

# Children & Youth 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: 14<sup>th</sup> March**

**Interview Date: 27<sup>th</sup> March**



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14<sup>th</sup> February 2025

Hello!

Thank you for taking the time to consider the role of 'Children and Youth Pastor' based in Springfield Church Wallington (SM6). Young people (0-15s) are an absolute priority for us as a church and we see this as a vital role in supporting our God-given vision for our community to thrive like a Spring Field.

We want to continue nurturing and developing our children and youth ministry in new and imaginative ways, and this role will work closely with our 'Children and Families Pioneer' and future 'Youth Pioneer' roles, which are focussed on developing our pioneering work in the community.

This is a wide-reaching role and we don't expect you to 'do everything' yourself, but nurture, equip and release our dedicated team of volunteers to support you. The team currently supports our Sunday morning discipleship groups, 'All in' services' and long-standing Thursday Toddler group (Springers). There is a firm foundation for you to build on as you develop the discipleship of our young people, such as starting a Sunday afternoon 'Bubble church' - a chance to pioneer intergenerational worship for under-7s.

We are looking for someone who loves pastoring young people and can understand and relate to both the pressures and sense of community that come from living in different areas, such as Roundshaw and Wallington. You would be able to demonstrate that you have been successful in growing children and youth ministries in a church community. You would share our values of building a culture where everyone can belong, and we would support you to be courageous, compassionate and creative in your work. Ideally you would have a qualification in pastoring young people, but this is not essential if you have relevant experience.

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.

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 request an application form by emailing me directly.

With every blessing,

David Atkinson  
Pioneer Vicar  
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## Role Description

<b>ROLE:</b>	<b>Children &amp; Youth Pastor</b>
<b>ACCOUNTABLE TO:</b>	Pioneer Vicar
<b>EMPLOYER:</b>	Springfield Church
<b>CONTRACT:</b>	Permanent
<b>HOURS:</b>	24.5 per week (3.5 Days 0.7 FTE)
<b>PURPOSE OF ROLE:</b>	We're seeking a courageous, compassionate and creative 'Children & Youth Pastor' to help nurture a generation of young people in our church community, supporting them to thrive with Jesus. The role involves the oversight of a growing ministry with young people (0-15) 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 young people and a willingness to serve the church.
<b>RESPONSIBILITIES:</b>	<ol style="list-style-type: none"><li><b>1. Ministry culture-setting &amp; oversight (40%)</b><ul style="list-style-type: none"><li>• Shape dynamic discipleship Sunday groups where 0-15s encounter Jesus in age-specific communities (currently 0-4s, 5-9s, 10-15s)</li><li>• Overseeing the 'Parents small group' for mutual support and discipleship – perhaps developing 'parenting for faith' groups</li><li>• Crafting a coherent strategy across all groups allowing for seamless transitions of attendees into deeper connection</li><li>• Supporting one-off events e.g. weekends away or festivals</li><li>• Consistently praying for our young people</li></ul></li><li><b>2. Developing new discipleship spaces (15%)</b><ul style="list-style-type: none"><li>• Developing midweek discipleship, including oversight of Thursday Springers toddler group</li><li>• Developing new monthly Bubble Church Sunday service for under 7s</li></ul></li><li><b>3. 'All in' services (15%)</b><ul style="list-style-type: none"><li>• Shape the 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 participating in various areas such as the Worship band</li></ul></li><li><b>4. Safeguarding co-ordination &amp; ministry communication (20%)</b><ul style="list-style-type: none"><li>• Supported by our Safeguarding Officers and annual training from the Diocese, you'll lead the young people teams using the Church of England's 'Promoting a Safer Church framework'</li><li>• Running things in an organised way so all teams receive well-planned and timely information and resources</li></ul></li></ol>

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- Ensuring all aspects of the ministry are communicated effectively to the wider church and key stakeholders
- Making use of Digital and Social Media where appropriate
- Working within a budget for the ministries

### 5. **Schools (10%)**

- Working with Children & Families Pioneer to develop strong relationships with local schools, supporting with occasional assemblies and visits to nurture faith in young people
- 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 ministries to enable Springfield to support a generation of young people to have a real, life-transforming relationship 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 & Youth Pastoring
- Gifted in releasing teams that can nurture the faith of young people
- Passionate about discipling young people to grow in whole-life faith
- Ability to create a compelling, dynamic and fun environment
- Gifted in communicating God's truth to young people with diverse backgrounds, 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

### **Desirable**

- Experience of Pastoring young people in Estate communities
- A qualification in (Christian) young peoples' work to degree level or equivalent
- Experienced in releasing young people in gifts of the Spirit
- Experienced in fostering a nurturing and safe environment for young people with neurodiversity and additional needs
- Experienced with Social Media and Design software such as Canva (we will also have a separate dedicated Media role)

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,

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inclusive and empowering culture at Springfield Church so please apply if you meet the majority of these requirements.

We also offer training in children and youth ministry through Southwark Diocese [Aurora](#).

## 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 SafeguardingSub
- 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
- An enhanced DBS check will be required

## SALARY:

£21,700 per annum (Full-time equivalent £31,000)

## START DATE:

March 2025 with 6 month probation period

## WORKING HOURS:

3.5 Days /24.5 hours a week, based at Springfield Church Office, St Paul's Church and other community spaces.

Normal full working day hours 9am-5pm

To include:

Wednesday morning staff meetings and Thursday mornings

Sunday mornings & some afternoons

An evening for parent/young person group

## HOLIDAY ENTITLEMENT:

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

## HELPING YOU THRIVE:

- 1 retreat day per calendar year
- 7.5% Contribution to pension scheme
- Flexible working hours (where appropriate)
- Hybrid working - option to work half a day a week from home
- Investment in employees' personal development (both professionally & spiritually) throughout the year with annual training budget

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## Springfield Church

### Children and Youth 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 £21,700 per annum

#### Probation

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

#### Hours of work

24.5 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.





#### **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. We are never interested in just 'going through the motions', but are passionate about seeking fresh ways to help as many people as possible encounter the redemptive love of Jesus.

#### **LIFE IN WALLINGTON:**

Wallington is a great place to live! It is situated between Croydon and Sutton with great links to Central London and the wider countryside. There are many good primary and secondary schools and many people like the area so much they stay for life.

#### **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 CHILDREN & YOUTH MINISTRY

Snapshot of Fluorescent (9-14s) Sunday morning:

<https://www.youtube.com/watch?v=a86jOOKTvcE&feature=youtu.be>



Snapshot of RoadRunners (5-9s) Sunday morning:

<https://www.youtube.com/watch?v=ViLEhYa0pOA>



Snapshot of Springers toddler group on Thursdays

[https://youtu.be/G15v\\_NuIWFU](https://youtu.be/G15v_NuIWFU)



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## EXAMPLES OF OUR CHILDREN & YOUTH PIONEERING

And here's some examples of our Pioneering which this role doesn't oversee but will hopefully experience the fruit from:

Snapshot of Tea & Toast

<https://www.youtube.com/watch?v=BsDrpFjXpyk>



Snapshot of Messy Church

[https://youtu.be/8Db0FDg\\_mfM](https://youtu.be/8Db0FDg_mfM)

