



**nics**  
Network of International  
Christian Schools

**oasis**  
International Schools

**2022** *Annual Report*

## God's Faithfulness during a Historical Year

This past year was indeed a historical year for NICS/Oasis. After nearly four decades of faithful service to this ministry, both our Founder (Joe Hale) and Co-Founder (Dennis Lugar) officially transitioned away from their day-to-day leadership positions. What an amazing legacy each of these individuals left for those walking in their footsteps! I am grateful and humbled to be part of this passing of the baton.

Leadership transitions, especially of this magnitude, tend to present many challenges within organizations. This has been true for us, even though a firm foundation was gifted to our new administration. Leadership alignment, charting a new course, building a new culture, guarding against mission drift, etc. are pivotal and daunting dynamics that our global leadership team have encountered. Needless to say, the past 12 months have been a vulnerable season for us.

While we are still in the beginning stages of "Chapter 2" in the life of NICS/Oasis, the Lord's faithfulness is already evident. The truth of Lamentations 3:22-23 has been especially galvanizing during this time of transition. It says, "The faithful love of the Lord never ends! His mercies never cease. Great is his faithfulness; his mercies begin afresh each morning." The Lord has been kind to uphold us with these promises.

Below are a few highlights from 2022, which are clear examples of his faithfulness:

- **Leadership Stability:** Miraculously, we have maintained high retention among top leadership positions throughout the network. In fact, our turnover rate among Directors and Principals was 2.8%.
- **Growing Network Schools:** 11 out of 15 schools have experienced enrollment growth this year over last year.
- **Global Enrollment Growth:** Our global enrollment grew by 3.18% in 2022 (peak enrollment of 5223).
- **Global Impact:** 132 nations are represented in our classrooms. Our classroom is the world!

These concrete illustrations of God's faithfulness give us tremendous hope about our future. We are excited about the traction we are achieving together in this next chapter of our ministry. The journey of "reaching the world for Christ through international Christian education" (NICS Purpose Statement) has never seemed brighter!



**With Gratitude and Hope,**



**Blake Weaver**  
President



# Global Impact

1087 5223

NICS + Oasis Team Members  
Serving Across the Globe

Students Across the Globe

## 6 HIGHLIGHTS FROM 2022

- **Staff Longevity with NICS/Oasis**

*The current NICS/Oasis faculty and staff at our schools have been with us anywhere from 1 - 32 years, with the average being 5.47.*

- **Staff Educational Experience**

*The current NICS/Oasis faculty and staff have 1 - 59 years of work experience in the field of education, with the average being 10.97.*

- **Global enrollment growth: grew by 3.18% in 2022.**

- **Accreditation: All Network Schools are fully accredited.**

- **# of nationalities of students in the 2022-2023 school year: 132**

- **Graduate College & University Acceptance**

*Number of students that graduated last year: 408*

**Percentage of graduates that will attend colleges & universities: 87%**

*Graduates have attended 21 of the top 25 2022 Best Global Universities listed by U.S. News & World Report:*

[usnews.com/education/best-global-universities/rankings](https://www.usnews.com/education/best-global-universities/rankings)



# NICS - Oasis Organizational Distinctives

## OUR MISSION

*The mission of NICS is to establish a worldwide network of international Christian schools staffed by qualified Christian educators, instilling in each student a Biblical worldview in an environment of academic excellence and respect for people of all cultures and religions.*

## OUR PURPOSE

*Reaching the world for Christ through international Christian education.*

## OUR CORE VALUES

*Summary Statement: We are a Biblically-based, Christ-centered, caring community that is committed to excellence.*

- **BIBLICALLY-BASED**

*WE WILL OPERATE WITH A BIBLICAL WORLD-VIEW, BASED ON FAITH, LED BY THE HOLY SPIRIT, SUPPORTIVE OF THE LOCAL CHURCH, IN OBEDIENCE TO GOD'S COMMANDS TO LOVE AND DISCIPLE ALL NATIONS, AND IN ACCORDANCE TO HIS LAWS AND THE LAWS OF MAN.*

- **CHRIST-CENTERED**

*OUR BEHAVIOR WILL SHOW THAT CHRIST IS OUR HEAD, OUR ULTIMATE DESIRE BEING TO HONOR, GLORIFY, AND PLEASE HIM, CLEARLY PORTRAYING HIS ATTRIBUTES, WITH THE FINAL MEASURE OF OUR SUCCESS BEING OUR FAITHFULNESS TO HIS WILL.*

- **CARING COMMUNITY**

*THROUGH OUR WORLDWIDE NETWORK, WE WILL GIVE PRIORITY TO PEOPLE RATHER THAN PROGRAMS OR INFRASTRUCTURES, DEMONSTRATING RESPECT, LOYALTY, SUPPORT AND COOPERATION, REGARDLESS OF CULTURAL DIFFERENCES.*

- **COMMITTED TO EXCELLENCE**

*OUR STANDARD FOR HIRING QUALIFIED CHRISTIAN EDUCATORS AND MEASURING PROFESSIONAL PERFORMANCE AS WE EDUCATE CHILDREN, WILL BE THE HIGHEST REASONABLE STANDARD AS OUTLINED IN THE NICS STANDARDS OF BEST PRACTICE.*



# Who We Serve

## Family Demographics

Following are the top six employment categories represented by our parents and the percentages represented by that group:

Local Businessmen -----	38.42%
International Businessmen ---	21.83%
Missionary/Worker -----	13.97%
Educators (non-NICS/Oasis) --	5.96%
Embassy/Diplomat -----	5.80%
NICS/Oasis Staff -----	2.95%

## Gospel Impact

*Since we started keeping statistics in 1999, we are aware of 3419 documented salvations.*

## Parents Religious Preferences

Protestant/Evangelical ---	60.25%
Catholic -----	12.78%
No Preference -----	11.01%
Muslim -----	4.65%
Buddhist -----	3.05%
Hindu -----	1.88%
Orthodox -----	1.00%
Atheist -----	1.02%



# Meet the NICS - Oasis Family



Bandung, Indonesia  
baisedu.org  
ACSI & WASC



**Brasília International School**

Brasilia, Brazil  
brasiliainternationalschool.com  
ACSI & Cognia



Dar es Salaam, Tanzania  
hopac.sc.tz  
ACSI & MSA-CESS



La Paz, Bolivia  
thisisscreammedia.wixsite.com/highlands  
ACSI & MSA-CESS



Lima, Peru  
icslima.org  
ACSI & MSA-CESS



Singapore, Singapore  
ics.edu.sg  
ACSI, EduTrust & WASC



Pyeongtaek, South Korea  
icsptk.org  
ACSI & WASC



Uijeongbu, South Korea  
icsu.asia  
ACSI & WASC



East Asia  
WASC





Worldwide  
northstar-academy.org/  
ACSI & Cognia



Ankara, Turkey  
oisankara.org  
ACSI & MSA CESS



Kuala Lumpur, Malaysia  
ois.edu  
WASC



Prishtina, Kosovo  
prishtinahighschool.org  
Cognia



Nairobi, Kenya  
westnairobischool.org  
ACSI & MSA-CESS



Seoul, South Korea  
yisseoul.org  
ACSI & WASC

## Accrediting Agencies

*ACSI - Association of Christian Schools International*

*Cognia - Formerly AdvancED, merger of North Central Association Commission on Accreditation and School Improvement (NCA CASI); Southern Association of Colleges and Schools on Accreditation and School Improvement (SACS CASI); and Northwest Accreditation Commission (NWAC)*

*EduTrust - Council for Private Education, Singapore Government*

*MSA CESS- Middle States Association Commissions on Elementary and Secondary Schools*

*WASC - Western Association of Schools and Colleges*

*North America & Europe*

# IMPACT

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International  
Headquarters



NorthStar  
Academy



Prishtina, Kosova  
Prishtina High School







## Network of International Christian Schools



NICS/Oasis is headquartered in Southaven, Mississippi. The Home Office serves as the support service center for the network. The functionality of the Home Office is broken into four major categories: Global Operations, US Operations, Financial Operations, and Executive Leadership.



## NorthStar Academy

NorthStar- (NSA) is an online, fully accredited Christian school that currently offers over 200 courses to students in grades 4 through 12, providing a complete academic and diploma-granting program. NSA is celebrating its 25th year online this year!



## Prishtina High School

Prishtina- PHS is celebrating its 15th anniversary this year. The school's enrollment is currently at an all time high of 324 students representing more than 17 countries.

*South America*

# IMPACT

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International Christian  
School of Lima  
Lima, Peru

Highlands International School  
La Paz, Bolivia

Brasilia International  
School  
Brasilia, Brazil







**Brasília International School**

## Brasilia International School

Brasilia- BIS` enrollment has surged to 250 students, which represents a 26% increase from last school year. Our team in Brasilia has managed this growth very well, and we are thankful for the Lord's provision!



**Highlands  
International  
School**

## Highlands International School

La Paz- Highlands International School is located at more than 3,500m above sea level in the beautiful Andes Mountains. The school's enrollment drastically declined due to the pandemic; however, enrollment has now climbed back to pre-Covid norms.

## International Christian School - Lima

Lima- The country of Peru was hit especially hard by the pandemic. ICS Lima's enrollment dipped drastically as a result. The school continues to rebound quite well post-Covid. We are grateful for the way our team has weathered the storm.

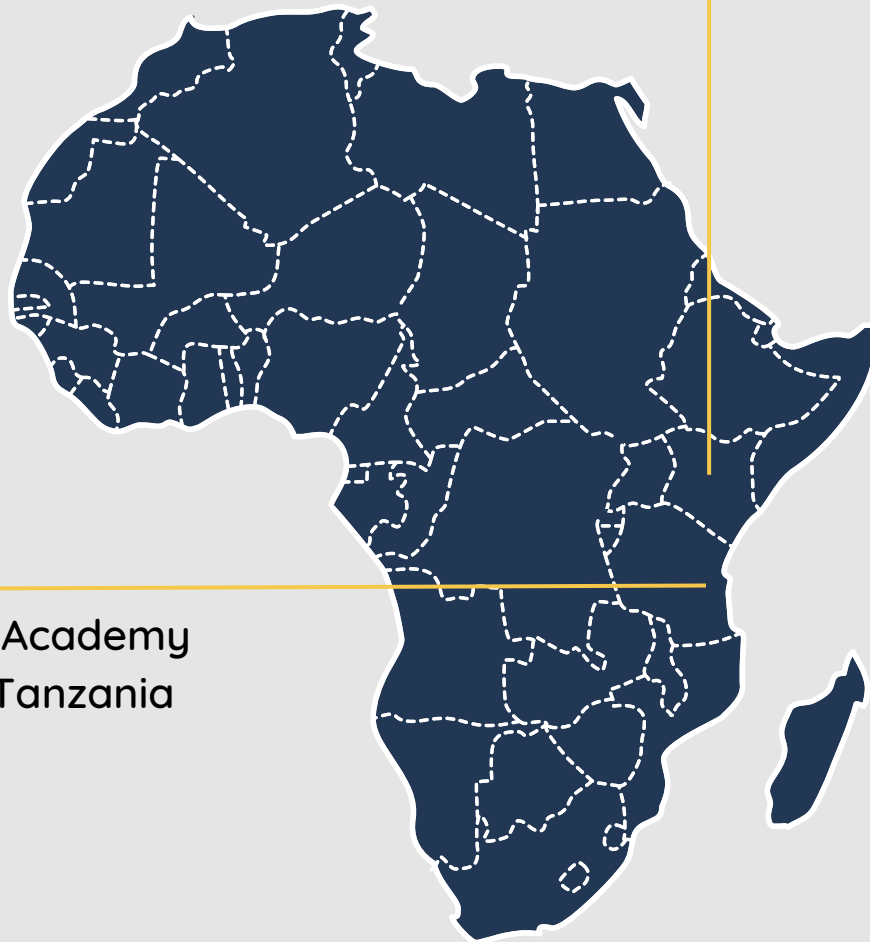


*Africa*

# IMPACT

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West Nairobi School  
Nairobi, Kenya



Haven of Peace Academy  
Dar es Salaam, Tanzania





## Haven of Peace Academy

Dar es Salaam- The newest school to the network, Haven of Peace Academy (HOPAC) was begun in 1994 with the primary purpose of educating missionary children. The school has grown into one of Tanzania's finest international schools, with a beautiful 17-acre campus which can accommodate 400+ students.



## West Nairobi School

Nairobi- WNS was started in 1996 with only 42 students. Over the years WNS has developed into one of the finest international Christian schools in the entire country of Kenya. Today, WNS serves nearly 400 students on a picturesque campus in the Karen suburb of Nairobi.



*Middle East*

# IMPACT

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Oasis International School - Ankara  
Ankara, Turkey





## Oasis International School - Ankara

Ankara- Oasis was founded in 2004, and for the past 19 years has served the international community in Ankara. Originated to meet the demand for a small group of expatriates, the present student body is made up of 430+ students representing 77 countries.





*Asia*

# IMPACT

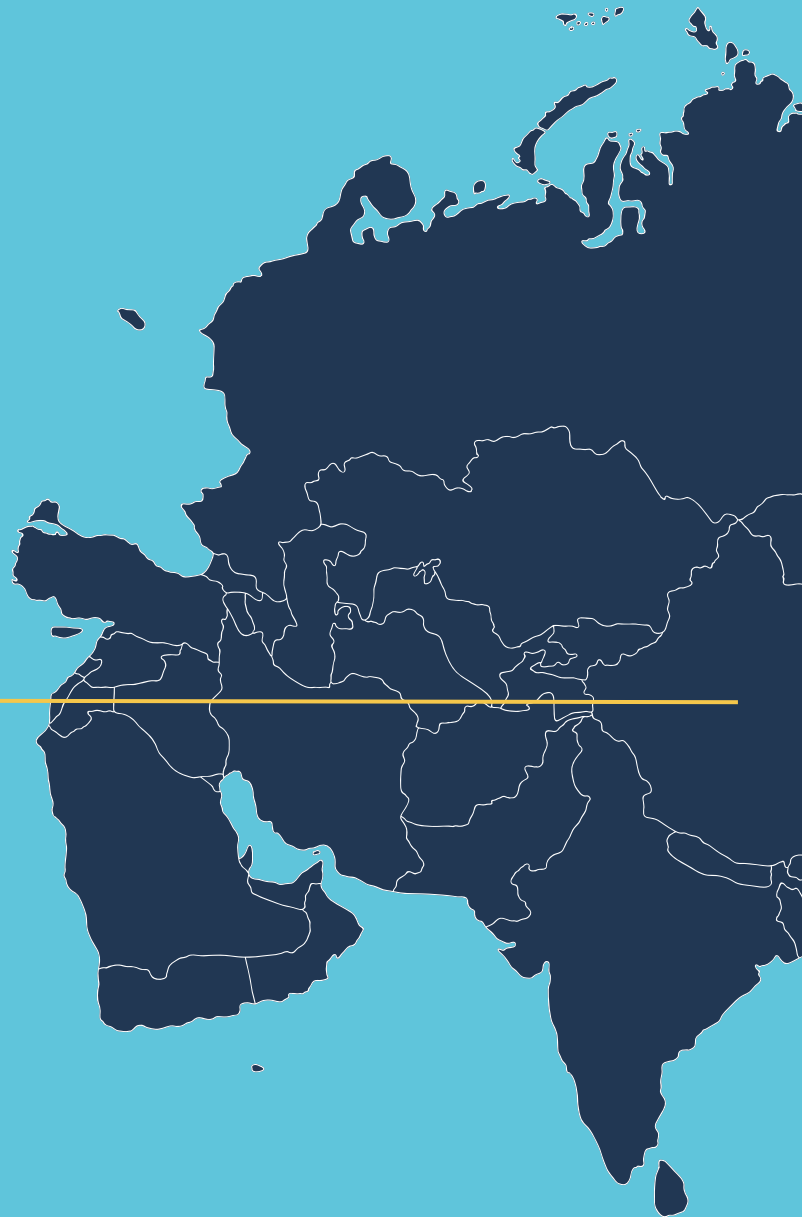
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International School  
East Asia

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International Community School - Singapore  
Singapore, Singapore

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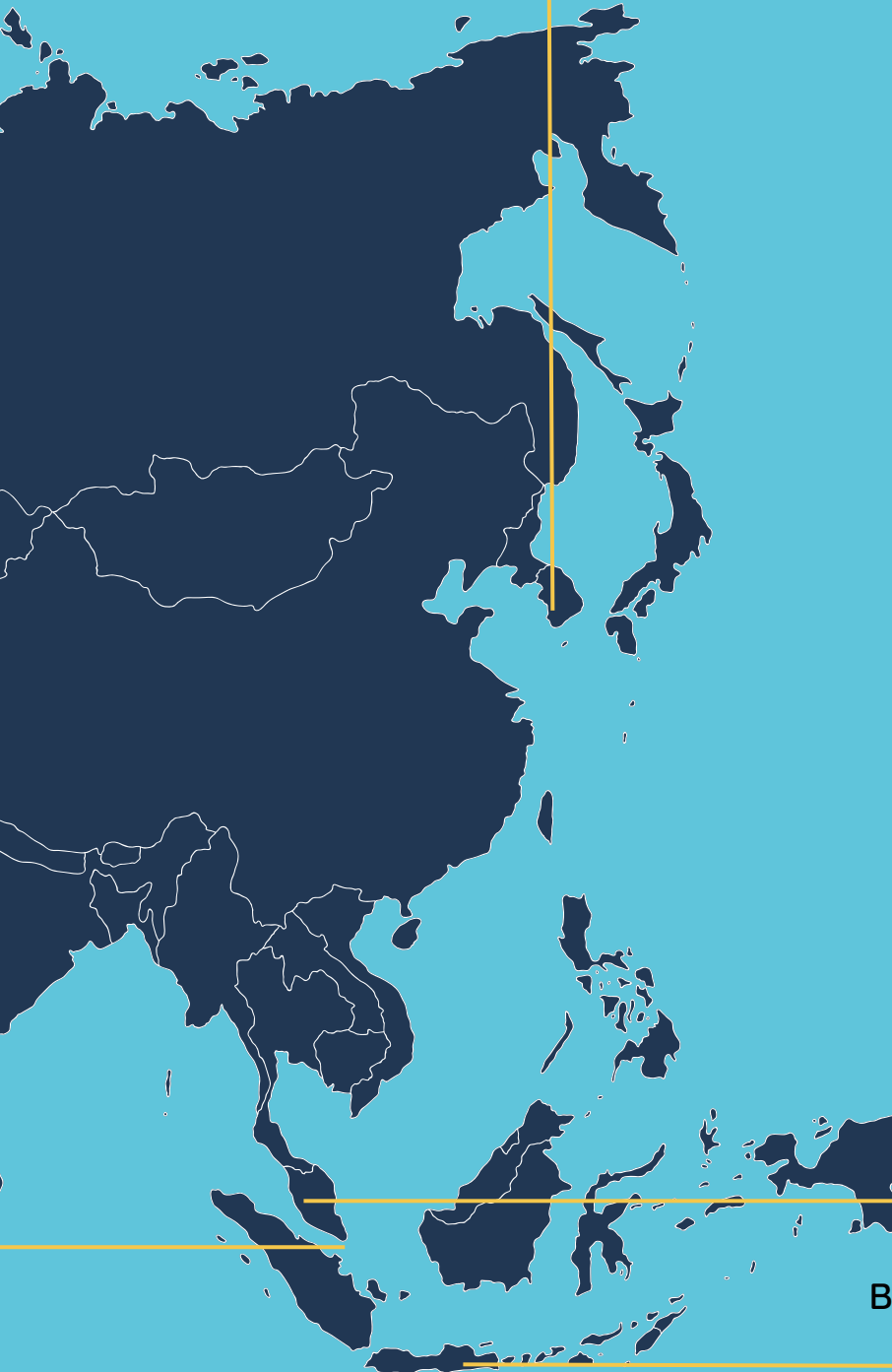
● Yongsan International School of Seoul  
Seoul, Republic of Korea

● International Christian School - Uijeongbu  
Uijeongbu, Republic of Korea

● International Christian School - Pyeongtaek  
Pyeongtaek, Republic of Korea

Oasis International School  
Kuala Lumpur, Malaysia

Bandung Alliance Intercultural School  
Bandung, Indonesia





## Bandung Alliance Intercultural School

Bandung- Opening its doors in 1956, BAIS has a long history in Bandung providing an excellent, high-quality, Christian education. BAIS` enrollment continues to increase post-Covid.



## East Asia International School

The school was founded in 1994. Nearly 30 years later, it is the only accredited international school in the region.



## International Community School -Singapore

Singapore- ICS-Singapore was founded in 1993 with only 20 students and two teachers. The school is celebrating its 30th anniversary this year with an enrollment of nearly 400 students. Additionally, ICS-Singapore was voted "Best Small School of Singapore" (under 700 students) in 2022 by HoneyKids Asia.



## International Christian School - Pyeongtaek

Pyeongtaek- ICS-Pyeongtaek was founded in 1990, and it is one of three NICS Schools in S. Korea. It is located just south of Seoul. The school's enrollment has fully bounced back post-Covid.



Asia

*continued...*



## International Christian School - Uijeongbu

Uijeongbu- ICS-Uijeongbu was founded in 1983 as the very first NICS School. The school is celebrating its 40th anniversary this year. We are grateful for this amazing legacy!



## Oasis International School

Kuala Lumpur- Started in 2018, OIS is the newest school in the network. Enrollment is currently at a record high of 257 students!

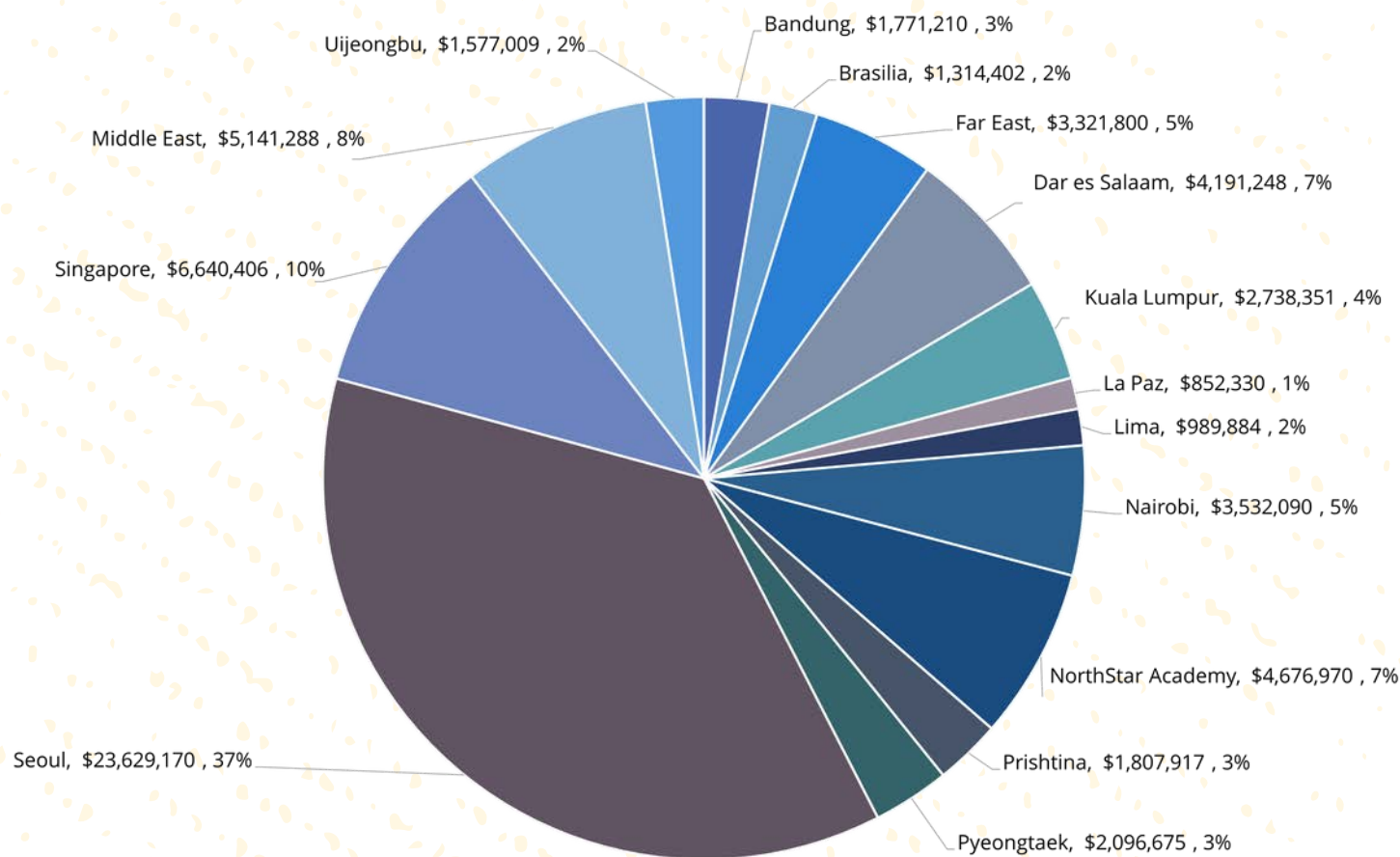


## Yongsan International School of Seoul

Seoul- The Yongsan International School of Seoul is generally recognized as one of the top-tier international schools in Korea. It is strategically located in the heart of Seoul, and the student body represents more than 50 countries.

# 2022 NICS/OASIS Worldwide Revenues

*fiscal year ended June 30, 2022 = \$64,280,750*



## REVENUE BY REGION

United States Region -----	\$4,676,970
Europe Region -----	\$1,807,917
South American Region -----	\$3,156,616
Africa Region -----	\$7,723,338
Middle East Region -----	\$5,141,288
Asia Region -----	\$41,774,621
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<b>Total -----</b>	<b>\$64,280,750</b>







