

Parish of St Luke Birmingham
Appointment of
Discipleship Pastor (Plants & Locations)
Candidate Brief

In this exciting and richly diverse city we are looking for a priest to serve under and alongside the Vicar Tim Hughes and Rachel Hughes (Co-Senior Pastor), and the leadership team, to help energise people in living and sharing the Gospel. Working across Gas Street locations (Central, St Luke's, South & Longbridge) with a specific focus on discipleship, the person appointed will work specifically to serve the congregation of Gas Street Church to develop leaders for church plants, revitalisation and missional activity.

1. The Parish of St Luke, Birmingham

The parish of St Luke, Birmingham encompasses the area of the new development on Attwood Green, previously known as Lee Bank. The parish boundaries are Broad Street, Suffolk Street Queensway, Bristol Street, Lee Bank Middleway and Islington Row, plus the area around Woodview Primary School. See <http://www.achurchnearyou.com/parishfinder.php?b15+2at>

With extensive redevelopment the Parish Population has increased to 13,675 as per the 2021 census (5,159 in 2001; 10,300 in 2011). Religious affiliation of the parish is 31.4% Christian, 34.8% no religion and 17.9% Muslim. The remainder are not stated or other religions. 19% of the parish population is aged 0-19, 34.3% aged 20-29, and 29.1% aged 30-44. Only 17.6% of the parish are over age of 45. The parish is ranked 640 nationally and 54 in Birmingham diocese in the indices of multiple deprivation (i.e. Among the poorest 5% nationally).

There are now two locations of worship in the parish.

- Gas Street Central with a Sunday attendance of over 1000 people.
- Gas Street St Luke's with a Sunday attendance of over 100 people.

There are two further locations outside the parish:

- Gas Street South with a Sunday attendance of over 160 people.
- Gas Street Longbridge with a Sunday attendance of over 240 people.

In 2025 there have been 95 baptisms, 4 weddings and 2 funeral across locations.

As part of the diocesan *People and Places* strategy, the parish is in the Handsworth and Central deanery. A full time Area Dean is in place to lead and support growth and transformation.

Resource Church:

In 2015 the Bishop of Birmingham, David Urquhart, with the agreement of Holy Trinity Brompton, the Patrons, and PCC of St Luke's, appointed Tim Hughes as the new Priest-in-Charge of St Luke's Birmingham with special responsibility for building a new Resource Church.

Tim and Rachel Hughes moved to Birmingham from London in April 2015 with a team of 20+ people. Initially they met in a night club whilst waiting for the building work to be completed at Gas Street. In February 2016, after an extensive building project, Gas Street Central was officially launched with a mandate to reach the unchurched. +David Urquhart commissioned Gas Street to be a church that remained 'uncomfortable', taking risks in reaching new people in Birmingham. The vision for the church is to be 'Light for the city' and since launching Gas Street has seen considerable growth with many people making first time decisions to follow Jesus. A key part of the vision has been church planting.

Over the last 9 years Gas Street has sent out 5 church plants (St Mark's Coventry, Rea Church, Hanzekerk Nijmegen, St Mary's Pye Hayes, Christchurch Summerfield), and now operates across four locations (Central, St Luke's, South & Longbridge).

Opportunity:

The ordained 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, discipled 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 as a clergy member. They will support development of leaders for Gas Street Church locations, along with leaders for future plants, revitalisations and missional activity.

The Team:

There is a strong leadership team including;

- Rev. Tim Hughes [Senior Pastor & Vicar]
- Rachel Hughes [Senior Pastor]
- Rev. Dr. Nick Drake [Associate Vicar]
- Rev. Ali Herbert [Associate Vicar]
- James Brumwell [Executive Lead]

Other key members of the team & clergy include:

- Rev. James Leavy [Location Pastor — GS Longbridge]
- Rev. Paul Nelson [Location Pastor — GS South]
- Rev. Pete Norris [Location Pastor — GS St Luke's]
- Rev. Ronia Jamera [Curate]
- Lizzy Bridgman [Head of HR]
- Mary Grinham [Head of Emerging Generation & Safeguarding Lead]
- Taku Mudere [Lead Worship Pastor]
- Michael Shannon [Head of Communications]

There are other staff members and volunteers who work across all church locations.

3. Gas Street Central

The building is double fronted, between Gas Street and Berkley Street, situated 150m from Broad Street. The walk from Gas Street Central to Gas Street St Luke's is 12 minutes / 0.6 mile.

The building was originally used for coal gas production for street lighting in Birmingham from 1822; subsequently it was used as a metal bashing factory. The building consists of five large high single storey spaces on the Gas Street side and two floors of former offices on the Berkley Street side.

The main worship auditorium can seat 550, the Coal House can seat 215, whilst the cafe area can hold 330 standing. A further Youth room can seat 25 people.

4. Gas Street St Luke's, Great Colmore Street

A previous church building on Bristol Street was sold to Advantage West Midlands (now Birmingham City Council) and has since been demolished. A new church centre (funded by the sale) opened in 2007.

The main worship space is 173 sq m, which currently has seating for around 150. The entrance hall/coffee bar is 77.5 sq m, currently has a café for around 40. The community hall/meeting room is 43 sq m, currently seats 30.

A larger, single worship space at the church could be created by opening both folding walls for at least 220. In theory this could be increased, but there would be lots of practical issues, which would reduce the realistic capacity significantly (sight lines, insufficient parking/toilet facilities, where to store tables and additional chairs, suitability of existing chairs, circulation space, access to servery, access to exit doors, health and safety etc.)

Attached to the church is the primary school St Thomas CE Academy, which is part of the All Saints Multi-Academy Trust. The school is Ofsted 'Good'.

5. Role Description

Discipleship Pastor

- 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, other clergy & group leaders are equipped & trained
- Line manage the Student Pastor, along with other key ministry & clergy roles
- Line manage the International 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

Clergy

- Hosting Sunday gatherings and occasional preaching, as well as being a consistent presence at Gas Street Central (including Gathering Pastor for the morning gatherings)
- Being a part of the Gas Street clergy team, and holding centralised areas of responsibility across locations, including responding to queries and taking weddings, baptisms & funerals as needed.
- Adhering and upholding our safeguarding culture, policy and values
- Sitting on the St Luke's PCC
- Active engagement with Deanery Chapter and other diocesan meetings
- Contributing towards the Consult group to help discern next steps for Gas Street Church
- Ad-hoc projects and input into other priorities as a church where required

6. 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
- Able to work within Gas Street structures; and a desire to work in a wider team of clergy and lay staff members with significant responsibility
- 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, take risks, 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.
- Regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Code of Professional Conduct for the clergy and other relevant legislation

This role will also require an enhanced DBS check

12. How to apply

We would welcome applications from a fully diverse range of candidates, regardless of age, gender, marital status, colour, race, ethnicity or disability. In accordance with the Disability Discriminations Act of 1995, reasonable adjustments will be made to the requirements of the office to accommodate a suitable candidate with a disability.

Applications should be made through the Church of England Pathways website.

Closing date: Sunday (midnight) 11th January 2026

Interview: Wednesday 28th January

We shall look forward to receiving your application.