



# **Strategic Planning 2023-2026**

## **Our Prayerful Question**

*Led by the Holy Spirit, how can Island Lutheran best position itself to be used by our Lord to transform as many lives as possible for Christ?*



## Strategic Planning Timeline

### 2023

- ☒ September - Leadership Ministry Board created Policy Manual to govern Island Lutheran.

### 2024

- ☒ January 7, 14, 21, and 28 - Vision Presentations in Discipleship Hours; Introduced four Ministry Models.
- ☒ February 3 - Core Values Discovered (pg. 2).
- ☒ March 9 & 11 - SWOT (Strengths, Weaknesses, Opportunities, & Threats) Identified (pg. 3).
- ☒ April 14 - Ministry Model Adopted (pg. 4).
- ☒ May 18-19 - Island Lutheran Church Family Prayer Vigil Held.
- ☒ Summer - Conversations with The LCMS Foundation Began.
- ☒ October – LMB Adopts Foundation Buckets for ILC Gifts (pg. 5).
- ☒ Dec. 8 - 2025 Ministry Plan Adopted by Voters.

### 2025

- ☒ January-March - Conversations with LCEF and Southeastern District Continue.
- ☒ February – LMB Adopted Discipleship Statement and Discipleship Path Diagram (pg. 6).
- ☒ June 1 - Ministry Expansion Pastor Installed.
- ☒ June - Three Major Actions Adopted (pg. 7).
- ☐ July-December - Real Estate Options Exploration Begins.
- ☐ August-December - Pre-Ministry Expansion Campaign Work Takes Place.

### 2026

- ☐ January-March - Public Phase of Ministry Expansion Campaign Takes Place.



## Island Lutheran Core Values

**Scripture Alone:** The Bible is the sole infallible source of authority for Christian faith and practice. [Sola scriptura]

- *All scripture is breathed out by God and profitable for teaching, reproof, correction, and for training in righteousness, that the man (and woman) of God may be competent, equipped for every good work. 2 Timothy 3:16-17 (ESV)*

**Discipleship:** Guided by the Holy Spirit, members become stronger disciples and lead others to become Christ followers.

- *All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age. Mathew 28:18b-20 (ESV)*

**Generosity:** Members joyfully share their blessings from our God, touching those in need within the church family, surrounding communities, and beyond.

- *You will be enriched in every way to be generous in every way, which through us will produce thanksgiving to God. 2 Corinthians 9:11 (ESV)*

**Serving:** Sharing our talents and gifts through God's Grace within the community and the church family.

- *As each has received a gift, use it to serve one another, as good stewards of God's varied grace. 1 Peter 4:10 (ESV)*



# SWOT Analysis

## Introduction

Two SWOT events were held, one for the congregation at large and the other for the ILC staff. The following analysis is based upon the collective information gathered. Of note, responses at both events revealed significant commonness of perception among the participants, numbering approximately forty individuals. Strengths and Weaknesses are internally focused. Opportunities and Threats are externally focused.

## Strengths

- Grounded in Scriptures
- Financial Capacity/Generosity
- ILC Culture/DNA
- Dedicated Staff & Lay Leadership

## Weaknesses

- Campus Location & Limitations
- Current Congregational Demographics
- Aging Staff

## Opportunities

- Growth of Bluffton & Beyond
- Outreach Opportunities
- Service to Families and Elderly

## Threats

- Real Estate Costs/Space Availability
- Public Perception of Institutional Christian Church
- Economy



# **Island Lutheran Ministry Model**

## **Multi-site Ministry Model**

Led by the Holy Spirit, Island Lutheran Church will seek to establish ministry sites within the Savannah, Beaufort, and Hilton Head Island region, as well as online- reaching people around the world.

The ministry sites may be unique in their location (e.g., commercial or industrial space, school gymnasium, or church building). Ministry sites may vary in the work that takes place in and through them (e.g., school, care center, business, etc.).

Ministry sites will have common qualities:

- The Island Lutheran Church ministry DNA, namely a focus upon Discipleship, Family, and Community.
- The Core Values: Scripture Alone, Discipleship, Generosity, and Serving.

The Multi-site Ministry Model functions with shared resources (financial, volunteers, staffing, and physical supplies) within a single governance structure.

The Multi-site Ministry Model, based upon prayerful discussions, celebrates the opportunity for ministry sites to transition into independent congregations.



# Island Lutheran Church Foundation Buckets

October 2024

**Board Designated-** Gifts given with the understanding the Board will determine distribution based upon Board determination of needs. This bucket is also the default bucket for all "non-designated" gifts.

**Campus Care-** The "bricks and mortar" bucket; gifts designated for Campus Care are available to address needs such as deferred maintenance, campus development, unexpected campus expenses, etc.

**Education-** Monies available to support educational ministries beyond the budget. Examples include scholarships, leadership training, sabbaticals, student loan forgiveness, etc.

**Ministry Expansion-** Monies available to support ministry expansion associated with adopted congregational vision and plans (outside annual budget). At the present time, Ministry Expansion for our ILC family is focused upon Mainland and Online ministries. Over time, Ministry Expansion may evolve into other areas of focus.

**Missions-** Monies available for ILC Mission Partners (e.g., Lutheran Church Charities, India Transformed, Southeastern District of the LCMS, Capstone Ministries, etc.)

**Pass Through-** Monies available for non-profit entities identified as community, national, or international partners with ILC. The beneficiary of these gifts is determined in conversation between the benefactor and ILC leadership. Examples may include Neighborhood Outreach Connection (NOC), Volunteers in Medicine (VIM), etc.



## Discipleship Statement & Discipleship Path Diagram

A Disciple at Island Lutheran Church is One who Knows and Shares  
the Joy of Salvation through Jesus Christ.

(Image Draft)





## **Three Major Objectives for 2024/2025**

Execute on the Multi-site Ministry Model

- Call and “Position” a Ministry Expansion Pastor.
- Explore Mainland Real Estate Options (Land & Lease).
- Gain Momentum through Communication and Financial Support (LCMS Foundation, Southeastern District, Lutheran Church Extension Fund—LCEF, and ILC Ministry Expansion Campaign).