



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, responds to His call, and reaches others with genuine compassion and truth. Faith is not inherited or assumed—it is personal, growing, and evident in how they live.

❖ *KIND:*

- Considers others first and chooses to love, serve, and respond with empathy in every interaction. Kindness is not weakness—it is Christlike strength practiced daily.

❖ *FAMILY-FOCUSED:*

- Deeply connected to a lasting community, rooted in real relationships, and confident enough to ask for help, wisdom, and encouragement when life gets hard. Values the people God has placed around them.

❖ *DISCERNING:*

- Recognizes truth, filters decisions through a Biblical worldview, and speaks life-giving wisdom into real conversations and real issues. Able to think critically through the noise of today's world.

❖ **DISCIPLESHIP:**

- Actively invests in the spiritual growth of others—in their family, church, and community. Faith is not kept private but multiplied through intentional relationships that guide people toward a deeper life in Jesus.

❖ **PREPARED:**

- A critical thinker, effective communicator, and confident problem-solver who owns their learning and never stops growing. Equipped with the habits of a self-motivated, independent mind ready for whatever comes next.

❖ **CHANGED:**

- Demonstrates a genuinely transformed life—visibly different from the culture around them—and becomes a catalyst for change in the lives of others, for God’s glory.

❖ **ROBUST:**

- Well-rounded and fully equipped—academically, spiritually, and personally—with the clarity, purpose, resilience, and excellence to step confidently into God’s calling on their life.

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 includes an extended Christmas break and 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, four educators gathered around a kitchen table with a conviction that Flagstaff needed a Christian school. By 2005, Flagstaff Christian School opened its doors to 18 students.

Twenty years later, the school has expanded to over 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 provided a new home—two neighboring churches offered their facilities, a provision whose significance would only become clear two years later. When COVID-19 shut down schools across the country, FCS never closed. Enrollment surged from 110 to 190 students in a single year as families experienced firsthand a school that stayed open, stayed steady, and stayed Christ-centered. Many of those families had never considered Christian education before.

What is most remarkable is what happened after. When public schools returned to normal, FCS kept growing. Families didn’t come for the pandemic and leave when it was over. They came

and they stayed. Enrollment has nearly quadrupled to almost 400 students. The faculty has grown from six to over 70 employees with more than 90% retention. Over 92% of families choose to return each year. This is not a COVID story. This is a God story.

Today, FCS operates across three church campuses and serves a beautifully diverse community. Over 20% of our students qualify for free and reduced lunch, and more than 60% qualify for corporate low-income tax credits. Approximately 20% of students receive Special Education services. Our student body reflects the full range of socioeconomic backgrounds, learning needs, cultures, and experiences—and we celebrate that diversity as a reflection of God’s design.

We have built an impressive academic and co-curricular program. Our WISE and SCRIPT programs allow high school students to specialize in STEM or Humanities. Our engineering program is part of the required curriculum, complemented by a Woodshop program covering solar, construction, welding, electrical, and plumbing. Students can graduate prepared for college or trades. In co-curriculars, we have grown from two intramural sports teams to a full varsity athletics program with over 200 students participating. Our robotics program has sent five teams to the State Championship and one to Worlds in Houston. Our theater program produced *The Sound of Music* and is staging *The Little Mermaid*. And recent additions include Suzuki violin, drama, horsemanship, and more.

But we are out of room. We have turned every available corner of three church buildings into classroom space. Every year we turn away families who want to join us simply because we have no room to receive them. Pastoral or board changes at any of the three churches could leave us without a building entirely. God has blessed this school with extraordinary growth. Now we need a home of our own.

WHY IS THIS MATTERS

Flagstaff is a community deeply shaped by secular culture, new age spirituality, and mysticism. The need for a Christ-centered school in this context is urgent. FCS exists to be a light in a city that desperately needs one.

Over 90% of people who come to faith do so before they leave high school. That is exactly our demographic. Every day, we have the opportunity to ground children and families in Biblical truth during the most formative years of their lives. And we are seeing it happen: families who came to FCS without a church home are now connected to more than 20 local congregations through relationships built at our school.

We also serve a community with real needs. In a city with a high cost of living driven by tourism and a university economy, many working families cannot afford private education without assistance. FCS is committed to remaining accessible because the families who need a Christ-centered education the most should not be the ones who can least afford it.

A permanent, unified campus changes everything. It allows us to welcome more families instead of turning them away. It gives our teachers purpose-built classrooms instead of borrowed closets. It gives our students space for athletics, arts, science labs, and community gathering—all under one roof. And it signals to Flagstaff that this school is here to stay, not as a temporary program in borrowed spaces, but as a lasting institution for generations.

WHAT WE ARE WORKING TOWARD

Our day-to-day operations are sustained through Empowerment Scholarship Accounts (ESA), Student Tuition Organization (STO) tax credits, and a small portion of parent-paid tuition. These sources cover the cost of educating each student today. Your financial partnership builds the future—fueling growth, strengthening programs, and expanding the ministry of FCS for years to come.

As we step forward in alignment with our vision, we have identified four strategic priorities:

❖ **Engage Families in the Education of Their Children**

Strong relationships with families are the engine of FCS. Family-friendly rhythms like the four-day week and extended Christmas break, combined with parent involvement through chapel, volunteering, field trips, and daily pickup, create a community where families don't just send their children to school—they belong to it. A centralized K–12 campus will deepen this connection by bringing everyone under one roof for the first time.

❖ **Ground Children and Families in Christ**

At FCS, students grow in both knowledge and character on a Biblical foundation connected to more than 20 local churches. Through chapel, discipleship, and intentional Biblical training, students learn to understand and live out their faith. Programs like Warrior Time for grades 7–12, prayer curriculum, and student-led devotionals build habits of leadership, service, and spiritual maturity that extend well beyond graduation.

❖ **Partner in a Robust Educational Experience**

FCS's most distinctive strength is how we tailor each child's academic experience. Students learn through small classes, skilled teachers, and instruction designed for individual needs. Our WISE and SCRIPT certifications, engineering curriculum, dual enrollment program, and trade skills training ensure that graduates are prepared for college, career, or both. Fine arts, Spanish, and an expanding co-curricular program complement and enrich the academic core.

❖ **Build Capacity to Ensure Excellence**

FCS is intentional about building the infrastructure needed to sustain what God is doing here. That means growing our financial aid beyond ESA and STO to serve a broader range of families. It means recruiting and retaining excellent teachers through competitive compensation and professional

development. It means expanding student opportunities through stronger programs and new co-curricular offerings. And it means building a permanent campus that allows us to unify our community and fully live out our mission.

GIVING-DRIVEN STEPS—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**.

Step 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 over 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
 - Provide holiday and after school care to children while parents are working
- ❖ 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

Current: Step 2: ROOTED in Preparation - \$2,500,000 [\$655,881 secured]

"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 generously share their facilities, but pastoral or board changes at any one of them could leave us without a building. To provide the quality, stability, and Christ-centered environment our families deserve, FCS needs a permanent home.

Step 2 is focused on raising \$2.5 million to pay off the land, complete foundational planning, and continue strengthening the student experience as we prepare to build a permanent campus. Through the generosity of our families and the faithful financial stewardship of school leadership, \$471,198 from our strategic reserves was already committed to move this vision forward.

Now, we are focused on our next near-term fundraising milestone of \$300,000. As of August 2026, \$184,683 has already been given toward this goal, meaning we are well on our way to reaching this important milestone. Reaching \$300,000 will continue to help fund key preconstruction costs and continue preparing for the next phase of our campus development. These funds will support important work including detailed site planning, civil engineering, architectural design, permitting, master planning, and necessary studies following the completion of our land surveys and appraisals.

Together, these steps will allow us to move forward with clarity and confidence as we continue working toward paying off the land and building a permanent campus that will serve our students and families for generations to come.

- ❖ Engage families in the education of their child(ren)
 - Leverage FACTS to create interactive family learning projects that give parents a hands-on view of classroom activities, student progress, and school initiatives
 - Develop student and family wellness projects that expand counseling support and implement preventative, sustainable mental health programs with measurable outcomes
 - Establish a building committee made up of community partners, leaders, and parents to plan, design, and guide the new campus development project
 - Strengthen our messaging and storytelling to showcase projects that highlight how the school supports students and families, helping parents see and experience the impact of programs and initiatives firsthand
- ❖ Ground children and families in Christ
 - Directly engage families: develop Bible studies, church relationships, counseling, and special training opportunities such as social media awareness workshops
 - Continue to develop and enhance our Bible curriculum

- Expand our adult-to-student discipleship to provide growth opportunities on a student-to-student level
- ❖ Partner in a robust educational experience
 - Expand leadership and create departments so students experience enhanced curriculum, stronger teacher support, and more engaging, hands-on learning opportunities
 - Design a secure campus with designated space for specials, engineering, STEM, trade programs, library, common areas
 - Provide academic support opportunities for disadvantaged or struggling children to learn in a one-on-one setting
 - Increase student support to include gifted and talented
 - Update technology on a recurring basis, such as Chromebooks and Computers, to allow employees and students to complete their work
 - Increase teacher/staff pay
 - Create online learning centers to engage the home educated
- ❖ Build capacity to ensure excellence
 - Purchase 5.5 acres of land from First Southern Baptist Church in the center of Flagstaff to establish a K-12 building in a single location
 - Land and site work including surveys, engineering, soils, appraisals, architect
 - Drafting, idea planning, drawings, engineering, construction
 - Create space for student services and art
 - Obtain building permits, zoning, partner with the State Fire Marshal, Zoning approval, and environmental permits
 - Begin Construction
 - Increase our administration team: enables us to maintain a proper quality of who we serve as well as a pipeline of future FCS students
 - Develop and launch a preschool program to expand early childhood education and create a strong foundational pipeline into FCS' K-12 program
 - Enhance FCS' ability to attract donors and build credibility through financial foresight and long-term planning

Step 3: ROOTED: Growing Upward - Could be as high as \$30,000,000

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

Step 3 marks the exciting stage where vision becomes reality with the construction of our permanent campus. This step 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.

- ❖ Engaging and Grounding Families in Christ
 - Launch Family Discipleship Nights to equip parents as primary spiritual leaders in their homes
 - Establish growth in our parent prayer gatherings, mentoring cohorts, and shepherding communities that reinforce unity
 - Provide biblical worldview workshops and Christian parenting seminars
 - Host campus-wide worship nights, service days, and intergenerational gatherings that foster shared ownership of mission
 - Develop consistent communication rhythms that keep families aligned with vision, growth updates, and spiritual priorities
- ❖ Programs that Cultivate Christ-Centered Formation
 - Launch service-learning partnerships with local ministries and community organizations
 - Develop discipleship tracks including mentorship programs, retreats, and leadership development cohorts
 - Establish clear graduate profile benchmarks measuring spiritual maturity, character, and servant leadership
- ❖ Increasing Robust Educational Experiences
 - Solidify advanced academic tracks, enhanced STEM labs, fine arts spaces, competitive athletics, and innovation hubs
 - Implement experiential learning models such as project-based learning, internships, research initiatives, and capstone presentations
 - Strengthen academic intervention and enrichment systems for diverse learners
 - Expand AI and technology integration to support digital fluency, creativity, and collaboration
- ❖ Building Capacity for Excellence and Long-Term Sustainability
 - Increase student enrollment and engagement to manage wait lists
 - Continue to recruit, develop, and retain high-caliber faculty through structured professional development, industry pay standards, and leadership pipelines
 - Refine data-informed dashboards to monitor academic outcomes, enrollment growth, spiritual formation metrics, and operational health
 - Strengthen advancement infrastructure, including annual fund growth, capital reserve development, and long-term endowment planning
 - Refine governance systems and operational processes to support scalable, sustainable expansion
 - Conduct annual strategic alignment reviews to ensure growth remains mission-driven and financially responsible
- ❖ Campus Construction and Site Development
 - 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

Step 4: ROOTED: Cultivating for Generations - TBD

“One generation shall commend your works to another, and shall declare your mighty acts.” Psalm 145:4

Step 4 represents our long-range vision—solidifying the school’s foundation and ensuring lasting impact for generations to come. With a permanent campus in place, we turn our focus to deepening our reach and securing FCS’s future.

- ❖ Increase Statewide Presence Through an Online Program
 - Launch a scalable online academy using an established Learning Management System (LMS) such as Canvas LMS or Blackboard Learn.
 - Offer hybrid and fully online courses to serve rural Arizona communities, homeschool families, and mission-aligned partner schools.
 - Develop asynchronous and synchronous course models with strong teacher engagement and accountability metrics.
 - Position the online program as both an enrollment driver and a brand amplifier statewide.
- ❖ Develop a Comprehensive 7–12 Missions Experience
 - Establish a structured Grades 7–12 Missions Program that progressively equips students for servant leadership through biblical formation, cultural engagement, and hands-on ministry.
 - Design a scope-and-sequence model where middle school students participate in local service immersion projects (community outreach, ministry partnerships, service-learning integration), while high school students advance to regional, national, and international mission trips.
 - Partner with local churches, nonprofits, and ministry organizations to provide consistent year-round service opportunities.
 - Develop international mission partnerships that allow for sustainable, relational engagement rather than one-time trips, emphasizing cultural humility and long-term impact.
 - Integrate pre-trip theological training, cross-cultural preparation, fundraising education, and post-trip reflection to ensure missions experiences are formative rather than transactional.
 - Establish leadership roles for upperclassmen to mentor younger students in service initiatives.

- Create a missions funding model (designated fund, sponsorships, service scholarships) to ensure accessibility for all students regardless of financial capacity.
- Align missions participation with graduate profile outcomes in spiritual maturity, compassion, leadership, and global citizenship.
- ❖ Create a low cost meal program
 - Develop a subsidized meal plan to ensure no student faces food insecurity.
 - Partner with local vendors, churches, and community sponsors for financial support.
 - Explore eligibility for federal or state nutrition programs where missionally appropriate.
 - Integrate hospitality training opportunities for students where feasible.
- ❖ Strengthen co-curricular experiences
 - Allow for home field/gym participation in athletic events
 - Invite robotics competitions to Flagstaff Christian School
 - 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.
- ❖ 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