

CHEMISTRY ✝ STAFFING

CHURCH & CANDIDATE PROFILE

We're hiring an
**OUTREACH
DIRECTOR**

Church at the Crossing · Indianapolis, IN

● AT A GLANCE

A GROWING, MULTI-GENERATIONAL CHURCH OF 1,200



DENOMINATION

Church of God
(Anderson)

WEEKLY ATTENDANCE

1,200
Growing

ANNUAL BUDGET

2.9M

DEBT

0

Church at the Crossing is a vibrant, Christ-centered community on Indianapolis's Northside, where three congregations—English, Arabic, and Latino—worship together as one church in many languages. With over 120 years of roots in this neighborhood, we're reaching one more for Christ through authentic worship, biblical teaching, and compassionate community impact.

WEBSITE

WORSHIP SERVICE

● LOCATION

WHERE SUBURBAN COMFORT MEETS URBAN OPPORTUNITY

The Northside combines suburban comfort with easy access to everything Indianapolis has to offer.



INDIANAPOLIS

1.5M

Metro population

MARION COUNTY / HAMILTON COUNTY

950,000 / 400,000

Indianapolis is a large, Midwest regional community, and Church at the Crossing sits right on the Northside—straddling the border of Marion and Hamilton counties. From the church's front door, you can look north to the suburban landscape of Hamilton County and south to the vibrant, diverse neighborhoods of Marion County.

The Northside is a unique blend: suburban cities like Carmel and Fishers offer family-friendly parks, excellent schools, and vibrant downtown districts, while Marion County provides the energy and diversity of Indianapolis's urban neighborhoods. The region is home to four of Indiana's ten largest high schools and the state's largest private Christian school, making it a hub for families and young professionals alike.

With a strong job market in healthcare, technology, financial services, and education, a relatively low cost of living, and access to Pacers, Colts, Fever, and Indians games, the Northside of Indianapolis is a great place to live, work, and raise a family.

● OUR STORY + TODAY

120 YEARS OF FAITHFUL PRESENCE, FOCUSED ON ONE MORE



Church at the Crossing has been an influential presence on Indianapolis's Northside for over 120 years. Historically a neighborhood church committed to serving its community and sharing the gospel with neighbors, we've flourished under strong pastoral leadership—only three senior pastors in the past 50 years—providing consistent, effective direction and care.

Today, our congregation is vibrant, healthy, and growing. We're one church in many languages: English, Arabic, and Latino congregations worshiping and serving together. The ethnic and cultural diversity of our church is a great blessing. Ministries like Celebrate Recovery, Youth Ministry, and Kids Ministry are thriving expressions of our heart to reach one more.

Our fifteen-acre campus includes the original facility, approximately 40+ years old, with newer buildings added over time to support our expanding ministry.

WHAT GUIDES US

MISSION

Mission - Go. Love. One More.

Vision - Become a better church, not a bigger church.

VALUES

Christ-Centered

Biblically Grounded

Relationally Connected

Mission-Focused

Excellence with Humility

Empowering Others

● MINISTRY + IMPACT

FAITH-DRIVEN OUTREACH THAT CHANGES LIVES



Our outreach happens primarily through **One More Inc.**, the church's faith-driven nonprofit serving the Indianapolis community through food support, employment pathways, legal support, community resources, and neighborhood markets. One More operates the Neighborhood Market (food pantry), legal clinics, Passport to Employment, citizenship classes, and plans to open an immigration legal clinic in the near future.

We've also seen recent wins that fuel our vision: **Celebrate Recovery** is thriving, our Youth Ministry is growing, we launched and are growing a Young Adult Ministry, and we're celebrating numerous baptisms. We're partnered with Church of God Ministries to amplify our reach and impact.

Our biggest opportunity? **Expanding the ministry and influence of One More.** The need is great, and the potential is vast.

Our biggest challenge? **Mobilizing the congregation to serve** in the outreach ministries of the church. We have the mission, the ministry infrastructure, and the heart—now we need more hands and feet to carry it forward.

● THEOLOGICAL CONVICTIONS

CHRIST-CENTERED, BIBLICALLY GROUNDED

We are a **Christ-centered, Spirit-led, people-loving community** committed to authentic worship and biblical teaching. We are a multi-generational church with a heart for families, discipleship, and community impact. We believe in helping people discover Jesus and follow Him fully, and we pursue that mission together as one church in many languages and cultures.

On hot-button issues, we recognize the challenge of navigating **politics** in a polarized culture, and we seek to lead with grace, truth, and a commitment to unity in Christ. We also hold to the biblical definition of marriage and human sexuality.

Our Published Theological Statement can be found [here](#).

● WORSHIP STYLE

AUTHENTIC, SPIRIT-LED, MULTI-GENERATIONAL

Our worship is **Christ-centered, Spirit-led, and people-loving**. We gather across cultures and languages for authentic worship and biblical teaching. Whether in English, Arabic, or Spanish, the heart of our gatherings is the same: helping people discover Jesus and follow Him fully.

The church offers a contemporary, modern worship style with an appreciation for traditional elements, typically blending current worship songs, familiar contemporary music, and traditional hymns led by a worship team and modern band. Weekly gatherings include Celebrate Recovery on Tuesday evenings, Thursday night worship, two English services on Sunday mornings, as well as Latino and Arabic services. Children's programming is available during all services, with dedicated Sunday programming for students in grades 4–6 and 7–12.

● THE POSITION

OUTREACH DIRECTOR



The Outreach Director serves in a unique leadership role at the intersection of Church at the Crossing and One More Inc., the church's nonprofit outreach arm. This leader will carry the church's vision for outreach into the community by providing strategic and organizational leadership for One More's programs, people, partnerships, and resources. Combining a pastor's heart for people with strong leadership and relational skills, the Director will equip volunteers and lay leaders, develop community partnerships, oversee outreach initiatives, and help neighbors move toward greater stability and flourishing—all while ensuring One More remains closely aligned with the mission, vision, and values of Church at the Crossing.

Key Responsibilities

- Recruit, equip, and develop volunteer and lay leaders.
- Lead and support Sunday morning hospitality teams.
- Direct One More outreach programs, including the Neighborhood Market, free legal clinics, and other community initiatives.
- Evaluate community needs and develop strategic programs that promote stability, independence, and flourishing.
- Lead and supervise One More staff and volunteer teams.
- Develop and execute fundraising strategies, including grant applications, while ensuring responsible stewardship of financial resources.
- Build and strengthen partnerships with churches, nonprofits, businesses, and community leaders.
- Represent One More throughout the Indianapolis community, advocating for neighbors and cultivating collaborative relationships.
- Partner closely with Church at the Crossing staff and ministry teams to maintain alignment in vision, strategy, and outreach.
- Actively participate in the life and staff activities of Church at the Crossing, including regular church attendance.
- Provide adaptable leadership as One More and the church's outreach ministry continue to grow and evolve.

● NON-STARTERS

WHAT WE'RE NOT LOOKING FOR

We're committed to finding a leader whose theology, gifts, and heart align with our mission and values. While we welcome diverse leadership styles and backgrounds, certain gaps would prevent a candidate from thriving in this role or leading our church faithfully.

If any of the following describe you, this may not be the right fit.

Contrary beliefs about sexual ethics.

A contrarian/"devils-advocate" personality

● GREAT CANDIDATES

WHO WILL THRIVE HERE

The leader who thrives at Church at the Crossing will be a **Christ-centered, mission-focused servant** who loves multi-generational, multi-cultural ministry and believes deeply in the power of the local church to change lives and communities.

You'll bring strategic leadership, relational warmth, and a heart to equip and empower others. You'll love rolling up your sleeves to serve, and you'll be energized by the challenge of mobilizing a vibrant, diverse congregation to live out the mission of reaching one more for Christ.

At Church at the Crossing, how we lead and serve matters as much as what we accomplish. The Director will be expected to embody and advance these organizational values:

Christ-Centered: Keeping Jesus at the heart of everything we do.

Biblically Grounded: Teaching, leading, and living from the foundation of God's Word.

Relationally Connected: Pursuing authentic relationships, community, and accountability.

Mission-Focused: Serving our neighbors and the nations with the love of Christ.

Excellence with Humility: Giving our best to honor God while remaining teachable and humble.

Empowering Others: Developing and equipping people to live out their God-given calling.

● THE CANDIDATE



The ideal candidate is a spiritually mature, relational, and strategic leader who is deeply committed to Jesus Christ and passionate about serving neighbors with compassion and dignity. This person brings the ability to translate vision into action while building strong teams, developing volunteers, and cultivating meaningful relationships across the church and community. A successful candidate will be both a self-motivated leader and a collaborative teammate—comfortable balancing ministry, people, programs, and organizational priorities while leading with integrity, humility, and excellence.

Skills —

- A growing relationship with Jesus Christ demonstrated through spiritual maturity, integrity, and Christ-centered leadership.
- Deep commitment to serving neighbors with compassion, dignity, and respect.
- Alignment with the beliefs, mission, and ministry philosophy of Church at the Crossing.
- Strong interpersonal, communication, and relationship-building skills.
- Strategic thinking with the ability to translate vision into actionable plans and measurable outcomes.
- A self-motivated, collaborative leadership style.
- Demonstrated ability to recruit, equip, and develop volunteers and lay leaders.
- Strong organizational skills with the ability to manage multiple priorities, projects, and details effectively.
- Previous leadership experience in a church, ministry, nonprofit, or related environment.
- Education or training in theology, ministry, nonprofit leadership, or a related field.
- Experience developing and leading programs or events that have demonstrated measurable growth or impact.
- Experience supervising and developing staff.
- Experience with fundraising, donor development, grant writing, or nonprofit financial sustainability.
- Comfort with technology, including church management systems and digital or creative media tools.

● PUBLIC JOB POSTING

OUTREACH DIRECTOR - CHURCH AT THE CROSSING Indianapolis, Indiana

Church at the Crossing in Indianapolis, Indiana, is seeking an Outreach Director to join our vibrant, growing, multi-generational church of 1,200. We are one church in many languages—English, Arabic, and Latino congregations worshipping and serving together—with over 120 years of faithful presence on Indianapolis's Northside.

Our mission is simple: **Help people discover Jesus and follow Him fully.** We are a Christ-centered, Spirit-led, people-loving community committed to authentic worship, biblical teaching, and compassionate community impact. Our values—Christ-Centered, Biblically Grounded, Relationally Connected, Mission-Focused, Excellence with Humility, Empowering Others—shape everything we do.

About the Role

This leader will oversee One More, the church's nonprofit outreach arm, while connecting the church's vision for ministry with practical programs that serve neighbors. The ideal candidate combines a pastor's heart with strong organizational and relational leadership and is passionate about mobilizing people to make a meaningful difference in the community.

Key Responsibilities

- Lead One More's staff, volunteers, outreach programs, and long-term strategy.
- Recruit, equip, and develop volunteer leaders, including Sunday hospitality teams.
- Build partnerships with churches, nonprofits, businesses, and community leaders.
- Lead fundraising, grant development, and responsible stewardship of resources.
- Develop initiatives that help neighbors move toward stability and flourishing.
- Partner with church leadership to align outreach vision and strategy.
- Demonstrate spiritual maturity and alignment with Church at the Crossing's beliefs and values.
- Bring strong communication, strategic thinking, and relationship-building skills.
- Church or nonprofit leadership experience is preferred.

About Our Community

Indianapolis's Northside is a great place to live and serve. Straddling Marion and Hamilton counties, the area offers suburban comfort, excellent schools, a strong job market, vibrant downtown districts, and access to all that Indianapolis has to offer—including the Pacers, Colts, Fever, and Indians. The region is family-friendly, affordable, and growing.

Join Us

If you're a strategic, mission-focused leader who loves the local church and is energized by the opportunity to expand ministry impact, mobilize a diverse congregation, and help people discover Jesus and follow Him fully, we'd love to hear from you.

READY TO TAKE THE NEXT STEP?

Apply Here