



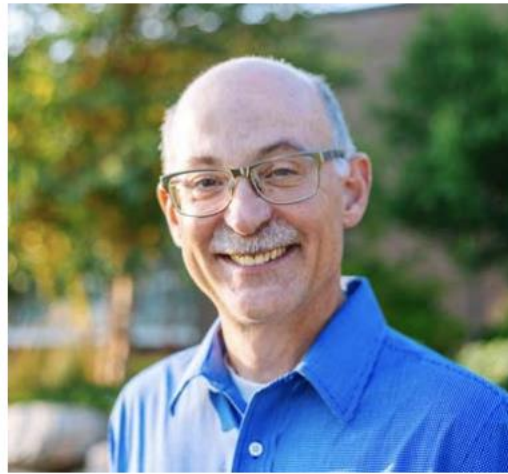
New Life Academy

Learn. Lead. Serve.

GOVERNING COUNCIL



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Vice Chairman



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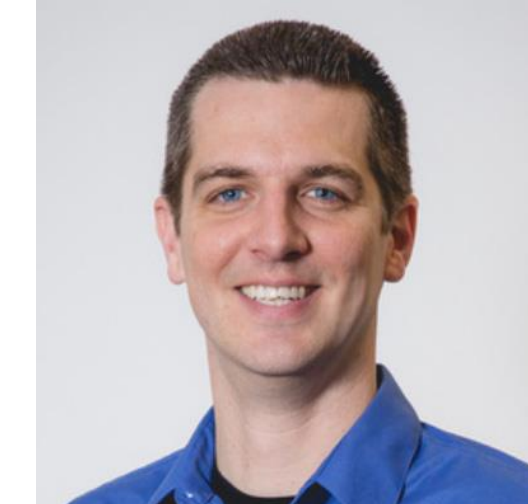
Steve Hamill



Kathryn Nash



Michelle Schumacher



Brett Lilly





Our mission is to educate and energize each student to impact their world for Jesus Christ so they reach their full potential in scholarship, leadership and service out of love for God and one another.



STRATEGIC OBJECTIVE I: Spiritual Development

NLA will establish a student-focused educational environment which consistently and uniformly demonstrates and teaches Christian values, and which encourages students to become authentic Christ-followers.

STRATEGIC OBJECTIVE II: Educational Program & Delivery

NLA will consistently deliver an excellent student-focused educational experience and equip its faculty and staff to deliver a high level of effective teaching that is Christ-centered and models the faculty's Standards of Professional Excellence.

STRATEGIC OBJECTIVE III: Culture

NLA will establish a culture that consistently models, reflects, and teaches its Mission in order to equip students to learn with honor, lead with courage and serve with compassion .

STRATEGIC OBJECTIVE IV: Financial Sustainability & Development

NLA will maintain a disciplined financial model designed to ensure long-term institutional sustainability as well as establish an engaged major donor base and a vigorous culture of giving.

STRATEGIC OBJECTIVE V: Advancement & Growth

NLA will develop a robust marketing program, communication plan and an admissions process to encourage and embrace growth in response to the consistent and innovative delivery of its Mission.

STRATEGIC OBJECTIVE VI: Operational Effectiveness

NLA will improve the efficiency and effectiveness of its operational capability as well as its student, family and community engagement through a transformative organizational design assessment, process and systems development, technology delivery and innovation and enhanced communication with its supporters and stakeholders.



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NLA HOS Search Committee 2019



SEARCH FIRM



Laura
Coverstone



Ed Poff





OPPORTUNITY

PROFILE



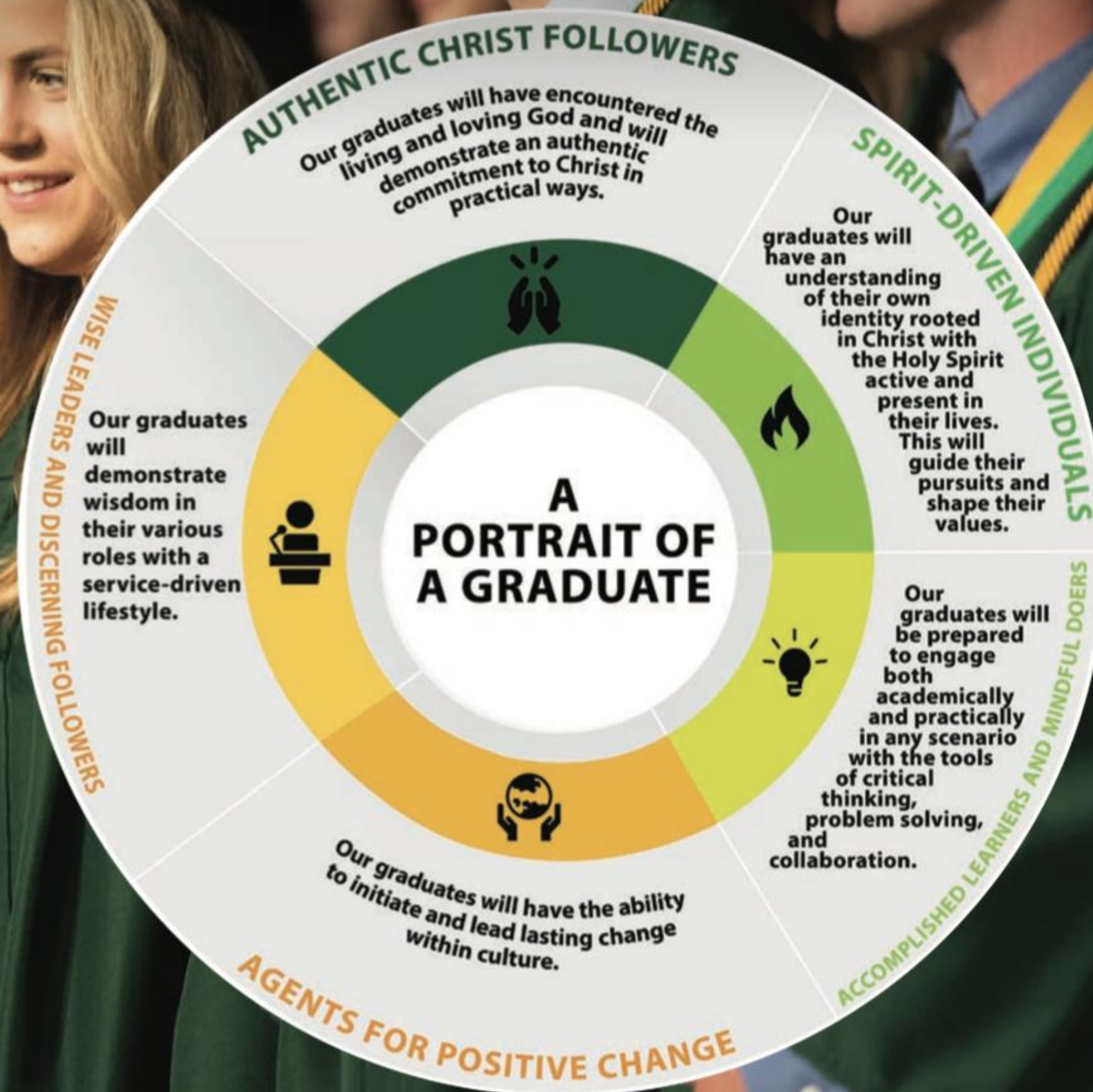
HEAD OF SCHOOL

New Life Academy

Woodbury, MN

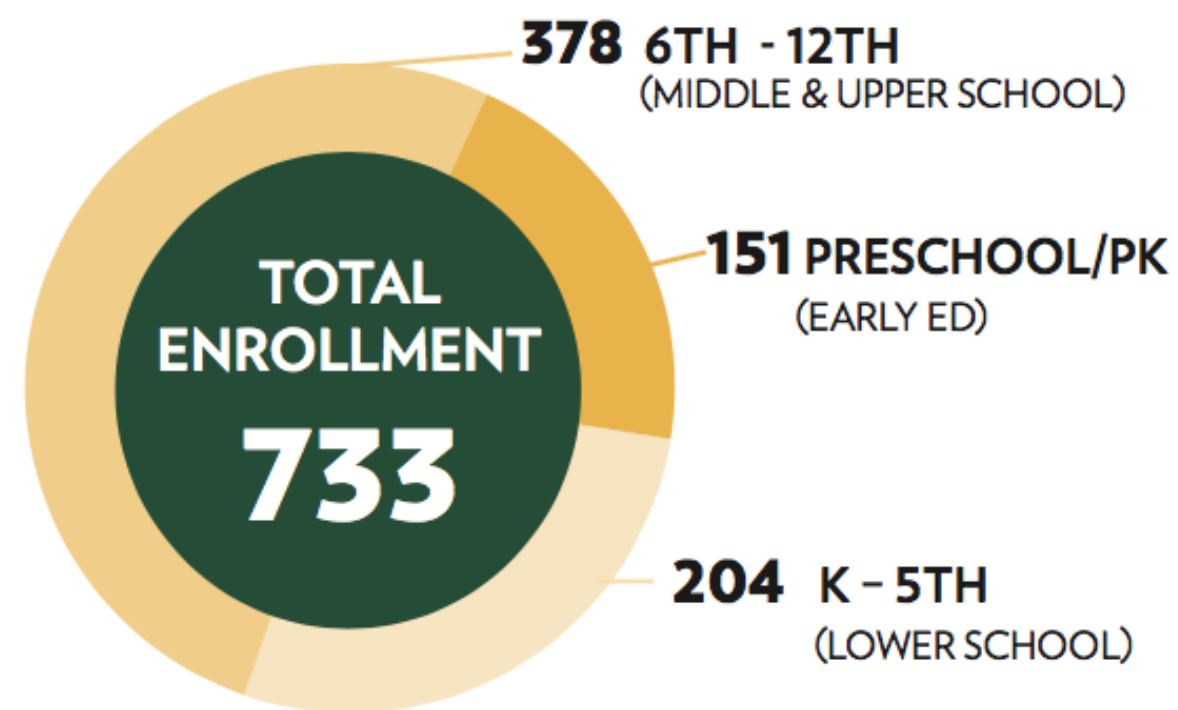


PORTRAIT OF A GRADUATE



AT-A-GLANCE

ENROLLMENT



17 %
ETHNIC DIVERSITY

1308
ALUMNI



85
DIFFERENT
CHURCHES
represented



40 CITIES and
3 COUNTRIES
represented in the
student body

FINANCIAL AID

NEW LIFE ACADEMY OFFERS VARIABLE TUITION, a range that spans from **50-90%** of the full cost of education. Variable Tuition is a need-based program that adjusts tuition rates to meet a family's unique financial position. In 2018-2019, **\$636,344** in reduced tuition was offered to **25%** of NLA families.

FACULTY

80 FACULTY → **35** MIDDLE & UPPER SCHOOL **21** LOWER SCHOOL

HOLD ADVANCED DEGREES **30%**

18-24 AVERAGE CLASS SIZE

11:1
STUDENT/FACULTY RATIO

FINANCIAL



ANNUAL BUDGET 2018-2019: **\$8 M**
GIVING FOR 2017-2018: **\$569,812**
(annual fund and foundation giving)
TOTAL DEBT: **\$4 M**

TUTION 2019-2020



GRADES K-5: **\$10,100**
GRADES 6-8: **\$11,625**
GRADES 9-12: **\$12,400**

CLASS OF 2018



84% FOUR-YEAR college placement
6.5% TWO-YEAR college placement
6.5% participated in a program during a gap year
3 % entered a branch of the US MILITARY

CLASS OF 2018 ACT SCORES
MEAN **25**, TOP 75% **29-33**

COLLEGE MATRICULATION



College matriculation list from the Classes of 2007-2018 can be found at [2018 School Profile](#).

ACADEMICS



108 COURSES & ELECTIVES
18 HONORS & COLLEGE LEVEL COURSES
9 ADVANCED PLACEMENT COURSES
8 MULTI-DAY LEARNING EXCURSIONS

ACCREDITATION

NEW LIFE ACADEMY is dually accredited by the Association of Christian Schools International and AdvanceED.



THE POSITION

The **HEAD OF SCHOOL** is responsible for the effective general management of the school, ensuring the provision of academic leadership and strategic vision, and for the quality of the student experience. New Life Academy has more than 700 students ranging from pre-school through 12th grade. The Head of School reports to the Governing Council.

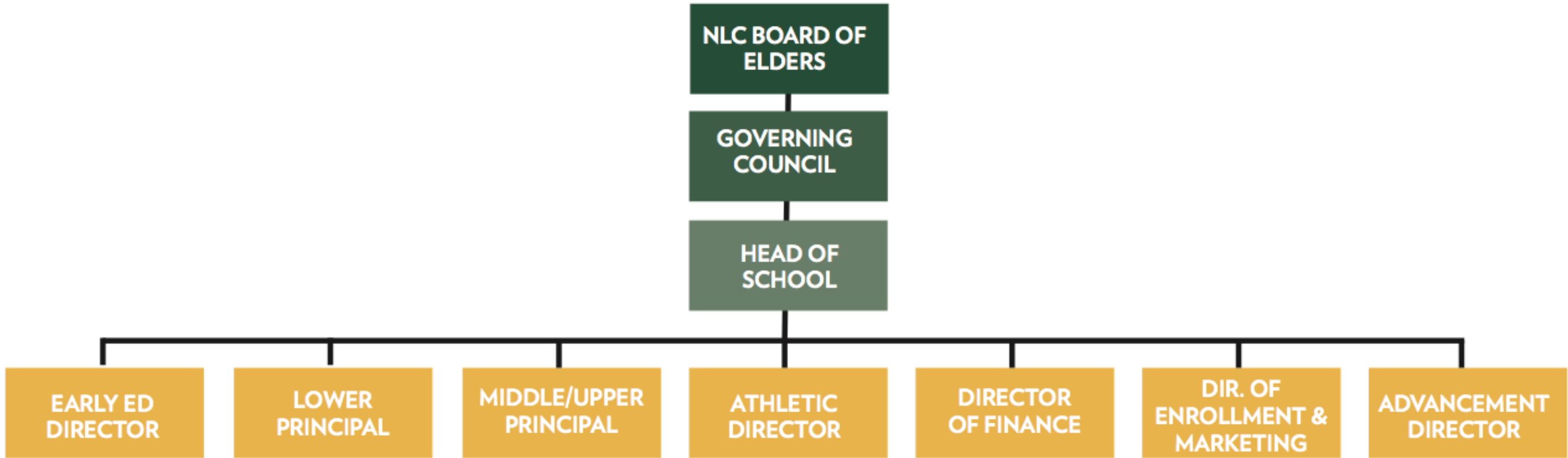
New Life Academy is a ministry of New Life Church, so it is critical that the Head of School serve as a key partner to and supporter of the leadership of the Church. The Church is growing and flourishing under the leadership of Pastor Brett Lilly, who accepted the call to NLC in 2017. He is a champion of New Life Academy as an integral part of New Life Ministries and is building a broad vision for outreach, services, and ministry to the Twin Cities and beyond. The right candidate will think creatively with Pastor Lilly about how the church and school can strategically partner to impact the world for Christ.

NLA's next leader must be a committed, mature Christian who understands Christian education and has a track record of accomplishment in that realm. In addition, this leader needs to be someone who has a commitment to academic excellence, understands the operational aspects of running a school, has strong executive management skills, is an excellent team leader and has made/can make effective key hires, and has experience in cultivating donors.

The ideal next Head of School will have an engaging personality, genuinely captivated by and caring about all the constituent groups of the school. This person should have an empowering, servant leadership management style, adept at listening, building consensus, and energizing and inspiring both staff and community - on the campus and off.

New Life Academy's next Head of School will embrace and advance the school's mission and be able to enthusiastically communicate the vision to others in a manner that inspires trust and confidence. Strong written and verbal communication skills are foundational and should be compelling, courageous, and inspirational as vision is cast on a daily basis.

Under the current school structure, the administrative team supporting the Head of School includes the following: Early Ed Director, Lower School Principal (Interim), Middle/Upper School Principal, Athletic Director, Director of Finance, Director of Enrollment and Marketing, Advancement Director, and Assistant to the Head of School.



Process Timeline Milestones

- November
 - Clark's decision
 - Formation of Search Committee
 - Position unofficially open
- December
 - Analysis of current state
 - Identification of Search firm possibilities
- January
 - Selection of Search Firm
 - High level criteria determined
- February
 - Interviews of members of the community
 - Survey conducted
- March
 - Survey Analyzed
 - Opportunity profile completed
 - Opportunity Video complete
 - Position officially open nationally
- April /May Identification and Review of candidates



Survey Feedback

- Over 350 responses – Thank you
- Indicators
 - Overall Satisfaction
 - Overall Energy
 - Missional Progress
 - Spiritual Progress
 - Academic Progress
- Conclusion
 - Positive satisfaction and energy,
 - Significant percentage “on the fence”
 - Clear minority that is dissatisfied



Leadership Priorities

- Prioritize existing program and directions and then focus resources on those priorities
- Improving the efficiency of the school and to make better use of existing resources
- Develop the teamwork of the faculty and administration so that responsibilities are more equally shared



Criteria for next Head of School

- Ability to build a team and work collaboratively
- Capacity to provide decisive leadership
- Ability to recruit and retain high quality staff



Survey Questions

- What are the top three unmet needs you see at our school?
- From your perspective what other criteria are important?
- When you think of culture of our school, what top three words or phrases come to mind?
- What are the top three challenges that the Administrator of our school will face?
- What would you like to tell the Search Committee beyond what these questions allow you to?



Survey Comments Themes

- Spiritual
- Academic
- Leadership
- Culture
- Facilities
- Faculty/ Staff
- Challenges to the HOS



What can you do?

- Pray
 - for the search
 - the search committee
 - NLA and NLA staff and community
 - the candidate who will be new HOS
- Go to profile on JobFitMatters website
- Refer people you know who might be interested in the process
- Pray



Question? Next Steps

- Question now and informally this evening
- Questions to any one of the search committee
- Call Peter Germann 651-308-3826

To see the Opportunity Profile and video, please visit
www.newlifeacademy.org/about-nla/head-of-school-search





Let's Pray

