



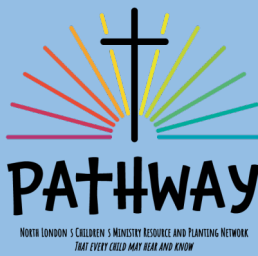
PATHWAY

NORTH LONDON'S CHILDREN'S MINISTRY RESOURCE AND PLANTING NETWORK

THAT EVERY CHILD MAY HEAR AND KNOW



Vision 2023



Dear Friend,

Last year in our Vision 2022 booklet we set out our vision to be North London's Children's Ministry Resource and Planting Network. This booklet lays out how we might go about achieving this, so that *'every child may hear and know.'*

The size of this task is increasing. The latest census shows that the population of Enfield, Barnet and Haringey is growing and becoming less Christian. And yet, church resources seem to be fewer, with many churches across our network having few or no children regularly attending their services.

Numerous studies have shown that there is a strong correlation between churches that are growing and churches who employ a children's worker and are active in their local schools. However, financial constraints mean many churches do not have access to one.

Pathway's aim is to give every church regular access to a children's ministry specialist. This person would enable churches to reach children and families in their community through schools, and clubs and outreach events, and by offering consultancy style training and mentoring to volunteers across a number of churches. Ultimately, our aim is to see the trend of declining numbers of children in churches reversed and to see every faithful, local church with a thriving children's ministry.

Ashley Nichols

'The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.'

(Matthew 9:37-38)



An unaffordable model?

In recent decades, the popular model has been for each church to employ a children's worker. While this is good in principle, it is also a very costly model that favours larger churches in affluent areas where there are the resources to do this. This causes larger churches to grow and smaller churches to decline, despite the belief that discipleship is often more effective in smaller congregations. Only through intentional planting and networking can we avoid losing a church presence in every community.

Even where a church can employ someone, a lack of adequate funding can mean the workers lack training, or do not remain in the role long enough to sustain relationships or develop the work. In some cases it can also be an inefficient use of kingdom resources. Inexperienced workers lacking clear guidance need the first few years to understand how to do their role well. Many end up spending countless hours preparing programmes and resources, rather than enabling effective discipleship.

Many institutions, like small schools and churches, are seeing that they need to network and share leadership in order to make more efficient use of resources. Similarly, Pathway is inviting churches to work together to employ regional children's outreach workers.



In many ways, this isn't a new idea for Pathway. Our aim since the beginning has been to resource churches to grow their work with children by working together. In some way our workers are a bit like a shared children's outreach workers, giving churches regular input from children's ministry specialists.

To do this effectively, we believe that we need **depth**, rather than **breadth**. With our current staff team (one full-time, one part-time and two part-time admin totalling 88 hours a week), we are able to achieve **breadth**, covering 50 out of the 200 schools in Enfield, Barnet and Haringey, and working with more than 27 partner churches. But, with the exception of where we run weekly clubs, our contact is periodic and less personal and less localised to that community.

In order to achieve **depth** of relationship and to see meaningful results, particularly with our efforts to help churches grow their outreach to children, we need weekly, consistent input with smaller groups of schools and churches. This would require enlarging our team and dividing the work into geographical regions (which also has the added benefit of reducing staff time spent travelling).

By 2030, we think that about 12 area workers would be needed to adequately cover these regions. So we are asking churches to consider how, with adequate investment, this level of partnership could enable their children's ministry to flourish.

Reimagining the model

Our vision is that many more churches should have access to the support of a specialist children's worker. However this concept of a shared children's outreach worker challenges our perception of a children's worker being the upfront, pastor-teacher who becomes the linchpin of the work, which takes place primarily on Sundays.

Discipleship is relational, and some would say this would not be easy when the worker is split across four churches and many schools but in this model, the area worker would not be the primary discipler of the children. In fact it would be more helpful if they are not. Where the worker is viewed as 'the one who does all the work', members can step back from playing a more active role. This is counterproductive because one person cannot actively disciple so many people. Instead, this model takes the concept of 'disciples who make disciples', or every member ministry, and views the workers as investing in a few key volunteers. They in turn disciple some key families. Paid workers come and go, but church members are more likely to stay long-term and are better positioned to do this relational work.

So, Pathway's children's outreach worker would be the facilitator, doing the 'donkey work' behind the scenes and equipping others through mentoring, feedback and encouragement to be better 'disciplers'. The Pathway outreach worker would do the heavy lifting of *preparing programmes*, so that your team is free to *pastor people*. This is why, in our assemblies and clubs, we always do each one with someone from the local church, who would be the that children would see if they were to visit on a Sunday.

Furthermore, we want to challenge churches not to be solely focussed on Sundays. For many children, Sunday is not the best time to reach them because they may be travelling, or visiting their other parent, or may have sport. By only reaching out through contacts of our church members, we are missing vast swathes of our community. If we are to be preaching in the 'temple courts' and 'market places', the local schools during the week are where you will find local families. Our culture is so unchurched that expecting people to attend on a Sunday is a leap that occurs much further down the line.

Nevertheless, we still see the need to make regular visits to the church on Sunday as a way to get to know that community and for the community to connect with the work of Pathway. With more workers, these visits can be more regular.



Using Kingdom resources wisely

Not only does this model of sharing a worker make it affordable and accessible to more churches, it also has advantages over each church employing their own worker.

- There are simply not enough experienced workers to go around. For every 10 churches with a vacancy, there may only be one worker available.
- There is a much higher likelihood of attracting experienced and qualified job applicants for a full time position, which is harder when advertising for a smaller, part-time role.
- The children's outreach worker would benefit from peer-to-peer support, supervision and professional development from other children's ministry specialists, which is harder to provide in a church context.
- It is an efficient model, where Pathway would prepare materials and resources centrally and deliver them multiple times locally, as opposed to four children's workers each preparing their own materials, effectively duplicating the work of another church nearby.
- Pathway would retain all employment responsibilities and could act as the 'mediator', helping the worker to balance the needs of the different churches and providing additional support where needed.

What could it look like?

By 2030 (but we pray we get there sooner), this could mean that we are able to divide our work into 12 sub-regions, each with its own worker attached. That way, four churches in each sub-region could effectively 'share a children's outreach worker', with each church having about a day's input from the worker each week. Currently we have one or two partner churches in each sub-area, so we would be looking to partner with two or three new churches in each sub-area to enable this.

A regional worker's role may vary slightly from week to week because Pathway assemblies take place only 6 times a year. It might not necessarily line up neatly with each church's allocated day, but would work out on balance. Here is an illustrative example of a regional worker's week:

Monday	Based at the Pathway office: Pathway staff and line management meeting. Prepare for the week's lunch/after school clubs.
Tuesday	Based with Church 1: Pathway assembly in their region with a volunteer from the church (a nearby but not necessarily your nearest school—their assemblies fall on a Monday 6 times a year). Meet with vicar. Run after-school Club in local school with small team from the church.
Wednesday	Based with Church 2: Training a key volunteer/parent by going through a chapter of a book each week with them. Lunch club at local school with team from the church.
Thursday	Based with Church 3: After-school club in church. Early evening meeting with key children's ministry volunteers to do training.
Friday	Based with Church 4: Assembly in school. Preparing for a holiday club using Pathway resources. Run after-school club in church.
Saturday	Day off
Sunday	Usually based at their own church, with visits to churches above once a term.

You might notice that every day includes a club. This is because sharing *resources*, not just the *worker*, is foundational to this model, rather than the competing demands of four different jobs. This could mean that the same holiday club might 'go on tour' around the churches or they might collaborate to put on a joint one. Likewise, they might gather as a cluster of churches for training. The worker would be employed by Pathway to deliver Pathway resources in a way that works for your community.

Case study: Enfield

To illustrate the potential for growth, and the strain on our current resources, we look at the Borough of Enfield. We took our first step towards the regional worker model with the appointment of Mandy Sonesson as the Regional Facilitator for Enfield and East Haringey in September 2022. Mandy works for Pathway 16 hours a week but the size of the region she oversees is huge. Not taking into account the East Haringey part of her region, Enfield alone has 75,920 under-15s, 68 State primary schools and 98 mainstream churches.

46.4% of Enfield residents described themselves as Christian in the 2021 census but we think even Scripture Union's figure of 5% of children having contact with the local church sounds inflated from our knowledge of the churches we work with. We would be pleased if nearly 3,800 children and young people regularly attended church.

Currently, Pathway has active partnerships with 11 of these churches.. In 2022 we had involvement in 19 primary schools and one private school, as follows:

- Three for a one-off workshop (like the Christmas Experience or Big Sing).
- Three for weekly clubs.
- 16 for assemblies.

That still leaves 49 primary schools at least that we have yet to be involved with. So the scope to grow the work is significant, and for every school we visit there are two that we do not. Furthermore, our contact time through assemblies is little more than an hour a year. Clubs provide almost an hour a week but, for us to be able to run more clubs we would need to grow our team.

Mandy has weekly contact with two of these churches and schools:

- St Michael at Bowes (partnering primarily with St Cuthberts and St Michael at Bowes Churches), and
- St John and St James (partnering primarily with Calvary (COGIC) Church, Tottenham.

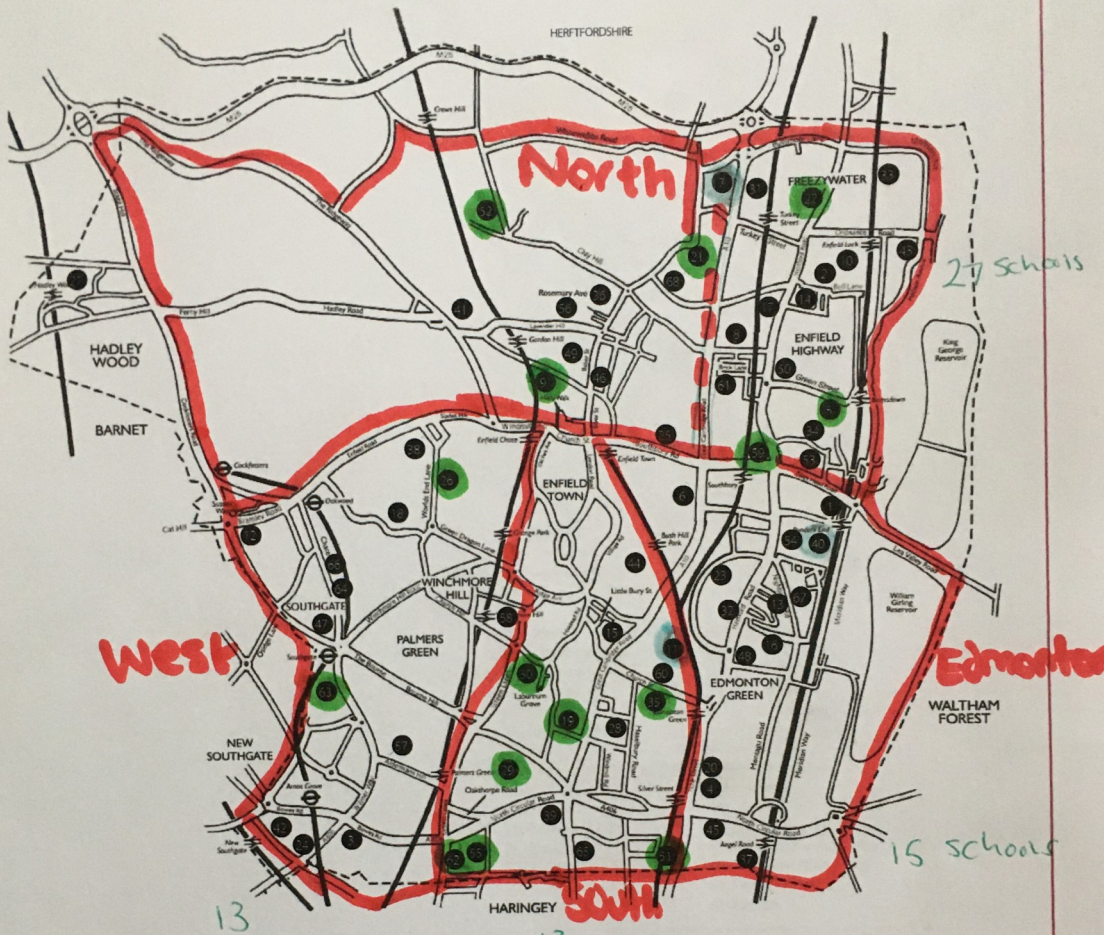
The rest of her time is thinly divided between the other schools and churches, supported by a dedicated volunteer team.

1. Enfield Council Website https://www.enfield.gov.uk/_data/assets/pdf_file/0023/25718/Town-ward-profile-2022-Your-council.pdf (page 2) or 72,600 calculated from the 2021 Census data, see below.
2. Enfield Council Website, https://www.enfield.gov.uk/_data/assets/pdf_file/0015/30183/Applying-for-a-primary-school-in-Enfield-2023-Education.pdf (page 2)
3. Wikipedia, https://en.wikipedia.org/wiki/List_of_churches_in_the_London_Borough_of_Enfield
4. <https://www.ons.gov.uk/visualisations/censusareachanges/E09000010/>
5. <https://content.scriptureunion.org.uk/95-campaign>, taken from *Peter Brierley, UK Church Statistics 2, 2010–2020, Tonbridge, ADBC Publishers, 2014

Primary Schools in Enfield

● = a school Pathway currently visits

○ = a school with other contact



KEY

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|----------------------------|------------------------------|-----------------------------|----------------------------|---------------------|
| 1. Alma | 16. Eldon | 30. Highfield | 45. Raynham | 60. Starks Field |
| 2. Ark John Keats | 17. Enfield Heights Academy | 31. Nonilands | 46. St. Andrew's Enfield | 61. Suffolks |
| 3. Bowes - Bowes Road Site | 18. Eversley | 32. Houndsfield | 47. St. Andrew's Southgate | 62. Tottenham |
| 4. Brettenham | 19. Firs Farm | 33. Keys Meadow | 48. St. Edmund's | 63. Walker |
| 5. Brimsdown | 20. Fleecefield | 34. Kingfisher Hall Academy | 49. St. George's | 64. West Grove |
| 6. Bush Hill Park | 21. Forty Hill | 35. Latymer All Saints | 50. St. James' | 65. Wilbury |
| 7. Capel Manor | 22. Freezywater St. George's | 36. Lavender | 51. St. John & St. James | 66. Wolfson Hillel |
| 8. Carterhatch | 23. Galliard | 37. Meridian Angel | 52. St. John's | 67. Woodpecker Hall |
| 9. Chase Side | 24. Garfield | 38. Merryhills | 53. St. Mary's | 68. Worcesters |
| 10. Chesterfield | 25. George Spicer | 39. Oakthorpe | 54. St. Matthew's | |
| 11. Churchfield | 26. Grange Park | 40. Oasis Academy Hadley | 55. St. Michael at Bowes | |
| 12. De Bohun | 27. Hadley Wood | 41. One Degree Academy | 56. St. Michael's | |
| 13. Delta | 28. Hazelbury | 42. Our Lady of Lourdes | 57. St. Monica's | |
| 14. Eastfield | 29. Hazelwood | 43. Prince of Wales | 58. St. Paul's | |
| 15. Edmonter County | | 44. Raglan | 59. Southbury | |

Funding & Next steps

	Church 1	Church 2	Church 3	Church 4
Salary contribution	£5,000 - £7,500	£5,000 -£7,500	£5,000 - £7,500	£5,000 -£7,500

Average salary is in the £20-30k range. Because of the cost of living in London, and to attract the most experienced workers, we would like to be toward the top of the scale, if possible. We are asking churches to commit to this for at least three years.

Contribution to centralised costs	£2,000+	£2,000+	£2,000+	£2,000 +
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As well as pension, NI, travel expenses, training and other associated employment costs, we would still need churches to contribute towards Pathway's overheads such as rent, admin and central staff (~£80k in 2022). We are asking churches not to simply redirect their giving to Pathway to fund the worker instead, but to see as being it in addition to their giving to Pathway.

If you are interested in exploring this further:

1. Get in touch with Pathway to express an interest so that we can build up a picture of how many churches in each area might participate. We'll send you a sample job description and more information about churches and schools in your area that you could partner with.
2. Consult with your church and explore funding possibilities. Pathway would be happy to come and speak at a service, prayer meeting or members'/leaders' meeting if that would help to raise support.
3. Join a consultation with churches in your area that have expressed an interest, where we would discuss how the role could work in practice and refine the job specification and advert.
4. Pathway would then advertise and interview for the role. As part of this you may be invited to meet the candidate.
5. Once appointed, Pathway would arrange an induction and confirm start dates with you.

FAQs

What is the timescale for this?

We have set ourselves a goal of adding two more workers by 2025, but this would depend on the level of interest from local churches. Even if a church might not benefit immediately from a shared worker, we hope that it would see the benefits of the long term vision set out here, and begin to invest now to enable this work to grow in stages over the next few years.

Sunday is the main day that we do our children's work. Can the shared worker help with this?

This would need to be considered on a case by case basis. Our priority is that the worker has a home church where they would receive fellowship and be able to grow. Therefore, we would not want to overpromise on Sunday availability, since they cannot be in four churches at once. However, there could be circumstances where, for example:

- the worker is able to attend an evening congregation and only one out of the four churches requires support on a Sunday, or
- they choose to attend one out of the four churches that they work with and are able to offer that regular support on Sunday in lieu of a day midweek,
- or two of the churches have Sunday services that operate at different times (e.g. 9am and 11am) and so the worker is able to support more than one church.

But for now, we want to be realistic about a sustainable workload, and will assume one visit a term to each church (three visits per church per year, which is 12 visits for the worker or once a month on average that they are not at their home church).

Our church isn't able to contribute to this at the moment. Would we still be able to partner with Pathway to do assemblies and clubs? Or, if we need to stop contributing for a while, do we stop receiving help from Pathway?

Pathway is committed to serving churches, schools and children, regardless of financial contribution. Although you would not benefit from the regional worker scheme, if you don't contribute, Pathway's team of dedicated volunteers will still continue to deliver assemblies in areas where there is no regional worker.

We ask churches to contribute to the overall work of Pathway in line with what they are able to give and hope that churches who are more able to give will do so. This would be a way of serving the wider church and impacting North London beyond their immediate parish, thereby enabling us to do something greater together than could be achieved on our own.

If a church puts in double the contribution, would it receive double the time of the worker?

This could be considered.

Are the Regional teams (Enfield, Haringey) going to be separate from the team based at the North Finchley office?

There would be one staff team who would get together for team meetings and have access to all central resources. For the rest of the week, it would make sense for the regional teams to be based in their areas (working in a local church or from home) to minimise travel time.



What about their days off? What if there is an occasion (e.g. a holiday club) where it would be helpful to have them for more days in one week?

We ask our workers to aim to take their annual leave (4 weeks' leave per annum) in school holidays to minimise the impact on our programme, which operates during termtime. We will endeavour for this to be taken in such a week not to disproportionately affect one organisation.

On their church-based day, they may from time to time have assemblies during the day (usually first thing) which, although local, may not be for your link school. This would be determined by which day the school is able to have us. Although we would try to have the link school assembly on their church day, it may not always be possible.

For special events like the Christmas Experience, or perhaps a training conference, there may be a day or two where they are not able to be based in the church. However, we would aim to support a church Holiday Club or an event where you would need additional days, wherever possible. Furthermore, our wider team of staff and volunteers and our network of churches may also

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