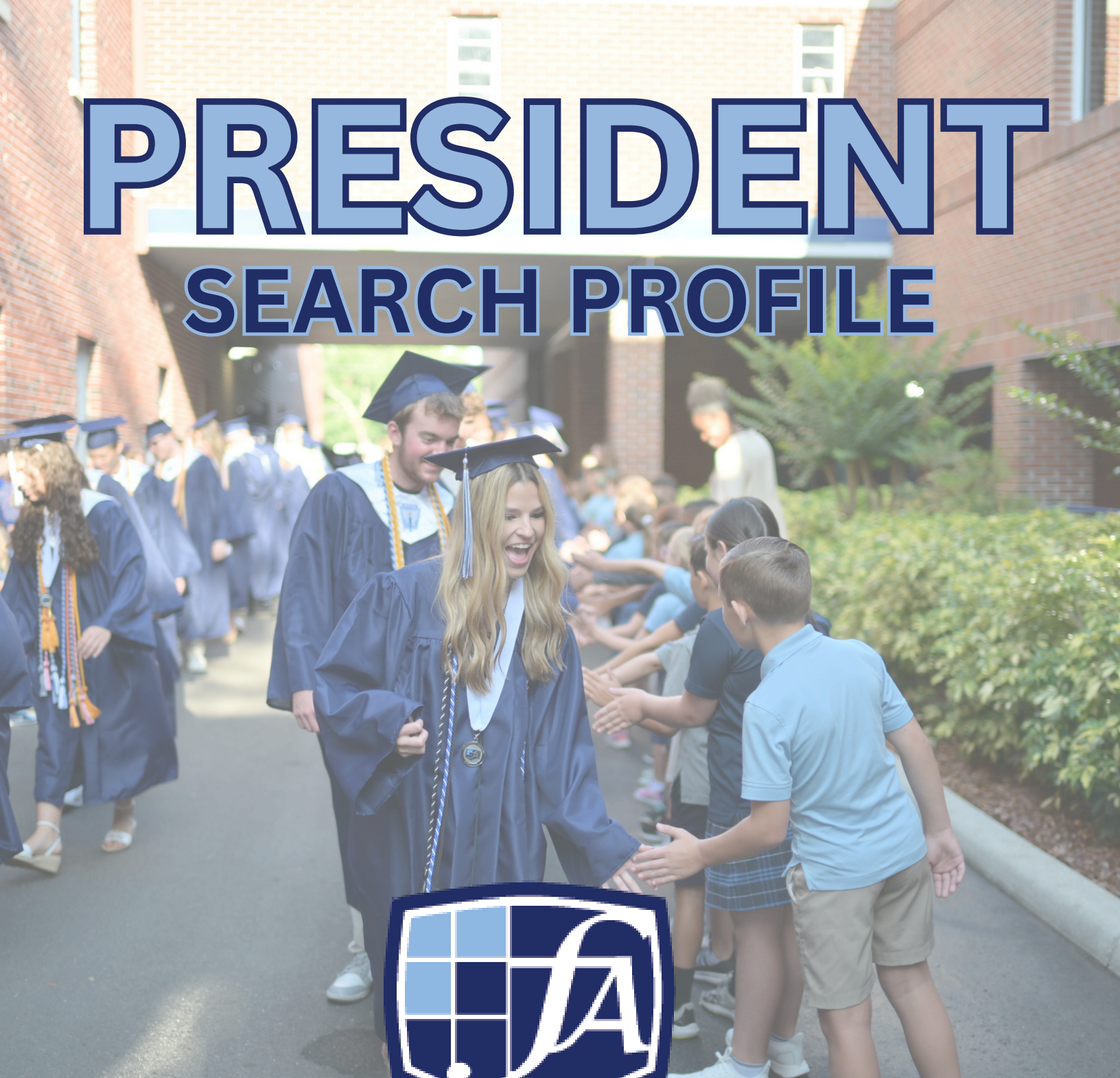


# PRESIDENT SEARCH PROFILE



EST. 1958

FOUNDATION ACADEMY

**BRADLEY** **RESOURCE**

GROUP



# ABOUT FOUNDATION ACADEMY

Located on 68 acres, the educational experience at Foundation Academy (FA) has been characterized by excellence as it emphasizes what God has done through the power of Jesus Christ. FA, a missional, private Christian school, has been serving the Winter Garden, FL community since 1958. As a ministry of Winter Garden's First Baptist Church, FA partners with families and the Church to build a firm foundation for life through a Christ-centered education. The school offers a comprehensive experience across its three campuses, including a fully online program serving grades 6 – 12.

Foundation Academy is a place for students to foster a daily experience with Jesus. FA provides a Christ-centered environment that engages the intellect, affirms and challenges the potential, and helps develop Christ-like character in each student. Academically, faculty go above and beyond in the classroom. Athletically, coaches encourage student-athletes to pursue excellence. Artistically, students are provided with outlets to enhance their creativity on a daily basis. The school seeks to honor Christ in all it does and help parents with the task of preparing their children for the future while equipping them with a Biblical worldview.

Foundation Academy is fully accredited by the Association of Christian Schools International (ACSI) and Cognia.





# Mission

Foundation Academy partners with families and the church to build a firm foundation for life through Christ-centered education.

# Vision

Building a Foundation for Life



**Authority of Scripture** – God is truth and His Word conforms to Him. The Bible is God's revelation of creation, the fall, redemption, and restoration. His Word is inerrant and the foundation of all we know to be true about this world and God's Kingdom, both here and in heaven.

**Spiritual Formation** – Parents are the stewards of their children's spiritual formation while the school partners in developing students' devotion to Jesus. Through pathways of faith and reason, Foundation Academy commits to the highest purpose of developing fully devoted followers of Jesus. This is the highest call, impacting the trajectory of a student's life. The administration, faculty, and staff commit to do so by living, leading, and modeling the life of a Jesus follower.

**Academic Excellence** – Academic pursuits and growth in knowledge are lifelong disciplines that expand our understanding of truth and grow our ability to see and understand the nature of reality. God has gifted each student with the ability to reason and grow in their academic pursuit. We seek to pursue excellence by guiding every student to give their very best, in order to reach their God-given potential.

**Individual Purpose** – God has created each of us uniquely, gifting us with the perfect set of skills and spiritual gifts to advance His Kingdom. This offers each person intrinsic value of purpose and meaning. Even more so, each person is a son or daughter of the King, deeply loved and valued. This intrinsic value will be taught, encouraged, and emphasized, elevating our student's view of themselves and impacting their self-esteem and self-worth.

**Authentic Servanthood** – Fully devoted followers of Jesus naturally embrace servanthood. To place others before ourselves is to emulate humility. This missional outcome propels us to care for others, serving as Jesus served and loving as Jesus loved.

**Commitment to Community** – We are part of a New Testament community of faith, seeking to build each other up and walk in faith. We strategically commit to walk in unity as we seek to make Jesus known and lead those within our care. We do so together, knowing Jesus has commanded us to love one another. This community of faith will be our greatest strength as we push towards greater Kingdom growth.



# MULTIPLE CAMPUSES – ONE COMMUNITY

## **Lakeside Campus**

Foundation Academy's Lakeside Campus began in 2019 and is located on the Family Church of Windermere. Located in the vicinity of beautiful Windermere/Orlando, it's just the right size to broaden a child's world just a bit more as they challenge them to grow. The campus serves students and families K – 5. Of the three campuses, Lakeside is the most accessible for Disney employees – only about 10 minutes away. Additional information about this location can be found [here](#).

## **Plant Street Campus**

The historic original home of Foundation Academy, opening in 1958, is located in the beautiful facilities of First Baptist Church of Winter Garden. The Pre-K – 5 grade campus also offers a diverse lower school academic program, athletic and fine arts opportunities, chapel services, and more. The campus is located at the entrance of the Historic Downtown of Winter Garden. To learn more about this campus click [here](#).

## **Tilden Campus**

The Tilden Campus boasts more than 68 acres of wide-open, rural land and serves as Foundation Academy's High School and Middle School campus. Here, offerings include a diverse academic program, athletic and fine arts opportunities, chapel services, and more. The campus features four major buildings: The Original Classroom building, the new classroom building – that includes science labs, seven classrooms and a fine arts studio and the expansive Leiferman Gymnasium, as well as four additional buildings for select disciplines such as drama, band and choir. More information on this campus can be found [here](#).

## **FAVL – Foundation Academy Virtual Learning**

Foundation Academy also partners with families and the church to build a foundation for life through Christ-centered education, via virtual learning. FA understands that every student has a unique situation and may better excel in a flexible learning environment while still pursuing a solid foundation through the church and Christian-based curriculum. Foundation Academy Virtual Learning (FAVL) is a division of Foundation Academy providing families with the flexibility to balance their priorities and values while pursuing Kingdom Education in a self-paced, digital learning environment outside of the conventional school schedule for grades six through twelve. Additional information on the FAVL program can be viewed [here](#).





**LOVE:** First and foremost we want our graduates to be immersed in the love of God being taught through His example of how to love others.

**Luke 10:27** - *He answered, "Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind"; and, 'Love your neighbor as yourself. "*

**LEARN:** We strive to provide our students with rigorous academia that not only promotes learning within our walls, but a hunger for learning that stays with our graduates for a lifetime.

**Proverbs 1:5,7** - *Let a wise person listen and increase learning, and let a discerning person obtain guidance—The fear of the Lord is the beginning of knowledge; fools despise wisdom and discipline.*

**LEAD:** Through love and education, we pray our graduates will lead their generations and positively affect their communities with the love of God.

**1 Timothy 4:12** - *Don't let anyone despise your youth, but set an example for the believers in speech, in conduct, in love, in faith, and in purity.*



# ACADEMICS @ FA

College Preparatory courses are the standard level for the high school curriculum. Honors, AP, and Dual Enrollment are available for core course placement as determined annually based on the students' grades, prior course levels, PSAT test scores, and department teacher recommendation. The most advanced classes available by grade:

**9th Grade** – English I Honors, Geometry Honors, Biology I Honors, AP Human Geography, Spanish II or American Sign Language II, Bible I

**10th Grade** – English II Honors, Algebra II Honors, Chemistry Honors, AP World History or Dual Enrollment World Civilization I and II, Spanish III Honors or American Sign Language III Honors, Bible II

**11th Grade** – AP English Language or Dual Enrollment English Composition I and II, Pre-Calculus or Statistics Honors, AP US History or Dual Enrollment American History I and II, AP Level Science, Spanish IV Honors or American Sign Language IV Honors, Bible III

**12th Grade** – AP English Literature or Dual Enrollment English Composition I and II, AP Level Math, AP Level Science, Dual Enrollment Macroeconomics, AP US Government & Politics or Dual Enrollment American Government, AP Spanish Language and Culture, Bible IV

## Dual Enrollment Partnerships:

Southeastern University  
Cedarville University  
Taylor University (online electives)  
Orange Technical College







# ACADEMICS @ FA

**18:1**

*Student  
Teacher  
Ratio*

**89%**

*2024  
AP Exam Pass  
Rate*

**23**

*AP &  
Dual Enrollment  
Courses  
Available*



*S.T.E.A.M.  
Education  
Opportunities*

**100%**

*Graduation  
Rate*

**78%**



*Attend College In State*

**19%**



*Attend College out of State*

A selection of colleges and universities that the Class of 2025 are attending.

**CLEMSON**



Baylor University



Palm Beach  
Atlantic  
UNIVERSITY



**EMBRY-RIDDLE**  
Aeronautical University



**LIBERTY**  
UNIVERSITY

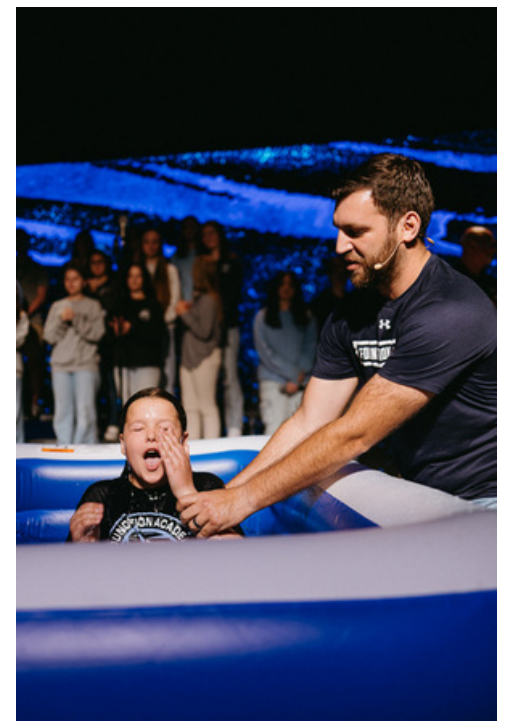


# SPIRITUAL DEVELOPMENT

Spiritual Development at Foundation Academy begins with immersive biblical worldview training—an initiative launched this past year to equip faculty first, ensuring every teacher sees and teaches through the lens of Scripture. Faculty are equipped to understand that a biblical worldview is not something you look at, but something you look through. This training helps teachers recognize and respond to competing worldviews and, in turn, teach students to do the same. Once grounded in this framework, teachers intentionally shape their classrooms around biblical truth, guiding students to interpret reality, identity, morality, and purpose through the authority of God's Word.

This foundation is strengthened by a campus culture that encourages personal spiritual formation at every level. Teachers intentionally weave biblical themes into classroom content and conversation. Weekly chapel gatherings guide students in vertical worship and gospel-centered teaching, with programming that builds in theological depth as students progress through the grades. Mentoring, prayer initiatives, and strategic church partnerships further help students grow in their relationship with Christ. These rhythms of formation are designed to develop students who think critically, love sacrificially, and live faithfully in response to God's truth.

In the past two years, more than 140 students have taken the bold step of baptism, publicly declaring their faith and choosing to follow Jesus. These decisions reflect more than a moment; they are markers of transformed lives and eternal purpose. Foundation Academy exists to help students not only encounter the gospel but also answer its call to deny self, follow Christ, and commit their lives to the greater, eternal work of God's Kingdom.







# ARTS @ FA

## **Choir**

The Foundation Academy Upper School Choir Program is designed to help students explore choral music through study and performance. They believe the study of music and lifting song up to the Lord provides sensory, mental, emotional, and social experiences beneficial to any who take part. It is the goal of their program to provide a safe, Christian environment for students to use their talents to glorify God.

## **Digital Arts**

The Foundation Academy Digital Arts Program's primary focus is Adobe Photoshop. While their primary digital art tool is the computer, the class uses conventional methods in creation, such as color theory, texture, form, and shape. Merging traditional and modern means of creation inspires creativity and doesn't limit students in using their minds in the process.

## **Multimedia & TV**

Foundation Academy desires to provide creative and technical foundations to become a positive influence in the area of media and entertainment. The skills learned in this class will be helpful in creating projects for other classes as well. Students are encouraged to use the talents they have been given to glorify God by seeking to make choices that are pleasing to God. Currently technology now allows FA to provide cutting edge equipment to enhance the learning experience while preparing students to develop valuable communication skills.

## **Theatre Arts**

In the Foundation Academy Theatre Arts Program, the aim is to provide a safe, Christian environment for students to use their talents to glorify God. In a world full of darkness, God calls FA students to use the gifts He's given to be a light.

## **Visual Arts**

Foundation Academy's Visual Art Program allows students to explore various art mediums while applying the Elements of Art and Principles of Design. Students work in a studio environment creating artwork in 2D and 3D forms.

## **Steel Drums**

One of FA's most popular arts programs. The program utilizes the unique sound of steel drums to learn and discover a broad range of music.



# ATHLETICS @ FA

## High School Varsity & Junior Varsity Athletics

### Fall Sports:

Cheer  
Cross Country  
Football  
Golf  
Swim  
Volleyball

### Winter Sports

Competitive Cheer  
Boys' Basketball  
Boys' Soccer  
Girls' Basketball  
Girls' Soccer  
Girls' Weightlifting

### Spring Sports:

Baseball  
Beach Volleyball  
Boys' Weightlifting  
Lacrosse  
Softball  
Tennis  
Track & Field



## Foundation Academy – Middle School Athletics

### Fall Sports:

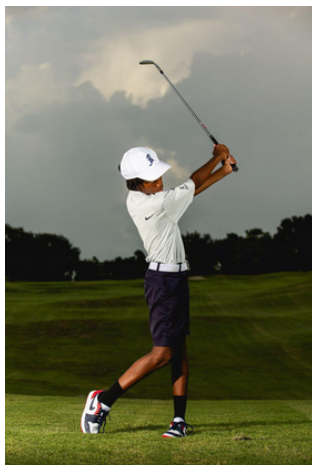
Cheer  
Cross Country  
Golf  
Volleyball

### Winter Sports:

Boys' Basketball  
Competitive Cheer  
Girls' Basketball  
Girls' Weightlifting

### Spring Sports:

Baseball  
Boys Weightlifting





# THE OPPORTUNITY

## PRESIDENT

Now in its 67th year of operation, Foundation Academy (FA) is perfectly positioned for its next President. As a ministry of First Baptist Church of Winter Garden, today, the school is celebrating God's faithfulness and its highest enrollment ever for the 2025 – 2026 school year. FA has high-performing business operations, engages a school community with a strong culture of commitment, employs a fabulous faculty, and is directed by an administrative team with a true servant-leader mentality. All the ingredients for success exist today at FA for its next President to lead with humility, confidence, care, respect, transparency, strategic – operational and academic excellence, and a fierce determination to promote Christian education while achieving more on behalf of every FA stakeholder.

In 2014, when outgoing head of school, Dave Buckles, assumed leadership of Foundation Academy, the school had 584 students in grades Pre-K – 12. Today Foundation Academy is expecting 1450 students to walk through their doors this coming Fall. Great work has been done, more to come is right around the corner. A delicate balance of continuing to pursue excellence with the passion, pace, and purpose of past, while leaning-into the last decade and leading through this next chapter with humility and confidence will characterize the next President.



This will require the next President to act with decisive authenticity, while clearly communicating well-thought-out steps that addresses the past, present, and future growth. The stage has been set, and the opportunity now exists for Foundation Academy's next President to lead confidently into the next several decades. Anticipating that a high level of enrollment demand will persist, the school, and thus the next President who leads it, will have the immense responsibility of seeing that the foundation of the school remains and continue to drive and direct its distinct mission and vision. Additionally, a high-level of business acumen must be evident along with a comprehensive understanding of academic excellence.

# THE ROLE

The President is the sole employee of Foundation Academy's Board of Directors and representative of the Board in its relations with the faculty, staff, students, and patrons of the school. The President will effectively promote and implement the mission of Foundation Academy with a Christ-centered demeanor, build relationships with donors, and be a consistent role model for the staff, parents, and students. The President will be responsible for leading the school toward its objectives as they relate to the school's mission, vision, values, both personally and through subordinate directors. The President will demonstrate mature Christian belief through a personal and professional lifestyle that reflects the purpose of the school to honor Christ at all times.



Success in this role will be measured by the effective completion and excellent execution in the areas of school governance, educational programming, and institutional advancement, the specifics of which include the following:

## THE ROLE: GOVERNANCE AND OPERATIONS

- Accountable to the Board of Directors for administering the total program of the school in an efficient and economical manner, within allocated resources at the highest standards possible, and for carrying out policies established by the Board.
- Participates in all meetings of the Board of Directors and prepares quarterly and special reports regarding the specific activities of the school.
- Responsible for keeping the Board of Directors informed on the operations and needs of the school.



## THE ROLE: GOVERNANCE AND OPERATIONS (CONT.)

- Executes long-range plans and manages toward agreed-upon goals consistent with the standards of measures for accountability provided by the Board of Directors.
- Responsible for ultimate oversight over the adequacy of and soundness of the organization's financial structure.
- Directs all the business affairs of the organization and establishes a system of records maintenance to account for all funds received and expended and submits proper financial reports to the Board on a reasonable basis. Supervises major purchases in accordance with the budget and within Board adopted expenditure guidelines.
- Responsible for the selection, management, and discharge of all personnel either directly or through subordinate directors. Organizes the functions of the school through appropriate departments and delegation of duties.
- Responsible for ensuring the continuous utilization and efficient operation of all Foundation Academy buildings, lands, and equipment, and makes appropriate recommendations to the Board regarding these physical assets.
- Ensures that facilities are clean, safe, and attractive, which optimizes the teaching and learning process and engages all staff in more meaningful work.
- Ensures that all organizational activities and operations are carried out in compliance with local, state, and federal regulations and laws governing 501(c)(3) non-profit organizations. Maintains familiarity with non-profit regulations as well as administrative and employment-related laws and regulations such as OSHA, EEOC, and ADA.
- With assistance from other staff and the Board, reviews operating results of the organization on an annual basis, compares them to established objectives, and takes steps to ensure that appropriate measures are taken to correct unsatisfactory results.
- Accountable to the Board of Directors on an annual basis for the efficient and effective operation and leadership of the organization. Maintains a dialogue on all strategic decisions affecting the organization with the Board of Directors.
- Effectively works with the Board, Administrations, and Faculty/Staff to develop the very best ideas and practices to fit the uniqueness of Foundation Academy.

## THE ROLE: SPIRITUAL LEADERSHIP

- Provide students opportunities to accept God's gift of salvation and be a Christian witness and role model to them in order to help them grow in their faith.
- Demonstrates a deep understanding of Christian education and an exceptional ability to articulate the mission and vision of the school to all constituencies inside the classroom and out.
- Takes all necessary steps to create and foster a Christ-centered school environment and ensure a comprehensive Biblical worldview and program for curricular studies.
- Actively involved in First Baptist Church of Winter Garden, FL.

## THE ROLE: ADMINISTRATIVE LEADERSHIP

- Maintains a track record of developing a strong administrative team.
- Models' excellent presentation and communication skills – speaking, writing, and using technology effectively.
- Ensures the responsibilities, authorities, and accountability of all direct subordinates of the President are defined and understood.
- Stays abreast of 'leading edge' instructional and administrative technology and tools and implements appropriate new ideas and trends when needed.
- Maintains a commitment and the capability, to make continuous improvements in curriculum and teaching methods.
- Works collaboratively with appropriate administrators to ensure adoption, implementation, and review of all curricula.

## THE ROLE: DEVELOPMENT, PUBLIC RELATIONS, MARKETING AND COMMUNICATIONS

- Supports the ongoing efforts of the Development Department, which will enable Foundation Academy to continue to maximize its impact on the lives of youth and families.
- Ensures a successful public relations program that promotes community awareness of the school through collaboration with the Admissions, Marketing, and Communications team.
- Represent Foundation Academy in meetings of outside community and business organizations.
- Partners closely with the Development Team to energize donors to accomplish annual fund and capital project goals.
- Enlists and empowers supporters via parent groups, alumni association, booster clubs, and the community.





# THE ROLE

## DESIRED PRESIDENT CHARACTERISTICS AND ATTRIBUTES

Leading into the next chapter of Foundation Academy, this new President must have a mindset of continual spiritual growth, confidence and calmness under pressure, continuous improvement, and genuine humility – which is a true conductor of greatness.

The ideal candidate will be a committed Christ follower, who is prayerful, ministry-minded, and student of God's Word. Additionally, the Foundation Academy community is praying for a leader who:

- Will become fully committed to the mission of Foundation Academy and also has a heart for First Baptist Church of Winter Garden, FL.
- Has demonstrated gifting and experience in spiritual leadership in a Christian school context and an ability to bring a Christ-centered perspective to any issue Foundation Academy faces.
- Can cast a vision in support of Foundation Academy's mission, and inspire staff, faculty, parents, students, and donors to it, and has the business acumen to accomplish it.
- Is a strategic and critical thinker who understands Foundation Academy's strengths, opportunities, aspirations, and is result oriented.
- Has demonstrated organizational leadership; a leader who makes wise choices for key leadership roles, builds trust with staff, and empowers them; adept at team building, leading with compassion, shepherding staff, mentoring and cultivating leaders, and is collaborative (when appropriate) in decision making.
- Is an effective communicator; articulates clearly, concisely, and timely to staff, parents, and the Board, and promotes the interests of Foundation Academy to prospective families, donors, and local Christian leaders.





# THE ROLE

## DESIRED PRESIDENT CHARACTERISTICS AND ATTRIBUTES (CONT.)

- Possesses demonstrated courage; willing to unapologetically stand up for the Truth and resist anti-Biblical cultural forces with resolve and grace; believes and abides by the Biblical Truth that marriage is sanctioned by God, which joins one man and one woman in a single, exclusive, covenant relationship; believes in the Biblical view of gender as male and female; decisive when appropriate and can demonstrate a track record of making tough decisions.
- Demonstrated success with business and financial management over and stewardship of the school's resources; Can create and manage a budget and has experience in negotiations.
- Is willing to fundraise and develop programs to increase enrollment; demonstrated experience in building relationships with donors.
- Is an effective problem solver; a leader who creatively overcomes roadblocks and is diligent, hardworking, and committed to continuous improvement; thrives in a culture of achievement.
- Is known for having high integrity, a humble spirit, a compassionate/empathetic disposition, a servant's heart, communications seasoned with grace, a teachable spirit, a listening ear, enjoyable interactions with students, parents, and other stakeholders, and for having a winsome personality.
- Experience in private Christian school administration.
- Has earned a bachelor's and master's degree. A doctorate is preferred.







## WELCOME TO WINTER GARDEN, FLORIDA

Winter Garden is the commercial and cultural capital of West Orange County while maintaining its quaint charm and small-town feel. It continues to be recognized nationally as a desirable place to live and grow a business. In fact, it was named in the top 10 of the "Best Places to Live in America" by Money magazine in 2019.

Nestled on beautiful Lake Apopka about 20 minutes west of Orlando, this former citrus town is home to nearly 45,000 residents and embodies a wealth of historical and natural assets. Winter Garden's proximity to Orlando and the theme parks makes it a convenient, central location to live and work.

Listed on the National Registry of Historic Places, Downtown Winter Garden is a slice of Old Florida as it maintains its hometown charm. Breathtaking picturesque, downtown is embellished with colorful flowers and landscaping, brick-lined streets, and a streetscape that tells a story about the community's history and character. The 22-mile award-winning West Orange Trail, which will soon be part of the 250-mile Coast to Coast (C2C) Connector Trail, runs right through the center of downtown. In the heart of downtown is also its iconic Clock Tower and Water Tower, as well as its Centennial Plaza that is considered the City's "outdoor living room" with a mosaic-tiled public fountain lined with bench swings, and a gazebo that serves as a stage for year-round entertainment. A number of complimentary amenities can be found within downtown including a splash park, historical museums, an art gallery, and a linear park and oversized Downtown Pavilion that is home to the award-winning weekly Winter Garden Farmers Market.

Foundation Academy's growth and success are intricately linked to the expansive suburban growth in Southwest Orange County and Eastern Lake County. This includes the dynamic Orlando Metropolitan area, which thrives on its diverse industries such as tourism, aerospace, entertainment, hospitality, and technology. The synergy between the school and its surrounding community fosters a rich and supportive atmosphere for students and families alike – maybe even you!





# APPLICATIONS AND NOMINATIONS

Applications, recommendations, and nominations will be accepted until the next President is appointed. For most favorable consideration, applicants should submit a Resume / CV, a written Christian Testimony and a letter of Interest (addressed to the President Search Committee) immediately and before August 6, 2025. Nominations, expressions of interest, and applications should be submitted directly to:

[PresidentFA@BradleyResourceGroup.com](mailto:PresidentFA@BradleyResourceGroup.com)

Confidential inquiries and questions may be directed to:

**BRADLEY** **RESOURCE**  
GROUP

Joe Bradley  
Chief Executive Officer

770-843-8928

[Joe@BradleyResourceGroup.com](mailto:Joe@BradleyResourceGroup.com)