



WHITINSVILLE
CHRISTIAN SCHOOL



Opportunity Profile

HEAD OF SCHOOL

Whitinsville Christian School | *Whitinsville, MA*

GREETINGS

Dear Prospective Head of School Candidate,

Thank you for your interest in the Head of School position at Whitinsville Christian School. We hope you will take the time to explore this Opportunity Profile to learn more about Whitinsville Christian School's story of God's faithfulness and our vision for the future.

In a time when many other Christian schools are facing significant financial challenges and enrollment decline, Whitinsville Christian has experienced steady upward enrollment, completed successful capital campaigns, and has recently finalized and begun to execute a Strategic Plan. After 24 years of strong leadership, Lance Engbers will retire at the end of the 2019-2020 school year, creating an outstanding opportunity for a new Head of School to lead WCS onward into the future.

One main goal is to continue the mission of WCS while maintaining and forwarding our excellent learning environment, top-notch staff, up-to-date programs with a growing focus on STEAM, and excellent facilities. Our next Head of School needs to be a decisive leader, a team builder, and someone who can personally engage with the school and outside community.

We encourage you to read through this Opportunity Profile and to further explore our website for additional information. If you are interested in pursuing this opportunity, please reference the Process of Candidacy page to begin the application process. If you have any questions, please contact Laura Coverstone or Ed Poff (615-261-4623), the JobfitMatters Consultants who are assisting Whitinsville Christian School in this search.



Sincerely,

John Casey
Chair, Search Committee
President, Board of Trustees



OVERVIEW

Founded in 1928, Whitinsville Christian School (WCS) is a distinctively Christian school with the Bible, the Word of God, as its foundation. Serving more than 625 Pre-K-12th grade students, WCS has a 40-acre campus, which includes a new state-of-the-art performing arts center and athletic building, library media center, cross country trail, gymnasium, two soccer fields, a softball field, six tennis courts, and an outdoor track. The WCS community is characterized by a strong volunteer spirit, loyal multi-generation families, and involved alumni who choose to serve as faculty, board members, etc. WCS's mission is to nurture the academic, spiritual, personal, social, creative and physical development of students, in cooperation with their parents, for Christ-like service in God's world.

With Lance Engbers' retirement after 24 years as Head of School, WCS is seeking a successor who will build upon WCS's many strengths and nurture it to the next level. The faculty and administration of Whitinsville Christian School are a key strength of the school, and WCS enjoys tremendous donor support and successful capital campaigns. A few notable accomplishments from recent years include the following:

- Completion of an \$18M capital campaign
- Enrollment growth of 72 students from 2015-2019
- 15 new courses added from 2017-2019 in STEM, Business, and English.

Looking to the future, the next Head of School will continue to steward the resources of WCS wisely, grow the school's enrollment, sustain excellence in the academic program, and continue delivering education which is affordable for WCS families. This role calls for an experienced leader who can lead WCS forward by focusing on big-picture strategy and allowing a strong team to handle the day-to-day management. He or she will need to be decisive and confident, implementing change strategically and caring deeply for those serving at WCS.

The specific priorities for the next Head of School further build upon recent accomplishments:

- Continue to build enrollment to 700 students in the next 3-5 years
- With this growth, build the team, structure, and programs to continue to enhance the excellence of WCS
- Supplement enrollment growth with effective fundraising, enabling tuition to remain affordable for WCS families.

We trust that the additional information in this Opportunity Profile will help prospective candidates learn more about WCS and the needs and opportunities moving forward. For additional information about Whitinsville Christian School, visit the website at <https://www.whitinsvillechristian.org>.



MISSION & VALUES

MISSION - The mission of Whitinsville Christian School is to nurture the academic, spiritual, personal, social, creative and physical development of students, in cooperation with their parents, for Christ-like service in God's World.

STATEMENT OF FAITH

Bible – We believe the Bible to be the only infallible, inspired, and authoritative Word of God.

God – We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.

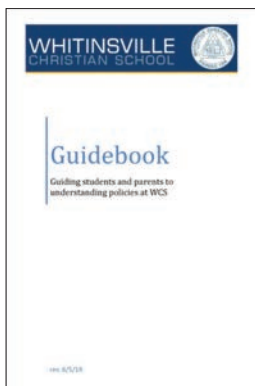
Man – We believe that God created man in His own image.

Sin – We believe that Adam and Eve’s disobedience to God brought sin into the world. Man thus alienated himself from God, his neighbor, and the world. All are sinners.

Savior – We believe Jesus Christ is the **ONLY** Savior of sinners, the **ONLY** way to the Father. Christ died as a substitute for sinners and was raised from the dead so that man could be reconciled to God.

Eternal Life – We believe eternal life is a gift of God received personally through faith in Jesus Christ alone. Eternal life is neither deserved by anyone, nor can it be earned by good deeds.

Children – We believe that God has charged parents with the responsibility of bringing up their children in the “nurture and admonition of the Lord” (Ephesians 6:4). Since this is a very complex task, parents look to the school for assistance.



WCS Parent and Student Guidebook



HISTORY OF WCS



Heritage

Near the turn of the century (1907), a group of fathers from the Christian Reformed Church of Whitinsville organized a Society for Christian Instruction. It was their desire and purpose to educate their children in a school where God's Word was central to all of learning. In 1924 the Society was incorporated by the Commonwealth of Massachusetts as an educational institution. However, it was not until 1928 that Whitinsville Christian School opened its doors for the first time in the basement of the Christian Reformed Church on Willow Street.

First School

When the church relocated to a new edifice on Pleasant Street, the old church was given to the Christian School Society. Renovations were made in the 1930's, 1940's and 1950's to meet the school's needs. Despite the renovations, it became more and more apparent that the structure was inadequate for the growing enrollment and increasing educational demands.



Class of 68

In the early 1960's, a decision was made to purchase land and to start a fund for the construction of a new school. The present 40-acre site of the school was purchased from the Whittin Machine Works in 1966. On March 30, 1968, ground was broken for the construction of the present building at 279 Linwood Avenue. Through the efforts

of a dedicated building committee, much sacrificial giving of money and volunteer labor, the building was ready for occupancy in November 1969.

Old to New

On the day before Thanksgiving 1969, the entire student body walked from the old Willow Street building to the new Linwood Avenue building. It was a remarkable and thrilling sight to witness this evidence of God's blessing poured out upon His



people. To enter a beautiful new facility with large well-equipped, carpeted classrooms and lively-painted walls was a welcome change for the students and teachers!



Accreditation

The building has undergone many expansions as interest in Christian education has continued to increase. The school added a high school in the late 1970s and added 12,000 square feet to the building in 1983. By the early 1990s, more elementary classrooms were added and the school was awarded full accreditation from the New England Association of Schools and

Colleges (NEASC). WCS now has the distinction of being the oldest accredited Christian school in New England.

Library Media Center

In 2012, an expansion was completed that added a new Library Media Center (LMC), study rooms, administrative office space, and an expanded Elementary School Library. The view from the LMC overlooks the lower soccer field and the playground.



Nehemiah Center

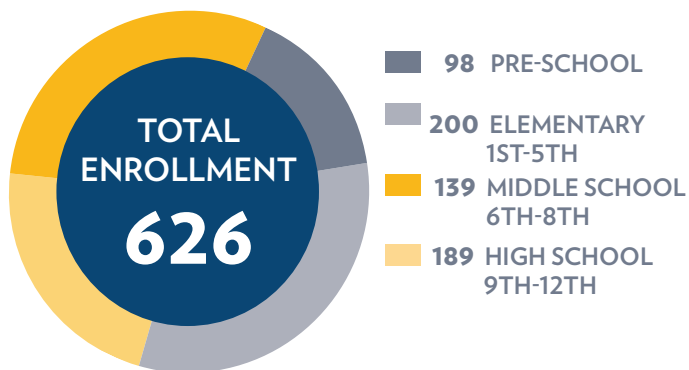
The 2017-2018 school year began with a dedication of The Nehemiah Center. This addition to the school includes a state-of-the-art Center for Arts and Worship, a gymnasium with a training room, and an inviting lobby with glass walls overlooking the campus. The project also provided more classroom space for Technology and Engineering, and Band and Choir.



The heritage of WCS is truly a testimony to the faithfulness of God throughout generations.

WCS AT-A-GLANCE

ENROLLMENT



45
COMMUNITIES
REPRESENTED IN THE STUDENT BODY

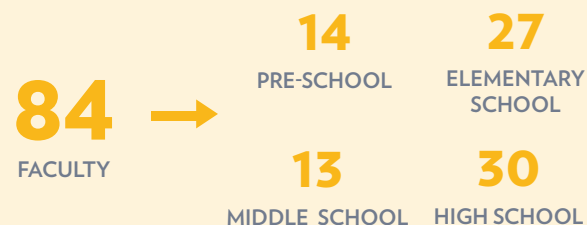
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STATES
REPRESENTED IN THE STUDENT BODY



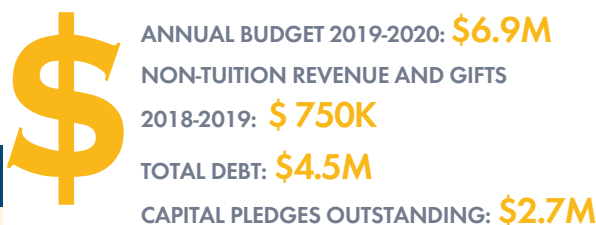
TUITION ASSISTANCE PROGRAM (TAP):

In 2018-2019, approximately **26%** of the student body (136 students from 70 families) received a total of **\$230,000** in financial assistance, with the average award being \$1,700/student. TAP has been a fund-raising emphasis leading to an increase of **30%** in assistance available for 2019-2020, and double what was available four years ago.

FACULTY



FINANCIAL



TUTION 2019-2020



CLASS OF 2018



98% matriculation to college

MEAN SAT: **566** (READING)
637 (MATH)

AVERAGE COLLEGE/GRAND SCHOLARSHIP: **\$78,000**

ACADEMICS



9 ADVANCED PLACEMENT COURSES

20+ AVAILABLE THROUGH VIRTUAL HIGH SCHOOL

35 AVERAGE OF NATIONAL HONOR SOCIETY MEMBERS IN ANY GIVEN YEAR

269 TOOK AP EXAMS WITH **76%** EARNING A **3** OR HIGHER. (2014-2018)

ACCREDITATION

WHITINSVILLE CHRISTIAN SCHOOL has been fully accredited by the New England Association of Schools and Colleges (NEASC) since 1993. WCS recently completed a 5-year review in the fall of 2018.

Tuition and Financial Information

See the full WCS 2018-2019 School Profile [here](#).

WCS AT-A-GLANCE (cont.)

COLLEGE MATRICULATION

Anderson University	High Point University	Sacred Heart University
Assumption College	Hofstra University	Salem State University
Becker College	Holy Cross	Salve Regina University
Berklee College of Music	Indiana University Bloomington	Seattle Pacific University
Boston College	Ithaca College	State University of New York—Delhi
Boston University	Johnson & Wales University	Suffolk University
Brandeis University	Lasell College	Taylor University
Bridgewater State University	Lesley University	Tufts University
Brown University	Liberty University	Trinity Christian College
Bryant University	Lipscomb University	University of Colorado—Boulder
Bryn Mawr College	Massachusetts Maritime Academy	University of Colorado—Colorado Springs
California Baptist University	McNally Smith College of Music	University of Connecticut
Calvin College	Messiah College	University of Hartford
Cedarville University	Michigan State University	University of Illinois Urbana-Champaign
Clark University	Nichols College	University of Massachusetts—Amherst, Boston, & Lowell
Clarkson University	Northeastern University	University of Rhode Island
College of William & Mary	Olivet Nazarene University	University of Miami
Cornell University	Pace University	University of Michigan
Drexel College	Palm Beach Atlantic University	University of Tampa
Duke University	Pennsylvania State University	Valley Forge Christian College
Elon University	Pepperdine University	Vanderbilt University
Eastern Connecticut State University	Princeton University	Virginia Military Institute
Eastern Nazarene College	Purdue University	Wentworth Institute of Technology
Emmanuel College	Rensselaer Polytechnic Institute	Wheaton College
Framingham State University	Rhode Island College	Winthrop University
George Washington University	Rochester Institute of Technology	
Georgia Institute of Technology	Roger Williams University	
Gordon College	Rutgers University	

89% OF WCS ALUMNI SURVEYED SAID THEY COMPLETED THEIR DEGREE WITHIN FOUR YEARS. THE NATIONAL AVERAGE WAS LESS THAN 40%.

ATHLETICS

Cross country, soccer, volleyball, basketball, indoor winter track, outdoor spring track and field, tennis, softball, baseball, plus co-op golf, lacrosse and hockey teams



SPRINT MEDLEY RELAY TEAM (HS BOYS TRACK AND FIELD) -

5th PLACE AT NEW BALANCE NATIONALS IN 2019

VOLLEYBALL – DIVISION 3 STATE FINALISTS IN 2018



BOYS BASKETBALL - DUAL VALLEY CONFERENCE CHAMPS IN 2018

MS GIRLS CROSS COUNTRY - DUAL VALLEY CONFERENCE CHAMPS IN 2017 AND 2018

PLAYER/RUNNER/ATHLETE OF THE YEAR - 7 STUDENTS HAVE BEEN SELECTED OVER THE LAST 3 YEARS

OPPORTUNITIES TO DEVELOP GIFTS



ROBOTICS TEAM - competed at the FIRST Robotics Competition World Championship in 2018. Their performance placed them in the top **10%** in the world.

DECA - 15 students have competed at the state level over the past 3 years.

TOUR ORCHESTRA earned a “Superior” ranking at the Music in the Parks Festival at Busch Gardens, VA, in 2019.

SENIOR CAPSTONE PROJECTS - 27 unique projects have been completed over the past 3 years.

MUSIC CENTRAL DISTRICTS - 33 MS students and **3** HS students have been selected over the past 3 years.

ALL-STATE MUSICIANS - 5 MS and **3** HS students have been selected over the past 3 years.

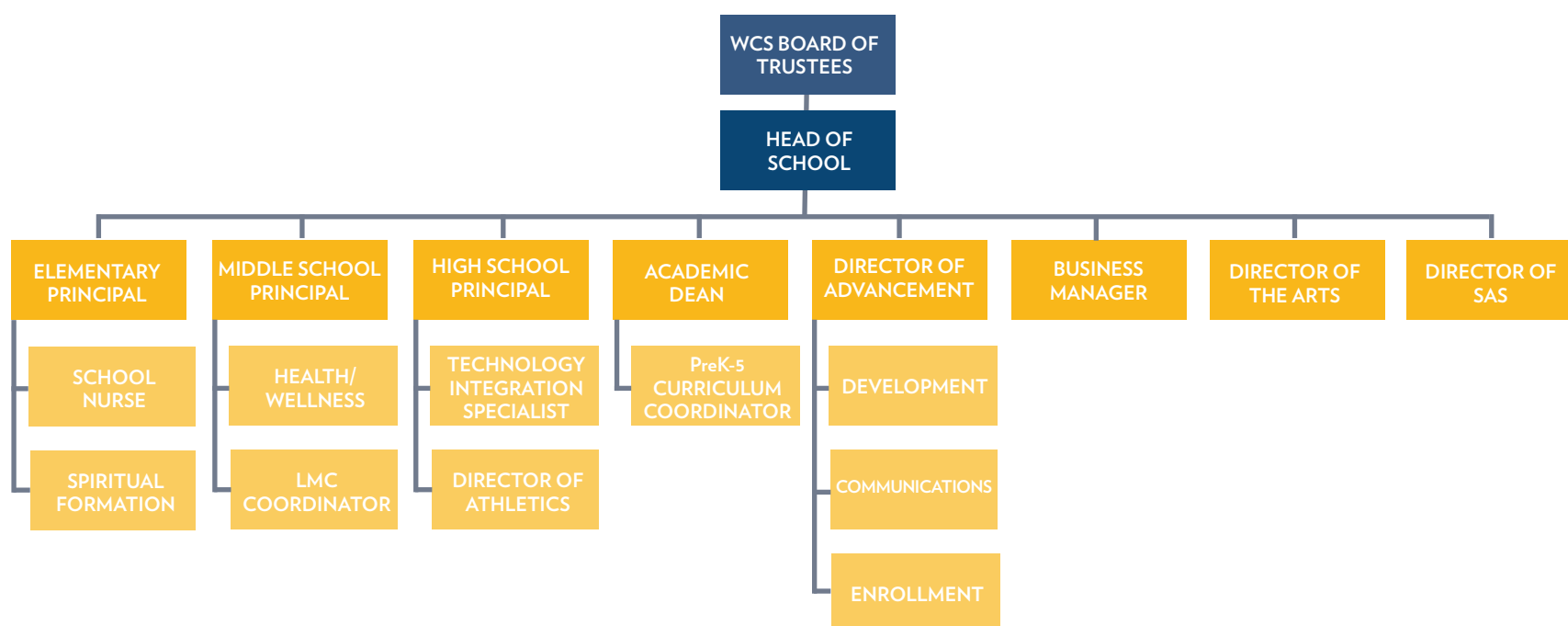
NATIONAL ASSOCIATION FOR MUSIC EDUCATION ALL-NATIONAL HONOR ENSEMBLE - one student selected in 2016.



THE POSITION

The Head of School is appointed by the Board of Trustees and is the chief executive, as well as the academic and spiritual leader of the school, in accordance with the By-laws of WCS.

Under the current organizational structure at WCS, the Head's direct reports include the following: Elementary Principal, Middle School Principal, High School Principal, Academic Dean, Director of Advancement, Business Manager, Director of the Arts, and the Director of SAS.



The Board of Trustees are chosen from the school's Society. A minimum of 75% of the active Board members must be members of a Christian Reformed Church, and 25% of the active Board members do not have to be members of the Christian Reformed Church. The Board meets monthly and has four standing committees: Education, Building, Finance, and Development.

The faculty and administration of Whitinsville Christian School are a key strength of the school. The administration is on the cusp of a generational shift in key roles, so the next Head of School will have the opportunity to build a team which complements his or her strengths. A significant and ongoing priority for the Head is team building, continuous improvement, hiring the very best, and maximizing the organizational structure and staffing level that is healthy and sustainable, allowing faculty and staff to flourish.

THE POSITION (cont.)

WCS enjoys tremendous donor support, and capital campaigns have been successful. Building on that success, this leader will need to personally engage with the outside community, serving as the key champion for WCS with prospective families and supporters, developing more “raving fans” of WCS.

WCS has benefitted from a Head of School who is a strong spiritual leader, an experienced organizational leader, and who was fiscally responsible. As WCS grows, the school's size and complexity will demand that the Head of School will need to delegate well and build a strong, dependable, collaborative leadership team which is gifted and motivated to move the school forward. This role calls for an experienced leader who can take WCS to the next level by focusing on big-picture strategy and allowing a strong team to handle the day-to-day management. He or she will be decisive and confident, implementing change strategically and caring deeply for those serving at WCS.

WCS's next Head of School will continue to steward the resources of WCS wisely and help grow the school's enrollment. Ideally, through this person's effective leadership, enrollment would continue to grow to 700 students in the next 3-5 years. This growth will enable WCS to nurture and shape excellence in the academic program, invest in faculty, advance the STEAM initiatives, all while keeping tuition affordable for WCS families.



EXPECTATIONS

Successful leadership in any educational institution is judged by how well its leader meets the expectations of its governing body, meets the needs of its students, and responds to the input of its faculty, administration, parents, and other constituent groups. The **Head of School** will execute (and refine) the 2019-2024 Strategic Plan developed by the Board of Trustees, with goals outlined here. The full Strategic Plan lists multiple initiatives under each category:

1. Develop and Clarify Value Proposition
2. Conduct Feasibility of Capital Campaign
3. Develop Comprehensive Marketing Plan
4. Optimize Enrollment Management Process
5. Research Non-Tuition Revenue Sources
6. Develop a Board Leadership Plan
7. Develop Long Term Endowment Expansion Plan
8. Develop Joyful Giving Culture
9. Grow Alumni Involvement
10. Develop Ambassador and Leadership Programs
11. Develop Educational Revisioning Plan
12. Review Faculty and Staff Compensation
13. Develop Professional Development Plan
14. Develop and Implement Evaluation Process
15. Conduct an Inclusion Plan Analysis
16. Establish Wellness Program
17. Research and Develop Extended Learning Programs
18. Review Organizational Structure
19. Develop Campus Master Plan



WHERE IS THE IDEAL CANDIDATE TODAY?

The ideal candidate will likely come from a Christian school with a Reformed perspective, but the right leader may come from a variety of vocations. We believe someone from one of the following areas will likely have the skills and experiences that are needed to lead WCS. The candidate may approximate one or more of these descriptions. This list is not meant to be exhaustive, but rather to encourage potential candidates to understand the breadth of experiences that may fit well in this position:

- An experienced leader of a Christian school with at least 300+ students.
- A successful private or public-school leader who believes wholly in Christian education, has a solid Biblical background, and preferably has teaching experience in a Christian school.
- An organizational leader outside of education who brings years of experience on a Christian school Board of Trustees, has a strong understanding of non-profit organizations and fundraising, and a significant passion for Christian education.



THE LOCATION

WHITINSVILLE, MA

Whitinsville is a village within the town of Northbridge, Massachusetts in Worcester County. (Whitinsville is pronounced as if it were spelled “White-ins-ville”.) It is located in the Blackstone River Valley of south-central Massachusetts.

Situated between Interstates 90, 395, and 495, the Blackstone Valley has good highways and access to the airports and the many amenities of Worcester, Providence, and Boston.

Living in Northbridge offers residents a suburban feel, and many families and young professionals live in the area. For comparably sized cities all across America, Northbridge is safer than most, according to Neighborhood Scout’s analysis of crime data.

Northbridge has many lakes and wooded areas offering hiking and amazing views. This spot overlooks the Blackstone River Valley and is one of the best views in the area, as well as a superb spot to check out fall foliage come mid-October.

“I love Whitinsville because it is a quaint and quiet little town. The downtown area is so small and desirable; you can find a cute park with walking paths that connect through the downtown area and town, beautiful churches, and a lovely little library. There you also find quite a few small businesses that house everything from art, art classes, handbags, clothes, all the way to karate and dance studios. Right outside the little downtown area lies an amazing community center with activities and classes for every age and interest. This town became my home almost three years ago now and I still love it just as much as the day I moved here.” -Current Resident



PROCESS OF CANDIDACY

If you sense that the gifts and experience God has given you are a good match for Whitinsville Christian School, we invite you to begin the inquiry process. We handle all candidate information and conversations confidentially. You may contact Laura Coverstone at any stage of the process for more information and to ask questions (see contact information below).

Please provide the following for review:

1. A current resume
2. Responses to the following essay questions
 - Describe your spiritual journey of faith in Jesus Christ. Indicate how God is using you in your work, in your church and in your community. If you have ties to the Reformed faith, please share those. (preferred, but not required)
 - Why are you interested in serving as the Head of School for WCS? Describe what most qualifies you for this role.
 - Provide the names and contact information (telephone numbers and email addresses) for four references who know you and your career well enough to comment on your suitability for the Head of School position at Whitinsville. References will only be contacted after we have requested and received your permission to do so.

Submit this information in one document or PDF to:

Laura Coverstone
JobfitMatters

resumes@jobfitmatters.com

Phone: 615-261-4623

In the subject line of the email, please write "Whitinsville Christian HOS."

Search Timeline: All candidate information will be reviewed upon receipt and candidate review will continue until a Head of School is selected. Finalist interviews will likely be held in the early to mid-Fall. The selected candidate will likely begin July 2020.

