

## The Enthusiastic Christian School 0 – 10 years (entrepreneurial)

The miracle of God's grace is readily identified  
Everyone pitches in  
Few routines or clearly identified policies  
Do what works and "today" are most important  
Deep parent involvement that is missional  
Board is operational  
Finances are year to year if not day to day  
Philanthropy is event based  
No reserves plus debt to get going  
Faculty are enthusiastic and pitch in

## The Confident Christian School 10 – 15 years (adolescent)

'Miracles' are complemented with responsible action  
God's goodness is seen in deeper ways  
Professionals take over from volunteers  
Routines and policies established  
Parents become more transactional  
Board moves towards being strategic  
The first Strategic Plan  
Finances are stabilized  
Philanthropy moves to annual giving from events  
Faculty become organized and develop teams

## The Inspired Christian School 15 – 30+ years (mature)

Christian leaders demonstrate mature judgment  
God is seen as incarnation and resurrection and parousia  
Professionals and volunteers are proactive partners  
Routines and policies are routinely questioned  
Parents are taught and enact their role  
Board operates through a generative Strategic Plan and Strategic Financial Management  
Finances are mature with reserves and a healthy budget fully funding program and compensation  
Annual Giving is mature, and philanthropy includes capital, major, and endowment / planned giving  
Faculty act as and expect to be treated and paid like professionals

## The Proud Christian School 20+ years (dying)

Holy language replaces faithful action  
God becomes an excuse for not interrogating reality  
Professionals please parents rather than carry out the mission  
Change / reinvention is replaced with "we've always done it this way"  
Parents begin to doubt the value of the school  
Board looks backwards rather than forwards  
Finances become an end rather than a means  
Philanthropy is pointed towards safety rather than growth  
Faculty are adult-centered and insist students meet them where the faculty are