



Ministry Training Scheme 2025-26

Information Booklet

The information in this document is correct as of September 2024

For more information, contact kahfoon.gillespie@allsouls.org

About All Souls

All Souls Langham Place is a conservative evangelical Anglican church based in the heart of central London. The church family is diverse and international, and our desire is to be all for Jesus.

At the heart of our vision sits God's Word. 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:

Proclaim the biblical gospel. Sharing the good news of Jesus' death and resurrection through our services, courses, mission weeks and personal evangelism. We long to be bold in telling others about Jesus

Grow and teach disciples. Teaching the Word of God to help people of all ages grow in love and knowledge of Christ. We want to stretch people, to be challenged by God's Word, and to be more like Christ.

Build a community of grace. Creating a church family that welcomes everyone, feels safe, cares for people pastorally, models forgiveness, and builds community.

Impact our culture. Thinking hard about how the Bible applies to our every day, wrestling with how it speaks to the big issues. Being able to swim against the cultural tide.

Demonstrate our love for one another and the 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. Supporting mission partners and projects in London, the UK and across the world. We want to be a church that resources others and helps spread God's Word beyond our walls and parish.

In seeking to deliver this mission, we want to live out Christ-like values. They are values we want to see in the ministry team and the church family. In all our ministry activity, we don't ever want to lose sight of who we, as individuals, are becoming – our Christ-likeness. We seek to be:

- **Faithful** in our obedience to God's radical Scriptures,
- **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,
- **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,
- **Thankful** for the forgiveness of sins and God's gracious provision in all things, and
- **Generous** in using our money and time as we daily give away ourselves.

The Ministry Training Scheme

The Ministry Training Scheme (MTS) is an opportunity for Christians keen to play a vital part in building God's kingdom to establish firm foundations for gospel ministry and to explore their calling while serving God wholeheartedly in a vibrant city-centre church with a variety of established and pioneering ministries.



Through training, mentoring and stretching ministry experience, the scheme aims to help ministry trainees deepen their understanding of the Bible, develop their ministry skills and become more Christlike in character. As a church, All Souls invests strongly in our ministry trainees because we are committed to doing our part in raising up a new generation of faithful Christian leaders.

Key values

Prayer

The work of the kingdom is God's. He has called us into His work and therefore we are dependent upon God through prayer.

Scripture

The Bible is God's authoritative, transforming, reliable word. Our ministry must submit to it and be based upon it, and we should seek to know the whole Bible more and more.

Mission

Lost people matter to God and need to hear the gospel. We aim to be equipped for God's mission and our part in it.

Grace

We are saved by grace and live each day by grace.

Formation

Who we are becoming in Christ matters to our ministry and leadership. Together we seek to go deeper in our relationship with Christ and to be more like him.

Relationship

Learning is in the context of loving/serving/exhorting/encouraging each other in the body of Christ.

Scheme outline

Formal study

A core component of the MTS is the weekly training day, with experienced teachers from the All Souls staff team and church family, including Ellidh Cook, Kah Foon Gillespie, Glynn Harrison, Wanyeki Mahiaini, Charlie Skrine, Chris Wright and John Wyatt. The focus is on knowing the whole Bible – seeing how it holds together, studying different biblical genres, understanding how Christian doctrines are derived from the Bible and how the Bible should shape our thinking about everything – in order that we might worship and be transformed, and be better equipped to build others up. The training also covers a range of practical ministry issues - writing and leading group Bible studies, one-to-one discipleship, pastoral care, writing sermons, sharing the gospel, etc..

Ministry trainees set aside at least 3-4 hours a week for reading and prep, including study for a personal project of your choice. The year begins with a national training conference for junior leaders and ends with a study week.

Ministry experience

Each trainee is placed with a church ministry, working alongside an All Souls staff member (their supervisor), and given increasing responsibility. It is an opportunity to invest deeply in gospel ministry and in people for a year. More information about the placements available is found on pages 6-8.

The MTS year allows ministry trainees to experience what it's like to be working for a church full-time. As members of the staff team, trainees gain insight into how a multicultural, city-centre church like All Souls runs, how ministry decisions are made, and the joys and challenges of full time church ministry. They will also identify their own strengths and weaknesses in ministry.

Practical service

A good part of Christian ministry consists of mundane/unglamorous but necessary tasks. Trainees will have some practical responsibilities (cleaning, setting up, etc) to serve the church family.

Mentored supervision

This is a year that trainees commit to intentionally growing their own discipleship and ministry competence. Their supervisors support them in this by providing regular guidance and feedback in ministry and spurring them on in their discipleship.

Spiritual Formation

The Ministry Training Scheme is not just concerned about developing skills and knowledge, but each trainee's relationship with God and who they are becoming in Christ. In the face of constant pressure from ministry needs/opportunities, and the lure of performing well, MTs learn the

importance of protecting time and energy for their unseen walk with God. Ministry Trainees also go away on a quiet retreat in the first week of January.

Support Raising

Ministry trainees need to raise support for the cost of their own accommodation and living expenses. Funding their training year this way grows a ministry trainee's dependence on God and is also an affirmation of people's confidence in their suitability for ministry. The programme will provide training on raising prayer and financial support, beginning with a training session in June. In addition, All Souls will help cover shortfalls in support by allowing each trainee to claim up to £7,000 per year for living expenses. We give each trainee a £150 book grant and cover most of their travel costs (up to £175/month). All Souls also covers all expenses related to the training scheme – conferences, retreats, training days and ministry expenses.

As London is an expensive place to live, ministry trainees typically have to raise £6,000-£10,000 each year, even with the maximum All Souls subsidies. Ministry Trainees coming from overseas will have the additional cost of flights, visa and health surcharge.

Ministry Trainees will need at least part of their year's support pledged by 1 Sep 2024, in order to begin the programme without undue stress.

Length of Scheme

Ministry trainees commit to being part of the scheme for at least one year, with the possibility of extending it to two years. The MTS year begins 1st September and ends in mid July.

Ministry Placements

Depending on your sense of call, gifts and interests, each MT chooses a ministry placement:

Adult Discipleship – Roots & Fellowship Groups

As part of the Adult Discipleship team led by Phil Keen, you will work with other staff to think through how to help a multicultural, city-centre church family keep growing as disciples. You will be involved in Roots, a two year discipleship course which runs on Wednesday evenings – helping with its organisation, co-leading a group and supporting the leaders, potentially giving talks. You will also work closely with the Fellowship Group ministers to facilitate and support All Souls' Fellowship Groups, assisting with the admin necessary to integrate new members to suitable FGs and helping to train/equip FG leaders. You will also be involved in one-to-one discipleship.

Supervisor: Phil Keen, 5:30pm Congregation Leader, Ruth Lewis, Minister (Discipleship – Roots), or Audrey or Campbell Patterson, Ministers (Fellowship Groups)

Adult Discipleship – Women's Ministry

There is a thriving ministry of women discipling women at All Souls. As a women's ministry MT, you will co-lead a group at Women's Bible Study every Wednesday morning, helping to lead Bible studies and provide pastoral care for those in your group. You will also study the Bible one-to-one with members of the church family and be involved in pastoral visits to the sick or housebound. In addition, you will help organise and run the termly Women's Coffee Breaks, potentially giving talks there. As part of the Adult Discipleship team led by Will Stileman, you will work with other staff to think through how to help a multicultural, city-centre church family keep growing as disciples.

Supervisor: Stacey Hughes, Minister (Discipleship – Women)

Children's Ministry

All Souls Kids ministers to about 120 children (aged 2½-11) every Sunday. We seek to help children come to know Christ and grow in knowing Him so they can live as God's children in the world and persevere as Christians into adulthood. We do this by teaching the Bible creatively, being clear on the gospel, and building relationships with the children. Working alongside a fantastic team of volunteers, MTs may be involved in teaching Bible lessons, leading Bible discussions, music, craft and games, as well as the prep and organisation necessary for the ministry to happen. MTs will also be involved in outreach through a Holiday Club and partnership with the local primary school.

Supervisor: Anna Sharp or Kate Sharp, Ministers (Children)

Cross-cultural Ministry – Free English

Every Friday evening, All Souls welcomes 150-200 guests from all over the world for Free English classes. A team of over 50 volunteers runs the evening, which includes an English lesson, dinner and time to chat. As a Free English MT, you will have hands-on experience of running this exciting

ministry, from weekly administration to sharing the gospel one-to-one with people from different cultures and faith backgrounds, to leading studies for people exploring the Christian faith in a second language, to training volunteers. For MTs actively exploring cross-cultural ministry overseas, there is the possibility of a mission trip to one of our Mission Partners.

Supervisor: Pele Ling, Minister (Free English) or Natasha Rayan, Senior Minister (World Mission)

Evangelism

People desperately need to hear and understand the message of the gospel of grace. The Evangelism Department seeks to equip every member of the church family to share the gospel through two strands of work: “go and tell” and “come and see”. In “go and tell”, we run training in personal evangelism, and in “come and see”, we organise courses such as Christianity Explored and events such as Pillar and Step. Evangelism MTs are part of a dynamic, creative team which seeks to understand and engage with today’s culture, while confidently holding out God’s truth. Depending on your gifts and experience, you will have the opportunity to lead seeker bible studies, give talks, disciple young Christians, organise quality events, do follow up, train others in evangelism and hone your personal apologetics/evangelism.

Supervisor: Simon Dickson, Senior Minister (Evangelism)

Music Ministry – All Souls Music

All Souls’ music department involves hundreds of musicians from across London and around the world with three key aims: (1) to worship the living God through the gift of music by encouraging the church family to sing the great truths of the gospel with heart and mind, (2) to resource the wider church with musical and evangelistic resources, including orchestrations, arrangements, new songs, outreach events and training, and (3) to witness to the saving grace of Jesus by sharing the gospel creatively through music. The ministry is wide-ranging: from contemporary band-led musical worship at a Sunday service to schools outreach concerts at the Royal Albert Hall with a 120-piece symphony orchestra. Music MTs can grow and serve in numerous ways, working alongside an experienced team of staff with a heart for musical worship. Half our team is dedicated to serving the church family, particularly through Sunday services and the other half is focused on gospel outreach through music. We would be happy to discuss what your area(s) of focus could be prior to application.

Supervisor: Michael Andrews, Senior Minister (Music)

Serving the Vulnerable – All Souls Serve the City (ASLAN, Senior Care & Tamar)

ASLAN (All Souls Local Action Network) manifests God’s love to people affected by homelessness. Supported through weekly meetings with experienced ASLAN staff, MTs have the opportunity to help organise prayer meetings and guest testimonies, and to develop serving partners in their bible sharing and bible group leading skills. You will work with the ASLAN team to come up with creative ideas for working with local authorities and how to glorify the Lord through the church family in

action, ministering to extraordinarily vulnerable members of our community and getting a special experience of creative evangelism and safeguarding.

The All Souls Senior Care Ministry serves senior members of the local community through our befriending scheme and weekly lunch club. As part of the team, MTs spend each Wednesday at our lunch club, engaging with our elderly guests and ministering to them as you share the message of Jesus. You will lead a short bible reflection and discussion before lunch is served, with the option of taking responsibility for planning the bible verse to be read and reflected on.

Tamar is a ministry to those who are sexually exploited in Westminster and the City of London. We reach out to women and some trans working in the sex industry with fortnightly workplace visiting. We also provide one to one support such as helping our clients access services like doctors, sexual health clinics and solicitors. We also offer free English classes and translation where needed. As a MT with Tamar, you would help visit clients and assist with taking them to appointments, helping them fill out forms and potentially attend visits to flats with the police. You will help with our outreaches and attend prayer meetings. There will also be opportunities to help with administration projects around the office such as helping with our database or assisting with fundraising. This ministry is female only.

Supervisor: Katie Huggins, ASLAN Manager, Sally Jacobs-Black, Senior Care Coordinator, or Andrea Towers, Tamar Operations Manager

Student Ministry

London has a student population of 400,000, a quarter of which are international students. All Souls' central location means that we attract students from across the city and around the world, and we are thrilled to welcome them into our church family, helping them as they explore and grow in what it means to follow Jesus amidst the challenges and opportunities that living and studying in a global city brings. As an MT, you will help to run our ministry to both undergrads and postgrads, known as **one.students**. You will help lead a student Bible study and provide pastoral care for your group. You will also learn to write studies, give talks, lead seminars, and help out with all the other fun stuff that goes into running a diverse and growing student ministry, including organising weekends away and a study week.

Supervisor: Ellidh Cook, Minister (students)

Youth Ministry

Young people are at the cutting edge of our culture which gives them both a huge challenge and opportunity. As Youth MT, you will be taught how to help young people navigate that challenge and opportunity. You will work with two age groups, school years 7-9 and 12-13. The aim is for you to get a deep insight into how to run a youth ministry from top to bottom. You will learn how to put a term programme together for a Friday and Sunday, and have the opportunity to teach the Bible from the front, in small groups and one-to-one. The aim in doing all this is to enable the young people to be the evangelists who reach their friends.

Supervisor: Trevor Pearce, Senior Minister (youth)

Who is the scheme for?

Someone who

- longs to be *all for Jesus*
- is a member of a local church and in good standing with them
- is already actively involved in Christian service and has shown gifts for gospel ministry and leadership potential
- is committed to sitting under the authority of God's word and is servant-hearted, reliable and growing in spiritual maturity
- is exploring (however tentatively) whether God might be calling them into full-time paid Christian ministry
- is able to work as part of a team and within the leadership structures and doctrinal position of All Souls

Ministry trainees are typically in their 20s/30s and have had some life experience beyond full-time education (although some may be recent graduates). They should already have had experience leading Bible Studies and small groups. It is a foundational scheme, so not generally suitable for those who have been to Bible College or had significant full time ministry experience already.

Candidates based overseas are welcome to apply, though we ordinarily only accept applicants connected with All Souls through our Mission Partners, partnering organisations/projects or church family. For those requiring a visa sponsored by All Souls, your offer of a place on the MTS can only be confirmed after 30 April due to Home Office requirements, and your appointment as an MT will be contingent on your obtaining a Temporary Work (Religious Worker) visa.

Applying for 2025-26

Applications for the 2025-26 academic year open on 1 December 2024 and close on 30 April 2025. We have space for 9 trainees, and applications will be considered on a rolling basis until the places are filled.

Download an application form [here](#).

Find out more

For further discussion or information please contact kahfoon.gillespie@allsouls.org

Testimonials

"I undertook the MTS during a sabbatical after 10 years working as a doctor. It gave me a wonderful insight into pastoral ministry and church leadership, and I found the teaching component comprehensive and relevant. The MTS helped me develop as a whole-life disciple, and I experienced first-hand the incredible faithfulness and sovereignty of God. By the end of the year, I felt more equipped to return to my mission-field workplace and continue serving as a doctor.

Suze Arulogan (Ministry Trainee, 2021-22)

"The ministry training scheme has given me a great foundation for going through the discernment process and starting training as an Ordinand. As well as growing in skills through ministry experience the programme gives a strong focus on character development and spiritual formation. That has already proved hugely valuable in life as well as ministry, and has set me in good stead for formal training towards ordination."

Alastair Gledhill (Ministry Trainee, 2015-17)

"I thought that I owed it to my relationship with God to seriously consider serving in church as an occupation. Honestly, the MTS offered the perfect chance to patiently work it out. With sharp and conscientious teaching on discipleship, pastoral care and bible handling, it has helped me immensely while navigating work life back home in Singapore."

Daniel Eu (Ministry Trainee, 2022-23)