

Annual Report 2014-2015

Christopher Academy

Fostering a Love of Learning since 1970

3300 Cedar Lane Portsmouth, VA 23703 757-484-6776
www.christopher-academy.org

Christopher Academy... *Hear Us Roar!*

ANNUAL REPORT

2014-2015

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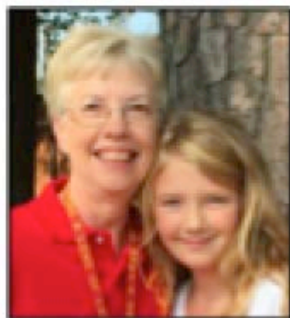
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FOR MORE INFORMATION ABOUT
CHRISTOPHER ACADEMY VISIT US ONLINE AT
WWW.CHRISTOPHER-ACADEMY.ORG



A NOTE FROM OUR HEAD OF SCHOOL

Phyllis Shannon

Hear Us Roar!

We challenged our students, faculty, parents, trustees, and staff to ROAR about all of the things that make Christopher Academy an exceptional place for young children to learn and grow. 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. . . and that certainly makes us "roar" with pride.

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 highest 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.

We had much to celebrate in 2014-2015. We are confident that with your continued support, whether large or small, Christopher Academy will always provide an education that provides our students a strong foundation for success in the 21st Century.

Thank You!

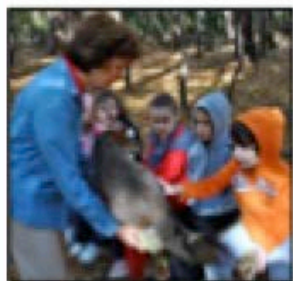
2014-2015 BOARD OF TRUSTEES

Executive Board

*E. Warriner Atkinson, Chair
Eric Sasser, Vice Chair
Shannon Chen, Secretary
R. Frank Hawkins, Treasurer
R. Scott Morgan*

Board Members

*Delores Chaplin
J. Kenneth Jolly
Robert Ossman
Fran Ossman
Wanda Russo
David Tynch
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.

Christopher Academy

Annual Giving

Thanks to the generosity of the entire Christopher Academy community, we raised \$26,833.09 for the Annual Fund. This includes gifts to the Linda Morgan Library Enrichment Fund, the Annette Crandall Scholarship Fund and gifts made through the Give Local 757 Campaign. Christopher Academy is thankful for all of the families, faculty, board of trustees, grandparents, alumni, businesses, local foundations and the community at large. We are grateful for all of your generous support of 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:

- **Providing financial assistance and scholarships to students through the Annette Crandall Scholarship Fund.** Christopher Academy seeks students and families that reflect our community and region. There is no better investment than in a child's education and tuition assistance helps make an independent school education more affordable for families.
- **Maintaining and expanding our technology program.** We have continued to invest and expand Christopher Academy's technology resources so that our students have all the tools necessary to compete in today's technology-driven world. We have also made a commitment to use the latest technology and communication tools to effectively communicate with our parents.
- **Enriching our academic program with many field trips and programs.** Learning comes ALIVE when our students visit area museums, parks, performances and exhibits. These experiences are the essence of Christopher Academy's mission to foster a love of learning.
- **Expanding our library collection through the Linda Morgan Library Enrichment Fund.** Reading is such a critical part in a child's development. Christopher Academy wants every child to love reading and have access to books at all levels of their development. Our library also includes online subscriptions to ebooks for instructional purposes such as *Storia* and *Bookflix*.
- **Keeping our school safe and clean through building maintenance and beautification.** We want all of our students and staff to feel safe and secure in school. When students are happy and feel safe, they successfully learn.



Christopher Academy

2014-2015 Annual Giving Donors

President's Club

\$2,500+

Jeff Yates & Beth Winke

Director's Club

\$1,500-\$2,499

Warriner & Betty Atkinson

Justin Jolley & Danielle Reader-Jolley

Randy & Phyllis Shannon

Patron's Club

\$1,000-\$1,499

Gregory & Elizabeth Lydon

Troy & Susan Mann

Scott & Linda Morgan

Eric & Shirley Sasser

Ken & Nancy Wren

Booster's Club

\$500-\$999

Stephen & Delores Chaplin

Ian & Shannon Chen

Commonwealth Imports of VA/Hi-Ho Silver

Matthew & Wendy Dairman

Michael J. & Dawn Elliott

Frank & Peggy Hawkins

Robert & Frances Ossman

Wanda S. Russo

David & April Tynch

Mary P. Vaughn

Academy Club

\$250-\$499

Michael & Deborah Bohan
Allen & Carmen Campbell
Captain & Mrs. William Frigge
Chris & Angela Hogan
Richard & Miriam Hartman

William & Mary Hudson
Joseph & Nicole McGowan
Robert & Nancy Perkins
Kevin & Miriam Terry
Olga Valdivieso

Lion's Club

\$1-\$249

Jay & Abigail Allard	Robert & Andrea <u>McMurr</u>
Paula <u>Arcese</u>	Clint & Martha Mitchell
Bonnie J. Atchley	Ross & Jennie Morgan
Baker's Crust	Amy & Charles Morrell
Kathy Batkin	Michelle Ober
Richard & Kim Bikowski	Yung H. Park
Barbara Bodner	Garry & Tammy Penland
Gordon & Loukia Borrell	Matthew & Lori Piro
Laura Bucci	William & Lindy Riley
Bill & Carol Cary	Robert & Diane Ruland
Annette & Allan Crandall	Palmer S. Rutherford
Daniel & Deborah Currie	Matthew & Jennifer Settar
Jason & Casey Daily	Susan Shiembob
Jon & Donna Davenport	Joshua & Janice Simpson
Mark & Julie Deans	Ryan & Alisa Smith
Nicholas & Martha Diorio	John & Betty St. George
Ross & Kristen Froehlich	Robert & Toby Stambaugh
Leigh-Ann Hartley	Kerri & Shane Stille
Steve & Angela Hendricks	James & Ashley-Ann Storms
Ken <u>Iollev</u>	Robert & Marcia Tabet
Matthew <u>Iollev</u>	Takeda Pharmaceuticals
Stephen & Megan Korving	David & Kathy <u>Tarr</u>
Richard & Julie Kosiorek	Brad & Amanda <u>Tolley</u>
Joshua & Jennifer <u>Koziel</u>	Ashley Tynch
Mark & Elizabeth Lawson	Kirsten & John Tynch
Georgia Mayo	Adelina Vairo
Michael & Bobbie J. McGuire	Jason & Sarah Wallbank
Patrick & Dorothea McMath	Richard Wentz
Dennis & Betty <u>McMurr</u>	Charlie & Dee Dee Williams
	Kevin & Mary Lou Wilson

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 2014-2015 campaign.



Designated Funds within the Annual Fund:

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

Paula Arcese & Matthew Jolley
Daniel & Deborah Currie
Richard & Miriam Hartman
William & Mary Hudson
Mark & Elizabeth Lawson
Susan Shiembob
Ryan & Alisa Smith
James & Ashley-Ann Storms
Brad & Amanda Tolley

Linda Morgan Library Enrichment Fund

This fund supports our current library needs with emphasis on the Preschool and Pre-K program. 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
Commonwealth Imports of VA/Hi-Ho Silver
Leigh-Ann Hartley
Richard & Miriam Hartman
William & Mary Hudson
Mark & Elizabeth Lawson
Robert & Nancy Perkins
Eric & Shirley Sasser
Randy & Phyllis Shannon
Susan Shiembob
Ryan & Alisa Smith
James & Ashley-Ann Storms
Mary P. Vaughan
Kevin & Mary Lou Wilson



2014-2015 Annual Fund Gifts

Gifts in Memory of:

Rosemary Arcese by Paula Arcese

Frank W. Billmyer, Jr. by Randy & Phyllis Shannon

Frank W. Billmyer, Jr. by Robert & Nancy Perkins

Ashley Elizabeth Lawson by Dr. & Mrs. Mark J. Lawson

Sam Russo by Robert & Marcia Tabet

Gifts in Honor of:

Campbellville by Olga Valdivieso

Kylie Garcell by Mary P. Vaughan

William Goodman by Georgia Mayo

Asher Jolley by Justin Jolley & Danielle Reader-Jolley

Emma Lydon by Warriner & Betty Atkinson

Isabella & Nicholas Russo by Wanda Russo

Marcia, Adam, Ryan & Christina Tabet by Wanda Russo

Wanda Russo by Robert & Marcia Tabet

Logan Tynch by Kirsten & Jack Tynch

Christopher Academy Teachers by Randy & Phyllis Shannon

Christopher Academy Teachers by Rob & Toby Stambaugh



Christopher Academy

9th Annual Golf Tournament

On October 16th, Christopher Academy held it's 9th Annual Golf Tournament at Elizabeth Manor Golf and Country Club. The tournament raised \$20,204.38. Thank you to all of our generous area businesses, families, grandparents, trustees, classes and Christopher Academy friends that supported this year's tournament. What a fantastic example of our community coming together for a great cause. Proceeds from our golf tournament benefit the Annette Crandall Scholarship Fund, the Linda Morgan Library Fund, the technology program and the continued growth of Christopher Academy. 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 Sponsor

Associated Contracting Services, Inc.

Beverage Cart Sponsors

The Shopper

J.W. Clark Enterprises, Inc.

Team Sponsors

Dellinger's Tire & Auto
Givens, Inc.

Greg & Beth Lydon
Jennifer Lynn Smith, PLC
Randy & Phyllis Shannon

Sasser Construction
Spivey Rentals-Joe & Nicole McGowan
Tom Hoddinott Insurance Agency
Towne Investment Group

Lion Sponsors

AAA of Tidewater
Basnight, Kinser, Telfeyan,
Leftwich & Nuckolls, PC
Bennett's Creek Nursery
Cooper, Spong & Davis, PC

Christopher Academy Board of
Trustees
First Team Honda & Toyota
The Hogan Family
The Robinett Family

Hole Sponsors

ACT Nursing Services
Bob & Fran Ossman
Bon Secours in Motion Physical
Therapy- Julie Kosiorek Campbellville
Cherry Carpet & Flooring
Chesapeake Bay Foundation-Jackie
Shannon
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
Coppertone-Melissa Hutchins
Dellinger's Tire & Auto
Dennis & Margaret Gartman
Hassell & Folkes, PC
Bill & Sue Kline-Kline Realty

McCarty's Wheel Shop, Inc.
Morgan Grandchildren-Emma, Charlie,
Leila, Mason, Lucy & Baby Zoe
Moss & Associates, PC
Nationwide Financial Network-Will
Miller
Oast & Taylor, PLC
PFD Firefighters' Credit Union
Prudential Towne Realty- Barbara Bailey
Smith
Robert & Shirley Sondej
Sales Systems, Limited
"Tee for Two"
The Summit Group of Virginia- David
Stockmeier
Stublen Roofing
TowneBank Mortgage
Towne Investment Group
Western Branch Diesel
Wild Women of Christopher Academy



Christopher Academy

13th Annual Auction

Christopher Academy's 13th Annual Auction was held on April 4, 2015 at the Women's Club of Portsmouth. This year we also had our first online auction. The two events raised \$29,462.99. Thank you to our generous sponsors, countless volunteers and businesses that supported our Auction through financial contributions and donations.



A Night in Disguise

Auction Sponsors

Gold Level Sponsor
TowneBank

Silver Level Sponsors
Mario's Restaurant
Norfolk Florist

Bronze Level Sponsors

ACT Nursing Services, Inc.
Una Soskin-Berkshire Hathaway Home Services
Randy & Phyllis Shannon
Christopher Academy Board of Trustees
Christopher Academy Faculty & Staff
11ton

Lion Level Sponsors
Dominion Dentistry
Warriner & Betty Atkinson
The Hogan Family
Wild Women of Christopher Academy
Greg & Beth Lydon
Kristen Froehlich-TowneBank Mortgage

Special Family Contributors
Campbellville
Jennifer Lynn Smith, PLC

13th Annual Christopher Academy Auction Supporters

11ton-Jay Morgan & Ryan Russell
 619 Cantina
 ACT Nursing Services, Inc.
 Albano Cleaners
 Alexandria-National Harbor Water Taxi
 AMC Theatres
 American Civil War Museum
 American Girl
 American Shakespeare Center
 Annapolis Harbor/US Naval Cruise
 Annette Crandall
 Paula Arcese
 Jill Atchley
 Warriner & Betty Atkinson
 Autobell Car Wash
 Autozone
 Baa Baa Sheep
 Bacardi USA
 Baltimore Orioles
 Barboursville Vineyards
 Barnes & Noble
 Howard & Kathy Batkin
 Battlefield Golf Club
 Bay Creek
 Kim Beecher
 Berkeley Plantation
 Bertucci's
 Kim Bikowski
 BJ's Wholesale Club
 Tyese & Tim Bohan
 Jan Brett
 Brown-Forman
 Cahoon Plantation Golf Course
 California Tortilla
 Campbellville
 Captain Jack's Pirate Ship Adventures
 Carmen Campbell
 CoCo Cary
 Cedar Point Golf & Country Club
 Changes City Spa
 Shannon & Ian Chen
 Cherry Carpet
 CA Board of Trustees
 CA Faculty & Staff
 CA Preschool Class
 CA Pre-Kindergarten Class
 CA Kindergarten Class
 CA First Grade Class
 CA Second Grade Class
 CA Third Grade Class
 CA Fourth Grade Class
 CA Fifth Grade Class
 Cracker Barrel
 Churchland Chiropractic & Acupuncture
 Claude Moore Colonial Farm

Color Me Mine
 Coppertone-Melissa Hutchins
 Cozzy's Comedy Club & Tavern
 Dale Earnhardt Foundation
 Chrysler Hall
 Chrysler Museum of Art
 Crime Museum
 Culinary Institute of Virginia
 Barbara Cullifer
 Debbie Currie
 Cypress Creek Golfers Club
 Wendy Dairman
 Dandy Restaurant Cruises
 Julie Deans
 Bernadine Demkowski
 Jerry & Stephanie Dickens
 The Dollywood Foundation
 Dominion Dentistry
 Donna Davenport
 Doumar's Cones & BBQ
 The Egg Bistro
 Elite European Day Spa
 Elizabeth Manor Golf & Country Club
 Ferguson Center for the Arts
 Five Guys Burgers & Fries
 Forbes Candies
 Foto by Eva
 Gadsby's Tavern & Museum
 Garden Gazebo
 Georgian House Bed & Breakfast
 Gin Glover





13th Annual Christopher Academy Auction Supporters

(continued)

- | | |
|-------------------------------|-----------------------------------|
| Golden Horseshoe Golf Club | Ross & Jennie Morgan |
| Gourmetgiftbaskets.com | Scott & Linda Morgan |
| Grandfather Mountain | Mount Vernon |
| Green Flash Beer-Phil Shannon | National Museum of Crime |
| Leigh-Ann Hartley | New Orleans Saints |
| Hatcher Orthodontics | Norfolk Admirals |
| Miriam & Richard Hartman | Norfolk Botanical Garden |
| Angie & Steve Hendricks | Norfolk Florist |
| Jamie Hensley | Norfolk Tides |
| Gwen Hicks | North Carolina Aquarium |
| Hi-Ho Silver | NYFO Boutique |
| Hilton Hotels | Old Dominion University |
| Angela & Chris Hogan | Oriental Trading |
| Hot House Yoga | Bob & Fran Ossman |
| Il Giardino | Otterbox |
| Ingleside Vineyards | Outerwall |
| iTunes | Pampered Chef |
| Jamestown-Yorktown Foundation | Paradise Springs Winery |
| Kangaroo Jac's | Brigid Peddy |
| Kicking Klutter | Peninsula Fine Arts Center |
| Kiskiack Golf Club | Tammy Penland |
| Konikoff Dentistry | Nancy & Bob Perkins |
| Konnekt It-Robin Frazier | P.F. Chang's |
| Jennifer Koziel | Pirate Cove Adventure Golf |
| Kramer Portraits | Philip Carter Winery |
| La Parrilla | Lori Piro |
| Label Daddy | The Pointe Golf Club |
| Kasey Lee | Portsmouth Service League |
| Linden Row Inn | Pro Football Hall of Fame |
| The Lost Colony | Quality Inn Carolina Oceanfront |
| Luray Caverns | Danielle Reader-Jolley |
| Greg & Beth Lydon | Red Box |
| Debbie Macomber | Reeds Jewelers |
| Mannino's | Remy Martin USA |
| International Spy Museum | Lindy Riley |
| Kelly Maples | Ripley's Believe It or Not Museum |
| Mariner's Museum | Riverview Gallery |
| Mario's Restaurant | Walt Roll, M.D. |
| Massage Envy | Palmer Rutherford |
| Joe & Nicole McGowan | Eric & Shirley Sasser |
| Moss & Julie Mendelson | Saude Creek Vineyards |
| Heather Milteer | Savior Martial Arts |
| Monticello | |

13th Annual Christopher Academy Auction Supporters

(continued)

Scentsy
 Science Museum of Virginia
 Randy & Phyllis Shannon
 Susan Shiembob
 The Signature at West Neck
 Janice Simpson
 Skyline Caverns
 Sleepy Hole Golf Course
 Smartmouth Brewery
 Betty Smith
 Celeste Smith
 Jennifer Lynn Smith, LLC
 Ryan & Alisa Smith
 Snowshoe Mountain
 Robert & Shirley Sondej
 Una Soskin-Bershire Hathaway Home
 Services
 Spaghetti Eddie's Pizza Café
 Spivey Rentals-Joe & Nicole McGowan
 Betty St. George
 Stabler-Leadbeater Apothecary Museum
 Rob & Toby Stambaugh
 Starbucks
 State Farm-Tom Hoddinott
 Sunday's Blue Box Tanning Resort
 Bob & Marcia Tabet
 David Tarr
 Tempo Restaurant

Miriam Terry
 Thirty-One-Martha Diorio
 Total Wine
 TowneBank
 TowneBank Mortgage-Kristen Froehlich
 Valentine Richmond History Center Vineyard
 Vines
 Virginia Living Museum
 Virginia Museum of Contemporary Art
 Virginia Museum of Fine Arts
 Virginia Sports Hall of Fame
 Virginia Stage Company
 Virginia Symphony Orchestra
 Virginia Zoo
 Sarah Wallbank
 Walt Disney World
 Washington Capitals
 Washington Nationals
 Washington Redskins
 Western Digital
 Wheel of Fortune
 Wild Women of Christopher Academy
 Wilmington Blue Rocks
 Dee Dee & Charlie Williams
 Mary Lou Wilson
 Wintergreen Resort
 Wolf Gap Vineyards
 YMCA of Portsmouth



Christopher Academy

Strategic Plan

In 2014, representatives of the Board of Trustees, Administration, Faculty and Parents participated in a strategic planning retreat. The Plan was published in last year's Annual Report and is included in this year's report for new families and patrons of Christopher Academy.

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 Nansmond 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 School

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