



Kids Ministries Leader Church and Job Summary

A bit about us:

The mission of Cedar Hills is **for every person in our community to experience a full life in Jesus Christ**. Balancing a solid commitment to Jesus and a relentless commitment to create a "come as you are" culture, Cedar Hills is a thriving and outward-focused church in Sandpoint, Idaho. Started over 20 years ago in the living room of our founding pastors, Eric and Nicole Rust, Cedar Hills has grown into an influential church in North Idaho. In addition to its weekly in-person gatherings, CH has a robust online presence and is looking to launch its first multi-site location in the next two years. Discover our DNA by checking out our vision, values, and beliefs at www.cedarhillschurch.com.

Why live here:

Located in the northern part of Idaho, Sandpoint is nestled amongst three mountain ranges, on the shores of magnificent Lake Pend Oreille (*Idaho's largest*) and at the foot of Schweitzer Mountain Ski Resort (*Idaho's biggest*). Sandpoint is an outdoor enthusiast's paradise with a wealth of activities that its lake, streams, trails, and mountains provide. With a vibrant arts community and an authentic small-town vibe, the local feel is one-of-a-kind, earning Sandpoint the title of one of the "*most beautiful towns in America*." To learn more, visit <http://www.visitsandpoint.com>.

The right hire:

We're looking for an energetic leader with solid character. This leader will have a passionate drive to develop leaders and a desire to invest in our kids and families to know and love Jesus. This person will not be afraid to get their hands dirty; literally, there may be slime involved. We are looking for someone who meets kids and families where they are, in their world. We lead through relationships, allowing others to grow in their faith through fun, inviting, energetic, and safe environments. While we're serious about spiritual growth and expanding our reach, we're not too serious to be around all the time. Our church leadership smiles a lot and has fun together. A successful candidate will match our high energy, drive, and "get it done" approach. This is an excellent position for someone who enjoys collaborating with a broad mix of teammates, develops leaders, loves kids, equips families, and thrives investing in the next generation. If this sounds like you, or you're interested in learning more, contact Alyssa at alyssa@cedarhillschurch.com.



Position:	Kids Ministries	Classification:	Exempt
Designation:	Ministry Team	Category	Full Time, 40+ hours/week
Location:	Main Campus	Travel Required:	Infrequent
Reports To:	Discipleship Pastor	Date:	3/13/24

Job Description

POSITION SUMMARY

The Kids Ministries Leader supports the mission and vision of Cedar Hills Church by leading the nursery through 6th grade Kids Ministries. They grow a passionate team of leaders and develop relational environments to ensure age-specific spiritual formation.

Two primary targets are:

- **As a Leader:** The Kids Ministries Leader is responsible for growing and sustaining healthy and thriving Kids Ministries. This includes developing a vision to inspire relationships, build leaders and teams, and utilize curriculum/programming to enhance kids’ and their families’ ability to grow and experience full life in Jesus Christ.
- **As a Team Member:** The Kids Ministries Leader has the opportunity and responsibility to collaborate on multiple teams within the church, including the staff team, the Discipleship Team (consisting of Adult Ministries, Student Life, and Kids Ministries), and other teams to support the Kids Ministries to accomplish church-wide objectives and goals.

ROLE AND RESPONSIBILITIES

1. **Grow the kids’ ministries team through equipping and developing leaders. (25%)**
 - Build and support a team of leaders who provide direction and leadership to the ministry.
 - Create an irresistible, fun, and engaging ministry culture.
 - Champion “the power of the ask” and empower leaders to build their teams.
 - Ensure healthy and caring relationships.
2. **Create engaging and relevant spiritual formation environments for children of all ages. (20%)**
 - Establish learning objectives and waypoints for each determined age group
 - Develop a holistic curriculum plan that builds upon the desired age-appropriate learning objectives.
 - Develop ongoing and annual evaluative tools that assess ministry growth and ministry effectiveness.
3. **Administrate Kids ministries (20%)**
 - Establish annual Kids Ministries goals.
 - Prepare and oversee the Kids Ministries budget.
 - Communicate Kids Ministries vision, programs, and events.



- Ensure the necessary policies and procedures are established, effectively communicated, performed, and measured.
4. **Fulfill staff functions as needed, based on requirements and spiritual gifts. (20%)**
- Actively participate in staff meetings and other meetings as needed, ensuring that no ministry silos are allowed at Cedar Hills.
 - Add value to other Cedar Hills ministries and leaders.
 - Find ways to use your spiritual gifts in a way that brings personal fulfillment and blesses others.
5. **Commit to expand parental/guardian ownership of the children’s spiritual formation (15%)**
- Create strategies and environments to support parents in the development of their children.
 - Link parents to “Take It Home” tools that allow families to build upon what happens in weekend Kids ministries environments.

QUALIFICATIONS AND EDUCATION REQUIREMENTS

- Bachelor’s degree or equivalent experience leading multi-level Kids Ministries
- Understand the spiritual formation process
- Genuine love for God and His people
- Strong biblical foundation
- A passion to live out the Ephesians 4:12 mandate
- Demonstrated ability to recruit, develop, and motivate leaders of leaders
- Experience promoting collaboration and shared learning
- Ability to create a strategic plan that accomplishes desired goals and objectives
- Manages execution of strategic plans
- Experience managing and improving processes to ensure ministry sustainability
- Applied knowledge of group dynamics and collaborative decision-making
- A continuous learner who never stops growing
- Belief in the value of relationship for relationship’s sake
- Proficient in the use of computers and social media

Approved By:	Alyssa McLaughlin	Date:	3/13/24
Last Updated By:	Alyssa McLaughlin	Date:	3/13/24

I acknowledge receipt of this job description and agree to abide by the terms described.

Employee Signature: _____ Date: _____