

MIDDLE SCHOOL ASSOCIATE DIRECTOR

Flatirons Church | Lafayette Campus | Student Ministry

REPORTS TO:

Lead Lafayette Student Pastor

CLASSIFICATION:

FULL-TIME//SALARY// //ON-SITE//SUN-THUR//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

The Associate Middle School Director partners with the Middle School Pastor to execute vision-driven ministry that meets the spiritual and developmental needs of middle school students. This role focuses on leading and supporting Middle School Connect on Sundays, strengthening small groups and programming on Wednesdays, developing and caring for volunteers, and building healthy relationships with students, families, and the broader community, while ensuring alignment with the overall Flatirons Student Ministry strategy.

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.
- Agreement with the Flatirons Community Church Staff Lifestyle Covenant.

PROFESSIONAL QUALIFICATIONS:

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



- Self-motivated with strong communication, organizational, and leadership skills.
 - Comfortable with technology, check-in systems, and communication platforms to engage students and parents.
 - Understanding of middle school developmental needs and the ability to create structured, engaging environments where students feel safe and known.
-

WHAT YOU'LL DO

1. Support the Student Ministry Vision

- Partner with the Middle School Pastor to execute vision-driven ministry that meets the spiritual, emotional, and developmental needs of middle school students.
- Ensure that programming, outreach, and discipleship efforts align with the broader Flatirons Student Ministry strategy.
- Manage various logistical and administrative tasks.

2. Strengthen Student Programming & Small Groups

- Support and help execute all aspects of middle school programming, including Middle School Connect on Sundays, Rally Nights, Small Groups on Wednesday, weekend services, worship, games, teaching, and events.
- Help create consistent, welcoming, and well-organized environments where middle school students feel safe, known, and excited to return.
- Ensure small group leaders are equipped, supported, and thriving through clear systems, training, and ongoing communication.
- Assist in creating engaging, relevant, and theologically sound content for students and leaders that is appropriate for the middle school phase.

3. Develop & Care for Volunteers

- Recruit, train, schedule, and develop middle school volunteers with a focus on long-term leadership health.
- Build meaningful, trusting relationships with volunteers through consistent encouragement, support, and follow-up.
- Assist in facilitating leader onboarding, training, and development opportunities to help volunteers grow and succeed.
- Help set clear expectations and provide the tools volunteers need to lead confidently and consistently.

4. Build Relationships with Families, Schools & Community

- Partner with parents and families through clear communication, presence, and relational trust.
- Be present and approachable for parents during Middle School Connect, events, and key ministry moments.
- Engage with local middle schools by attending events, performances, or activities when appropriate to build relational trust with students and families.
- Support community-facing opportunities that help students connect faith with everyday life.

5. Community & Outreach Engagement

- Support service projects, community events, and student-led initiatives appropriate for middle school students.
- Assist in the promotion, planning, and execution of camps, retreats, mission trips, and outreach experiences.
- Be present at key ministry moments to help students, leaders, and families feel supported and connected.

6. Ministry Logistics & Administration

- Assist with attendance tracking, volunteer scheduling, check-in systems, and weekly ministry logistics.
- Support event planning, purchasing, and expense tracking.

- Assist with weekly communication and coordination alongside the broader Student Ministry team.
 - Help ensure ministry systems are clear, consistent, and scalable.
-

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.