



From Restless to Revitalized: How Grace Baptist Nashville Rekindled Its Calling Through Clarity

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When Drake Nosco accepted the call to pastor Grace Baptist Church in 2020, he inherited a congregation with deep roots but a foggy future. Once a thriving church of 350, Grace had declined to under 200 by the time he arrived. Then, just ten weeks into his role, the COVID-19 pandemic forced the church to shut down.

In the years that followed, Grace remained faithful, but Pastor Drake sensed something missing. “We were seeing new faces, but we had no process for helping people connect, serve, or grow,” he said. “We needed more than activity. We needed clarity.”

The Challenge

Even before Drake arrived, Grace’s leaders knew revitalization was needed. They had identity but no direction. Ministries were operating independently, and the church lacked a shared language or disciple-making strategy.

Every time Drake asked why things were done a certain way, the answer came back: That’s just how we do it at Grace. The people loved their church, but they needed a framework for moving forward together. That realization led Drake to Auxano.

The Process

Drake knew he needed an outside partner to help clarify Grace’s mission. Auxano’s **Vision Clarity Process** began with identity, helping the leadership reflect on who they were and who God was calling them to become. Over nine months, Grace uncovered new language for old truths, aligning their history, culture, and mission around a shared sense of purpose.

“The process was slow, in the best way,” Drake said. “It gave our people ownership and helped them see God’s hand in our story.”

The Breakthrough

Through the process, Grace articulated a 2030 dream: to raise and release 50 transformational leaders for gospel impact across five surrounding communities.

It felt impossible at first, but then their Auxano Navigator reframed it: *What if some of those leaders haven’t even come to faith yet?* That shift sparked a renewed focus on evangelism and leadership development.

In 2025, the church launched its 3Circles2 Vision, a one-year gospel-sharing focus built around three relational circles: home, work, and play. Every ministry, from preschool to adult discipleship, was aligned around the same mission.

And God moved. Stories of salvation, baptism, and spiritual renewal began spreading throughout the church. “It’s one of the most beautiful movements I’ve seen in ministry,” Drake said. “That’s what our mission looks like in real life.”

The Results

Today, Grace Baptist is growing again, not just in numbers, but in alignment and purpose. Every decision, ministry, and conversation is filtered through their vision and values.

Grace has sent members to help revitalize nearby churches, expanded mission partnerships, and normalized evangelism as part of everyday life. **“It’s not perfect, and we’re still learning,”** Drake said. **“But now when we make decisions, we’re not guessing. We’re aligning. We’re moving forward.”**



Drake Nosco

Senior Pastor of
Grace Baptist Church Nashville

Why It Matters

For pastors leading through growth without direction, or decline without clarity, Grace’s story is a reminder: **clarity transforms culture.**

“You’re not spending money,” Drake said. “You’re investing it. You’re creating space to hear from God—together.”

Buildings may expand your space, but clarity expands your impact.

Ready to start planning your church’s next chapter?

Schedule a Vision Planning Session with an Auxano Navigator and discover what clarity can do for your ministry

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