



The Diocese of  
**Southwark**

**CHURCH ARMY**  
ESTD 1882



# **Lead Evangelist & Vicar**

## **North Sutton Centre of Mission**

**Application Pack**

BE THE TRAILBLAZER  
ACTIVATE CHANGE  
STRENGTHEN LIVES  
BUILD COMMUNITIES  
EMBRACE THE CHALLENGES  
BE THE HELPING HAND  
FAITH TAKING ACTION  
PURPOSEFUL ACTION  
REAL PEOPLE  
REAL FAITH  
RISK TAKERS

# From the Bishop of Croydon



The Bishop of Southwark and I are delighted that we are working together with Church Army to renew the church's mission and ministry in St Helier.

The Diocesan Vision sets out our shared vision for a future in which we will see:

- growing churches, new worshipping communities and new Christians
- deepening discipleship: engaged, prayerful and informed Christians
- growth in vocations to existing and new ministries  
generous giving and prayer supporting all we do
- justice and peace built up, and violence challenged, in our local and global community
- a shared commitment to the integrity of creation
- a church for all which reflects our diverse community in membership and leadership.

Across a varied diocese, that vision will be worked out in different ways in different places. The St Helier estate is rapidly becoming more multi-cultural and multi-faith. As well as a large number of people in poverty, some houses have now been purchased by commuters into central London (at least before coronavirus). The small but faithful church communities have had a difficult few years, but they are deeply committed to their area and to their churches.

The lead evangelist and vicar who will enable the church to grow on St Helier will be a person who can build trust, a person who loves the place and its people, who is committed to relational evangelism that bears fruit over the long term. St Helier is not a place for quick fixes or top down programmes; it is a place for someone who knows how to listen at depth. As a diocese, we are committed to supporting and enabling that long-term approach. In particular, we want to ensure that the good news of the gospel is rooted in the life of our estate parishes, that the churches reflect their local culture and speak the gospel with a local accent.

If you are the person God is calling to this role, I look forward to working with you and sharing with you the care and cure of souls in St Helier

+ Jonathan Croydon

# FROM THE CEO

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Thank you so much for your interest in working with Church Army and our work that is developing in North Sutton

Church Army is an exciting organisation to be part of and we want anyone who is passionate about unlocking potential in people's lives; embracing the difficult; activating change; and impacting communities across these islands, to join us.

The work of Church Army is diverse and growing, we currently have 27 Centres of Mission working in partnership with Dioceses in tough places to bring change to communities and we hope to see 50 Centres of Mission by 2027. Our Marylebone Project is the largest women only homeless project in the UK and last year we provided over 40,000 nights of accommodation and moved over 90 homeless women into their own homes. We also run the Amber Project in Cardiff which helps over 100 young people each year who battle self-harm.



In 2018, our staff survey results were hugely encouraging and confirmed that we are the employer we strive to be with 90% of our staff saying that they are proud to work for us; 96% are proud to do the job that they do; 86% believe we care for their wellbeing; and 92% they understand how their role fits into the overall vision of Church Army. We are so proud of our staff team and all that they do to make things happen. We want people to feel valued in what they do and know that what they do makes a difference.

Above all Church Army is committed to helping people know their lives matter, because God thinks they are fantastic. Whether you believe that for yourself or not, if you share our passion: to see communities and lives transformed then we want you to be able to join our team.

I hope as you read through this job pack and understand more about who we are and who we are looking for, you will be inspired to apply and want to join a fantastic, committed, energetic team, who are delivering real change.

**Des Scott**  
Interim CEO

# **WE ARE CHURCH ARMY**

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We are Church Army. We are catalysts; strengthening lives and communities. We do not shy from the gospel because we believe it changes lives.

## **Our vision**

For everyone everywhere to encounter God's love and be empowered to transform their communities through faith shared in words and action.

## **Our values**

Everything we do is underpinned by our values:

**Prayerful** - We listen for God's voice and want to be obedient to him. We want to be like Jesus in our actions and witness.

**Expectant** - We are hopeful, expecting God to do new things amongst us.

**Risk-taking** - We have a long heritage as a pioneering movement, prepared to take risks and give colleagues permission to seek to do new things.

**Accountable** - We are accountable to God and others. We want to be reliable and live responsibly to high professional standards.

**Collaborative** - We are committed to partner with those who share our values; we believe it enhances our work.

**Generous** - We want to model God's generosity to others.

**Unconditional** - God loves everyone and everyone is significant in his eyes; we will serve anyone regardless of their age, gender, race, sexuality, faith, ability, status or circumstances.

See our [We are Church Army](#) video here

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FAITH TAKING ACTION  
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# ACTIVATING CHANGE



## ROLE OF LEAD EVANGELIST AND VICAR

This role has been created in partnership between the Diocese of Southwark and Church Army to bring the Good News of Jesus Christ to the St Helier Estate and to transform the community in His name. Centres of Mission are small teams of evangelists living and working with local people especially those disconnected from church, seeking to unlock God's potential within them and to grow new worshipping communities amongst them. The Lead Evangelist will lead the Centre of Mission, building a team around them to help people to encounter Jesus and to become part of appropriate Christian Communities.

Unusually, the Lead Evangelist will be ordained and will be the Vicar of the Parish of St Helier but it is not expected that the care of the existing church community will occupy more than 30% of the Lead Evangelist's time. Members of the two congregations are enthusiastic about this appointment and ready to volunteer to support it.

The majority of the role will require you to pioneer activities amongst groups who have no connection with the church and to enable others to do the same. St Helier faces many of the challenges common to Outer Estates and many of the people you will work with will be facing disadvantage and marginalisation. It is expected that the Centre of Mission will plant at least two new Christian Communities in this context.



You will help to shape the role of and recruit a Pioneer Evangelist to work alongside you. It is hoped that the focus of the Pioneer role will be creating Christian community for young people of secondary school age building on Church Army's experience and the Sorted Youth Church Model and will connect with the Missional Youth Church Network.

We are looking for a creative Evangelist who has experience of pioneering new Christian Community and is excited about doing so in a contextual way on the St Helier Estate. We are looking for a leader who will inspire others, grow a team of volunteers, help people to develop their evangelistic gifts and live the gospel amongst us.

# The Local Community

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## Introduction

The St Helier Estate was built by London County Council between 1928 and 1936, and named after Lady St Helier, a London County Councillor and philanthropist. The estate was designed as a 'garden city' to rehouse people from inner-city London incorporating parks and open spaces. One of the quirks of the estate is that, in remembrance of the area's historic ownership by Westminster Abbey, the roads run in alphabetical order and are named after monasteries and abbeys! The St Helier Parish is situated in Carshalton and Morden, straddling the London Boroughs of Sutton and Merton, (with two thirds in Sutton and the other third in Merton.)

About 30,000 people live on the estate, two thirds of which are in the parish of St Helier. Both St Peter's Church and Bishop Andrewes were built in the early 1930s, roughly a mile apart and have been serving the local community for approximately 85 years.



The estate is low rise, predominantly made up of small terraced houses, each with their own gardens, and many of which are in cul de sacs, with green areas outside the houses. The transport links are very good, with bus routes running through the estate, creating easy access to central London via the Underground at Morden (half an hour to Central London) and quick access to Croydon and Wimbledon via Tram link, close to both churches. The Surrey countryside and M25 can be reached in under half an hour by car.



The community is diverse, and many who live on the estate are first time buyers, predominantly with young families, who live alongside others who have lived on the estate for decades. A few older people remember moving in when they were very small children and when their houses were new. About half of the residents own their homes and approximately 38% of all households are social rented.

The estate is currently recognised as having high levels of deprivation, unemployment, single parents, elderly people and people with long term disabling illness. 31% of all households with children are lone-parent households. Large parts of the parish are amongst the 20% most deprived neighbourhoods in the country (as shown on the

Government Office of Statistics: English Indices of Deprivation 2015 - Interactive map of Sutton and Morden).

Ten per cent of the houses in the parish are not part of the St Helier Estate. These houses, at the Mitcham end of the parish, tend to be somewhat larger and more expensive. There are also some new houses which have recently been built on the edge of Poulters Park, in Schoolgate Drive, and Malmesbury Road.



### Schools

All schools within our parish have higher levels of deprivation and learning disabilities compared with the rest of the London Borough of Sutton.



### Primary Schools

There are five local primary schools:

- Tweeddale Primary School
- Malmesbury Primary School
- Green Wrythe Primary School
- St Theresa's R C Primary School
- Muschamp Primary School (just over the parish boundary and has had links with Bishop Andrewes in the recent past)

Both Tweeddale and Muschamp Primary Schools have Children's Centres.



## Secondary Schools

The Parish has two local secondary schools:

- Harris Academy
- Carshalton Boys Sports College



## Other Schools

In addition, there is Wandle Valley School: this is a special academy for 5 - 16 year olds, working to support 80 pupils with social, emotional and mental health needs.

With seven schools in the parish (plus one just over the boundary) an important part of our focus has been working with these schools. We hope that this work will be continued and developed by the Evangelists in the Centre of Mission.

## Other Local Facilities

St Helier Hospital is part of the Epsom and St Helier University Hospital Trust and is a busy local hospital with a specialist Children's hospital on site. As a teaching hospital, it plays an important role in the education and training of tomorrow's health professionals. The hospital is a key provider of jobs in the area. For many years its survival has been the subject of political debate and there are ongoing discussions about relocating some specialist services to other local hospitals.

The David Weir Leisure Centre, named after the local Paralympian, offers the local community a wide variety of ways to stay active. On a Saturday morning the grass area adjacent to the Leisure centre is buzzing with energy and excitement. The Carshalton Little League has been providing affordable football for over 40 years and has played a large part in the building of the local community. Many of the managers at the league now have taken part as youngsters and returned with their children to pass on their experience to the new generation. They run 34 teams for 6 - 14-year olds that play between 9.00 am and 1pm. Tooting and Mitcham Sports Club is also located at the north end of the parish. A main Health Centre, offering a wide range of patient services and a small local library are located at Middleton Circle. There are several parades of shops, mainly small businesses and cafes and a new Lidl supermarket on Rosehill Roundabout.

## Church Networks

### Church of England: Sutton Deanery

The parish is part of the Sutton Deanery, which has 20 churches and 3 local ecumenical partnerships. Deanery Synod meets 3 times a year.

There is a friendly supportive Sutton Clergy Chapter which meets at lunchtime 4 times a year in different churches around the Deanery.

In the past we have had strong links with the Morden Team Ministry, especially with St Lawrence's and St George's, which share pastoral responsibility for the St Helier Estate. However, following recent changes in clergy these links have lapsed, but it would be good to make them again so that together we can seek God's purposes for the estate community.

### Other Denominations

The churches of the St Helier Estate work together in a variety of ways. There are regular meetings of the ministers through St Helier Links. Joint activities have been few in recent times, but we are looking to establish more regular co-operation. We also have an annual project to supply a copy of "It's Your Move" to every Year 6 riser in St Helier schools. The participating churches are St Peters, Bishop Andrewes, St Helier Methodist Church, Horizon Church in Assembly Walk (Assemblies of God), St Teresa's (R.C.) and the London City Mission (inter-denominational).

### Church Leaders' Breakfast

For many years church leaders from across the denominational spectrum in and around Sutton have met together monthly for breakfast, primarily for the purpose of encouraging good relationships amongst those who carry leadership responsibility in the local church. The breakfast is hosted at different venues at 7.30am and after breakfast there is an hour or so of worship, prayer, and often a short Biblical meditation. This is a great opportunity to talk and pray together about personal or wider church issues, and to support one another.

### Baitul Futuh Mosque

The Baitul Futuh Mosque, one of Britain's largest mosques, is situated near Morden Park and affiliated to the Ah-madiyya Muslim Community. A few congregation members have in the past attended women's interfaith events at the mosque.

# Housing

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It is anticipated that the Lead Evangelist will live in St Peter's Vicarage and the Pioneer will live in Bishop Andrewes' vicarage however, the Lead Evangelist will have the choice of the two houses.

## **St Peter's Vicarage:**

The vicarage has 2 reception rooms, kitchen, 2 studies, 5 bedrooms, bathroom and 2 toilets. There is also a detached double garage. It has gas fired central heating.



## **Bishop Andrewes Vicarage**

The vicarage has 2 reception rooms, kitchen, a study, 5 bedrooms, 2 bathrooms and 2 toilets. There is an attached single garage and it has gas fired central heating.



# JOB DESCRIPTION

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<b>Job Title:</b>	Lead Evangelist and Vicar
<b>Location:</b>	St Helier Estate, Sutton Deanery, Diocese of Southwark.
<b>Responsible To:</b>	The Archdeacon of Reigate, Regional Development Officer (South) Church Army, Centre of Mission Steering Group.
<b>Relating To:</b>	Area Dean of Sutton Deanery, Diocesan Director of Mission
<b>Purpose:</b>	To share the good news of Jesus Christ with the people of the St Helier Estate, making disciples and building appropriate Christian communities (“fresh expressions of church”), particularly amongst people with little or no connection with church. To encourage local Christians, especially the members of St Peter’s St Helier and Bishop Andrewes Churches into mission through action and word.
<b>Objectives:</b>	<ol style="list-style-type: none"> <li>1. To reach the people of the St Helier Estate, sharing the Christian faith in word, action and presence.</li> <li>2. With the Pioneer Evangelist, to pioneer and establish at least 2 new and sustainable worshipping community/ies appropriate to the context, which nurture the faith of people being attracted.</li> <li>3. To support and line manage the Pioneer Evangelist encouraging their work with young people and a core part of the work of the Centre of Mission.</li> <li>4. Build a team from within the parish and deanery who are called to share in the work of the Centre of Mission</li> <li>5. To encourage, as part of the DARE<sup>1</sup> strategy, wider lay pioneering and evangelism by other churches in the Diocese, especially in Sutton Deanery</li> <li>6 -To prosper the work and witness of The Diocese of Southwark (“the Diocese”.) in both the Centre of Mission and as Vicar<sup>2</sup> or the parish of St Helier and Church Army</li> </ol>

<sup>1</sup> DARE = Do, Advocate, Resource, & Enable Evangelism: Church Army’s strategy

<sup>2</sup> Care of the existing congregation is only expected to occupy 30% of the Lead Evangelist’s time. This is agreed by Church Army, the Diocese and the PCC and you will be encouraged to seek support from the Archdeacon in the event that this exceeds this.

## **RESPONSIBILITIES AND TASKS:**

- 1. To reach the people of the St Helier Estate, sharing the Christian faith in word, action and presence.**
  - 1.1. Engage in a “listening and discernment” process to identify the most effective way to begin reaching people. To present an initial plan after the first 4 to 6 months and to continue prayerfully developing strategies for the ongoing growth of the Centre of Mission;
  - 1.2. Build life-enhancing relationships with people;
  - 1.3. Express the Gospel through actions, words and presence, so allowing people to discover an experience of belonging, to consider the call of Christ upon their lives and to learn to become disciples of Christ;
  - 1.4. Partner with other agencies and group, especially Sutton Community Works, in order to engage, respond to need, and work for the positive transformation of the local community;
  - 1.5. Create and develop small discipleship groups and one-to-one relationships to deepen the Christian understanding and life of seekers and new believers;
  - 1.6. Encourage a culture of personal discipleship amongst both the existing congregations in St Helier Parish and amongst new congregations.
  
- 2. To pioneer and establish new and sustainable worshipping community/ies appropriate to the context, which nurture the faith of people being attracted.**
  - 2.1. Discern how to gather those reached into Christian community. This may be the existing congregations or new Christian communities.
  - 2.2. Ensure that those being reached and gathered have a ‘DNA’ for reaching others, and establish financial generosity as a further mark of discipleship;
  - 2.3. Build sustainability into these worshipping communities helping them to have fruitful relationships with the local church and develop local lay leadership as part of this;
  
- 3. To support and line manage the Pioneer Evangelist encouraging their work with young people and a core part of the work of the Centre of Mission.**
  - 3.1. To mentor support and oversee the work of the Pioneer Evangelist and delegate responsibility and encourage initiative as appropriate;
  - 3.2. Facilitate connections between schools, the parish and the new Christian communities to support this.
  
- 4. Build a team from within the parish and deanery who are called to share in the work of the Centre of Mission**
  - 4.1. Grow a team of mature Christians with right support and accountability to share with the Evangelists in the ministry of the Centre of Mission;
  - 4.2. Organise the meeting, praying, eating, learning and serving of the Centre of Mission with a life of such attractiveness that increasing numbers of local people are drawn into the mission of God;
  - 4.3. To identify, recruit, and train local volunteers so that they can share in and sustain this mission, and develop their own evangelistic ability;
  - 4.4. With others, develop a life of prayer for the work of the Centre of Mission;

5. **To encourage, as part of the DARE strategy, wider lay pioneering and evangelism by other churches in the Diocese, especially in Sutton Deanery**
  - 5.1. Work alongside other churches in the diocese to share insights and encouragement as they seek to reach people outside the church.
  - 5.2. Establish healthy and collaborative relationships with colleagues in the deanery, ecumenical partners and the wider diocese.
  - 5.3. Contribute to the Diocesan Pioneer Gathering, working with the Diocesan Director of Mission to encourage the sharing of knowledge and good practice.
6. **To prosper the work and witness of The Diocese of Southwark (“the Diocese”.) in both the Centre of Mission and as Vicar of the parish of St Helier and Church Army**
  - 6.1. Fundraise for Church Army through the Evangelist Support Scheme with a negotiated target and work with the local parish on their contribution towards the Parish Support Fund.
  - 6.2. Publish at least three prayer letters per year, telling the story of the developing ministry of the Centre of Mission;
  - 6.3. In consultation with Church Army and the Diocese of Southwark, to visit other churches and invite their prayerful and financial support through both the Evangelism Support Scheme and for those churches within the Diocese of Southwark, the Parish Support Fund.
  - 6.4. Inform Church Army, the Diocese of Southwark, and others who share an interest in evangelism of what can be learnt from the experience of mission in Sutton;

**General:**

- To undertake other duties as outlined by the line manager which are commensurate with the post. This will include leading worship and taking occasional offices as Vicar of the Parish.
- To be conversant with and work within the procedures and practices of The Diocese of Southwark, Church Army and the Church of England
- To take an active part in the life of the Church Army Mission Community, either as a Commissioned Evangelist, or as someone progressing toward Commission, or as an evangelist who has trained elsewhere and wants to join the community as a Covenanted Evangelist.
- To attend meetings of the North Sutton Centre of Mission Steering Group, diocesan and deanery meetings as appropriate.
- To attend regular supervision meeting with the line manager and take part in the Diocese of Southwark Ministerial Development Review Process. To assist with a triennial review of the Centre of Mission generating recommendations for the future of the ministry.
- In consultation with the line manager to take advantage of relevant training courses offered or approved by Church Army or the Diocese.

- To engage fully with the process of ‘Recording the Journey’ and the collection of the story of impact.
- To undertake and regularly update assessments of the risks associated with the project, and to take steps to manage and reduce the risk.
- To comply with all current safeguarding legislation, the regulations of the Diocese of Southwark and Church Army’s Safer Ministry policy.
- To act in the best interests of The Diocese of Southwark, Church Army, the and the Centre of Mission at all times.
- To engage in other activities across the Diocese as directed by the Bishop or his representative.



# PERSON SPECIFICATION

The following sets out what we are looking for in the post holder. As you apply for the post and submit your application, please make sure you evidence with good clear examples how you meet the criteria below.

ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Evangelistic Enthusiasm &amp; Ability</b>		
A burning desire to see people come to a living Faith in Jesus Christ		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> <li>• Pre-employment checks (e.g. references)</li> </ul>
A demonstrable ability to evangelise and communicate the faith effectively to those outside the church.		
Be an ordained priest in the Church of England, who has completed Initial Ministerial Education and is signed off for an incumbent role	Training in mission to a nationally recognised standard e.g. Church Army Commission or Ordained Pioneer Minister	
Membership of the Church Army Mission Community or willingness to explore membership.		
<b>Fresh Expression Building</b>		
Experience of having pioneered Christian community among unchurched people		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> <li>• Pre-employment checks (e.g. references)</li> </ul>
A proven ability in growing a sense of community & making and nurturing disciples		
<b>Personal Discipleship</b>		
A person of prayer, robust spirituality and self-discipline with the personal and faith		

resources to sustain a pioneering ministry		
Models the values of Church Army		
A commitment to the personal cost involved in incarnational ministry		
<b>Team Leadership</b>		
Ability to build and lead a community of Christians with shared missional objectives		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> <li>• Pre-employment checks (e.g. references)</li> </ul>
Ability to enthuse and lead volunteers		
Open to learning from others and from disappointment; robust and encouraging		
<b>Initiative &amp; Imagination</b>		
Taking the initiative, & being prepared to work creatively		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> <li>• Pre-employment checks (e.g. references)</li> </ul>
Ability to lead both an existing congregation and new communities of Christians with imagination		
Ability to turn reflection into action		
Experience and ability in managing complexity and leading change.		
<b>Collaborative</b>		
Collaborative approach to relationships and ministry		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> </ul>

Ability to enable collaboration between the church members and the wider community.		<ul style="list-style-type: none"> <li>• Pre-employment checks (e.g. references)</li> </ul>
<b>Expertise with key groups and contexts</b>		
	Experience of working and/or living in outer urban estates similar to St Helier.	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> <li>• Pre-employment checks (e.g. references)</li> </ul>
<b>Other</b>		
Good understanding of safeguarding		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview &amp; Selection Process</li> </ul>
Good IT and media skills		
Willingness to work flexible hours and weekends in order to fulfil the requirements of the role		
Willing to be subject to an enhanced DBS check		
Own transport or workable alternative		

# OUTLINE TERMS AND CONDITIONS

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Location	St Helier Estate, Sutton.
Salary	Diocese of Southwark incumbent's stipend
Hours	As the role is a full-time stipendiary post, hours would be expected to be about 40 per week
Working Pattern	At least one day off each week, with 2 days to be taken together each month
Pension	Church of England Clergy Pension Scheme
Annual Leave	As per Common Tenure, 36 days (on a 6-day week) plus bank holidays
Contract Type	Common Tenure
DBS Requirement	Enhanced
Occupational Requirement	Ordained in the Church of England, or in another Anglican Church with permission to officiate from the Archbishop of Canterbury

