

FOUR POINTS CHURCH, ACWORTH, GA

LEAD PASTOR – JOB DESCRIPTION

POSITION OVERVIEW

The Lead Pastor of Four Points Church serves alongside a plurality of Elders to shepherd the church with Christ-centered vision, sound doctrine, and faithful leadership. In alignment with Ephesians 4:11–12 and 1 Peter 5:2–3, the Lead Pastor equips the saints for the work of ministry, nurtures the flock, and models servant leadership. He ministers in harmony with the church's Core Values and Closed Hand Doctrines, faithfully proclaiming the gospel, teaching the Scriptures, and guiding the church toward greater love for God, deeper devotion to His Word, bold passion for the lost, and a lasting legacy of gospel faithfulness. He is viewed as “first among equals” in the plurality of elders.

SPIRITUAL AND CHARACTER QUALIFICATIONS

- Demonstrates spiritual maturity consistent with the qualifications for elders/pastors in 1 Timothy 3:1–7, Titus 1:5–9, and 1 Peter 5:1–3
 - Lives above reproach; faithful in marriage and family life
 - Exhibits the fruit of the Spirit (Galatians 5:22–23) and a life marked by holiness, humility, and integrity
 - Deeply committed to prayer, the inerrant Word of God, and Spirit-filled leadership
 - Fully affirms and joyfully submits to the Four Points Core Values and the church's Closed Hand Doctrines in accordance with scripture
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EDUCATION, EXPERIENCE, AND THEOLOGICAL ALIGNMENT

- Preferably a minimum of 10 years pastoral ministry experience, with a minimum of 5 years as a Lead Pastor
 - Proven experience in expository preaching through books of the Bible
 - Strong theological alignment with Reformed doctrine, particularly regarding God's sovereignty in salvation, the inerrancy of Scripture, and the centrality of the gospel
 - Ministry-related undergraduate or graduate theological degree (preferred)
 - Demonstrated experience leading staff teams and functioning within a plurality of elders
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LEADERSHIP AND MINISTRY COMPETENCIES

- Gifted communicator with the ability to preach, teach, and counsel from God's Word with clarity and conviction
 - Skilled in vision casting, leadership development, and organizational strategy
 - A shepherd's heart committed to disciple-making, soul care, and church unity
 - Proficient in administration and able to lead through systems while remaining relational and mission-focused
 - Able to model and cultivate a God-focused, Bible-based, Gospel-centered, and Spirit-filled ministry culture
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KEY RESPONSIBILITIES

- Prioritize personal prayer and Word-centered study to maintain spiritual vitality
 - Devote substantial time to preaching and teaching, ensuring faithful exposition of Scripture and application of biblical truth
 - Lead the development and implementation of Sunday services, including sermon series, liturgy, and ordinances (believer's baptism and the Lord's Supper)
 - Shepherd the church with the Elders by giving pastoral care, counsel, and discipline when needed
 - Equip the saints for ministry and develop leaders in accordance with Ephesians 4:12
 - Collaborate with staff and Elders to align ministries with the church's mission and values
 - Lead elder meetings, member meetings, and the annual congregational meeting
 - Oversee church operations and provide administrative leadership, including budget planning and organizational development
 - Train, mentor, and empower church leaders, ministry leaders, and staff
 - Build and maintain gospel partnerships with other churches and community organizations
 - Perform weddings, funerals, and provide biblical counseling when appropriate
 - Uphold and enforce the church's by-laws, policies, and biblical church discipline processes
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EMPLOYMENT TERMS

- **Status:** Full-Time (40+ hours/week)
 - **Compensation:** Salaried, with benefits package including:
 - Housing allowance (per IRS guidelines)
 - Paid holidays and PTO
 - **Accountability:** Reports to and serves within the plurality of Elders as “first among equals”
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APPLICATION REQUIREMENTS

Interested candidates should submit:

- A cover letter outlining interest and pastoral philosophy
 - A resume with ministry experience and education
 - Links to sermon archive
 - Personal doctrinal statement
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If you are interested in further consideration, please submit your resume along with a 1 page letter describing your interest, current situation, and why you believe you would be a good fit to Leadpastorapplication@fourpointschurch.com.

Upon receipt and review of your resume, if selected to move forward to the initial interview, you will receive the below documents for review and preparation.

- Church Profile
- Community Profile
- Statement of Faith and Doctrinal Distinctives
- Job Description and Requirements

We are convinced the Lord has much ministry ahead for our church and invite you to prayerfully consider this opportunity as we continue to seek Him for direction, wisdom, unity, and clarity on who the Lord would select to help lead our church in this role moving forward.

In Christ,
Four Points Church Elders