



2022-2023 Fall Board Update
August 25, 2022

Dear Covenant Community,

The Board of Trustees welcomes you to the 2022-23 academic year - thank you for choosing Covenant for your student's education! We pray for God's continued blessing, protection, and development of our school's community. The board is thrilled to welcome approximately sixty (60) new students to Covenant and a host of returning students!

At the beginning of each new academic year, the board refocuses on our vision *"To be committed to serving Jesus Christ as a distinguished school."* With this vision, the board follows three priorities to foster intentional decision-making and purposeful guidance:

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

The summary goal of the board's five-year strategic plan is "BE THE BEST 1-A CHRISTIAN SCHOOL IN TEXAS." It is with deep gratitude to God that we prayerfully work towards this goal and remain mindful of the Apostle Paul's encouragement to the church at Philippi, *"Do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus."* Philippians 4:6-7. The board would like to update the Covenant community on the following items:

- Marketing Plan
 - Partnered with a leading marketing firm to enhance digital platform/presence
 - Hosting marketing workshop with interested stakeholders on October 6, 6:30 pm; please [RSVP](#)
- Summer Building Projects
 - Invested ~\$330,000 in upgrades / renovations, including a new science lab
- Divestiture of Certain Capital Assets
 - Pursuing sale of former upper school campus and southern land tract
 - Forming a committee to assess needs and provide recommendations to the board
- Covenant Community Communication
 - Outlined steps for building up through effective information seeking/sharing

Marketing Plan

Covenant continues to pursue enrollment growth while preserving its distinctly Christian community, Biblical values, and high academic standards. With those standards in place, Covenant partnered with a leading marketing firm specializing in the private school sector. Improvements are steadily coming in all areas of our digital marketing and will continue into this academic year. The academic year began with nearly 60 new students on the Covenant campus! These new students represent the most incoming students in the previous three academic years. In conjunction with Covenant’s digital marketing plan, the board seeks marketing input from interested stakeholders at the October 6 board meeting.

Summer Building Projects

A significant portion of our strategic plan involves investments to renovate, add, and modernize our Hamblen campus. This summer, Covenant invested approximately \$330,000 in various projects. One of the most impactful additions is our new science lab that will advance student education in the sciences. The board would like to thank the generous donors that graciously gave over \$53,000 towards this project at last fall’s “Turkey Trot.” In addition to these summer projects, we complete a four-year initiative to re-roof our facilities.

Summer Projects

• Science lab renovation	\$92,000
• Renovation of four student restrooms.....	\$61,200
• Renovation of Lower School classroom cabinet systems.....	\$29,000
• Upper School locker replacement.....	\$5,600
• Locker-room renovations	\$4,000
• Renovation of three faculty restrooms	\$15,000
• Replacement of six drinking fountains with filtered bottle filler stations.....	\$7,200
• Lunchroom renovations	\$16,000
• Storage, classroom, and stage renovations	\$5,000
• Library building chiller replacement.....	\$95,000
Total Capital Investment:	\$330,000

Divestiture of Capital Assets

The board of trustees continues to pursue the consolidation to the Hamblen campus. This process includes divesting capital assets, including the former upper school campus and land holdings. These divestments align with the board’s strategic plan to be the best 1-A school in Texas, providing resources for future development.

Sale of Former Upper School Campus (USC) –The former USC is leased to a tenant who intends to purchase the property within twelve months.

Sale of the Southern Land (appx. 14 acres) – Covenant has executed a sales contract, on track to close in Q4.

These transactions, when complete, will conclude Covenant’s planned divestment of capital assets and position our school for the future. Therefore, the board is forming a capital project committee this semester. The committee’s scope will be to seek input from leadership, faculty, parents, and other stakeholders to assess needs across academic, athletic, and other areas and recommend solutions for consideration by the board.

Covenant Communication Guidance

Covenant represents many different stakeholders; each is important and necessary to our thriving community. Our community's goal is to build each other up by sharing information constructively and respectfully. This communication process is essential as it relates to proper communication escalation.

For administrative, educational, and athletic items:

1. Go directly to the person involved and discuss the matter with the individual teacher or coach.
2. If the matter is not resolved in discussion with the individual teacher or coach, request a joint conference with the teacher or coach and the principal.
3. A hearing before the Head of School may be requested if the matter cannot be resolved. The decision reached by the Head of School is final for all administrative, educational, and athletic issues.

For matters relating to school governance, finances, capital projects, or other Board of Trustee items:

- Email questions and concerns to the Covenant Board of Trustees at board@covenantknights.org
- The first 30 minutes of all regularly scheduled Board meetings are open to parents of Covenant students for matters of school governance, finances, and capital projects.
- The board is the final authority on items within its scope

Following these steps ensures your voice is heard most effectively and efficiently.

Again, we are incredibly grateful that you choose to be part of the Covenant community. We are excited and hopeful for what God has in store for our students, families, staff, and administration in the 2022-2023 school year.

Best regards,

Kyle Lipstreu, Chair

Robert White, Treasurer

Jeff Rogers, Vice Chair, Secretary

Christopher Pitts, Member

Allison Trousdale, Member

Nathan Lino, Member