

Interested and qualified candidates should submit their RESUME, COVER LETTER, and a VIDEO (file or link) of candidate preaching or teaching to PASTORLAVARIN@firstcalvary.org.

First Calvary Baptist Church Vision:

Our vision is to be a light in the city, innovatively reaching people for Christ, passionately connecting people to community, and Biblically growing people to influence culture (Matthew 5:14,16).

FOR OUR CHRIST, IN OUR CITY, THROUGH OUR CHURCH.

Our Vision is central to who we are at First Calvary. Everything we do arises from our sense of purpose and vision. To accomplish our vision, we take seriously those who are called to be a part of our team. We look for G.I.V.E.R.S., those with a Growth Mindset, Innovative, Volunteer Oriented, Excellent, Relational, and Servant Leaders. *We will never sacrifice our culture no matter how good the talent is!*

Position Title: Senior Associate Minister of Discipleship and Connections

About the Position:

The Senior Associate Minister of Discipleship & Connections is a key member of the pastoral leadership team, serving as a spiritual and cultural ambassador of First Calvary Baptist Church. This high-capacity minister oversees all discipleship systems, Christian Education ministries, and assimilation pathways that move people from visitor → disciple → leader. This role provides pastoral presence, spiritual leadership, and ministerial oversight across the life of the church, including supervision of multigenerational ministries and Associate Ministers. The Senior Associate Minister collaborates closely with the Senior Pastor and the Director of Ministries & Culture, ensuring that every ministry reflects First Calvary's mission, values, and theological identity. The Senior Associate Minister must have a passion for Scripture, discipleship, leadership development, and equipping believers for ministry. This role reports directly to the Senior Pastor.

Primary Responsibilities

Discipleship – Making Disciples who love Jesus.

- Serve as lead visionary for ministries within Christian Education (Associate Ministers, Sunday School, Adult Bible Study, New Member Connect, Next Steps, Vacation Bible & Black Studies, and new churchwide discipleship/evangelism initiatives.
- Champion the assimilation of New Members into the life and ministry of First Calvary.
- Oversee Baptism, Right Hand of Fellowship, and support collaborative planning for churchwide programming.

Connections – Cultivating Community

- Assist the Pastor in casting vision and implementing scalable systems to support discipleship pathways and outreach for new and mature believers.
- Design and own the process and systems that take people from visitor to disciple to leader.
- Create fresh and dynamic experiences for first-time guests and act as host in New Member Connection Events in partnership with staff, volunteers, and leaders.
- Implement small group systems.

Leadership – Serving by example.

- Serve as lead presider of the Sunday morning worship service, ensuring a Spirit-led, excellent, and seamless flow of service.
- Develop and oversee the pastoral care and visitation schedule, including crisis response and follow-up.
- Supervise direct reports under the umbrella of discipleship (youth, young adults, middle ages, seniors, etc.)
- Assist the Pastor in preaching, teaching, leading worship, and coaching as assigned.
- Partner with Director of Ministries and Culture to align ministry execution with spiritual purpose and church vision.
- Lead and train Associate Ministers and Ministers in Training.

Qualifications –

- Ordained Minister (required), with capacity to provide oversight to licensed and ordained clergy.
- Minimum 3 years of experience in strategic ministry leadership, discipleship development, or outreach systems.
- Demonstrate ability to teach scripture with integrity, creativity, and theological depth.
- Theological degree (M.Div., M.T.S., D.Min., Ph.D.) coupled with practical ministry experience.
- Strong oral and written communication skills; able to lead across generations with humility and clarity.