

## STAPLE: St. Thomas Aquinas Private Long-term Equity

*A concise guide for prospective investors and business owners*

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### 1. Our Vision

STAPLE exists to answer St John Paul II's challenge in *Centesimus Annus*: to preserve and expand Christian ownership of the economy by exercising Christ-centered stewardship over "the best assets in the world." We do that through an evergreen private-equity vehicle that acquires and holds exceptional privately-held businesses—compounding capital, safeguarding culture, and advancing human flourishing for generations.

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### 2. Investment Philosophy

Pillar	What It Means	Why It Matters
<b>Intentional Christian Ownership (ICO)</b>	Ownership is a participation in God's authority, so we integrate faith, virtue, and operational excellence in every company we own.	Aligns economic power with a higher purpose; attracts like-minded sellers and talent.
<b>Patient, Permanent Capital</b>	Our fund is "evergreen"—no forced exits—and can match capital to opportunities of any duration.	Enables strategic investments traditional closed end funds cannot make, and reassures founders their culture will endure.
<b>Quality-First Selection</b>	We target firms with (i) high-ROIC business models, (ii) outstanding management, and (iii) virtuous, people-centered cultures.	Selectively invests in the few companies that generate the majority of long-term shareholder value.
<b>Rigorous Investment Process</b>	Proprietary analytics measure lifetime IRR of every capital vintage, while Bloom-style management scoring gauges leadership quality.	Converts qualitative "great company" stories into objective, repeatable investment decisions.

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## 3. Capital Allocation Framework

- a. **Acquire “compounders,” then let them compound**  
Long-term ownership means we earn the *underlying* IRR of each project, not a one-off exit multiple.
- b. **Redeploy free cash flow to its highest-value use**  
Portfolio companies that generate excess cash fund peers with high-NPV growth initiatives—an internal capital market modeled on Berkshire Hathaway, but with an explicitly Christian mission.
- c. **Keep costs and incentives owner-aligned**
  - Management fees do not compound as AUM grows.
  - Partners are paid almost exclusively through equity and carry, not management fees.
  - Anchor-investor and employee-ownership programs extend alignment all the way to the shop floor.
- d. **Maintain balance-sheet strength**  
Conservative leverage preserves resilience; permanent capital and a diversified, low-beta cash-flow portfolio secure access to attractively-priced credit when needed.

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## 4. Long-Run Value-Creation Playbook

Lever	How We Execute	Expected Outcome
<b>Operational Excellence</b>	In-house lean, pricing, and value-engineering team partners with management; focus is culture-driven continuous improvement, not short-term cost-cutting.	Sustainable margin expansion and cash-flow durability.
<b>Leadership Development</b>	CEO/COO academies, cross-portfolio peer groups, and a curated classical reading list reinforce prudence, justice, courage, and magnanimity.	Strong, humble leaders who can scale businesses <i>and</i> people.
<b>Human-Flourishing HR</b>	Simple HR mandate: remove toxic 10-15%, empower the 80%, reward the stars; benefits include profit-sharing, Christian healthcare, and family-support programs.	Higher retention, productivity, and a faith-consistent workplace.
<b>STAPLE Foundation</b>	A share of GP economics, and optional seller donations, fund long-horizon evangelization and cultural-renewal projects.	Converts business success into strategic, enduring impact for the Church.

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## 5. Why Business Owners Choose STAPLE

- a. **Mission Fit** – Your legacy stays Christian; your people flourish.
  - b. **Perpetual Partner** – No “second sale” risk; we build for decades, not the next fund cycle.
  - c. **Professional Stewardship** – Deep operational and financial expertise plus proprietary analytics.
  - d. **Fair, Simple Deals** – Majority ownership with sellers rolling meaningful equity; minimal claw-backs; swift closings.
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## 6. Why Investors Choose STAPLE

- a. **Attractive Economics** – Target strong annual returns, delivered through a blend of rising dividends and NAV growth.
  - b. **Unique Deal Flow** – Proprietary network of Christian and values-aligned founders seeking a mission-compatible exit.
  - c. **Double Bottom Line** – Every dollar compounds both financial wealth and Christian cultural influence.
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## 7. Next Steps

If you are a business owner contemplating succession, or an investor looking for mission-aligned, long-term compounding, we invite you to connect with our team. Together we can steward capital—and culture—for the greater glory of God.

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