

# ST. JOSEPH HIGH SCHOOL



## CELEBRATING 60 YEARS OF EXCELLENCE



TRADITION • LEGACY • FAMILY • HISTORY • SCHOLARS



# CHARGERS



*A Lasallian School Sponsored by the Christian Brothers*

 **LASALLIAN  
EDUCATION**  
*Transforming Lives Since 1680*

10900 West Cermak Road | Westchester, Illinois 60154 | 708.562.4433 | [www.stjoeshs.org](http://www.stjoeshs.org)



## **St. Joseph High School Mission, Vision, and Planning Document**

### **Mission Statement**

St. Joseph High School is a Catholic, Christian educational community formed in the Lasallian tradition whose mission is:

To provide a quality Christian education for young women and men of diverse economic and cultural backgrounds.

We inspire our students to discover their God-given talents, empower them to be lifelong learners, and challenge them to achieve their potential as compassionate women and men of faith.

### **Vision Statement**

St. Joseph High School will be a state-of-the-art educational facility serving as an exemplary model in the 300-year tradition of St. John Baptist de La Salle, and will emulate other Christian Brothers high schools in setting standards and metrics that will surpass or equal other educational institutions in and around the surrounding areas.

### **Recruitment**

In addition to a quality secondary school education, St. Joseph High School provides affordable learning by reducing tuition costs and offering financial aid to those who qualify without compromising resources; i.e., teachers, curriculum, arts programs and/or athletics.

The school will have two full-time recruiters with the preference that both are bilingual (English and Spanish).

Recruiters identify individuals who display exemplary academic ability as well as those with untapped potential. Students gravitate to one of three programs – the Honors Program, the College Prep Program, and the Career Readiness Program. The Honors Program is robust, and every year St. Joseph is proud to have Illinois State Scholars among its graduates. The College Prep Program enjoys great success, demonstrated by 92% of students attending 4-year or 2-year institutions after graduation. The Career Readiness Program cultivates and delivers the life and networking skills needed in today's workplace. In addition to academics, the school offers a myriad of extra-curricular programs, including sports, clubs, music, band, theatre, art, etc. The goal of recruitment at St. Joseph is to identify the students who will benefit from our programs in a safe and nurturing Lasallian environment.

## **Enrollment**

St. Joseph High School is identified by parents and students alike as their “First Choice” with an expected FY25-26 enrollment of 500+. Among them are rising scholars who pursue college undergraduate and advanced degrees, students who pursue trades, and under-privileged and under-served students who are socially and academically challenged.

To support this assertion, the Class of 2019 enjoyed 100% graduation rate with 61% of the students attending four-year colleges/universities, 31% two-year colleges, and the remaining 8% entering the armed services or the workforce. The same class of 2019 earned over \$5.72 million in scholarships to colleges and universities, and 8 students were named Illinois State Scholars.

## **Curriculum**

Over the past 60 years, St. Joseph High School has endeavored to provide an outstanding educational experience for all of its students. The alumni of the school have taken with them a deep connection to each other and a love of their alma mater. Their success in the world demonstrates that they received from St. Joseph the skills needed for their success. Through the years our educational programs have met the needs of struggling learners as well as those academically gifted. Together these students grew in a community that embraced diversity and prepared them for the real world.

Today, St. Joseph is analyzing the academic needs of its students as well as the skills necessary for them to be successful in a very diverse and challenging world. The school’s curriculum is evolving in order to prepare the students for the unknown and unanticipated. The learning experience will be guided by a standard of academic excellence as well as the behavioral and networking skills required in today’s workplace. A strong technological orientation will be integrated with our excellent college preparatory curriculum that will permit our students to move seamlessly into university life or future workplace.

St. Joseph is poised to create and lead a network of community-based relationships. These relationships will allow our students the contacts and experiences needed for future success. The involvement of all of our stakeholders, students, teachers, community members, is needed in crafting our enhanced curriculum. This involvement itself, as well as the new studies created, will best equip St. Joseph to serve students today and throughout the next 60 years.

## **Development/Fundraising**

Development/Fundraising at St. Joseph High School is critical to serving our students, most of whom cannot afford the full tuition. It consists of a multidisciplinary team, with a minimum of seven (7) champions who specialize in specific areas of fundraising: Major Gifts, Grants from Foundations and Corporations, Signature Events, PR and Marketing, Alumni Relations, Legacy Commitments, and Prospect Research. Each of these specialized areas report to the Executive Director of Finance and Development, and as a group they have combined a fundraising goal of \$2 million annually.

All parts of the St. Joseph community play a role in the Development/Fundraising process. From the Board of Directors and the Fundraising Committee to the students, roles are available and there is an expectation that Development/Fundraising takes place in both monetary and non-monetary ways. For example, there is a Student Ambassador program which gives interested students the opportunity to host visitors to the school. At the other end of the spectrum, alumni, whether from the first graduating class of 1964 or the most recent class of 2019, are given every chance to show their 'Charger Pride' by gifting money, time, or effort to the school. Finally, since Development/Fundraising is more than raising money, Development/Fundraising hosts at least two cultivation events to steward existing and identify new relationships.

As an example of fundraising initiatives, Alumni Relations is responsible for facilitating a thriving 500 Club; the goal for the 500 Club is to have each member contribute \$2500 every year; however, since this is a new outreach, the initial entry level contribution is \$500 which will increase to the target amount of \$2500 by 2025. At the same time, for Alumni unable to participate at this higher giving level, there is a second program, centered on Class Captains who reach out to fellow class members to encourage and promote continued support for St. Joseph. Alumni Relations also meets with and/or communicates on a quarterly basis with alumni to keep them informed on activities and accomplishments on campus. All these activities have as a single goal the objective of identifying and stewarding new participants. Engaging old friends on a social level, this group also serves as Golf Committee members who work to increase attendance and grow net proceeds from St. Joseph's signature golf outing.

## **Finance**

St. Joseph High School knows that, in addition to its education and social missions, it must be financially responsible and secure. To that end, it employs a rigorous approach to its financial oversight. The Executive Director of Finance and Development (Executive Director) partners with the Board of Directors to oversee an annual operating budget whose metrics seek to deliver an annual profit margin after all expenses between \$50,000 and \$100,000.

The Executive Director provides quarterly financial statements to the Board of Directors. In tandem with the finance subcommittee, the Executive Director participates in quarterly board meetings to review current financials and assess future projections. Finally, the Executive Director delivers full quarterly financial reports to the entire Board.

The financial objectives of St. Joseph are:

- A strong balance sheet with positive annual operating margins, i.e., revenues greater than expenses
- The reduction of debt by at least 33% by June 30, 2025 through a combination of budget surplus and major gift resources and to continue reducing further beyond 2025

- Strong financial oversight including rigorous control procedures, robust reporting cycle including annual budgeting, financial planning, and quarterly reporting with an annual full audit
- A sustainable operating model that is less dependent on tuition and fees and more dependent on sustainable Development revenue; e.g., grants, multi-year gifts, Foundation gifts, etc.
- A multi-year operating budget that integrates the strategic planning goals and objectives

### **Governance**

St. Joseph High School relies on a strong, committed Board of Directors in addition to a professional, effective, and dedicated administration. The board will be comprised of twenty (20) alumni and community leaders whose diversity, unique skills, and life experiences represent and uphold the St. Joseph mission and vision. Its leadership has a Chairman, Vice Chairman, Secretary, and Treasurer. Board members are required to attend quarterly meetings.

Personal financial commitment is a requirement of each board member. There is an annual monetary requirement of \$10,000 per member. Board members are required to join the 500 Club with a minimum personal donation of \$2500, thus setting an example for others. The remaining \$7500 can come from other monetary resources, e.g., corporate sponsorships, grants, etc., and can be applied as the board members see fit. Board members are expected to give and inspire others to give. The Board works directly with the Executive Director of Finance and Development to identify, cultivate, and solicit potential donors whose donations will allow them to meet the financial needs of St. Joseph.

Board members are required to be on one of the following subcommittees: Finance, Development/Fundraising, Student Recruiting, or Board Nominating which meet periodically, i.e., at least four times a year.

### **Conclusion**

St. Joseph High School aspires to provide and deliver an exceptional educational experience for its students in a safe and caring environment. In a world that places more demands on young people than ever before, creating an environment where individuals can excel at their individual levels is more important than ever before. At the same time, there are more distractions facing high school students; for this reason, St. Joseph must focus its efforts and resources better than ever before. With the assistance of all its stakeholders – students, parents, teachers, staff, administration, alumni, friends, and supporters – the challenges of the 21<sup>st</sup> century can be addressed and overcome. This is the truest statement of St. Joseph's mission and vision. We welcome the challenge!

April 2, 2020

# OUR MISSION

St. Joseph High School is a Catholic, Christian educational community formed in the Lasallian tradition whose MISSION is to provide a Christian education for young women and men of diverse economic and cultural backgrounds. We inspire these young women and men to discover their God-given talents, empower them to be lifelong learners and challenge them to achieve their potential as compassionate women and men of faith.



## STUDENT STORIES



- Kyle is a sophomore this year. His father, a graduate of St. Joseph High School, died suddenly of a heart attack in March of 2018.

- Kayla is a sophomore this year. Her mother died of cancer in the winter of 2015. Her brother graduated from St. Joseph High School in 2017.



- Jade is a sophomore this year. Her mom was diagnosed with stage 4 cancer the day after the birth of her daughter three years ago (when Jade was in 8th grade).

- Julee is a senior this year. Due to the discovery of a malignant tumor in one of her kidneys over three years ago, she has undergone three surgeries at Lurie Children's Hospital of Chicago, including the removal of an ovary, with chemotherapy and radiation treatments following surgery.



- Chris is a senior this year. His mother (a single parent) passed away approximately five years ago, and he has been in the care of his retired grandparents since. His sister graduated from St. Joseph High School in May of 2018.



- Katarina is a senior this year. She received two internal scholarships upon entering St. Joseph High School with no need for the family to seek additional financial aid. In June of 2016, however, when her mother was diagnosed with cancer and chemo treatments prevented her from returning to work, the family approached us for help.

## **"What St. Joseph High School has done for me is honestly indescribable.**

I can say with the utmost confidence that this school has not only enhanced my capabilities as a student but has also increased my desire to learn more and use the knowledge I've attained to help others.

All the teachers here transcend what they are supposed to do. They go out of their way to support you not only in class, athletics, and extra-curricular activities, but also mentally and emotionally. I cherish the relationships I have built with the faculty and staff of this school, along with the relationships I've built with the friends I made during these unforgettable four years. I consider the friends I have made here family now. That's the great thing about this school: it really is one big family, and that is apparent when you see how everyone interacts with each other during the day in this intimate setting. This is truly my home away from home.

This school has brought me amazing memories that will stay with me forever, and it has prepared me to go on to my next stage of life. I will be going to Marquette University in Milwaukee to study engineering, and I have St. Joseph High School to thank for that. I am forever indebted to this outstanding yet humble school."

**-Anthony, Class of 2020**



**"As I began my high school experience,** I realized that St. Joe's provided so much more than a convenient distance from home. Growing up in a small, tight-knit school community gave me the opportunity to be recognized in a more personal way. I found that the support I received from the teachers and administrators was unlike any other school. They taught me how to maintain a strong work ethic and encouraged me to be the best student I could be."

**– Fiona, Class of 2019**

# STUDENT DIVERSITY AND MERIT-BASED SCHOLARSHIP PROFILE



*60 and Beyond*

St. Joseph High School

	African American					Hispanic					Remaining Student Body					Total
YOG	Students	% of Total Enrollment	Offered Merit-based College Scholarships		Total Number of Scholarships Offered	Students	% of Total Enrollment	Offered Merit-based College Scholarships		Total Number of Scholarships Offered	Students	% of Total Enrollment	Offered Merit-based College Scholarships		Total Number of Scholarships Offered	Scholarship
2019	122	46	18	74	\$2,462,171	72	27	11	68	\$2,806,400	71	27	4	14	\$458,064	\$5,726,635
2018	160	48	18	102	\$4,756,630	87	26	10	66	\$1,991,600	88	26	14	51	\$1,873,212	\$8,621,442
2017	166	44	18	80	\$3,050,968	112	30	16	70	\$2,967,184	99	26	7	27	\$1,315,066	\$7,333,218
2016	158	41	9	32	\$1,903,674	135	35	11	59	\$1,568,664	89	24	11	59	\$2,054,641	\$5,526,979
2015	189	40	23	90		169	36	14	80		109	24	8	29		\$7,000,000

## Notes

1. Yearly, 95% of our students over the past five years have enrolled in either a 2-year or a 4-year college/university. The remaining 5% report to either entering the work force or joining the armed services.
2. All scholarships are merit-based and are reported by our families.

# MEET SOME OF OUR FACULTY



**Sebastian Bufalino** brings to his classroom 33 years of work in finance and accounting. As part of his experience with Coopers & Lybrand (now PwC), he spent two years in Italy as an audit manager. Combined with work for pharmaceutical company G.D. Searle and Baxter Healthcare, Sebastian gained broad and valuable international exposure to business practices and complex business processes. As the teacher of economics, accounting, marketing and business law, he ties textbooks to lived experience. He also provides students with out-of-school experiences

through field trips, such as to an advertising agency, investment bank and a medical device manufacturing and pharmaceutical firm. As moderator of the Future Business Leaders of America, he brings in speakers on a variety of topics, including opportunities in accounting presented by members of the Illinois CPA Society. ***"I am never more excited as a teacher than when I see our Chargers perform when we get into some kind of hands-on forum – field trips, mock trials, competing in business and stock market simulations. Their curiosity and spirit can really be infectious."***



**Alex Janco**, English teacher, preaches what he has practiced for 20 years. As a staff writer for the Suburban Life newspaper, Alex was in charge of the sports coverage for what was known as the Central Cook and East Cook County beat. Alex wrote, on the average, 20 articles per week covering high school sports, reporting on St. Joseph, Lyons Township, Morton, Nazareth, Proviso West, and Riverside-Brookfield high schools. Besides prep athletics, Alex also covered professional golf events, including the Western Open, U.S. Open and PGA Championship, when

they were held locally. Since he arrived at St Joes in 2012, Alex continues to emphasize the importance of writing in terms of basic communication and articulation, preparing reports, creating persuasive arguments, summarizing research and demonstrating comprehension of what one reads. As moderator of the school's digital newspaper, Alex adds to his reservoir of teaching tools by making his writers more relaxed and confident since they are not writing for a grade. The high expectations are there, but the motivation is less stressful. ***"I genuinely see a drive in our students that they want to succeed in life. They all have a goal of where they want to end up and understand what it takes to get there. They are respectful and engaging at the same time, embrace our diversity and our differences and comprehend how St. Joseph is truly a microcosm of the real world."***



**DeAndre McCamey**, SJHS Class of 2010, began teaching mathematics at his alma mater in 2017. His return to St. Joes and how he lives and works were influenced by his relationship with the late, legendary St. Joes basketball coach Gene Pingatore. Having played under Gene and then having pursued teaching and coaching, DeAndre learned that playing basketball was more than just about the sport itself. DeAndre met Coach Ping when he was 11 years old. In his freshman year, he was instructed by Gene on how to tie his necktie. He was to learn much more about

responsibility, teamwork, leadership and making smart decisions. ***“He helped me grow into a man. He taught me that it’s not always about how much you know and accomplish individually, but how you can inspire and influence everyone else around you in the world. The thing I like most about teaching is developing relationships with my students. I love interacting with them. I love learning from them. I love helping them understand the content of any course, and I love when they see the connection between what they are learning and their lives.”***



**Diane Palumbo** brings a rich experience from the business world and from counseling. Diane has worked in property management and investment banking. Before coming to St. Joes in 2007 as a counselor, she served as the patrons program director for the Big Shoulders Fund. Diane is trained and experienced in academic counseling, social and emotional counseling, and college/career counseling. Besides individual counseling, Diane coordinates the school testing programs, facilitates resources from the public school districts, hosts the college planning

night and guides the career readiness program. ***“I am reminded daily how resourceful and resilient our students are as they navigate the high school experience. On top of that, many are juggling jobs and caring for siblings after school, in addition to their schoolwork and sports/clubs. Every year at graduation I am bursting with pride because I am able to reflect back when each student started as an eager yet anxious and awkward freshman and leave more prepared to step into their future.”***



**Victor Zitzer**, SJHS Class of 1972, has been a pillar of the Social Studies Department since 1991. While known predominantly as *the* senior history teacher, “Mr. Z.” has also taught History of Chicago, World Geography, Current Events and Psychology. Among the many ways he brings social studies into the classroom is through guest speakers, which have included Cook County Clerk David Orr, State Senator Roland Burris and Congressman Luis Gutierrez. He’s also taken students to the First Division Museum (Cantigny Park), Field Museum, Chicago Mayor’s Office and

Elmhurst College for their guest lecturer program. Awarded the Lasallian Educator of the Year in 1998, Vic is an extremely dedicated teacher, with only one example being a single day of absence due to illness during his three-decade tenure at his alma mater. His “On This Day” opening of each class reminds students of where we were last year, a decade before or a century or two before that, and is long remembered by his students. ***“I have never said I was going to work. I go to school! There is something about our school culture that gets into your skin and not under it. It really is magic in a bottle.”***

# FIVE YEAR PLAN

This exhibit lays out financial assumptions for the next 5 years and translates those assumptions into the financial projections from 2021 to 2025. The goal is to grow the St. Joseph High School enrollment from 230 students today to 500 students by June 30, 2025. This requires raising \$1,250,000 in 2021 and increasing this amount over successive years to \$2,000,000 by 2025. This growth will allow the school to increase the amount of financial aid each year, thus enabling more students to attend St. Joseph High School.

Based on the St. Joseph High School Mission and Vision Statement, by 2025 the Board of Directors should be responsible for raising \$500,000, the Alumni \$500,000, foundation grants and corporations \$750,000, and school events \$250,000. With an increased enrollment of 500 students and raising \$2 million each year in donations, the financial condition of St. Joe's will be greatly enhanced providing amplified opportunities for faculty and students.



*60 and Beyond*

St. Joseph High School

## FINANCIAL OVERVIEW

	Actual 2019	Budget 2020	Budget Projection				
			2021	2022	2023	2024	2025
<b>Revenue</b>	4,408,029	4,563,351	4,965,000	5,520,000	6,430,000	7,200,000	7,940,000
<b>Expense</b>	4,453,652	4,562,560	4,911,000	5,463,000	6,141,000	6,891,000	7,645,000
<b>Income (Loss)</b>	-45,624	790	54,000	57,000	289,000 *	309,000 *	295,000 *

\* per the Mission, Vision, and Planning Document, surpluses will be used to pay down debt.