



LEHIGH

CHRISTIAN ACADEMY

A PRE-K - 12TH GRADE CHRISTIAN SCHOOL

ALLENTOWN, PENNSYLVANIA



Head of School
OPPORTUNITY PROFILE

LCA'S MISSION

To provide a quality education that is Christ-centered

LCA'S VISION

We want to see our students become life-long learners who are intellectually and spiritually equipped with a Biblical worldview

ABOUT LCA

Welcome to LCA, a Christ-led Christian school with a rich history spanning half a century! For the past five decades, we have been committed to providing a nurturing and faith-based learning environment for students from pre-kindergarten through 12th grade. Our enduring dedication to academic excellence and spiritual growth has shaped generations of young minds for Christ and His plan for their lives. We are excited to see where the Lord leads us in the generations to come. "His Kingdom come, His will be done." Lord give us the strength to serve Him well!

KEY FACTS

FOUNDED
1973

ANNUAL
BUDGET
\$3M

60
TEACHERS
& STAFF

ACSI 
ACCREDITED

330
PREK-12
STUDENTS



100%
OF TEACHERS WHO
PRAY AND INVEST
IN THEIR STUDENTS

58%
OF FACULTY
OVER 10 YEARS'
EXPERIENCE

70 CHURCHES
REPRESENTED IN
THE STUDENT BODY

STUDENT:TEACHER
RATIO
1:18

Middle States
Accreditation



GREETINGS FROM LCA

Dear Prospective Head of School Candidate,

Greetings to you!

We are grateful that you are considering this opportunity to serve the students, families, and larger community of Lehigh Christian Academy (LCA). Having the opportunity to majorly impact future generations for Christ is a high and beautiful calling on one's life! May God give you the proper guidance and discernment as you consider where He is leading you to serve Him with the gifts and talents He has given to you.

We hope that you are able to gain a greater understanding of who we are as you read through this opportunity profile and explore our school's website. A good description of who we are, what we believe, and where God has brought us can be found here: <https://lcamustangs.org/about-us/>

It is an exciting time to be considering LCA for this Head of School role! This year (2023/2024) marks our 50th anniversary in ministry to children and families of the Lehigh Valley. We have been blessed for five decades with God's providence and provision over our school, and we look forward to the many years ahead. We trust that our next Head of School will carry the torch for all that God has in store for LCA and its community.

If you are interested in pursuing this calling, please reference the inquiry/application process that is found on page #12. If you have any questions, please contact our Head of School search consultant Stephen Reel at stephen@graybeal.com or by phone at (864) 380-1641.

We thank you for taking the time to read through this opportunity profile while considering LCA as your next potential place of leadership and influence. Our staff and families are praying for God's guidance and His will as you consider this position.

God's Richest Blessings,

Keisha Coggs
Board Chair

BOARD OF DIRECTORS



Keisha Coggs
Board Chair
LCA Mother
Church Admin



Nate Agentis
Vice Chair
LCA Father
Owner, Plumbing Co.



Brad Reynolds
Treasurer
LCA Father
Owner, CPA Firm



Josh Houck
Secretary
LCA Father
Emergency Mgmt



Isaiah Williams
Board Member
LCA Father
Finance Leader



Bud Strohl
Board Member
Former LCA Grandfather
Consultant



Ayesha Patterson
Board Member
LCA Mother
Nurse

SCHOOL COMMUNITY

We are a uniquely diverse group of students and teachers who all love the Lord. Each of us has been created with tremendous value by the same God, for the same reason - to glorify Him! Therefore, we celebrate the fact that we are a diverse group of people who love, respect, learn, and have fun with each other daily.

We are also blessed with a community of parents and supporters who love to be a part of LCA and help to make it the inviting place that it is today. Throughout the year, LCA holds various events for not only its immediate families, but the outside community as well. As we grow, we want to do so in such a way that LCA carries a reputation for cultivating students who make a difference not just within the Christian community, but to those who do not know the love of our Savior!

LET IT BE SO!



ACADEMICS

Lehigh Christian Academy stands upon the foundation that all truth is found in our Lord. Proverbs 9:10 says, "The fear of the Lord is the beginning of wisdom, and knowledge of the Holy One is understanding." Therefore, every aspect of our education and school experiences are built upon this foundation and philosophy.

Wrapped up in our school's mission and vision statements are the concepts of a quality education and the adhering to a Christian worldview. LCA places a heavy emphasis on the biblical integration of every single subject that is taught within the curriculum. While we value high academic standards for our students, the most important outcome we seek is for our students to leave the school with the ability to think critically and give testimony to the faith that lies within their hearts. Like most Christian schools, LCA is filled with a staff and faculty who love the Lord and seek to please Him through this ministry to children and families. You cannot replace the value that comes from teachers and staff who commit their work and our students to the Lord each and every day.

Because we believe that the Lord expects us to work heartily unto Him and not unto man (Col. 3:23), we also expect our students to work hard and seek high academic achievement. To help with achieving this goal, we provide ways to make learning both challenging and fun. Our school offers a well-balanced program featuring in-person instruction, technological tools and resources, and interactive forms of learning beyond the traditional in-class instruction. It is through this balance of learning that we have seen, and continue to see, wonderful results in the students who call LCA home!



LEARNING ENVIRONMENT

CAMPUS

LCA resides on the campus of Cedar Crest Bible Fellowship Church in Allentown, PA. Our facilities feature:

- Spacious and well-equipped classrooms
- A full-sized gymnasium
- Newly renovated worship center for chapels, theatre, and concerts, etc.
- Brand new commercial playground

TECHNOLOGY

LCA provides its students with a well-rounded technological experience that includes:

- Personal Chromebook devices
- 3D Printing
- Robotics
- Digital safety and responsibility training





CO-CURRICULARS

ATHLETICS

Lehigh Christian Academy recognizes organized athletics and team sports as an important part of a child's learning and development.

Elementary Offerings:

- Girls on the Run

We are also partnered with three Christian athletic organizations that offer a wide variety of athletics to join.

- Athletes for the Cross
- Push the Rock
- On-Mission Sports

MS/HS Athletics:

LCA participates in the Atlantic Coast Christian Athletic Conference (ACCAC) as well as Pennsylvania Interscholastic Athletic Association (PIAA) District 11 Class 1A

- Basketball
- Soccer
- Volleyball
- Track & Field
- Co-op athletic opportunities

FINE ARTS

LCA firmly believes in the important role that the arts play in our lives. Our God is a creative God, and our ability to be expressive through means of art is a vital part of our practical and spiritual walk through life. Program offerings include:

- Theatre Production
- Praise Band
- Orchestra
- Personal music lessons
- Musical concerts
- Participation in local arts festival
- Art electives

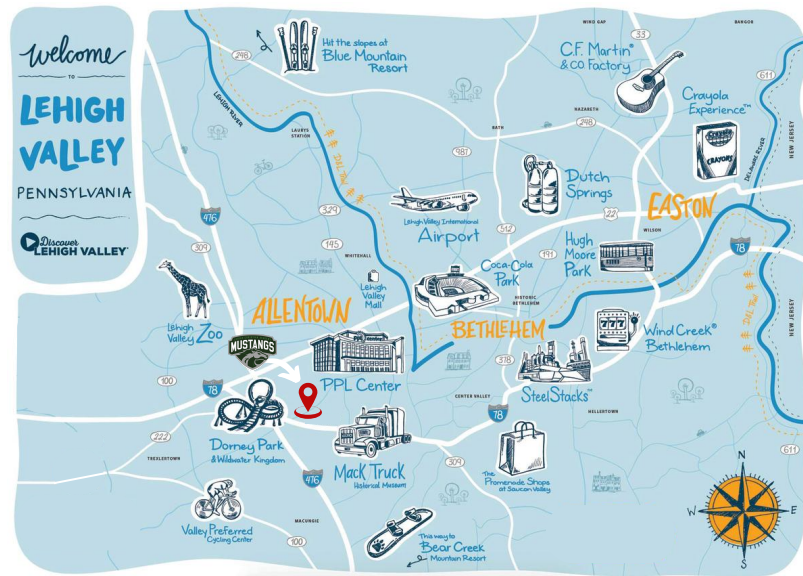


THE LEHIGH VALLEY, PA

Set amid gentle hills and charming countrysides. Lehigh Valley, Pa. is home to Allentown, Bethlehem, and Easton, as well as dozens of small towns — Emmaus, Nazareth, Hellertown, Bangor, and more — and picturesque boroughs, all peppered with parks, trails, and waterways ready for exploration.

Steeped in pre-Colonial, early American, and industrial history, the region's storied past became its uplifting present. From the wild revitalization of historic Bethlehem Steel to the brilliant colors of the Crayola factory — Martin Guitars, museums, and covered bridges — Dorney Park & Wildwater Kingdom, Phantoms Hockey, and the Lehigh Valley IronPigs baseball. There is no shortage of family fun & excitement!

You'll find world-class health care, outstanding higher education, affordable housing options in urban, suburban, and rural settings, and more than enough things to do and places to eat. the Lehigh Valley is the very definition of neighborhood living.



THRILL-SEEKERS

DORNEY PARK & WILDWATER KINGDOM

Dorney Park & Wildwater Kingdom is a thrilling amusement park in Allentown, offering a perfect blend of exhilarating roller coasters and refreshing water attractions for endless family fun and excitement.

3830 Dorney Park Rd., Allentown | DorneyPark.com

DUTCH SPRINGS

Dutch Springs is an exciting adventure park and scuba diving destination. Featuring crystal-clear spring-fed waters, it offers diving, water activities, and outdoor fun for all ages.

4733 Hanoverville Rd., Bethlehem | DutchSprings.com



CREATIVES

CRAYOLA EXPERIENCE

The Crayola Experience in Easton is a vibrant, hands-on attraction where creativity knows no bounds. Dive into a world of colorful imagination and artful adventures for all ages.

30 Center Sq., Easton | CrayolaExperience.com

DA VINCI SCIENCE CENTER

The Da Vinci Science Center in Allentown is an interactive science museum offering hands-on exhibits and educational programs to inspire curiosity and a love for science in visitors of all ages.

3145 Hamilton Blvd. Bypass, Allentown | DaVinciScienceCenter.org



SPORTS FANS

LEHIGH VALLEY IRONPIGS

The Lehigh Valley IronPigs, Triple-A baseball affiliate of the Philadelphia Phillies, bring excitement to fans with their dynamic gameplay and family-friendly atmosphere, making Coca-Cola Park a must-visit destination for sports enthusiasts.

1050 IronPigs Way, Allentown | IronPigsBaseball.com

LEHIGH VALLEY PHANTOMS

The Lehigh Valley Phantoms are a professional ice hockey team based in Allentown, Pennsylvania. They are the AHL affiliate of the NHL's Philadelphia Flyers, providing thrilling hockey action.

701 Hamilton St., Allentown | PhantomsHockey.com

OUTDOOR ENTHUSIASTS

ON FOOT, ON BIKE, OR BY WATER...

The Lehigh Valley is a haven for outdoor enthusiasts, offering trails that are primed for hiking, biking, and more. Explore all that the region has to offer with Delaware & Lehigh National Heritage Corridor and TheLink, a regional trail network highlighting connections across Lehigh Valley.

DelawareAndLehigh.org



HEAD OF SCHOOL ROLE

REQUIREMENTS

Qualifications: Must publicly demonstrate a biblically-based faith in Christ and be an active member of a Bible-believing church.

Years of Experience: 5 years in educational leadership.

Educational Requirements: Master's Degree in Educational Administration/Leadership; ACSI Certification; ACSI Head of School Certification.

OVERVIEW

The new Head of School at LCA will be stepping into an incredible opportunity of Christian leadership and impact on an organization that God has blessed and sustained for fifty years. He/she will not only assume the educational and operational leadership of the school, but more importantly, will set the tone for the spiritual growth and development of our students, faculty, and staff. We are looking for the individual who not only possesses the ability to lead in this capacity, but it is fueled by growth in these areas.

The Head of School reports to the Board of Directors as their sole employee. Consistent with its *Policy Governance Model*, the Board is responsible for the school's long-term mission and vision and delegates all day-to-day operations through explicit governing policies to the Head of School. Our board recognizes the great opportunities, as well as the challenging responsibilities for the next Head of School, and is fully committed to supporting the administration and faculty of our school.

LCA is a partnering ministry of [Cedar Crest Bible Fellowship Church](#). Though we are two separate entities with cooperative interaction, we share the same space and passion to see lives changed for Jesus Christ. To that end, our next Head of School will need to be in a cooperative and aligned relationship with the church — understanding that a healthy relationship with the church is a key component to the flourishing and vibrancy of our Christian school ministry.

Currently reporting to the Head of School are the Elementary and Secondary Principals, the Office Manager, the Director of Development, the Director of Athletics, and the Director of Information Technology.

"A servant leader sees people as valuable to God and stewards their time and talents well. This kind of leader calls out what is good and true about the people they lead, giving them instruction and encouragement in how to serve God well. A servant leader uses their time for God's glory, not their own."

-Jennifer Stasak, Wycliffe Bible Translators



RESPONSIBILITIES

SPIRITUAL LEADERSHIP

The Head of School provides spiritual leadership through a powerful Christian testimony and witness, a humble spirit, and a heart guided by prayer. He or she is responsible for ensuring students can grow and develop with the foundation of God's truth, and for fostering the spiritual vitality of the faculty and staff so they can positively influence students. He or she will model a Christ-like attitude and lifestyle; and demonstrate compassion, patience, honesty, and wisdom in all interactions with staff, students, parents, board members, and other community members.

ADVANCEMENT & FINANCIAL LEADERSHIP

The Head of School will enthusiastically promote LCA to the broader Lehigh Valley community, enhancing the school's reputation to increase enrollment and donor giving. He or she monitors enrollment trends and seeks to understand what is driving those trends. He or she also oversees the operation of the business office including IT, accounting/finance, communications, and development. As the face of the school, the Head of School serves as the chief development officer and aggressively pursues donor cultivation.

ORGANIZATION LEADERSHIP

The Head of School provides strategic, visionary direction, recommends goals to the Board, promotes approved goals and diligently oversees the implementation of them. He or she collaborates with and supervises the leadership team, ensuring they effectively lead all other staff in the accomplishment of strategic goals and initiatives for the purpose of fulfilling the LCA mission and vision.

COMMUNICATION SKILLS

The Head of School will be a unifying and effective communicator who establishes and maintains strong personal relationships with internal and external constituents. The Head of School will be an intentional and willing listener; seeking to hear and learn from those whom they lead. He or she will especially be effective in communicating and showcasing his/her support for our teachers in their pursuit of providing a quality education for their students.

ACADEMIC LEADERSHIP

The Head of School provides academic leadership by directing his or her team in the improvement of instruction, curriculum alignment, supervision of staff, selection of curriculum, and administration of disciplinary action for students and staff. He or she is responsible for developing a program of professional development to maximize staff growth, advancement, and academic excellence. The Head of School will also be responsible for upholding and fulfilling the school's accreditation requirements set forth by the *Association of Christian Schools International (ACSI)* and *Middle States Association*.

SCHOOL SAFETY

The Head of School is responsible to lead faculty and staff through all established safety and security policies. He or she will work with the safety committee to provide continuous improvement in any and all areas found to be lacking in best practices. The Head of School will also ensure there is complete understanding and alignment with the church for all areas of safety and the policies we adhere to as a school.

INQUIRY / APPLICATIONS

Applications will be continuously processed until the time that a new Head of School is appointed. Nominations, expressions of interest, confidential inquiries, and questions concerning this search should be submitted to the Head of School search consultant Dr. Stephen Reel with Graybeal and Associates, at (stephen@graybeal.org) or call Stephen at (864) 380-1641.

If, after reading this Opportunity Profile, you sense that the gifts and experience God has given you are a good match for Lehigh Christian Academy, we invite you to begin the inquiry process. We handle all candidate information and conversations with utmost confidentiality.

To apply, please provide the following for review:

- **A letter of introduction** (you may also send a 2-3 minute video, if you prefer)
- **A current resume or curriculum vitae.**
- **Three references from whom we may solicit recommendations. Please identify names, addresses, phone numbers, email addresses, and the nature of your relationship with these individuals.**
- **Written responses to the questions below:**
 - Describe your spiritual journey of faith in Jesus Christ. Indicate how God is using you in your work, in your church, and in your community. How has your relationship with Jesus Christ shaped your career and influenced your decision to apply for this position?
 - In your own words, describe for us the key marks of a thriving Christian school.
 - Describe your understanding of the Policy Governance Model and your experience interacting with school boards.
 - What is the single most important reason you seek to lead a Christian K-12 school?
 - Please review our doctrinal [Statement of Faith](#) (linked) and comment on your agreement or differences within.
 - Based on what you have learned about LCA from its mission, vision, core values, website, and this opportunity profile, please describe why you believe you have the gifts and capacity to lead this organization.

“And my God will supply every need of yours according to His riches in glory in Christ Jesus.” Phil 4:19



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CHRISTIAN ACADEMY

A PRE-K to 12TH GRADE CHRISTIAN SCHOOL

1151 S. Cedar Crest Blvd.
Allentown, Pa. 18103