Ministry Training Scheme 2022-23
Information Booklet

The information in this document is correct as of November 2021
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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. Through training, mentoring and 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.

Depending on their sense of call, gifts and interests, each ministry trainee chooses an MTS focus:

- Preaching/Teaching
- Youth/Children
- Students
- Women
- Evangelism
- Serving the Vulnerable
- Workplace
- Music Ministry
- Cross-cultural Mission.

While the core training is the same, ministry placements, mentoring and some supplementary training will vary according to MTS focus.

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 it 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 the Senior Minister (Ministry Trainees) and highly experienced teachers from the All Souls staff team and church family. The focus is on knowing the whole Bible – seeing how it holds together, studying different biblical genres, understanding how Christian doctrine are derived from the Bible and how the Bible shapes our thinking about everything – in order that we might worship and be transformed, and be better equipped to teach others. The training also covers a range of practical ministry issues.

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

Ministry experience
Depending on their MTS Focus, each trainee is attached to a church ministry, working alongside an All Souls staff member (their supervisor), and given increasing responsibility.

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/unglamourous 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 mentoring them 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, their grasp of grace and their growth in Christlikeness.

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 an affirmation of people's confidence in their suitability for ministry. The programme will provide training on raising prayer and financial support. In addition, All Souls will help cover shortfalls in support by providing each trainee up to £2,000 per term to go toward living costs (£6,000 per year). We give each trainee a £150 book grant and cover most of their travel costs (up to £150/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 £4,000-£10,000 each year, even with the All Souls subsidies.

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.
Testimonials

“...As a ministry trainee at All Souls I worked in the student ministry for a year after graduating from university. God taught me so much about his grace and how his love frees me to worship and serve him. It was the perfect stepping stone from student life into the world of work. I now work in publishing as an editor and feel very blessed to live as an ambassador for Christ as he continues to disciple me each day.”

Jess Lacey (Ministry Trainee, 2015–16)

“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)

“The ministry training scheme was very helpful in growing my Bible handling skills alongside practical ministry work. It was a great opportunity to serve and grow among the youth, being discipled and discipling others for Christ. The exposure to ministry work in a different culture has helped me a great deal in my ministry work with iServe Africa here in Kenya.”

Ann Mwari Irungu (Ministry Trainee, 2018-19)
Who is the scheme for?

- An individual who longs to be all for Jesus, is already involved in Christian service and has shown gifts for ministry and leadership potential
- An individual who is committed to sitting under the authority of God’s word and is servant-hearted, reliable and growing in spiritual maturity.
- An individual who is exploring (however tentatively) whether God might be calling them into full-time paid Christian ministry
- An individual who is able to work as part of a team and within the leadership structures of All Souls

Ministry trainees are typically in their 20s/early 30s and have had some life experience beyond full-time education (although some may be recent graduates).

Applying for 2022-23

Applications for the 2022-23 academic year open on 1 December 2021 and close 31 May 2022 (30 April for those requiring visas). We have space for 12 trainees each year, 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](mailto:kahfoon.gillespie@allsouls.org)