



Opportunity Profile

VICE PRINCIPAL OF HIGH SCHOOL
TRINITY CHRISTIAN SCHOOL

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Trinity Christian School is searching for their next Vice Principal (VP) of High School!

The VP of High School will provide spiritual, instructional, and relational leadership that reflects Trinity's mission to equip students for academic excellence, deep discipleship, and purposeful living. This leader will help cultivate a high school culture where students are known, valued, and loved, while being challenged to pursue excellence and resilient faith. The VP will report to the Head of School on a regular basis and work with the JK-Grade 12 administration team that is in place.

Located in the growing and family friendly community of Barrie, Ontario, the city maintains multiple public beaches, a marina, parks, ski hills, hiking areas, and a waterfront trail to enjoy. Barrie is also the gateway to the beautiful Muskokas, while also being only 90 kms north of Toronto.

If you are an education professional who is a growth oriented, innovative, and energetic builder, and are fully aligned with the vision and mission of the school, we would love to hear from you.





OUR STORY

Trinity Christian School is seeking a Vice Principal of High School to join in an extraordinary season of renewal, vision, and growth.

Born from the amalgamation of Timothy Christian School (JK-Grade 8; 360 students) and Unity Christian High School (Grade 9-12; 100 students), Trinity Christian School is a newly unified K-12 community committed to igniting passionate apprentices of Christ, rooted in transformative faith and equipped to thrive in an ever-changing world. As we build a new identity together, we are looking for a faith-filled, innovative leader who believes deeply in the redemptive work of Christian education and is excited to help shape and advance a new vision!

We are well into the planning for a new High School building, as well as an addition to our Middle School. The new High School will include a full gym, new classrooms, labs, and tech rooms. This project has already received the full blessing of our community and will replace the existing High School building. The project is anticipated to start this fall of 2027.

Our \$30 million capital campaign is well underway and is going well. The staff and community are very excited about this journey! Future capacity will be 625+ students across the JK-12 campus.

The Big Four areas of focus for our new JK-12 school:

- Dynamic Christian Worldview
- Project Based-Learning
- Entrepreneurial Mindset
- Outdoor Education



OUR VISION

Trinity Christian School ignites passionate apprentices of Christ, rooted in a transformative faith and ready to thrive in an ever-changing world.

OUR MISSION

Through innovative, dynamic education, we equip our students to pursue academic excellence, grounded in a profound Christian worldview. We aim to cultivate deeper learning and a nurturing community where every student belongs, empowering them to lead resilient, purposeful lives to drive redemptive change in their communities and the world.

KEY AREAS OF LEADERSHIP

- **Christian Worldview & Discipleship:** Champion a Christ-centered learning environment where students see all of life through the lens of biblical truth and grow as intentional apprentices of Christ.
- **Innovation & Excellence:** Support innovative, dynamic teaching and learning that promotes deep academic engagement, thoughtful risk-taking, and leading-edge educational practice.
- **Student Formation & Resilience:** Guide student life, discipline, and well-being with grace, courage, and hope—helping students persevere and grow into resilient, purposeful leaders.
- **Community Building:** Foster a nurturing and unified high school community where strong relationships among students, staff, and families flourish. This includes parents, students, and staff.
- **Vision & Growth:** Collaborate with the Head of School and K-12 leadership team to shape a new school identity and advance Trinity Christian School's mission during this foundational season.
- **Budget & Resource Stewardship:** Contribute input into the development and management of departmental and program budgets by providing informed recommendations, identifying resource needs, and supporting responsible stewardship aligned with the school's mission and priorities.

KEY RESPONSIBILITIES

- Oversee the day-to-day operations and activities of Grades 9-12 (staff meetings, scheduling, key student events etc.).
- Provide visionary leadership and mentorship to teaching staff through classroom observations, feedback, and goal setting.
- Provide leadership in hiring and onboarding new staff in cooperation with the HR committee and administration team.
- In collaboration with the administration team, foster proactive professional learning and development.
- Report to the Head of School on a regular basis.





QUALIFICATIONS

- Bachelor's degree and current teaching certification (OCT or equivalent). Master's degree, preferred.
- 5-7 years of teaching/classroom experience in secondary education and educational leadership, preferred.
- A committed Christian leader with a vibrant faith and passion for discipleship.
- A visionary, energetic presence who brings excitement and momentum.
- A growth-oriented, collaborative leader who thrives in seasons of change and innovation.
- Strong relational, communication, and organization skills.
- Eligibility to work in Canada.

WHY JOIN TRINITY CHRISTIAN SCHOOL?

- Be part of a ground-level leadership team and strong, experienced administration team shaping a new K–12 Christian School in Barrie, Ontario.
- Be part of a strong and dynamic group of staff with a focused Christian mission, and an engaged and supportive parent/board community.
- Grow with a school that is healthy financially with a bright future.
- Lead within a community focused on deep learning, discipleship, and belonging.
- Help prepare students to drive redemptive change in their communities and the world.
- Contribute to a bold vision rooted in faith, excellence, and hope.



Barrie, Ontario

ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline and details for this search:

Location: Barrie, Ontario

Application Deadline: open until a suitable candidate is found

Salary Range: \$95,000 - \$110,000

This position is currently available

HOW TO APPLY

Apply online at nelsonandkraft.com/jobs with your cover letter and resume. You must be eligible to work in Canada.

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position and is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.

Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.

OUR SEARCH TEAM



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MARK KRAFT LEADING THE SEARCH

Mark is a trusted and sought-after executive search leader, with over 20 years of combined experience in the public and private sectors. Bringing a deep level of care and commitment to his clients, Mark has successfully led over 100 executive talent searches across Canada, for roles ranging from CEO to CFO, to COO. With his breadth and depth of experience, Mark has become a respected advisor and go-to expert for non-profit, charity, and faith-based organizations looking to source top executive talent.



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MATT ROBBERSTAD SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles.



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ALEXA KROEKER SUPPORTING THE SEARCH

With extensive experience in executive and board assistance, Alexa combines her recruitment expertise with a keen understanding of organizational needs to build high-performing teams. She's adept at crafting compelling job descriptions and leveraging advertising strategies to attract the best candidates for your organization. From the initial kickoff meeting, Alexa listens attentively to understand the nuances of your ideal candidate, ensuring a tailored and effective recruitment approach.