



Vernon Christian School

Strategic Plan 2025 – 2029

Heart for God – Mind for Truth

www.vcs.ca

2025–2029



A person wearing a dark blue polo shirt with white anchor patterns is holding a large stack of approximately 15 books. The books have various colored spines, including white, cream, and dark blue. The background is a blurred indoor setting.

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Message from the Board

It is with great excitement and gratitude that I present to you the 2025–2029 Strategic Plan for Vernon Christian School.

This plan reflects months of prayerful reflection, thoughtful collaboration, and meaningful engagement with our parents and staff. It builds on the faithful progress made during the previous strategic plan, and has been shaped by feedback from our 2024–25 Parent and Staff Surveys — voices we deeply value as we discern God’s continued direction for our school.

As we look ahead, we also give thanks for the momentum of the Make Way campus expansion campaign — a tangible expression of the vision we hold for the future of Christian education in Vernon.

Our commitment is to remain deeply rooted in Christ while boldly preparing for what’s next — strengthening academic excellence, deepening community connection, expanding our capacity, and supporting staff as they lead and disciple the next generation.

The Strategic Plan outlines four enduring pillars that will guide us through the years ahead: Transformational Learning, Thriving Community, Sustainable Growth, and Flourishing Staff. These pillars are not simply initiatives; they are the foundation of our long-term direction and a reflection of our desire to remain faithful to God’s calling — to nurture hearts for God, minds for truth, and lives for service.

On behalf of the Board of Directors, I invite you to review this plan with hope and expectation. We are confident that as we walk forward together, God will continue to bless and lead Vernon Christian School, equipping our students to impact the world for His glory.

Thank you for your ongoing prayers, support, and partnership.

With gratitude,

Gregg Douma

Board Chair, Vernon Christian School



Message from the Principal

Dear VCS Community,

It is a privilege to share with you the 2025–2029 Strategic Plan — a roadmap that reflects both the heart of Vernon Christian School and our vision for the years ahead.

Each day at VCS, I witness the incredible work of our staff, the growth of our students, and the dedication of our families. This plan builds on that foundation, as well as the faithful progress we've made through our previous strategic plan. It also reflects the season we are in — a time of momentum, growth, and possibility — with exciting developments like the Make Way expansion already underway.

This plan has been shaped by listening — to our staff, to parents, and to the broader needs of our growing community. The insights shared through our recent surveys were honest, thoughtful, and deeply appreciated.

They've helped affirm what matters most to our community: Transformational Learning, Thriving Community, Sustainable Growth, and Flourishing Staff.

My role, and that of our school leadership, is to bring this plan to life. We are committed to stewarding these goals thoughtfully and prayerfully — with a focus on continuous improvement, clear communication, and deep alignment with our mission.

Thank you for your trust, partnership, and prayers. I look forward to walking this next chapter together as we continue to grow in faith, wisdom, and service.

With appreciation,

Matt Driediger

Principal, Vernon Christian School



Purpose

The core purpose of Vernon Christian School's Strategic Plan is to implement goals and strategies that ensure continued mission alignment during a season of growth and development.



Mission & Motto

Mission

Equipping students for a life of discipleship by providing excellent education in a Christ-centred community.

Motto

Heart for God – Mind for Truth



Graduate Profile

It is the desire of the Vernon Christian School Community to honour God by graduating students who are:



- **Striving to nurture, develop and apply their Biblical worldview** in all facets of their lives.
- **Loving neighbours** and socially responsible citizens, who display Biblical principles to honour the diversity of all people created in God's image.
- **Honest and effective communicators**, who are able to access, synthesize, and express their understandings in a variety of ways to a range of audiences.
- **Democratic participants**, who, as Canadians and global citizens, love godly justice and mercy, and act in ways that are considerate to the needs of others.
- **Creative, innovative, knowledgeable, and skilled active learners**, who demonstrate high standards of performance and a commitment to lifelong learning.
- **Humble servants** of God and community contributors who willingly serve others and take the initiative to improve the quality of life for their neighbours, local and global communities.
- **Wise decision makers** who practice Biblical discernment.
- **Collaborative workers**, who demonstrate courage and strong interpersonal skills.
- **Healthy human beings**, who demonstrate personal spiritual, intellectual, physical, social, and emotional well-being.



Reflecting on Progress

Celebrating God's faithfulness through the 2021–2024 Strategic Plan

Over the past few years, Vernon Christian School has made meaningful progress toward deepening discipleship, strengthening community, and preparing for growth. Guided by the 2021–2024 Strategic Plan, we've laid a strong foundation for the future.

Key Highlights

- **Biblical Learning:** Completed a K–12 Bible curriculum review and embedded a unified gospel framework across all grades.
- **Student Belonging:** Launched initiatives like Crew, spirit days, and “We Belong” clubs to foster connection and resilience.
- **Staff Support:** Expanded professional development and wellness supports, with staff-led teams and collaborative learning structures.
- **Community Engagement:** Strengthened service and career learning through expeditions and upcoming work experience programs.
- **Campus Planning:** Completed both long and short-term facilities plans; land acquired and early upgrades underway.
- **Financial Stewardship:** Successfully implemented a capital campaign working towards long-term sustainability.



Voices: Parents

2024 Parent Survey Key Themes

Looking Ahead

Parents expressed a strong desire to preserve mission alignment, ensure affordability, and continue investing in academic excellence and inclusive spaces.

In late 2024, parents were invited to share feedback across key areas of school life to help inform the 2025–2029 Strategic Plan. Over 90 families responded, offering gratitude, insights, and suggestions for the future.

What Parents Are Grateful For

- Christ-centered education and dedicated staff
- Strong sense of community and discipleship focus
- Personalized teaching and biblical integration
- Excellent communication and thriving sports programs

Areas for Growth

- Expand academic and extra-curricular options (arts, music, career/trades)
- Improve facility space, particularly the gym, learning commons, and arts spaces.
- Continue strengthening student culture and spiritual formation
- Refine communication tools (e.g. use of app vs. email)
- Maintain affordability and fiscal stability through growth

Overall Satisfaction

- **Academic Program:** 90–94% satisfied/very satisfied
- **Spiritual Growth:** 95–100% satisfied to extremely
- **Social Development:** 90–94% satisfied
- **Course Options:** 86–90% satisfied/very satisfied
- **Extra-Curricular Opportunities:** 97–100% satisfied
- **Current Facilities:** 60–70% satisfied
- **School Communications:** 93–100% satisfied to extremely
- **Technology Use:** 92–96% satisfied to extremely
- **Fundraising & Development:** 92–97% satisfied to extremely



Voices: Staff

2024 Staff Survey Key Themes

Overall Satisfaction

- **92%** of staff reported being satisfied or very satisfied with VCS as a place to work.
- **86%** expressed satisfaction with communication between staff and administration

In December 2024, 50 staff members participated in a voluntary VCS Staff Survey to provide feedback on their experience and offer insight into how we can grow as an organization. This feedback played an important role in shaping the 2025–2029 Strategic Plan.

Key Themes & Takeaways

- **Increasing Pressure on Staff:** Staff noted a rise in overall workload, citing expanded expectations for extracurriculars, reduced space, greater student diversity, and growing student needs.
- **Professional Development Needs:** There is a strong desire for more autonomy in Pro-D choices, with requests for training in literacy, math, social-emotional support, and biblical integration. Staff also expressed interest in more guest speakers and connections with local pastors and Christian leaders.
- **Desire for Stronger Support:**
 - From parents and Society members in aligning with the school's mission
 - From administration in student accountability and connection
 - From the Board in areas like compensation and Society engagement
 - In practical areas like improved technology and janitorial services
- **Inclusion & Collaboration:** Educational and support staff expressed a strong desire for deeper inclusion in the VCS team, more opportunities to collaborate with teachers and administrators, and increased resources to support students with complex needs.



Envisioned Future

For 2025–2029

Bold Goal

Innovative learning supported by an engaged community with an abundance mind-set, to develop students who are passionate and courageous ambassadors of God.

Vivid Description

Vernon Christian School will be a thriving community of belonging, learning and service for every mission-aligned family desiring Christian education. VCS will maintain high education standards wherein students will develop a strong sense of their identity in Christ, empowered to be a faithful presence in a secular world. VCS will be a desirable workplace, drawing and sustaining exceptional staff, equipped to provide gospel-centered education. Our school environment will support transformational learning, provide spaces to connect and flourish and enhance opportunities for community engagement. VCS will be supported by people who generously share gifts of prayer, time, expertise and finances.



VCS Strategic Pillars

While the specific goals may change over time, these 4 pillars remain the foundation of our long-term focus.



TRANSFORMATIONAL LEARNING

Equipping hearts and minds for
life and discipleship.

Learning is transformational when it equips students to see their place in God's story and live it out faithfully.

Rooted in a Christ-centered worldview, we are committed to excellent education that strengthens academic achievement, deepens biblical understanding, and prepares students to think critically, lead compassionately, and live courageously in every sphere of life.



THRIVING COMMUNITY

Rooted in Christ,
growing together.

We are committed to cultivating a vibrant, Christ-centered community where students, parents, and staff are deeply connected, actively engaged, and united by a shared mission.

Through strong relationships, meaningful service, and missional outreach, we seek to nurture a community that flourishes together and reflects Christ to the world around us.



SUSTAINABLE GROWTH

Building capacity for today
and tomorrow.

Growth is an opportunity to deepen who we are and expand our ability to serve more families seeking Christ-centered education.

We are committed to growing wisely — strengthening our current community, deepening our mission, and expanding our capacity for the future. Through thoughtful stewardship, strategic planning, and a culture of generosity, we will build a strong foundation for students today and for generations to come.



FLOURISHING STAFF

Nurturing the growth and
well-being of our staff.

Our staff are vital to our mission to equip students for a life of discipleship.

We are committed to fostering a healthy, Christ-centered work environment where staff are valued, supported, and equipped to thrive. Through a culture of care, accountability, and professional growth, we seek to empower our educators and staff to flourish in their calling and strengthen the community we share.

Transformational Learning



Strategic Priorities:

- Centering all learning on a Christ-centered worldview.
- Cultivating academic excellence, critical thinking, and life skills.
- Supporting a diverse community of learners through inclusive education.
- Equipping staff as disciple-makers and biblical leaders.
- Empowering students with voice, agency, and engagement across their learning journey.

Key Goals: 2025–29

1. **Develop a K–12 continuous improvement plan** to strengthen academic achievement and student growth.
2. **Expand elective, career, and extracurricular opportunities** that nurture whole-student development.
3. Enhance and formalize a multi-tiered **inclusive education model** across K–12.
4. **Strengthen staff professional development**, focusing on biblical literacy, discipleship, and excellence in teaching.

Transformational learning equips students not just with knowledge, but with wisdom, faith, and life skills to live out God's story. By deepening academic rigour, broadening opportunities, and empowering staff, we ensure students are prepared to flourish in every sphere of life.





Strategic Priorities:

- Strengthening relationships among students, parents, and staff.
- Fostering a spirit of volunteerism, service, and shared ownership within our community.
- Maintaining a Christ-centered focus in Society membership and school life.
- Enhancing communication to build trust, clarity, and engagement.
- Extending VCS's presence and witness within the greater Vernon community.

Key Goals: 2025–29

1. **Refine and renew Society membership** processes to ensure alignment with our Christ-centered mission.
2. **Develop a plan to increase community outreach** and brand presence in Vernon and surrounding areas.
3. **Formalize a parental engagement strategy**, creating clearer pathways for volunteerism and involvement.
4. **Update and implement a comprehensive communication plan** for internal and external audiences.

Community is not just what we experience — it is who we are, united as the body of Christ.

By cultivating strong relationships, deepening mission-focused engagement, and strengthening our voice in the broader community, we live out our calling to be a vibrant, Christ-centered community in a growing world.



Sustainable Growth



Strategic Priorities:

- Expanding campus facilities to meet the needs of current and future students.
- Strengthening long-term financial stability and tuition affordability.
- Cultivating a strong culture of giving to support growth and mission.
- Ensuring operational excellence through strategic planning and stewardship.
- Enhancing infrastructure to create vibrant, age-appropriate learning and community spaces.

Key Goals: 2025–29

1. **Complete Phase I of the Campus Expansion Plan (Make Way)**, including new classrooms, gymnasium, parking, and access improvements.
2. **Update the Long-Term Site Plan** to guide future development and optimize campus resources.
3. **Formalize a long-term capital giving strategy** to support sustainable growth and infrastructure needs.
4. **Develop a financial stability and tuition affordability plan** to maintain accessibility for families while sustaining operational excellence.

Families desire Christ-centered education, and we must be ready to welcome them.

By growing wisely, stewarding resources faithfully, and planning with vision, we will ensure VCS remains a strong, vibrant community for students today and generations to come.



Make Way!

Expanding Our Campus for the Future



<https://makeway.vcs.ca>

As we look ahead to the next chapter of Vernon Christian School, **Make Way** stands as a **central focus of our 2025–2029 Strategic Plan – specifically supporting Sustainable Growth**. This multi-phase campus expansion is a vital step in preparing our school to meet the growing demand for Christ-centered education in our region. It is more than a building project — it is an investment in the long-term capacity, community, and mission of VCS. With the support of generous donors and God’s provision, we have already made exciting progress.

Land Acquisition

We are thrilled to share that in early 2024, we completed the purchase of a 7.5-acre property bordering our Secondary Campus — opening new space for long-term growth and development.

Elementary Campus Upgrades

Upgrades completed in 2024 include new learning assistance spaces, lighting, HVAC, and drainage to extend building life and support Teaching for Transformation.

Phase 1: Construct a Gym/Assembly Space

A new gym at the secondary campus will enhance PE and Athletics, serve as a gathering hub, and expand community partnerships to support the VCS mission.

Phase 2: Construct Additional Learning Complex

New spaces at the secondary campus will support our Teaching for Transformation model, designed to foster community, flexibility, and Christ-centered learning.





Strategic Priorities:

- Fostering a supportive, Christ-centered workplace where staff feel valued and equipped.
- Investing in professional growth and leadership development.
- Strengthening communication, collaboration, and relational trust among staff and leadership.
- Promoting sustainable workloads and staff well-being across all roles.
- Building leadership capacity through succession planning and strategic staffing structures.

Key Goals: 2025–29

1. **Develop a staff care and support plan** to promote well-being, connection, and a healthy work culture.
2. **Expand and diversify professional development opportunities**, empowering staff to pursue meaningful growth.
3. **Assess and strengthen administrative and committee structures** to ensure leadership sustainability for the future.

Staff who are supported, equipped, and cared for are better able to lead, teach, and disciple students.

By fostering a workplace rooted in care, growth, and accountability, we help ensure that our mission thrives through the educators and leaders God has entrusted to Vernon Christian School.



Measurement

Implementation of the 2025–2029 Strategic Plan will be guided by clear oversight and a commitment to regular review.

Board Oversight

Each strategic goal will be assigned to a Board-designated task force or administrative lead, responsible for monitoring progress and advancing action steps.

Regular Review

Progress toward key priorities will be reviewed by the Board of Directors at regular intervals, ensuring ongoing alignment with VCS's mission and responsiveness to emerging needs.

Communication with the Society

Updates on strategic progress will be shared with Society members at Annual General Meetings and other key touchpoints, maintaining transparency and community engagement.

Commitment to Adaptation

As opportunities and challenges arise, strategic actions may be adjusted to ensure continued faithfulness to the mission and long-term sustainability of the school.

Through strong governance, clear responsibility, and open communication, Vernon Christian School is committed to faithfully stewarding this plan for the flourishing of our students, staff, and broader community.



Moving Forward Together

The work outlined in this Strategic Plan cannot be accomplished by leadership alone — it is a shared calling for our entire Vernon Christian School community.

We believe God has positioned VCS for growth, for deeper discipleship, and for greater impact. It will require the partnership, prayer, and commitment of students, parents, staff, alumni, and supporters.

As we look ahead, we invite you to join us:

In prayer, asking for God's wisdom, provision, and protection over our school.

In participation, offering your time, gifts, and service to help build up our community.

In partnership, walking together in faith to equip the next generation for a life of discipleship and service in God's world.

Together, by God's grace, we will see students' hearts and minds shaped for truth, lives rooted in Christ, and a community that shines brightly for His glory — both now and for generations to come.



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Thank You

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