



## Discipleship Pastor Job Description

First Baptist Church of Lowell, MI is looking for an associate pastor who will organize and implement discipleship initiatives across the life of the church with special focus in student ministries. This job position has a dual focus:

- **Organizational and Personal Discipleship.** This position will recruit, develop, and disciple ministry leaders, while giving vision and oversight to their areas of ministry. We are looking for someone to actively engage in and model personal discipleship, but who will also serve as a trainer, equipper, overseer, and catalyst of discipleship initiatives at the organizational level.
- **Student Ministry.** This position will have a greater direct leadership role in student ministry. This will involve being the primary teacher-leader of our Sunday morning student gathering and collaborating with a team of ministry leaders in our Sunday evening student gathering.

This is a fulltime salaried position that reports to the Lead Pastor with oversight by the elders. This position includes the role of elder and will collaborate with the Lead Pastor and other elders in spiritual oversight of the church.

### Responsibilities

- **Assisting in general shepherding care and oversight of the church** in collaboration with the Lead Pastor and elders.
  - Attending weekly staff meetings and monthly elders' meetings.
  - Preaching 3-5 times a year.
  - Vision casting, development, and implementation of the Discipleship Pathway in collaboration with the Lead Pastor and elders.
- **Organizational Discipleship of the church's various ministries and Discipleship Pathway.** This position will not be expected to personally lead each area of ministry, but rather recruit, oversee, mobilize, manage, and encourage church lay leaders in these roles.
  - Recruiting, training, and regular communication with Life Group leaders, D Group leaders, and ministry teams.
  - Finding, evaluating, and adapting discipleship materials and curriculum.
  - Leading leaders in setting and striving for spiritual goals.
- **Student ministries oversight, preaching and teaching, and collaboration with a team.** While this position will mostly administrate across other areas of ministry, he will have a greater degree of personal involvement in student ministry (grade 6-12).

- Regularly plan and carry out the preaching, teaching, and/or discussion of God's Word at weekly Sunday morning student gatherings during the 11 AM hour (after the main service).
- With our current youth team, develop and implement a comprehensive vision for discipleship of students that is consistent with FBC's mission and discipleship pathway.

#### General Qualifications:

- The pastoral qualifications of 1 Timothy 3:1-7 and Titus 1:5-9, including both excellent character and equipping to handle God's Word.
- A growing personal walk with Christ and love for shepherding people.
- A personal call and pursuit of vocational ministry.
- Completed bachelor's degree.

#### Profile of Specific Qualifications and Ministry Strengths:

- An understanding, personal engagement, and ability to teach principles of personal discipleship.
- Organizational leadership.
- A willingness and ability to prioritize student ministry (grade 6-12).
- Teamwork and communication skills.
- Initiative and problem-solving when approaching complex ministry objectives.
- An "all-around" player.

#### Compensation and Benefits:

Salary to be determined based on experience and education.

Benefits include retirement contribution as part of the salary, professional expenses, and attending a yearly pastoral conference. Includes vacation, sick leave, and a day off during the week besides Saturday.

#### How to Apply:

Please send resumes to lead pastor Mac Hildebrand at [pastor@fbclowell.org](mailto:pastor@fbclowell.org).

## Overview of the Church, Community, and Current Discipleship Pathway

First Baptist Church of Lowell desires to see Christ-centered, Kingdom-focused homes on every block in the Lowell community. Lowell, MI is a beautiful growing town located at the confluence of the Flat and Grand rivers. It benefits from being a 20-minute drive east of Grand Rapids. FBC has a multigenerational membership that is united in heart and mission. The church currently has a membership of 200 with an average weekly worship service attendance of just over 150 people. The church's worship consists of a blend of hymns and modern worship songs done in a contemporary style with piano, guitar, strings, drums, and 2-4 singers. FBC has a plurality of elder leadership with a current staff of one lead pastor.

Our discipleship pathway was developed and implemented by the previous lead pastor, Jon Pickens, and the elder team during his tenure from 2012-2024. Pastor Mac Hildebrand has been the lead pastor since April 2025.

## Overview of Student Ministry

The student ministry of FBC consists of 20-30 students grade 6-12. The student ministry has a dedicated youth room with space for growth, access to a gym, and its own worship instruments and AV system. Students come from public school, homeschool, and private schools. We have a passion for seeing students embrace the gospel of Jesus Christ and a heart to see our student ministry grow.

The student ministry has a current footprint consisting of two main gatherings. The first is Sunday morning 11 AM hour which is currently split between Junior and Senior high life groups. The average attendance on Sunday mornings is 5-10 in each group. The format is currently an hour of sermon-based discussion and prayer, but there is opportunity for a preaching, teaching, or discussion-based approach. These groups are currently led by volunteer teachers, but there is an immediate need and opportunity for the associate pastor to be directly leading this meeting.

The second gathering is a Sunday evening meeting that consists of 30 minutes of game time and fellowship and 30 minutes of worship, teaching, and discussion. There is currently a youth ministry team of 8-10 volunteer leaders who run this meeting. The average weekly attendance is 15-25 students. There is not as much of an immediate need for the associate pastor to be directly involved in this gathering, but there is opportunity to lead/integrate into this youth ministry team based on the calling and gifting of the candidate. The youth group also has a pattern of other events, fellowships, and service opportunities organized by our youth ministry team.