



# Hebron Christian Academy

---

P.O. Box 1028 • Dacula, Georgia 30019  
(770) 963-9250 • Fax (770) 277-3581

November 17, 2011

Dear Parents,

As promised, the Board of Directors is pleased to provide you with an update concerning the search for our next Headmaster. If you have seen various members of the Board trolling the halls on the high school campus, then you already know that the process is moving!

Our search has started with postings of the Headmaster job listing in various and national educational and academic circles, including trade publications, websites and the Headmaster's Roundtable. Resumes have been streaming in for the last month, and the Board has begun reviewing those applications.

In assessing the strengths and weaknesses of each of the many candidates, we are also assessing the strengths and weaknesses of HCA, in an effort to "measure" our field of candidates. In simple terms, we are trying to match a future Headmaster with our school's needs. Examining the school's character is called a SWOT analysis, which is an acronym meaning assessment of our: Strengths, Weaknesses, Opportunities and Threats. Gathering information for this means conducting a SWOT analysis not just of the Board, but of the administration, faculty, staff and constituency. Of course this process is too large to complete before interviews for the Headmaster job begin, but it will greatly assist the Board and our future Headmaster in establishing clear goals and specific attainable standards as we move forward.

To help in this process, the Board has retained Dr. Gary Coker, an Educational Consultant. Dr. Coker has worked in Christian education for over 25 years, at all levels, including teaching, serving as Principal and Headmaster at several Christian schools, and serving as consultant and recruiter to unite schools with their future Headmaster. We believe he will be an invaluable asset as we continue forward.

Thank you for your prayers and your support. We trust that God will lead the right person to us, and that HCA will continue on its path of excellence.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nancy P. Easterling".

Nancy P. Easterling  
Chair, Board of Directors  
Hebron Christian Academy

A handwritten signature in blue ink, appearing to read "Michael T. Smith".

Michael T. Smith  
Vice Chair, Board of Directors  
Hebron Christian Academy