

The Diocese of
Southwark

Children & Family Pioneer

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 18th November 2024

Interview Date: Wednesday 27th November 2024





The Diocese of Southwark

25th October 2024

Hello!

Thank you for taking time to consider the role of part-time 'Children and Family Pioneer' 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 this role as a 'Children and Family 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 Family 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 Family 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 covering letter and job description covers the 'Children and Family pastor' role (50%). We have separated the two roles for clarity and employment law reasons.

The 'Children and Family Pioneer' role has two main elements. Firstly, it is focussed on overseeing and growing our Pioneering with children and families on the local Roundshaw Estate - such as 'Tea & Toast' (after school group for primary-aged children) and 'IDK' (stands for 'I don't know' group for Year 5+), as well as developing these to incorporate other initiatives as part of our pioneering pathway with Children and Families.

Secondly, the role offers a significant stepping stone for career development as you will then be able to multiply the impact of these pioneer pathways by training designated partner estate churches across the Diocese, supporting them with their pioneering, and sharing our learning and models. The role offers an exciting opportunity to make a huge impact with children and families, not only in Roundshaw and Wallington, but across many estate churches in Southwark Diocese.

You will have ongoing support in the role from an experienced and committed staff team, led by Pioneer Vicar David Atkinson, alongside Pioneer Curate, Mel Wynn including strong operational support alongside other volunteer team members. Training and development is available for the role, for example, to develop as a trainer for the partner churches. There is also fantastic expertise and support available from the Diocese. As part of Springfield's successful bid for Diocesan Investment Programme funding, we have new resources for a number of roles to develop our pioneering on Roundshaw and equip our partner Estate churches. We will also be developing our website and social media capability to promote and support your work and develop training material for other estate churches to use.

We are looking for someone who loves pioneering with 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 pioneering children and family ministries in the 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 pioneering, but this is not essential if you have relevant experience.



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We also have a Springfield-funded 0.5 part-time permanent position of Children & Family Pastor which could be combined with this role to make it a full-time position.

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:

<https://pathways.churchofengland.org/en/jobs/children-s-and-families-pioneer-full-or-part-time/1620>

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-3rd Nov please call Mel our Pioneer Curate on 07305 231725).

With every blessing,

David Atkinson
Pioneer Vicar
david@springfieldchurch.org.uk
07871 705 794



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Role Description

ROLE:	Children & Family Pioneer
ACCOUNTABLE TO:	Pioneer Vicar
EMPLOYER:	Southwark Diocese
CONTRACT:	5 year fixed-term
HOURS:	17.5 per week
PURPOSE OF ROLE:	We're seeking a courageous, compassionate and creative 'Children & Family Pioneer' to help reach a generation of children in our local community, supporting them to thrive with Jesus. The role involves overseeing and developing our pioneering with children (0-11) and their families, and we'd love someone in this role who has the enthusiasm and dedication to introduce them to Jesus. This role also involves training a growing number of Estate partner churches with our innovative pioneering models. We'd love someone in this role with a passion for Jesus, experience in pioneering with children, and a desire to try new things (even if they don't always work out).
RESPONSIBILITIES:	<ol style="list-style-type: none">1. Estates Pioneering outreach ministries (40%)<ul style="list-style-type: none">• Develop the pioneering pathways on Roundshaw for 0-4s, 5-11s and their families (e.g. building upon Tea & Toast after school group, IDK older children's space)• Develop Roundshaw-based under 4s outreach spaces (such as Pioneering a stay & play group)• Develop spaces for parents to encounter Jesus, e.g Alpha• Re-launch Seasonal holiday Kids club (or similar)• Ensuring all groups promote a safe and inclusive environment and volunteers are safer recruited2. Supporting Estate partner churches (30%)<ul style="list-style-type: none">• As part of the 'Pioneer project' working with the wider team to develop video and in-person training programmes to support Estate partner churches delivering Springfield's pioneering approach to children & families• Equipping partner churches to implement tested models such as Tea & Toast3. Schools work (10%)<ul style="list-style-type: none">• Working with Children & Family Pastor developing strong working relationships with local primary schools• Running seasonal 'Messy' in the local primary school



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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
- 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 and pioneer strategic activities which will enable Springfield to reach a generation of children and their families who 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.

The postholder(s) will be part of a prayerful community and will be expected to prioritise and model a prayerful, pastoral and missional approach to the running of church life, including leading prayer, and encouraging and supporting people to thrive on their faith journey.

SKILLS & EXPERIENCE:

Essential

- Proven track record of Children & Family Pioneering
- Gifted in releasing teams that can reach children and their families
- 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
- Friendly and collaborative team player
- A passion to fulfill Springfield's vision



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Desirable

- Experience of pioneering 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 practicing Christian. We would love the successful candidate to become a committed member of Springfield Church
- Be a member of the 'Greenhouse' Pioneering Strategic Group
- 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
Tuesday and Friday afternoons
Possible evenings

HOLIDAY ENTITLEMENT: Full-time equivalent of 26 days + bank holidays per annum (increasing to 31 days after 2 years' service)

ADDITIONAL BENEFITS:

- 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 church-funded permanent role vacancy for a part-time Children & Family Pastor, which could be combined with this role to become a full-time role]



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DIOCESE OF SOUTHWARK

Children and Family Pioneer

Outline terms and conditions

Normal Place of Work

Springfield Church, 38 Stafford Road, Wallington SM6 9AA

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.

Length of contract

The post is funded for a fixed term for 5 years, subject to funding.

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.

Holiday Entitlement

You will receive pro rata equivalent of 26 days annual leave per annum, increasing to 31 days after 2 years' service. There is also an entitlement to 8 national bank holidays pro rata. 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.

Pension

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



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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 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.



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The LORD will guide you continually, giving you water when you are dry and restoring your strength. You will be like a well-watered garden, like an ever-flowing spring. [Isaiah 58:11]

ABOUT SPRINGFIELD:

Springfield Church is based in Wallington, South London, and was planted as a fresh expression from a local church over thirty years ago, particularly focussed on reaching those who would not normally connect with traditional church. So we are not your typical Church of England 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. This is a vision not just for ourselves, but for the communities that we find ourselves within, as we try and live out our values of courage, compassion and creativity.

PIONEERING JOURNEY:

If you like 'business as usual' we are not the place for you! Being without a building means we don't 'settle; and things are constantly developing as we grow and seek new ways to build connections with our community. Having met at a local secondary school for many years, during the pandemic Springfield started holding its Sunday services on the Roundshaw Estate (the first time in an actual church building), which coincided with a renewed passion to Pioneer within the community, mainly out of the local community centre. The pioneering has thrived, and we have developed a range of groups and approaches to connect with adults and young people who had not prior connection with church. The combination of our services being on the Estate and the development of our Roundshaw pioneering has meant we have all been on a journey of 'mutual transformation' as we seek to discover God's gift of being from different backgrounds and experiences from one another.

THRIVING & SHAPING CULTURE:

By being part of Springfield you would be joining a dynamic and quickly growing team, and you will have a chance to shape that culture - it is an exciting time to join in with what God is doing! And as a staff team we want to thrive in every sense: giving ourselves fully to our calling; being equipped and supported as we do it and seeking to support others around us; finding joy in seeing God at work - but also ensuring we are working and living from a place of abundance, rest and deep rootedness in God's presence. This will be our commitment to you and we are so excited you are considering this role.

EXAMPLES OF OUR PIONEERING

The most recent phase of our children & family pioneering started with a 'Tea & Toast' afterschool group, following community surveys that showed there was a genuine need for such an offering. It was designed to be highly accessible during a time when parents/carers would be bringing their children home from one of the three local primary schools. Each week has a theme connected with faith and after (easy to provide) toast and squash (for children) and cups of tea (for adults) were served the time is filled with various games, craft connected with the theme during which the team discuss the theme) followed by a short video on the theme. Children go home with a nicely designed collectable bookmark that includes a bible verse and is accompanied with an invite for seasonal Messy churches and other Sunday morning parties or picnics. Tea and Toast has resulted in a number of fruitful connections with the community, leading to some Sunday service attendance and family baptisms.

Southwark Diocese Values

Effective Stewardship of resources
Respect for all

Collaborative Team Working
Transparent Accountability



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Overview of Tea & Toast

<https://youtu.be/mwHmb3YGvRU>



Overview of Messy Church

https://youtu.be/8Db0FDg_mfM



OUR VALUES-BASED APPROACH TO PIONEERING

COURAGE (Prayerful presence) – as with all Pioneering approaches, Springfield has learnt the importance of everything being rooted in prayer from day one. Being prayerfully-present as a team over a long period of time has been vital for building connections and being present to what God was already up to. All of the groups have been in neutral community spaces rather than a church building. Springfield has learnt about the need to walk through ‘open doors’ in the community, and also being ready to adjust when something beyond the church’s control happens without warning (like building works on a space you use) is key for fruitful pioneering on Estates. A final essential component of ‘prayerful presence’ has been to ensure prayer is on offer at all the Pioneering groups, no matter how lower down the pathway and ‘accessible’ they are. Springfield has found Estate residents almost always open to the offer of prayer (in person or through offers such as prayer boxes) and the church has learnt that there must always be an ‘offering of the

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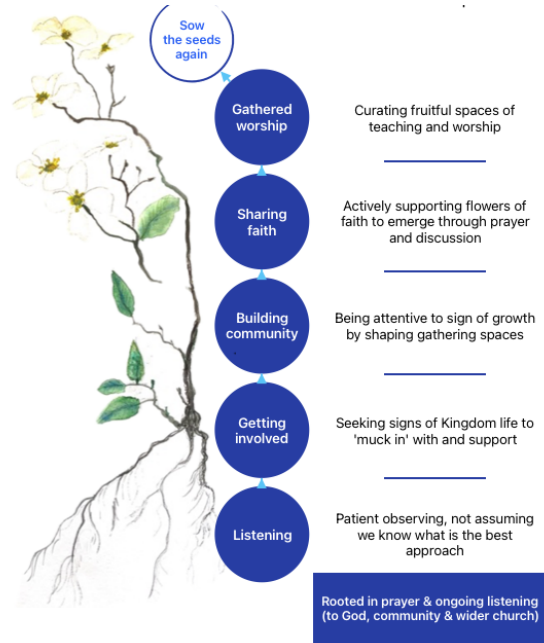
transcendent' in all its spaces, while ensuring it's not 'forced in' but gently offered, always flowing within everything else going on.

COMPASSION (Participation, openness & low maintenance) – Springfield intentionally did not start its Pioneering journey from a Sunday service and instead took a grassroots approach as outlined in the diagram. The team envisaged Roundshaw as a garden and recognised God was always at work on the estate (including previous Springfield engagement) - there were already seeds in the grounds, plants and trees in place, and it was vital to spend time to understand what was already taking place. Being part of the Roundshaw Community Network has allowed the team to genuinely join in with other peoples' agenda and build trust. By supporting the Summer and Christmas Roundshaw Fairs taking place Springfield can be

meaningfully present in these spaces without having the high maintenance of actually putting on 'big impact' missional events which can take a church's full resources. When the time came to develop Springfield-specific spaces, the church sought to partner with other local organisations where possible, and always set up the spaces for maximum participation and low maintenance.

This participative model has ensured that instead of 'putting something on' for other people where an invisible divide is always present, Springfield has structured everything to allow an attendee to be involved from day one. This takes time and energy at the start to set the culture and is a juggle between having a desired level of excellence and all being involved; but it has been so effective in terms of both the missional fruit and that the spaces can be sustained much more easily with low resources.

CREATIVITY (Curiosity & Adaptation) – Springfield has been discovering what works on Roundshaw and has changed and adapted ongoingly by using regular and varied feedback loops (through regular community surveys, analysing attendance, questionnaire feedback, informal conversations etc). Estate Pioneering is inherently fragile and has an unpredictability to it, especially in terms of people who are being connected with (with a natural ebb and flow of people connecting and disengaging for a while), so it has been essential to take a flexible approach. In line with this, Springfield has been learning to take a stance of 'curiosity' which has been particularly important across differences of race and class. This pioneering journey has increased the diversity of the church community in both these areas, and again, not assuming the church 'knows' the best approach straight away has been important for going on a journey of mutual transformation.



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