



HERITAGE

DISCIPLES MAKING DISCIPLES

Heritage Christian Fellowship is a gospel-centered body of believers dedicated to making disciples of Jesus who make disciples of Jesus.

Updated Strategic Plan—2021

*“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.” **MATTHEW 28:19-20***

AN UPDATED STRATEGIC PLAN

It's a new season for Heritage Christian Fellowship! As the world emerges from a global pandemic, as the Rogue Valley rebuilds from last year's fires, and as Heritage turns a new page into a new season, the Executive Board and the church staff have been prayerfully seeking God's will and direction for this new season of ministry and mission.

As we look ahead and seek God's will for our church, we look first to His Word. Scripture is clear. Jesus gave unflinching marching orders for His Church—The Great Commission.

“The Great Commission is not a suggestion to be considered, it is a commandment to be obeyed.” ~J. Hudson Taylor

THE GREAT COMMISSION

“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.” MATTHEW 28:19-20



This is the mission of the Church—to boldly go into the mission field with the gospel of Jesus Christ, to see men, women, families, and communities won to Christ through faithful gospel proclamation, to raise up Jesus-loving, gospel-proclaiming disciples who are then sent into the world to make more disciples. This is the mission of The Church and the mission of Heritage Christian Fellowship as we seek to be Christ's church in the Rogue Valley and beyond. This is the target we aim for.

OUR MISSION IS TO MAKE DISCIPLES

Heritage Christian Fellowship is a gospel-centered body of believers dedicated to making disciples of Jesus who make disciples of Jesus.

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.

A DISCIPLE KNOWS... The gospel, what are and what are not the core doctrines of the Christian Faith, the meaning and function of the ordinances, and what is the Kingdom of God.

A DISCIPLE DOES... Love, forgive, serve, exhort, biblical justice, confess, worship, baptism and communion, study Scripture, spiritual disciplines to promote personal growth, servant leadership, stewardship, share the gospel, walk in holiness.

A DISCIPLE DISPLAYS... Fruits of the Spirit, humility, integrity, authenticity, compassion, courage, discipline, servanthood, approachability, faithfulness, teachability, perseverance, love for God, a missional lifestyle, and an unhurried life.

A MATURING DISCIPLE GROWS IN 3 DIFFERENT DIRECTIONS:

UPWARD—In relationship to God: As the disciple grows, their worship, awe of God, obedience to the Holy Spirit, understanding of the Scriptures, comprehension of the gospel, authenticity in prayer, and affection for the Trinitarian God of the Bible will all deepen and mature.

INWARD—In relationship to their identity in Christ: As a disciple grows, they display the fruits of the Holy Spirit, acceptance of limitations, confidence in their gifting, and openness to conviction.

OUTWARD—In the mission of God to their local and global church and to the world: As a disciple grows, they begin to not just live focused upward and inward,

but they also begin to exemplify the heart of Jesus in caring for the world around them in both practical and spiritual ways. This can be evidenced by evangelism, care for the poor, love of neighbor, service in the local church, support of missionary endeavors, etc...

**WE ARE DISCIPLES OF
JESUS CHRIST, DEDICATED
TO MAKING DISCIPLES OF
JESUS CHRIST**

WHAT ARE OUR CORE VALUES?

The Core Values of Heritage Christian Fellowship are:



GOSPEL CENTRALITY: The gospel is not just the means of salvation but the purpose and motivation of all we do. We do not serve God to earn favor but rather as a form of worship, in response to the grace and favor He has already given.

AUTHENTIC WORSHIP: The purpose of all we do is the worship of God for His glory. We desire to create a culture where people are empowered by the Spirit of God and an understanding of the gospel, to worship God, and to see worship as something that is done in every area of life. Christians are to live as ambassadors of a different Kingdom, manifesting God's character and nature as we do.

RIGHT DOCTRINE & BIBLICAL INTERPRETATION: God has revealed Himself to us in the Scriptures, therefore Heritage places a great deal of value on right understanding and proclamation of God's Word. We do not lord over the Scriptures, instead allowing the Word of God to lord over us as we teach expositionally.

DISCIPLESHIP: Having been adopted into the family of God, we believe that genuine community should consist of authenticity, transparency, sincerity, accountability, repentance, forgiveness, and commitment to the body of believers. We believe that the church is a tool of sanctification and that a gospel-centered community of believers is designed to help one another grow into Christian maturity as they do life together.

MISSIONAL FOCUS: We believe that Christians have not arrived but have been sent. We believe that the Scriptures clearly mandate that the Church exists as a Kingdom outpost, working as ministers of reconciliation for the King who will one day redeem all things and overturn all the effects of the fall. This means we partner with Christ in this work today, seeking to bring justice and hope to our city.

WHAT ARE OUR CORE MINISTRIES?

The Core Ministries of Heritage Christian Fellowship are:

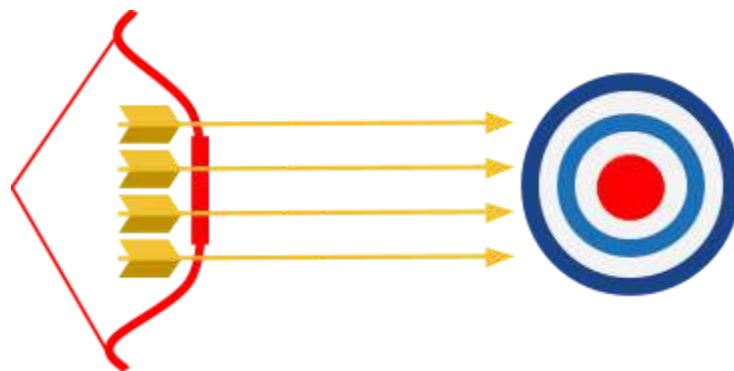


CORPORATE WORSHIP: We live out our core values by gathering together as a local church each week. As we gather, we are committed to equipping the saints through corporate worship, through faithful, biblical and gospel-centered preaching, and through prayer.

DISCIPLESHIP COMMUNITIES: We live out our core values by regularly gathering together in smaller discipleship communities to study God's Word, to develop biblical community, and foster a culture where disciples are continually being made and matured. We do this through gospel-centered men's, women's, affinity and Huddle Groups.

FAMILY MINISTRY: We live out our core values by fostering a culture where families are welcomed and equipped toward Christ-centeredness in marriage, parenting, and family. We are committed to walking alongside marriages and families, engaging kids and students with the gospel and equipping parents to be the primary faith trainer / discipler at home.

MISSION & OUTREACH: We live out our core values in our commitment to go and make disciples of Jesus within our community and to the ends of the earth. We do this by strategically partnering with like-minded organizations, through supporting and sending missionaries, and through church planting.



REACHING THE LOST FOR CHRIST

Meet Joe and Jenny Jackson from Jackson County

According to 2021 [data](#), Medford has a population of 84,550 while the population of Jackson County is 224,010. It is the fourth most densely populated area in Oregon and is growing. Of the population in the Valley, 23.6% are under 18 years old, 59% are between ages 18 to 64, and 17.6% are over 65.

Of the total population within Jackson County, well over [three quarters are non-Christian](#). 71.6% of the population identifies as irreligious, having no faith at all, while 4.9% is part of a non-Christian religion. 12.7% of Jackson County identifies as evangelical, 8.2% as Catholic, and 2.6% as mainline Christian.

**JOE AND JENNY JACKSON
REPRESENT OVER 170,000
PEOPLE IN JACKSON
COUNTY DO NOT KNOW
JESUS CHRIST.**

Therefore, Joe and Jenny Jackson from Jackson County are representative of 170,000 of our neighbors, friends, co-workers, classmates, and family members who do not know Jesus. These people live within minutes of our church and

homes. For one reason or another, they have either given up on 'religion' or have never been exposed to the gospel.

This is why Heritage Christian Fellowship is dedicated to making disciples who make disciples. Joe and Jenny Jackson will hear the gospel when disciples of Jesus, who have been equipped to share and live the gospel, are sent out into the mission field. Joe and Jenny Jackson will come to saving knowledge of Jesus when a sent-out disciple lovingly introduces them to Jesus Christ. This will happen through personal evangelism, through the ministry of Heritage Christian Fellowship, or through church planting.



WHAT'S THE PLAN FOR HERITAGE CHRISTIAN FELLOWSHIP?

We are dedicated to making disciples of Jesus who make disciples of Jesus.

Informed by our Core Values—each of our Core Ministries are dedicated to fostering a culture where disciples are making disciples. In the next five years, we are trusting God to help us bring continued health, growth and fruitfulness to Heritage Christian Fellowship through faithful stewardship of the resources and Core Ministries God has given our church. The details of the following plan focus on the first year of our five year vision.

“THE DUTY OF PLANNING TOMORROW’S WORK IS TODAY’S DUTY; THOUGH IT’S MATERIAL IS BORROWED FROM THE FUTURE, THE DUTY, LIKE ALL DUTIES, IS IN THE PRESENT.” ~CS Lewis

CORPORATE WORSHIP:

Led and Championed by Pastor Mitch Connell

We desire to create a warm and welcoming Sunday morning environment conducive to biblical worship and fellowship, while pursuing technological excellence (audio/visual/lights/online) for the purpose of removing distraction and elevating Jesus. We are committed to continually pursuing excellence in biblical, gospel-centered preaching and in Christ-exalting musical worship.

THE PLAN:

- Create clear first steps and pipelines to recruit and train new ministry volunteers **(Sept 2021)**
- Identify, equip, empower, and offer continued support to two new worship leaders **(June 2021-June 2022)**
- Identify two sections of Sunday worship space and execute an aesthetic overhaul, improving overall ethos/atmosphere **(Sept 2021)**
- Fix and upgrade most pressing tech areas, with an eye toward total overhaul in the future **(Dec 2021)**
- Raise up photographer to capture the Sunday morning life of Heritage to better tell the story of the church and promote service and full engagement **(March 2022)**

DISCIPLESHIP COMMUNITIES:**Led and Championed by Pastor Jeremy Nehf**

We desire to develop a culture, supported by systems and technologies that foster healthy discipleship communities, where disciples are made who know Jesus, who are growing in Christ-likeness, and who go into the world to make more disciples. We will do this by developing biblically sound, gospel-centered Huddle Groups, Women's Ministry, and Men's Ministry that will fuel a culture committed to making disciples of Jesus who make disciples of Jesus.

THE PLAN:

—HUDDLE GROUPS:

- Streamline onramp process and support for discipleship communities through web based management software **(Sept 2021)**
- Execute a robust training session for Huddle Leaders **(Sept 2021)**
- Develop Huddle curriculum designed to cultivate unity with pulpit **(Sept 2021)**
- Maintain strong connection and clear communication with Huddle Leaders through peer support, timely curriculum delivery, planned missional outreaches, and effective troubleshooting **(Jan-June 2022)**
- Plan and execute Huddle celebration event **(June 2022)**
- Raise up two to four new Huddle leaders **(June 2022)**

—WOMEN'S MINISTRY (**Led by Kathy Johnston**):

- Plan and execute Christmas and mid-winter gatherings **(Dec 2021 & March 2022)**
- Plan and execute Spring Retreat at Lake Bradley **(April 2022)**
- Establish, equip, and train at least four new Bible study leaders **(Jan 2022)**
- Grow leadership team to eight women with clear specific roles **(April 2022)**
- Train and equip at least two women in dealing with crisis **(Sept 2022)**

—MEN'S MINISTRY:

- Plan and execute two larger Men's Ministry discipleship events **(Nov 2021 & April 2022)**
- Raise up two new Men's Ministry leaders **(June 2022)**
- Plan and execute two Men's Ministry day-trip outings **(June-Aug 2022)**

FAMILY MINISTRY:

Led and Championed by Pastor Brent Cisson

We desire to partner with families to raise a generation that follows Jesus. We do this through a culture that puts love on display, pursues purposeful fun, and pursues gospel-centrality designed to raise up and send out spiritually mature disciples of Jesus who are equipped to make disciples of Jesus. Additionally, we desire to continue resourcing, training, and empowering parents as the chief disciplers of their children.

THE PLAN:

- Fully unleash *Heritage at Home* as a primary equipping resource for the church body **(Sept 2021)**
- Formalize a comprehensive gospel-centered, disciple-making children & student curriculum **(Dec 2021)**
- Plan, schedule, and execute a variety of equipping events **(ongoing)**

—CHILDREN **(Led by Children’s Ministry Director)**

- Equip teachers, leaders, and staff with best practices for better classroom management and teaching effectiveness **(Sept 2021)**

—JR. HIGH **(Led by Pastor Zach Merritt)**

- Grow leadership team, equipping and empowering key volunteers for the ministry **(Sept 2021)**

—SR. HIGH **(Led by Pastor Mitch Connell)**

- Strengthen parent partnership / communication within the Sr. High ministry **(Oct 2022)**

MISSION & OUTREACH

Led and Championed by Pastor Aaron Beamish

We desire to develop robust training for personal evangelism and mission, establish strategic partnerships for meaningful missional engagement locally and abroad, all while fostering a culture that assumes missional living and engages the local and global mission field through partnering, sending, and church planting.

HERITAGE CHRISTIAN FELLOWSHIP

STRATEGIC PLAN—2021

THE PLAN:

- Develop and strengthen the Mission & Outreach Committee **(ongoing)**
- Identify local partnership(s) and finalize 5 year plan **(Dec 2021)**
- Send an assessment team to Oasis of Hope in Uganda **(March 2022)**
- Develop missional-living curriculum and host a training event **(June 2022)**

STRATEGIC SENIOR LEADERSHIP

Led and Championed by Pastor Paul Stevens

We desire to assure Heritage Christian Fellowship operates in submission to Christ, the Head of the Church and in faithfulness to the church's mission of making disciples of Jesus who make disciples of Jesus.

THE PLAN:

- **Lead Heritage Christian Fellowship with clarity and focus toward the biblical vision that has been set by the Executive Elders**
 - Work with Executive Elders in continuing to pursue plurality, shared leadership, and biblical accountability **(ongoing)**
 - Oversee, develop, and work directly with Core Ministry leaders toward management over and implementation of strategic plan **(ongoing)**
 - Create schedule and content for membership classes and member meetings **(Oct 2021)**
- **Continue fostering a culture of collaboration, biblical community, spiritual maturity, and fun among the Heritage staff**
 - Plan and execute rich and robust weekly staff gatherings **(ongoing)**
 - Plan quarterly staff getaways/events for rest and relaxation **(ongoing)**
 - Plan a multi-day, discipleship-focused staff retreat **(Feb 2022)**
- **Continue fostering biblical community, spiritual maturity, and shepherding excellence among Shepherding Elders**
 - Finalize plan and select or develop content for monthly Shepherding Elder gatherings / trainings **(Aug 2021)**
 - Identify 2-4 new potential Shepherding Elders and begin process of development and onboarding **(Aug 2021)**
 - Plan and host Shepherding Elder retreat **(Jan 2022)**

HERITAGE CHRISTIAN FELLOWSHIP

STRATEGIC PLAN—2021

- **Continue to cultivate a robust team approach to the sermon development and delivery process that rightly delivers God's Word to God's people.**
 - Refine the existing sermon development / review process **(Sept 2021)**
 - Develop and implement a sermon evaluation system **(Sept 2021)**
 - Sermon development team retreat to the *Charles Simeon Trust Preaching Workshop*, Bristol, WI **(Feb 2022)**
 - Prepare and host a preaching team study retreat to prepare content for 2022-23 preaching calendar **(April 2022)**
- **Create a culture where disciples are continually being developed as leaders, empowered and released as ministers and missionaries.**
 - Work with Assimilation Director and other church staff to plan and execute two church-wide ministry volunteer training events **(Aug 2021 & Jan 2022)**
 - Develop and test framework for a Ministry Leadership Development cohort model designed to raise up key leaders **(Jan 2021)**
- **Foster a sending culture at Heritage, where missionaries and church planters are identified, developed, and sent out into the mission field**
 - Finalize and formalize church planting residency framework **(Aug 2021)**
 - Identify, recruit, and hire church planting pastoral resident **(Jan 2022)**

OPERATIONS AND SUPPORT MINISTRY:

We desire to create a culture at Heritage where people are engaged, encouraged, equipped, and empowered to be sent out as disciples of Jesus. We support all ministries with the resources to best do this work.

THE PLAN:

- Create space and opportunity for Sunday fellowship by pursuing a welcoming and friendly atmosphere, through monthly Pastor's Meet and Greet, Foodtrucks and Fellowship and other special events **(ongoing)**
- Develop a master calendar to fuel cohesiveness, consistent communication, and clarity **(Sept, 2021)**
- Cultivate a culture where ministry team volunteers are supported through appreciation events and thoughtful care. **(ongoing)**

**"THE HEART OF A MAN
PLANS HIS WAY, BUT THE
LORD ESTABLISHES HIS
STEPS." ~Proverbs 16:0**

HERITAGE CHRISTIAN FELLOWSHIP

STRATEGIC PLAN—2021

"Heritage Christian Fellowship is a gospel-centered body of believers dedicated to making disciples of Jesus, who make disciples of Jesus."

