

Legacy^{of} Faith Vision^{for} Growth

Strategic Plan for St. Vincent Catholic Schools



Strategic Plan Process

In September 2025, St. Vincent Catholic Schools officially began the strategic planning process, *Legacy of Faith: Vision for Growth*. Over the course of several months, this effort brought together our community through surveys, conversations, meetings, and collaborative workshops, engaging a broad group of stakeholders who care deeply about the future of our school.

Rooted in a tradition that began in 1896, this process reflects both our rich history and our commitment to continued growth. Through thoughtful reflection and intentional planning, we have identified opportunities to strengthen and enhance the St. Vincent experience for generations to come.

The strategic plan focuses on key areas of school life, including Catholic identity, academics, advancement, enrollment, facilities, finance, governance, and student life. Each area includes specific goals and objectives that will guide our efforts and priorities over the next five years.

What follows represents a shared vision shaped by the voices of our community and entrusted to school leadership for implementation. It is a roadmap grounded in faith, guided by purpose, and focused on excellence.

Thank you to all who contributed to this process and to those who continue to support St. Vincent Catholic Schools. Your commitment ensures that our mission—to *transform each student through the power of faith, knowledge, and service to the community*—remains strong today and for the future.

Stay connected and follow our progress as we bring this vision to life.



Mission Statement:

St. Vincent Catholic Schools united in Christ and guided by the spirit and educational values of St. Vincent, transform each student through the power of faith, knowledge and service to the community.

Vincentian Educational Values:

Excellent • Holistic • Integrated • Creative • Collaborative • Focused • Flexible

A New Chapter for St. Vincent Catholic Schools

Strengthening Our Mission, Securing Our Future

Letter from our Co-Chairs:

"Failure to plan is planning to fail." With this timeless adage in mind, the St. Vincent Catholic Schools Board of Directors was pleased to partner with Partners in Mission as we embarked on the development of a comprehensive five-year strategic plan. After more than six months of collaboration and reflection alongside our Partners in Mission consultant, we have established strategic goals and objectives across eight key domains that support and strengthen our Catholic mission.

We are especially grateful to the members of our Planning Committees, including board member domain chairs, faculty and staff liaisons, alumni, parents, and community representatives. Their leadership, enthusiasm, and dedication were instrumental in gathering valuable feedback from a wide range of stakeholders. Through their efforts, we were able to envision the future of St. Vincent Catholic Schools through the perspectives of alumni, students, parents, faculty, former parents, parishioners, and members of the broader community.

Now, the exciting work of implementation begins. Guided by our strategic plan, *Legacy of Faith & Vision for Growth*, we will work intentionally over the next five years to achieve our strategic objectives, continually evaluate our progress, and remain faithful to our mission.

As we move forward, we do so with deep gratitude for the generations of supporters, educators, clergy, families, and benefactors whose sacrifices built the strong foundation upon which we stand today. Inspired by their example and confident in God's guidance, we look ahead with hope and optimism, committed to ensuring that St. Vincent Catholic Schools continue to thrive for generations to come.

Together, we honor our legacy, embrace our vision, and build a bright future for St. Vincent Catholic Schools.

Deacon Tom Schumer '82

Renee (Klump) Brueckner '81

Strategic Plan Leadership Team:



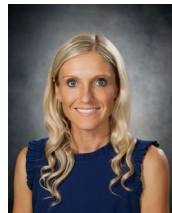
**Deacon
Tom Schumer
'82, Board Chair**



**Renee (Klump)
Brueckner '81,
Board Vice-Chair/
Secretary**



**Zachary Stobart,
President of
Schools**



**Jamie Flores,
Elementary
Principal**



**Sonya (Nolen)
Dobbela '89,
Director of
Advancement &
Enrollment Development**

Strategic Planning Participants:

Academics/Technology:

David Kapp '81 • Louise (Besand) '80 Wibbenmeyer
Jamie Flores • Father Ranjan Lima

Advancement:

Becky (Oehl) '72 Paulus • Sonya (Nolen) '89 Dobbela
Tanya (Frentzel) '85 Mingione • Eric Clements '06

Facilities:

Jim Guyot '67 • Zach Stobart
Jerry Lintner '88 • Susan (Klump) '90 Verseman

Catholic Identity:

Deacon Tom Schumer '82 • John McLain
Amy (Kiefer) '94 Miesner • Sister Rosemary Oellermann
Robert Hearnese

Enrollment:

Kristen Schmidt • Sara (Klump) '90 Hennemann
Hannah Gremaud • Brianna Geile

Finance:

Roger Steinbecker '60 • Jenna Christensen
Emily Hosey • Eric Clements '95

Governance:

Art Pistorio • Morgan Wheeler
Linda Buerck • Lacey (Siegmund) '08 Amschler
Father Joe Gedders

Student Life:

Amy (Behrle) '80 Sutterer • Mindy (Cattoor) '02 House
Heather Layton • Julie Renaud



26

Key Issues and objectives targeted for strategic priority



64+

Interviews and conversations with parents, alumni, faculty, clergy and students



15

Faculty and staff liaisons helping lead research



1000+

1000+ Hours of analysis of school's strengths and weaknesses



36,000

Survey answers and responses from our school community



40

Attendees on a two-day retreat to define future priorities

ADVANCEMENT

Strategic Plan Vision Statement:

Advancement at St. Vincent Catholic Schools cultivates a unified culture of philanthropy rooted in faith, relationships, and stewardship, engaging all stakeholders to ensure sustainable growth, financial vitality, and the long-term mission of Vincentian virtues and Catholic education for generations to come.

Objectives

- Develop a comprehensive Advancement Plan that aligns fundraising, enrollment, marketing/branding, and facilities with clear goals, defined roles, and measurable timelines, creating a cohesive playbook that eliminates confusion and connects all efforts toward long-term success.
- Develop a one school, one fundraising mentality among The Educational Foundation, the Alumni Association, PTO and the Advancement office.
- Create a culture of involvement for leadership, faculty, staff, students, parents, parishioners and community partners to serve as ambassadors.



ACADEMICS/TECHNOLOGY

Strategic Plan Vision Statement:

St. Vincent Catholic Schools cultivates an environment of academic excellence, where faith and reason thrive. We foster an environment that promotes individual growth, a passion for discovery, and readiness for our evolving world.

Objectives

- Design and implement a living curriculum that is vertically aligned K - 12.
- Develop a long term technology plan to equip students and teachers with emerging technology skills.
- Support students' individualized learning needs to promote growth and achievement.



CHARISM/CATHOLIC IDENTITY

Strategic Plan Vision Statement:

St Vincent Catholic Schools, inspired by the Holy Spirit and guided by Vincentian virtues, accompany families as they encounter Christ's transforming truth and love. As members of the Church, we joyfully and lovingly lead lives that proclaim the Gospel, through worship, evangelization, and meaningful service.

Objectives

- Enact a multi- faceted plan to publicize our teaching opportunities and recruit faculty and staff open to and aligned with the mission of SVCS.
- Develop faith enrichment opportunities and resources to help families deepen their relationship with Christ and place their hope in the Catholic Church as the means of salvation.
- Implement a comprehensive strategy of Catholic formation and prayer to inspire SVCS faculty and staff to live the Gospel of Jesus Christ.



ENROLLMENT

Strategic Plan Vision Statement:

St. Vincent Catholic Schools optimize enrollment by attracting, enrolling, and retaining a strong and thriving student population from our region and beyond. Students and parents aspire to be part of our outstanding Catholic school system.

Objectives

- Develop a comprehensive enrollment plan that clearly defines strategies, staffing, and resources to optimally attract, enroll and retain students.
- Establish a plan to develop a faith-based early childhood center as a feeder mechanism for St. Vincent Catholic Schools to broaden the foundation of our Catholic community.
- Enhance enrollment practices and outreach efforts to build a diverse faith-based school community.



FACILITIES/TECHNOLOGY

Strategic Plan Vision Statement:

St. Vincent Catholic Schools maintain and enhance facilities and technology to support the educational mission by supporting and prioritizing the academic, artistic, and athletic experiences of students, faculty and staff.

Objectives

- Assess all buildings, sports fields, parking lots and current utility infrastructure including a projection of all future facility usage and needs for both the parish and the school.
- Develop a strategy for a middle school (grades 6-8) experience and a plan for middle school and pre-K (3- & 4-year-old programs) facilities to clearly define the needs of the entire campus.
- Develop a comprehensive written 10-year master facilities plan that addresses repairs, upgrades, replacement, and projected capital improvements.



FINANCE

Strategic Plan Vision Statement:

SVCS envisions sound fiscal management of our preK –12 parochial school system to effectively support all other strategic domains of the plan without increasing the financial responsibility of the parish.

Objectives

- Enhance the annual budget process to include school leadership and SVCS allied organizations for the entire budgeting cycle.
- Develop a long-term financial forecast that projects future scenarios and includes a study of tuition components as well as a financial aid model that assesses risk factors.
- Conduct a feasibility study to determine the capacity for a capital campaign to meet the capital improvements, endowment funds and enrollment/retention needs prioritized in this strategic plan.
- Establish clear roles and responsibilities of the school leadership, board and SVCS allied organizations with regards to process, oversight, and transparency around the budget and financial status of SVCS.



GOVERNANCE

Strategic Plan Vision Statement:

SVCS envisions a unified leadership structure with clearly defined roles and consistent practices to fully support the mission of our preK –12 parochial school system, while ensuring our Catholic Identity, sustaining long-term financial health, and implementing our strategic plan.

Objectives

- Build a plan to communicate the value of the governance structure to ensure all stakeholders are aware of the role of each leadership position and how it supports SVCS.
- Define and implement a structured policy review cycle to ensure all governance documents and policies remain current and aligned with the school mission.
- Establish an annual self-evaluation process for the Board to determine effectiveness and progress of the Strategic Plan.
- Implement an annual evaluation of the President that promotes accountability, growth, and alignment with mission and goals.

STUDENT LIFE

Strategic Plan Vision Statement:

St. Vincent Catholic Schools emphasize a culture that nurtures faith, compassion, respect, confidence, and commitment to inspire students to life-long learning and leadership.

Objectives

- Define a Pre-K-12 counseling program that addresses current and future needs of students and families to ensure students are able to reach their full potential academically, spiritually, socially, and emotionally.
- Develop an overall school wide program of core values that promotes a mind set of inclusivity based on SVCS values.
- Create a culture fostering Vincentian virtues in our school and community inspiring life long faithfulness.



Legacy of Faith
Vision for Growth

FAITH SERVICE TRADITION ACADEMICS EXCELLENCE





“Have courage, trust in Our Lord,
who will be our help in the work we have
begun and in the undertaking
to which He has called us.”

- St. Vincent de Paul

Get Social with SV

