ALL SOULS, LANGHAM PLACE

Discipleship Minister (Youth & Children)
Job Description

"All for Jesus" – leading and growing All Souls' ministry to children, young people and families

Department	Children and Youth
Reports to	The 9.30 am Congregation Leader (who has oversight of Children and Youth ministries at All Souls)
Direct reports	Children's Worker; Youth Worker; oversight of c. 60 volunteer leaders and Children and Youth Ministry Trainees
Location	All Souls, Langham Place, London W1
Hours	42 hours per week, worked over 6 days; flexible, including regular evenings and weekends (working pattern to be agreed with line manager)
Contract	Permanent
Stipend	£33,017.50, supplemented by a generous housing allowance (from £20,000), in accordance with the All Souls Housing Policy
Annual Leave	6 weeks + bank holidays, taken at times agreed with your line manager

About All Souls

At the heart of London's West End, All Souls, Langham Place is a gospel-centred, values-driven, conservative evangelical Anglican church. Our vision is simple: we are 'All for Jesus'. We aim to provide an environment where people from many different backgrounds can thrive in their faith, and we are committed to serving those who worship with us, those who live and work in the parish, and to introducing Jesus to those who don't yet know him.

All Souls welcomes over 1,500 people to its morning and evening services each Sunday, with a core membership of around 1,200 people from around 60 nationalities. As a church in the centre of a fast-moving capital city, we experience significant turnover, with as many as 70% of the congregation moving on within three years. We see this as a wonderful opportunity for gospel ministry across the world, while it also means we must build strong, well-resourced teams and care well for people pastorally.

Find out more about our vision and values at allsouls.org/vision.

Children's and Youth Ministry at All Souls

We believe children and young people are a vital part of today's church. Parents have the primary responsibility for nurturing their children in the Christian faith, by raising them in the teaching and instruction of the Lord. All Souls' Children and Youth ministry exists to support and resource that calling as fully as possible. The ministry supports parents as these children grow up from 0-18 and, under God, we aim for mature adult disciples to be produced.

The focus of the work is on a Sunday; there are currently up to 150 children (under 11s) involved in our children's ministry (Scramblers, Climbers, Explorers and Mountaineers), and a further 50 young people aged 11–18 involved in youth work, alongside a team of around 60 volunteer leaders.

There is also the opportunity to develop our relationship with All Souls School and, in partnership with All Souls Serve the City, reach children, young people and families across the parish.

Purpose of the Role

The Discipleship Minister for Youth & Children leads the development and implementation of youth and children's ministry within the vision and strategy set by the 9:30 Congregation Leader, working closely with them to develop and agree priorities and direction. You have a day-to-day oversight of the ministry, ensuring a joined-up discipleship pathway for children and young people from birth to 18.

You will help children and young people grow as disciples of Jesus through engaging Bible teaching, age-appropriate discipleship and personal conversations, including one-to-one support where appropriate.

You will line-manage the Children's Worker and Youth Worker, oversee the wider team of Children and Youth volunteer leaders. You will help them set priorities and work strategically in line with the agreed vision and strategy for youth and children's ministry. Midweek 0-18 ministries include a pre-school group called Jellybeans and an evening Youth event, with scope for more to be included.

As a member of the Ministry Team and the 9:30 Congregation Team, you will play a full part in the life of the staff team and the wider church, contributing to All Souls' vision of being 'All for Jesus'.

Key Responsibilities

1. Strategic Leadership of the Children and Youth Ministry

- Develop and implement an increasingly effective discipleship pathway for children and young people, from the youngest children through to youth and into adult ministry, within the vision and strategy set by the 9:30 Congregation Leader and in close collaboration with them to agree priorities and direction.
- Line-manage and develop the Children's Worker and Youth Worker: agree clear objectives with each, coach them regularly, and review their progress through All Souls' appraisal process.
- Oversee the recruitment, training, deployment and pastoral care of the wider team of c. 60 volunteer leaders, working with the Children's Worker and Youth Worker to deliver this.
- Supervise and mentor Ministry Trainees linked to the Children and Youth ministry.

- Support children and young people through key transitions in their discipleship journey, including from children's to youth ministry and from youth ministry into All Souls' 20s & 30s community and Life Groups, working in partnership with the Adult Discipleship Team.
- Spearhead and expand an inclusive ministry strategy that intentionally equips, integrates, and nurtures children and youth with additional needs and their families within the full life of the church.
- Represent the Children and Youth ministry within the Ministry/Staff Team and in wider church leadership, planning and vision-casting.

2. Safeguarding & Stewardship

- Take a lead in embedding good safeguarding practice across all children's and youth activities, in line with Church of England requirements and All Souls' policies, working closely with the Children's Worker, Youth Worker and Parish Safeguarding Officer.
- Ensure appropriate safer recruitment, DBS checks, safeguarding training, risk assessments, consent processes and record-keeping are in place, and keep up to date with relevant safeguarding requirements and guidance to ensure ongoing compliance.
- Manage the children's and youth ministry budget and resources responsibly.

3. Partnering with Parents and Families

- Together with the 9:30 Congregation Leader, you will equip and resource parents to be the primary disciplers of their children, providing practical tools and biblical teaching to support them in this role. Establish and maintain proactive, regular communication with parents and carers about the Children and Youth programme and events.
- Plan and deliver Families' Lunches, and All-Age services (twice yearly), as well as the annual holiday club, working with the 9.30 Congregation Leader.
- Build genuine relationships with children, young people and their families through regular presence at services and events.

4. Working Across the Parish and Church

- Maintain regular contact with those responsible for relationships with All Souls School and other children's and youth ministries across the parish, including schools work and pre-school drop-in groups, including through partnership with All Souls Serve the City, to support coordination and a joined-up approach to reaching children, young people and families. .
- Contribute to All Souls' wider mission of becoming a genuinely international, multicultural community, embodying 'All for Jesus'.

5. Personal and Professional Development

- Participate fully in the staff team's life, including prayer gatherings, staff meetings and church-wide events.
- Engage fully in the annual appraisal process and agreed personal/professional development.
- Keep up to date with best practice and emerging trends in children's ministry, youth ministry, and staff leadership/line-management.

Person Specification

Essential	Desirable
• A committed conservative evangelical Christian who wholeheartedly embraces the aims, values and ministry ethos of All Souls, with a high view of Scripture; able to affirm All Souls' Code of Ethics. • Proven experience of leading and managing volunteer teams, including setting vision and culture, coaching and holding others to account. Experience of line-managing paid staff is highly desirable. • A track record of engaging effectively with children and/or young people of various ages, and building strong relationships with their families. • Strong theological grounding, with the ability to teach biblical truth clearly to both children/young people and adults (e.g. parents, leaders) and proven experience of doing so. • Excellent organisational, administrative and resource-management skills, including budget management. • A confident, credible up-front communicator, comfortable representing the ministry within the wider church and community. • A thorough understanding of, and commitment to, safeguarding best practice. • Excellent written and verbal communication skills and strong IT proficiency. • Recognised theological training or qualification, or equivalent experience	• Experience overseeing both children's and youth ministry. • Understanding of child and adolescent faith development. • Experience of leading ministry within a large, diverse or highly transient congregation.

Terms & Conditions

- Hours: 6 days per week; flexible, including regular evenings and weekends.
- Stipend: £33,017.50, plus a generous housing allowance (from £20,000) under the All Souls Housing Policy.
- Annual leave: 6 weeks plus bank holidays, pro rata, taken at times agreed with your line manager.
- Probation period: 3 months.
- You will be expected to make All Souls your regular place of worship.

Safeguarding

All Souls is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. This role involves regular contact with children and/or young people and is subject to an Enhanced DBS (Disclosure and Barring Service)with Children's Barred list check, together with satisfactory references, before any offer of employment is confirmed.

Occupational Requirement

The job-holder must be a practising Christian, in agreement with All Souls' evangelical basis of faith and Code of Ethics, under Part 1 of Schedule 9 to the Equality Act 2010.

Equality, Diversity & Inclusion

The All Souls Church family is as diverse as the global body of Christ, and as London itself. We warmly welcome applications from people of all backgrounds, including those from ethnic groups which are a minority in the UK.

How to Apply

Please submit your CV and a covering letter, explaining why this role interests you and how you meet the Person Specification, via allsouls.bamboohr.com/careers.