



**2021-2022 Fall Board Update  
December 9, 2021**

Dear Covenant Families,

The Board of Trustees would like to first thank you for being a part of the Covenant family. God continues to bless our school as we return to largely normal operations this year. As the administration continues to reimplement programs and events that were paused last year, it is our desire to see our school foster a robust sense of community. Our parent engagement group, Covenant Connection, has returned and has been busy working with Ms. Goodwin to best support our student body. We have already hosted several exciting events, such as Donuts with Dads, Grand Celebration, and Traditions Ceremony, among others.

The Board continues to follow three priorities to foster purposeful decision making:

- Ensure Covenant is financially sound
- Support Covenant's leadership to fulfill Covenant's mission
- Develop and implement plans for Covenant's future

We would like to use this semester's board update to further discuss the third priority, "Develop and implement plans for Covenant's future", with the Covenant community. Covenant has been partnering with families since 1993 and has had many milestones to celebrate along the way. These include multiple state championships across our athletic program, and more recently being named as a Top 10 Christian High School in Houston. That being said, we believe that Covenant's greatest days are ahead of us. Habakkuk 2:2 says, "Write the vision; make it plain on tablets, so he may run who reads it". Earlier this year, the Covenant Board of Directors spent two days together offsite working on long-term planning and updating the strategic vision for the school. This included a review of our strengths, weaknesses, opportunities, and threats (SWOT), and development of a strategic plan to leverage our strengths and address our weaknesses.

Our vision at Covenant is *"To be committed to serving Jesus Christ as a distinguished school."* Over the last seven months, we have been methodically working on finalizing the details of this plan and are excited to now share it with you. Our five-year strategic plan can simply be summed up as our goal to **"BE THE BEST 1A CHRISTIAN SCHOOL IN TEXAS"**. Every strategic decision we make will be in alignment with this goal. In this semester's board update, we would like to share updates from the strategic plan as it related to capital investments, marketing, stakeholder feedback, financial outlook, and leadership.

### **Capital Investments**

The board and administration are dedicated to improving the quality of Covenant's product offering. To reinforce this commitment, we have recently approved multiple investments in science, facilities, and marketing. Covenant's future is bright, and the board and administration are committed to identifying additional future projects that will best improve the quality of education Covenant provides.

We are excited that planning for the Science Lab renovation is underway to support our STEM programming. We would like to say a huge "Thank you!" to the many families who helped raise \$60,000 through the Turkey Trot. The project includes new student workstations with water and gas connections and seating, new storage cabinetry, additional required fixtures and supplies, and fresh paint. A new vent hood has already been installed and the workstations and cabinetry have been ordered. It is anticipated that the \$100,000 renovation will be completed by the beginning of the 2022-2023 academic year.

### **Marketing**

The board has received multiple stakeholder questions related to our marketing efforts, and readily shares the components of our strategic marketing plan upon request. The market outlook indicates that there is increasing dissatisfaction among families across our community with public education curriculum that is inconsistent with views held by the parents and students in the community. To support us as we seek to take advantage of this opportunity, and other opportunities identified in our SWOT, Covenant has partnered with a national leader in private Christian school marketing to help achieve future enrollment goals. Marketing efforts are underway and will continue into next year, including a new website that enhances the school's overall online presence.

## Survey Program

An additional component of our strategic plan centers on data-driven stakeholder feedback. Covenant has partnered with Enrollment Catalyst to administer a suite of surveys on behalf of the school. The survey program includes surveys of staff, students, and families, and are designed to provide critical information, trends, and statistics necessary for making more informed decisions in the future. Your participation in each applicable survey is highly encouraged and appreciated to ensure greater accuracy of results.

## Financial Outlook

We are happy to report that through strategic budgeting, divestments of capital assets that generated a healthy return on capital donations, and restructuring of our campuses, Covenant is in its strongest financial position in many, many years. We would like to acknowledge the generosity of families who have continued to show their support throughout the years, and are thankful to Jehovah Jireh, our provider (Genesis 22:14), for the return that has been generated from their sacrificial giving of so many families. We are continually working with the Head of School to evaluate ways to ensure Covenant remains positioned as an attractive, competitive option in the private school market for northeast Houston. Covenant's financial position is strong as we march toward our goal to **BE THE BEST 1A CHRISTIAN SCHOOL IN TEXAS.**

## Leadership Extension

As mentioned above, one of the three priorities for the Covenant board is to support Covenant's leadership to fulfill Covenant's mission. Much time has been spent in planning for Covenant's future, and the vast majority of the strategic plan centers on initiatives that will be executed by our chief executive and her leadership team. It is our great pleasure to announce the Covenant Board and Mrs. Lorraine Hill reached a contract extension as Head of School through June 2026. Mrs. Hill provides Christ-centered leadership to our school and community in all circumstances. We praise God for her passion for Covenant and are blessed to support her leadership into our future.

## Opportunities to Help

We have received several inquiries as to how families can get involved. We encourage you to visit our [Targeted Donations](#) site to view current opportunities. As always, we need your prayer for the school, administration, staff, students, and families. We also encourage you to inquire with the administration about getting involved with [Covenant Connection](#).

## Governance

The Covenant Board is a self-perpetuating board, and as such, continues to seek qualified candidates to serve as board members. We are pleased to announce that Mr. Nathan Lino has joined the Board of Trustees. Nathan and his wife Nicole have four children, three of whom attend Covenant. Nathan is the senior pastor at Northeast Houston Baptist Church and brings with him decades of leadership experience, including multiple senior board positions throughout the United States. Please join us in welcoming Nathan to the Board!

We are so excited about where the Lord is leading Covenant. It will take all of us working together in a spirit of Christian unity to fulfill our mission to *"To provide a college-preparatory education based on Christian values and Biblical principles and to assist parents in developing individuals of strong intellect, spirit, body, and heart."* Thank you again for your prayerful support of Covenant as we fulfill our five-year strategic plan to **BE THE BEST 1A CHRISTIAN SCHOOL IN TEXAS.**

Best regards,

Shaun Dean, Chair	Christopher Pitts, Member
Kyle Lipstreu, Vice Chair	Allison Trousdale, Member
Jeff Rogers, Secretary	Nathan Lino, Member
Robert White, Treasurer	