

# Annual Report

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**2023**

Heritage Christian Fellowship

# WELCOME

Greetings in the name of our Lord Jesus Christ,

Jesus said the mission of the church was to go into all the world—making His disciples, baptizing those disciples into the family of God and teaching those disciples to obey all that He taught. Heritage Christian Fellowship is a gospel-centered body of believers dedicated to making disciples of Jesus who make disciples of Jesus. We believe a disciple is someone who has faith in Jesus, is growing in the likeness of Jesus and who is leading others to follow Jesus.

Over the last several years we have diligently sought the Lord's leading and have patiently worked to refine our ministry pillars, realign our approach and strategically plan to ensure that we live out this vision for our church. In the pages that follow, you will see a brief overview of who we are, what we do and where we are going in our faithful pursuit to be the church God has called us to be.

I am so grateful for the men, women and families who God has assembled at Heritage. I see God moving in our midst and growing us as a church as we keep our eyes on Jesus and walk out our calling for His glory. Thank you for being such faithful co-laborers!

Soli Deo Gloria,

  
Paul Stevens  
Lead Pastor  
Heritage Christian Fellowship

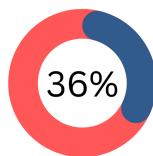


## FINANCIAL OVERSIGHT

### 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.



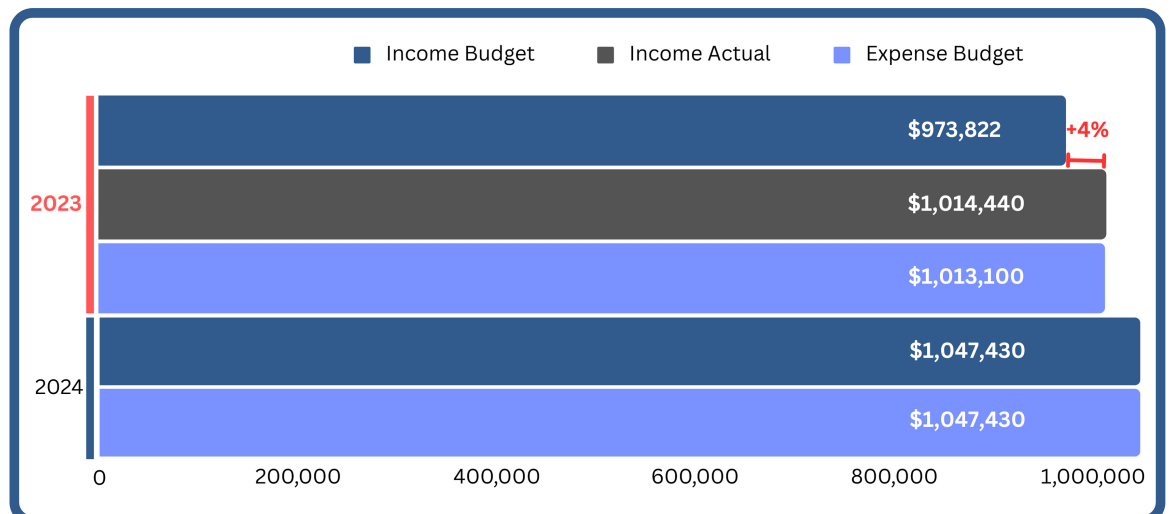
Over the last 6 months we've seen a 36% increase in overall attendance during our Sunday corporate worship service.



International Missions received over \$101,036 from Heritage in total gifts



Local outreach and support of the members within our body totaled over \$23,358



# 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.

## WHAT IS DISCIPLESHIP?

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.



## 190 Survey Responses

## What Does A Disciple Exemplify?

3.3

### GOD GLORIFYING STEWARDSHIP

Manage God's resources for God's purposes

3.6

### AUTHENTIC RELATIONSHIPS MARKED BY LOVE

Genuinely connected to God and others by love

4.1

### GOSPEL MATURITY AND MATURE DOCTRINE

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

3.1

### MISSIONAL LIFESTYLE

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

3.5

### EMOTIONAL HEALTH

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

3.7

### GODLY CHARACTER

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

3.6

### AUTHENTIC WORSHIP MARKED BY RELATIONSHIP

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

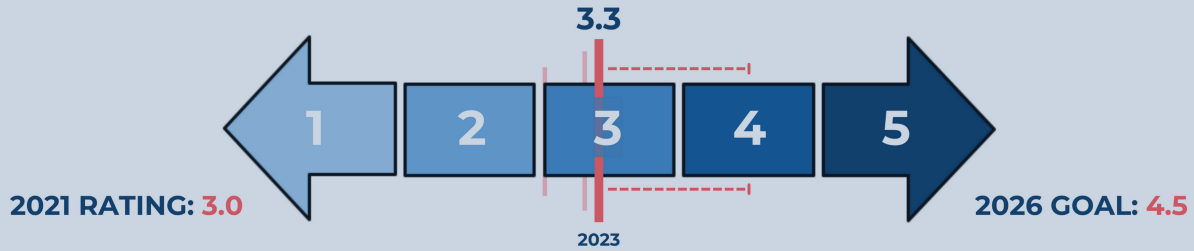
3.4

### WILLING SUBMISSION TO GOD

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

# WHAT WE DO

## 2023 CURRENT STATE: 3.3 CORPORATE WORSHIP



*"Meets Expectations and Requirements,  
Moving Toward Best Practice"*

### STRENGTHS...

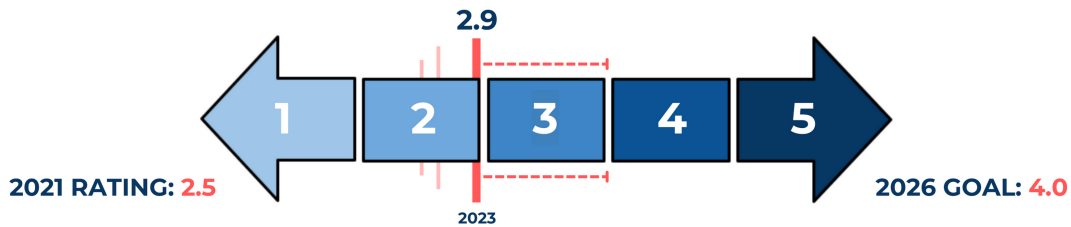
- Biblical preaching
- Welcoming church body with mature believers
- Christ-focused, age appropriate worship
- Clearly communicated vision
- People are cared for pastorally
- Leadership is knowable and visible
- Authentic pulpit leadership
- NEW IN 2023**
- Strong leadership/team-care from Teresa
- Set-up team received new infusion of volunteers
- Improved sound and LED wall visibility
- New member and re-affirmation process in place

### 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 2021)



## 2023 CURRENT STATE: 2.9 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
- Engaged and energized leaders/volunteers
- OFF group functioning independently
- Men's & Women's Ministry complimentary to family ministry goals
- NEW in 2023**
- Strong leadership from Leslie
- Heritage Camp was a huge success

### WEAKNESSES...

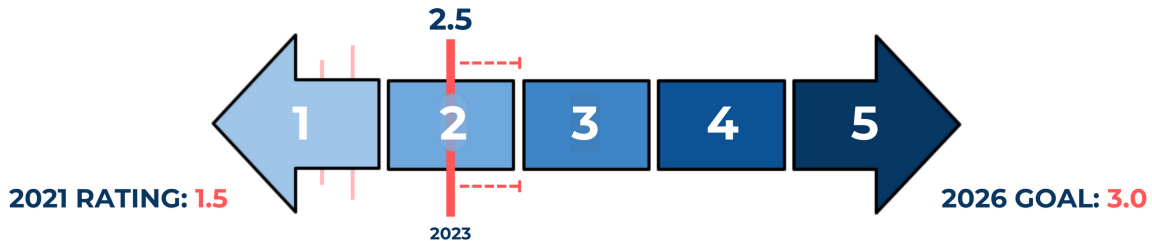
- Milestones not being engaged/people not aware
- Under-equipped families as the primary disciplers
- Missing key staff positions (High School Ministry)
- Lack of clear vision and strategy for engaging all ages and stages (especially college/career)
- Relationship between Family Ministry and Discipleship Communities not clearly spelled out
- NEW in 2023**
- Heritage At Home still not being fully leveraged
- Need a team to surround Children's Director for events



# WHAT WE DO (CONT.)

2023 CURRENT STATE: **2.5**

## 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.

### STRENGTHS CONT.

#### NEW IN 2023

- 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

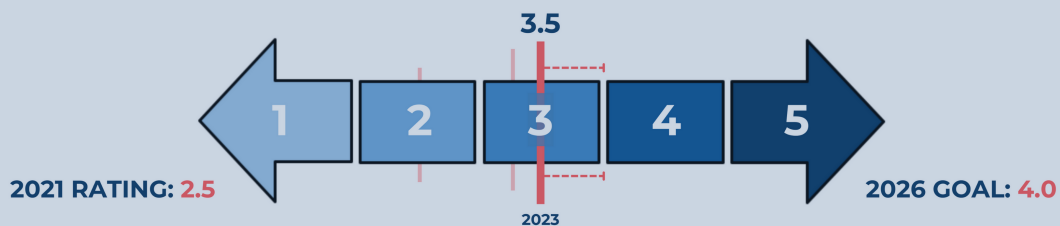
### WEAKNESSES...

- No clear on ramps for congregational engagement and need for a strategy and communication plan is needed
- No official progress on establishing a church planting residency or culture at Heritage
- Lack of missional engagement or opportunity among students
- Need a team to help execute the aspirational vision



2023 CURRENT STATE: **3.5**

## 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 Kathy
- Development and deployment of Discipleship Survey / Assessment adding increased clarity
- Onboarding and Tech tools for Huddle Groups, Men's and Women's Ministries
- Sermon based curriculum and clear direction
- Training for leadership, with improvement needed
- More events and opportunities for Men's Ministry with the Leadership Team
- Top down pulpit endorsement
- Pastoral support of groups

### 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

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## 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 WORK TO SEE...

... flourishing and vibrant ministries at Heritage



### CORPORATE WORSHIP

Christ-exalting  
worship



### FAMILY MINISTRY

Disciple-making  
homes



### DISCIPLESHIP COMMUNITIES

Life-on-life  
growth



### MISSION & OUTREACH

Kingdom-  
expanding work

## WE WILL FAITHFULLY SEARCH TO FIND...

... a permanent facility for our church to call home. After many years of praying and asking the people of Heritage to pray for guidance, the elders unanimously believe our church is to pursue a permanent facility to call home and to grow into. With our vision refined, our mission clearly before us and our strategic plan in place—we believe that taking bold steps toward a facility will begin in 2024. Prayerfully, God will provide a new, permanent home for Heritage Christian Fellowship in the near future.