

Outstanding Leader: Rick Lukianuk

Rick Lukianuk, the new president at Heritage Christian Academy (HCA) with campuses in Overland Park and Olathe, Kansas, a rapidly growing, PreK – 12 Christian school serving suburban Kansas City. The school is the result of a recent merger of Westminster Christian Academy and Berean Christian School. Rick's innovative leadership is focused on a new multi-faceted strategic plan building upon the strength of both schools and their tradition of partnership among church, home and school. The plan includes initiating a professional development program that addresses personal goals, compensation and career paths for every employee, revising the curriculum to address conceptual thinking, individual calling, the consequences of ever changing digital communications and the centrality of a transparent relationship with Christ in each student's life.

Lukianuk left a successful career as an international corporate attorney to begin a new career in faith-based education in 2000. While with United Technologies Corporation in Detroit, he developed his expertise

in international law, mergers and acquisitions. Rick later served as vice-president and general counsel for all international operations of Fisher Scientific Worldwide. He and his family downsized their

lifestyle so that he could serve as high school principal of Portsmouth Christian Academy in New Hampshire. During his five-plus years at PCA, the school became



the largest non-denominational, faith-based school in New England. He and his family moved to Chicago in 2005, to head up the operations at Christian Heritage which was certified as a BCW for five consecutive years during his tenure. Rick and his wife, LeeAnn moved to Kansas in July of 2011 to begin the exciting task of further developing HCA as a

national leader of quality, affordable and visionary Christian education. Rick received his undergraduate degree, Summa cum laude and Phi Beta Kappa in History and Religion from Duke University, and received his Juris Doctorate from Duke University School of Law, where he was named a Reynolds Scholar. He and his wife Lee Ann have two children, Jordan age 25 and Kyle age 22.

Cultivate a Healthy Culture.

Having a culture of discipline, support and trust in place before a layoff takes place will provide a foundation of strength to better weather the storm. Take time to develop these qualities in your organization today.

BCWI: What is your vision of the future of your organization?

RL: Vision is first about discerning God's vision for the organization, and then attempting to implement it. I believe God's vision for our organization is to develop a school system in various locations, and a curriculum that equips children in the 21st century to be Christian leaders. That curriculum requires conceptual thinking skills and advanced communication skills. A

Outstanding Leader: Rick Lukianuk

generation of children who have learned to communicate via email and text messaging need to be taught how to communicate in depth, develop deep personal relationships with each other, and minimize their “me-centric” forms of communication in order to effectively lead and proclaim the Gospel. We must provide outstanding, comprehensive and coordinated academics; artistic, spiritual and athletic growth; as well as outstanding career opportunities for teachers and administrators. By offering fair compensation, good benefits and strong career paths, we will attract and retain the best and brightest Christian minds to teach this next generation.

BCWI: What lessons has God taught you through your leadership position?

RL: He’s taught me that I’m not smart enough to do anything by myself, and its corollary: I reserve the right to get smarter. The main job of a leader is to communicate God’s vision for the organization; hire the best people he or she can to execute the vision, and to constantly encourage, resource and communicate with those

individuals. We must set the parameters and then get out of the way so these experts can do their jobs. Effective leaders don’t just surround themselves with like-thinking individuals but seek those with different styles and methodologies that complement their weaknesses. I am blessed to work alongside intelligent, creative people with varying gifts, committed to the same vision.

BCWI: How do you feel called to your position?

RL: I began my career as an international lawyer. Although I was successful, I wasn’t fully passionate about my achievements. When I moved into education—first as a high school principal and then as Head of School—everyone, especially my wife, noticed the change immediately. I was able to use all my skills and felt great satisfaction in my work. You know you are called to something when, as Eric Liddell said in Chariots of Fire, you feel God’s pleasure when you run. It has very little to do with compensation or worldly honors; it’s about doing what God built you to do.