



HERITAGE
CHRISTIAN
A C A D E M Y

Opportunity Profile



HEAD OF SCHOOL

KINGDOM IMPACT STARTS HERE

OLATHE, KANSAS

Greetings

Dear Prospective Head of School Candidate,

Thank you for expressing interest in the Head of School position at Heritage Christian Academy (HCA). As a ministry of Redeemer Presbyterian Church (PCA), HCA is a growing and vibrant evangelical Christian, college preparatory school in southern Johnson County, Kansas, for preschool through 12th grade students.

This Opportunity Profile offers insight into HCA's ministry, highlighting our community, culture, commitments, and vision. The Heritage Christian Academy Board of Directors has developed the "HCA Strategic Plan 2020-2030," and is eager to find a leader who can collaboratively implement and shape this strategic vision.

The next Head of School will play a crucial role in determining the future direction of the plan, focusing on key objectives such as biblical discipleship, enhancing core academics, expanding experiential learning programs, strengthening administrative processes, ensuring financial stewardship, and fostering learning expansion.

As we seek a Head of School, we envision a leader to build upon strengths and enhance community culture. The successful candidate will shape the ongoing narrative of HCA, knitting the community together spiritually and academically. Your potential role is pivotal in advancing our mission and ensuring that every student continues to experience a Christ-centered, academically excellent education.

Please review this Opportunity Profile and explore our website for additional information. If you feel called to pursue this opportunity, reference the Process of Candidacy page. For inquiries, contact **Laura Coverstone** at resumes@jobfitmatters.com or by phone at **615.261.4623**

Thank you for considering this significant leadership position at Heritage Christian Academy.
Sincerely,

Patrick Berch and Dan Eekhoff
HCA Head of School Search Committee Co-Chairs

WE SEEK CHRISTIAN
DISCIPLE MAKERS
WHO WANT TO
MAKE A CHANGE
THROUGH CHRISTIAN
EDUCATION.



Overview

Heritage Christian Academy (HCA) is a Christian, evangelical college preparatory school serving students in PreK through 12th grade. Located on two campuses four miles apart in the southwestern suburbs of Kansas City, HCA's total campus size spans 38 acres. The Overland Park campus serves students in grades PreK-5 and the Olathe campus serves students in grades 6-12, with a combined student enrollment of 686.

HCA is privileged to partner with 57 top-tier educators, mentors, and administrators who teach and model Christian faithfulness and maturity with humility, love, and enthusiasm. HCA takes a Christ-centered, gospel-oriented perspective in every aspect of the school, integrating all things through the lens of God's creative intent and redemptive purposes. HCA's reference point is the reality of an eternal, uncreated, triune God revealed in Scripture as Father, Son, and Holy Spirit, who created all things, sustains all things, and is restoring all things to their intended purpose through the one and only Savior, Jesus Christ.

HCA, a ministry of Redeemer Presbyterian Church (PCA), was formed in 2010 through the merger of Berean Christian School (founded in 1974) and Westminster Christian Academy (founded in 1996). Since 2010, HCA has grown from 460 to 686 students. In 2018, HCA opened a new addition to their west campus to accommodate enrollment growth, the addition of the 6th grade to form a true middle school, and upgrades to programming. The expansion and upgrades included a new Black Box facility, Makerspace, STEM and science labs, classrooms, lockers, and a renovated auditorium and art room.

Beyond the campus, HCA students share their gifts with other individuals and communities as they develop as global citizens. HCA joins and leads mission teams and service projects in the local community and across the world.

Heritage Christian Academy is seeking its next Head of School who will lead this important ministry of Redeemer Church. Membership at RPC is required, and a commitment to a reformed Christian worldview consistent with HCA's statement of faith is important. The next leader will guide an experienced administrative team on two campuses, bringing best practices for shepherding growth while maintaining a vibrant spiritual culture, discipling covenant children and preparing them for a lifetime of walking with Christ. This leader will nurture a unified vision for continued excellence in the PreK-12th academic, spiritual, and co-curricular experience.

We invite prospective candidates to explore the school's website (www.HCAKC.org) and learn more through this Opportunity Profile.



Foundations

MISSION & VALUES

The mission of Heritage Christian Academy (HCA) is to glorify God by serving Christian parents and their children while providing a high quality, Christ-centered educational program marked by academic excellence and the development of a biblical worldview and strong Christian character.

GLORIFY GOD

HCA's ultimate ambition is to glorify God, our creator, Lord, and Savior. Everything done will flow from this desire and be measured by this standard.

SERVING CHRISTIAN PARENTS & THEIR CHILDREN

HCA desires to support Christian parents in the discipleship of their children in the knowledge and love of God. HCA does not aim to usurp parents' responsibility to instill beliefs, morals, and attitudes in their children. HCA will strongly reinforce biblically faithful beliefs and qualities.

HIGH QUALITY

HCA is committed to providing an educational program of the highest quality in every respect. As image bearers of our Heavenly Father, HCA seeks to honor Him by giving Him their very best and diligently pursuing growth in all God-given capacities.

CHRIST-CENTERED

It is HCA's firm desire that Christ be preeminent in all they do and teach. All aspects of HCA are intentionally designed to strengthen the relationships of students to Christ and His mission.



Foundations

ACADEMIC EXCELLENCE

Graduates of HCA consistently report that the education they received prepared them well for academic and vocational success as well as faithful witness in contexts where biblical faithfulness is strongly tested.

BIBLICAL WORLDVIEW

Faithful disciples of Jesus Christ approach the world as Christ does, and this is learned from the study of Scripture through disciplines including systematic, biblical, and applied theology. A biblical perspective is integrated into every subject taught and every aspect of school life.

STRONG CHRISTIAN CHARACTER

Christian character not only finds its moral grounding in the Bible but finds its transformative power in the work of the Holy Spirit on the consciences of those who embrace by faith Jesus as Lord and Savior. Only by pointing students to Christ can their character be formed by Christ.

FAITHFUL DISCIPLES
OF JESUS CHRIST
APPROACH THE
WORLD AS
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Foundations

IDENTITY

HCA is an evangelical Christian, college preparatory school in southern Johnson County, Kansas, for preschool through 12th grade students. As a ministry of Redeemer Presbyterian Church, HCA's identity is defined by a particular set of beliefs which in turn govern all goals, priorities, educational scopes, and approaches.

VISION

HCA's vision is to see the world profoundly impacted by the gospel of Jesus Christ through generations of Heritage graduates. In partnership with Christian families and churches, HCA is trusting the Lord to raise up thousands of students who have found life in Jesus and been equipped to discern and follow His call wherever He leads them.

NAME

Because a school's name is a primary representation of its identity, much thought and prayer went into the selection process. The founders of HCA identified several characteristics that they wanted emphasized through its name:

- The conviction that children are a heritage from the Lord (Psalm 127:3).
- The desire to project the rich local heritage of faith of the churches that established Berean Christian School and Westminster Christian Academy.
- The wish to honor the Christian heritage of our nation's foundation.
- The vital importance of passing on the heritage of faith to our children as the Lord instructed His people in the book of Deuteronomy:

"You shall love the Lord your God with all your heart and with all your soul and with all your might. And these words that I command you today shall be on your heart. You shall teach them diligently to your children, and shall talk of them when you sit in your house, and when you walk by the way, and when you lie down, and when you rise. You shall bind them as a sign on your hand, and they shall be as frontlets between your eyes. You shall write them on the doorposts of your house and on your gates" (Deuteronomy 6:5-9).

HISTORY

HCA is a development created by two schools: Berean Christian School and Westminster Christian Academy. God graciously allowed these two schools to come together to form a new identity in 2010.



Statement of Faith

HCA believes that students need a solid grounding in the Bible as the Word of God in order to bear fruit that glorifies God and blesses the world. While the primary responsibility for this grounding rests with a student's family and church, Christian schooling presents an unparalleled opportunity to equip students with a biblical perspective on every subject area for all of life. Moreover, the psycho-social and moral formation of the student grows as he/she grows in his/her knowledge of biblical truth in the context of an unchanging gospel-centered community committed to orthodox (historic) Christian beliefs. In an ever-changing world, HCA students are equipped with the firm, unchanging gospel of Jesus Christ to stand for truth, goodness, mercy, and justice. By educating students in light of the Word and gospel of God, HCA is contributing in many vital ways to the common good of the world.

HCA's identity, objectives, and approach are all rooted in a system of beliefs about the way things really are and ought to be. As a ministry of Redeemer Presbyterian Church, HCA holds to the teaching more fully and completely laid out in the Westminster Confessions and Catechisms, which we believe to be an accurate and systematic summary of the Christian faith. HCA is committed to the following tenets of Christian doctrine:)



GOD

The unity of God existing in three persons, the Father, the Son, and the Holy Spirit. God is the Creator, King, Ruler, and Sustainer of all things.



THE BIBLE

The divine inspiration and inerrancy of Scripture in all of its parts and teachings. It is the supreme authority over every area of our lives as individuals and as a church.



HUMANKIND

Man and woman as created in the image of God, in high dignity, yet now under God's condemnation for their rebellion against His good and just authority. Since the Fall, we are both guilty of and polluted by sin, which has affected us spiritually, intellectually, psychologically, socially, and physically.



JESUS CHRIST

Jesus Christ, the eternal Son of God, who became fully human in order to live a sinless life and die a painful death in our place. Through His life, death, and bodily resurrection, He accomplished a decisive victory over sin and established His Kingdom among us.



THE HOLY SPIRIT

The necessity of the work of the Holy Spirit to make the work of Christ effective in the life of His elect. The Spirit grants us repentance toward God and faith in Jesus Christ. We can escape the penalty and power of sin through faith in Christ alone and not through any goodness or moral effort of our own.



LAST THINGS

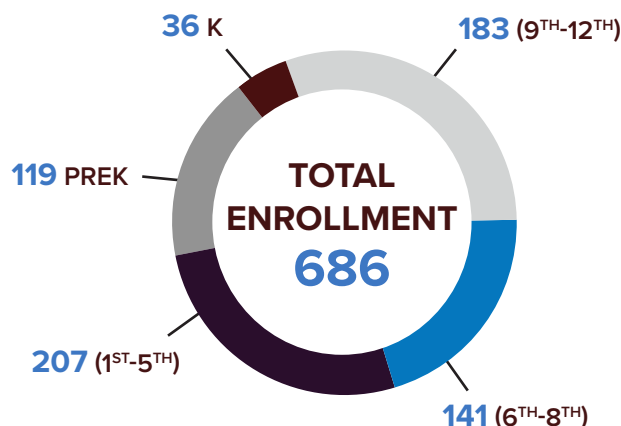
The bodily resurrection and the personal and triumphant return of Jesus Christ to earth for final judgment and the consummation of His Kingdom.

HCA At-A-Glance

Heritage Christian Academy (HCA) is a Christian, evangelical college preparatory school serving students from over 75 different, local church bodies in PreK through 12th grade. Located on two campuses in the southwestern suburbs of Kansas City, the Overland Park campus serves students in grades PreK-5 and the Olathe campus serves students in grades 6-12, for a combined student enrollment of 686.

YEAR	ENROLLMENT
2019-2020	607
2020-2021	648
2021-2022	586
2022-2023	705
2023-2024	691

ENROLLMENT 2023 -2024



FACULTY



22 HIGH SCHOOL
5 MIDDLE SCHOOL
30 EARLY CHILDHOOD & ELEMENTARY

54%

HOLD ADVANCED DEGREES

12:1

STUDENT/FACULTY RATIO

FINANCIAL



K — \$6,386

6TH - 8TH — \$10,073

1ST - 3RD — \$8,667

9TH - 12TH — \$11,217

4TH - 5TH — \$9,182

FINANCIAL AID



17% OF SCHOOL FAMILIES RECEIVED FINANCIAL AID.

MORE THAN **\$560,000** IN FINANCIAL AID WAS AWARDED IN THE 2023-24 ACADEMIC YEAR.

CLASS OF 2023 (47 STUDENTS)



- **95%** FOUR-YEAR COLLEGE PLACEMENT
- ACT AVERAGE: **25**
- FIRST SCHOLARS BOWL STATE TITLE IN 2019
- STEM AND FINE ARTS DIPLOMAS AVAILABLE
- ONLY CHRISTIAN SCHOOL IN THE AREA WITH A STEM PROGRAM

COLLEGE MATRICULATION



Graduates from the Class of 2023 are the recipients of over \$2.16 million in academic, athletics, and special achievement scholarships and grants. Sample college matriculation list from all graduating classes is as follows:

BAYLOR UNIVERSITY
DORDT UNIVERSITY
EMBRY-RIDDLE AERONAUTICAL UNIVERSITY
GRAND CANYON UNIVERSITY
KANSAS CITY ART INSTITUTE
KANSAS STATE UNIVERSITY

OLIVET NAZARENE UNIVERSITY
PEPPERDINE UNIVERSITY
TEXAS A&M UNIVERSITY
UNIVERSITY OF ARKANSAS
UNIVERSITY OF KANSAS
US MILITARY ACADEMY AT WEST POINT

HCA At-A-Glance

DUAL CREDIT & HONORS



ADVANCED LOGIC
CALCULUS
COLLEGE ALGEBRA
COMPOSITION I/II
HONORS ALGEBRA II
HONORS AMERICAN LITERATURE
HONORS GEOMETRY

HONORS LITERATURE & COMPOSITION
HONORS PHYSICS
HONORS WORLD LITERATURE
MACROECONOMICS
MICROECONOMICS
PRECALCULUS

ATHLETICS



- MEMBER OF KSHSAA (CLASS 2A)
- MEMBER OF KAW VALLEY CONFERENCE
- **HIGH SCHOOL SPORTS**
FALL: BOYS AND GIRLS CROSS COUNTRY, GIRLS VOLLEYBALL, BOYS SOCCER
WINTER: BASKETBALL, CHEERLEADING
SPRING: BOYS AND GIRLS TRACK & FIELD, GIRLS SOCCER, BASEBALL, BOYS GOLF
- **MIDDLE SCHOOL SPORTS**
FALL: BOYS AND GIRLS CROSS COUNTRY, GIRLS VOLLEYBALL, BOYS SOCCER
WINTER: BASKETBALL
SPRING: BOYS AND GIRLS TRACK & FIELD, GIRLS SOCCER

CO-CURRICULAR CLUBS & ACTIVITIES



- FINE ARTS PROGRAMS
- LEGO LEAGUE
- MENTORSHIP PROGRAM
- NATIONAL HONOR SOCIETY
- ROBOTICS*
- SCHOLARS BOWL
- STUDENT AMBASSADORS
- STUDENT COUNCIL
- STUDENTS FOR LIFE
- YOUNG AMERICANS FOUNDATION

FINE ARTS



- AWARD WINNING HIGH SCHOOL/MIDDLE SCHOOL BAND PROGRAM, JAZZ BAND, PEP BAND
- HIGH SCHOOL/MIDDLE SCHOOL HONOR CHOIR PROGRAM WITH STATE AND DISTRICT AWARDS/RECOGNITION
- DRAMA PROGRAM INCLUDES 4 MAIN STAGE SHOWS A YEAR, IMPROVISATION/COMEDY CLUB, DRAMA CLUB, AND REPERTORY THEATRE CLASS
- VISUAL ART & DESIGN COURSES
- SOUND ENGINEERING CLASS
- DIGITAL MEDIA CLASS
- BLACK BOX THEATRE, MAKERSPACE, AND STEM LABS, NEWLY RENOVATED AUDITORIUM

ACCREDITATION & MEMBERSHIPS



- ACSI
- COGNIA

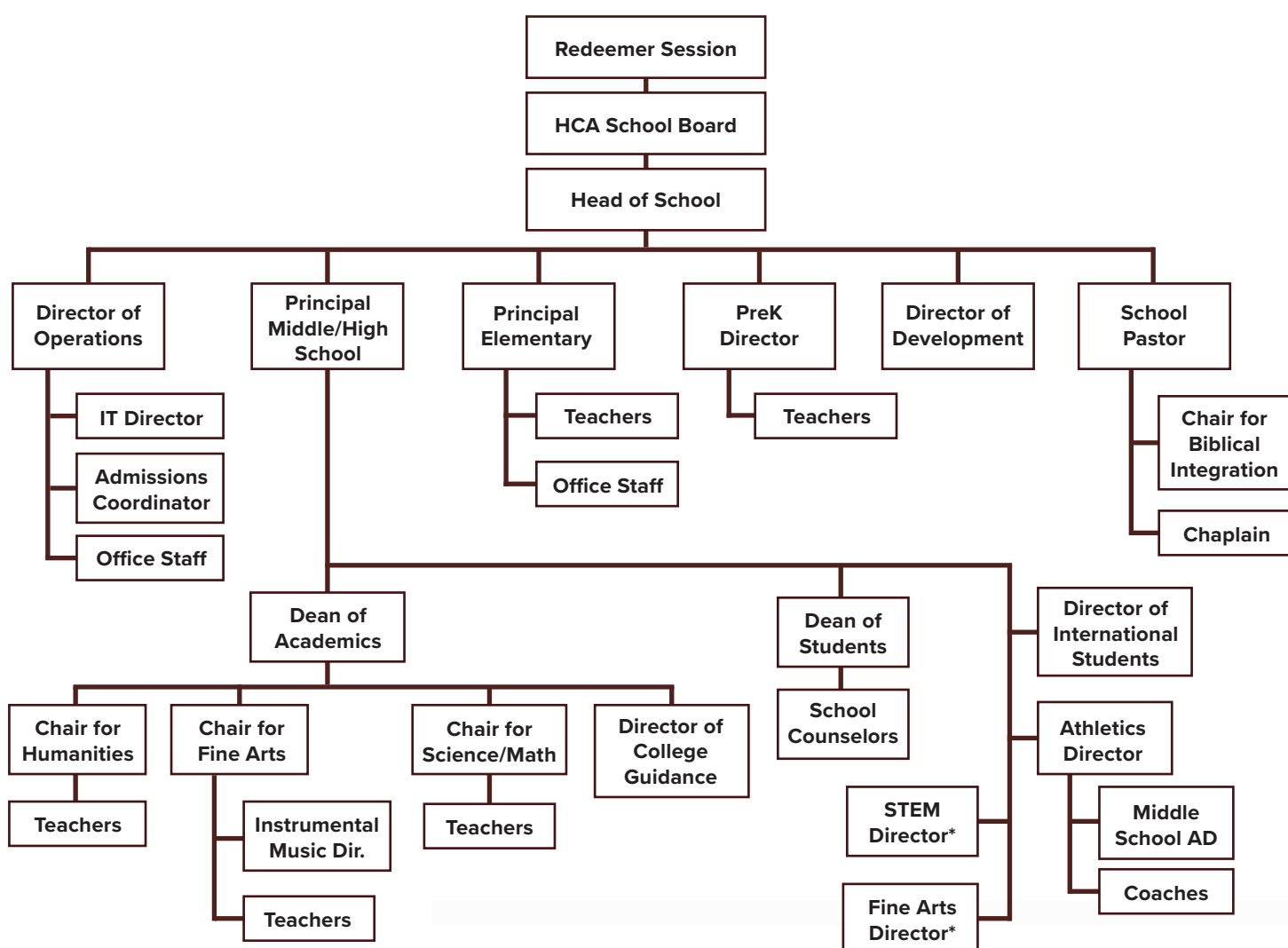


HCA was the first private school in the Kansas City metro area to offer Project Lead the Way (launched in 2015) in which students learn engineering design, modeling, and robotics automation. HCA offers two competitive robotics teams as well as robotics camps in the summer.

The Position

The HCA board of directors is primarily responsible for setting policy and establishing long term vision and strategy for the school. The board is under the oversight of the Redeemer Presbyterian Church session (or elder board), and the Head of School reports to the board. Board meetings are attended by the Head of School and other administrators, as needed, in a non-voting capacity. School bylaws require that at least one-third of the board be members of Redeemer Presbyterian Church, and at least one member be from the Redeemer session. The Head of School must be a member in good standing of Redeemer Presbyterian Church.

HCA's administrative leadership team directs and oversees various segments or aspects of the operation of the school. As a unified team, they collaborate regularly to ensure smooth, consistent operation toward the goals, objectives, and policies established by the school board.



*Could be combined with other roles

Leadership Responsibilities

The Head of School is the Chief Executive Officer of HCA and will be charged with the following duties:

SPIRITUAL LEADERSHIP

- Steward and fulfill the mission of HCA. Establish a culture consistent with HCA's mission among the school staff, the student body, and the parent community.
- Provide mature spiritual leadership for the staff, students, and broader HCA community.
- Assist Redeemer Presbyterian Church in promoting unity within the school and church communities.
- As a ministry of RPC, collaborate with church leadership to ensure the vision of the school is in sync with the church's vision.

DEVELOPMENTAL LEADERSHIP

- Lead fund-raising and donor development in support of the strategic plan.
- Shepherd, support, and complement the Director of Development in building a robust development strategy and strong donor relationships.
- Establish, implement, and communicate in collaboration with the HCA Board, the strategic plan for the school.



Leadership Responsibilities

EXECUTIVE LEADERSHIP

- Promote HCA and its events and activities through ongoing engagement in area churches, school associations, conferences, and community events.
- Manage and direct all staff-related activities and objectives including recruitment, hiring, retention, performance, and professional development.
- Manage and direct all aspects of school finances and operations collaboratively with the Director of Operations.
- Shape, optimize, and support the faculty, administration, and staff. Nurture a healthy school morale, a vibrant spiritual culture, unity and collaboration among staff on two campuses, and the community's trust in and support of HCA.

ACADEMIC LEADERSHIP

- Facilitate the development, implementation, and evaluation of school-wide curricular goals collaboratively with the Principals, Deans, and Directors.
- Manage and direct school-wide accreditation activities and processes, developing a plan to achieve ACSI Exemplary status.



Qualifications

An ideal candidate for this position will meet the following qualifications:

- A demonstrated intimate walk with Jesus Christ, active participation in God's church, and a daily dependence on God expressed through devotion, service, and prayer.
- Personal characteristics of leadership, integrity, humility, enthusiasm, and strength.
- A successful track record leading fund-raising and donor development.
- A successful track record of leading an organization through growth.
- Demonstrated ability to develop and grow relationships with the parent community.
- Broad organizational leadership experience.
- A demonstrated commitment to Christian day school education.
- A master's degree in a relevant field.
- Subscribe to the Westminster Confession of Faith and the Larger and Shorter Catechisms.
- Be willing to become a member of Redeemer Presbyterian Church.



Expectations

Successful leadership in any educational institution is judged by how well its leader meets the expectations of its governing body, meets the needs of its students, and responds to the input of its faculty, administration, parents, and other constituent groups.

Heritage Christian Academy developed the “HCA Strategic Growth Plan 2020-2030”, and the Board is hoping for a leader who can wisely and collaboratively implement, as well as further shape, that Strategic Growth Plan. The next Head of School will have a key role in shaping the future of the plan, but the priorities of the Strategic Growth Plan include the following:

OBJECTIVE #1

Hold fast to Biblical Discipleship

OBJECTIVE #2

Enhance Core Academics

OBJECTIVE #3

Enhance Experiential Learning Programs

OBJECTIVE #4

Strengthen Administrative Core Processes

OBJECTIVE #5

Strengthen Financial Stewardship

OBJECTIVE #6

Expand Learning

Each of these objectives has measurable actions detailed in the full Strategic Growth Plan, available upon request. Some results HCA seeks, as noted in the Strategic Growth Plan, include the following:

- 1) By 2025: HCA students are a preferred choice for colleges and employers
- 2) By 2027: Accredited core processes and services
- 3) By 2029: With careful mission-fit growth, HCA could potentially be serving 1200 students
- 4) By 2030: Achieve ACSI Exemplary accreditation status

The Board is seeking a leader who can help shape and fulfill this Strategic Growth Plan. Ultimately, the most important results include faculty who are flourishing and are deeply committed to the mission of HCA and students who carry a vibrant faith with them the rest of their lives.



Olathe/Overland Park, KS

The HCA campuses are located four miles apart in two southwestern suburbs of Kansas City: Overland Park (PreK-5th) and Olathe (6th-12th).

OLATHE - Once an important stop along the Santa Fe Trail when explorers were traveling to New Mexico, today the city is a thriving community, teeming with history and culture. Named for the Shawnee word for “beautiful,” the fourth-largest city in Kansas offers affordable housing, significant new development, and plenty of green spaces. The city promotes “economic gardening” which provides technical assistance to local businesses in order to help them thrive. Farmers Insurance and Garmin International are among the top employers in the area. For recreation, hike or bike the Indian Creek Trail, visit the Mahaffie Stagecoach Stop & Farm Historic Site, or perhaps make your way over to the Prairie Highlands Golf Club.



OVERLAND PARK - A suburb of Kansas City, the welcoming community of Overland Park was incorporated in 1960 and is now the second most populous city in the state of Kansas. Ranked by [Livability.com](https://www.livability.com) as one of the “Top 100 best cities in America” due to its picturesque neighborhoods, a strong economy, high-quality health care and wellness options and plenty of things to do, while maintaining affordability. Residents of Overland Park enjoy some of the lowest property taxes in Kansas. The economy is strong in Overland Park, with many jobs across multiple industries. T-Mobile, which recently acquired Sprint, is one of the biggest employers in Overland Park. Entertainment and recreation opportunities are plentiful with 83 parks and open spaces, theatres, the Overland Park Arboretum & Botanical Gardens, and Farmer’s Market, to name a few. [Livability.com](https://www.livability.com) has rated the city as the Top Soccer City in the country due, in part, to a one-of-a-kind \$36 million soccer facility.

Both Overland Park and Olathe are a short 20-minute commute from Kansas City, providing quick access to all that the metro city has to offer, including cheering on the NFL Kansas City Chiefs - 2023 Super Bowl Champions!

Process of Candidacy

If you sense that the gifts and experience God has given you may be a good fit for the position of Head of School of Heritage Christian Academy, we invite you to begin the inquiry process. Inquiries and expressions of interest regarding this search may be forwarded to **Laura Coverstone** at JobfitMatters Executive Search (**615.261.4623**) and will remain confidential.

Please submit the following for review:

1. A current resume
2. Responses to the following essay prompts:
 - Describe your testimony of faith in Jesus Christ. How is God using you in your work, in your church, and in your community? How has your relationship with Jesus shaped your career and influenced your decision to apply for this position?
 - Describe your experience with Christian education, both personally and professionally. How would you define the marks of “educational excellence” in a 21st-century Christian school?
 - Why are you interested in serving HCA?
 - Using what you have learned about HCA from the HCA website, Opportunity Profile, and any other research you may have conducted, describe how your life, career, and leadership development have equipped you to lead and grow HCA.
3. Provide the names and contact information (phone number and email address) of four references who know you and your career well enough to comment on your suitability for this position. *(Note: References will only be contacted after we have received your permission to do so later in the candidacy process.)*

Submit this information in one PDF to:

LAURA COVERSTONE

Practice Leader and Senior Consultant

JobfitMatters Executive Search

resumes@jobfitmatters.com

Phone: 615.261.4623

Please include **“HERITAGE CHRISTIAN ACADEMY HEAD OF SCHOOL”** in the email subject line.

Note: Please do not be overly concerned with brevity in this package of materials. While we are not seeking large volumes of content, we request that you provide sufficient relevant information that best reflects your fit for this role and the strengths you bring to this candidacy.

SEARCH TIMELINE: All candidate information will be reviewed upon receipt and candidate review will continue until a Head of School is selected. It is anticipated that a selection will be made no later than early fall for a July 2025 start, but an earlier start is possible. The quality of the candidate “fit” and candidate longevity are more important than the search timeline.

