

**July 2025-June 2028**

**PSALM 82:3 MISSION  
STRATEGIC PLAN**



# PSALM 82:3 MISSION

**Defend the weak and the fatherless, uphold the cause of the poor and the oppressed. Psalm 82:3**

## MISSION

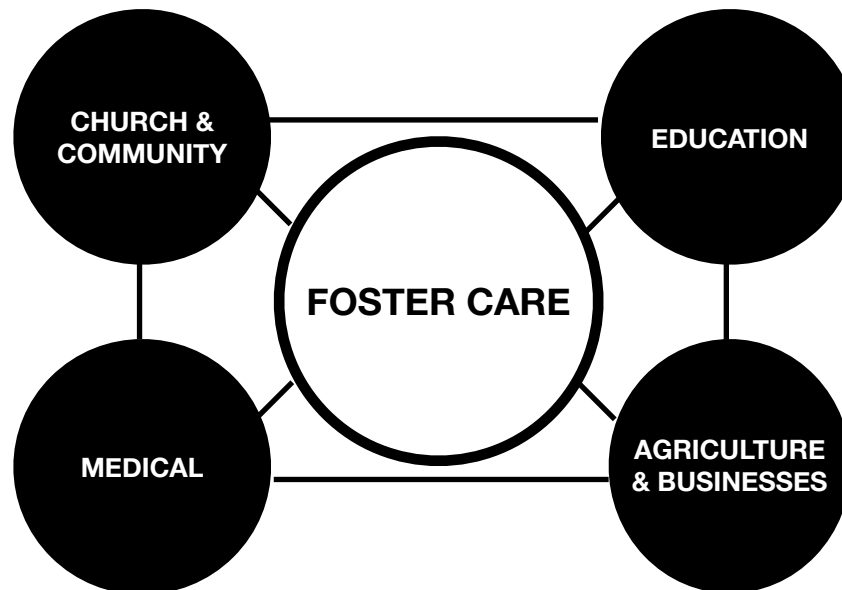
**Psalm 82:3 Mission, Inc is a Christian, non-profit organization defending the weak and fatherless by empowering communities through foster care and sustainable community resources.**

# VISION

**Psalm 82:3 Mission is developing a safe, Christ-centered children's village and sustainable community center in Grand Bassa County, Liberia, Africa.**

# TARGETS

**Psalm 82:3 Mission focuses on 5 Target Areas to achieve the Vision. Each Target Area is a key to developing each child and person we serve with a holistic mindset providing the tools for growing healthy spiritually, physically, mentally, and emotionally.**





# PSALM 82:3 MISSION US LEADERSHIP TEAM

US Board	Board Postion	Location	Joined Board
Chip West	Chairman	Rushville, IN	2022
Julie Lindemuth	Vice Chairman	Lexington, KY	2022
Greg Kasten	Treasurer	Lexington, KY	2022
Elizabeth Lin	Secretary	Lexington, KY	2023
Shawn Taylor	Board Member	Lexington, KY	2023
Mark Stanley	Board Member	Rushville, IN	2023
Mark Ellis	Board Member	Cincinnati, OH	2024
Daniel Mackey	Board Member	Lexington, KY	2025
Greg Jarman	Board Member	Rushville, IN	2025

US STAFF	Staff Position	Location	Joined Team
Matthew Lee	Executive Director	Lexington, KY	2014 (FT-2020)
Chantel Fowler	Director Of Operations	Greenfield, IN	2024
Morgan Beavin	Director of Finance	Wilmore, KY	2023
Amy Crump	Head Coach Foster Care	Lexington, KY	2025
Tamme Dillon	Head Coach Primary Education	Scottsburg, IN	2021

US COACHES	Coach Position	Team Members
Amy Crump	Foster Care	Chantel Fowler & Matt Lee
Tamme Dillon	Education	Elizabeth Lin, Ellie Lee
Shawn Taylor	Medical	Julie Lindemuth, Shelly Walsman, Chris Lee
Chip West	Community Service	Julie Lindemuth
James (JD) Mills	Agriculture	Matt Lee
Matt Lee	Church	Doug Lee
Jacob Barker	HR & Admin	Matt Lee

# WHERE WE'VE BEEN...



## 2017-2019

**September 2017-** A new vision- Develop a safe foster care village and sustainable community center.

**April 2018-** 50 Acres was purchased for \$30,000

**June 2018-** A Shelter was built and soon became The Shelter Church & New Driveway built

**2019-** First foster home was built & Tamme Dillon became first missionary with Psalm 82:3 Mission



## 2020-2022

**2020-** First foster home opened, wall was built, and agriculture began with missionary Miranda. Matt Lee began full time as Executive Director.

**2021-** Staff House, Mission House, and Future DCA Phase 1 were built.

**2022-** DCA Began, Staff House and Mission House become Foster Home 2 & 3 & Tamme Dillon joins staff as Education Director



## 2023-2024

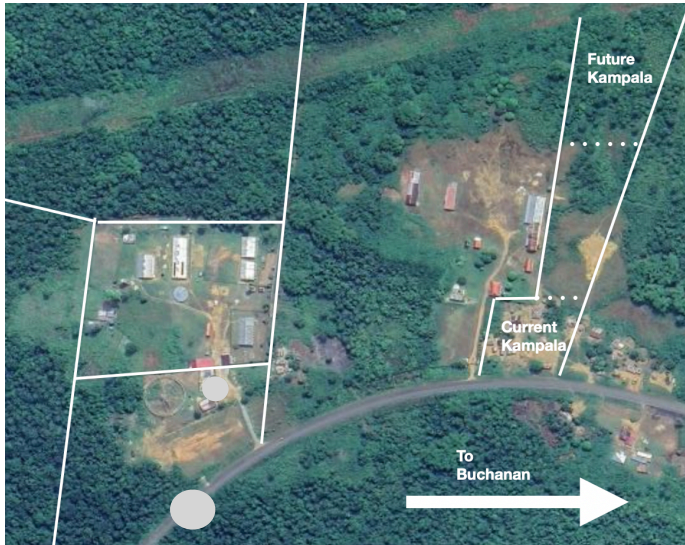
**2023-** Boys Home Opens, Morgan Beavin joins staff as Finance Secretary, and P823 Purchased Kampala Village (7 acres)

**2024-** Shelter Church New Palava Hut (Opens in 2025) & Chantel Fowler joins staff as Director of Operations



# WHERE WE ARE... July 2025

## Currently Serving & Developing



### Admin

- 76 Full Time Liberian Staff
- 3 Full Time & 1 Part Time US Staff
- 72 US Churches Connected
- 1200 Individual Donors (400 Consistently)
- Raising funds for DCA Middle School
- Raising Funds for Solar Power
- Raising funds for 2nd Land Cruiser
- Building Mechanic Shop

### Foster Care

- 42 Foster Children (33 Girls/9 Boys) 4 Homes

### Education

- 133 children in ABC-5th Grade
- 6th Grade Adding 2025-2026

### Church & Community

- New Shelter Church Palava Hut
- 250+ Children at Shelter Kids Church
- 75+ Adults in Shelter Church
- 3 Orphanages (LIVE 2540)
- 17+ Community Villages
- 2 Blind Ministry Location (ICBM)
- Community Soccer Program

### Medical

- King Jesus Children's Clinic Under Construction
- 1200+ Medical Needs Met

### Agriculture

- Ag works for Foster Care & Education to provide food for sustainability (Fruit Trees & Vegetables)
- Also Raising sheep and chickens

# WHERE WE ARE GOING BY JUNE 2030



- 125 US Churches Connected
- 2000+ Individual Donors (800+ Consistently)
- 6 Full Time US Staff & 7-8 Part Time Staff (Key Area Coaches)
- US Office for Growth, Development, and Donor Connections
- 100+ Liberian Staff
- DCA- PreK-12th Grade (200+ Students)
- 4 Boys Homes & 4 Girls Homes (80+ Foster Children)- 2028-2030)
- Next Steps Foster Care Village
- 1 Home for Special Needs & Medically Fragile Children (15-20 Children)
- Ag Expansions and Developments
- Not Pictured: Kampala Development & Mission Lodge

### FUTURE Projects & Goals (2030 & Beyond)

- Sustainability & Agriculture Development Strategy
- Community Development Strategy Strategy
- Adult & Online Education Program
- Second Development Project

# Strategic Goals Defined- 2025-2028

“Building on a Solid Foundation”

STRATEGIC GOAL	WHY?	WHAT?	HOW?	WHO?
<b>1. Create &amp; Implement Next Step Plans for Foster Care</b>	<ul style="list-style-type: none"> <li>- As children near aging out a next steps plan is crucial for continued development as each child moves toward independence.</li> </ul>	<p>The Next Steps for Foster Care Strategy will be led by the Director of Operations along with the Next Steps and Foster Care Team.</p> <p>This plan will include:</p> <ol style="list-style-type: none"> <li>1. Detailed goals and guidelines for each child to best achieve independence and be given the best opportunity to thrive as they grow.</li> <li>2. A detailed plan for Next Steps Village, Life Skills Training, and Job Skills Training</li> <li>3. An Overview of Goals and Ideas for Generating Income to fund future Next Steps Projects</li> <li>4. A plan for Mentorship for Each Child</li> <li>5. Plans for Networking with Local Liberian Colleges for secondary education</li> <li>6. Intentional Plan for Reunification to family or reintegration into Liberian Society</li> </ol>	<ol style="list-style-type: none"> <li>1. Develop Next Steps Team (2025)</li> <li>2. Develop overall plan and vision for Next Steps Foster Care (Oct '25)</li> <li>3. Provide job training opportunities- 2-4 ideas per year ('25-'28)</li> <li>4. Provide Opportunities toward independence including money management, personal health care, &amp; independent living ('25-'26)</li> <li>5. Trained Mission Team Members to participate in job trainings &amp; life skills ('25-'28)- See Strategy #4</li> <li>6. Develop Mentorship Program for All Next Steps Kids ('25-'28)</li> <li>7. Networking with Local Colleges ('25-'28)</li> <li>8. Plans for Reunification or Reintegration('25-'28)</li> <li>9. Funds: (See Strategy #5)</li> </ol>	<ol style="list-style-type: none"> <li>1. Director of Operations</li> <li>2. Executive Director</li> <li>3. Foster Care &amp; Next Steps Team</li> <li>4. Mission Team Members</li> </ol>
<b>2. Create &amp; Implement Structure for Future Growth</b>	<p><b>Psalm 82:3 Mission has developed a solid foundation in its first 10 years of ministry. This foundation consists of consistent donors, dedicated churches, passionate staff, and focused board members. A specific frameworks will determine the strength of the ministry for years ahead.</b></p>	<p>The Structure for Future Growth plan will provide a framework that will allow Psalm 82:3 Mission to grow, plan, and dream ahead.</p> <p>This plan will include:</p> <ol style="list-style-type: none"> <li>1. Hiring a Full Time Director of Development</li> <li>2. “Living” Documents that will guide the ministry forward such as Organization Charts, Policy Manuals, and Staff Guidebooks.</li> <li>3. A Thorough and Detailed Fundraising &amp; Communications Strategy</li> <li>4. Steps and Plans to Complete 2 Audits</li> <li>5. Plans for developing coaches into teams</li> <li>6. Detailed plans for developing strategic relationships with Key Partners like CAFO, ECFA, and others</li> <li>7. Development of US Office Space for future growth of team, networking, &amp; donor connections</li> </ol>	<ol style="list-style-type: none"> <li>1. New Strategic Plan for 2025-2028 (May '25)</li> <li>2. Develop Clear Organization Chart for ALL Mission (Sep '25)</li> <li>3. Hire Full Time Director of Development (Feb '26)</li> <li>4. US &amp; Liberia Policies and Procedures Manual for Staff and Board of Directors (May '26)</li> <li>5. US Office Space &amp; Store (Aug '26)</li> <li>6. Complete Audit in 2026-2027 &amp; 2028-2029</li> <li>7. Develop most Key Coaching Areas into Teams ('25-'26)</li> <li>8. Develop Strategic Relationships with Key Partners in the US ('25-'28)</li> <li>9. Develop Detailed Fundraising &amp; Communications Strategy (See Strategy #3)</li> </ol>	<ol style="list-style-type: none"> <li>1. Executive Director</li> <li>2. Director of Development</li> <li>3. All US Staff</li> <li>4. US Board of Directors</li> <li>5. Liberia Staff</li> <li>6. Liberia Board of Directors</li> <li>7. Coaches and Key Area Teams</li> <li>8. Advisory Team</li> </ol>



STRATEGIC GOAL	WHY?	WHAT?	HOW?	WHO?
<b>3. Create &amp; Implement Detailed Fundraising &amp; Communications Strategy</b>	<b>A vital part of any non-profit is a focused effort on fundraising &amp; communications. This strategy will become the long term focus of the US Staff &amp; Board of Directors for Psalm 82:3 Mission.</b>	<p>The Fundraising &amp; Communications Strategy will be a detailed plan that will cover a wide variety of methods for connecting others to what God is doing in Liberia, Africa through Psalm 82:3 Mission.</p> <p>This plan will include:</p> <ol style="list-style-type: none"> <li>1. Hiring a Full Time Director of Communications &amp; Part Time Sponsorship Communicator</li> <li>2. Building a new Interactive Website</li> <li>3. Developing a Detailed Social Media, branding &amp; marketing Plan</li> <li>4. Developing a plan to deepen relationships with current donors.</li> <li>5. Developing a plan to best receive stocks, DAF gifts, Legacy Gifts, Foundations, and Grants</li> <li>6. Developing a detailed plan for reaching to 2000 Donors (800 consistently) &amp; 125 Churches</li> <li>7. Develop plan for merchandising (US &amp; LIB items)</li> <li>8. Develop a plan for fundraising events strategies including an annual catalogue.</li> </ol>	<ol style="list-style-type: none"> <li>1. New Brochures (Oct '25 &amp; Oct '26)</li> <li>2. New Documentaries Annually in Feb/Mar</li> <li>3. Plan for Merchandise and Items from Liberia (Online and In Store) (Feb '26)</li> <li>4. Develop Speaking Team (Mar '26)</li> <li>5. Hire FT Director of Communications &amp; PT Sponsorship Communicator (Apr '26)</li> <li>6. Develop Plan for Social Media, Branding &amp; Marketing (Oct '26)</li> <li>7. New Website (Oct '26)</li> <li>8. Detailed Strategy for Stocks, Grants, and Foundations (Feb '27)</li> <li>9. Detailed Strategy for Fundraising Events (Mar '27)</li> </ol>	<ol style="list-style-type: none"> <li>1. Director of Development</li> <li>2. Director of Operations</li> <li>3. Executive Director</li> <li>4. US Staff</li> <li>5. Board of Directors</li> </ol> <p><b>Important to Note: All Full Time staff members are focused on their US role, a passion area, and a dedication to fundraising and communication.</b></p>
<b>4. Create &amp; Implement Missionary and Mission Teams Strategy</b>	<b>The potential and possibilities of both on ground full time missionaries and short term mission teams can lead to exponential growth in the US and Liberia. This strategy will provide guidance for both long term and short term missionaries as well as tools for both in order to best serve. The overall goal for missionaries is to focus on equipping not overtaking or enabling our on ground team.</b>	<p>The Missionary and Mission Teams Strategy will provide guidance and strategies for best practices and opportunities related to those committed to serving in Liberia as short term team members &amp;/OR long term missionaries.</p> <p>This plan will include:</p> <ol style="list-style-type: none"> <li>1. "Living" Policies and Trainings for Short Term Teams</li> <li>2. Hiring a Director of Missionaries that oversees timing, trainings, and purposes of trips and Oversees on ground missionaries.</li> <li>3. Detailed plans for On Ground Missionaries &amp; Missionary Team of 3-5 committed for 3-5 years</li> <li>4. Funding &amp; Building a Mission Team Lodge</li> <li>5. Development of Pre-Trip tools like prayer guides, team shirts, devotionals, and more</li> <li>6. Provide Opportunities for Missionaries to share their personal stories when they return.</li> <li>7. Develop Plan for Defenders not able to travel.</li> <li>8. Trained Mission Team Members to participate in job trainings &amp; life skills ('25-'28)- See Strategy 1</li> <li>9. Develop New Mission Team Leaders</li> </ol>	<ol style="list-style-type: none"> <li>1. "Living" Policies and Trainings for Short Term Teams (Aug '25)</li> <li>2. Hire Director of Missionaries (Apr '26)</li> <li>3. Develop Missionary Training, Vetting, and Policy Guide (May '26)</li> <li>4. Develop clear vision, direction, goals, and timelines for on-ground missionaries (Aug '26)</li> <li>5. Build Mission Lodge (See Strategy 5) Develop an on ground Leadership Missionary Team (Jan '27)</li> <li>6. Develop Plan for Defenders not able to travel (Apr '27)</li> <li>7. Develop Mission Trip Leaders ('25-'28)</li> <li>8. Develop Trainings for Mission Team Members in job &amp; life skills ('25-'28)</li> </ol>	<ol style="list-style-type: none"> <li>1. Executive Director</li> <li>2. Director of Missionaries</li> <li>3. US Staff</li> <li>4. Liberia Staff</li> <li>5. Coaches and Key Area Teams</li> <li>6. Missionaries</li> <li>7. Mission Team Leaders</li> <li>8. Additional Staff Possible: <ul style="list-style-type: none"> <li>- On Ground Missionaries</li> <li>- Director of Missionaries</li> </ul> </li> </ol>

<p><b>5. Complete Next Step Capital Projects &amp; General Fund Projects</b></p>	<p>- Capital Projects are essential major projects focused directly toward the overall vision of developing a Safe Children's Village and Sustainable Community Center.</p> <p><i>Capital Project Funds are raised through matching donations, Donor Advised Funds, Stocks, Annual Fundraisers, Leveraging Ongoing fundraisers like Golf Scramble, Shotgun Shootout and Others.</i></p> <p>- <b>Additional General Fund Projects are necessary for maintaining and improving the overall ministry in Liberia, Africa.</b> <i>General Projects Funded by New partners, private foundations, churches, and additional US Staff as fundraisers</i></p>	<p><b><u>Capital Projects (2025-2028)</u></b></p> <p><b>1. King Jesus Children's Clinic</b></p> <p><b>2. DCA Middle School (4th-8th Grade)</b></p> <p><b>3. Missionary Lodge</b></p> <p><b>4. DCA High School (9th-12th)</b></p> <p><b>5. Next Steps Village- Phase 1</b></p> <p><b><u>Additional General Fund Projects</u></b></p> <ol style="list-style-type: none"> <li>1. Mechanic Shop &amp; Maintenance Team (Jul '25-'28)</li> <li>2. Solar Power Extended (Nov '25)</li> <li>3. Replace Security Fencing &amp; Extend Wall (Jan '26)</li> <li>4. Purchase 2nd Land Cruiser (Jan '26)</li> <li>5. Comprehensive Kampala Plan (Jan '26)</li> <li>6. Purchase Up to 5 New Motorbikes ('25-'27)</li> <li>7. Entire Property Accessible by Vehicle (Oct '26)</li> <li>8. Purchase Tractor &amp; Maint. Equipment (BUV) (Oct '26)</li> <li>9. Plant 2 New Churches in Nearby Villages (Jun '26 &amp; Jun '27)</li> <li>10. Agriculture Extended to All Land Space (Oct '26-'28)</li> <li>11. Aquaponics &amp; Other Sustainable Options ('26-'28)</li> <li>12. Sewage and Waste Water Projects ('26-'27)</li> <li>13. Community Development Projects- Wells, Solar Light, Latrines, Orphanage Projects, etc. ('25-'28)</li> <li>14. Sports Improvements- soccer field, baseball field, and basketball court ('27-'28)</li> <li>15. School Special Areas &amp; After School Clubs: Art, Music, Sports, Computers ('25-'28)</li> </ol>	<p><b>1. KJCC- \$265,000</b></p> <ul style="list-style-type: none"> <li>- Funds Raised 2023-2024</li> <li>- Build 2025</li> <li>- Open January 2026</li> </ul> <p><b>2. DCA Middle School- \$200,000</b></p> <ul style="list-style-type: none"> <li>- 4th-8th Grade</li> <li>- Funds Raised: 2025</li> <li>- Build 2026</li> <li>- Personal Donors/Sponsors, Education 5K, &amp; Wild West Gala</li> </ul> <p><b>3. Missionary Lodge- \$250,000</b></p> <ul style="list-style-type: none"> <li>- Funds Raised: 2026</li> <li>- Build 2027</li> <li>* Potential Upfront Gift paid back by Mission Teams and Rolled into future projects</li> <li>* Built in Kampala as future sustainable project or On Mission Site.</li> </ul> <p><b>4. DCA High School &amp; Gym \$300,000</b></p> <ul style="list-style-type: none"> <li>- 9th-12th Grade</li> <li>- Funds Raised: 2027</li> <li>- Build 2028</li> <li>- Personal Donors, Education 5K, &amp; Wild West Gala</li> </ul> <p><b>5. Next Steps Village- \$100,000</b></p> <ul style="list-style-type: none"> <li>- Funds Raised: 2025-2027</li> <li>- Build: Nov 2027</li> <li>- First Move In- July 2028</li> <li>- Kids make items in LIB &amp; Team sells in US</li> <li>- Kids make items in LIB and Sell in LIB</li> <li>- US grants &amp; foundations, New church partners, Personal donors,</li> <li>- July 2025- \$10,000 Start Up Money</li> <li>- \$50,000 per year raised for new houses, fencing, and start up money</li> </ul>	<ol style="list-style-type: none"> <li>1. Executive Director</li> <li>2. US Staff Team</li> <li>3. US Board of Directors</li> <li>4. Liberia Board of Directors</li> <li>5. Key Area Coaches &amp; Teams</li> <li>6. Missionaries and Mission Teams</li> </ol>
--	---	--	---	--