

*Living. serving. giving.*

2020-2025

STRATEGIC PLANNING TEAM



# GREETINGS

---

**LIVING, SERVING, AND GIVING... IT'S A WAY OF LIFE!!** That statement is our missional tag phrase here at Our Savior Lutheran Church & Academy. In a nutshell, it encapsulates who we are through the power of the Holy Spirit, and what we are about because of Jesus' life, death, and resurrection.

The 3-5 year plan described in this booklet is **BOLD** and **VISIONARY**. *But shouldn't it be?* Yes!! Our God is big! He has redeemed us and called us by name to be His to reach more people with the Gospel message of Jesus Christ. Pray about this plan—that God uses it to expand His Kingdom and reach more people with His incredible love. Ask God to use the spiritual gifts He has given you to partner with Him on this journey described in the following pages.

The opportunities around us are tremendous!! The conditions are right, and the time is now!! Two Bible passages especially come to mind:

*Luke 11:28, "But even more blessed are all who hear the Word of God and put it into practice."*

*Luke 12:48, "When someone has been given much, much will be required in return; and when someone has been entrusted with much, even more will be required."*

Many thanks to our Strategic Planning Team and all the many hours and months of dedication and hard work:

Linda Eaves—Chairperson  
Matt Rovey  
Becci Duclos  
Brian Wiese  
Pastor Lane

Jan Perkinson  
Karen Scott  
Amy Waltz  
Mike Norby

Doug Werth  
Kristin Brogaard  
Keith Logan  
Ken Priest

We also thank Rev. Tom Eggebrecht of The Lutheran Church Extension Fund for being our consultant and facilitator throughout the strategic planning process.

Many Blessings,

*Lane Reuter*

Pastor Lane Reuter  
Senior Pastor  
Our Savior Lutheran Church & Academy



# WORSHIP

“Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God which He bought with His own blood.” Acts 20:28 NIV



## FOCUS

God invites us not only to believe in Him, but also to be present together in worship.

We meet in joy with other believers to confess our sins, be forgiven, be baptized, share in Holy Communion, praise, glorify, and worship Him with song and praise.

## TARGET

OSLC will expand God’s Kingdom by engaging 1,000+ people in worship per week!

### GOAL 1

Beginning now and continuing through 2024, we will add additional staff to support Target including, but not limited to, hiring a missional Associate Pastor, an Operations Director, Music Director, and third Associate Pastor with an emphasis in diversity outreach.

**STAFF & VOLUNTEER TEAM:** Senior Pastor, Board of Directors, and Elders

### GOAL 2

Through the life of the 3-5 year strategic plan, (2020 - 2025) we will continuously work to further a culture of church-centered life and frequent worship attendance, in conjunction with Discipleship.

**STAFF & VOLUNTEER TEAM:** Director of Family Life Ministries, Outreach and Discipleship Director, and Worship volunteer team

### GOAL 3

By March 2024, we will create multiple new worship opportunities, including additional alternate worship times, and possibly worship in other languages; we will hold worship services at our current campus, plus a second campus in Middle Tennessee, and a college service.

**STAFF & VOLUNTEER TEAM:** Senior Pastor, Elders, Worship Service Coordinators, Tech Specialist, Associate Pastor, and Worship volunteer team

### GOAL 4

Immediate and through the life of this Strategic Plan, we will raise overall quality of worship experience in all existing and in future worship services.

**STAFF & VOLUNTEER TEAM:** Senior Pastor, Elders, Worship Service Coordinators, Tech Specialist, A/V Specialist, and Worship volunteer team



# BIBLE STUDY

“Let the word of Christ dwell in you richly as you teach and admonish one another with wisdom... ” Colossians 3:16a NIV



## FOCUS

We deepen our faith as believers through the study of God’s Word, the Bible, in Sunday School, small groups, and in fellowship.

## TARGET 1

All Our Savior Lutheran Church regular attendees will be involved in Bible Study.

## GOAL 1

We will have 75% of our current youth and children, ages 3-18, in weekly Sunday School or Youth Group by Fall of 2021, and increase participation by 10% each year through 2025.

**STAFF & VOLUNTEER TEAM:** Director of Family Life Ministries, Children’s Ministry and Youth Director, and Children’s Ministry Committee

## GOAL 2

By January 2021 start a college ministry so that college-aged attendees in our church and the Nashville area feel welcomed and encouraged to attend OSLC services on and off campus.

**STAFF & VOLUNTEER TEAM:** Director of Family Life Ministries and College Ministry volunteer team

## GOAL 3

We will have 50% of our adult active attendees in a small group Bible Study by January 2022 and 100% by 2025.

**STAFF & VOLUNTEER TEAM:** Small Group Coordinator and Small Groups volunteer team

## TARGET 2

All Nashville area community residents will be aware, invited, and involved in Bible Study by December 2025.

## GOAL 4

We will host five additional neighborhood Bible Study groups by September 2021.

**STAFF & VOLUNTEER TEAM:** Director of Family Life Ministries, Small Groups Coordinator, and Small Groups volunteer team

## GOAL 5

Welcome five local outside community groups to use our facilities by January 2022.

**STAFF & VOLUNTEER TEAM:** TBD Scheduling Coordinator

# DISCIPLESHIP

“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always to the very end of the age.” **Matthew 28:19-20 NIV**



## FOCUS

To fully follow the path of Jesus, we study and read the Word, learning how to apply it in our lives and be disciples so that we might share the Good News of Christ with others while inviting all to serve those in need in our community and the world.

## TARGET

We will create disciples among people who actively attend our church through Bible Study, training, teaching and preaching, along with mission activities and engagement.

### GOAL 1

Identify age appropriate discipleship training curriculum for all members (ages 8-100) by January 2021 and offer classes starting in fall.

**STAFF & VOLUNTEER TEAM:** Director of Family Life Ministries, Children’s Ministry and Youth Director, and Discipleship Education volunteer team

### GOAL 2

Within 12 months of the completion of curriculum, 50% of all regular attendees will have completed a discipleship training class through Sunday School, Bible class, or a small group.

**STAFF & VOLUNTEER TEAM:** Director of Family Life Ministries and Discipleship Education volunteer team

### GOAL 3

100% of people who have completed the discipleship training class are actively engaged on a reoccurring basis in at least one ministry within Our Savior Lutheran Church and Academy and/or within God’s kingdom by September 2021.

**STAFF & VOLUNTEER TEAM:** Director of Family Life Ministries and Discipleship Education volunteer team

### GOAL 4

By December 2021 OSLC will construct and operate a comprehensive Visitors Center to welcome visitors to learn about and engage with the ministries of our church.

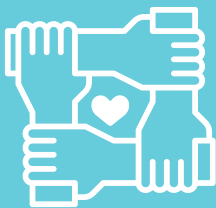
### GOAL 5

By December 2021, create a Ministry in Action Center (MAC), allowing people to learn about the mission ministries of our church, gather information via video, our church’s website, and in print, inviting them to sign up for ministry opportunities. The MAC would also serve as a receiving station for mission donations.

**STAFF & VOLUNTEER TEAM FOR GOALS 4 AND 5:** TBD part-time staff to manage centers; Marketing and Communications Manager (hiring fall 2020); Facilities volunteer team, and Missions and Greeters volunteer team to staff centers

# OUTREACH

“For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.”  
Ephesians 2:10 NIV



## FOCUS

We live our lives not for ourselves but for Jesus, the Son of God, who died on the cross to redeem and save us. As we are present in our community and the world, we share His Love and Word with others and serve the needs of our brothers and sisters in Christ.

## TARGET

Our community and the world will know the love of Jesus Christ through the relationship with the people of our Church. Our missional actions to love and serve others will be achieved through the involvement of every person in our congregation in the next five years.

## GOAL 1

Our Academy will at least double the number of families we reach in the next five years, through Early Childhood Education programs at our site and in partnership with another LCMS church, and by building the relationships with the network of community families who know us.

## GOAL 2

The Academy Board will strengthen the relationship with young families with children in the Crieve Hall community and surrounding neighborhoods, by identifying needs and developing a community action plan and budget by April 2021.

## GOAL 3

We will increase our capacity to serve families in Early Childhood Education programs in two geographic areas by April 2025.

### STAFF & VOLUNTEER TEAM FOR GOALS

**1, 2, AND 3:** Academy Board, Early Childhood Education Director, and Academy Outreach and Admissions Director

## GOAL 4

We will expand our capacity to serve the homeless in the greater Nashville community, both on-site and off-site, by partnering with agencies, first responders, schools, businesses, and area churches to understand the current needs of the homeless population and meet those needs by April 2023.

**STAFF & VOLUNTEER TEAM:** Room in the Inn (RITI) volunteer team (Expansion plan assessment will determine if additional paid staffing is needed.)

## GOAL 5

We will identify and serve mission needs by pairing individual, family, and small group talents and interests to opportunities that encourage every person’s participation in local and/or global missions by April 2022.

**STAFF & VOLUNTEER TEAM:** Director of Family Life Ministries, Small Groups Coordinator, Missions and Outreach Director, and Missions volunteer team



# SERVICE

“Therefore my dear brothers, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord because you know your labor in the Lord is not in vain.” 1 Corinthians 15:58 NIV



## FOCUS

As God has blessed us, we bless others by being caretakers of the facilities He has given us, and by sharing our time, talents, and our possessions we sustain and grow His church.

## TARGET

We will create an atmosphere of excellence at Our Savior Lutheran Church and Academy by maintaining and improving our building and grounds to the highest standard that brings glory to God.

### GOAL 1

Maintain building and grounds by developing a preventative maintenance program by March 2021.

**STAFF & VOLUNTEER TEAM:** Office and Property Manager and Facilities volunteer team

### GOAL 2

By December 2021, provide facilities that enhance the church’s mission activities that include assessing present and future needs for mission activities, and begin implementing modifications.

**STAFF & VOLUNTEER TEAM:** Office and Property Manager and Facilities volunteer team

### GOAL 3

Working with the Academy Board, provide facilities by first developing a master plan by December 2021 that enhances Our Savior Lutheran Academy’s strategic plan and goals.

**STAFF & VOLUNTEER TEAM:** Facilities volunteer team and Academy Board

### GOAL 4

Make all church members professional and personal talents known by June 2021 so that we can pair abilities with service and mission opportunities.

**STAFF & VOLUNTEER TEAM:** Outreach and Discipleship Director, Office and Property Manager, and Outreach volunteer team



### GOAL 5

Continually provide facilities that enhance Our Savior Lutheran Church’s Strategic Plan through 2025.

**STAFF & VOLUNTEER TEAM:** Office and Property Manager and Facilities volunteer team



[WWW.OSLCNASHVILLE.ORG](http://WWW.OSLCNASHVILLE.ORG)