



**LENAWEE
CHRISTIAN
MINISTRIES**

EXECUTIVE DIRECTOR

LENAWEE CHRISTIAN MINISTRIES

ADRIAN, MI

INTRODUCTION

Lenawee Christian Ministries (LCM), founded in 1977 by Orville and Ruth Merillat, is a nonprofit organization in Lenawee County, Michigan, dedicated to fostering Christian family development—mentally, physically, spiritually, and socially. Through its 73-acre campus, LCM serves the Adrian community and over 200 local churches with Christ-centered programs and services. Grounded in the belief that the Bible is God's infallible truth, LCM is dedicated to fostering Christian family development—mentally, physically, spiritually, and socially. LCM fulfills this mission through both Lenawee Christian School (LCS) and the Christian Family Centre (The Centre).

LCM is now seeking a visionary Executive Director to lead LCS and The Centre into their next season of growth. This visionary leader will be responsible for advancing the unified mission of LCM—overseeing strategic, operational, and spiritual direction across both ministries. The Executive Director will champion a Christ-centered culture of excellence, collaboration, and innovation, ensuring that both the school and centre continue to thrive as places where individuals and families grow in faith, character, and community.

MISSION STATEMENT

Encouraging Strong Christian Family Growth and Development.

Lenawee Christian Ministries exists in partnership and financial support with Lenawee Christian School and the Christian Family Centre to assist them in their efforts of providing a biblically centered quality of life through the promotion of academic excellence, spiritual maturity, and the offering of various pro-family activities in a Christ-centered atmosphere.



STATEMENT OF BELIEFS

The basis of the Lenawee Christian Ministries shall be the Word of God as interpreted by the following statement of faith:

- We believe the Bible to be the inspired and only infallible, authoritative Word of God. (2 Timothy 3:15)
- We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit. (John 10:30)
- We believe in the deity of our Lord Jesus Christ (John 10:33), in His virgin birth (Luke 1:35), in His sinless life (Hebrews 4:15), in His miracles (John 2:11), in His vicarious and atoning death (Ephesians 1:7), in His resurrection (John 11:25), in His ascension to the right hand of the Father (Mark 16:19), and in His personal return in power and glory. (Revelation 19:11)
- We believe that for salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential. (John 3:16-19)
- We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life. (Romans 8:13-14)
- We believe in the resurrection of both the saved and the lost; those who are saved unto the resurrection of life and those who are lost unto the resurrection of damnation. (John 5:28-29)
- We believe in the spiritual unity of believers in our Lord Jesus Christ. (Galatians 3:26-28)

FINANCES AND FUNDRAISING

Lenawee Christian Ministries operates with a commitment to faithful stewardship, ensuring that all financial practices reflect integrity, transparency, and a mission-driven focus. As a nonprofit organization, LCM relies on a combination of tuition, service revenue, generous donor support, and strategic fundraising initiatives to sustain and grow its Christ-centered programs.

Tuition at Lenawee Christian School is thoughtfully structured to provide high-quality Christian education while maintaining accessibility for families. To help bridge the gap for those with demonstrated need, LCS offers tuition assistance supported by the school's fundraising efforts and generous donor commitments. This reflects the school's deep commitment to making a transformative Christian education available to a broad range of families.

Fundraising plays a vital role in advancing the mission of LCM. Annual giving campaigns, capital projects, and special events provide opportunities for families, alumni, churches, and community partners to invest in the spiritual, academic, and personal development of students. These efforts help fund scholarships, facility improvements, program enhancements, and long-term sustainability. Donors are viewed as essential partners in ministry, and each gift—whether large or small—is stewarded with gratitude and purpose.



GOVERNANCE

Lenawee Christian Ministries is guided by a committed Board of Directors responsible for stewarding the mission, values, and long-term vision of the ministry. The Board provides spiritual oversight, financial accountability, and strategic leadership, ensuring all decisions are grounded in a biblical worldview and aligned with the original vision set forth by the founders. Board members are selected based on their demonstrated faith, leadership capabilities, and passion for Christian education and ministry. The Board includes Christian leaders from national Christian education and ministry endeavors. LCM also values input from its Parent Advisory Board (PAB), which helps ensure family and community voices are heard in shaping the school experience. The Executive Director, supported by a team of senior leaders, oversees the day-to-day operations of both LCS and The Centre. This collaborative leadership structure ensures alignment and consistency across all ministry functions—from academics and spiritual formation to community engagement and facility operations—advancing LCM's mission to glorify Jesus Christ through service to families and the community.



LENAWEE CHRISTIAN SCHOOL

FOUR PILLARS

**SAFE AND NURTURING
ENVIRONMENT**

ACADEMIC EXCELLENCE

SPIRITUAL FORMATION

**EXPERIENCES BEYOND
THE CLASSROOM**



LCS AT A GLANCE

FOUNDED

1977

ENROLLMENT

PK-12

500

AP COURSES

YES

DUAL-CREDIT
COLLEGE COURSES

YES

FACULTY
(FT/PT/STAFF)

107

OPERATING
BUDGET

\$6.1M



LENAWEE CHRISTIAN SCHOOL

ACADEMICS

At Lenawee Christian School, academic excellence is deeply intertwined with spiritual formation and character development. From the earliest learners in Little Cougars Pre-K to seniors preparing for college and beyond, every program is designed to nurture the whole child—mind, body, and spirit. With a biblical worldview at the foundation, each stage of the educational journey is marked by caring relationships, innovative instruction, and a commitment to equipping students with the knowledge, skills, and faith they need to thrive. Whether discovering foundational literacy skills, developing leadership in middle school, or exploring advanced coursework in high school, LCS students are inspired to pursue their God-given potential in an environment where learning is joyful, personalized, and purpose-driven.

LITTLE COUGARS

Little Cougars Pre-K and Kindergarten programs provide a caring educational environment to families who want the excellence, security, and consistency that have become a trademark at LCS. Dedicated to developing the whole child—spiritually, socially, emotionally, physically, and intellectually—LCS offers a Pre-K program designed for 4- and 5-year-olds that lays a strong foundation for both faith and learning. With instruction rooted in a biblical worldview, the program fosters a personal relationship with Christ while preparing children academically and developmentally for Kindergarten. Students benefit from a blend of enriching activities, including:

- Personalized Academic System
- Hand Writing Without Tears Curriculum for Writing, Literacy and Math
- Bible Curriculum
- Library and Physical Education classes
- Art and Music
- Field Trips

ELEMENTARY (1ST - 5TH)

Lenawee Christian School's Elementary program provides a nurturing environment where each child's unique gifts are recognized and supported through personalized instruction and close collaboration with families. In Lower Elementary (K-3), students engage in broad, foundational learning with balanced literacy, small group instruction, Instrumental Enrichment (IE), and enrichment through PE, arts, chapel, and field trips. Upper Elementary (4-5) builds on this foundation with deeper subject exploration, continued literacy development, daily tech integration, Spanish classes and opportunities for leadership, creativity, and spiritual growth—all designed to prepare students for a smooth transition to middle school.



LENAWEE CHRISTIAN SCHOOL

MIDDLE SCHOOL (6TH - 8TH)

Lenawee Christian School's Middle School (Grades 6–8) provides a faith-centered, supportive environment tailored to the needs of early adolescents navigating a season of change and growth. With a focus on developing honorable and productive lives, LCS combines academic rigor with personal mentorship. The curriculum emphasizes relevance and relationship, featuring programs like Instrumental Enrichment, a workshop-based literacy approach, and hands-on science and math instruction that promotes critical thinking. Each course integrates a biblical worldview to help students see God's design in all learning. Beyond academics, students explore new interests during January Term (J-Term), grow through Bible classes and service projects, and build leadership skills through Student Council and NJHS. Personalized support is available through the Learning Lab and educational therapy programs, while one-to-one laptop use equips students for digital fluency. Students also benefit from weekly Spanish classes. The result is a vibrant, nurturing community where students thrive academically, spiritually, and socially.



HIGH SCHOOL (9TH - 12TH)

Lenawee Christian High School fosters a Christ-centered environment where students are known, supported, and encouraged to grow in their relationship with Jesus. Through strong relationships with caring faculty and staff, students receive a high-quality Christian education that equips them academically, spiritually, and socially for lifelong success. The dynamic curriculum reflects LCS' foundational belief that academic excellence is the result of a partnership with the family and church where biblical truth is integrated through all subjects. The curriculum reflects research-based content purposely chosen to broaden and deepen student intellect in an environment where it is safe to learn from mistakes. Demonstrating the capability to communicate visually through graphics and text as well as orally is a hallmark of an LCS education. Students also benefit from Advanced Placement and Dual Enrollment options, fine arts, and a diverse course catalog. Life skills are a key focus, especially during the 12-day J-Term, which features unique classes like Life Hacks, Gaming and Animating, and Calligraphy. At LCS, learning is joyful, challenging, and rooted in purpose-driven relationships.



LENAWEE CHRISTIAN SCHOOL

THE ARTS

The Fine Arts program at LCS is a vibrant extension of the school's mission to glorify God through the development of students' unique gifts. From Pre-K through 12th grade, students engage in visual and performing arts that nurture imagination, collaboration, and public expression. Elementary students enjoy weekly music and art classes, while middle and high schoolers explore choir, band, theater, and visual arts through electives, performances, and exhibitions—many hosted in the Christian Family Centre auditorium. The program also shines during J-Term with offerings like Calligraphy and Graphic Design. Across all levels, students are encouraged to honor Christ through creativity and artistic excellence.



ATHLETICS

THE COUGARS

Athletics at Lenawee Christian School is an extension of the teaching and training that takes place within the classroom. LCS believes teams and competition are a training ground for spiritual formation, character, and life skill development. Coaches are focused on engaging each athlete within a 3-Dimensional Coaching model, which focuses on teaching

proper fundamentals, influencing through healthy motivation, and inspiring the heart of each student-athlete to strive toward their full potential in life and within competition.

LCS is part of the South-Central Athletic Association (SCAA) in cross-country, football, golf, and track. The boys' and girls' soccer teams are part of the Independent Soccer League (ISL) while the baseball, basketball and volleyball teams play an independent schedule. Each of the high school sports are part of the Michigan High School Athletic Association (MHSAA) and have opportunities to compete at the state championship tournament.



SPORTS

LCS offers the following sports across middle school, junior varsity, and varsity levels:

Baseball
Basketball (Girls & Boys)
Cross Country
Football
Golf
Soccer (Girls & Boys)
Track
Sideline & Competitive Cheer
Volleyball

PreK - Little Cheer

K-6 - Cheer, Flag Football, Volleyball, Track, Girls Basketball, Boys Basketball

LENAWEE CHRISTIAN SCHOOL

SPIRITUAL FORMATION

Spiritual formation is at the heart of everything at Lenawee Christian School, guiding students to grow in a personal relationship with Jesus Christ and to live out their faith with purpose and conviction. From Little Cougars through senior year, biblical truth is woven into academics, daily life, and intentional practices. Bible classes are offered at every grade level, equipping students with a deep understanding of Scripture and its application to their lives. Weekly chapel services bring the school community together for worship, prayer, and messages that challenge and inspire. Spiritual growth is also fostered through mentoring programs such as Power Plus small groups, where students meet in gender-specific groups for discipleship, encouragement, and accountability. Service opportunities—including local outreach and mission trips—provide practical experiences for students to live out their faith and make a tangible impact in the community and beyond. Partnering with families and churches, LCS equips students to know God, love others, and lead with integrity and Christlike influence.



ACCREDITATION

Lenawee Christian School is accredited by the Association of Christian Schools International (ACSI), a globally recognized organization dedicated to supporting high standards in Christian education. This accreditation affirms that LCS meets rigorous academic, operational, and spiritual benchmarks, and is committed to continual improvement and accountability.

Through ACSI, LCS benefits from access to educational best practices, teacher training, and curriculum development resources that enhance the quality of instruction. Accreditation also ensures that the school maintains excellence in areas such as faculty qualifications, student assessment, governance, and biblical integration throughout the academic program. Families can be confident that LCS provides a credible, Christ-centered education that prepares students spiritually and academically for success in life and leadership.



CHRISTIAN FAMILY CENTRE

THE CENTRE

The Christian Family Centre (The Centre) is a wholesome place where families enjoy recreation, connection, and spiritual growth. Rooted in Christian values, The Centre serves Adrian, Lenawee County, and beyond by offering world-class fitness facilities, family programs, and events — all centered on Christ's love. The Centre is committed to strengthening lives through community, service, and excellence, welcoming people of all backgrounds to grow mind, body, and spirit.

FITNESS

At The Centre, fitness is more than exercise—it's a step toward physical, emotional, and spiritual renewal. Believing that true health happens when body, mind, and soul are cared for together, The Centre welcomes all levels of fitness seekers under one Christ-centered roof.

Key Fitness Programs Include:

- **Personal Training:** Certified trainers provide personalized support and real results, offering expert-led, Christ-centered fitness guidance.
- **Aquatics:** Indoor pool access, swim lessons, and aqua fitness for every age and ability.
- **SilverSneakers:** Senior-friendly classes, including SilverSneakers Classic and



Circuit, Chair Yoga, Aquacise, and Indoor Walking, designed to support older adults.

- **Ladies-Only Fitness:** A private, welcoming gym space for women, offering women-led classes in a supportive, Christ-centered environment.
- **Group Fitness:** Over 50 weekly classes encompassing low-impact to high-energy options like Barbell Strength, Cardio Drumming, Core and More, Yoga, HIIT Cycling, Pilates, X-Fit, Tabata, and more.
- **Impact Sports:** Faith-filled sports programs for youth focused on growth and competition.
- **Adult Sports Leagues/Open Gym:** Opportunities for athletes of all levels to compete and stay active.



THE CENTRE

CHRISTIAN FAMILY CENTRE

KIDS

At The Centre, kids can explore, learn, and play in a safe and nurturing environment where programs are rooted in Christian values. A wide range of age-appropriate activities—including sports, camps, creative programs, and on-site childcare—provide opportunities for growth, friendship, and faith.

Highlights Include:

- Impact Sports: Faith-based leagues teaching teamwork, discipline, and sportsmanship.
- Seasonal Camps: Big Cougar and Little Cougar day camps offer sports, games, crafts, devotionals, and outdoor adventure.
- Specialty camps include Basketball (Key Hoops), Softball, Cheer, Soccer, Football, Volleyball, Drama, and Art—all designed within a safe, Christ-centered space.
- Kids Care: Secure on-site childcare that's fun and rooted in love.
- Swimming Lessons: Structured, age-specific instruction to build water confidence and safety.



- Birthday Parties & Holiday Events: Space and activities for memorable celebrations and seasonal festivities like Easter and Fall Festival.
- Corner Park: An outdoor adventure zone featuring a splash pad and explorer dome for creative play.

THE CAFÉ

The Café is more than just a place to grab a bite—it's a welcoming space where individuals can nourish their bodies, relax, and build community in a Christ-centered environment. Known for its fresh food and friendly service, the Café offers a warm and encouraging atmosphere that aligns with The Centre's mission of holistic wellness. Whether guests are refueling after a workout, meeting a friend for lunch, or enjoying a quiet moment, the Café provides a variety of wholesome options in a space designed for connection and refreshment. The Café invites the community to experience nourishment not only for the body but also for the soul—serving as a gathering place rooted in faith, hospitality, and wellness.



THE OPPORTUNITY

Lenawee Christian Ministries is seeking its next Executive Director to begin as soon as a suitable candidate is appointed. Reporting to the Board of Directors, the Executive Director provides visionary and strategic leadership for Lenawee Christian Ministries and its primary programs: Lenawee Christian School and the Christian Family Centre, ensuring its continued growth and success in fulfilling its mission.

This role is responsible for the overall management and administration of the ministry/school, including spiritual leadership, academic excellence, financial stability, operational effectiveness, and community engagement. This individual will directly collaborate with a senior leadership team of four: the Head of School, Director of the Christian Family Centre, Director of Finance and Operations, and the Director of Advancement and Enrollment. This structure ensures integrated oversight across educational, financial, and ministry-focused areas, positioning the Executive Director to lead with both strategic vision and operational insight.

EXPECTATIONS

The Executive Director is the chief executive officer of LCM and is responsible for ensuring the full alignment of its operations, policies, programs, and personnel with its Christ-centered mission.

Spiritual Leadership

- Foster a Christ-centered environment that integrates faith and learning in all aspects of the ministry/school.
- Provide spiritual guidance and mentorship.
- Ensure the integration of biblical principles into the curriculum and school culture.
- Champion the ministry/school's mission and values within the community.



Strategic Leadership

- Develop and implement a strategic plan that aligns with the ministry/school's mission and vision.
- Monitor and evaluate the effectiveness of programs and initiatives.
- Collaborate and empower the primary leadership team to include encouragement and resources to work as a highly effective team.

Academic Leadership

- Oversee the academic program, ensuring its alignment with the ministry/school's educational philosophy and accreditation standards.
- Support the Head of School in the development and implementation of curriculum and instruction.
- Promote a culture of academic excellence and continuous improvement.



Financial and Operational Management

- Work in conjunction with the Director of Operations and Finance to manage the financial health of the ministry/school, ensuring responsible stewardship of resources.
- Develop and manage the annual budget, monitor financial performance, and ensure compliance with financial regulations.
- Support fundraising efforts and cultivate relationships with donors.
- Explore and secure diverse funding sources.
- Develop and implement policies and procedures that support the effective operation of the ministry/school.
- Ensure compliance with all applicable laws and regulations.

Community Engagement

- Build and maintain strong relationships with parents, alumni, the local community, and supporting churches.
- Promote the ministry/school's programs and accomplishments.
- Foster a positive and collaborative ministry and school culture.

PRIMARY QUALIFICATIONS

Christian Faith

- Profess and demonstrate a personal commitment to Jesus Christ as Lord and Savior.
- Adherence to Christian principles and values in both personal and professional life.

Educational Background/Experience:

- Master's degree in education, business administration, or a related field preferred.
- Proven leadership experience in a school, non-profit organization, or related field.
- Experience in financial management, budgeting, and fundraising.
- Excellent communication, interpersonal, and organizational skills.
- Ability to build and maintain strong relationships with diverse stakeholders.
- Strong strategic thinking and problem-solving skills.
- Knowledge of educational best practices and accreditation standards.

THE CHARGE

Lenawee Christian Ministries enters this season with a profound legacy and a renewed sense of mission. With a strong foundation in biblical truth and decades of service to Lenawee County, LCM seeks a visionary and operationally gifted Executive Director to lead both Lenawee Christian School and the Christian Family Centre into a new era of faith-driven excellence. This leader must bridge the gap between spiritual formation and organizational discipline, providing bold, transparent leadership to address pressing challenges while honoring the culture and community that make this ministry unique.

LCM has a solid and talented team of leaders. The Executive Director's role is to lead and support this team through a humble, servant-hearted approach that will empower these leaders to work as a team in a highly-effective manner.

PRIMARY CHALLENGES AND OPPORTUNITIES

1. Rebuilding Financial Health and Operational Stewardship

- Navigate financial realities with disciplined stewardship, including high overhead costs and enrollment-related budget constraints.
- Create and manage sustainable budgets that align with organizational priorities and reflect sound business principles.
- Establish clear financial policies and controls across departments (e.g., athletics, facilities) to ensure transparency and accountability.
- Leverage donor relationships and advancement efforts to strengthen long-term financial viability.

2. Restoring Leadership Cohesion and Staff Morale

- Build a leadership structure marked by clarity, collaboration, and mutual respect,



- especially across newly restructured roles.
- Foster a healthy workplace culture that empowers female leaders, promotes shared decision-making, and addresses communication gaps.
- Prioritize retention and development of key staff while holding team members to high expectations grounded in grace and truth.

3. Strengthening Strategic Advancement and Enrollment Growth

- Lead fundraising, donor cultivation, and community engagement efforts to drive organizational growth.
- Support advancement and admissions personnel in developing outreach strategies that restore and increase enrollment.
- Expand LCM's visibility across Lenawee County by emphasizing the ministry's impact and accessibility for local families.
- Develop messaging that reflects the unique integration of faith, education, and wellness offered through LCM.



4. Leading with Spiritual Integrity in a Diverse Christian Context

- Navigate theological diversity in a non-denominational setting with grace, conviction, and unity.
- Create a spiritually formative environment that honors biblical truth while building bridges among differing church backgrounds.
- Protect against divisive ideology and reinforce a culture centered on the Gospel and servant leadership.

5. Bridging Business Acumen with Educational Understanding

- Understand the rhythms and values of Christian education while bringing an executive and business mindset to LCM's dual-entity operation.
- Partner effectively with educational and ministry leaders to align strategy with

classroom and community outcomes.

- Serve as a mentor and coach to senior leaders across LCS and The Centre, balancing high-level strategy with hands-on problem solving.

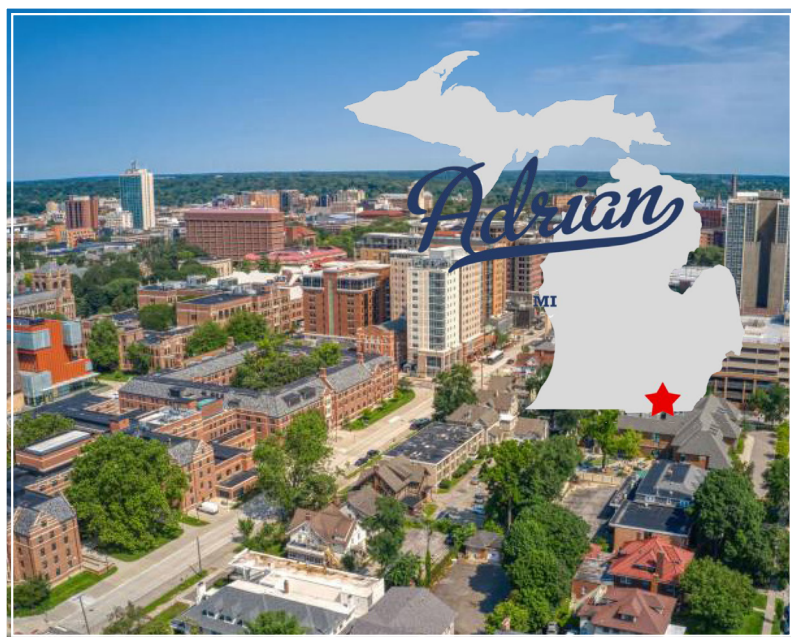
6. Building Trust with Board and Community Stakeholders

- Communicate consistently and transparently with the Director of Special Projects, the Board of Directors, Parent Advisory Board, and broader community.
- Cultivate strong relationships with church partners, local leaders, and families to rebuild institutional trust and broaden support.
- Provide visible, relational leadership that reflects humility, confidence, and care for the people and place of Adrian, MI.

ABOUT ADRIAN, MI

Discover Adrian, Michigan: Where History Meets Modern Community Living

Nestled in southeastern Michigan's Lenawee County, Adrian is a vibrant small city of about 21,000 residents that perfectly balances historic charm with contemporary amenities. Once Michigan's third-largest city during the 19th-century railroad boom, this authentic college town offers peaceful small-town living with convenient access to Ann Arbor, Jackson, and Toledo—all within 35 miles.



Arts & Culture Hub – Adrian's downtown pulses with creativity and community spirit:

- Historic Croswell Opera House, longest continually operating opera house east of the Mississippi
- Adrian Symphony Orchestra, one of the nation's premier small market orchestras
- Monthly First Fridays and the annual Art-A-Licious Festival

Outdoor Recreation Paradise – Over 17 parks and green spaces including:

- 8-mile paved Kiwanis Trail connecting to Tecumseh
- Scenic Riverside Park with river access and recreational amenities

Educational Excellence – Home to Adrian College, Siena Heights University, and an award-winning public school district that enrich community life.

Historic Downtown Living – Beautifully preserved 19th-century architecture housing specialty shops, dining, entertainment, and renovated apartments perfect for young professionals.

Whether you're drawn to Adrian's rich cultural offerings, outdoor recreation, or close-knit community atmosphere, this historic Michigan gem delivers authentic small-town living with modern conveniences.

PLACES TO VISIT IN ADRIAN, MI



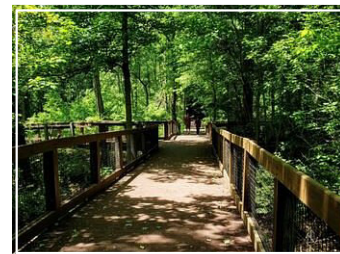
**THE CROSWELL
OPERA HOUSE**



**LENAWEE COUNTY
HISTORICAL
MUSEUM**



**FLYING OTTER
VINEYARD**



**RIVERSIDE
PARK**

SEARCH PROCESS AND TIMELINE

The Lenawee Christian Ministries search is underway to appoint a new Executive Director who will begin as soon as a suitable candidate is appointed. The LCM Board of Directors will serve as the Search Committee, and NextEd has been engaged to provide support. Compensation will be competitive.

All candidates will be treated with the utmost confidentiality and discretion. Interested candidates should apply online through **NextEd's website**. The online application will include specific personal information and the following required uploaded documents:

- 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 references and other information deemed important to the search. Semifinalists will also participate in a recorded video interview with NextEd consultants.

NextEd begins the recruitment process immediately and will continue the search until a candidate has been selected by the Board. Given this highly desirable opportunity, we anticipate the following timeline:

APPLICATION DEADLINE

OCTOBER 1, 2025

(though candidates will be considered and processed immediately upon the discretion of NextEd and the Search Committee)

SEMI-FINALIST INTERVIEWS

MID-OCTOBER

FINALIST VISITS

LATE-OCTOBER

APPOINTMENT

EARLY NOVEMBER

COMMUNICATION

Please direct all inquiries and nominations in confidence to:

Gary Arnold, NextEd Partner
Search Consultant
501.993.7151
gary@next-ed.com

Kurt Unruh, NextEd Partner
Search Consultant
303.319.3335
kurt@next-ed.com

CLICK HERE TO APPLY