



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

MISSIONS PASTOR
Stones Crossing Church
Greenwood, Indiana

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Population of City

57,764

Population of County

158,167

Community Overview

Our community is a near-south side suburb of Indianapolis. It's a mix of city and country, however, our church location is in a mostly rural setting. The community is primarily residential and activities center largely around our schools, Center Grove, and the myriad activities of sports and extra-curricular events. The economic demographic is wide-ranging from multi-million dollar homes to homelessness in some pockets. Sports are emphasized greatly in the community, where parents start their children young and travel the midwest for competition. The Center Grove community is a non-incorporated area and sits just to the west of the city limits of Greenwood. We are surrounded by the small communities such as Mooresville, Martinsville, Bargersville, and Franklin. We draw some church attendees from these locales.

Why People Like Living Here

People love the proximity of Indianapolis with professional sports, fine dining, shopping, and all the amenities of city life. But, also, they enjoy the feel of country living, less traffic, and a slower pace in the Center Grove area. The public school system is one of the best in the state and offers many opportunities for students in grades K through 12. Housing, as well as the general cost of living, is relatively affordable. Job opportunities abound within driving distance in Indianapolis, Bloomington, and Columbus. Lastly, our community has a southern hospitality feel to it, where friends and neighbors are generally friendly, helpful, and generous.

Church History

Sometimes big things start out very small! In the fall of 1996, a group of five couples began meeting together for a small group Bible study. There they found spiritual growth, community, and accountability that they had never experienced before . . . and they loved it. Word spread, others joined, and the group soon grew to more than 40 people, all meeting weekly at the St. Andrews apartment complex. It wasn't long before God laid a vision on their hearts – a new kind of church grounded in God's word but formed around the small group encounters that had changed their lives. By Christmas 1996, the decision was made: This little group would become a new church.

The first public worship service was held the Sunday before Christmas 1996 at Jonathan Byrd's Cafeteria. In January 1997, the church was formally organized under the name Grace Fellowship. The new church had no long-term pastor because Sunday services were taught by Pastor Woody Church who was then in the process of opening the Rod and

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CHEMISTRY
STAFFING

Staff Biblical Counseling Center. A search committee began looking for a full-time pastor and on June 1, 1997, Pastor Scott Luck officially preached his first sermon as pastor of Grace Fellowship. Services at this time were very traditional in nature, but the heavy emphasis on small group study and discussion never changed.

Soon the church grew to 150 members and services began meeting at Pleasant Grove Elementary School. By 1998, the church had again outgrown its location and moved to the Center Grove High School auditorium. Around that same time, the church purchased 35 acres of land at State Road 37 and Stones Crossing Road, a purchase that was paid in full in just over one year. Though the church was growing consistently, most of its early members were transfers from other local churches. But in 1999 Pastor Scott began to have a vision for a church that would reach out to the unchurched, those who had given up on church, and those far from God. He took the unconventional step of knocking on doors in the community, asking residents why they believed so many people avoided church. Their answers revealed several common themes:

- The sermons were boring and not relevant to their lives.
- The church was a place of cliques, where they would be treated as outsiders.
- They were wanted and valued only for their potential financial contribution.
- They didn't feel comfortable leaving their children in the care of the volunteers.

Based on this, an intentional decision was made to begin to transform Grace Fellowship into a church that would build up the existing body of believers while at the same time extending its reach to those who might otherwise never find hope in Christ. The name was changed to Stones Crossing Church, a more contemporary name that explained our location while personifying the more relaxed feel the church wanted to convey. Sermons were prepared to be biblical but not boring. Music, drama, and media were programmed to be sensitive to contemporary culture, while still uncompromisingly scriptural. The leadership of the church began to examine every message the church was sending – spoken and unspoken – right down to Pastor Scott's suit and tie (which were promptly abandoned, much to his delight, in favor of more casual wardrobe choices that told guests he was a regular guy, just like them.)

Change is always hard, and there was a whole lot of it going on at Stones Crossing. Not everyone welcomed the new format, but the church leadership prayerfully discerned that it was the direction the Lord was leading the church. And because the vision of the leadership was clear, the church soon caught their spirit for reaching the lost. The charge was repeated consistently: invite your friends, neighbors, and co-workers, we will meet them where they are, and then point them toward Christ. And that is precisely what happened.

Now 25 years young, Stones Crossing Church is a gospel-centered, Bible-believing church that is focused on making disciples and impacting our community. Our mission remains to "help people take their next step toward Christ, together".



Vision, Mission, Values

- Mission: "Help people take their next step toward Christ, together."
- Vision: "For people to Belong to God's family, to Become like Christ and go Beyond themselves, serving and sharing their faith."
- Values: Gospel centrality, Biblical authority, Authentic community, Missional priority

Average Weekend Attendance

615

Attendance Trend

Growing

Overview of Weekly Worship Gathering

We have two services on Sunday morning at 9:00am and 10:45am. Service starts promptly at the advertised time with a service-starter video playing on the large video wall in the auditorium. The video is targeted at first-time guests and gives basic information about the morning. The band (guitars, drums, keys, vocalists) leads the congregation in 2 to 3 contemporary worship songs. Occasionally, a hymn is also mixed in. After a time of worship, the preacher comes to the stage and delivers a 30-40 minutes message. The messages are Gospel-centered and Biblically-based. In some series, a book of the Bible is preached verse-by-verse. In other series, scripture is used to address and apply to a topic relevant to today. The morning is closed with another worship song and our people are sent out to serve and share the Gospel. The two most common comments we receive regarding Sunday morning are: 1) the people are very warm and welcoming and 2) the preaching is grounded in scripture.

Worship Style of Your Church

Scriptural, missional, upbeat. Modern band with a mix of hymns and newer worship songs.

Tell Us About Your Facility

Our main building was built in 2003. In 2012, we added a student room and office wing. In 2014, we renovated the auditorium with paint, carpet, chairs, and complete new AVL systems. In 2019, we added a new space for children's ministry and renovated the existing space for children's ministry plus the main foyer. In 2021, we resurfaced the parking lot. We also own an auto-garage and a healthcare clinic on the adjacent property. Generally, the building is in good shape and we do not foresee any more additions or renovations for many years.

Overall Budget (this fiscal year)

\$1,400,000

MISSIONS PASTOR

Stones Crossing Church

Greenwood, IN



CHEMISTRY
STAFFING

Overall Long-Term Debt of the Church

Mortgage = \$1,300,00, Construction load = \$600,000

Denominational Affiliation and/or Other Partnerships

Stones Crossing Church is non-denominational and we have no formal partnerships with other churches or para-church organizations.

Governance & Polity

Our church is elder-led and staff-managed. Our board of elders consists of 6 men and they guide our church spiritually and provide the "guide rails" for the pastors and staff as the staff manages the day-to-day operation of the church. The lead pastor is accountable to the board of elders, the executive pastor to the lead pastor, and the rest of the staff to the executive pastor. We do have a senior management team that consists of the lead pastor, executive pastor, family pastor, discipleship pastor, and communications director. Most decisions are made by senior management with input from the staff team, however, some rise to the level of the elder board.

Current Paid Staffing Level

- Lead Pastor
- Executive Pastor
- Family Pastor
- Discipleship Pastor
- Care & Counseling Pastor
- Worship Pastor
- Student Pastor
- Communications Director
- Children's Ministry Coordinator
- Financial Director
- Ministry Assistant
- Facility Specialist
- Sound Technician

Major Ministries of the Church

Our major ministries include children's ministry, student ministry, adult discipleship, local and global missions, worship ministry and biblical counseling.



Outreach Programs Overview

We currently operate three community-facing local ministries, which include: an auto repair ministry for single moms and widows of the community a free healthcare clinic for those in the community without health care coverage, and a once-a-month free meal to the community for anyone in need.

NOTE: The healthcare clinic had to be shut down at the outset of the COVID pandemic and has not yet reopened.

In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

Published Theological Statement

Theological Distinctives

- We passionately hold to gospel centrality. We believe the gospel is the good news of what God has accomplished through the sinless life, death, and resurrection of Jesus Christ, namely our forgiveness of sins and justification before God. (Romans 1:16-17, 1 Peter 2:24, and Romans 5:1-2)
- We look outward with hope both to the present and future, believing that the justifying work of Jesus Christ serves as the foundation for a believer's confidence in the ultimate triumph of God's kingdom resulting in new heaven and new earth for the praise of God's glory. (2 Peter 3:12, Revelation 21:1-4, Isaiah 66:22, and Hebrews 12:28)
- We look inward with gospel hope at our ongoing struggle with sin and our continual need for grace as believers. Gospel-centeredness acknowledges that grace is what enables not only salvation for unbelievers but growth in Christ for believers. The gospel is not only the gateway into the Christian life, but also the pathway of the Christian life. (Titus 2:11-14, 1 Peter 2:24, and Romans 8:1-3)
- We joyfully embrace the providence of God. God from all eternity, decrees or permits all things that come to pass, and perpetually upholds, directs, and governs all creatures and all events for the purpose of the revealing of His glory, yet so as not in any way to be the author or approver of any sin, nor to destroy the free will and responsibility of human beings. (Hebrews 1:3, Matthew 10:31-33, and Proverbs 16:33)
- We boldly proclaim salvation by grace through faith. Salvation, the free gift of God, is provided by grace alone, through faith alone, because of Christ alone, for the glory of God alone. By that we mean there are no works of the flesh adequate to induce, require, or obligate God to save any particular person because salvation is definitively the work of God. (Ephesians 2:8-9, Acts 2:47, Romans 5:6-8, and Romans 5:15-17)
- We acknowledge Scripture does not fully explain the mystery that exists between God's providence (sovereignty) and human responsibility. We hold that the question of God's providence over salvation is a secondary matter and must be treated as such. We must allow for freedom for every person in our congregation to hold personal convictions on this matter within the bounds of Christian orthodoxy. We wholeheartedly affirm the spiritual and moral equality of men and women. All women and men are image bearers of God and are therefore equal before God as persons, possessing the same moral dignity and value and have equal access to God through faith in Christ.



Both men and women are recipients of spiritual gifts designed to empower them for ministry in the local church and beyond. Therefore, women are to be encouraged, equipped, and empowered to utilize their gifting in ministry in service to the body of Christ and through teaching in ways that are consistent with the Word of God. Both husbands and wives are responsible to God for spiritual nurture and vitality in the home, but God has given to the man primary responsibility to lead his wife and family in accordance with the servant leadership and sacrificial love characterized by Jesus Christ. This principle of male leadership should not be confused with, nor give any hint of, domineering control. Rather, it is to be a loving, tender, and nurturing care of a godly man who is himself under the kind and gentle authority of Jesus Christ. The elders/pastors of each local church have been granted authority under the headship of Jesus Christ to provide oversight and to teach/preach in corporate assembly for the building up of the body. Therefore, the office of elder/pastor is restricted to men. (Genesis 1:26-27 and 2:18, Acts 18:24-26, 1 Corinthians 11:2-16, Ephesians 5:22-23, Colossians 3:18-19, 1 Timothy 2:11-15 and 3:1-7, and 1 Peter 3:1-7)

What theological hills will you die on?

- Providence (sovereignty of God)
- Gospel centrality—Jesus as the central character of the OT and NT; salvation by faith alone, by grace alone; grace as the power for the Christian to obey God.
- Biblical inerrancy and sufficiency (meaning it contains all we need for life and godliness)
- Complementarianism

Hot-Button Social/Cultural Issues for Your Church

We hold to a biblical view of sexuality— homosexuality is a sin, sex outside of marriage is wrong, and marriage is created by God for a male and female. We hold to a biblical view of gender—there are only two genders.

Biggest Church 'wins' in the last 18 months?

- Navigating the pandemic with minimal impact to ministry and finances
- Experiencing an uptick in new families attending on Sunday
- Increasing our connections with each other via several church-wide events
- Increasing staff alignment through departures and new hires

Biggest Opportunity for Your Church in the Next 12 Months

- Rebuilding our high school student ministry
- Improving our young adult, family, and marriage ministries
- Further increase of cohesion of new hires with the staff team

Church's Biggest Challenge for the Future

- No advancement on increasing living on mission and evangelizing with our congregation

Title of Position You Are Hiring

Missions Pastor

Full-Time Position?

Yes

Reporting Relationship

The Missions Pastor will report to the Discipleship Pastor.

Goals and Expectations

- Lead our global missions teams (El Salvador and Haiti) to a return to physical trips (if we are allowed)
- Lead our local missions teams (auto care, community meal, tutoring, elder visitation) and build in an evangelism component
- Relaunch our local free healthcare clinic
- Develop the value of evangelism and missional living within our congregation
- Develop a serving placement system for our congregation

Do you have a job description for this role?

PRIMARY OBJECTIVES:

The Missions Pastor provides leadership to all missions, outreach, and evangelism activity in the church. This includes local missions, global missions, local outreach, and evangelism. The Missions Pastor is responsible for the overall development and implementation of the missions/outreach/evangelism strategy of Stones Crossing Church.

SPECIFIC DUTIES:

- Provide leadership to the multiple local missions teams within our strategy. Visioning, recruiting, and staffing the teams and planning and executing the strategy will be the main priorities in this ministry area.
- Provide leadership for our global missions efforts by working with our global team to maintain healthy relationships with our global partners and overseeing various global trips to partner locations.
- Develop the overall, comprehensive missions strategy for our church. This would encompass all efforts within missions, outreach, and evangelism.
- Design and deliver training and equipping opportunities for our people as it relates to missional living. This could involve seminars on how to share one's faith, field trips to a local mall or college campus to put the training into practice, or any number of other training and equipping opportunities.
- Launch "Alpha" training, which is a focus on reaching non-Christians.



- Increase our effort within our local missions to share the gospel and evangelize those people we meet via the local ministries.
- Design, develop and execute a robust serving placement system for our members and attendees.
- Help our people explore and apply their gifting by offering seminars and training that focus on spiritual gifts and natural talents.
- Always be prepared to perform regular pastoral duties, including baptisms, communion, weddings, funerals, teaching, administration, pastoral care, and conducting regular worship services as needed.

Educational Preferences

It is preferred that the candidate have a relevant bachelor's degree such as ministry or bible. It would be a plus if he or she had a master's degree such as an MDIV or MTS.

Age Vs. Experience

We would prefer to have someone who has experience in missions and evangelism (i.e. not a first-time missions pastor).

Denominational Affiliation

Denominational affiliation is not important. We are a non-denominational church, so it doesn't matter.

What skills are you looking for specifically?

We are looking for someone who has the gift of evangelism, that can train and teach our congregation how to live missionally and share their faith in their sphere of influence. Other skills would include leading missions trips, recruiting and training volunteers, managing a budget, and providing administration over several local missions, including the relaunch of our medical clinic.

What technical abilities (if any) are required?

We need the candidate to be familiar with Apple hardware products and proficient in the Microsoft suite of Word, Excel, and Powerpoint. Bonus skills would include graphic design, website content updating, and videography.

Equipper or Doer?

This role will require an equipper. The person will need to be influential in teaching and training evangelism to our people. He or she will also lead a group of leaders who, in turn, lead others.

Attractional Vs. Missional

Our worship style is much more missional than attractional.

Budget Area Supervision

Our missions budget for 2022 is \$79,200.

Personal Characteristics Desired

- Of course, we need a person of character, integrity, and honesty.
- We are looking for a hard worker.
- Looking for someone who is very relational.
- And for team dynamics, we are looking for someone who is fun and doesn't take themselves too seriously. We joke around a lot as a team and poke fun at one another.

What would immediately disqualify someone?

Theological mismatch, unwilling to submit to leadership, not aligned with our core beliefs

Urgency

We have been searching on our own for this position for 6 months, so we need to fill it as soon as possible.

Other "Nice to Have" Skills

Ability to preach

Finally...

Our perfect hire would be an evangelist, whose evangelism is contagious. They could train people to live missionally and share their faith, could lead global mission trips, could lead our local ministries, could recruit volunteers, could build a serving placement system, could preach and teach, and would blend with our team seamlessly.



Public Job Posting

Missions Pastor

Stones Crossing Church

Greenwood, Indiana

Stones Crossing Church in Greenwood, Indiana is looking for a Missions Pastor to join their team. This strategic leader would provide leadership to all missions, outreach, and evangelism activity in the church. This includes local missions, global missions, local outreach, and evangelism. They are looking for an evangelist with contagious evangelism to train the people of Stones Crossing Church to live missionally.

What you'll be doing:

- Providing leadership to the multiple local missions teams within our strategy
- Providing leadership for our global missions efforts by working with our global team to maintain healthy relationships with our global partners and overseeing various global trips to partner locations
- Developing the overall, comprehensive missions strategy for our church
- Designing and delivering training and equipping opportunities for our people as it relates to missional living

Skills you'll need to have:

- Experience in missions and evangelism
- The gift of evangelism
- Ability to recruit and train volunteers
- Ability to provide administration over several local missions
- Sense of humor

People love the Greenwood area for its proximity to Indianapolis with professional sports, fine dining, shopping, and all the amenities of city life. But, also, they enjoy the feel of country living, less traffic, and a slower pace in the Center Grove area. The public school system is one of the best in the state and offers many opportunities for students in grades K through 12. Housing, as well as the general cost of living, is relatively affordable. Lastly, our community has a southern hospitality feel to it, where friends and neighbors are generally friendly, helpful, and generous.

Does this sound like an environment in which you would like to serve?

<https://www.chemistrystaffing.com/stones-crossing-missions>