



*grow with us*

**STRATEGIC PLAN**

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**2021-24**



**CONCORD CHRISTIAN ACADEMY IS A**

*life preparatory*

**EDUCATIONAL INSTITUTION**

**THAT WORKS IN HARMONY WITH**

**FAMILIES TO PROMOTE THE**

*spirititual, intellectual,*

*emotional, physical,*

*and creative growth*

**OF STUDENTS, EMPOWERING THEM**

**TO LIVE FOR THE GLORY OF**

**JESUS CHRIST.**



# A MESSAGE FROM BRIAN

Dear CCA Community,

It is with great honor and gratitude that this CCA Strategic Plan has been forged together. Many in the school community have given input, advice and recommendations which makes this document a collaborative effort. I am grateful to the administration, faculty and staff who have given perspective on how to clearly communicate our Portrait of a Graduate and CCA Values. I am grateful to the Strategic Planning Committee for their vision on what CCA is and can be. I am grateful to the CCA Board for their support, encouragement and direction to keep our mission statement the cornerstone of our community. I am grateful for so many through the decades that have dedicated themselves to the mission of CCA by creating a foundation that allowed us to build upon. While the work of this document is important it's just words and decoration apart from the alignment with Jesus Christ and His desires and will.

The leadership required to preserve and grow a private Christian school today must be more deliberate in its governance and planning than ever before in the wake of our nation's rapidly changing moral culture, and we must think strategically and innovatively in order to remain competitive. Innovation requires a calculated level of risk, and schools who fail to embrace that mindset become obsolete. We are committed to continuously seek self-improvement and embrace deliberate yet moderate change to ensure our students are ready to meet the demands tomorrow will bring.

The future of CCA looks bright. Thank you for your support and encouragement as we move forward into the future.

In Christ Alone,  
Brian Burbach



**BRIAN BURBACH**  
Headmaster



# A MESSAGE FROM CALEB

To our Wonderful Community,

Concord Christian has a rich history of educating young people, preparing them for a life of service to our GREAT GOD! It is my fervent hope that we will continue that legacy for as long as God allows Concord Christian Academy to exist. To that end, our headmaster and the board of Trustees, with the help of others, have been working on a Strategic Plan to help guide our community over the coming years. Jesus tells us in Luke 14 that we should "count the cost." Our desire is to trust God with what He has entrusted to us, but we also passionately believe that to be good stewards of what He has entrusted us, we must plan for CCA's future.

Over the last year, the board has been deliberating on how to make CCA the best school it can be, so that our students will graduate being confident that they have been equipped to flourish in a world that stands in opposition to the teachings of our Savior. It is our sincere hope that every child who attends CCA will grow spiritually, intellectually, physically, creatively, and emotionally, for the Glory of Jesus Christ. We believe we have the "pillars" in place to do just that. We desire to build on that foundation to continually be improving. Thank you so much for supporting the ministry of CCA, and for being fellow laborers toward the same goal...honoring our Savior with our most precious asset...Our children.

In Christ,  
Caleb Kirby



CALEB KIRBY  
Chairman of the Board



# PORTRAIT OF A GRADUATE

"And Jesus *grew in wisdom*  
*and stature*, and in *favor*  
with God and man." Luke 2:52



## SPIRITUAL

- † We desire our students to ask deep questions in search of truth, knowing that truth is worth finding.
- † We desire our students to act justly, love faithfully, and walk humbly with God.
- † We desire our students to work to enhance the community in which they live through exemplary, Gospel-oriented citizenship.
- † We desire our students to become aware of their spiritual gifts, and the knowledge to use them accordingly.



## INTELLECTUAL

- † We desire our students to build a deep understanding of how to think (not just what to think).
- † We desire our students to employ technology effectively, responsibly and flexibly to gain further knowledge, solve problems, and communicate solutions.
- † We desire our students to use knowledge with ingenuity and innovation to solve complex problems.



# PORTRAIT OF A GRADUATE



## PHYSICAL

- † We desire our students to be equipped to choose from athletic and fitness opportunities that encourage a lifestyle of wellness.
- † We desire our students to understand a healthy lifestyle that includes balance in exercise and nutrition.
- † We desire our students to have gained an understanding that we each have a unique and beautiful physique God has given us and to use their bodies in a way that praises Him, because we are fearfully and wonderfully made.



## CREATIVE

- † We desire our students to identify and hone talents through music, visual arts and drama and other creative outlets.
- † We desire our students to delight in beauty and worship the Creator of beauty.
- † We desire our students to develop the skill of constructively criticizing creative works based on their level of excellence and redemptive value.



## EMOTIONAL

- † We desire our students to discover and cultivate their gifts in order to help the world flourish.
- † We desire our students to understand their humanity and grow towards wholeness.
- † We desire our students to be equipped with the tools necessary for continued growth toward emotional maturity.



# HISTORY

## 1974- CONCORD CHRISTIAN SCHOOL

Concord Christian School first opened its doors in the fall of 1974 as a ministry of First Baptist Church in Concord, NH. Housed within the FBC facility and grounds, CCS developed into a flourishing K-12 school with enrollment gains annually. In 1999, CCS was accredited by the Association of Christian Schools International (ACSI). With limited space for both church and school programs to remain in the same facility, it was decided that the church facility would house grades K-8 with plans to close the high school in 2004.



## 2006- CONCORD CHRISTIAN ACADEMY

Upon the closure of the Concord Christian High School, there was a strong desire to create an independent school for a PK-12 program. In the spring of 2006, Concord Christian School formed Concord Christian Academy as an independent school. Grades K-8 remained at the church facility for the 2006-2007 year and CCA began the one year search for a new facility. In the spring of 2007, after researching over 40 properties in the city of Concord, the board of directors of CCA walked into the halls of 37 Regional Drive. After much prayer, working with architects, coordinating with the city zoning board, and raising money from generous donors, CCA finally had its own home... a home that was so much more than one had ever hoped for or even dreamed as a possibility.

With the birth of CCA a new vision originated to expand the academic program to include the addition of a Pre-kindergarten program, dual enrollment college classes for juniors and seniors affording students the opportunity to earn 1+ years of college credit, and a joint accreditation with both New England Schools and Colleges (NEASC) as well as ACSI. As plans unfolded more amazing surprises awaited the CCA community. Within a decade, CCA was primed to add to the existing facility a new wing with five classrooms, a performing arts auditorium, a student center fondly named, "Kingsmen Hall", and a state-of-the-art gymnasium. More than doubling the original footprint of the school, the new additional 10,000+ square feet again showcased God's faithfulness in answering prayer.

Although the campus of Concord Christian has been relocated and the outreach to the greater central New Hampshire community has been expanded, core themes have remained constant and steadfast: qualified and caring faculty and staff, dependence on God to answer prayer and provide, commitment to academic excellence and conviction to the foundational principles of God's Word. CCA's theme verses throughout the beginning process of becoming independent until the present ring forth loud and clear:

**"Now to him who is able to do immeasurably more than all we ask or imagine, accordingly to His power that is at work within us, to Him be glory in the church and in Jesus Christ throughout all generations, forever and ever!" Ephesians 3:20-21**

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# CORE VALUES



## TRUTH

We value absolute truth rooted in the Bible, creation and the personhood of Jesus Christ.

*'And you will know the truth, and the truth will set you free.'* John 8:32

## AUTHENTICITY

We value authenticity in our relationships with both God and humanity.

*'Search me, O God, and know my heart; test me and know my anxious thoughts. Point out anything in me that offends you, and lead me along the path of everlasting life.'* Psalms 139:23-24

## LIFE

We value the life of each person as unique, gifted and valued by God the creator.

*'The thief's purpose is to steal and kill and destroy. My purpose is to give them a rich and satisfying life.'* John 10:10

## INTEGRITY

We value conducting ourselves with honesty and responsibility.

*'People with integrity walk safely, but those who follow crooked paths will be exposed.'* Proverbs 10:9

## COMMUNITY

We value creating and maintaining meaningful relationships among students, families, teachers, staff, and community partners.

*'Be completely humble and gentle; be patient, bearing with one another in love.'* Ephesians 4:2

## LEARNING

We value excellence in education while supporting a learning environment that continuously motivates all individuals to excel.

*'The heart of the discerning acquires knowledge, for the ears of the wise seek it out.'* Proverbs 18:15





# STRATEGIC PLAN

## ACADEMICS

Excellence in Education

## FACULTY & STAFF

Enrich & Development

## COMMUNITY

Reaching In & Out

## INFRASTRUCTURE

Perserving & Expanding

## STABILITY

Secure Our Future



# STRATEGIC PLAN

## ACADEMICS Excellence in Education

- † Uphold excellence in CCA's classrooms producing measurable results.
- † Strive to meet the unique educational needs of all students including those needing special services.
- † Enhance the focus of the creative arts providing opportunities for student to expand their creative gifts.
- † Develop a school-wide Worldview curriculum map.
- † Pursue an Integrated Trades program to provide career pathways for graduates.

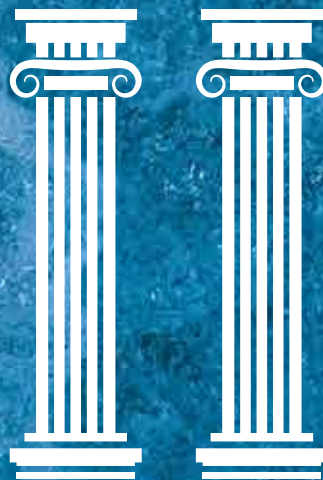




# STRATEGIC PLAN

## FACULTY & STAFF Enrich & Development

- † Seek to be a Christian school that retains and attracts high quality faculty and staff.
- † Explore and implement competitive salary and benefits that recognize the dedication our faculty and staff.
- † Encourage and enable faculty to continuously improve through professional and spiritual development.

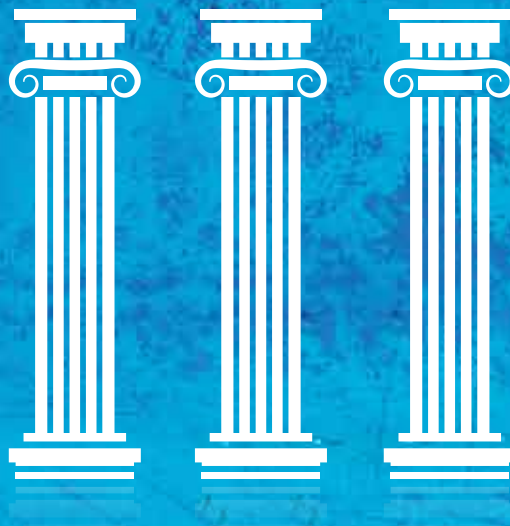




# STRATEGIC PLAN

## COMMUNITY Reaching In & Out

- † Provide and promote personal connections within the CCA community and beyond.
- † Strengthen parent relationships by fostering opportunities for their involvement in building culture and community.
- † Expand and promote the Quest Program camps and clinics which connect our CCA families and surrounding communities.
- † Engage CCA alumni through the annual event and intentional opportunities.

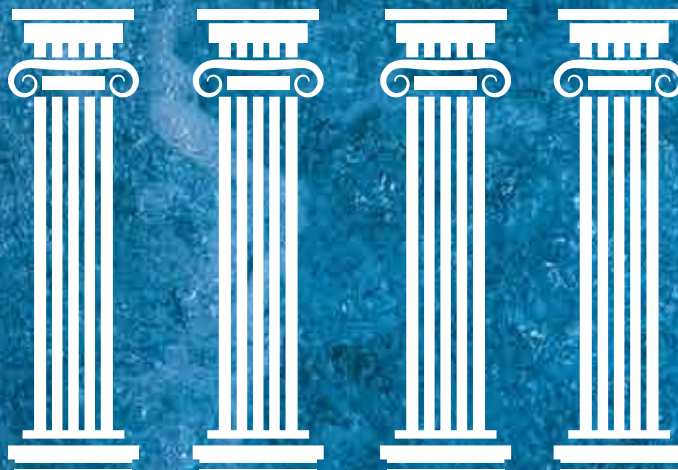




# STRATEGIC PLAN

## INFRASTRUCTURE Preserving & Expanding

- † Create and implement a comprehensive Master Facility Plan that outlines priorities for future buildouts.
- † Enhance the safety and security of our campus with the installation of necessary equipment.
- † Develop a robust Building Maintenance Program to preserve the integrity of our facilities.
- † Complete the “Phase 3” addition of the STEM Labs and classrooms, which will enhance educational opportunities.





# STRATEGIC PLAN

## STABILITY Secure Our Future

† Fill enrollment capacity to create stability in our academic program, personnel and budget.

† Establish a development program to meet the needs of our school through donor cultivation, endowment growth, and auxiliary revenue.

† Develop and implement a marketing plan that clearly articulates CCA's Mission and Educational Philosophy.





**CONCORD**  
CHRISTIAN ACADEMY



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