

# ANNUAL REPORT 2023-2024



*students  
to follow  
Jesus.*

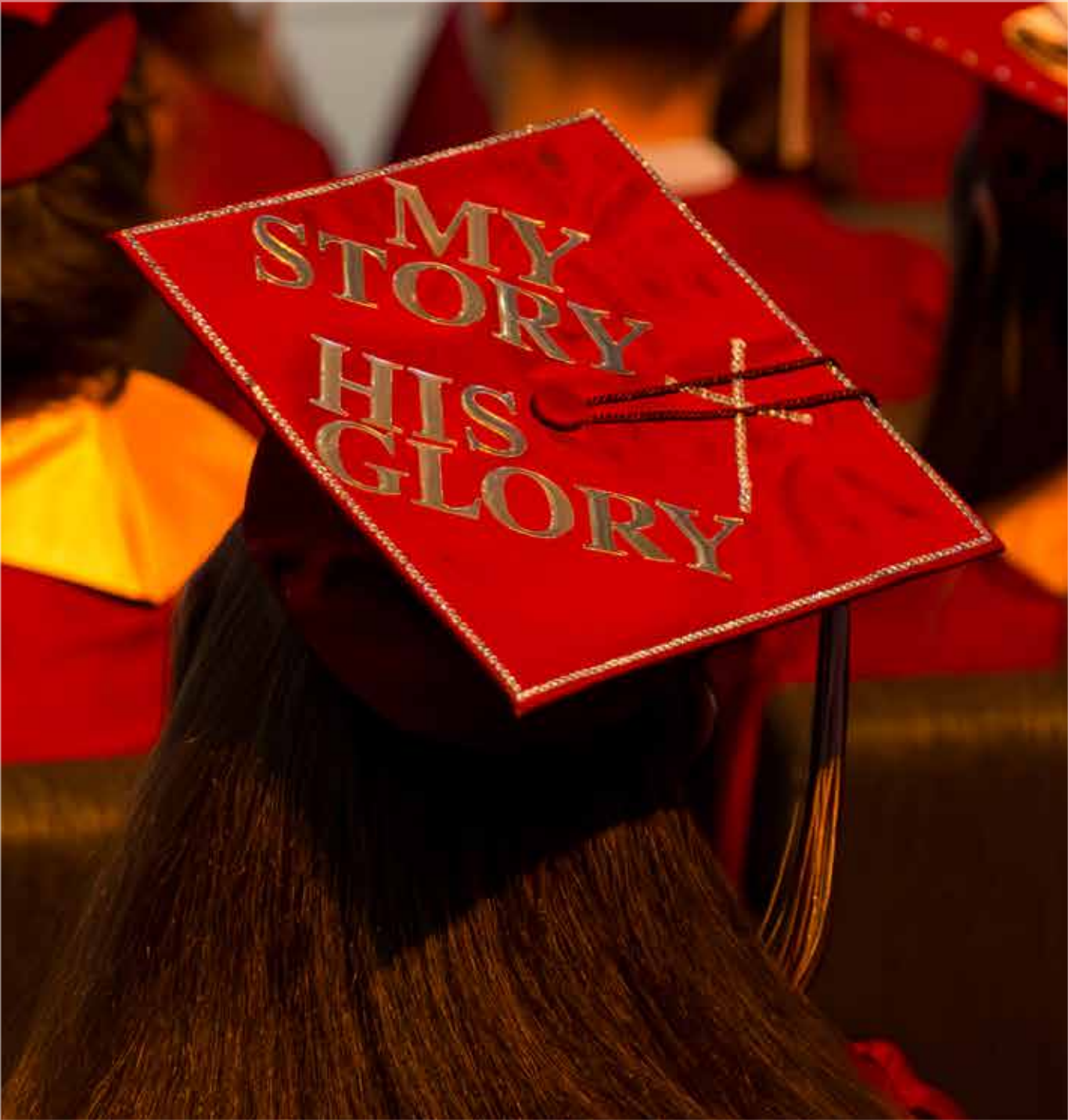


**CONCORD**  
CHRISTIAN SCHOOL



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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.*



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# LETTER FROM *Head of School*

As I look back over the 2023-24 school year, I am reminded once again that there is so much to be grateful for. First and foremost, I am thankful for the opportunity our faculty and staff have on a daily basis to teach and build relationships with the 1200+ students that call Concord home. Assisting parents and the church in the education of children is a lifelong calling that CCS faculty, staff, coaches and administrators take very seriously. Following the principles outlined in Dr. Glen Schultz's book, *Kingdom Education*, we understand the Biblical mandate to, "Hear, O Israel: the Lord God is one. You shall love the Lord your God with all your heart and with all your soul and with all your might" (Deuteronomy 6:4-5). This mandate guides the faculty and staff in our short- and long-term strategic planning process.

Understanding why our school exists encourages faculty and staff every day on the journey they walk with their students. CCS students tangibly benefit from the strong relationships they have with staff, as they work to excel in areas that directly coincide with our mission, vision, and core values. This year's graduating class of 38 seniors will begin the next chapter of their journey at 16 different colleges and universities throughout the US. With great expectation, our faculty, staff, and administration believe the class of 2024 will advance Kingdom work by leading, serving and transforming their world for Christ.

This school year was an exciting journey with ongoing construction projects. Flexibility was key throughout campus as CCS, CCP and KidzConnect were all affected by the progress. We were thrilled to reach completion of our new floor which provides for 31 new classrooms and critically needed space for ongoing growth. Church and school leadership continue to work together to plan for future projects and building upgrades that will further expand our school and improve the student experience for years to come. Without question, it is a great time to be a Lion!

*Philippians 3:14*

**Donald Snider**



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





# LETTER FROM *Pastor*



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.

Concord Christian School, Preschool & KidzConnect, as ministries of First Baptist Concord, provide families excellent education grounded in a biblical worldview.

We are committed to carrying out the Great Commission in our generation by inspiring people to follow Jesus, and we want to see 1% of our unchurched neighbors across the 865 area come to faith in Christ and be connected to a local church by 2030. We are diligently working toward building strong families, strong churches, and strong communities. The Kingdom Education provided by CCS plays a pivotal role in this work.

Our faculty and staff work tirelessly to deliver a healthy spiritual environment, quality academics, competitive athletics, and an incomparable Christian culture. 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 excel, lead, grow, serve, and transform their world.

As the pastor of First Baptist Concord, I'm excited about the future of CCS. As a father, 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



# LETTER FROM *School Board*



Concord Christian School continues to be one of the strongest mission outreaches of First Baptist Concord. We could not have reached the level of success we are currently experiencing without the tremendous support of church and school leadership, members of FBC, CCS families, and our donors. Thank you.

This school year has been greatly impacted by the construction and completion of our new floor and the additional 25,000 square feet it affords us. The school board watched in awe as CCS faculty and staff continued to find creative ways to accomplish the work of the school year in spite of the challenges created by “growing pains.” Special acknowledgements go to our Head of School, Don Snider, and Assistant Head of School, Brice Richards, for their leadership through a rather tumultuous school year. Our new space is a blessing from God.

It is a joy and a privilege to be involved in supporting Christian education and teachers as they work to give students a Biblical worldview and a strong academic foundation. We are humbled by our parents’ willingness to trust us with their children’s education as we work diligently to best equip them to accomplish their goals for the future. While the world continues in chaos, we remain committed to providing an excellent Christ-centered education for the next generation of Christian leaders. The 2024/25 school year is going to be one of the most exciting yet, and the Board remains thankful to be involved and would covet your prayers on behalf of our church and school.

**CCS School Board**



MISSION VISION  
*Values*

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

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.

To glorify God by advancing Kingdom Education and demonstrating excellence in academics, athletics, and the arts.

EXCEL.  
LEAD.  
SERVE.  
TRANSFORM.  
GROW.





SENIOR REPORT CARD  
*Class of 2024*

Graduating Seniors

38

Scholarships Awarded

\$2.1 million

Top 25%

Average ACT: 26

Average GPA: 4.19

Senior Mission Trip

84% participation in the  
Senior mission trip to  
Puerto Rico

College Acceptances:

- Belmont University
- Liberty University
- Roane State Community College
- SCAD (Savannah College of Art and Design)
- MTSU (Middle Tennessee State University)
- Tennessee Tech University
- Pellissippi State Community College
- University of Tennessee, Chattanooga
- Lincoln Memorial University
- ETSU (East Tennessee State University)
- University of Tennessee, Knoxville
- Johnson University
- University of the Cumberlands
- Auburn University
- University of Alabama
- Palm Beach Atlantic
- Maryville College
- Lee University
- Fresno City College
- South College
- Lipscomb University
- Western Carolina University
- Marymount Manhattan College
- Rhodes College
- Carson-Newman University
- Tennessee Wesleyan University
- Tusculum University



ALUMNI SPOTLIGHT  
*Leslie Arnold*



What is your favorite CCS memory?

I really enjoyed a lot of aspects of life at CCS, and I look back on all of it fondly. Among top moments would be band life-lessons with Mr. Stephens, Forensics class and Science Olympiad with Dr. Ham, and I took a class in test preparation with Miss Lightholder that I truly accredit most of my testing abilities to today. I also loved the atmosphere created by a smaller, close-knit community. I knew everyone and had a really good time in classes and during free time. Additionally, I really enjoyed a mission trip taken to Nicaragua my Junior year.

Who or what made the biggest impression on you as a student?

It would have to be the staff. The teachers I encountered were really dedicated to making sure that we did the best we could individually, including academically as students, in our faith walk, and with the future in mind so that we could succeed.

What's new with you?

I went to college, graduated, and have been having a blast in my field! I'm so excited that through my professional life and given field of the arts, that I've been able to work as a photographer and run Leslie Claire Photography. Additionally, I'm in the process of joining WordPlayers as their new Managing Director and will be graduating with my Masters in Arts Administration in the Fall of 2025. I'm also active with First Baptist Concord's young adults ministry, The 1825, and I enjoy singing in the choir on Sunday mornings too!

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

I've spoken about this before to different people, but I really feel that Concord went above and beyond to help me become the person I am today, in more ways than one. While I was phenomenally academically prepared for college and further education, I was also very prepared for life after college. Spiritually, fundamentally, and socially, CCS really helped mold me into the person I am and has certainly been instrumental to my success in life following graduation.



# ACADEMICS **AND** *Service Projects*

15

ELEMENTARY SCHOOL  
FIRST-TIME PROFESSIONS  
OF FAITH

12

ELEMENTARY SCHOOL  
BAPTISMS

## Kindergarten

Operation Christmas Child box collection

## 1st Grade

River Oaks Nursing Home  
Made cards, put on a skit, and sang songs  
for residents

## 2nd Grade

Raised money for the  
Ronald McDonald House

## 3rd Grade

Put together socks and toiletries for the  
homeless, "Socks of Love," for Karm

## 4th Grade

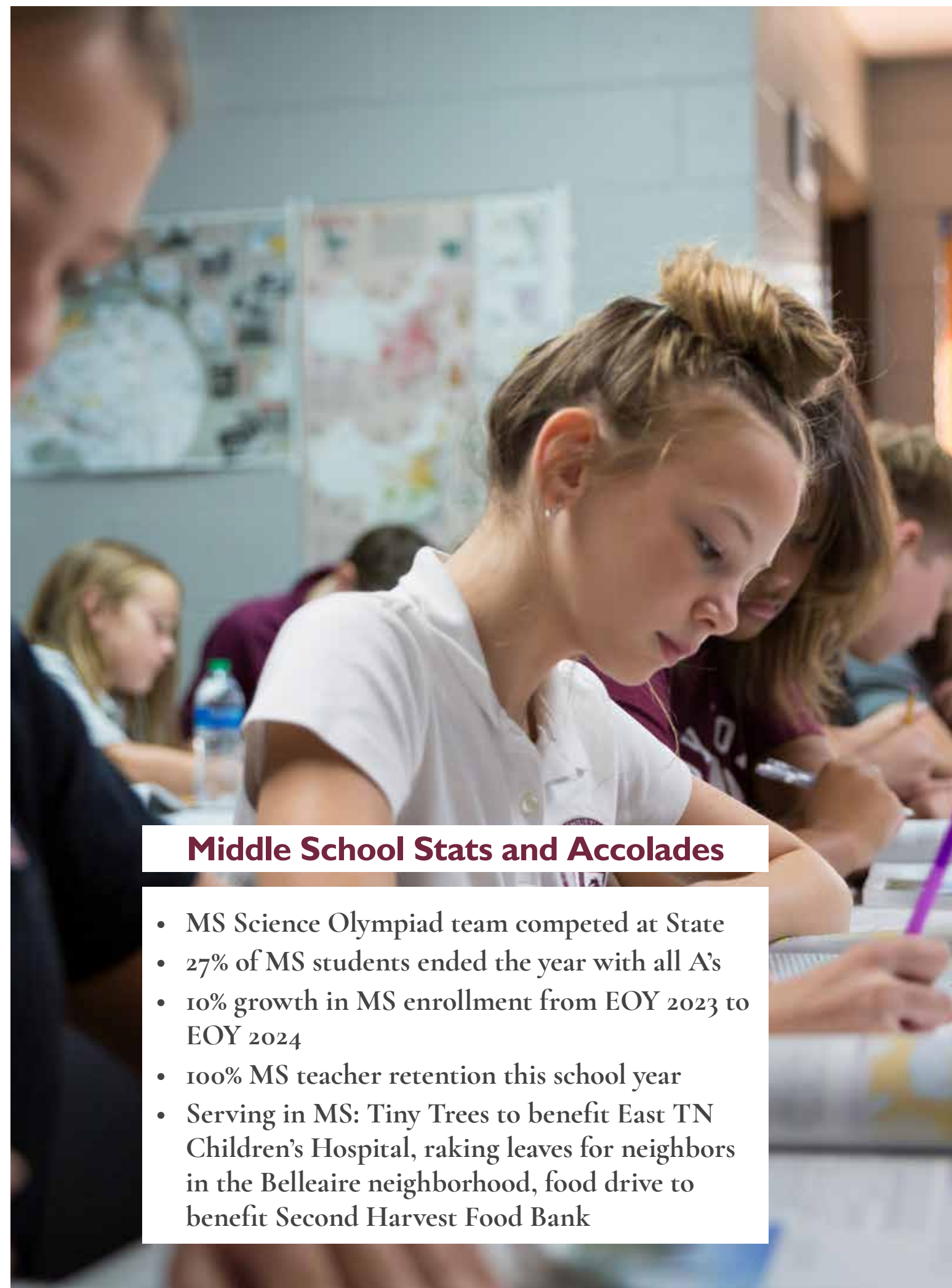
Worked with FBC's Helping Hands  
Ministry to raise money for Joni  
Erickson Tada's camp

## 5th Grade

Worked at Operation Christmas Child  
warehouse to load 1,000 boxes for  
distribution



*"Besides personally leading me to Christ, Mr. Stephens has opened my mind to the truth of scripture and explained who Jesus is and what it means to follow Him."*



## Middle School Stats and Accolades

- MS Science Olympiad team competed at State
- 27% of MS students ended the year with all A's
- 10% growth in MS enrollment from EOY 2023 to EOY 2024
- 100% MS teacher retention this school year
- Serving in MS: Tiny Trees to benefit East TN Children's Hospital, raking leaves for neighbors in the Belleaire neighborhood, food drive to benefit Second Harvest Food Bank



# ATHLETICS *Report* ANNUAL

- Eight HS athletes signed to play at the collegiate level (4 volleyball, 1 softball, 2 tennis, 1 basketball)
- Junior who finished #2 in pole vaulting at the TSSAA State Championships
- Boys' swim team finished sixth in the state in the Swimming and Diving Championships
- Two athletes who qualified for state in doubles tennis
- Two HS cheerleaders selected to cheer on the prestigious 2023 FCA All-American Squad
- Girls' volleyball team made it to the elite eight of the volleyball playoffs
- Boys' basketball team with two Division II A All-District players and one Division II A All-Tournament player





# ARTS ANNUAL Report



## Fine Arts

- Tennessee Governor's School of the Arts Recipient
- Annabel Wiggins

## Theater Arts

- Tennessee Governor's School of the Arts Recipient
- Emily Anderson

### Musical MS/HS

- Willy Wonka- highest grossing show to date

### Middle School/High School Shows

- 7th grade Acting Showcase "Curtain Call"
- 8th grade One-Act play "A Recipe of Me"
- High School production of "Little Women"



## Concord Band Program-Marching/Jazz/Concert/Pep

- Competing against both public and private high school marching bands across TN
  - Clinch River Competition-
    - 1st Place Drum Major 2A
    - 2nd Place Percussion 2A
    - Grand Champion Drum Major A/AA/AAA
  - Karns Invitational Competition
    - 1st Place Percussion 2A
    - 2nd Place Band 2A
  - Seymour Foothills Classic Competition
    - 1st Place Band 2A
    - 1st Place Percussion 2A
    - Grand Champion A/AA Band
    - Grand Champion A/AA Percussion
- Macy's Day Parade Audition Winners - Kara Lynn Noggle & Jackson Krah



## Concert Band

- East Tennessee State Band and Orchestra Association (ETSBOA)
  - Junior Clinic Honor Band
    - 10 MS students placing in Gold, Silver and Bronze
- ETSBOA High School All -State East Honor Band Clinic
  - 5 HS students placing in top honors ensembles
- ETSBOA All State
  - Jacob Poling-Blue Band (Top Band, 1st Part) Trombone
  - Corom Hlebasko-Blue Band (Top Band, 1st Part) Tuba
- ETSBOA All-State Jazz
  - Asia Thaller-Top Band Percussion
  - Jacob Poling-Top Band Trombone
- ETSBOA Concert Assessment- 7th Grade Middle School
  - Straight Superiors (highest possible ratings) in all categories
- ETSBOA Solo and Ensemble Festival
  - 16 students participated from MS/HS
    - 14 Superiors (Highest achievable)
    - 2 Excellent Ratings (Second highest)
- Carson Newman/Lakeway Honor Band
  - 10 Students accepted by audition and resume
- Tennessee Governor's School Recipient
  - Jesse Twilla-Tuba





# INTERNATIONAL PROGRAM 2023-2024



The Concord International Program welcomed its 200th international student to campus this past school year!

This program has hosted short- and long-term students from 13 different countries since its inception in 2014.

Three international students graduated this year, all earning the seal of biliteracy, and one who signed collegiately to play basketball.

# CONCORD ADMISSIONS 2023-2024



## 876

STUDENTS  
ENROLLED FOR  
24'-25'



## 626

FAMILIES



## 182

NEW STUDENTS

## STUDENT INFORMATION

27 have older siblings already attending CCS  
88 students have a parent on staff  
(Preschool, CCS or FBC)  
48 Concord Christian Preschool transfers

*"We have been so pleased,  
and our children have reaped  
so many benefits from being  
students at CCS. We can't  
imagine sending them to  
school anywhere else!"*

Aly Grimes  
Director of  
Admissions





# STUDENT LIFE

## 2023-2024



### Salvations & Baptisms

- Grades K-12: 17 students made decisions to follow Jesus.
- 16 students made decisions to be obedient to Christ in baptism either at First Baptist Concord or their own local church.

### Spiritual Life Theme

Our Spiritual Life theme this past school year was “Abundant Life” based on the verse John 10:10.

- The emphasis with students was that eternal life is not just something that we enjoy when in heaven, but it is something that we can experience now.
- Abundant life can only happen as a result of the laying down of life, and this is the essence of the Gospel of Jesus.

### School Counselor

Mrs. Amy Stuart joined our Student Life team as our school mental health counselor.

- She had the opportunity to minister to students and families from Kindergarten to 12th grade.
- She continues to help raise awareness on the importance of how our Christian faith personally impacts our mental and emotional health.

### Spiritual Emphasis Week

Spiritual Emphasis Week was a great success this school year and included:

- Dynamic preaching from local pastor Chuck Hooten as he encouraged students that God uses the ordinary to do what is extraordinary.
- Our Worship team was entirely student-led this year.
- Over 400 students were ministered to in a mix of spiritual accountability groups and topic-based seminars.

*“Mrs. Zachary shows a great example of a Godly woman that is a role model in my life. She never fails to put a smile on everyone’s face when she walks by. She is always so encouraging, and I know that I can always go and talk to her whenever I need to.”*

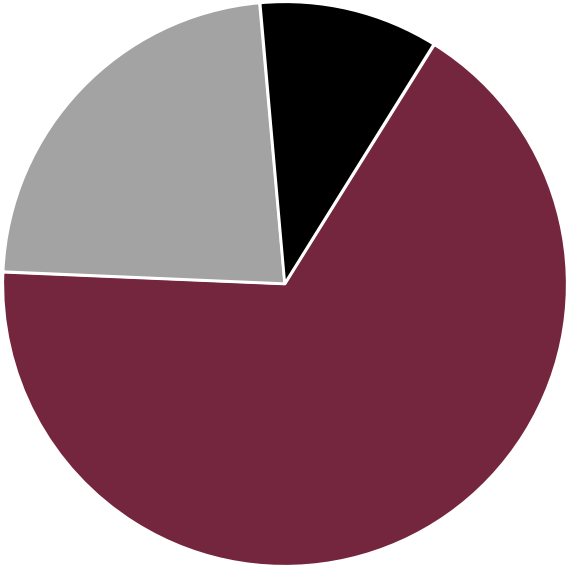


TOTAL GIVING  
*Last four years*

Annual Fund & Designated Giving:  
\$1,116,897 (22.9%)

Fun Run & Spring Gala:  
\$500,497 (10.3%)

Capital Campaign:  
\$3,252,769 (66.8%)



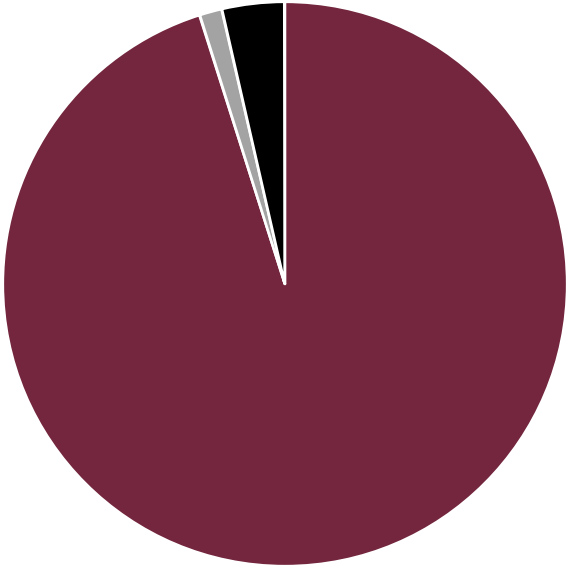
Grand Total:  
\$4,870,164

OPERATING INCOME  
*2023/2024*

Annual Fund:  
\$101,468 (1.3%)

Misc Income:  
\$288,356 (3.6%)

Tuition and Fees:  
\$7,521,253 (95.1%)



Grand Total:  
\$7,911,077

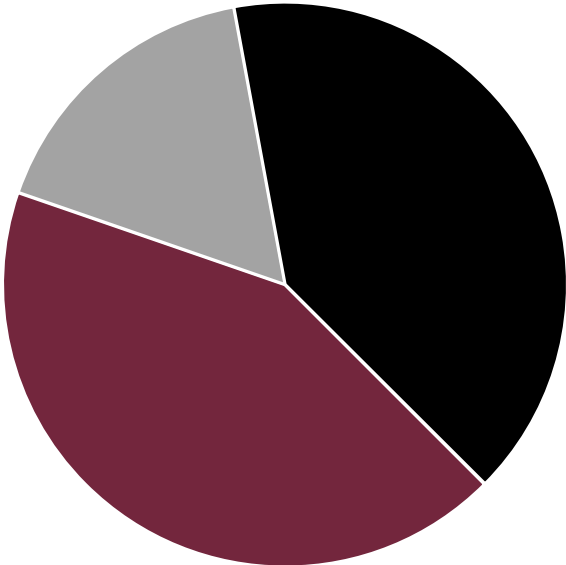


TOTAL GIVING  
*2023/2024*

Fun Run & Spring Gala:  
\$170,290 (16.8%)

Annual Fund & Designated Giving:  
\$409,908 (40.4%)

Capital Campaign:  
\$433,344 (42.8%)



Grand Total:  
\$1,013,543



# CONCORD DONORS

## 2023-2024

**Diamond**

Gray, Lori & Michael  
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Zebroski, Phillip

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



**“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**



# ADVANCING THE *Mission*

## Businesses Supporting CCS

Admiral Veterinary Hospital  
A.D.S. Phoenix Marketing  
Communications  
Akhrass Dental Implant &  
Cosmetic Center  
All Day Inflatables  
Amanda Scott Art  
Amelse & Edmonds  
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Bistro By The Tracks  
Beautique Medical  
Blomdahl Ear Piercing  
Bounce Around Knox  
Braden's Lifestyles Furniture  
Bricks 4 Kids  
BTB Logistics  
Buddy's BBQ  
Buff City Soap  
Burn Boot Camp  
Capstar Bank  
Chesney Denistry  
Clothes Mentor  
Clear Skies REI  
Concord Marina  
Cool Sports  
Daye Glow Esthetics  
Dead Horse Golf  
Design Décor  
DI Training Facility  
Diamond Baseball  
Donna Nails & Lashes  
Drip Into Wellness  
East TN Power Washing  
Elder's Ace Hardware  
Elkmont Station  
Erisa Services  
Fairfax Custom Homes &  
Remodeling  
FarragutPress  
Fig and Company  
First Baptist Concord  
Forge Advertising  
Fox & Farmer Attorneys at Law  
Gardenia Cottage Interiors  
Go Vols 24/7 Sports  
Green Stalk Garden  
High Fitness

Hoskins In The Flat  
Island Fin Poke  
Jessica Phillips, CPA  
Johnson & Steele  
Joseph Houck Construction  
Kendra Scott  
KidzConnect  
Knoxville Orthopedic Clinic  
Kooky Cookies  
Lake Homes Realty (Karen  
Packett Team)  
Leslie Claire Photography  
Lily Nail Bar  
Loudon County Fence  
Matt Stillwell Music  
McDonald's, Cochrane Family  
McKinnish Law Group, PLLC  
MIG Home Loans  
NHC Place Farragut  
Nothing to Fancy  
Over The Top Party  
Outback Steakhouse  
Pampered Chef  
Painted Perch & Company  
Painting With a Twist  
Pilot Travel Centers  
Professional Event Services  
Publix  
Pure Luxe  
Real Hot Yoga Farragut  
Realty Executives, Jennifer Shuler  
Realty Executives, Kay Leemon  
Realty Executives, Tanner Fee  
Regal Cinemas  
Refine Dermatology  
Remax, Valarie Thompson  
River Sports  
Season's  
Shaver Fire Engineering & Design  
Shuler Crew Construction  
Sonic  
Southern Vistas Productions  
Spa Visage  
Starbuck's  
State Farm, Drew Franklin  
State Farm, Jared Hall  
Stretch Fusion  
Summer Moon Coffee  
Sun Life Marinas Concord

Sun Tan City  
Tallulah's  
Tennessee Orthopedic Clinic  
Tennessee Pro Home  
Inspections  
Tennessee Smokies  
Tennessee Valley Pools  
Texas Roadhouse  
The Happy Envelope  
The Connect Pilates  
Thriving Foundation  
Titanic  
Title Group of Tennessee  
Trader Joe's  
Triple F Elite Sports  
Tristar, Adam Sursa  
TVA Employees Credit Union  
UT Athletics  
Wealth Benefits Group  
Whitetail Properties Real Estate  
Whit's Frozen Custard  
Window Hero  
Windy Hill Farm  
ZYP Coatings





# CONCORD KIDZCONNECT

## 2023-2024



### Enrolled Students 2023 -2024

After-School Care = 156  
Summer Camp = 162

### Enrolled Students 2024-2025

After-School Care = 126  
Summer Camp = 181

### Staff 2023 -2024

Staff total = 33  
CCS Alumni = 17  
Current CCS enrolled = 2

### Prayers of Salvation

9

### Baptisms

6

“KidzConnect strives to be the connecting entity between a child’s school day and their home life. We are blessed to engage and shepherd the children entrusted to us. With the introduction of our STEM, Bible club, and Art Enrichment programs last year, students have more opportunity to connect to their God-given interests and talents each day, while being surrounded by instructors who encourage their faith and development. Our behavior model of earning “KidzCOIN” shepherds student to be: Christ like, Obedient, Initiators and Neighborly. We are so grateful for the opportunity to come alongside students and their families with this ministry.”

Jessica Sowa, Director of KidzConnect





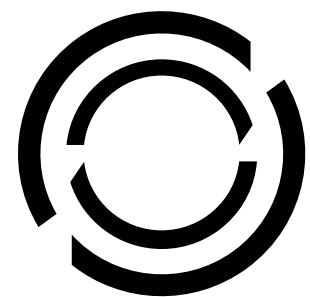
Concord Christian Preschool is an award-winning educational program at First Baptist Concord and in association with Concord Christian School. For over 50 years CCP has served the needs of our community, and it is a fully licensed program that offers exceptional staff and fantastic facilities.



**The mission of Concord Christian Preschool is to inspire people to follow Jesus by loving, caring for, and teaching preschoolers in a safe, Christian environment as we partner with parents to build the eternal foundations of their child's faith.**

- CityView Magazine Best Preschool 2020, 2021, 2022 & 2023
- 350 enrolled and 107 graduating from Pre-K program in 2023-2024
- Bible focus for the year was the "Armor of God"





FIRST BAPTIST  
CONCORD  
CHURCH

We exist to  
glorify God and  
make disciples  
by inspiring  
people to follow  
Jesus.



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

For more info visit:  
**CONCORDONLINE.ORG**

concordonline.org





**Concord Christian School**

*A Ministry of First Baptist Concord*

11704 Kingston Pike, Knoxville, TN 37934

865.966.8858

