

Youth & Discipleship Minister

JOB DESCRIPTION



CROWBOROUGH



Welcome

Thank you for your interest in the role of Youth & Discipleship Minister at All Saints, Crowborough. We're excited to be recruiting for this role and are praying for the right person to join our team to help shape and lead our ministry with young people.

Introduction

All Saints is a vibrant, Spirit-filled, conservative evangelical church in the Diocese of Chichester. We exist to help all people Discover Jesus & Discover Life in him. We seek to do this by devoting ourselves to three things: prayer, the Bible, and loving one another. We believe God is doing wonderful things, and we are excited about His call to see more people come to faith and grow as disciples of Jesus.

We are seeking an inspirational and enthusiastic leader who feels called to share God's word with a next generation. This is an exciting opportunity to play a key role in a season of growth, vision, and fresh momentum.

We know we're asking for a lot — but we also believe the right person is out there. If you feel stirred by this vision and ready for the challenge, we'd love to hear from you.

Our youth and kids' ministry vision, based on Psalm 78, is that we support parents as one generation teaching the next the praiseworthy deeds of the Lord, so that they might put their trust in him and in turn tell the next generation.



The Role

This is an exciting and significant role at the heart of All Saints. We are seeking someone with vision, passion, and faith to invest deeply in three key areas of ministry: youth work, church leadership, and small group development.

You'll need to be a self-starter, a team player, and a disciple-maker - someone who can bring energy, creativity, and spiritual depth to help build upon the great work for our church into the next season of growth and transformation.

You'll be a valued member of our large and welcoming staff team. We begin each day with staff prayer and gather once a week for a staff lunch. We're looking for someone who will fit right in and thrive as part of our community.

Our children and youth programmes have seen consistent engagement over the past year. On Sundays, our groups include ASK Minis (ages 0–4) with an average of 21 children, Heroes (Foundation–Year 2) with 24, Adventurers (Years 3–6) with 32, ASK-Y (Years 7–9) with 21, and 24:7 (Years 10–13) with 14 participants. On Tuesdays, our youth sessions (Years 7–13) attract 64 young people, many of whom are not yet members of the church. Tuesday children's groups also welcome a mix of church and non-church attendees, with Heroes (Foundation–Year 2) averaging 22 participants and Adventurers (Years 3–6) around 30.

Key Areas of Responsibility

1. Youth Ministry (50%)

This is the heart of the role. We are looking for someone who will:

- Invest in their own spiritual growth and development as they lead, encourage, and nurture young people in their walk with Jesus.
- Dedicate at least half of their time to leading and growing a Bible- centred youth ministry.
- Work creatively to engage with young people both inside and outside the church.
- Support and evaluate and build on our Bible-centred Sunday and midweek youth activities, ensuring they remain effective, fun, and grounded in faith
- Partner closely with our Minister for Children and Accessibility to provide a joined-up ministry to the next generation.
- Use their unique God-given gifts, leadership style, and vision to shape and grow this ministry.
- Lead, train and recruit volunteers
- Promote and attend the annual Ventures camp to where we are linked and church camping weekend (FEST)

2. Preaching & Leadership Team (25%)

As part of the wider ministry team, you will:

- Regularly preach and lead Sunday services.
- Help shape the spiritual direction of the church.
- Bring experience and insight as you unpack and teach God's Word with clarity and relevance.
- Be a visible and trusted leader within the church family.

3. Small Groups Ministry (25%)

All Saints is a church with a strong and diverse network of life groups. We have 29 life groups, 7 women's groups and 2 men's groups which equates to 378 people that meet regularly. You will:

- Provide support and oversight to our existing groups.
- Invest in the development and training of new leaders.
- Help nurture deeper discipleship and community across the church through these gatherings.



We're looking for someone who:

- is a committed follower of Jesus with a heart for young people and for the local church.
 - Has experience in youth ministry, teaching, and church leadership.
 - Brings vision and energy to everything they do.
 - Can work well in a team while also leading with confidence and independence.
 - Is passionate about growing their own faith and helping others grow in theirs.
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Support and Accountability

The role is line-managed by Steve, our vicar, ensuring clear oversight and regular guidance.

The post-holder will work closely with Sarah, our Minister for Children and Accessibility, fostering collaboration and shared responsibility.

There are opportunities for ongoing training and professional development to equip and grow the individual in their role. In addition, regular safeguarding and supervision processes are in place to maintain a safe and accountable working environment.

We believe that supporting our staff means supporting their whole family. From day one, you and your loved ones will be welcomed into a caring, faith-filled community that values connection, encouragement, and mutual support. We are committed to walking alongside you in both professional and personal life, offering guidance, practical help, and a warm welcoming environment. For families with children, you'll find excellent local schools nearby, providing a nurturing and high-quality education. We are excited to partner with you and your family as you grow, serve, and thrive within our church community.



Steve Rees
Vicar



Sarah Thrift
Minister to Children and Minister for Accessibility

A bit more about All Saints

We are a large and vibrant church in an exciting season of growth and opportunity. With over 500 people on our electoral roll, we welcome a significant number of worshippers each Sunday across our three services.

Our family service takes place at 10:45am and is supported by a Sunday crèche and four thriving children's and youth groups. A large number of our youth and 20s/30s also attend our 6.30 Sunday evening service.

Throughout the week, a wide range of additional activities and ministries serve and connect our church family and wider community. One of the highlights of our year is our holiday club (CIRT), which brings in nearly 200 children and young people for an unforgettable week of bible teaching, fun, faith, and fellowship.

All Saints is partnered with St Richard's church; we are both conservative evangelical churches in Crowborough, the Diocese of Chichester. There is one PCC for both churches but St Richard's operates with its own management and leadership team under the support of the Vicar.

We are part of the Alliance, Sussex Gospel Partnership, Diocesan Evangelical Fellowship and the Church of England Evangelical Council.



We believe the Christian faith is good news

At the heart of Christianity is the good news found in the Bible: though all have turned from God and deserve His judgment, forgiveness and eternal life are freely offered through Jesus Christ, who died in our place. Our passion is to share this message with Crowborough and the wider world.

We believe God speaks today through the Bible

As an evangelical church, we believe the Bible is God's clear and powerful Word for today—our ultimate authority in faith and life. Through its teaching, the Holy Spirit brings people to faith, grows them in holiness, and equips them for service. The Bible is central to all we do.

We believe men and women are equal but different by design

We hold to a complementarian view of gender, affirming the equal dignity and value of men and women, while recognising God-given differences in their roles in the church and family. We believe this reflects God's good design and brings health and order to church life.

We are an Anglican church

We welcome Christians from all backgrounds, but are committed to the historic teaching of the Church of England, as outlined in the Thirty-Nine Articles of Religion.



A Bit about Crowborough

Crowborough is on the edge of the Ashdown Forest and is a fabulous place to live with easy access to the coast and regular trains into London. We have excellent local schools including our own church school.



Core Convictions

All Saints Crowborough Core Convictions

All Saints Crowborough is a conservative evangelical Anglican church. Our beliefs are grounded in Scripture and in the historic creeds and confessions which are in accordance with Scripture. We also uphold the 39 Articles as defining statements of doctrine and practice for the Anglican Church as well as the theology of the prayer book and ordinal.

1. God

There is one God who exists in three persons, Father, Son and Holy Spirit (Luke 3:22; 2 Cor 13:14; 1 Peter 1:2). He is the creator and sustainer of all things and sovereignly rules over his creation working all things for his glory and the good of his people. He is unchangingly perfect in all his attributes.

2. Bible

The Bible is the fully inspired word of God (2 Tim 3:16). It has supreme authority in the faith and lives of the redeemed; it is without error in its original autographs; it is sufficient for salvation and Christian living, and is clear on matters of salvation.

3. Man

Human beings were created by God in his image (Genesis 1:26-27), possessing relational and intellectual attributes like God and having a God-given role as rulers over his creation (Genesis 1:28). As such mankind stands as the pinnacle of God's creation (Psalm 8) and all people, without exception, possess an inherent dignity as creatures and image bearers.

The fall resulted in the image of God in man being marred by sin (Genesis 3). Every aspect of human existence is tainted by sin and we are by nature spiritually dead. All mankind is left in a state of guilt for their sin and need of salvation.

4. The Person of Christ

Jesus Christ, the Son of God, the second person of the trinity, is fully divine (John 1:1-5, Philippians 2:6, Colossians 1:15-18). He took on a human nature at the incarnation (John 1:14, Philippians 2:7-8), was born of a virgin and lived a perfectly righteous life. We affirm, with Christians throughout the centuries, that Jesus Christ is one person with two natures, fully God and fully man.

5. The Work of Christ

Jesus Christ died on the cross to take the punishment we deserve for our sins (Isaiah 53:5; Matthew 16:21; 1 Jn 4:10). He clothed us in his righteousness and took upon himself the weight of our sin. We are redeemed from sin (Titus 2:14), reconciled to God (Rom 5:10), justified in God's eyes (Rom 3:24), and adopted into God's family (Eph 1:5).

Three days later Jesus Christ physically rose from the dead and appeared to his followers (1 Cor 15:3-8). His resurrection guarantees our hope and death's defeat. He ascended into heaven where he reigns over all creation and where he sat down at the right hand of his father, having finished his work (Acts 1:1-11; Heb 1:3).

6. The Holy Spirit

The Holy Spirit is the third person of the trinity. He opens blind eyes to the truth of the gospel; gives new life to repentant sinners (John 3:6; Rom 8:9-11); indwells believers (John 14; 1 Cor 3:16); sanctifies believers (Gal 5:16-26); assures us of his love (Rom 5:5); and gives believers gifts for serving one other and glorifying God (1 Cor 12:7-11).

7. The Church

The Universal Church is the body of true believers throughout all times and places, of which Christ is the head (Col 1:18; Heb 12:22-24; Rev 7:9). Local churches are visible congregations of believers who love and serve one another, and worship God (Acts 14:23; 1 Cor 16:19; Philemon 1-2). Inevitably local congregations are comprised of both the saved and unsaved.

The marks of the Church are the preaching of the Word (2 Tim 4:1-2), the administration the Sacraments (Matt 28:19; 1 Cor 10:16-17; 11:23-26) and the exercise of Church discipline (1 Cor 5:1-13). The mission of the Church is to go and make disciples of all nations (Matt 28:19).

8. The Christian Life

The Christian life involves following Jesus as our King in all areas of life, striving to do those good works which God saved us to do (Eph 2:10; Titus 2:14); living sacrificially for Christ (Mark 8:34-38); obeying the Great Commission to make disciples of all nations and so seeking to share the good news of Christ wherever we are (Matt 28:16-20; Rom 10:10-15), and focussing on the future (Heb 12:1-3). This is life in the “now and not yet.” We live as citizens of heaven here on earth (Phil 3:20), shaped by the work of Christ and awaiting his return.

9. The Future

Our sure and certain hope for the future is that one day the Lord Jesus will return (Acts 1:11; 1 Thess 4:16-5:3; Phil 3:20-21), every knee will bow at his name (Phil 2:9-11), and the New Creation will come (Rev 21-22). Our future in the New Creation involves dwelling with God, who will wipe every tear from our eyes, forever (Rev 21:1-4).

Implication of the Core Convictions

1. God Glorifying

Our motivation and desire, in everything we do, is to glorify our unchangingly perfect God. God, as he reveals himself in Scripture, is worthy of our praise. As believers who have been shown mercy and compassion by God, through Christ, we want to see him glorified. In the words of the Westminster Shorter Catechism: “Man’s chief end is to glorify God, and to enjoy him forever.”

2. Bible-centred

The fully inspired, inerrant, sufficient, and clear word of God takes a central place in our life at church. In our Sunday services, youth and children’s ministry, mid-week ministries, home groups and Bible study groups we strive to teach the whole counsel of God by teaching through books of the Bible verse by verse.

3. Disciple Making

We recognise that the great commission doesn't call us to simply convert people, but to make disciples of all people. Therefore, we aim to see people come to know Christ as their Lord and Saviour, and then grow in maturity as his disciples. This will include pastorally caring for one another as we seek to live for Christ in a fallen world whilst waiting for his return.

4. Mission Minded

The great commission calls us to go into the world and make disciples.

As a church in Crowborough we therefore seek to reach our whole community with the gospel, giving everyone who lives in Crowborough repeated opportunities to hear the good news in appropriate, accessible language.

We also have a part to play in a global mission and through our world mission group aim to inspire people in our church family to think about world mission, encourage them to consider going, and to support our mission partners.

5. Joyful Dependence

By ourselves we can do nothing. We recognise that we are weak and needy people. In our private lives we still experience the pain of living in a fallen world and we still succumb to sin. In our ministry we know that our best efforts are not enough to open people's blind eyes or grow them in maturity as believers. Yet we rejoice that we have a heavenly Father who is strong, a saviour who came for needy sinners and the Holy Spirit who empowers us. We know God's grace is enough and therefore say with the apostle Paul, "when I am weak, then I am strong."

6. Persistent Prayer

As weak people, with a powerful and loving God, who seeks to be obedience to Scripture we believe that prayer is central to our lives as individuals and as a church. Therefore, we want to ensure we are persistent in prayer as a community of believers and that prayer is a feature of our regular gathered activities.

7. Committed to Community

Because we believe that the local church is the context in which people grow in their maturity and that every believer without exception has been given gifts for service in the church, we are committed to making All Saints a community in which people partner in the gospel, are active in service and lovingly concerned for one another

8. Accessible to All

Because we believe that all people are made in the image of God with inherent dignity, and that all people are sinful and in need of forgiveness, we want church to be a welcoming and accessible place for everyone in our community, particularly those with physical or mental disabilities who are often forgotten and ignored by churches.

9. Promoting Proper Partnership

We recognise that as a local church we are part of the universal church of believers throughout all time and places. In the New Testament churches often shared teachers (2 Cor 8:16-21); offered financial

support (Rom 15:25-26); and prayed for one another. Therefore we are committed to supporting and partnering with other likeminded churches in Sussex and further afield.

10. Orthodox on Matters of Sexuality and Gender

We believe that Bible tells a better story than the world when it comes to our sexuality and gender. In the pages of the Bible we see that humans are created in God's image as male and female; that God created marriage between one man and one woman for life which points us to our future marriage with Christ; that the single celibate life is celebrated; that whilst sin is forgiven there is a call to live a sexually pure life. We believe that God has revealed his will for us concerning sex, gender and sexuality for our good and his glory; true flourishing comes from obedience to God's word. Therefore, we will actively contend for this truth and refuse to acquiesce to society's progressive views on homosexuality and transgenderism.

A Note on Complementarianism All Saints Crowborough upholds complementarian theology¹ and the PCC has signed a resolution that should a female diocesan Bishop be placed in authority over us we would seek alternative episcopal oversight from the Bishop of Ebbsfleet. We also believe that within complementarian theology there is a wide-range of ministry for women to do in the local church and we are committed to seeing women thrive in those areas of ministry and in the life of the local church. In practice that means we have women leading home groups, teaching in our youth and children's ministry, leading services and have a growing women's ministry which includes helping to organise an annual women's conference for the South East. We would require any employees to be comfortable with our complementarian theology and share our desire to see women flourish in the church.



Person Specification: Essential and Desirable

Essential:

- A committed and mature Christian faith, with a clear calling to youth and discipleship ministry.
- Agreement with the evangelical, Anglican, and complementarian convictions of All Saints, Crowborough.
- Experience in youth ministry, including planning, leading, and teaching in a church or Christian context.
- Ability to teach the Bible faithfully and apply it in a way that is relevant and engaging for young people.
- Proven ability to lead, inspire, and disciple young people in their faith.
- Strong communication and interpersonal skills with both young people and adults.
- A team player who can also take initiative and work independently.
- Willingness to participate in the wider leadership of the church, including preaching and small group development.
- Understanding of safeguarding principles and commitment to best practice.
- Willingness to live in Crowborough and be fully involved in church life.
- Ability to think creatively about outreach and mission to young people.
- Experience in training and developing volunteer leaders.
- Committed to following all safeguarding practices and training.

Desirable:

- Formal theological or youth ministry training.
- Experience of working with schools and building partnerships in the community.
- Previous experience in preaching and leading services.
- Experience supporting small groups and developing new leaders.
- Full UK driving licence and access to a car.



Terms and Conditions

- **Hours:** Full-time
- **Salary Range:** £29,000-£35,000 depending on experience
 - We have a three-bedroom detached family house in the heart of Crowborough, just a ten-minute walk from the church. We can offer it to you at a subsidised rate, with further information available on request
 - Holidays 25 days per annum plus bank holidays
 - Pension: You will be auto-enrolled into Smart Pension Scheme and All Saints will make a contribution of 6% admin of annual salary
- **Start Date:** June 2026
- **DBS:** Enhanced DBS check required
- **Closing date:** 31st October 2025
- **Interviews to be held:** Tuesday 18th November 2025

Congratulations on making it this far!

If you've read through this lengthy document and are still interested, we'd be love to hear from you!

For an informal chat with Steve, please feel free to call his PA, Suzanne, on 01892 652081 ext 1005.
suzanne.hall@allsaintscrowborough.org

How to Apply

To apply, please submit:

- A CV with a covering letter explaining why you're applying, how you meet the criteria and details of your spiritual journey to steve@allsaintscrowborough.org
- Contact details for three referees (one should be your current/most recent employer or line manager. One should be your Vicar/minister. One could be a personal reference)

