

STEWARDS OF THE MISSION

**Servite's Strategy
2026-2029**



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Servite inspires ordinary boys to become extraordinary men. As an **all-boys Catholic** high school in the **Servite tradition** dedicated to **formation**, we form faith-filled men who lead and serve others by modeling the virtues of Christ and his Mother.

WHY ALL-BOYS?

Because boys learn and develop differently, Servite fosters a unique environment that encourages and accelerates a young man's growth and builds strong, lifelong bonds of brotherhood.

WHAT DOES IT MEAN TO BE CATHOLIC?

We encounter Jesus Christ and live the message of the Gospel through prayer, sacramental life, retreats, and service. Christ calls us to love God and to love our neighbor as ourselves (Mk 12:30-31).

WHAT IS THE SERVITE TRADITION?

For nearly 800 years, the Servites have expressed their faith through service, fraternity, and devotion to Mary, the first disciple of Jesus. Servites follow Mary's example of saying yes to God from the Annunciation to the foot of the Cross. Hospitality, demonstrated through service to those in need, is valued by all Servite communities.

WHAT IS FORMATION?

Formation is the process by which we challenge each student to become the man God made him to be, celebrating his gifts and talents, and helping him develop into the best version of himself.



FOUR STRATEGIC PILLARS

1. AN EXCEPTIONAL STUDENT EXPERIENCE focuses on forming extraordinary men by cultivating a rigorous, supportive, and fun learning environment across all aspects of campus life.

2. DEVELOPING OUR FACULTY AND STAFF enhances our ability to provide each student with an exceptional education and formation experience, and cultivates a working environment aligned with our values.

3. AN INVITING AND EFFICIENT CAMPUS reflects our hospitality and provides the facilities needed to inspire each student's education and formation experience.

4. A SECURE FINANCIAL FUTURE ensures that Servite models Christian stewardship through the mission-inspired use of funds, growing the endowment, and developing long-term financial models.

STRATEGY SUMMARY:

- A. Servite will lean into the idea that an all-boys Catholic education is exactly what today's boys need to become extraordinary men.
- B. Utilizing AI and highly targeted digital advertising, Servite will enhance alumni engagement and support, as well as increase student enrollment.
- C. Servite will prioritize budgetary and capital expenditures that have the greatest impact on its mission and the highest level of stewardship.



1. AN EXCEPTIONAL STUDENT EXPERIENCE

The Servite Brotherhood remains the primary reason students choose to attend Servite and the reason they stay connected to the school decades after they graduate. For over sixty-five years, this has shaped the success of each alumnus and the school. Through rigorous academics, competitive athletics, inspiring arts, and exciting extracurricular activities, Servite men succeed because they work harder, smarter, and together.

In California, only 57% of male public high-school graduates enroll in college within one year of graduation. This has led to a trend where only 42% of college degrees are earned by men. Servite consistently sees over 97% of its graduates pursue a college degree.

Through a rigorous academic program rooted in faith and formation, students develop the skills to think critically, communicate effectively, and persevere in the face of challenges. These are skills that prepare them not only for college admission but for success once they arrive.

The athletic landscape has undergone drastic changes in the past few years, marked by 8th-grade holdback years, sports academies, and NIL. While other schools may dive into these areas, Servite will not compromise on providing a holistic education-based athletic program. First and foremost, this is the principle by which young men form and develop the virtues (dedication, determination, discipline, desire, teamwork, and honor) that will serve them well throughout their lives. Additionally, they are what is needed to not only enter the competitive athletic arena after high school, but also to have many successful years in collegiate and professional sports.

Servite will continue to ensure that each young man has a place on its campus to develop his God-given gifts in an environment that is rigorous, supportive, and enjoyable.

SUMMARY OF GOALS: ENHANCE OUR ACADEMIC, ATHLETIC, AND EXTRA-CURRICULAR PROGRAMS TO ENSURE THAT EVERY YOUNG MAN AT SERVITE HAS AN AUTHENTIC AND TRANSFORMATIVE EDUCATION AND FORMATION EXPERIENCE

PILLAR #1 OBJECTIVES:

- A. Servite will strengthen student participation, retention, and overall satisfaction in academic, athletic, and extra-curricular programs over the next three years through intentional engagement, support, and program development.
- B. Servite will conduct a comprehensive review of its current programs, strengthening, adding, or discontinuing initiatives as needed to ensure we meet the needs of this generation of Servite Friars.
- C. Servite will enhance its programs with essential, modern resources (e.g., equipment, technology, and training spaces).

2. DEVELOPING OUR FACULTY AND STAFF

A committed, mission-aligned faculty and staff are vital to ensuring that each student has an authentic and transformative education and formation experience here at Servite. We must prioritize resources for professional growth and competitive compensation for our faculty and staff, providing them with the means to live out their vocations effectively.

While Servite takes pride in maintaining a workplace culture of fraternity, individual growth, and service, we recognize that we have work to do in providing more competitive salaries and benefits to attract and retain highly qualified and dedicated personnel. This, in turn, enhances the quality of education and forma-

tion that we provide for our students. Retention of experienced educators is crucial for the continuity of relationships and stability within our community.

By providing opportunities for ongoing training and education, we enable our educators to model the formation and learning process, thereby enhancing what we can offer to our students and families. When educators feel valued and supported, they are more motivated and engaged in their work. Maintaining a positive work environment leads to improved teaching and support for students, resulting in a more effective and enjoyable educational experience.

SUMMARY OF GOALS: INCREASE EMPLOYEE COMPENSATION, PROFESSIONAL DEVELOPMENT, AND BENEFITS ALLOCATION IN THE ANNUAL BUDGET BY 10% OVER THE NEXT THREE YEARS.



PILLAR #2 OBJECTIVES:

- A. Increase employees' salaries over three years relative to local and similar markets
- B. Provide innovative and highly effective professional development opportunities.
- C. Expand the Hiring for Mission Process and create and implement a Serving the Mission framework to maintain a highly dedicated workforce and foster a supportive work environment.

3. AN INVITING AND EFFECTIVE CAMPUS

The Servite campus plays a crucial role in both reflecting the Order's values of community and hospitality and providing our programs with the necessary spaces to support each student's educational and formation experience. The campus must provide, enhance, and maintain essential facilities to welcome and support all individuals who visit our campus. Due to the campus's landlocked position, we must maximize the use of all spaces to ensure that we are being effective and efficient stewards of our resources.

After evaluating our current facilities, we will prioritize improvements that enhance our hospitality and increase our capacity to expand student programs.

These upgrades will provide current students with inspiring spaces, attract new students to the school, and reflect our values of hospitality and service.

SUMMARY OF GOALS: COMPLETE THREE MAJOR FACILITY UPGRADES WITHIN THE NEXT THREE YEARS TO ENHANCE THE CAMPUS ENVIRONMENT.

PILLAR #3 OBJECTIVES:

- A. Servite will analyze a comprehensive facilities assessment to create and implement a five-year Master Facility Plan.
- B. Servite will identify and prioritize major facility enhancements based on strategic pillars and funding opportunities.
- C. Servite will conduct a comprehensive operational review to optimize the campus experience and demonstrate hospitality across all areas.



4. A SECURE FINANCIAL FUTURE

To ensure Servite's long-term sustainability, we must model Christian stewardship through the mission-inspired use of funds, growing the endowment, and developing long-term financial models.

As good stewards, we must demonstrate to our benefactors that we manage our financial resources with integrity and transparency, ensuring that every dollar spent is aligned with our values and mission.

Servite will adopt best practices to maximize financial aid awards of 50% or less of tuition. This allows more students to attend Servite while also increasing net tuition revenue. Servite remains committed to helping families who may need more than 50% tuition assistance, but will reserve these few awards for those families most committed to our mission.

The Advancement Office will increase alumni giving from 4.5% to 15%. In the past few years, at least 5 all-boys schools in the country have gone co-ed. Servite

believes that an all-boys education is more relevant today than ever before. The long-term success of Servite will hinge on the alumni making annual commitments to the school. Servite has over 10,000 living alumni. If each alumnus donated an average of \$50/month, together they would more than double Servite's current annual fundraising, enabling strategic investments in its infrastructure, personnel, and endowment.

Servite will analyze, firmly establish, and maintain enrollment levels that yield the highest revenue-to-expense ratio. Maintaining an average class size of 25 and staffing ratios that align with regional and national best practices will enable Servite to deliver exceptional academics and effective stewardship.

SUMMARY OF GOALS: SERVITE WILL DEMONSTRATE EFFECTIVE CHRISTIAN STEWARDSHIP BY EXPANDING ITS ENROLLMENT, ADVANCEMENT, AND GIVING PROGRAMS.

PILLAR #4 OBJECTIVES:

- A. Budget and maintain an enrollment increase of 3% from each school year-end, with the goal to reach 760 by the start of the 2028-2029 school year.
- B. Assess and increase alumni engagement and support to 15% by the end of the 2028-2029 school year.
- C. Increase the net amount of Annual Fund donations by 5% each year.
- D. Refine the Financial Aid process to meet budget goals while achieving a net tuition revenue of 80% or higher.



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