

# ASSOCIATE HIGH SCHOOL DIRECTOR

Flatirons Church | Student Ministry / Lafayette Campus

## REPORTS TO:

Lafayette Student Lead

## CLASSIFICATION:

FULL-TIME//SALARY//PASTORAL// ON-SITE//SUN-THURS //INCLUDES HOLIDAY, WEEKEND, AND EVENING HOURS.

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## WHY THIS ROLE MATTERS

Flatirons isn't just another church, and this isn't just another job. We're building something that demands attention and drives action. If you have a desire to help build a "No Matter What, No Matter Where" culture that inspires others to follow Jesus, we want to hear from you.

### RAW AND REAL. FUN. INNOVATIVE

Flatirons Church isn't looking for just another Associate High School Director. We are looking for someone who is passionate about Kids, their families, and can rally a volunteer army to introduce the Next Generation to the awesome life of Christ!"

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## WHAT YOU BRING

### PERSONAL QUALIFICATIONS:

- Submits your life to God and the authority of His Word.
- Model a commitment to developing the character of Christ.
- Understand and support Flatirons' vision and values; filters decisions through that lens.
- Embrace key values integral to Flatirons staff culture: integrity, honor, mission.
- Exemplify qualities core to Flatirons DNA: humility, vulnerability, authenticity, humor.
- Willingness to take calculated risks or try unconventional ideas to yield impactful results.
- Committed to continual growth—spiritual, personal, and professional—and invests in the growth of others
- Uses humor and relational connection to lead well and build a strong team culture.

### PROFESSIONAL QUALIFICATIONS:

- Passionate about high school ministry, student discipleship, and leadership development.
- Minimum 2 years of experience leading students, training volunteers, or managing teams.



- Self-motivated with strong communication, organizational, and leadership skills.
  - Comfortable with technology, social media, and communication platforms to engage students and parents.
  - Experienced in building relationships with schools, engaging in Campus Clubs, and partnering with administrators, coaches, and teachers
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## WHAT YOU'LL DO

- **SUPPORT THE HIGH SCHOOL PASTOR'S VISION**
    - Work alongside the High School Pastor to execute vision-driven ministry that meets the spiritual and developmental needs of high school students.
    - Ensure that programming, outreach, and discipleship efforts align with the broader Student Ministry strategy at Flatirons.
    - Provide logistical and administrative support to free up the High School Pastor to lead, cast vision, and disciple leaders.
  - **STRENGTHEN STUDENT PROGRAMMING & SMALL GROUPS**
    - Support all aspects of student programming, including Rally Nights, Small Groups, weekend services, worship, games, teaching, and events.
    - Ensure that Small Group leaders are equipped, supported, and thriving in their roles.
    - Assist in creating engaging, relevant, and theologically sound content for students and leaders.
  - **DEVELOP & CARE FOR VOLUNTEERS**
    - Recruit, train, schedule, and develop volunteers, ensuring they are equipped for long-term leadership.
    - Build meaningful relationships with volunteers through consistent support, encouragement, and appreciation.
    - Facilitate volunteer training, leadership development, and connection opportunities to maintain a healthy and engaged team.
  - **BUILD RELATIONSHIPS IN SCHOOLS & CAMPUS CLUBS**
    - Actively engage with local high schools, establishing relationships with administrators, teachers, coaches, and counselors to create open doors for ministry.
    - Develop and lead Campus Clubs or support existing ones to engage students in their schools.
    - Be present at school events, games, and activities to build trust with students and parents outside the church.
  - **HANDLE MINISTRY LOGISTICS & ADMINISTRATION**
    - Assist in administrative tasks, including email communication, attendance tracking, event logistics, budgeting, and parent engagement.
    - Assist with credit card reports, purchasing, and ministry expense tracking.
    - Assist with managing weekly communication for high school ministry, working alongside the broader Student Ministry team.
  - **COMMUNITY & OUTREACH ENGAGEMENT**
    - Organize and support service projects, community events, and student-led initiatives to foster impact beyond the church.
    - Assist in the promotion, planning, and execution of camps and mission trips.
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## COMPENSATION & BENEFITS:

- **STARTING SALARY** \$55,000 - \$60,000 - We recognize the value of your skills and dedication as we work together to bring the awesome life of Christ to a lost and broken world. Our salary range is designed to reflect your expertise and commitment to our mission.
- **HEALTH COVERAGE** - Enjoy peace of mind knowing you're covered. We offer 100% paid Health, Dental, and Disability Insurance for you and your family through Flatirons. You can also customize your coverage with optional buy-up options, including voluntary insurance coverages, ensuring you're supported in every aspect of life.
- **TIME OFF** - We believe in the importance of rest and renewal. You'll receive 3 weeks of Paid Time Off (PTO) each year to recharge, plus an extra week after Christmas services so you can truly unwind and spend time with loved ones.
- **RETIREMENT** - Your future matters as we work together to share Christ's love. Take advantage of our 403(b)-retirement plan with a generous matching contribution of up to 10% of your salary, so you can plan for tomorrow, today.
- **ACADEMY DISCOUNT** - We're committed to your growth of and the growth of your family. That's why we offer a tuition discount at Flatirons Academy to develop your kids' faith and knowledge.