



Emmanuel Christian Academy of Kingman

"Serving God, changing lives, challenging minds through Christian education"



Principal Opportunity Profile

Presented by
Tim Bernstein, President





OVERVIEW

Emmanuel Christian Academy (ECA) is a Christ-centered school, meeting Monday-Thursday. Located in Kingman, Arizona, serving students in Kindergarten through 8th grade. ECA is dedicated to promoting a biblical worldview across all academic disciplines while nurturing each child's unique gifts and potential. An independent, non-denominational school, ECA is not affiliated with any single church but works closely with local pastors and churches throughout the community.

MISSION AND VISION

The mission of ECA is to “Serve God, Change Lives, and Challenge Minds through Christian Education.”

ECA’s vision is to provide a superior academic education while teaching the foundation of a godly life to residents of Kingman and outlying areas. Students will have superior and godly instruction in a secure environment under the supervision of godly men and women now and in the future.



WHAT MAKES ECA SPECIAL

Core Values

1. Statement of Faith: ECA is open to families of any faith or denomination who agree to uphold the Statement of Faith as the framework for admission, teaching, discipline, and all aspects of the school.
2. Bible as a Core Subject: Bible class is crucial as a core subject. Biblical precepts will be integrated into every facet of life.
3. Christian Character Development: The staff at ECA will endeavor to develop Christian character in students through godly council, accountability, evangelism, and discipleship.
4. Christian Staff & Board: Each staff or board member will be a devoted, mature Christian, seeking personal Christ-likeness and professional development, never putting ambition for success above God's will for ECA.
5. Ministry Minded: In all things, ECA personnel will work in cooperation with and support of Christian organizations including churches, missionaries, and ministries.
6. School Improvement: ECA staff and Board will consistently evaluate and act upon school improvement needs.
7. Academic Excellence: ECA is committed to excellence in education.
8. Board Governance: The Governing Board of Directors (BOD) holds the Principal accountable.
9. Parental Responsibility: Parents and Guardians have the primary responsibility for raising their children and ECA serves to support them with exceptional education in a Christian atmosphere.
10. Fulfill the Great Commission: Through attendance at ECA students should be prepared to share their faith in an effort to fulfill the Great Commission.

Curriculum

Emmanuel Christian Academy students' intellectual growth comes through challenging and comprehensive curriculum. Spiritual growth comes through biblical study. Students are challenged to think critically and biblically, and the goal is for ECA students to be immersed in a curriculum that creates a solid academic and spiritual foundation. Students who have left ECA either through graduation from 8th grade or transfer usually have been placed in advanced classes, re: Cambridge Program.





[Affordable Tuition](#)

ECA has one of the lowest tuition rates of Christian schools in Arizona. It is funded solely through tuition and the support of donor-stewards who believe in the impact of Christian education. Many ECA families pursue and are successful in obtaining Arizona State Tax credit scholarships that are available to students. Currently Arizona School Choice (ESA) provides funds for Arizona families to attend private schools and will cover the tuition at Emmanuel Christian Academy.

[Empowerment Scholarship Account Program \(General ESA\)](#)

Arizona is one of the first states in the nation to pass an education bill (Bill H.B. 2853) allowing parents to have access to 90% of the states allocated education funds for their children. This allows parents to choose the learning environment best suited to their child's needs.

[Tuition Assistance](#)

In 2022 Arizona passed the first school choice initiative and it is called the general Empowerment Scholarship Account Program or ESA. State revenue allocated for educating a child now follows the child.

In 1997 Arizona's Governor signed the first private school tax credit into law permitting taxpayers to make voluntary donations to a School Tuition Organization (STO) that are then turned into scholarship funds for children attending private schools.

[School Tuition Organizations \(STO\)](#)

Tuition assistance through School Tuition Organizations (STOs) is available for families to help reduce the cost of tuition. *ESA & STO funding cannot be combined. A family can only use one or the other.* Click [here](#) to learn more about ECA and AZ's tuition assistance.

Extracurricular Activities

ECA continues to expand its extracurricular offerings, including sports, competitive athletics, chess, leadership programs (student council), and mission projects. The school's athletes have consistently demonstrated Christian conduct and sportsmanship, both in practice and during competition. The ECA "Eagles" participate in league competitions, showcasing their skills and character on the playing field.

EXTRACURRICULAR ACTIVITIES

ARCHERY
CHEER
CHESS CLUB
KNITTING CLUB
LEGO CLUB
STUDENT COUNCIL
YEARBOOK CLUB
MISSION PROJECT
COMPETITIVE ATHLETICS



ACCREDITATION

The National Association of Private Schools (NAPS) is a consortium of Christian educators and schools from across the United States. The association is dedicated to recognizing and improving the character and educational quality of private Christian schools. National Association of Private Schools is a non-profit educational organization, which provides educational assistance and accreditation for church schools, private Christian schools and Christian home school academies

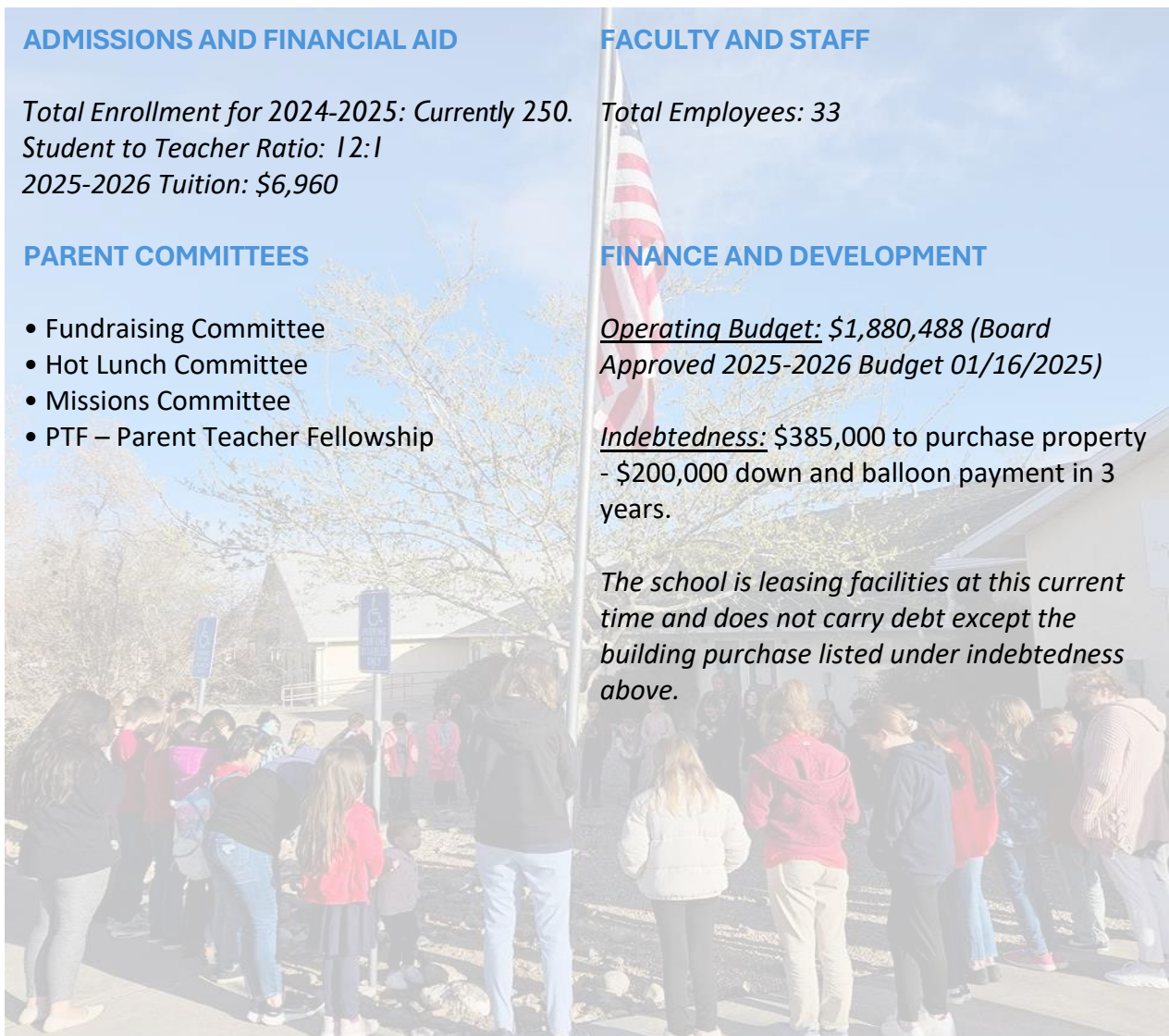
that maintain a credible, traditional education program for Pre-K through 12th grades. Link to certificate [here](#).

ACSI Member School

Emmanuel Christian Academy is a member of the Association of Christian Schools International (ACSI), the world’s largest association of Protestant schools. ACSI is a leading international organization that promotes Christian education and provides training and resources to Christian schools and Christian Educations.

- ECA has been a member of ACSI since the school was founded in 2000.
- Accreditation through ACSI is a current goal for ECA.

ECA AT A GLANCE



ADMISSIONS AND FINANCIAL AID <i>Total Enrollment for 2024-2025: Currently 250.</i> <i>Student to Teacher Ratio: 12:1</i> <i>2025-2026 Tuition: \$6,960</i>	FACULTY AND STAFF <i>Total Employees: 33</i>
PARENT COMMITTEES <ul style="list-style-type: none">• Fundraising Committee• Hot Lunch Committee• Missions Committee• PTF – Parent Teacher Fellowship	FINANCE AND DEVELOPMENT <i><u>Operating Budget:</u> \$1,880,488 (Board Approved 2025-2026 Budget 01/16/2025)</i> <i><u>Indebtedness:</u> \$385,000 to purchase property - \$200,000 down and balloon payment in 3 years.</i> <i>The school is leasing facilities at this current time and does not carry debt except the building purchase listed under indebtedness above.</i>



THE FUTURE OF ECA

- Existing Classroom Capacity: 300 students
- Future Classroom Expansion Capacity: up to 450 students

“Our new property will allow us space to grow 450 students. It will be a gradual opening from 2025-2027.”

- Future Gym/Chapel/Multi-Purpose Building
- Future Administration Building

Click [here](#) for more information on ECA’s historical data and stats.

WHAT THE STAFF AND FACULTY SAY ABOUT ECA AND THE NEXT PRINCIPAL

- *Our new Principal needs to have strong academic, behavioral, and spiritual expectations.*
- *There is strong parent-teacher communication.*
- *Some of our new teachers struggle to find their footing, but all staff, new or not, give their whole heart into our mission.*
- *The staff is a mixture of those who have significant experience and level of spiritual maturity and some who need to grow.*
- *The Board and Administration work closely together and have recently formulated and engaged in plans to help with fostering a cohesive relationship between these roles.*

“We have the opportunity to be a blessing to families by speaking God’s truth, keeping low teacher-student ratios, and having strong academics.”

- *I love that we meet every day for a 15-minute devotional and prayer.*
- *We welcome a diversity of ideas and have fun in the classroom.*
- *We try very hard to remain at 12-15 students per class, but sometimes the waiting list and need is such that we allow more families into the school.*
- *Parents often turn to ECA to have something more than the public schools offer.*
- *Our new principal must have a mature, well-developed and vibrant walk with Jesus.*
- *Both of my children went through ECA start to finish—they thrive spiritually and academically.*
- *The new Principal will have the clear ability to make decisions yet keep the Board in the loop. The Board does not micromanage but will hold the Principal accountable in all necessary situations.*

*“God always opens doors for us;
He constantly provides and
surprises.”*

- *We are a culture of respect, compassion, growth-oriented with a drive to keep improving.*
- *We (teachers) get a \$200 stipend each year to make our classrooms better.*
- *We are small and stricter than public schools though kids are kids, and we are not immune to all public-school issues and influences.*
- *Though not required, teachers often eat lunch with the kids—they love on them.*
- *We stand firm in a loving way—don’t escalate—come from a point of humility.*

- *Our current principal is incredible at prioritizing yet being available to care on demand, as circumstances arise*
- *Sometimes we extend a bit too much grace to students who do not comply with ECA’s policies.*
- *While Board meetings are closed, they do have quarterly meetings for staff and parents to voice their concerns, though encouraging the chain of command at the staff level.*
- *We need someone like our current principal—with a heartbeat for the families; almost a ‘Child Whisperer’.*
- *We lean more towards a missional approach (versus covenant) to student body growth.*
- *We have a diversified student body, from the poverty level to the affluent.*
- *Parents who have no faith love to pick our school and feel welcome.*
- *Our team is so committed; we can be silly yet intentional about praying and caring for one another.*
- *Our students have chapel weekly and daily bible.*
- *There is a commitment to inspire a love of learning.*

*“We are well-connected and are
highly regarded in the
community.”*



THE OPPORTUNITY

Job Summary:

The Principal serves as the administrative, academic, and cultural leader of ECA, overseeing the daily operations of educational and extracurricular programs. This role includes the supervision, evaluation, and professional development of all faculty and staff members.

As the primary executive leader, the Principal works in close collaboration with the Board of Directors to ensure the effective, mission-driven operation of the school. The position encompasses spiritual leadership, operational/financial management, fundraising and academic oversight to uphold and advance ECA's mission and vision.

The Principal plays a pivotal role in shaping academic culture by exemplifying maturity of faith, maintaining high professional standards, and fostering a spirit of graciousness. Exceptional communication, organizational, and interpersonal skills, along with a demonstrated commitment to excellence, are essential to this role.

This position offers an exciting professional opportunity for a seasoned educator and administrator who will inspire faculty and students with energy, decisiveness, and a sense of humor while fully embracing ECA's mission and values. The HOS is also responsible for promoting a collaborative environment and ensuring the academic and financial health of the institution.

FAITH, EXCELLENCE, AND VIRTUE

A spiritually focused, strongly academic education at ECA cultivates wisdom and virtue by nourishing the soul with truth, beauty, and goodness, providing students with opportunities to pursue these ideals at every grade level.

ECA recognizes that the pursuit of wisdom and virtue is both personal and communal, individual and generational. It is a lifelong journey—marked by twists and turns, successes and challenges—where faith, excellence, and virtue are integrated into every aspect of the school community. This meaningful struggle unfolds daily as students are encouraged to work diligently, make their faith authentic and relevant, and embrace a well-lived life.

THE POSITION

Primary Responsibilities:

- Ensure alignment between the school's mission, statement of faith, policies, and all academic and extracurricular activities.
- Supervise, evaluate, and support faculty and staff, fostering a vibrant academic culture of excellence and grace.
- Oversee faculty recruitment, retention, and professional development, recommending curricular and extracurricular changes as needed.
- Manage the budget and ensure compliance with legal and accreditation standards.
- Articulate programs, expectations, guidelines, and other information necessary to ensure that all constituencies (including parent organizations and volunteers) are fully informed, consistent with their individual roles and inspired in their work.
- Address and resolve behavioral, academic, and disciplinary issues collaboratively with students, families, and staff.
- Provide leadership in event coordination, emergency preparedness, and student admissions processes.

Leadership:

- Serve as the spiritual leader, fostering a Christ-centered educational environment that integrates faith and academic excellence.
- Lead strategic planning and long-term goal setting aligned with the Board's vision.
- Promote a culture of collaboration, unity, and mutual respect within the school community.
- Model and ensure biblical conflict resolution practices.

Administration and Financial/Strategic Planning:

- Oversee operations, including faculty supervision, school committees, and events.
- Implement sound financial management practices, including budgeting, tuition collection, and reporting to the Board.
- Direct marketing and public relations initiatives to increase enrollment and enhance the school's reputation.
- Ensure timely performance reviews, compliance with HR standards, and effective inventory and facilities management.
- Oversee financial operations, including budgeting, overseeing grant writing, and fundraising, ensuring alignment with the school's mission.
- Establish tuition rates and financial aid policies in collaboration with the Board.
- Continuously evaluate and improve operational efficiency and resource allocation.

Curriculum and Program Development:

- Guide the development and evaluation of academic programs, ensuring alignment with the school's mission and pedagogical best practices.
- Oversee faculty professional development and encourage continuous learning.
- Utilize technology to enhance instruction and administration.
- Lead student recruitment and assessment initiatives.

Ideal Qualifications:

- Bachelor's degree in related field; advanced degree preferred.
- 7-10+ years proven experience in school, church, or ministry administration and leadership; teaching experience preferred. Administration of, or teaching in, a Christian School is a plus.
- Experience managing 2.5m+ budgets.
- Strong written and oral communication skills.
- A passion for education, a love for children, and the ability to lead with Biblical humility and integrity.
- Strategic thinking and problem-solving skills with financial acumen.
- Familiarity with the classical/liberal arts educational model is a plus.

Critical Performance Competencies:

- Exhibit grace, humility, and professionalism in all interactions.
- Demonstrate effective conflict resolution skills, grounded in biblical principles.
- Inspire excellence and initiative among staff and students.
- Uphold confidentiality and discernment in sensitive matters.

Spiritual Qualifications:

The Principal must be a born-again believer, showing evidence of salvation in his/her life through his/her testimony. He or she must agree with the school's Statement of Faith without reservation and must adhere to the spirit of instruction established in 1Timothy 3:1-13. He or she must agree to faithfully and regularly attend a local Bible believing church whose fundamental beliefs agree with ECA's Statement of Faith (Hebrews 10:25).



STATEMENT OF FAITH

Emmanuel Christian Academy believes and teaches the following:

We believe there is only one true and living God, revealed in three persons: Father, Son and Holy Spirit, and triune God created all, upholds all, and governs all. (Genesis 1:1, Mathew 28:19, John 10:30).

We believe God the Father is infinite and personal, perfect in holiness, wisdom, power and love; He concerns Himself mercifully in the affairs of men; hears and answers the prayers of believers; and saves from sin and death all who come to Him through Jesus Christ. (Genesis 1:1, 1John 1:9; Ephesians 1:5, John 14:6).

We believe Jesus Christ is God. He was born of a virgin, lived a sinless human life, performed miracles, died on the cross to pay the price for our sins, rose from the dead the third day, then ascended to the right hand of the Father. We believe in and await His personal, visible return to power and glory. He is fully God and fully man, God the Son, the second person of the Trinity. (John 10:37-38, Matthew 1:23, Hebrews 4:15, John 2:11, Romans 6:23, 1 Corinthians 15:4, Mark 16:19, Acts 1:11, Revelation 19:11, John 8:58).

We believe the scriptures, both the Old and New Testaments, to be the Word of God, inerrant in the original manuscript and the only infallible rule of faith and practice. We believe that all people are born with a sin nature in need of salvation which is a free gift, bestowed by God's grace alone and received by faith not by works. We assert that a believer's salvation is secured by Christ alone and is available to anyone who chooses to accept His free gift. (2 Timothy 3:16-17, John 3:5-7, Ephesians 2:8-9, Acts 4:12, Romans 10:9-10, John 10:27-28)

ABOUT KINGMAN, ARIZONA

Kingman, Arizona, is a vibrant city located in the northwest corner of the state, serving as the county seat of Mohave County. Known as the "Gateway to the Grand Canyon," Kingman offers a unique blend of small-town charm and access to outdoor adventure. The city is situated along historic Route 66, making it a popular destination for travelers while maintaining a strong local community.





Growth: The population of Kingman, Arizona is nearly 36,000. The population has been steadily growing in recent years, driven by factors such as affordable housing, its location along Interstate 40 (a major transport route), and its proximity to larger cities like Las Vegas and Phoenix. Kingman continues to see growth due to its appeal as an affordable, small-town community with easy access to outdoor activities and major urban centers.

Community Strengths: Kingman has a close-knit, family-friendly atmosphere with a strong sense of community. A strong Christian presence, which aligns with the area's generally conservative, family-oriented culture. The area boasts a variety of recreational opportunities, such as hiking, fishing nearby lakes, and off-roading. The city is known for its relaxed pace, offering a welcoming environment for families and retirees alike.

Cost of Living: Kingman offers a low cost of living compared to larger cities in Arizona, with housing prices well below the state average. This makes it an attractive option for those looking to enjoy a higher quality of life at a more affordable price. The overall cost of living is 5-10% lower than the national average, with lower-than-average prices for groceries, healthcare, and transportation.

Weather: Kingman experiences a semi-arid climate with warm summers and mild winters. Summer temperatures typically range from 90°F to 105°F, while winter temperatures are cooler, averaging in the 50s and 60s. The region receives minimal rainfall, making it ideal for those who enjoy sunny, dry weather year-round.

Housing: Housing in Kingman is affordable, with median home prices significantly lower than in larger Arizona cities like Phoenix or Tucson. Rental prices are also reasonable, making it an attractive location for both homebuyers and renters. \$264,967 Median sale price (September 30, 2024)

Employment: Kingman has a diverse economy with key industries including transportation, retail, and tourism. The city benefits from its strategic location along I-40 and proximity to the I-93 corridor, supporting local jobs in logistics and distribution. The unemployment rate is generally below the national average, and many residents work in healthcare, education, and government services.

For more information on Kingman, AZ click [here](#).

THE SEARCH AND SELECTION PROCESS

If you, or someone you know, have interest, and meet most of the qualifications described in this profile, please contact me, or recommend that person for consideration, and/or forward this information to them. Thank you.

Send resume to the contact below.

Names will be treated discreetly, and candidates should be assured that their inquiries will be treated with the utmost confidentiality.

Emmanuel Christian Academy is an equal opportunity employer and does not discriminate based on race, age, color, gender, national origin, familial status, veteran status, or disability. However, by the nature of this organization and its purposes, it does limit its hiring to people whose beliefs, theology and lifestyle are consistent with ECA.

The Ardent Search Company fully respects the need for confidentiality of information supplied by interested parties and assures them that their backgrounds and interests will not be discussed with anyone, including the client, without their prior consent, nor will reference contacts be made until mutual interest has been established.

For further information on this position, please contact:

Tim Bernstein, President
Ardent Search Company
tim@ardentsearchco.com
(805) 778-1777
LinkedIn | Tim Bernstein