The Time Is Now.

ANNUAL IMPACT REPORT

FISCAL YEAR 2025 – 2026

Highlands College

America's Ministry Leadership University

ANNUAL IMPACT REPORT

Fiscal Year
2025 – 2026

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"The harvest is plentiful,
but the workers are few.
Ask the Lord of the harvest,
therefore, to send out workers
into his harvest field."

Luke 10:2



From Our Chancellor



A Message from Our Chancellor

Chris Hodges

Dear Highlands College Community,

This year, as we've reflected on all God has done through Highlands College, one thing continues to stand out to me: behind every student trained, every leader formed, and every life impacted is a community of people who chose to say *yes* to the mission. That includes you.

Your faithful generosity is not simply supporting an institution. It is helping prepare pastors, worship leaders, communicators, missionaries, and ministry leaders who will carry the Gospel into a world that desperately needs hope.

What encourages me most is that we are not just seeing students gain knowledge. We are watching God shape their character, deepen their convictions, and strengthen their calling. Because of your partnership, we are witnessing young leaders encounter the presence of God and grow in spiritual maturity. Through America's Ministry Leadership University, they are developing the courage and the conviction to say *yes* to wherever He sends them.

I truly believe we are living in a defining moment for the Church. You have heard me mention before that the world is facing a crisis of workers ready to advance the Gospel. This decline is not new. In fact, we have seen a steady decrease in the ministry workforce over several decades.

Despite what the statistics report, we know that God has a plan. I believe Highlands College is a solution to this problem, and you are, too.

The opportunities before us are significant, and the need for ministers is greater than ever before as people seek to know God. This is why we exist: to send out workers into the harvest, to equip students so that others may come to know Christ.

The time is now to raise up a generation of leaders who are grounded in truth and filled with faith. Right now is the time to equip students who will serve the local church with humility and excellence. To invest in the future of ministry and reach people with the hope of Jesus. As we look ahead, more than anything, I ask for your prayers.

Pray for our students. Pray that they would remain rooted in God's Word and sensitive to His voice. That they would lead with integrity, wisdom, and compassion.

Pray for the churches and communities they will one day serve. And pray for the harvest, for people far from God to encounter His love and be transformed by the Gospel. I believe there are stories of lives changed and families restored that we will only know once we reach Heaven.

I am humbled by what God is doing through Highlands College, and I never want to take it for granted. Thank you for believing in this mission, for giving so generously. And thank you for standing with us as we continue preparing leaders to advance the Kingdom of God for generations to come.

Sincerely,



Chris Hodges
Chancellor, Highlands College



The State of the Field

Preparing Leaders for the Harvest

Reflecting on the opportunities before the Church, those at Highlands College are both encouraged and challenged by what we see across the ministry landscape today.

Our Chancellor, Chris Hodges, shared a sobering reality:

"In the next twenty years, the pastoral workforce is going to be cut in half in America."

The need for prepared leaders is not a future concern, but a present one.

Nearly half of the leaders at the nation's largest Christian ministries are now over the age of 61. Executive recruiters report that succession planning has become one of the most pressing concerns among ministry organizations, as too few next-generation leaders have been identified, developed, and equipped to step into leadership roles.

At the same time, many of today's ministry leaders are carrying significant burdens. According to Barna Group, 24% of senior pastors say they have seriously considered leaving full-time ministry within the past year. While that number has improved since the height of the pandemic, it still reflects the challenges of leading through seasons marked by fatigue and isolation.

Yet there is reason for hope. Seminary enrollment has reached its highest levels in nearly two decades, demonstrating that God is still calling men and women to serve His Church. But the need extends beyond traditional ministry pathways. Local churches, youth ministries, mission fields, and communities around the world need leaders who are spiritually formed, practically equipped, and ready to serve now.

That is why Highlands College exists. We are committed to developing leaders who can step into their calling with competence, character, and spiritual maturity, not someday, but today. Because the need is great, the harvest is plentiful, and ***"The Time Is Now."***

"Pastors Quitting Ministry: New Barna Data Shows a Shift." *Barna Group*, January 27, 2026.
Roberts, Kim. "Seminary Enrollment Continues to Grow." *MinistryWatch*, March 25, 2026.
Roberts, Kim. "Survey: Age of Ministry Executives Beginning to Trend Downward." *MinistryWatch*, February 7, 2024.

INCOMING FRESHMEN
205

YOY INCREASE
28%

Enrollment

In Fall 2025, Highlands College welcomed its largest class yet with 509 undergraduate students, seeing a 28% year-over-year increase in enrollment.

That growth also extended to Highlands College Leadership Institute (HCLI). We connected with more than 50 churches across the region, extending ministry training and leadership development to over 1,200 HCLI students.

None of this growth happened by accident. It happened because partners like you believed the time is now to invest in the next generation of ministry leaders.

UNDERGRADUATE

509
Students Attended Highlands College

505
Students Pursuing a Bachelor's Degree

86%
Year-over-Year Student Body Retention Rate

28%
Year-over-Year Enrollment Growth

83%
Freshman-to-Sophomore Retention Rate

7:1
Student-to-Faculty Ratio

HIGHLANDS COLLEGE LEADERSHIP INSTITUTE

236
HCLI Completed Certificates

153%
Increase in Enrollment

1,252
Total Students



Celebrating Fifteen Years of Growth

One of the questions we often ask at Highlands College is simple: What would it look like to meet the growing need for ministry leaders at an even greater scale?

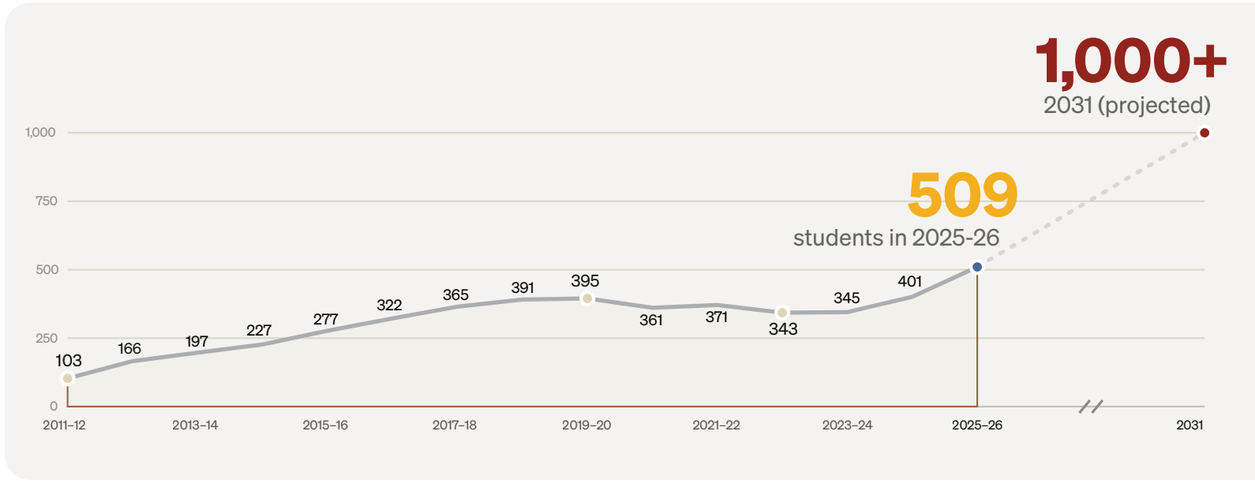
For years, we have carried a vision of training and equipping 1,000+ students on our campus to become future pastors, worship leaders, missionaries, and business leaders, prepared to serve wherever God calls them.

This year marked an important step toward that vision.

During the 2025–2026 academic year, undergraduate enrollment grew to 509 students, increasing Highlands College's student body to the largest it has ever been. Just a year earlier, enrollment stood at 401 students. The growth we've experienced represents hundreds of men and women choosing to invest their lives in the local church and the mission of advancing the Gospel.

Reaching 1,000+ students is not simply about growth for growth's sake. Every additional student is another leader being developed, another church being strengthened, and another community impacted through the Gospel. As we continue moving toward that goal, we remain committed to preserving the culture, discipleship, and hands-on training that have defined Highlands College from the beginning.

The need is great, and the opportunity before us is even greater. Because of your generosity, we are positioned to continue expanding our impact and preparing leaders for the Church at a time when they are needed more than ever.





1,400+
lifetime placements

375
churches

Highlands College Alumni, Bri & Grant Rosener

After graduating from Highlands College in May 2026, Bri and Grant Rosener were married in the summer and headed to Houston, Texas, where they began their first ministry assignment together as newlyweds.

While their stories started in different places, both arrived at Highlands College knowing that God was calling them into ministry. Bri first sensed that call at a summer camp in Oklahoma when she was 15 years old. Grant's calling came even earlier. By fifth grade, when people asked what he wanted to be when he grew up, his answer was simple: he wanted to attend Highlands College and serve in ministry.

Over the years, they were developed through classes, mentoring relationships, hands-on ministry experiences, and opportunities to grow alongside a community of peers pursuing the same mission. Now, as graduates, they are stepping into leadership roles at Faith Family Church in Houston.

Bri, a Global Ministry graduate, serves as Creative Communications Coordinator, helping the church communicate its mission and connect with people in an increasingly digital world. Grant, a Pastoral Ministry graduate, serves as Next Steps Director, helping guests become engaged members of the church community while building a new Dream Team leadership structure at the church's Central Campus.

Their story is a reminder that churches around the world are looking for leaders who are spiritually formed and practically equipped. Your generosity trains leaders who are called to serve the global Church. As Highlands College students who have been called, transformed, and sent to lead, Bri and Grant are answering that call together.





"Highlands College isn't just about getting a degree—it's about training those who are going onto the front lines of ministry and preparing them for battle."

— Bri Rosener

$16.4M

Total Scholarship Investment in the 2025-2026 Academic Year

Investing in Highlands College

From Financial Gift to Personal Investment

"Investing in Highlands College was never simply about supporting a school," says Joe Sawyer. "It was about investing in the mission of raising leaders who will go into the harvest field and make an eternal difference for God's Kingdom."

For Joe and Stephanie Sawyer, giving to Highlands College began with a calling. From their first visit, the Sawyers noticed something in the culture that marked the leadership, faculty, staff, and students alike. That impression deepened into the conviction that if God calls a student to ministry, finances shouldn't stand in the way.

Their Endowed Student Scholarship (ESS) became one way to remove that barrier.

The initial gift became something more personal when the Sawyers met Taylor Hodges, their ESS recipient, at an event, where they heard her story and the calling God has placed on her life.

"It transformed our perspective on giving," Joe reflects. "Our scholarship was no longer just financial support. It became a personal investment in someone God is preparing to serve others."

That shift from funding a mission to knowing a name is what the Sawyers say makes their giving meaningful. "It put a face and a story behind our investment," Joe says. "That's a legacy worth investing in."



JOE AND STEPHANIE SAWYER WITH HIGHLANDS COLLEGE STUDENT AND ESS RECIPIENT, TAYLOR HODGES, CLASS OF 2027.



Eternal Impact Campaign

2025-2026 FISCAL YEAR

$57M+
TOTAL CASH RECEIVED

$19M+
TOTAL PLANNED GIFTS COMMITTED

TOTAL COMMITTED SINCE NOVEMBER 1, 2017

$255M+

CUMULATIVE COMMITMENTS ACROSS THE LIFE OF THE ETERNAL IMPACT CAMPAIGN

DONOR COMMUNITY

2,154
TOTAL DONORS

965
FIRST-TIME DONORS

689
DONORS THAT GAVE MORE THAN ONCE IN FY 25/26

Thank You for Investing in the Next Generation.

Vision & Opportunities

As we look toward the future, these projects represent key opportunities to advance the mission of Highlands College and continue making an eternal impact.

**The total cost attributed to each project represents an estimated total and is subject to change.*



Front Entrance
$14 Million



Olson Rec & Wellness Center
Phase II Interior Renovation
$8 Million



Sports Field
$2 Million



West Parking Deck
$25 Million

Additional Opportunities

Naming Opportunities

There are many meaningful ways to invest in the future of Highlands College. Naming opportunities are currently available across campus, from benches, fountains, and learning studios to other spaces, beginning at $10,000.

These opportunities provide a lasting way to establish family legacy or honor someone who has made a meaningful impact in your life.

To learn more, email campaign@highlandscollege.edu.







A Message from Chief Advancement Officer

Kay Hargrave

Dear HC Family,

Your faithful partnership makes it possible for us to prepare students to respond to God's calling on their lives and to serve the Church with excellence. Together, we are shaping the next generation, and this year was marked by extraordinary impact. Your generosity helped equip, transform, and send students across Highlands College, and we are deeply grateful for your role in their journey.

The theme of this year's Impact Report, *The Time Is Now*, reflects our conviction that the Church needs prepared, Spirit-filled leaders now more than ever. Because of your support, students are being developed and empowered to step into that calling.

I pray you were encouraged by the remarkable ways God is working through America's Ministry Leadership University to impact lives and advance His Kingdom.

Thank you for making this mission possible.

All for Him,

Kay Hargrave
Chief Advancement Officer
Highlands College

Partnerships

Thank you to our 2025-2026 Community Partners for championing our mission and being such an integral part of God's work through Highlands College.

Founders Advisors

Community Oral Facial Surgery

Holland Homes

Innovative Site Solutions

Black Family Restaurants

Clements Dean Building Co.

Fresh Value Inc.

JOHNSONKREIS Construction

Paul Hardin

highlandscollege.edu

Highlands College is an Alabama non-profit corporation licensed through the state of Alabama's Private School Licensure Division and is accredited by the Association for Biblical Higher Education Commission on Accreditation (5850 T. G. Lee Blvd., Ste. 130, Orlando, FL 32822, 407-207-0808) to grant certificates and degrees at the Associate, Baccalaureate, and Master's levels.

Scan to learn more.