



CROSSROADS CHURCH | JOB DESCRIPTION

Position Title:	Outreach Pastor
Department:	Business & Ministry
Reports to:	Senior Executive Pastor
Oversees:	City Center, Global Missions, Local Outreach
Hours:	Full time; 40 hours

Position Summary:

The Outreach Pastor provides pastoral leadership and strategic oversight for Crossroads Church's outward-facing mission to **Engage Community** locally, nationally, and globally. This role oversees three primary areas of ministry: **Local Outreach, Global Missions, and the City Center**.

The Outreach Pastor is responsible for developing and executing a unified outreach strategy that mobilizes the congregation to serve others, share the Gospel, meet tangible needs, develop strategic ministry partnerships, and extend the influence of Crossroads Church beyond its walls.

This position will lead staff, develop volunteers, cultivate community and ministry partnerships, oversee outreach initiatives, and ensure that Crossroads Church is actively demonstrating the love of Christ in practical and transformational ways.

Key Responsibilities:

Outreach Vision & Leadership

- Develop and lead a comprehensive outreach strategy aligned with the mission, vision, and values of Crossroads Church.
- Champion the church's call to **Engage Community** across all campuses and ministries.
- Create pathways for people to move from attending church to actively serving and engaging others.
- Identify community needs, ministry opportunities, and strategic partnerships that align with Crossroads' mission.
- Collaborate with executive and ministry leadership to integrate outreach into the broader ministry strategy.
- Regularly communicate the vision and impact of outreach to staff, volunteers, and the congregation.
- Establish measurable goals and ministry performance indicators for outreach initiatives.



CROSSROADS CHURCH | JOB DESCRIPTION

Local Outreach Leadership

Provide leadership and oversight for Crossroads Church's ministry throughout the local community.

- Develop relationships with local schools, nonprofits, churches, government agencies, businesses, and community organizations.
- Identify opportunities for Crossroads to serve and bless the surrounding community.
- Create sustainable outreach initiatives addressing spiritual, physical, emotional, and practical needs.
- Develop church-wide outreach opportunities that engage individuals, families, small groups, and ministry teams.
- Coordinate major community service initiatives and outreach events.
- Develop volunteer teams and leaders for ongoing local outreach.
- Evaluate the effectiveness and long-term impact of local outreach partnerships.
- Ensure outreach efforts maintain a strong Gospel-centered focus.
- Look for opportunities to transition people from one-time service experiences into long-term ministry involvement.

Local Outreach Outcomes

- Increased participation in local outreach.
- Strong, strategic community partnerships.
- Increased number of volunteers serving outside the church.
- Measurable community impact.
- Increased opportunities for Gospel conversations and spiritual engagement.

Global Missions Leadership

Provide pastoral and strategic oversight for Crossroads Church's global missions efforts.

- Develop and maintain a comprehensive global missions strategy.
- Cultivate relationships with missionaries, mission organizations, churches, and strategic ministry partners.
- Evaluate current missions partnerships and identify new opportunities.
- Provide pastoral care and communication with missionaries and mission partners.
- Oversee missions trips, including strategy, recruitment, preparation, training, and follow-up.
- Develop pathways for members to discover and pursue their personal calling to missions.
- Encourage financial, prayer, relational, and practical support for missionaries.
- Ensure mission investments are aligned with Crossroads' mission and strategic priorities.
- Communicate global missions stories and opportunities throughout the church.
- Develop processes for evaluating the effectiveness, stewardship, and long-term sustainability of missions partnerships.

Global Missions Outcomes

- Increased congregational involvement in missions.
- Stronger and more strategic missionary partnerships.
- Increased participation in missions trips and long-term missions opportunities.
- Greater awareness of global ministry needs.
- Clear measurement of missions investment and impact.



CROSSROADS CHURCH | JOB DESCRIPTION

City Center Leadership

*Provide overall pastoral and strategic leadership for the **Crossroads City Center**, ensuring it functions as a significant expression of Crossroads Church's mission to serve and reach the community.*

- Develop the vision and ministry strategy for the City Center.
- Ensure City Center programs and partnerships align with the mission and values of Crossroads Church.
- Develop relationships with community leaders, nonprofits, schools, businesses, and other organizations.
- Identify opportunities for the City Center to address significant community needs.
- Recruit, develop, and lead City Center staff and volunteer teams.
- Oversee ministry programming, events, partnerships, and community initiatives.
- Develop strategies for connecting City Center participants with the broader ministry of Crossroads Church.
- Establish appropriate policies, procedures, safety practices, and accountability systems.
- Monitor the effectiveness and sustainability of City Center programs.
- Develop an annual ministry plan and budget for the City Center.
- Communicate City Center stories, opportunities, needs, and impact to church leadership and the congregation.

City Center Outcomes

- Increased community utilization and engagement.
- Strong strategic partnerships.
- Increased volunteer involvement.
- Measurable community impact.
- Clear pathways from community engagement to spiritual connection.
- Financially and operationally sustainable ministry practices.

Leadership & Staff Development

Team Leadership

- Recruit, equip, coach, and develop outreach staff and key volunteer leaders.
- Establish clear expectations, goals, and performance measures.
- Create a culture of excellence, collaboration, prayer, and servant leadership.
- Develop leadership pipelines for volunteers and ministry leaders.
- Conduct regular one-on-one meetings and ministry team evaluations.
- Delegate effectively while maintaining appropriate accountability.
- Work collaboratively with campus pastors and ministry leaders to coordinate outreach opportunities.

Volunteer Mobilization

- Develop a comprehensive volunteer pipeline for outreach and missions.
- Create simple and accessible entry points for people to begin serving.
- Train volunteers to represent Crossroads Church with excellence and Christlike character.
- Develop volunteer leaders capable of leading teams and initiatives independently.
- Celebrate and communicate volunteer impact.



CROSSROADS CHURCH | JOB DESCRIPTION

Financial & Administrative Leadership

- Develop and manage annual budgets for Local Outreach, Global Missions, and the City Center.
- Ensure responsible stewardship of church resources.
- Monitor ministry spending and provide regular financial reporting.
- Evaluate the return and impact of ministry investments.
- Establish appropriate policies and accountability systems.
- Ensure compliance with Crossroads Church policies and applicable regulations.
- Participate in annual ministry planning and budget processes.

Qualifications:

Spiritual

- Demonstrates a mature and growing relationship with Jesus Christ.
- Evidence of a strong calling to pastoral ministry and outreach.
- Demonstrates a passion for reaching people who are far from Christ.
- Exhibits strong character, integrity, humility, and servant leadership.
- Demonstrates alignment with the theology, mission, and values of Crossroads Church.
- Has a heart for both local community transformation and global missions.

Professional

- Bachelor's degree preferred; seminary or ministry training strongly preferred.
- Minimum of 5 years of ministry leadership experience preferred.
- Demonstrated experience leading teams, volunteers, and ministry initiatives.
- Experience developing community partnerships and outreach strategies.
- Experience with missions and/or international ministry.
- Strong organizational, communication, and leadership skills.
- Demonstrated ability to manage budgets and multiple ministry initiatives.
- Ability to build relationships with a wide variety of people and organizations.

Leadership Competencies:

The Outreach Pastor should demonstrate strength in the following areas:

- **Calling** – Clearly understands and lives out a calling to pastoral leadership and Gospel-centered outreach.
- **Character** – Leads with integrity, humility, emotional maturity, accountability, and spiritual depth.
- **Chemistry** – Builds healthy relationships and collaborates effectively across departments, campuses, and community organizations.
- **Culture** – Champions the mission and values of Crossroads Church and contributes positively to the staff culture.
- **Competency** – Demonstrates the ability to build teams, develop leaders, execute strategy, manage resources, and produce measurable ministry results.



CROSSROADS CHURCH | JOB DESCRIPTION

Key Performance Indicators:

The effectiveness of the Outreach Pastor will be evaluated through measurable outcomes including:

Local Outreach

- Number of active community partnerships
- Number of volunteers serving locally
- Number of local outreach opportunities
- Participation in outreach initiatives
- Community engagement and impact measures

Global Missions

- Number of active missions partnerships
- Missions participation
- Missions trip participation
- Financial investment in missions
- Missionary engagement and support
- Long-term partnership outcomes

City Center

- Community participation
- Volunteer engagement
- Number and quality of strategic partnerships
- Program participation and utilization
- Community impact
- Financial sustainability
- Spiritual engagement opportunities

Church-Wide Engagement

- Number of Crossroads attendees actively serving outside the church
- Number of people entering an outreach/serving pathway
- Volunteer retention
- Number of people moving from one-time service to ongoing engagement
- Stories of changed lives and Gospel impact



CROSSROADS CHURCH | JOB DESCRIPTION

Success in the First 12 Months

Within the first year, the Outreach Pastor should:

- Develop a unified **Crossroads Outreach Strategy** encompassing Local Outreach, Global Missions, and the City Center.
- Evaluate existing outreach and missions programs and partnerships.
- Establish clear goals and measurable ministry indicators.
- Develop a community partnership strategy.
- Create a volunteer mobilization pipeline.
- Establish a clear missions partnership framework.
- Strengthen communication surrounding outreach opportunities and stories.
- Establish a strategic ministry plan and budget for the City Center.
- Develop a leadership pipeline for outreach volunteers and ministry leaders.
- Demonstrate measurable growth in Crossroads' engagement with the local community and global missions.