

# Children & Family Pastor

## SPRINGFIELD.CHURCH

We believe our God-given vision is to thrive like a Spring Field.  
Becoming communities: overflowing with abundant life,  
where everyone can belong and find hope in Jesus.

### Vacancy Information Pack

**Closing Date: Monday 18<sup>th</sup> November 2024**

**Interview Date: Wednesday 27<sup>th</sup> November 2024**



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25<sup>th</sup> October 2024

Hello!

Thank you for taking time to consider the role of part-time 'Children and Family Pastor' based in Springfield Church Wallington (SM6). As you will have seen, we are actually advertising 2 part-time roles together, one employed by Springfield Church and the other is a 'Children and Families Pioneer' who will be employed and funded by the Diocese of Southwark, but will be managed day-to-day by Springfield Church. We are open equally to one person carrying out both roles or two part-time appointments.

The central idea is that we nurture and develop the children and families ministry within Springfield, in new and imaginative ways, (Children and Families pastor role 50%) then develop our pioneering models and share these with other estate churches in the Southwark Diocese through training and other support (Children and Families pioneer role 50%). It is an innovative way of working that we hope will really appeal to you and help develop your skills and career. This letter and job description covers the 'Children and Family Pioneer' role (50%). We have separated the two roles for clarity and employment law reasons.

Young people are our top priority, and we have a growing number of children and families in our church community, which can form a base for your work of deepening their faith and developing relationships with new families. We have a team of volunteers to support you who currently run a long-standing Thursday Toddler group (Springers) and a newly-formed parents group to support one another in a challenging season of life. There is a firm foundation for you to build on as you develop our emerging Mini Church toddler group on Sundays, and you will have the opportunity to start a Sunday afternoon Bubble church for under 7s.

We are looking for someone who loves pastoring children and families and can understand and relate to the pressures and sense of community that come from living on a diverse Estate. You would be able to demonstrate that you have been successful in growing children and family ministries in a church community. You would share our values of building an inclusive culture, and we would support you to be courageous, compassionate and creative in your work. Ideally you would have a qualification in children and families pastoring, but this is not essential if you have relevant experience.

I do hope that you will find the information provided in this pack helpful and if you feel called to be part of this journey, you can apply for the role through the advert on Pathways: [here](#).

At the end of this pack is further information about Springfield and our approach to ministry and pioneering, and if you are interested in the role I would love to have an informal chat on the phone or in person so you can get a sense of what God is doing here – so don't hesitate to get in touch. (Please note if you would like to speak between 28 Oct-3<sup>rd</sup> Nov please call Mel our Pioneer Curate on 07305 231725).

With every blessing,

David Atkinson

Pioneer Vicar

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## Role Description

**ROLE:** Children & Family Pastor

**ACCOUNTABLE TO:** Pioneer Vicar

**EMPLOYER:** Springfield Church

**CONTRACT:** Permanent

**HOURS:** 17.5 per week

**PURPOSE OF ROLE:** We're seeking a courageous, compassionate and creative 'Children & Family Pastor' to help nurture a generation of children in our church community, supporting them to thrive with Jesus. The role involves the oversight of a flourishing and growing ministry with children (0-11) and their families, and we'd love someone in this role who has the enthusiasm to support them on their journey of faith, not just in church activities but each day of their lives. We'd love someone in this role with a passion for Jesus, experience in discipling children and a willingness to serve the church.

### RESPONSIBILITIES:

- 1. Ministry culture-setting & oversight (40%)**
  - Developing dynamic and effective programmes
  - Co-ordinating, growing and releasing teams of volunteers for Sunday discipleship groups (0-4s, 5-11s)
  - Overseeing the 'Parents small group' for mutual support and discipleship – developing 'parenting for faith' groups
  - Crafting a coherent strategy across all groups allowing for seamless transitions of attendees into deeper connection
  - Supporting one-off events e.g. weekends away or festivals
  - Consistently praying for our children and families
- 2. Developing new discipleship spaces (15%)**
  - Developing discipleship with under 4s, including oversight of Thursday Springers toddler group
  - Developing new monthly Bubble Church Sunday service for under 7s
- 3. All in services (15%)**
  - Overseeing delivery of monthly 'All in' services – regularly preaching or leading as part of a wider team running the services that are genuinely multi-generational, including young people serving in various areas including the Worship band

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#### 4. Safeguarding & ministry co-ordination (20%)

- Managing the administration of the ministries, and ensuring all children's groups adhere to safe working practices and Safer Recruitment
- Identifying, recruiting, and training new volunteers for all activities and groups.
- Running things in an organised way so all volunteer teams receive well-planned and timely information and resources
- Ensuring all aspects of the ministry are communicated effectively to the wider church and key stakeholders
- Working within a budget for the ministries

#### 5. Schools (10%)

- Supporting the team of school mentors supporting children
- Working with Children & Family Pioneer to develop strong working relationships with local primary schools, supporting with occasional assemblies and visits to nurture faith in children
- Undertaking other tasks, as required, in line with the needs of Springfield Church

#### IDEAL CANDIDATE:

This is a leadership role within the church, and the ideal candidate will cultivate, develop, oversee our children and family ministries to enable Springfield to support a generation of children and their families to have real, life-transforming relationships with God. They would have a vibrant spiritual life demonstrating a deep trust in God. They would have a desire to develop in their gifts, being teachable, fun, joyful and uncynical.

#### SKILLS & EXPERIENCE:

##### Essential

- Proven track record of Children & Family Pastoring
- Gifted in releasing teams that can nurture the faith of children and their families
- Passionate about discipling children to grow in faith in all parts of their life
- Ability to create a compelling, dynamic and fun environment for children
- Gifted in communicating God's truth to children and families with no experience of church, aware of the need for cultural sensitivity
- Ability to run an event from initial planning to review
- Ability to recognise behaviours that may indicate safeguarding concerns and ability to take appropriate action
- Proven track record of leadership with honesty and integrity
- Self-starter with ability to pioneer new ministries
- Adaptable to new opportunities and able to proactively engage with unexpected challenges
- Able to manage own time and proactively prioritise competing tasks in a timely fashion

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- Friendly and collaborative team player
- A passion to fulfill Springfield's vision

## Desirable

- Experience of Pastoring with Children in Estate communities
- A qualification in (Christian) Children's work to degree level or equivalent
- Experienced in releasing children in gifts of the Spirit
- Ability to foster a nurturing and safe environment for children with neurodiversity and additional needs

These are our ideal requirements, but we know some people are less likely to apply for the role unless they are 100% qualified. We promote a diverse, inclusive and empowering culture at Springfield Church so please apply if you meet the majority of these requirements.

## ADDITIONAL REQUIREMENTS:

- There is a genuine occupational requirement that the post-holder be a practising Christian. We would love the successful candidate to become a committed member of Springfield Church
- Be a member of the Church Council's Safeguarding Sub
- Attend Zoom morning prayers 9.30am at least once a week
- Able to work flexibly where needed (e.g. for evening groups as needed). Appropriate 'time off in lieu' will be provided
- A DBS check will be required (type to be confirmed)

## SALARY:

£15,500 per annum

## START DATE:

January 2025 with 6 month probation period

## WORKING HOURS:

17.5 hours a week, based at Springfield Church Office, St Paul's Church and other community spaces.

To include:

Wednesday morning staff meetings and Thursday mornings  
Sunday mornings & afternoons  
An evening for parents' group

## HOLIDAY ENTITLEMENT:

Full-time equivalent of 26 days + bank holidays per annum (including max 6 Sundays a year)

## ADDITIONAL BENEFITS:

- 1 retreat day per calendar year
- Contribution to pension scheme
- Flexible working hours (where appropriate)
- Option to work half a day a week from home
- Investment in employees' personal development (both professionally & spiritually) throughout the year

*[Please note that Springfield also has a Diocese-funded 5-year funded role vacancy for a part-time Children & Family Pioneer, which could be combined with this role to become full-time]*

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## Springfield Church

### Children and Family Pastor

#### Terms and conditions

##### Normal Place of Work

Your place of work is the Springfield Church Office and St Paul's Roundshaw. You may be required to work at other locations within Wallington and surrounding areas on a temporary or permanent basis.

##### Employer

You will be employed by Springfield Church whose registered office is at Springfield Church, 38 Stafford Road, Wallington SM6 9AA

##### Length of contract

Permanent

##### Salary

The post has the salary of £15,500 per annum

##### Probation

The appointment is subject to the satisfactory completion of a six-month probationary period.

##### Hours of work

17.5 hours per week, to include Wednesday morning staff meetings and Sundays

##### Holiday Entitlement

You will receive pro rata equivalent of 26 days annual leave per annum (max 6 Sundays). There is also an entitlement to 8 national bank holidays pro rata. The leave year runs from 1<sup>st</sup> January to 31<sup>st</sup> December.

##### Sick Pay

Sick Pay is paid at full pay and half pay rates dependent on length of service and discretion of your line manager, details of which are contained in the contract of employment. Where the right to Sick Pay has not been established or it has been exhausted, then Statutory Sick Pay provisions will apply.

##### Pension

You will be eligible for membership of The Church of England Defined Contribution Scheme into which the Church will contribute not less than 7.5% of your salary. Particulars of this scheme are available from The Church of England Pensions Board.

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## **Working Expenses**

Reasonable out of pocket expenses will be reimbursed.

## **Termination of Employment**

During the six-month probationary period one week's notice is required on either side.

Thereafter you will be required to give two months' notice should you wish to resign and will receive a minimum of two months' notice.

## **Equal Opportunities**

The Church has a strong commitment to equal opportunities and will not discriminate on the grounds of race, nationality, age, sex, disability, marital status, sexual orientation, religion or belief. Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles.

## **Disciplinary and Grievance Procedures**

Further details would be provided in the contract of employment that would be issued on appointment.