

MINISTER OF RELIGION
RECRUITMENT PACK

Associate Pastor – Ministerial Administration & Discipleship

The Redeemed Christian Church of God
Beautiful Gate Assembly – Glasgow

SOC Code 2444	Salary TBC	Hours/Week 36 Hours	Location Glasgow, Scotland
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SECTION 1 — SENIOR PASTOR'S BRIEF

A Message from the Senior Pastor

Peace and grace to you in the mighty name of our Lord Jesus Christ.

On behalf of the elders, ministers, and entire congregation of the Redeemed Christian Church of God (RCCG), Beautiful Gate Assembly Glasgow, I extend a warm and prayerful welcome to you as a candidate for this vital ministerial appointment.

Beautiful Gate Glasgow is a vibrant, Spirit-filled, multicultural assembly situated in the heart of Scotland. Established under the divine mandate of the RCCG, to make heaven and take as many people as possible, our assembly has experienced consistent growth over recent years, with a 40% increase in active congregants. We are a diverse, loving community of believers spanning multiple nationalities, generational groups, and backgrounds, all united in pursuit of God's glory and Kingdom expansion.

As we grow, so must our capacity to shepherd, disciple, and develop our people. The Lord has clearly spoken to our leadership team regarding the urgent need to appoint an Associate Pastor with a focused mandate on Ministerial Administration and Discipleship. This is not merely a staff appointment, it is a divine assignment, and we are believing God for a man or woman who carries both the anointing and the administrative gifting to fulfil it.

Why This Role Exists

Our congregation has grown rapidly, and with growth comes responsibility. We have identified a critical need to:

- Ensure every new convert is immediately and effectively disciplined
- Build a scalable, reproducible discipleship pathway, from new believer through to multiplying leader
- Establish and grow a robust small group / cell multiplication system
- Create and sustain a leadership development pipeline from within our congregation
- Provide structured pastoral oversight across ministries, ensuring accountability and spiritual health

Our Vision for This Appointment

We are seeking a minister who does not merely preach to the saints but who is deeply committed to equipping them. We need someone who combines the heart of a shepherd with the mind of a strategist, someone who can design systems that multiply disciples and develop the next generation of RCCG leaders.

The ideal candidate will be theologically trained, RCCG ordained (or ordained within a recognised Pentecostal/charismatic tradition), and possessed of proven experience in pastoral ministry, church administration, and discipleship programme development.

Our Commitment to You

We commit to providing a prayerful, collaborative, and spiritually nurturing environment. You will serve alongside a dedicated team of ministers, deacons, and volunteers. You will be supported by the Senior Pastor, accountable to the assembly's oversight structures, and connected to the wider RCCG network for ongoing ministerial development and support.

We do not take this appointment lightly. We have prayed, fasted, and sought the face of God. We believe He has a chosen servant for this hour. If that is you, may this pack be the beginning of a transformative journey, for you and for the Beautiful Gate family.

Yours in His service,

Olarenwaju Olantunji

Pastor Olarenwaju Olantunji

Senior Pastor / Responsible Person

RCCG Beautiful Gate Assembly, Glasgow

SECTION 2 — JOB ADVERTISEMENT

VACANCY: ASSOCIATE PASTOR

Ministerial Administration & Discipleship

The Redeemed Christian Church of God (RCCG) – Beautiful Gate Assembly, Glasgow

SOC: 2444 | 36 Hours per Week | Glasgow, Scotland

About RCCG Beautiful Gate Glasgow

The Redeemed Christian Church of God (RCCG) is one of the world's largest Pentecostal denominations, with a presence in over 197 nations. RCCG Beautiful Gate Assembly is a growing, multicultural congregation based in Glasgow, Scotland.

Our congregation has experienced significant growth and we are now seeking a gifted, Spirit-led, ordained minister to join our pastoral team in the capacity of Associate Pastor with responsibility for Ministerial Administration and Discipleship.

The Role

This is a full-time, church-based ministerial appointment. The Associate Pastor (Discipleship) will work under the direct oversight of the Senior Pastor to design, implement, and oversee a comprehensive discipleship system, moving our congregation from addition to multiplication. The postholder will build the infrastructure for sustainable spiritual growth, ensuring that every believer is equipped, connected, and deployed in ministry.

Key Responsibilities

- Design and implement a clear, scalable discipleship pathway from new believer to multiplying leader
- Oversee new convert assimilation including follow-up, foundations classes, and small group integration
- Establish and develop a strong small group / cell group multiplication system
- Build and manage a leadership development pipeline (Member → Volunteer → Leader → Coach → Pastor)
- Develop and deliver discipleship curriculum and teaching materials
- Promote and model a culture of one-on-one discipleship and spiritual accountability
- Equip members for evangelism and integrate outreach into the discipleship journey
- Track spiritual growth metrics and provide regular reports to the Senior Pastor
- Recruit, train, and oversee discipleship team members, mentors, and small group leaders
- Provide pastoral care, including home and hospital visits as required
- Officiate at church services, sacraments, baptisms, and ceremonies as directed
- Support and contribute to the wider ministerial and administrative functions of the church

Essential Requirements

- Ordained minister within the RCCG or a recognised Pentecostal/charismatic denomination
- Theological qualification (Diploma in Theology or equivalent; Advanced Diploma preferred)
- Minimum 3 years demonstrable experience in pastoral ministry and discipleship leadership
- Strong systems-thinking capacity, ability to design and scale ministry structures
- Highly relational, spiritually mature, and pastorally sensitive
- Excellent communication, teaching, and preaching ability
- Ability to develop and mentor emerging leaders at all levels
- Commitment to the RCCG doctrinal statement, vision, and mission
- Eligibility to work in the United Kingdom

Desirable Requirements

- Experience within the RCCG denomination and familiarity with RCCG structures
- Business, management, or administration qualification (e.g. NIM Chartered, BSc/MSc)
- Experience with data-driven ministry management and reporting
- Background in community outreach, social care, or missionary support
- Prior experience as Parish Secretary or in church administrative oversight

How to Apply

Candidates are invited to submit the following to the Senior Pastor's office:

- A completed application form (Via Church website or indeed.com)
- A full ministerial Curriculum Vitae including qualifications, experience, and references
- A personal statement (500–800 words) addressing your call to discipleship ministry
- Evidence of ordination and theological qualifications
- Two references (one ministerial, one character reference — not family members)

Send applications to:

Pastor Olarenwaju Olantunji, Senior Pastor

RCCG Beautiful Gate Assembly, Glasgow

Email: beautifulgate@rccg.org

Closing Date: Applications reviewed on a rolling basis. Apply promptly.

Note: *This appointment is subject to satisfactory references, evidence of ordination, and relevant right-to-work checks. RCCG Beautiful Gate is an equal opportunities employer operating within its Genuine Occupational Requirement as a religious organisation.*

SECTION 3 — JOB DESCRIPTION

Job Title	Associate Pastor – Ministerial Administration & Discipleship
Accountable To	Senior Pastor, RCCG Beautiful Gate Glasgow
Salary	TBC (depending on experience)
Hours	36 hours per week (including Sunday services and evening meetings)
Location	Glasgow, Scotland
Contract Type	Full-time, Permanent (subject to 6-month probationary period)
Visa Sponsorship	This role is eligible for Tier 2 Minister of Religion sponsorship

Purpose of the Role

To develop and implement a clear, scalable discipleship system that transforms church attendees into mature, reproducing believers, creating a multiplying church culture that sustains and accelerates the growth of RCCG Beautiful Gate Glasgow. The postholder will provide spiritual leadership, pastoral oversight, administrative management, and ministerial support across the full spectrum of church life.

Duties and Responsibilities

1. Discipleship Strategy & Systems

- Design and implement a clear discipleship pathway: New Believer → Growing Disciple → Leader → Multiplier
- Ensure the discipleship process is simple, repeatable, and scalable across the congregation
- Build structures that allow rapid assimilation and sustainable spiritual growth
- Regularly evaluate and refine the discipleship model using data and feedback

2. New Converts Assimilation

- Oversee immediate follow-up for all new converts and first-time visitors
- Develop and facilitate Foundations / New Believers Classes
- Ensure every new convert is contacted promptly, connected to a small group, and assigned a mentor
- Track and report on conversion-to-discipleship retention rates

3. Small Group / Cell Multiplication

- Establish and oversee a strong small group system as the primary vehicle for discipleship
- Train group leaders to disciple and multiply — not merely host meetings
- Set and monitor clear multiplication goals (e.g. each group reproduces annually)
- Assess group health, attendance, and spiritual outcomes and report findings

4. Leadership Development Pipeline

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- Identify, mentor, and develop emerging leaders from within the congregation
 - Create and manage a leadership pipeline: Member → Volunteer → Leader → Coach → Pastor
 - Run regular training sessions, workshops, and leadership development classes
 - Equip leaders to disciple others effectively and accountably

5. Teaching & Curriculum Development

- Develop or oversee structured discipleship materials — Bible study guides, courses, and devotionals
- Ensure all teaching is biblically sound, practically applicable, and reproducible
- Align all teaching with the church's growth goals and RCCG doctrinal standards
- Preach and teach in Sunday services, midweek meetings, and special programmes as directed

6. Evangelism Integration

- Equip and empower members to share their faith confidently in everyday contexts
- Integrate evangelism into the discipleship pathway — not as a separate initiative
- Organise and coordinate outreach initiatives directly linked to disciple-making
- Ensure all new converts received through outreach are immediately incorporated into the discipleship system

7. Pastoral Care & Ministerial Duties

- Conduct home, hospital, and care home visitations to members in need
- Provide pastoral counselling and spiritual support to individuals and families
- Officiate at baptisms, baby dedications, wedding blessings, and funeral/memorial services as required
- Represent the church at community, interfaith, and RCCG network events

8. Administrative Responsibilities

- Maintain comprehensive records of small groups, leaders, trainees, and discipleship progress
- Produce regular reports for the Senior Pastor covering KPIs and ministry outcomes
- Set measurable discipleship goals and track outcomes against agreed targets
- Support financial administration, correspondence, and church governance as required
- Assist in HR administration, volunteer coordination, and programme planning

9. Culture Building

- Champion a church culture defined by growth, reproduction, accountability, and spiritual discipline
- Communicate the discipleship vision regularly from the pulpit and in leadership contexts
- Celebrate multiplication — new groups launched, new leaders raised, transformed lives
- Model personally the culture of discipleship you are building in others

10. Volunteer & Team Oversight

- Recruit and manage discipleship teams including mentors, trainers, and small group leaders
- Provide ongoing pastoral coaching, support, and accountability to ministry volunteers

- Ensure all team leaders are spiritually healthy, theologically grounded, and operationally effective

Key Performance Indicators (KPIs)

KPI Metric	Target
% of congregation members enrolled in small groups	Increase to 70% within 12 months
Number of active disciplers vs. total members	1:5 ratio of disciplers within 18 months
New believer retention (3–6 months post-conversion)	Minimum 80% retention rate
Number of new leaders developed per year	Minimum 6 new leaders annually
Frequency of small group multiplication	At least 2 new groups per year
Attendance growth tied to discipleship pathways	10–15% congregation growth per annum

SECTION 4 — PERSON SPECIFICATION

The following specification sets out the qualities, qualifications, experience, and competencies required for this post. Shortlisting and interview assessment will be based on these criteria.

Criterion	Essential	Desirable
QUALIFICATIONS & TRAINING		
Ordination as Minister of Religion (RCCG or recognised Pentecostal/charismatic body)	✓	
Advanced Diploma in Theology or equivalent theological qualification	✓	
Completion of RCCG School of Disciples (SOD) or equivalent ministerial training	✓	
Bachelor's or Master's degree (any discipline)		✓
NIM Chartered or equivalent management qualification		✓
Safeguarding / child protection training (or willingness to undertake)	✓	
EXPERIENCE		
Minimum 3 years in pastoral / ministerial leadership	✓	
Experience designing or overseeing a discipleship programme	✓	
Demonstrable experience in small group / cell ministry leadership	✓	
Track record of developing and mentoring ministry leaders	✓	
Experience as Parish Secretary or church administrator		✓
Experience in community outreach, social care, or missionary support		✓
Experience conducting sacramental rites (baptisms, dedications, weddings, funerals)	✓	
Experience with data tracking and ministry reporting		✓
SKILLS & COMPETENCIES		
Preaching, teaching, and biblical exposition ability	✓	
Strong systems-thinking and programme design capability	✓	
Leadership development and mentoring skills	✓	
Excellent interpersonal and pastoral communication skills	✓	
Data analysis and ministry metric reporting		✓
Ability to manage multiple ministry areas simultaneously	✓	

Proficiency in MS Office / church management software		✓
Financial literacy and budget oversight capability		✓
PERSONAL QUALITIES & SPIRITUAL ATTRIBUTES		
Genuine born-again Christian with active personal devotional life	✓	
Strong passion for disciple-making — not merely preaching or teaching	✓	
Highly relational, approachable, and emotionally intelligent	✓	
Results-oriented with a multiplication and growth mindset	✓	
Commitment to RCCG doctrinal values and the mission of the local church	✓	
Spiritual maturity, integrity, and accountability in personal and ministry life	✓	
Collaborative team player who empowers others rather than centralising authority	✓	
Resilient, adaptable, and mission-driven under pressure	✓	