

Building an Organizational Commitment to Biblical Unity

Biblical Unity Summit

November 13, 2025

Darin Long, Superintendent



Christian Academy
SCHOOL SYSTEM

Introduction

- Darin Long, Superintendent of Christian Academy School System
- Journey: Biblical Unity as an organizational commitment
- Explore
 - Historical Context - how we started and lessons learned
 - Intentional Strategy - How we built structure and accountability
- Goal: Encourage, challenge, and discuss practical ideas



The Beginning 2018

- 12 administrators and teachers began meeting to discuss *diversity and unity*
- We asked: “How do we move from avoidance to intentional conversations?”
- Early steps:
 - Book studies (*The Third Option*, Miles McPherson)
 - Self-awareness tools
 - Attending conferences
 - Some Professional Development
- Our commitment: **Move intentionally, but move slowly to gain buy-in**



A Pivotal Moment: 2020

- The national conversation on race intensified
- **Breonna Taylor's death** deeply affected Louisville
- Summer meeting "*on the lawn*" with 50: minority families, board members, administrators
- Raw, emotional, revealing—and eye-opening for many white leaders
- I was the **new Superintendent** and felt the weight of division

“COVID felt simple—racial reconciliation felt impossible.”



Taking Action

- We needed a tangible next step
- Created a **Diversity Council** – 20 members (parents + administrators)
- Early tension and distrust, but 3 subcommittees formed:
 - **Training**
 - **Culture**
 - **Curriculum**
- Made measurable progress—though faced pushback from families and employees

It was a start—and it mattered.



A Hard Lesson

- I quickly realized: I couldn't do this alone
- Created **Director of Unity and Diversity** role
- 20-person interview process, much prayer, unanimous hire
- 10 months later, had to terminate—divisive and ineffective
- Painful season, but **God used it to reveal what was truly needed**

"I got a glimpse of what it could be if done God's way."



A New Direction

- Reframed focus and position: **Director of Biblical Unity**
- New approach grounded in:
 - **God's mandate**, not culture's movement
 - **Positive, redemptive tone**
 - **Biblical Unity as the priority**
- After a year of prayer, God brought the right leader
- We are now seeing **true progress and spiritual fruit**



Intentional Strategy: Building Biblical Unity

- **Leadership Buy-In is Non-Negotiable**
Superintendent + Board Chair must be aligned
- **Commitment to the Vision**
Division is Satan's #1 tactic—expect resistance
- **Hands and Feet Approach**
Director of Biblical Unity reports directly to Superintendent
One of 3 key Directors overseeing mission + strategy
- **Rooted in Scripture, Not Culture**
Every initiative filtered through biblical truth



Strategic Plan Integration

- **Biblical Unity = One of Six Strategic Initiatives**
- 18 goals system-wide, three for each initiative
- Biblical Unity is a System Priority
- It's widely communicated
- Reported to the Board
- Reviewed and has the same weight as all other organizational priorities





Christian Academy School System

Strategic Plan 2023-2029

The MISSION of Christian Academy School System is to develop students with a heart for God who grow as Jesus did in wisdom, stature and in favor with God and men.

The VISION of Christian Academy is to ignite and transform students to impact our communities through world-class, Christ-centered educational experiences.



Christian Academy will intentionally build authentic relationships with all stakeholders



Christian Academy will ensure that schools stay mission oriented and a viable Christian educational choice



Christian Academy will extend its reach to Christian families that desire a Christian education



Christian Academy will be a positive example in the community portraying Biblical Unity



Christian Academy students will grow spiritually and academically through individual goals and ownership of their development.



Christian Academy will be a leader regionally in expanding Christian Education



CASS will be a positive example in the community portraying Biblical Unity

- Acknowledge the biblical value of every student, family, and employee represented in our school system and every human being beyond it.
- Promote our school system as a welcoming, long-term option for prospective Christian families and employees from all backgrounds who affirm to our Statement of Faith.
- Address instances of unbiblical division with biblical clarity and unifying strategies.



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[Strategic Plan](#)
[Accountability](#)

Key Takeaways

- **Leadership alignment** determines organizational direction
- **Spiritual grounding** protects against missional drift
- **Intentional structure** sustains long-term progress
- **Prayer and patience** are essential—this is God’s work

“Programs won’t create unity without prayer”



Lessons Learned

- Unity is **slow, emotional, and spiritual** work - it's a heart issue
- Identify your **vision** and key **areas for growth**
- Empower the **right people** with authority and trust
- Expect **failure and grace**—both are part of the process

“ I have given them the glory that you gave me, that they may be one as we are one— I in them and you in me—so that they may be brought to complete unity. Then the world will know that you sent me and have loved them even as you have loved me.” — *John 17:22-23*



Closing Encouragement

- This work must be **led by the Lord**
- Identify where you are—and where He's leading
- Commit to prayer, strategy, and perseverance

Thank you for allowing me to share our story.

May your pursuit of biblical unity be **grace-filled, gospel-centered, and Spirit-led.**

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Table Talk Discussion

Table Talk Question:

What would it look like for your organization to make *biblical unity* a true organizational priority rather than just a value we talk about?

Follow-Up Prompts:

- Where might leadership need to model unity more clearly?
- What tangible “first step” could you take in the next six months?

