



The Diocese of  
**Southwark**

## Vacancy Information Pack

### Associate Pioneer Vicar

## SPRINGFIELD.CHURCH

We believe our God-given vision is to see:  
thriving communities springing up, where everyone can belong and find hope in  
Jesus.



**Closing Date: Sunday 5 July 2026 (midnight)**

**Interview Date: Wednesday 29 July 2026**



3 June 2026

Hi there!

Thank you for taking the time to consider the role of 'Associate Pioneer Vicar' based at Springfield Church, Wallington. As a team, we're praying for you as you discern whether this could be the right next step for you. This role is a vital part of leading the Springfield community, as well as pioneering on the Roundshaw estate and equipping estate partner churches across the Diocese of Southwark through our 'SPRING' programme.

Springfield has been blessed with significant funding from the National Church to develop our pioneering work on the Roundshaw estate and to share what we've learned with other estate churches. Over recent years, communities such as Meal & Meditation, Popcorn & Ponder, Tea & Toast and others have created accessible spaces where people can belong, explore faith and encounter Jesus plausibly and gently. These have grown through prayerful presence, participation and creativity—values that continue to shape our pioneering.

This role sits at the heart of that journey.

The 'Associate Pioneer Vicar' will help establish and lead our new worshipping community, develop lay leaders, and share in the ordained ministry of Springfield through preaching, pastoral care and sacramental leadership.

This is both a hands-on pioneering clergy role and a training and reproducing role—someone who can live this out locally and help others do the same.

This part-time (0.5) role is ideal for someone who is prayerful, grounded in Scripture and the life of the Church, and able to lead in uncertain and evolving contexts. Someone who carries both the heart of a pastor and the instinct of a pioneer.

You will be joining a dynamic and supportive team at an exciting time, with a real opportunity to shape both the culture and the future of this work.

I hope you find the information in this pack helpful as you pray and reflect. If you feel stirred to explore this further, I'd love to speak with you—either via email, informally on the phone or in person—so you can get a deeper sense of what God is doing here at Springfield and across the estate churches we are partnering with.

To apply, please visit [Pathways by clicking here](#).

With every blessing,

David Atkinson  
Pioneer Vicar

# Role Description

<b>ROLE:</b>	Associate Pioneer Vicar
<b>ACCOUNTABLE TO:</b>	Pioneer Vicar
<b>EMPLOYER</b>	The Diocese of Southwark
<b>CONTRACT:</b>	2.5 years fixed term, part-time (0.5)

## PURPOSE OF ROLE:

We're looking for a compassionate, courageous and creative ordained 'Associate Pioneer Vicar' who will prayerfully:

- train and equip estate partner churches to develop their own pioneering communities as part of our SPRING programme;
- establish and lead a new worshipping community within Springfield's estate context from an existing core of local new believers; developing and releasing lay leaders who can sustain and grow pioneering work within Springfield and beyond;
- share in the ordained ministry of Springfield where appropriate, including preaching, pastoral care, sacramental leadership and discipleship.

We would love someone in this role who has a deep love for Jesus and the Church, a heart for estate communities, and a desire to lead, equip and release others in mission. You will bring both the instinct of a pioneer and the grounding of ordained ministry, with the ability to establish new communities while helping others do the same.

## RESPONSIBILITIES:

### 1. Equipping Estate Partner Churches (35%)

- In collaboration with the SPRING team, design, develop and refine Springfield's pioneering pathways and training resources (e.g. Meal & Meditation, Tea & Toast), ensuring they are simple, accessible and transferable.
- Lead the equipping of estate partner churches alongside the Pioneer Vicar and SPRING Team, helping them establish and grow pioneering communities in their context.
- Support churches beyond initial input by helping them apply, adapt and sustain what they have learned locally.
- Work alongside the Pioneer Vicar and Project Directors to identify and recruit estate partner churches into the project.
- Contribute to the ongoing development of resources and learning, ensuring they reflect real practice from the estate.
- Attend and contribute to Thursday morning bi-weekly project meetings, offering insight that strengthens equipping and wider project outcomes.
- Present elements of the project learning to churches, networks or the Diocese where appropriate.

### 2. New Worshipping Community & Lay leadership development (35%)

- In collaboration with church leadership, lead and establish a new midweek adult worship gathering within Springfield's estate context.
- Develop and grow a pioneering pathway for adults, ensuring it remains participatory, low-maintenance and rooted in the community.

- Discern and respond to what God is doing locally, adapting approaches with curiosity and flexibility.
- Identify, equip and support volunteers and emerging leaders to take active roles within the community.
- Contribute to the development of new forms of church that are culturally appropriate and sustainable in estate contexts.
- Identify, develop and support lay leaders and emerging pioneers within Springfield.
- Equip individuals to lead and sustain pioneering spaces, rather than relying on clergy or staff, through the Diocese Magnify programme.
- Foster a culture of participation over performance, where leadership is shared and developed from within the community without being overly controlled or pre-determined.
- Support the integration of lay leadership into the life of the wider Springfield church.
- Contribute to leadership approaches that can be shared with estate partner churches, enabling them to raise leaders in their own context.

### 3. Clergy Ministry within Springfield (30%)

- Preach as part of the Springfield preaching team, typically once a month.
- Lead Sunday services and other gatherings where appropriate, taking on full responsibility of Sundays when the Pioneer Vicar is away on leave.
- Offer pastoral care across the Springfield community, where time allows.
- Exercise sacramental ministry in line with Church of England practice.
- Support the spiritual formation and discipleship of individuals and communities.
- Contribute to the overall spiritual leadership of Springfield, working closely with the Pioneer Vicar.
- Attend and contribute to Wednesday morning staff meetings (where appropriate) and project reviews.
- Offer line management to a member of the staff team (where appropriate).
- Participate actively in prayer gatherings and prioritise a prayerful and missional approach in work.
- Actively practise Christian discipleship.
- Undertake other tasks as required in line with the role.

#### IDEAL CANDIDATE:

This is a key ordained role within Springfield's Pioneer Project, and the ideal candidate will bring both spiritual depth and pioneering instinct. They will be someone who can develop and release lay leaders, support the Pioneer Vicar with humility and initiative, and handle the pressures of ministry with resilience, emotional maturity and a reliance on God.

They will have a vibrant and growing relationship with Jesus, rooted in prayer, Scripture and the life of the Church, and will embrace the calling of ordained ministry within the Church of England. They will be comfortable leading in uncertain and evolving contexts, discerning and responding to what God is doing. They will be both a practitioner and an equipper – able to establish new communities while helping others to do the same, with a heart for estates and a desire to see people encounter Jesus in accessible and transformative ways.

#### QUALIFICATIONS:

- A priest of associate or incumbent status in the Church of England

## EXPERIENCE:

- At home in an informal, charismatic tradition, yet appreciates the breadth of tradition within the Church of England.
- Experience of pioneering or fresh expressions of church.
- Experience of preaching & pastoral ministry.

## KNOWLEDGE, SKILLS & ABILITIES

- Ability to lead and establish new worshipping communities.
- Strong teaching and communication skills to connect with ‘unchurched’ people within an estate background.
- Ability to build confidence in others, releasing people appropriately, with high accountability but low control.
- Able to set direction while remaining flexible, patient, and responsive to the gifts and pace of others.
- Experience of supportive line management.
- A pioneering mindset: adaptable, curious and willing to take risks.
- A passion for sharing Jesus in new and accessible ways.
- Good IT skills.

## Desirable

- Experience of working in or with social housing estate communities.
- Experience in equipping others in ministry or leadership.
- Experience in developing leaders or volunteer teams.
- Confidence in engaging across different social and cultural contexts.
- Experience contributing to wider church or Diocesan initiatives.
- Experience of working well with external partners (e.g. housing associations, local residents’ associations).

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 even if you don’t meet all of these requirements.

## PERSONAL QUALITIES

- A desire to reflect and grow in our staff team values:
  - Compassion (We honour | We are curious)
  - Courage (We are honest | We persevere)
  - Creativity (We commit | We innovate)
- Someone who leads with warmth and humility, brings people with them, and creates a culture where others feel trusted, valued and supported.
- Capacity to develop and sustain positive relationships with others, communicating with care and clarity.
- Able to own and run with things, but also release others appropriately.
- A heart for excellence, but valuing participation from others more.
- Willingness to work in line with ‘A Safer Church’, the Southwark Diocese’s handbook on safeguarding.
- Ability to embody inclusion in your working practices.
- Flexibility to occasionally work outside working hours.

## **DIOCESE OF SOUTHWARK**

### **Associate Pioneer Vicar**

#### **Terms of service:**

The postholder will hold the office of Associate Priest, under the terms of common tenure (Ecclesiastical Terms of Service Measure 2009). The post is funded by a grant from the church commissioners, via the Southwark Diocesan Investment Programme, and is part time (0.5) for a fixed period of 2.5 years.

The national level of housing allowance is provided.

The stipend is for 0.5 of an Associate status post in the Diocese of Southwark, currently £34,950 per annum (£17,475 pro rata).



It's not the one who  
**PLANTS**  
or the one who  
**WATERS**

who is at the centre of this process

but **GOD**

who makes things

**GROW**

[1 Corinthians 3:7]

2026

**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 see thriving communities springing up, 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.

**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.

### **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**

Overview of Tea & Toast

<https://youtu.be/mwHmb3YGvRU>



Overview of Meal & Meditation:

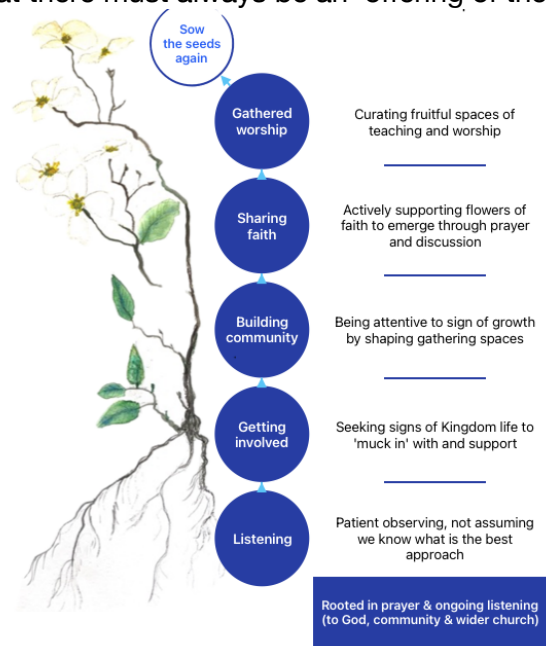
<https://youtu.be/U7zZqZAjeVI>



## 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 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.