

Church at the Crossing & One More Inc. are seeking a full-time Outreach and Executive Director to lead its community impact. Contact Andrew Miller at amiller@golove.org for inquiry.

Position Title: Outreach and Executive Director

Reports to: Executive Pastor & One More Inc. Board

Status: full time

About Church at the Crossing & One More Inc.

Church at the Crossing is a Christ-centered, Spirit-led, and people-loving community located in Indianapolis, Indiana. Our mission is to help people discover Jesus and follow Him fully. We are a multi-generational church with a heart for families, discipleship, and community impact. We value biblical teaching, authentic worship, intentional relationships, and living on mission both locally and globally. In order to reach our community effectively, Church at the Crossing launched and operates One more Inc., which serves as the outreach arm of the church.

One More is a faith-driven nonprofit ministry in Indianapolis that seeks to reach one person, one family, and one neighborhood at a time—until there is hope in every home. Through practical support, relationships, and partnerships, One More connects neighbors to food, employment pathways, legal support, and community resources that help families move toward stability and flourishing. At the heart of everything we do is a simple belief: loving our neighbors well can transform lives, families, and entire communities. One More is governed by a board of directors and operates in close alignment and unity with Church at the Crossing's mission, vision, and values.

Summary Description

This position is unique because of the unique relationship of the church and the nonprofit — a significant amount of the church's outreach ministry overlaps with One More. The Director will effectively carry the church's vision for outreach through the work and programs of the nonprofit. The Director will lead One More and serve as the primary connector between the church and the nonprofit.

This leader combines a pastor's heart for people with strong organizational leadership, equipping volunteers, building partnerships, stewarding resources, and guiding the long-term vision of the ministry.

This role requires a combination of spiritual maturity, practical skills, and relational strengths to build and support a healthy ministry environment and lead large teams of volunteers and lay leaders.

Primary Responsibilities

- Recruit, equip, and develop volunteer leaders.
- Direct Sunday morning hospitality teams (including greeters and ushers).
- Direct One More's outreach programs (neighborhood market, free legal clinics, etc.)
- Execute fundraising strategies for One More (including grant applications) and ensure responsible stewardship of financial resources.
- Evaluate community needs and develop strategic initiatives that help neighbors move toward stability and independence.
- Supervise One More staff and volunteer teams.
- Strengthen partnerships with churches, nonprofits, businesses, and community leaders.
- Represent One More in the community, advocating for neighbors, and building collaborative relationships.
- Partner with church staff and ministry teams to align vision and strategy.
- Active participant in church staff activities.
- Active attendance at Church at the Crossing.
- Other duties and responsibilities as assigned, as the ministry grows.

Required Skills and Abilities

- A growing relationship with Jesus Christ and a lifestyle of spiritual maturity & integrity.
- Deep commitment to the mission of serving neighbors with compassion & dignity.
- Alignment with Church at the Crossing beliefs.
- Strong communication & relationship-building skills.
- Strategic thinker with the ability to turn vision into action.
- Self-motivated & highly collaborative.
- Experience recruiting & developing volunteers.
- Capacity to manage multiple priorities, details, and projects effectively.

Preferred Skills and Experience

- Previous leadership experience in a church or nonprofit setting.
- Training or education in theology, ministry, or a related field.
- Experience leading events & programs with measurable growth.
- Experience supervising staff.
- Experience in fundraising, donor relations, or nonprofit financial sustainability.
- Proficiency with technology, church management software, or creative media tools.

Organizational Values at Church at the Crossing

- ****Christ-Centered:**** We keep Jesus at the heart of everything we do.
- ****Biblically Grounded:**** We teach and live out God's Word as our foundation.
- ****Relationally Connected:**** We pursue authentic community and accountability.
- ****Mission-Focused:**** We serve our neighbors and the nations with the love of Christ.
- ****Excellence with Humility:**** We give our best to honor God while remaining teachable.
- ****Empowering Others:**** We develop people to live out their God-given calling.