



Highlands College is answering the heart cry of Jesus in Luke 10:2:

“The harvest is plentiful, but the workers are few.”

Our Strategic Plan follows the instruction of God (Habakkuk 2) to clarify our vision for all by writing it and making it plain. We pray that all who read the plan will join us in our journey to create a ministry leadership program that births leaders who will lead, amplify, and accelerate the Great Commission to spread the Gospel and make disciples of all nations.

GOALS

Our seven goals describe our most important priorities for the next five years that will best position us to achieve our vision.

- 1. STRENGTHEN THE FOUR PILLARS OF MINISTRY LEADERSHIP.** Enhance our current ministry leadership program through a more engaging and culturally aware academic curriculum, increased geographically and contextually varied hands-on ministry opportunities, expanded character development activities, and richer spiritual growth environments, so that our graduates are fully prepared to reach a complex and diverse world with the love of Christ.
- 2. TRANSITION TO ACADEMY LEADERSHIP DEVELOPMENT MODEL.** Transition to an immersive academy model—offering an accredited, baccalaureate, on-campus program rooted in innovative and relational methodologies—producing leaders who are prepared to fulfill the mission of the Church.
- 3. DEVELOP STUDENT SERVICES THAT PROPEL SUCCESS.** Recruit students with the highest potential and guide them through a distinct and inspiring student experience designed to nurture them with intentional student life programs, to place graduates in right-fit job opportunities, and to cultivate an alumni community that supports graduates throughout their lives.
- 4. EXPAND EDUCATIONAL PLATFORMS.** Maximize the impact of Highlands College by expanding our top-quality, accessible leadership programs and resources to develop and deploy adult ministry and marketplace leaders who are biblically informed, practically empowered, and spiritually strengthened.
- 5. ENHANCE THE IMPLEMENTATION-DRIVEN OPERATING MODEL.** To expand and deepen Highlands College’s execution skills through leadership development, increased emphasis on work planning, collaboration, clear definition of roles, strategic sourcing of functions, strengthened implementation processes and capabilities, better performance and change management, and improved governance.
- 6. BUILD A WORLD-CLASS TRAINING GROUND FOR WORLD-CHANGING LEADERS.** Create an unparalleled state-of-the-art residential campus—emphasizing innovation, technology, active immersive learning, and collaborative environments—that stimulates creativity, engagement, and spiritual growth.
- 7. FUND THE FUTURE.** Secure needed funding by expanding and deepening relationships with supporters, churches, foundations, alumni, and parents, and by exploring additional revenue sources to successfully launch students debt-free to fulfill their ministry calling.

MISSION

Highlands College’s mission defines our purpose.

Highlands College is a biblical higher education institution that exists to supply the Church with leaders of competence, character, and spiritual maturity, holistically trained to lead lives of eternal impact by fulfilling the Great Commission.

VISION

Highlands College’s vision describes our aspiration for Highlands College 10+ years in the future.

To create a ministry academy model, applying leading-edge methods in world-class facilities, where students graduate debt-free—educated, equipped, and empowered to expand the Kingdom of God in a complex and changing world.



THEMES

Our eight themes describe elements that apply to most/all goals and are essential to goal attainment.

- 1. DEPENDENCE ON THE HOLY SPIRIT.** Depend on the Holy Spirit—trusting in His wisdom, provision, and guidance—to ensure we develop life-giving leaders who are spiritually attuned and emotionally healthy.
- 2. HIGHLANDS COLLEGE FAMILY.** Preserve and build upon Highlands College's deeply relational family spirit—characterized by enthusiasm, commitment, generosity, perseverance, creativity, flexibility, and mutual support.
- 3. ONE HEART. ONE MIND.** Passionately pursue God's call for unity of heart and mind as a diverse faculty, staff, and student community developing the next generation of ministry leaders who can thrive in varied cultures, loving others as God loves us.
- 4. ELEVATED COMMUNICATIONS AND MARKETING.** Elevate communications and marketing to an institutional priority to advance visibility and reach; set strategic goals in student and faculty recruitment, fundraising, partnership development, and placement.
- 5. OPERATIONAL EXCELLENCE.** Assure operational excellence, characterized by well-defined objectives; deploy a continuous multi-level process of measurement and analysis; expect strict accountability, so that team, financial, and physical resources are effectively and efficiently stewarded.
- 6. STRONG, DYNAMIC RELATIONSHIP WITH CHURCH OF THE HIGHLANDS.** Remain immersed in the ministry and life of Church of the Highlands while always focused and cognizant that we are building a distinct collegiate culture.
- 7. IMPACTFUL SERVICE.** To be a productive and contributing member to our community, state, and nation, reflecting God's love through meaningful engagement and impactful service.
- 8. AMPLIFIED IMPACT THROUGH PARTNERSHIPS.** Identify, cultivate, and maximize diverse collaborations and partnerships with organizations to accelerate and amplify our impact to advance the Kingdom of God.

PROCESS.

Highlands College followed a rigorous, inclusive, consultant-led process, spanning six months, to develop its Strategic Plan.