

## **XRDS TYA 15+ Leader**

### **(20 hours)**

#### **Position Overview**

Crossroads' XRDS Family Ministry is a hub of spiritual growth, development, and engagement for our community's youngest members and their families. Led by the Head of Family Ministry, our dynamic teams focus on guiding children (ages 0-11) and teenagers (ages 12-17) along their spiritual journeys. We are on the lookout for an XRDS 15+ Team Leader, a key figure tasked with steering our program for young people aged between 15 and 17 years and playing a crucial role in the future of our community's teenagers and young adults.

#### **Role Vision and Responsibilities**

The 15+ Team Leader will create and oversee a vibrant and transformative community for teenagers aged between 15 and 17 years to socialise, build friendships, and strengthen their relationship with God. This role is designed to foster teenagers growth in their faith through worship, teaching, games, and a variety of creative activities. A comprehensive understanding and empathy for what young people are going through in a modern world is essential.

The XRDS 15+ group meet at our Community Centre two Sundays mornings and month and two evenings a month. During the other morning services members of 15+ are welcome to sit together along the front rows of our services at Hermann Wesselink College, join with friends and family, and / or serve in other ministries.

During our 15+ evening services the group meet in our Community Centre from 18:00-21:00 where we enjoy a meal, live band, and a fun discussions on topics of faith.

We hang out and connect at our monthly socials, which alternate between small group events and large group outings, from ballroom dancing, to ice-skating, to movie nights, to hiking. These are great for building friendships and trust within the group.

The 15+ Team Leader liaises with the Family Ministry team and other staff members to ensure the smooth rollout of programs.

This role requires availability on Tuesdays, Thursdays, and Sundays for coordination, plus a regular evening twice a month, for team-building activities, and direct ministry involvement.

Attendance will be required on other days of the year for special TYA programs, including (but not limited to) Good Friday, Easter, Christmas events, Family Services, Camping Trips, EO Jongerendag, Opwekking, and Parenting courses.

- ***Visionary Leadership:*** Develop and refine the vision for XRDS 15+ Teenagers and Young Adults, setting new benchmarks for spiritual education.

- ***Curriculum Innovation:*** Design and implement programs and events that engage and inspire young learners.
- ***Memorable Events:*** Plan and execute special events that reinforce our teachings in young minds, especially the organisation of an annual youth camp.
- ***Team Inspiration:*** Cultivate, train, and expand teams of band leaders, teachers, and activity facilitators, nurturing a culture of enthusiasm and commitment.
- ***Strategic Alignment:*** Collaborate to develop policies and strategies that enhance XRDS Kids, aligning with our core values.
- ***Operational Excellence:*** Manage administrative tasks to ensure smooth operations and safe, nurturing environments. This includes keeping track of youth participation and management of the youth ministry budget, and responsibilities to communicate with parents and teenagers through various channels, keeping them informed of any events.

### **Character and Attributes**

- Strong team-building and system-building skills, with the ability to inspire and lead coordinators and volunteers.
- Patience and proficiency in conflict management, particularly during high-stress events.
- Capability to handle the expectations of both teenagers and their parents, including facilitating parenting courses.
- A vision for future growth and the capacity to oversee curriculum development and the integration of new staff members.
- Demonstrated empathy and a genuine love for young people, reflecting a temperament suited for fostering a positive, nurturing environment.

### **Qualifications and Experience**

- Proven ability in presenting theological concepts in an engaging manner suitable for teenagers.
- Experience in education and training, especially for parents, is valued.
- Strong track record in program coordination and project management.
- Significant experience with children's programs and volunteer engagement.

### **What we offer?**

We offer a versatile position within a young and enthusiastic team within a growing organisation. You will have the freedom and opportunity to continue developing yourself and achieve tangible results. Due to our commitment to spend our funds on achieving our mission, the salaries within Crossroads are modest. The monthly salary starts at € 2.662 gross, based on a 40 hour working week and years of experience. In addition we offer 25 holiday days, vacation allowance, a pension plan and compensation for travel costs.

## **Application details and dates**

Are you a community builder? If you recognise yourself in this outline and have seen your core qualities detailed above, we would like to meet you! Please send any inquiries or if interested, your letter of Introduction (maximum one page) and CV (maximum two pages) within a single document at the latest by May 28, 2024 to [HR@xrds.nl](mailto:HR@xrds.nl).