

## Discipleship Pastor

**Department:**

Formation

**Location:**

Hybrid

**Key Objectives:**

The Discipleship Pastor (Plants & Locations) has spiritual & pastoral oversight over our discipleship through communities and other intentional strategies and initiatives. They will form a proactive strategy to ensure that the congregation across locations is assimilated, disciplined and developed into leadership and the way of Jesus. They will outwork key areas of the vision to be 'light for the city & beyond' by ensuring people are seen & known, and work under the Exec leadership team to implement the vision and values for the church as a whole. They will support development of leaders for Gas Street Church locations, along with leaders for future plants, revitalisations and missional activity.

**Key areas of responsibility:**

- Implementing and maintaining the vision & values of Gas Street Church through a proactive discipleship strategy outworked across locations, church plants, and ministries, alongside the Location Pastor (GS St Luke's)
- Identifying and preparing volunteer leaders and team members to plant churches, and ensuring the locations are in a strong place in order to send people to plant
- To lead and serve GS Communities (mid-week groups) across Gas Street locations;
  - identifying & investing in leaders
  - collating the content & ensuring a correct balance across the year
  - connecting people into local communities
  - identify coaches and ensuring they are investing in leaders
  - ensuring groups are running effectively to meet the pastoral, relational, and discipling needs of the church
- Oversee, organise and pioneer leadership development within Gas Street Church, including identifying and investing in young and diverse leaders, and developing resources and training to raise up leaders on a large scale across locations and church plants
- Responsible for unearthing talents and gifts within the church and finding ways to encourage, release and develop untapped potential; and structures to release this across plants & locations
- Contribute towards missional evangelism opportunities, including prioritising & overseeing the strategy for local Alpha courses across locations each term - ensuring Location Pastors, clergy & group leaders are equipped & trained
- Line manage the Student Pastor, along with other key ministry roles
- Line manage the Farsi Community Leads, support where necessary and work towards greater integration of the Farsi-speakers in our congregations (and others when required)
- Co-chair the Imago Dei Consultation Group and associated work to ensure continued growth in racial and ethnic diversity and justice
- Liaise with leaders of other smaller ministries and equip them as required (such as Young Adult, Bridge the Gap etc.), ensuring they tie in to the overall strategy & approach
- Hold the Formation Department budget for GS Central
- Hosting Sunday gatherings and occasional preaching, as well as being a consistent presence at Gas Street Central (including Gathering Pastor for the morning gatherings)
- Adhering and upholding our safeguarding culture, policy and values
- Contributing towards the Advisory group to help discern next steps for Gas Street Church

Additional ad-hoc projects & support as agreed with the line manager & Exec Team.

### **Person Specification**

- Personal walk with Jesus underpinning a lifestyle of integrity – a mature Christian leader
- Loves the Lord, his people and those who don't yet know him, who has a passionate concern for those who find themselves on the edge or in need
- Ability to listen to God and obedient to what He says
- A team player and enjoys working collaboratively, creatively and flexibly with others
- Someone who is excited by working in a diverse inner-city environment and loves engaging with people from a range of cultures
- Someone who has a heart to bring God's love and transforming power to the people of Birmingham and to make disciples of them
- Grounded in prayer and shaped by God's word
- Someone who has experienced God's transforming power in their own life and is secure in who they are in Jesus
- Excellent interpersonal skills, collaborative in approach
- Previous experience of leadership and strategic thinking and decision making
- Strong communication, preaching and teaching skills
- High capacity to manage and lead growing areas of ministry
- Resilient and able to work in a high paced organisation
- Capacity to lead in their own right, alongside a willingness to serve under the Gas Street leadership team
- Excellent leadership and management skills
- Highly motivated and able to take initiative
- Competent in computer/IT skills
- Ability to maintain confidentiality at all times
- An open heart and a 'can do' attitude
- An ability to juggle a broad range of responsibilities
- Excellent time management skills with proven ability to prioritise workload
- Ability to work well under pressure, cope with frequent change and meet deadlines
- Strong organisational skills
- A 'people person', approachable and sensitive to others, whatever their background;
- Willing to lead and encourage others
- Ability to accept challenges, make mistakes and learn – and help us to do the same
- An evangelical who is experienced in the work and gifts of the Holy Spirit
- Demonstrates a strong understanding of cultural awareness
- Personal walk with Jesus underpinning a lifestyle of integrity
- There is a genuine occupational requirement that the post-holder be a Christian
- This role will also require an enhanced DBS check

### **Working requirements:**

- Full-time, permanent role (37.5 hours per week)
- 25 days annual leave (pro-rata)
  - + statutory bank holidays
  - + up to three additional days at Christmas for office closure
  - + three retreat days across the year
- Attend Gas Street Church
- Attend weekly staff meeting
- Evening and weekend flexibility as required with a generous TOIL policy

*Updated April 2026*