

ANNUAL REPORT

2018-2019



CENTRAL CHRISTIAN SCHOOLS



MISSION STATEMENT

Providing an excellent educational experience that nurtures the whole person, while inviting students to follow Jesus within a caring community.

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FROM THE SUPERINTENDENT



As I headed down the hallway to the dining hall to be with the elementary students for lunch, I met a group of seventh graders coming in the opposite direction. Their animated voices filled the hall as they left the new makerspace and headed to their next class. I heard one girl exclaim to a group of friends, "What we did yesterday was important, but the process we did today was even more important!" I continued down the hall to see what had caused so much excitement. Their teacher, sharing the excitement, turned around and went back into the store room to show me. The students had been working in collaborative groups on a STEM challenge to build a weight-bearing Eiffel Tower from straws.



The joy of learning and the joy of following Jesus in community are fruits of the unique educational experience at CCS. As a school rooted in Anabaptist theology, every part of the students' environment seeks to fulfill the vision "To Know Christ and to Make Him Known." Faith is not an artificial add-on, but rather permeates all aspects of the school from intentional seating in the cafeteria, to

restorative discipline, to curriculum, to class discussions, to chapels, and in a focus on relationships and reconciliation in each part of the day, including extra-curriculars.



Each time I am asked to speak in local congregations, I am aware that there are dedicated and caring public school teachers and students in these congregations. I used to struggle with how to talk about the importance of faith-based education without in any way disrespecting other educational experiences. This year, I've come to think about a CCS education in a new way. To compare CCS with public schools doesn't work, because it would be to compare apples with oranges. The two entities exist for different purposes. Public schools exist to create good citizens of the nation. CCS exists to nurture citizens of the Kingdom of God.

As a school, CCS becomes a garden where students are rooted and grounded in love. One of the fruits of that love is that a diverse group of students, parents, and community members from 71 congregations can come together around the shared table of fellowship; all of us supporting our shared mission of a faith-based education. Together we celebrate the way graduates of CCS have been launched locally and globally to bear fruit in God's kingdom.

Jeanne F. Smith



FIVE THINGS TO LOVE ABOUT CCS

- 1. Faith Formation:** Everything that happens at CCS points towards our vision **To Know Christ and to Make Christ Known**. Faith forms through the routines of school life at CCS. In one middle school classroom, students take turns reading a morning devotional, gather prayer requests, and pray for each other. Daily chapel brings students together to hear the word of God, to invite students to follow the way of Jesus, and to worship together. Classroom content naturally includes faith, such as when two multi-age second/third grade classes did a project-based economics unit and practiced tithing as well as earning and spending.



- 2. Multi-age Relationships:** At CCS, everyone from the Preschool to the High School shares a school under one roof. Older students become very conscious of their role in serving as models and mentors to younger students. Fourth graders read to preschoolers each Friday. Kindergarten and first graders learn together using an intentional two-year multi-age curriculum. Second and third graders learn from each other at their own pace and remain with the same teacher in a multi-age classroom for two years. Middle School students choose high school students as buddies and participate in activities together each month. These intentional relational opportunities knit together the fabric of the school.



- 3. Opportunities for Service:** Serving others naturally flows from following Jesus' example. The entire student body participates in service through 23 non-profit organizations across three counties during Community Service Day. Seniors learn together and serve communities and individuals in Pittsburgh through the senior service trip. In early 2019, the new Mennonite Disaster Service mini-term was the most selected mini-term option. Student acts of service within the regular life of the school are noticed and affirmed.



FIVE THINGS TO LOVE ABOUT CCS

4. **Academic Excellence:** CCS's innovative learning space covers more than 60 acres. The woods, the fields, the playgrounds, and the buildings all provide opportunities for learning through play and hands-on activities. Seventh graders study science outdoors each Friday. Ninth grade botany students conduct research for maple syrup production in CCS's woods and the 12th grade AP Statistics class works with their data. Elementary students have a Discovery Playground that includes creative play options, a school garden, and many opportunities for observation and learning.



5. **Fine Arts:** CCS is a school that sings and makes music together. In 2018-2019, 94% of the entire student body was involved in the music program. All first grade students learn to play the violin. By grade four, some choose cello or viola. By fifth grade, students may choose to stay with strings or to play a wind or percussion instrument. These early beginnings in music have allowed CCS to develop a strong orchestra. In the same way, CCS students' abilities in vocal music develop over their school years into something they can enjoy for the rest of their lives.



MEET ETHAN



Meet Ethan Choi, senior class member at CCS. Ethan is an international student from South Korea and has attended CCS since he was a sophomore. Ethan has embraced the community at CCS and found various ways to use his gifts and talents at the school. "I have good relationships among my classmates and I have been able to meet many other friends through events like MSC Choir Festival," Ethan shared with us. "During Choir Festival, I met two other Ethans from different schools. I was Ethan #2. During practice times, we were able to take time to get to know each other through group activities and free time. It was a good experience!"

Ethan enjoys the relationship-building activities

that happen across the school at CCS. School Day Out, Community Service Day, and the high school socials were specific events that Ethan treasures. During the summer of 2018, Ethan participated in a mission trip to West Virginia with his youth group through Kidron Mennonite Church. "I was able to fix meals and do home repairs for people who had been affected by drug addiction. Many of them were physically disabled. It was very satisfying to see how thankful they were to us for our service. They are good people and I was happy I was able to help in a small way."

Ethan was a cast member for the 2019 spring musical, *Tarzan*. "The reason I joined the *Tarzan* musical is because Disney's *Tarzan* is one of my favorite cartoons. I even got a solo part! Having a part in the musical gave me the opportunity to make relationships with freshmen and sophomores, who are now my friends," said Ethan. Ethan will join Varsity Singers for the 2019-2020 season after auditioning for a part in the vocal ensemble in May. "I like to sing so I joined Concert Choir, and auditioned for Varsity Singers and made it. I am looking forward to increasing my sight reading and voice skills while in Varsity Singers. The opportunity to perform at different churches and events is also very exciting!"

While attending CCS, international students stay with a host family. Joel and Lisa Otto opened their home to Ethan, and Ethan has been a natural addition to the family. "When Ethan returned to South Korea after his first year staying with us, we gave him a set of interlocking puzzle piece picture frames to take home to his parents. One has Choi engraved on it and the other says Otto with a family picture of the seven of us. That encompasses how we view our relationship," said Joel and Lisa. "Ethan has made a lot of effort to participate in family life and to connect with us. He is proud that he is South Korean, and he desires to learn about the American culture and midwestern life. We have so much fun with him because he understands our humor and can run with it." Ethan shared this about his American family, "The Ottos treat me like I am part of their family. We do a lot of fun family activities. We go boating, camping, play basketball and go visit grandma and grandpa across the street," shared Ethan. "I even have to do chores, but that's okay, I'm not very messy!"



Ethan is excited about exploring and visiting different colleges his senior year. "I want to study Mechanical Engineering. I'd like to stay in Ohio and choose a smaller Christian college. I will miss the people at CCS, all the teachers and the community." When asked if he would recommend students from South Korea to attend CCS, Ethan replied, "Definitely! In my country, the process of learning is very different than CCS. There are many opportunities at CCS to explore what gifts you have and how to apply them. It's not just testing. New students who come to CCS will quickly realize that their teachers and classmates care about their success."

AUCTION & COMMUNITY SERVICE DAY

CCS focuses on two major events each year in support of the Fair Balance Fund which allows families to have variable rates of tuition according to their income and resources.

Community Service Day

October 19, 2018, was our 49th annual Community Service Day (CSD)! Through CSD, CCS students, faculty and staff build relationships, raise funds for the school, and serve the greater community.

CCS students in Grades 7-12 participated in CSD raising over \$240,000 for the school and served at 23 sites in several counties, cleaning, painting, building, meeting with nursing home residents, and more. Students in Grades K-6 served at the school and helped with cleaning the building and developing the playground/Discovery Center. The Preschool - Grade 6 students also sold 2,052 items in Butterbraid sales to raise a total of \$13,058.



The longstanding CSD tradition connects CCS to a broad network of alumni, community members, businesses, friends, and family. Community Service Day provides CCS's generous community an opportunity to support the Fair Balance Tuition Fund.

Annual Auction

CCS's annual auction has become an amazing and important fundraiser for the Fair Balance Tuition Fund. This year, CCS students benefitted from over \$430,000 raised by our generous school community. Several highlights included:

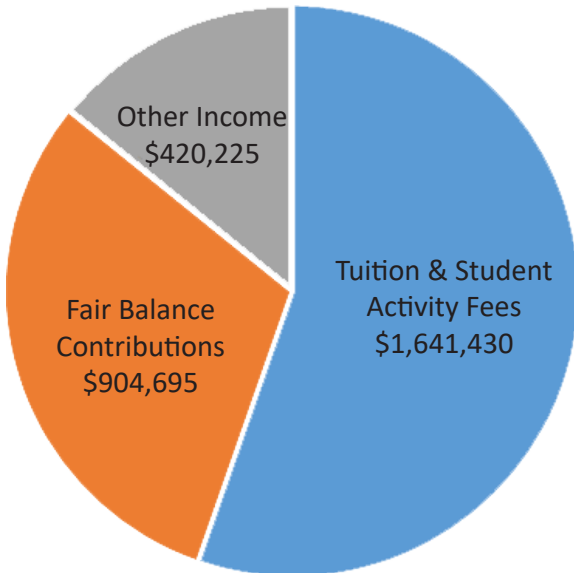
- A \$200,000+ match was generously donated by 20 donors motivating bidders to reach for the sky! And they did!
- This year's "special project" was to purchase new bleachers for Gym 2, with a cost of \$48,000. In what has been described as a "holy moment," bids were collected at \$5,000, \$2,500, and on down to \$50 in just two minutes, while the crowd cheered and encouraged one another. The result was not only raising \$52,000 for the new bleachers, the constituency also offered a message, "we want CCS to thrive!"

Thank you to everyone involved! We look forward to seeing you at next year's auction, March 14, 2020!



FINANCIALS

Fiscal year ending June 2019



Income

Tuition & Student Activity Fees: 55%

Reflects net tuition received.

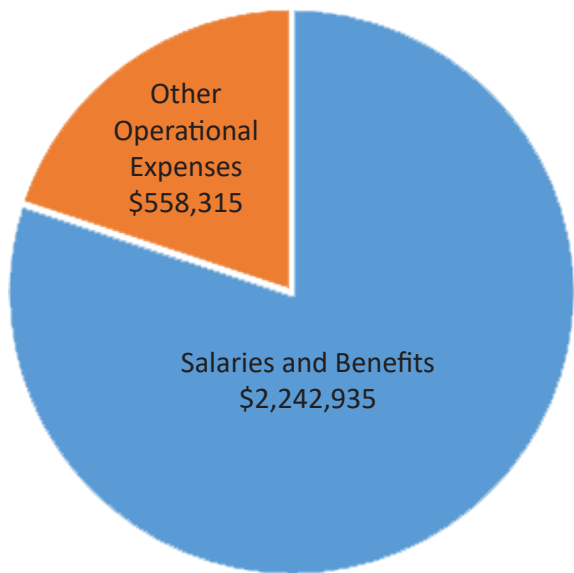
Fair Balance Contributions: 30%

Represents all annual giving, Community Service Day, Annual Auction, and all other contributions from individuals and churches.

Other: 15%

Miscellaneous income from rentals, athletic gate sales, funds from the State, draw on endowment and restricted funds.

Total Income: \$2,966,350



Expenses

Salaries and Benefits: 80%

Other Operational Expenses: 20%

Facilities, Utilities, Transportation, Cafeteria, Instructional Materials

Total Expenses: \$2,801,315



FAITHFUL GIVERS

CCS would not exist without the prayers, financial support and dedication of individuals, families, congregations and businesses who give generously to the mission of educating and equipping Kingdom Leaders.

The following gifts of \$500 or more were given between January 1 and December 31, 2018. **Thank you!**

2018 Donors

Albert Miller Garage Door
AM Goldens
Eugene and Sharon Amstutz
Gordon and Lorene Amstutz
Anonymous
Isaac and Krystal Bartholomew
Roger and Loretta Baur
Beech Mennonite Church
Berlin Grande Hotel
Berlin Mennonite Church
Berlin Resort
Henry and Julie Beun
Michelle Bilderback
Merv and Debra Bontrager
Paul and Lois Bontrager
Matthew and Jessica Bowling
Ron and Joanna Bowman
Lovina Brandt
Buckeye Mobile Power Wash
Bryan and Lindy Chandler
Chet-Len Holsteins
Jinhyuk Choi
Christopher Coblentz
Comfort Inn & Suites- Berlin
Country Fresh Carpet Cleaning
Dave and Pam Dalton
Ralph and Kathy Detrow
Lara Dudack
Peter and LeAnna Dunn
Dan and Barbara Dutcher
Titus and Debora Dutcher
Dutcher Door Inc
Dutchman Hospitality Group
David and Angela Earley
Donald and Carol Eberly
Kenneth and Susan Edmiston
Paul and Sheryl Edmiston
Epak Manufacturing
Clara Erb
Erb's Stove Center LTD
Everence
Don and Pat Falb
Flying Dutchman Inc
Fused Outdoor Advertising LLC
Myrene Geiser
Gordon and Marieda Geiser

Roland and Karen Geiser
General Rent All
Dorothy Gerber
Gerald and Sue Gerber
Duane Gingerich
Gladys Gingerich
Tommy and Shannon Goad
Ronald and Jane Grosjean
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David and Leona Hershberger
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Vern and Shirley Hochstetler
Home Appliance
Robert and Elizabeth Hooker
Hopewood Inc
Gerald and Sharon Horst
Raymond and Ruth Horst
Richard and Laurel Horst
Brock and Arryn Hostetler
House of Silva
HRM Enterprises Inc
Barry and Brenda Hummel
Bruce and Anne Hummel
Darrick and Sheri Hummel
Hummel Group, Berlin
Hummel Group, Orrville
Gordon and Donna Immel
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J Horst Manufacturing
Daniel and Jeanne Jantzi
Jim and Donna Johnston
Mark and Cassandra Johnston
Stanley and Marilyn Kamp
Tyler and Kassie Keener
Brian and Jenna Kempf
Kidron Electric Inc
Kidron Mennonite Church
Ken and Melissa Kilmer
Kyle and Jen Kindbom
Eldon King
Bruce and Sheryl Kooker
Zach and Mary Kooker
Lee Yoder Construction
Wes and Julia Lambert
Dennis and Susan Landis

Patrick and Penny Lee
Phyllis Lehman
Brent and Claudia Lehman
Galen and Sherri Lehman
Jay and Emma Lehman
Ralph and Joanne Lehman
Roger and Sondra Lehman
Craig and Mary Liechty
Daniel and Christina Lowe
Keith and Carol Martin
Ron and Liz Martin
The Mast Charitable Fund
Christopher and Elizabeth Mast
Don and Cheryl Mast
Jon and Rhoda Mast
Joseph and Marie Mast
Rodney and Gail Mast
MCC Connections
Melway Paving
Mennonite Mutual Insurance Co
Anson and Hannah Miedel
Marcus Miller
Alan and Miriam Miller
Ben and Elaine Miller
Bryan and Angela Miller
Daniel and Mary Miller
David and Brenda Miller
Ellis and Rita Miller
Eric and Jodi Miller
Frederic and Judy Miller
Howard and Marsha Miller
Kent and Lori Miller
Michael and Leah Miller
Steven and Susan Miller
Millersburg Tire Service
William Mishler and Karen Geiser Mishler
Mohawk Lumber
Monarch Landing Fund
Dave and Sara Mullet
Robert and Linda Murr
Art and Cheryl Neuenschwander
Don and Kaye Neuenschwander
Ken and Connie Neuenschwander
Rodney and Susan Neuenschwander
Dan and Shanti Nussbaum
David and Eldina Nussbaum
Gordon and Marge Nussbaum

FAITHFUL GIVERS

Richard and Judie Nussbaum
 Scott and Bethany Nussbaum
 Frederick and Emily Nuzum
 Ohio MCC Activity Center
 OMNOVA Foundation
 Dorothy Otto
 Joel and Lisa Otto
 P Graham Dunn
 Jeremy and Michele Patterson
 Jeffrey Perkins and Mary Stockton
 Pine Grove Mennonite Church
 Pioneer Trails
 Prestige Stone Products LLC
 ProVia Doors
 Raber Dental
 Raber Eye Care
 Rainbow Springs Campground
 Eric and Roxie Ramseyer
 RES Auction Services
 William and Edna Ressler
 Jon and Jonalyn Risser
 Myron and Kathy Rohrer
 Tony and Teri Rohrer
 Rohrer Charitable Fund
 RSM Management
 Scott and Dawn Schell
 David and Sheila Schmidt
 Arden and Anna Belle Schmucker
 Brad and Diane Schmucker
 Joe and Ruby Schrock
 Larry and Elaine Short
 Millard and Karen Shrock
 Terry and Kay Shue
 Tim and Jennifer Shue
 David and Linda Sleutz
 Smithville Mennonite Church
 Darrell and Brenda Smucker
 Ralph and Lila Smucker
 Scott and Kami Sommers
 Vernon Sommers Jr. and Carol Sommers
 Sonnenberg Mennonite Church
 John Stauffer and Velma Swartzentruber-Stauffer
 Greg and Michelle Steffen
 Sharon Steffen
 Virgene Steffen
 Arlin and Margot Steiner
 Dallas and Rhoda Steiner
 Dean and Prudy Steiner
 Doyle and Karen Steiner
 Eddie and Jane Steiner
 Gerald and Beulah Steiner

Mark and Karen Steiner
 R. Daryl and Sue Steiner
 Ron and Barbara Steiner
 Roy and Ruth Steiner
 Ryan and Hannah Steiner
 Steiner Family Charitable Trust
 Rick and Angie Stjernholm
 Stoner Heights Legacy Fund
 John and Sylvia Stovall
 Simon and Elisa Stoyke
 The Studio on Liberty
 Ervin Stutzman
 Summit Mennonite Church
 Lon L. Swartzentruber
 Edwin and Joyce Taylor
 Roger and Betty Taylor
 Cody Troyer
 Mary Troyer
 Clarence and Sarah Troyer
 Jeff and Brenda Troyer
 Levi and Lillis Troyer
 Vaughn and Inga Troyer
 Walnut Creek Planing
 Bonnie Weaver
 Kevin and Lori Weaver
 Weaver Leather Goods Inc
 Weaver's True Value Hardware
 Don and Collette Whitmer
 Carl and Mary Wiebe
 Joshua and Kyla Wiebe
 Rich and Ruby Wittmer
 Richard and Jeanelle Yoder
 Roger and Rhonda Yoder
 Stephen and Joy Yoder
 Bill and Donna Yost
 Matt and Abigail Yost
 Yost Family Charitable Trust

Deric and Pamela Zuercher
Memorial Gifts
Bonnie Neuenschwander
 Jay and Valerie Haver
 Joel and Rose Lehman
 Ward and Ruth Mumaw
 P.S. Yarman
Jim Nussbaum
 Roy and Ruth Bontrager
 Bill and Corrine Helmuth
 Jay and Emma Lehman
 Phyllis Lehman
 Lois Leidig
 Curt and Gloria Nussbaum
 Gary and Karen Pfile
 Mark and Alysia Short
 Gordon and Bonnetta Zook
John Steffen
 Mary Jean Cross
 Fairlawn Mennonite Church
 Paul and Nancy Hess
 Joel and Janice Kin
 Phyllis Lehman
 Samuel and Maria Maxey
 William and Joanne Miller
 William and Eunice Paul
 Richard and Marjorie Presley
 Smith Foods Inc.
 Greg and Michelle Steffen
 Roy and Ruth Steiner
 Wesley and Ruthie Yoder
Maxine Witmer
 Scott and Susan Adkins
 Smith Foods Inc.
 Steven and Jeanne Tabscott

Gifts in Honor

In honor of Sherri Anderson and her many years of service to CCS in the Finance Office: Darrell and Brenda Smucker

In support of all teachers: Glenn and Kathleen Zendt

In honor of Clayton and Margaret Swartzentruber and in recognition of the larger work being accomplished by CCS: Lon Swartzentruber

In honor of Gordon and Lorene Amstutz, Northeast Ohio Journey Award: Everence

PARTNERS

Generous supporters by the numbers:

25.....Partners giving \$10,000 or more
12.....Sustainers giving \$5,000 - \$9,999
97.....Builders giving \$1,000 - \$4,999
95.....Encouragers giving \$500 - \$999
1,282.....Friends giving up to \$499
2,182.....Total Gifts
644.....Gifts from alumni equalling over \$400,000!
\$984,379.....TOTAL GIVING IN 2018



Volunteers

Along with financial support, the support of our many volunteers is essential to the CCS mission. We appreciate these people who served with their time and talents:

Accounting: Ron Steiner
 Cleaning restrooms: Bo and Linda Sleutz
 SCRIP Coordinator: Roxie Ramseyer
 Alumni Connections: Inga Troyer
 Choir Festival Coordinator: Cathy Yoder
 Moms in Touch Coordinator: Ramona Nissley
 STEAM Team: Jennifer Shue
 K4 Explore More: Chelsey Fry
 Tarzan set: Ron & Beth Fuller, Ryan & Katie Immel
 IT: Dan Jantzi, Norm Sohar, Dave Miller, Tim Laird
 ES fish tank care: DJ McFadden, Deb Dutcher
 Bulletin Boards and more for MS: Jodi Miller
 Auction Committee: Jerry Horst, Bruce Hummel, Alan Miller
 Silent Auction Coordinator: Kathy Troyer
 Auction Committee Assistance: Tommy Goad, Aimee Skaggs
 Rental House Maintenance, Sound System Installation, Booster Meals: Tim Rohrer
 Gym 1 Sound System Assistance: Colton Rohrer
 Box Tops labels: Janice Kemery
 ES Library Assistance: Julia Kerby
 ES Copies: Amy Arellano

K1 Volunteer: Joy Yoder
 Installation of new lights: Nate Gundy

And many, many others!

There are many ways for parents and community members to get involved at CCS! These are just a few of the ways parents, alumni, and community members may get involved:

Board of Directors
 Board Committees
 Athletic Booster Club Concession Stand volunteers
 Field trip Chaperones
 Set Design for Plays/Musicals
 After Banquet Planning
 Parent meals for athletic teams
 Meals for teachers at Parent Teacher Conferences
 CCS Community in Prayer
 Weeding and care of school grounds
 Elementary school book fair
 Lunch monitor and cashier

PARTNERS

CCS Legacy Partnership

Over the years, generous people who want to continue to make a difference after their passing have included CCS in their estate planning. The CCS Legacy Partnership honors those who have made such plans and encourages others to consider making similar arrangements. Including CCS in estate plans strengthens the future of CCS while also providing possible significant tax savings for the estate. Please contact Terry Shue at TerryS@CentralChristianSchool.org or 330-857-7311 if you would like to learn more about the CCS Legacy Partnership or are willing to share your plan to include CCS in your will.

71 Congregations Represented at CCS

* More than 5 students attending

+ Corporation/Affiliated Churches

¶ Partnership Plan churches

Akron-Canton Church of Christ
Amazing Grace Baptist Temple
Amish
Berean Community Church*
Berlin Christian Fellowship
Berlin Mennonite Church*+¶
Canton Baptist Temple
Carter's Orchard Church
Chestnut Ridge Mennonite Church
Christ United Church of Christ
Christian Life Mennonite
Church of the First Born
Connection Church
Crown Hill Mennonite+
Dayspring Christian Fellowship*+¶
East Union Lutheran
Evermore Community Church
Fairlawn Mennonite*
Fairview United Methodist
Faith Family Church
First Baptist Church of Jackson
First Mennonite Church, Canton *+¶

First Presbyterian Church, Wooster*
Freedom Fellowship
Gateway Fellowship*
Gateway Victory Church
Gospel Haven
Heartland Christian Center
Kidron Mennonite*+¶
Knesseth Israel Temple
Liberty Baptist
Living Water*
Longenecker Evangelical Anabaptist Fellowship+
Martins Creek Mennonite*+¶
Martins Mennonite Church +¶
Mennonite Christian Assembly*+
Millersburg Mennonite Church¶
New Pointe - Dover Campus
New Pointe - Millersburg Campus*
North Canton Chapel
Oak Grove Mennonite Church*+¶
Orrville Baptist
Orrville Christian Church
Orrville Mennonite Church+¶
Plain Lutheran Church
Pleasant Hill Baptist Church
Pleasant View Mennonite, Berlin+

Pleasant View Mennonite, N Lawrence+
Prince of Peace
Rivertree Jackson
Salem Mennonite Church, Wooster*+
Salem Mennonite Church, Kidron*
Smithville Mennonite Church*+¶
Sonnenberg Mennonite Church*+¶
Summit Mennonite Church+
Southridge Fellowship
St Anne's Catholic Church-Rittman
St. Mary's Catholic Church
Stanwood Community
The Sanctuary
Trinity Christian Fellowship
Unitarian Universalists Fellowship
Walnut Creek Mennonite Church+
Wayne Presbyterian Church
West Hill Baptist
Woodlawn Church
Wooster Bible Church
Wooster Church of the Nazarene*
Wooster Grace Church*
Wooster Mennonite Church*+¶
Wooster United Methodist

Several opportunities for giving to CCS are coming up!

Community Service Day (CSD) in October

Year End Giving in December

Annual Auction - Mark your calendars! **March 14, 2020**

FORWARD IN FAITH CENTRAL CHRISTIAN SCHOOL

We are celebrating the completion of the first part of renovating CCS's facilities!

Guided by the CCS Board's strategic plan, volunteers, staff, and crews have completed updates in Gym 2 with new bleachers, beautiful refinished gym floors, and additional basketball backboards. In Gym 1, a state-of-the-art sound system was added in May. Additionally, we have redesigned and developed a creative maker-space, and expanded and updated the athletic weight room.

Funding for the Progression 1 renovation came through the Auction Special Project, Booster Club, a grant from the Bureau of Workers Compensation and a grant from the Wayne County Community Foundation. We are thankful to all who supported CCS students through these significant updates of our facility.

We are only getting started!

The Forward in Faith Campaign funds the plan for significant renovations to CCS's facilities, which we plan to begin in June

2020. Guided by our goal to improve educational flexibility, student safety, energy efficiency, comfort and curb appeal, we will reconfigure the current parking lot, add a new front entrance, and install new windows in the oldest part of the school. We will also add restrooms to the Performing Arts Center (PAC) lobby and reconfigure the main office suite as the next progression of renovation.

The Board plans for the renovation to be free of long-term debt and funded through charitable gifts from CCS's broad circle of supporters. To learn more about the Forward in Faith campaign, please contact Terry Shue at TerryS@CentralChristianSchool.org or see www.cscscomets.org.



FOUR PRIORITIES OF THE STRATEGIC PLAN

Strategic Plan Review 2018-2021

CCS's clear vision is to know Christ and to make Him known. CCS moves our community toward this vision by providing an excellent educational experience that nurtures the whole person while inviting students to follow Jesus within a caring community. The CCS Strategic Plan, adopted by the Corporation in August 2018, describes how CCS will carry out its mission over the next three years.

Priority 1: Foster Faith Formation and Educational Excellence

Goal: CCS meets or exceeds all state academic standards. Students have innovative learning opportunities both inside and outside the classroom. There are intentional opportunities for faith formation through all parts of a CCS education.

Strategic accomplishments in 2018-2019:

- 100% of CCS teachers taught from a basis of Anabaptist faith while meeting and exceeding state academic standards.
- 100% of students in Preschool through Grade 12 participated in faith conversations, devotions, chapel, Bible memory, and service opportunities on a daily basis.
- CCS partnered with Malone University and Wayne College in providing College Credit Plus courses on campus. Six high school courses were offered as Advanced Placement.
- CCS students participated in theater, choirs, jazz band, orchestra, soccer, basketball, baseball, softball, volleyball, cross country, tennis, snow club, robotics club, archery club, STEAM Team, K4 Explore More and others.
- High school students participated in National Honor Society and competed in Science Olympiad and TEAMS (Tests of Engineering Aptitude, Mathematics, and Science).
- CCS began renovation of the existing building to build excellence in student learning environments, student safety, energy efficiency, and hospitality. The first progression included renovation of Gym 2, the creation of a makerspace and a weight room.

Priority 2: Expand Community Engagement

Goal: Firmly establish CCS as a meeting table where a diverse community of people from different congregations and affiliations can join together around a shared goal of Christ-centered education for our children.

Strategic Accomplishments in 2018-2019:

- CCS enrolled students from 71 different congregations.
- In 2018-2019, CCS's Concert Choir included students from five nations: Japan, Vietnam, Republic of Korea, China, and the United States of America.
- School-wide events including the Auction, Sports and Music camps, concerts, dramas, Pastors Day, Grandparents Day, and athletic events allowed CCS to welcome hundreds of friends and newcomers to the CCS campus.
- The CCS Corporation included twenty local congregations of various affiliations.
- An Athletic Booster Club began in the 2018-2019 school year to connect a wide circle of supporters of CCS Comets.



FOUR PRIORITIES OF THE STRATEGIC PLAN

Priority 3: Sustain a Thriving Faculty

Goal: Ensure that employees are qualified for their roles, with clear job descriptions and regular appraisals, with well-developed organizational policies, fair compensation, and with regular opportunities for professional development to enable them to thrive. CCS faculty and staff reflect the ethnic and racial diversity of our students.

Strategic Accomplishments in 2018-2019:

- 100% of CCS teachers are certified by the Ohio Department of Education.
- All CCS teachers participated in professional development to improve teaching practice.
- The financial austerity of 2018-2019 made it difficult to establish organizational policies and practices that will attract, retain, train, and competitively compensate qualified faculty and staff. Tuition income is closely tied to the school's ability to make needed changes in employee compensation.
- All job openings have been publicly advertised to increase the possibility of ethnic and racial diversity among faculty and staff.



Priority 4: Grow Resources to Support Educational Excellence

Goal: CCS has a strong relationship with alumni and donors, growing enrollment, and increasingly strong capital investments, reserve funds, and operating margin.

Strategic Accomplishments in 2018-2019:

- CCS covered 55% of annual operating expenses with tuition. The operating margin must increase for future sustainability.
- CCS's generous community, with the support of Development staff hired in 2018-2019, contributed \$904,695 to CCS through CSD, Auction, and other contributions in 2019-2020.
- In 2018-2019, CCS began work on the first comprehensive campaign in 17 years to renovate CCS facilities, build cash reserves, and support the Fair Balance Tuition Fund as well as securing the future through legacy gifts.
- CCS established a Fair Balance tuition model to set tuition rates according to individual families' income and resources through the use of a confidential third party assessment with clear criteria.



FROM THE BOARD PRESIDENT

What fuels my passion for CCS? Why does CCS exist? How does it fulfill its purpose and how does it maintain its focus and direction? Each one of our Board agendas include three important statements that answer these questions. The enduring vision of CCS is, "To Know Christ and To Make Him Known." This is why CCS exists and is the distinctive that makes it unique as a school. This vision is accomplished by "Providing an excellent educational experience that nurtures the whole person while inviting students to follow Jesus within a caring community." That vision and mission are maintained by our commitment to our identity as "an accredited Preschool - Grade 12 School committed to Anabaptist faith and practice and operating under a Corporation of Affiliated Congregations." I am passionate about the clarity of our vision and the way that I see that embodied in the daily life of CCS through the actions and expression of its faculty and staff, students, and community.

The Corporation of Affiliated Congregations is an integral part of maintaining our focus and direction. The corporation holds us accountable, provides the leaders within our board of trustees, and is a direct connection to our affiliated churches.

For transparency, the executive committee was expanded to include Superintendent Jeannne Zimmerly Jantzi and the Board officers including President Michelle Steffen, Vice President Eric Ramseyer, Treasurer Darrell Smucker, and Secretary Michele Patterson. It is the responsibility of the executive committee to set the strategic agenda for our Board meetings.

The Board would like to commend the leadership of Superintendent Jeannne Zimmerly Jantzi and the leadership team through challenging adjustments during the past year. Right sizing the school for our budget meant changes to our operational structure and staffing, reframing of our tuition model to Fair Balanced Tuition, and reorganizing our chart of accounts. These actions have resulted in a balanced budget for 2019-2020 based on actual tuition numbers, more consistent cash flow, and timely reporting. Payments for the sale of land to MCC, approved by the corporation, will be completed in 2020. The Board began monthly communication with corporation members for greater connection and transparency. The Board also continues to review and update Board policy and practice. For 2019-2020, all current Board members are retained and together. We will attend an Educational Leadership Gathering in conjunction with Mennonite Schools Council and Everence, scheduled to take place October 8-10 in Lancaster, PA.



2018-2019 Board of Trustees: Darrell Smucker (Treasurer), Michele Patterson (Secretary), Eric Ramseyer (Vice President), Lori Miller, Virgil Troyer, Michelle Steffen (President), Tony Rohrer, Marlin Troyer, Karen Steiner

As a Board, we continually praise God for His faithfulness and the ways that the Holy Spirit is active among us. We recognize that apart from Him, we can do nothing (2019-2020 Theme verse, John 15:5). Throughout the year, we noted God's Spirit moving through answered prayer, strong donor support, encouraging volunteers including a new Booster Club, faithful faculty and staff as well as quality new faculty, and expressions of faith made by our students. I am grateful for the many people and entities who have sustained us over the past year with prayer, time, wisdom and financial support. In the coming year, our focus will sharpen on our facility plans with the Forward in Faith campaign which is already bearing fruit.

Christian leaders learn to know Christ and make Him known at CCS. May God receive the glory and Christ remain our center.

Michelle Steffen
CCS Board President