



# President

Leadership Opportunity  
July 2012

## Mount Pisgah Christian School



Carney, Sandoe  Associates

800-225-7986 ▼ [www.carneysandoe.com](http://www.carneysandoe.com)

Johns Creek, Georgia

(in the North Atlanta Metro Area)

Preschool – 12<sup>th</sup> grade

[www.experiencepisgah.org](http://www.experiencepisgah.org)

## THE POSITION

Mount Pisgah Christian School in Johns Creek, Georgia (in the North Atlanta Metro area), seeks a new President to lead this community of more than 990 students, infant through twelfth grade, and 143 faculty members. Pisgah is an independent, coeducational, mission-based Christian school that has a rich history with Mount Pisgah United Methodist Church (MPUMC), serves families that worship at many churches and is celebrating 25 years of growth and achievement. The next President will find a school blessed with engaged and enthusiastic students, an exceptional faculty with a passion for teaching, a strong, supportive parent body and an energized and dedicated Board of Trustees. Pisgah has quickly become the school of choice for North Atlanta families desiring top quality education. In a 2010 poll, the readers of five local newspapers voted Pisgah to be the Best Private School in North Metro Atlanta.

The Mount Pisgah Christian School Search Committee seeks a leader with exceptional educational credentials with a proven commitment to evangelical Christian education philosophy. This person will ensure the continuing excellence of all aspects of the school's operations and build upon the significant accomplishments of the past decade. In May of 2011, the school's 2020 Strategic Plan was finalized, setting the direction for Pisgah to fully realize its mission and vision over the next decade. The next leader will spearhead the implementation phases, many of which are already under way. This is an excellent opportunity to lead a school with a bright future.



## THE SCHOOL

Founded in 1986 by Mount Pisgah United Methodist Church (MPUMC) with the goal of providing an enriching program for students in a Christian environment, Mount Pisgah Christian School rapidly expanded, adding grades until 2004, when the first twelfth grade graduated. The school was restructured into an independent entity in 2002, has its own Board, and has a strong, mutually supportive relationship and continues to share some facilities. Today, students come to Pisgah from the cities of Johns Creek, Alpharetta, Roswell and many other areas throughout North Fulton County. Admission is competitive, with 250 students applying for 110 places for

### *Mission*

*The mission of Mount Pisgah Christian School (Pisgah) is to provide an outstanding college-preparatory education grounded in Christian faith and values. The essence of the mission is best described as **College Prep. Life Ready.***

### *2020 Vision*

*Mount Pisgah Christian School is a community guided by Biblical Truth and wise stewardship, developing Christian leaders who are prepared for college, the world, and life. Recognized as a leader in education, Pisgah inspires each community member to discover, explore, and pursue God-given talents and purpose. The Pisgah Experience builds lasting relationships, enables service to others, and encourages a lifelong love of learning.*



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2010-11. Seventy-five percent of students who are offered admission enroll.

This school offers an exceptional Christian educational experience that encompasses all areas for the whole child. A loving and nurturing environment is provided where children are challenged and inspired. Academic life at Pisgah is rigorous and balanced, dedicated to the development of each child to his full potential. The school strives to accommodate students with varied abilities in an atmosphere of warmth and acceptance. A supportive community encourages each student's

awareness of self and others, while emphasizing learning as a lifelong process. The highly qualified faculty, equipped with the latest in instructional strategies and technologies, partner with families to discover the inner talent and potential of each child, encouraging students to think, ask questions and grow closer in their walk with God.

### *Mount Pisgah at a Glance*

*Grades; Preschool – 12*

*Current enrollment: 993*

*Students of color: 19%*

*Faculty: 143*

*Faculty with advanced degrees: 15%*

*Operating budget: \$14.1M*

*Indebtedness: \$12.5M*

*Capital and Annual giving: >\$10M raised over the last 4 years*

*Parent participation in giving: over 50%*

*Grade 12 Tuition 2011-12: \$15,905*

*Financial Aid budget: \$750,000 for 2012-2013*

*Students receiving need-based aid: 18%*

Pisgah holds dual accreditation from the Southern Association of Colleges and Schools (SACS) and the Southern Association of Independent Schools (SAIS) and is a member of numerous professional and educational organizations including the Georgia Independent School Association (GISA), the Georgia High School Association (GHSA), and the Atlanta Area Association of Independent Schools (AAAIS).

### **CHRISTIANITY**

Pisgah faculty and staff strive to provide a culture where students are actively engaged in the process of integrating faith and life. As a result, Christian faith and values permeate all aspects of school life. Read the full [Philosophy of Christian Education](#) statement for details about Mount Pisgah's spiritual approach to personnel, admissions, academics and Christian Leadership.

The Pisgah Preschool introduces young students to God's love, and Lower School students focus on character development through the study of life and people living in biblical times. In Middle School, students study the Old and New Testaments, and Upper School students dig even deeper. Lessons of character and faith are revealed as students begin to apply biblical truths in their own journeys of discovery. Pisgah



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teachers meet weekly for prayer and devotion, and model the pursuit of intelligent faith. Weekly Chapel is a top priority in Pisgah programming at all age and grade levels, with increasing levels of student involvement and leadership. Exciting and meaningful mission trips and the annual Pisgah Retreat are embraced by students and faculty alike. From toddlers to teens, students learn valuable lessons of faith, hope, and love through Pisgah community service projects. Pisgah's thriving Christian Leadership program spreads God's message of love and salvation throughout the globe. Hundreds of Middle and Upper School students, parents, and faculty members have participated in mission trips to Kenya, Russia, Gulf Coast, Montana, Costa Rica and Jamaica. These trips not only help Pisgah make a global difference, they also result in dramatic impacts on the participants themselves.

### THE ACADEMIC PROGRAM

Pisgah's Primary School serves infants through 5<sup>th</sup> graders in two sections: a preschool for infants through prekindergarten and a Lower School for kindergarten through 5<sup>th</sup> grade. Many families take advantage of Pathfinders, the before- and after-school program that also serves students from area public elementary schools. In this division, teachers recognize the importance of meeting the needs of students with diverse learning styles and strive to provide balanced instruction. Special care and attention is paid to each child, creating a safe, healthy, and protective setting. Even amidst the energy and excitement of an active classroom, there is a quiet sense of peace and comfort where each child feels at home. With a comprehensive approach to learning, Pisgah reaches the whole child through mind, body, and spirit.

The Pisgah Preparatory School serves students in grades 6-12, with a Middle School for grades 6-8 and an Upper School for grades 9-12. The experience is defined by a strong academic foundation which focuses on traditional liberal arts instruction in math, science, history, language arts and the humanities with particular emphasis on the arts, technology, and Christian service. Personalized instruction and one-on-one relationships between faculty and students are Pisgah trademarks. Curiosity and questions are encouraged, resulting in lively classrooms filled with discussion and debate. Students do more than learn, they develop the skills and tools needed to become true thinkers. An exceptional number of Honors and Advanced Placement (AP) courses are offered, providing premier college preparation. The innovative mini-mester program offers over 70 courses and is a remarkable opportunity to explore potential life pursuits including: Forensic Science, Media Production, Sports Ethics, Cuisine of the World, Creative Writing and Poetry, Freakonomics, To Infinity and Beyond, Art of Caricature, Shakespeare's Tragedies, Baroque Painting, and much more. Pisgah's exclusive Advisory program guides students through the education process and



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produces dramatic results, initially in academic performance and self-discovery, and ultimately, in college acceptances and lifelong success. This highly individualized, custom, student-focused guidance through the educational journey is a key part of the Pisgah difference. Explore the Mount Pisgah Christian School website, [www.experiencepisgah.org](http://www.experiencepisgah.org) for more detailed information about the curriculum, athletics, arts and extra-curricular activities.

## 2020 STRATEGIC PLAN

Beginning in 2009, the school led a broad-based effort across the Board, faculty, administration, parent and alumni constituencies to solicit perspectives on the school's priorities and principal objectives for the next ten years. Recognizing the school's intentional Christian focus, they found the school culture and Christian program elements are strengths and strategic planning initiatives in those areas are intended to enhance an already comprehensive program. The majority of school improvement efforts have been in striving for a solid financial plan in the midst of a global economic crisis and defining what "outstanding college-preparatory education" means. At its core, an outstanding education is one that prepares students to excel at college and in a 21<sup>st</sup> Century world. With that in mind, Pisgah will enhance the program to prepare students to think more critically, solve problems ethically using creativity and reasoning, leverage technology to effectively process information, communicate with others and live as informed American Christians in a global economy. The details of the Strategic Plan, from financial stability to facilities, from teacher culture to student culture, support these primary objectives. The goals of the Strategic Plan are:



### ***Investment in Financial Stability***

*Pisgah is committed to operating within its means, investing in and accepting mission-centered projects yielding high returns on investments, and further maximizing the advancement of the mission.*

### ***Identity as Christ-centered School***

*In the year 2020, Pisgah is a Christ-Centered mission school that intentionally develops Christian leaders with servants' hearts. This is guided by the Holy Spirit through prayer and adherence to biblical principles to establish priorities and made decisions.*

### ***Outstanding College Prep Education***

*In 2020, Pisgah provides an outstanding college preparatory education. That means providing a specific set of opportunities that are grounded in the liberal arts tradition and emphasize both critical thinking skills and factual knowledge. Qualified teachers using systematic and effective methods deliver our curriculum. This in concert with life skills, leadership skills, athletics, arts*



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*and community service will allow mission-compatible students to discover and explore their unique God-given gifts so they will be successful in college and in life.*

### ***Faculty Culture***

*Pisgah employs qualified, dedicated, Christian teachers who challenge students to meet academic and personal goals in a supportive, Christ-filled atmosphere. Pisgah rewards and retains faculty by providing competitive compensation, opportunities for collegial relationships, and professional growth driven by faculty desire and funded by Pisgah.*

### ***School Culture***

*Pisgah is committed to provide an environment for managed growth with an intentional focus on maintaining a culture of intimacy through effective communication and relationship building throughout the entire Pisgah community.*

### ***Investment in Facilities***

*Pisgah has a plan to design and construct facilities that maximize the advancement of the mission through the following prioritized criteria:*

- 1. Systematic advancement of the Patriot Athletic Campus (PAC) plan*
- 2. Academic and Arts Center, which includes the Middle School moving into the current "H" building*
- 3. Cafeteria and Media Center*
- 4. Enhanced existing facilities at Preschool and Lower School*

### **CAMPUS, SETTING AND LOCATION**

Pisgah is spread across four closely located campuses. The academic programs are hosted on three sites that are across the street from each other in the heart of attractive residential neighborhoods and retail areas. The 33-acre Patriot Athletic Campus (PAC) is less than one mile away, and is used for a variety of school events. The Primary School shares facilities with MPUMC.



Impressive athletic facilities include the Patriot Powerhouse, a state-of-the-art weight room and speed and agility training center that gives Pisgah athletes a significant competitive edge and The Drummond Center Gymnasium hosts local and regional events. The recently completed PAC features premier facilities that include baseball, soccer and softball fields, an eight-lane track, and a football stadium.



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The city of Johns Creek was incorporated in 2006 and has a population of approximately 77,000. A technology and business center since the 1980s, Johns Creek is an affluent suburb with a well-educated population and family-friendly neighborhoods. A 2009 study by Bizjournals named Johns Creek the wealthiest city in Georgia, with a median household income of \$108,416 and the average home value of \$335,900.

At the foothills of the southern Appalachian Mountains, the area is distinguished by rolling hills and broad uplands with 13 miles of the Chattahoochee River forming the southeastern boundary of the city. Johns Creek boasts seven 18-hole championship courses, was the Host City of the 2011 PGA Championship, and will host the U.S. Amateur Championship in 2014. With many opportunities for outdoor recreation, The 48-mile Chattahoochee National Recreation Area offers fishing, rafting and kayaking opportunities, as well as well-maintained trails for walking, hiking and cycling along the River. Johns Creek is a preferred place to fish for trout and Lake Lanier, ten miles north of the city, is a favorite bass fishing area.



Atlanta, the capital and largest city in Georgia, is the ninth most populous metropolitan area in the United States and covers 130 square miles. The metropolitan area of Atlanta has an estimated population of 5.1 million; it is one of the fastest growing cities in the country. The climate offers hot humid summers and mild winters with an average annual snowfall of two inches.



Atlanta is a major business center and has more Fortune 500 companies headquartered within the city than any other American city except New York City and Houston. The Coca-Cola Company, an organization closely aligned with the roots of Atlanta and its rapid ascension in the South, is headquartered here. Delta Air Lines is the city's largest employer and operates one of the world's largest airline hubs at Hartsfield-Jackson Atlanta International Airport. Several media powerhouses are based in Atlanta. Turner Broadcasting Company began in Atlanta, and the city remains the home of Cable News Network (CNN). Cox Communications, also based in Atlanta, is the nation's third-largest cable television service provider and publishes over a dozen daily newspapers, including The Atlanta Journal-Constitution. Atlanta is also home to the Centers for Disease Control and Prevention with 15,000 employees.

The High Museum of Art, a division of the Woodruff Arts Center in Midtown Atlanta, includes a permanent international collection of nineteenth and twentieth century art with a concentration



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on collecting and supporting works by Southern artists. History museums chronicle the city's rich history and include the nearby Atlanta History Center and Kenan Research Center with exhibits of the Civil War, the Civil Rights Movement and the 1996 summer Olympic Games in Atlanta. Situated downtown is the Martin Luther King, Jr. National Historic Site and the new Georgia Aquarium which opened in 2005, the largest in the world. Children's museums include The Fernbank Science Center and Imagine It! Children's Museum of Atlanta. Atlanta is home to The Carter Center, founded by former President, Jimmy Carter and Rosalind Carter to advance human rights worldwide and alleviate human suffering. Atlanta's classical music scene includes the Atlanta Symphony Orchestra, the Atlanta Opera, Atlanta Ballet, New Trinity Baroque, the Metropolitan Youth Symphony Orchestra, and The Atlanta Boy Choir.

Atlanta is home to a number of notable colleges and universities including Emory, Spelman, Morehouse, Morris Brown, Clark Atlanta University, Georgia Tech, and Georgia State.

Professional sports franchises include the Atlanta Braves, the oldest continually operating professional baseball team in Major League Baseball at whose stadium its own Hank Aaron hit his 751st homerun to break Babe Ruth's career record. The NFL Atlanta Falcons play in the Georgia Dome, host to two Super Bowls. Basketball is popular and the NBA Atlanta Hawks and the newest professional team, the WNBA Atlanta Dream, both play at the Philips Arena.

#### **THE NEW PRESIDENT**

The President is the chief executive officer of the school, reporting to the Board of Trustees. He or she will execute the mission of the school and carry out the policies determined in conjunction with the Board. The President's responsibilities include oversight of all academic, extracurricular, enrollment, and personnel matters, as well as management of the school budget and external relations. The new President will be expected to be the inspirational leader of the school, broadly informed about academic matters, committed to excellence, and possessing both a moral and educational vision to take the school forward.



#### **STRENGTHS OF THE SCHOOL**

- High income demographic environment
- Strong support of school's mission
- Clear sense of community within the faculty and parents
- Well-defined strategic plan
- Parents are valued contributors to the school's mission
- Especially strong and diverse curriculum for the school's size



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- Respected branding strategy and community presence
- Highly engaged faculty and staff
- True alignment between the mission and all aspects of school growth and planning
- Excellent faculty that create a loving environment that other schools do not have

#### **CHALLENGES AND OPPORTUNITIES FOR THE NEXT PRESIDENT**

- Increase financial stability
- Increase the advancement and development efforts of the school
- Maintain and enhance the school's identity as a Christ-centered school
- Expand our college prep programs
- Increase efforts to enhance a faculty culture of creativity and excellence
- Expand the school's physical assets to provide unparalleled educational opportunity in this area
- Manage expertly the complex, ever-expanding human and physical resources and capabilities of the school
- Lead the board in powerful, strategic planning for the school's future
- Additional high net worth individuals embracing the school/mission to a level of making a significant investment
- Retention
- Increasing tuition/value proposition
- Highly competitive environment inside our market area which includes good public schools

#### **QUALITIES DESIRED IN THE NEXT PRESIDENT:**

- Integrity
- Honesty in all relations
- Prior experience as Head of School or significant experience in a senior role at a large complex school
- Teaching experience
- High moral character
- Clear Christian commitment and alignment to the school's mission
- Openness to new ideas
- Decisiveness in matters of educational curriculum and student discipline
- Effective leadership in external relations (city organizations, regional and national school groups)
- An understanding and practice of effective fund raising techniques
- Team Building style of cooperative leadership
- Appreciation of the arts and athletics in school curriculum



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- Excellent communicator, verbally and in writing
- Skilled in financial management
- Great leader & Builder of Teams
- Disciplined
- Level 5 Leader (Good to Great)
- Mature and active spiritual life
- Evangelical heart
- Excellent networker/relationship builder
- Assertive with parents, faculty and staff (steadfastness)
- Visionary thinker and planner

**TO APPLY:**

Interested and qualified candidates should submit electronically and as separate documents the following materials:

- *cover letter expressing interest in the Mount Pisgah Christian School position*
- *current résumé*
- *statement of educational philosophy and practice*
- *statement of personal faith*
- *list of 5 references with name, phone number, and email address of each to:*

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