

# MOMENTUM 2025



EXPLORE HOW WE ARE ENHANCING  
THE ST. CHRISTOPHER'S SCHOOL  
EXPERIENCE FOR ALL OF OUR BOYS



St. Christopher's School

*Educating Boys For Life*



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We affirm the Reverend Dr. Churchill Gibson Chamberlayne’s core founding principles of honor, academic strength and service to others. And yet we know that in 2021, **we must do even more.**



Now is the time to look to the future with creativity, optimism and Momentum 2025 as our guide.

In 1911, Dr. Chamberlayne founded a small school for boys that focused on three essential priorities:

– 1 –

**Honor and integrity**  
above all, emphasized  
by our student-run  
Honor System.

– 2 –

**Rigorous academics,**  
with an emphasis on the  
liberal arts and a focus  
on critical thinking.

– 3 –

**Service to others,**  
exemplified by our  
Missionary Society, of which  
every student is a member.

Going forward, we will continue to enroll boys of promise and graduate young men of character. To that end, we have embraced four Strategic Priorities with equal importance:

- 1. **Improving** the Student Experience: Educating Boys for Life
- 2. **Empowering** Our People: Investing in Our Faculty and Staff
- 3. **Strengthening** Our Community: Creating a More Diverse St. Christopher’s
- 4. **Stewarding** Our Resources: Ensuring Affordability and Sustainability

St. Christopher’s currently operates from a position of enviable strength. Enrollment is at optimum capacity. Our talented faculty and staff are committed to the School’s mission. And we have recently transformed the campus with the addition of the new Arts Center. However, we have never been a community to rest on our laurels, and now is the time for us to harness our forward momentum to forge an even brighter future.



**Beginning in the summer of 2019, a broad coalition of faculty, staff, alumni, parents and friends came together to establish a vision for the School's future.**

These diverse and dedicated members of our community formed seven Task Force groups with the goal of developing a strategic plan to guide the School's mission in these evolving times.

This plan is founded on our people and shared resources and is focused on serving our students, sustaining our faculty and staff, strengthening our community and stewarding our resources.

# Our Mission:

St. Christopher's School knows, loves, and celebrates boys, promotes their pursuit of excellence, and prepares them for lives of honor and integrity, service, and leadership.



IMPROVING THE STUDENT EXPERIENCE:

# EDUCATING BOYS FOR LIFE



## Our Goal:

St. Christopher's will help boys reach their potential by providing them with a distinctive educational program and guiding their personal development in honor and integrity, service, leadership and civility.

## How We Get There:

- Equip each student and family with a "Portrait of a Graduate" document to guide each boy's personal academic journey and help evaluate his progress.
- Offer new opportunities for holistic growth in visual and performing arts.
- Grow the School's traditional academic strength in critical reading and deepen our commitment to world language development.
- Teach the art of thoughtful, free, open and civil discourse.
- Create a mindset and commitment to leadership, service, entrepreneurship and innovation by providing plentiful opportunities.
- Provide students of each academic division with an engaging "rite of passage" activity such as service or travel.
- Increase the impact of the JK-12 Boys Using Innovation to Learn and Design (BUILD) program and curriculum.
- Prioritize an inclusive curriculum that covers the lives and contributions of all the world's societies and populations.
- Strengthen the St. Catherine's coordinate program, particularly in the Lower and Middle School divisions.
- Ensure the efforts – artistic, athletic, service and leadership – of all boys are encouraged and recognized.





EMPOWERING OUR PEOPLE:

# INVESTING IN OUR FACULTY AND STAFF

## Our Goal:

St. Christopher's will invest in our greatest resource – our faculty and staff – by emphasizing employee recruitment, empowerment, recognition and compensation.



## How We Get There:

- Continue to increase the overall diversity of our faculty and staff.
- Recruit faculty and staff with exemplary talents who will enhance our community and help us further our mission.
- Create a coordinated talent management effort across all divisions and departments to focus on recruiting the best candidates and supporting new hires.
- Identify and utilize the skill sets and strengths of our faculty and staff, maximizing the potential of all employees.
- Offer employee salary and benefits that remain competitive with local and national peer schools.
- Develop faculty by providing feedback from multiple perspectives and by reviewing and enhancing our current Professional Growth and Evaluation Model.
- Enhance the ability of the Center for the Study of Boys to support the School's aspiration to be a global leader in educating boys.



STRENGTHENING OUR COMMUNITY:

# CREATING A MORE DIVERSE ST. CHRISTOPHER'S

## Our Goal:

St. Christopher's will continue to build a community that fosters diversity and belonging as we teach every boy to listen with care, patience and empathy, and to communicate with civility.



## How We Get There:

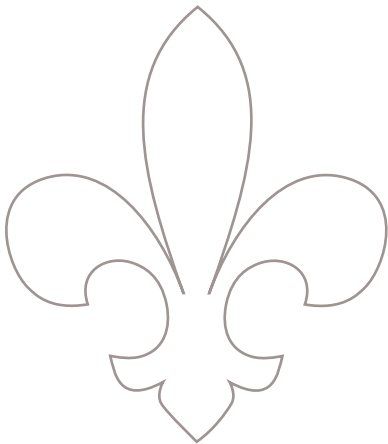
- Cultivate a community of trust and inclusion that is rooted in the St. Christopher's Episcopal ethos of respect and service to others.
- Adopt a set of community-wide core values based on our mission.
- Increase the racial diversity of students, faculty and staff.
- Commit to being a diverse and inclusive community for all Saints, as expressed in the School's Diversity and Inclusion Statement.
- Examine our policies, procedures and curriculum for unconscious bias and cultural insensitivity and update where necessary.
- Deepen mutually beneficial, meaningful partnerships between community organizations and students across all grade levels, JK-12.
- Engage alumni to share their experiences, mentor students, serve as club advisors and participate in a range of campus events and activities.





STEWARDING OUR RESOURCES:

# ENSURING AFFORDABILITY AND SUSTAINABILITY



## How We Get There:

- Ensure long-term affordability by doubling our endowment through philanthropic support over the next decade.
- Communicate to our stakeholders the need for a dramatic increase in our endowment.
- Enhance our enrollment plan to sustain a richly diverse and highly talented student body.
- Pursue a financial and operating model that supports our mission and value proposition without relying on annual tuition increases that exceed inflation.
- Enhance our current facilities and campus activity areas to ensure improved learning experiences for our boys and their families.
- Generate a revised Campus/Facility Master Plan that supports Momentum 2025.

## Our Goal:

St. Christopher's will establish a road map for the growth and stewardship of our resources that will promote affordability for families and attract and retain the best students and faculty while prioritizing endowment fundraising over large capital projects.







As you can see in this Strategic Plan, the many stakeholders of St. Christopher's – administrators, faculty, staff, students, parents and alumni – have thought deeply on how best to deliver an education that is true to Dr. Chamberlayne's ideals while rising to meet the challenges of our bright future.





# Be a part of our forward momentum.

Learn more about the important  
work of educating boys.

[www.stchristophers.com](http://www.stchristophers.com)

## STRATEGIC PLANNING COMMITTEE

Karen Welch, Chair (P)  
Sam Bemiss '73 (AP)  
McGuire Boyd '93 (P)  
Hill Brown '85 (F, AP)  
Orran Brown (P, AP)  
Randy Daniel '78 (AP)  
Krissy Gathright (P, AP)  
Clay Hilbert (P)  
Lydia Johnson (P)  
Tim McCoy '87 (P, AP)

Kadie Parsley (F)  
Lewis Powell '70 (AP)  
Taylor Reveley '92 (P)  
Louis Ryan '65  
Bill Tyson '80 (AP)  
Laurel Wise (P)  
Jay Wood (F, AP)

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P = Parent  
AP = Alumni Parent  
F = Faculty

## EX OFFICIO

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Thomas Valentine '76

Former Chair of Board  
of Governors  
Ned Valentine '83

Headmaster  
Mason Lecky

Director of Development  
Jane Garnet Brown

Director of Communications  
Sharon Dion

Chief Financial and  
Operations Officer  
David Reynolds

## TASK FORCE GROUPS

Academic Program  
Jay Wood, Chair

Co-Curricular Program  
Orran Brown, Chair

Community, Inclusion  
and Engagement  
Sam Bemiss '73, Chair

Enrollment and Communications  
Clay Hilbert, Chair

Finance/Operations  
Dave Hale, Chair

Our People  
Kadie Parsley, Chair

Stewardship  
Randy Daniel '78, Chair

We are grateful to the Board of Governors and the Task Force members for their contribution and dedication to Momentum 2025.