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Heritage Christian School

BIBLICALLY FAITHFUL, ACADEMICALLY EXCELLENT



OPPORTUNITY PROFILE

in search of our next Head of School

The Opportunity

Heritage Christian School (HCS) is actively seeking a new Head of School who is ready to join us in our pursuit of excellence. HCS teaches all subjects from a biblical worldview, challenges students to become critical thinkers, and embodies a Christ-centered environment. Our next leader will be a visionary who engages students and families, leads with integrity, and builds lasting partnerships in the community God has called us to serve.

Experience Exceptional.



The Experience

HCS is a place where the Head of School knows every child and family by name, an organization that thrives from parent involvement, and a cohesive team of dedicated staff who continually seeks to be a light in and around our community. As we continue to grow, we are excited to find our next leader who can capitalize on the rich history of the “Heritage Experience.”

Parents send their children to Heritage with confidence, knowing that they will be safe and secure while experiencing a desirable balance of love and discipline that will inspire intellectual creativity and bold leadership for future generations.

North Liberty, Iowa is nestled between the towns of Iowa City and Cedar Rapids on the eastern side of the state. For the past five years U.S. News and World Report has ranked Iowa in the top 15 states in the country based on quality of living factors including health care, quality of life, education, infrastructure, fiscal stability, crime, opportunity, and economy. In 2018, Iowa was even named the “Best State”. North Liberty has also been the 7th fastest growing city in the state over the last decade and is neighbored by two other towns in the top 10 census growth for Iowa, Tiffin at #1 and Solon at #9.

The draw to our community starts with a small town meets city life feel that includes more farmers markets, community parades, and festivals than you could ever attend; filled with people who celebrate life with family, friends, food, and of course football! As you live and work in our community, you will quickly experience what is known as “Iowa Nice” where being kind and helping a neighbor is just the way we approach life. For more information on our region and what awaits your time outside of school, please reference links provided at the end of this opportunity profile.

Mission Statement

Heritage Christian School exists to serve Christ by partnering with parents to provide biblically faithful, academically excellent education.

Vision Statement

The vision of Heritage Christian School is to be a leader in developing passionate, lifelong learners committed to Christ.

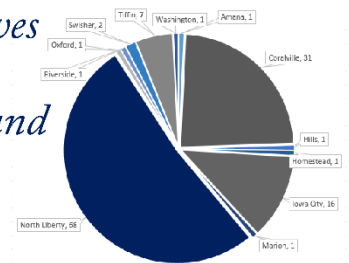
Core Values

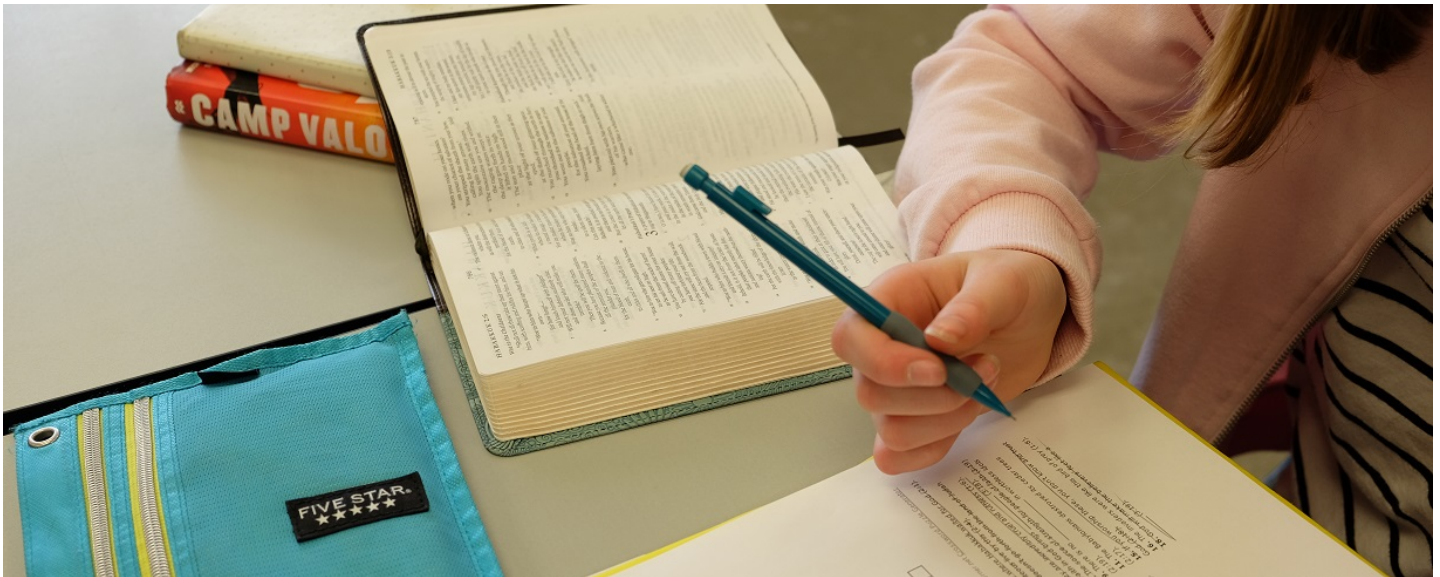
- The authority of scripture
- The priority of parenting
- The uniqueness of the child
- Christ-centered excellence

27 local churches represented:

Jordan Creek Bible Church | Grace Community Church | Hope PCA
 In Christ United Methodist | Veritas | Our Redeemer Lutheran | New Life Community
 First United Methodist Church | Kingdom Life | One Ancient Hope
 Prince of Peace Lutheran | Bethany Lutheran | Chinese Church of IC
 Spirit of Faith Family Church | First Lutheran of Conroy | John 23rd
 Holy Trinity | Parkview EFC | Iowa City Church | New City Church
 St. Paul Lutheran | Iowa City SDA Church | St. Thomas More
 Zion Lutheran | West Branch Friends Life Church

*Heritage serves
 132 families
 from all around
 the Corridor*





Statement of Faith

- We believe that the 66 books of the Bible, in their original manuscripts, are the inspired Word of God. While the central purpose of the Bible is to bring us to salvation, all that the Bible teaches is inerrantly true, including matters of science and history. 2 Timothy 3:16-17, 2 Peter 1:19-21
- We believe that God is infinite and personal, that He created the world out of nothing and that He continues to rule over the affairs of men and nations. Genesis 1:1-2, John 1:1-4, Colossians 1:16-17, Psalm 139:13
- We believe that God is a Trinity, three Persons: Father, Son and Holy Spirit, in one Being, equal in power and glory, yet different in role and function. Genesis 1:26, John 1:1, John 15:26, John 10:30, Matthew 28:19
- We believe that Jesus Christ, born of a virgin, is fully God and fully man, has two natures in one person and is like us in all ways except without sin. Matthew 3:16-17, Luke 1:34-35, Philippians 2:5-8, 2 Corinthians 5:21
- We believe that every human being is created in the image of God and that each human life should be protected and treasured from conception to the grave. Psalm 139:13, Isaiah 44:24, Isaiah 46:4, Exodus 20:13
- We believe all of mankind, the whole of each person and every sphere of life was corrupted by Adam and Eve's disobedience to God. Romans 3:23, Romans 5:12
- We believe that Jesus Christ died on the cross, was buried, rose from the grave and ascended to the right hand of God, in order to fully pay for all our sins and to inaugurate His saving reign. Christ's salvation and reign begin to restore us from the effects of the Fall. John 2:19, Matthew 28:6, 2 Thessalonians 4:14, Luke 23:46, 52-53, Mark 16:19, Romans 6:23
- We believe that we are saved and justified by personal faith in Jesus Christ when God draws us to Himself by His Word and Spirit; true saving faith leads to a life of service and gratitude to God as salt and light in the world. John 11:25, Galatians 2:16, Habakkuk 2:4, Romans 1:17, James 2:14-17, Matthew 5:13-16

- We believe that Jesus Christ will come again, personally and visibly, at the end of history, when the dead will be bodily resurrected — believers to everlasting joy with the Lord, unbelievers to everlasting sorrow. Acts 1:11, Mark 13:26, Matthew 24:33, 36-39, 44, Romans 6:23
- We believe that all truth, in whatever subject, is God’s Truth, received through general revelation, even among unbelievers. Nevertheless, unbelief and the secular worldviews have seriously distorted much learning so that believers must evaluate all we learn in light of Scripture. 1 Corinthians 8:6, Colossians 1:17, Romans 1:19-20
- We believe marriage as delineated in Scripture has only one meaning: the uniting of one man and one woman in a single, exclusive union. We believe God has designed sexual intimacy to occur only between a man and a woman who are married to each other, and His command is that there be no sexual intimacy outside of, or apart from, marriage between a man and a woman. Genesis 2:18-25, 1 Corinthians 6:18, 7:2-5, Hebrews 13:4
- We believe that each individual is wonderfully created and foreordained by God as either male or female in conformity with their biological sex. These two distinct yet complementary genders together reflect the image and nature of God. Genesis 1:26-27, Genesis 2:18-25





The Organization

Heritage Christian School (HCS) is an independent PreK-8th grade Christian school in North Liberty, Iowa. HCS is parent-owned and governed by a Board of Directors elected from within the Iowa City Area Christian School Association (ICACSA). ICACSA is the group of constituents who annually sign a commitment to the school's Statement of Faith. In addition, HCS is a missional school, which allows the enrollment of students whose parents do not profess a relationship with Jesus Christ. HCS seeks to fulfill the mission established for the school: "To serve Christ by partnering with parents to provide biblically faithful, academically excellent education". HCS has been accredited through the Association of Christian Schools International (ACSI) since 2009.

Our Background

In the fall of 1992 Heritage Christian School welcomed its first students (42 students in K-6th) to attend school in rather humble accommodations in a converted restaurant in Iowa City. Three years later HCS partnered with Grace Community Church near North Liberty, Iowa and moved its operation to an educational wing of the church built specifically to house the school. After that move, enrollment grew at HCS and in 2005 the Board of Directors made two key decisions that would affect the school for years to come. They accepted a proposal from the Head of School (HOS) to pursue accreditation through Association of Christian Schools International (ACSI) and launched a \$3.2 million capital campaign to build a new facility on property purchased years earlier. Remarkably, in a transient community, God has called together (and largely kept together) a talented, dedicated, and unified faculty and staff.

The 2018-2019 academic year began with 175 and has grown 16% over the past 3 years. The Board of Directors has a strong commitment to a marketing campaign that will continue to drive enrollment growth higher for the next several years.

HCS is spiritually strong, and both students and parents cherish its loving, Christ-centered environment. Bible is not just another subject, but is integrated into every aspect of the school, both academic and extracurricular. In order to continually strengthen the Biblical worldview integration, HCS began implementing the Teaching for Transformation initiative in the 2019-2020 school year. Students thrive both at HCS and later in their chosen high schools and beyond. The faculty and parents are devoted to the mission and actively contribute their time and energy to the school.



Candidate and Role Profile

The incoming HOS will be a dynamic leader, strong communicator, and a committed follower of Jesus Christ; modeling a vibrant, authentic, and personal faith. He/She will have proven success in leading academic organizations with similar organizational alignment and will empower the successful implementation of the defined vision of HCS. He/She will be a seasoned leader and innovator, ensuring that HCS is structured appropriately with a talented team in place that seeks to follow Christ and teach from a Biblical worldview. Best practices will be followed in all areas to include administrative leadership, strategy/program development, and organizational management. The new HOS will be a developer of people and possess a high-level business and organization acumen, ensuring leadership systems and programs are in place to create an efficient, effective operation. The new HOS will also work closely with the Board of Directors to ensure that HCS stays on mission year after year.

Personal Characteristics and Skills:

- Possesses a deep, personal faith in Jesus Christ that is apparent in both word and deed
- Agrees with and advocates for the HCS Statement of Faith
- Personally aligns with the doctrinal position, teaching, and mission of HCS
- Collaborates with stakeholders to ensure plans and initiatives are supported
- Communicates in an exceptional manner while being approachable and accessible to stakeholders
- Displays passion about spiritual formation and development for staff and student body
- Creates partnerships with parents
- Executes the mission and vision of the school
- Sets long and short-term objectives
- Serves as a disciplined, dynamic facilitator of growth and excellence



Background:

- Effectively led organizations to new levels of growth and sustainable impact
- Strategically led an organization to higher levels of spiritual and academic excellence
- Developed and managed other leaders to higher levels of performance and effectiveness

Qualifications:

- Possess a Bachelor's Degree in an appropriate discipline with a Master's Degree in Education
- Possession of, or the ability to obtain, the required administrative licensure of the State of Iowa
- Prior educational experience and skill
- Clear demonstration of and commitment to professional growth
- Possession of, or the ability to obtain, required *ACSI All Levels Principal or Superintendent*
- The ideal candidate should also have demonstrable experience achieving ACSI accreditation/re-accreditation and managing a large-scale capital campaign
- Preferred experience with Teaching for Transformation

Summary

In short, the new Head of School will be a talented manager and leader whose approach is strategic, collaborative, and characterized by the ability to inspire, motivate, and empower others to achieve the goals and objectives of HCS. Highly developed communications skills, creativity, curiosity, and a high emotional intelligence will enable him/her to direct the school in a manner that identifies and activates opportunities available. While possessing the skill to lead strategic planning and resource development initiatives, the new Head of School will be an executor with the ability to drive change in a positive, productive manner and to focus limited resources in areas that best enable efficient achievement of the mission.



Questions

In order to understand a more complete picture of who you are, your leadership skills, experience and strengths, please provide us with written responses to the following:

- How did you come to know Jesus Christ as your personal Lord and Savior and what has that relationship looked like since then?
- How do you keep your journey with Christ alive? Highlight a few situations where your faith impacted your growth as a leader.
- Share two or three experiences in your professional life where you implemented a change or led an initiative that advanced the mission of the organization.
- As a Christian school leader you are expected to be an educator, a business executive, and a spiritual leader for the school community; please indicate your strengths in each of these leadership arenas and how you have, or how you would like to, keep these expectations in balance.
- Relate a few of your experiences working with a Board of Directors and particularly how you have, or would like to, work with the Board in strategically developing a vision for the future of HCS.

Please submit your responses, your resume and six references as follows: a supervisor, two peers, two direct reports and your current pastor. These will be held confidential until later in the process and you will be asked before we contact these references.

All documents shall be submitted in Word or PDF format to the Board of Directors President:
Natasha Miller at: millern@hcs-nl.com

LOCATION: Heritage Christian School is located in North Liberty, Iowa, nestled against Iowa City, home of the University of Iowa. It is preferred that the Head of School will live in the vicinity of North Liberty enabling him/her to be a successful advocate for HCS in the community.

For additional local area information:

[U of I Best College Town](#) [The Wave](#) [Cedar Rapids](#) [Iowa City](#) [Amana Colonies](#) [Kalona](#)

THE SEARCH AND SELECTION PROCESS: The search will be coordinated by the HCS Head of School Search Committee consisting of staff and Board members. The final candidate selection will be made by the HCS Board of Directors. The search will be conducted in a professional, consistent manner with a commitment to all potential candidates being afforded the same considerations. All reasonable efforts will be made to protect the confidentiality of candidates.