



Cincinnati Hills
Christian Academy

Cincinnati Hills Christian Academy
K-6 Lower School



HEAD OF SCHOOL

Cincinnati Hills Christian Academy

CINCINNATI, OH

EXECUTIVE SUMMARY

Cincinnati Hills Christian Academy (CHCA) is a Christ-centered, non-denominational, college preparatory school that exists to prepare students intellectually and spiritually for success in higher education and to impact and influence the world according to their unique gifts and talents.

Founded in 1989, CHCA has grown into one of the largest Pre-K–12 Christian schools in Ohio, serving approximately **1,240 students** from age two through Grade 12 across four campuses throughout the Cincinnati region. CHCA is widely recognized for academic excellence, intentional spiritual formation, authentic student engagement, leadership development, entrepreneurial innovation, and a commitment to preparing students to impact the world for Christ.

As a non-denominational, missional Christian school representing more than 150 churches, CHCA occupies a unique position within Christian education. The school combines rigorous academics, theological integration, vibrant arts and athletics programs, experiential learning opportunities, entrepreneurial programming, and a deeply engaged community united around a shared commitment to Christ.

The next Head of School will inherit an institution with significant strengths: a clear mission, exceptional facilities, strong governance, healthy endowment resources, loyal philanthropic support, outstanding faculty and staff, and a long-standing reputation for excellence throughout the region.



MISSION

To prepare students intellectually and spiritually for success in higher education and to impact and influence the world according to their unique gifts and talents.

At the same time, this leader will have the opportunity to shape CHCA's next chapter by:

- Deepening the school's Christ-centered culture and mission alignment.
- Strengthening long-term financial sustainability and expanding revenue sources.
- Growing enrollment in an increasingly competitive educational marketplace.
- Advancing academic excellence and consistency across all campuses.
- Fostering innovation and entrepreneurial thinking.
- Unifying four campuses under one shared CHCA identity.
- Serving as a visible ambassador for Christian education throughout the Cincinnati region.

For a spiritually mature, relationally gifted, and strategically minded leader, CHCA offers a rare opportunity to serve a thriving Christian school community while helping define its future.

VISION

To unleash each student's God-given gifts through Christ-centered academic excellence, develop the whole person, and instill a lifelong passion to learn, lead, and serve.



CHCA AT A GLANCE

1989
FOUNDED

GRADES SERVED
**PK2 –
GRADE 12**

CAMPUSES

- OTTO ARMLEDER MEMORIAL EDUCATION CAMPUS
- EDYTH B. LINDNER & BLAKE LINDNER THOMPSON EARLY CHILDHOOD LEARNING CAMPUS
- FOUNDERS' CAMPUS
- MARTHA S. LINDNER CAMPUS

1,240
TOTAL
ENROLLMENT

150+
CHURCHES
REPRESENTED

72%
FACULTY WITH
ADVANCED DEGREES

17.9
TOTAL
ACREAGE

7
INTERNATIONAL
STUDENTS

65
ELECTIVES
OFFERED

26
AP COURSES
OFFERED

STUDENT PARTICIPATION

ARTS PROGRAMS

84%

ATHLETICS PROGRAMS

86%



CHCA is a mission-driven Christian school committed to partnering with families and churches to develop students intellectually, spiritually, socially, and emotionally. As a missional school, CHCA welcomes families from a broad range of Christian traditions while remaining firmly anchored to its Statement of Faith and commitment to biblical truth.

One of CHCA's defining characteristics is its entrepreneurial spirit. Throughout its history, the school has embraced innovation in pursuit of its mission, creating distinctive educational opportunities that include student-run businesses, entrepreneurship initiatives, a greenhouse, nationally recognized robotics programs, extensive STEM offerings, and an expanded House System designed to strengthen belonging, mentorship, leadership development, and community.

The school also places a strong emphasis on experiential learning. Through Intercession, service-learning initiatives, mission experiences, leadership programs, athletics, fine arts, and a wide range of co-curricular experiences, students are challenged to discover and develop their God-given gifts both inside and beyond the classroom.

CHCA's four-campus model allows the school to serve students at every developmental stage while remaining deeply rooted in multiple communities across the Cincinnati region.

ACADEMICS

CHCA delivers a theologically integrated, college-preparatory education designed to cultivate intellectual curiosity, Christian character, leadership capacity, and lifelong learning.

Academic programs span early childhood through Grade 12. Early learners at both the Armleder Campus and the Blake Lindner Thompson Early Childhood Learning Center experience joyful, faith-centered environments grounded in inquiry, creativity, and discovery. The school's early learning programs utilize a Reggio Emilia-inspired philosophy that emphasizes curiosity, collaboration, exploration, and the belief that children are capable learners created in the image of God.

As students progress through Lower School to Upper School, they are challenged through rigorous academics, advanced coursework, leadership opportunities, and innovative learning experiences designed to prepare them for success in college and beyond.

CHCA's commitment to innovation is reflected in the way students learn and lead. Rather than simply absorbing information, students are challenged to think creatively, take initiative, and apply their knowledge in meaningful ways. Examples include:

- Student-run businesses
- Entrepreneurship programs
- Robotics and engineering initiatives
- Greenhouse and sustainability programs
- Innovation-focused electives
- Leadership development opportunities
- Real-world problem-solving experiences

Technology integration reflects CHCA's belief that technology should be used with intentionality and integrity. Through a developmentally appropriate technology philosophy, students develop technical confidence, ethical awareness, and an innovative mindset necessary to thrive in a rapidly changing world. The goal is not simply technology access, but the meaningful use of technology to amplify thinking, deepen understanding, promote engagement, and equip students to make an impact in ways that bring wholeness to the world.

Students participate in a one-to-one iPad learning environment beginning at appropriate grade levels, supporting creativity, collaboration, digital citizenship, and academic excellence.

The result is an educational experience rooted in Christ, preparing young adults to learn, lead, and serve as they impact the world for Christ and His Kingdom.



[VIEW SCHOOL PROFILE](#)

ARTS, ATHLETICS, AND STUDENT ENGAGEMENT

Student engagement is a hallmark of the CHCA experience, with exceptional participation across arts, athletics, leadership opportunities, and extracurricular programs.



FINE ARTS

CHCA believes creativity reflects the nature of a creative God. Rooted in the belief that students are created in the Imago Dei, the arts are an integral component of whole-student formation.

Students participate in award-winning programs across visual arts, instrumental music, vocal music, theatre, dance, and multimedia arts. Friends of Fine Arts (FOFA) supports the school's artistic mission, while ArtBeat serves as a signature community celebration of student creativity and achievement.

ATHLETICS

Athletics at CHCA exist to develop student-athletes who compete with excellence while growing in character, leadership, and faith.

Recent coaching hires have strengthened the program's commitment to intentional spiritual discipleship, mentoring, and leadership development. Athletics serve not merely as competition but as an extension of the school's mission to form servant leaders whose influence extends far beyond the playing field.

Competing in the Miami Valley Conference and OHSAA, CHCA offers a broad range of athletic opportunities supported by exceptional facilities and resources.

CHCA offers ample team sports for both boys and girls in Kindergarten–Grade 12.



BOYS SPORTS

- Baseball
- Basketball
- Cross Country
- Football
- Golf
- Lacrosse
- Soccer
- Swimming
- Tennis
- Track and Field
- Wrestling

GIRLS SPORTS

- Basketball
- Cross Country
- Cheerleading
- Golf
- Lacrosse
- Soccer
- Softball
- Swimming
- Tennis
- Track and Field
- Volleyball

SPIRITUAL & STUDENT LIFE

Faith is woven throughout every aspect of life at CHCA.

Through theological integration across the curriculum, chapel services, discipleship opportunities, mentoring relationships, service-learning experiences, mission programs, and daily interactions, students are encouraged to develop an authentic and growing relationship with Christ.

The CHCA community represents more than 150 churches across the region and seeks to foster spiritual growth among students, faculty, staff, and families alike.

Service remains central to student formation. Upper School students complete significant service commitments and participate in Intersession, a transformative experiential learning program that includes:

- Domestic service projects
- International mission experiences
- Cultural immersion opportunities
- Career exploration experiences
- Academic intensives
- Leadership development programs

House Systems at Armleder and the Upper School support a culture of belonging, discipleship, mentorship, leadership, and service while fostering meaningful relationships across grade levels and strengthening the overall student experience.



FINANCES & FUNDRAISING

For over 35 years, generosity has moved CHCA's mission forward and opened the doors to life-changing opportunities. Since its founding in 1989, donors have contributed well over \$100 million towards excellence across the four campuses and endowments that remain healthy.

Many of the founding families continue to be actively involved and deeply passionate about the school's future.

CHCA is supported through a combination of tuition revenue and philanthropic giving. Fundraising avenues include an operating fund campaign, capital funding drives, transformational giving initiatives, legacy giving, corporate and community partnerships, family foundations, and Ohio's Scholarship Granting Organization (SGO) program. The Head of School serves as a key leader and public ambassador for CHCA's fundraising efforts, cultivating relationships with donors and championing the school's mission to current and prospective supporters.

GOVERNANCE & ACCREDITATION

Cincinnati Hills Christian Academy is governed by an independent Board of Trustees. Board Members are elected by CHCA Association members to serve up to (2) consecutive 3-year terms. The Board provides strategic governance and oversight, upholds CHCA's Christ-centered identity and mission, and is committed to strengthening its own governance practices alongside the next Head of School's leadership.

CHCA is fully accredited by the Independent Schools Association of the Central States (ISACS), a member of the National Association of Independent Schools (NAIS), a fully certified and founding member of the Council for Educational Standards and Accountability (CESA). The school is chartered by the State of Ohio.

THE OPPORTUNITY

CHCA enters this leadership transition from a position of considerable strength. The school enjoys a respected reputation, healthy governance, strong community support, significant philanthropic investment, exceptional facilities, and a deeply committed faculty and staff.

The next Head of School will have the opportunity to build upon this foundation while leading several important strategic priorities.

CHCA has intentionally used this transitional period as a season of reflection, stabilization, and preparation for the future. While the school possesses tremendous strengths, meaningful opportunities remain to support enrollment growth, enhance financial sustainability, deepen mission alignment, advance academic excellence, foster innovation, and further unify the four-campus community.

This opportunity is not simply about maintaining a successful institution. It is about helping shape the future of Christian education at one of the nation's most respected independent Christian schools.

The Head of School serves as the chief executive of CHCA, responsible for advancing the school's mission under the oversight of the Board of Trustees, and for directing and supervising the administrative team across all four campuses.

- **Otto Armleder Memorial Educational Campus**
 - Pre-K 3–4
 - Kindergarten–Grade 3
 - Grades 4–6
- **Edyth B. Lindner Elementary Campus**
 - Pre-K 2–4
 - Kindergarten Preparatory–Grade 3
- **Founders' Campus**
 - Lower School: Grades 4–6
 - Upper School: Grades 7–8
- **Martha S. Lindner Campus**
 - Upper School: Grades 9–12

KEY RESPONSIBILITIES

- **Governance & Board Leadership**
Serve as the Board's chief executive partner by implementing Board policy, supporting strategic planning, maintaining transparent communication, and advancing effective governance practices.



- **Spiritual & Academic Leadership**
Ensure CHCA's educational programs and community life fully reflect its Christian mission, Statement of Faith, and commitment to discipleship. Foster an environment where students, faculty, staff, and families are encouraged to grow spiritually and deepen their relationship with Christ. Advance academic excellence, instructional consistency, innovation, and student outcomes across all campuses.
- **People & Culture**
Inspire, empower, and develop faculty, staff, and students while cultivating a vibrant, engaged, and healthy school culture. Strengthen shared mission alignment, invest in leadership development, foster trust and accountability, and ensure every member of the CHCA community feels valued and supported.
- **Financial & Operational Leadership**
Ensure responsible stewardship of school resources while pursuing innovative opportunities to strengthen financial sustainability, diversify revenue streams, support enrollment growth, and advance strategic priorities.
- **Community & Advancement**
Serve as CHCA's chief ambassador both within the school community and throughout the region. Build strong relationships with students, parents, alumni, pastors, donors, business leaders, civic leaders, and community partners while leading enrollment, advancement, fundraising, and marketing initiatives that support the school's mission and future growth.

QUALIFICATIONS, EXPERIENCE AND CHARACTERISTICS

The successful candidate will demonstrate the following qualities and experiences:

Spiritual and Character

- A genuine, active, personal relationship with Jesus Christ as Lord and Savior, with full personal affirmation of and adherence to each article of CHCA's Statement of Faith — including the authority of Scripture, the Trinity, the deity and bodily resurrection of Christ, salvation through regeneration by the Holy Spirit, and the Spirit's ongoing work in the believer's life.
- Faithful, active membership and involvement in a local church whose own statement of faith and doctrinal practice are consistent with CHCA's Statement of Faith, with the candidate's pastor or church leadership able to affirm their Christian character, spiritual maturity, and consistent walk of faith.
- Theological grounding, biblical knowledge, humility, and spiritual maturity
- Courage, wisdom, integrity, and strong personal character
- The ability to lead from conviction while demonstrating grace and humility

Leadership and Relational Characteristics

- Visible, relational, shepherd-style leadership
- Demonstrated ability to unify complex organizations around a shared mission
- Strong communication and relationship-building skills
- Ability to foster innovation, entrepreneurial thinking, and creative problem-solving
- A commitment to cultivating a healthy culture where people are empowered to thrive
- Understanding of emerging technologies, cultural shifts, and future educational trends
- A visible presence both within the school community and throughout Cincinnati
- Ability to strengthen mission alignment within a diverse Christian community representing multiple church traditions



Professional Experience

- Advanced degree in education, ministry, business, organizational leadership, or a related field
- Executive leadership experience as a Head of School or comparable leadership role
- Experience leading complex organizations, ideally involving multiple sites, divisions, or constituencies
- Demonstrated success building healthy organizational culture
- Experience with strategic planning, budgeting, and financial management
- Enrollment growth, advancement, fundraising, and relationship-development experience
- Experience leading organizations through change, transition, or renewed strategic focus
- Understanding of effective teaching, learning, student development, and organizational leadership
- Direct educational, classroom, or student-development experience is valued but not required

THE CHARGE

The next Head of School will step into a school with a deeply held spiritual identity, a history of God's faithfulness, a history of faithful stewardship by Boards and Heads, a devoted and supportive community, local and national recognition, and a refreshed momentum ready for a bold and unified future. The following is the charge to CHCA's next Head of School. This is not a list of problems to solve, but a set of high-impact opportunities for a gifted leader to do meaningful, lasting work and help CHCA reach its full potential.

Lead with Christ-Centered Vision

Be resolute in ensuring that every staff and faculty member is fully aligned with, and wholeheartedly committed to, CHCA's Statement of Faith and Constitution, so that the entire community stands on the same doctrinal foundation.

Deepen a Culture Centered on Jesus Christ

Strengthen spiritual vitality among students, faculty, staff, and families while ensuring every aspect of school life remains anchored in the person and work of Christ.

Advance Academic Excellence and Consistency

Enhance CHCA's existing exceptional educational experience—including faculty talent, resources, support systems, and curricular foundation—by strengthening instructional consistency, elevating academic rigor, and ensuring a cohesive and outstanding experience for every student across all campuses.

Unify Four Campuses into One CHCA

Build a shared culture and identity while honoring the unique strengths and traditions of each campus.

Invest in Faculty and Staff

Create a culture where employees are equipped, encouraged, heard, valued, and empowered to grow both professionally and spiritually.

Ignite Innovation While Remaining Mission Anchored

Build upon CHCA's history of entrepreneurial leadership by encouraging innovation in academics, technology, student life, and operations while remaining firmly rooted in biblical truth and Christian formation.

Strengthen Financial Sustainability for Future Generations

Build upon CHCA's tradition of extraordinary generosity by expanding philanthropic support, diversifying revenue streams, strengthening enrollment performance, and ensuring wise stewardship of resources.

Grow Enrollment in a Competitive and Changing Market

Lead strategic enrollment efforts in the face of demographic headwinds, including a shrinking school-age population, that increase CHCA's market share through exceptional student experiences, differentiated programming, and innovative recruitment strategies.

Serve as CHCA's Ambassador

Represent CHCA with visibility and credibility throughout the broader community, cultivating strong relationships with families, pastors, alumni, donors, business leaders, and civic partners while advancing the school's reputation and mission.



WHY CINCINNATI?

Cincinnati combines the opportunities of a major metropolitan area with the accessibility, affordability, and quality of life families value.

The region is home to numerous Fortune 500 headquarters, including Kroger, Procter & Gamble, GE Aerospace, Cintas, and American Financial Group. Residents benefit from a strong business environment, thriving entrepreneurial ecosystem, nationally recognized healthcare systems, and a highly engaged civic community.

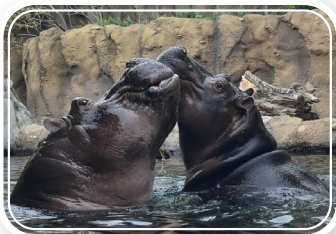


Cincinnati also boasts a vibrant arts and cultural landscape, including the Cincinnati Symphony Orchestra, Cincinnati Ballet, Cincinnati Opera, Cincinnati Broadway Series, Cincinnati Children's Theatre, Cincinnati Shakespeare Company, Cincinnati Art Museum, Taft Museum of Art, Music Hall, and the Aronoff Center for the Arts.

For Christian leaders, Cincinnati offers a dynamic faith community with hundreds of thriving churches representing a broad range of traditions. The region includes one of the nation's largest seeker-oriented churches founded by CHCA parent families, along with numerous congregations whose pastors actively support CHCA through leadership, partnership, and board service.

Housing options range from walkable communities to established suburbs, historic neighborhoods, revitalized urban districts, and rural settings, allowing families to choose the lifestyle that best fits their needs.

PLACES TO VISIT IN CINCINNATI



**CINCINNATI ZOO &
BOTANICAL GARDEN**



**ART MUSEUM
CENTER**



**GREAT AMERICAN
BALL PARK**



**FINDLAY
MARKET**

SEARCH PROCESS & TIMELINE

The search is underway to appoint a Head of School who will begin in June/July 2027. CHCA has appointed a Search Committee and has engaged NextEd to provide support. Compensation will be competitive with comparable private schools in the area.

All candidates will be treated with the utmost confidentiality and discretion. Interested candidates should apply online through the [NextEd Website](#). Interested candidates should submit:

- Interest cover letter
- Resume
- Statement of personal Christian faith

Candidates who are invited to continue in the process as semifinalists will have a second round of data collection to include at least five references and other information deemed important to the search. Semifinalists will also participate in a recorded video interview with NextEd consultants.

NextEd will continue the recruitment process until a candidate has been selected by the Search Committee, but given this highly desirable opportunity, we anticipate the following timeline:

Application Deadline	October 16, 2026*
Semifinalist Interviews	by November 11, 2026
Finalist Visits	by December 4, 2026
Selection Expected	by December 31, 2026
Position Begins	June/July 2027

***Candidates may be considered on a rolling basis at the discretion of the Search Committee and NextEd.**

PLEASE DIRECT ALL INQUIRIES AND NOMINATIONS IN CONFIDENCE TO:

Randy Brunk

NextEd Partner | Search Consultant
513.515.3506
randy@next-ed.com

Kurt Unruh

NextEd Partner | Search Consultant
303.319.3335
kurt@next-ed.com

CLICK HERE TO APPLY

