

Head of School Search Position Profile **2025-2026**



**Educating the Whole Child to the
Glory of God in a Grace-Filled
Environment**

Who We Are



History

Covenant Christian School began in 2003 with a commitment to God's glory, to His children, and a conviction that soul-nurturing education is only possible through God's grace. For twenty-one years, Covenant has depended on God's providence to pursue its mission: *"Educating the whole child to the glory of God in a grace-filled environment."* From the conception of an idea until today, Covenant has sought to be a community of grace, rather than one of rules and rigidity, endeavoring to provide a gospel-saturated educational program for mission-fit, Christian families for students from age three through sixth grade.

A School Where Students Thrive

Covenant seeks to care well for students using a multidimensional approach that enhances student learning and points them toward lives in which their knowledge is balanced by passions to glorify God and love Him with their thoughts, abilities, and desires. Covenant's whole-child commitment enlivens students' abilities to thrive as God's image bearers through a program designed to prompt gratitude, praise, and wonder.

A purposely small school, Covenant nurtures and celebrates deep relationships, individualized learning styles, and richness of experience so students are known well and impacted by their learning for years to come.

The academic, integral program is biblical, foundational, cyclical, rigorous, measurable, and dynamic – all rooted in theological themes of creation, fall, redemption, and consummation. Covenant's high value for the arts and reading are unmistakable, with emphases sprinkled generously throughout the curriculum and tangibly seen and heard around campus.

Covenant's experiential, outdoor emphasis extends classrooms beyond traditional walls, promotes long-term observation, highlights environmental impact of actions, encourages careful management of natural resources, and provides new opportunities to work and learn in community. The school's intentional place-based curriculum provides greater connection and ties to the city and region Covenant loves, develops critical thinking and decision making skills, and encourages students to be active, contributing citizens.

Covenant's program doesn't shy away from the messiness and risk, embraces the gospel of grace, inspires children to be brave, and encourages students to develop healthy personal habits, learn through challenge, and thrive in pursuit of character above conformity.

Governance

Covenant Christian School is a ministry of Covenant Presbyterian Church. As a ministry of the church, the school is accountable to the church's Session (body of elders) for philosophy and practice and submits to and celebrates the church's doctrinal positions. The school's Board is comprised of current and past school parents and other supporters of the school's mission. The Board is accountable and approved by the church's Session, meeting monthly to ensure the school's mission alignment, institutional health, and long-term sustainability. The Head of School reports directly to the school Board and is tasked with overseeing the total operation of the school.

To learn more about Covenant, its program, and its people, watch this [**video**](#).



We educate the whole child by coming alongside each learner to help them grow spiritually, intellectually, artistically, relationally, socially, and physically.

Our Distinctives



BIBLICAL

Biblical Worldview: Biblical truth is the foundation for all learning at Covenant, not merely an add-on to an otherwise secular educational model. As a result, Covenant students learn to analyze all things through the lens of Scripture and gain discernment by navigating complex issues and ideas without fear as they prepare to step and speak into the world. Covenant's commitment to a biblical worldview not only informs what is taught, but also how it is taught.

Relational Focus: Covenant's purposefully small size allows for deep relationships within the community. It's unmistakable and widely-cherished at the school. These relationships foster leadership and bravery, providing diverse avenues for children to be known and valued. Opportunities for intentional teacher-student and cross-grade relationships are carefully fostered through Morning Gathering, all-school recess, "C-Groups," and inter-class partnerships.



RELATIONAL



INTEGRAL

Integral Curriculum: Over multiple years, Covenant has built its own curriculum, purposefully designed to provide students with an understanding of the unity of all God's creation. Rather than navigating disconnected subjects, Covenant students are engaged with integral units that show how ideas fit together in a unified whole, linking various subjects together so students see the all-encompassing nature of God's design.

Experiential Emphasis: Understanding the connected nature of God's creation, Covenant uses both conventional classroom teaching and outdoor classroom experiences that bring depth and richness to student learning. Every curricular unit is designed to have a built-in experiential component, often utilizing our ever-growing outdoor classroom. By doing so, students confidently explore their gifts and all of God's creation in meaningful and creative ways.



EXPERIENTIAL

Covenant by the Numbers

"Pelican Strong!"

180
Students

34
Employees

\$275K
Given to students
in yearly financial
assistance

106
Families

31
Churches
Represented



21
Years of the
Lord's Faithfulness
to CCS

14.5K
Square Feet
School Building



26
Zip-Codes
Represented

\$1.65M
2024-2025
Budget

20
Students per class
All classes are
at capacity

\$0
Debt

With Strong
Cash Reserves

1
School Dog
"Roo"

12
Acre Campus



The Opportunity

Covenant Christian School is stronger than ever. With a full enrollment, substantial waiting list, multiple years without faculty turnover, healthy budget, and generous donor base, Covenant meets significant markers for long-term stability. But Covenant's greatest strength is that the school knows who it is; the vibrancy of the community and educational program is rooted in an unmistakable identity.

Rather than passively resting on its current successes, Covenant continues to grow – not in enrollment size, but in constantly evaluating and enhancing its program. The school Board's recent Strategic Plan guides Covenant's efforts to support and grow its highly experienced and gifted faculty, refine its unique curriculum, ensure long-term financial stability, and implement plans for ongoing facility development.

With Covenant's financial and enrollment stability, healthy Board leadership, gifted faculty, and strong Administrative team, Covenant's next Head of School will have a solid foundation in place for building on the school's Strategic Plan and casting a compelling vision for the future of the school.

The Transition

Since its founding, **Rev. John Roberts** has provided a stable, pastoral presence as Covenant's beloved Head of School. Under John's leadership, Covenant has grown its enrollment, faculty and administrative team, budget, endowment, outdoor spaces, beautiful new classroom building, and stellar reputation throughout the city. Of utmost importance, John has kept the school true to its mission and has cast the vision necessary to craft Covenant's unique cultural and educational DNA. John's mark on the school program and culture cannot be overstated.

Though he intends to continue to champion Covenant's mission and the broader Christian education movement, John has communicated his plan to step down as Head of School at the end of the 2026-2027 school year.

Because of the challenges of replacing a Founding Head of School and ensuring and protecting Covenant's core distinctives, the school Board has approved a process whereby its next Head of School will serve alongside John in a two-year apprenticeship role, beginning in the Fall of 2025 as Associate Head of School. As Associate Head of School, Covenant's next leader will become fully immersed in the school, partner with both John and the school Board, and take on increasing responsibilities until assuming sole leadership in the Fall of 2027.



Who The Head of School Is:

A Pastoral and Spiritual Leader

- A mature Christian evidenced by a growing relationship with Jesus Christ, a love for God's Word, and an ability to engage all of life from a biblical worldview and a rich theological foundation.
- An unapologetic lover and servant of both God and children who seeks to make all decisions in commitment to what honors God and is best for children.
- A humble, thoughtful shepherd who prays with and for Covenant's students, families, and staff.
- A stable guide who is supremely ethical, steeped in moral purpose, clarity, conviction, and integrity.
- A curious and life-long learner whose desire to grow is rooted in a visible love for the gospel and radiates out to the various members of the school community.
- A person who loves the local family of God, embraces the Reformed tradition, and becomes an active member of Covenant Presbyterian Church.

A Relational Leader

- One who upholds grace and individuals' unique dignity as guiding principles for all relationships.
- One who understands and fully embraces the centrality of discipleship and faith formation to the heart of the school and sees the necessity of healthy relationships toward accomplishing this mission.
- One who understands the importance of deeply knowing the students who make up the Covenant community and the academic, social, emotional, and spiritual challenges they face while maintaining high student expectations.
- One who winsomely and hospitably demonstrates a love for people, evidenced by a sincere interest in all Covenant stakeholders, including faculty, staff, students, parents, alumni, and supporters.
- One who communicates clearly, timely, and courageously from a commitment to truth, grace, and renewal.

An Executive Leader

- A guiding presence whose executive leadership style models and promotes integrity, transparency, collegiality, and support with an administrative team that effectively makes decisions and executes Covenant's strategic plans.
- A stable presence who predictably and reliably manages change, calmly embraces conflict or crisis, maintains a strong, positive public demeanor, and engages issues with impartiality.
- A strategic presence who displays flexibility to guide the school and execute both in the day-to-day and toward key long-term priorities.



What The Head of School Does:

Be the Face of the School and Champion of its Mission

- Consistently demonstrate a conviction and calling to protect, promote, and embody the school's Christian identity, unique cultural DNA, and legacy as set out in its mission, vision and distinctives.
- Support and submit to the mission and vision of Covenant Presbyterian Church and champion a Kingdom-minded vision for the future of the church and school.
- Represent Covenant Christian School in dealings with Covenant Presbyterian Church, other schools, professional organizations, government and accrediting agencies, and the public as needed to maintain a healthy school reputation within our surrounding communities.
- Effectively communicate to inform, inspire, unify, and challenge the various members of the school community both publicly and in writing.

Cast Vision

- Learn from and build upon the past, fully engage the present, and, in collaboration with the Board of Directors, cast a compelling, Christ-honoring vision for the future.
- Understand and adeptly navigate the threats and opportunities posed by a rapidly changing culture and safeguard Covenant's mission and values with wisdom and courage.

Ensure and Protect Covenant's Institutional Stability

- Proactively engage in fundraising for Covenant by personally prioritizing the development and cultivation of key donor relationships and by overseeing strategic fundraising initiatives.
- Employ the financial acumen necessary to protect and further Covenant's financial health and well-being, providing competent leadership in all aspects of financial decision-making.
- Protect admission policies and procedures to ensure enrollment of mission-fit families.
- Engage the Board of Directors in a servant-leadership role within the established governance framework.

Nurture and Further Covenant's Educational Vibrancy

- Ensure that Covenant's commitment to student learning is secure by fostering innovation, supporting and exploring best practices, and continually reviewing and enhancing the overall curriculum, program, and facility.
- Encourage a culture of mission-driven policies, procedures, and programs to advance the depth and richness of learning that has been central to Covenant's mission, values, and distinctives.
- Recruit, hire, cultivate, and mentor outstanding, Christ-honoring educational professionals who are passionate about Covenant's mission and inspiring students toward loving God and others.
- Build and protect resources that assure retention and continuous improvement for Covenant administration, faculty, and staff.



Our Community



With roughly 450 members, Covenant Presbyterian Church is a congregation of the Presbyterian Church in America (PCA), a denomination "true to the Scriptures, the reformed faith, and obedient to the Great Commission of Jesus Christ." Covenant church is committed to biblical faith as set forth in part by the Westminster Confession of Faith and the Larger and Shorter Catechisms, but look to the Bible as the ultimate authority.

CPC's vision is to be a community rooted in God's grace, reaching out with God's love. The Church seeks to pursue its vision by gathering for worship (Ephesians 5:19), growing in community (Romans 1:16) and going on mission (2 Corinthians 5:14-15). A traditional church with traditional worship services, CPC has healthy and growing children, youth, women's and men's ministries and continually looks to expand the gospel by being a church committed to "Deep Roots. Wide Reach." Find out more about Covenant Church at www.cpcstl.org.



Saint Louis sits at the confluence of the Mississippi and Missouri Rivers on the east side of the state of Missouri. She is a city of neighborhoods, each unique in their architecture, history, local shops, walking trails, and parks. Our most well-known landmark is the Gateway Arch, which is a monument honoring the exploration of the West that Lewis and Clark began here. Forest Park, a world-renowned city park of more than 1,300 acres was the site of the World's Fair in 1904 and is home to several free and beloved attractions, including the Art Museum, Zoo, History Museum, and Science Center. St. Louisans love sports teams: the St. Louis Blues, the newly formed St. Louis City SC soccer team and 11-time World Series champs, St. Louis Cardinals. St. Louis is also the home of several universities, medical centers, and major businesses across many industries.

Covenant is located in a quiet suburb west of the city of St. Louis. This area consists mainly of older homes in a leafy and peaceful setting, including the subdivision which surrounds our church. While Town and Country itself is quite residential, there are many large hospitals, companies, and retail areas close at hand. One particular blessing of our location is its easy access to major highways and thoroughfares, as the school and church are centrally placed in the greater St. Louis region.

Process of Candidacy



The School Board has appointed the Head of School Search Committee to find Covenant's next Head of School and has partnered with Noah Brink of Renew Education as a consultant in the process.

The Search Committee will begin receiving applications in August and will evaluate candidates on a rolling basis with the goal of making a hire in December. The position of Associate Head of School will begin in July, 2025.

Interested candidates should submit the following materials to noah@renew-education.org:

- A current resume.
- A cover letter explaining how you came to faith in Jesus.
- A three-minute video (maximum length) which introduces yourself and explains what God has been recently doing in your life to cause you to apply for this position.

All questions or nominations should be submitted to noah@renew-education.org

Search Committee: Bill Campbell (Board Chair), Joel Hathaway, Dean Kappel (Committee Chair), Nikki Rutz (Board Vice-Chair), Audrey Van Slyke, and David Yates (CPC Elder)

