



EVERYTHING STARTS WITH OUR PURPOSE

***Our mission** is to teach 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.*



Scan to read about our foundation grounded in the **Christian faith, Core Beliefs, and Approach to Teaching and Learning.**



Scan to **stay connected, cultivate community, and support the mission**

STRATEGIC PLAN 2025

THE HOPE SET BEFORE US

On behalf of the Pacifica community, it is our pleasure to introduce Pacifica 2025 — a Strategic Plan for Pacifica Christian High School. We believe thoughtful planning, prudent execution, and intentional resource development are critical to any non-profit, and we take these processes very seriously.

At this exciting time in the school's history, Pacifica must remain a highly agile, sharply focused, student-first institution while also maturing our operation to enhance predictability, sustainability, and viability. Organized around five pillars with 16 corresponding goals, Pacifica 2025 will guide the Board of Trustees and our team in successfully developing the school through our 10th year of teaching and learning.

Our work has never been more critical!

Having been taught to *think and live well*, our graduates go into the world prepared to champion and contribute to all that is true, beautiful, and good! These students are well-equipped to lead organizations, launch new businesses, serve the church and others, and positively impact thousands of people through the way they live, work, worship, and play.

Let us give thanks for God's continued provision for Pacifica. We ask that you join us in prayer as we move our beloved school forward—for the good of this generation and to the glory of God!

Sincerely,

David O'Neil, *Head of School*
Keith Carlson, *Board of Trustees, Chair*



THE PACIFICA PROGRAM

Provide our students with a best-in-class education rooted in the Liberal Arts & Sciences that seeks to free them to live lives of character, contribution, and self-giving service to others.

1. Advance the academic program while expanding and strengthening academic teams and interdisciplinary experiences. Further articulate, cultivate, and iterate our core humanities curriculum in conjunction with unique learning pathways preparing students for a dynamic future. Throughout, invigorate the prominence of Christian faith, and virtue, grounded in Christ.
2. Prioritize the academic growth and success of students through re-imagined practices and support structures, alongside a relational staff who inspire, equip, and support each Triton.
3. Cultivate in our students the Pacifica Person and give them compelling visions of faith, character, and service, for the restoration of all things. Continue to develop programs that benefit Pacifica alumni and our broader community with opportunities for meaningful learning.

COMMUNITY & FORMATION

Strengthen our students' foundation for all of life by cultivating the abundant potential in each image-bearing Triton and seek to guide them in their relationships with Christ and with others.

4. Focus on integrating and deepening the school's robust and culture-shaping co-curricular programming, while maturing its arts and athletic offerings throughout the Pacifica Program.
5. Increase the depth and richness of the first-year experience, inviting freshmen to live into the Pacifica Culture and aspire to become the Pacifica Person, while maturing the coming-of-age experiences for all students throughout high school.
6. Further develop Pacifica's philosophy of, approach to, and practices for student well-being and its partnerships with the home and the church.

OUR PEOPLE

Cultivate the potential of our people by refining our approaches to our ongoing students and staff recruitment, development, support, and flourishing in learning, work, and life.

7. Attract, develop, and celebrate high-caliber faculty, staff, and coaches who embody the school's mission and reflect the beautiful fullness of the body of Christ.
8. Increase applications and enrollments from qualified, mission-fit students who desire a Pacifica education, strengthening the ideal student body.
9. Further enhance the implementation of the school's philosophy and imperative to be a school for students and families from all neighborhoods.

ADVANCING OUR MISSION

Further our work and ministry by inviting all constituents to meaningfully participate in, and celebrate, the ongoing advancement of our beloved Pacifica, to the glory of God.

10. Cultivate a vibrant culture of philanthropy among all stakeholders that strengthens relationships, adds value to our larger community, and increases the joy of Pacifica patrons.
11. Establish and meaningfully fund The Pacifica Endowment to serve current and future generations in support of Pacifica’s mission and ministry.
12. Generate and communicate a unified message that clearly conveys the value of a Pacifica education and ensures Pacifica a leading position in the marketplace.
13. Maintain and increase the school's campus as growth requires with facilities that are well supported, appropriately equipped, and strengthen the Pacifica Program.

D

LEADING OUR MISSION

Propel our mission into the future by sustaining a culture of agility and flexibility in pursuing our mission while strengthening its organization and finances for long-term sustainability.

14. Steward the Board of Trustees and its committees to successfully implement each initiative of the Strategic Plan.
15. Organize the school's work and structures to support the school as a whole – especially to promote predictability, sustainability, and viability – over time.
16. Further refine the school's long-range financial plan seeking to strengthen our financial base and long-term financial sustainability. Additionally, review and enhance the use of systems and technology that make our school operations more predictable, sustainable, and viable – over time.

E

KEY

A - E Strategic Plan Pillars

1 - 16 School-Wide Initiatives

Operational Plan School Goals

Individual Plans Individual Goals

CELEBRATING OUR FOUNDING

- 2010-15** Initial gift of \$10,000 received to launch Pacifica.
15th Street Campus secured with long-term lease.
- 2015-16** Historic launch of Pacifica with 9th and 10th grades.
Full 3-year accreditation from WASC received.
- 2016-17** Matriculation of first 11th graders.
Enrollment nearly doubles.
- 2017-18** Matriculation of first 12th graders.
Inaugural sophomore class graduates with historic Commencement Week activities and "Last Walk".
1499 Monrovia Avenue purchased for \$6.75 million (carrying approximately \$4 million in debt).
- 2018-19** Full 6-year accreditation from WASC received.
Introduction of the *Pacifica Continuum* and the *Pacifica Person*.
- 2019-20** 5th school year launched with historic enrollment growth.
Zero days of school missed during the transition to online learning caused by the COVID19 pandemic.
- 2020-21** Safely resume in-person learning for the fall semester.
Broke ground on construction for new Main Campus at 1499 Monrovia.
First Triton graduates from college (*in only 3 years*).
- 2021-22** Main Campus at 1499 Monrovia completed and students welcomed to campus for the first time.
- 2022-23** Largest freshman class in school history – 91 students – nearly three times the size of founding freshman class.
Launched four academic clubs and Boys Basketball wins D2 CIF Regional State Championships.

THINKING FORWARD

- 2025** Update WASC accreditation certifications.
Celebrate Pacifica's 10th Anniversary of *thinking and living well*.

STAY CONNECTED
CULTIVATE COMMUNITY
SUPPORT THE MISSION



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