



Position Overview: President & Chief Executive Officer

Mission and Vision:

We are a community of believers operating schools, businesses, and ministries in harmony to educate youth to have a transforming influence on the world as disciples of Christ. Our vision is to graduate students with the highest standard of intellectual and moral culture, making us the leading sustainable Adventist educational model and resource for Christian leaders.

Summary:

The President & CEO is the chief executive of Fletcher Academy, Inc., overseeing a \$10M organization with multiple ministries, including Fletcher Academy, Captain Gilmer Christian School, the Lelia Patterson Fitness & Aquatics Center, the Fletcher Academy Farm, Fletcher Park Inn Christian Independent Living Retirement Community, along with leaseholds and other business ventures. This role requires strategic leadership, financial acumen, spiritual guidance, and hands-on engagement to ensure the organization's mission and vision are upheld. The CEO is responsible for fostering a Christ-centered environment, empowering others, and ensuring operational excellence across a 600+ acre campus in western North Carolina.

Core Responsibilities:

- 1. Strategic Leadership and Vision**
 - Set and execute the strategic direction for the organization.
 - Align organizational actions with core values and mission.
 - Prioritize projects intentionally, focusing on completing key growth areas before pursuing new initiatives.
- 2. Spiritual Leadership**
 - Promote and embody the Seventh-day Adventist faith and values.
 - Foster a spiritual atmosphere for students, staff, and stakeholders.
- 3. Operational Management**
 - Oversee day-to-day operations across diverse entities.
 - Follow up on delegated tasks to ensure completion and accountability.
 - Ensure meaningful work opportunities for students.

- Engage directly with staff in a hands-on manner to build rapport and operational effectiveness.

4. Community and Stakeholder Engagement

- Build strong relationships with parents, alumni, donors, and the wider community.
- Maintain open, regular communication, including newsletters, social media, and alumni events.
- Actively seek and implement feedback from staff, students, and parents.

5. Leadership Development

- Mentor and empower other leaders to grow within their roles.
- Cultivate a culture of collaboration, innovation, and respect.
- Improve communication frequency, especially one-on-one interactions with staff.

6. Academic Oversight

- Ensure high academic and character development standards.
- Support curriculum innovation and uphold traditions of academic excellence, such as strong ACT performance.

7. Fundraising and Financial Management

- Maintain financial stability through strategic fundraising and operational oversight.
- Collaborate with the leadership team to secure resources for long-term sustainability.

8. Cultural Stewardship

- Balance the organization's mission-driven focus with sound business practices.
- Respect and maintain traditions, including the smartphone-free environment for students.

Ideal Candidate Traits:

1. Core Qualities

- **Visionary Leadership:** Inspire and lead with a forward-thinking approach.
- **Mission-Driven:** Demonstrate unwavering commitment to Adventist education and values.
- **Faith-Based Leadership:** Lead through a strong Seventh-day Adventist faith.
- **Effective Communicator:** Foster frequent, honest, and clear communication.
- **Empathetic and Respectful:** Treat all stakeholders with dignity and respect.
- **Accountable and Decisive:** Take responsibility for achieving results and making confident decisions.
- **Collaborative:** Build successful team dynamics and stakeholder relationships.
- **Adaptable and Innovative:** Embrace change and pursue process improvements.

2. Skills and Experience

- Proven experience in strategic planning, fundraising, and operational management.

- Financial acumen and the ability to balance mission with fiscal responsibility.
- Leadership development experience, including mentoring and feedback.
- Background in education or ministry, preferably in an Adventist context.
- Ability to manage complex organizations and diverse stakeholder interests.
- Ability to focus on key initiatives and see them to completion before moving to new projects.

Expectations:

- Empower and mentor other leaders within the organization.
- Focus strategically on select growth initiatives, completing them fully before moving forward.
- Communicate regularly, ensuring all staff feel supported and informed.
- Engage directly with staff, maintaining a hands-on approach to leadership.
- Seek and implement regular feedback from staff, students, and parents to drive improvements.

Qualifications:

- A lifelong commitment to Christ and Seventh-day Adventist values.
- Demonstrated leadership in complex organizational settings.
- Exceptional interpersonal and communication skills.
- Ability to prioritize mission-driven decisions over purely financial considerations.
- Strong work ethic, humility, and service-oriented leadership.
- Dedication to creating an inclusive, safe environment for all students.

This role represents an opportunity to shape the future of Fletcher Academy, Inc. while fostering a Christ-centered community of excellence and innovation.

To apply, please send resume/CV and cover letter to Mr. Jonathan Kendrick, Chairman, Board of Directors, Fletcher Academy, Inc. | boardchair@fletcheracademy.org

