



# Divine Savior *Harvest Strategy*



*Our intentional plan to connect the families of Divine Savior Academy to lifelong engagement with the ministry of the Word and the community of believers at Divine Savior Church.*

## Key Principles For Our Harvest Strategy



### **The Means of Grace matters.**

We believe that the Holy Spirit creates faith through the means of grace. Our harvest strategy seeks to connect school families to functions where the means of grace are highlighted—primarily weekend worship.



### **Relationship Building matters.**

Through personal contacts, programs and procedures Divine Savior teachers and administrators will seek to build personal relationships with school families. Relationship building is urgent but need not be hurried as a student's ongoing relationship with DSA provides time to build relationships with the families. In many cases, it's a marathon, not a sprint. After earning the right to be heard, we desire to clearly share Jesus.



### **Personal invites matter.**

Mass invites are easily ignored; handwritten notes aren't. We seek to prioritize personal invitations within the relationships we have developed with school families. While we will still make use of large-scale publicity, we understand that a personalized, individual invite carries much more weight.



### **Sincerity matters.**

As a tuition-based school, DSA could be viewed as a business arrangement between parents and staff. While there is a business aspect, our DSA staff will set themselves apart by sincerity and Christian love. We desire to reflect the genuine love of Christ in all our interactions. This will be seen in genuine care for the students, their unique situations, and their families.



### **Excellence matters.**

DSA will reflect on DSC and vice versa. Continually striving to provide excellence in Christian education in our community will provide opportunities to reach many more parents than running a mediocre program. We willingly and eagerly bring our best for Christ.

## How do we carry this out?



### **Spiritual Life Surveys.**

Every family that enrolls in Divine Savior Academy fills out a spiritual life survey, which includes their church attendance, family spiritual habits, and spiritual needs. This data allows us to narrow our focus and make targeted communication and invitations to church activities like weekly worship, Baptism class, Starting Point, and Connect Groups. School staff and church leaders will regularly consult spiritual life survey results to help make invitations that meet spiritual needs.



### **Events set the table for relational connections.**

Our church and school have a variety of events at which both school parents and church members will be present (Class picnics, PTO events, Special worship services, Athletic events, Drama productions, Christmas & Easter outreach events, School Christmas Programs, etc.). We do not expect the events themselves to bring in visitors to our church, nor do we expect a large group announcement to do the work for us. We do, however, see those events as great opportunities at which we can make personal connections or personal invites.



### **Our School Staff: The First Point of Contact**

Our church members who work at the school are uniquely situated to carry out significant parts of our harvest strategy. They know the students and parents best and have long term contact with them. Our teachers are not merely educators, but missionary teachers. As our teachers and administrators carry out the harvest strategy, they will...

- Build relationships with parents. This means knowing parents not just as “David’s dad” but as “Richard.” This means being curious and showing genuine interest in their life—a step further than what is required from the business side of the relationship. These relationships may continue even after a student leaves your class.
- Keep their eyes open for spiritual needs. Church members serving in the school are well-positioned to have their finger on the pulse of the spiritual needs of individual families. They will also make frequent use of spiritual life survey results. They will look for opportunities to refer parents to a pastor, invite someone to worship, or to a specific church program.
- Make individual, personalized invitations. This includes parents of both current and former students, as well as the students themselves, especially at the high school level. A good goal would be at least two invites to worship per quarter.
- Partner with the pastors. As spiritual needs and opportunities arise, they will connect people to the pastors.



### **Our Church Staff: Equipping and Encouraging**

Our church ministry team and leaders work hand in hand with our school staff and church members to equip, support, encourage, and collaborate on harvest strategy work. As they carry out the harvest strategy, our church staff will...

- Provide school staff and church members with invitational materials (postcards, email blurbs, links, QR codes, etc.) that they can use to make personalized invitations and carry out the harvest strategy.
- Meet individually with parents and families through teacher referrals and personal connections.
- Plan worship, events, and programs with guests and visitors in mind. Prepare for the harvest we would like to receive.
- Create & identify church events and programs that are “easy invites” for teachers and church members.
- Use Spiritual Life Survey data to make targeted invites to school families for pertinent events, programs, and worship.
- Coordinate a consistent follow-up process with school families who come to worship.
- Keeping track of progress, results, and “wins” in our harvest strategy using MyDSC. Help everyone celebrate the harvest!
- Train and equip a team of DSC members to enthusiastically invite and receive visitors and school families.



### **Our Church Members: Hospitality & Relationship Building**

Our church members also play a key role in this joint harvest strategy. Church members will warmly receive school families who have been invited to worship and church programs. As they carry out the harvest strategy, Church members will...

- Welcome visiting parents and families who attend church services, events and programs. They will see this as their unique role, and not just the work of the school or church staff. They will seek to make guests feel welcomed and noticed. They will envision each visitor as a future brother or sister in Christ. We want to be a church where all are *welcomed*, not just welcome.
- Volunteer as DSC ambassadors at school, PTO, community, and church events. DSC ambassadors may hand out flyers, talk to people at a booth, or simply look to engage people in conversation at these events.
- Serve on our follow-up team. They will follow up with families from the school that have come to worship and other church events. We want someone who isn't currently being paid to be their teacher to make a connection with them as well.
- (For those who have children in the Academy) Utilize their peer-to-peer relationships with other school parents to be a positive ambassador for DSC. They will invite and accompany fellow families to church, and be a consistent, walking five-star customer review for Divine Savior Church.
- Build relationships with those who have visited the church from the school. Those teachers and administrators who have worked hard to invite school families can expect the church members to warmly receive their guests and help continue the work of the harvest together by personal relationship building.

## What's our attitude?



### **We Eagerly Plant Gospel Seeds.**

In addition to personal invitations, we will be ready to personally share the gospel with people. As we develop relationships with people, God will give us opportunities to share the reason for the hope that we have. We'll always look for opportunities to share with others the comfort we have received from God.



### **We Trust the Lord of the Harvest.**

We believe that God is in control of the harvest. We believe God will bless our efforts as he sees best. We cannot change people's hearts, but we know that God can do that through his Word in the Bible. Therefore, we will make every effort to connect people to the Word of God, and to share the good news about Jesus whenever we see the opportunity. We will work faithfully at what we can do and trust God with the work that only he can do.



### **We Celebrate the Harvest.**

God tells us that there is rejoicing in heaven over one sinner who repents. We want to rejoice in the great work that God is doing here and celebrate whenever God brings people closer to Jesus through our work in our harvest strategy. We will share our invitational attempts, successes, and failures, as well as the results of our shared efforts, so that we may better spur one another on. We want everyone to share in the joy of people being brought to know their Savior.



### **We Desire Life-long life in Christ.**

Our hope at Divine Savior is to connect people to Christ for life. This means our goal is not just to get people in the doors, or to get them the gospel once. Our work is not complete once someone comes to church a few weeks in a row. We desire to come alongside them and help them live life in Christ with us. We want families from Divine Savior Academy to become part of Divine Savior Church, not just while they have students here, but long after as well.

## Harvest Strategy Goals



**As we at Divine Savior seek to connect people to life-long life in Christ, we pray that God would give us success in reaching the following goals:**

- All unchurched families worship at least once at Divine Savior Church.
- All unchurched families receive at least one *personal* invitation to worship.
- All church members working in the school will make two personal invitations to worship per quarter.
- Every school family that visits Divine Savior Church receives a personal follow-up.
- 25 additional school families become regular attenders at worship each year.
- 20 school parents attend Starting Point each year.

## Harvest Strategy Calendar

Note: This calendar serves as a planning tool to help church and academy leadership to maintain our harvest strategy focus throughout the various events of the year. The events included are a mix of church and school events where we see opportunity for connection, invitation, or exposure. Each event includes an action step for both the church and school, which will help us to see how we work together as we plan for these events. These action steps are categorized as **Invite** (before the event), **Event** (during the event), or **Follow-up** (communication after the event) steps. This Calendar is subject to change each year.

Experience	Time Frame	Church Action Step(s)	Academy Action Step(s)
School Orientation	August	<b>Event:</b> School families meet the Pastors and church ambassadors.	<b>Event:</b> Parents are familiarized with the staff, facilities and joint ministry.
ECE/ELE weekly chapel services	August-May	<b>Event:</b> Church staff are present to talk with parents who come. Ask all visitors to fill out a connect card. <b>Follow up:</b> Reach out to visiting families. Promote DSKids and Faith 5 / Fe 5. Communicate with teachers about which parents have come.	<b>Invite:</b> Encourage families to come to chapel with their students. <b>Follow up:</b> Regularly send “it was great to see you” emails to those parents who have come to chapel. Communicate with church about parents in attendance.
Welcome Back Weekend	September	<b>Event:</b> Church puts its best welcoming foot forward. <b>Follow-up:</b> Follow up with every visiting school family. Enlist help of school staff.	<b>Invite:</b> Each teacher/staff/administrator invites 2-3 families personally. <b>Follow-up:</b> Assist church in identifying school families who visited.
DSA PTO New Family Welcome	September	<b>Event:</b> New Parents meet the Pastors. Church Ambassadors are present. Invite to Worship, Faith 5, and DSYouth.	<b>Event:</b> In conversations, school staff emphasizes church/school connection and church community.
Discover DSC event	September	<b>Invite:</b> Make targeted invitations to those interested (Spiritual Life Surveys) <b>Event:</b> Communicate church identity and focus. <b>Follow up:</b> Invite attending parents to Starting Point / Punto de Partida	<b>Invite:</b> Make personal invitations to families who have interest in learning more about what we teach. (Spiritual Life Surveys)

Experience	Time Frame	Church Action Step(s)	Academy Action Step(s)
ECE & Elementary students sing in church	October-May	<b>Follow-up:</b> Invite parents back for worship via follow-up process. Enlist help of DSA staff in identifying visitors. Promote DSKids and Faith 5 / Fe 5	<b>Invite:</b> Encourage maximum participation from students and their families. <b>Follow-up:</b> Assist church in tracking attendance for their follow-up process.
Connect Groups	October-November	<b>Invite:</b> Church members with kids in school invite other parents to accompany them to a connect group.	<b>Invite:</b> Teachers/staff/administrators who are attending Connect Groups invite one school family.
Starting Point / Punto de Partida	October-November	<b>Invite:</b> Make targeted invitations to interested in learning more about the Bible. (Spiritual Life Surveys) <b>Follow-up:</b> Inform teachers/leveled administrators when parents of their level attend.	<b>Invite:</b> Each teacher/staff/administrator invites 2 families to attend Starting Point. (Spiritual Life Surveys) <b>Follow-up:</b> Teachers/administrators of school families attending Starting Point send an encouraging email.
Baptism Classes	October-January	<b>Invite:</b> Make targeted invitations to those who have expressed interest in Baptism (Spiritual Life Surveys) <b>Event:</b> Display our passion for people and for the Word of God.	<b>Invite:</b> Each teacher <i>personally</i> invites those in their class who have expressed interest in Baptism to sign up for Baptism class. (Spiritual Life Surveys)
DSA Counseling Fair	November & March	<b>Event:</b> Pastoral and/or Church presence. Invite parents to Faith 5 / Fe 5	<b>Event:</b> Encourage collaboration between Counselors and church staff in selecting and presenting on topics
Fall Parent-Teacher Conferences	November	<b>Invite:</b> Provide teachers with invitational materials to be shared with parents and students. (Faith 5, Starting Point, Christmas Outreach event)	<b>Event:</b> Depending on spiritual needs expressed, Invite to Faith 5, Starting Point, Worship, or a meeting with Pastor.
DSC Family Movie Night	December	<b>Event:</b> Invite to Christmas Eve Worship	<b>Invite:</b> Invite families to attend event. <b>Event:</b> Mingle and make relational connections with school families.

Experience	Time Frame	Church Action Step(s)	Academy Action Step(s)
DSA Christmas programs	December	<b>Event:</b> Invite to Christmas Eve Worship	<b>Event:</b> Each teacher/staff/administrator looks to make one personal invite to Christmas Eve worship.
Family Christmas Outreach Event	December	<b>Event:</b> Church members look to connect with visitors and school families. <b>Follow-up:</b> Thank and Invite all participants to Christmas Eve Worship	<b>Invite:</b> teachers promote Christmas outreach event with school families.
Christmas Eve Worship	December 24	<b>Follow up:</b> Follow up with all visitors. Consult with school staff to identify all school family visitors.	<b>Invite:</b> Promote Christmas Eve worship via school communications. <b>Follow-up:</b> Help church identify visiting school families for follow-up.
Discover DSC event "What do we teach"	January	<b>Invite:</b> Make targeted invitations to those interested (Spiritual Life Surveys) <b>Event:</b> Communicate church identity and focus. <b>Follow up:</b> Invite attending parents to Starting Point / Punto de Partida	<b>Invite:</b> Make personal invitations to families who have interest in learning more about what we teach. (Spiritual Life Surveys)
Baptism Sunday	January	<b>Follow-up:</b> Invite families of those baptized to Faith 5 or Starting Point.	<b>Invite:</b> Teachers with students getting baptized invite their classes to come celebrate.
Touch-a-Truck	February	<b>Event:</b> Invite Families to Mommy & Me & Faith 5, & DSKids	<b>Event:</b> Mingle and make relational connections with school families. Direct people to the church table, or make an introduction to church staff.
Faith 5 / Fe 5	February	<b>Invite:</b> Enroll interested families from Baptism Sunday. <b>Follow-up:</b> Inform teachers/leveled administrators when parents of their level attend. Invite participating families to Starting Point	<b>Invite:</b> Each teacher/staff/administrator invites two families to Faith 5 / Fe 5 (utilize Spiritual Life Surveys) <b>Follow-up:</b> Teachers/administrators of school families attending Faith 5 / Fe 5 send an encouraging email.

Experience	Time Frame	Church Action Step(s)	Academy Action Step(s)
Ash Wednesday Worship	February	<b>Follow-up:</b> Follow-up with all visiting school families and invite to continuing worship and Starting Point / Punto de Partida.	<b>Invite:</b> Promote church Ash Wednesday services through school channels. <b>Follow-up:</b> Help church identify visiting school families for follow-up.
Starting point / Punto de Partida	February	<b>Invite:</b> Make targeted invitations to those expressing interest in learning more about the Bible. (Spiritual Life Surveys) <b>Follow-up:</b> Inform teachers/leveled administrators when parents of their level attend.	<b>Invite:</b> Each teacher/staff/administrator invites 2 families to attend Starting Point. (Spiritual Life Surveys) <b>Follow-up:</b> Teachers/administrators of school families attending Starting Point send an encouraging email.
Connect Groups	February-March	<b>Invite:</b> Church members with kids in school invite other parents to accompany them to a connect group.	<b>Invite:</b> Teachers/staff/administrators who are attending Connect Groups invite one school family.
Spring Parent-Teacher Conferences	March	<b>Invite:</b> Provide teachers with invitational and informational materials to be shared with as many parents as possible.	<b>Event:</b> Depending on spiritual needs expressed, Invite to Faith 5, Starting Point, Worship, or meeting with Pastor. <b>Follow-up:</b> Noting spiritual needs, inform church staff of those who could use personal follow-up.
PTO Family Fest	March/April	<b>Event:</b> Invite attendees to Faith 5 & Starting Point, and DSKids. Promote Easter Family Outreach Event.	<b>Event:</b> Seek out conversations with school families. Invite to Easter Family Outreach Event.
Easter Family Outreach Event	March/April	<b>Event:</b> Invite to Good Friday & Easter Worship <b>Follow-up:</b> Thank and invite all participants to attend Holy Week services.	<b>Invite:</b> Publicly promote the event. Teachers/staff/administrators personally two school families to attend.
Holy Week Services	April	<b>Follow-up:</b> Follow up with all school families who attended.	<b>Invite:</b> Publicly promote Holy Week services. Teachers look to make personal invitations to Holy Week services. <b>Follow-up:</b> Assist church in identifying visiting school families for follow-up.