



Minister (Children)

Job Description & Application Pack

ALL SOULS

Christian Jobs
Work With Purpose

All Souls Today

In the heart of London's West End, All Souls is an evangelical Anglican 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.

All Souls welcomes a total of over 2,000 people to its morning and evening services each Sunday, with a core membership of around 1,500. This membership is made up of around 60 nationalities and, whilst a significant group would be in their 20s and 30s, we have a wide spread across all age ranges, including active students, children, youth and families work.

Part of the nature of being a church in the centre of a fast-moving capital city is the constant turnover of the congregation. Within a three year period, perhaps as many as 70% of the congregation will have moved on. We see this as a great opportunity, as people go from All Souls to many parts of the world. However, it also presents challenges in both building teams of people equipped to serve the church body and caring well for people pastorally.

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

The Children's Ministry

We believe that children are very much a part of today's church, that the primary responsibility for their nurture in the faith of Jesus Christ lies with their parents, but this post is designed to help and support that ministry as far as possible.

Under the guidance of the Senior Minister (Children and Youth) and the Congregation Leader (9.30), the Minister (Children) will develop the strategy, running and management of the children's ministry. You will work closely with the other 0-18 years old parish ministries (including schools work and pre-school drop-in groups) and the 9.30 congregation team in supporting and developing the work with youth and children and their families across the parish.

On a Sunday at All Souls Church there are currently, up to circa 150 children (under 11s) involved in the children's ministry and a further 50 over 11s involved in the youth work. The children are predominantly from church families. The Children's Minister is assisted by a group of about 40 volunteers and is responsible for recruiting and training the team.



About The Role

As part of the Ministry Team operating under the direction of the Rector, the Minister (Children) will be line-managed by a member of the Senior Team. The Children's Minister will be responsible for:

- Day to day running of the Children's Ministry at All Souls Church.
- Recruiting, training and supporting a team of leaders involved in the Children's Ministry at All Souls Church and the wider parish.
- Supporting and encouraging parents in their role of discipling their own children.

The Minister (Children) is expected to play a full part in the life of the staff team and the church. They will work as part of the parish Children's and Youth team collaborating with other 0-18 years old ministries and the 9.30 Congregation team in support of a shared vision.

Job Title: Minister (Children)

Hours: This is a 6 days a week job. Hours will be flexible, including evening and weekend work. Annual leave is pro rata, 6 weeks a year and 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: The stipend consists of £30,282.95, supplemented by a generous housing allowance (from £20,000) in accordance with the All Souls Housing Policy.



Person Specification

The ideal candidate will demonstrate:

Oversee all the fundraising for ASSTC to achieve agreed upon annual fundraising targets, paying particular attention to the General Fund.

- A committed conservative evangelical Christian who wholeheartedly embraces the aims, values, and ministry ethos of All Souls Church, with a profound reverence for Scripture as the ultimate authority. The candidate will actively strive to embody the Biblical Standards of Christian living as outlined in our [Code of Ethics](#).
- A dedicated and diligent individual with a genuine servant heart, consistently demonstrating Christian integrity in all aspects of life and ministry.
- A creative and forward-thinking leader who can proactively generate innovative ideas and possess the drive and organizational skills to see them through to successful implementation.
- Proven experience in effectively engaging with children of various ages and building strong, supportive relationships with their families.
- An excellent team player who values collaboration and seeks counsel, coupled with the ability to inspire and lead a team of volunteers by casting a clear vision. Possesses strong management skills necessary to effectively direct and support a team of leaders.
- Proven ability to teach and train others effectively, grounded in a strong biblical understanding, and capable of formulating clear principles for successful working partnerships.
- Highly effective communicator both verbally and in writing, with outstanding interpersonal skills and strong IT proficiency.
- A strong and demonstrable understanding of the Bible, ideally supported by theological study, with a proven ability to teach biblical truths engagingly to children in both individual and group settings.

- Demonstrable experience in effectively managing and administering a ministry, including planning, organizing, and resource management.

- While not essential, an understanding of the various stages of child faith development would be advantageous.

- Comfortable and confident in taking an up-front role and in building positive relationships with leaders in wider church and community networks.

Discipling Children (Impact-Driven)

- Strategically develop and execute engaging children's ministry programs for ages 0-11 during the 9:30 am service, fostering a vibrant and impactful learning environment.
- Curate and deliver age-appropriate, biblically sound curriculum and resources for Scramblers, Climbers, Explorers, and Mountaineers (children with additional needs), ensuring consistent spiritual growth.
- Implement innovative teaching methods and incorporate multimedia resources to enhance children's understanding and engagement with biblical truths.
- Measure and evaluate the effectiveness of children's ministry programs through feedback and observation, adapting strategies to maximise impact.
- Collaborate with the Youth Minister to create a seamless and supportive transition for Year 6 students, building strong foundations for their continued spiritual journey.
- Collaborate with the 9.30 congregation leader to design and lead dynamic Family Focus sessions for the 9:30 am service each term, equipping families with practical tools and biblical insights for daily living, while also providing direction and feedback to other speakers.

Person Specification

- Collaborate with the 0–18 team and the Congregation Leader (9.30) to plan and occasionally lead All Age services (twice a year) as well as to plan Families' Lunches.
- Organise and run one engaging weekend away and one fun sleepover each year for the 7–11 year olds.
- Assist with the planning and execution of 'Cornerstone', the All Souls Summer Holiday week, as required.
- As part of the 0-18's team, to lead the Holiday Club in February, primarily aimed at reaching the children of All Souls School
- Lead and develop creative outreach events aimed at connecting with unchurched children and families in the community.
- Utilise digital platforms and social media to communicate with children and families, extending the reach of the children's ministry.

Recruiting, Training, and Supporting Leaders (Empowering)

- Build and empower a passionate team of children's ministry leaders through strategic recruitment, comprehensive training, and ongoing mentorship.
- Supervise and mentor the Ministry Trainees specifically linked to the children's ministry.
- Maintain rigorous safeguarding standards in leader recruitment, ensuring a safe and secure environment for all children, including updating database records and facilitating DBS checks.
- Develop and implement a leadership development pathway, identifying and nurturing potential leaders within the congregation.
- Plan and deliver regular, impactful training sessions for children's leaders.
- Foster a collaborative and supportive team culture, encouraging open communication and shared vision through regular meetings with current leaders to check on progress and discuss specific issues.

- Appoint and support effective group leaders to oversee the running of the individual children's groups.
- Develop relationships with other children's workers and stay informed of valuable resources and relevant training opportunities for both personal and team development.

Supporting Parents (Partnering)

- Establish and maintain proactive and engaging communication channels with parents on a weekly basis, providing timely updates about the programme and upcoming events.
- Actively participate in the planning of regular families lunches, which include parenting training, and creatively organise engaging children's activities for these events.
- Build authentic relationships with children and families by spending time with them before and after services, and during Sunday afternoons as necessary, to offer personalised support, encouragement, and equipping through personal contacts.
- Support and encourage parents in their role as primary spiritual educators by suggesting relevant and practical resources for the discipleship of their children.

Broader Ministry Responsibilities (Contributing)

As a valued member of the staff team, actively contribute to and demonstrate the following:

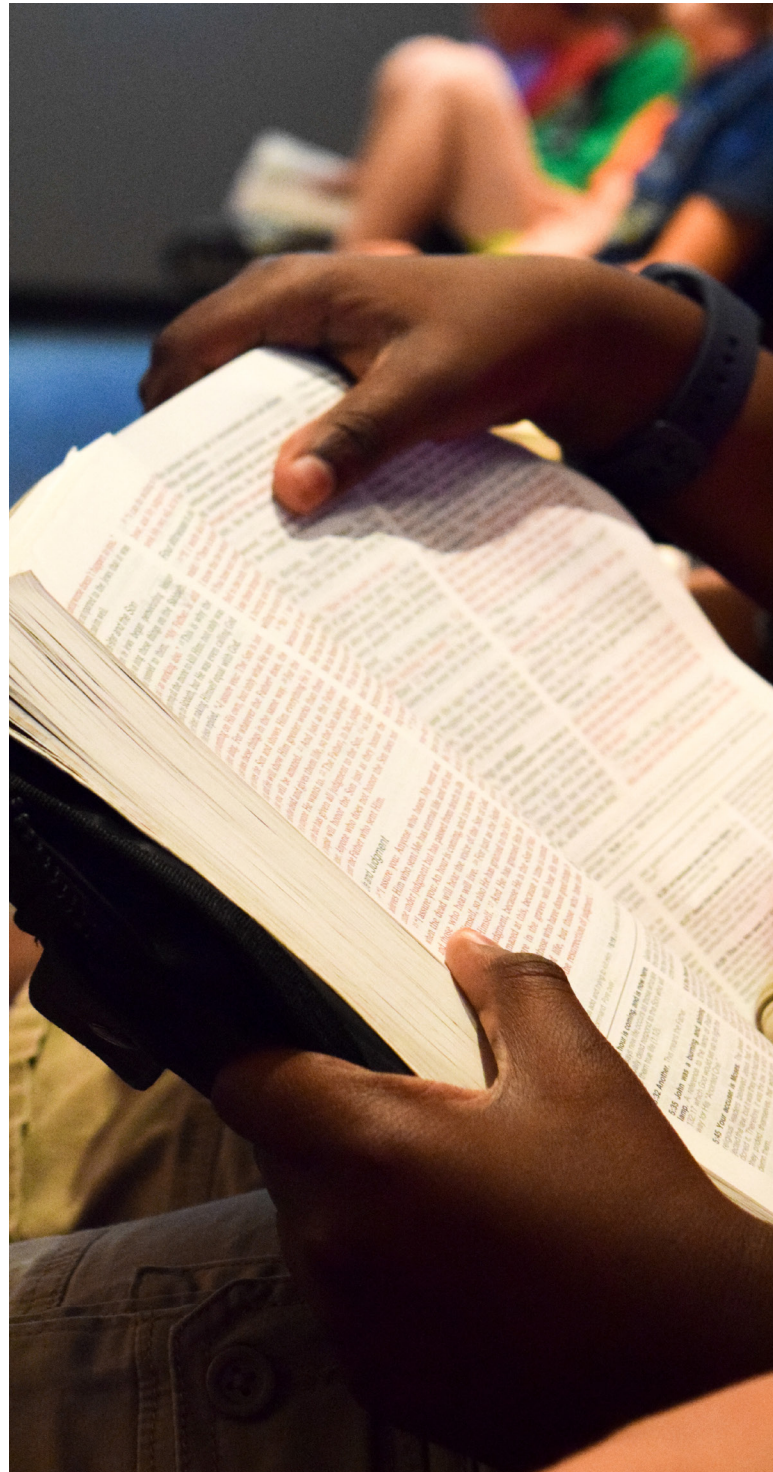
- Help the church to grow into a genuinely international community, actively reaching out to the multicultural society and embodying the vision of being 'All For Jesus'.
- Demonstrate a commitment to pray regularly for the work of All Souls, including specific prayers for other members of the dedicated staff team.
- Ensure regular attendance and active participation in prayer gatherings, staff meetings, and church-wide events.

Person Specification

- Play an active and contributing part on the church leadership team, offering insights and support. This will include undertaking other duties as may be reasonably required from time to time by the Rector.
- Contribute to the development of online ministry content and actively participate in digital church initiatives.
- Represent the children's ministry at church-wide events and initiatives, advocating for the needs and interests of children and families.
- Actively participate in strategic planning and vision casting for the church, contributing to the overall mission and growth of All Souls.

Personal and Professional Development (Growing)

- To actively participate in the annual appraisal process, reflecting on one's personal role and ministry within the organisation in line with the Thrive programme used at All Souls.
- To proactively engage in personal and professional development opportunities as mutually agreed upon during your appraisal.
- To fully participate in wider team development initiatives as recommended by your line manager and/or rector.
- Seek out opportunities for ongoing professional growth through conferences, workshops, and networking with other children's ministry leaders.
- Engage in regular self-reflection and seek feedback to enhance personal and professional effectiveness.
- Maintain current knowledge of best practices and emerging trends in children's ministry.



Applications

To apply for the position, please send a CV and completed Candidate Bio Details Form to joe.santry@christianjobs.co.uk

Applications are being handled by Christian Jobs. Please email: joe.santry@christianjobs.co.uk

Closing date for applications is **Friday 15th August**. Note: the application process may be closed earlier than this date if we receive a sufficient number of qualified applicants. Candidates are encouraged to apply for this role as early as possible.

Initial interviews will be held on-line **mid-September**, with second round interviews taking place at the **beginning of October**.

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

The All Souls Church family is diverse as the global body of Christ is diverse and as London is diverse. Applications are welcome from people from ethnic groups which are a minority in the UK.

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



Joe Santry - Christian Jobs, Business Manager

"In many ways, All Souls is unique in the way that it seeks to influence the whole of London with the gospel. This role plays a crucial part in that as it leads the children's ministry and aims to lay the foundations for a new generation of believers within the City."

To learn more about this role, contact joe.santry@christianjobs.co.uk



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