



FELLOWSHIP
CHRISTIAN SCHOOL
COLOSSIANS 1:9-12

Strategic Plan 2019 - 2024

A Culture Of Cultivation



CONTENTS:

- 3 | From the Steering Committee
- 4 | Mission & Vision
- 5 | Core Values
- 6 | The Strategic Planning Process
- 8-9 | Goals & Benchmarks
- 11 | Spiritual Formation
- 12 | People & Practices
- 15 | Communication
- 16 | Stewardship
- 18 | Generosity



WITH LOVE AND HUMILITY, FROM THE STEERING COMMITTEE



Many of us have fond memories of our primary and secondary school years that prompt a desire to provide similar experiences for our own children. As a covenant Christian school, our greatest privilege is to partner with parents on behalf of their children to prepare them to fulfill God's purpose for their lives.

Culture is what defines a community. At Fellowship Christian School, our culture is what draws people in and compels them to stay. We're a family who does life together. Above all, we treasure the stewardship God has entrusted to our care – of young hearts and minds, of opportunities, and of resources. This Strategic Plan represents our commitment to stewarding all things well within the culture we hold dear.

We are excited to share this bold, creative and innovative plan that positions us well for the future. Thank you to the Board members, parents, students, alumni parents, alumni, faculty and staff who helped us plan this strategic vision.

We can say with confidence and a clear conscience that we have lived with a God-given holiness and sincerity in all our dealings. We have depended on God's grace, not on our own human wisdom. That is how we have conducted ourselves before the world, and especially toward you.

2 Corinthians 1:12



MISSION

Partnering to inspire academic curiosity, impeccable character, and Christian leadership grounded in biblical truth.

VISION

Students who live with purpose and lead with intent for God's glory alone.

CORE VALUES

Biblical Truth

“Biblical truth is our most esteemed and enduring core value because it reveals the person and work of Jesus Christ, culminating in and hinging upon His resurrection, which is the foundation of our faith. Because the Bible is God’s infallible Word, its truth is integrated throughout all arenas at Fellowship Christian School.” **Dr. Kathryn M. Teston, Head of School**

Relationship

“Relationship is a catalyst for the transformative power that God displays at Fellowship. When I was a student here, the faculty and staff poured into me and impacted my life in such a meaningful way. Back then I knew it was special and unique, but now, as a staff member, I see all that was behind those personal connections. Fellowship has a culture that values every heart and labors purposefully and intentionally to cultivate meaningful relationships for the good of the students and the glory of God.” **Jimmy Stainback, Class of 2009, High School Faculty, Football Coach**

Intentionality

“Intentional teaching leaves no part of the education process unaddressed or undervalued. This means the teacher becomes a student of his students, learning the joys, commitments, challenges, and fears of his students in order to bring the most relevant, immersive learning to the table each day. It is about showing one’s students that you are willing to be the hardest working person in the room, and this is on display in every element - from the quality of the lesson to the sincerity of the relationships and even to the timeliness of one’s feedback. On the whole, an intentional teacher brings quality to the entire process, knowing that a student’s level of respect for his teacher has a direct impact on what that student is able to learn and achieve.” **Ryan Walter, Middle School Faculty**

Character

“Character, to me, is simply knowing what is best and choosing to do so. When nobody is looking and eyes are not on you, what are you going to do? Your character will be tested in hard moments, so you must make your mind up now that you will stand strong and simply do the right thing.” **Cameron Gill, Class of 2019**

Stewardship

“Stewardship is the careful management of what God has entrusted to our care. At Fellowship, we recognize that we are blessed with opportunities, relationships, and resources - three components of our community requiring stewardship. With gratitude and humility, we embrace the responsibility to steward well all that God has given the school.”
Ross Ramsey, Chairman of the Board of Directors

The Strategic Planning Process



January 2018

Preparation work begins to identify 17 subgroups, goal models, and a definitive timeline for the 2019-2024 Strategic Plan.

Spring 2018

Strategic Plan subgroups are assigned and begin their research, modeling, analysis, and collaboration.

Fall 2018

Steering Committee is identified. Subgroups complete their work and submit their goals and recommendations to the Steering Committee, which creates final proposal. FCS Board reviews and approves the Strategic Plan.

January 2019

Launch of the 2019-2024 Strategic Plan: A Culture of Cultivation.



2019-2024 Strategic Goals & Benchmarks



GOALS

Affirm our covenant Christian community by developing programs that intentionally and appropriately challenge and guide every aspect of a student's life, thinking, and behavior

Discover and nurture God's purpose and design for people and practices

Generate engaging and inspiring communication of our unashamedly Christian identity as a covenantal educational community

Provide a welcoming and safe environment that reflects our mission and commitment to the stewardship of God's resources

Nurture and grow a culture of generosity with the time and resources required to advance Fellowship's mission and vision

BENCHMARKS

Provide differentiated and biblically integrated academic opportunities

Continue to create an athletic culture that fosters Christ-like character and competitive spirit

Cultivate a system-wide culture of organizational integrity, effectiveness, and openness that facilitates pursuit of the school's academic rigor and spiritual aspirations

Provide opportunities for creating and cultivating a sense of belonging based on a covenant community

Further ignite and nurture artistic passion that reflects our Creator

Attract, hire, and retain the best Christian educators and staff

Create sustainable financial model for growth

1,000 students representing a diverse community of covenant families

Expand and enhance meaningful relationships with local churches, non-profits, and community organizations

Provide streamlined, clear, effective communication

Stimulate growth through championing our spirit and distinctive attributes to prospective covenant families

Increase security personnel and resources

Develop a methodology to establish responsible and God-honoring digital habits

Streamline and integrate educational and operational systems

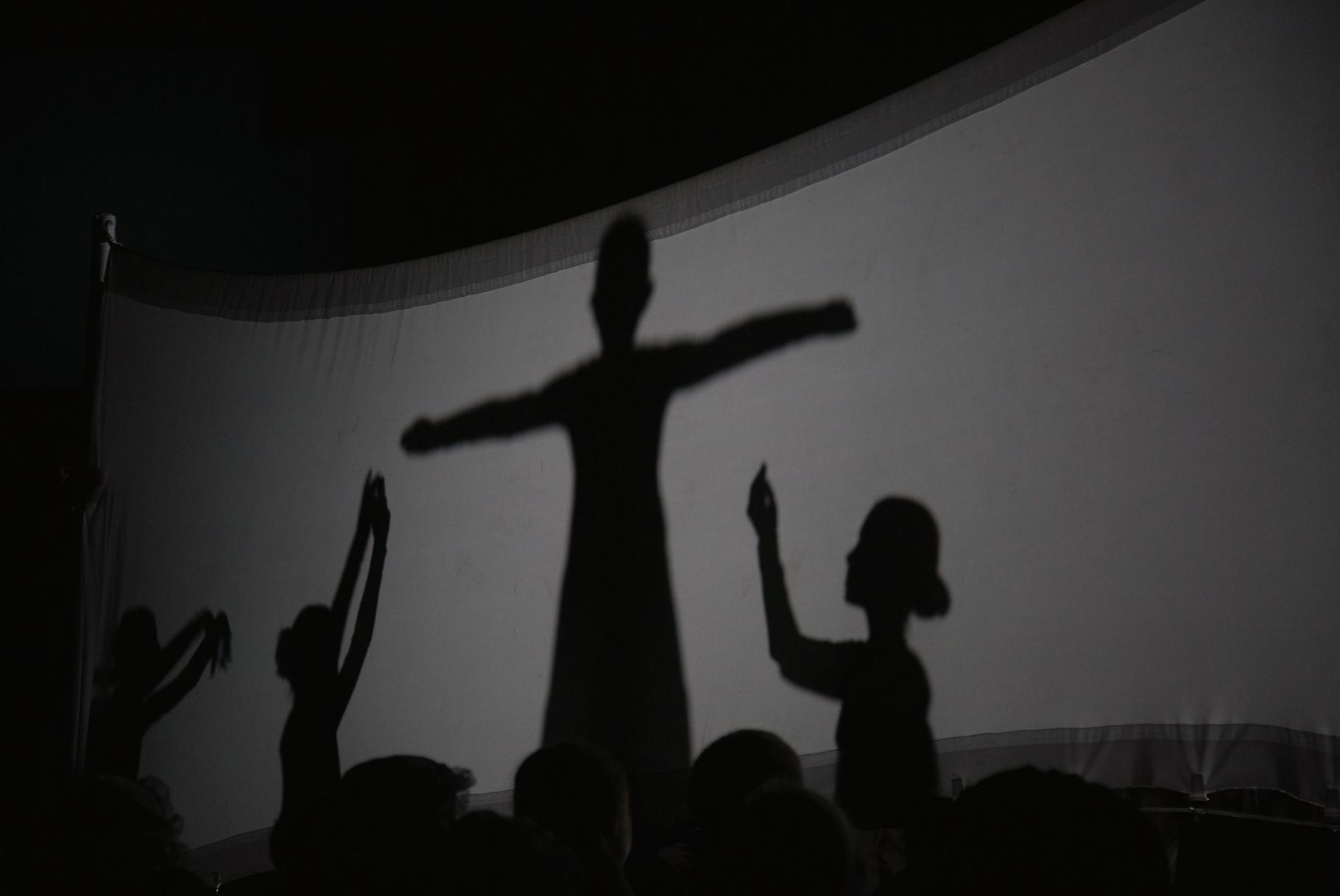
Create standardized processes to maintain optimal stewardship of physical resources

Assess fiscal responsibility and cultural sensitivity to prioritize the campus master plan

Provide consistent opportunities to serve across all divisions

Pursue additional campus expansion as financially prudent

Establish an endowment



CULTIVATING SPIRITUAL FORMATION

STRATEGIC GOAL ONE: AFFIRM OUR COVENANT CHRISTIAN COMMUNITY BY DEVELOPING PROGRAMS THAT INTENTIONALLY AND APPROPRIATELY CHALLENGE AND GUIDE EVERY ASPECT OF A STUDENT'S LIFE, THINKING, AND BEHAVIOR

BENCHMARK OBJECTIVES

- Graduate students who have experienced authentic Christian community and have had the opportunity to develop a personal relationship with Jesus
- Affirm spiritual formation as central to the educational and programmatic experience of all students across all divisions
- Provide inquiry and project-based learning opportunities to sharpen critical thinking skills and strategies
- Increase the prominence of the arts, including performing, visual, and literary programs, so students can explore their creative passions, talents, and intentionally develop their craft as the foundation of a future career or a lifelong calling
- Achieve consistent success in the post-season for every sport offered, while demonstrating Godly character and humility

Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is - his good, pleasing and perfect will.
Romans 12:2



CULTIVATING PEOPLE & PRACTICES

STRATEGIC GOAL TWO: DISCOVER AND NURTURE GOD'S PURPOSE AND DESIGN FOR PEOPLE AND PRACTICES

BENCHMARK OBJECTIVES

- Attract a diverse group of expert candidates who are passionate about integrating their biblically based faith into their craft
- Attract and retain a diverse student body that is aligned with our covenant beliefs
- Consistently examine and strengthen hiring and onboarding practices
- Create more professional and spiritual development and mentoring opportunities across divisions and departments to retain the best faculty and staff
- Continue to operate within a balanced budget
- Increase enrollment to 1,000 students, while maintaining a targeted class size through a mission-appropriate selection process



Many are the plans in a person's heart, but it is the Lord's purpose that prevails.

Proverbs 19:21





CULTIVATING COMMUNICATION

STRATEGIC GOAL THREE: GENERATE ENGAGING AND INSPIRING COMMUNICATION OF OUR UNASHAMEDLY CHRISTIAN IDENTITY AS A COVENANTAL EDUCATIONAL COMMUNITY

BENCHMARK OBJECTIVES

- Embrace school spirit within our community through a shared understanding of our identity, values, tradition, and culture
- Where possible, consolidate and centralize information streams and communication
- Strengthen community partnerships by identifying ways the FCS family can use its campus resources to partner in service and support of local churches, businesses, government, and non-profits
- Institute a community engagement and volunteer program to support the mission and vision of FCS and leverage the time and talent of our greater parent community
- Increase alumni engagement by offering opportunities to serve, fellowship, and ultimately educate their own children at FCS

***Declare his glory among the nations,
his marvelous works among
all the peoples.
Psalm 96:3***

CULTIVATING STEWARDSHIP

STRATEGIC GOAL FOUR: PROVIDE A WELCOMING AND SAFE ENVIRONMENT THAT REFLECTS OUR MISSION AND COMMITMENT TO THE STEWARDSHIP OF GOD'S RESOURCES

BENCHMARK OBJECTIVES

- Align the business and education learning management systems to enhance the parent connection, improve efficiencies, and reduce cost
- Increase security personnel and resources to continue ensuring a safe environment
- Adopt and uphold IT best practice guidelines for proper use of technology in and out of the classroom
- Expand the infrastructure to better support online learning in the elementary and middle school divisions
- Appropriately fund reserves
- Accelerate the current debt reduction plan to strengthen our financial position

***His master said to him, "Well done, good and faithful servant. You have been faithful over a little; I will set you over much. Enter into the joy of your master."
Matthew 25:21***



CULTIVATING GENEROSITY

STRATEGIC GOAL FIVE: NURTURE AND GROW A CULTURE OF GENEROSITY WITH THE TIME AND RESOURCES REQUIRED TO ADVANCE FELLOWSHIP'S MISSION AND VISION

BENCHMARK OBJECTIVES

- Establish an endowment by 2020
- Educate constituents about unified giving opportunities and the impact of these initiatives
- Effectively steward existing financial, capital, and human resources to support and sustain the school's aspirations
- Build, renovate, and maintain - as funded - efficient, state-of-the-art facilities
- Successfully complete the current ONE Capital Campaign project: Paladin Stadium

***Unless the Lord builds the house, those
who build it labor in vain.***

Psalm 127:1





EST. 1986

**FELLOWSHIP
CHRISTIAN SCHOOL**

COLOSSIANS 1: 9-12

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