

LIFEWISE ACADEMY



FINDING THE RIGHT DIRECTOR

The Right Person

Finding the right person to fill the Director's role is vital to the success of a LifeWise program. A great Director will gather the best leaders and help team members work together effectively. Look for a person who has caught the vision of LifeWise and will passionately drive it forward. Make sure the candidate agrees with the LifeWise [Statement of Faith](#) and [Vision Philosophy](#). Take the time to pray for and recruit the best person for this job.

Core Values

We recommend that every person in leadership display the two LifeWise core values.

- ◆ **Commitment** – This value addresses the heart. Committed people have their heart in the right place. They are motivated correctly and are all in, fully supportive of the purpose and importance of the LifeWise program in your community.
- ◆ **Competence** – This value examines the abilities, skills and know-how to accomplish the actual work that would be entrusted to whoever is appointed as Program Director.

You will find many people whose hearts are in the right place but who lack the skills needed for a particular role. Others may have the exact skills you need but aren't fully committed to the LifeWise vision of reaching students for the Lord. We encourage you to find a Director who displays both.

Vital Qualities

In addition to the LifeWise core values of Commitment and Competence, the Program Director should demonstrate two other vital qualities:

- ◆ **Well-Respected** – The person who leads the LifeWise program should be a respected name in the community. Sometimes, the people who are entrepreneurs and leaders accomplish a lot but aren't well liked or respected. You want to find someone who people in your community know and look up to, who has the general trust of the community at large.
- ◆ **Good Communicator** – The Director must be a good communicator. This skill is less about being a good presenter, though that is helpful, and more about someone whose words and manner draw people together. This person should be able to create and unify their team, to clearly delegate and keep their team on track, and to utilize the best methods of communication, in person and electronically, to keep everyone on the same page.

Recruiting

The Program Director may emerge organically as a leading member of the Steering Committee. If that is not the case, we recommend the Steering Committee seek candidates from the local church community. Spread the word via church announcements, social media and word of mouth. As potential candidates emerge, direct them to use the application process at lifewise.org/directorapplication. The Steering Committee should form a Hiring Committee with 3-4 members who are familiar with the Statement of Faith and Vision Philosophy and have no conflict of interest with candidate(s).