



FREQUENTLY ASKED QUESTIONS

Search for the next Superintendent Grand Rapids Christian Schools

Q. How will the search for the new Superintendent be structured?

GRCS Board of Trustees approved the submission of a Request for Proposal (RFP) in February 2023. The RFP was sent to five executive search firms/consultants and, subsequent to the Committee's review and the Board's approval, selected JobfitMatters to lead the search and assist the Search Committee in the process of identifying the next Superintendent.

Q. Who did the Board of Trustees select to assist in the search?

In addition to JobfitMatters, a Search Committee has been formed composed of selected Board members and additional members serving in an at-large capacity. The Committee is composed of the names identified below. The Committee will work collaboratively with JobfitMatters throughout the search process, ensuring the Board of Trustees is provided with ongoing status updates.

Q. What is the timeline for the search?

The 2022-2026 Strategic Plan, approved by the Board in August 2022, includes specific dates with important action items directing the search process. The Board's Executive Committee completed a thorough review of and revisions to the Superintendent's position description in February 2023, identifying the key attributes essential to the seamless succession in leadership. The Executive Committee developed a Search Committee Charge at that time to provide detail of the Committee's role and responsibilities. In Summer 2023, a profile of Grand Rapids Christian Schools will be developed in order for the position to be posted in September 2023. JobfitMatters and the Search Committee will actively seek applicants that possess the desired attributes and conduct preliminary reviews of applicants throughout Fall 2023. The field of candidates will be narrowed and interviews will be conducted by an Interview Committee composed of identified stakeholders in November and December 2023. A final candidate will be presented to the Board for its final review and selection of the next Superintendent. The Board's goal is to identify a finalist and enter into an employment agreement no later than February 2024.

Q Will internal candidates be considered?

Internal candidates will be welcome to indicate their desire to be considered and may be selected to be interviewed for the position. The Board's goal is to identify the best next leader to serve as GRCS' superintendent beginning on July 1, 2024.

Q. When will the change of leadership take place?

Tom DeJonge will complete 20 years of service effective June 30, 2024. The incoming superintendent will be asked to make several trips to our five campuses in Spring 2024, be introduced to the GRCS faculty and community, and begin to make a transition to Grand Rapids at that time in the event an outside individual is selected.

Q. How can we be sure that the GRCS' spiritual priorities and alignment to our Reformed doctrinal standards, strength of our athletic and co-curricular programs, commitment to our core values and breadth of diversity of our student body will be maintained?

The Board of Trustees and administrative leadership have made significant advancements in GRCS' financial health and vitality over the past several strategic plans. GRCS Board's and staff's reaffirmation of its mission to prepare students to be effective servants of Christ in contemporary society is evidence of the Board's commitment to advancing that mission and the Reformed theological foundations of our doctrinal statements of faith. The new superintendent's capacity to continue its focus on our core values and execute their application throughout all aspects of the educational program will be paramount in the selection process and aligned with what the GRCS community has come to know and expect for our students.

Q. How can I participate in the superintendent search process?

The Board of Trustees and its Search Committee welcome and covet the prayers from parents and members of the GRCS community asking God to grant wisdom, guidance and encouragement throughout this process. Additionally, the Board of Trustees and its Search Committee are already working closely with JobfitMatters and has established a dedicated email in which parents and others within the GRCS community are able to provide input on desired qualities and attributes of the next superintendent: GRCSSearch@jobfitmatters.com. The Board is committed to providing opportunities for members to be introduced to the individual God leads to GRCS to serve as Superintendent.

Grand Rapids Christian Schools Board of Trustees

Caleb Doezema *	Leroy Stegink
Rev. Rebecca Jordan Heys	Christopher TerVeen
Jamie Kuiper *	Nancy Triezenberg
Jonathan Kok	Dr. Debbye Turner Bell
Mike Meeuwssen	Dr. Sarah Visser *
Dr. Khan Nedd	David VanWIngerden

* Indicates Board of Trustees Members serving on the Search Committee.

In addition, the Board approved the following at-large members to assist as members of the Committee.

Additional At-large Members of the Search Committee

Afton DeVos, Parent and member of the Board's Development Committee
Peter Jonker, LaGrave Pastor and former member of the Board of Trustees
Sheila VanderWoude, GRCS Director of Technology
Sandra Upton, Upton Consulting
Eric Burgess, Head of School Grandville Calvin Christian Schools and former GRCS Principal
Jason Ross, Campus Pastor Ada Bible