



SOLI DEO GLORIA

Opportunity Profile

HEAD OF SCHOOL

Providence Christian School

Dothan, Alabama



GREETINGS

Dear Prospective Head of School Candidate,

We would like to thank you for your interest in the Head of School position at Providence Christian School (PCS) in Dothan, AL. We are honored that you would consider PCS as a place to make an impact in God's Kingdom. For almost three decades PCS has sought to impact the families of the Wiregrass region and encourage each student to be all that God calls him to be. We are striving to change the world by equipping students to follow Christ. We hope this opportunity profile provides valuable information to you as you seek to discern the Lord's will for you and your family.

As a ministry of First Presbyterian Church in Dothan, AL, PCS has been blessed by the Lord for the past 30 years; from the initial planning stages all the way up to the vibrant and mature school we have today. We have a wonderful faculty that provides excellent academic instruction to our over 750 students daily. We also seek to develop well-rounded students through our co-curricular activities of athletics, fine arts, and house program. Our goal is that our graduates will be equipped to be God-honoring servant-leaders who impact the culture for Christ's Kingdom.

Once again thank you for your interest in PCS and our Head of School position. Please read through this profile and visit our website to learn more about us. If you are interested in pursuing this opportunity further, please see the instructions under the "Process of Candidacy" section to begin the application process.

Sincerely,

Steven Salter
Chairman, Board of Directors

Michael Townsend
Chair, Head of School Search Committee



OVERVIEW

Founded in 1995, Providence Christian School is a ministry of First Presbyterian Church (FPC) in partnership with local families who share FPC's vision for classical, Christ-centered education in Dothan, Alabama, and the surrounding communities. Beginning at our preschool, Providence Early Childhood, and through our Grammar, Logic, and Rhetoric schools at Providence Christian School, there are 777 students enrolled.

Providence's School Board is seeking to hire a Head of School to lead a robust and mature classical Christian school, K3-12th grade. With the faithfulness of the Lord combined with the generosity of past and present families, the current "Camp Meadow Wood" campus has provided a beautiful landscape to call home. Looking ahead, Providence forecasts a bright future with the recent purchase of 90 acres adjacent to its current property, ready for development and growth.

As an accredited classical Christian school, we value Truth, beauty, and goodness in all of life. In all of its levels, programs, and teaching, Providence strives to be Christ-centered and classical. We labor each day to train up a generation of courageous kingdom builders – citizens of excellence who observe, think, and articulate with humility, reason, and clarity for the glory of God.

As we partner with parents from a classical Christian approach, Providence operates with delegated authority (*in loco parentis*) from the parents (not the state or the church) to assist parents in fulfilling the responsibility for the education of their children. We are ordering a child's affections to something higher than themselves. Providence is encouraging students to become life-long learners, to notice anything excellent or praiseworthy, and to "think about such things."

Soli Deo Gloria



HISTORY

Since **1973**, First Presbyterian Church has partnered with parents in the Wiregrass to provide a distinct education for students through Providence Early Childhood Ministries, located on the church campus, and celebrated the Preschool's 50th anniversary in **2023**.

In the early **1990s**, several Dothan families began to prayerfully seek a way to offer their children, in the grammar school years and beyond, the same quality, Christ-centered education they'd received at First Presbyterian Preschool. Prompted by God's leading and the enthusiasm of current and former Preschool families, the session of First Presbyterian Church made the decision in **1995** to start a classical, Christian school. In the course of a few weeks, God brought a very special team together who diligently worked to organize the start of Providence and the school year began in August with 56 students. (To read more about the start of Providence, visit <https://www.providencechristianschool.com/about/history.cfm>)

Other Milestones:

The Cottage area, now called the Quad and home to our Logic students, initially housed all students and was completed with a total of nine cottages. It wasn't long before Providence grew beyond the Grammar school ages and graduated its first student in **2002**. Soon after, in **2003**, the multi-purpose gymnasium and academic building was completed. PCS joined the Alabama High School Athletic Association (AHSAA) in the **2004-2005** school year. Then a few years later, in **2007**, work was completed on a new Grammar school building that sits at the entrance to the campus.

In **2015**, Providence implemented a House System to provide the students an opportunity for mentorship, leadership, service projects, and intramural competitions. PCS was accredited by the Association of Classical Christian Schools (ACCS) at the beginning of the **2019-2020** school year, having been previously accredited by the Association of Christian Schools International (ACSI). In **2021**, Providence acquired 90 acres adjacent to the current property and remains debt-free.



MISSION & VISION

MISSION: By God's grace, we are striving to be a school that impacts the entire family and encourages each student to become all that God calls him to be.

VISION: Equipping students. Following Christ. Changing the World.

Regarding both academic excellence and godly character development, our mission is, by God's grace:

- To promote principled thinking by helping each student develop a biblical worldview to be consistently applied to every area of life.
- To cultivate in each student a lifelong love of learning and pursuit of academic and moral excellence, for the purpose of bringing glory to God alone.
- To help train and equip each student to be a servant-leader who has an impact on those God puts within his reach, by living a God-honoring life.

STATEMENT OF FAITH

The following Statement of Faith, drawn from the Westminster Confession of Faith, defines the essential beliefs that guide the ministry of Providence Christian School:

Sovereignty of God: God sovereignly controls all that occurs in His world and in His Church. His plans and purposes always prevail; nothing can thwart them. (2) Ps 33:11, Eph 1:11, WCF Ch 3.1)

Inerrancy of Scripture: God's written Word, the Bible, is free from error and completely trustworthy. It is His Truth and the final authority in all matters. (Mt 5:18, 2Ti 3:14-17, WCF Ch 1.8-9)

God's Creation of the World and Man: The Triune God, Father, Son and Holy Spirit, alone has existed from eternity past and in His wisdom decided to create the universe from nothing. God spoke and it came into existence. Humanity did not evolve from lower life forms, but was created by God. (Jn 1:2-3, Ge 1, WCF Ch 4) Mankind, male and female, was created with dignity in that they are made in God's image and created in humility in that their purpose is to glorify God and enjoy Him forever. In creating mankind male and female, God created them with distinct biological genders. Gender is both sacred and established by God's design. It is impossible to glorify God and enjoy Him forever while rejecting one's biological sex. (Ge 1:27, Ge 2:7, Ge 2; 22-23, WCF Ch 4.2)

The Family: God created the natural family as the fundamental, sovereign unit of society. God created the natural family to be a conjugal union of one man and one woman through marriage for the purposes of sharing love and joy, propagating children, and providing their moral education. Marriage was also given as a representation of the union between Christ and His Church. Any union other than a one-man, one-woman union for life is a violation of God's design and is therefore not a biblical marriage. (Ge 1:28, Ge 2:24, Eph 5:22-33, WCF Ch 24)

Fall of Mankind: All mankind participated in Adam's fall from his original sinless state and is thus lost in sin and totally depraved. (Ge 3:6-8, Ro 3:23, Ro 5:12, WCF Ch 6.1-3)

Jesus, Savior of Sinners: Jesus Christ is the unique Son of God and the only Savior of the World. He was born of a virgin and lived a sinless life. He purchased redemption by His substitutionary atonement on the cross. Jesus bodily rose from the dead, ascended to the right hand of the Father and He will come again in power and glory. (Isa 42:1, Jn 3:16, 1Pe 1:19-20, Heb 1:2, Heb 4:15, Lk 1:27-35, Ro 5:19, Php 2:8, 1Co 15:3-4, 1Pe 3:22, Ac 1:11, Mt 13:40-42, Mt 24:36-44, WCF Ch 8.1-4 & Ch 33)

Justification by Faith Alone: Sinners are justified by faith alone. They don't deserve salvation and they can't earn or work for it. Justification is totally due to God's grace and received by faith in Jesus Christ. (Ro 3:10-13, 22-28, Ro 4:5-8, Ro 5:15-16, Eph 2:8-9, WCF Ch 11.1-3)

Empowering Holy Spirit: Every true believer in Jesus Christ is indwelt and empowered by the Holy Spirit. The Holy Spirit enables believers to live a godly life and to perform good works. (2Co 3:18, Jn 15:4-6, Ro 8:4-14, Php 2:13, WCF Ch 13.3, 16.3)

Final Judgement and Resurrection: At the Second Coming of Christ, the saved and the lost will be bodily resurrected and judged. The saved are resurrected to eternal life and the lost are resurrected to eternal condemnation. (1Th 4:17, 1Co 15:51-52, Jn 5:22-29, Ac 24:15, 2Co 5:10, Mt 25:31-46, WCF Ch 32.2-3 & 33.1-2)

Body of Christ: All believers are spiritually united in the Lord Jesus Christ. Every believer is a member of the Body of Christ. (1Co 1:2, 1Co 12:12-13, WCF Ch 25.1-2)

AT A GLANCE

DUAL ENROLLMENT

Courses through the University of Mobile
(18 credit hours):

English 101 and 102

(English Composition I and I)

History 101 and 102

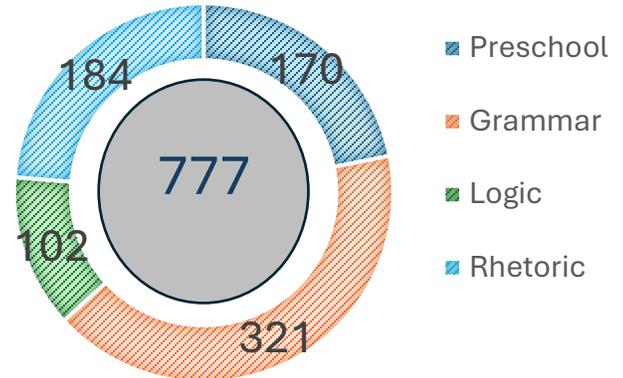
(Western Civilization I and II)

Math 113

(Pre-Calculus with Trigonometry)

Christian Studies 110

ENROLLMENT



FINE ARTS

Exordium Worship Team

Marching Band

Providence Singers

Theatre

Visual Arts

Yearbook

GRADUATES

Class of 2024 ACT Scores

Mid 50%, Composite 25-27

Graduates since 2002

927

ATHLETICS

Member of the Alabama High School
Athletic Association (AHSAA).

Boys & Girls Varsity

Cross Country

Basketball

Soccer

Tennis

Indoor/Outdoor

Track and Field

Golf

Girls Varsity

Cheer

Volleyball

Softball

Boys Varsity

Baseball

Football

Since 2004, Providence has earned 21 AHSAA State Championships and 16 Runner-ups.

DISTINCTIVES

SENIOR THESIS Juniors and seniors are required to compose and deliver a lengthy argument based on original research. They must defend the thesis before a panel of faculty judges. Both the presentation and defense are open to the public.

FACULTY All faculty hold bachelor's degrees. Advanced degrees (MA, MS, PhD) include 13 of 23 Rhetoric; 4 of 7 Logic; 11 of 26 Grammar; and 2 of 4 Kindergarten faculty.

HOUSE The House System aims to develop a school culture that encourages spiritual, social, and emotional growth through Christ-centered relationships, service opportunities and activities.

STUDENT LEADERSHIP COUNCIL The Student Leadership Council are chosen through an application and interview process. They serve as House leaders as well as school representatives both on and off campus.

ACCREDITATION

Providence is a fully accredited member of the Association of Classical Christian Schools (ACCS).

COLLEGE MATRICULATION

Abraham Baldwin Agricultural College
Alabama College of Osteopathic Medicine
American Musical and Dramatic Academy
Auburn University
Auburn University College of Veterinary
Medicine
Auburn University at Montgomery
Belhaven University
Bible Institute of Los Angeles (BIOLA)
Birmingham Southern College
Coastal Community College
Covenant College
Cumberland School of Law
Emory University
Enterprise State Community College
Faulkner University
Florida College
Florida State University
Florida State University at Panama City
Freed-Hardeman University
Harding University
Hanceville State Community College
High Point University
Huntingdon College
Jacksonville State University
LaGrange College
Lawson State Community College
Lee University
LeTourneau University
Lipscomb University
Louisiana State University
Loyola Marymount University
Lurleen B. Wallace Community College
Marion Institute
Mercer University
Middle Tennessee State University
Mississippi College
Mississippi State University
New Saint Andrews College
New College of Florida
Oglethorpe University
Pensacola State College
St. George University
Samford University
Savannah College of Art and Design
Shorter University
Southeastern University
Southern Union Community College
Southwestern Assembly of God University
Stetson University
Trevecca Nazarene University
Troy University
United States Air Force Academy
United States Military Academy at West Point
United States Naval Academy
University of Alabama
University of Alabama School of Law
University of Alabama at Birmingham
UAB Dental School
UAB Medical School
University of Alabama at Huntsville
University of Florida
University of Georgia
University of Mississippi
University of Mobile
University of Montevallo
University of South Alabama
University of South Alabama Medical School
University of Tennessee
University of Tennessee at Martin
University of West Georgia
Vanderbilt University
Edward Via College of Osteopathic Medicine
Wallace Community College
William Carey University

THE POSITION

We are looking for a strong and mature Christian to serve as the Head of Providence Christian School. This role requires exceptional leadership skills to manage a large organization, work effectively with the Board of Directors, and advance the school's mission while operating within the policy governance model. The Head of School is responsible for ensuring that all of the Board's desired ends are achieved.

Qualifications

- Strong leader with the ability to lead cultural change within an organization to advance the school's mission
- Capable of inspiring faculty, students, parents, and members of the community with a vision
- Good listener who can receive feedback, but is also willing to face conflict
- Desire to support families with different learning needs and able to foster a communal atmosphere
- Effective liaison between the board and other school stakeholders (admin, faculty, families)

Responsibilities

- Achieve the Board's stated ends while operating within executive limitations
- Lead the school in a way that is biblical, godly, and prudent, ensuring that students, families, and employees are treated with dignity in a Christ-like manner
- Adhere to the school statement of faith and ACCS accreditation standards
- Ensure financial stability through competent budgeting, organizational management, and care for school assets
- Manage administrative and HR departments, maintaining fair employment practices
- Delegate tasks, hold employees accountable, and mentor other school leaders
- Communicate effectively with the board, and lead development and fundraising efforts

Requirements

- Proven ability to lead and manage a large organization
- Strong and mature Christian who is a member in good standing at an Evangelical church
- Theologically Reformed and committed to Classical Christian education
- Knowledge of ACCS accreditation, policy governance model of board governance, and fundraising activities

Nice to Have

- Experience as teacher, leader, or board member of classical Christian school
- Demonstrated supervisory leadership in larger school environment with multiple departments
- Masters degree in educational administration or 3 years of equivalent experience

What We Offer

- Competitive annual salary
- Benefits



THE LOCATION

Dothan is nestled in the southeast corner of Alabama, just a few miles from both Georgia and Florida. Known as the “Peanut Capitol of the World”, Dothan and surrounding communities produce 50% of the world’s peanuts. Not far from Dothan, the beaches of the panhandle of Florida provide ready vacation spots.

Dothan has a small-town feel and southern charm; however, the population is 71,072, and Houston County is 108,079, according to the 2022 Census data. The Cost of Living index released by the Council for Community and Economic Research in 2024 gave the Dothan metro area a composite score of 87, which is 13 % less than the national index. For Alabama, Dothan provides one of the lowest cost-of-living locations in the state. In comparison, other scores include: New York City – 227, Boston – 148, Atlanta – 98, Huntsville – 93, and Birmingham – 91.

This community is a great place to raise a family. There are plenty of activities and events throughout the year in the arts, recreation, and sports. The City of Dothan is in the process of a new City Center downtown – a major investment in the revitalization of the heart of Dothan

Helpful resources about Dothan:

- <https://dothan.com/> The Dothan Chamber of Commerce website provides a great overview of our community. The Welcome Guide publication found on their website paints a clear picture of life in Dothan.
- <https://visitdothan.com/> The Visit Dothan website provides a list of activities, restaurants and events happening in Dothan.



PROCESS OF CANDIDACY

If you sense that the gifts and experience God has given you are a good match for Providence Christian School, then we are glad you are here. The Providence Search Committee has partnered with the recruiting organization RedBalloon, and we request you begin by visiting the job posting on their site. There, you will find all requirements for applying.

<https://www.redballoon.work/posting/13131>

The Providence School Board is tasked with hiring the next Head of School and the Search Committee will be involved throughout the process. If you have any questions, please contact the Committee at pcssearchcommittee@gmail.com. All names and information will be kept confidential.



Aerial view of PCS campus with new 90 acres adjacent.

Providence Christian School

4847 Murphy Mill Road
Dothan, Alabama 36303

<https://www.providencechristianschool.com/>