

— TELL THE COMING —

# GENERATION

*Passing the Mission to a New Generation*



Trinity School  
Strategic Plan

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2022–2025

*“We’re not keeping this to ourselves, we’re passing it along to the next generation—GOD’s fame and fortune, the marvelous things he has done.”*

PSALM 78:4 *The Message*





There's no such thing as a strategic plan, only strategic planning." I remember Trinity Board member and Duke political science professor Peter Feaver saying this in a previous round of strategic planning that the Board was engaged in. The longer I serve as Head of School, the more rounds of strategic planning we go through (I've stopped counting), and the more I sense the wisdom in his words.

This is not to say that we don't make strategic plans. The school just spent the last year and a half fashioning the latest one, which we have summarized in the document you hold in your hands. Forming an actual plan forces decisions, limits possibilities, creates clarity. And in this plan, you have all that. We are clear that job #1 for Trinity is to pass the mission along to the next generation. There are several key parts to this:

- **It's all about mission.** It's not about buildings or programs or enrollment, first. The vital thing is the mission. It always has been. Trinity is first and foremost a mission-driven school.

- **We are attuned to the time we live in.** There is a time for everything (Ecclesiastes 3), and the time we have now is a time for thinking about generational hand-off. The school is approaching its 30th year (2025). Our new and prospective parents are not Boomers, and some of our students are three generations from the founders and many of the current leaders of the school. Holding the mission in trust, across generational boundaries, translating the mission into the vernacular of a Gen Z and Gen Alpha world—these are some of the challenges we face.

• **People first.** If you follow the money in this strategic plan, you'll see that we have prioritized faculty and staff. This is a strong move by the Board. It sends a message to those who deliver the mission: "We value you, and we want you to be able to focus on the delivery of this mission and make a life here, fulfilling God's calling for you. Thank you!"

• **Aligning the student experience with the mission.**  
If we're honest, not everyone's experience matches the aspirational and inspirational vision of the school. By focusing on strong faculty support, by revamping our Bible and Theology program, and especially by launching a school-wide Service Learning program, we are working to make the lived student experience more consonant with what we read in our Expanded Mission Statement.

Returning to Peter Feaver's dictum, all of this is summarized in a carefully organized plan, as you see here, and our leadership team is orienting its work around this document. The plan is real and the plan is helpful. But the mindset of planning, of surveying the landscape, of being nimble to respond to a volatile and unpredictable world—this is also important, and we hold this plan loosely even as we use it to guide us.

This is God's school. He guided us when we founded it. We go to him every day and ask, "What do you have for us next?" This plan represents what we have heard from him. It also reminds us that listening to him and answering to him is the most important thing.

Non Nobis,



Chip Denton  
Head of School

# MISSION

To educate students in transitional kindergarten to grade twelve within the framework of **Christian faith** and conviction—teaching the **classical** tools of learning; providing a **rich yet unhurried** education; and communicating **truth, goodness, and beauty.**



# THE FOUR PILLARS

1

## CHRISTIAN

Trinity aspires to be a place where children learn that God is at the heart of all we are and do, that we do not belong to ourselves but to God, and that the chief purpose of our lives is to glorify God and enjoy him forever.

2

## CLASSICAL

Trinity believes that a classical education—which emphasizes deep engagement with ideas, literature, and arts that have stood the test of time—trains young people to love knowledge, gain wisdom, grow in virtue, and develop effective communication skills. From this kind of study arise fuller appreciations of humanity and God’s involvement in the world, and a deeper grasp of what is true, good, and beautiful.

3

## RICH

Trinity’s intellectual focus is on living ideas: ideas that stimulate thought, inquiry, and inference and lead students to acquire not merely information but knowledge.

4

## UNHURRIED

Trinity is committed to an unhurried education: preferring fewer things done well; favoring enrichment and depth over acceleration; limiting the claims of the school beyond the school day and year; allowing for students to “stay younger” longer; and forging a developmentally appropriate curriculum.



**We are passing our Christian,  
classical, rich, and unhurried  
mission on to the next generation  
through three strategic priorities.**

The vision for this next strategic plan for Trinity School is, with God's good help, to pass the mission and blessings of Trinity along to a new generation of students, parents, faculty, staff, and Board members, so that the school can grow from strength to strength.

Trinity School enters this phase with nearly three decades of God's blessing and the resources he has given us to steward. The next few years are hinge years for the school, when we have the opportunity to pass the mission and the leadership along to another generation. Such transitional times present challenges, but also wonderful opportunities.

## FORMING OUR STUDENTS' PURPOSE

The coming generation will live out Trinity's vision in even greater ways as we align their learning experiences with the mission, so that they discover even more of God's truth, goodness, and beauty at Trinity School.

*“My time at Trinity has really shown me who God is, his characteristics.”*



## KEY INITIATIVES



### 1.1 Strengthening Bible and Theology

- Expanding the required courses in the Upper School to include four semesters of Bible and Theology.
  - Hiring qualified staff to develop and implement our Bible and Theology curriculum.
  - Establishing a process of continuous curriculum review and renewal in all grades.
  - Aligning the Bible and Theology curriculum vertically through all grades so that it is developmentally appropriate at each level and builds from grade to grade.
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### 1.2 Renewing Service Learning

- Growing our program to see every student meet Jesus through service to their school, local community, and world.
  - Integrating service learning into all grades in a developmentally appropriate way.
  - Hiring qualified staff to oversee the integration of the curriculum, service learning, and spiritual formation.
  - Providing facilities and resources for the many needs that our missional programs require.
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### 1.3 Enhancing Athletics

- Hiring and training dedicated, missional coaches to mentor and disciple young minds and bodies both on and off the field.
- Improving transportation to and from athletic events.
- Expanding our facilities to accommodate our growing athletics program.

## SUSTAINING OUR FACULTY'S CALLING

Our faculty are passionate, dedicated individuals called to help raise up the next generation. This strategic plan will make it possible for our teachers to stay at Trinity for their full careers, while improving Trinity's opportunity to recruit the strong, diverse, missional talent that will be needed over the coming years.



*The mission of Trinity School is a perfect complement to what it means to be a follower of Christ.*

“

## KEY INITIATIVES



### 2.1 Increasing Compensation

- Providing a competitive compensation package capable of securing long-term partnership with existing faculty and staff and better attracting key talent.
  - Aligning salaries by taking into account length of service and education level.
  - Benchmarking compensation so that it is competitive with both the Durham Public Schools and comparable private institutions.
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### 2.2 Expanding Benefits

- Increasing dependent benefits coverage to at least 50%.
  - Growing retirement matching through our 403(b) program to 5%.
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### 2.3 Growing Professional Development Funds

- Joining the Council on Educational Standards and Accountability (CESA), which will enable us to collaborate with like-minded Christian schools to implement institutional best practices and achieve superlative academic standards.
  - Expanding our professional development allocation to 2% of our annual personnel administrative costs.
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### 2.4 Hiring and Retaining More Faculty and Staff of Color

- Recruiting, hiring, and retaining more diverse faculty and staff.

# PARTNERING TOGETHER *for the* FUTURE

Partnering together to strengthen our finances and make long-term campus upgrades, as part of a new campus master plan, will address the crucial needs of the next generation and allow Trinity's mission to flourish in this community for decades to come.



*Proposed  
Master Plan*

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*Subject to  
Change*

## KEY INITIATIVES



### 3.1 Meeting the Financial Needs of Families

- Establishing a task force to present to the Board alternative cost and discount models that address the financial needs of current Trinity families.
  - Investing more each year in flexible tuition.
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### 3.2 Building Trinity's Future: *Campus Master Plan*

- Creating and breaking ground on an expansive new campus master plan that will:
  - Provide space that promotes Trinity's missional programs and serves a diverse student body.
  - Transform the student experience while keeping all of Trinity together.
  - Provide space for additional Trinity students, while maintaining an 8:1 student-teacher ratio.
  - Create separate spaces for each division: the Lower School, Middle School, and Upper School.
  - Relieve operational inefficiencies, including parking flow and space considerations.
  - Maintain an unhurried and rich educational experience through ample outdoor space that respects the natural landscape.

*Outdoor Learning*



*Three Schools,  
One Trinity*



*Activity and Play*



**The future of Trinity is bright**, but there is a critical need to build the programs, services, and facilities that will ensure we pass the school's mission on faithfully to the next generation of Trinity students, faculty, staff, and parents.

**If we invest wisely together** in the next few years, we will make it possible for Trinity's mission to flourish in this community for decades to come. This opportunity will not come again.

**This is our moment to pass the torch well.**

**Will you labor alongside us in prayer and generously help us to equip our students, faculty, and campus** so that Trinity's Christian, classical, rich, and unhurried education will continue to point others toward Jesus, both today and for years to come?

This is our time to shepherd the next generation for all time.

*Non nobis, Domine.*



## Options for GIVING



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contribution.  
Please make checks  
payable to Trinity  
School.



**CALL** our  
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