

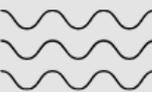


ANDOVER
METHODIST & PICKET
TWENTY

PIONEER FAMILY WORKER

We are hiring a Pioneer Family Worker to build on our existing families work and pioneer new work on a new housing development

andovermethodist.org.uk



Pioneer Families Worker

Job Description

Post Title: Pioneer Families Worker

Location: Andover Methodist Church and Picket Twenty (Andover)

Responsible to: Andover Methodist Church Minister, with oversight from Circuit as appropriate

Hours: 40 hours per week

Contract: Permanent

Salary: £29,000 - £31,000 (depending on experience)

Holiday Entitlement: 25 days + bank holidays

Purpose of the Role

The Pioneer Families Worker will nurture, develop, and oversee children and families ministry at **Andover Methodist Church**, while also pioneering a **new expression of church and community engagement** among families on the **Picket Twenty housing development**.

The role combines **pastoral care, missional outreach, community building, and faith exploration**, with a particular focus on families who may have little or no prior connection to church. The post holder will help create **welcoming, inclusive, and relational spaces** where faith can be explored naturally and safely.

Key Responsibilities

1. Children and Families Ministry at Andover Methodist Church

- Oversee and develop existing children's and families work, including Sunday activities, week day outreach, and start new midweek after school provision.
- Support, encourage, and coordinate volunteers involved in children's and families ministry.
- Work with the minister and leadership team to ensure children and families are fully included in the life and worship of the church.
- Develop creative, age-appropriate, and inclusive approaches to faith formation.
- Ensure good safeguarding practice in all activities involving children and young people.

2. Pioneer Outreach on Picket Twenty

- Build relationships with families and community networks on the Picket Twenty estate.
- Listen carefully to the needs, hopes, and rhythms of local families, shaping ministry in response.
- Initiate and develop informal, accessible community activities (e.g. stay-and-play, outdoor events, café-style gatherings, family celebrations)

- Help establish a **new expression of church** rooted in hospitality, participation, and shared life.
- Enable faith exploration in ways that are invitational, non-pressured, and relevant to everyday life.

3. Pioneer and Missional Leadership

- Work creatively and experimentally, learning from what works and adapting when things don't.
- Model a pioneering approach that values presence, relationship, and long-term engagement.
- Encourage collaboration between Andover Methodist Church and the emerging work on Picket Twenty
- Participate in reflective practice, supervision, and continuing development.

4. Administration and Communication

- Plan and manage activities within agreed budgets.
- Keep appropriate records and provide reports for church leadership and funders as required.
- Communicate effectively with families, volunteers, and church members using a range of media.
- Work collaboratively with ecumenical partners, schools, and local community organisations where appropriate.

Person Specification

Essential

Faith and Vision

- A committed Christian with a lived faith, able to communicate faith naturally and authentically.
- A passion for working with children and families, including those with little experience of church.
- Sympathy with the values, theology, and mission of the Methodist Church.

Experience and Skills

- Experience of working with children and/or families in a church or community context
- Ability to build trusting relationships across a wide range of ages and backgrounds.
- Confidence in pioneering new initiatives and working without a pre-existing model.
- Strong interpersonal and communication skills
- Ability to work independently while also being part of a wider team.
- Good organisational skills and the ability to manage time effectively.

Personal Qualities

- Warm, approachable, and inclusive in manner
- Creative, adaptable, and resilient
- Willing to learn, reflect, and grow in role
- Able to work flexibly, including evenings and weekends.

Safeguarding

- A strong commitment to safeguarding and promoting the welfare of children and vulnerable adults.
- An enhanced DBS check will be needed.
- Continual commitment to safeguarding training.

Desirable

- Experience of pioneer ministry, fresh expressions, or community-based mission
- Training or qualifications in children's work, youth work, theology, education, or community development
- Experience of volunteer recruitment, training, and support
- Familiarity with housing estates or new housing developments
- Ability to work ecumenically and in partnership with community organisations.

Additional Information

- The post holder will be expected to work flexibly, including Sundays and some evenings.
- Ongoing training, supervision, and support will be provided.
- This role is subject to satisfactory references and an enhanced DBS disclosure

JOB DESCRIPTION AND PERSON SPECIFICATION

Pioneer Families Worker, Andover

JOB DESCRIPTION

| | |
|-------------------------|--|
| Job Title: | Pioneer Families Worker, Andover |
| Location: | <i>Andover Methodist Church, Bridge St, Andover and Picket Twenty Housing Development</i> |
| Responsible to: | The Lay Employee will be employed by the Berkshire and Hampshire Borders Circuit and will be under the supervision of Minister in pastoral charge of Andover Methodist Church. |
| Responsible for: | Children and Families at Andover Methodist Church and Pioneer outreach on Picket Twenty |

Purpose and Objectives:

The Pioneer Families Worker will nurture, develop, and oversee children and families ministry at **Andover Methodist Church**, while also pioneering a **new expression of church and community engagement** among families on the **Picket Twenty housing development**.

The role combines **pastoral care, missional outreach, community building, and faith exploration**, with a particular focus on families who may have little or no prior connection to church. The post holder will help create **welcoming, inclusive, and relational spaces** where faith can be explored naturally and safely.

Main Responsibilities:

1. Children and Families Ministry at Andover Methodist Church

- Oversee and develop existing children's and families work, including Sunday activities, week day outreach, and start new midweek after school provision.
- Support, encourage, and coordinate volunteers involved in children's and families ministry.
- Work with the minister and leadership team to ensure children and families are fully included in the life and worship of the church.
- Develop creative, age-appropriate, and inclusive approaches to faith formation.
- Ensure good safeguarding practice in all activities involving children and young people.

2. Pioneer Outreach on Picket Twenty

- Build relationships with families and community networks on the Picket Twenty estate.

- Listen carefully to the needs, hopes, and rhythms of local families, shaping ministry in response.
- Initiate and develop informal, accessible community activities (e.g. stay-and-play, outdoor events, café-style gatherings, family celebrations)
- Help establish a **new expression of church** rooted in hospitality, participation, and shared life.
- Enable faith exploration in ways that are invitational, non-pressured, and relevant to everyday life.

3. Pioneer and Missional Leadership

- Work creatively and experimentally, learning from what works and adapting when things don't.
- Model a pioneering approach that values presence, relationship, and long-term engagement.
- Encourage collaboration between Andover Methodist Church and the emerging work on Picket Twenty
- Participate in reflective practice, supervision, and continuing development.

4. Administration and Communication

- Plan and manage activities within agreed budgets.
- Keep appropriate records and provide reports for church leadership and funders as required.
- Communicate effectively with families, volunteers, and church members using a range of media.
- Work collaboratively with ecumenical partners, schools, and local community organisations where appropriate.
-

Terms and Conditions

- Terms of appointment: Permanent role, with initial three-year funding
- The salary will be: £29,000 - £31,000 (depending on experience)
- Normal working pattern: 40 hours per week, including Sundays and occasional evenings
- All reasonable expenses will be reimbursed and a small allowance given for on-going training. (Note you will not be expected to use a car for this job).
- There is a contributory pension scheme to which eligible lay employees will be auto enrolled. Lay employees who do not meet the auto enrolment criteria are eligible to join the scheme subject to certain provisions.
- Appointment will be subject to satisfactory references.
- Appointment will be subject to the satisfactory completion of up to **three** month probationary period.
- 25 annual leave entitlement per year + Bank Holidays
- At least one day free of responsibilities each week.

- Appointment will be subject to a satisfactory Enhanced Disclosure & Debarring Service (DBS) disclosure.
- Opportunities for further study and for training.

PERSON SPECIFICATION

Post: Pioneer Families Worker

Lay Employee in Berkshire and Hampshire Borders Circuit based at Andover Methodist Church and Picket Twenty Church

| Attributes | Essential | Desirable | Method of Assessment |
|-----------------------|---|---|----------------------|
| Qualifications | Qualification in children's work, youth work, theology, education, or community development | | Q |
| | | A recognised Biblical, theological or practical mission qualification | Q |
| Proven Ability | Experience of working with children and/or families in a church or community context | | A, I |
| | Confidence in pioneering new initiatives and working without a pre-existing model. | | A/I |
| | Ability to build trusting relationships across a wide range of ages and backgrounds. | | A/I |
| | Proven ability of networking and establishing working relationships/partnerships | | A/I |
| | | Experience of volunteer recruitment, training, and support | A/I |

| | | | |
|---------------------------------------|--|--|------|
| Knowledge & Skills | Knowledge of good practice in children and youth ministry | | A/I |
| | Knowledge of Safeguarding and child protection procedures | | A/I |
| | Sympathy with the values, theology, and mission of the Methodist Church. | | A/I |
| | Knowledge and understanding of inclusive work with children and young people; including special needs | | A/I |
| Special Qualities or Aptitudes | A committed Christian with a lived faith, able to communicate faith naturally and authentically. | | A, I |
| | Ability to work on your own and as part of a team | | A,I |
| | Ability to organise yourself in order to manage your workload efficiently | | A, I |
| | Ability to establish positive and productive relationships with children, young people and adults | | A, I |
| | Strong interpersonal and communication skills | | A,I |
| | The ability to plan and deliver activities that are underpinned by principles of participation and spiritual exploration leading to faith formation. | | A,I |
| | Ability to recruit, train and supervise a team of volunteers/ sessional children and youth workers | | A,I |
| | | Computer and design skills to produce physical and online media to target families | |
| Any Other Requirements | | Able to lead Worship | I |
| | Satisfactory Enhanced DBS disclosure. | | |

| | | | |
|--|--|--|---|
| | | Familiarity with housing estates or new housing developments | I |
| | | | |

A – Application form; I – Interview; E – Exercise; Q – proof of qualification (certificates or transcripts)

Date: February 2026

APPLICATION FORM

Please read these notes carefully before you complete the application form.

Thank you for expressing interest in a post within the Berkshire and Hampshire Borders Circuit. These notes are intended to help you complete the application form. Please read them carefully before you start to fill in the form. We look forward to receiving your application.

- You should also have received a copy of the job description and person specification. These documents describe to you what the job will involve and what we need from the person who is appointed. Think carefully about the information in the job description and person specification, and consider what experience you have that would equip you for this post.
- We are inviting you to give us information that will allow us to assess how closely you meet the requirements of the person specification. You may draw on all aspects of your life: education, employment, voluntary work, church, interests, and home life, for example.
- Do not think you have to fill in all the space below each question. You may find you wish to answer one question more fully than another. You may use a separate sheet of paper if you need to write more than the form provides space for.
- Try to provide evidence or give examples of how you can meet the requirements of the job description and the person specification.
- Your personal information will be removed and will not be submitted to the interviewing panel.
- Our policy on references is that we cannot accept references from relatives or members of the family. At least one referee must be your line manager from your most recent employment.

Data protection statement

- *The information that you provide on this form will be used to process your application for employment. We process this information in line with our privacy policy [\[insert hyperlink\]](#).*
- *If you succeed in your application for employment, the information will be used in the administration of your employment with us.*
- *By signing this application form we will be assuming that you agree to the processing of your personal data (as described above), in accordance with our privacy policy [\[insert hyperlink\]](#).*

1. PERSONAL DETAILS – CONFIDENTIAL

This will be held by the Berkshire and Hampshire Borders Circuit before circulating the application form for shortlisting. Items marked with * must be completed.

Post applied for:

Pioneer Families Worker

Reference No:

NA

Where did you hear about the post?

Title:

Surname: (Block letters)

First names:

Address: (Block letters)

Post Code:

Telephone number:

Home:

Daytime:

Mobile:

E-mail address:

National Insurance Number:

WORK PERMIT*: Please be aware that under Sections 15 to 25 of the Immigration, Asylum and Nationality Act 2006 ([Immigration, Asylum and Nationality Act 2006 \(legislation.gov.uk\)](http://legislation.gov.uk)), it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Applicants will be asked to provide proof of their employable status before the [District/Circuit/Church](#) can confirm any offer of appointment e.g. Passport or birth certificate.

Are there any restrictions on your right to work in the UK? Yes No

If yes, please state restrictions and the expiry date of any permissions.

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered ‘protected’. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website.

Do you have any Criminal Convictions not “spent” under the Rehabilitation of Offenders Act 1974? Yes No

If yes, please supply further details:

EQUAL OPPORTUNITIES:

In order to assist us to monitor and evaluate the delivery of our vision for diversity and equality, we would appreciate it if you will complete the enclosed equality and diversity monitoring form. The information provided will be used for statistical purposes only and your assistance in completing this questionnaire will be appreciated.

APPLICATION FORM

| | |
|---|--|
| Applicant To Complete | |
| FULL NAME | |
| POST TITLE | Pioneer Families Worker |
| METHODIST CHURCH/CIRCUIT | |
| CIRCUIT NO. (IF KNOWN) | |
| DISTRICT | |
| CLOSING DATE | |
| Please return the completed form to: | <p>Rev. Andy Fitchet, Andover Methodist Church Full postal address: Bridge St, Andover, SP10 1BL e-mail: hello@andovermethodist.org.uk Telephone: <u>0118 958 1505</u></p> |

| For Office Use Only | |
|-----------------------------------|--|
| Date Received | |
| Application No | |
| Special needs at Interview | |
| Shortlisted | Yes <input type="checkbox"/> No <input type="checkbox"/> |
| Appointed | Yes <input type="checkbox"/> No <input type="checkbox"/> |

1. EMPLOYMENT HISTORY

List all employers starting with your present or most recent first. Please account for any gaps in employment.

| Name and Address of Employer | Position Held and Brief Description of Duties (optional) | From To Month/Year | Reason for Leaving |
|------------------------------|--|--------------------|--------------------|
| | | | |
| | | | |
| | | | |
| | | | |

Please note here any employment that you would continue with if you were successful in obtaining this role.

2. EDUCATION AND TRAINING

Please look at the **Essential and Desirable** requirements in the Person Specification and list details of any **Education and Training**, which you consider to be relevant. Please be precise about awarding bodies, grades, types of membership and dates.

| Qualification | Date Obtained | Grade and Membership Number (if applicable) |
|---------------|---------------|---|
| | | |
| | | |
| | | |
| | | |
| | | |

3. PROVEN ABILITIES

Please use this section to demonstrate how you feel you meet the **Essential and Desirable** requirements of the Proven Abilities section of the Person Specification.

4. SPECIAL KNOWLEDGE & SKILLS

Please use this section to demonstrate how you feel you meet the **Essential and Desirable** requirements of the Special Knowledge and Skills section of the Person Specification.

5. ANY OTHER REQUIREMENTS

Please use this section to demonstrate how you feel you meet the **Essential and Desirable** requirements of the Any Other Requirements section of the Person Specification.

6. ADDITIONAL INFORMATION
You are welcome to give additional information, which may be entered, in the space below.

7. REFERENCES

Please give the names, postal & email addresses, and telephone numbers of three referees who can broadly represent your professional work and personal interests. This should include your current or most recent employer and may include your minister if relevant.

1.

Name:

Position:

Organisation
Name and Address:

Email:

Telephone:

2.

Name:

Position:

Organisation Name and Address:

Email:

Telephone:

3.

Name:

Position:

Organisation
Name and Address:

Email:

Telephone:

It is our practice to approach referees of shortlisted candidates only.

I give*/do not give* my consent to references being sought in conjunction with my application for employment.

*(delete as appropriate)

8. I declare that the information contained in this form is true and accurate. I understand that if it is subsequently discovered that any statement is false or misleading, I may be dismissed from employment. I understand that any offer of employment is subject to the **District/Circuit/Church being satisfied with the results of relevant checks including references, eligibility to work in the UK, criminal convictions, probationary period and a medical report (in line with the operation of the Equality Act 2010).**

Signature:

Date:

