

Mission and Vision Renewal

Stanford Hielema, Head of School

Glenmore Christian Academy

Calgary, Alberta, Canada

For my Van Lunen final written project, I re-visited the relevance of Glenmore Christian Academy's (GCA) mission statement. Through this process, it became clear that the mission statement had little significance in the day-to-day operations of the school. With the Board of Directors' approval, we went through a rigorous review that led to a decision to create a new mission and vision.

My first step was to hire a consultant to gather data from parents, staff, and board members concerning the relevance of the mission and vision statement. The consultant concluded that these documents needed to be refreshed or renewed. I hired a second consultant to assist the Board and administrative staff to dream about what our mission could look like. After many meetings and a retreat we were able to come up with the initial draft of what would become GCA's new mission and vision.

This project showed me the value of collaboration and engaging the major stakeholders. While the first mission statement in 1980 involved only a few key contributors this review involved the entire GCA community. Research shows that a shared mission and vision leads to a healthy school culture.

Little did we all know the unbelievable amount of time it would take to gather the feedback, refine the data, wordsmith, and finalize the new mission and vision. The desire to accurately capture the intent of the shareholders sometimes led to passionate debates.

Time will tell the full impact that this project will have on the school. I saw the GCA community grow together as we reflected on our purpose and God's leading. A strong foundation has been put in place for future decision-making.