

Church Planting Associate Minister

St John's Southend



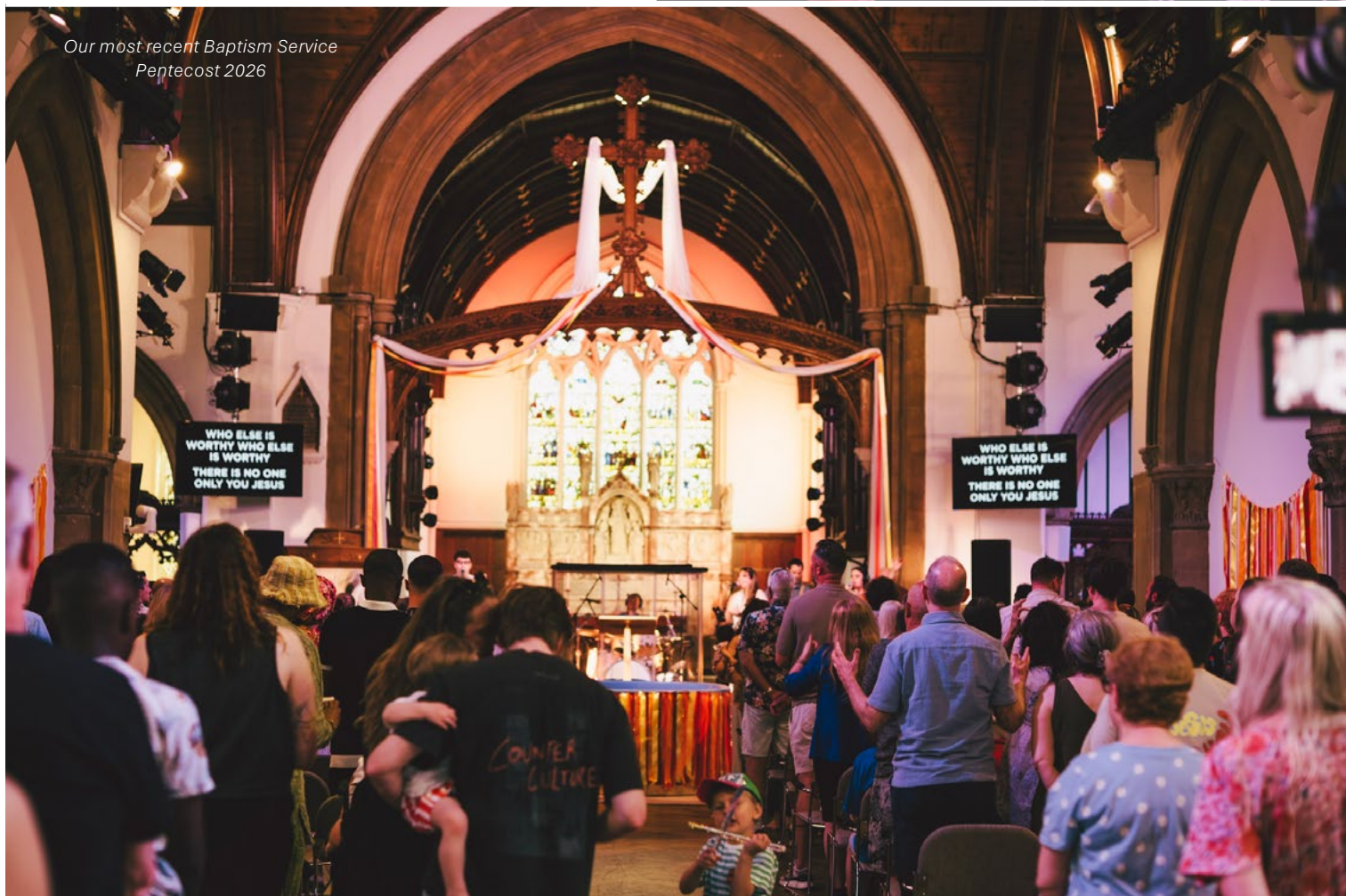


St John's, our parish on Southend sea front (below),
some signage designed by one of our youth (Tami)
and the original church plant team from 2020 (top right)



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Our most recent Baptism Service
Pentecost 2026

Welcome to St John's

In the heart of Southend-on-Sea

St John's is a city-centre church which was renewed in September 2020 in the middle of the pandemic! We've grown from an original planting team of 17 adults to a much busier church family gathering nearly 150 adults and 40 children each Sunday across our three services. We would love for you to prayerfully consider whether God might be calling you to join us as we head into our sixth year and continue to build up our ministry and mission in this needy and important location.

St John's is a designated Resource Church in the CofE

St John's has been designated a 'Resource Church'. This is a church, normally in an urban centre, that is specially tasked to grow and plant more churches in an attempt to renew and further expand the Christian presence and witness in a whole area.

In fact, St John's has already completed two major projects sending a team to revitalise Christ Church Southend in March 2022 and a second team to revitalise St Andrew's, Westcliff in Nov 2025.

Part of a local Anglican Network

St John's Southend, Christ Church Southend, St Michael's Westcliff and St Andrew's Westcliff are an emerging network of church-planting, evangelical, Church of England churches in the city. We collaborate and partner together in exciting ways through the year and our combined gatherings and events bring together hundreds of Christians from the city. The biggest of these is Belchamps, our annual network weekend away which drew nearly 500 of us together in a big field in Hockley last Summer! It's a festival highlight of the year and it keeps on growing!

Our Vision

We have a local vision at St John's which helps us make decisions, prioritise what's important and allocate resources. This is what we're passionate about:

***TO BE A CHURCH OF DIVERSE PEOPLE
TRUSTING AND FOLLOWING JESUS,
LOVING AND FORGIVING ONE ANOTHER,
SERVING OUR PARISH AND SUPPORTING
CHURCH REVITALISATION IN SOUTHEND
FOR OUR GREATEST JOY; THE GLORY OF GOD***

We need great people to help us realise this vision on our staff team! People full of the Holy Spirit and faith, confident in the promises of God, committed to prayer, aware of their own shortcomings, poised to forgive and be forgiven and eager to live for Christ and follow him in the ways and to the places he calls us.

An exciting new role

The next major project in our Network!

The broad objective of this role is to contribute to the growth of the worshipping community at St John's with the aim that, God willing, we can plant or revitalise another church in the city with the best team we can put together and with you as the lead planting pastor.

With that in mind, the purpose of this role would be to engage in a wide range of ministry opportunities across the church and community that are intentional about making and encouraging disciples who love the Lord with all their heart, mind, soul and strength and who will begin to recognise and value your leadership in the faith.

Therefore, the successful candidate will be expected to fulfil a lead ministry role with eldership responsibility who primarily give their 'attention to prayer and the ministry of the word.' (Acts 6:4). You need not be ordained in the Church of England but you would need to be willing to pursue an authorised ministry role in the CofE and/or ordination within the coming years.

Part of the staff team!

You will be working alongside the wider staff team which is made up of the Vicar, our P/T curate and distinctive deacon, our F/T curate at St Andrew's, our P/T Worship Leader, our P/T Youth Pastor and our F/T Children and Families leader.

Come and join us!

We would love you to consider this role and to ask God in prayer and others you know and trust – could this be my next big endeavour for the Lord Jesus? We would love to explore that with you too!

Please consider the job specification carefully and, if and when you're ready, complete the online application form and submit this by:

Friday 30th October

The interview weekend is scheduled for:

14-15 November

On behalf of the whole church, we look forward to hearing from you!



Rev Mike Walker
Vicar & PCC Chair

Person Specification

You are a Committed Christian

- You need to be a committed and baptised Christian who deeply loves and follows Jesus, is passionate about the local church and energised by a life of prayer.
- You believe in the relevance of the Gospel for the whole of life and you affirm an Evangelical expression of the Christian faith as described by the [Evangelical Alliance's 'Basis of Faith'](#).
- You also understand and affirm the Christian faith as it has been understood in the Church of England, especially in relation to the sacraments (Baptism and Holy Communion) and the ordination of women to all levels of ministry.

You have a Strong Sense of Calling

- We are looking for a candidate with a strong sense of calling to the role that is obedient, realistic and informed. The candidate should be aware of the New Testament passages that describe the ministry of an elder and the expectations upon them for this role.
- You will be an outgoing and creative leader, keen to keep developing your ministry, to learn and grow in your skills and thrive under challenge and new direction.
- You will be resilient and committed to life in God's Church. You understand that won't always be easy and you'll have a willingness to admit mistakes and discover together with the staff team and the wider congregation what it means to trust and follow the Lord through all the ups and downs.



Photos from our Advent and Christmas Services 2025

You will have Gifts and Experience

We will ask you to provide evidence of the following either in your application or during the interview process so please be thinking this over as you prepare.

*The following are **essential**:*

- You have significant experience in leading times of gathered worship and a track record of effective preaching that people would highlight as one of your particular strengths.
- You have an ability to produce expository, thought-provoking teaching material for small group settings in a way that is sensitive to the needs of those in your care.
- You can give short and engaging talks about the Christian faith that explore big ideas to children and youth.
- You thrive as an independent, self-starting leader. You don't need everything to be perfect, you can get an idea off the ground on your own and inspire others to join you along the way.
- You can work with all sorts of people, inspire and build teams, empowering people to grow in their giftings over time and circumstances.
- You can schedule and plan, organise rotas, communicate effectively and maintain good records of your work and all the necessary data for accountability and compliance.
- You embrace the use of technology and can competently use office applications (such as Outlook, Word and Canva) to assist you to make and share resources.

*These are **desirable**:*

- You have a recognised qualification in theology and/or ministry
- A previously held paid role in Christian ministry

Job Specification:

Essentials:

FULL TIME

£ 30-40,000

The salary awarded will be based on skills, qualifications and experience that can be evidenced during the interview process.

Applicants ordained in the CofE and eligible for stipendiary ministry will be considered separately, please be in touch for more information about a stipendiary package.

PERMANENT CONTRACT FULLY FUNDED FOR 7 YEARS

STARTING ASAP

Role Purpose in sequential steps

1. For the first three years in role, you will grow the ministry at St John's take on significant ministry responsibilities, make disciples, build up the church and gain the trust and confidence of the congregation through a wise and godly pastoral ministry.
2. During this time, you will be willing, if necessary, to submit yourself to a process of discernment towards licensed lay or ordained ministry in the Church of England and the training that may require.
3. Prepare, within the first three years of ministry, to discern together with other ministry colleagues in the network and diocese, what the next church planting or revitalisation project will be.
4. Gather a team and deliver on our agreed aims, mindful of resources and finances that will need to be generated to make this project happen.
5. Commit to this project until it is viable and self-sustaining or manage the transition over to the next leader who has the gifts and calling to take it on.

Exemplar Timeline with Responsibilities

Year 1	• Join the staff and ministry team to support the running of the church including our core ministries on Sunday and through the week. • Pastor and disciple people in 1:1 and small group settings, enable people to explore and exercise their gifts and vocations. • In conversation with the ministry team, develop your own ministry at St John's that will prepare people for church planting. • Explore pathways into licensed lay or ordained ministry in the CofE in conversation with the vocations team (if needed) • Identify and source any training and development required
Year 2	• Continue to develop year 1 objectives • Work with network, deanery and diocesan colleagues to prayerfully discern a potential project and site for revitalisation or a brand new church plant. Engage in conversations with other community stakeholders. • Identify who your key partners in a future project may be, find ways to pray with and encourage those who are running alongside you. • Attend, with your key partners, the CCX church planting course in London and draw on other literature and expertise to build up a picture and plan for the emerging project.
Year 3	• New project is announced to the church and network. • Formally recruit your team (including recognised lay leaders from St John's and elsewhere) and decide together on the scope of the project, how it will be realised in the initial years and the project launch timeline. • Attend to all practicalities of the new project (buildings / finances / policies / compliance) and find the right people to support you in this.
Year 4-7	• Begin and stabilise the new project with the support and encouragement of network colleagues. Identify problems and troubleshoot. Establish new rhythms of worship and evangelism. Embed values and vision. • Make changes as required to adapt to the context and continually look for new approaches to build the ministry. • Work towards financial viability, Gospel growth and the development of future church planting projects that might emerge from this new venture.



Our annual network weekend away at Belchamps 2026



Weekly Schedule

The weekly commitment for this role is as follows:

	Description	Hours
Sun	8.30am–1.30pm, 4pm–7pm Present and available for ministry at all three Sunday Services, taking a significant preaching and leading load as well as offering prayer and pastoral support.	8
Mon	In office contact time 09.00 – 15.00 Staff meeting, training, development and 1:1s. Once a month we meet with staff from across the network to worship, pray and encourage each other	8
Tue	Flexible Office / Remote Working Morning prayer at 07.30 First key day for (1) prayer & planning (2) pastoral/operational meetings (3) planning and delivering new ministries (4) seasonal requirements	8
Wed	Flexible Office / Remote Working Our main commitment on a Wednesday is the delivery of Alpha and ID on a Wednesday evening 6-10pm, you would be expected to be present on Wednesday evenings during term time.	8
Thu	Flexible Office / Remote Working Second key day for (1) prayer & planning (2) pastoral/operational meetings (3) planning and delivering new ministries (4) seasonal requirements	8
Fri		
Sat		
		40

More details about the role

Holiday Entitlement

- In addition to bank holidays, you will receive 5 weeks paid leave annually. Please note, some public holidays are required to be worked (e.g. Good Friday and Christmas Day) but you are given these days to take off at another time.
- Ordinarily, a maximum of 2 weeks of annual leave can be taken at any given time.
- Due to the nature of this role, no more than 6 Sundays can be taken as annual leave in a given year unless there are exceptional circumstances.

Salary & Additional Benefits

- Your salary will be negotiated depending on skills and experience evidenced in the interview process. St John's PCC has the facility to roughly match the benefits of a CofE stipend for those already in stipendiary ministry.
- You will receive a 3% contribution to a pension scheme provided by the church.
- The church council makes an annual review of pay in December and typically awards pay rises as part of its annual staff development and review process, taking into account national levels of inflation.
- We make provision for an annual conference or training event and other training opportunities to help you grow in your ministry.
- We may also consider requests to support you in pursuit of a recognised qualification that benefits your role.
- You will be given use of a laptop and/or work mobile (as required) for the duration of your employment.

Additional Requirements

- An 'occupational requirement' exists for the post-holder to be a practising Christian in accordance with the Equality Act 2010.
- The post is subject to a safer recruitment process and an Enhanced DBS check.
- You will be expected to be or become a full and active member of the worshipping community at St John's, praying with us at our allocated prayer times.

Other Information

- Your line manager will be Mike Walker (Vicar).
- Additional appraisals and pastoral support will also be delivered by other members of the church council, as detailed in our Staff Handbook.
- Your normal place of work will be St John's church with remote working as described in the schedule above.
- This post is subject to a probationary period of 6 months.
You will need to get an initial schedule of ministry up and running within 6 weeks and be fully operational within the probationary period (assuming no barriers beyond your control).
- You can read our safeguarding policy which includes details of the safer recruitment process on stjohnssouthend.org/safeguarding.
- St John's is part of the Church of England in the diocese of Chelmsford. We are a registered charity #1194402 and you can read more about the team and view our latest annual report at stjohnssouthend.org/team.

How to Apply

Thanks for considering this role at St John's.

- Would you like to talk to us about this role?
- Maybe you have a question about a possible adjustment?
- Or some clarification on something you have read?

Please be in touch!

📞 Call the church office on **01702 617244**
You can always leave a message with your number
and we'll call you back if necessary.

✉ Email hello@stjohnssouthend.org

If you're ready to apply, complete the online application form:

stjohnssouthend.org/jobs

You need to submit this by **Friday 30th October**

We look forward to hearing from you!





Safeguarding

The care and protection of children, young people and adults involved in our Church activities is the responsibility of **everyone** who participates in the life of St John's

Our safeguarding officer is Linda Thornton

Speak to her in person, or ask any member of the church team to put you in touch if you or someone you know is at risk, being abused or presents a risk to others.

safeguarding@stjohnssouthend.org