

ANNUAL REPORT

Heritage Christian Fellowship

2024



WELCOME

Greetings in the name of our Lord Jesus Christ,

We at Heritage Christian Fellowship are a gospel-centered body of believers dedicated to making disciples of Jesus who make disciples of Jesus. We seek to make disciples who have faith in Jesus, who are growing in the likeness of Jesus and who are leading others to follow Jesus. This is who we are and what we do.

As we move into 2025 and continue pressing into the mission God has given us, we also want to look back, assessing our faithfulness to and effectiveness in our mission in 2024. In this Covenant Members Annual Report, you will see financials, an overview and assessment of our ministry pillars and a glimpse into what lies ahead for us as a church.

As a Covenant Member, you are an integral part of our body and you play a vital role in the mission of our church. One of my ongoing prayers for our church is that there is an ever-growing sense of our togetherness and a shared vision and unity as we work together as the Body of Christ to bring glory to God in our valley and beyond. Thank you for your faithful contribution to the work of our Lord!

As always, if you have any questions concerning this report, please reach out to me via email at paul@heritagefellowship.net

Soli Deo Gloria,



Paul Stevens
Lead Pastor
Heritage Christian Fellowship

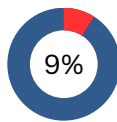


FINANCIAL OVERSIGHT

Our Philosophy

Each year the Executive Board prayerfully examines each line item within the operating budget to ensure financial stewardship and proper allocation of the resources God has given us.

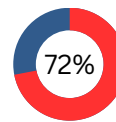
Once the budget is approved by the Executive Board, we empower our leaders to conduct their ministry as outlined in their annual ministry plans and corresponding approved budgets. Proper accountability structures are in place to ensure faithful stewardship of the Lord's resources.



Over the last 2 months we've seen a 40% increase in overall attendance during our Sunday corporate worship service.



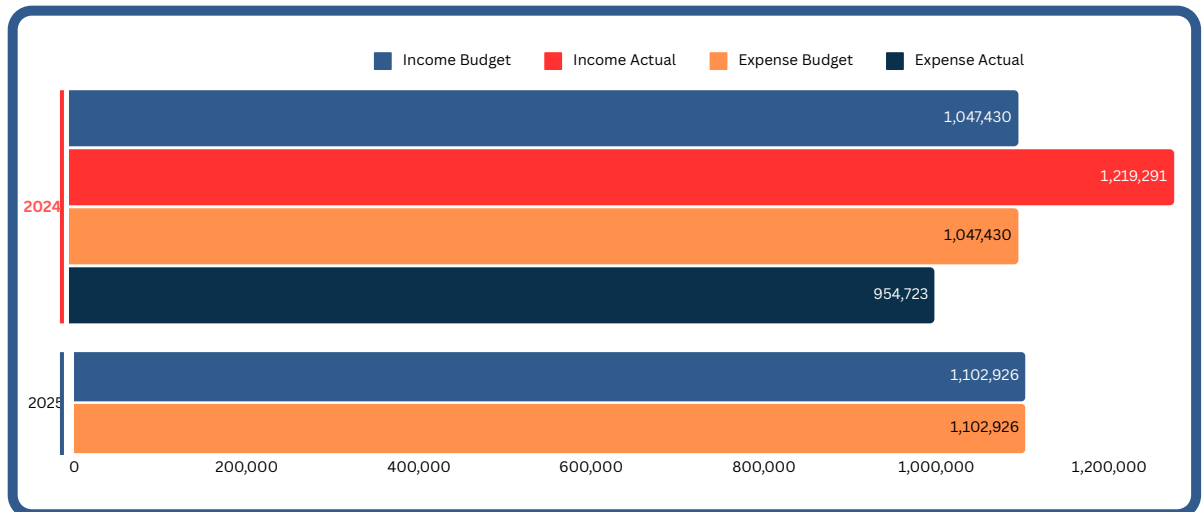
International Missions received over \$94,912 from Heritage in total gifts



72% of donations are processed electronically compared to checks/cash on a Sunday morning.



End of year Building Campaign gifts totalled \$31,540.68 in December 2024



WHO WE ARE

WHAT IS OUR MISSION?

All that we do points to fulfilling this mission to make disciples who make disciples—this is the target we are aiming for!

WHAT IS A DISCIPLE?

A disciple is someone who has faith in Jesus, is growing in the likeness of Jesus, and is leading others to follow Jesus.

In discipleship we walk with Jesus, and the Holy Spirit makes us more like Jesus, so that we can live and love as Jesus did, to the Glory of God.



What Does A Disciple Exemplify?

Below is a summary of the discipleship data present within the body of Heritage

4.3

GOSPEL MATURITY AND MATURE DOCTRINE

Deep knowledge of Jesus, understand His gospel, and live out of the reality of the Kingdom He rules

3.8

GODLY CHARACTER

Our words, deeds, and attitudes flow from a Christ-like heart

3.8

EMOTIONAL HEALTH

Our thoughts, feelings, and emotions have a positive or negative effect on living to the glory of God

3.7

AUTHENTIC WORSHIP MARKED BY RELATIONSHIP

Offer relationally all of who we are to God in response to the worthiness of all that He is

3.6

AUTHENTIC RELATIONSHIPS MARKED BY LOVE

Genuinely connected to God and others by love

3.6

WILLING SUBMISSION TO GOD

Choosing to lay down our lives, entrusting the whole of ourselves to God, holding nothing back

3.3

GOD GLORIFYING STEWARDSHIP

Manage God's resources for God's purposes

3.2

MISSIONAL LIFESTYLE

Live as missionaries, joining on God's mission in everyday life

HOW ARE WE STRATEGICALLY ADDRESSING THESE AREAS?

The leadership at Heritage reviews the cumulative data of our discipleship assessment on a frequent basis. It helps us determine areas that need our pastoral attention. We've made employment decisions, taught on specific topics, and supported ancillary ministries to help address areas our church needs to grow in spiritually.

WHAT WE DO

WE HAVE FOUR MINISTRY PILLARS THAT PROVIDE A FOUNDATION FOR ALL WE DO AT HERITAGE

Four years ago we entered a time of prayer and discernment regarding who we felt God was calling us to be in the Rogue Valley and beyond. We identified four pillars of ministry that we feel called to do with excellence.

We then set goals for each pillar and have been working diligently as a staff team to accomplish them by 2026.



The awesome people behind the pillars of the church

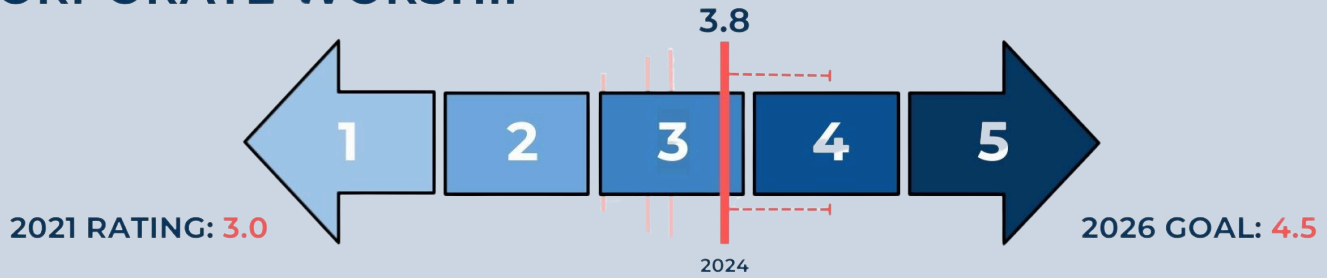


The next two pages provide updates to our pillar goal progress. Our efforts over the last four years are making a significant impact in **what** we do as a local church, and **how** we do it!

WHAT WE DO

2024 CURRENT STATE: **3.86**

CORPORATE WORSHIP



"Meets Expectations and Requirements, Moving Toward Best Practice"

STRENGTHS...

- Biblical preaching
- Welcoming church body with mature believers
- Christ-focused, age appropriate worship
- Clearly communicated vision
- People are cared for pastorally
- Leadership is knowable and visible
- Authentic pulpit leadership
- Strong leadership/team-care from Teresa
- Set-up team received new infusion of volunteers
- Improved sound and LED wall visibility
- New member and re-affirmation process in place
- New ways for the team to connect outside of Sunday morning
- New members are being added to the worship ministry team
- Freedom to be more creative and collaborative

STRENGTHS CONT...

- NEW IN 2024
- Great equipment improvements over this last year
 - Teams receive service flow, message topic, and scripture in advance
 - Switch in liturgy has been a good improvement. It's great to involve the body.

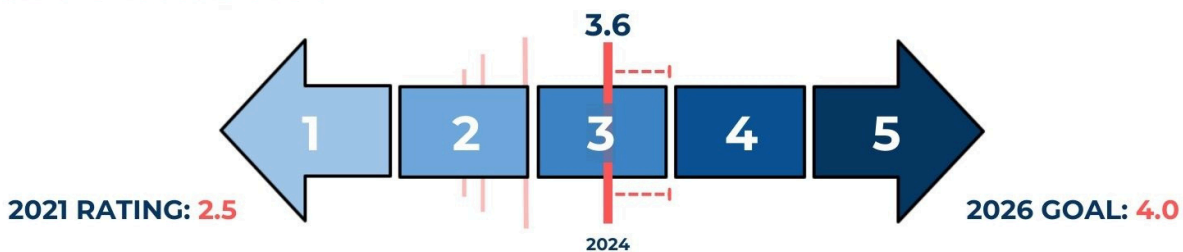
WEAKNESSES...

- Continued challenges of being mobile
- Consistent tech issues (stream, visual, audio, etc.)
- Assimilation pathway better, though still unclear
- Weak external signage
- Continued weariness among volunteers (though improved over 2023)



2024 CURRENT STATE: **3.6**

FAMILY MINISTRY



"Some Deficiencies Exist, While Rapidly Moving Toward Meeting Expectations and Requirements"

STRENGTHS...

- Multigenerational body
- Jesus is being exalted
- Mature believers across all age demographics
- Meaningful ministry happening across most ages and stages (children to seniors)
- Rolled out Heritage at Home
- Young adults are present - mindful of all ages and stages at Heritage
- Engaged and energized leaders/volunteers
- OFF group functioning independently
- Men's & Women's Ministry complimentary to family ministry goals
- Strong leadership from Leslie

NEW in 2024

- Solid leadership and a clear vision for college/career demographic (CAVA)
- Policies are updated and well-communicated to those serving

STRENGTHS CONT.

- Events have been well-received and well-attended. Good momentum
- Kids ministry curriculum: in a few months, all books of the bible were covered
- Pastor of Students position is now filled by Fred Hasse!
- Well-balanced ministry - Teaching, relationships, parent-connections, equipping events, and serve opportunities

WEAKNESSES...

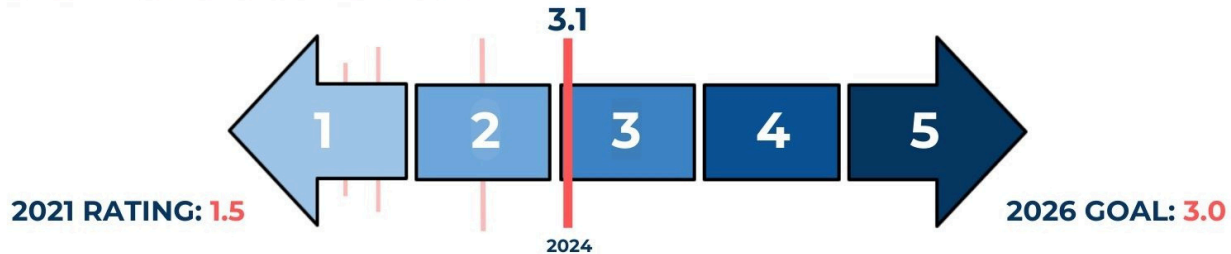
- Milestones are improving, but we need to ensure people are aware
- Relationship between Family Ministry and Discipleship Communities not clearly spelled out
- Heritage At Home still not being fully leveraged
- Need a team to surround Children's Director for events



WHAT WE DO (CONT.)

2024 CURRENT STATE: **3.1**

MISSION & OUTREACH



"Deficiencies Exist with Need For Improvement, Yet Moving Toward Meeting Expectations and Requirements"

STRENGTHS...

- Uganda / Oasis of Hope partnership
- The generosity of the people of Heritage
- Organic heart for mission within the church
- Unreached peoples focus within children's ministry
- Good congregational engagement with missional initiatives
- Intentional movement church wide toward developing a missional mindset
- Development of a team and a team approach to developing missions and outreach strategy
- Lay people stepping into leadership
- The identification and elevation of missions and missional living as a key part of discipleship
- General movement in positioning the church to be more missional locally and abroad
- Local partnerships have been established w/onramps
- New eagerness to get involved from the body
- Opportunities in Mexico
- There is a dedicated staff member over the pillar

STRENGTHS CONT.

NEW IN 2024

- Now have an active missions board
- Now have a consistent calendar of events
- Laid the foundation for FOH school - step 1 complete
- Connections with FOH kids is higher than in the past
- More people getting involved in Mercy's Gate, 715, and SOAK

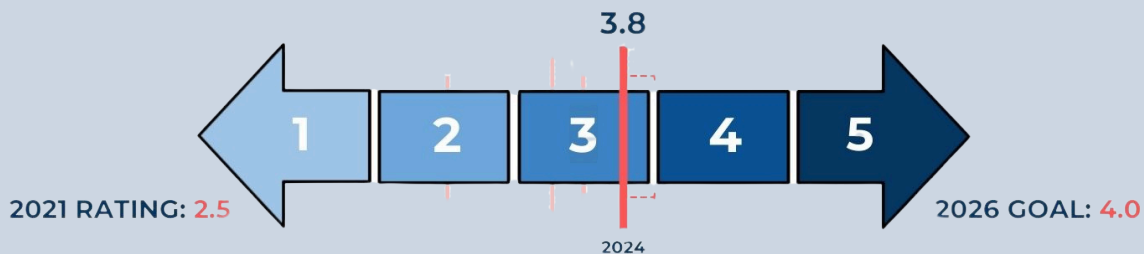
WEAKNESSES...

- Need improvements in communication to keep missions visible
- No official progress on establishing a church planting residency or culture at Heritage
- Lack of missional engagement or opportunity among students
- Child sponsorship program is behind financially. No good way to track progress



2024 CURRENT STATE: **3.87**

DISCIPLESHIP COMMUNITIES



"Meets Expectations and Requirements, Moving Toward Best Practice"

STRENGTHS...

- Thriving, deep and word-centered Women's Ministry
- Spiritual maturity and relational depth within Huddle Groups
- Care happening at the group level
- Good congregational engagement for events
- Continued commitment to biblical community
- Solid leadership in Pastor Jeremy and Nichole
- Deployment of Discipleship Survey / Assessment adding increased clarity
- Onboarding and Tech tools for Huddle Groups, Men's and Women's Ministries
- Sermon based curriculum that many more groups are utilizing
- More events and opportunities for Men's Ministry with the Leadership Team
- Top down pulpit endorsement
- Pastoral support of groups

NEW IN 2024

- Men's Ministry leadership team was established and is doing amazing work
- Combined mens/womens bible studies was a good step in coordination

STRENGTHS CONT...

- 4 small groups have been added in discipleship communities
- LAFF group is integrating more into the life of the church (cookies, etc)

WEAKNESSES...

- Lack of leveraging the potential of Discipleship Survey / Assessment within groups
- Clarity needed for how care takes place within groups and among the pastoral staff
- Systems needed for ensuring care takes place for those suffering loss and celebrating new life
- Lack of leveraging the potential of technology - the church app, Right Now Media and in house digital teaching resources
- Lack of consistent leader training



WHERE WE'RE GOING

WE WILL FAITHFULLY SEEK TO BE...

A biblical, gospel-centered, disciple-making church, that makes disciples who make disciples. We desire to continue growing into a church that fearlessly preaches the gospel of Jesus Christ, that leads people into a saving relationship with Jesus, where they are transformed into the image of Jesus and sent out into the world as missionaries of Jesus. We believe in strategic planning and humble leadership that empowers Spirit-led ministry and mission that faithfully follows the leading of God, entrusting fruitfulness to Him.

WE WILL FAITHFULLY SEEK GOD'S LEADING AS WE MOVE TOWARD A PERMANENT HOME

In addition to our unyielding commitment to being the church God has called us to be, we will also continue asking God to boldly lead us to our own facility. We will ask Him to open the right doors, provide the resources and lead our church to our own home in His timing. A facility that positions us to reach with greater force into the mission of Christ within our valley and in places beyond. A permanent home that will serve as a tool to enable us, with much greater effectiveness, to preach the gospel, to raise up disciples, to reach into our city and to the ends of the earth with the gospel of Jesus Christ. A church home that will allow us to press into our mission every hour of every day with greater focus and greater force. A building that will tell our neighbors they matter because we've built a place for them to come and find hope and belonging and ultimately encounter Jesus. A building that will serve the generations of tomorrow in living out our gospel heritage in ways that reach far beyond our time and place and beyond understanding.

WE WILL FAITHFULLY WALK TOGETHER IN OUR GROWTH AS DISCIPLES

Will you join us in these four ways?

Take the Discipleship Survey



OR CLICK HERE

Join us the last Sunday of the month

We will meet the last Sunday of each month in the Hub at 8:30am to continue to seek God's will for our church

Consider giving to the building fund



OR CLICK HERE

Join us for Vision Sunday

Join us on Sunday, February 16, 2025 as we share our hope for the future and ask for your feedback