



FAITH LUTHERAN

MIDDLE SCHOOL & HIGH SCHOOL

Faith Lutheran Middle School & High School Board of Directors is seeking qualified and highly motivated applicants for its next President/CEO.

Faith Lutheran Middle School & High School opened its doors to 43 students in 1979. This year, Faith Lutheran opened with 2,189 students – 824 in middle school and 1,365 in high school. Our students come from 62 zip codes around the Las Vegas valley. We have 210 full-time employees, 32 part-time employees and 30 sub-contracted employees. Faith Lutheran is the largest middle school/high school in the Lutheran Church-Missouri Synod and largest private school in the state of Nevada. Faith Lutheran has a current annual operating budget of 37 million dollars.

Start date: January 1, 2026

Salary: DOE

To apply:

- Provide 3 letters of recommendation. One must be from your District Education Executive.
- Provide an updated resume.
- Complete an initial questionnaire by [clicking here](#).
- Create and submit a 4 – 5 minute video of yourself sharing your professional experience and why you are interested and qualified in applying for this position.

Please send letters of recommendation, video, and resume in the same email to flboardchair@flhsemail.org.

The application deadline is Monday, March 03, 2025, at 4pm PST.

About the process:

The search committee will be made up of members of the Faith Lutheran Board of Directors.

The committee's desired timeline is as follows:

March 2025	Candidate submissions due (NLT 3/03/2025).
March 2025	Review application packages and select interviewees.
April 2025	Screening interviews (Zoom, and in person for final candidates).
May/June 2025	Issue Call to 1 st candidate.

Questions? Email Ms. Dianne Darvey, HR at dianne.darvey@flhsemail.org.

Our Mission

“Everyone prepared! Everyone saved!”

Our Vision

Faith Lutheran is the standard of excellence in Christian education.

Our Values

Family

Academics

Innovation

Truth

High-Achievement

Role and Function of the President/Chief Executive Officer

The primary responsibility of the President/CEO is to provide executive leadership and conduct the activities of the School in such a way as to realize the organizational outcomes as identified by the Board of Directors.

Positional Responsibilities

1. Faithfully champion and work to fulfill the school's mission and vision statements.
2. Provide executive strategic leadership to the school and the team of employees.
3. Be the “face and voice” of Faith Lutheran inside and outside the organization.
4. Adhere to the limitations & requirements set forth in the school's Policy Based Governance Manual.
5. Serve as the school's liaison to Lutheran member congregations in conjunction with members of Board of Directors.
6. Provide to the Board of Directors and our member pastors with an annual state of the school report.
7. Hire and supervise all directly reporting team members including Principals, Chief Financial Officer, Director of Facilities, Director of Advancement, Director of Auxiliary Services, Chief Information Officer, Director of Admissions and Marketing, Director of Human Resources, and Office Administrator.
8. Collaborate with the Director of Advancement in identifying, cultivating and soliciting financial and other support for the school. Actively participate in and lead key fundraising initiatives and develop strategic partnerships for the advancement of the same.
9. Collaborate with the Marketing Director on the school's marketing efforts.
10. Be familiar with the school's bylaws and make recommendations for changes as necessary.
11. Attend and be prepared for meetings with the Board of Directors.
12. Proactively pursue and recommend capital improvements to the Board of Directors.

Requirements

- Candidate must be on the roster of the Lutheran Church-Missouri Synod (LCMS), eligible for a call, and an active member of an LCMS congregation.
- Candidate must possess an advanced degree from an accredited institution.
- Candidate must provide digital fingerprints for screening and be able to successfully pass state, federal background checks and successfully pass a drug screening test.
- The candidate must relocate to the greater Las Vegas metro area.
- Candidate must have demonstrated effective experience in an institution's leadership or senior role.

Mega-limitation

When representing Faith Lutheran Middle School & High School, the President/CEO shall not act in a manner that is unethical, immoral, imprudent, illegal or inconsistent with the Christian faith, confessions of the Lutheran Church-Missouri Synod, the articles of incorporation, by-laws, policies or mission of Faith Lutheran Middle School & High School. In advancing the mission of the School the President/CEO shall adhere to the limitations imposed in the policy-based governance manual.

Accountability

The President/CEO is accountable to the Board of Directors of Faith Lutheran Middle School & High School.

Staff Relationships

The President/CEO supervises and is ultimately responsible for all employees of the School.

Salary and Benefits

The Board of Directors establishes compensation for the President/CEO. The President/CEO receives a benefit package broadly consistent with that of the faculty but described in detail in the contract.

Terms of Service

The President/CEO's contract shall be on a multi-year basis. Pending Board of Directors' approval, employment will be ongoing.