

ELEMENTARY SMALL GROUP STAFF

Flatirons Community Church | Lafayette Campus

REPORTS TO:

Lafayette Campus Elementary Director

CLASSIFICATION:

Full-Time// Salary//Pastoral//On-Site//Sun-Thurs//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.

This is a unique, strategic role on our Kids Ministry team, built on the belief that small groups are the backbone of our ministry. We want every kid to experience the love of Jesus through a consistent leader who knows them and a community of peers where they belong. Because some of the most important ministry at church happens in small groups, this role shapes, strengthens, and champions the small-group experience for every elementary-age kid who walks through our doors.

PERSONAL QUALIFICATIONS:

- Submits 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.
- Willingness to take calculated risks or try unconventional ideas to yield impactful results.
- Committed to ongoing 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 Statement of Faith and Staff Lifestyle Covenant.

PROFESSIONAL QUALIFICATIONS:

- Passionate about kids and their families.
- Experience recruiting, developing, and leading volunteers.
- Superior communication skills, written and verbal.
- Self-motivated, with excellent organizational and time management skills.
- Ability to recruit, develop, equip, and mobilize volunteers.
- Experience creating and supporting a large number of small groups.
- Experience serving small groups in a ministry format.

PRIMARY RESPONSIBILITIES:

- Oversees all aspects of the Lafayette Elementary small group experience.
- Recruits, trains, leads, equips, develops and motivates small group leaders.
- Ensures weekend small group leader presence.
- Builds relationships with small group leaders and small group coaches.
- Communicates vision and curriculum to small group leaders.
- Assists with administrative tasks and needs of the ministry – credit card reports, emails, communication with parents, tracking attendance, etc.

- Contributes and collaborates with larger Kidmin vision.
- Collaborates with cross-campus Kids Ministry peers in shared initiatives.
- This role requires regular Saturday evening ministry responsibilities.

COMPENSATION & BENEFITS:

- Starting Salary - \$45,000 - \$50,000 - We recognize the value of your skills and dedication. This salary range is designed to reflect national benchmarks for comparative roles with previous experience.
- Health Coverage – We offer competitive Health, Dental, and Vision Insurance for you and your family through Flatirons' Group plan. You can also customize your coverage with optional buy-up options, including voluntary insurance coverages.
- Paid Time Off – To start, you will receive 3 weeks of Paid Time Off (PTO) each year (pro-rated for mid-year start dates), plus an extra week after Christmas services so you can spend time with loved ones.
- Retirement – We offer a 403(b) retirement plan with a matching contribution of up to 10% of your salary.
- Flatirons Academy Discount – We're committed to your growth and the growth of your family. That's why we offer a tuition discount at Flatirons Academy to develop your kids' faith and knowledge.