Office of Pastor and Called Workers

The office of Pastor in this congregation and other called staff shall be conferred only upon such workers who profess and adhere to the Confession of the Church (Article III), who have been declared eligible by The Lutheran Church—Missouri Synod, and who are well qualified for this work. All called workers shall, in the call extended and accepted by them, be pledged to this confessional standard.

A.10. ARTICLE IX: DIVISION

If at any time a division should take place on account of doctrine, the property of the congregation and all of the benefits connected therewith shall remain with those communicant members who continue to adhere to the confession and practice of Article III of this Constitution. If division should occur for any other reason, the property shall remain with the majority of the communicant members. In the event the congregation should totally disband, the property and all rights therewith shall be transferred to that District of the Lutheran Church-Missouri Synod of which the congregation had been a member at the time of disbanding.

A.11. ARTICLE X: DOCTRINAL CONFORMITY

Only such hymns, prayers, and liturgies shall be used in the public services of the congregation and in all ministerial acts as conform to the confessional standard of Article III.

A.12. ARTICLE XI: BYLAWS

This congregation may adopt such bylaws as may be required for the accomplishment of its purpose.

A.13. ARTICLE XII: CHANGING THE CONSTITUTION

A. Unalterable Articles

Articles II, III, IV, and XII of this Constitution shall not be subject to change or repeal.

B. Amendments

Amendments to this Constitution may be adopted at a regular Voters' Assembly provided:

1. that they do not conflict with the provisions of Article III, or with any other article which pertains to a Scriptural doctrine or practice; and
2. that the proposed amendment has been submitted in writing at a previous meeting of the Voters' Assembly and published prior to the meeting at which the proposed amendment will be acted upon; and
3. that an affirmative vote of a two-thirds majority of the voters present is secured, provided a quorum

Appendix B: By-Laws (Requires Formatting)

BYLAWS

Our Savior Lutheran Platte City, Missouri

Approved February 17, 2019

B.1. Article I: Meetings of the Congregation

A. Regular Meetings

1. Regular meetings of the Voting Membership shall be held quarterly each calendar year. Dates and times of all Voters' Meetings shall be set by the Church Action Board (CAB) calendar. Normally, the May meeting will include elections and the November meeting shall include the consideration and acceptance of the budget for the following year.
2. All communicant members of the congregation may attend the meetings of the Voters' Assembly and may, with the consent of the Voting Membership submit recommendations, or participate in a discussion of any given item of business before the Voting Membership.
3. Every meeting of the Voting Membership shall be announced at the worship services on the Sunday preceding the date of the meeting. Normally, reports will be made available prior to the meeting.

B. Special Meetings

Special meetings of the Voters' Assembly may be called by the CAB, the Pastor(s) or at the request of any 5 voting members of the congregation. Notice of the date and time of such a meeting, and of the nature of the business to be transacted shall be given 7 days prior to the day of the meeting.

C. Order of Business at Regular Meetings

1. Regular meetings of the Voting Membership shall proceed as follows:
 - a. Scripture Reading and/or Prayer;
 - b. Roll Call of Voting Members;
 - c. Reception of New Voting Members;
 - d. Minutes of Previous Meetings(s), including Special Meetings;
 - e. State of the Parish Report by Pastor(s);
 - f. Treasurer's Reports;
 - g. CAB updates;
 - h. Reports from permanent Boards/Committees of the Voting Membership;
 - i. Unfinished Business;
 - j. New Business;
 - k. Adjournment/Closing Prayer.

2. The CAB may, with the consent of the Voting Membership, vary the above order in the interests of efficiency.

D. Restrictions Pertaining to Voters' Assembly Meetings

Attending Voting Members of a properly called Voters' Assembly meeting shall constitute a quorum, except as otherwise provided in this Constitution and Bylaws for dealing with certain specific situations herein defined. In the event of a tie vote, the CAB chair shall cast the deciding ballot.

B.2 Article II: The Office of the Pastor

A. Procedure for Securing a Pastor

After consultation by the Lay Elder Committee and CAB with the President of the Missouri District or his representative, candidates for the pastorate shall be proposed at the next regular meeting of the Voting Membership or at a special meeting called for that purpose. Additional candidates may be proposed by any Communicant Member at the meeting called to discuss the candidates. The Voters shall then adopt a list of candidates. At that meeting, or at a subsequent regular or special meeting of the Voting Membership, the Voters shall elect one of the proposed candidates by ballot and simple majority. It shall be the duty of the CAB to see that notice of his election is delivered promptly to the candidate in whatever manner the Voting Membership shall deem advisable.

B. Pastoral Office

1. The Pastoral Office is the authority conferred upon pastors by God through a divine call of a congregation to exercise in public office the common rights of the spiritual priesthood on behalf of all. The Pastor is the overseer of the office of the public ministry in the congregation and shall serve in a supervisory capacity for all called, rostered, professional and volunteer positions within the congregation. In calling a Pastor to preach the Word of God and to administer the sacraments on their behalf, the members of the congregation are operating through their royal priesthood. This is the privilege and responsibility of all members.

2. Upon being installed, the Pastor(s) as a servant and steward of God and also of the congregation is authorized and obligated to:

a. Primary duties:

i. Proclaim the Word of God

ii. Administer the sacraments

iii. Discharge toward all members of the congregation all the functions of a minister and caretaker of their souls

iv. Spiritually guard the welfare of the younger members of the congregation and adults during their preparation for acceptance of Holy Communion

v. Guide the congregation in applying the divinely ordained discipline of the church

vi. Provide spiritual guidance for the congregation as it pursues its mission in accordance with Article III of the Constitution

vii. Provide spiritual leadership and oversight to the educational agencies and the various adult and youth organizations within the congregation, particularly in religious instruction

viii. Discharge faithfully all other duties that the Holy Scriptures lay on the office of the ministry

ix. In addition, Pastor(s) and called ministry staff may have special areas of focus and responsibility for ministry as outlined in their call documents and/or position descriptions

b. Additional Duties:

- i. Provide regular reports to the CAB
- ii. Work closely with and supervise the leaders of day-to-day ministry
- iii. Lead the annual preparation of the ministry plan, ensuring it is supported by the annual budget, for adoption by the Voters Assembly
- iv. Implement the ministry plan in his areas of ministry as adopted by the Voters Assembly and conduct the day-to-day business of the congregation
- v. Based on the adopted ministry plan and budget, oversee the creation of an effective structure for leadership and ministry teams for his areas of ministry

vi. Maximize opportunities for members of the worshiping community to use their spiritual gifts and God-given abilities in ministry

vii. Be available for any additional functions that the CAB or voters may confer on him

3. Upon being installed, the Pastor(s) as a servant and steward of God and also of the congregation is not authorized to incur annual non-budget expenses exceeding 5% of the annual budget nor discharge a called worker.

B.3. Article III: Church Action Board (CAB)

A. Membership

1. The Church Action Board (CAB) shall consist of Seven (7) voting members, six (6) elected at large by the Voters' Assembly, one must be male with the lead pastor as 7th voting member by ex officio.
2. Members are not on the payroll of Our Savior Lutheran ministries.
3. Only voting members of the congregation may serve on the CAB.

B. Officers

1. CAB members are considered officers of the congregation and fall under Constitution Article 8.3. (See Constitution Article VIII). In accordance with the State of Missouri guidelines for a 501(c)(3)Articles of Incorporation, the following officers are required:

a. Chair:

- i. Shall be male
- ii. Preside at all meetings of the Voters Assembly and the CAB
- iii. Ensure the Constitution and Bylaws are followed
- iv. Perform the general duties as are common for the office, including such additional duties as may be directed by the Voters Assembly from time to time

b. Secretary:

- i. The duties shall be those commonly required of that office, especially the keeping and preserving of accurate records of all Voters' Assembly meetings, and handling such correspondence as the congregation may require

ii. Keep minutes of all CAB and Voters' Assembly meetings

c. Treasurer:

i. Ensure that accurate records of all receipts and disbursements are kept and preserved, and submit a written report of them at all regular meetings of the Voters Assembly

ii. Ensure accuracy of all financial transactions of the congregation

iii. Serve as an ex officio member of finance committee

2. Officers of the CAB shall be Chair, Treasurer and Secretary. They shall be selected by the CAB annually from the six (6) at large members of the CAB.

C. Meetings

CAB meetings shall:

a. Meet at least ten (10) times per year and may meet more frequently at the request of lead pastor, chair or any three Board members.

b. Four (4) members of the CAB constitute a quorum for any meeting.

c. Notice of each meeting shall be posted and open, unless an executive session is called.

d. Minutes of the meetings shall be available to voting members upon request.

D. Term of Office

1. The terms of office shall be for two (2) years with elections held for 3 members each year.

2. No member of the Board may serve more than three (3) full successive terms without a break of at least one (1) year.

3. A Nominating Committee shall be formed each year.

4. No more than 1/3 of Nominating Committee shall be members of CAB.

5. The CAB shall be authorized to appoint a person to fill a vacancy and to complete the term until a properly nominated slate of candidates is presented for election.

6. The term of office commences immediately following the election.

E. Removal from Office

1. A CAB member of this congregation, after a public hearing in the Voters Assembly and after a period of one week, may be removed from office by the Voters Assembly by a two-thirds (2/3) majority ballot vote, in Christian and lawful order, for one or more of the following reasons:

a. persistent adherence to false doctrine as defined by Constitution Article III.

b. scandalous life.

c. willful neglect of duties.

2. The Voters Assembly, by a two-thirds (2/3) majority ballot, may request the resignation of an officer from his position in the congregation in the case of prolonged incapacity or general incompetence. If the resignation is not submitted to the Voters' Assembly, the Voters Assembly may remove any such person from office by a two-thirds (2/3) majority ballot vote.

F. Duties

1. Having heard the needs of the congregation, the CAB will establish the direction, goals, oversight, and desired outcomes for the congregation expressed through the written calendar, procedures and goals in accordance with the Mission Statement. These shall be compiled and

organized in the CAB Manual. The CAB will have the authority to appoint, remove or dismiss those who administer these duties.

2. The CAB shall have no authority beyond that which has been conferred upon them by the constitution, the bylaws, or the Voters' Assembly.

3. The CAB serves as the planning and managing board of the congregation and shall act in all matters pertaining to the legal and general welfare of the congregation, except those reserved for the Voters' Assembly (see Constitution Article VII).

4. The CAB shall see to it that all activities of the church reflect the purpose and faith of the Congregation.

5. The CAB shall consider all matters pertaining to the general welfare of the congregation which are not delegated to staff.

G. Committees

1. As the planning and managing board, the CAB shall appoint as many committees as necessary to accomplish its work, which is not delegated to staff. Pastor(s) serve as ex officio member of all Boards/committees. There shall be four permanent committees/Boards: Lay Eldership, Finance, Facilities, and Christian Academy.

2. Permanent Committees:

a. The Committee on Lay Eldership

i. Role: This committee is to assist the Pastoral staff in carrying out the pastoral ministry (i.e. discharging the pastoral functions, dealing with matters of spiritual authority and discipline, and serving as a source of advice for the Pastoral staff)

ii. Membership: At least two (2) committee members. Members will be appointed by the lead pastor and ratified at the next Voters' Assembly. The Committee shall choose a Chair and recorder

iii. Qualifications: Are male. Have proven themselves faithful to the Lord and His church. Regularly participate in the worship and educational life of our congregation. Undertake personal spiritual disciplines for the development of their own faith lives and strive to live a life consistent with 1 Timothy

3. Are not on the payroll of the congregation. Useful skills and experience for this position are the ability to listen to and communicate with people of all ages; skills and interest in ministry matters; a passion for supporting the mission of making Christian disciples and the ability to work with individuals and ministry teams

iv. Term: A term of service shall be two (2) years

b. The Finance Committee:

i. Role: The finance committee is primarily to provide financial support and normal treasurer functions.

Typical tasks include financial planning, financial reporting, and the creation and monitoring of internal controls and accountability policies. The Finance Committee will carry out

responsibilities as directed by the lead pastor, CAB, and treasurer and report back to the CAB

ii. Membership: At least three (3) committee members, plus the treasurer, lead pastor and a representative from each permanent board/committee who are all ex officio members. The lead pastor in conjunction with the CAB will appoint members, who then will be ratified by the

voters at the next Voters' Assembly. The Committee shall choose a Chair, financial secretary, and recorder other than the ex officio members

iii. Qualifications: The members of this committee benefit from having one or more of these spiritual gifts:

giving, faith, wisdom, administration, discernment, helping, leadership, exhortation (encouragement), and teaching. Useful skills and experience for this position are the ability to listen to and communicate with people of all ages; skills and interest in financial matters; a passion for financially supporting the mission of making Christian disciples and the ability to work with individuals and ministry teams

iv. Term: A term of service shall be two (2) years

c. The Facilities Committee:

i. Role: To properly maintain, repair, and enhance the church's interior and exterior, grounds, equipment and mechanical/electrical and plumbing systems by planning and providing oversight of cleaning, maintenance, aesthetic beauty, safety and usefulness

ii. Membership: At least three (3) committee members. The lead pastor in conjunction with the CAB will appoint members, who then will be ratified by the voters at the next Voters' Assembly. The Committee shall choose a Chair and recorder

iii. Qualifications: The members of this committee benefit from having one or more of these spiritual gifts: giving, faith, wisdom, administration, discernment, helping, leadership, exhortation (encouragement), and teaching. Useful skills and experience for this position are the ability to listen to and communicate with people of all ages; skills and interest to enhance properties; a passion for making Christian disciples and the ability to work with individuals and ministry teams

iv. Term: A term of service shall be two (2) years

d. The Christian Academy Board:

i. The Board chair must be an Our Savior Lutheran member.

ii. The majority of Board members must be members of Our Savior Lutheran.

iii. The Board operates through the Articles of Incorporation, Bylaws, and Policies consistent with Our Savior Lutheran's Bylaws and Constitution

B.4. Article IV: Amendments

The Bylaws may be amended in a properly convened meeting of the Voters Assembly by a majority of all voting members present, provided that the proposed changes have been published in writing at least one week prior to the meeting in which the amendment is voted upon.

Soli Deo gloria

Appendix C: OSLC Glossary (Requires Formatting)

GLOSSARY

Our Savior Lutheran Platte City, Missouri

17 February 2019

CAB (Church Action Board)-

The (CAB) Church Action Board is a seven (7) voting member board which includes the lead pastor (serving as a seventh (7th) member). The CAB serves primarily as the planning and managing board of the congregation. The CAB works together with the congregation to plan for future growth and outreach consistent with the Mission Statement. CAB officers serve two (2) year terms.

CAB Manual-

Utilized by the CAB and congregation as an information source for Our Savior Lutheran. May include church calendar, useful forms, committee specifics, helpful resources and will continue develop and relevant materials are added or parsed.

ex officio-

Holding a position or membership due to the power or influence of one's office, and not by election or

appointment. A chairperson, for example, can be an ex-officio member of all board appointed committees.

Such positions and their attached voting and other privileges are detailed in the bylaws of the organization.

Latin for 'because of one's office'.

quorum-

The minimum number of members of an assembly or society that must be present at any of its meetings to

make the proceedings of that meeting valid.

Soli Deo gloria-

Soli Deo gloria is a Latin term for Glory to God alone.

Voters' Assembly-

Congregational member body that utilizes church Bylaws and Constitution to arrive at decisions. Voters

Assembly meets on a quarterly basis during each calendar year.

501(c)(3)-

An Internal Revenue Service (IRS) charitable organizations designation. Organizations described in section

501(c)(3), are eligible to receive tax-deductible contributions in accordance with IRS Code section 170.

Our Savior Lutheran Church is designated as a 501(c)(3).

Appendix D: OSLC Key Staff

D.1. Called Workers

Senior Pastor: Pastor Larry Block
Associate Pastor: Pending Call.
Our Savior Christian Academy Superintendent (Acting):

D.2. Elders

Tom Augustin, Chair
Dan Reith
Walt Loving
Chuck Walitalo

D.3. Church Action Board (CAB)

D.4. Finance Committee

D.5 ETC - will format this before Voter's Meeting

Appendix E: Execution of the Strategic Plan

E.1. Executing the Plan

The Strategic Planning Committee will present the completed plan to the Church Action Board (CAB) to execute. The CAB will be responsible for providing periodic updates on the progress of the action items, as well as updates on changes made to other portions of the plan as required during voter’s meetings.

E.2. Process for Amending the Strategic Plan.

The CAB will continuously review the yearly action items to ensure those remain feasible, acceptable, sustainable, and timely (FAST), and will work with Action Item leads to assist in maintaining progress on each. Action Item leads can come from standing committee members or from volunteers.

The CAB will develop a mechanism for Action Item leads to report progress to the CAB, and during voters meetings as required.

No later than six months from the end of the Plan Year 3, the CAB will develop three action items for Facilities, Community and Congregational Outreach, and Senior Staffing for Plan Year 4. (See Table E-1: Strategic Plan Action Item Tracker)

No later than six months from the beginning of the UPCOMING plan year, the CAB will identify Action Item Leads for the following plan year’s initiatives. For the current Year 1, November 2023 - November 2024, the CAB should identify Action Item leads immediately upon publication of this plan.

E.3. Strategic Plan Action Item Tracker.

The link to the Strategic Plan Action Item Tracker is here: [Table E-1: Strategic Plan Action Item Tracker](#)

| Plan Year | Calendar Year | Action Items | Action Item Lead | Notes |
|---|----------------------|---------------------|-------------------------|--------------|
| Year 1 (See Section 7.1. of The Strategic Plan) | NOV 2023 - NOV 2024 | Facilities | | |

| | | | | |
|---|---------------------|---|--|--|
| | | 1 | | |
| | | 2 | | |
| | | 3 | | |
| | | Community and Congregational Outreach | | |
| | | 1 | | |
| | | 2 | | |
| | | 3 | | |
| | | Senior Staffing | | |
| | | 1 | | |
| | | 2 | | |
| | | 3 | | |
| Year 2 (See Section 7.2. of The Strategic Plan) | NOV 2024 - NOV 2025 | Facilities | | |
| | | 1 | | |
| | | 2 | | |
| | | 3 | | |
| | | Community and Congregational Outreach | | |
| | | 1 | | |
| | | 2 | | |
| | | 3 | | |
| | | Senior Staffing | | |
| | | 1 | | |
| | | 2 | | |
| | | 3 | | |
| Year 3 (See Section 7.3. of The Strategic Plan) | NOV 2025 - NOV 2026 | Facilities | | |

| | | | | |
|--|--|---|--|--|
| | | 1 | | |
| | | 2 | | |
| | | 3 | | |
| | | Community and Congregational Outreach | | |
| | | 1 | | |
| | | 2 | | |
| | | 3 | | |
| | | Senior Staffing | | |
| | | 1 | | |
| | | 2 | | |
| | | 3 | | |

Committee Brainstorming Notes

7.1.1. Facilities

5. Improve Both Parking Lots SBH (Do we have funding for this? (Paul Schlimm))
6. Clean up Landscaping at both Campuses—Pine Trees PC, Foundation SM SBH (Paul Schlimm too - maybe using focused one-off volunteer events). (Love it, let's make some pulled pork and put a fire in the fire pit and celebrate after the work is completed)
7. Increase capacity of classrooms and common areas at both campuses. jk
8. Finish current construction - MB (Paul Schlimm, RK)
9. Additional lighting/improved lighting inside, new carpet at Smithville Campus. DW.
10. Replace broken A/C unit at PC. DW
11. Repair concrete in front of the doors at the Smithville Campus and add bollards. DW
12. Currently there are no cameras working at either campus-install security system including cameras. DW (Dave, this could run well upwards of \$25K depending on servers/video storage desired, camera costs, running fiber, and labor. That would cover a camera or two only at each location. We COULD use this year to scope a system and get vendor estimates. (Paul Schlimm)
13. Develop a long-term facilities plan, based on prioritized projects. Seek vendor quotes for key facilities initiatives such as parking lots, side walks, security upgrades and others in order to scope the magnitude of the issue. (Paul Schlimm.) "Have a plan PS"DW
14. Establish a dedicated Sunday School area for both youth and Adults (RK)
15. Coordinate with school to have common areas set-up in advance and ready for next use. CW
- 16.

7.1.2. Community and Congregational Outreach

5. Set up Free Water & Snacks during PC Garage Sale Weekend SBH
6. Offer Water Bottles at run in SM (first, check how many participants are local vs. out of towners?) SBH
7. Initiate a program to direct the congregation to be more outward focused. jk
8. Connect with a community group (senior housing, low income housing). jk (Paul Schlimm agrees with this - could be a quick win.) Spoke with a Smithville City Alderman last week. He highly recommended this outreach. DW
9. Connect and build relationships with OSCA families and staff. (ie, through tutoring event, family resource night) jk (Paul Schlimm agrees with this.)
10. Connect and build relationships between both campus congregations through events and fundraising. MB
11. Develop a plan for beginning Sunday School or other youth events for our congregation involvement. MB
12. Plan a joint activity this fall that includes OSLC students/parents/parishioners. Bring your best BBQ or Chill dish.Cornhole tournament and potluck dinner. Blazing fire pit that evening for roasting marshmallows/smoers. DW

13. Identify significant community contacts in both Platte City and Smithville and begin discovering community needs. (Paul Schlimm)
14. Pictures of the people serving on committees, CAB, Elders, Sunday School leaders displayed in the church entryway. Can be group pictures or individual pictures. Tells people who to go to with questions about the church and church business. DW
15. Get involved posters-Bible studies available, "sign up for Confirmation" DW
16. Re-establish an active Evangelism/Stewardship/Youth Committees-RK
17. Re-connect with members who are attending elsewhere but not transferred, or those who have recently transferred/at-risk members-RK
18. Engage with those who attend only virtually to return to in-person worship-RK

7.1.3. Senior Staffing

4. Call Senior Pastor (Paul Schlimm Agrees with this.)
5. Call School Superintendent
6. Call Asst. Pastor
7. Fill volunteer holes. MB (Paul Schlimm agrees with this.)
8. Identify volunteers to begin running youth Bible Study/Sunday School and train them. (Paul Schlimm)
9. Fill roles associated with assisting Senior Staff (Office Staff, Lay Elders etc)-RK
10. Review Constitution and By-laws to ensure consistency for long range plan for Senior Staff success (Is the congregation providing enough support)-RK
11. Ensure that LCMS salary guidelines are met for Called Worker Staff to recruit and retain-RK
12. Ensure the Called Worker Staff is supported on the administrative side to focus on Spiritual Side-RK

7.2 Year Two: November 2024 – November 2025

7.2.1. Facilities

4. Develop a long-range plan for effectively using available property to further ministry opportunities. jk (Probably should do this - Paul Schlimm).
5. Develop long-range plan to replace aging infrastructure jk Amen jk, DW.
6. Improve sanctuary space for worship (ie, lighting and technology). jk
7. Increase size of signage at both campuses DW
8. Repair the parking lots (if we were successful in fundraising) (Paul Schlimm) Perhaps the Elders may have funding for this project DW
9. Spring and Fall volunteer one-off clean ups around both campuses. (Paul Schlimm)
10. Based on long term needs-establish a Capital Fund Campaign to address infrastructure needs (RK)

7.2.2. Community and Congregational Outreach

4. Expand existing community outreach through partnership with other LCMS churches. jk (Paul Schlimm too).
5. Foster relationships between various member age groups. jk
6. Develop and implement a plan for connecting with Sunday visitors and school families. jk
7. Develop a schedule of interactive workshops to aid in engagement of 2 campuses and bring community interest in our church. MB
8. Expand local connection from 1 community group (see item 4 from the first year's plan) to two groups. (Paul Schlimm)
9. Develop and engagement plan after identifying significant community contacts, to include identifying events and volunteers (Paul Schlimm)
10. Have another congregational Big Event like what Dave W explained in Item 8 above (this could be a once or twice a year Big Event for fellowship) (Paul Schlimm)
11. Convert x # of school attendees and families to regularly attendees at OSLC-RK
12. Establish a regularly VBS summer program-RK

7.2.3. Senior Staffing

4. Call the School Superintendent (Paul Schlimm)
5. Start having volunteers identified and trained last year run youth Bible Study/Sunday School (Paul Schlimm)
6. Identify a Youth Coordinator (does this have to be a called worker???) to run Sunday School/Bible Study program formally next year (Paul Schlimm)

7.3 Year Three: November 2025 – November 2026

7.3.1. Facilities

4. Continue twice annual volunteer clean up events (Paul Schlimm)
5. Repair walks and other tripping hazards at both campuses (Paul Schlimm)
6. Continue focused fund raising earmarked for facilities (Paul Schlimm)
7. Finish Capital Fund Campaign and begin/complete work (RK)

7.3.2. Community and Congregational Outreach

4. Organize a community outreach event with focus on local needs. jk (Agreed - and based on understanding of local needs developed through local contacts from years 1 and 2 (Paul Schlimm)
5. Develop church-based community ministry that meets the needs of the community and serves children and youth, families, seniors and vulnerable populations. jk
6. Continue with Big Event at each campus that includes OSCA/OSLC and guests (Paul Schlimm)
7. Increase visibility of Pastoral staff in both communities to increase awareness of OSLC through assistance of Evangelism Committee (RK)

7.3.3. Senior Staffing

4. Add full time associate pastor/youth director. DW
5. Call the Associate Pastor (Paul Schlimm)
6. Do we need to refresh volunteer rolls every three years? (Paul Schlimm)
7. Ensure volunteer roles remain filled (Paul Schlimm)