



The Diocese of
Southwark

Vacancy Information Pack

Community Pioneer Director

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: 25th September 2026
Interview Date: 9th October 2026
2nd stage interview: 12th October 2026

**Christ
Centred
Outward
Focused**

The Diocese of Southwark

The South London Church Fund and Southwark Diocesan Board of Finance is a company limited by guarantee (No 236594)

Registered Office: Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW. Charity No 249678

Company Secretary: Nicola Thomas





The Diocese of
Southwark

4th September 2026

Hi there,

Thank you for taking the time to consider the role of 'Community Pioneer Director' 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 is a vital leadership role in pioneering on the Roundshaw estate and equipping estate partner churches across the Diocese of Southwark through our Estates Ministry Partner Programme, 'SPRING'.

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 & Time 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 'Community Pioneer Director' will help establish and lead our new worshipping community, oversee the whole 'adult pathway' (including Meal & Meditation and Popcorn & Ponder) and develop lay leaders through the Magnify programme.

This is both a hands-on pioneering 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; a leader who carries both the heart of a pastor and the instinct of a pioneer. As the groups are mainly 'term-time only' this is a role that could flex around school holidays if necessary.

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.

With every blessing,

David Atkinson
Pioneer Vicar

Role Description

ROLE:	Community Pioneer Director
ACCOUNTABLE TO:	Pioneer Vicar
EMPLOYER:	The Diocese of Southwark
CONTRACT:	4 years fixed term until October 2030, 17.5 hours/week (0.5 FTE) (flexibility can be considered for annual or a term-time only roles, please specify this in your application)
PURPOSE OF ROLE:	We're looking for a compassionate, courageous and creative 'Community Pioneer' who will prayerfully; 1) train and equip estate partner churches to develop their own pioneering communities as part of our SPRING programme; 2) oversee our 'Adult Pathway' by developing and releasing lay leaders who can sustain and grow pioneering work; 3) establish and lead a new worshipping community within Springfield's estate context from an existing core of local new believers; 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.
RESPONSIBILITIES:	1. Training and Equipping Estate Partner Churches (35%) • In collaboration with the SPRING team, develop 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 (e.g. visiting partner churches, listening and supporting them in applying the key principles to their context, training and coaching new churches and volunteer teams). • Support up to 20 churches beyond initial input by helping them apply, adapt and sustain what they have learned locally • Contribute to the ongoing development of resources and learning, ensuring they reflect real practice from the estate • Occasionally 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 (35%)

- In collaboration with church leadership, lead and establish a new midweek adult worshipping community within Springfield's estate context
- Discern and respond to what God is doing locally, adapting approaches with curiosity and flexibility
- 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 members of the worshipping community 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. Pathway oversight and leadership development (30%)

- Develop and grow the pioneering pathway for adults, ensuring it remains participatory, low-maintenance and rooted in the community (including Meal & Meditation, Popcorn & Ponder)
- Identify, develop and support lay leaders and emerging pioneers within the community as part of the Diocesan Magnify programme
- Equip individuals to lead and sustain pioneering spaces, rather than relying on clergy or staff, through the Diocesan Magnify programme
- Provide strategic insight on 'plausible pathway' connections across all the Pioneer Pathways
- Offer line management to members of the staff team (where appropriate and dependent on expertise e.g. Youth Pioneer)
- Actively practise Christian discipleship
- Undertake other tasks as required in line with the role

SAFEGUARDING:

In accordance with the Church of England Safeguarding Policy, our Diocese is committed to:

- promoting a safer environment and culture
- safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church
- responding promptly to every safeguarding concern or allegation
- caring pastorally for victims/survivors of abuse and other affected persons
- caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons
- responding to those who may pose a present risk to others

Full details of our Safeguarding Policy are contained within the Diocese of Southwark's, "A Safe Church", which can be found on our website, [Diocesan policies and procedures - The Diocese of Southwark](#)

This includes our commitment to Safer Recruitment, and our policy to abide by the Church of England's requirements contained in the Safer Recruitment and People Management Guidance, [Safer Recruitment and People Management Guidance | The Church of England](#)

You can find a copy of our Whistleblowing Policy and Recruitment of Ex-Offenders Policy on our website, [Vacancies - The Diocese of Southwark](#).

This role requires an Enhanced DBS check (with checks against the Barred Lists).

This role is exempt from the Rehabilitation of Offenders Act.

Applicants are asked to complete and submit the Church of England Confidential Form, which gives applicants the opportunity to disclose details of any convictions, cautions, final warnings and reprimands which are not protected i.e. not eligible for being filtered out in accordance with the [DBS filtering rules](#), and will be displayed on an enhanced DBS certificate.

HEALTH & 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.

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.

IDEAL CANDIDATE:

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, and we would love the successful candidate to become a committed member of Springfield Church.

This is a key leadership 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 pioneer 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:

Essential

- Some form of theology training

Desirable

- recognised ‘Licensed Lay Pioneer’ within the Church of England
- Some form of Pioneer training

EXPERIENCE, KNOWLEDGE, SKILLS & ABILITIES:

Essential

- Experience of pioneering or fresh expressions of church or similar
- At home in an informal, charismatic tradition, yet appreciates the breadth of tradition within the Church of England
- Experience in equipping others in ministry or leadership
- Ability to lead and establish new worshipping communities
- Strong communication skills to connect with ‘unchurched’ people from 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
- A pioneering mindset: adaptable, curious and willing to take risks
- A passion for sharing Jesus in new and accessible ways

Desirable

- Experience of working in or with social housing estate communities
- 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



Community Pioneer Director

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

Springfield Church, 38 Stafford Road, Wallington SM6 9AA. (Office)

Vanguard Way Community Centre, Wallington SM6 9JL) (Community Centre)

Salary

The post has the salary of £20,820 (£41,640 FTE) per annum.

Length of contract

The post is funded for a fixed term of 4 years until end October 2030 subject to funding.

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:

Tuesday lunchtime Meal & Meditation

Wednesday morning staff meetings and afternoon Popcorn & Ponder/Worshipping community

Thursday mornings (occasional SPRING meetings)

Termly 'Greenhouse' meetings on Monday evenings (TOIL will be granted)

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.

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.

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.

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.



SPRINGFIELD.CHURCH



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>

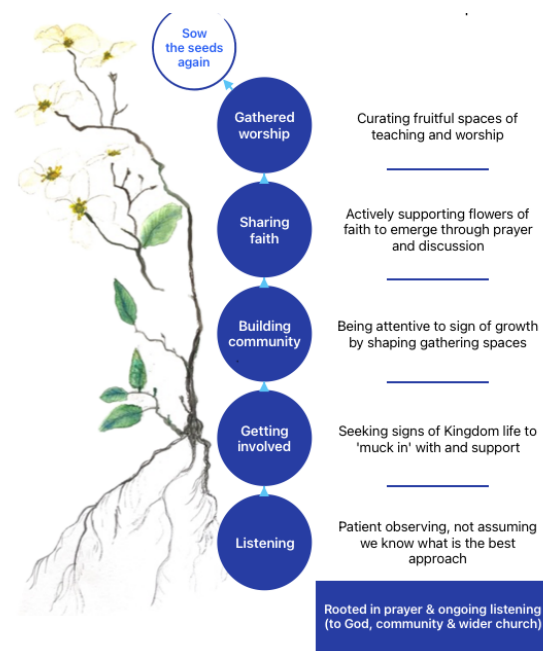


OUR VALUES-BASED APPROACH TO PIONEERING

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 in’ but gently offered, always flowing within else going on.

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



not ‘forced everything

start its instead diagram. recognised previous seeds in the to spend place. Network other the place

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.