Superintendent

CENTRAL MINNESOTA CHRISTIAN SCHOOL
Prinsburg, MN

OPPORTUNITY PROFILE
Dear Prospective Superintendent,

Welcome to Central Minnesota Christian! On behalf of all of us at CMCS, thank you for your interest in our Superintendent search. The Central community is praying for this process and looking forward to welcoming the person whom God has appointed to lead Central into the future.

Our student body of approximately 400 students and 40 dedicated staff members invites you to explore the landscape of God’s faithfulness revealed in our rich 108-year history. The heritage of commitment speaks to the foundation our school continues to build on year after year. We honor our past, vest deeply in the present, and steadfastly innovate for the future.

Our journey is entering a new season. Our next superintendent will continue to inspire faith-filled community, academic professionalism, and spiritual growth across the spectrum of life at Central.

We trust the information presented in this opportunity profile will help you learn more about the heart and soul of Central, and the life-giving passion we have for what we do! We believe God has called us for such a time as this to see His Kingdom come and His will be done in this region for His glory.

In Him,
The Superintendent Search Committee
Trevor Duininck (chairman), Jason Brouwer, Wade Damhof, Randy Kroll (advisor), Susanne Mulder, Emily Setrum, Rebecca Slagter, Travis Vander Woude and Jason Ver Steeg

Our story embodies a rich history of devotion to Christ and commitment to equipping our children with life-giving instruction to fulfill their calling in Christ and serve Him.

The vision and passion that has charted this 108-year history did not happen by accident. Men and women of faith have labored together to equip our children to witness the awesome-ness of God in every sphere of life.

Our Reformed heritage has played an integral part in guiding the fundamental truths we hold steadfastly to at Central. The centrality of the Scriptures undergirds our passion and purpose of education.

It’s this foundation that not only speaks of a storied past but continually inspires moving forward. Innovation in teaching methods, expanded offerings both in classroom size and curriculum formulation, along with a diversify- ing student body, Central is steadily pressing forward to write new chapters in pursuit of fulfilling our mission.

As we search for our next servant leader, we invite you to prayerfully consider joining us to shape the vision for our next chapter in this life-giving endeavor here at Central!

Central HEARTBEAT

Mission
To provide a Christ-centered, quality education to equip students for a life of service.

ANNUAL BUDGET 2019-2020: $3.4 M
GIVING FOR 2018-2019: $835,000
PHASE III/IV BUILDING GIVING: $6.5 M

FINANCIAL

TUITION 2019-2020
4K (3 FULL DAYS): $3,130
KINDERGARTEN: $5,525
GRADES 1-5: $6,900
GRADES 6: $7,760
GRADES 7-12: $8,625

FINANCIAL AID 2019-2020
CMCS OFFERS TUITION ASSISTANCE
Financial aid is provided to CMCS families based on demonstrated and verifiable need. Families can receive awards up to 60% of their tuition requirement. For 2019-2020, approximately $800,000 of financial aid was awarded impacting approximately 41% of enrolled students.

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The passion that has fueled our resolve at Central is one that is derived by a deep love for God and a recognition of His covenantal promises.

We, therefore, recognize and acknowledge the essential role parents play in Christian education. It begins in the home. Through collaboration with the school and the faith community, parents live out a covenantal calling through the sacrificial commitment that comes with Christian education.

This commitment to Christ-centered education at CMCS is guided by these core values.

**GROWTH**
We passionately seek continuous improvement through learning, personal reflection, and development. We are open to new ideas and create new futures.

**PROFESSIONALISM**
We strive for excellence and maintain high standards, challenging complacency and aiming for full potential.

**COMMUNITY**
We care for the well-being and success of all, encouraging and supporting each other through collaboration. We value and maintain relationships through proactive, meaningful, and helpful communications, speaking the truth in love. We authentically know the individual gifts and character of each member and provide an environment for them to struggle and grow.

**SERVICE**
In humility, we give of ourselves, investing in the cause of Christian education and thus, the lives of others. We go above and beyond the expected. We identify the need and we address it.
Our story begins on the plains of western Minnesota in 1910. A group of hearty, spirited farmers and their families dreamed of forming a school dedicated to God and nurturing faith in Jesus Christ through Christian education.

This vision, forged through economic challenges, world wars, rugged rural conditions, and sheer grit has grown from the two room schoolhouse in the early 1900s to the bustling campus it is today.

Many people and communities have helped shape this vision over the years. From the local farm community of Prinsburg at its birth, Central now reaches communities throughout a 40 mile radius, with a growing multi-ethnic diversity, and a faith community expanding from one church at its beginning to over 30 represented today.

The campus itself has seen significant investment and growth over the years to meet the growing desire for life-giving, Christ-centered education in this region. From humble beginnings of the two room schoolhouse in the early 1900s to the bustling campus it is today, the present four-phase, five-year, $18 million construction project, reaching nearly 124,500 new square feet of high quality educational space, Central is a beacon of light for the Kingdom in west central Minnesota.
SCHOOL ACTIVITIES - 5 YEAR SNAPSHOT

ART
- 2019 Honorable Mention Congressional Art Competition
- 2019 Lions International Peace Poster Merit Award Winner
- 2015 Congressional Art Competition Award Winner

BAND
- Large Group: 3 Superior and 1 Excellent ratings
- Small Group: 33 Superior and 4 Excellent ratings

BASEBALL
- 3 First team All-Conference players

BASKETBALL
- 7 First team All-Conference players
- 3 State Tournament appearances
- 4 1,000 point scorers
- 3 college committed players
- 4 time Conference Coach of the Year awards

CROSS COUNTRY
- 1 State qualifier

DESTINATION IMAGINATION
- Advanced to State in 2016, 2017, 2018, 2019
- Global Finalists in 2016 & 2019

DRAMA
- Over 120 productions in school history
- Largest production was in 2017 with approx. 50 members

ONE ACT
- Earned 1st or 2nd at State Competitions in One Act

TRACK
- 5 State qualifiers
- 3 college committed players

TRAP TEAM
- 65 students have participated in State Championships
- 5 students participated in National Championship in 2019

VOCAL MUSIC
- Group: 7 Superior and 1 Excellent
- Individual: 6 Superior and 3 Excellent

VOLLEYBALL
- 4 First team All-Conference players
- 1 All-State player
- 5 college committed players
- 2 1,000 kill hitters

STUDENT ACTIVITIES

Art
Band
Baseball
Basketball
Chapel Committee
Cross Country
Dance Team
Destination Imagination
Drama
Golf
Knowledge Bowl
One Act
One Voice
Soccer
Student Council
Track and Field
Trap Team
Vocal Music
Volleyball
Yearbook
The theme for the 2019-2020 school year for Central is “Joy Down in My Heart”, based on Nehemiah 8:10: “The joy of the Lord is my strength.” We find our strength through the joy of our salvation in Jesus Christ. Our heart this year is for each person at Central to walk in this joy, strengthened and encouraged as they draw close to Christ.

WORSHIP & RELATIONSHIP

Christ-centered living is not only found in the classroom but also in the building of relationships through “squads” – student small groups in the middle school and senior high – that meet throughout the year for prayer and mutual encouragement. Often these squads gather following the chapel times each week. Chapels are held throughout the year for all grade levels – nurturing a spirit of worship amongst students and staff that permeates all of life at Central.

TEACHING FOR TRANSFORMATION (TfT)

God is sovereign over every square inch of creation. Through the Teaching for Transformation (TfT) curriculum planning model, faculty engage tools of discovery and develop discipleship traits to follow the “through-lines” of God’s fingerprints in all spheres of life.

SERVICE

The classroom provides the primary context for learning. But the culture and core value of service happens also outside the walls of the school. Students engage year-round in activities that serve the broader community, such as: leaf-raking events in the fall, singing in local nursing homes, job shadowing in the business community, volunteering at Central’s New 2 You Thrift Store, and mission trips to Mississippi and New York.

MIDDLE SCHOOL

God’s goodness and growth in numbers has opened the door to a new model of education for Central, resulting in a new wing as part of our Phase IV construction. New this year is our Middle School – grades 6-8, transitioning from a Junior High Model of grades 7-8. This new model and new space expands the opportunity for new curriculum and new structure to meet the welcomed needs of growth and provides a broader timeframe for life transitions for students moving through these grades.
**OVERALL RESPONSIBILITIES**

Responsible for leading and guiding the operations of the school, the Superintendent is the chief executive officer of the school. He/she is directly accountable to the School Board, maintaining effective communication and collaboration in order to accomplish the shared strategic objectives that will continuously fulfill the long-term mission of the school “to equip students for a life of service.”

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**POSITION DESCRIPTION**

The Superintendent is responsible to maintain an organizational and learning culture based on the values of the school. This culture must be a Christ-centered one that inspires faculty, staff, and students to live lives of service in God’s Kingdom. Each value represents a principle which is a pillar of our organizational and learning culture and fundamental to our communicating, acting, and decision-making. Each of the following responsibilities build and support the culture.

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**SPECIFIC RESPONSIBILITIES**

<table>
<thead>
<tr>
<th>GROWTH</th>
<th>PROFESSIONALISM</th>
<th>COMMUNITY</th>
<th>SERVICE</th>
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<tbody>
<tr>
<td>• Develop an organizational culture that is open to new ideas, is eager to create new futures and embraces continuous improvement through learning, personal reflection and development.</td>
<td>• Set high standards of performance to accomplish excellences and growth in all functional areas.</td>
<td>• Promote helpful dialogue and healthy working relationships between the school and the community through listening to, speaking into and engaging with the community.</td>
<td>• Inspire faculty, staff, students and parents to live lives devoted to Christ through words and deeds.</td>
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<td>• Develop a learning culture which incorporates current thought regarding educational process, teaching methods, best practices, educational outcomes and student/teacher relationships.</td>
<td>• Define full potential for CMCS, set related targets and continuously inspire, empower and challenge towards those targets.</td>
<td>• Encourage and support all faculty, staff, parents and students through healthy working relationships.</td>
<td>• Humbly give of self to invest in the cause of Christian education and in the lives of others.</td>
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<tr>
<td>• Strategically guide and promote professional development of faculty and staff, including goal setting, accountability and continuing education opportunities.</td>
<td>• Foster professionalism in the classroom in relationships and practices.</td>
<td>• Value and maintain relationships through proactive, meaningful and helpful communication.</td>
<td>• Nurture an awe of the greatness of our God through academic discovery, vision implementation and opportunities for spiritual growth for students, faculty/staff and parents.</td>
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<tr>
<td>• Effectively lead educational programs, including academics, arts, athletic and community programs.</td>
<td>• Provide vital, timely and clear communications to faculty/staff, students and parents.</td>
<td>• Authentically know the individual gifts and character of each member of the CMCS faculty/staff team.</td>
<td>• Engage with leadership in the broader Christian education community.</td>
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<tr>
<td>• Provide vision and input in all functional areas of the school, with specific attention to governance, finances, transportation and recruitment of new faculty and students.</td>
<td>• Maintain a culture of financial stewardship through the annual budgeting process, measures of financial accountability, effective and timely financial reporting, development of key performance indicators and compliance with regulatory requirements.</td>
<td>• Provide an environment for each member of the faculty, staff and student body to struggle and grow.</td>
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Central

QUALIFICATIONS

SPECIFIC QUALIFICATIONS

Qualified candidates for our next superintendent will possess the following personal, education and experience qualifications to continue to build a culture based on the vision and values of the school.

PERSONAL

- A godly example of servant leadership.
- An authentic relationship with Christ evidenced by full integration of Christ-like attributes in life-patterns, communication, leadership and service.
- Strong interpersonal and communication skills with the ability to effectively inspire, influence and empower members of the organization.
- Effective critical thinking, problem solving and decision-making skills.
- Effective performance management skills.
- Ability to relate well and collaborate at all levels of the organization.
- Ability to exercise financial stewardship.

EDUCATION & EXPERIENCE

- Consensus with the CMCS expression of Christian education as described in its guiding principles.
- Classroom teaching experience highly preferred.
- Minimum of 3 years of experience in school administration.
- Master’s degree in education, preferably in areas of leadership/administration.
- Previous leadership experience at the organizational level.

PROCESS OF CANDIDACY

If you sense the gifts and experience God has given you are a good match for Central Minnesota Christian School, we invite you to begin the inquiry process. We handle all candidate information and conversations confidentially. Central Minnesota Christian School is an equal opportunity employer.

Please complete the application by the following link below by October 28, 2019. You will be asked to include the following:

1. A letter of interest that includes your personal statement of faith and statement of educational philosophy.
2. A current resume

Application Link: https://jobs.ourcareerpages.com/job/474096?source

Upon review of your qualifications, we may request essay responses to additional questions to allow us to learn more about your spiritual journey, interest in Central Minnesota Christian School, and previous leadership initiatives/achievements. If requested to interview, we will request a list of five or more references and (up to) three letters of reference dated within the last six months.

Please address any inquiries, application materials or expressions of interest to our recruiting partner at MRA - The Management Association:

Stephanie Folk
Recruiting Business Partner
Stephanie_Folk@mranet.org

The Search Committee aims to complete the search by January 1, 2020.