

Job Title:	Outreach Pastor	Employment Type:	Full Time
Department:	Adult Ministries	FLSA Classification:	Exempt
Reports To:	Lead Pastor	Compensation Type:	Salary
Location:	All Campuses	Weekly Hours:	40 hours or more
Supervises:	Godsend Garage Volunteers, Servant Ministries Volunteers, Mission Trip Teams & Difference Makers	Housing Allowance:	Yes

Position Purpose: The Outreach Pastor leads Crossroads Community Church’s engagement with the surrounding community and the world through three primary ministry areas: Godsend Garage, Servant Ministries, and Mission Trips. This role exists to equip and mobilize the congregation to live out the core value that “We are blessed to bless.”

Key Result Areas

KRA: Godsend Garage Ministry	Approximate time allowance: 40%
Key Activities	Success Indicators
<ul style="list-style-type: none"> ● Provide pastoral and strategic oversight of the Godsend Garage ministry ● Recruit, train, and lead volunteers for vehicle intake, repair, and distribution ● Collaborate with community organizations and businesses ● Oversee the Godsend Garage budget and stewardship of donated resources ● Maintain accurate records of vehicles received, serviced, and distributed 	<ul style="list-style-type: none"> ● Consistent volunteer team is recruited, trained, and retained ● Vehicles are regularly received, repaired, and distributed to qualifying recipients ● Community partnerships are active and growing year over year ● Budget is managed within approved parameters with accurate reporting ● Ministry reflects the church’s core value that “All people matter to God”

KRA: Servant Ministries	Approximate time allowance: 40%
Key Activities	Success Indicators
<ul style="list-style-type: none"> ● Provide pastoral and strategic oversight of all Servant Ministries programs ● Develop and expand service opportunities meeting practical needs in the community ● Recruit and mobilize volunteers to engage in hands-on service throughout the year ● Collaborate with community and business organizations to develop and maintain streams of free or reduced products like protein and dairy products. ● Maintain partnership with the Meijer Simply Give program ● Oversee the Servant Ministries budget and ensure faithful stewardship 	<ul style="list-style-type: none"> ● A growing number of congregation members are engaged in regular community service ● Active partnerships exist with local organizations and are formally maintained ● Servant Ministries programs are calendar-driven, well-resourced, and well-attended ● Budget is managed responsibly with clear accountability ● Ministry tangibly demonstrates the gospel in the local community

KRA: Mission Trips	Approximate time allowance: 20%
Key Activities	Success Indicators
<ul style="list-style-type: none"> ● Plan, coordinate, and lead local and international mission trips annually ● Work with missions team to maintain partnerships with identified mission organizations ● Recruit, prepare, and debrief mission trip participants for meaningful engagement ● Manage all trip logistics including travel, lodging, itineraries, and team communication ● Oversee the mission trip budget in compliance with church financial policies 	<ul style="list-style-type: none"> ● Each mission trip is executed successfully each year ● Mission partners' relationships are strengthened as trips occur. ● Participants report spiritual growth and are integrated back into local ministry ● Trips are completed on budget with all logistics managed effectively ● A growing culture of global mission awareness exists in the congregation

Requirements

Employment at Crossroads Community Church:

- Endorses and supports the 10 biblical doctrines professed by Crossroads Community Church.
- Will be a member of Crossroads & fulfills the expectations therein.

Position:

- Must have a genuine passion for serving the local and global community in the name of Jesus.

- Must be able to meet people where they are and help them take their next steps with Christ.
- Must have strong leadership and interpersonal skills to engage congregation members, community partners, and volunteers.
- Must be detail oriented to handle administrative and logistical demands of outreach programs and mission trips.
- Must have basic counseling and conflict resolution skills.
- Must be available for Sunday morning services with the exception of four Sundays per calendar year (excluding sickness or conferences).
- Must be available for Christmas and Easter services; any exceptions must be staggered with other leaves in the department.
- Must be willing and able to travel domestically and internationally for mission trips.

Education/Experience:

- Bachelor's Degree in Pastoral Ministry, Missiology, or a related field is preferred.
- Previous experience in outreach ministry, community development, or missions is preferred.
- Must have a ministerial license or be ordained.