

CHEMISTRY ✝ STAFFING

CHURCH & CANDIDATE PROFILE

We're hiring a

SENIOR PASTOR

Northview Church · Carmel, IN

● AT A GLANCE

ONE CHURCH, FOURTEEN LOCATIONS, 8,790 STRONG.



DENOMINATION

Non-Denominational

WEEKLY ATTENDANCE

8,790

Growing

ANNUAL BUDGET

\$22M

DEBT

\$15M

CHURCH WEBSITE

<https://www.northviewchurch.us/>

WORSHIP SERVICE

<https://www.youtube.com/live/MyC2-t8pKjw?t=155s>

Northview Church is a growing, multisite non-denominational congregation spanning central Indiana with a clear and compelling mission: Making Jesus Known. Since 1980, Northview has grown into a vibrant, externally focused community of believers expressed through fourteen locations, 20 weekend services, and a passion for reaching the next generation with the Gospel. The church now seeks a Senior Pastor who will love God's Church, spiritually lead its people, champion its mission, and provide clear spiritual and directional leadership for the next season of Kingdom ministry.

● THE COMMUNITY

NATIONALLY RANKED. FAMILY FRIENDLY. OPPORTUNITY RICH.

If Northview Church closed its doors, would anyone who is not a part of our church notice? Would they care? Would they cry? We strive to be the kind of church where our community would cry if we left town.



CITY POPULATION

105,634

Carmel

COUNTY POPULATION

652,266

Hamilton County

Carmel, the home community for Northview's Senior Pastor, was ranked the #1 Best Place to Live in America by U.S. News & World Report in 2026. Neighboring Fishers came in at #2, and Noblesville at #18, giving Hamilton County three communities among the nation's top 20. Carmel also earned Niche's #1 rankings for Best Place to Live in Indiana, Best Place to Raise a Family in Indiana, and Best Public Schools in Indiana.

But rankings tell only part of the story. Hamilton County offers the rare combination of small-town relationships with big-city opportunities. Families enjoy outstanding schools, beautiful neighborhoods, extensive parks and trail systems, youth sports, thriving downtown districts, excellent healthcare, restaurants, shopping, arts and entertainment. Carmel's Arts & Design District and Center for the Performing Arts, Fishers' Nickel Plate District, historic downtown Noblesville, and rapidly growing Westfield each give their communities a distinctive personality.

A short drive south to downtown Indianapolis provides professional sports, museums, universities, hospitals, an international airport, restaurants, and cultural amenities. Indy is conveniently accessible without sacrificing the comfort and community of suburban living. Most importantly, Hamilton County is filled with people and potential. It is one of America's fastest-growing communities, with thousands of people raising families and building careers. The county's rapid growth brings tremendous opportunity for the Gospel and for Northview's mission of Making Jesus Known.

● OUR STORY

FORTY-FIVE YEARS OF FAITHFULNESS.



Northview was founded in October 1980 by 29 people as an Assemblies of God congregation under the leadership of Pastor Tommy Paino. In 2004, Northview disaffiliated from the AG and became a non-denominational church. Following Tommy's death from ALS in 1999, Pastor Steve Poe became Senior Pastor. Under Steve Poe's leadership, Northview grew from a single location into a large multisite church spanning central Indiana.

Following Pastor Poe's retirement in October 2022, Pastor CJ Johnson served as Senior Pastor until June 2026. Today, Northview's footprint consists of 14 locations across 11 properties with church buildings. The broadcast campus features a worship auditorium that seats 2,000, while multisite locations have an average seating capacity of 500, ranging from 150 to 1,200 seats.

Northview is a growing, vibrant congregation committed to faithfully proclaiming the Gospel while living out its mission in the everyday lives of people across central Indiana.

WHAT GUIDES US

MISSION

Northview Church exists to make Jesus known through Gatherings, Groups, Generosity, and Generations.

VALUES

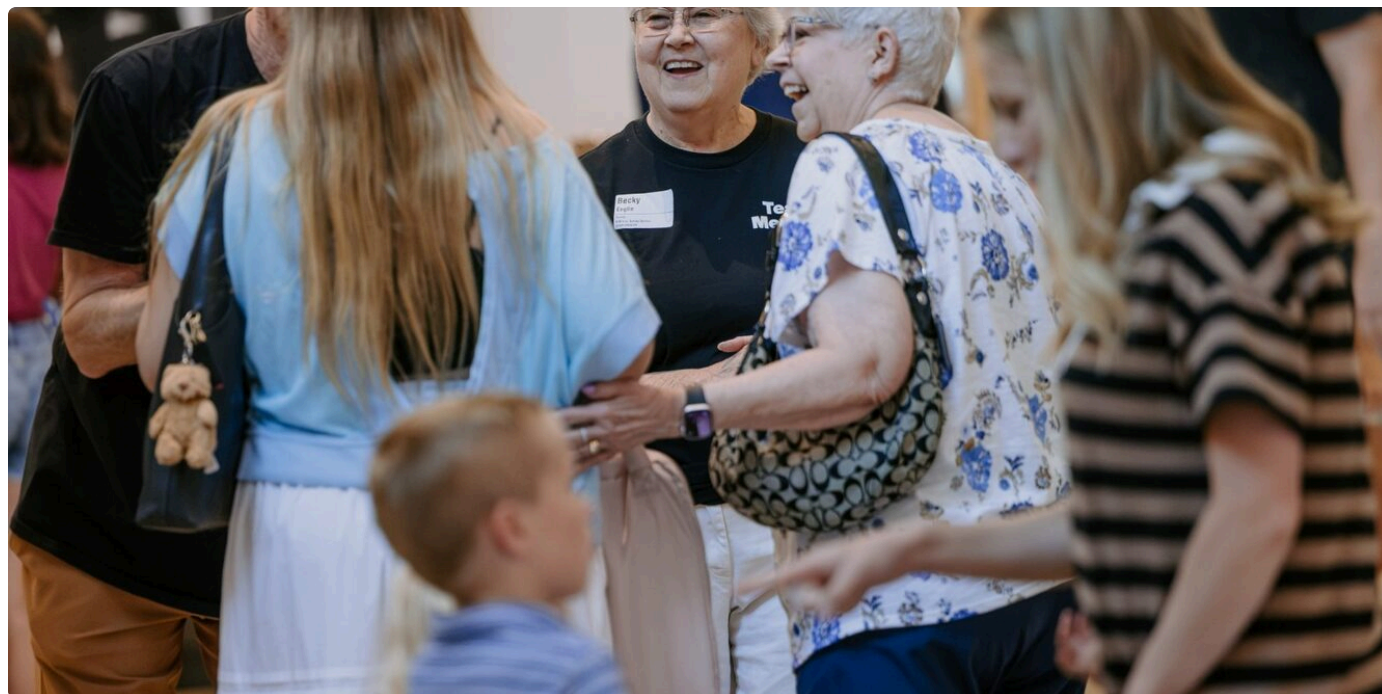
We value relationships that are real, raw and rich with love for one another.

We value spiritual growth that activates faith in Jesus.

We value reaching out to those who are far from God and lost.

● MINISTRY IMPACT

BUILDING UP THE CHURCH. SERVING THE COMMUNITY. REACHING THE WORLD.



Northview's mission of Making Jesus Known is expressed through Gatherings, Groups, Generosity, and Generations, with a deep commitment to reaching the next generation. Northview Kids serves children from birth through fourth grade, while Northview Students engages students in fifth through twelfth grade. Over 700 students attended the most recent winter retreat, a testament to the thriving youth culture at Northview.

Small groups, including life groups and Bible studies, provide environments where people build authentic friendships, study Scripture, pray, receive care, serve, develop their gifts, and grow as disciples. Northview is also deeply committed to serving locally and globally. Global Missions trips reach Uganda, New York City, Haiti, and Indianapolis, while local outreach partners address food insecurity, education, and at-risk youth and families. The church also ministers through God Behind Bars at correctional facilities and offers GriefShare and DivorceCare programs.

Northview partners with Circle City Relief, Operation Love, Isaiah 117 House, Kokomo Rescue Mission, Open Doors, and Food 4 Souls, among others. Recent wins include hitting goals on measuring attendance, baptisms, first-time guests under 12, small group participation, and serving team participation, releasing five original worship songs by Northview Worship with over 200,000 downloads, completing a church rebrand, upgrading cameras and video experiences at campuses, growing the Northview Network to 250 participating churches, and expanding the School of Ministry and Leadership from three to eight students.

The biggest opportunity before Northview is clear: the population growth of surrounding communities provides an incredible opportunity to reach lost people with the Gospel and build them up in the faith. The fields are ripe for harvest. The biggest challenge is rebuilding leadership trust with congregants and managing a reduced budget as a result of the Senior Pastor change.

 THEOLOGICAL CONVICTIONS

ANCHORED IN SCRIPTURE. CENTERED ON THE GOSPEL.

Northview believes the Bible is inspired by God, that His Spirit directed men to write His words, and that it contains no errors. There is only one God who exists in three distinct persons: God the Father, God the Son, and God the Holy Spirit.

Northview believes that Jesus was born of the Virgin Mary, that He is both God and man, that He never sinned, and that He performed miracles. Jesus died, was buried, and rose from the dead so that sins can be forgiven. Jesus is now with the Father in heaven but will someday return to earth in power and glory.

The Holy Spirit dwells in every Christian and provides the power for living a life that pleases God. The Holy Spirit guides the believer to what is true, strengthens him to resist what is not from God, and gives every believer spiritual gifts for the building up of the church. We are filled by the Holy Spirit when we yield to God's authority in our life and ask Him to fill us.

Northview believes that all people are created in the image of God to have fellowship with Him but became alienated in that relationship through sin, rebelling against God's will. Therefore, a person is incapable of regaining a right relationship with God through his or her own effort alone. The blood of Jesus Christ provides the sole basis for the forgiveness of sin. Only those who place their faith in Jesus' sacrifice on the cross will be saved. When a person believes in Jesus, God gives that person a brand new life.

All Christians should live for Christ and not for themselves. By obeying God's commands as found in the Bible and by yielding daily to the Spirit of God, every believer should mature and be conformed to the likeness of Jesus Christ.

Northview believes that those who have placed their faith in Jesus Christ will live eternally with God (heaven), and that those who have not placed their faith in Jesus will live eternally without God (hell). The Church is the body of Christ, of which Jesus Christ is the head. The members of the Church are those who have placed their faith in Jesus' sacrifice on the cross. The purpose of the Church is to glorify God by loving Him and by making Him known to the lost world.

Northview also believes in the holy institution of marriage between one man and one woman, rooted in God's creation of man and woman in His image and in the relationship between Christ and His Church. Northview believes in the sanctity of all human life from conception to natural death.

Northview's full statement of faith is available at <https://www.northviewchurch.us/beliefs>.

● THE CHURCH

FOURTEEN LOCATIONS. ONE MISSION. MAKING JESUS KNOWN.



Northview Church is a multisite, staff-led congregation with fourteen locations across central Indiana, 20 weekend services, and a weekly attendance of 8,790. Northview's governance structure is elder-led, and the Senior Pastor serves under the spiritual authority of the Elder Team.

Northview is not simply a church with multiple locations; it is one church expressed through multiple campuses and communities. The Senior Pastor will champion Northview's identity as one church, providing the vision, leadership philosophy, ministry standards, and organizational alignment necessary to maintain unity while empowering Campus Pastors and local leaders to effectively minister within their communities.

● WORSHIP STYLE

UPBEAT, CONTEMPORARY, CHRIST-CENTERED.

Northview's worship is characterized by upbeat, contemporary Christian music that creates an environment where distractions are removed so people can encounter Jesus. Northview Worship recently released five original worship songs with over 200,000 downloads, reflecting the church's commitment to excellence, creativity, and Gospel-centered worship.

● THE POSITION

LEADING NORTHVIEW INTO ITS NEXT SEASON OF KINGDOM MINISTRY.

The Senior Pastor will serve as the primary spiritual leader of Northview Church, providing biblical preaching, strategic vision, and shepherding care for a growing multisite congregation of 8,790 across fourteen locations. He will report directly to the Elder Board and serve under their spiritual authority while leading a highly capable Executive Team.

The Senior Pastor will be responsible for providing spiritual and biblical leadership, serving as the primary preacher and teacher, upholding Northview's mission and culture, leading and developing the Executive Team, providing vision and alignment for one church in many locations, shepherding the church and building a healthy relational culture, and leading Northview toward greater Kingdom impact and the next generation.

The ideal candidate will be an engaging communicator and gifted Bible teacher who can teach Scripture with theological depth, pastoral warmth, cultural awareness, clarity, authenticity, and practical application. His preaching should ultimately make Jesus known by consistently calling people to know Jesus, trust Jesus, and follow Jesus. He will provide overall leadership to the preaching and teaching ministry of Northview, serving as the primary teaching pastor while developing and utilizing a strong teaching team.

The Senior Pastor will uphold Northview's identity as one church expressed through multiple campuses, maintaining theological, missional, and cultural alignment while empowering Campus Pastors and local leaders to effectively minister within their communities. He will love and shepherd the people of Northview, not merely lead the organization. He will remain visible, approachable, relational, and pastorally engaged with staff, leaders, volunteers, congregation members, and the communities Northview serves.

The Senior Pastor will continually challenge Northview to look beyond itself toward the people God is calling the church to reach next, advocating for evangelism, discipleship, community service, missions, generosity, campus multiplication, and strategic opportunities to expand Northview's Kingdom impact. He will champion Northview's Kids and Student Ministries, ensuring that reaching, discipling, and developing the next generation remains one of Northview's highest priorities.

- Provide spiritual and biblical leadership for the church
- Serve as the primary preacher and teacher
- Promote Northview's mission, vision, and culture
- Lead and develop the Executive Team
- Provide vision and alignment for one church in many locations
- Shepherd the church and build a healthy relational culture
- Lead Northview toward greater Kingdom impact and the next generation

● THE CANDIDATE

THE QUALITIES THAT WILL HELP YOU THRIVE HERE.

Northview seeks a humble and strong leader who is committed to lead the charge in giving ministry away, a gifted preacher who seeks for people to see God above all else, a strategic visionary who listens to others, a godly shepherd who can lead an organization, and a Senior Pastor who measures his success not by how much ministry depends upon him, but by how effectively he equips others to accomplish the mission God has entrusted to the church.

He will love God's Word, love people, love the local church, and possess a compelling passion to lead Northview toward its mission of making Jesus known. The ideal candidate will inherit a church with a substantial ministry footprint and a clear gospel calling. The opportunity is to build upon Northview's strengths while prayerfully discerning how God desires to lead the church into the future.

At the center of that future must remain the person and work of Jesus Christ. Northview's mission, To Make Jesus Known, is expressed through four distinct commitments that characterize the heart of Northview's ministry and church culture: Gatherings, Groups, Generosity, and Generations.

The Senior Pastor must be an engaging communicator and gifted Bible teacher who believes deeply in the authority, truth, sufficiency, and transforming power of Scripture. He should be able to communicate biblical truth with theological depth, pastoral warmth, cultural awareness, and practical application. He should be a relational leader who models humility, grace, compassion, hospitality, and genuine love while helping people move from simply attending church to meaningful connection and belonging.

He should champion a culture in which members see themselves as missionaries and servants wherever God has placed them, model a lifestyle of generosity, and inspire the congregation to embrace a biblical theology of generosity and sacrificial giving. The Senior Pastor must passionately champion ministry to children, students, and families, understanding that reaching the next generation requires more than excellent programming. It requires biblical teaching, intentional discipleship, engaged parents, committed volunteers, and a culture that genuinely loves children and students.

Christ-centered maturity

Exceptional preacher

Leader of leaders

Relational warmth

Multisite experience

Emotionally intelligent

Visionary courage

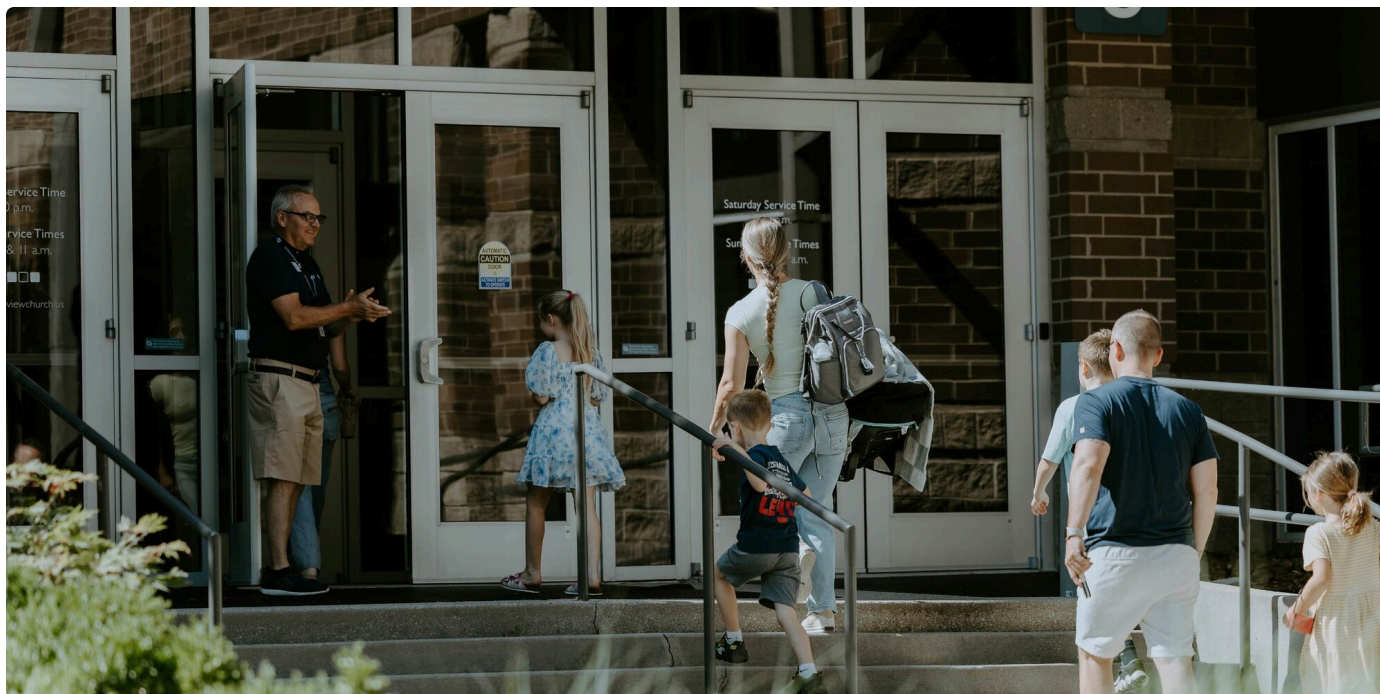
Collaborative spirit

Gospel passion

Humble equipper

● NON-STARTERS

CLARITY ON WHAT WE'RE NOT LOOKING FOR.



Northview is looking for a Senior Pastor whose theological convictions align fully with Scripture and with the church's published statement of faith. Certain theological positions and character deficiencies are disqualifying because they would undermine the spiritual health, biblical fidelity, and mission clarity of the church.

The ideal candidate must affirm the authority, inspiration, and inerrancy of Scripture; the triune nature of God; the virgin birth, deity, sinlessness, death, burial, and bodily resurrection of Jesus Christ; the necessity of faith in Christ alone for salvation; the sanctity of human life from conception to natural death; and the biblical definition of marriage as exclusively between one man and one woman. Any candidate who does not embrace these core doctrines with conviction, or whose personal character does not meet the biblical qualifications for pastoral leadership outlined in 1 Timothy 3 and Titus 1, would not be a fit for this role.

Theological compromise

Character disqualification

Lack of biblical conviction

Unbiblical view of marriage

Unbiblical view of life

● THE TEAM

HONOR GOD. SERVE OTHERS. DEVELOP PEOPLE. GIVE YOUR BEST.



At Northview, the staff culture is shaped by more than what is accomplished. It is shaped by who staff members are becoming as followers of Jesus and how they live and lead together. The mission of Making Jesus Known begins with the lives of the people entrusted with carrying out that mission. Northview wants to be a staff marked by spiritual health, humility, servanthood, investment in people, personal responsibility, collaboration, generosity, creativity, and excellence.

These values describe both how staff members want to work and who they want to be. They provide a common language for the culture Northview is committed to creating together: Honor God, Serve Others, Develop People, and Give Your Best.

Northview staff members recognize that they cannot lead people further than they have walked themselves. Everything begins with a relationship with Jesus. Before they are pastors, leaders, directors, or staff members, they are followers of Christ. Staff members pursue Jesus through spiritual disciplines and authentic relationships because they recognize that who they are becoming matters more than what they are accomplishing.

If Jesus is above us, nothing He did is beneath us. Jesus modeled a kind of leadership that places others ahead of self, and Northview wants that same spirit to define the culture of the church. Staff members put people before position, others before themselves, and the mission before their preferences. Titles, authority, and organizational roles never excuse staff members from serving; they only increase their responsibility to serve well.

Northview does not use people to get ministry done; the church uses ministry to get people done. At Northview, ministry is not simply about accomplishing tasks, running programs, or producing excellent experiences; it is about helping people become fully devoted followers of Jesus. Staff members develop people through Gatherings, Groups, Generosity, and Generations.

Northview staff members do not settle for good when God has called them to give their best. They believe the mission God has entrusted to them deserves their very best. Giving their best means taking ownership, keeping their word, following through on commitments, and accepting responsibility for both their work and their results. They are solution-sided people who do not merely identify problems but take initiative to help solve them.

PUBLIC JOB POSTING

SENIOR PASTOR

Northview Church, a growing multisite, non-denominational congregation in Carmel, Indiana, is seeking a Senior Pastor to spiritually lead its people, champion its mission, and provide clear vision and direction for its next season of Kingdom ministry.

About Northview

Founded in 1980, Northview has grown into an externally focused community of believers with fourteen locations, 20 weekend services, and approximately 8,790 weekly attendees. Its mission is simple and compelling: Making Jesus Known through gatherings, groups, generosity, and generations.

The next Senior Pastor will build upon Northview's strengths while prayerfully discerning how God desires to lead the church into the future. The leader will be responsible for:

- Providing biblical and spiritual leadership while serving as the primary preacher and teacher
- Advocating Northview's mission, culture, and vision across fourteen locations
- Leading and developing the Executive Team and equipping others to lead and serve
- Shepherding the congregation and cultivating a healthy, relational culture
- Championing generosity, discipleship, outreach, and Kingdom impact
- Investing deeply in children, students, and families and strengthening ministry to the next generation

The Ideal Candidate

Northview seeks a humble, strong, and relational leader who loves God, loves His Word, loves people, and loves the local church. The ideal candidate will be a gifted communicator and Bible teacher who combines theological depth with pastoral warmth and practical application. He will lead with humility, listen well, develop others, think strategically, and measure success by how effectively he equips others rather than how much ministry depends upon him.

About Carmel

Carmel is a thriving community just north of Indianapolis, offering excellent schools, attractive neighborhoods, extensive parks and trails, vibrant arts and cultural opportunities, and a strong business community. Its proximity to Indianapolis provides easy access to major employment, healthcare, higher education, professional sports, and cultural amenities while retaining the character and community feel of a family-oriented city.

Benefits

Northview offers a comprehensive benefits package including health, dental and vision insurance; disability and life insurance; paid time off; 401(k) or retirement planning; relocation assistance; and family leave. Specific salary information will be discussed with qualified candidates during the interview process.

Northview Church asks that interested candidates work directly with Chemistry Staffing at this time. Please do not contact the church directly. Thank you!

APPLY NOW