

May 21, 2025

Dear OSLM Family,

As we look ahead with faith and purpose, the Board of Directors is excited to share the Strategic Plan Policies and Desired Outcomes that will guide Our Savior Lutheran Ministries into the future. Rooted in our Mission, Vision, and Core Values, this plan reflects months of prayerful discernment, listening, and collaboration. It outlines clear priorities to help us grow in unity, spiritual vitality, educational excellence, outreach, and stewardship.

At our upcoming Voter's Meeting on June 1, at 12:30 PM, we will formally introduce these six Strategic Plan Policies—each paired with a Desired Outcome that defines the intended impact of implementation. Together, they provide a strong foundation for ministry leadership and congregational alignment.

These long-term priorities affirm who we are and who we are becoming as a Christ-centered community:

- A unified ministry across church, school, and preschool
- A congregation deeply engaged in spiritual growth
- An educational ministry marked by excellence and wise stewardship
- A mission-minded people serving both locally and globally
- Faithful stewards pursuing financial sustainability
- A campus that inspires and supports ministry today, and for years to come

We warmly invite all members—and also non-members who are part of our worshiping, learning, and serving community—to attend the Voter's Meeting. While only members can cast votes, your presence and insight are deeply valued. We want everyone in our ministry family to be informed, inspired, and encouraged as we move forward together.

God is at work among us, and we are excited to follow where He leads. We look forward to sharing this vision with you.

In Christ's service,
Beth Goodell Frick
Chair, Board of Directors
Our Savior Lutheran Ministries

Our Savior Lutheran Ministries

At the heart of Our Savior Lutheran Ministries is a clear sense of purpose and direction. Our **Mission, Vision, and Core Values** serve as the guiding framework for all we do. They shape our identity, inform our decision-making, and inspire our ministry efforts. These statements ensure that our leadership, staff, and community remain unified in purpose as we proclaim the Gospel, grow as disciples, and serve with love in the name of Jesus Christ.

Mission Statement

Our Savior Lutheran Ministries proclaims the Gospel of Jesus Christ and nurtures discipleship by following Him, guiding others to faith, and encouraging spiritual growth, in accordance with The Great Commission (Matthew 28:19-20).

Vision Statement

Our Savior Lutheran Ministries engages people with the greatness of God, encourages them within a Christ-centered community, equips them to follow Jesus in everyday life, and launches them into lives of mission.

Core Values

- **Loving** – We reflect Christ’s unconditional love by building relationships, showing compassion, and caring for one another with grace and humility.
- **Forgiving** – We embrace God’s gift of forgiveness, extending mercy and reconciliation to others as Christ has forgiven us.
- **Welcoming** – We create a Christ-centered environment where everyone feels valued, included, and embraced as part of God’s family.
- **Hospitable** – We joyfully serve with open hearts and hands, ensuring that all who enter our community experience kindness, generosity, and warmth.
- **Trusting** – We cultivate faith in God’s promises and foster a culture of honesty, integrity, and mutual respect in all relationships.
- **Safe** – We are committed to providing a spiritually, emotionally, and physically safe environment where people can grow in faith without fear or judgment.
- **Clear Communication** – We strive for transparency, honesty, and clarity in all interactions, ensuring that our message is aligned with Christ’s truth and mission.

Strategic Plan Policies and Desired Outcomes

The following policies express our priorities and ministry goals. Each Strategic Plan Policy is accompanied by a Desired Outcome, which defines the intended impact, and serve as a foundation for developing measurable goals to track results and acceptable costs of implementation. Together, they provide direction for leadership and ensure alignment with our organization's mission and vision.

1. Unified Ministry & Leadership Culture

Policy Statement: Achieve an integrated ministry where the staff and leaders work collaboratively to serve families and communities as Our Savior Lutheran Ministries.

Desired Outcome: An integrated ministry where the church, school, and preschool function cohesively under a shared vision, fostering collaboration, mutual support, and a unified identity as Our Savior Lutheran Ministries.

2. Spiritual Growth & Congregational Engagement

Policy Statement: Increase engagement and participation in ministry and discipleship programs.

Desired Outcome: Increased participation in discipleship programs, small groups, and worship services, leading to deeper spiritual maturity and a stronger sense of community among members. A culture of active faith is evident through increased volunteerism, Bible study attendance, and faith-driven service.

3. Educational Excellence & Optimization

Policy Statement: Ensure academic and faith-based programs reflect the highest standards of excellence while optimizing enrollment to fully steward the ministry's educational capacity.

Desired Outcome: Our Savior Lutheran Ministries is recognized for delivering exceptional academic and faith-based education. Students thrive in a Christ-centered environment that promotes academic success, spiritual growth, and strong moral character. Enrollment is strategically optimized each year to reflect effective stewardship of the ministry's educational capacity and resources.

4. Community Outreach & Mission Impact

Policy Statement: Expand local and global mission partnerships to impact the community through service, outreach, and evangelism.

Desired Outcome: Local and global mission partnerships are expanded, leading to measurable increases in service projects, evangelism efforts, and community engagement. Congregants actively participate in outreach initiatives, demonstrating Christ's love through action.

5. Financial Sustainability & Debt Reduction

Policy Statement: Achieve financial sustainability and eliminate ministry debt.

Desired Outcome: The ministry achieves long-term financial stability through responsible stewardship, increased giving, and strategic debt reduction. Financial transparency and accountability are demonstrated, fostering trust among stakeholders and ensuring resources are available to support ministry growth.

6. Campus & Facilities Maintenance

Policy Statement: Ensure the proper maintenance, repair, and modernization of existing facilities to support ministry and educational needs.

Desired Outcome: Existing facilities are well-maintained and modernized to ensure safe, functional, and inspiring spaces for worship, learning, and community engagement. Funding is secured for necessary repairs and upgrades, extending the longevity and usability of the campus infrastructure.