



## CROSSROADS COMMUNITY MINISTRIES, INC. – EXECUTIVE DIRECTOR SEARCH

*Empowering people who are homeless to progress on the road toward economic and personal self-sufficiency.*

Crossroads Community Ministries, Inc., an independent 501(c)(3) non-profit organization, is a primary first stop for homeless individuals in metro Atlanta. We are focused on ending homelessness through a range of services designed to give our Guests the tools they need to get off the streets and become self-sufficient. Learn more at [www.crossroadsatlanta.org](http://www.crossroadsatlanta.org).

***Our Guests*** — The people who come through our doors seeking help are homeless. They are hungry, in need of shelter and identification. They may be physically or mentally disabled. They may have a drug addiction or have been in an abusive relationship. All of these factors can lead to homelessness. In 2015 alone, Crossroads served over 4,200 homeless persons, about 44% of whom were women and children, and these numbers are growing.

***Our Core Services*** — Crossroads combines compassion with accountability. All Guests commit to Crossroads' program for 90 days. If at the end of that 90 days a Guest has shown progress and commitment to the program, they remain eligible to receive Crossroads' services for another 90 days.

***Renewal Project*** — A 90-day stabilization program that helps able-bodied homeless Guests get back on their feet. The crucial first steps include:

- Access to social workers who connect Guests to appropriate service providers specific to each Guest's needs (e.g., veterans, women and children, disabled)
- Documentation services, without which one cannot get a job, rent a home, or obtain prescription medicine
- A mailing address, where Guests can receive Social Security checks, food stamps, employment and health care communications, and letters from family and friends
- A nourishing meal from Clyde's Kitchen
- MARTA passes for employment-related needs and medical emergencies because, without transportation, there is no possibility of a steady income

***Clyde's Kitchen*** — Provides a hot, nutritious meal six days a week in an environment that fosters hope and dignity for each person.

**Annual Statistics** — Each year, Crossroads:

- Serves over 4,200 men, women and children;
- Acquires 3,100 state issued IDs and birth certificates for Guests;
- Provides 3,500 Guests with a mailing address—a critical first step to end homelessness;
- Serves 60,000 meals to men, women and children who are homeless;
- Provides 6,500 MARTA passes for employment-related and medical emergencies;
- Assists with placing 300 Guests in detox and treatment programs; and
- Assists with placing 50 women and children into safe, affordable housing.

**DETAILS REGARDING CROSSROADS' EXECUTIVE DIRECTOR SEARCH**

Upon the planned retirement of the long-time Executive Director, the Board is actively engaged in a search for an Atlanta-based Executive Director who desires an opportunity to:

**SERVE our community by leading Crossroads' efforts to be a “first stop” for persons in Atlanta who find themselves homeless.** Crossroads began over 40 years ago when a member of St. Luke's Episcopal Church handed a homeless man a sandwich. It has long been respected in the Atlanta community for the care and compassion with which we receive our Guests. Our core services help our Guests advance along the path to self-sufficiency. Crossroads is recognized as Atlanta's leading organization in providing documentation services (obtaining social security cards, driver's licenses and other means of identification) and is known as a valuable first-stop for people who are homeless.

**SHAPE Crossroads' continued success.** A recent recipient of several sought-after awards and grants, and supported by energized and engaged Governing and Advisory Boards of Directors, Crossroads is well positioned to expand the impact of its core services. Crossroads has a stable, balanced budget, cash reserves, and 100% financial support by its Board members.

This is a pivotal time in Atlanta, with Mayor Reed's formation of the Continuum of Care Program—a program that, like Crossroads, seeks to optimize self-sufficiency among those who are experiencing homelessness. Moreover, Crossroads' new Executive Director will have the benefit of a recently-completed, detailed, independently-conducted program assessment, which included interviews with funders and policy makers, as well as focus groups with guests, volunteers and partners.

In addition, Crossroads has newly-formed partnerships with Central Presbyterian Church of Atlanta, First Presbyterian Church of Atlanta and the Georgia Law Center for the Homeless for providing documentation services in a collaborative and efficient manner. These factors provide



an excellent springboard for new leadership to define and expand Crossroads' influence. Likewise, there is an opportunity to shape Crossroads' team, building an organization that allows staff members' talents to shine, and influencing the organizational structure.

**LEAD pivotal efforts to expand and optimize the way communities provide documentation services and triage first-stop needs.** During the recent program assessment, community leaders, Guests and volunteers alike noted Crossroads' expertise in these areas and encouraged Crossroads to grow its leadership, addressing a real need among persons in Atlanta who are homeless. Crossroads has a vision of honing these processes to optimize how we provide documentation services, such that Crossroads has the opportunity to be the model for other documentation service providers across the country. The greater Crossroads' reach, the greater basis we will have to advocate and shape change regarding documentation services, the first issue that must be addressed for any person to become self-sufficient. Crossroads seeks an advocate who will generate support from city, state and other governmental authorities as we work to address the needs of Atlanta's homeless.

**CONNECT Crossroads with our community.** Crossroads' connections with Atlanta leaders and service providers focused on homelessness are strong. Yet there is a real need to expand community awareness of Crossroads' mission and services. This includes maintaining Crossroads' long-standing relationship with St. Luke's Episcopal Church, expanding its relationships with other faith-based organizations, maintaining current donors, expanding the contribution base and growing corporate participation.

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**Please send inquiries, recommendations or expressions of interest,  
along with supporting documentation,  
to search committee member Sam Pettway via  
[sam@boardwalkconsulting.com](mailto:sam@boardwalkconsulting.com),  
citing "Crossroads Community Ministries" in the subject line.**

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