

Heritage



2025

ANNUAL
REPORT

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WELCOME



Greetings in the name of our Lord Jesus Christ,

2025 was an incredible year for Heritage! In the following pages you will see a thoughtful review of the many, many blessings of our God over this past year. Additionally, you will see the gospel-advancing plans we are entrusting to God as we look ahead to 2026 and beyond.

In this document we have sought to provide a thoughtful, comprehensive and clearly presented report of this past year as well as a strategic plan that looks with anticipation to the coming year. As you read these pages, it is my prayer that above all you will see the faithfulness of God in each and every line. May you see and celebrate the countless ways in which our God has so richly blessed and led our church.

As we look with great hope to our future, and especially as we dream of our forthcoming permanent home, may our eyes collectively stay ever-on Him, trusting in His provision and leading, as we walk by faith into 2026.

Soli Deo Gloria,

Paul Stevens

Lead Pastor
Heritage Christian Fellowship

“Unless the Lord builds the house, those who build it labor in vain.”
—Psalm 127:1—

Topics Covered in the Report



**FINANCIAL
OVERSIGHT**



**DISCIPLESHIP
FOCUS**



**LOOKING
FORWARD**



**PILLAR
PROGRESS**



FINANCIAL OVERSIGHT



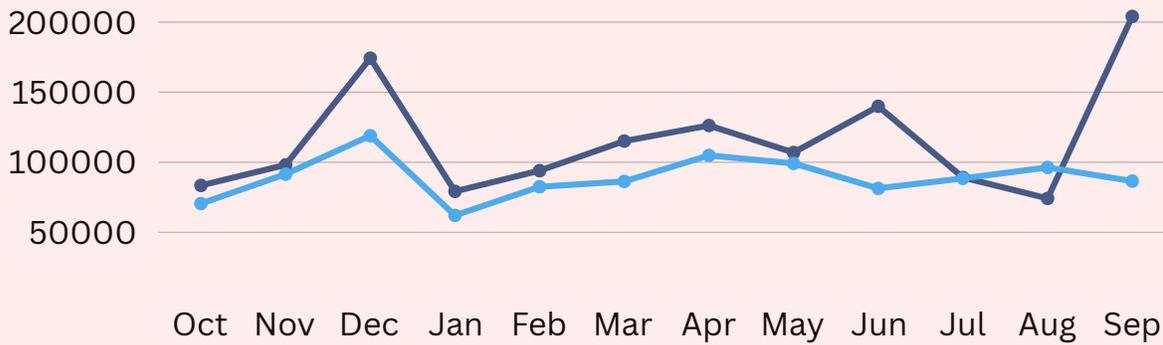
Our Budgeting Process and Accountability Structure

Each year the Elder 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 Elder Board, we empower our ministry leaders to conduct their areas of oversight 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. Each staff member provides receipts for purchases so proper accounting can provide a clear picture of our financial position.

2024/25 OPERATING BUDGET

● Income ● Expense

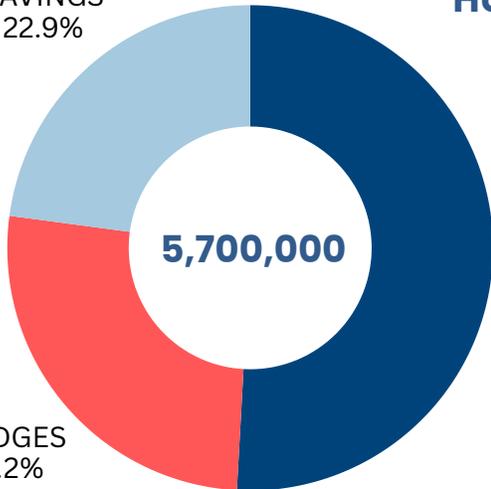


Total Net Revenue for 2025 was

\$265,348

which has since been reinvested into CDs at 3.85%

SAVINGS
22.9%



5,700,000

CONTRIBUTIONS
50.9%

PLEDGES
26.2%

HUGELY SUCCESSFUL BUILDING CAMPAIGN

Through the generosity of our congregation, we have already received \$2,889,478.06 in contributions! We still have approximately \$1,490,258.07 to receive in pledges over the next three years.

If you haven't already done so, the easiest way to make sure you reach your pledge amount is to set up an automated recurring donation online by clicking the link: <https://heritagechristianfellowship.churchcenter.com/giving/to/building-campaign>

if you choose to set up an ACH between your bank and Planning Center there are NO PROCESSING FEES (0%) whereas debit/credit fees are 2.15% of each donation. Of course, we can still process hard-copy checks for no charge (Mailing Address: 943 Automation Way STE A, Medford, OR 97504)

ATTENDANCE TRENDS

In 2025 we saw a 16.2% increase in overall attendance during our Sunday corporate worship service compared to the prior year. On average, we have 315 adults in the sanctuary and 94 children in kid's church.

GIVING TRENDS

Electronic giving compared to checks/cash decreased in 2025 from 72% to 45% in one year. That's neither good, nor bad. This is due, in part, to new donations from **Qualified Charitable Distributions (QCD)**. QCDs significantly decrease personal taxable liability by allowing individuals (age 70½+) to donate directly from their IRA to our 501(c)3.

DISCIPLESHIP FOCUS

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.

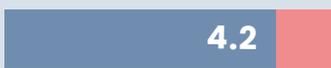
WHO PARTICIPATED IN THE DISCIPLESHIP SURVEY

We had 106 (61 women & 45 men) take Heritage's discipleship survey in 2025. Our lowest scoring question, within our lowest discipleship marker was in the area of **Missional Lifestyle**: "I regularly use my community involvement and commitment to social justice as a way to demonstrate the values of Christ's coming Kingdom."



What Does A Disciple Exemplify?

Below is a summary of the discipleship data present within the body of Heritage in 2025



GOSPEL MATURITY AND MATURE DOCTRINE

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



GODLY CHARACTER

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



EMOTIONAL HEALTH

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



AUTHENTIC WORSHIP MARKED BY RELATIONSHIP

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



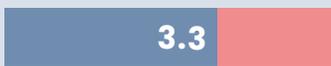
AUTHENTIC RELATIONSHIPS MARKED BY LOVE

Genuinely connected to God and others by love



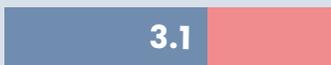
WILLING SUBMISSION TO GOD

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



GOD GLORIFYING STEWARDSHIP

Manage God's resources for God's purposes



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. In 2025 we used this data when teaching **ENTRUSTED: Living for God's Glory** through stewardship as well as **COMMUNITY: Authentic Relationships**. These specifically chosen teaching series also provided helpful weekly resources to equip our people in their discipleship journey.



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

We've been saying from the very beginning that we're holding all of this with open hands—trusting God to direct our steps. We continue to work closely with those who have donated land to Heritage as we await the approval of the larger development plans that surround the donated land. Once those plans have been approved, our next step will be to complete a land survey that will provide valuable information, which in turn will guide many of our decisions moving forward. At this point, we don't have a firm time table, as these preemptive steps are out of our hands.

As we consider building a new facility on this bare land, there are three questions that are prayerfully before us:

1. **Timing**—What will the timeframe be to 'getting a shovel in the ground'?
2. **Site preparation**—What will it entail and cost to prepare the land to build?
3. **New construction costs**—With our budget, what can we realistically expect to build?

Our 'PLAN A' is to build our future home on this land. Should the answer of any of the above questions push 'PLAN A' out of our reach, we are also sensitive to the possibility of a "PLAN B" or a 'PLAN C' should God direct us in a different direction. To that end, we are continuing to do our due diligence and are open to consider other facility options as we await clear next steps. Our hands are ever-open, as together we ask God to make the path forward abundantly clear—so that we can walk in the center of His will.

Please continue to pray for this process as we patiently wait on God to illuminate our path forward.

If you haven't already, consider giving to the building fund ([here](#)).



PILLAR PROGRESS

LOOKING FORWARD

As we prayerfully move toward our permanent church home in 2026, we will remain fully committed to our vision: We are a gospel-centered body of believers dedicated to making disciples of Jesus who make disciples of Jesus. We are committed to making disciples who have faith in Jesus who are growing in the likeness of Jesus and who are being sent out into the world to lead others to follow Jesus.

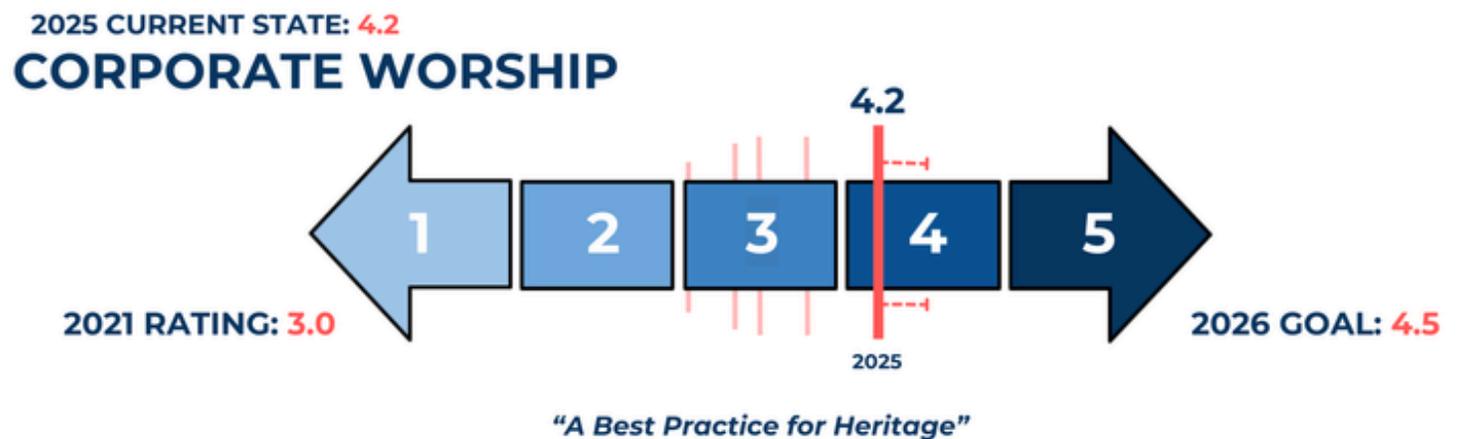
IN 2026 WE WILL...

Faithfully follow God's lead as we continue to walk in obedience toward our future home, stewarding the tremendous resources God has entrusted to our church for His glory and the expansion of His Kingdom. We will strive to not get ahead of Him or lag behind Him, but remain wholly faithful to His leading every step of the way.

PILLAR PROGRESS CONT.

Five 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.



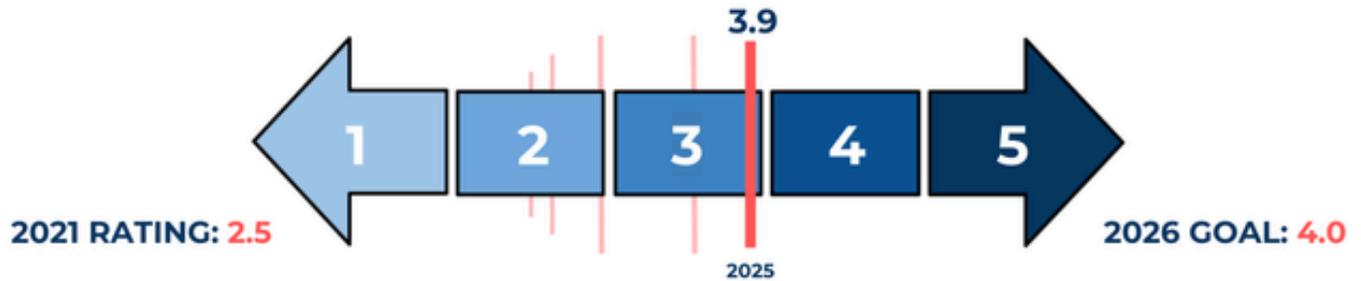
WE WILL EXALT CHRIST IN WORSHIP BY...

- Faithfully preaching God’s Word from the Heritage pulpit by remaining committed to expository preaching, the continued development of biblical expositors and a thoughtful sermon preparation and evaluation process.
- Working toward maintaining consistency and excellence in both worship and audio visual elements of our services.
- Consistently providing both musical / AV training and discipleship resources and opportunities for team members.
- Continuing to develop our student worship ministry.
- Expanding our existing adult and student worship culture into our children's ministry (worship at all ages).
- Actively recruiting and equipping members of Heritage who are looking to use their gifts in a worship capacity.
- Shepherding our congregation with biblically sound, gospel-rich and God-glorifying worship.

PILLAR PROGRESS CONT.

2025 CURRENT STATE: 3.9

FAMILY MINISTRY



"Moving Toward a Best Practice at Heritage"

WE WILL PARTNER WITH FAMILIES BY...

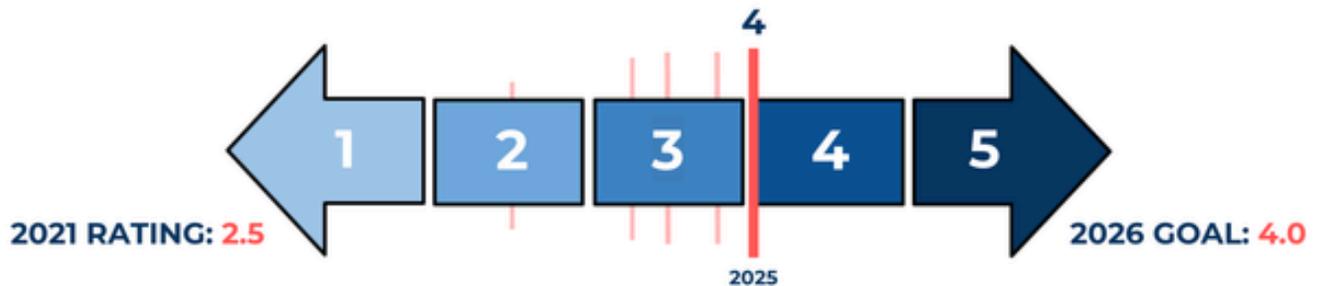
- Equipping and emboldening parents to be the chief disciplers in the home.
- Continuing to make strong biblical, gospel-centered teaching the focus in our family ministries.
- Continuing to provide a safe, welcoming and engaging Christ-centered atmosphere within our children and youth ministries.
- Developing and beginning to implement a clear, unified spiritual formation pathway that intentionally disciples children and students from birth through high school.
- Taking intentional steps toward better supporting families with children who have special needs.
- Further developing and refining the Young Disciples Initiative program.
- Striving to operate with excellence and flexibility within our current facility limitations while continuing to plan for a dedicated space and building of our own.
- Cultivating passionate leadership teams who take an active role in mentoring and discipling the next generation.
- Increasing opportunities where our youth and kids can serve and grow through ministry and missional outreach.



PILLAR PROGRESS CONT.

2025 CURRENT STATE: 4.0

DISCIPLESHIP COMMUNITIES



"A Best Practice at Heritage"

WE WILL GROW OUR DISCIPLE-MAKING CULTURE BY...

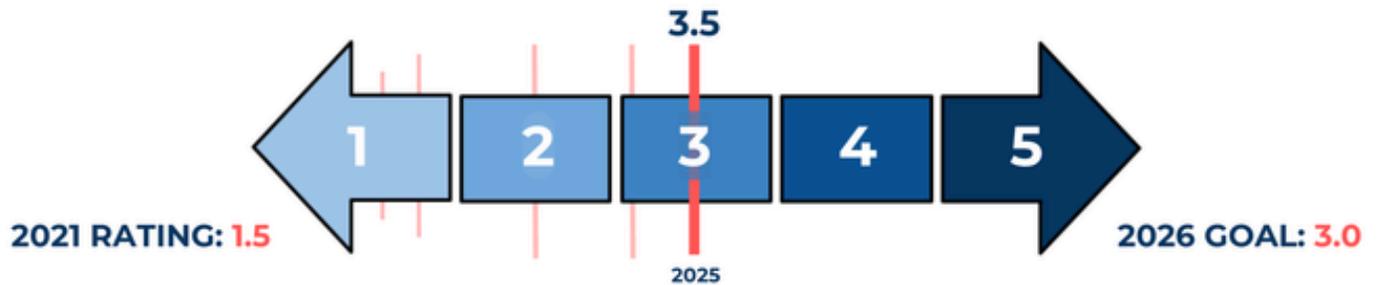
- Providing gospel rich curriculum and resources to our discipleship communities (Huddle groups, Men's & Women's groups, Affinity groups).
- Multiplying new groups to ensure the people of Heritage have more opportunity to participate in a discipleship community.
- Training existing and new leaders to better facilitate Word-centered, gospel-rich discipleship communities.
- Hosting meaningful men's and women's retreats to cultivate Christian community and life-on-life discipleship.
- Better leveraging technology (Church Center App, Discipleship Survey, RightNow Media, Heritage webpage and social media accounts) to serve our disciple-making efforts.
- Thoughtfully foster multi-generational Christian community at Heritage.



PILLAR PROGRESS CONT.

2025 CURRENT STATE: 3.5

MISSION & OUTREACH



"Meets Expectations and Requirements, Moving Toward Best Practice at Heritage"

WE WILL ADVANCE THE GOSPEL BY...

- Continuing our partnership with our local mission partners (Mercy Gate, Youth 71Five Ministries, Southern Oregon Axe of Kindness and Medford Gospel Mission) by releasing the people of Heritage to be the hands and feet of Jesus locally.
- Developing a partnership with Hearts for Seniors for an increased missional focus among a vulnerable and often forgotten population in the Rogue Valley.
- Hosting our annual Missions Weekend from January 30 to February 1 which will continue informing and equipping our congregation in various ways to engage with the mission of Christ locally and globally.
- Hosting our annual Serve Day in May where we empower and send out the people of Heritage to serve along our local partners in the name of Jesus and for the advancement of the gospel across our valley.
- Building out our mission leadership teams and committees.
- Deepening our long-standing relationship with our brothers and sisters at the Oasis of Hope churches in Mbarara, Uganda
- Hosting a "Biblical Leadership" conference for the Oasis of Hope Churches and their pastors and elders.
- Continuing our efforts to assist Oasis of Hope in building and establishing their Christian school in Mbarara.
- Continuing our partnership with Helping Hands International in Vicente Guerrero, Mexico for a more accessible short-term missions trip for students and adults.

