
Minister (Adult Discipleship) Job Description

Our Vision - 'All for Jesus'

1. All Souls Today

In the heart of London's West End, All Souls is a conservative Anglican evangelical church with a large and diverse congregation. We seek to use our rich inheritance, our exciting location and our diverse membership to cooperate with God in the extension of His Kingdom.

At the heart of our vision sits God's Word. As a church, the Bible is central to all we do, from our Sunday services to our life groups, to our workplace ministry, to our work with marginalised people. It is what drives our mission as a church, as we seek to:

Mission Aims:

- Proclaim the biblical gospel in our preaching and by the way we live across our networks to reach London and the world.
- Grow and teach disciples who are equipped as women and men to teach the word of God and live all of their lives for Christ.
- Build a community of grace in the heart of London, which is a safe place that welcomes all into a family of forgiven sinners.
- Impact our culture by listening to the world and bringing the wisdom of the Bible to all areas of human life and God's creation.
- Love one another and our city by showing the love of God to all in practical ways, seeking justice and bringing gospel hope in all situations.
- Serve the wider church by listening and learning from others as we share people, skills, teaching and creativity.

Values:

In seeking to deliver this mission, we want to be a church family that lives out Christ-like values. They are values we want to see in the ministry team and the church family, from the youngest to the oldest members. In all our ministry activities, we don't ever want to lose sight of who we, as individuals, are becoming -- our Christ-likeness. We long to be a people who are all for Jesus, who take up our cross and follow him (Philippians 2:5-8) as we seek to be:

- Prayerful in our dependence on God and faithful to Jesus as we are led by His Spirit.
- Humble in the way we serve one another and seek the Father's will.
- Faithful in our obedience to God's radical Scriptures.
- Thankful for the forgiveness of sins and God's gracious provision in all things.
- Generous in using our money and time as we give ourselves away.
- Courageous as we speak out for truth and live radical lives that glorify Jesus.
- Creative in the way we explore every means to further the gospel.

All Souls welcomes well over 1,000 people across its Sunday services each week, with total weekly on-site attendance – including all congregations and midweek activity – in the region of 1,500–1,600. The electoral roll stood at 957 at the most recent Annual Parochial Church Meeting.

The membership is made up of around 60 nationalities, with about 40% of the church family being non-British. The age profile of our church family is fairly evenly spread: 28% are 18-29, 27% are 30-44, 30% are 45-64, and 16% are over 65. There are currently approximately 700 serving partners volunteering in different capacities. We have approximately 90 Life Groups served by 200 leaders.

For further information about the whole range of All Souls activities and the staff team, please refer to our website: www.allsouls.org

2. The Role

As part of the Adult Discipleship Team, you will lead the strategic development and oversight of new adult discipleship activities across All Souls. This role involves working collaboratively with other ministry staff. You will report to a member of the Senior Team.

As Minister, you will be expected to:

- Lead and oversee new and developing areas of adult discipleship across the church
- Provide strategic input for Life Groups and discipleship training programmes
- Develop and mentor leaders across your areas of adult discipleship ministries
- Share in the pastoral care of the church family
- Further the integration of members into the life of the All Souls Church family
- Meet for one-to-one discipleship with several members of the church family

3. Person Specification

Essential

- Able to handle God's word faithfully and has a proven track record in discipling and developing others
- Has experience and gifting in pastoral care and one-to-one ministry, including insight into the issues faced in full-time pastoral care work
- Theologically educated with a biblical understanding, conversant with a wide range of views, yet holds to a consistent and strong Biblical framework
- Has had formal theological education/training
- Has extensive experience in recruiting, training and developing ministry leaders and small-group leaders
- Aware of issues faced by those living and working in an international city, with experience of overseeing discipleship and pastoral care within a multicultural church
- Able to relate to people from a variety of different cultural backgrounds and age groups
- Able to develop, initiate and implement new discipleship strategies and programmes
- Able to communicate effectively both orally and in written communication, and has excellent interpersonal skills
- Is equipped with the administrative and delegating skills to lead a ministry team and organise complex programmes and events
- Demonstrates strong leadership and team management abilities
- A committed conservative evangelical Christian in full sympathy with the aims and values of the ministry of All Souls Church, having a supreme regard for scripture and a biblical understanding of holistic mission
- A disciple wanting to know Christ more and grow in grace, obedience and Christlikeness themselves
- A demonstrated commitment to All Souls' [Vision and Values](#) and to upholding the [Code of Ethics](#) for Those in Ministry and Senior Leadership at All Souls Church.
- A hard-working team player who both seeks advice and can lead with vision, with a servant heart and a love for people
- Committed to the importance of discipleship in all its forms in the life of the church, and with a clear vision for developing effective discipleship throughout London
- Confident in an up-front role and in relating to the church family and in other networks
- Has a track record, preferably substantial, of leading discipleship ministry in the context of a church.
- Experienced in writing and developing discipleship curriculum, Bible study material and other resources, preferably for use in multicultural groups.

Desirable

- Has experience of welcoming and integrating new members into a large church with high congregational turnover, helping members find their place and use their gifts
- Has experience in strategic ministry planning and team leadership
- Strong IT skills
- Has experience of line managing ministry trainees or staff

4. Principal Responsibilities

4.1 Strategic Participation as part of the Adult Discipleship Team

- Develop and implement new and existing discipleship programs, including, for example, an additional Roots (newcomer) Discipleship evening at All Souls.
- Create comprehensive discipleship pathways that cater to members at various stages of spiritual maturity.
- Review and evaluate current discipleship initiatives to determine their future direction and effectiveness in consultation with the senior minister of adult discipleship.

4.2 Leader Development and Training

- Develop and oversee comprehensive leadership development programmes
- Deliver training for and mentor volunteer leaders
- Create pathways for emerging leaders to develop their gifts and find appropriate ministry opportunities
- One-to-one Discipleship and mentoring of individuals

4.3 Pastoral Care

- Promote Life groups as the primary locus of basic pastoral care in the church
- Train and support group leaders in providing effective pastoral care to their members
- Identify individuals who would benefit from personal investment and discipleship

4.4 Team Support and Development

- Equip and support Life group and ministry leaders to lead healthy, mission-focused teams
- Provide ongoing training and resources to strengthen team leadership and volunteer management
- Identify and develop potential leaders within existing teams, encouraging growth and succession
- Offer targeted support and guidance to leaders facing specific challenges or transitions

Broader Ministry Responsibilities

As a member of the ministry team, undertake or demonstrate the following:

- Help the church to fulfil our vision to be All for Jesus
- Committed to praying regularly for the work of All Souls, including other members of the staff team
- Regular attendance at the monthly prayer gathering, staff meetings and events
- Lead services and have regular preaching opportunities
- Playing an active role on the church ministry team. This will include other duties as may be required from time to time by the Rector

Personal and Professional Development

- To participate in our annual performance and development review process, including an annual appraisal of your role and ministry.
- To participate in personal and professional development opportunities as agreed during your appraisal
- To participate in wider team development as recommended by your line manager and/or rector

5. Details

Hours

This is a full-time role based on a six-day working week. Hours will be flexible, including evening and weekend work. One whole day off each week is given. Annual leave is 36 days a year plus bank holidays, to be taken at times agreed with your line manager. Staff are encouraged to make full use of days off and annual leave.

Salary and benefits

The stipend consists of £33,017.50, supplemented by a generous housing allowance (from £20,000) in accordance with the All Souls Housing Policy.

An annual allowance for study books is also offered.

There is an occupational requirement that the job-holder is a Christian under Part 1 of Schedule 9 to the Equality Act 2010.

The recruitment for this role is limited to male applicants, as it involves regular preaching. This is in accordance with the exemption under Schedule 9, Part 1 of the Equality Act 2010.

Safeguarding: conditional offers will be made pending the successful completion of an enhanced DBS check, which will be processed by All Souls.