

## **Memo Line: School Board Search Update**

July 15, 2025

Dear Westminster Christian School and Harvest Christian Academy Families,

As part of our ongoing efforts to identify and appoint the most qualified individuals for our new school board, we are pleased to share an update on the progress of our board search process.

The vetting phase was a comprehensive and collaborative effort designed to ensure alignment with our organization's mission and strategic needs. Each candidate was evaluated against a set of well-defined criteria, which included:

- **Board Experience:** Prior service on nonprofit or corporate boards
- **Financial Management:** Demonstrated expertise in budgeting, financial oversight, or fiscal strategy
- **Strategic Planning:** Experience in setting long-term goals and guiding organizations through growth and transformation
- **Fundraising:** Proven ability to support fundraising initiatives and donor engagement
- **Legal and Compliance:** Familiarity with governance, regulatory standards, and risk management
- **Human Resources:** Understanding of workforce planning, talent development, and organizational culture
- **Marketing:** Insight into brand development, outreach strategies, and communications
- **Volunteering and Community Engagement:** A history of service and commitment to community-building efforts
- **Elder/Deacon Qualified:** Proven character and demonstrated faithfulness, with the ability to lead in alignment with our faith-based values, integrity, and spiritual discernment

To ensure a well-rounded evaluation, all shortlisted candidates participated in a panel interview conducted by members of the Steering Committee and the Vetting Transition Team. These interviews provided an opportunity to assess each candidate's experience, character, and compatibility with our organizational values and culture.

We are currently in the final stages of this process and are optimistic about the caliber of individuals under consideration. **We anticipate concluding the search and announcing the newly installed board in the next few weeks.**

We are confident that this thorough and intentional process will yield a board that is not only professionally capable but also spiritually aligned and mission-driven.

Further updates will be shared as we move toward this exciting milestone.

Stronger Together,  
The Steering Team and Board Vetting Transition Team