



Flagstaff Christian School

Family Focused. Christ Centered. Shepherding Scholars

MISSION

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VISION

To see all students know their identity in Christ and impact the world for His glory.

PROFILE OF A GRADUATE

- ❖ **CHRIST FOLLOWER:** Actively loves God and responds to His call by loving His people and reaching those who need Him with compassion and truth.
- ❖ **KIND:** Considers others first, choosing to love, serve, and respond with empathy in every interaction.
- ❖ **FAMILY-FOCUSED:** Graduates remain deeply connected to the FCS family, rooted in relationships, supported by mentors, and confident in seeking help, wisdom, and encouragement when needed.
- ❖ **DISCERNING:** Able to recognize truth, filter decisions through a Biblical worldview, and speak life-giving wisdom into the lives of others and the issues shaping today's world.
- ❖ **DISCIPLESHIP:** Actively invested in discipling others, whether within their own families, churches, and communities, or by guiding people toward spiritual growth and deeper faith in Jesus Christ.
- ❖ **PREPARED:** Academically, FCS graduates are critical thinkers, effective communicators, and confident problem solvers. They take ownership of their learning, work

independently with responsibility, and carry a lifelong desire to grow in knowledge, wisdom, and faith.

- ❖ **CHANGED:** Demonstrates a transformed life that reflects Christ’s work within them, becoming a catalyst for change in the lives of others for God’s glory.
- ❖ **ROBUST:** Well-rounded in academic knowledge, leadership skills, mental resilience, and maturity in Christ. Equipped with diverse strategies to approach challenges and solve problems with clarity, purpose, and excellence.

VALUES

❖ *Flagstaff Christian School is **Family-Focused***

- We partner with families as the primary influencers of their child’s education, character formation, and spiritual well-being.
- We put the family first in every aspect of our day, whether in academics, field trips, volunteering, or chapel, strengthening the connection between home and school.
- We encourage parent participation through meaningful volunteer opportunities, consistent communication, and weekly parent prayer gatherings that unite our community in Jesus.
- We support healthy family dynamics through a four-day school week and a thoughtfully designed academic calendar that prioritizes time together.

❖ *Flagstaff Christian School is **Christ-Centered***

- We value Biblical immersion across all subject areas and in every relationship, grounding students in a worldview shaped by Scripture.
- We focus on the heart when the need arises for discipline or encouragement using a Christ-centered, trauma-informed approach.
- We intentionally cultivate Christlike character and leadership traits—love, honesty, integrity, joy, peace, patience, kindness, generosity, self-control, gentleness, empathy, and faithfulness—modeled after Jesus.
- We disciple every student in the teachings, example, and transformative love of Jesus Christ.

❖ *Flagstaff Christian School **Shepherds Scholars***

- We individualize learning so that every student grows at their appropriate level, whether through differentiated instruction or advanced core subject placement.
- We take a holistic approach to educating each child—nurturing their academic, physical, mental, and spiritual growth. Athletics, fine arts, mission trips, and co-curriculars give students space to develop their God-given gifts.

- We are mission- and service-minded, equipping students to be the hands and feet of Christ in their school, community, and world.
- We empower teachers who live out a vibrant testimony of Christ and bring the gospel into their daily interactions, modeling faith both in word and action.

HIStory

In 2004, the Lord brought four academics around a kitchen table and called families to give Flagstaff Christian School its first 18 students in 2005. Twenty years later, the school has expanded to approximately 400 students. It has grown by adding a high school and offering robust academic opportunities, including advanced math, individualized education, reading interventions, and co-curricular activities such as theater, Suzuki violin, and Lego robotics.

Flagstaff Christian School averaged around eighty students in its first decade and then began to see a substantial decline in numbers. By 2017, it was apparent the mission and vision of the school needed new life for the school to continue to serve God's kingdom. By the mercy of God, Flagstaff Christian School overcame a significant financial shortfall and began to flourish under a new administration.

In 2018, the Lord set our path to a new location at two neighboring churches, which proved to be a provision for a future only God knew at the time. When Covid-19 impacted our world and our community, our school did not need to shut down and instead saw its biggest enrollment growth yet from 110 students to 190 in one year. As mitigation strategies continued to impact local schools well after 2020, families left the public school system and considered, for the first time, Christian education at FCS.

FCS has continued to grow and maintain strong enrollment, even as public schools returned to normal after the shutdowns. At the heart of that growth is our commitment to shepherding families and providing a Christ-centered education for students in Flagstaff and the surrounding communities. Space, however, has become a real barrier to welcoming more families into our community. Even with the addition of a third campus and the generous partnership of three churches who share their facilities with us, we are still out of room. To keep up with demand, we've turned every possible corner into a classroom, but many families are understandably growing weary of these temporary solutions. For the past three years, our enrollment has remained near capacity, and each year we have had to turn away students who want to join the FCS family simply because we do not have the space to receive them.

As a part of our mission to shepherd students, in the last 3 years we have built an impressive academic and co-curricular program. Academically, we have added a WISE and SCRIPT program allowing High School students to specialize in STEM or Humanities. Our engineering program is

a required part of our curriculum and adds value to our STEM curriculum. Additionally, we have Woodshop that focuses on the trades of solar, construction, welding, electrical, and plumbing. Combined with our dual enrollment program, students can now be prepared for college or trades.

Like academics, our co-curriculars have seen growth and a wealth of participation. In athletics, we have grown from 2 intramural sports teams to HS Varsity athletics program. In all, over 200 students participate in our programs. In Robotics, our 3 year program has sent 5 teams to the State Championship and 1 team to Worlds in Houston, TX. Our newly formed FTC team qualified for State in their first year. The FCS Theater program finished *The Sound of Music* in the Spring and is now set to perform *The Little Mermaid*. With over 30 people involved in various roles, this program has developed as a mainstay in our co-curriculars. In the last year we were able to add Yo-Yo Club, Suzuki Violin, Drama, and Horsemanship.

We are a richly varied community, with children from many different socioeconomic backgrounds learning side by side. Together, they practice compassion, understanding, and kindness so they can learn to value one another as God does. Over 20% of FCS students qualify for free and reduced lunch, and more than 60% qualify for corporate low-income tax credits. Our student body also reflects a wide range of learning needs, with approximately 20% of students receiving Special Education services. We celebrate this diversity of cultures and experiences through annual projects that highlight the races, ethnicities, neurodiversity, and disabilities represented in our student body, and these projects also introduce students to people groups they may not encounter firsthand at school.

Whether for our staff or families, Flagstaff Christian School focuses on providing a welcoming environment. In the last seven years, we have grown from six to nineteen to thirty-three full-time faculty and over 70 employees with over 90% retention. Additionally, our families are choosing to stay, with over 92% of students desiring to return this year. Our ability to partner with families to shepherd all our students by educating and equipping them in a Christ-centered, academically robust, community has created a God-glorifying place for teachers, families, and students to thrive.

WHY IS THIS IMPORTANT

Flagstaff Christian School exists to provide a Christ-centered education to students in Flagstaff. As seen through the pandemic, parents realized the importance of Biblical truth and character development and we responded to that need by providing a safe, Biblically immersed environment for those families. We want to be the light Jesus calls us to be to a predominately new age and mysticism culture of Flagstaff by letting the community know we exist for God's glory and prevail as a family-oriented school whose foundation is Christ. Academics, Biblical values, student-first initiatives, and well-rounded students are our priorities at FCS.

We teach our students to think critically and lovingly toward their community. Currently, we have maximized our space. We use every room and closet in all three churches, and concentrate on providing students with core educational spaces. We lack space for athletics, art, music, Spanish, offices, a nurse's room, teacher break rooms, physical education, and other valuable academic components.

On a unified campus, students, teachers, and families will all be able to gather in one location, fostering stronger community, collaboration, and school identity. A combined K-12 campus not only fulfills our identity as a school but also eliminates logistical challenges of transporting materials, coordinating schedules, or splitting staff across multiple sites. A permanent campus signals stability and commitment to families, donors, and the community. Additionally, this allows the school to become a lasting institution rather than a temporary program spread across borrowed spaces.

Growth is what we prayed for, and God is doing mighty things and bringing many families who never considered a Christian education. He is also keeping them here, where parents partner with us and contribute to their child's education. Only 3 years ago we were losing over 60% of our 8th graders each year to local high schools, simply because of a lack of sports opportunities. Today, FCS offers a robust athletics program with over 200 students participating in grades 5-12. We value student participation in sports, theater, violin, and robotics, and we are committed to supporting families who seek both these opportunities and a Christ-centered education. To keep growing and support so many different student opportunities, we need the space and facilities to design classrooms, labs, playgrounds, and facilities tailored to FCS programs and teaching philosophy.

Family-Focused: FCS truly is a unique community. Similar to what is found in a rural community school, families at FCS know each other, bond, and have valuable input on the direction of the school. Our school is on a small-scale reachable level that is unmatched in Flagstaff.

Christ-Centered: FCS offers a Christian education with Biblical ideals. The relationships that develop at FCS build lifelong friendships of accountability and maintain Christian peer groups. Students have voiced that they want to go to a school where they can learn about Jesus and utilize the worldview that they are internalizing.

Shepherding Scholars: FCS has always had an eye on expected student outcomes. Our students become valuable members of their community and possess the academic skills, godly character, and Biblical worldview our students gain at FCS will help them become a valuable contribution to their communities now and long into the future. While the upfront investment is higher in a new building, ownership allows for permanent improvements to enhance the students' experience and avoids ongoing rental fees that increase over time.

WHAT WE ARE WORKING TOWARD

Jesus came to the world and modeled how to live a life pleasing to God. Flagstaff Christian School stands firm on Biblical values both in and out of the classroom. FCS trains students to incorporate a Christian worldview in their attitudes, behaviors, and in the way they think. Like in Jesus' time, the world is becoming more and more opposed to critical thinking and Christian worldview. To sustain our growth and our need for families to hear the gospel and be immersed in what God's word says about training up a child, we need you to partner with us to equip the next generation.

Our day-to-day operations at FCS are sustained through Empowerment Scholarship Accounts (ESA), Student Tuition Organization (STO) dollars, and a small portion of parent-paid tuition. Your financial partnership with our school would allow us to make anything new and improved for our future possible. Gifts given above our operating costs are leveraged with care and intention so they can fuel growth, strengthen our programs, and expand the ministry of FCS for years to come.

At FCS, we walk alongside families in faith, discipling students, and supporting the whole family. Supporters have the opportunity to make a real impact—volunteering in a classroom, mentoring a student, speaking at chapel, or supporting FCS financially in a way that works for them.

When you invest in FCS you provide the fuel for four strategic priorities. You ensure we:

❖ **Engage families in the education of their child(ren)**

Relationships and our reputation with the Christian church community are vital to glorifying Christ in our area. Growth through teacher retention and developing a solid school culture has helped launch those positive relationships. Parents love our four-day weeks, family-friendly changes in our calendar, our streamlined communication with parents through our more advanced learning management system, and our ability to intentionally build community among parents through field trips, student pickup, volunteering, and chapel. Ultimately, we would love a K-12 centralized location, to provide market value income for our teachers, improve our presentation as a school, and involve parents in more meaningful and beneficial ways to our teachers.

❖ **Ground children and families in Christ**

FCS students attend over 20 community churches. FCS focuses on foundational Biblical truths, we offer Biblical discipleship and chapel with various pastors to continue to build those church relationships. As our Biblical immersion has grown stronger, we have seen substantial developments in our curriculum, in student prayer, staff devotionals, and intentional Biblical training with staff. Our intentionality allows for a

stronger and more defined Biblical code of conduct throughout our day. We welcome thinking outside the box, educating in a Biblical worldview, and training disciples for Christ. As we improve upon our mission, we will be doers of the word in all aspects and will bring the theory into practice (James 1:22). In order to accomplish this we created our own prayer curriculum, prioritized chapel, and streamlined discipleship of our 7th-12th graders through Warrior Time, while routinely seeking new and updated resources for faculty and students.

❖ **Partner in a robust educational experience**

The most unique aspect of FCS is the customization of each child's academic experience. Robust education at FCS happens through a low student-to-teacher ratio, qualified teachers and staff, differentiated instruction, and a solid fine-arts program (Spanish, Music, Keyboarding, Art, Guitar, PE). FCS builds community between older and younger students (chapel, lunch, school wide events-bikeathon) and intentionally thinks outside of the box (combined 2 grade-level classrooms, math at the individual's level, reading by level) to provide new and better ways to meet the needs of each child and their family. As a result, we have moved into a time with low turnover and a solid Christ-centered culture. Your commitment will help us to provide facilities, sports, fine arts, space for a library, STEM labs, and quality textbooks.

❖ **Build capacity to ensure excellence**

FCS is eager to reach our potential. We are intentional in building relationships and improving our reputation with the Christian church community in Flagstaff. We have been able to develop funding aside from what tuition provides. To continue our progress toward financial health, we would like to grow needs-based financial aid above and beyond the STO and ESA funding. At FCS, we are very blessed with many low-income families and want to move forward with more of a mixed-income model of students from all income brackets, giving students more diversity in interaction and a model for what the faith community entails. Growing at a centralized location will help us optimize our fellowship, relationships, and community.

GIVING DRIVEN PHASES- ROOTED

ROOTED is a campaign to build a lasting home for Flagstaff Christian School, a place where faith, learning, and community grow deep **IN CHRIST**.

Phase 1 : ROOTED: Planting the Base - \$800,000 [Complete]

“Therefore, as you received Christ Jesus the Lord, so walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving.” Colossians 2:6-7

God has done some amazing things at FCS in the last 5 years. Thirty-three donors have contributed approximately \$300,000 since 2018 to rebuild a stronger foundation for our school today. In addition to educating students, here is the kingdom building work that has already been accomplished with your generosity in these last 5 years we:

- ❖ Enrollment has quadrupled to almost 400 students
 - Expanded our footprint to three campuses
 - Reciprocal blessing to the three churches we’re in, expanded space for church use, stabilization through the pandemic, and robust use of the building
 - Welcomed an influx of public school students from Christian families
 - Preserved parent involvement
 - Established a financial assistance tuition opportunity for needs-based students
 - Marisa Bowen Scholarship Fund
- ❖ Secured highest accreditation through ACSI and Cognia
- ❖ Attracted and retained teacher talent at current industry standards
 - We more than doubled our full time faculty members
 - Doubled salaries of our faculty and staff and increased administrative salaries by 20%
 - Created consistent professional development with bi-annual teacher training in differentiated instruction, trust-based relational intervention (trauma-informed discipline), ILIVED, classroom management, and other continuing education
 - Kept our missional family and staff centered 4 day week
 - Standardized teacher training and continued teacher professional growth
- ❖ STEM Advancement
 - Added Engineering to our Curriculum for 7th-12th
 - Added a STEM Special to K-6th
 - Created a ground level robotics course in both the FLL and FTC State Robotics leagues

- Have seen teams qualify for State competition each year
 - Created a new FTC robotics team that qualified for State in their Inaugural year
- Brought 1:1 technology to the Middle School and High School classrooms
- Honored with runner-up for Flagstaff Business STEMMY award
- Awarded Flagstaff STEMMY Teacher of the Year in 2024
- ❖ Enriched Arts Program
 - Recognized in 2024 with Grand Champion at the Coconino County Fair for Art
 - Improved our Fine Arts program to include guitar, violin, worship band, film and literature, and expanded art across mediums.
 - Expanded our Performing Arts offerings in the theater club with our *Sound of Music* musical and strengthened our upper school program with a lower school drama club.
- ❖ Built our athletics program
 - Expanded from our students and invited homeschool students
 - Began our HS Varsity Sports program and Middle School City League
 - Won our first State Championship in Boys Volleyball
 - Have over 200 students 5th-12th grades participating in sports
 - Started a new 5th through HS FCS intramural program that serves our community homeschoolers
- ❖ Enriched Academics
 - Added new Bible, science, phonics, and grammar curriculum
 - Introduced a college based Engineering platform and WISE (Warriors Institute of STEM Education) certification for our High School students
 - Created a college bound SCRIPT (Scripture, Manuscript, Description) certification for our Humanities based High School students
 - Applied a Woodshop class to gain training in Solar, Construction, Plumbing, Electrical, and Welding for those pursuing the trades after graduation.
 - Improved our specials to include STEM, keyboarding, Spanish, ASL, German, Entrepreneurship, and Workshop
 - Answered student requests for STUCO and Yo-Yo Club
 - Increased our Special Education Presence to assist students with accommodations and teachers with their classroom needs
- ❖ Student Services Department added
 - Student Services Director hired to engage students of all learning abilities
 - Multiple Interventionists in Math and Reading joined our team
 - Leveled reading and math groups
 - Introduced progress monitoring of students
 - Managed audiobooks, software, and iPads for students with dyslexia to join in reading with their peers

- ❖ Strengthened parent communication and consolidated school engagement using systematized technology
- ❖ Moved to provide yearbooks to all students, including those financially disadvantaged

Phase 2: ROOTED in Preparation - 2 million dollars [Current]

“We will not hide them from their children, but tell to the coming generation the glorious deeds of the Lord, and his might, and the wonders that he has done.” Psalm 78:4-6

God has blessed us with three churches that have allowed us to rent space, but pastoral or board changes could leave us without a physical building. In order to provide a quality education, in a centralized location, FCS needs a place to call our own. Phase 2 seeks to raise \$2 million to provide the initial investment for the land and foundational building work, ensuring a solid start for future expansion.

Our first milestone is raising \$30,000 by January 2026, which will support the critical work of engineering, design, and planning that will prepare the way for our future campus. Before building can begin, this phase strengthens our foundation through careful planning, including property appraisals, engineering studies, land surveys, and architectural design. These phases allow us to move forward with confidence and good stewardship.

- ❖ Purchase 5.5 acres of land from First Southern Baptist church in the center of Flagstaff
 - Establish a K-12 building in a single location
 - Complete budgeting for future phases
 - Provide students with the consistency of a home away from home
- ❖ Land & Site Work to complete:
 - Land surveys (boundary, topographical).
 - Soil testing (to make sure the ground can support the foundation).
 - Engineering studies to plan utilities, drainage, grading.
 - Work to complete property appraisals, engineering studies, land surveys, and architectural design
- ❖ Design & Drawings
 - Visit multiple school campuses for ideas.
 - Hire a drafter to create the building design.
 - Hire engineers (structural, mechanical, electrical, civil).
 - Create architectural drawings (floor plans, elevations).
 - Create construction documents used by builders to bid and build.
- ❖ Design a secure campus with designated space for
 - Fine arts and specials: Art, Music, Keyboarding, Spanish, PE, Team Mastermind
 - Labs for Engineering, Robotics, Science, and other STEM programs
 - Woodshop Lab for introducing the trades to High School students
 - Recognizing long time donor Mark Ainley with a Library
 - Play and lunch areas for all ages
- ❖ Create space

- Ensure teachers have their own rooms and not have to move in and out for church needs
- Designated space for Occupational Therapy and Speech
- Designated space for Art classes to increase opportunities with Visual arts such as photography, sculpture, and screen printing, in addition to our current art programs
- ❖ Obtain permits & approvals
 - Building permits
 - Zoning approval
 - State Fire and safety approval
 - Environmental or utility permits
- ❖ Begin Construction
 - Bid for a builder
 - Launch Phase 3 and continue executing the building campaign phases.

Phase 3: ROOTED: Growing Upward - 8 million dollars

"Unless the Lord builds the house, those who build it labor in vain." Psalm 127:1

Phase 3 marks the exciting stage where vision becomes reality with the construction of our permanent campus. This phase includes full site development, laying the foundation, erecting the building's structure, and installing essential systems such as electrical, plumbing, HVAC, and technology infrastructure. Classrooms, offices, and student spaces will be built to meet the unique needs of our students and faculty, with attention to safety, accessibility, and long-term growth. As the campus rises, our community will see tangible progress, bringing us closer to a unified, Christ-centered environment where students can thrive academically, spiritually, and socially.

- ❖ Begin full site development, including grading, utilities, and foundational work.
- ❖ Complete structural construction of the new facility, from fields and gyms to interior and exterior classroom finishes.
- ❖ Install essential systems such as electrical, plumbing, HVAC, fire safety, and technology infrastructure.
- ❖ Build interior classrooms, offices, restrooms, and student spaces according to finalized architectural plans.
- ❖ Incorporate safety, accessibility, and efficiency features that support long-term use and stewardship.
- ❖ Prepare the campus for occupancy with final inspections, landscaping, and a completed punch list.

Phase 4: ROOTED: Cultivating for Generations - TBD

“One generation shall commend your works to another, and shall declare your mighty acts.”

Psalm 145:4

Phase 4 represents our vision for the future, a time to solidify our school’s foundation and ensure lasting impact for generations to come. This phase focuses on enhancing facilities, expanding programs, and creating an endowment that supports scholarships, faculty development, and ongoing student opportunities. By investing in the long-term growth and sustainability of our school, we are not only providing for today’s students but also planting seeds that will benefit countless families and learners for years to come, leaving a legacy of Christ-centered education that endures.

- ❖ Build our educational team and academic programs:
 - Increase teacher/staff pay
 - Increase our administration team: enables us to maintain a proper quality of who we serve as well as a pipeline of future FCS students.
 - Create Departments and Leadership growth
 - Grow the Mrs. R Legacy Grant to provide educational opportunities to FCS teachers
 - Increase Statewide presence by building an online program using an existing LMS
- ❖ Increase student support
 - Provide academic support opportunities for disadvantaged or struggling children to learn in a one-on-one setting
 - Provide holiday and after school care to children while parents are working
 - Update technology on a recurring basis, such as Chromebooks and Computers, to allow employees and students to complete their work
 - Increase counseling care for students
 - Provide discipleship opportunities on a student-to-student level
 - Create a low cost meal program
- ❖ Strengthen co-curricular experiences
 - Allows home field/gym participation in athletic events
 - Create a stage for our performing arts
 - Create space for events and celebrations
 - Generates the opportunity for academy-type sports that focus on skill development
 - Initiates state-wide opportunities for hosting FCA camp and other similar ministry related events
- ❖ Create an Endowment
 - Provides financial stability & predictability through interest or investment returns.
 - Funds support for mission & programs such as financial need scholarships, faculty development, special programs, and capital improvements.
 - Ensures resources are available for key priorities over the long term.

- Enhances FCS' ability to attract donors & builds credibility through financial foresight and long-term planning.
- Encourages donors who want their gift to have lasting impact.
- Investment returns can give flexibility in budgeting by supplementing operating budgets or fund strategic initiatives.
- ❖ Bring about additional opportunities for community outreach
 - FCS could rent out spaces to churches to meet for their services
 - Offers opportunities to homeschoolers
 - FCS can rent fields to the community and provide outreach opportunities as well as financial support for FCS
 - Directly engage families: develop Bible studies, church relationships, counseling, and special training opportunities such as social media awareness workshops