

# STRATEGIC PLAN

Ben Lippen School
7401 Monticello Road
Columbia, SC 29203

EQUIPPING STUDENTS. ESTABLISHING LEADERS.
*TO THE GLORY OF GOD.*



# TABLE OF CONTENTS


**Head of School Letter** 05

**Mission** 06

**Vision** 08

**Strategic Initiatives** 10

- Personnel 12
- Spiritual Life & Discipleship 16
- Academics & Programs 20
- Facilities & Security 24
- Financial Sustainability & Affordability 28

**Core Values** 30

**Contact** 32




# HEAD OF SCHOOL LETTER




Dear Ben Lippen Family,

Every day at Ben Lippen, we have the privilege of helping students discover who God has created them to be. We see that work unfold in classroom conversations, relationships with teachers and coaches, opportunities to serve, and moments when students begin to make their faith their own. These experiences remind us why our mission matters and why we must plan thoughtfully for the future.

Since 1940, Ben Lippen has been a place where students are equipped to know Christ and make Him known. We are grateful for the generations of families, faculty, staff, and supporters who have helped carry that mission forward. Today, we share the responsibility of building on that foundation for the students we serve now and those who will follow.

This strategic plan provides direction for that work. Its five priorities focus on investing in our people, strengthening spiritual life and discipleship, advancing academics and programs, caring for our facilities and campus security, and supporting financial sustainability and affordability. Each priority connects to our students' daily experience and to our calling to partner with families and the church.

We want our teachers and staff to be supported and prepared for the work God has entrusted to them. We want students to be academically challenged, personally known, and encouraged to follow Jesus. We want our campuses to provide safe, welcoming places to learn and grow. And we want to steward our resources wisely, recognizing the commitment families make to provide a Christian education for their children.

In Matthew 7:24–25, Jesus describes the wisdom of building on a firm foundation by hearing His words and putting them into practice. As we look ahead, that truth continues to guide us. Our plans must remain grounded in Scripture and dependent on God's direction and provision.

I invite you to read these pages with an eye toward the part you can play. Pray for our students and employees, encourage the work taking place, and consider how your gifts and experience might help advance these priorities.

Thank you for being part of the Ben Lippen family. I am grateful to serve alongside you as we equip students and establish leaders to the glory of God.

In Christ,



**Dr. Ben Porter**
**Head of School**



## OUR MISSION

***Ben Lippen School seeks to glorify God by educating students from a biblical worldview to impact the nations with the message of Christ and by assisting the family and church in equipping students spiritually, academically, socially, and physically under the Lordship of Jesus Christ.***



# OUR VISION

***Ben Lippen School is a Christ-centered school that advances the Gospel by developing Christlike leaders who follow Jesus and pursue excellence to lead and serve for God's glory.***











# STRATEGIC INITIATIVES

# PERSONNEL



*Focus on cultivating a Christ-centered culture that intentionally nurtures faith, fosters spiritual growth, and equips individuals to live out and share the Gospel in all areas of life.*

**Build and sustain a strong, mission-aligned workforce by intentionally attracting, developing, supporting, and retaining employees. This initiative strengthens the entire employee experience, from onboarding and professional development to compensation, leadership continuity, and long-term staffing needs.**

## KEY STRATEGIC PRIORITIES:

1. **STRENGTHEN RECRUITMENT, ONBOARDING & RETENTION**
   Create a robust onboarding and mentoring experience for new employees, emphasizing biblical immersion, mission alignment, faculty care, and long-term retention.

2. **INVEST IN PROFESSIONAL GROWTH & FACULTY DEVELOPMENT**
   Expand teacher training and professional development, including in-house training that supports consistency in instruction, innovation, and the Living Curriculum.

3. **ENSURE COMPETITIVE COMPENSATION & EMPLOYEE SUPPORT**
   Continue reviewing compensation, salary schedules, and salary increases while strengthening the overall faculty and staff experience.

4. **DEVELOP LEADERSHIP & SUCCESSION PLANNING**
   Establish succession plans for key leadership roles and departments, clarify leadership responsibilities through updated job descriptions, and evaluate organizational structures.

5. **ALIGN STAFFING & HR INFRASTRUCTURE FOR FUTURE GROWTH**
   Update employee handbooks and policies, strengthen HR processes, and evaluate additional staffing needs in communications, IT/AV, facilities, administrative support, and school leadership.











# SPIRITUAL LIFE & DISCIPLESHIP



*Focus on cultivating a Christ-centered culture that intentionally nurtures faith, fosters spiritual growth, and equips individuals to live out and share the Gospel in all areas of life.*

**Cultivate a unified, Christ-centered culture across PK–12 that intentionally develops students' faith, creates meaningful opportunities for discipleship, and equips students to live out and share the Gospel in every area of life.**

## KEY STRATEGIC PRIORITIES:

1. **CREATE A UNIFIED PK–12 DISCIPLESHIP STRATEGY**
   Develop a long-term discipleship plan with clear pathways for spiritual growth, one-on-one relationships, and intentional opportunities that connect students across divisions.

2. **CONTINUOUS IMPROVEMENT FOR CHAPEL & SPIRITUAL PROGRAMMING**
   Create intentional, connected chapel programming with a consistent vision and message that integrates experiences such as Camp Ben Lippen, Winterim, Spiritual Impact Day, and other spiritual formation opportunities.

3. **EXPAND MENTORING, SMALL GROUPS & STUDENT DISCIPLESHIP**
   Increase the number of grade-level, gender-specific, and mission-focused small groups and relaunch opportunities that equip students to disciple and serve others within the school community.

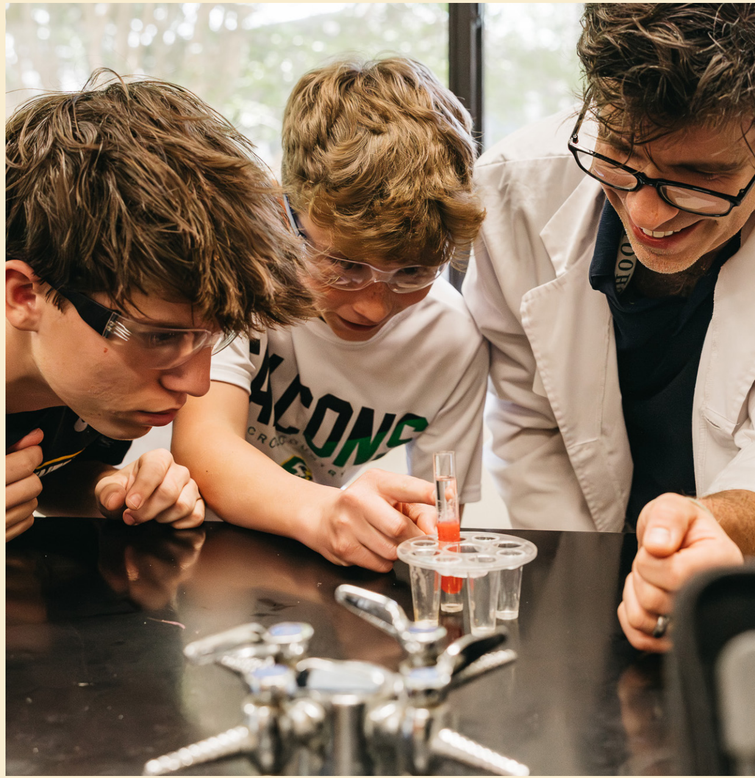
4. **CULTIVATE A CULTURE OF SERVICE & GOSPEL ENGAGEMENT**
   Build partnerships and outreach opportunities that develop a heart for service and prepare students to engage in intentional, Gospel-centered conversations.


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# ACADEMICS & PROGRAMS




*"Therefore, everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock. The rain came down, the streams rose, and the winds blew and beat against that house; yet it did not fall, because it had its foundation on the rock."*

MATTHEW 7:24-25

**Focus on delivering a rigorous, relevant, and mission-aligned educational experience that equips students with the knowledge, skills, and character needed to thrive in college, career, and life.**

## KEY STRATEGIC PRIORITIES:

1. **EXPAND INNOVATIVE & FUTURE-FOCUSED PROGRAMS**
   Grow signature programs and explore new opportunities in areas such as life skills, entrepreneurship, stewardship, agricultural science, Robotics/STEM, and responsible AI education.

2. **CREATE REAL-WORLD LEARNING & CAREER PATHWAYS**
   Strengthen existing signature programs while exploring opportunities to expand and enhance educational offerings in emerging and high-impact areas.

3. **EXPAND ACADEMIC OPPORTUNITIES & STUDENT CHOICE**
   Continue broadening Middle School electives and other academic options that allow students to explore interests, strengths, and potential future pathways.

4. **STRENGTHEN STUDENT SUPPORT & COLLEGE READINESS**
   Develop intentional support for incoming students, including onboarding and study skills initiatives to help students transition successfully.

5. **ADVANCE ACADEMIC EXCELLENCE & INSTRUCTION**
   Continually evaluate measures of academic success while investing in professional development, instructional coaching, transitional grade levels, and strategies that strengthen student performance.

6. **BUILD AI READINESS & RESPONSIBLE TECHNOLOGY SKILLS**
   Develop student and faculty understanding of artificial intelligence, emphasizing both its growing capabilities and potential risks, and promoting ethical, informed, and responsible use.











# FACILITIES & SECURITY




*A Scottish phrase meaning "Mountain of Trust," Ben Lippen School was founded in 1940 by Columbia Bible College (CBC), now Columbia International University (CIU).*

**Focus on providing safe, well-maintained, and strategically developed environments that support learning, protect the community, and reflect the organization's commitment to excellence.**

## KEY STRATEGIC PRIORITIES:

1. **STRENGTHEN CAMPUS SAFETY & SECURITY**
   Continue implementing recommendations from the Security Audit and expanding exterior camera coverage to enhance campus safety and strengthen security measures.

2. **PLAN STRATEGICALLY FOR FUTURE GROWTH**
   Update the Campus Master Plan and conduct feasibility studies for future facilities, including a Middle School/ Auxiliary Gym, Performing Arts Center, Health and Performance Center, and additional campus access.

3. **IMPROVE CAMPUS INFRASTRUCTURE & ACCESSIBILITY**
   Address major infrastructure needs, including paving and resurfacing parking areas, improving campus entrances, and evaluating traffic flow and access.

4. **ENHANCE STUDENT & COMMUNITY SPACES**
   Invest in spaces that directly impact the student experience, including playgrounds, courtyards, athletic facilities, and other shared campus environments.

5. **CREATE A COHESIVE & WELCOMING CAMPUS EXPERIENCE**
   Create environments that are safe, welcoming, and reflective of Ben Lippen's commitment to excellence.











# FINANCIAL SUSTAINABILITY & AFFORDABILITY




*Focus on stewarding resources wisely to ensure long-term financial health, maintain accessibility for families, and support the mission with excellence.*

**Steward financial resources wisely to ensure long-term sustainability while keeping a Ben Lippen education accessible to families. This initiative focuses on responsible financial planning, affordability, debt reduction, and the development of new sources of support that strengthen the school's mission for the future.**

## KEY STRATEGIC PRIORITIES:

1. **PLAN FOR LONG-TERM FINANCIAL SUSTAINABILITY**
   Develop multi-year financial and tuition models to anticipate future needs, identify potential deficits, and understand the impact of tuition increases on accessibility.

2. **STRENGTHEN AFFORDABILITY & ACCESS**
   Evaluate tuition remission, financial assistance, and merit-based scholarship opportunities to support families and maintain accessibility.

3. **BUILD FINANCIAL STRENGTH & REDUCE DEBT**
   Implement strategies to reduce outstanding debt while strengthening the school's overall financial position for the future.

4. **GROW SUSTAINABLE REVENUE & PHILANTHROPIC SUPPORT**
   Increase endowments for student aid, teacher support, and facilities while developing a unified sponsorship strategy across athletics, fine arts, and advancement.

# CORE VALUES

## AUTHORITY OF SCRIPTURE:

The Bible is the ultimate foundation and the final truth in every aspect of our lives. We concentrate on mastering God's Word, learning to understand its meaning and apply its teaching.

## VICTORIOUS CHRISTIAN LIVING:

Victory in Christ comes to those who yield humbly to the Holy Spirit who makes us more like Him in our daily lives.

## WORLD EVANGELISM:

"For God so love the world He gave…" We prepare each student to have an impact as part of the "missions team," whether in a "sending church" or as one sent. The Holy Spirit dispenses blessings and works through us so that we are a blessing ourselves.

## PRAYER & FAITH:

The CIU community seeks joyful reliance upon God for material provision, victory over sin, growth in Christlikeness, and fruitfulness in ministry. Our relationship with Him is expressed in daily prayers of a loving and needy heart.

## EVANGELICAL UNITY:

Evangelical unity means accepting other Christians of evangelical conviction, regardless of denominational or theological affinity, for purposes of fellowship, encouragement, edification and ministry.





BEN LIPPEN SCHOOL • COLUMBIA • SC

*A Ministry of Columbia International University*

7401 Monticello Road • Columbia, SC 29203

P: 803.807.4000

