



# Ada Christian School

Faith. Strong.

## OUR VISION

We develop the whole child -  
**mind, body and soul in Christian community** -  
inspiring students to become all they were created  
to be as Christian agents of change  
in their families, communities, and the world.

### MIND

We aspire to deliver a leading academic education tailored to students' unique needs and learning styles - differentiated instruction that leads to individual, Christ-centered growth. This is a school-wide effort, coordinated across subjects and grade levels.

### BODY

We aspire to provide the resources and support needed to ensure each child is equipped to make healthy choices for his/her physical and emotional well-being.

### SOUL

We aspire to ensure all curriculum, professional development, activities, and events are intentionally designed and implemented to nurture each student's personal relationship with Christ and provide opportunities for individuals to express and share that faith.

### COMMUNITY

We aspire to lead students to develop a comprehensive understanding of the communities they are a part of and engage them as agents of change for the Lord.

To equip students for service in God's world  
by integrating academic excellence  
with a distinctively Christian perspective.

## OUR MISSION



HISTORY, DEMOGRAPHIC & COMMUNITY:				
STUDENTS K-8: <b>465</b>	FOUNDED: <b>1942</b>	FAMILIES: <b>264</b>	SUPPORT STAFF: <b>35</b>	TEACHERS PREK-8: <b>22</b>
Average Class Size: <b>19</b>	ELEMENTARY HIGHLIGHTS <ul style="list-style-type: none"><li>▶ Before/After School Care</li><li>▶ Hot Lunch</li><li>▶ Classroom Buddies</li><li>▶ Gathering Time</li><li>▶ Field Trips</li><li>▶ Weekly Specials (Art, Music, P.E., Outdoor Ed, Spanish, Technology, Library)</li></ul>		37 Acre Campus	OUTDOOR EDUCATION
Number of Churches Represented at ACS: <b>67</b>				1 Barn, Hoop House, Greenhouse Mountain, Native American Long House, Sugar Shack, Wind Turbine and Log Cabin,
ATHLETICS	TECHNOLOGY		PRESCHOOL	5 Ecosystems studied on ACS's Campus (Wetlands, Forest, Field, Prairie & Pond)
PurePlay Sports Young 5's-4th grade students	Device to Student Ratio: <b>1</b> <b>1.2</b>		<ul style="list-style-type: none"><li>▶ 3's, 4's &amp; Young 5's</li><li>▶ Flexible hybrid half day &amp; full day options</li><li>▶ Lunch Bunch</li><li>▶ Outdoor Education</li></ul>	13 (& counting) Kid Goats born on campus
Middle School Athletics 5th-8th grade students	FINE ARTS		130 Preschool Students	30 Different plants grown on campus
	<ul style="list-style-type: none"><li>▶ Fine Arts Night</li><li>▶ Dessert Theatre</li><li>▶ 3rd Grade Ukulele</li><li>▶ Band, Orchestra &amp; Choir</li><li>▶ K-4 and 5-8 Concerts</li><li>▶ Performance Stage</li><li>▶ Art Competitions</li><li>▶ Art &amp; Music Camps</li></ul>			55 Chickens
CHRISTIAN COMMUNITY				150 Bottles of Maple Syrup made
	>75% of families receive tuition assistance through Ada Christian School			1,000+ Dozen eggs sold each year
	100% commitment to partner with parents in educating the whole child			
	Unlimited ways we integrate Faith, Technology and Outdoor Education			
	Ada Christian School • 6206 Ada Drive • Ada, MI 49301			
<ul style="list-style-type: none"><li>▶ All School Chapels</li><li>▶ Weekly Chapels</li><li>▶ Moms In Prayer</li><li>▶ ACS MENistry</li><li>▶ Daily Devotions</li><li>▶ Service to over 40 organizations</li><li>▶ Student Relations Initiative</li></ul>			MIDDLE SCHOOL HIGHLIGHTS <ul style="list-style-type: none"><li>▶ Class Trips</li><li>▶ Service Projects</li><li>▶ Survival Camp</li><li>▶ Exploratory Week</li><li>▶ 56er mixer</li><li>▶ 78er spiritual retreat</li><li>▶ Small groups</li><li>▶ Chapels</li><li>▶ Worship Team</li><li>▶ 8th Grade Musical</li></ul>	



# TABLE OF CONTENTS

4	<b>Mission - Why We Exist</b>
5	<b>Statements of Belief</b>
5	<b>Our History</b>
6	<b>School Composition</b>
	Enrollment
	Church Affiliation
	Demographics by Zip Code
	New Student Survey Results
	K-8 Student Attrition
	Preschool Retention
	Identified Differentiators
9	<b>School Strategic Plan Consolidated</b>
	Timeline
	Mind Goals
	Body Goals
	Soul Goals
	Community Goals
	Advancement Goals



# THE ADA CHRISTIAN MISSION — WHY WE EXIST

The Ada Christian School community exists to equip students for service in God's world by integrating academic excellence with a distinctively Christian perspective.

## OUR VISION

- To encourage all students to grow and mature fully in Christ by integrating Christian truths and principles into all areas of learning.
- To provide students, staff and administration with the necessary facilities and resources to achieve excellence in all academic disciplines.
- To exercise good stewardship of God-given resources to make education at Ada Christian School affordable for all.
- To have Christ's love reflected through Ada Christian School to the people in our community.

## OUR PILLARS

Partnering with parents to educate the whole child -- Mind, Body, Soul - in Community.

### **Mind** - Academic Excellence

We aspire to deliver a leading academic education tailored to students' unique needs and learning styles - differentiated instruction that leads to individual, Christ-centered student growth. This is a school-wide effort, coordinated across subjects and grade-levels. We foster creative, well-rounded students through continued development and support of our robust fine arts program.

"Love the LORD your God with ...all your mind" - Deuteronomy 6:5

### **Body** - Health and Wellbeing

We aspire to provide the resources and support needed to ensure each student is equipped to make healthy choices for his/her own physical and emotional well-being.

Physical Health: Positive, healthy choices related to eating, sleeping and exercise; sexual purity

Emotional Health: Positive self image; emotional control and positive coping techniques; conflict resolution; personal responsibility.

"Do you not know that your bodies are temples of the Holy Spirit, who is in you...honor God with your bodies." - 1 Cor 6:19-20

### **Soul** - Spiritual Formation

We aspire to ensure all curriculum, professional development, activities, and events are intentionally designed and implemented to nurture each student's personal relationship with Christ and provide opportunities for individuals to express and share that faith.

"I have no greater joy than to hear that my children are walking in the truth." - 3 John 1:4

### **Community** - Service and Stewardship

We aspire to lead students to develop a comprehensive understanding of the communities they are part of and engage them as agents of change for the Lord, including; stewardship of resources, service to others, and positive/collaborative relationships.

"Each of you should use the gifts you've been given to serve" - 1 Peter 4:10



# STATEMENTS OF BELIEF

We believe the Bible to be the only inspired, infallible, and authoritative Word of God (II Timothy 3:15-17; II Peter 1:20-21). We believe there is one eternal God. He exists in three persons- Father, Son, and Holy Spirit (Genesis 1:1, Matthew 28:19, John 1:1-2, 10:30). We believe that God created the world out of nothing and mankind in His image and upholds all of creation by His power. God created man and woman in his image and established marriage as a lifelong union between one male and one female. Biblical marriage is the only acceptable context for sexual intimacy. (Gen. 1-2; John 1:1-13; Gen. 2:20-24; Matt. 19:4-6; Rom. 7:2; Thess. 4:1-8; Heb. 13:4) We believe in the deity of Christ, the only begotten Son of the Father (John 8:40, 10:33; Acts 2:22); His humanity (John 8:40; Acts 2:22); His virgin birth (Isaiah 7:14; Matthew 1:23; Luke 1:35); His sinless life (Hebrews 4:15, 7:26); His miracles (John 2:11); His substitutionary and atoning death (I Corinthians 15:3; Ephesians 1:7; Hebrews 2:9); His bodily resurrection (John 11:25; I Corinthians 15:4); His bodily ascension to the right hand of the Father (Mark 16:19; Acts 1:9); and His personal return in power and glory (Matthew 16:27; Acts 1:11; Revelation 22:12). We believe that because of the fall of mankind into sin, we must be reborn by the Holy Spirit unto salvation; and that people are justified on the single ground of faith in the shed blood of Christ and that only by God's grace and through faith alone are we saved (John 3:1-19; John 5:24; Romans 3:23-24, 5: 8-9; Ephesians 2:8-10; Titus 3:5). We believe in the resurrection of both the saved and the lost; they that are saved will be raised to eternal life, and they that are lost to eternal death (John 5:28-29). We believe in the spiritual unity of believers in our Lord Jesus Christ (I Corinthians 12:12-13; Galatians 3:26-28). We believe in the present ministry of the Holy Spirit in every believer, by whose indwelling and leading into Biblical truth the Christian learns to live a godly life (Romans 8:13-14; I Corinthians 3:16, 6:19-20; Ephesians 4:30, 5:18). We believe that Christ is now ruling and calls all people to recognize Him as Savior and Lord (Matthew 28:18; Acts 17:30; Ephesians 1:20-23). We believe that God established a covenant with parents and their children and that according to that covenant parents must provide for the Christian education of their children (Genesis 17:1-16; Deuteronomy 6:4-9).

## ON THE BASIS OF THESE BELIEFS:

- ☐ We believe that Ada Christian School is an extension of the educational role given by God to Christian parents.
- ☐ We will support Ada Christian School and staff with our prayers, contributions, and finances so that it may:
- ☐ Help our children grow toward a mature Christian commitment, obedience to God's commands, and a proper relationship to God.
- ☐ Help our children form a biblical understanding of mankind, culture, and the world.
- ☐ Help our children become joyful servants in God's kingdom and good stewards of His world.
- ☐ Help our children understand their calling to be active Christian citizens.
- ☐ Help our children prepare for the vocations to which the Lord is calling them.
- ☐ Help our children understand and appreciate the theological and ethical issues central to Reformed Christianity.

## OUR HISTORY

In 1949, a group of parents dedicated to Christian education in the Ada area began to make plans for a Christian school. The Ada Christian School Society worked diligently to build a two-room school that was ready for use in September 1951 on a site adjacent to Ada Christian Reformed Church. The school opened with sixty two students in grades kindergarten through ninth grade, and two teachers. At the dedication service on August 31, 1951, Dr. John Van Bruggen challenged parents and teachers with their greatest task at Ada Christian School: to maintain a school in which all of the teaching is in accordance with God's Word, and in which God is given all the glory due His name.

God blessed Ada Christian School (ACS) with growth and continual financial support. The school building was renovated 13 times, and the number of students grew from sixty-two to 400 over the next fifty years. The school also added a preschool program and began to serve over 100 children at Ada Christian Preschool. By the late 1990s the school was no longer large enough for the students and staff. Five portable classrooms had been added, and still more room was needed.

In the year 2000, the school began a momentous venture of faith with a \$12.5 million Capital Campaign toward the construction of a new school. After purchasing thirty-seven acres at the corner of Ada Drive and Colner Avenue, and spending two years in the preparation of building and site plans, began construction of the new school. The building process was completed in the summer of 2002, and that September students began school at their new facility at 6206 Ada Drive. By this



time, K-8 enrollment had exceeded 500 students. In addition, God had moved the hearts of people to pledge their monies to this Capital Campaign, so that the pledge goal had been reached.

When the Campaign was completed, the ACS Board and Administration began to plan for long term stability for ACS initiating a "Covenant Campaign" dedicated toward increasing the assets of the Ada Christian School Education Foundation (ACSEF). The goal of the ACSEF is to contribute funds so that tuition increases are manageable, and so that tuition assistance funds are also in place, to keep tuition affordable for those families desiring Christian education in the area around the school. The "Covenant Campaign" pursued additional funding to position ACS for the future. The "Covenant Campaign" was completed in 2007, surpassing its goal of \$3 million.

At that time, the school board began to consider a smaller capital campaign to add a second gymnasium and performance area, as well as some office and conference space. Athletic and health programming had increased over the past three years, straining the resources on the campus. In addition, K-8 enrollment was nearing 600 students and preschool enrollment was also about 125 students. The current facilities could no longer adequately serve the students. This capital campaign was completed in 2008.

In November of 2013, the Ada Christian School Education Foundation in partnership with Ada Christian School launched the "Firm Foundations Campaign". Within this \$4 million dollar campaign, \$3 million was restricted to help grow the balance of the Foundation and \$1 million was designated toward program enhancement. Commitments to this campaign were completed in 2018.

During this time, in 2016, ACS was blessed with significant gifts to support an initiative to create an outdoor education program. It all started with an outdoor woodshed for classroom learning and quickly expanded to a dedicated classroom, greenhouse, hoop house, barn, many resident barn animals, gardens and a prairie. Today, the outdoor education program has brought many amazing discoveries and excitement to our 37 acre campus. Outdoor education is integrated in all subjects preschool-8th grade.

ACS continues to evaluate its programs and policies so that they support its mission. The staff and Board members are dedicated to a Christ-centered education that equips students with the knowledge, skills, hearts and behaviors that honor and serve Christ and those in God's creation. Parents, students and staff serve as a Christian community that respects and cares for each other. They encourage and support each other, and hold each other accountable to their role in meeting the school's mission.

Students at ACS are valued and respected. We believe that each student is created in God's image and has a purpose for his/her life. Students are encouraged and challenged. Students with cognitive disabilities learn alongside students with academic gifts.

ACS serves more students than in past years, and the methods of education have changed much over time. However, the goal has remained close to that expressed at the original dedication service in 1951: to maintain a school in which all of the teaching is in accordance with God's Word, and in which God is given all the glory due His name.

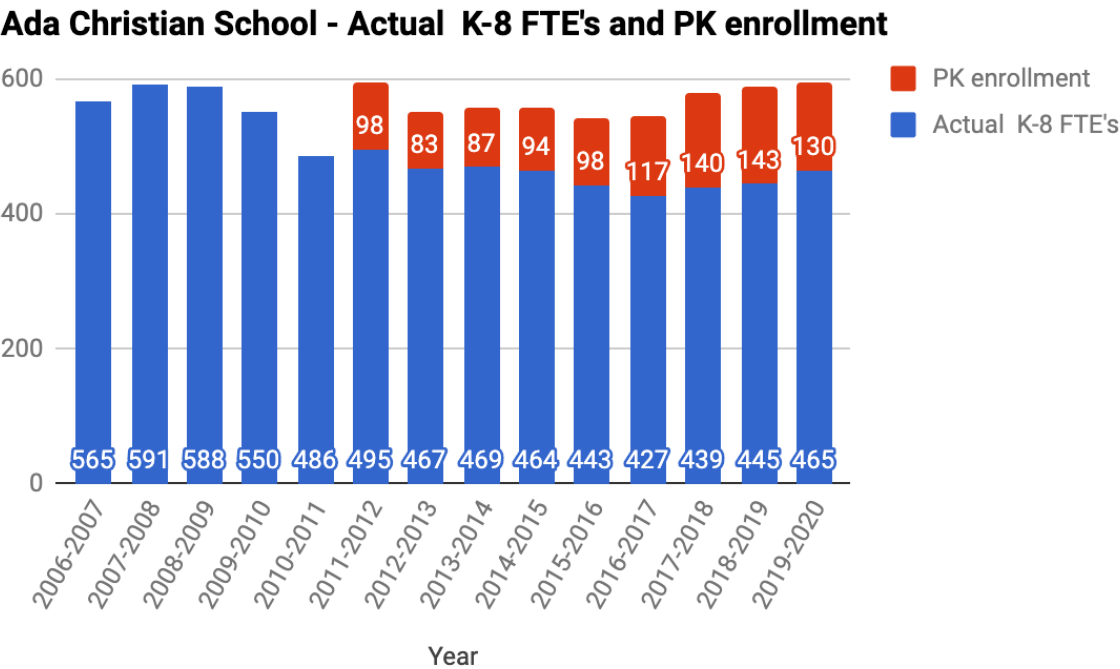
ACS continues to teach within a Reformed, Christian perspective. Recognizing that God is sovereign over the entire world, we are eager to learn about Him and about His creation. We integrate a Christian perspective into the curriculum and community, asking the deeper questions of: What does this tell me about God? What does this tell me about myself or others? What does this tell me about how we should live? These questions bring meaning that is below the surface and that can influence students and teachers for a lifetime.

ACS currently serves 130 students in preschool and 465 in grades K-8. ACS families attend over 75 churches in the greater Grand Rapids area. Graduates of ACS attend a variety of high schools, including Grand Rapids Christian High School, NorthPointe Christian High School, Grand Rapids Catholic Central, Lowell High School, Forest Hills Public Schools and West Michigan Aviation Academy. The school operates on a budget of nearly \$4.8 million. The assets of the Foundation are over \$11 million and contribute an average of 10% towards the operating budget each year.

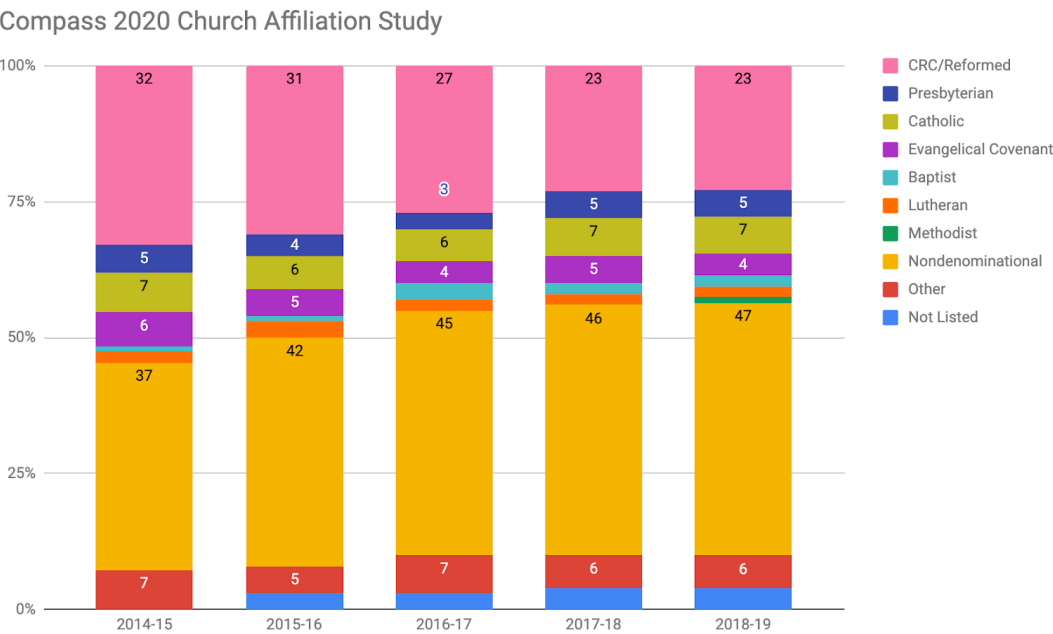


# Current Description of Ada Christian School

## Enrollment

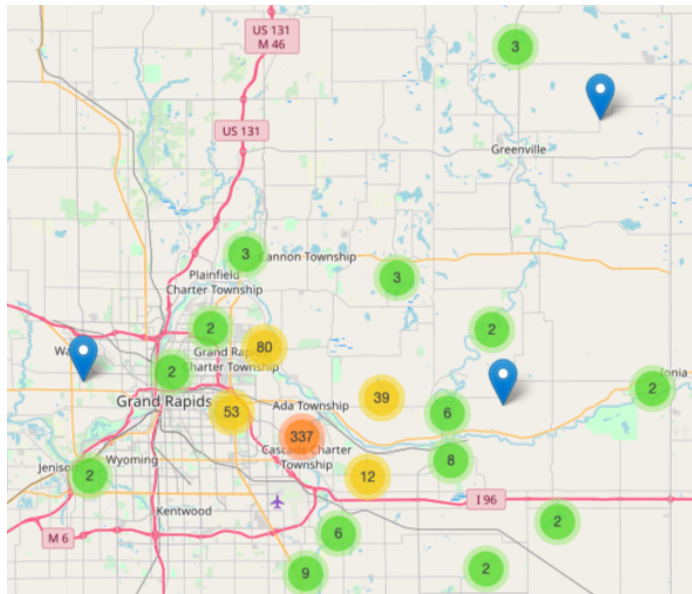


## Church Affiliation for 2019-2020





## Demographics by Zip Code for 2019-2020



Zip Code:	#Students:
49546: Grand Rapids	154
49301: Ada	180
49331: Lowell	45
49316: Caledonia	7
48838: Greenville	4
48815: Clarksville	1
49302: Lowell	4
49525: Grand Rapids	22
49505: Walker	8
49503: Grand Rapids	2
48809: Belding	3
49512: Kentwood	2
48846: Ionia	2
49341: Rockford	3

## Racial and Socio-Economic Demographics for 2019-2020

African-American	4
Asian	16
Caucasian	428
Columbia	3
Ethiopia	1
Hispanic	2
Other	11

Number of families who applied:	41
Number of families who qualified:	35
Number of Students:	66
Total Distribution:	\$222,950
Percentage of Budget:	4.6%

*\*Does not include special circumstances such as students sponsored by other families, emergency tuition assistance.*

## New Student Survey Results for 2019-2020

Over the last 4 years we have asked new families to prioritize their top 2 factors (from the following) in choosing ACS:

- Location • Education taught from a Biblical Perspective • Cost, Academics • Fine Arts • Reputation of the School • Recommendation from Others • Availability of Financial Assistance • School Tour
- Integrated Outdoor Education • Class Size • Student Support Services • Covenant Care • Athletics
- Integrated Technology

**94%** of Responses indicated that Education taught from a Biblical Perspective was a top factor.

**47%** of Responses indicated that Location was a top factor.

**17%** of Responses indicated that Academics was a top factor.

**15%** of Responses indicated that Reputation was a top factor.

How did you hear about Ada Christian School?

**70%** of Responses indicated Friends

**28%** of Responses indicated Family

**17%** of Responses indicated Internet Search

**11%** of Responses indicated Church

**8%** of Responses indicated School Sign



## K-8 Student Attrition Data

Families who choose not to return to ACS are asked to complete an exit survey. The following data is from the last 3 years.

What is the top reason for your choice to not return to Ada Christian School?

**42%** indicated the reason for their departure from ACS was due to location.

**21%** indicated the reason for their departure from ACS was due to difficulty meeting the financial commitment.

Where are our students going?

**47%** indicated a local public school

**15%** indicated another local Christian school

**15%** indicated a school out of state

**21%** indicated homeschool

## Preschool Retention

2016-2017			
	Enrolled	Continue to ACS	Retain
3's	36	31	86%
4's	59	31	52%
5's	21	11	52%
Total	116	73	63%

2017-2018			
	Enrolled	Continue to ACS	Retain
3's	54	52	96%
4's	69	41	59%
5's	15	9	60%
Total	138	102	74%

2018-2019			
	Enrolled	Continue to ACS	Retain
3's	45	36	80%
4's	76	51	67%
5's	21	14	67%
Total	142	101	71%

## Identified Differentiators

- Moved from 6-8 middle school model to 56ers and 78ers programming
- Small Groups for 56ers and 78ers opposite of Chapel weeks. Groups led by teachers, youth pastors, and parents. There are about 10 students per small group that are divided by gender. We have a teacher that coordinates groups and provides materials for leaders to choose from.
- Integrated Outdoor Education (PK-8)
- SEED project (56ers)
- Progressive Kindergarten and 5-Day Options
- Integrated Technology (K-8)
- Educational Support Services
  - Early Intervention (RtI, K-4)
  - Inclusion
  - Grow Program (Academically Talented, 3-8)
- Faith Strong Clubs (2-8)
- PurePlay (Young 5's-4)
- Summer Programming (Camps, KDL reading)
- Fine Arts (Performing and Visual)
- Covenant Care (over 130 students registered)
- Financial Strength of School System



## Strategic Plan Development Timeline

<b>June 2019</b>	School profile work Assign CSI Self-Study indicators to Mind, Body, Soul, Community Prepare template for SWOT analysis
<b>August 2019</b>	Kahoot to gather initial staff ratings on CSI Self-Study
<b>September 2019</b>	Faculty discussion and evidence gathering on CSI Self-Study Long Range Planning (LRP) constituent survey conducted, including all ACS parents (PK-8), faculty, staff, all community members on mailing list, and field experts
<b>October 2019</b>	School Improvement Team (SIT) organize evidence SIT complete faculty Self-Study Pre read information finalized and emailed to LRP & SIT Breakout meetings (Admin, SIT, School Board, & Community Members) Presentation of findings Breakout groups (Mind, Body/Soul, Comm) SWOT analysis
<b>November 2019</b>	Organize results from October Breakout
<b>December 2019</b>	Build draft School Improvement Plan (SIP) LRP review draft SIP Add activities and dates to SIP
<b>January 2020</b>	SIT review SIP Present SIP to faculty Present SIP to LRP
<b>February 2020</b>	Present to Board of Trustees for questions, revisions, approval
<b>March 2020</b>	Submit SIP to CSI for review
<b>April 2020</b>	<del>CSI Site Visit - April 20 - 22</del> Rescheduled for November 2021

## Annual School Improvement Plan Timeline

<b>September</b>	Board of Trustees' appointed committees review LRP and select SMART goals based on objectives, strategies, and activities for Board approval
<b>Sept - May</b>	Monthly committee updates on SMART goal progress at Board meetings
<b>March</b>	Board committees report SMART goal progress to ACS families in annual report
<b>April</b>	Submit annual report to CSI including complete SIP with progress and substantive changes
<b>Quarterly</b>	SIT review note progress on SIP



## **Mind** - Academic Excellence

We aspire to deliver a leading academic education tailored to students' unique needs and learning styles - differentiated instruction that leads to individual, Christ-centered student growth. This is a school-wide effort, coordinated across subjects and grade-levels. We foster creative, well-rounded students through continued development and support of our robust fine arts program.

"Love the LORD your God with...all your mind"  
-Deuteronomy 6:5

**GOAL 1:** Ada Christian School will provide an excellent academic education focused on the whole child with purposeful integration of faith, technology, and outdoor education.

**Measurable Objective 1:** Ensure that all instruction is taught from the Reformed perspective.

**Strategy 1:** Cultivate a caring Christian faculty and staff.

**Strategy 2:** Provide space and time for teachers to renew, refresh, and refocus.

**Strategy 3:** Ensure that all subjects are taught from a Reformed Christian Worldview using our three essential questions: Where is the good, where is the bad, and how do we make it better?

**Measurable Objective 2:** Integrate meaningful and innovative uses of technology into classroom learning.

**Strategy 1:** Provide teachers with on-site training of new technology and ways to integrate it effectively.

**Strategy 2:** Provide resources for staff to learn about technology innovations at off-site PD.

**Strategy 3:** Invest in technology integration staffing.

**Strategy 4:** Review and update projections through 2026 for technology devices, infrastructure & network.

**Measurable Objective 3:** Love, celebrate, and honor our Creator through meaningful integrated outdoor learning.

**Strategy 1:** Expand and improve our Outdoor Education Integration curriculum.

**Measurable Objective 4:** Ensure excellence in our specials programming (Art, Music, Library, PE, Spanish).

**Strategy 1:** Provide meaningful professional development to specials teachers.



**Strategy 2:** Ensure continued investment into spaces, resources and opportunities for specials programming.

**Measurable Objective 5:** Provide appropriate academic support for all students.

**Strategy 1:** Explore and investigate how we best meet students' academic needs in language and math.

**Strategy 2:** Provide quality educational support services for students in grades 5-8 to meet student needs.

## **Body - Health and Wellbeing**

We aspire to provide the resources and support needed to ensure each student is equipped to make healthy choices for his/her own physical and emotional well-being.

Physical Health: Positive, healthy choices related to eating, sleeping, and exercise; sexual purity.

Emotional Health: Positive self-image; emotional control and positive coping techniques; conflict resolution; personal responsibility

"Do you not know that your bodies are temples of the Holy Spirit, who is in you...honor God with your bodies"

-1 Cor. 6:19-20

**GOAL 2:** Ada Christian School will provide resources and support for students, faculty, staff, and parents to better equip them to make healthy choices for students' physical and emotional well-being. (1 Cor 6:19-20 "Do you not know that your bodies are temples of the Holy Spirit, who is in you, whom you have received from God? You are not your own; you were bought at a price. Therefore honor God with your bodies.")

**Measurable Objective 1:** Better meet the growing social/emotional needs of our students.

**Strategy 1:** Plan effective teacher training opportunities to increase awareness, implement best teaching practices, and consider optimal classroom environments.

**Strategy 2:** Provide resources for parents to support them in meeting the social/emotional needs of their children.

**Strategy 3:** Provide resources for students to support them in meeting their social/emotional needs.

**Measurable Objective 2:** Ensure physical health education programming meets the needs of our students.

**Strategy 1:** Evaluate current practices and make improvements to physical health education programming.

## **Soul - Spiritual Formation**



We aspire to ensure all curriculum, professional development, activities, and events are intentionally designed and implemented to nurture each student's personal relationship with Christ and provide opportunities for individuals to express and share that faith.

"I have no greater joy than to hear that my children are walking in the truth."

-3 John 1:4

**GOAL 3: SOUL -** Ada Christian School will equip students to confidently share their Christian faith from a Reformed perspective. (Eph. 4:1 "As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received."; 1 Pet. 3:15 "But in your hearts revere Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect.")

**Measurable Objective 1:** Ada Christian School will equip students to confidently articulate and defend and demonstrate their Christian faith from a Reformed perspective.

**Strategy 1:** Students in K-8 will be able to identify and articulate answers to: Where is the good, where is the bad, and how do we make it better.

**Strategy 2:** Prepare students to defend their personal faith.

**Strategy 3:** During their time at ACS, community members will be given multiple opportunities to demonstrate their Christian faith in a variety of ways.

## **Community - Service and Stewardship**

We aspire to lead students to develop a comprehensive understanding of the communities they are part of and engage them as agents of change for the Lord, including: stewardship of resources, service to others, and positive/collaborative relationships.

"Each of you should use the gifts you've been given to serve"

-1 Peter 4:10

**GOAL 4: COMMUNITY -** Ada Christian School will help students develop an understanding of the people and places in God's world.

**Measurable Objective 1:** Provide educational opportunities for faculty, staff, students, and parents to further develop relationships and understanding of others within our school, our community, and our world. "(1 Cor. 12:12) "Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ."



**Strategy 1:** Create opportunities to better foster internal Christian community.

**Strategy 2:** Expand meaningful and mutually beneficial community relationships.

**Strategy 3:** Build the cultural intelligence of our ACS community.

## **GOAL 5: Advancement**

Ensure a business and advancement model for financial sustainability that supports the educational program and advances the mission of Ada Christian School.

**Measurable Objective 1:** Demonstrate in a tangible way to the faculty and staff that the school board cares and values its employees.

**Strategy 1:** Make certain compensation and benefit packages are effective and competitive.

**Strategy 2:** Provide quality time and opportunities for faculty and staff to grow in and master their craft.

**Measurable Objective 2:** Ensure that the Ada Christian School facilities meet the academic needs of our students in preparation for a capital campaign.

**Strategy 1:** Collaborate with other schools, organizations, and firms who have experience in modernizing learning facilities.

**Strategy 2:** Schedule capital financial needs of Ada Christian School out to the year 2030.

**Measurable Objective 3:** Explore and implement ways to intentionally share who we are with the community.

**Strategy 1:** Develop and maintain a comprehensive strategic communications and marketing plan.

**Strategy 2:** Evaluate internal and external community events and make improvements.

**Measurable Objective 4:** Ensure that Ada Christian School is accessible to all those desiring a Christian education.

**Strategy 1:** Review financial aid practices to ensure that they meet the needs of today's families.

**Strategy 2:** Make sure that the ACS Annual Fund properly aligns with the needs of Ada Christian School as well as the capacity of the constituency.