

A Letter to Potential Candidates

Grace and peace to you.

If you are reading this, there is a good chance someone has encouraged you to consider that God may be calling you toward Resonate Church. Whether that feels exciting, unexpected, or simply worth exploring, *we are grateful* for your willingness to learn more about our community.

Over the last fifteen years, God has been remarkably faithful to Resonate. Through seasons of growth, challenge, celebration, and change, He has continued to shape us into a people who desire to follow Jesus together, and participate in missional outreach in our city and abroad.

Today, we find ourselves at an important intersection of gratitude and anticipation.

We are a healthy and growing church. We have deep relationships, a committed congregation, an increasingly diverse body, a vibrant ministry to children and families, and a growing sense of purpose in the neighborhood God has called us to serve.

We are also entering a new season.

As we look ahead, we believe God is inviting us into deeper discipleship, stronger leadership development, greater community engagement, and increased missional impact both locally and globally.

Our heart in this search is not to reinvent Resonate. We are seeking a pastor who can help us become *more fully* who God has already called us to be.

We are praying for a shepherd.

Someone who loves Jesus deeply and loves people genuinely.

Someone who teaches Scripture faithfully and disciples leaders intentionally.

Someone who sees the Church not merely as a gathering to attend, but as a people sent into the world to shape one another and themselves into Christ's likeness in every way.

If that strikes a chord with you, we would be honored to share our story.

Part 1: Candidate Profile

About the Opportunity

Resonate Church is a healthy, growing, non-denominational church in the Atlanta metropolitan area, intentionally rooted in Belvedere Park. We gather about 200–250 adults and children each Sunday and are marked by a highly participatory culture: lay leaders teach, lead Life Groups, make disciples of children and youth, lead worship, serve our neighborhood and carry much of the ministry of the church.

As we enter a new season, we are seeking a Lead Pastor who will help Resonate remain **rooted in Jesus, care well for one another, equip the body for ministry and disciple-making, and live sent into our neighborhood and the world.**

The Ideal Candidate: Character and Calling

The foundation of our next Lead Pastor must be their character and walk with God. Their leadership should flow from a life deeply rooted in Jesus, shaped by Scripture and prayer, dependent on the Holy Spirit and increasingly formed in the character of Christ.

- **Spiritual Maturity and Calling:** The pastor demonstrates a clear call to pastoral ministry, a deep and active life with God and visible spiritual maturity in both public and private life.
- **Character, Humility and Accountability:** The pastor demonstrates integrity, emotional and relational maturity, self-awareness, teachability, courage and conviction. They welcome meaningful accountability, feedback and correction, and exemplify the biblical qualifications for Elders outlined in 1 Timothy 3 and Titus 1.
- **Biblical and Theological Grounding:** The pastor is deeply grounded in Scripture and historic Christian orthodoxy and allows those convictions to shape their teaching, discernment, and leadership.

Core Leadership and Ministry Approach

The Lead Pastor should combine pastoral presence, collaborative leadership and sound organizational judgment. They should communicate clearly, engage conflict directly and

graciously, build trust across the church and help move shared priorities from discernment to action.

- **Deep Discipleship and Spiritual Formation:** The pastor calls the congregation toward deeper relationship with Jesus, increasing Christlikeness and active participation in making disciples. They help cultivate discipleship throughout the whole life of the church rather than treating it primarily as a program or linear pathway.
- **Shared Ministry and Equipping:** The pastor embraces Resonate's conviction that ministry belongs to the whole body. They strengthen the people and structures that enable staff, lay leaders, teachers, Life Group leaders, ministry teams and volunteers to use their gifts and carry meaningful responsibility.
- **Whole-Family Discipleship:** The pastor recognizes children and youth as an integral part of the church body and champions their spiritual formation. They support and equip parents, teachers, and ministry leaders who make disciples of the next generation.
- **Vision Stewardship and Strategic Follow-Through:** The pastor stewards Resonate's identity and direction while stewarding ongoing discernment for the church's next season. Operationally, they bring clarity to vision by defining key priorities, assigning responsibility, and maintaining steady ministry momentum.
- **Faithful and Effective Teaching:** The pastor anchors Resonate's shared teaching ministry through clear, theologically rigorous biblical exposition. They expand the church's teaching capacity by raising up and mentoring new leaders, ensuring sound doctrine across all levels of discipleship from the Sunday stage to Life Groups.
- **Pastoral Presence and Care:** The pastor genuinely loves people and maintains a visible, relational presence within the congregation. They provide pastoral care while partnering with Elders and ministry leaders to cultivate a broader culture of shared shepherding.
- **Community Engagement and Mission:** The pastor champions Resonate's calling to Belvedere Park and helps equip the congregation for evangelism, hospitality, service, church planting, cross-cultural ministry, and global mission.

Leadership and Organizational Health

The Lead Pastor provides overall leadership to the staff and ministry of Resonate while recognizing that leading the organization is different from personally operating every

function. They should be able to establish priorities, clarify roles and ownership, strengthen leadership structures, navigate challenges and ensure appropriate accountability and follow-through.

The pastor should know when to lead personally, when to develop or empower others, and when to rely on operational or administrative expertise. In partnership with the Elders, Executive Leadership Team (XLT), and staff, they will help ensure that the church's people, systems, and resources remain healthy and aligned with its mission.

Theological and Cultural Alignment

Resonate is a centered-set church that keeps Jesus Christ at the center while holding firmly to the historic essentials of the Christian faith. We value conviction without rigidity, relational humility, thoughtful dialogue, and a church culture in which people from different backgrounds can move toward Jesus together.

The Lead Pastor should affirm [Resonate's Core Convictions](#), including:

- Historic Christian orthodoxy and the authority of Scripture
- Prayer, spiritual formation, and dependence on the Holy Spirit
- Believers' baptism
- Historic Christian teaching on marriage and sexuality
- Mutualist leadership with male and female elders (as of Sep 2026)
- Whole-family discipleship
- Multiethnic ministry and racial reconciliation
- Justice, mercy and hospitality toward outsiders
- Local and global mission
- Shared leadership and meaningful accountability

Resonate's elders have released a number of position papers further explaining these core convictions, which are available upon request. As a member of the [Ecclesia Network](#), Resonate also adheres to Ecclesia's Theological Affirmations, which can be found [here](#).

Qualifications and Experience

We value meaningful theological preparation and significant experience serving and leading within a local church. Preferred experience includes faithful preaching and teaching, leading and caring for staff, serving within shared or elder-led governance,

equipping lay leaders and teachers, strengthening ministry or leadership structures, and serving within diverse and multiethnic contexts.

An M.Div. or equivalent graduate theological education is preferred. Five years pastoral experience supporting whole-family or next-generation discipleship and helping a church translate shared vision into sustainable ministry would also be valuable.

Part 2: Position Description

Role Summary

- Under the authority of Jesus Christ and the guidance of the Holy Spirit, the Lead Pastor serves as the primary spiritual leader of Resonate Church, helping the church remain deeply rooted in Jesus and faithful to its mission. The pastor leads by cultivating a healthy spiritual life within the church, caring for its people, equipping the body for ministry and disciple-making, and sending the church to participate in God's Kingdom locally and globally.
- As a member of the Elder Team, the Lead Pastor remains accountable to the collective oversight of the Elders and partners with them in spiritual oversight, theological leadership, and discernment of the church's direction. The pastor leads and equips staff and ministry leaders, serves as a faithful and effective teacher within a shared teaching ministry, and helps steward Resonate's vision by translating direction into clear priorities, ownership, and action.
- The Lead Pastor provides leadership and oversight for the health of the church as an organization, strengthening structures, people, and processes that support sustainable ministry while empowering others to carry appropriate leadership, operational, and administrative responsibilities.

Primary Responsibilities

Spiritual Leadership and Formation

- Lead from a life deeply rooted in Jesus through prayer, Scripture, spiritual formation, and dependence on the Holy Spirit

- Cultivate a church-wide culture of prayer, worship, spiritual discernment, and ongoing formation in Christ
- Call the congregation toward deeper relationship with Jesus and increasing Christlikeness in every area of life
- Partner with the Elders in discerning the spiritual health, needs, and direction of the church
- Help Elders, staff, and ministry leaders remain attentive to the work of the Holy Spirit in their leadership and ministry
- Model a posture of humility, teachability, repentance and ongoing spiritual growth

Vision Stewardship and Strategic Direction

- Partner with the Elder Team to prayerfully discern and steward Resonate's mission, vision, and future direction
- Translate shared vision into clear priorities, goals, and ministry direction
- Build alignment across Elders, XLT, staff, and ministry leaders around agreed priorities
- Ensure strategic priorities have clear ownership, accountability, and follow-through
- Evaluate progress, adapt as needed, and keep the church focused on its mission and calling
- Create space for prayer, discernment, and congregational wisdom as Resonate considers what God is calling the church toward next

Preaching and Teaching

- Faithfully and effectively teach Scripture with theological depth, clarity, and pastoral wisdom
- Preach approximately two to three Sundays each month as part of Resonate's shared teaching ministry
- Identify, equip, and mentor additional voices for the Sunday teaching team
- Provide overall theological leadership for the church's teaching ministry in partnership with the Minister of Spiritual Formation and Adult Education and other ministry leaders

Discipleship

- Champion Resonate's mission to equip disciple-making disciples for the mission of God, consistently calling the congregation toward deeper formation, obedience, and Christlikeness
- Partner with the Minister of Spiritual Formation and Adult Education and other ministry leaders to establish and maintain clear church-wide discipleship priorities
- Provide leadership, support, and accountability to those responsible for carrying Resonate's discipleship priorities into the ministries of the church

Congregational Shepherding and Care

- Provide visible, relational pastoral presence and care within the congregation
- Equip and support Elders and ministry leaders to cultivate a shared culture of shepherding and pastoral care
- Participate in weddings, funerals, counseling, and crisis response as appropriate

Community Engagement and Mission

- Champion Resonate's calling to Belvedere Park and its commitment to local and global mission
- Cultivate meaningful relationships with neighbors, community leaders, and ministry partners
- Equip and mobilize the congregation for evangelism, hospitality, service, and neighborhood presence
- Partner with ministry leaders to strengthen participation in church planting, cross-cultural ministry, and global mission

Staff Leadership and Equipping

- Lead, mentor, and care for church staff, including a number of direct reports
- Cultivate a healthy staff culture of collaboration, accountability, and growth
- Provide clear direction and empower ministry staff to lead their areas of responsibility with appropriate authority, ownership, and accountability

Elder and Leadership Team Partnership

- Serve as a member of the Elder Team, accountable to its collective oversight
- Partner with the Elders in spiritual oversight, theological leadership, and strategic direction

- Lead the Executive Leadership Team in translating strategic direction into clear priorities, ownership, and action
- Build clarity, trust, shared ownership, and accountability across church leadership

Organizational Health and Stewardship

- Provide overall leadership to Resonate's staff and ministries, ensuring healthy alignment, clear accountability, and effective execution in support of the church's mission
- Ensure leadership structures, roles, and decision-making support healthy ministry and adapt as needs evolve
- Ensure clear ownership, accountability, and support for key ministry and operational responsibilities
- Maintain clear communication expectations, channels, and rhythms across staff, leadership and ministries
- Oversee operations, administration, and HR while empowering others to lead day-to-day execution
- Partner with Elders and staff on budgeting, financial stewardship, and ministry planning

Compensation

Compensation will be commensurate with experience and qualifications and will include:

- Base salary: \$85,000-\$105,000
 - Including ministerial housing allowance
- FICA stipend
- Health benefits
- Retirement contribution
- Ministry expense reimbursement
- Paid vacation
- Sabbatical provisions

Additional details will be provided during the interview process.

Search and Application Process

First and foremost, we are grateful for your time and consideration. We believe it is important to paint an honest picture of our strengths, blindspots, and calling, but that takes time to communicate.

We do not know who God is calling to shepherd Resonate in this next season, but we trust that He knows. We are praying for the person God is preparing, just as we trust He is preparing us for the leader He will provide.

If, as you read these pages, you sense the Spirit stirring your heart toward this opportunity, we would be honored to begin a conversation. Please submit [this application](#) with your resume and any questions you have. Our Pastor Search Committee looks forward to being in touch!

Until then, may the Lord guide your steps, strengthen your ministry, and continue to form all of us into the image of Christ.