



An International Division Member Connection, February 2025

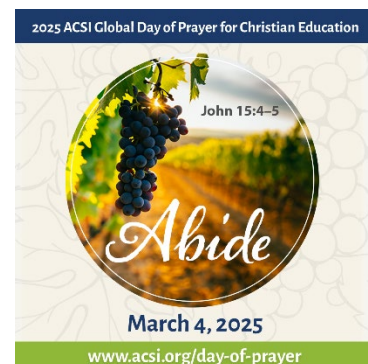
Fellow International Educator,

There is one stressor unique to those who live and work abroad that is rarely covered in orientation. Even now, when I think about it, old feelings of anxiety and stress come flooding back to my mind. That anxiety certainly applied to me and my family, but then, later, when I became Head of School, I felt it bearing down upon me even more at times. Of course, I'm talking about unpredictable currency fluctuations.

If you are an expat, you know what I mean. If you are on M-support, you really know what I mean. Pulling up currency rates to see what your home currency is doing day after day can be an unsettling and endless task, especially when things are going in the wrong direction. I can still recall moments of regret when I waited a day too long to bring over cash and lost money on the ill-timed transaction.

Eventually, I decided—I could either keep watching the currency, keep trying to time the market, and be often anxious, or put down the charts and trust God to fulfill His promise to meet our needs at home and school.

Our lives abroad are uncertain, but we have one surety we can count on: God's love, mercy, and grace. [12 Bible Verses on Contentment](#) gives a good reminder of God's care in finances. Aren't you glad God's love, mercy, and grace are unlike the currency exchange? Up one day, down another, with no seeming logic? Let's trust Him



more deeply today rather than the exchange rates. It made a big difference in my well-being when I did.

I hope to see you at one of our [three conferences](#) this year.

Blessings to you wherever you are in the world.

Tim for the [international school team](#)

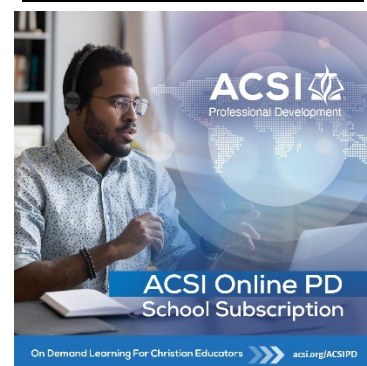
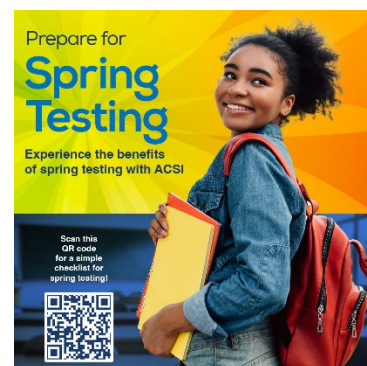
[Tim Shuman, Senior Director, International Division](#)

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[Kimberly Park, Accreditation Specialist, International Division](#)

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Share Your Story

We're always on the lookout for inspirational stories about Christian schools around the world. How is God moving in your school community? Please take a moment to share your story with us by filling out [this form](#). We want to highlight the amazing things taking place at your school!

Upcoming International Events

- [ISLC Europe](#) in Mallorca, Spain, is coming up soon at beautiful Melia South Beach in just three months. Join us from 27 to 30 April 2025. As of today, nearly 100 delegates from 21 countries have registered. Check out our speaker lineup [HERE](#). Don't miss out; [Register now](#).

- **IMPORTANT UPDATE:** The [ABI Conference](#) has been rescheduled to Fall 2025 to accommodate leaders' schedules. Leaders from Accredited schools, Bilingual schools, and International schools in Latin America are invited to join us in the Dominican Republic. Keep watching for new dates.
- **Mark your calendars for [ICEC Asia 2025](#)**, which will be held in Malaysia on the campus of Dalat International School from 26 to 29 November 2025. Details are forthcoming.
- Staff recruitment is a year-long task. When you identify new expat staff for 25/26, you can enroll them immediately in PFO2Go. [PFO2Go](#), our online course, will help them prepare to transition to your country and ministry. To see how valuable PFO2Go can be read this [recent article](#).

News, Articles, & Other Ideas

- ACSI's most recent posts and resources:
 - [The Lasting Influence of Christian Private Schools](#) with Dr. Stacey Davis
 - [New Research Insights: Do Christian Schools Make a Difference?](#) with Dr. Lynn Swaner
 - [Memorial Stones](#) with Chris Loncar
 - [Vision as Revelation](#) with Dr. Jay Ferguson
 - (Video interview) [A Lifestyle of Giving in Nigeria](#) with Naomi Famonure and Dr. Larry Taylor
 - Early Educators, consider joining ACSI's virtual Early Education Professional Development Conference on February 22, 2025. Learn more and register [here](#).
- One month in, and [The Leadership Journey](#) is already making a difference. Our friend Matthew Mann and the Pelita Harapan Group are launching a new program called The Leadership Journey. This no-cost opportunity is designed to equip Christian school leaders with the skills, knowledge, and encouragement they need to thrive. [Learn more and sign up here](#).
- [Michael and Kim Essenburg](#) care for international Christian schools and love to share flourishing tips and ideas with you.
 - [How can you cultivate respect for other cultures?](#)
 - [What 5 things can you do to be a more effective empathetic leader?](#)
 - [Board members, how can you actively support the leader's resilient well-being? How does doing that impact your well-being?](#)

- We feature so few articles about boarding, so I'm giving this one by the Essenburgs an extra bullet point. [What do flourishing boarding students at international Christian schools consistently experience?](#) Please be sure your boarding staff gets this.
- I found this article helpful, [The Christian Leader's Guide to Artificial Intelligence: Transforming Workplaces and Serving Others](#) from Best Christian Workplaces.
- And then there is this one from Cardus featuring the work of Drs. Lynn Swaner and Rian Djita: [Navigating AI in Christian Schools](#).
- I've been watching a few friends who work as Global Nomads. This article offers an interesting perspective: [Could You Be a "Global Nomad" for the Gospel?](#)
- Do you ever wish you could get away and spend a minute in a quiet park? Now you can, virtually. Check out the One Minute Park. Let it play, and you get a new park to enjoy every sixty seconds. Let's start at a park in [Sydney, Australia](#). Turn on the sound.

Headship Openings Only

- Bingham Academy, Ethiopia. [Learn more here.](#)
- Chengdu International School, China. [Learn more here.](#)
- Crossroads Christian Academy, Panama. [Learn more here.](#)
- Faith International Academy, Philippines. [Learn more here.](#)
- Hillcrest International School, Indonesia. [Learn more here.](#)
- Hope Academy, Central Asia. [Learn more here.](#)
- International Academy of St. Petersburg, Russia. [Learn more here.](#)
- International Christian School – Uijeongbu, Korea. [Learn more here.](#)
- Mountainview Christian School, Indonesia. [Learn more here.](#)
- Tien Shan International School, Kazakhstan. [Learn more here.](#)

If you have a head of school opening, please let me know. Check our [member school vacancy page](#) and the [ACSI Career Center](#). If you are interested in a position at an international school, check out the latest non-USA opportunities [here](#). Check out the latest ACSI [Job Flash](#) that goes out to thousands. Learn how you can get your needs included in the Job Flash [here](#); scroll down for Job Flash.

Faith Teaches Builds Christian Education Awareness

ACSI launched “[Faith Teaches](#)”, which encourages that every moment adds to an eternal investment of a child’s faith formation sparked by the intentional, collective influence of parents, churches, and schools. The short January campaign culminated with the National School Choice Week.

ACSI was highlighted through an [Associated Press article](#) about Kaelyn, who is pursuing her dream to become an Olympic swimmer one day while attending Cottage Hill Christian Academy in Mobile, AL, thanks to a scholarship through ACSI’s Children’s Tuition Fund. Member schools such as Ozaukee Christian School used ACSI *Faith Teaches* resources to gain [local media coverage](#).

The *Faith Teaches* landing page will remain throughout the year so that you can use the resources to educate parents, build stronger church relationships, and prepare for National School Choice Week in 2026.

Introducing Kati Melton, new ACSI Senior Director for the Western Division

ACSI introduced Kati Melton as its new Senior Director for the Western Division in September 2024. In her new role, Melton will oversee and offer guidance to 570 member schools across 13 states in the Western Division of the U.S.

Melton answered some questions recently about her background and vision for ACSI.

Could you share a bit about your history and experience with Christian education?

I graduated from a Christian high school that had a tremendous impact on my

Hiring Tips for Christian Schools in Today’s World: Finding the Right Fit for Your Ministry

By Jennifer Gonzales

In today’s rapidly evolving educational landscape, Christian schools face unique challenges when it comes to hiring the right staff. As institutions committed to fostering academic excellence alongside spiritual growth, it’s crucial that school leaders not only look for qualified candidates but also for individuals who share the values and mission of the school.

Here are some key strategies and insights for successfully

Attract New Students and Elevate School Marketing With Flexible Solutions

By FACTS

Parents value flexibility and convenience when it comes to paying for their student’s tuition. But how? Here are some ways implementing an [efficient tuition management system](#) can elevate your school’s marketing and bring in new families while remaining efficient for your school staff.

Offer an All-in-One Experience

Busy families appreciate simplicity. By offering one login, they can manage tuition, fees, and view student information on their

life, shaping a clear calling and path forward in the field of education. Over the past 25 years, I have wholeheartedly pursued God's calling to advance His Kingdom through the vital work of teaching, learning, and leading. My journey has included roles such as teaching third and fourth grades, serving as an assistant principal and principal, leading as a dean of faculty and curriculum and instruction, and most recently, serving as Head of School of [Cherry Hills Christian School](#) (CHC) in Colorado. Through each of these experiences, it has been a profound joy to pursue excellence in fostering Christ-centered academics and community.

How have you seen God move in the Christian schools at which you've served? How have you seen God impact the lives of your students?

As a head of school, I've often said I have a front-row seat to witness all that God is doing in and through Christian education.

Continue reading [here](#).

navigating the hiring process in Christian schools today:

Prioritize Alignment with Your School's Mission and Values

While skills, qualifications, and experience are vital, the core mission and values of a Christian school are equally important when hiring staff. When reviewing applicants, focus on their passion for Christian education, their personal faith, and their commitment to shaping young minds through a biblical worldview. Ask questions that give you insight into how candidates would integrate faith into the classroom and daily life. It's not just about what they teach, but how they teach it and why.

Cultural Fit

In addition to evaluating educational qualifications and professional experience, consider the soft skills of potential hires.

Continue reading [here](#).

own time, showcasing your school's commitment to the family experience.

Reduce Enrollment Barriers with Comprehensive Options

When you provide flexible options like [incidental billing and prepay accounts](#), your school becomes more accommodating to diverse financial needs. Integrating payment plans into your enrollment process lets families pay tuition over time instead of all at once.

Let Your Team Focus on What Matters

Leveraging dashboards, automated payment processing, and advanced accounting make it simple to stay on top of payments, allowing for better budgeting and improved cash flow. So instead of focusing on administrative tasks, staff can build stronger relationships with families and students.

Continue reading [here](#).

Jesús

SCHOOLS



[ACSI | Association of Christian Schools International](#)

Post Office Box 62249, Colorado Springs, CO 80962

Connect with us on social media and fellow Christian educators through the [ACSI Community!](#)

We respect your privacy. We do not sell, rent, or abuse our customer email list.

We strive to send valuable, timely emails to our members and friends.

[MANAGE SUBSCRIPTION PREFERENCES](#)

Introducing Kati Melton Continued

Whether it's walking alongside students as they grapple with life's toughest questions, equipping teachers with professional development for biblical immersion and best instructional practices, or fostering a flourishing school culture grounded in a compelling vision and mission, God's presence is undeniable.

One former student recently shared how the strong faith and academic foundation she received at our school gave her the tools to excel as a leader in her field. She said, "The values instilled in

me during my time at CHC gave me the courage to pursue my calling with confidence, knowing that God has a plan for my life.” At the heart of my mission in Christian education is the belief that every child is God’s masterpiece, uniquely designed for His purpose. I see this truth come to life as students grow in their faith, discover their gifts, and embrace the calling God has placed on their lives. A verse that often comes to my mind in moments like these is Jeremiah 29:11: “‘For I know the plans I have for you,’ declares the Lord, ‘plans to prosper you and not to harm you, plans to give you a hope and a future.’” This verse beautifully captures the transformative power of Christian education as students realize their God-given potential and step boldly into their purpose to impact the world for His glory.

What drew you to ACSI and this position? What are you most looking forward to?

God clearly opened the door for me to step into this role at ACSI. My heartbeat has always been to build strong relationships, walk alongside fellow Christian school leaders, and foster healthy school environments by eagerly seeking God and anticipating His plans. I’m most looking forward to working with and learning from exceptional Christian school leaders, advancing God’s Kingdom through collaboration, and witnessing the further impact Christian education can have in this world. It is my prayer that we continually give God all the praise and glory as we pursue excellence for His purpose together.

What unique opportunities do you think ACSI has at this moment in history? How is ACSI postured to do God's work?

ACSI is uniquely positioned to make a significant Kingdom impact through its [Vision 2030](#) initiative, which focuses on Advancing, Access, and Advocacy to lead Christ-centered education toward excellence, make it more accessible, and protect it for future generations. At this moment in history, the growth of Christian education presents a remarkable opportunity to equip schools, students, and educators with the tools to glorify God and advance His Kingdom in unprecedented ways. ACSI’s commitment to innovation, excellence, and Christ-centered leadership positions the organization as a pivotal force for God’s work around the globe.

Anything else to add?

It is a distinct honor and privilege to join such an exceptional organization. I am filled with hope and excitement to see all that God has in store for ACSI and the Christian schools we serve. Together, we can make a lasting impact for His glory.

Hiring Tips for Christian Schools in Today's World Continued

In a Christian school, teachers, administrators, and staff are more than just employees—they are role models, mentors, and spiritual guides. Look for individuals who demonstrate qualities like empathy, patience, collaboration, and effective communication.

Evaluate their ability to work well in a community-oriented environment and how they handle conflict resolution, as well as their approach to working with students, parents, and fellow staff members. A cultural fit is just as important as a skills match.

Use a Thorough Interview Process

The interview process should go beyond the typical job-related questions. Include questions that explore the candidate's spiritual journey, their understanding of Christian education, and how they would incorporate biblical principles into their daily teaching. Ask about their vision for integrating faith into academics and their approach to discipleship.

Including other stakeholders in the interview process—such as current staff members or board members—can help ensure that the candidate will be a good fit for your school's culture and mission. It's essential to have a collaborative approach to hiring, ensuring everyone is on board with the candidate's values and potential contributions.

Presentation

Finally, to attract the best candidates, make sure your school's values, mission, and unique culture are evident in all your hiring materials, including job descriptions, your website, and social media profiles. Highlight the ways in which your school is making an impact on students and the community. A strong employer brand will help you stand out in a competitive job market and attract candidates who are passionate about your school's mission.

In Conclusion

Hiring the right staff for your Christian school in today's world requires a strategic, mission-driven approach. By prioritizing alignment with your school's values, utilizing platforms like the ACSI Career Center, and focusing on both qualifications and cultural fit, you can build a team of dedicated individuals who are committed to nurturing the next generation of Christian leaders. Take the time to invest in your hiring process, and you'll find staff who will make a lasting impact on your school and the students it serves.

Attract New Students and Elevate School Marketing with Flexible Solutions Continued

Strengthen Family Relationships

Reduce misunderstandings with transparent, consistent communications regarding tuition and fees between your school and families. When you build trust with families, you can also experience better student retention, as parents value close bonds.

Offering tuition payment options that are flexible and affordable can be a crucial part of making your school the right choice for more families. [Learn more about FACTS Tuition Management](#) to see how.

