

# Operational Vitality Reflection

St. George Catholic School operates in a fiscally responsible manner, creating financial plans using best practices in an effort to continue to provide academic excellence. An active finance council is in place and is comprised of experts in the field of non-profit accounting. These experts work in collaboration with school administration and the pastor, helping to ensure success of St. George Catholic School. Detailed financial statements are presented to the community on a quarterly basis, as well as an Annual Report that is prepared for the Diocese each August.

St. George Catholic School offers competitive salary and benefit packages to all faculty and staff. The school operates under a detailed human resource policy provided by the Diocese. In addition, St. George Catholic School dedicates ample cost allocation for the growth and development of its faculty by offering \$25,000 annually in continuing education.

St. George Catholic School is committed to the integration of technology within the curriculum by providing a strong financial support for the continued upgrade and maintenance of technology. A technology committee meets on a routine basis to create both short and long term technology plans.

St. George Catholic School enjoys strong enrollment numbers, which allows for very stable economic conditions. However, external factors could negatively impact the school's financial health. St. George Catholic School does have an endowment fund for such circumstances and the goal should be a 20% contribution of net proceeds. Another area of improvement will be communication of human resource policies and procedures. St. George Catholic School wants to ensure that all faculty and staff have the most current information on benefits as it relates to their health and retirement. St. George Catholic School will also continue to improve its technology plan, ensuring that a three to five year plan is in place and includes equipment rotation and financial planning. As stated above, St. George Catholic School is at 97% capacity. However, a clear marketing plan will be developed. This plan will use effective marketing strategies for enrollment management and development.