



Associate Minister

All Saints' Woodford Wells and Minister
of St. Andrew's Woodford Green



THE DIOCESE: A MESSAGE FROM BISHOP GULI



Covering Essex and East London, Chelmsford is one of the largest, most diverse dioceses in the Church of England. We are home to more than 3 million people representing many socio-economic, ethnic and faith groups and a fantastic variety of cultures and traditions.

We have enormous opportunities for mission and service and considerable challenges to face and resolve as we continue to deal with the local, national and global challenges that have a direct impact on our parish churches, schools, chaplaincies and the communities we serve.

It is within this context and following a period of listening and discernment that started when I became Bishop of Chelmsford in 2021, that we set out a future direction of travel as a Diocese with a focus on travelling well together:

- Our purpose is to love God and to love our neighbour; to worship faithfully and empowered by the Holy Spirit, witness to the love of God revealed in Jesus Christ as we serve the extraordinarily diverse array of local communities in Essex and East London.
- Our approach is to enable and empower parishes and worshipping communities to discern how they are to be God's people in their own very different local contexts and as part of one diocesan family.
- Underpinning our approach is an invitation to a way of being articulated by shared diocesan values which might shape how we travel together, support each other and provide mutual accountability.

Since I became Bishop of Chelmsford, I have witnessed people's great warmth and I have seen first-hand, the wonderful things going on in our parishes and schools. Any new priest joining us in the Diocese of Chelmsford does so at a time of challenge, a time of change and most significantly a time of hope for our Church in this most diverse and vibrant of dioceses.

+Guli
Bishop of Chelmsford

Find out more about our Diocesan Direction of Travel and Values:

www.chelmsford.anglican.org/travelling-well-together



Redbridge Deanery contains all the parishes within the London Borough of Redbridge. It is one of five London boroughs which together form the Barking Episcopal Area of the Diocese of Chelmsford, and it sits within the West Ham Archdeaconry. London over the Border, as it is sometimes colloquially known, has its origins within the old county boundaries of Essex. However, nowadays much of Redbridge feels solidly part of London: a hugely diverse area with excellent food options, a good transport network, and of-course, a vast range of people in various stages of wealth and poverty, often living not much more than a stone's throw away from each other.



Perhaps more surprisingly, Redbridge is quite a green borough, and protected space and parks can be found in almost every parish. The Central Line connects much of the borough which means that commuting into the City from Redbridge is relatively easy – whilst the M11 and A12 make getting out of London by car a fairly painless task. Cycling is also a popular option amongst several of the clergy in the deanery! The Borough boasts a range of good schools, both at primary and secondary level, along with opportunities for involvement in numerous clubs and activities. Music, drama and sport all abound here. Sadly, there also exists in Redbridge all the challenges of crime and social deprivation that one might expect from anywhere which seeks to pack 300,000 people into just a few square miles.

Our deanery is an active one, with 23 churches, the majority retaining their own incumbent, along with lay leaders and self-supporting ministers. Our youngest ordained member of Chapter is in their twenties and our oldest, in their nineties. Redbridge Deanery encompasses most traditions of the Church of England, and our churches have a good record of working together and supporting each other despite our occasional differences. The deanery also has a good rate of parish share payment and it is one of the largest annual contributors to Chelmsford Diocese's share collection.

We have Chapter meetings four times a year, plus a social event in the summer, whilst Deanery Synod meets three times a year. All clergy are encouraged to take an active role in the deanery. Smaller, informal groupings of clergy or parishes, exist to offer each other mutual assistance and new incumbents can be assured of a warm welcome from their colleagues, as well as support should they need it.

Statistics suggest Redbridge to be a religious borough. It is true that people here are used to seeing those of faith, albeit from a range of faiths, openly displaying their devotion to God. Faith is taken seriously here and although the Church of England may not be the majority religion in much of the borough, opportunities abound for the work of God to prosper.

I hope you will consider applying for this post within our deanery. Please do not hesitate to contact me, should you have any questions whatsoever.

Yours,

Revd James Gilder,
Area Dean of Redbridge
jbgilder@hotmail.com





Associate Minister

All Saints' Woodford Wells

We are a vibrant, charismatic evangelical Anglican resource church in the heart of Woodford Green. Our vision is to see Jesus at the centre of every life, marriage, family, workplace, community and nation.

Our Values

We believe that the Bible is the Word of God and that it is our authority in all things. The central message of Jesus' teaching was that of the Kingdom of God. We believe that the Christian life is to be lived in intimate relationship with Jesus, in the power of the Holy Spirit.

Our Safeguarding Commitment

We are committed, as part of the Christian Church, to protect and care for everyone. Looking the other way is not an option. We have adopted the Church of England's policies and best practice on safeguarding. We follow Safer Recruitment processes for all roles which involve substantial contact with children and vulnerable adults, including Enhanced DBS checks where appropriate.

Our Team

The Bible teaches that Church is not just a gathering of people but Jesus' Body on Earth. We carry out His mission as we use our gifts to love and serve those around us. Serving forms part of worship, a way of expressing gratitude for what Jesus has done for us, sharing the love and grace we've received.



All Saints' with St Andrew's

All Saints' has an exciting vision to revitalise and plant new churches. The Associate Minister will be part of the senior staff working alongside the vicar, taking responsibility for the congregation of St. Andrew's, as well as being the Associate Minister for the larger church, All Saints'.

The staff team is large enough to allow the new Associate Minister to bring a range of possible emphases in their personal ministry and develop new initiatives according to their unique gifts.

Main Recruitment, Training & Compliance Requirements

Responsible Person	Name: Archdeacon of West Ham
Application Form and References	Required as part of the application and pre-appointment processes
DBS Check and Confidential Declaration	Enhanced DBS check and confidential declaration required for this role
Right to Work in the UK ID Check	Required as part of the pre-appointment process
Safeguarding Requirements	Required to read and provide written confirmation of agreement to our Safeguarding Policy. Required to fulfil all courses and training prescribed by the diocese for ordained ministers
All Saints' other Policies and Procedures	Familiarity and compliance with these is required for this role, including the Staff Team Covenant

St. Andrew's Woodford Green

(also known as St. Andrew's Chingford Lane)

St. Andrew's is the sister church of All Saints' and was planted in the 1880s. Since then, it has served that part of the parish where it sits in the London Borough of Waltham Forest. Like All Saints', it is firmly in the charismatic evangelical tradition and shares the same vision and values. Over the years, St. Andrew's has been a place where people find friendship, often more easily than they can in a larger church, a place of innovative new ministries, and a community-centred outreach church.





A church plant from St. Andrew's into a neighbouring parish fifteen years ago left the church congregation needing time to recover and rebuild, especially in youth and children's work. St. Andrew's now has a part-time Children and Families Worker and has restarted a midweek baby group. Bi-monthly fellowship meals have deepened relationships and built on the "family feel" of the church. Under the previous Associate Minister, Mark Castleton, various parish-wide initiatives in charismatic renewal and local outreach were developed, and the partnership between All Saints' and St. Andrew's was strengthened.

The St. Andrew's vision for the past few years has been "Know, Grow, Go" – knowing God deeply and being known by him through prayer and worship; growing in character and discovering our God-given callings through fellowship and discipleship; and going into the world to share the good news of the gospel through mission and evangelism.

Church website: www.stawg.org.uk



Role Description

Particular areas that the role will address are as follows

- Working with the incumbent, Paul Harcourt, who leads the overall team, this post will provide strategic leadership for the parish and share oversight of other staff positions.
- We seek someone with a passion for Jesus and the gospel, a commitment to charismatic renewal and to the vision and values of New Wine, strong communication skills and ability with biblical preaching, and a track record in overseeing and developing other leaders.
- We anticipate that the nature of the role may change over time as the Minster Unit grows, but initially we consider the major focus to be the life of All Saints' and St. Andrew's, with the encouragement and development of the senior staff and lay leadership across the Minster.
- To be the minister in charge of St. Andrew's Chingford Lane, not to exceed 50% of the working week, taking responsibility for all aspects of this congregation, including line management of the part-time children and families worker.
- To work with the Vicar and other congregational leaders in the further development of church planting pipelines, so that future curates and others are prepared to take on church planting opportunities and are supported by an appropriate team.

Applicants will need to be ordained within the Church of England, have satisfactorily completed initial ministerial education and be willing to continue in ongoing ministerial development. This is a full-time, Incumbent-level position requiring a person of considerable enthusiasm, energy and wisdom, who is capable of providing inspirational leadership to both the staff team and wider church.

Person Specification

The following characteristics are of particular importance

Spiritual life

- A disciple of Jesus Christ, passionate about God, rooted in a deep commitment to the Bible and committed to an ongoing experience of the renewing work of the Holy Spirit.
- Passionate about the Church and committed to enabling the ministry of others so that the congregation is built up in worship, prayer and witness.
- Living on mission and making Christ known to our community.

Theological persuasion

- Commitment to the New Wine vision and values, to personal and corporate renewal in the power of the Holy Spirit, and active participation in the New Wine network, conferences and events.
- Convinced evangelical, committed to the Bible as our authority.
- Conservative in theology and ethics but with a generous and gracious orthodoxy.
- Willingness to work within the Church of England and with a wide range of worship styles.

Temperament

- Energy and enthusiasm combined with inner emotional security.
- A great team player.
- Good sense of fun and humour.
- Eager to learn and grow.
- Willing to serve and be served.

Gifts and Skills

- Proven track record in leading and developing others.
- Inspirational teacher and leader, grounded in the Bible and confident in leading public worship and prayer ministry times.
- An effective manager of people who can implement, manage and monitor plans to achieve the vision, building teams and releasing the gifts and skills of others.
- Strong relationship skills. Approachable and compassionate.
- Able to organise, recruit, delegate and co-ordinate.
- Leads by example, fully contributing as a member of a wider team.

Further Information

Pay and Benefits

This post will be held under common tenure with all terms and conditions as for Incumbent Clergy within the Diocese of Chelmsford, including pension contributions. All reasonable expenses incurred in carrying out the duties and responsibilities of this post will be met by the PCC. The parish will provide accommodation.

Licensing

The Associate Minister will be Licensed by the Bishop to the parish and will participate in the Diocese of Chelmsford's ministerial review scheme. Internal developmental reviews will take place with the Incumbent after the first six months and, thereafter, annually.

We hope the successful candidate will be able to take up this post as soon as possible.

Application Process

If you have questions about the role, these should be directed to the Vicar, Paul Harcourt by email to paul@asww.org.uk.

Those wishing to apply for the role should send their completed application form and confidential declaration, which form part of the application pack, to the Vicar, Paul Harcourt, by email to paul@asww.org.uk.

Applications for this role will close at midnight on Saturday 7th November 2026.

Interviews for this role will take place on Monday 7th December 2026.