

5 YEAR STRATEGIC PLAN 2018-2022




Calvary
BAPTIST ACADEMY


*Hidden
Treasures*
PRESCHOOL

It is our vision to be a leader in Christian education in the mid-Michigan area, developing servant leaders who impact the world for Christ.

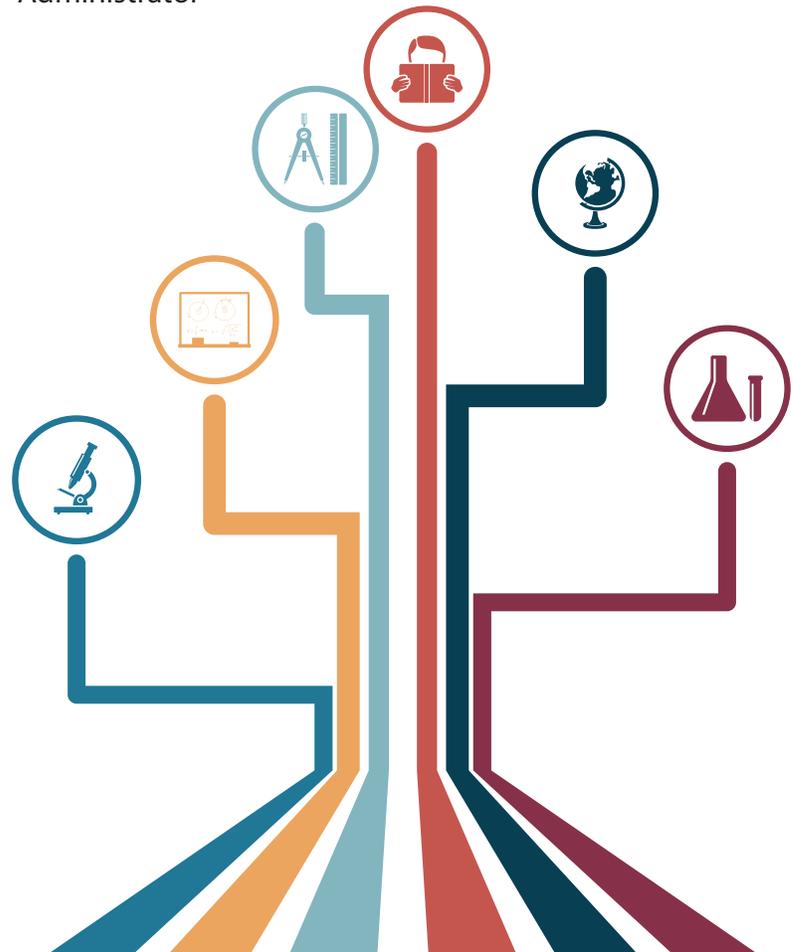
EXECUTIVE SUMMARY



Calvary Baptist Academy (CBA) and Hidden Treasures Preschool (HTP) are both vital and growing ministries of Calvary Baptist Church. HTP exists to provide preschool children with an excellent education and quality childcare in a safe, Christ-centered environment from a loving and caring staff. From its inception, the goal of CBA has been to help Christian parents train their children according to the principles of God's Word. We have always believed that when the home, church, and school join together to teach the same values and biblical principles of life, we will be more successful in rearing our children to know, love, and honor our Lord and Savior Jesus Christ.

Developing the right Philosophy, Program, Personnel, and Plant are essential in training our students not just to take their place in society but to impact that society for Christ. CBA remains committed to partnering with parents to provide an excellent academic education from a biblical worldview and teaching Christian character and servant leadership to each and every student.

Dr. Mike Reece
Administrator



STRATEGIC OBJECTIVES:

This vision will be accomplished through the pursuit of the three strategic objectives:



1. Communicating with Excellence

- Enhancing our Communications
- Implementing a Digital Media Plan
- Creating a Unified Ministry Promotional Plan



2. Leading through Service

- Optimizing Parent and Student Experiences
- Expanding our Outreach
- Completing Succession Planning



3. Investing for the future

- Enhancing our Existing Facilities
- Expanding our Facilities
- Explore and Secure Funding Resources





VISION

To be a leader in Christian education in mid-Michigan, developing servant leaders who impact the world for Christ, recognized for the following:

- Quality of our Staff and Facilities
- Excellence of our Academics & Christian Character Development
- Service of our Students & Graduates

MISSION

Hidden Treasures Preschool

Loving Kids to Christ

As an outreach ministry of Calvary Baptist Church, HTP exists to provide preschool children with excellent education and childcare in a safe, Christ-centered environment from a loving and caring staff.



MISSION

Calvary Baptist Academy

Training Youth for Service

As a ministry of Calvary Baptist Church, Calvary Baptist Academy exists to assist parents in training students for a life of service, defense of the faith, and obedience to God's will for their lives through academic excellence in a Christ-centered educational environment.



CORE VALUES

1. BIBLICAL WORLDVIEW:

We are committed to integrating Biblical truth into all areas of the curriculum and school program because the Bible is the final authority for the Christian relating to matters of faith and practice. (II Timothy 3:16; Romans 1:20, 12:2)

2. ACADEMIC EXCELLENCE:

We are committed to providing a quality learning experience that engages students and equips them to reach their full potential for life in Christ. (Luke 2:52)

3. PARTNERSHIP:

We are committed to collaborating with parents and the church to enhance each student's character, learning, and development. (Deuteronomy 6:4-9; Proverbs 22:6)

4. CHARACTER DEVELOPMENT:

We are committed to being like Christ by demonstrating personal integrity, sacrificial love, and respect for others. (John 13:34, Titus 2:7-8)



5. SERVANT LEADERSHIP:

We are committed to developing effective leaders with a heart for service who use the gifts God has given them to impact their family, school, church, community, and the world for Christ. (Matthew 20:25-28; Philippians 2:5-7)

6. OUTREACH:

We are committed to presenting the message of Jesus Christ to the world so that we can be used by God to reach the lost and impact our society for Him. (Mark 16:15; Matthew 28:19-20)

7. STEWARDSHIP:

We are committed to the responsible management of the time, human resources, and materials entrusted to us by God. (Matthew 25:23; I Corinthians 4:2)



HISTORICAL BACKGROUND

In 1973, Calvary Baptist Academy was started when a Christian day school was added to the ministries of Calvary Baptist Church led by Pastor Mark Dickerson. The school was created because God gave the church leadership a vision for providing a Godly education to future generations of believers.



February 28, 1944:

Ashman Street Baptist Church is incorporated in Midland, MI.

1966: an education building is added to the church.

1973: Wilber Groat is hired as the 1st School Administrator. The 1st school board includes Bob Koster and Carl Monroe.

1978: Pastor Mike Reece is hired as School Administrator.

1978: the school switches from ACE to traditional curriculum taught in a traditional classroom setting.

1970

1980

April 5, 1945: the name of the church is changed to Calvary Baptist Church.

1973: Calvary Baptist Academy, a Christian day school (K-8th grade), is started using ACE curriculum in learning centers. The school has three teachers and 63 students.



October, 1980: the ground breaking service for a new building is held at the corner of Perrine and Wackerly Road.

Over the next few years, Calvary Baptist Academy expands to offer an education for K3 through 12th grade students.





September, 1981: Calvary Baptist Academy moves into a new 23,000 square foot facility when the first phase of construction is completed at a cost of \$620,000.

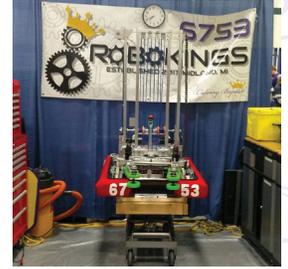
Mid-1980s: three temporary school modular buildings are added to accommodate growth.

1992: soccer fields are cleared and completed in the fall.



2007: a dedicated K4 modular building is added to accommodate growth.

2010: International Student Program is started.



2015: CBA begins F.I.R.S.T. Robotics Team

1990

2000

2010

April, 1982: the 15,000 square foot, \$450,000 second phase is begun.

May, 1982: the Cherry Street property is sold for \$375,000.

September, 1982: the First Sunday service at Perrine Road is held in the school gymnasium.



1998: Hidden Treasures Preschool is started with three classrooms as an outreach ministry.



1998: construction is completed on a nearly \$3M facility that includes a 1,100 seat sanctuary, new parking lot and unfinished space for offices, music room and fellowship area

2011: Music Room and Fireside Room are completed.

2017: Gym renovations completed

2012: K4 modular building is paid off.

2012: CBA becomes a Google Classroom Pilot School and launches 1:1 Chromebook Initiative



CBA/HTP 5-YEAR IMPLEMENTATION PLAN

Strategic Objectives	2018	2019
 <p>Communicating with Excellence</p>	<p>School Communications Program</p> <p>Contact Database</p> <p>Media Templates & Guidelines</p>	<p>Ministry Websites Refresh</p> <p>Unified Ministry Promotion Plan</p>
 <p>Leading through Service</p>	<p>Performance Review Enhancements</p> <p>Student Pick-up / Drop-off</p>	<p>Infant Care Program</p> <p>Begin Sucession Planning</p> <p>Marketing and Ministry Development Assessment</p>
 <p>Investing for the Future</p>	<p>Grant Writing Committee & Endowment Fund</p> <p>Facilities Plan: Decision</p> <p>Accreditation</p>	<p>Infant Care Space (Lease or Buy)</p> <p>Preventive Maintenance (Asset Inventory with Replacement Dates)</p>

CBA/HTP 5-YEAR IMPLEMENTATION PLAN

	2020	2021	2022
		Integrated Communications (Website, Social, Email, Print)	
		Community Service Projects	
		Marketing and Ministry Development Manager	
	Facilities Plan: Replace Modulars	Facilities Plan: Expand for the Future	
	& Replacement Plan (& Costs, Sanctuary Roof, Boiler)		



GOALS & METRICS



PLANS TO BE COMPLETED



- Facilities Plan
- Marketing/Promotional Plan
- Succession Plan

KEY INITIATIVES TO BE IMPLEMENTED



- Contract Management and Communications Program
- Infant Care

PROJECTS TO BE COMPLETED



- Dress Code Updates, Security Doors, Alarm System, Intercom
- Performance Review Updates, Playground Policy, Drop-off / Pick-up Process
- Education Extension Promotion, Accreditation
- Facilities Renewal

STRATEGIC MEASUREMENTS



- # of Grant Applications Completed
- \$1 Million in Endowment Fund within 5 yrs
- Enrollment Increase (HTP, CBA Elementary, CBA Jr / Sr High School)
- Student Retention Rate (HTP to CBA 1st Grade, CBA 6th Grade to Jr / Sr HS)

