

HIGH SCHOOL DIRECTOR

Flatirons Church | Pastor / Lafayette Campus

REPORTS TO:

Lead Student Pastor

CLASSIFICATION:

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

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 High School Director. We are looking for someone who is passionate about students, their families, and can rally a volunteer army to introduce the Next Generation to the awesome life of Christ! This person is responsible for the vision, creative direction, development, and execution of high school ministries at the Lafayette Campus. The primary initiative of this role is to strategically grow the program and to develop broader, innovative ways of valuing and reaching students and their families in our community.

WHAT YOU BRING

PERSONAL QUALIFICATIONS:

- Submits their life to God and the authority of His Word.
- Models a commitment to developing the character of Christ.
- Understands and supports Flatirons' vision and values; filters decisions through that lens.
- Embraces key values integral to Flatirons staff culture: integrity, honor, mission.
- Exemplifies qualities core to Flatirons DNA: humility, vulnerability, authenticity, humor.
- Willing 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 creative culture.



PROFESSIONAL QUALIFICATIONS:

- Bachelor's degree plus five years of related experience, which includes leading high school students, recruiting and leading volunteers, experience teaching, and/or managing people.
 - Demonstrates skilled relational leadership integral to collaborate, influence, and impact High School Ministry at the Lafayette Campus, taking the program to the next level.
 - Superior communication skills, written and verbal.
 - Experience leading outreach initiatives, cultivating partnerships with local schools and other organizations to develop giving and serving opportunities for the ministry.
 - Must be a strategic thinker, self-motivated, with excellent organizational and time management skills.
 - Ability to develop, equip, and mobilize volunteers.
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WHAT YOU'LL DO

- **LEADERSHIP & VISION**
 - Lead and oversee all aspects of High School Ministry at the Lafayette Campus, ensuring alignment with Flatirons' vision.
 - Develop and execute vision-driven programming that meets students' spiritual and developmental needs.
 - **PROGRAMMING & SMALL GROUPS**
 - Oversee all high school programming, including Rally Nights, Small Groups, weekend services, worship, teaching, games, and events.
 - Recruit, train, and support Small Group Leaders, ensuring they are equipped for long-term success.
 - Create engaging, theologically sound content for students and leaders.
 - **VOLUNTEER DEVELOPMENT**
 - Recruit, train, schedule, and develop volunteers, fostering a strong leadership culture.
 - Lead training sessions, informational meetings, and appreciation efforts to keep volunteers engaged.
 - **STUDENT, PARENT & SCHOOL ENGAGEMENT**
 - Build relationships with students and parents through intentional connection and presence at school events, games, and activities.
 - Establish partnerships with local high schools, supporting Campus Clubs and outreach initiatives.
 - **ADMINISTRATION & OPERATIONS**
 - Manage ministry operations, including email communication, attendance tracking, budget oversight, and logistics.
 - Support the overall Lafayette Campus and student ministry team as needed.
 - **COMMUNITY & OUTREACH**
 - Lead service projects, community events, camps, and mission trips to impact students beyond the church.
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COMPENSATION & BENEFITS:

- **STARTING SALARY** \$65,000-75,000 – 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.