

# South Merrimack Christian Academy



## Strategic Plan 2021-2026



# From the Administrator

*SMCA is a life preparatory school in partnership with parents to cultivate the academic, spiritual, and emotional growth of students and to inspire them to influence our culture for Jesus.*



Truly, it is a blessing to see the Lord work on our campus and within our school community! We have seen God's marvelous hand of blessing on our school for 25 years now. Since 1996 through today, we have been amazed by the miraculous work of the Lord in our midst.

Although the facilities, students, and teachers have changed over time, the values, beliefs, and decision-making processes remain anchored to a foundation that never changes - God's Word.

Teachers are at the heart of any school's success, that is why we hire, train, and cultivate talented faculty and staff who are not only subject matter experts in their respective disciplines, but moreover are professing believers in Jesus Christ. We encourage innovation from our students, which requires them to take risks, which requires trust. Our teachers not only understand the importance of building trust with students, but they are committed to creating intellectual, social, and emotional safe places to promote student exploration and learning.

The leadership required to preserve and grow a Christian school today must be more deliberate in its governance and planning than ever before in the wake of our nation's rapidly changing moral culture.

Today's Christian schools have a difficult path to navigate. Christian educators must provide a balanced and comprehensive program that not only educates our students' minds with knowledge but it does so from a biblical worldview. This important process should encourage each student to continue to serve our Lord and Savior long after they have left the safety of our campus.

The goals, objectives, and challenges for our school contained within this plan directly align with our mission statement and core values. I am grateful for the hard work of the faithful men and women who make South Merrimack Christian Academy an incredible place to serve each and every day. We must continue to focus our attention on Christ, Who is our master teacher, for it is in that focused attention that we will find our future success.

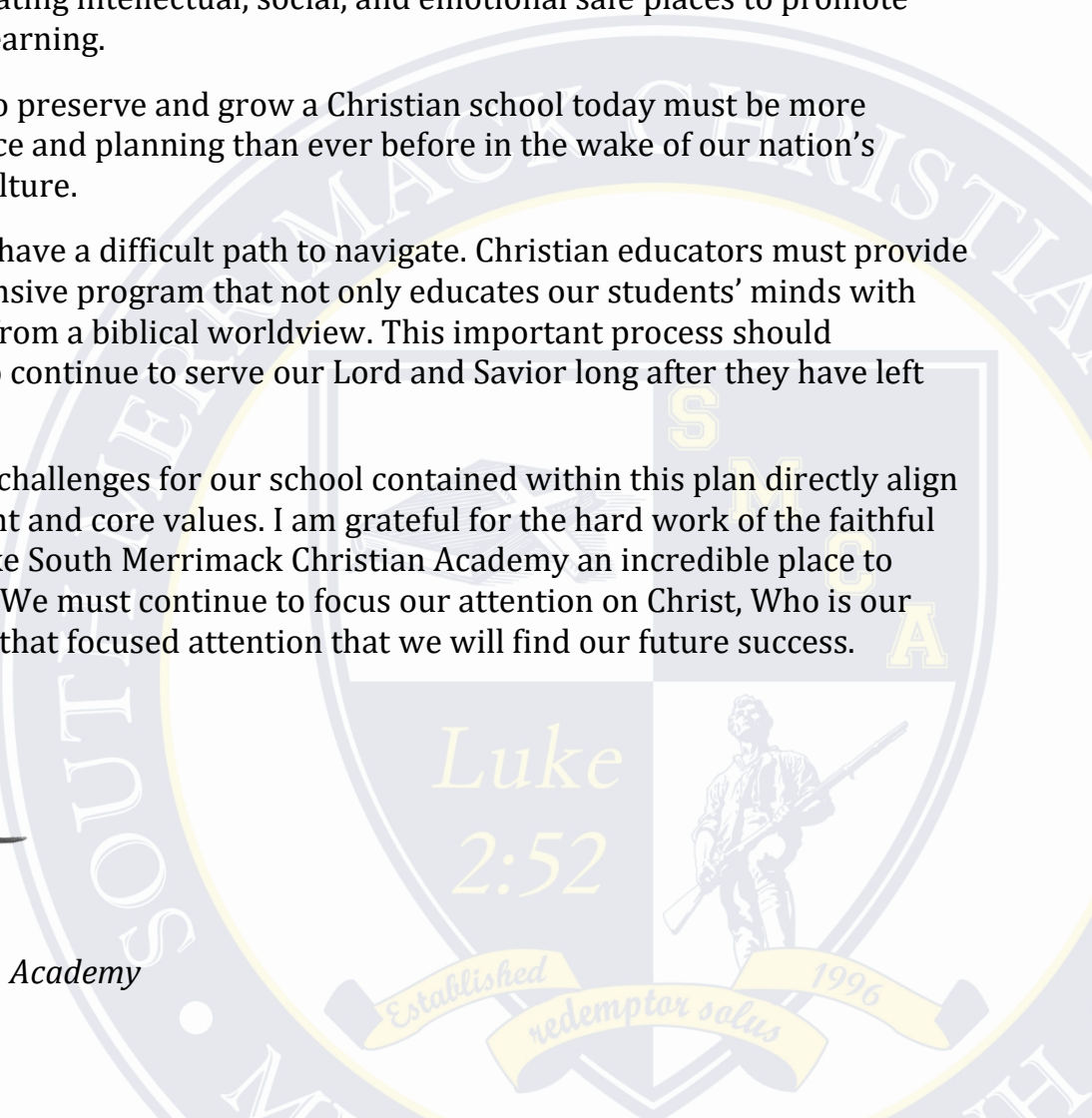
Because of Christ,

A handwritten signature in black ink, appearing to read 'Kenneth R. Amador'. The signature is fluid and cursive.

**Kenneth R. Amador**

*Administrator*

*South Merrimack Christian Academy*



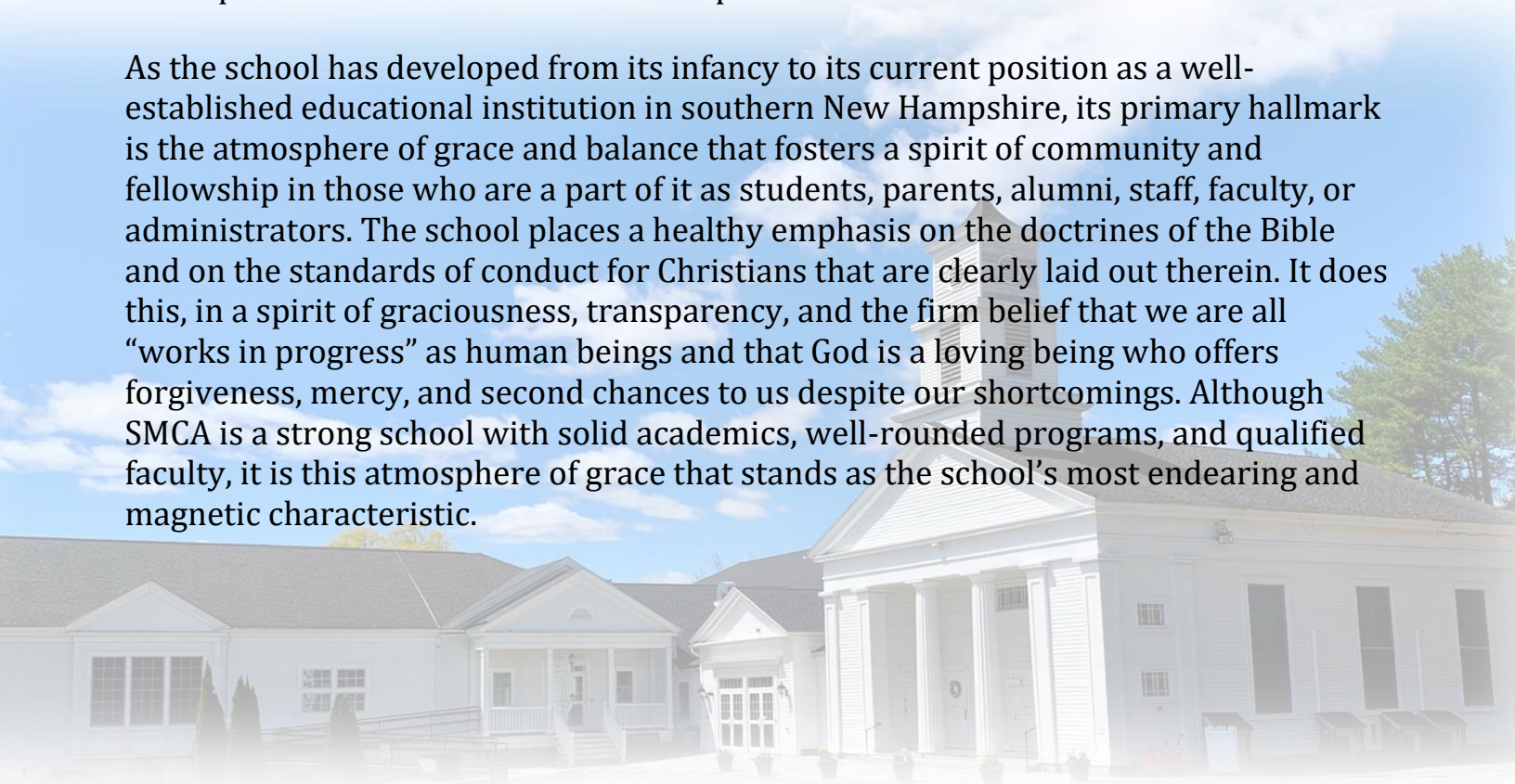
# About South Merrimack Christian Academy

## History

South Merrimack Christian Academy (SMCA) was founded in 1996 by the leadership of Merrimack Valley Baptist Church (MVBC) in Merrimack, New Hampshire. A small preschool had been in operation at the facilities prior to MVBC's acquisition of the property. When the church took ownership of the facilities in the 1980s, the church leadership simply allowed the preschool to continue meeting in their building. Over time, the church leaders grew concerned that the preschool was not operating in the spirit and philosophy of Christian education. Thus, in 1996, they decided to transform the preschool into what is now SMCA. They added a grade a year until 2001, when they hired Mr. Brian Burbach as the administrator and added 6<sup>th</sup> through 12<sup>th</sup> grades all at once. The school has seen steady growth in the ensuing years-progressively adding more students and faculty to the point where the school reached a peak enrollment of around 300 students.



As the school has developed from its infancy to its current position as a well-established educational institution in southern New Hampshire, its primary hallmark is the atmosphere of grace and balance that fosters a spirit of community and fellowship in those who are a part of it as students, parents, alumni, staff, faculty, or administrators. The school places a healthy emphasis on the doctrines of the Bible and on the standards of conduct for Christians that are clearly laid out therein. It does this, in a spirit of graciousness, transparency, and the firm belief that we are all “works in progress” as human beings and that God is a loving being who offers forgiveness, mercy, and second chances to us despite our shortcomings. Although SMCA is a strong school with solid academics, well-rounded programs, and qualified faculty, it is this atmosphere of grace that stands as the school's most endearing and magnetic characteristic.



# Foundations

## Mission

South Merrimack Christian Academy, a ministry of Merrimack Valley Baptist Church, is a life preparatory school in partnership with parents to cultivate the academic, spiritual, and emotional growth of students and to inspire them to influence our culture for Jesus.

## Philosophy and Purpose of Christian Education

Our resolve is to approach education from a biblical point of view. This is accomplished through intentional Bible instruction each day, as well as relevant chapel services held each week. In addition, the whole program is taught in an atmosphere acknowledging the existence and love of God. In the observance of holidays, for example, we emphasize the religious rather than the secular significance. Although Christian Education is the basic and important part of our program, it does not detract from the rest of the curriculum. It is our purpose to provide our students with a curriculum that is of the highest quality. The curriculum that best fits our criteria is a combination of the A Beka program and Bob Jones University curriculum. We encourage students to achieve a high standard of performance in each of their classes.



## Statement of Faith

- ❖ We believe the Bible to be the inspired Word of God, complete and without error in the original manuscripts.
- ❖ We believe in one God, existing in three Persons: Father, Son and Holy Spirit, co-equal in every way.

- ❖ We believe that Jesus Christ was born of a virgin and was divine and sinless. Jesus died vicariously, atoning for our sins; rose bodily; ascended to heaven; and is imminently and personally coming again.
- ❖ We believe that the divine Holy Spirit convicts, convinces, and converts the unbeliever, and that He seals, indwells, fills, motivates, teaches, and comforts the believer.
- ❖ We believe that God created man perfect, but that man by choice fell. And so every man is a sinner by nature and totally depraved, unable to save himself from hell. Only by Faith alone in the shed blood of Christ can he find forgiveness of sin and a home in heaven.
- ❖ We believe that the local church is to be independent and autonomous; to have two officers: Pastor and Deacons; and to practice two ordinances: believer's baptism by immersion and the Lord's Supper.



## The Minutemen Way

### *We strive to . . .*

- ❖ Bring each student into a personal relationship and unbroken fellowship with Jesus Christ.
- ❖ Instill within them a love for God's Word, His Son the Lord Jesus, and the Holy Spirit.
- ❖ Encourage and prepare each child to glorify, enjoy, and serve God faithfully and effectively.
- ❖ Develop the mind to think biblically, clearly, logically, and independently.
- ❖ Provide the best atmosphere to grow academically, physically, emotionally, socially, and spiritually.
- ❖ Encourage a biblical worldview of creation, history, the environment, and morality.
- ❖ Communicate a biblical relationship between the student, family, community, and the world at large.



The seal symbolizes our desire to stand firm in our faith. The Cross and Bible inside the shield reminds us to keep Christ at the center of all we do. The Minuteman logo represents our mascot which illustrates our desire to be ever ready.

The reference Luke 2:52 symbolizes our adopted school verse which says, "And Jesus increased in wisdom, stature and favor with God and man." The Latin phrase **Redemptor Solas**, which means "In Christ Alone", encourages us that **He holds all things together and we live for Him alone.**

## SMCA Core Values



### Scripture

*We commit to a Christ-centered education that acknowledges the truth and authority of Scripture, and we strive to ensure that all subjects are taught from a biblical worldview and a gospel-centered perspective. This is the foundation of our practice to encourage excellence in all academic and extracurricular activities undertaken by faculty, staff, and students. **Psalm 1:1-2, John 1:1, 2 Timothy 3:16-17***



### Prayer

*We commit to the power and efficacy of prayer, and we emphasize the importance of seeking God's wisdom and direction rather than relying on our own understanding and provision. **1 Thessalonians 5:16-18, Philippians 4:6***



### Spirit

*We commit to the fact that the Holy Spirit changes lives and produces fruit in the lives of those empowered by and yielded to Him. **Galatians 5:22-23, Acts 1:8***



### Others

*We commit to providing opportunities for students to serve one another, their community, and their world, and we strive to cultivate a sense of Christ-centered servant-leadership among our students. **Philippians 2:3-5, Matthew 20:26-28***



### Community

*We commit to the God who designed us to live in community as we depend on and to help one another to grow. **Hebrews 10:24-25***



### Discipleship

*We commit to the ultimate aim of a Christian education which is to reproduce disciples - men and women who become Christ-followers who are salt and light to the world. **Matthew 28:19-20***

## SMCA Pillars

### Pillar #1 – Christ Centered

*“Curriculum and community immersed in Biblical truth”*

Strategic Goal: Student Discipleship – Develop and implement a plan to actively mentor our students, to foster behavior that shows clear evidence of a personal commitment to Christian values and biblical worldview. Strengthening the Christ-centered goal of SMCA’s mission requires that we foster growing discipleship in our students, a commitment to applying Christian values to their lives in a way that is visible and transformative – of both themselves and the world around them.

- Target: **2021**

### Pillar #2 – Dedicated Team

*“Committed, competent, and compassionate faculty and staff serving in unity”*

Strategic Goal: An excellent and safe place to work - Build and sustain a workplace in which employees are fully engaged in the spiritual, educational, and emotional focus of SMCA. In order to best serve our students, we must employ and retain high-performing Christian professionals who love the Lord and want to make a difference in the lives of students for Him. SMCA will seek to attract and engage these individuals by annually measuring workplace satisfaction and competence. Based on survey results, create action plans to ensure a work environment that fosters commitment, competence, and compassion.

- Target: **2022**



## Pillar #3 – Academic Excellence

*“Balanced and comprehensive curriculum preparing students for life”*

Strategic Goal: **Diverse Academic Instruction** - Build an academic program to meet the needs of all learners. Academic excellence is a cornerstone of the SMCA program. In order to graduate students who are well prepared for their future, our program needs to be able to meet the educational needs of a wide range of learners where they are - engaging all students to excel to their potential.

- Target: **2021**

Strategic Goal: **Commitment to Technology** - SMCA will strive to be a leader in incorporating technology into the education of our students. Integrating technology throughout the curriculum and staying on the leading edge of evolving methods is a significant factor in preparing SMCA students for success as modern learners. Not only will this enhance individualized instruction and assessment but it will also equip our students to use technology in problem solving and critical thinking. Included are staff professional development and ongoing student training, as well as improvements to the school’s technological infrastructure.

- Target: **2021**



## Pillar #4 – Nurturing Community

*“Community of connected individuals, loving & serving the Lord”*

Strategic Goal: **Balanced Student Activities** - SMCA will offer a diverse and vibrant extra-curricular program, to provide opportunities for students in an array of activities, fine arts, and athletics. Engaging students in activities outside the classroom will help them to feel connected to the school in a broader context and will foster a feeling of community within the SMCA family while extending and enriching the growth of students beyond the traditional curriculum.

- Target: **2022**

## Pillar #5 – Proper Oversight

*“Appropriate governance to ensure effective and wise decision-making at both micro and macro levels”*

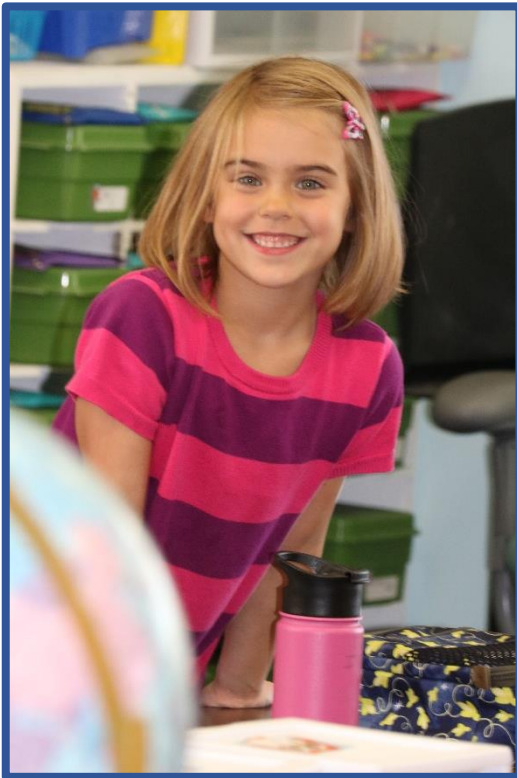
Strategic Goal: **Effective governance** – Create a school board that has as its sole focus the long-term health and oversight of SMCA. This governing body will work in concert with the MVBC leadership and congregation in order to ensure the success of SMCA.

- Target: **2023**



## Pillar #6 – Financial Stability

*“Adequate resources to accomplish SMCA’s mission now and in the future”*



Strategic Goal: Full Enrollment - SMCA will have a full enrollment [250 students based on current building capacity] and a waiting list for students in most or all grade levels. Filling SMCA’s enrollment to capacity will create an environment that leads to stability in our academic program, personnel, and budget.

- Target: **2024**

Strategic Goal: Institutional Advancement - SMCA will reach its potential for operational and endowment fundraising. With a larger pool of families and alumni to draw from – and increased engagement in the local church community – SMCA will be able to broaden both its reach and donor base.

- Target: **2026**

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## Strategic Goals

## Target Years

### PILLAR #1

Student Discipleship ..... 2021

### PILLAR #2

Excellent & Safe Place to Work ..... 2022

### PILLAR #3

Diverse Academic Instruction ..... 2021

Commitment to Technology ..... 2021

### PILLAR #4

Balanced Student Activities ..... 2022

### PILLAR #5

Effective Governance ..... 2023

### PILLAR #6

Full Enrollment ..... 2024

Institutional Advancement ..... 2026



## Accreditation & Memberships

Accreditation is a status granted to school that meet or exceed criteria of educational quality. The purpose of accreditation is to assess and enhance the educational quality of South Merrimack Christian Academy, to assure consistency in institutional operations, to promote institutional improvement, and to provide accountability.

### Accredited by:



New England Association of Schools and Colleges (NEASC) provides educational and governance oversight to New England schools and colleges. Accreditation attests to substantial compliance with established qualitative standards; integrity in statements to the public describing the school's program; school commitment to improvement; and sufficiency of institutional resources.

### Member school:



**American Association of Christian Schools**



**GRANITE  
STATE  
CHRISTIAN  
SCHOOLS  
ASSOCIATION**

### Non-discrimination Policy

South Merrimack Christian School admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school, it does not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admissions policies, scholarship programs, and athletic and other school-administered programs