



2024-2025

Year-End Briefing



Dear Pacifica Community,

With joy and gratitude, we are excited to share the progress we've made this year through the faithful efforts of our faculty, staff, students, and supporters. Guided by our mission to form young people who *think and live well*, the 2024–25 Operational Plan set clear, ambitious goals—and by God's grace and your partnership—we've made meaningful strides.

This year, we reimagined student life with the launch of our House System, created a phone-free campus culture to foster deeper relationships, and expanded Summer at Pacifica. Our faculty completed a major curriculum renewal, we celebrated a full six-year WASC accreditation, and we honored our 10th anniversary with new traditions and a renewed sense of purpose.

We also finalized a bold Strategic Vision and began laying the groundwork through our Campus Master Plan and the launch of the Triton Lab. Meanwhile, new giving societies and record-setting generosity helped advance our mission and expand opportunities.

This is more than progress—it's a glimpse of what's possible when a community rallies around a shared vision. We invite you to explore the full progress report and celebrate what God is doing in and through Pacifica.

With gratitude and hope,

David K. O'Neil

Head of School

A | THE PACIFICA PROGRAM

SCHOOL GOAL

1. Expand Summer at Pacifica 2025 by broadening athletic and arts offerings, and preparing to enhance academic and enrichment options for current students.

A1, A2, A3, B4, C8

Ben Roberson

COMPLETED MILESTONES

- A1** Summer at Pacifica grew in both scope and impact. We launched new programs including a 3-week Sports Practicum, an ACT Prep Course, and a College Essay Workshop. Our athletics and enrichment camps expanded from 9 to 12 offerings, with the additions of Robotics, a new Tennis Camp, and an additional Middle School Basketball Camp. Whether honing skills on the court or crafting personal narratives for college, Summer at Pacifica continues to shape students in mind, body, and character.

2. Analyze, restructure, and revise Pacifica Curriculum Course guides to align with our mission and vision, ensure compliance with content standards, canonize key questions, formalize liturgies, and effectively deploy formative assessments.

A1, A2; B5, B6

Chris Stratton

- A2** This has been a valuable and clarifying process for Pacifica—one that has helped us more intentionally articulate what we believe about curriculum and pedagogy, and why it matters. By codifying our academic priorities and practices, we are better positioned to onboard new faculty with clarity, consistency, and alignment to our mission. This work not only strengthens our ability to preserve and advance the school's core vision, but also lays a strong foundation for one of our key WASC initiatives: fostering deeper collaboration and curricular alignment across grade levels and disciplines. In short, this process is helping us teach more thoughtfully, work more cohesively, and form students with greater purpose and unity.

A | THE PACIFICA PROGRAM

SCHOOL GOAL

3. Explore hosting a summer/fall conference at Pacifica (8/25) modeled after Acton University, focusing on foundational ideas promoted by the school: Christian anthropology, Mere Christianity, purpose & vocation, and classical liberalism.

A1, A2, A3, B5, B6
Chris Stratton

COMPLETED MILESTONES

- A3** The future of this goal remains open, both in form and function. Several strong ideas were explored, but we have not yet landed on a clear or mission-aligned direction. A range of possibilities still remain on the table, but greater clarity is needed around the purpose such an event would serve. Is it a student-facing onboarding experience? A community event that convenes parents, faculty, and church leaders to explore meaningful ideas and strengthen the local church? Or might it become a training ground for educators eager to learn how Pacifica is responding to the latest trends in education? Each of these paths carries potential—discerning the why will be essential before determining the what.

4. Enhance St. Anne's impact by creating additional informal spaces. These middle spaces foster candid discussions about living well and faith in contemporary culture, providing an environment free from the constraints of formal sermons or classroom pressures.

B5, B6
David Woods

- A4** St. Anne's reach expanded from a weekly on-campus gathering of prayer and discussion to include three signature evenings of food, fellowship, and storytelling held off campus. These thoughtfully designed events created space for meaningful spiritual formation beyond the classroom and chapel—fostering a deeper sense of community among those seeking to grow in faith. Moving forward, a sustainable calendar and budget framework has been established to continue this rhythm in future years. We are deeply encouraged by how these nights have drawn hearts together in Christ and served as a gentle invitation for others to encounter the beauty of the gospel in a personal and transformative way. Thanks be to God.

B | COMMUNITY AND FORMATION

SCHOOL GOAL

1. To make room for good things to run wild in the classroom and in our relationships, successfully transition Pacifica to a phone-free campus during the school day.

A2, B5, B6, C7, C8
Chris Stratton

COMPLETED MILESTONES

B1 Pacifica successfully transitioned to a phone-free campus during the school day—creating space for good things to run wild in our classrooms, our relationships, and our community life. The results have been extraordinary. Students and teachers report deeper engagement, improved focus, and significantly fewer disciplinary issues. The campus atmosphere is noticeably lighter, with marked reductions in anxiety and near elimination of panic-related incidents compared to previous years. Many families have so embraced the change that students now leave their phones at home entirely. With lockers installed to accommodate up to 385 students, this cultural shift is now firmly in place. What began as a bold step has quickly become the new normal—one that our seniors overwhelmingly praised in their exit interviews. This is more than a change in policy; it's a renewal of presence, purpose, and peace.

2. Launch the Pacifica House system, integrating Color Teams and the Mentor Program to enhance school-wide involvement and introduce ongoing opportunities through House Games and Experiences.

A2, A3, B4, B5, C8
Brandon Gonzalez
& Ben Roberson

B2 Pacifica launched the House System—a bold new initiative designed to deepen belonging, foster mentorship, and energize school-wide engagement. Every student and staff member was placed into one of four distinct Houses—St. Matthew, St. Mark, St. Luke, and St. John—each with its own story, symbols, and structure. The program features a vibrant mix of mentoring groups, House Games, student-led Bible studies, and integration with cornerstone events such as Declamations, Triton Ball, and the All-School Retreat. House Handbooks were developed to support organization and strengthen identity within each community. More than a structure, the House System is a living extension of Pacifica's mission—cultivating relationships, school spirit, and opportunities for character formation. In the year ahead, we look forward to continue breathing new life into the House System.

B | COMMUNITY AND FORMATION

SCHOOL GOAL

3. Enhance the freshman onboarding program, Anchors Aweigh, to increase relevance and maintain strong teacher-advisor support, improve newsletters, enhance parent communication, update the curriculum, and sustain high student success.

A2, B5, C8
Johnny Marmelstein

COMPLETED MILESTONES

B3 Anchors Aweigh continues to chart a steady course for student success—helping every 9th grader find their footing and flourish in their first year at Pacifica. More than an onboarding program, it is a robust framework for academic support, personal formation, and family connection. Through intentional mentorship, structured study support, and regular communication with parents, Anchors Aweigh seeks to help our newest students be known, equipped, and welcomed into a community that believes deeply in their potential.

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4. Establish a more robust and purposeful approach to student health and well-being while reinforcing the importance of the home and the church as part of our continuing mission to help our students live well and flourish in life.

B
Johnny Marmelstein

B4 This year, Pacifica deepened its commitment to student well-being through a series of intentional initiatives designed to foster connection, purpose, and joy. We implemented a phone-free school day, encouraging greater presence, focus, and interpersonal connection. We launched a fully redesigned mentoring curriculum, pairing students in small groups with faculty mentors twice a month to engage in rich, formative conversations over lunch. Across campus, we expanded opportunities for unstructured play and social connection, while also seeing record participation in co-curricular programs—helping more students than ever find their place and purpose within the life of the school. Additionally, we hosted a series of parent gatherings and workshops that built community and offered encouragement for the shared work of raising teenagers. Together, these efforts created a more grounded, joyful, and connected school experience—one that supports not just academic success, but the flourishing of the whole student.

SCHOOL GOAL

1. Admissions will partner with various departments to plan outreach events and enhance marketing efforts to increase Pacifica's visibility and attract student applications from all neighborhoods across Orange County.

**A3, B4, B6, C6, C7, C9,
Kellie Hernandez**

COMPLETED MILESTONES

- C1** The Admissions Office, in partnership with Pacifica's faculty, staff, and parents, expanded its outreach across Orange County through well-attended open houses and offsite events. Cross-departmental collaboration led to increased attendance and deeper engagement from prospective families. By building relationships with key community partners and local middle schools, we connected with a more diverse group of students and parents. The Advancement and Marketing team played a vital role—crafting a clear, compelling message, promoting events effectively, and guiding families with care through the application process. These efforts resulted in a record number of applications for the 2025-2026 school year.

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2. Establish a comprehensive staff development plan across all offices, covering onboarding processes, integration of individual goals into the operational plan, evaluations, and ongoing support through regular formal and informal gatherings.

**C7, C9, D12, E15
Ben Roberson**

- C2** Pacifica made meaningful progress toward building a comprehensive staff development plan that strengthens our mission across all areas of the school. We launched weekly all-staff meetings centered on mission and operations, implemented a new Human Resources Information System (Rippling), and established a streamlined onboarding experience for new employees. First-year faculty and staff participated in a Culture Onboarding series, engaging with key themes such as Grace & Truth and Character Formation. We also introduced an annual evaluation process through Rippling, designed to promote reflection, professional growth, and deeper alignment with our mission. These initiatives not only enhance operational effectiveness—they equip our team to more faithfully model the formation we seek to cultivate in our students. In the year ahead, we will continue to strengthen this system through the creation of a comprehensive Faculty and Staff Handbook and by exploring ways to more directly connect individual goals with Pacifica's operational priorities and student formation outcomes.

C | OUR PEOPLE

SCHOOL GOAL

3. Curate and produce a robust library of resources (including articles, podcasts, texts, etc.) on Pacifica's mission, core beliefs, and approach to teaching and learning along with publishing platforms for staff, students, parents, and the broader community.

A1, A3, B6, C7, C8
Ben Roberson

COMPLETED MILESTONES

- C3** Pacifica launched a growing library of resources designed to deepen understanding and carry forward the distinctive culture, practices, and vision of our school. We produced an 8-part podcast series exploring foundational themes—such as *The Liberal Arts for the Christian Life*, *Being a Relational School*, and *Student Formation*—created to serve new staff, prospective families, and the broader community. We also established the Pacifica Book Club, inviting parents and community members to read and reflect on the same great texts our students encounter, fostering shared intellectual and moral formation. In addition, we curated a collection of essential articles to serve as reference points across our community. These resources are helping to build a shared language and unified vision—equipping faculty, families, and supporters to more fully partner in the formation of students. In the year ahead, we look forward to expanding this library, making it an even more accessible and impactful tool for the Pacifica community.

D | ADVANCING OUR MISSION

SCHOOL GOAL

1. Mark Pacifica Christian High School's 10-year anniversary of teaching and learning through memorable events and meaningful engagement with all stakeholders throughout the year.

D10, D12

Kathy Mellert

COMPLETED MILESTONES

- D1** Pacifica marked its 10th anniversary by bringing the entire community together in meaningful ways. Through a series of events—from celebratory gatherings and alumni reunions to signature experiences like the Epiphany Dinner, Bloom, and the Anchor Tribute—we engaged the community in reflecting on a decade of God's faithfulness. These moments were powerful reminders of the shared vision, sacrifice, and hope that have shaped Pacifica's first ten years. Each event invited our community to look back with gratitude and forward with renewed purpose—strengthening our bonds, celebrating our story, and inspiring the next chapter of formation and flourishing. We exceeded our goals, laying a strong foundation for the decade to come.

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2. Renew WASC accreditation to ensure ongoing educational standards compliance and improve academic and operational excellence.

A1, D12

Ben Roberson

- D2** Pacifica proudly renewed its accreditation through the Western Association of Schools and Colleges (WASC), earning a full 6-year term through June 30, 2031—the highest commendation awarded. This achievement reflects the collaboration of our faculty and staff, who completed a rigorous Self-Study culminating in a clear, mission-driven School-Wide Action Plan. During their three-day visit, the WASC committee engaged with our students, faculty, parents, and leadership, offering high praise for the strength of our culture, academics, and the clarity of our vision. This accreditation affirms Pacifica's commitment to excellence, continuous improvement, and unwavering alignment with our mission. It ensures we remain a school of distinction—preparing students to think deeply, live faithfully, and lead purposefully. In the years ahead, we will continue to implement and refine our Action Plan, pursuing growth with focus and faith.

D | ADVANCING OUR MISSION

SCHOOL GOAL

3. Meet Pacifica Fund and capital project funding needs to advance the school's mission and provide education to deserving students. Introduce giving societies and collaborate with Athletics to support programs, coaches, and student-athletes.

ALL

Kathy Mellert

COMPLETED MILESTONES

- D3** This year marked a major step forward in Pacifica's advancement efforts with the launch of new Giving Societies designed to recognize donor generosity and strengthen long-term support for the school's mission. Introduced in the fall, The 2015 Society, The Monogram Club, and The Head's Circle have already inspired strong engagement—110 households have joined one or more, reflecting deep belief in Pacifica's purpose and people.

Thanks to this generosity—through both gifts and multi-year commitments—we met our fundraising goals for the Pacifica Fund and key capital projects, advancing our mission and expanding educational access for deserving students.

E | LEADING OUR MISSION

SCHOOL GOAL

1. Develop a comprehensive master plan, in collaboration with a variety of stakeholders, that guides the school's advancements for the next decade. This plan will strengthen our mission fidelity and enhance our teaching and learning.

E14, E15, E16, D10, D11, D13
David O'Neil

2. Collaborate with staff and faculty to create and publish an updated 5-year Strategic Plan that aligns with the school's mission and vision, addressing key priorities and setting clear objectives for growth and improvement

ALL
David O'Neil

COMPLETED MILESTONES

E1 With vision, discipline, and creative collaboration, Pacifica is laying the architectural foundation for its next decade of growth. From new renderings of Christ's Chapel and the Arts & Letters Loft to a reimagined Triton Event Center and co-curricular campus expansion, we are shaping a campus that will serve generations of students to come. These early design milestones mark the beginning of a long-term, phased plan—one rooted in stewardship, beauty, and the bold belief that our physical spaces should reflect and reinforce our mission.

E2 After months of listening, reflection, and collaborative planning, Pacifica has arrived at a bold and faithful strategic vision to guide our next chapter. Shaped by the insights and aspirations of more than 400 stakeholders—including faculty, parents, alumni, and friends—this vision reflects the very best of our community's wisdom, hope, and shared commitment to forming students who *think and live well*. With the Board's review now complete, we stand ready to move forward with clarity and conviction—for *Christ and His Kingdom*.

E | LEADING OUR MISSION

SCHOOL GOAL

3. Complete the fundraising, build-out, and opening of The Triton Lab, transitioning all strength and conditioning operations to this new facility along with relocating the offices of Advancement & Business Operations.

E16, C8, D13
David O'Neil

COMPLETED MILESTONES

- E3** With groundbreaking underway and buildout in motion, the Triton Lab is quickly becoming a reality—an innovative space designed to elevate student-athlete performance and wellness for years to come. Despite an extended permitting timeline, the school has navigated the complexities of city approvals, design-build coordination, and vendor partnerships with resilience and clarity. Thanks to generous donor support and careful stewardship, we are on track to fully fund this transformative project. The Triton Lab stands as a symbol of Pacifica's commitment to forming the whole student—mind, body, and spirit—in pursuit of excellence and flourishing.



EVERYTHING STARTS WITH OUR PURPOSE

***Our mission** is to be a liberal arts high school devoted to teaching young men and women to think critically and **wisely**, instilling heartfelt **joy** and interest in learning, while encouraging lives of **faith, character, and service** to the glory of God.*

Life must be understood backward, but it must be lived forward.

SOREN KIERKEGAARD