

Nativity School
Worcester

"It's **OK** to
Be **Good** Here"

THE CAMPAIGN *for*



Nativity School of Worcester is an accredited, independent, Jesuit middle school (grades 5-8) that provides a quality, all-scholarship education to underserved boys of all faiths. Drawing upon four pillars – strength, scholarship, character, and service – a Nativity education inspires self-discovery, responsibility, spiritual growth, and a lifelong dedication to learning.

At the end of Nativity's first school year, a founding donor asked a young Nativity man named Joseph Rivera what he liked most about the school. His response captured the mission, culture and spirit of the school:

"I like Nativity School because it's OK to be good here."

The culture that often swirls around urban students from low-income homes can make school a place where it is *not* OK to showcase

In the fall of 2011, Joseph became the first in his family to attend college.

academic talents. Boys from low-income homes can have many emotional and academic needs that large school systems simply lack the individualized resources to address. Unfortunately, some students with the potential for college degrees and brighter futures drop out without a sense of self-discovery or responsibility. Joseph's poignant statement clearly underscores the power of the Nativity environment.

In the fall of 2011, Joseph became the first in his family to attend college.



"Understanding my challenging circumstances, Nativity took a chance on me. It made me stronger mentally and gave me endless possibilities. Nativity taught me to reach my fullest potential, not only in the classroom but in life as well. The school taught me to rise above intellectually so that I could become independent and be an exception to the norm."

-LANCE EVANS
Nativity Ignatius Class '06
Saint John's High School '10
Emmanuel College '14

"Nativity has impacted my life by making it possible for me to get into the high school of my dreams. The school also helped me learn the skills I need to become a better person and a harder, more responsible worker. Whether it was helping me learn how to do mathematics or helping me decide about college, all the teachers there helped me through all of it. They all made me who I am today and I couldn't have reached my fullest potential without them."

-CRISTIAN ESPARZA
Nativity Xavier Class '07
Worcester Academy '11
DePaul University '15

What Nativity School Needs:

Strengthening the Unique School Where “It’s OK to Be Good”

Our mission - as an accredited, independent, Jesuit middle school (grades 5-8) – is to provide a quality, all-scholarship education to underserved boys of all faiths. Drawing upon four pillars - strength, scholarship, character, and service - a Nativity education inspires self-discovery, responsibility, spiritual growth, and a lifelong dedication to learning. We are committed to the success of our students not only in middle school, but—with guidance, tutoring, and financial support—throughout high school and college. Nativity School of Worcester makes a twelve-year commitment to the boys we enroll in 5th grade.

And yet, sustaining this proven middle school for boys from low-income homes involves unique funding challenges:

- Nativity does not charge tuition. Each student receives a full scholarship to cover costs associated with his structured, personalized Nativity education.
- Nativity does not receive any financial assistance from the federal, state, or local government, or from the Diocese of Worcester.
- Nativity is the recipient of many in-kind donations from the College of the Holy Cross, but does not receive direct financial assistance from the College.



- Unlike most non-profit institutions where fundraising bridges a budget gap, the generosity of others is Nativity’s sole source of income.

“It’s OK to Be Good Here”: The Campaign for Nativity School of Worcester will ensure that future generations of boys from low-income homes in Worcester will benefit from this mission. At the very heart of this three-year comprehensive fundraising effort (\$7.5

“The impact Nativity has had on my life is simply immeasurable. From the moment I enrolled at Nativity over six years ago, the staff gave me the support and attention I needed to not only get into my dream high school, but also to help me find myself. Because of the values Nativity has instilled in me, I feel that I have grown into the student, the athlete, the artist, and, more importantly, the person I want to be. Thank you, Nativity, from the bottom of my heart.”

-DONALD RODRIGUEZ
Nativity Xavier Class '07
Bancroft School '11
Yale University '15

million to capital programming; \$3 million to annual operating expenses) is the compelling need to strengthen programming, improve facilities, and solidify the finances of this immensely successful school.

The campaign seeks to realize four goals:

① Retire the Debt and Renovate the School Facility at 67 Lincoln Street	\$3,000,000
② Retire the Debt and Renovate the Teachers' Residence at 6 Claremont Square	\$500,000
③ Long-term Stability: Establish a Scholarship Fund for the Nativity Boys of the Future	\$4,000,000
④ Current Operations: Ensure the Mission for the Three Years of the Campaign	\$3,000,000
TOTAL	\$10,500,000

Why Nativity School Works:

The Challenge: Educating Urban Boys from Low-Income Homes

For a boy from a low-income home, finding success in the classroom can be a daunting proposition.

- Nationwide, 5th grade boys from low-income homes are three grade levels behind their peers in high-income communities.
- In Massachusetts, 36% of African-American males and 44% of Hispanic males will not graduate from high school in four years.
- In the city of Worcester, 36% of Hispanic students will not graduate from public high school in four years.

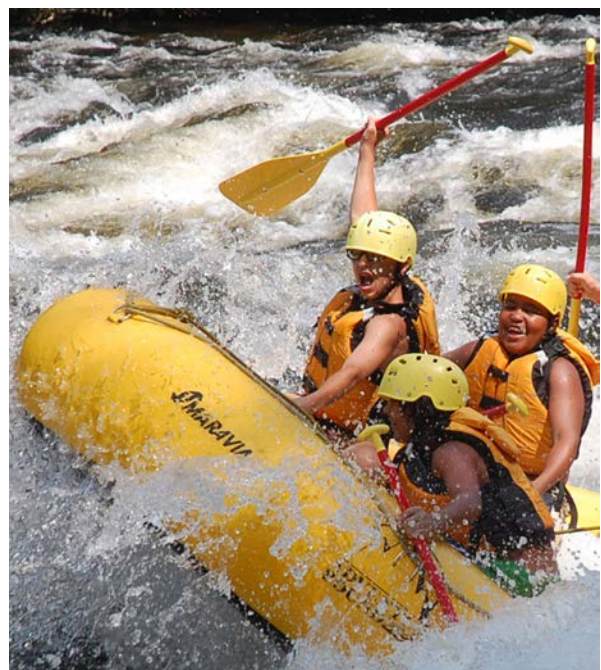
Meeting the Challenge: Nativity Unlocks Academic and Social Potential in Urban Boys From Low-Income Homes

Since 2003, Nativity School of Worcester has provided hope and produced success in the face of these statistics. A structured and personalized Nativity education includes an 11-hour school day, a mandatory summer session, and a student to adult ratio of 4 to 1. Animated by the Jesuit philosophy of education, young boys mature into “men for others” who use their education to make a difference in the community.

- 100% of our students come from families at or below the federal poverty line.
- Prior to admission, the majority of our students perform below grade level.
- Nativity offers critical high school academic tutoring and tuition assistance to its graduates to ensure they constructively build upon their Nativity foundation.
- 75% of our graduates will be first-generation college students.

The Results: Nativity’s Eight Years of Significant Impact

- 100% of Nativity’s 76 graduates were accepted into and received sufficient financial aid to attend private high school.
- Over 80% of all graduates attend either private high schools (including Bancroft School, Deerfield Academy, Worcester Academy, St. John’s, St. Peter-Marian, Holy Name, Kimball-Union Academy, and Noble and Greenough) or “A Better Chance” (ABC) residential high schools.
- 94% of Nativity graduates are on track to graduate high school in four years time, compared to 64% of their city peers.
- Members of our first two classes of graduates are attending College of the Holy Cross, DePaul University, Emmanuel College, Framingham State University, Johnson & Wales University, Massachusetts College of Liberal Arts, Providence College, Quinsigamond Community College, St. Anselm College, University of California - Berkeley, and Yale University.



What Nativity School Needs:

1

Creating a Sustainable Learning Environment: Retire the Debt and Renovate the School Facility at 67 Lincoln Street



The purchase and renovation of 67 Lincoln Street secured a modern, safe 20,000-square-foot facility tailored to meet the current and future needs of the school. The boys of Nativity now have a fitting space to study, to grow, and - most of all - to take pride in their academic and social successes.

Prominently located at the intersection of Lincoln Street and I-290, Nativity's permanent home is situated in the community that it serves. It is within walking distance of Plumley Village, equidistant to both the Main South and Great Brook Valley neighborhoods, and along one of Worcester's major bus routes.

Designed in 1992 and renovated in 2009 by Lamoreaux Pagano Architects, the modern, quiet and energizing building has won a number of architectural awards.

"To me Nativity School means hope. It helped me get into Saint John's and helped me start thinking about college. I feel more confident knowing that Nativity is supporting me in the college process."

-NINO RIVERA
Nativity Xavier Class '07
Saint John's High School '11
Massachusetts College of Liberal Arts '15

"To me, Nativity School means everything because Nativity made me a better man. It taught me how to respect elders and taught me manners. Also, I met most of my friends at Nativity and without Nativity I wouldn't be at Saint John's right now. It all goes to Nativity."

-QURAN AVERY
Nativity Arrupe Class '09
Saint John's High School '13

The facility includes the following:

- *Four bright classrooms* that provide a homeroom for each of the four grades.
- A well-equipped *science laboratory* that enriches the discovery-based curriculum.
- A dedicated *graduate support room* that serves as a haven for our graduates to work on school assignments, to receive academic assistance, and to complete college applications.
- A *library and computer room* with a wide range of multimedia materials and over 5,000 books.
- A *gymnasium with two locker rooms* that promotes the school's integration of physical education into the comprehensive Nativity curriculum, and also serves as a meeting place for various functions, performances and commencement exercises.
- *Meeting, office, and work space* for faculty, administration, and staff ensure that the cost-effective, results-driven, co-teaching Nativity model flourishes and the spirit of collaboration continues to prosper.

"Nativity is a trip – a trip from a simple middle schooler to a full-grown freshman in high school. Nativity, to me, is a place that teaches morals and prepares students to take on the responsibilities of high school. Nativity is like a training camp."

-NICHOLAS ALEJANDRO
Nativity Arrupe Class '09
Saint Peter-Marian '13

Funding the Purchase

The building allows us to offer our boys a high quality learning environment at a reasonable cost. Nativity purchased the building for \$2 million. Insurance carriers estimate the building’s replacement value at over \$7 million. The repayment of the loan produces an additional weight on Nativity’s already significant \$1 million annual fundraising goal for operations. Through this campaign, funds that were once needed for debt repayment can be applied toward enhancing the building, strengthening programming, and attracting the most talented teachers and administrators.

As Nativity’s \$1 million operating budget is met solely via charitable donations – it is impractical (if not imprudent) to carry debt on the building. Until the debt is retired, Nativity must fundraise both its \$1 million operating budget and the principal and interest payments on a \$2.4 million loan.

Funding Upgrades

In 2008, Nativity made initial renovations to the building, but the school is in need of



additional capital upgrades. The original HVAC system requires significant routine maintenance. The 20-year-old kitchen is in need of upgraded appliances and cabinetry. The gym is in need of new flooring. Throughout the building, windows need replacing and walls need refurbishing. Nativity takes pride in its permanent home, visibly evident by the school’s otherwise open and inviting environment.

Funding the purchase of 67 Lincoln Street will ensure that the school will serve students for years to come.

"Nativity is a strong bond that I will always remember. Nativity changed my life in many ways because it prepared me for the life that I am living now and what is yet to come. Without my friends and caring teachers, I believe none of this would have been possible, so I thank you."

-BRIAN JOHNSON, JR.
Nativity Xavier Class '07
Doherty High School '11
Providence College '15

Retire the Debt and Renovate 67 Lincoln Street

CAMPAIGN OBJECTIVE \$3,000,000

- Pay off remaining debt on 67 Lincoln Street (\$2,400,000)
- Capital upgrades to 67 Lincoln Street (\$600,000)

What Nativity School Needs:

②

Providing for Our Educators: Retire the Debt and Renovate the Teachers' Residence at 6 Claremont Square

Nativity attracts remarkably talented, committed, recent college graduates to our two-year Nativity Fellowship teaching program because we offer: 1) the challenges and rewards of providing a quality urban education for Worcester's at-risk boys; 2) the ability to pursue a master's degree *free of tuition costs* with Nativity's academic partners Assumption College and Clark University; and 3) the opportunity to participate in a living community in which all room and boarding and health insurance costs are covered by Nativity.

Beyond the Fellowship, Nativity's teachers are making their mark on urban education. Over 90% of Fellows continue their career in education; a remarkable 70% remain in urban education.

Funding the Purchase

The teacher residence is instrumental in the secondary mission of Nativity: the formation of these young adults. Nativity's teacher residence – located in the Main South neighborhood of Worcester – is a place where the eight Fellows process together the complexities of their two years of service.



Nativity seeks to retire the debt on the teacher residence at 6 Claremont Square, ensuring that this life-giving aspect of the school and the Nativity Fellowship will remain vibrant for the years to come.

Funding Upgrades

As the Fellows' home continues to age, upkeep and repair work are increasingly important. Capital investments are necessary to keep the home in good condition. Needed investments include safety enhancements, fixture replacements, and kitchen and heating system upgrades.

Retire the Debt and Renovate the Teachers' Residence

CAMPAIGN OBJECTIVE **\$500,000**

- Pay off remaining debt on 6 Claremont Square (\$155,000)
- Capital upgrades to 6 Claremont Square (\$345,000)

What Nativity School Needs:

3

Long-term Stability: Establish the “Nativity Men Scholarship Fund”

Nativity’s commitment to its tuition-free policy, which has been funded solely via annual gifts made by generous individuals, corporations and foundations, is one of the greatest concerns we face each year in operating the school. Establishing a scholarship endowment of a substantial size (income from a small endowment contributes less than one percent toward annual operations) will grow over time to offset annual costs of operation and provide a reliable and permanent source of income.



Therefore, we seek to launch the *Nativity Men Scholarship Fund* and set as its goal \$4.0 million. This professionally managed fund will provide about \$200,000 toward the cost of annual operations (now at approximately \$1 million) and, as the fund’s principal grows, will make even greater contributions toward the school’s overall budgetary needs.

The *Nativity Men Scholarship Fund* will ensure that boys from low-income homes who eagerly seek a structured, personalized, well-rounded education will always find it at Nativity . . . and then, with Nativity’s help, will find their way to academically challenging high schools, a college degree, and a financially stable future.

“Nativity is more than a school. For me, it became a second home, where my peers became my brothers and our teachers were our guides as we ventured through life trying to discover ourselves and become strong young men. Nativity helped make this mission a success and provided the tools for us to discover our potential and to utilize our talents. Nativity truly changed my life and made an impact that will never be forgotten.”

-MICHAEL PERRY-MOEN
Nativity Faber Class '08
Bancroft School '12

Long-term Stability: Establish the “Nativity Men Scholarship Fund”

CAMPAIGN OBJECTIVE \$4,000,000

- Scholarship endowment to offset annual cost of operations

What Nativity School Needs:

4

Current Operations: Ensure the Mission for the Three Years of the Campaign

Annual giving – the lifeblood of any institution – can be greatly diminished during a capital campaign. Our mission demands that Nativity remain a tuition-free school for Worcester’s at-risk boys. Each year, our 60 students will experience the 11-month school year without any additional financial pressure on their families, all of whom live at or below the federal poverty line.

“Nativity has impacted my life by encouraging me to be the best I can be not only in school, but also in social settings by teaching me how to be a gentleman.”

-ANGEL MONTANEZ
Nativity Xavier Class '07
Saint John's High School '11
Framingham State '15

Raising the current annual operating budget of \$1 million is a challenging endeavor in any financial environment, let alone in the current economic climate. As the school’s funding comes solely from the generosity of individuals, corporations and foundations, sustaining annual giving is imperative in order to fulfill our mission and uphold the promise we make to our boys and their families.

The Campaign for Nativity School of Worcester will be successful so long as the school



can raise the funds necessary for the operating budget for the three years of the campaign. With comprehensive support for the campaign (i.e., a gift to both capital and annual needs), Nativity will reach new heights in providing a quality education to its students over the term of the campaign.

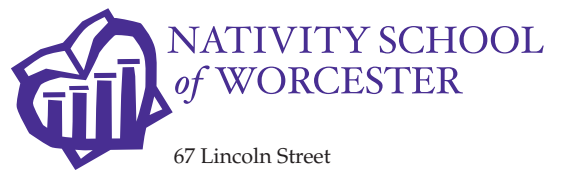
Current Operations: Ensure the Mission for the Three Years of the Campaign

CAMPAIGN OBJECTIVE \$3,000,000

- Operating budgets for the three fiscal years of Nativity’s capital campaign

*“Without Nativity School I wouldn’t
be where I am today. This school
has changed my life, given me new
opportunities, and made me a better
person. Some day I hope to give back
to the school.”*

MATTHEW ROUSSEAU
NATIVITY ARRUPE CLASS '09
WORCESTER ACADEMY '13



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