



## HEAD OF SCHOOL OPPORTUNITY PROFILE

Presented by





## OUR STORY

Brookstone Schools is providing quality Christian education to underserved students in Charlotte, North Carolina.

*I praise you because I am fearfully and wonderfully made; your works are wonderful,  
I know that full well. - Psalm 139:14*

Brookstone is a non-denominational Classical Christian school incorporating a biblical worldview into quality education for underserved families in Charlotte, North Carolina. Brookstone offers an opportunity for parents who want a choice in how they educate their children but are unable to afford a private Christian education.

Brookstone's students learn not only facts, but also how to use this knowledge in all aspects of their lives. These students are encouraged and challenged to be respectful, mature, disciplined leaders who will live lives of service in accordance with Judeo-Christian values.

### History

In 1996 a diverse group of concerned citizens came together with a vision to found a non-profit, Christ-centered school in Charlotte's urban core. Their task was to provide a quality education, literacy training, and moral teaching to underserved children in order to help erase the effects of poverty in their lives. Their hope was in God's protection and provision to make it happen. Brookstone opened its doors in 2001 and has grown steadily to become the flourishing ministry it is today.

From a seed planted in prayer, the school has blossomed to become a beacon for underserved children in Charlotte, NC.

**We invite you to view:**  
**[A FAMILY'S JOURNEY THROUGH](#)**  
**[BROOKSTONE SCHOOLS](#)**







## Mission

To glorify God by equipping underserved students academically, socially, and spiritually for future lives of leadership and service.

## Vision

Brookstone Schools seeks to raise up the next generation of leaders from Charlotte's inner-city neighborhoods by caring for the entire child and inviting families to invest in the lives of their children. After 18 years of existence, results show a solid track record of students' spiritual growth, emotional strength and academic achievement. Plans include serving 30% more students in the near future and adding additional programming.



**Charlotte** is the most populous city in North Carolina. Located in the Piedmont, it is the county seat of Mecklenburg County. In 2018, the U.S. Census Bureau estimated the population was 872,498, making it the 16th-most populous city in the United States. The Charlotte metropolitan area's population ranks 23rd in the U.S. Between 2004 and 2014, Charlotte was ranked as the country's fastest-growing metro area. Charlotte is home to the corporate headquarters of Bank of America and the east coast operations of Wells Fargo, which along with other financial institutions has made it the second-largest banking center in the United States since 1995. [more](#)

## Values

"We believe the Old and New Testament are inspired by God and are the final authority in faith and life.

We believe that God in the person of the Holy Spirit convicts, teaches, and empowers those who accept Jesus as their Lord and Savior.

We believe that as the body of Christ we are called to serve one another in love.

We believe that academic excellence equips students to glorify God through the vocation in which they will be led to serve.

We believe a Christ-centered education will produce the next generation of culture-shaping leaders.

We believe parents are vital partners in providing nurture and support for their children and modeling crucial character formation."



## ABOUT US

Enrollment - 190 students for the 2019-20 academic year.

Budget - \$2.3 million for the 2019-20 school year. Less than 6% of the total budget is collected in student tuition and fees. The remainder comes from donations from individuals, foundations, and churches that support Brookstone's mission and work.

Grades – K through 8th

### Student ethnic distribution

Asian	18%
African-American	80%
Hispanic	1%
Caucasian	1%

### Employees

Number of employees	30
Full-time teachers	18
Administrative/office staff	8
Certified teachers	100%
Average years teaching	14

### Volunteers

Volunteers	428
"Lunch buddies"	161

## WHAT SETS US APART

Throughout its history, Brookstone Schools has sought to offer an inclusive community that is focused on academics and committed to faith. Brookstone is dedicated to providing access to a quality Classical education for underserved students who place a high priority on learning and service, and who value an independent faith-based program and community. The commitment that is made to graduate middle schoolers with the social confidence

### Board Member Spotlight: Melanie Winton

Soon after my husband and I became involved at Brookstone, a vision began to grow in my heart, and this vision led to the creation of *Brookstone Pathways*. When I was asked to serve on the board, my only caveat was that I could continue to help with further developing *Pathways*. My tenure on the board has given me an even greater appreciation for the passion and compassion of the people involved in creating and sustaining this wonderful school. You see the love of Christ throughout.

If you walk through the halls of Brookstone, optimism is easy to find. You see optimism in the faces of children eager to learn; you see it in the teachers who are passionate about this mission; you see it in the staff as they remind the students of God's love and grace in their lives; you even see it in the parents who know the value and importance of the education their children are receiving. Because this is a community and so many are involved in the success of this community, Brookstone will be around for a long time. I have no doubt that many of our students will return as teachers, staff, donors and volunteers.





to move successfully into high school, and ultimately into adulthood, is vital. Brookstone is not only distinctive because of its unyielding dedication to scholarship, service and discipleship; it is also a cohort of educators, families, and supporters engaged in a common mission to raise up youth equipped to be world-changers for the cause of Christ.

## **PATHWAYS PROGRAM**

Pathways is an afterschool program established to provide individualized guidance to students as they transition to high school. Pathways provides direction and experience to help students succeed in high school, college and beyond. Areas of support include: STEM exposure and activities; academic enrichment, and class selection information; social development; and pathways to higher education. As students prepare for high school, knowing what to expect and being prepared will enhance their experience and create success. Mentors play a crucial role in the success of the program. If a student is able to “connect” with a mentor now, that relationship thrives beyond Brookstone and into high school.

## **HIGH SCHOOL AND COLLEGE PLACEMENTS**

### High Schools (Public):

Charlotte Engineering Early College  
Charlotte Secondary School  
East Mecklenburg High  
Harding University School  
Marie G. Davis Global Leadership Academy  
Myers Park High School  
Independence High School  
Northwest School of the Arts  
Phillip O Berry School  
Garringer High School  
Hawthorne High School  
Hopewell High School  
North Mecklenburg High School  
West Charlotte High School

### Independent Schools:

Asheville Boarding School  
Cannon School  
Carmel Christian School

Charlotte Christian School  
Charlotte Latin School  
Covenant Day School  
Gaston Day School  
Hickory Grove Academy  
Northside Christian Academy  
Victory Christian Center

### Colleges and Universities:

Appalachian State University  
East Carolina University  
Saint Augustine’s University  
Virginia State University  
University of North Carolina Charlotte  
University of North Carolina Greensboro  
University of Vermont  
Wingate University  
University of North Carolina Pembroke  
University of South Carolina  
NC Agricultural & Technical State University  
Pfeiffer University



## THE OPPORTUNITY

Brookstone Schools seeks a visionary leader who has the experience and abilities to advance the school's mission and boldly lead this community into the future consistent with God's calling on His school. The next Head of School will:

- Be an effective leader academically, spiritually and relationally.
- Prayerfully steward the oversight and development of this community of eager learners.
- Successfully lead the efforts in continued professional development for our staff and faculty.
- Be open to the Lord's calling on how to pursue leadership at our unique and dynamic institution by striving toward excellence through proven strategy, transparency, and best practices in all aspects of the educational program.
- Place emphasis on the dual focus for the HOS role, both internal and external.
- Give priority to building brand awareness for the school, locally and regionally.
- Be excited about the opportunity to grow Brookstone by increasing enrollment, as well as fundraising to provide additional revenue for salaries, facilities, new programs, and additional resources.

### Teacher Spotlight: Sydney Spangler

My classroom is my favorite place in the world. It feels like home to me. That is truly because Brookstone is a family. That is why I find teaching at Brookstone to be exciting and meaningful. I don't come to work every day to teach math and math only. I love teaching math, but every morning I get to start my day off by talking about the Lord with my students. I get to do that with a class that I have taught since they were in the fifth grade, and now they are in the eighth grade.

I'm amazed that we are now in our fourth school year together and I wish I had four more with the same students. It is not merely that I am able to minister to children that the Lord has placed at this school, but I get the chance to know my students beyond the academics. We talk about how Jesus is impacting our lives and how He can use us to impact the lives of others for the sake of His kingdom. That is the most important thing happening at Brookstone. The staff and teachers at this school all consider our work to be ministry. Yet, as I teach, it's not just me pouring myself into my students, but I am also being ministered to every day. My students give me just as much, if not more, than I give them. That is what makes this place special.





## **ACADEMIC, SPIRITUAL, AND INSPIRATIONAL LEADER**

- Inspire others with Christ-like character and an active and personal relationship with Jesus Christ.
- Use the spiritual disciplines of prayer, Bible study, and worship to encourage students, staff, and faculty to live a life surrendered to Christ.
- Cause contagious enthusiasm that motivates people to invest in Brookstone.
- Provide oversight of all the school's programs.

## **OPERATIONAL EXCELLENCE LEADER**

- Demonstrate business insight in setting clear organizational goals for finance, enrollment management, and human resources.
- Give strategic leadership to enhancing the brand recognition of Brookstone Schools in the local community through traditional and social media marketing.
- Balance the various activities of the school (Classical Academic, Spiritual, Artistic, and Service) in order to fulfill Brookstone's mission.
- Implement ongoing development programs and opportunities for faculty and staff to grow professionally and spiritually.
- Work with the Board of Directors as strategic partners to develop and fulfill the vision of Brookstone.
- Regularly share the vision for Brookstone, as its ambassador, in appropriate local venues (business groups, social groups, churches, etc.) to engage the community in greater partnership with the Brookstone mission.
- Challenge individuals and groups to generously give resources to help fulfill Brookstone's vision.
- Help Brookstone Schools become a model school for successful education in underserved urban areas.



## QUALIFICATIONS

The Head of School for Brookstone Schools will be thoroughly committed to the mission and vision of the school. An ideal candidate will most likely have experience as an educator and administrative leader in either Christian or public education. The candidate may also have demonstrated Christ-like skillful leadership in a church that operates a school. Ideally the candidate will have experience with academic support for a diverse range of children and will be capable of building teams and mentoring principals, faculty, and staff. The next leader will be committed to Classical Christian Education. Some formal training and experience in this area is desired. The successful candidate must sense a call to Christian education in an urban setting. A network of existing connections in Charlotte is a definite advantage.

***The next Head of School should offer most or all of the following attributes:***

### **Knowledge:**

- Is a Christian and an active member in a church.
- Strategic and visionary thought leader.
- Understanding of educational management theory and practice, with familiarity in all matters of teaching, learning, research and administration.
- Knowledge of innovations in education, including 21st century classical educational trends and practices, integrated with the tenants of Classical Christian Education.
- Experience with financial oversight principles – understands how to read financial statements and manage accordingly.
- Seasoned administrator with strong knowledge of governance and change management.
- Currently certified or could become ACSI certified.
- Has a clear Christian worldview.
- Agrees with the Brookstone Statement of Faith.
- Possesses a master's degree, preferably in education, while having a Ph.D. or Ed.D. is an advantage.
- Has a minimum 5 years in a senior administrative/leadership position (classroom teaching experience would be a plus), preferably in a Christian school.



**Skills:**

- Ability to communicate persuasively and passionately.
- Ability to develop and execute marketing methodologies to enhance the school's brand recognition.
- Ability to inspire generosity and foster philanthropy.
- Strong interpersonal and public relations skills.
- Ability to effectively build and lead a team of senior administrators ensuring that meaningful dialogue, consultation and collaboration are part of the decision making and management processes.
- Strategic visionary/big picture thinker who can create a shared vision for the school.
- Proven fundraising track record.
- Ability to effectively represent the school in dialogue and communication with outside agencies on all relevant matters.
- Ability to inspire robust involvement of parents and volunteers.
- Ability to collaborate with the Board in the development of policies and to implement those policies.
- Ability to inspire confidence with integrity, honesty and a positive attitude.
- Ability to provide regular and relevant financial reporting to the Board.
- Has an empowering, servant leadership management style, adept at building consensus, demonstrating excitement and energizing both staff and community
- Exhibits strong time management and problem solving skills.
- Is adept at resolving conflict, effective at counseling and can maintain confidentiality.
- Is compassionate, accessible, transparent, authentic, and able to unite his/her team.
- Ability to create and execute professional development and staff succession plans.
- Ability to maintain a systematic process to evaluate, and improve curriculum, from a distinctively biblical perspective with input from the principal, faculty, and staff, and approval from the board.

**Innate Character and Abilities:**

- Models a Christ-like attitude and lifestyle, including humility, sensitivity, compassion, patience, and honesty with all Brookstone community stakeholders.
- Is a committed, imaginative and creative individual.



- Cares deeply for children, young adults, and their families.
- Has a passion for Christian education, with an understanding of the integration of faith and learning in a K-8 school context.
- Possesses a healthy amount of self-awareness (EQ) and sees the value of personal feedback.

**Brookstone seeks to grow and secure a lasting legacy for the vision of its founders, to provide a quality Classical Christ-centered education to underserved students in Charlotte, for the Glory of God.**





## **ANTICIPATED SEARCH CALENDAR**

It is anticipated that the top four candidates will be interviewed by the Search Committee in mid-December or early-January and the finalist hired by the end of February 2020.

## **SEARCH AND SELECTION PROCESS**

The search committee is charged with vetting candidates for the position and is assisted by Bruce Dingman, President of The Dingman Company, and Jeff Davis, Executive Search Consultant. The Dingman Company will explore a broad network to suggest potential candidates.

This thorough search will include consideration of many names and subsequent review of resumes. When appropriate, candidates will be asked to provide a thorough resume, to respond to a questionnaire, and to have a telephone interview with Bruce Dingman or Jeff Davis. Those holding the most promise will then be interviewed in person. Next, references and backgrounds will be checked, degrees will be verified, and an extensive candidate profile will be prepared by for the search committee.

The search committee will initially interview the top four candidates. When a preferred candidate is identified, the candidate and spouse will be interviewed by the Board of Directors, as well as meet the Brookstone Schools staff and leadership teams. Interviews with the Search Committee will take place in December or January, with the final Head of School selection in February 2020 and start date in July 2020.

*Brookstone Schools is an equal opportunity employer and does not discriminate based on race, age, color, sex, national origin, disability or veteran status. As a religious non-profit organization, Brookstone Schools may seek to hire an individual who shares its faith commitment.*

*The Dingman Company fully respects the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including our client, without their prior consent, nor will reference contacts be made until mutual interest has been established.*

*The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving our clients in matters of executive selection. We primarily assist Christian organizations.*

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## **BROOKSTONE SCHOOLS – STATEMENT OF FAITH**

“We believe that God is one being – infinitely just, wise, good, loving and holy, and existing eternally in three persons: Father, Son and Holy Spirit. He is the sovereign Creator of the universe and by His providence sustains and rules all that He has made.

We believe that Jesus Christ, Son of God, is fully divine and fully human, and that He saves His people from their sin by His life, death and resurrection, and is now ruling over His Church and the world through His Word and Spirit.

We believe that the Holy Spirit regenerates sinners, resides in believers, and enables them to live a Godly life and to use the spiritual gifts He has given them.

We believe that the Scriptures of the Old and New Testaments are the inspired, infallible and inerrant Word of God, our final authority in matters of faith, doctrine and life.

We believe that God is calling all people to believe in, and be obedient to, His Son, Jesus Christ, and to become members of His Body, the Church.

We believe that man, male and female, were created in the image of God, but fell into sin through the disobedience of Adam and Eve. As a result of the fall, all people are born sinful and in need of salvation.

We believe that sinners are justified by grace through faith on the basis of the finished work of Christ (His death and resurrection) and live this life by the power of God.

We believe that marriage is a covenantal relationship created by God for a man and a woman. Sexual intimacy is a gift from God and has its proper place only within the context of marriage.

We believe that Jesus Christ, the Son of God, will return to renew the whole creation and to judge the living and the dead.

We believe that God's greatest commandments are to Love the Lord our God with all our heart, soul and mind and to Love our neighbors as ourselves.”