



The Diocese of
Southwark

Job information pack

Children and Families Pastor

An exciting role working with children and families in a new worshipping community



Closing Date: 24th November 2024

Interview Date: 2nd December 2024

**Christ
Centred**

**Outward
Focused**



The Diocese of
Southwark

Dear Applicant,

I am delighted that you have expressed interest in the role of Children and Families Pastor based in Stockwell and I hope that you will find the information provided in this pack helpful.

This is an exciting opportunity to join our new leadership team at the start of a new season as we seek to establish and grow new worshipping communities within the Stockwell area.

We are excited by this project and hope that this will provide an opportunity for someone of faith who wants to apply their skills and shares our vision and wants to join us as we seek to grow as a family, grow in our evangelism and grow in the things of the Spirit.

If you feel called to be part of this journey, you can apply for the role through the advert on Pathways: <https://www.cofepathways.org/members/modules/job/detail.php?record=7797>

Please also feel free to contact me if you would like an informal discussion about the role.

Yours sincerely,

Lois Tackie-Oblie
Assistant Leader
lois@kxc.org.uk



The Diocese of
Southwark

Diocesan Staff Purpose

To lead, enable, serve, support, and enable the mission of God as it is worked out in the parishes, deaneries, schools, and communities of the Diocese of Southwark.

Diocese of Southwark Job Description

Job Title:	Children and Families Pastor - part-time, 14 hours per week
Reporting to:	Leader of KXC (Stockwell), with day-to-day reporting to the Assistant Leader
Location:	Trinity House, Borough High Street
Key Relationships:	Leader and Assistant Leader of KXC (Stockwell) Church Leadership Team Church and Parish children and families Worship Pastor Parish Staff Diocesan Project Manager and the Core Project Team Diocesan Children, Youth and Families Team

Background to the job

This is an exciting opportunity for a Children and Families Pastor to play a key role in pioneering and helping a new church congregation to grow and thrive.

Specific projects have been identified in places across the large and diverse Diocese of Southwark, where there is clear opportunity for growth and funding has been obtained from the Church of England's Strategic Mission and Ministry Investment Board to support these projects.

One of these places is King's Cross Church (KXC), an Anglican church that was launched in 2010 to engage with the missional opportunities created by the King's Cross redevelopment. The vision of KXC is to 'serve God's purposes to make all things new' through bringing the good news of the gospel to all those who live, work and pass through King's Cross. KXC was designated a Resource Church in the Diocese of London in 2019 with a mandate to support other Anglican churches. and are currently preparing to pioneer a new church congregation in Stockwell.

As a result of a successful bid by the Diocese of Southwark, funding to resource a new church plant and this post has been obtained. In September 2024, KXC launched a new church plant, Well City Church, meeting at St Michael's Church Stockwell. This is a truly exciting opportunity to join the leadership team and members of KXC who form the initial congregation, at the start of a new season in the life of God's mission to Stockwell.

Job Purpose / Summary

The purpose of this role is to work closely with the Church leadership team and ensure provision for children and families work in the new worshipping community. This is an exciting opportunity to bring vision and oversight to all the children and youth work, both on Sundays and during the week. This role will provide a blank canvas on which to paint and would suit someone who would enjoy playing their part, working collaboratively with the Church leadership team, in pioneering children and families being at the heart of the church.

Key Responsibilities

The role covers a wide range of tasks, which fall into the areas outlined below.

- To have a coherent vision for the discipleship of children and families, then lead, oversee and implement that vision.
- Prepare for children's sessions, including developing curriculum, planning activities and coaching the volunteer team.
- Identify, recruit, train, monitor and nurture volunteer team and leaders.
- Administrate the running of team, including creating and updating rotas for volunteer teams.
- Commitment to safeguarding, ensuring team members and volunteers have valid DBS checks and are fully trained and equipped.
- Ensure that safeguarding policies are followed and that robust safeguarding practice is fully embedded in all aspects of the children's ministry.
- Risk management, including preparing risk assessments for activities and events.
- Develop different areas of age-appropriate ministry, including Sundays and mid-week groups/socials
- Pioneer new mission and community opportunities for local children for example after-school clubs, toddler groups, social events, school activities.
- To work with the Church Leader to integrate children in church life
- Oversee a department budget and be responsible for the management of resources
- Oversee children's activities at church-wide events and socials.
- Attend both regular and occasional staff meetings, retreats, conferences etc.
- Plan for and integrate children with additional needs.
- Undertake occasional and various responsibilities as the need arises (e.g. event organisation, ad hoc projects) as may be required from time-to-time.

Health and Safety

Employees must look after their own health, safety and welfare and be mindful of other persons who may be affected by their acts. Employees must co-operate and comply with management instructions regarding Health and Safety issues and report all accidents, incidents and problems as soon as practicable to their supervisor, manager or other senior members of staff available.

Equality and Diversity

All staff are expected to demonstrate the value of 'Respect for All' and follow any guidelines and policies relating to equality and diversity, and equal opportunities.

Confidentiality

Maintaining confidentiality and preserving the integrity of our work in the Diocese is very important. You will not, except as authorised by the Diocese, or as required by law or your duties, use, divulge or disclose to any person, firm or organisation any information about individuals, parishes or the Diocese, or other confidential information relating to the organisation, finances, parishes, dealing and affairs of the Diocese which may come to your knowledge during your employment.

Any Other Duties

A core value of Diocesan staff is collaborative team working. The responsibilities outlined above cannot totally encompass or define all tasks which may be required of the postholder, and you may be asked to perform any other duty as directed from time to time.

Person Specification

This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 of the Equality Act.

You will be someone who is committed to discipleship to Jesus and want to share your faith to enable children, young people and families to have deep rooted faith in Jesus. You will have a passion for Jesus that motivates your attitude towards your work. Our hope is that you pursue spiritual and emotional growth, in the power of the Holy Spirit in your life and also have a desire to see that same growth and transformation in the Church. Finally, you will be a team player who makes room for the gifts and talents of others but who is also confident in bringing their God-given contributions to the life of the new worshipping community and the building of God's Kingdom.

We also expect that the successful candidate is an active member of the new worshipping community or is prepared to become so.

Essential	Desirable
Experience and qualifications	
A practicing Christian	Experience in managing a department budget
Experience in working with children and families	Willing to engage in Diocesan training to develop CYP ministry such as Bishop's Certificate and CYP courses
Experience in teaching and leading groups of children; communicating in a fun and relevant way	
Ability to run an event from initially planning to review	
Excellent communication skills - confident in interacting with children of all ages and adults such as parents/carers	
Ability to plan and communicate events and activities with children, volunteers, parents and carers	
Ability to create dynamic environments for children of different ages and backgrounds	
Ability to recruit, lead and train a range of volunteer teams, including coaching leading sessions and activities	
Experience in safeguarding and how to manage risk	
Good organisational skills and comfortable within a team office environment	
Computer literate with Microsoft Office and Google Suite packages	

The role requires applicants to demonstrate a commitment to safeguarding children and vulnerable adults of all cultural backgrounds and have a good awareness of relevant policies and procedures, statutory legislation and guidance.

Candidates will be required to submit a self-disclosure check at interview and the role will be subject to a DBS check.



The Diocese of
Southwark

TERMS AND CONDITIONS

Children and Families Pastor

(part-time, 14 hours per week)

5 year fixed term

Outline terms and conditions

Employer

You will be employed by the South London Church Fund and Southwark Diocesan Board of Finance whose registered office is at Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW.

Normal Place of Work

Your normal place of work will be initially Kings House, 242 Pentonville Road, N1 9JY, then St Michael Church, Stockwell Park Road, Stockwell, SW9 0DA

Salary

The post has a salary of £12,000 - £12,800 pro rata [£30,000 - £32,000 FTE] per annum, depending on experience.

Probation

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

Hours of work

14 hours per week, including Sundays

The role holder will need to be available to work key dates and events which could include Christmas services, Easter services, Annual Parochial Church meetings and PCC when required.

Holiday Entitlement

You will receive 26 days annual leave per annum, increasing to 31 days after 2 years' service. There is also an entitlement to 2 local and 8 national bank holidays. [Pro rata for part-time hours]

The leave year runs from 1st January to 31st December.

Sick Pay

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

Season Ticket Loan

An interest free season ticket loan is available upon satisfactory completion of the probation period.

Cycle to Work Scheme

The Diocese is part of the scheme that enable staff to purchase a cycle and equipment for cycling to work, through a salary sacrifice scheme.

Pension

A non-contributory pension will normally be arranged with the Church Workers' Pension Fund, currently a 15% employer's contribution.

Employee Assistance Programme

A free and confidential employee assistance programme providing support to staff in a number of areas, including benefits advice, caring responsibilities, and counselling support is available 24 hours a day 7 days a week.

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 three months notice should you wish to resign and will receive a minimum of three months' notice.

Equal Opportunities

The Diocese 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.

Background Information to the Diocese of Southwark

The Diocese of Southwark, founded in 1905, forms part of the Province of Canterbury in England and is part of the wider Church of England, in turn part of the worldwide Anglican Communion.

The Diocese covers fifteen Local Planning Authorities (in part or wholly).

The Diocese seeks to be a Christian presence and to share the Christian faith in each of its parishes through the mission and ministry of its clergy, congregations, schools and chaplaincies and works to promote the common good, with a particular concern for those most in need.

The Diocese of Southwark serves...

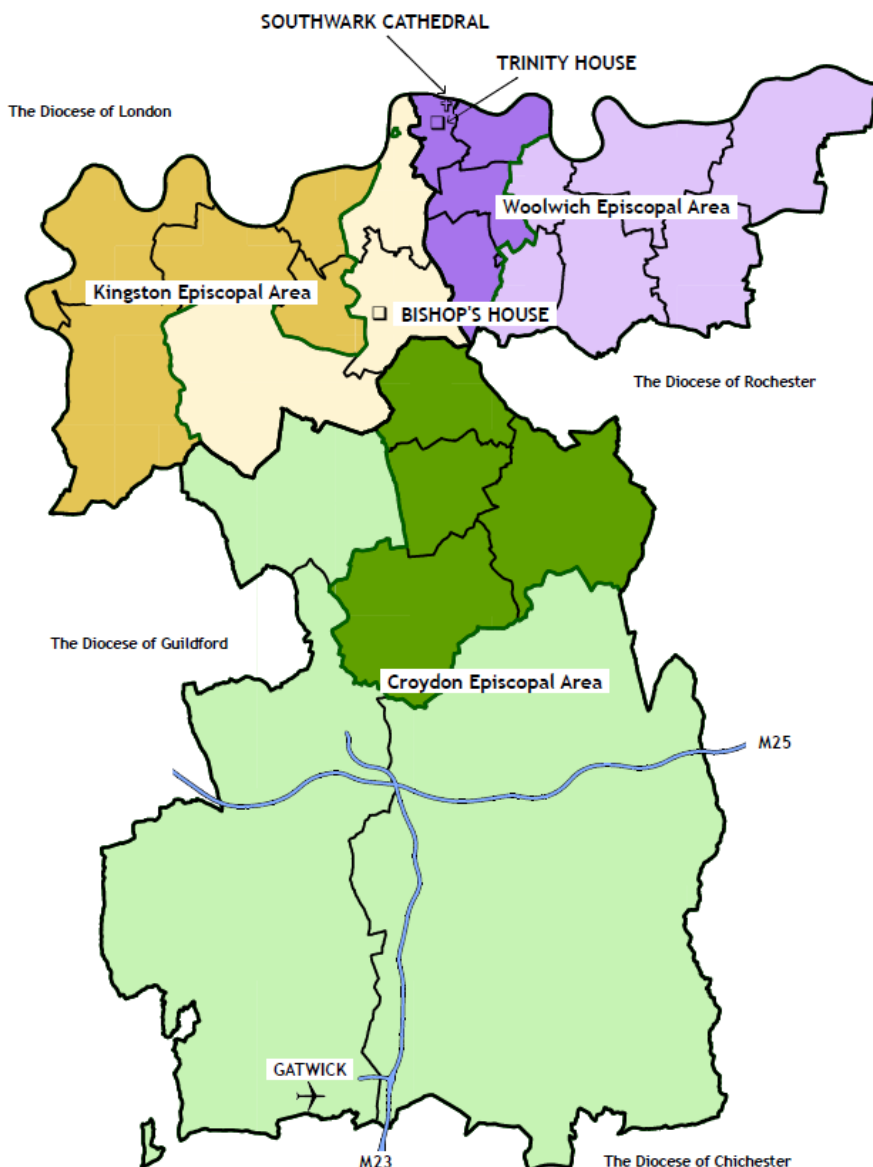


2.9 million people

in the **16** local authorities of South London and East Surrey

through **356** places of worship – a church of England presence in every community

and **103** church schools educating more than **37,000** young people



The Diocese is divided into six archdeaconries and twenty-five deaneries, overseen by the Bishop of Southwark, who is supported in his pastoral work in the Diocese by three area bishops, the Bishop of Kingston, Bishop of Woolwich, and Bishop of Croydon, as well as six archdeacons.

The statutory work of the Church and support to the parishes is provided by the staff of the Diocesan office, located in Trinity House, Southwark.

Trinity House and the Area Offices

Trinity House houses the Diocesan office where most of the executive and professional staff of the Diocese are based. Trinity House is under the overall direction of the Diocesan Secretary who reports to Bishop Christopher, our Diocesan Bishop. Trinity House is just off Borough High Street, within a quarter of a mile of Southwark Cathedral.

SOUTHWARK VISION 2024 – 2035

Christ Centred | Outward Focused

Southwark is a diverse and vibrant Diocese in so many ways, from the energy of the inner city to the beauty of the Surrey Hills. We are one of the largest Dioceses in the Church of England, serving the people of South London and East Surrey. We take joy in the distinctiveness and variety of God's gifts and people. You will find churches that offer welcome, care and dignity in Christ's name to their parishes; chaplains walking along side those in education, hospitals, and prison; and pioneering communities seeking to reach out and serve in new ways.

Our vision is founded on mutual commitment, speaking well of one another and walking together in the pilgrimage of faith. Supporting, encouraging, and resourcing each other in our common task, we seek to be a Diocese that is Christ centred and outward focused.

Our priorities are:



Parishes

We value all our parishes and are committed to enabling and serving them, so they can minister to the whole people of God in their local context.



Ministry

We will maintain the highest possible number of stipendiary clergy and grow our lay ministries. We will ensure that our parishes are served by well-resourced and well-supported clergy, including self-supporting ministers. We will continue to foster and grow our lay ministries including new pipelines for children and youth workers in ministry.



Growth

We will grow our existing churches, including revitalisation initiatives, and establish new worshipping communities. We want to see our Diocese surpassing pre-pandemic levels of attendance in the next five years, to include mixed ecology of worship patterns Sunday to Saturday and grow a further 10% by 2035.



Youth & Diversity

We are committed to becoming a younger, more diverse Diocese. We wish to see our churches evolve to better reflect the communities in which they serve and the gifts of the whole people of God.



Deepening our discipleship

Christ is at the heart of our faith and we will only grow by being intentional about going deeper in our journey with him, replicating our learning and sharing our resources.



Healing

We will seek God's healing for our communities and our world. Christ's call for healing and reconciliation requires us to grapple with many of the issues that we face including safeguarding, social justice, racial justice and care for creation.



The staff who work across the whole Diocese have a core purpose and values that set out their role in supporting the Diocese achieve its Vision and priorities. These are known under the banner of ‘Lead, Enable, serve’ and are summarised in the table that follows below.

DIOCESAN STAFF PURPOSE
To serve, support, lead, and enable the mission of the God as it is worked out in the parishes, deaneries, schools and communities of the Diocese of Southwark.
DIOCESAN STAFF AIMS <ul style="list-style-type: none">• To support our parishes and clergy so that they are energised, equipped, and empowered through specialist advice, leadership in ministry, training and development, good housing and by building effective relationships.• To meet our statutory and regulatory obligations, and to be proactive in leading and disseminating good practice.• To evaluate and allocate resources effectively, in line with the vision, aims, values, and policies of the Diocese.• To resource, and support mission and evangelism, vocational discernment, training, and ongoing development for lay and ordained ministries.• To ensure that all our structures, policies, practices and the way in which we communicate are fit for purpose now and in the future, through regular review and continuous improvement.
DIOCESAN STAFF VALUES <ul style="list-style-type: none">• Effective Stewardship of resources• Collaborative Team Working• Respect for all• Transparent Accountability