XRDS Children's Team Leader 7-12
Position: Part-time, 16 hours per week
Department: Family Ministries
Age group: 7–12 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 7–12 is responsible for the vision, development, coordination and oversight of children's ministry for ages 7–12.
The goal is to help children discover who Jesus is, develop their own understanding of the Christian faith and grow in a life-changing relationship with Him.
At the heart of this role is the leadership and development of adult volunteer teams, the provision of engaging and age-appropriate biblical teaching, and the development of strong relationships with parents and families.
The Team Leader equips and supports volunteers to deliver meaningful ministry that encourages children to explore their faith, develop Christian values and become increasingly engaged in the life of the church. 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 7-12, aligned with the wider vision of Crossroads and Family Ministries.
- Select, develop and evaluate biblical teaching materials and curricula appropriate for children aged 7–12.
- Ensure teaching and activities reflect children's spiritual, emotional, social and developmental needs.
- Encourage children to explore the Bible, understand the Christian faith, develop relationships and grow in their relationship with Jesus.
- Support volunteers in communicating biblical truths in relevant, engaging and age-appropriate ways.
- Stay informed about developments and good practices in children's ministry.

B. Volunteer leadership and team development

- Recruit, welcome, train, coach and encourage volunteers serving in the 7-12 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.
- Encourage volunteers to develop their skills in teaching, group leadership and supporting children's spiritual growth.
- 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 7–12, working through the relevant volunteer teams.
- Oversee and coordinate the check-ins team.
- Ensure teaching, group activities and special programs are engaging, well organized and appropriate to children's ages and stages of development.
- Plan and coordinate special activities and events for children and their families.
- Take primary responsibility for coordinating Dad Kid Camp (an annual camping weekend for fathers and children), 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 children aged 7–12.
- 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 parents understand and support their children's spiritual development.
- Identify opportunities to strengthen the connection between families, XRDS Children and the wider church community. Including workshops and courses for parents and volunteers based on current needs and requests within the community.
- Support children and families as they prepare for the transition from children's ministry into youth ministry.

E. Organization, administration and safeguarding

- Maintain clear plans, schedules, processes and guidelines for the 7–12 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 0-6 to 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.
- Coordinate with the relevant youth ministry leaders to support children transitioning from XRDS Children into youth ministry.

G. Collaboration with pastors and church leadership

- Report to the pastors and communicate regularly about the development, needs and priorities of the 7–12 ministry.
- Contribute expertise and insight on 7–12 children, children's spiritual development and family ministry when relevant.
- Help ensure that the needs of 7–12 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 children's spiritual development and understands the needs of children aged 7–12.

- 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, education, teaching, program coordination or a related field is an asset.
- Experience leading, coordinating, coaching or training volunteers is highly valued.
- Knowledge of child 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