

A Strategic Plan for



CHAMPION CHRISTIAN COLLEGE

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I. FRAMEWORK FOR STRATEGIC PLANNING

This document reflects an examination of the short history of Champion and its strengths to focus on future growth. At the same time, it strives to provide a vision for the school's future in six major areas that affect the entirety of the college. With the lack of an extensive history, it is imperative that Champion plan carefully and creatively to build a positive reputation in the Hot Springs community.

Strategic planning is a journey, not a destination. This document provides a philosophical foundation and multi-year projections that will guide Champion Christian College to even greater service and stability. Be cautioned; however, that this plan is not intended to be an all-encompassing, inflexible blueprint for the coming years.

Champion Christian College's Strategic Plan is a living document—to be divided and distributed as an annual "game plan" to the individuals and groups responsible for implementation; to be implemented, debated, altered, or rejected; to be reviewed on an annual basis for accountability; to be amended as new conditions arise; and to be updated annually to maintain a fresh planning horizon.

This plan serves as the first step in an on-going process to develop the ministry of Champion Christian College to its greatest potential. We pray that God blesses our plans to His Glory!

II. MISSION STATEMENT, VISION STATEMENT, and CORE VALUES

MISSION STATEMENT

Our mission is to teach and to train regenerated servant leaders to excel spiritually, intellectually, and practically in professional ministries and selected lay vocations.

The College's existing mission statement celebrates our focus on character, integrity, and a Christ-centered life. The College's highest priority is to empower students to achieve their full academic potential in an atmosphere in which students will advance spiritually into their chosen profession.

VISION STATEMENT

Champion Christian College, as an institution of higher learning, acknowledges the inspired and revealed Word of God as the foundational authority for all faith and practice, and its worldview as the basis for interpretation of all knowledge. We shall perpetuate the work of God by training students who value integrity and justice to compassionately carry out the Great Commission mandate in a post-Christian world, while living lives rooted in unchanging Biblical truth. Champion Christian College intends to achieve this mission, in community with like-minded churches, in an atmosphere of love, joy, and peace, as well as a wholesome social environment.

CORE VALUES

Champion Christian College is committed to develop life-long learners with the following core values as the basis for setting priorities and making life's decisions and choices.

Worldview: Dedicated to promoting a Biblical worldview, which is the basis for interpreting all knowledge.

Proverbs 1:7 – “The fear of the LORD is the beginning of knowledge, but fools despise wisdom and discipline.”

Romans 1:20 – “For since the creation of the world God's invisible qualities – his eternal power and divine nature – have been clearly seen, being understood from what has been made, so that men are without excuse.”

Romans 12:2 – “Do not conform any longer to the pattern of this world but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is – his good, pleasing and perfect will.”

Comprehension and Communication Skills: Ability to effectively comprehend, analyze, reflect, respond, and communicate effectively through spoken, written, and other appropriate forms of expression.

Proverbs 16:23 – “A wise man's heart guides his mouth, and his lips promote instruction.”

1 Peter 3:15 – “But in your hearts set apart Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect,”

Professional Demeanor: Entrusted with appropriate knowledge, abilities, skills, and leadership insight to achieve success in their educational professions and careers.

Colossians 4:6 – “Be wise in the way you act toward outsiders; make the most of every opportunity. Let your conversation be always full of grace, seasoned with salt, so that you may know how to answer everyone.”

2 Timothy 2:15 – “Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the word of truth.”

Critical Thinking and Informational Competence: Select, analyze, and assess the accuracy, credibility, reasonableness, and relevancy of questions, arguments, issues, and competent to determine a solution.

2 Corinthians 10:5 – “We demolish arguments and every pretension that sets itself up against the knowledge of God, and we take captive every thought to make it obedient to Christ.”

Social Awareness and Responsibility: A keen awareness of the social, moral, cultural, environmental, and Biblical perspectives and will demonstrate personal responsibility in relation to each.

1 Timothy 4:7-8 – “Have nothing to do with godless myths and old wives’ tales; rather, train yourself to be godly. For physical training is of some value, but godliness has value for all things, holding promise for both the present life and the life to come.”

Galatians 6:9-10 – “Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up. Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.”

Personal and Professional Ethics: Demonstrate a Biblical standard of ethical conduct in personal relationships and vocational associations.

Philippians 1:27 – “Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ.”

Colossians 3:17 – “And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him.”

III. Focus Areas

Focus Area One: Academic Excellence

Institutional Goal 1.1: Champion Christian College will offer a campus culture that supports a strong commitment to biblical principles, Christian values, and a Christian worldview.

Institutional Goal 1.2: Champion Christian College will provide high quality instructional programs that lead to successful attainment of degrees and employment.

Focus Area Two: College Resources

Institutional Goal 2.1: Champion Christian College will expand the college resource base by identifying and cultivating new funding streams and looking to enhance existing resources.

Institutional Goal 2.2: Champion Christian College will secure government funding sources and explore other governmental options.

Focus Area Three: Student Support and Success

Institutional Goal 3.1: Champion Christian College will ensure the long-term stability of the college by increasing student enrollment and retention.

Institutional Goal 3.2: Champion Christian College will complete and maintain accreditation to assist students in their goal of degree completion.

Focus Area Four: Technology and Learning Environment

Institutional Goal 4.1: Champion Christian College will develop and maintain a state-of-the-art technology program for students and faculty.

Institutional Goal 4.2: Champion Christian College will enhance student learning by providing a safe, accessible, and attractive campus to meet student needs.

Focus Area Five: College Facilities

Institutional Goal 5.1: Champion Christian College will evaluate their present facilities and determine their greatest facility needs as the school continues to grow.

Institutional Goal 5.2: Champion Christian College will begin the process of developing a master plan for the growth and development of the school.

Focus Area Six: Community/College Relations

Institutional Goal 6.1: Champion Christian College will enhance the public’s image and knowledge of the school through cultivation of partnerships and collaborations with community partners.

Institutional Goal 6.2: Champion Christian College will intentionally work to develop awareness of the school and partnerships with the churches in this geographical area.

IV. Focus Areas with Strategies

Focus Area One: Academic Excellence

Institutional Goal 1.1: Champion Christian College will offer a campus culture that supports a strong commitment to biblical principles, Christian values, and a Christian worldview.

Strategic Objectives

Responsible Party: Program Coordinator for Church Ministries

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
1. Entering students will be tested over Biblical principles and	I	I	I	I	I	I

Christian values as found in the Bible. (Pre-test)						
2. Seniors will be re-tested over Biblical principles and Christian values as found in the Bible. (Post Test)	I	I	I	I	I	I
3. Biblical Core Courses success rates will be reviewed each year for relevance and commitment to Christian values.	P	P	I	I	I	I
4. Student focus groups will convene to discuss spiritual renewal, commitment, and ministerial opportunities.	P	P	I	I	I	I
5. Assessment instruments will be analyzed, and the results will serve as a catalyst for improvement.	P	P	I	I	I	I

P=Planning I=Implementation

Institutional Goal 1.2: Champion Christian College will provide high quality instructional programs that lead to successful attainment of degrees and employment.

Strategic Objectives

Responsible Party: Vice-President of Academic Affairs

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
1. Ensure faculty support through various opportunities for professional development. 2018-2019 – \$0 2019-2020 – \$1000 2020-2021 – \$1200 2021-2022 – \$1400 2022-2023 – \$1600	P	I	I	I	I	I
2. Add additional full-time faculty with terminal degrees. 2018-2019 – \$0 2019-2020 – \$48,000 2020-2021 – \$48,000 2021-2022 – \$48,000 2022-2023 – \$48,000	P	P	I	I	I	I
3. Assessment of graduates in terms of course quality and preparedness for entering the next phase of life.	P	P	P	P	P	P
4. Continue to develop current programs to excellence prior to adding more degree programs.	P	P	P	I	P	P
5. Evaluate degree programs that reflect the mission of Champion.	P	P	P	P	P	P
6. Increase current faculty salaries to retain high quality instruction of teachers with master level and terminal degrees. 2018-2019 - \$0 2019-2020 - \$20,000 2020-2021 - \$25,000 2021-2022 - \$30,000 2022-2023 - \$35,000	P	P	I	I	I	I

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Focus Area Two: College Resources

Institutional Goal 2.1: Champion Christian College will expand the college resource base by identifying and cultivating new funding streams and looking to enhance existing resources.

Strategic Objectives

Responsible Party: Board of Directors and President of Champion Christian College

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
1. Implement a program of partnering with other churches in the area to solicit support for the operation of Champion.	P	P	P	P	P	P
2. Evaluate current tuition and devise an action plan to raise student tuition to reflect the actual per student cost of the education.	P	P	I	P	P	P
3. Seek opportunities for grants to be submitted.	P	I	P	P	P	P
4. Planning for and development of a Champion endowment fund. 2020-2021 – Raise \$50,000 for endowment 2021-2022 – Raise \$50,000 for endowment 2022-2023 – Raise \$50,000 for endowment	P	P	P	P	P	P
5. Build partnerships with businesses in the community and with alumni to provide support for the ministry of Champion.	P	P	P	P	P	P

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Institutional Goal 2.2: Champion Christian College will secure government funding sources and explore other governmental options.

Strategic Objectives

Responsible Party: Financial Aid Department

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
1. Apply for approval to participate in the Federal Title IV programs.	P	I	I	I	I	I
2. Apply for approval to participate in the Arkansas Department of Education scholarships and financial aid.	P	I	I	I	I	I

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Focus Area Three: Student Support and Success

Institutional Goal 3.1: Champion Christian College will ensure the long-term stability of the college by increasing student enrollment and retention.

Strategic Objectives

Responsible Party: Recruitment and Admissions Department

	2017-	2018-	2019-	2020-	2021-	2022-
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	18	19	20	21	22	23
1. Development of a detailed recruitment plan outlining the steps taken from inquiry to enrollment of a student.	P	I	I	I	I	I
2. Statistical analysis of student body makeup.	P	I	I	I	I	I
3. Comprehensive record keeping of all inquiries to determine most effective generation of students.	P	P	I	I	I	I
4. Statistical analysis of student retention including exit interviews with non-graduating students.	P	P	I	I	I	I
5. A yearly minimum 25% growth of the student body during the next five years through intentional recruitment practices. 2018-2019 – \$2000 2019-2020 – \$5000 2020-2021 – \$5000 2021-2022 – \$6000 2022-2023 – \$7500	P	I	I	I	I	I
6. Development of an International Student Program to enhance Champion’s student body of diversity. 2018-2019 - \$4500 (\$2000 gifted for application for International Program) 2019-2020 – \$2500 2020-2021 – \$2500 2021-2022 – \$2500 2022-2023 – \$2500	P	I	I	I	I	I
7. Include Champion’s non-discrimination statement in all printed materials.	P	I	I	I	I	I

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Institutional Goal 3.2: Champion Christian College will complete and maintain accreditation to assist students in their goal of degree completion

Strategic Objectives

Responsible Party: Vice-President of Academic Affairs

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
1. Completion of all reports and needed documents for full accreditation.	I	I	I	I	I	I
2. Form a committee for the ongoing evaluation, assessment, and implementation of the accreditation recommendations and preparation for the future visits.	I	I	I	I	I	I
3. Develop assessment tools and implement these tools for the determination of meeting student needs.	I	I	I	I	I	I

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Focus Area Four: Technology and Learning Environment

Institutional Goal 4.1: Champion Christian College will develop and maintain a state-of-the-art technology program for students and faculty.

Strategic Objectives

Responsible Party: Vice President of Academic Affairs

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
1. Instructional software evaluated yearly to determine life-span, ease of use, replacement, and usage by students.	P	P	P	P	P	P
2. Administrative software evaluated yearly to determine life-span, ease of use, replacement, and usage by administrative staff. 2018-2019 – \$0 2019-2020 – \$500 2020-2021 – \$500 2021-2022 – \$500 2022-2023 – \$500	P	P	I	I	I	I
3. Purchase of a Learning Management System for the school. 2018-2019 – \$1200 2019-2020 – \$2400 2020-2021 – \$2400 2021-2022 – \$2400 2022-2023 – \$2400	P	I	I	I	I	I
4. Classroom technology evaluated yearly for effectiveness and usage, current levels of technology, upgrade or replacement. 2018-2019 – \$0 2019-2020 – \$1000 2020-2021 – \$1000 2021-2022 – \$1000 2022-2023 – \$1000	P	P	I	I	I	I
5. Inclusion of a line item in the yearly budget for the upgrade of technology. 2018-2019 – \$500 2019-2020 – \$500 2020-2021 – \$1000 2021-2022 – \$1000 2022-2023 – \$1200	P	I	I	I	I	I
6. Upgrade and improve the workable website work for the school. 2018-2019 – \$0 2019-2020 – \$1000 2020-2021 – \$1000 2021-2022 – \$1000 2022-2023 – \$1000	P	I	I	I	I	I
7. Include Champion’s non-discrimination statement on pages of the website.	P	I	I	I	I	I

P=Planning I=Implementation

Institutional Goal 4.2: Champion Christian College will enhance student learning by providing a safe, accessible, and attractive campus to meet student needs.

Strategic Objectives

Responsible Party: Vice-President of Student Affairs

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
1. Modernization and renovation of lobby, dorms, classrooms, and hallways.	P	I	I	I	I	I

2018-2019 – Donations 2019-2020 – \$500 2020-2021 – \$500 2021-2022 – \$500 2022-2023 – \$500						
2. Update the security and access systems to the school. 2018-2019 – \$0 2019-2020 – \$1000 2020-2021 – \$1200 2021-2022 – \$1400 2022-2023 – \$1600	P	P	I	I	I	I
3. Evaluate the conduciveness of the current entry system and the message visitors receive from it.	P	P	I	I	I	I
4. Monthly assessment by security personnel and the Dean of Students regarding student safety.	P	P	I	I	I	I

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Focus Area Five: College Facilities

Institutional Goal 5.1: Champion Christian College will evaluate their present facilities and determine their greatest facility needs as the school continues to grow.

Strategic Objectives

Responsible Party: Board of Directors

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
1. Develop a master plan of the entire campus.	P	P	P	P	P	P
2. Form a Facilities Committee to evaluate the current facilities and determine needs to serve the current student body.	P	P	P	P	P	P

P=Planning I=Implementation

Institutional Goal 5.2: Champion Christian College will begin the process of developing a master plan for the growth and development of the school.

Strategic Objectives

Responsible Party: Board of Directors

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
1. As a part of the Facilities Committee responsibilities, a 10-year rollover plan will be created for the future development of Champion. Future needs to be addressed would be: classroom spaces, library, dormitory space, lab spaces, athletic fields, and offices. 2018-2019 – \$0 2019-2020 – TBD 2020-2021 – TBD 2021-2022 – TBD	P	P	P	P	P	P

2022-2023 – TBD						
2. Development of a committee responsible for identifying and implementing funding methods for the school’s growth.	P	P	P	P	P	P

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Focus Area Six: Community/College Relations

Institutional Goal 6.1: Champion Christian College will enhance the public’s image and knowledge of the school through cultivation of partnerships and collaborations with community partners.

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Strategic Objectives

Responsible Party: President of CCC and Recruitment and Admissions Department

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
1. Develop strategies to strengthen partnerships with external constituent groups, such as chambers of commerce; federal, state and local government officials; business and industry; and service organization.	P	P	I	I	I	I
2. Develop a community relations plan that includes marketing, communication, public relations, and resource development strategies. 2018-2019 – \$0 2019-2020 – \$500 2020-2021 – \$500 2021-2022 – \$500 2022-2023 – \$500	P	P	I	I	I	I
3. Develop ways for Champion to serve the community through programs (i.e. athletic camps, academic camps, summer programs). 2018-2019 – \$0 2019-2020 – \$500 2020-2021 – \$1000 2021-2022 – \$1500 2022-2023 – \$2000	P	P	I	I	I	I
4. Develop collaborations between Champion and businesses in related academic areas.	P	P	P	P	P	P

P=Planning I=Implementation

Institutional Goal 6.2: Champion Christian College will intentionally work to develop awareness of the school and partnerships with the churches in this geographical area.

Strategic Objectives

Responsible Party: President of CCC and Admissions and Recruitment Department

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
1. Develop and sponsor youth type activities for the area churches to foster a relationship with the young people of the community.	P	iP	I	I	I	I

2018-2019 – \$0 2019-2020 – \$500 2020-2021 – \$1000 2021-2022 – \$1200 2022-2023 – \$1400						
2. Be intentional about getting students into local churches to connect faces with Champion and serve these congregations. 2018-2019 – \$0 2019-2020 – \$600 2020-2021 – \$750 2021-2022 – \$800 2022-2023 – \$1000	P	Pi	I	I	I	I
3. Host the Pastoral network of the area on campus to spotlight the blessing Champion is to the community.	P	I	I	I	I	I
4. Develop a program for area congregations to host Champion Sundays with special emphasis on the ministry of Champion. 2018-2019 – \$0 2019-2020 – \$500 2020-2021 – \$600 2021-2022 – \$750 2022-2023 – \$900	P	P	P	P	P	P

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