



# CONCORD

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## CHRISTIAN SCHOOL



# ANNUAL REPORT

2021-2022

Inspiring students to follow Jesus by equipping them to serve, lead & transform their world.





# OUR STORY FOR HIS GLORY

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**Our vision at CCS is to glorify God by advancing Kingdom Education and demonstrating excellence in Academics, Athletics, and the Arts.**





# LETTER FROM HEAD OF SCHOOL



**DONALD SNIDER, Ed.S.**  
Head of School

This year's Annual Report is full of exciting happenings that occurred on campus during the 2021-2022 school year. Our faculty, staff, and students settled back into the normalcy of a traditional school year, and everyone was grateful to be back in class without the precautions from the previous two years. Our faculty and staff continue to rise to the occasion to ensure that Christ-centered education is the focus in the classroom, and by almost every standard, CCS students flourished.

In November, a team of peer educators representing ACSI/Cognia visited our campus for 3 days to review our 5-year self-study. This team made recommendations based on the standards of both organizations, as well as the data we supplied in writing the report. The peer team's final report shed a very positive light on our school's daily operations. In December 2021, the regional committee accepted the recommendation of granting our school full accreditation for another 5-year term. In January 2022, COGNIA followed suit, granting our school a 5-year accreditation. The visiting

team did leave CCS leadership with 4 recommendations that will be addressed in the new Continuing School Improvement Plan.

In addition, our leadership team is collaborating with the CCS community with writing a new 5-year strategic plan. The plan is scheduled for release in January of 2023, and it will address six major areas: academics, campus ministries, fine arts, athletics, campus culture, and faculty. This document will serve as the blueprint for school decision making for the next 5 years.

Finally, community interest in CCS remains high, which is evidenced by an above average retention rate and a record number of inquiries and campus tours this year. We continue to pursue Kingdom Education with excellence, and Concord Christian School remains committed to assisting parents to fulfill the very worthy biblical mandate of educating their children.

Pressing on Together,  
Donald Snider, Ed.S.  
Head of School



# LETTER FROM PASTOR

Since 1996, First Baptist Concord has provided quality Christian education in our community. Concord Christian School, Preschool & KidzConnect have grown into impactful ministries of the church, providing families with excellent education and childcare grounded in a biblical worldview.

We want to carry out the Great Commission in our generation by reaching our community with the Gospel. We believe God's vision for us is to inspire people to follow Jesus, and we want to see 1% of our unchurched neighbors (7,700 people across the 865 area) come to faith in Christ and be connected to a local church by 2030. Our strategic goals are to become a catalyst for healthy churches, be a church "for" 865, build biblical families, and champion a biblical worldview. CCS plays a major role in this.

Disciples are best made when the church, school and home all pull in the same direction. While Christian education is not for everyone, we are blessed to have the opportunity to train students to serve, lead and transform their world. Our faculty and staff work tirelessly to deliver a healthy spiritual environment, quality academics, competitive athletics and positive culture to position Concord for continued growth and impact for the glory of God.

We're excited about the coming year, as we work toward expanding and enhancing our facilities to better serve both church and school and prepare for growth in the future. As the pastor of First Baptist Concord, I'm excited about the future of CCS. As a CCS Dad, I'm thankful for the investment that faculty and staff are making in my two children. As a follower of Jesus, I'm proud of the work being done to teach the truth of Scripture to the next generation.

Looking forward,  
Pastor John Mark Harrison



Dr. John Mark Harrison



Challenging our students to:  
**SERVE COMPASSIONATELY  
WITH THE MIND AND HEART  
OF CHRIST. LEAD WITH  
INTEGRITY FROM A BIBLICAL  
WORLDVIEW. TRANSFORM THE  
WORLD BY PROCLAIMING THE  
TRANSFORMING POWER OF JESUS  
CHRIST.**



# LETTER FROM BOARD PRESIDENT



Concord Christian School students are growing in a variety of ways, including spiritually and academically as they work to discover and develop their God given talents and gifts. It is a joy to watch them flourish and thrive at our school. We appreciate that each student comes to us with a distinct and diverse background and perspective, along with their families, and we celebrate knowing that each student is significant, valuable, and uniquely created in the image of God. Equipping our CCS Lions with a Christian worldview and a solid foundation academically helps to prepare them for a life of Christian leadership and service.

Reflecting on the 2021-2022 school year, God has clearly had His hand on Concord Christian School. Our leadership team and staff have successfully moved us through a pandemic,

adapted to ongoing physical space challenges, and carefully and successfully completed a five-year accreditation process. At the same time, we are looking to the future, moving to increase enrollment, initiating a clear and carefully designed facility improvement plan, and endeavoring to reward the faithfulness of our staff with a well-deserved salary improvement plan. Through the ongoing generosity of our donors, their gifts continue to enable us to pursue excellence while still providing a Christian education option that is financially within reach of our families.

Our Mission Statement, “Inspiring students to follow Jesus by equipping them to Serve, Lead and Transform their world,” serves as the basis for our goal of supplying a Christ-centered education focused on excellence in academics,

athletics, and the arts. This goal can only be accomplished through our combined efforts – the Board, Leadership Team, Staff, our parents and grandparents, and the membership of First Baptist Concord.

As Board President, I am extremely excited about the future of Concord Christian School as we prepare and equip a new generation of Christ-followers to lead and transform our world.

Joyfully His,  
Candace Lett



**Candy Lett**  
Board President



# MISSION

**INSPIRING STUDENTS TO FOLLOW JESUS BY EQUIPPING THEM TO SERVE, LEAD, AND TRANSFORM THEIR WORLD**



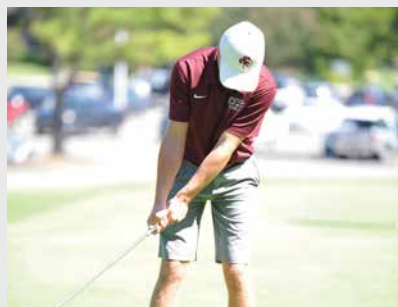
# VISION

**TO GLORIFY GOD BY ADVANCING KINGDOM EDUCATION AND DEMONSTRATING EXCELLENCE IN ACADEMICS, ATHLETICS, AND THE ARTS.**



## Academics

We emphasize academic rigor by utilizing a college preparatory, Biblically-integrated curriculum. Each classroom is energized by a challenging and supportive environment. Smaller class sizes enable our talented teachers to provide individual attention and to encourage students to perform at their highest level.



## Athletics

We believe sports and team-based athletics provide an excellent vehicle to teach athletes to serve, lead and transform their world. The commitment and perseverance needed to play a sport and devotion to the team are symbolic of being part of the body of Christ.



## Arts

A study of the arts brings a deeper understanding of our history, culture, and the human condition. We are committed to preparing graduates for further artistic study at the college level, professional endeavors, and a lifelong appreciation and enjoyment of the arts.

# VALUES

**EXCEL.  
LEAD.  
SERVE.  
TRANSFORM.  
GROW.**





# SENIOR

# REPORT CARD

# CLASS OF 2022

**TOP 25%**  
**GPA AVERAGE**  
 4.26  


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**ACT AVERAGE**  
 29

**33**  
**Graduating Seniors**  
 Awarded \$1.3 million in scholarships

- College Acceptances:**
- University of Tennessee, Knoxville
  - Maryville College
  - Tennessee Tech University
  - University of Tennessee, Chattanooga
  - Tusculum University
  - Belmont University
  - East TN State University
  - Bryan College
  - University of the Cumberlands
  - Southern Illinois University
  - Samford University
  - University of Kentucky

**76%**  
**PARTICIPATION**  
 Senior Missions Trip to New Orleans  
 95% participation with High School Retreat

**100%**  
 Seniors were accepted to the college of their choice

# SENIOR SPOTLIGHT

**KADE LEACH**  
**VALEDICTORIAN**



**What will you miss most about CCS?**

I will definitely miss the people at CCS. The community is amazing, and attending athletic events was always exciting. The teachers are always so relational and make you feel cared for. I also love how fun-spirited the student body is and will miss it greatly.

**How do you feel your time at CCS prepared you for your "next chapter"?**

Because of the many different Dual Enrollment opportunities at CCS, I am almost an entire semester ahead for my studies at UT. This has given me much more time to find what field of engineering is best for me. I have also developed my own personal faith that CCS gave me the resources to grow.

**What is a favorite CCS memory?**

One of my favorite CCS memories is going to the state competition for the swim team during my sophomore and senior years.

**What would your advice be for the upcoming senior class?**

Academically, take Dual Enrollment classes now rather than waiting for the college course. It's totally worth it. Additionally, my advice would be to figure out who you are now rather than trying to be someone else. It makes life so much more enjoyable.

**What's next for you?**

I will be majoring in Electrical Engineering at the University of Tennessee. I am super excited for what the future holds!

# TOP 3 REASONS



## SENIORS LOVED CCS

- 1. CARING, HELPFUL TEACHERS**
- 2. SMALL CLASS SIZES**
- 3. CLOSE, CARING COMMUNITY**





Middle School service projects: Decorated Tiny Trees for ETCH patients, raked leaves for neighbors in a neighboring subdivision, MS Marching Band participated in Knoxville's Veteran's Day Parade

Our Middle School Science Olympiad team participated at the State Tournament scoring 1st, 4th, 5th place awards

**160**  
ENROLLED MIDDLE SCHOOL STUDENTS

**40**  
Middle School Students were inducted into the National Junior Honor Society

**1/3**  
MIDDLE SCHOOL STUDENTS ENDED THE YEAR WITH ALL A'S

# ACADEMICS & SERVICE

Elementary School service projects: Operation Christmas Child, handmade gifts for residents at Morning Pointe, raised money for Ronald McDonald House, Thanksgiving and Christmas cards for KARM, bake sale for Helping Hands Ministry

**310**  
ENROLLED ELEMENTARY SCHOOL STUDENTS

3rd-8th grades consistently score in the 80th percentile or higher on national standardized tests

**11,005**  
AR BOOKS  
read by Elementary Students

**96,504**  
MINUTES  
read for this year's Read-a-Thon



**21**  
Professions of Faith by Elementary Students



# ATHLETICS



State Runners-Up for HS Volleyball

Six HS athletes signed to play at the collegiate level this year including 1st female basketball player



Three HS athletes were named to Tennessee All-State Teams



Boys Basketball District Champions & Elite 8 at State

4th in State for Boys Swim 200 freestyle relay & 3rd place in State for the KISL Division II



Freshman who finished #1 in pole vaulting at the TSSAA DII-A East Region Championships and finished #3 at the TSSAA State Championships



Freshman tennis player competed in the quarter finals of the TSSAA State Championships

MS golf team qualified for the ETYA Regionals this year earning second place at district tournament





# ARTS



## MUSIC ACCOLADES

### MARCHING BAND

- 1st place Overall Band-Clinch River, Spirit of the Valley, Rhea County
- Division A/AA Overall Band Champions-Clinch River
- 1st Place Percussion-Clinch River, Volunteer Classic
- 1st Place Color Guard-Volunteer Classic
- 1st Place Drum Major- Volunteer Classic

### HONOR BANDS

- East Tennessee Band and Orchestra Association**
  - Middle School Honor Band
  - 10 Students placed in 3-Day Honor Band Clinic, Oak Ridge, TN
- East Tennessee Band and Orchestra Association - High School All-East**
  - 3 Students placed in a top performing 3-Day Honor Band Clinic in Gatlinburg, TN
- TMEA (Tennessee Music Educator Association)**
  - All-State**
    - 1 student placing at State Level in a 3-Day Honor Clinic, Nashville, TN
  - Festival Competition-Trills and Thrills, Maryville, TN**
    - NAfME (National Association for Music Education)**
      - Straight Superiors (Highest Honors) by all judges for Middle School and High School bands

### GOVERNOR'S SCHOOL FOR THE ARTS

Sophomore student with acceptance & scholarship on Flute

## ARTS ACCOLADES

Senior who qualified for TN All State's Top 25 Actor Category

Four "Right to Life" Art Competition winners

Thirteen students in TN's Thespian Society



# INTERNATIONAL STUDENTS

OUR MISSION IS TO PROVIDE A HIGHLY INTEGRATED STUDY ABROAD EXPERIENCE WHERE STUDENTS CAN DEVELOP THEIR WHOLE PERSON

7  
LONG-TERM  
INTERNATIONAL  
STUDENTS

90 Long-Term Students have been welcomed since 2014, when the program was founded.

Students read to Kindergarten classes, shared cultural presentations to elementary school classes, hosted an International Festival, and worked with Spanish classes for culture sharing and language practice.



*"CCS made the best year of my life. I made tons of friends and loved my host family. They have taught me new things and values that I will always carry with me."*

- Celia from Spain



# OFFICE OF SPIRITUAL AND STUDENT LIFE



CCS Pastor, Jamie Dewald, is joined by Jay Graham and Holly Zachary, in the Office of Spiritual and Student Life. The team looks forward to mentoring and discipling students next year.

This past school year we celebrated **27** students coming to faith in Christ in a variety of settings including students at home with their parents, at church with pastors, and at school with teachers. This embodies Kingdom education in best ways!

**47 STUDENTS MADE  
PUBLIC PROFESSIONS  
OF FAITH BY BEING  
BAPTIZED**



**SPIRITUAL THEME  
FOR THE COMING  
SCHOOL YEAR IS  
“LIVE YOUR  
WORSHIP”**



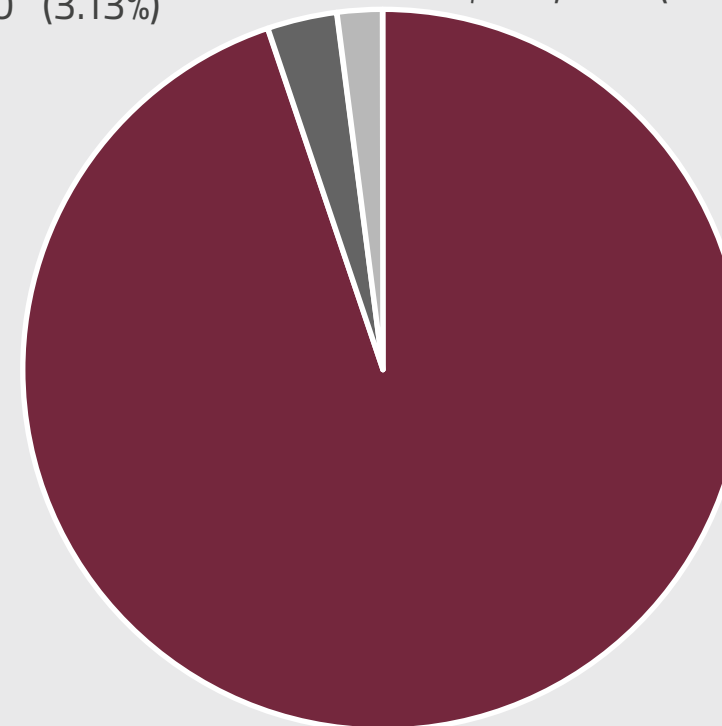
# BY THE NUMBERS



## OPERATING INCOME

**Annual Fund:**  
\$167,600 (3.13%)

**Misc Income:**  
\$109,710 (2.05%)



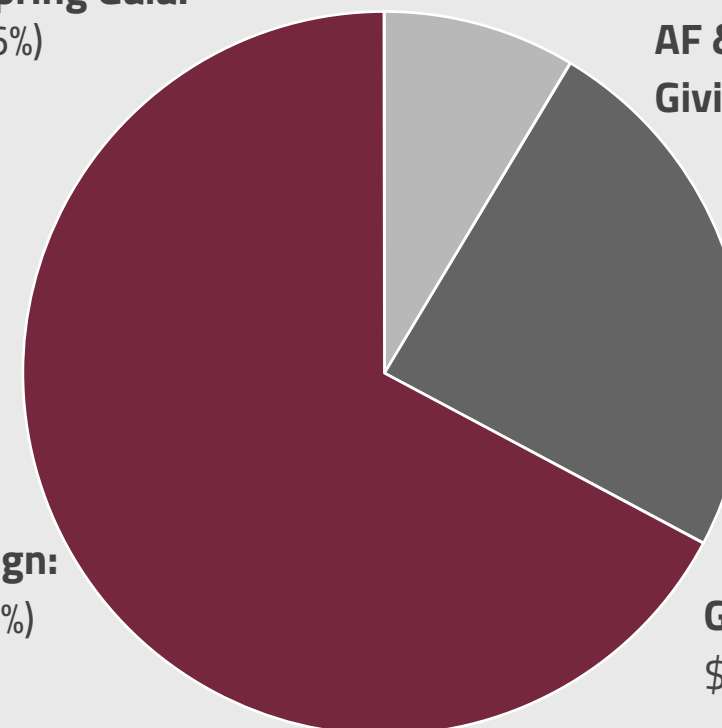
**Tuition and Fees:**  
\$5,075,773 (94.82%)

**Grand Total:**  
\$5,353,083

## TOTAL GIVING

**Fun Run & Spring Gala:**  
\$109,115 (8.6%)

**AF & Designated Giving:** \$307,528 (24.2%)



**Capital Campaign:**  
\$853,500 (67.2%)

**Grand Total:**  
\$1,270,143





# OUR DONORS

## Platinum

Earman, Stephanie Koepfer  
 Fee, Kim & Mark  
 Nichols, Mary Ellen & John  
 Sparks, Christine & Ben

## Gold

Burton, Jennifer  
 Daws, Mary & Daniel  
 Fee, Tyler  
 Holcombe, Amy & Justin  
 Keeton, Lorna & Jason  
 Thomas, Natalie & Lincoln

## Silver

Holcombe, Joselyn & Cressie  
 Leemon, Kay & Dave  
 Lewis, Gail & Rick  
 Miller, Whitney & Matt  
 Snider, Marcy & Donald  
 Terrell, Kelly & Thomas  
 Zachary, Holly & Jason

## Bronze

Alexander, Sharon & Harry  
 Anderberg, Denise  
 Ardemagni, Mary & Loyce  
 Ashe, Jim  
 Beal, Shannon  
 Best, Carey & Bryan  
 Bettis, Lisa & Richard  
 Calton, Lisa & Ted  
 Campbell, June & Jim  
 Castleberry, Michelle  
 Clark, Dr. Randall & Margaret

Clayton, Brittany & Joseph  
 Collins, Nikki  
 Conley, Jessica  
 Craft, Paige & Andrew  
 DeAngelis, Rachel  
 Dutton, Sandra & Doug  
 Eckles, Morgan & Jay  
 Gonzales, Tony  
 Graham, Scott  
 Hale, Meredith  
 Hamilton, Wendy & Tim  
 Harrill, Christina & James  
 Harrison, Brigitte & John Mark  
 Hart, Julia & Jim  
 Henry, Season & Blake  
 Haun, April & Heath  
 Horne, Denise & Justin  
 Horst, Jessica & Tommy  
 Horst, Teresa & Dale  
 Hulbert, Tina  
 Johnson, Jackie & Chad  
 Johnson, Kelly & Josh  
 King, Mike  
 Kisners, Mary Ann & Roger  
 Krikava, Jennifer  
 Ladd, Sherry & Gary  
 Leach, Karen & Kent  
 Ledet, Leigh & Keith  
 Lett, Candy  
 Maroney, Meredith & Brandon  
 Mayfield, Jennifer  
 McKinnish, Kelli & Keith  
 Mills, Vanessa  
 Mitchell, Penny & Buddy  
 Neil, Marcia & Allen  
 Noggle, Teresa

Parker, Anna & Trey  
 Pattison, Carole & Tom  
 Pattison, Sarah & Ty  
 Patty, Kathy  
 Peddicord, Debra  
 Phillips, Jessica & Kyle  
 Plagg, Amy & Hal  
 Poston, Tawana  
 Queen, Jennifer & Nathan  
 Robertson, Terri & Rick  
 Rucker, Pat Walker  
 Rucker, Cheryl & Ron  
 Schollaert, Elizabeth & Chad  
 Scott, Tom  
 Shine, Audrey  
 Shuler, Jennifer & Benjie  
 Skidmore, Don  
 Smith, Ben  
 Smith, Sarah & Brett  
 Snider, Mackenzie  
 Spink, Carol & Mike  
 Stillwell, Lindsey & Matt  
 Stokely, Kay & Bill  
 Templeton, Bob  
 Thompson, Valerie & Emmette  
 Turner, Marilyn & Martin  
 Varney, Angel & Tim  
 Walker, Pat  
 Walker, Tiffany & Steve  
 Wantland, David  
 Westmoreland, Victoria  
 Whitworth, Lindsey & Luke  
 Williams, Brandy & Dustin  
 Winslett, Kevin



*"A lasting legacy is set in stone and continues for eternity. A relationship with Jesus Christ and advancing Kingdom work is the legacy that lasts. Our mission is worthy, and we are thankful for those willing to partner with us to advance it."*

- Lorna Keeton, Director of Marketing and Development

\*We also give thanks for all our donors who gifted anonymously this year.

Support CCS by contacting Lorna Keeton, Director of Marketing and Development at 865.672.1507 or visit our Donation page online at [www.concordcs.org](http://www.concordcs.org)



# ADVANCING THE MISSION

## Businesses Supporting CCS

A.D.S Phoenix Marketing Communications  
Admiral Nutrition  
Admiral Vet  
AirMed Care  
Allstate Insurance  
Americomm  
Ancient Lore  
Aubrey's  
Avalon Golf  
Bailey Insurance  
BC Athletics  
Beth Bailey Art  
Big Kahuna  
Bistro By The Tracks  
Blue Ridge Yoga  
Boost Agency  
Braden's Furniture  
Bradley's  
Bricks 4 Kids  
BrightLife of Knoxville  
Buddy's BBQ  
Burn Boot Camp  
Burton McKinnish Attorneys at Law  
Calculating Minds  
Capstar Bank  
Chesney Dentistry  
Christmas Decor Plus More  
Clothes Mentor  
Color Street  
Concord Marina  
Concord Title  
Connor's Steak and Seafood  
Cool Sports  
Courtley Chiropractic  
Cyclebar  
Davis Salvage  
D1 Training Facility  
David's Abbey Carpet and Floor  
Design Decor  
Diamond Baseball

Douglas J Aveda  
East TN Power Washing  
East TN Vein Clinic  
Elder's Ace  
Erisa Services  
Farragut Pharmacy  
FarragutPress  
First Baptist Concord  
Fort Sanders Health  
Hageman Investments  
Heather Reynolds Painting  
High Fitness  
High Resolutions  
Hot Worx  
Hunny Hush  
Ice Bears  
Jessica Phillips, CPA  
Joseph Houck Construction  
K&P Used Cars  
KidzConnect  
Knoxville Orthopedic Clinic  
Knoxville Endodontics  
Kooky Cookies  
Lady Eagles Softball  
Lakeside Tavern  
Leslie Claire Photography  
Little Gym  
Loudon County Fence  
Luxe Lighting  
Matt Stillwell Music  
McCarroll's Marvelous Makes  
Medicall HomeCare  
Meet Me at the Table  
MIG Home Loans  
Nascar Speedpark  
NHC Place- Farragut  
Nothing to Fancy  
Oksana Moses Photography  
OTherapyEdge  
P3 Martial Arts

Party Bounce House Rentals of Knoxville  
Premier Aviation Insurance  
Proper Southern Monograms  
Publix  
Pure Luxe  
Quality Machine & Welding  
Realty Executives, Jennifer Shuler  
Realty Executives, Tanner Fee  
Refine Dermatology  
River Sports  
Sally's Sweets and Treats  
Sean Franklin Videography  
Shuler Crew Construction  
Spa Visage  
Summit Medical  
Summit Summit Express Clinics  
Tennessee Smokies  
Tennessee Valley Oral Surgery  
Texas Roadhouse  
The Adorable Child  
The Club at Gettysvue  
The Happy Envelope  
The Mountain Magnolia Wood Co.  
The Painted Perch  
Title Group of Tennessee  
Tennessee Orthopaedic Clinic  
Trader Joe's  
Trinity Restoration  
UBreakiFix by asurion  
Wasabi  
Watson Roach Attorneys at Law  
Wealth Benefits Group  
Whole Life Wellness  
WonderWorks  
Wyatt Insurance Services

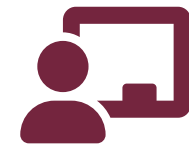
# ADMISSIONS



**720+**  
STUDENTS  
ENROLLED FOR  
22'-23'



**484**  
FAMILIES



**184**  
NEW STUDENTS

## NEW STUDENT INFORMATION

184 New students  
140 New families  
31 have older siblings already attending CCS  
15 students have a parent on staff (Preschool, CCS or FBC)  
56 Concord Christian Preschool transfers



Introducing  
Aly Grimes  
Director of Admissions

### Who is Aly Grimes?

I am a proud Knoxville native (GO VOLLS!) who graduated from Tennessee Tech University with a degree in Education. My husband, Kerry, and I have been married for 12 years, and we strongly believe in Christian education and the foundation it provides. We have two boys (Bennett 9 y/o, Briar 5 y/o) who have grown up a part of the Concord family. I have loved serving families as the Assistant Director of Concord Christian Preschool for the last 8+ years, and I will most miss greeting those sweet preschoolers at morning drop-off!

### How does your faith walk impact your professional journey?

I feel the Lord has gifted me the tools to serve and love others. I use these tools professionally on a daily basis. I believe everything we do as Christ followers should glorify Him.

### What excites you about your new position as CCS Director of Admissions?

I witness the wonderful fruit of Kingdom Education firsthand as a Mom. I am so looking forward to partnering with parents in their pursuit of this education for their families!





# KIDZCONNECT

CONCORD KIDZCONNECT IS A FIRST BAPTIST CONCORD MINISTRY THAT OFFERS AFTER-SCHOOL CARE AND SUMMER DAY CAMP PROGRAMS TO THE COMMUNITY.

KidzConnect provides a safe, fun-filled environment where children can play, make friends, develop a love for God's Word, and discover a meaningful relationship with Jesus Christ. Our workers are trained to team up with parents in providing the best possible care for children's spiritual, emotional, physical, social, and cognitive needs.



*Will, 5th grade  
Kate, 4th grade*

**"KidzConnect plays a huge role in our family. With two parents who work full-time, having a seamless transition between school and aftercare is necessary. We choose KidzConnect every school year and summer because our kids love it and have FUN! The instructors feel like family and help to ensure that the Butler family can both work and play hard year round!"**

**- *Michaele & Michael Butler***

# Concord KIDZ CONNECT

*After School / Summer Day Camp*





# CONCORD CHRISTIAN PRESCHOOL

CITYVIEW  
MAGAZINE  
BEST PRESCHOOL  
2020 & 2021

Concord Christian Preschool is an award-winning educational program at First Baptist Concord and in association with Concord Christian School. For over 50 years CCP has served the needs of our community, and it currently has over 400 students enrolled. This fully licensed program offers exceptional staff and fantastic facilities.

**The mission of Concord Christian Preschool is to love, care for, and teach preschoolers in a safe, Christian environment as we partner with parents to build the eternal foundations of their child's faith.**







FIRST BAPTIST  
**CONCORD**  
CHURCH



Service Times: Sunday 9:15 | 11:00AM

There is something for everyone. For more info visit:  
***CONCORDONLINE.ORG***



Concord Kids  
Preschool through  
5th grade



The 1825  
Young Adults



Concord Students  
6th - 12th grades



Adult Ministry

**WE  
EXIST TO  
GLORIFY  
GOD BY  
MAKING  
DISCIPLES  
AND  
INSPIRING  
PEOPLE TO  
FOLLOW  
JESUS.**

**CONCORDONLINE.ORG**





**Concord Christian School**

11704 Kingston Pike, Knoxville, TN 37934

865.966.8858

