XRDS Children's Team Leader 0-6
Position: Part-time, 16 hours per week
Department: Family Ministries
Age group: 0–6 years
Reports to: The pastors

At Crossroads, we desire to see people develop a life-changing relationship with Jesus and grow in their faith. Family Ministries supports children, young people and their parents as they grow together in faith and become part of the life of our church community.

Purpose of the role
The XRDS Children's Team Leader 0-6 is responsible for the vision, development, coordination and oversight of children's ministry for ages 0–6.
The goal is to help young children discover who Jesus is, experience God's love and begin to develop a foundation for a lifelong relationship with Him.
At the heart of this role is the leadership and development of adult volunteer teams, the provision of safe and engaging programs appropriate to early childhood, and the development of strong relationships with parents and families.
The Team Leader equips and supports volunteers to deliver meaningful ministry and encourages parents to nurture their children's faith at home. The role combines ministry vision, people leadership, program coordination and practical organization.

Key responsibilities

A. Vision and spiritual development

- Develop and implement a clear, Bible-centered vision for XRDS children 0-6, aligned with the wider vision of Crossroads and Family Ministries.
- Select, develop and evaluate biblical teaching materials and curricula appropriate for children aged 0–6.
- Ensure programs reflect the spiritual, emotional, social and developmental needs of babies, toddlers and preschool-aged children.
- Encourage an environment in which young children experience God's love, build relationships and begin to explore faith.
- Stay informed about developments and good practices in early childhood and children's ministry.

B. Volunteer leadership and team development

- Recruit, welcome, train, coach and encourage volunteers serving in the 0-6 ministry.
- Build healthy, committed volunteer teams with a shared vision and a strong sense of community.
- Equip volunteers with the resources, guidance and support they need to serve confidently and effectively.
- Establish clear roles, responsibilities and working practices within the teams.
- Help volunteers understand children's developmental needs and communicate biblical truths in age-appropriate ways.
- Navigate differing opinions and expectations constructively, providing clear direction and maintaining healthy relationships with volunteers and parents.
- Develop a culture of shared responsibility, teamwork and continuous learning.

C. Sunday programs and events

- Coordinate and oversee regular Sunday programs for children aged 0–6, working through the relevant volunteer teams.
- Ensure activities, teaching materials, play environments and routines are appropriate for different stages of early childhood.
- Plan and coordinate special activities and events for young children and their families.
- Coordinate, plan and have intake conversations for Child Dedications.
- Take primary responsibility for coordinating "outreach events for children and families" such as **Christmas at the Farm**, working with volunteers and relevant church teams.
- Contribute to wider Crossroads events involving children and families.
- Evaluate programs and identify opportunities for improvement.

D. Partnership with parents and families

- Build positive relationships with parents and caregivers of young children.
- Encourage parents in their role in nurturing their children's faith.
- Provide and communicate biblical resources and practical tools that support faith formation at home.
- Help create a welcoming environment for new families, including families with newborns.
- Coordinate relevant welcome initiatives for families with newborns, including welcome packs where applicable.
- Identify opportunities to support families through the different stages of early childhood. Including workshops and courses for parents and volunteers based on current needs and requests within the community.

E. Organization, administration and safeguarding

- Maintain clear plans, schedules, processes and guidelines for the 0-6 ministry.
- Manage equipment, supplies, teaching materials and the allocated ministry budget responsibly.
- Ensure health, safety and child-protection procedures are followed in accordance with Crossroads policies.
- Safety such as evacuation procedures and adequate classroom staffing.
- Coordinate with the wider Family Ministries team and other relevant church teams.
- Oversee relevant administration and communication with volunteers and parents.
- Ensure the ministry is adequately prepared and resourced for its activities.

F. Collaboration across XRDS Children

- Work closely with the XRDS Children's Team Leader 7-12 maintain a shared vision and consistent approach across the ministry.
- Coordinate curriculum and teaching approaches to support children's spiritual development as they grow.
- Ensure smooth transitions for children moving from the 0-6 group into the 7-12 group.
- Coordinate volunteer handovers and relevant communication with parents when children move between age groups.
- Share resources, knowledge and good practices, avoiding unnecessary duplication of work.
- Collaborate on wider ministry initiatives and events where appropriate.

G. Collaboration with pastors and church leadership

- Report to the pastors and communicate regularly about the development, needs and priorities of the 0-6 ministry.
- Contribute expertise and insight on early childhood, children's spiritual development and family ministry when relevant.
- Help ensure that the needs of young children and their families are considered in the wider life and activities of Crossroads.
- Collaborate with other ministry leaders to strengthen connections between XRDS Children, Family Ministries and the wider church.

Competencies and personal qualities

We are looking for someone who:

- Has a genuine love for Jesus and a heart for helping children grow in faith.
- Is passionate about early childhood and understands the importance of children's spiritual, emotional, social and developmental needs.
- Has strong leadership skills and enjoys developing and supporting adult volunteers.
- Can build, motivate and retain volunteer teams.

- Communicates clearly and builds constructive relationships with parents, volunteers and colleagues.
- Can provide clear direction and navigate differing opinions or resistance to change with confidence, maturity and grace.
- Is organized, proactive and able to coordinate multiple responsibilities.
- Understands and values the diverse cultural backgrounds within the Crossroads community.
- Works collaboratively and contributes positively to the wider church community.

Experience and qualifications

- Experience in children's ministry, early childhood education, childcare, education or a related field is an asset.
- Experience leading, coordinating, coaching or training volunteers is highly valued.
- Knowledge of early childhood development and age-appropriate curriculum selection is an asset.
- Experience coordinating programs, events or projects is an advantage.
- A qualification in pedagogy, education or theology is an asset but not a prerequisite.
- Strong organizational, administrative and digital skills.
- Excellent communication skills in English. Fluency in Dutch is an asset but not a requirement.

We value the right combination of character, calling, leadership ability and relevant experience.

Faith and alignment

The successful candidate must agree with and uphold the Crossroads Statement of Faith and be committed to the vision, mission and values of the church.

Practical details and application

Hours: 16 hours per week.

Please send your CV and a motivational letter explaining your interest in the role to **hr@xrds.nl**.

Application deadline: 8 December 2026