



HEAD OF SCHOOL
VAIL CHRISTIAN HIGH SCHOOL
EDWARDS, CO



Introduction

Vail Christian High School's (VCHS) mission, "Equipping Mind, Body, and Spirit for Lives of Purpose, Service, and Leadership," is guided by its core values of Excellence, Faith, Character, and Community. Situated along the Eagle River in Edwards, Colorado, VCHS offers a unique opportunity for high school students in the Vail Valley. Since its founding in 1998, VCHS has focused on maintaining high academic standards, preparing students for college and careers, and providing a safe environment in which students can explore and grow in their Christian faith. As an independent Christian high school, VCHS is ecumenically diverse and warmly welcomes families and students from all backgrounds. Nationally recognized for excellence, VCHS ranks #1 Best Christian High School in Colorado, #10 Best College Prep Private High School, and #11 Best Private High School overall on Niche.com.

Mission Statement

Equipping **mind, body, and spirit** for lives of **purpose, service, and leadership.**

The Board of Directors at Vail Christian High School is prayerfully seeking a Head of School to begin in June or July 2026. This is a compelling opportunity for a visionary, servant-hearted leader to lead VCHS in fulfilling its mission and fostering the relationships, traditions, and practices that determine VCHS's climate, culture, objective success, and subjective success. The HOS has ultimate and overall responsibility for board relations, curriculum and instruction, student life, business, admissions, fundraising, spiritual leadership, and advancement consistent with the will and priorities of the Board of Directors.

Values

Faith

Trust in God centered in Jesus Christ

Excellence

The pursuit of becoming better

Character

Qualities such as love, respect, and integrity

Community

A Vail Christian family known for its inward and outward expression of love





Vision

The number one choice for local and international families. VCHS provides students with:

- An exceptional academic foundation for life
- A deep school commitment to Christian faith
- A top faculty
- A world-class campus with cutting-edge technology

Graduates make the world a better place through their personal and professional lives.

Statement of Beliefs

As a non-denominational, Christian school, all VCHS employees annually sign and pledge their support for the VCHS Statement of Faith (Nicene Creed). Furthermore, the Board of Directors has set doctrinal principles from which all school actions and policies are intended to flow.

Doctrinal Principles:

- the Holy Bible is the inspired, infallible, inerrant, and authoritative Word of God
- in the spiritual unity and equality of believers in our Lord Jesus Christ
- in the obligation to the two Greatest Commandments, loving God and loving neighbor
- the Lordship of Christ requires us as disciples to seek to conform our actions, thoughts, and desires in obedience to Him
- God creates each person with an immutable biological sex — male or female — that reflects the image and likeness of God
- God designed marriage as a unique conjugal relationship joining one man and one woman in a single, exclusive, life-long union, and God intends sexual intimacy only to occur within that relationship
- God endows all human life with inherent dignity, and it must be respected and protected
- God has endowed all humans with the natural, and inalienable right of religious freedom to believe, pursue truth, and live within ordered liberty such that no civil government may justly infringe upon it.

"In the obligation to the two Greatest Commandments, loving God and loving neighbor."

Portrait of a Graduate

Gratitude - Our graduates recognize the true worth of the moment and offer expressions of thanks.

Advocacy - Our graduates listen to understand, knowing when and how to speak. When advocating, they use their voices with confidence to speak the truth for themselves and others.

Stewardship - Our graduates are servant leaders, honoring and caring for that which has been entrusted to them, both at home and abroad.

Growth - Our graduates are curious, open to meeting new opportunities and challenges, and resilient in the face of failure.

Known - Our graduates seek to know themselves and others through the lens of God's unconditional love.



VCHS
at a glance

FOUNDED

1998

ENROLLMENT
9-12

151

1:6

TEACHER-TO-
STUDENT RATIO

AVERAGE
CLASS SIZE

14

16

AP COURSES

COLLEGE
ACCEPTANCE RATE

100%

FACULTY/STAFF
(FT/PT/STAFF)

33

82%

FACULTY WITH
ADVANCED
DEGREES

DIVERSITY

24%

OPERATING
BUDGET

\$4.4M

\$1.6M

2024/25 TUITION
ASSISTANCE

Academics

Vail Christian High School offers a distinctively college-preparatory academic experience rooted in faith and excellence. All students participate in the AP program, averaging eight AP courses by graduation, with 16 AP options and frequent AP Scholar recognition. Dual enrollment courses are available through Colorado Christian University and University of Colorado, Colorado Springs, and VCHS is approved for the Colorado Spanish Seal of Biliteracy. VCHS is also a Project Lead The Way (PLTW) school, offering hands-on courses in Engineering and Biomedical Science that complement AP studies with experiential STEM learning.

College counseling begins on day one. With a full-time, college counselor and customized plan for each student, students are positioned for acceptances to their top choice schools and earn merit scholarships that significantly reduce costs.

VCHS's approach to faith is characterized by a commitment to be welcoming and engaging. The school strives to create an environment where faith and spirituality are openly discussed, explored, and deepened by all members of the community. While the VCHS mission is deeply rooted in its Christian identity, it emphasizes that engagement with faith should be an invitation rather than an obligation. VCHS understands that every student is uniquely designed, and desires that students explore their individual faith and spirituality.

2025-2026 ACADEMIC PROFILE

ACADEMIC VIEWBOOK



Saints Anywhere

Vail Christian High School provides synchronized classroom technology should a student need to learn off-campus. With the Saints Anywhere learning options and investment in high-tech classrooms, VCHS positions itself as an innovative, agile school that will continue reaching toward its mission of excellence to serve its students and the Saints community at the highest level.

With Saints Anywhere, VCHS increases its reach to students who cannot consistently attend school in person, such as elite athletes, international and multi-city families, or middle or high school students looking to take a la carte or supplemental courses. Teachers continue to deliver lessons at the highest level and make real connections with their students, both in-person and virtually.



Arts

The Arts at Vail Christian High School foster creativity, collaboration, and faith-based expression across visual, performing, and media disciplines. The Visual Arts program offers both introductory and AP Studio Art courses that emphasize the Elements of Art and Principles of Design. Students work in a large, well-equipped studio where they explore a variety of media and techniques to express their individuality and develop technical skills.

In the Performing Arts, theater and choral programs play a central role in campus life. Under the guidance of the school's theater and choral director, students perform in dramatic productions and compete in state vocal competitions, building confidence and stage presence while celebrating creativity as an expression of worship.

The Worship Arts Band leads worship during weekly chapel services, giving students opportunities to grow musically and spiritually while serving their peers. In addition, the Media Production program teaches students the craft of visual storytelling—developing technical expertise in filming, editing, and producing content that communicates meaning and inspires audiences.

Altogether, the arts at Vail Christian High School reflect a commitment to excellence, imagination, and faith, empowering students to honor God through their creative gifts.





Athletics - Saints

Vail Christian High School's athletics program emphasizes excellence, teamwork, and school spirit under the banner of the Saints. The Thomas Morgan Wheeler Arts & Athletics Center houses top-tier volleyball and basketball facilities, where school pride thrives.

The school features a dedicated Sports Medicine Department offering prevention, diagnosis, treatment, and rehabilitation of sports injuries through partnerships with Vail Health, The Steadman Clinic, and Howard Head Physical Therapy. Students can also enroll in the Introduction to Sports Medicine elective to learn foundational athletic health principles.

For sports not offered directly by VCHS, student-athletes may participate in programs at neighboring schools, ensuring inclusive access to competition opportunities.



Sports

VCHS offers the following sports and competes in the Colorado High School Athletic Association (CHSAA):

Basketball (B/G)
Football
Golf (B)
Soccer (G)
Spirit/Dance
Tennis (G/B)
Volleyball (G/B)



Student Life

Student life at VCHS is full of fun, friendship, and opportunities for students to build authentic lives of purpose, service, and leadership. Saints know how to have fun – both students and faculty alike. A signature 3-day, school-wide retreat sets the tone for the start of each school year. Fun and original homecoming traditions, Wacky Tacky Day, and all-school pancake breakfasts are a few examples of how the community finds joy and laughs together.

Clubs

With a growing list of student clubs, the Student Council, and community service opportunities, VCHS students are encouraged

to stretch their interests, sharpen their leadership skills, and give back to the Vail Valley community.

VCHS Clubs & Activities for 2025-2026 include:

- Board Game
- Catholic Theology
- Hispanic Leadership & Culture
- HOSA – Future Health Professionals
- Jewelry Club
- Photography
- Science Olympiad
- Spikeball
- Student Ambassadors
- STUCO
- Turning Point
- Women in Engineering
- Yearbook
- And more...



Service

VCHS's mission boldly states that students, today and throughout their lives, will 'lead lives of service.' VCHS does not require service, but it is expected from every Saint as the school strives to have it be part of its DNA.

Service most often flows from the heart, more than the head, and it is best represented in the person of Jesus Christ, who came to earth to serve, not to be served. Service is core to the Christian message, starting with 'love your neighbor as yourself.' And because of that, VCHS regularly advances service opportunities (on campus, in the valley, for the country, and around the globe), and challenges its students to act and make the world a better place. Colleges no longer admire candidates for admission who are required to do service while extrinsically motivated. They desire students who are intrinsically motivated to serve and who desire to give back. Service at VCHS sees character shaped and transformed to be more in the likeness of the one who came to serve humanity and who set the ultimate example – Jesus Christ.

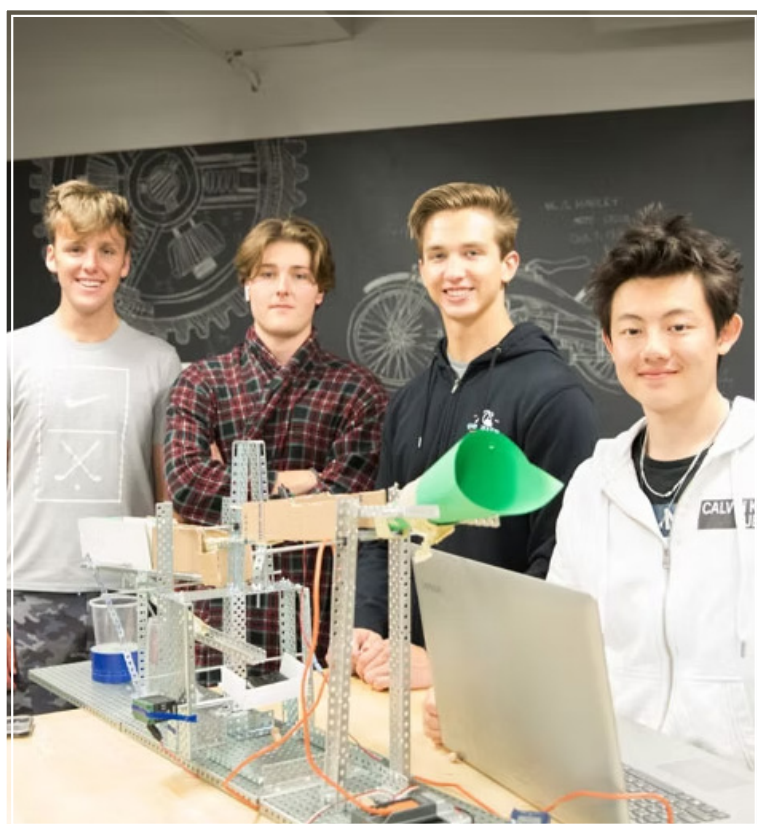


Christian Life

Vail Christian High School believes that spiritual growth is fundamental to the broader development of each member of the VCHS family. However, the school is not under the direction, influence, or support of any church, and the VCHS family represents various denominations and beliefs. At the same time, VCHS is a Christian school with faith as a core value.

VCHS recognizes that God is the one who works through His Spirit to bring about change and growth in its students. The school desires for its students to encounter the Trinity (God, Jesus, Holy Spirit) through the reading of Holy Scripture. VCHS also recognizes that one's spiritual life can take place beyond theology courses and can occur in every classroom, on the playing field, on the stage and even in the hallways.

While the faith beliefs of everyone will be respected, the school continuously seeks to offer an environment of love and acceptance in a Christian community, in which everyone is given the opportunity to express his or her faith and doubt freely in an appropriate and safe setting.

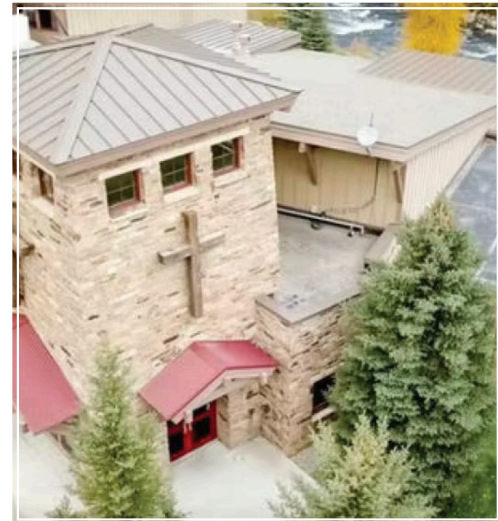




Finances and Fundraising

VCCHS operates with an annual budget of \$4.4 million and consistently maintains a positive cash flow. The school carries no debt and holds reserve funds exceeding \$650,000.

Over the past two years, the VCCHS community has contributed more than \$800,000 in both restricted and unrestricted gifts through its Annual Fund. Additional support is provided through the All Saints Fund, Tuition Angel program, Spring Fundraiser, and a robust Endowment valued at \$5 million.



Governance and Accreditation

Vail Christian High School is governed by a ten-member volunteer Board of Directors working in close cooperation with the Head of School. The Board meets six times a year for decision-making and policy setting that enable VCCHS to accomplish its purpose and mission. Members are selected through a self-perpetuating process. The Board does not get involved in the day-to-day aspects of school life.

Vail Christian High School is accredited through the Council on Educational Standards and Accountability (CESA) and Cognia.



Imagine God's Masterpiece – Strategic Plan 2030

Vail Christian High School's Strategic Plan 2030 – “Imagine God’s Masterpiece” serves as a bold roadmap for the school’s next decade. Rooted in its enduring mission to equip minds, bodies, and spirits for lives of purpose, service, and leadership, the plan outlines a vision shaped by faith, excellence, character, and community. Developed through prayerful reflection and broad collaboration among faculty, board members, and community leaders, the plan focuses on three core goals: Product Superiority, School Sustainability, and Growth. Together, these initiatives ensure that VCHS continues to prepare students for lives of faith and impact—graduates who make the world a better place through their personal and professional callings.

GOAL 1: Product Superiority

Recruit, Retain, and Grow Top Faculty

- Competitive salaries/benefits and affordable housing
- Internship/Fellows program
- Faculty innovation grants

Academic Excellence

- Integration of Christian faith
- Customized subject/career pathways
- Prepared for 9th grade

Athletics/Find Arts Distinction

- Enhanced and new facilities
- Talented athletic coaches and fine arts advisors

GOAL 3: Growth

Market Expansion

- Explore expanded grade levels
- *Saints Anywhere* platform
- International students

Enhanced School Campus

- Update current buildings for enrollment growth
- International student housing

Best in Class Marketing

- Share alumni stories
- Promote brand promises
 - *Foundation for Life*
 - *Family Forever*

GOAL 2: School Sustainability

Financial Strength

- Annual positive cash flow
- Endowment growth

Stakeholder Engagement

- 25th anniversary (2023-2024)
- Alumni connection
- Community partnerships

View or download the VCHS Strategic Plan 2030 here!



STRATEGIC PLAN



The Opportunity

The Head of School (“HOS”) leads VCHS on VCHS’s mission and fosters the relationships, traditions, and practices that determine VCHS’s climate, culture, objective success, and subjective success. The HOS is responsible for the overall management of VCHS in accordance with the Board’s policies and is the spokesperson for VCHS to all internal and external constituencies, including students, parents, faculty, staff, alumni, community, governmental agencies, and local, state, and national educational organizations and accrediting agencies.

The HOS has ultimate and overall responsibility for board relations, curriculum and instruction, student life, business, admissions, fundraising, spiritual leadership, and advancement consistent with the will and priorities of the Board of Directors.

Board Relations

The HOS is responsible for running the school within the parameters and to achieve the priorities and responsibilities as set by the Board of Directors. The HOS is an ex officio, non-voting member of the Board and Board committees. The HOS:

- Serve as the chief executive officer of the school, responsible for executing board policies and strategic priorities.
- Maintain consistent, transparent communication with the Board on key initiatives, school performance, and emerging issues.
- Provide informed recommendations on policy, budgets, and strategy to support sound governance and mission alignment.
- Collaborate with the Board Chair to set meeting agendas and long-term priorities.
- Ensure compliance with legal, financial, and accreditation standards.



- Serve as a trusted advisor and spiritual partner to the Board in shaping the school’s vision and direction.

Curriculum and Instruction

- Ensure a Christ-centered approach to education that upholds strong academic standards.
- Recruit, develop, and retain highly qualified faculty and staff who embrace the school’s mission and values.
- Lead curriculum development and instructional excellence through collaboration, innovation, and accountability.
- Promote faculty growth through ongoing professional development and performance feedback.
- Foster a culture of academic curiosity, critical thinking, and student engagement.
- Oversee accreditation processes and uphold continuous improvement in teaching and learning.



Student Life

- Nurture a Christ-centered school culture that promotes belonging, character formation, and personal responsibility.
- Oversee student conduct, discipline, and well-being with fairness, consistency, and grace.
- Support programs that enrich student experience—spiritual life, athletics, fine arts, and co-curricular activities.
- Collaborate with faculty, counselors, and parents to meet students' academic and personal needs.
- Lead school-wide events, traditions, and ceremonies that celebrate student achievement and community life.

Business and Operations

- Provide strategic and responsible management of all financial and operational functions.
- Develop and manage annual budgets aligned with mission and long-term goals.
- Oversee campus safety, facilities, and risk management programs.
- Lead the administrative team in maintaining effective communication, morale, and performance across departments.
- Ensure operational excellence through sound HR practices, resource stewardship, and compliance.



Admissions, Marketing, and Financial Aid

- Oversee a dynamic enrollment management strategy that attracts and retains mission-fit students and families.
- Represent VCHS in community settings and serve as a visible ambassador for the school.
- Ensure clear communication of the school's value proposition across marketing and outreach platforms.
- Oversee the financial aid and FLEX Tuition programs to ensure access and sustainability.
- Lead the Admissions team in cultivating relationships from inquiry through enrollment and re-enrollment.





Advancement and Fundraising

- Serve as the chief development officer, leading all fundraising and advancement initiatives.
- Cultivate strong relationships with donors, alumni, and community partners.
- Direct annual giving, capital campaigns, and special events that strengthen the school's financial foundation.
- Inspire a culture of generosity and stewardship within the VCHS community.
- Collaborate with the Board and Advancement team to ensure strategic alignment of fundraising priorities.



Spiritual Leadership

- Model authentic Christian faith and shepherd the school community in spiritual growth and biblical worldview.
- Ensure Christian principles are woven into curriculum, programs, and relationships.
- Lead and support chapel services, prayer initiatives, and events that nurture students' faith journeys.
- Partner with local churches and ministry organizations to strengthen spiritual life on campus.

Qualifications

- A committed follower of Jesus Christ whose faith is evident in personal character, leadership, and decision-making.
- Deep alignment with the mission and vision of Vail Christian High School and a passion for Christ-centered education.
- Advanced degree in education, administration, or a related field preferred.
- Proven leadership experience in education—preferably within an independent, Christian, or college-preparatory school setting.
- Demonstrated ability to build, inspire, and develop high-performing teams while fostering a collaborative and joyful school culture.
- Strong strategic, operational, and financial acumen with the capacity to balance mission and sustainability.
- Effective communicator with the ability to engage authentically across diverse stakeholder groups.
- Experienced in advancement, fundraising, and community relations.
- High personal integrity, professional maturity, and a reputation that reflects Christian virtue and accountability.





The Charge

"A call to steward a thriving mission with faith, humility, and steady vision."

The next Head of School at Vail Christian High School will step into a healthy and united community—one that deeply cherishes its mission, people, and place. The school stands on a strong foundation of faith, academic excellence, and relational depth, ready for a leader who will guide its next season of purposeful growth without losing sight of what makes VCHS distinct.

Stakeholders describe VCHS as a mission-driven family—a place where students are known, faith is real, and excellence is pursued with humility and joy. They speak with pride of a faculty who models Christian grace and conviction, a board that governs with unity and trust, and a student body that reflects both ambition and heart. The community's message to the next Head is clear: lead with presence, wisdom, and steadiness; listen first, build trust, and advance the mission one faithful step at a time.

The new Head will inherit a clear strategic framework through Imagine God's Masterpiece – Strategic Plan 2030 and a Board eager to partner in bringing its vision to full life. While the plan provides a strong foundation, it also invites fresh perspective and leadership. The next Head will have the opportunity to interpret and extend that vision—building on what has been established while inspiring new ideas that reflect the evolving needs of students, families, and the Vail Valley community. The plan's goals remain steady—**sustained academic excellence, long-term financial and operational strength, and thoughtful, mission-fit growth**—but there is still room for imagination, refinement, and forward momentum.

Within that work lies the chance to strengthen the full student experience—the three A's that define VCHS: **academics, athletics, and the**



arts. Each contributes uniquely to shaping students of character, faith, and purpose. The next Head will be called to elevate all three in harmony, ensuring that the intellectual, creative, and physical pursuits of students each reflect the school's Christ-centered mission.

The Board envisions a leader who will preserve VCHS's ecumenical Christian identity, nurture the faculty who give the school its heart, and cultivate the kind of institutional maturity that can navigate the Valley's changing demographics and economics. Growth here means more than numbers—it means deepening impact, strengthening systems, and ensuring that every student continues to encounter the gospel through learning, community, and service.

Above all, the new leader will be charged with guarding what is sacred – faith that is lived, relationships that are real, and a mission that continues to shape young people to lead with purpose, wisdom, and grace.

About Edwards/Vail, CO

Discover Vail & Edwards, Colorado: Where Alpine Elegance Meets Mountain Adventure

Nestled in the heart of the Colorado Rockies, the Vail Valley communities of Vail and Edwards offer an unparalleled blend of world-class mountain living and year-round outdoor recreation. With Vail's iconic European-style village and Edwards' modern mountain town charm just minutes apart, this stunning alpine region delivers both luxury resort amenities and authentic community living—all set against a backdrop of breathtaking wilderness.

World-Class Mountain Recreation – From powder-perfect winters to adventure-filled summers:

- Legendary Vail and Beaver Creek ski resorts with over 7,300 acres of terrain
- Year-round activities including mountain biking, fly-fishing, hiking, and championship golf
- Direct access to pristine wilderness areas and the scenic Eagle River

Distinct Village Experiences – Two complementary communities in one spectacular valley:

- Vail: Pedestrian-friendly Bavarian-inspired village with upscale shops, dining, and cultural events along Gore Creek
- Edwards: The valley's vibrant local hub featuring the modern Riverwalk district—boutiques, galleries, restaurants, and entertainment along the Eagle River

Culture & Community – More than just a resort destination:

- Thriving arts scene with galleries, live music, and seasonal festivals
- Diverse dining from casual mountain eateries to fine cuisine
- Full range of professional services and year-round residential community

Whether you're seeking adventure on legendary ski runs or peaceful riverside walks, Vail and Edwards deliver an authentic Colorado lifestyle.



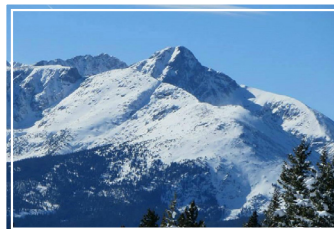
Places to Visit in Edwards/Vail, CO



**FREEDOM
PARK**



**EDWARDS CORNER
FARMERS MARKET**



**VAIL MOUNTAIN
RESORT**



**VAIL
VALLEY**



Search Process and Timeline

The Vail Christian High School search is underway to appoint a Head of School who will begin June or July 2026. VCHS has appointed a search committee and engaged NextEd to provide support. Compensation will be competitive with comparable private schools in the area.

All candidates will be treated with the utmost confidentiality and discretion.

Interested candidates should apply online through [NextEd's website](#). The online application will include specific personal information and the following required uploaded documents:

- Interest cover letter
- Resume
- Statement of personal Christian faith

Candidates who are invited to continue in the process as semifinalists will have a second round of data collection to include at least five references and other information deemed important to the search. Semifinalists will also participate in a recorded video interview.

NextEd will continue the recruitment process until a candidate has been selected by the Search Committee, but given this highly desirous opportunity, we anticipate the following timeline:

APPLICATION DEADLINE

NOVEMBER 30, 2025

(though candidates will be considered and processed immediately at the discretion of NextEd and the Search Committee)

SEMI-FINALIST INTERVIEWS

EARLY DECEMBER

FINALIST VISITS

EARLY JANUARY

APPOINTMENT

JUNE/JULY 2026

COMMUNICATION

Please direct all inquiries and nominations in confidence to:

Kurt Unruh, NextEd Partner
Search Consultant
303.319.3335
kurt@next-ed.com

[CLICK HERE TO APPLY](#)