

Annual Report

2013-2014



Christopher Academy

Fostering a Love of Learning since 1970

3300 Cedar Lane Portsmouth, VA 23703 757-484-6776

www.christopher-academy.org

**Christopher Academy...An
Education You Can Count On**

ANNUAL REPORT

2013-2014

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FIND OUR ANNUAL REPORT ONLINE AT
WWW.CHRISTOPHER-ACADEMY.ORG



A NOTE FROM OUR HEAD OF SCHOOL

Christopher Academy...Count on Us. We challenged our faculty, parents, trustees, and staff to prepare our students for the 21st Century while preserving our rich traditions and strong sense of community. We knew that we could count on all of you to make 2013-2014 an exceptional year of learning and growing together. The smiling, excited faces of our students entering school each day let us know that we are succeeding in our goal to foster a love of learning.

Thank you to every individual and business for your support this past year. When you volunteered, made a donation, played golf in the tournament, or were the winning bidder at the auction, you helped Christopher Academy make a difference in the lives of our young students. It takes all of us together to achieve excellence.

The Board of Trustees has recently adopted a new strategic plan that affirms the mission and philosophy of Christopher Academy and sets short- and long-term goals for the future of our School. We are confident that with your continued support, whether large or small, Christopher Academy will always provide an education that you can count on.

*Phyllis Shannon
Head of School*

BOARD OF TRUSTEES

Executive Board

E. Warriner Atkinson, Chair
Eric Sasser, Vice Chair
Wanda Russo, Secretary
R. Frank Hawkins,
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R. Scott Morgan

Board Members

Delores Chaplin
Shannon Chen
J. Kenneth Jolly
Robert Ossman
Fran Ossman
P. Ward Robinett
Dianne Williams



CHRISTOPHER ACADEMY MISSION STATEMENT

The mission of Christopher Academy is to provide a developmentally appropriate curriculum in a stimulating environment that fosters a love of learning.

At Christopher Academy, the teaching philosophy is guided by several beliefs. These beliefs direct our goals, our actions, and our programs. We believe:

Students are eager to experience the sights, sounds, smells, textures and tastes of the world surrounding them. Physical, social, intellectual and academic growth is stimulated by an environment rich in a variety of people, materials and experiences. Our developmentally appropriate curriculum gives students many opportunities to interact with others, explore real life materials, solve problems and express themselves creatively.

Students thrive in a caring, nurturing and safe learning environment. They feel safe to take risks as they strive to acquire new skills and build on previous experiences. As students meet with success, they can accept new learning challenges. Confident learners know with practice and assistance they will succeed.

Students become independent thinkers and workers as they acquire a strong foundation in both academic and life skills. Teachers are challenged to identify the unique strengths, interests, talents and needs of each student and to provide an environment in which every child may progress and flourish.

Students know they are valued. A positive learning environment supports development of good character and positive self-esteem. Students learn to value community and good citizenship as they share their learning experience with students and teachers of diverse backgrounds. Students are supported instructionally and emotionally while being challenged to achieve their fullest potential.

Students will strive to meet high expectations. We encourage them to do their best cognitively, socially, physically and emotionally. They respond by putting forth the energy and effort needed to succeed.

Students love to learn. Christopher Academy strives to constantly provide a developmentally appropriate environment for every child that will foster this desire to learn for a lifetime.

Annual Giving Fund



Thanks to the generosity of the entire Christopher Academy community, we raised \$26,743.46 for the Annual Fund. This includes donations to the Linda Morgan Library Enrichment Fund and the Annette Crandall Scholarship Fund. Christopher Academy is thankful for all of the Families, Faculty, Board of Trustees, Grandparents, Alumni, Businesses and the Community that generously support our mission to foster a love of learning. It is this support that has allowed Christopher Academy to prosper since 1970.

Your support allows Christopher Academy to continue:

- *Maintaining and expanding the technology program so our children have all the tools necessary to compete in today's technology-driven world*
- *Enriching our academic program with many field trips and programs*
- *Augmenting the library through the Linda Morgan Library Enrichment Fund so your child has access to books such as Good Night Moon as well as Black Beauty*
- *Keeping our school safe and clean through building maintenance and beautification*
- *Providing financial assistance through the Annette Crandall Scholarship Fund*
- *Improving classrooms for our students and purchasing new desks and chairs for our elementary students*

Donations to the Annual Fund, including donations to the Linda Morgan Library Fund and the Annette Crandall Scholarship Fund have been included. Every effort has been made to ensure the information provided in our Annual Report is accurate. We sincerely regret any errors or omissions and ask that you contact the Office of Advancement at 757-484-6776 so that our records can be corrected. We have several donors that elect to remain anonymous. Thank you to everyone for your support of the 2013-2014 campaign.

Annual Giving Donors

Director's Club

\$1,500-\$2,499

R. Scott & Linda Morgan
Randy & Phyllis Shannon

Patron's Club

\$1,000-\$1,499

Warriner & Betty Atkinson
Steve & Delores Chaplin
Greg & Beth Lydon
Ward & Bruce Robinett
Eric & Shirley Sasser
Ken & Nancy Wren

Booster's Club

\$500-\$999

Charles Birdsong
Ali Azem & Helen Choudhury
Ian & Shannon Chen
Commonwealth Imports of VA
Matthew & Wendy Dairman
Charles & Helen Gould

Frank & Peggy Hawkins
Peggy Lynnes
Robert & Fran Ossman
Wanda S. Russo
Mary P. Vaughan

Academy Club

\$250-\$499

Michael & Deborah Bohan
Allen & Carmen Campbell
Lung-Hua & Liza Minju Chen
William & Mary Hudson
Chris & Kelly Maples
Joe & Nicole McGowan
William & Sharon Moore
Charlie & Amy Morrell
Robert & Peggy Parker

Nancy & Robert Perkins
Dennis & Emily Rivet
Kerri & Shane Stille
Takeda Pharmaceuticals
Star Masonry, Inc.
James & Aysen Taylor
Kevin & Miriam Terry
David & April Tynch
Olga Valdivieso

Lion's Club

\$1-\$249

Josefina Agustin
Jay & Abigail Allard
Bonnie J. Atchley
Baker's Crust
Howard & Kathy Batkin
Lydia & Adam Beauchamp
Brandon Scott & Kimberly Beecher
Anthony & Ruth Ann Bevilacqua
Kim Bikowski
Barbara Bodner
Tim & Tyese Bohan

Danielle Reader Jolley
Sabrina Kelly
Stephen & Megan Korving
Richard & Julie Kosiorek
Jennifer & Joshua Koziel
Mark & Elizabeth Lawson
Jacob & Julie Lineberry
Bruce & Amy Lovelace
Jerry & Lorraine Lydon
Troy & Susan Mann
Eva & Duncan McAndrews
Helen McGowan
Michael & Bobbie McGuire
Patrick & Dorothy McMath
Ruth McMath
Robert & Andrea McMurrin
Stephen & Kelly Moran
Ross & Jennie Morgan
Isaac Moses & Amanda Burbage
Sheila Musser
Michele Ober
Yung Park
Kay Park
Brigid Peddy
Thomas Peddy
Garry & Tammy Penland
Matt & Lori Piro
Lindy & Liam Riley
Kathleen Root
Robert & Diane Ruland
Charles & Barbara Rusinak
Richard & Wanda Rusinak
Palmer Rutherford
Jennifer Settar
Eugene & Dorothy Seward
Pamela Sexton
Susan Shiembob
Martha Shute
Joshua & Janice Simpson
Alisa & Ryan Smith
Betty Smith
Sara Smith
Robert & Shirley Sondej
Scott & Susan Sparks
Betty & John St. George
Robert & Toby Stambaugh

*Complete upgrade to our
computer lab through
funds given to the
Christopher Academy
Annual Fund*

The Brauckmann Family
Walter & Jody Brinkley
Bill, Coco & Mike Cary
Harold & Patricia Cohen
Annette Crandall
Lauren Craun
Brett Craun
Donna Davenport
Ronald & Lenna Davis
Julie Deans
Teresa Denham
Jerry & Stephanie Dickens
Martha Diorio
Michael & Dawn Elliott
R. Scott & Amy Fleming
Kristen Froehlich
William & Martha Goodman
Leigh-Ann Hartley
Richard & Miriam Hartman
Steve & Angie Hendricks
Chris & Angela Hogan
Ronald & Azeb Jackson
Tracie Johnson
Beth & Eric Johnson

Lion's Club (continued)

\$1-\$249

Robert & Marcia Tabet
Diana & Scott Taylor
Tawauna Tazewell- Tucker
Brad & Amanda Tolley
Rebecca Tucker
Adelina Vairo
Jason & Sarah Wallbank
Ty & Julie Whitaker
Jerred & Aimee Williams
Charlie & Dianne Williams
Mary Lou & Kevin Wilson
Kristen & Thomas Wright
Jeff Yates & Beth Winke

Designated Funds within the Annual Fund:

Linda Morgan Library Enrichment Fund

This fund supports our current library needs with emphasis on the Preschool and Pre-K program. Part of the fund is reserved to support equipping a new library when we build our new school. If you have special memories of Mrs. Morgan and of The St. Christopher School/Christopher Academy, we hope you will consider supporting this fund.

Linda Morgan Library Enrichment Fund Donors

Baker's Crust
Brandon Scott & Kimberly Beecher
Adam & Lydia Beauchamp
Michael & Debbie Bohan
Commonwealth Imports of VA
Leigh-Ann Hartley
Richard & Miriam Hartman
Danielle Reader Jollley
Mark & Elizabeth Lawson
Helen McGowan
Robert & Andrea McMurrin
R. Scott & Linda Morgan
Eric & Shirley Sasser
Eugene & Dorothy Seward
Susan Shiembob
Ryan & Alisa Smith
Sara Smith
Jerred & Aimee Williams

Annette Crandall Scholarship Fund

This fund provides scholarship assistance to returning elementary students in K - 5th grade. If you have special memories of Mrs. Crandall or of The St. Christopher School/Christopher Academy, we hope you will consider supporting this fund. We can think of no better way to honor our wonderful teachers and to foster a love of learning than to make certain that our students may continue to attend Christopher Academy.

Annette Crandall Scholarship Fund Donors

Michael & Debbie Bohan
Sheila Musser
Susan Shiembob
Martha Shute
Ryan & Alisa Smith
Charlie & Dianne Williams

Annual Fund Gifts in Honor of:

Ryan & Stella Anderson by Peggy Lynnes
Campbellville by Olga Valdivieso
Andrew Chen by Lung-Hua & Liza Minju
Kylie Garcell by Mary Vaughan
Reverend Richard Goodman by William & Martha Goodman
Lucas Johnson by Sheila Musser
Zach Penland by Sheila Musser
Isabella & Nicholas Russo by Wanda Russo
Reid & Cami Stambaugh by Patricia Cohen
Adam, Ryan & Christina Tabet by Wanda Russo

Annual Fund Facts:

136 Donors to the Annual Fund

Class Percentages

<i>Preschool</i>	29.4%	<i>Third Grade</i>	
84.2%			
<i>Pre-Kindergarten</i>	60.0%	<i>Fourth Grade</i>	
72.2%			
<i>Kindergarten</i>	54.2%	<i>Fifth Grade</i>	
54.5%			
<i>First Grade</i>	45.5%	<i>Faculty</i>	
83.3%			
<i>Second Grade</i>	70.6%	<i>Board of Trustees</i>	92.3%



8th Annual Golf Tournament

On October 17th, Christopher Academy held it's 8th Annual Golf Tournament at Elizabeth Manor Golf and Country Club. The tournament raised \$24,194.14. We had several area businesses, families, grandparents, trustees and friends support this year's tournament. What a fantastic example of our community coming together for a great cause. A special thank you to our sponsors, golfers, volunteers and our host, Elizabeth Manor. Thank you for making it a success!

Tournament Sponsors

Tournament Sponsor

TowneBank

Lunch Sponsors

Fans of Christopher Academy
First Team Honda & Toyota
The Shopper

Party Tent Sponsors

Sasser Construction
W.L. Black Enterprises, Inc.

Beverage Cart Sponsors

Area Equipment Rentals & Sales
J.W. Clark Enterprises. Inc.

Team Sponsors

Basnight, Kinser, Telfeyan, Leftwich & Nuckolls, PC	Spivey Rentals-Joe & Nicole McGowan
Greg & Beth Lydon	Summit Construction
Hassell & Folkes, PC	Corporation
HBA Architecture & Interior Design, Inc.	The Robinett Family
Kline Realty	Thornton Electric-Tami Jo & Tony Thornton
Korving & Company, LLC	Tom Hoddinott Insurance
Jennifer Smith, PLC	Towne Investment Group
	Winke Orthopedic Pain Management Center

Lion Sponsors

1Foot2Foot

Christopher Academy Board of Trustees
Dr. Tony Bevilacqua-Sports Medicine & Orthopaedic Center
Harris Tire Service

Hole Sponsors

AAA of Tidewater
Bayside Harley Davidson
Bennett's Creek Nursery
Bon Secours in Motion Physical
Therapy- Julie Kosiorek
Bynum Finance
Cameron Robinett-Cedar Point
Country Club
Campbellville
Cherry Carpet & Flooring
Chesapeake Bay Foundation-
Jackie Shannon
Chris, Angela, John, Kelly &
Brett Hogan
CA Faculty & Staff
CA Fifth Grade
CA First Grade
CA Fourth Grade
CA Kindergarten
CA Pre-K
CA Preschool
CA Second Grade
CA Third Grade
Dellinger's Tire & Auto

Delores & Steve Chaplin
Family Chiropractic &
Acupuncture- Dr. Sara Miller
Kathy & Howard Batkin
McCarty's Wheel Shop, Inc.
Morgan Grandchildren-
Emma, Charlie, Leila,
Mason & Lucy
Moss & Associates, PC
Nationwide Financial Network-
Will Miller
O'Connor Brewing Company
Oast & Taylor, PLC
PFD Firefighters Credit Union
Phyllis & Randy Shannon
Prudential Towne Realty-
Barbara Bailey Smith
Robert & Shirley Sondej
Sales Systems, Limited
The Canada Company
The Summit Group of Virginia-
David Stockmeier
Towne Bank Mortgage
Wild Women of Christopher
Academy



12th Annual Auction



Christopher Academy's 12th Annual Auction was held on April 4, 2014 at the Women's Club of Portsmouth. The event raised \$36,036.55. Thank you to our generous sponsors, countless volunteers and businesses that supported our Auction through financial contributions and donations.

12th Annual Christopher Academy Auction Sponsors

Silver Level Sponsor

Towne Bank

Bronze Level Sponsors

1 Foot 2 Foot

Christopher Academy Board of Trustees

Churchland Animal Clinic

Harris Tire Service

INNOVATE Architecture & Interiors

JoJack's Espresso Bar & Cafe

Performance Food Group

Randy & Phyllis Shannon

Special Events Entertainment, Inc.

Lion Level Sponsors

Christopher Academy Faculty & Staff

Angela & Chris Hogan

Barbara Bailey Smith-Prudential Towne Realty

Jennifer L. Smith, PLC

Wild Women of Christopher Academy

Special Family Contributors

Warriner & Betty Atkinson

Campbellville

Richard & Miriam Hartman

Greg & Beth Lydon

Joe & Nicole McGowan

Toby & Rob Stambaugh

Kevin & Miriam Terry

12th Annual Christopher Academy Auction Supporters

1 Foot 2 Foot
3 Way Café-Chef Christopher Hill
Albano Cleaners
American Shakespeare Center
Andrew Carney Photography
Annapolis Harbor and US Naval
Cruise
Annette Crandall
ARK Outlet
Jill Atchley
Warriner & Betty Atkinson
Autobell Car Wash
Baa Baa Sheep
Baker's Fine Jewelry & Gifts
Kathy Batkin
Berkeley Plantation
Bertucci's
Best Buy
Kim Bikowski
Bits & Pieces Puzzles
BJ's Wholesale Club
Bob Hunter Limo Service
BON SECOURS in motion
Jan Brett
Bricks4Kids
Broken Egg Bistro
Buffalo Bills
Build-A-Bear
Cahoon Plantation Golf Course
California Tortilla
Canvas on Demand
Jesse Campbell
Carmen Campbell
CoCo Cary
Cedar Point Country Club
Changes Hairstyling & City Spa
Shannon & Ian Chen
Cherry Carpet
Children's Museum of Richmond
CA Board of Trustees
CA Faculty
CA Preschool Class
CA Pre-Kindergarten Class
CA Kindergarten Class
CA 1st Grade Class
CA 2nd Grade Class
CA 3rd Grade Class

CA 4th Grade Class
CA 5th Grade Class
Chrysler Museum
Churchland Animal Clinic
Churchland Chiropractic &
Acupuncture
Cinemark Theater
Claude Moore Colonial Farm
Cold Stone Creamery
Colonial Downs
Color Me Mine
Commodore Theatre
Coppertone - Melissa Hutchins
Cozzy's Comedy Club & Tavern
Cracker Barrel
Crockin's Furniture
Cupcake Therapy
Dale Earnhardt Foundation
Dandy Restaurant Cruises
Dan O'Boyle
Dan Ryan's for Men
D.C. United

*Beautiful new desks and
chairs for our Second &
Third Grade classrooms
because of your generous
support*

Bernadine Demkowski
DnD Music
Donna Davenport
Doumar's Cones & BBQ
Elizabeth Manor Golf Club
Factory Shoe Repair
Fellini's
Ferguson Center for the Arts
Fin Seafood Restaurant
Fink's
Five Guys & Fries
Forbes Candies
Foto by Eva

12th Annual Christopher Academy Auction Supporters

(continued)

Gadsby's Tavern Museum
Garden Gazebo
Georgian House Bed & Breakfast
Gianna's Italian Ristorante
Golden Horseshoe Golf Club
gourmentgiftbaskets.com
Grand Caverns Park
Grandfather Mountain
Harris Tire
Leigh-Ann Hartley
Hatcher Orthodontics
Hillwood Estate Museum &
Gardens
Miriam Hartman
Richard Hartman
Frank Hawkins
HH Gregg
Angie & Steve Hendricks
hi-ho SILVER
Hilton Hotels
Angela & Chris Hogan
Home Depot
Hot House Yoga
Hurrah Players
Il Giardino
Ingleside Vineyards
INNOVATE Architecture & Interiors
Innovations
International Spy Museum
Jamestown - Yorktown Foundation
Peggy Johnson
Patrick Johnson
Jimmy John's
JoJack's
Kangaroo Jac's
Kelly's Tavern
Donna Keene
Kicking Klutter
Kiskiack Golf Club
Konikoff Dentistry
Megan Korving
Kramer Portraits
David Lauver, Heineken, USA
Phillip & Lorane Leavy
Linden Row Inn
The Lost Colony
Lowe's
Lunar Mini Golf
Luray Caverns

Greg & Beth Lydon
Debbie Macomber
Kelly Maples
Massage Envy
Mac McAnally
Joe & Nicole McGowan
Moss & Julie Mendelson
Monticello
Jay Morgan
Scott & Linda Morgan
Mount Vernon
Muscarelle Museum of Art
The Muse Writers Center
Museum of the Confederacy
National Museum of Crime
Nauticus
New Kent Winery
New Orleans Saints
Norfolk Admirals
Norfolk Botanical Garden
Norfolk Tides
North Carolina Aquarium
North Carolina Zoo



Oakley
Ocean Breeze Waterpark
Old Dominion University
Oriental Trading
Paint Gallery-Kim Wood
Panera Bread
Tammy Penland
Performance Food Group
Bob Perkins
Nancy Perkins
Petway
P.F. Chang's
Pirate's Cove Adventure Golf
Danny Plante
The Pointe Golf Club
Portsmouth Firefighters Credit Union
Portsmouth Service League
Potomac Riverboat Company
Portsmouth Museums Foundation
Pro Football Hall of Fame
Prudential Towne Realty -
Barbara Smith
Quality Inn Carolina Oceanfront
Rack Room Shoes
Red Box
Ripley's Believe It or Not Museum
Riverfront Golf Club
Riverview Gallery
The Royal Chocolate
Royal Coach Limousine
Wanda Rusinak
Ruth Chris Steakhouse
Saffron Indian Bistro
Eric & Shirley Sasser
Sasser Construction
Savior Martial Arts
Science Museum of Virginia
Randy & Phyllis Shannon
Susan Shiembob
Simply Selma's
The Signature At West Neck
Skyline Caverns
Sleepy Hole Golf Course
Smartmouth Brewery
Smithfield Gardens
Jennifer Lynn Smith, LLC
Ryan & Alisa Smith
Smithfield Gardens
Snapfish
Snowshoe Mountain
Spaghetti Eddie's Pizza Café

*New classroom space for
many of our younger
students and improved
facilities for our faculty
because of your support*

Special Events Entertainment, Inc.
Spirit of Norfolk
Robert & Shirley Sondej
Spivey Rentals
Rob & Toby Stambaugh
Starbucks
Mark Steiner
Betty St. George
Stabler-Leadbeater Apothecary Museum
Bob & Marcia Tabet
State Farm - Tom Hoddinott
Sunday's Blue Box Tanning Resorts
Tempo Restaurant
Miriam and Kevin Terry
Thirty-One - Martha Diorio
Total Wine
TowneBank
Trader Joe's
Valentine Richmond History Center
Vineyard Vines
Virginia Air & Space Museum
Virginia Aquarium
Virginia Living Museum
Virginia Museum of
Contemporary Art
Virginia Museum of Fine Arts
Virginia Sports Hall of Fame
Virginia Symphony Orchestra
Virginia Zoo
University of Virginia
Usborne
Walt Disney World
Washington Nationals
Washington Redskins
Western Digital
Wheel of Fortune
Wild Women
Dee Dee Williams
Mary Lou Wilson
Wintergreen Resort
Wrangler
YMCA of Portsmouth

CHRISTOPHER ACADEMY STRATEGIC PLAN

January 31, 2014 - February 1, 2014

At Christopher Academy, we value our comprehensive curriculum and rich traditions. Since 1970, our mission has been to provide our young students developmentally appropriate learning experiences in a stimulating environment. Fostering a love of learning continues to be our top priority as we prepare our students to live and work in the 21st Century. Our challenge is to continue to be a learning community that parents and students can count on to give them an academic foundation for a successful future.

The Board of Trustees has identified three critical areas on which to focus for the next five years:

- *Identity of Christopher Academy*
- *Succession of Faculty and Staff*
- *Facilities*

Our work began with surveys of our key stakeholders: Parents, Students, Faculty, Administrators, and Trustees. The surveys were conducted in November 2013. These surveys provide invaluable insights into what Christopher Academy is doing well, what we need to improve, and what we must focus on for our future.

A portion of the January 20 faculty workday was dedicated to gaining additional input and perspective from the faculty. They were divided into three case study groups based on the three areas of focus noted above. This process enabled the faculty to discuss and share their ideas for the future direction of Christopher Academy.

On January 31 and February 1, representatives of the Board of Trustees, Administration, Faculty, and Parents participated in a strategic planning retreat. Dr. Douglas Naismith, former President of Nansemond Suffolk Academy, facilitated our retreat. All participants were provided summaries of the surveys as well as additional data relative to external and internal factors that will impact the School prior to working in case study groups focusing on the three critical areas. The resulting reports provided a framework for the Board of Trustees to develop a strategic plan for the next five years.

On May 20, 2014, the Board of Trustees adopted the 2014-2019 Christopher Academy Strategic Plan and supporting financial plan.

Christopher Academy...a learning community for the 21st Century

GOAL: Christopher Academy will build upon our academic program and traditions to provide an educational experience through which the whole child can succeed in the 21st Century.

RATIONALE: A learning community that fosters a love of learning has a major impact on a child's success. Our parents have shared a deep satisfaction with our current educational program and conveyed a desire for expansion. Christopher Academy will develop young leaders by providing opportunities for students to communicate, collaborate and problem solve. Providing a variety of programs, projects and events will strengthen our students' commitment to become an integral part of their community.

GUIDELINES FOR IMPLEMENTATION:

•Short (1- 2 years)

- Articulate and codify the core elements of our program, culture, and practices
- Explore feasibility to expand Adventure Kids extracurricular activities (homework club, tutoring, etc.)
- Determine feasibility of adding summer programs
- Evaluate preschool configuration
- Continue to encourage and expand diversity among students
- Document and effectively market evidence of the value of a Christopher Academy education
 - Develop a portrait of a student/ graduate
 - Develop a portrait of a teacher
 - Develop a portrait of a parent

•Medium (2- 4 years)

- Current facilities: explore options to partner with other existing before and after school programs
- Current facilities: investigate partnering opportunities within the community for additional extracurricular and summer programs
- Current facilities: investigate feasibility of adding a sixth grade

•Long (5 years)

- Sustain the CA Climate and Culture into the future as we expand programs and/or grades



Christopher Academy...teachers preparing students to live and work in the 21st Century

GOAL: Christopher Academy will attract and retain highly qualified faculty and staff who fully support the Mission and Philosophy of the School in order to develop confident 21st Century learners.

RATIONALE: Historically, the strength of our School's program has been the highly qualified, dedicated faculty and staff. It is critical that we continue to attract teachers and administrators with the same level of energy, experience, and commitment. New employees must accept and embrace the Christopher Academy mission and philosophy to foster a love of learning. Increasing diversity among our faculty and staff will enable us to attract and support a more diverse student population.

- Short (1 - 2 years)
 - Review and improve compensation and benefits packages for teachers and staff with emphasis:
 - Health care options
 - Professional development
 - Market employment opportunities
 - Strive to increase diversity of staff
- Medium (2 - 4 years)
 - Annually review compensation and benefits packages
 - Investigate options to recruit new faculty and staff
 - Develop funding strategies to support improved compensation, benefits, and professional development for employees
 - Increase diversity of staff
- Long (5 years)
 - Ensure that CA continues to maintain a highly qualified, dedicated faculty and staff committed to implementing the Mission and Philosophy of the School

Christopher Academy...resources for the 21st Century

GOAL: Christopher Academy will identify options for growth and expansion to continue to meet the needs of our 21st Century students.

RATIONALE: Christopher Academy leases space from adjacent churches, St. Christopher's Episcopal and Centenary United Methodist. The relationship with both landlords is very positive enabling us to provide a warm, nurturing learning environment for our students. There is minimal space available in either facility to accommodate the School's goal to expand. Additional space will be needed to support an expanded extracurricular program, additional grades, and before and after school care.

Facilities

- Short (1 - 2 years)
 - Improve current facilities to the extent possible through ongoing maintenance and cleaning
 - Pursue purchase of property in our target location for investment or future site
 - Initiate preliminary planning for a capital campaign to be launched upon acquisition of property
- Medium (2 - 4 years)
 - Increase fundraising to support ongoing programs
 - Implement capital campaign to support purchase of property
 - Explore joint ventures with other organizations
- Long (5 years)
 - Ensure that all programs of the School are supported through improvements to the current facility or by moving to a new location
 - Develop a debt management plan

Our Participants:

Board of Trustees

Warriner Atkinson, Board Chair
Delores Chaplin (P)
Shannon Chen (P)
R. Scott Morgan (FP, GP)
Fran Ossman (FP, FGP)
Robert Ossman (FP, FGP)
Wanda Russo, Board Secretary (FP, GP)
David Tynch (GP)
Dianne Williams (FP)

Faculty

Leigh-Ann Hartley Miriam Terry (FP) Mary Lou Wilson (FP)

Administration

Carmen Campbell, Admissions Director (FP)
Beth Lydon, Director of Advancement (P)
Phyllis Shannon, Head of Shannon

Parents

Abby Allard Susan Mann Kelly Maples

Facilitator

Dr. Douglas Naismith

Recorder

Danielle Terry (A)

KEY: A - Alumni, P- Current Parent, FP - Former Parent,
GP - Current Grandparent, FGP - Former Grandparent

Christopher Academy is very fortunate to have the support of so many generous individuals and businesses in the community. We are also blessed with volunteers that donate countless hours and energy to the many events that we have throughout the year. On behalf of the Faculty, Staff and Board of Trustees, thank you for your gifts, resources and time that you give to Christopher Academy.

Office of Advancement