



**A
YEAR
IN
REFLECTION**
2021-2022

Dear Friends of CSI,

“CSI’s mission is to advance Christian education and to support schools in their task of teaching students to know God and his world and to glorify him through obedient service.” CSI Bylaws, June, 2022

After two years of COVID related disruption, 2021-22 marked an energetic return to CSI’s singular pursuit of its mission. CSI exists to support member schools in their critically important task of preparing the students entrusted to their care for lives of Kingdom service in a rapidly changing world. Significant milestones achieved during the past year included:

Accreditation: CSI’s highly regarded *Measuring the Mission* accreditation protocol received a thorough review and significant update. In addition, a next-generation protocol will be piloted with member schools in 2022-23. CSI’s accreditation team worked closely with leaders from CSI accredited schools and the Center for the Advancement of Christian Education at Dordt University (CACE) to develop updates and new features to assist schools in achieving their school improvement goals. During the course of the year, we welcomed 18 member schools to CSI accreditation.

Professional & Leadership Development: CSI schools embraced an expanded and enhanced roster of professional and leadership development opportunities. Highlights of the year included:

- CONVERGE: CSI was co-sponsor of a Christian school leadership conference attended by nearly 1000 school leaders from 12 Christian schooling organizations around the world.
- “Beautiful Work”: CSI, again working in conjunction with CACE, developed and piloted a semester-long course on faith integration in the classroom for teachers who are not graduates of Christian college education programs.
- Principal Development Institute: CSI offered a four-day residential learning opportunity followed by 5 months of additional virtual learning for a cohort of principals in member schools.
- Executive Leadership: CSI partnered with Calvin University’s Van Lunen Center for Executive Management in Christian Schools to provide heads of member schools with year-long fellowships in executive leadership. CSI is also partnering with the Van Lunen Center in the development to its Ascending Leaders Program for school leaders about to assume head of school positions.

- Board Leadership: CSI developed and piloted a professional development program for member school boards.

Member Services: CSI continued to refine its roster of member services to meet the needs of member schools in a rapidly changing educational landscape.

- Advisory & Consultative Services: CSI assembled a panel of highly experienced Christian school leaders to serve as consultants and mentors to school leaders. We also established relationships with several professional service firms on behalf of member schools requiring their specific expertise.
- Employee Benefits: CSI continued to sponsor employee benefit programs such as a retirement plan and health insurance plans to enable member schools to provide high quality, competitively priced employee benefits to their employees.

Your unwavering support of CSI’s mission has enabled us to continue this effort to support the work of Christian education at a time in which it is more critically important than ever before. Thank you for supporting this world-changing mission!

Sincerely yours,



Thomas G. Dykhouse
Co-Chief Executive Officer



Glenn W. Vos
Co-Chief Executive Officer



THANK YOU, DONORS

On behalf of the CSI Board of Trustees, I want to thank you for your generous contributions to CSI during 2021-2022. We appreciate your partnership in supporting Christian education.

In the last two years, CSI has made a number of significant changes in order to better meet the needs of our member schools. Accreditation options have expanded, leadership development programs for teachers and administrators have been revamped, and consulting resources are expanding. Without your financial support, many of these would not be possible. Your impact on CSI's member schools makes a difference in the lives of today's youth. Thank you!



For the CSI Board of Trustees,

A handwritten signature in black ink that reads "Jim Bruinsma".

Jim Bruinsma, Chair

2021-2022 CSI BOARD OF TRUSTEES

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2021-2022 CSI Year at a Glance

MEMBER SCHOOLS

Number of Member Schools
Total 321

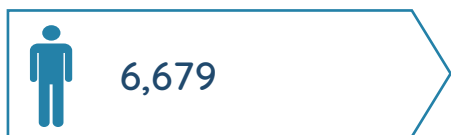


EMPLOYEE BENEFITS

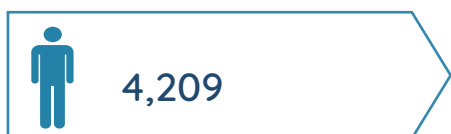
Paid to US Pension Plan Retirees
during 2021-2022 plan year



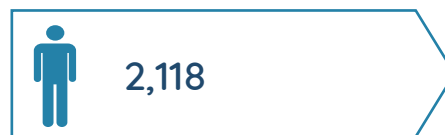
US Pension
Plan Participants



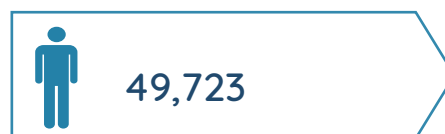
US Pension
Plan Retirees



US Insurance
Plan Participants



US Insurance
Plan claims processed



129 CSI MEMBER SCHOOLS EARN ACCREDITATION STATUS

We are pleased to announce that the Christian Schools International Accreditation Commission recently renewed and approved the accreditation status for 129 CSI member schools. On July 13 and 14, 2022, members of the CSI Accreditation Commission and members of the CSI Accreditation team met virtually to renew the accreditation of 124 CSI member schools for the 2022-2023 school year. Five schools also earned CSI accreditation for the first time. In addition, twenty CSI member schools have been granted accreditation candidacy.

Heartland Christian School in Council Bluffs, Iowa was one of the five schools who hosted their first-ever CSI accreditation site visit this spring. After the visit, executive director Larry Gray sent the following email thanking the CSI Site Visit Team who conducted the school's visit.

I just wanted to say 'Thank You' to each of you for this past week! It was an honor to have you at our school. Each of you left a lasting impression with us, from your professionalism to your thorough evaluation of our school, from your inquiry of school-specific information to the ideas and advice that will help us be ALL that we can for our community.

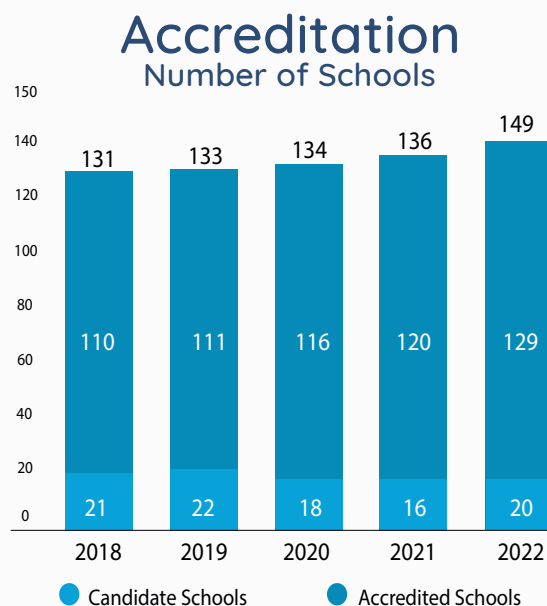
This process can seem daunting to those who have not gone through this accreditation, but I could share with anyone interested that the Lord was present through the whole thing, because you were here! I do not say this lightly. There are many groups and organizations that are supposed to have a godly and professional presentation and operation, only to find out it is usually one or the other. That was not the case with this CSI Site Visit Team. You went above and beyond our expectations of professionalism and godly way of conducting every aspect of this process.

It is easy for me to say that I look forward to a long-standing relationship with CSI because of how you represented the organization. It is also my prayer that all our further relationships with CSI be as positive as the one we have with each of you!

My words do not do the justice to the appreciation that my spirit is trying to express, but I pray the Lord shows you how thankful I am that you were here and for all that you have done for our school.

Please join us in congratulating Heartland Christian School, the other four newly accredited schools (Covenant Christian School in St. Louis, MO, Greater Things Christian School in Burns, TN, Ocean View Christian Academy in Norfolk, VA, and Washtenaw Christian Academy in Saline, MI), as well as the 124 schools who were granted accreditation renewal, demonstrating their commitment to measuring mission excellence and continual school improvement.

CSI's 129 accredited and twenty candidate schools are located in 29 states, as well as Washington, DC, the Dominican Republic, and Bangkok, Thailand. To see the complete list of accredited and candidate schools, please go to csionline.org/accreditation/accredited-schools.



CSI LAUNCHES BEAUTIFUL WORK COURSE FOR TEACHERS

The mission of a Christian school really comes to life in the direct instruction between a teacher and their students. Christian education, even by its very name, claims to be intentional in the growth of a child in knowledge and in faith. However, we are hearing from our member schools that many of the applicants for teaching positions have not experienced Christian education as a teacher, or even some as a student. These applicants are very passionate about the opportunity to teach in a setting in which they can articulate their beliefs and that their trust and strength is birthed in their relationship with their Lord and Savior.

In addition, many CSI schools are experiencing unprecedented growth and staffing is becoming more and more challenging. In response to this need, CSI partnered with CACE (Center for the Advancement of Christian Education) and the Education Department of Dordt University to develop and provide instructors with a 16-week course entitled Beautiful Work. It was piloted this past spring and is designed to assist teachers in very practical and immediately applicable ways to integrate faith and learning into every aspect of their classroom instruction and activities. This pilot was very well received, and we learned a great deal about the design and needs of teachers. It is with great delight that we are again planning on offering classes this fall and next spring.

This course will give each participant the opportunity to imagine their practice through the lens of a Reformed Christian worldview. Each of the course's eight modules will focus on an aspect of teaching Christianly, and those enrolled will have the opportunity to collaborate with colleagues from across North America under the guidance of an experienced educational leader. A variety of readings, discussions, and learning activities will equip the teacher to live out their faith through their teaching practice and live into its school's mission. CSI is very excited about the potential this course has to support our member schools in advancing their mission and assisting teachers in their desire to nurture the faith development of their students, as well as to equip their minds.

Here's what participants are saying:

"I learned a lot through this course. It would be awesome if our school could take this content and use it school wide. I think the learning would go even deeper when shared with my direct peers."

"Please accept my gratitude - for the tangible ways in which your materials and your encouragement have inspired me."



CSI REMAINS DEEPLY COMMITTED TO DEVELOPING STRONG LEADERS

After a year's pause in programming, committed Christian educators once again had the opportunity to develop their leadership skills at CSI's leadership programs. Bringing back both the Principal Development and Emerging Leadership Development Institutes set close to 100 educators on their path of leadership development. CSI is deeply committed to building leadership capacity at all levels in our schools. From this year's programs that included both in-person and virtual sessions, CSI will bring a hybrid model to both programs as we remain committed to being relevant and supportive of our schools and their leaders. Developing strong leaders for Christian schools has never been more important than it is today.

Emerging Leaders Development Institute

The 2021-2022 ELDI was unlike any institute since its beginning almost twenty years ago; it was fully virtual. Given the virtual format, enrollment was unlimited, so sixty participants from both Canada and the US joined six facilitators this year. Everyone missed being in person, but instead of a four-day time together, this year's cohort met for 10 months via Zoom calls.

During those times, ELDI participants were provided a broad overview and introduction to school leadership as they determined whether school leadership is in their future. Participants formed strong bonds with a network of future leaders in Christian education while learning about relational servant leadership, effective school management and governance, and visionary planning, among other relevant topics. Through the insight of experienced facilitators who led each session and the development of a peer network, participants had the opportunity to get a sense of their call to leadership.

During the program, participants experienced teamwork through a virtual escape room, interviewed school leaders, and experienced a "day in the life" simulation. They did all that and much more while also building friendships and meeting one on one with facilitators. The exit survey showed that participants would highly recommend the program to others, found that the content was both relevant and challenging, and provided many moments to reflect on God's call for their life.

Among the many positive comments at the end of the program, one participant wrote that, "ELDI has really helped me to ponder what God is calling me to do as a leader in a Christian school. I learned valuable ways of thinking about how God is equipping me for service, often in ways that I could never imagine. I loved hearing from the experts and enjoyed learning in my small group. It is very motivating to share some of the emotions and callings that God has laid on our hearts and minds."

Principal Development Institute

February 2021 brought a dozen school leaders together in Scottsdale, Arizona for three days of PDI. Schools from every corner of the US were represented, and the bond of the cohort was immediate. The loneliness of school leadership was amplified during the pandemic, and the principals who participated in PDI were overjoyed to be with their peers. Group sessions covered a wide range of topics - from community building to strategic planning, from cultural/social issues to time management and necessary endings.

A significant amount of time was dedicated to solving each participant's problem of practice through step-back consulting in peer small groups. Four follow-up virtual sessions with participants enriched the experience where experts in fields of curriculum, admissions, and teacher evaluations spoke to the participants.

At the end of the program, one participant commented, "I have learned that school leadership requires a vast number of skills; as a result, you will be most effective if you work with a team of people whose gifts complement your own. In leadership, the job is so often the interruptions, and finding a balance between listening and getting things done can be tricky. If God is calling you, he will equip you to take that next faithful step. Stop seeing the fear; instead see the opportunity."

WHAT OUR MEMBERS ARE SAYING

With 2021–2022 being another unconventional year, CSI adjusted by offering all their programs and services in a virtual setting. Several of our member schools shared how CSI supported their work in Christian education last year:

CSI Accreditation

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“CSI’s *Measuring the Mission* accreditation protocol is an excellent tool that gets schools to think through what we do and why we do it, all through the lens of faith. The process is both affirming and encouraging while also challenging and stretching in a positive way. CSI ‘gets’ what Christian education is about.”

Kevin Vos, Administrator at Brookfield Christian School (WI)

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“We were encouraged in our mission, validated regarding our self-study findings, and our teachers felt affirmed. We appreciated the site visit team’s insight into our school improvement goals. Their candid feedback and discussion with our school improvement team on the last day of the visit was incredibly valuable for all the Redeemer School improvement team members, the head of school, executive team, and present board members to hear. We appreciated the site visit team’s thoughtful insight and questions to help us hone our school improvement plan goals.”

Loryn Faile, Head of School at Redeemer School (NC)

”

Leadership Development PDI

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“The opportunity to interact with other Christian school administrators under the mentorship of experienced and Godly CSI leaders at PDI was invaluable for me in my role. I appreciated both the practical and spiritual opportunities that allowed for deeper discussions and a greater understanding of what it means to be a leader. The book *Necessary Endings* proved to be a useful resource in the many conversations I had with staff over the course of the school year. I appreciated the monthly checks-in to continue the PD and most importantly the relationships that began at the conference. I will continue to reach out to this team of educators for support, encouragement, and wise counsel.”

Jennifer Sutherland, Head Administrator, The University School Colorado (CO)

”

WHAT OUR MEMBERS ARE SAYING

Leadership Development ELDI

“I’ve heard wonderful things about this program and I am so glad I joined. In the past, I think it’s been a week-long program, but I like the year-long virtual idea so we could have time to implement the things we learned along the way and make connections with our breakout groups, whom I consider friends now. Thank you for your wisdom, your generosity of time and experience, your questions, your team approach, and for sharing yourselves. You lived out what I hope others see in my life and the life of Christian school and church leaders – ‘...so we cared for you. Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well.’ 1 Thessalonians 2:8”

LuAnna Odom, Director of Academics/Student Support, Ontario Christian Schools (CA)

Membership Consults

“The time Terry spent with our board was a huge benefit. Our board is asking the right questions now. Terry helped set us on the right track.”

Ben Werkhoven, Board President, Monroe Christian School (WA)

403(b) Retirement Savings Plan

“The CSI 403(b) provides our staff a great way to build a strong foundation for their financial security in retirement. We greatly appreciate the guidance and administrative support we receive through the CSI 403 (b) Plan.”

Jan Musch, Ann Arbor Christian School (MI)

Converge

“I learned so much from the presenters, but one in particular talked about our need for three types of relationships: 1) Partners (who care more about the mission than me); 2) Mentors (who care about me for the sake of the mission); and 3) Friends (who care more about me than anything). The presenter also said, “If you try to lead anything without a spiritual mentor, it’s ‘leadership malpractice!’” I enjoyed the conference greatly (and of course, San Diego!)”

-Kym Johnston, elementary principal at Sioux Falls Christian School (SD)

THANK YOU

We would like to thank the following individuals, churches, and organizations for the generous contributions they have made to Christian Schools International in support of our efforts to provide leadership and support around the world. Donations are for the time period of May 1, 2021 through April 30, 2022.

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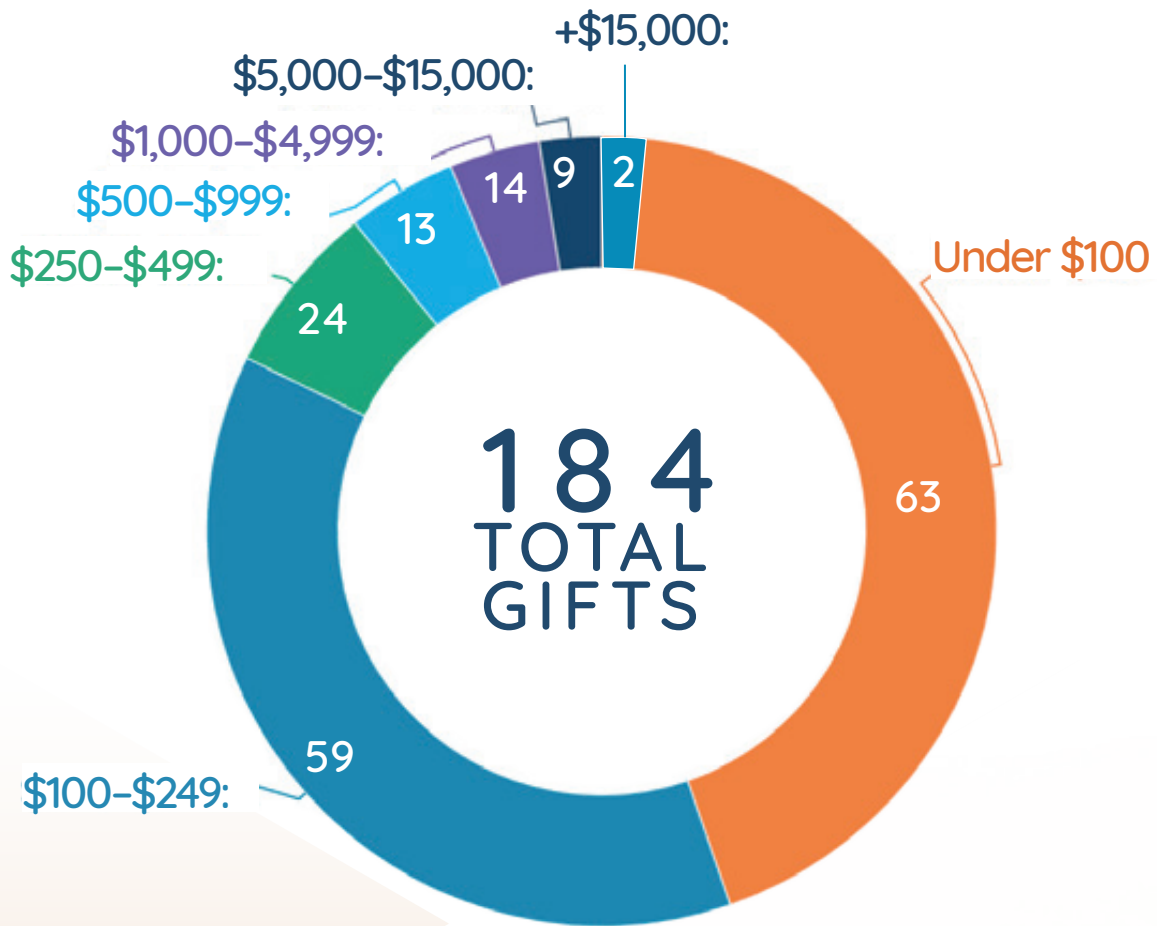
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A BREAKDOWN OF FINANCIAL GIFTS 2021-2022



The Christian Schools International Foundation: Partners in Mission Accomplishment

Started in 1950, the Christian Schools International Foundation (CSIF) is a 501(c)(3) nonprofit organization. Its purpose is to provide financial support for Christian Schools International to assist its goals and mission. This support provides Christian schools with learning tools that go beyond curriculum and also provide Christian schools with the most advanced technology to assist teachers and students in their pursuit of learning.

The work of CSI has benefited from the support and generosity of CSIF. Please prayerfully consider making CSIF a part of your giving strategy. Whether you choose to give directly to CSI or through the foundation, the end results are the same—the students, teachers, and administrators of the Christian Schools International family throughout the world all benefit.

All gifts to Christian Schools International or to the foundation are tax-deductible to the fullest extent of the law.

The CSIF Board is fully engaged and
supportive in the mission and vision of CSI.
Board members for 2021–2022 were:

Al Bilthouse, President
Downers Grove, Illinois

Dan Baker, Secretary
Grand Rapids, Michigan

Doug Evenhouse
Westmont, Illinois

Ed Talen
Chino Hills, California



Christian Schools International
99 Monroe Ave NW, Suite 200
Grand Rapids, MI 49503



Welcome Ten New Member Schools to CSI

WE ARE EXCITED TO SHARE THAT TEN NEW CHRISTIAN SCHOOLS AROUND THE WORLD JOINED CSI DURING THE 2021-2022 SCHOOL YEAR:

UNITED STATES

Anvil Academy, Inc. | Cumming, GA
Ascension Academy | Cumberland, WI
Axiom Christian Classical School | Albuquerque, NM
Ignite Classical School | Shreveport, LA
Kansas City Christian School | Prairie Village, KS
Livingston Christian School | Brighton, MI
LOGAN Hope School | Philadelphia, PA
Strong Roots Christian School | Indianola, IA
West Michigan CEC, Inc. | Muskegon, MI

THAILAND

Bangkok Chicago Christian International School | Bangmuang, Muang, Samut Prakan