



The Diocese of
Southwark

Job information pack

Mission Practitioner



Christ
Centred

Outward
Focused



**The Diocese of
Southwark**

Dear Applicant

I am delighted that you have expressed interest in becoming a Mission Practitioner. I hope that you will find the information provided in the pack inspiring. If you would like more information or an informal discussion about the role, please contact cypadmin@southwark.anglican.org.

We are looking for Mission Practitioners who will be a catalyst for mission as they equip and empower parishes to create sustainable children, young people and families (CYPF) ministries. As the roles will be an extension of your current roles working in one of our parishes, your participation in these roles will require the agreement of your parish.

As a Mission Practitioner, you will share your skills and experience of growth in an area of CYPF ministry. You will offer strategic guidance and hands on support to partner parishes to address specific challenges related to CYPF ministry. This may include initiating ministry activities that engage with CYPF who are unchurched or dechurched retaining and growing existing CYPF during key transition phases (e.g. transition from a children's Sunday group to a youth group), or developing midweek CYPF ministries. As a Mission Practitioner, you will build upon skills and experience of existing and new volunteers and paid staff within the parish, and share good practice for nurturing faith across church, home and school contexts.

We want to reflect the diversity of the community our churches serve. Therefore, while of course, we welcome all applications from interested and suitably experienced people, we would particularly welcome applicants from Global Majority Heritage (GMH) and other under-represented groups.

If you feel called to be part of our journey, we would be delighted to hear from you.

Apply to be a Mission Practitioner here <https://tinyurl.com/MissionPractitionerApplication>

Watch a video about being a Mission Practitioner here <https://tinyurl.com/applytobemp>

Watch a video for churches partnering with a Mission Practitioner here <https://tinyurl.com/partnerwithmp>

With best wishes

Revd Canon Will Cookson

Director of Mission and Dean of Pioneering and Fresh Expressions



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.

Job Description

- Job Title:** Mission Practitioner (MP) - part-time (up to 9 hours/week)
- Reporting to:** Incumbent of the Parish hosting the Mission Practitioner
- Location:** Parish within Southwark Diocese (to be confirmed based on mutual agreement/matching process).
- Key Relationships:** Partner Parish Incumbent, Partner Parish Team and CYPF volunteers, Diocesan CYPF Team and DIP Programme Manager, Core Programme Team

Background to the job

Developing our engagement with children, young people and families (CYPF) across home, school and church life is a key priority of the Southwark Diocese Vision 2024-35. Funding has been obtained from the Church of England's Strategic Mission and Ministry Investment Board to support this through identifying experienced volunteers or paid CYPF ministers to equip and enable other parishes to grow their CYPF work.

The aim of Mission Practitioners is two-fold:

- to be a catalyst for mission including supporting parishes to navigate the key transition periods within the 0-18 pathway.
- to sustain our existing CYPF leaders (paid or volunteer), developing a pathway of progression that can include training and development.

Job Purpose / Summary

The Mission Practitioner will play a key role in supporting and strengthening CYPF ministries in partner parishes for up to 9 hours a week, for period of 6 months to 2 years. This will take place as a secondment to the MP role, alongside their current role. MPs offer a unique opportunity to make a tangible difference in the life of a church community whilst sharing expertise to help shape the future of CYPF ministry. With experience in establishing and growing new CYP groups or age specific ministries, the MP will provide guidance, encouragement, and practical support to churches who have a vision to overcome particular CYPF ministry challenges they are facing. MPs will build volunteer capacity by modelling CYP ministries and enabling volunteers to take the lead by the time the project with the Mission Practitioner comes to an end. They will also collaborate and share learning with other MPs.

Key Responsibilities

1. Supporting the Incumbent and parish identified volunteers to outwork the parish vision on CYPF ministries.

2. Develop CYPF ministries which could include:
 - Engaging and retaining children and young people during key transitions (e.g. from Early Years, Children's groups to youth groups).
 - Developing CYP ministries (Fresh Expressions of church) throughout the week for new age groups to worship in age-appropriate ways.
 - Reaching new age groups through deepened discipleship and connecting with unchurched and de-churched CYPF.
4. Attend training and network days organised by the Diocese for MPs.
5. Explore and implement evidence based creative approaches to CYPF ministry, adapting strategies to fit the local context.
5. Advise partner churches in forming and developing effective volunteer teams.
6. Ensure church leaders and volunteers have the appropriate training to lead sustainable CYPF ministries when the MP placement ends. This could be through signposting to existing training, delivering training or coaching volunteers to take ownership of groups.

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.

Please note that being a MP (whether paid or as a volunteer) needs the agreement of the parish.

Essential
Experience and qualifications
Proven experience, and currently working in a voluntary or paid capacity in a parish in Southwark Diocese, in growing and leading CYPF ministries in specific age groups. We are particularly interested in people who have started a ministry to a new age group within the church.
Skills/Aptitudes
Strong team building and leadership skills.
Character and personal qualities
A generous and collaborative mindset, eager to pass on knowledge and experience (model and enable).
A willingness to try new approaches, be creative and embrace innovation.
Availability to commit sufficient hours (Up to 9 hours a week) to support another church's ministry.



TERMS AND CONDITIONS

For CYPF Ministers who are currently employed by a parish, full or part-time, you will be seconded from your current employment to the Diocese for the agreed number of hours per week. The terms and conditions of your employment will continue to apply. The rate of pay for the role of Mission Practitioner will be £19.50 per hour and this will be paid by the parish, with employment costs reimbursed by the Diocese for these hours.

For CYPF Ministers who are not employed by a parish, but currently working in a voluntary capacity, the following terms will apply.

Mission Practitioner

Part-time - up to 9 hours per week, with placements in a parish ranging from 6 months to 2 years. Mission Practitioners will be matched to parishes and parish placement will be confirmed following an initial meeting between the Mission Practitioner and the Incumbent in the parish.

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

Agreed following the matching process of applicants to parishes.

Salary

£19.50/hour (£35,490 FTE) for up to 9 hours per week.

Probation

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

Hours of work

Up to 9 hours a week

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 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 by the parish the Mission Practitioner is working in.

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.

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.

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.

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...

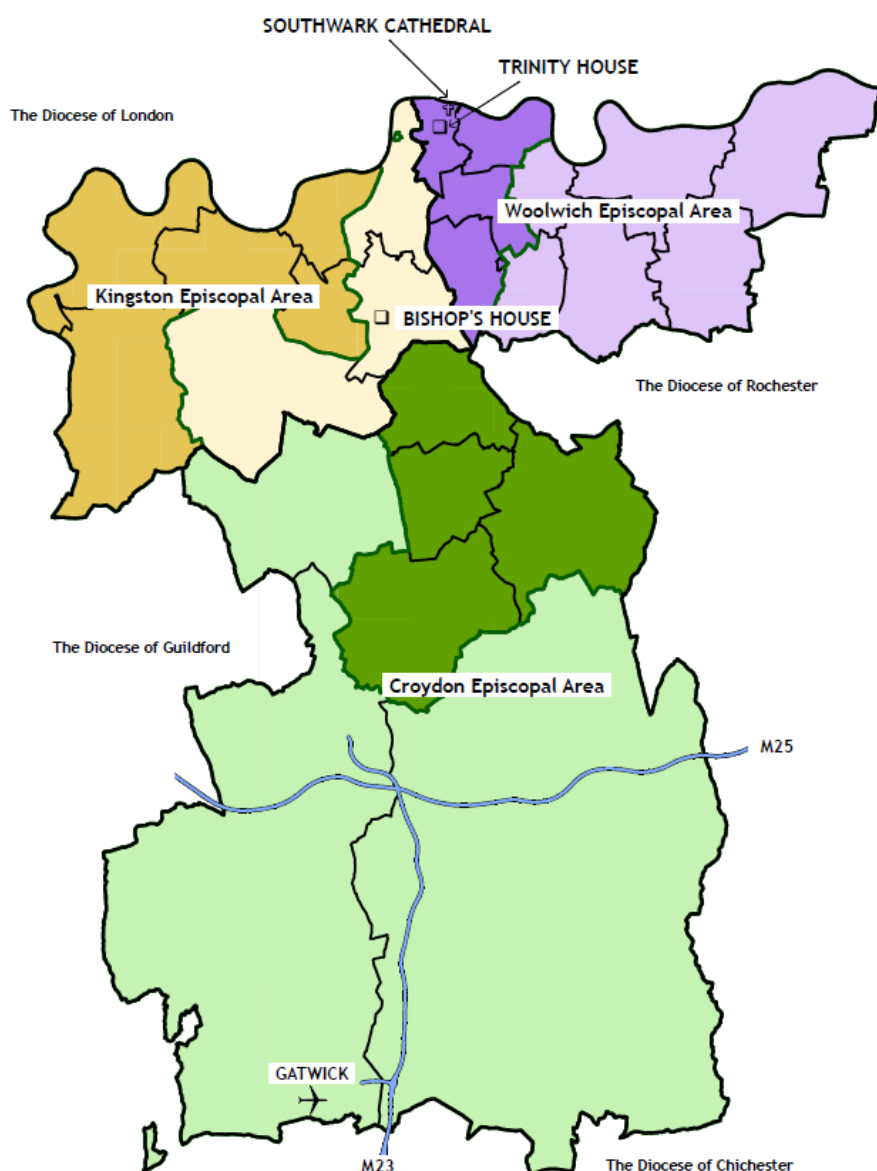


2.9 million people

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 revitalization initiatives, and establish new worshipping communities. We want to see our Diocese surpass 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.

<p style="text-align: center;">DIOCESAN STAFF PURPOSE</p> <p style="text-align: center;">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.</p>
<p>DIOCESAN STAFF AIMS</p> <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.
<p>DIOCESAN STAFF VALUES</p> <ul style="list-style-type: none"> • Effective Stewardship of resources • Collaborative Team Working • Respect for all • Transparent Accountability