



FELLOWSHIP
CHRISTIAN SCHOOL
COLOSSIANS 1:9-12

HEAD of SCHOOL

Ready the Remarkable®

 carterbaldwin
executive search



ABOUT the SCHOOL

Founded in 1986, Fellowship Christian School (Fellowship) is North Metro Atlanta's premier PreK to 12th grade independent, nondenominational, covenant Christian school. Known for its culture of belonging and purposeful programming, Fellowship partners with parents to provide its students with a lasting foundation of biblical truth and love. Fellowship's pursuit of excellence in every aspect of the organization simply reflects God's creativity and ways, reinforcing the biblical teaching and modeling already established in the home and the local church, for the benefit of this emerging generation.

The school's vision for students includes the integration of a biblical worldview into a curriculum where character, values and essential life skills are emphasized and modeled by a professional and dedicated faculty. This Christian philosophy of education is at the core of all areas of study. A rigorous academic program is offered including strong co-curricular offerings with successful athletic and fine arts programs. As a Christ-centered school, students are taught how to integrate biblical truth and learning into their daily lives to impact the culture for Christ.

Today, with an annual operating budget of \$16.5M and more than 150 full and part-time employees, Fellowship serves a student body of 1,040 students that represent over 100 churches in the metro Atlanta area. The 29-acre campus in Roswell, Georgia includes an Elementary/Middle School building comprising 18 elementary school classrooms, a music room, an art room, a media center, a technology center, a STEM classroom, a science lab, and eight middle school classrooms. It also includes a three-story, 55,000 square foot state-of-the-art High School building designed to serve up to 450 students which includes 13 classrooms, a production studio, a digital studio, a maker space, an art studio, a music room, three science labs, a STEM and fabrication lab, the administrative suite, and a student plaza and green space. The campus is complimented with a turf stadium, a turf baseball field, a softball field, four tennis courts, two gymnasiums, a cross country trail, and an offsite 13,000 square foot athletic training facility.

Fellowship has also attained the high distinction of triple accreditation, becoming one of the first schools in the United States to be accredited by SAIS (Southern Association of Independent Schools), CESA (Council on Educational Standards and Accountability), and Cognia (formerly SACS/AdvancED).

MISSION

Partnering to inspire academic curiosity, impeccable character, and Christian leadership grounded in Biblical truth.



VISION

Students who live with purpose and lead with intent for God's glory alone.



SCHOOL VERSE

“For this reason also, since the day we heard of it, we have not ceased to pray for you and to ask that you may be filled with the knowledge of His will in all spiritual wisdom and understanding, so that you will walk in a manner worthy of the Lord, to please Him in all respects, bearing fruit in every good work and increasing in the knowledge of God; strengthened with all power, according to His glorious might, for the attaining of all steadfastness and patience; joyously giving thanks to the Father, who has qualified us to share in the inheritance of the saints in light.” Colossians 1:9-12.

CORE VALUES

Biblical Truth –

Biblical truth is Fellowship Christian School's most esteemed and enduring core value because it reveals the person and work of Jesus Christ, culminating in and hinging upon His resurrection, which is the foundation of our faith. Because the Bible is God's infallible Word, its truth is integrated throughout all arenas at Fellowship Christian School.

Relationship –

Relationship is a catalyst for the transformative power that God displays at Fellowship Christian School. Fellowship has a culture that values every heart and labors purposefully and intentionally to cultivate meaningful relationships for the good of the students and the glory of God.

Intentionality –

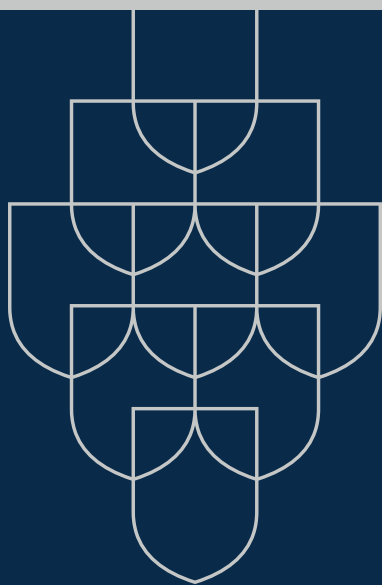
Intentional teaching leaves no part of the education process unaddressed or undervalued. This means the teacher becomes a student of his/her students, learning the joys, commitments, challenges, and fears of his/her students in order to bring the most relevant, immersive learning to the table each day. An intentional teacher brings quality to the entire process, knowing that a student's level of respect for the teacher has a direct impact on what that student is able to learn and achieve.

Character –

Character is simply knowing what is best and choosing to do so. When nobody is looking and eyes are not on you, what are you going to do? Your character will be tested in hard moments, so you must make your mind up now that you will stand strong and simply do the right thing.

Stewardship –

Stewardship is the careful management of what God has entrusted to our care. At Fellowship, we recognize that we are blessed with opportunities, relationships, and resources – three components of our community requiring stewardship. With gratitude and humility, we embrace the responsibility to steward well all that God has given the school.



STATEMENT of FAITH

- The Bible, as originally given by God, is divinely inspired, infallible, entirely trustworthy, and the supreme authority in all matters of faith and practice.
- There is one God, eternally existent in three persons – Father, Son, and Holy Spirit. Jesus Christ was fully God, yet fully man, born of a virgin, and lived a sinless life, performing many miracles.
- We acknowledge His substitutionary death, resurrection, ascension, and individual mediation for us, and eagerly await His personal return in power and glory.
- Man is sinful and separated from God, and a reunion, called salvation, is possible only by faith in Jesus Christ, apart from works, through the regeneration of the Holy Spirit.
- The Holy Spirit indwells the believer and enables us to live a holy life and to witness and work for the Lord Jesus Christ.
- All true believers are united by the Holy Spirit as the Church, the Body of Christ.
- Everyone will be resurrected – the saved to everlasting life, the unsaved to everlasting torment.

ACADEMICS

Fellowship Christian School offers a complete, preparatory, and personal PreK to 12th grade, covenant Christian education. Students from all over North Metro Atlanta are drawn to Fellowship's intentional biblical integration, specialized academic enrichment programs, and 100 percent college acceptance rate. Exceptional school spirit and personalized attention are what sets Fellowship apart. By leading with a commitment to and love for Christ, Fellowship extends learning beyond the curriculum to cultivate a community of believing, belonging, and becoming.



The Elementary School *“Believing in Individual Brilliance”*

Fellowship's elementary school strives to recognize and nurture the God-given unique abilities within each student. While incorporating curriculum from a variety of resources, the curriculum itself does not drive instruction. Teachers in the elementary school employ an “I do, we do, you do” approach to learning, and conduct on-going assessments in order to provide differentiated small-group instruction that best supports each learner. To learn more about the elementary school programs, click [here](#).

The Middle School *“Developing Independence”*

The middle school program is designed to equip students with everything they need to make the transition from elementary school to high school. Students are challenged to accept increasing amounts of responsibility in a rigorous, yet nurturing environment. Study skills, discipline, and character development are integrated in the curriculum to prepare students for success in a college preparatory high school. While honors classes are offered for high school credit to students with strong academic aptitude, a large emphasis is placed on the supportive community of faculty, staff, and family surrounding students in all stages of their educational journey. To learn more about the Middle School, click [here](#).

The High School

"Preparing Today, the Leaders of Tomorrow"

Once students enter Fellowship's high school, they are required to follow a college preparatory curriculum that exceeds state minimum requirements for graduation. The structure of the high school academic program also allows students to earn a merit of distinction on their diploma by taking additional advanced academic courses. Students can also focus their academic path to graduation by taking extracurricular courses in either STEM or the arts. Fellowship offers a wide range of Advanced Placement courses, honors courses, and dual enrollment courses with several different academic partner universities. To learn more about the High School, click [here](#).

STEM

The STEM Track at Fellowship Christian School offers three different pathways to accommodate the different interests, talents, and goals of Fellowship students: Engineering, Architecture/Industrial Design, or Computer Science. Each pathway has the distinction of earning a STEM diploma upon graduation. The STEM diploma provides each student with the recognition of a unique accomplishment and provides a rewarding and permanent record of the rigor and breath of study that was accomplished in high school. To learn more about Fellowship's STEM Track, click [here](#).





ARTS

Creative expression often gets left behind as children grow older, but Fellowship believes creativity is an essential part of what it means to be made in God's image. That's why Fellowship seeks to ignite, sustain, and expand the God-given creative talent in every student. Starting with a faculty of artists who model professional creative expression as well as teach it, Fellowship's award-winning arts program extends from PreK to graduation as students learn a wide variety of visual, performing, and musical arts. The school's goal is to instill in every Fellowship student a lifelong desire to create.

Visual Arts

Fellowship believes the visual arts are an essential element of a well-rounded education and values this creative development in its students. The school offers a number of classes in the visual arts for students to explore a variety of materials and methods. Students who participate in visual arts classes have the opportunity to display their work at competitions and venues throughout the school year.

Performing Arts

Fellowship's performing arts programming spans all three school divisions, providing performance opportunities for students from the youngest to oldest. Participation in performing arts takes place throughout the year as the school produces and performs many concerts, plays, musicals, and worship-fueled dances. Students work throughout the year to perfect their performing arts skills, and the entire Fellowship community benefits from their dedication and hard work.

Music

Music at Fellowship begins in elementary school with a foundational music program, teaching the essential beginnings of musical expression such as rhythm, sound, melody, and more. For middle school and high school, Fellowship's growing music program brings students together in cooperative classes, such as choir, orchestra, and praise band, to learn the art of making music together.

FELLOWSHIP ATHLETICS

At Fellowship, the physical and mental challenges, and rewards of playing sports are a complement, not a contrast, to classroom learning. Whether team or individual, intramural or club, Fellowship's athletic programs value and teach Bible-based principles: teamwork, sportsmanship, leadership, responsibility, humility, and respect. In athletics, as in all they do, the student's talents, skills, and strengths are testaments to God's love and work.

Fellowship is a member of the Georgia High School Athletic Association (GHSA) and offers a variety of athletic opportunities for its students across 14 sports fielding 66 teams with recently upgraded athletic facilities. The main stadium features one of the most advanced artificial turf systems in the industry for football, lacrosse, and soccer as well as physical education classes. Additionally, the school has invested similarly with the same synthetic turf manufacturer using their industry leading turf product for baseball making Winchester Field one of the finest high school venues in Georgia.

Paladin Park features Winchester Field, outdoor pavilion, softball field, four tennis courts, and a soon to be constructed new hitting facility. Fellowship has two gymnasiums – a main competition gym with a bleacher capacity of 550 and an auxiliary gym. Both gyms have hardwood floors with custom line packages. The school is invested in a sports performance program and athletic offices with an offsite lease of Paladin Center – a 13,000 square foot facility equipped with athletic offices, team meeting room, locker room, restrooms, weight room, and indoor speed/agility training area less than a mile from the school. To learn more about Fellowship's competitive athletic program, click [here](#).



STUDENT LIFE

Fellowship is committed to being a place where everyone is encouraged to be who God made them to be, free to succeed and fail, confident in relationships, and encouraged to lean into their strengths, gifts, and interests. Fellowship does this by expanding minds, exploring possibilities, and growing into opportunities.

Clubs, Societies and Programs at Fellowship

Students at Fellowship have the opportunity to participate in a large variety of clubs, societies, and programs. From Beta Club and the National Honor Society to the Mock Trial Team, Sign Language Club, and GO Program (community service) – there are opportunities everywhere for students to develop interests built outside their regular classrooms.

Spiritual Life

Fellowship students are given the opportunity to praise and worship Jesus through weekly chapels led by a group of their peers on the student worship team. Additionally, high school chapel breakout groups provide the regular space to delve deeper into devotional topics while the high school and middle school retreats provide the space for students to bond, grow spiritually and experience some high adventure fun.

Missions

Each year, students are provided with an opportunity to reach the world for Christ. Missions trips support biblical principles taught in the classroom, chapels, and small groups. Students experience environments that teach, stretch, and challenge them to love and serve those in need.

Culture and Community

In accordance with the [Fellowship Christian School 2019-2024 Strategic Plan](#), Fellowship believes that it is unquestionably God's plan to have a diverse student body that is aligned with our covenant beliefs, reflecting the surrounding community and, more importantly, God's creation. As such, Fellowship is committed to leading the school on an intentional path toward more diversity in a mission-appropriate, God-honoring way.





HEAD of SCHOOL TRANSITION

Dr. Kathryn M. Teston, Head of Fellowship Christian School has announced her intent to retire on June 30, 2024, after completing 20 years of total service, including 11 years as Head of School. Dr. Teston, who became Fellowship Christian School's fourth Head of School in 2013, has overseen total enrollment growth from 600 to 1,040 students, the construction of Fellowship's state-of-the-art high school facility, the launch of an endowment, and numerous other enhancements to Fellowship's campus.

"It has been an honor, blessing, and privilege to serve Fellowship as Elementary / Middle School Principal and Head of School. When I reflect on all that we have experienced and accomplished, I am amazed and humbled by the journey we walked together. With nothing but thanksgiving in my heart, I am grateful for God's faithfulness, your prayerful partnership, and your trust to steward your children's education."

- Dr. Kathryn Teston, Head of School

"Few schools are fortunate to enjoy long tenures of leadership at the Head of School level. We are incredibly blessed to have such an exceptional, humble leader who has led with a steady hand for more than a decade. Dr. Teston has always remained prayerful, earnestly seeking the best for our school in every situation. During her time as Head of School, we have seen God's provision of growth, vibrancy, and success that has placed Fellowship among the nation's leading Christian schools. Moreover, her guidance and leadership have been exemplary over the last several years as she shepherded our community through a global pandemic, economic uncertainty, political unrest, social discord, and much more."

- Mr. Brynn Stensrud, Chair - Board of Directors



THE OPPORTUNITY

As an unapologetically covenant Christian independent school, Fellowship's strong culture of discipleship through education, continuous school improvement, a true spirit of hospitality, and an immediate and identifiable sense of families "doing life together" continues to drive its growth. The school is positioned both geographically and demographically to serve those students and families who desire an exceptional, covenant Christian educational experience in North Atlanta, Georgia. In many ways, the school is thriving programmatically, operationally, financially, and spiritually. Fellowship, as a school and as a Christian community, has experienced significant growth over the last four years, and the Fellowship Board of Directors is now seeking a new chief executive to lead the school deeper into fulfilling its mission.

The new Head of School will have the opportunity to lead and sustain this growth by providing consistent servant leadership rooted in biblical truth, articulating the school's guiding principles as a covenant Christian school, promoting its vision and value proposition, innovating academically, building out the campus master plan, and inspiring, encouraging, and caring for the students, faculty, staff, families, and friends that encompass the entire Fellowship community.

Ideally, the new Head of School will be a visionary who is a highly relational, collaborative leader, and an adept teambuilder, able to think strategically and futuristically to serve the entire Fellowship school community. Together with an experienced, and talented senior leadership team, the Head of School will work to fulfill the mission of Fellowship to inspire academic curiosity, impeccable character, and Christian leadership grounded in biblical truth while working toward the vision of producing students who live with purpose and lead with intent for God's glory alone.



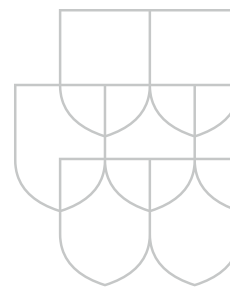
ESSENTIAL CHARACTER TRAITS and QUALITIES

The successful Head of School will –

- Be an ardent, sincere, and mature follower of the Lord Jesus Christ who is firmly planted in and committed to Biblical truth and love.
- Earnestly seek godly wisdom and the path God has for her/him and for Fellowship.
- Be a humble person who embraces servant leadership as modeled by Jesus Christ and who will place the best interests of the Fellowship community above her/his own interests.
- Be a wise leader who is committed to holy living and who guards her/his own spiritual and moral purity.
- Be open to guidance and value wise counsel.
- Envision and value the role as Fellowship's spiritual leader, encourage biblical literacy, and constructively challenge unbiblical ideas and cultural trends.
- Fully support the Fellowship statement of faith and the current Strategic Plan approved by the Board of Directors.
- Protect and steward Fellowship's identity as a covenant Christian school.
- Possess a highly developed emotional intelligence, including a keen self-awareness, empathy, self-regulation, social skills, and personal motivation.
- Understand the importance of solid, Christ-oriented relationships with the students, parents, staff, the community at large, and the Fellowship Board of Directors.
- Be able to prepare faculty and staff to be biblical educators who equip students to thoughtfully engage the culture.
- Possess strong business acumen and a proven ability to successfully lead the business side of Fellowship.
- Demonstrate intellectual curiosity.
- Have strong interpersonal, written, and oral communication and presentation skills.

IDEAL EXPERIENCE

- Master's degree from an accredited institution required; doctoral degree preferred.
- Minimum of ten years' experience in a K-12 school; classroom experience highly valued.
- Minimum of seven years' experience in an administrative/executive leadership position (Christian K-12 school experience preferred), managing a large team that includes many different audiences (Board of Directors, executives, faculty/staff, parent community, student body, etc.).



ESSENTIAL FUNCTIONS

The successful Head of School will –

- As the sole hire of the Board of Directors, the Head of School will be expected to lead Fellowship in a manner that supports and guides the school's mission and vision as defined by the Board of Directors and the policy governance model.
- Build a culture of excellence that sets the pace regarding values, performance, and service to the mission that permeates the entire student body, faculty, staff, and volunteers.
- Demonstrate a passion for continuous improvement and the advancement of the Fellowship mission through a high-performing team that reaches key objectives and goals.
- Cultivate a culture that inspires continual professional growth through personal example, coupled with proactive leadership, thus empowering the school to further deliver on its mission.
- Build the organization's structure, processes, and systems to enhance its financial strength and operational effectiveness.
- Ensure fine arts and athletics are exceptional while supporting Fellowship's vision to develop students who live with purpose and lead with intent for God's glory alone.
- Enhance existing facilities to support a growing enrollment and the expansion of programs in academics, arts, athletics, and spiritual life.
- Demonstrate a commitment to expanding community connections that strengthen the diversity and unity of families, faculty, and staff who become part of the Fellowship family.
- Build an in-depth, constructive relationship with the Board of Directors as a whole and individual members with a goal of maximizing the Board of Directors' value in its work for Fellowship.
- Communicate effectively with the Board of Directors by providing timely and accurate information in order to function properly and make informed decisions.
- Ensure legal compliance and sound risk management practices are met.
- Oversee the financial status of Fellowship, including the development of long and short-range financial plans, monitor the budget, while ensuring sound financial controls are in place.
- Set financial priorities accurately to ensure Fellowship is operating in a manner that supports the needs of the program and staff for the financial health of the school.
- Ensure the flow of funds permits Fellowship to make continuous improvement towards the achievement of its mission, and that those funds are properly allocated to reflect present needs and future potential including, but not limited to, future construction projects, endowments, and the overall financial health of the school.
- Work with Advancement to formulate and execute comprehensive marketing, branding, admissions, and development strategies that will ensure consistency throughout the organization while furthering the mission of the school.



- Hire, motivate, and retain talented individuals, who are recognized top performers in their field, who work tirelessly to deliver Fellowship's mission and vision, effectively raising the credibility and reputation of the school in the community.
- Provide for the optimal placement of Fellowship staff, ensuring that the school is resourced with competent professionals who are delegated authority commensurate with their responsibilities and are dedicated to the mission of the school.
- Serve as a visible and approachable leader who is deeply engaged in all aspects of the school.
- Provide effective leadership and direction to employees, volunteers, and external stakeholders that builds a true sense of community.
- Play a lead role in fundraising activities by cultivating and soliciting donors both on an ongoing basis and in conjunction with the annual fund, endowment, and future capital campaign activities.
- Continue to build confidence and trust for the school as a thought-leader in Christian K-12 education.
- Establish and maintain proper relationships with the local, state, and federal agencies to which the school is responsible; maintain an active relationship with Christian school organizations on the state, regional, and national levels.





PROCESS of CANDIDACY

Fellowship Christian School is currently inviting applications for the Head of School role with an anticipated start date of **July 1, 2024**. Although applications are welcome until a Head of School is selected, candidates should submit application materials consisting of four items by **August 18, 2023**, for most favorable consideration.

- Resume or CV
- Written Christian testimony
- Philosophy of Christian education
- Letter of interest (written to the Head of School Search Committee)

Nominations, expressions of interest, and applications will be treated with complete confidentiality and should be submitted directly to FellowshipHOS@carterbaldwin.com.

Confidential inquiries and questions concerning this search may be directed to:



Chris Hornsby | Partner
678.448.0003
chornsby@carterbaldwin.com

Joe Bradley | Consultant
678.466.6394
jbradley@carterbaldwin.com

Jake Hooper | Research
678.701.4042
jhooper@carterbaldwin.com

Jodi Delikat | Search Coordinator
678.448.0016
jdelikat@carterbaldwin.com