

**Associate Vicar
St Mary Redcliffe, Bristol**



There has been a faithful Christian presence on the site occupied by St Mary Redcliffe Church for over 800 years. The church, well known as a masterpiece of Gothic architecture, combines a rich choral and liturgical tradition with a commitment to reaching out to the very poorest in the parish.

It is an exciting time to be joining the senior leadership team as Associate Vicar as the church pursues its major facilities' development project, Project 450, continues its social action work, attends to the legacy of the historic trade in African peoples, and continues to be that Christian presence for a new generation in the south of the city of Bristol.

The Diocese of Bristol has been characterized over many years by both diversity of expression and loyalty to one another in our witness to Christ.

We have emerged from the pandemic with a commitment to the virtues of creativity, openness, bravery and generosity and a strategy for Transforming Church. Together.

The care and development of our clergy is crucial to that strategy and with a new generation of clergy in posts of responsibility whoever is appointed to this post will be a crucial part of God's new work in the diocese.

I look forward very much to discovering who it is that God is sending to us.

Yours in Christ

Rt Revd Vivienne Faull
Bishop of Bristol

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Key Responsibilities

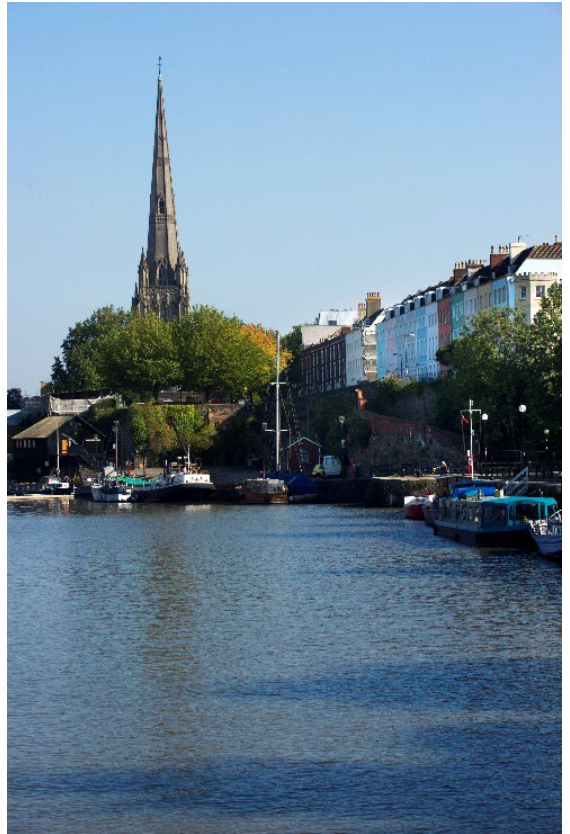
The primary purpose of the role of the Associate Vicar is to be a priest colleague at St Mary Redcliffe: to inhabit the role of being a priest and to fulfil all priestly functions as in any parish setting. To that end, the Associate Vicar will share in the leadership of worship, of preaching, of pastoral care, of celebrating occasional offices and, perhaps most importantly, of praying regularly in church with colleagues.

However, because of the size and reach of the church, staff roles – including those of the stipendiary clergy – at SMR are more structured than in other parish churches. We recognise that our expectations of the new Associate Vicar are significant and we are committed to ensuring that the role is do-able. To that end, we will provide assistance to ensure that priorities are set and workload managed.

The two particular strands of church life (see below for the others) that fall within the overview of this role are:

thriving, inclusive Christian community

This is a hands-on role requiring creativity, initiative and experience. The Associate Vicar will be developing our welcome and integration, our discipleship and pastoral care, and alongside the Vicar and Director of Music, our liturgy and worship, nurturing the choir and preserving and enhancing our choral tradition.



This needs to be undertaken whilst maintaining

- our 'friendly formality' approach to worship, supporting and building up the lay teams that enable the delivery of worship; we wear vestments and we like a procession, but we remain relaxed when liturgy goes differently from what was planned!
- our 'traditional and progressive' understanding of ourselves (holding fast to the best of the past, embracing the best of the present and discerning the best of the future) and
- all that is inspiring and inviting about who we currently are and the way we live out our Christian commitment.

The Diocese is currently exploring ways of supporting mission in parishes with significant challenges, including ours. The Associate Vicar will be responsible for exploring all options, including initiatives from within the Diocese and from further afield (eg HeartEdge), to foster an holistic expression of mission and ministry for St Mary Redcliffe

The Associate Vicar will also line manage our Youth & Families Minister which is a half time salaried post.

making a difference in the parish ... and beyond

The parish of St Mary Redcliffe is one of the most deprived parishes in the country: 784 out of 12307 (with 1 being most deprived). Within the Indices of Multiple Deprivation, the neighbourhood closest to the church is in the top 1% nationwide for children living in households of poverty.

It's not what people think of when SMR comes up in conversation.

This element of the role is part management, part oversight and part hands-on.



The Associate Vicar will be managing the development of our community engagement which started about eight years ago and, throughout the recent pandemic, has been highly commended for its innovative and effective methodology. The work is led by a Youth & Community Manager who is line managed by the Associate Vicar.



She or he will build up and oversee social action activities that prior to the pandemic were lay led (The Noise, Night Shelter, refugee work) and be the point of contact for city wide action that may be either ecumenical or interfaith.

The person appointed will be a visible presence in the parish and will lead on our Christmas Card distribution, Lent appeal and partnership programme, our engagement with the primary school (as well as having opportunity to engage with the secondary school), our striving for the A Rocha Eco Church gold award and net carbon zero ambition.



St Mary Redcliffe



Worship

Find information about worship and service information



Community

Find out about our important community work within the parish



Heritage

Discover *The fairest, goodliest and most famous church in England*

The Associate Vicar at St Mary Redcliffe is one of three senior leadership roles, alongside the Vicar and the Head of Operations. The Senior Leadership Team (SLT) ensures that the work of the church moves forward in alignment with the expressed view of the PCC which is responsible for vision, compliance and governance.

The vision of St Mary Redcliffe is that the whole created order would be “singing the song of faith and justice”. We have four key themes by which we express that vision in our life together:

- as a thriving, inclusive Christian community
- as a church that makes a difference in the parish and beyond
- as a recognised, welcoming heritage destination, and
- as a progressive and sustainable organisation

The Vicar’s role is about helping and ensuring that every aspect of church life is singing the song of faith and justice ... and singing it stronger and clearer every year. This is developed by maintaining a focus on the purpose of the church at a strategic level. The vicar is responsible for bridging the governance role of the PCC and the management functions held by staff. The vicar also leads on the major facilities development project (Project 450) and, with officers of the City Council, sits on the Redcliffe Way Joint Delivery Board.



The Head of Operations oversees the two strands of:

- recognised, welcoming heritage destination, and
- progressive and sustainable organisation

The new Associate Vicar will oversee the other two:

- thriving, inclusive Christian community
- church that makes a difference in the parish and beyond

The role title 'Head of Mission' could provide a parity with the title of the operations role and clarity about the expectations held within it and discussions about role title will be held with the appointed person.



SMR is highly fortunate to have sufficient historic assets which allowed us to maintain the staff team throughout the pandemic. As well as adapting our community work to meet the exceptional needs of the local community, we took the time to assess some of our internal working. In 2022 we have increased our community development staff team, brought our bookkeeping services in house and hired an experienced operations lead. We are already enjoying the benefits of these changes and are anticipating increased impact as those roles embed.

Alongside this, since 2008 we have been working on a facilities development plan. Currently our accessible toilet is down a flight of stairs: because of the complexity of the site, the needs of the church and local community and the stories we could be telling, seeking to provide an accessible toilet quickly develops into a multi-million pound project. After years of work, the scheme (known as Project 450) should be finalised by the end of this year and a planning application lodged later in 2023.



RIBA 2-3 Design Review

Read the RIBA 2-3 Design Review that took place in December 2020.



Project 450 Planning Pre-App Submitted

St Mary Redcliffe has recently submitted a planning pre-app for Project 450 - the church's facilities development project.



Project 450 RIBA Stage Two Report

In 2019, Lead Architect Dan Talkes produced a Project 450 RIBA 2 Stage End Report, providing further detail on the emerging plans for new buildings at St Mary Redcliffe.

Now it is time to turn our attention to ensuring that the church (as an organisation) is ready to inhabit and take full advantage of the new buildings that Project 450 will deliver. To that end we are currently developing SMR's first formal strategic plan. The plan will provide clarity about aspects of church life within each of the four key themes (outlined above) that we will seek to address, whilst also providing a framework for every strand of church life to plan for growth and development. This work is being led by the Head of Operations and SLT.

Singing the song of faith and justice

as a thriving, inclusive Christian community



Over the nine years of the current vicar the church has grown in number significantly. We now have over 100 children in our Sunday School as well as another 30 in the choir. Our worship is traditional, which means we wear robes and have choral music in our services, and as we emerge from the pandemic we need to encourage more people to share in the leadership of worship in one way or another.

However, we are progressive about what we believe about God and Jesus and the church. As we say on the website: *The current generation of 'SMR' is a diverse community: old and young, rich and poor; Bristol-born and migrants to the city; Redcliffe through-and-through and newcomers to the church; diverse in ethnic background & cultural identity and in relationships & family circumstances; with varying levels of physical & mental health & ability and understanding of gender & expression of sexual identity.* We are all God's people, equally valued, equally loved and equally welcomed at SMR.

We have sought to put these words into actions in at least two ways. When the statue of Edward Colston was toppled we undertook a survey of members of the congregation from UKME background:

not surprisingly we discovered that people who came to SMR were quite positive about the way we organise ourselves! However, this gave us the idea of appointing a Diversity Champion and we have seen an increase in the number of UKME people attending church and taking leadership roles in worship.

This was not our first response to artefacts that are no longer aligned with our values: we had already laid aside a cope with Moors head symbolism, had an art installation focussing on journeys (migrant, modern slavery and transatlantic trafficking of enslaved Africans) and commissioned a new nativity set to replace a Victorian one.

We have also recently received an Access Audit which highlights steps we need to take to enable more people to access our worship and our building.

As a creative and innovating team, we see a need for our new colleague to help us focus on what is realistic and ensure we stay on track. We have already achieved Eco-Church Bronze award and are hopeful of reaching Silver by the end of the year: Gold would be the ultimate goal.

We know the value of small groups, but would like to see more people participating more regularly to embed them more fully into the life of the congregation

As well as the Vicar and Associate Vicar, SMR employs vergers, who take responsibility for the preparation of services and events in church, a Youth and Families Minister (part time), and has three self-supporting clergy assisting with services and engaging in the wider life of the church. Given the strength of clergy resource we have recently been enjoying we regularly support churches across the deanery.

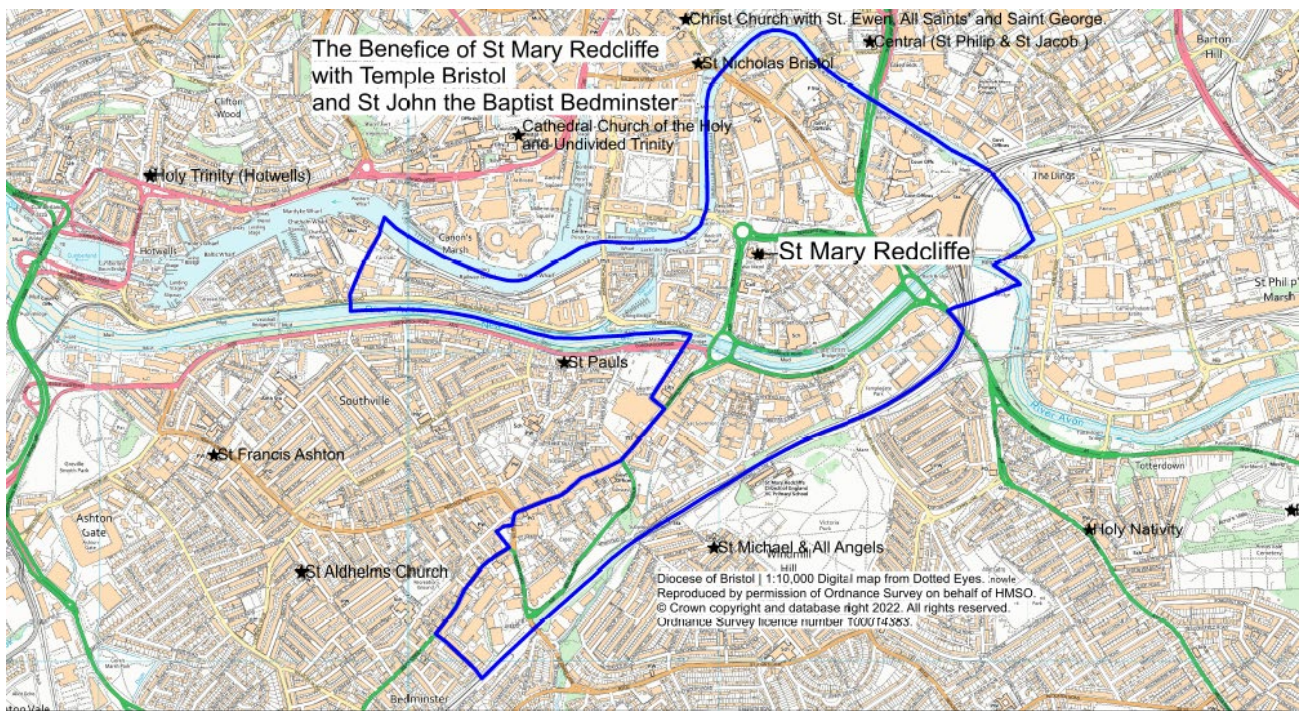


Recent numbers

	2018	2019	2020	2021
Baptism (child)	14	8	18	6
Baptism (adult)	3	1	4	4
Admission to Communion	11	10	0	8
Marriages	7	12	3	9
Funerals (church)	9	5	5	9
Funerals (crematorium)				
Memorial Service	1	2	2	2
Burial of Ashes	3	3	1	2
Electoral roll	272	286	283 *	283 *

23 people on Electoral Roll died over 2 years

as a church that makes a difference in the parish and beyond



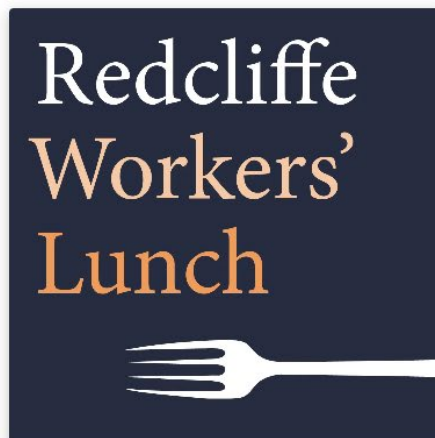
The parish is located to the south of the city centre of Bristol. There are about 3000 residents of the parish, but this is expanding rapidly as former industrial and commercial buildings are converted into multiple occupancy residential use. It is a very mixed parish that runs along Bristol's South Bank and incorporates a whole variety of housing stock.

The church itself sits on a dividing line within the parish. To the north there is a growing business community, including regional and national headquarters of financial and legal services. There are also residential apartments, some of which are quite recent developments of harbourside warehouses, which attract young professional people into the area. To the south of the church there is a small local authority estate of around ten blocks of flats. It is predominantly a white working class with a significant Somali community and the area is currently home to a number of Afghan refugees.



Visit Treefest!

Get involved in Bristol's annual charity Christmas Tree festival - it's free!



Coming Soon - Redcliffe Workers' Lunch

A meeting space for those who work in the Community of Redcliffe.



Redcliffe Summer Holiday Activities

Take a look at our programme of free summer activities for kids.

The Christian faith calls us to 'love our neighbour' in very practical ways. We now fund nine working days every week of professional community development work and have recently taken over a shop unit on Redcliffe Hill in a Community Asset Transfer with the City Council to run as a community hub. During the pandemic we were nominated by the City Council as one of twelve 'anchor' points around the city and only two of those were churches. Most recently, with the rising cost of energy, we have again been appointed 'a key community hub' as Bristol City Council identifies partners to support and coordinate Bristol's local response to the Cost of Living crisis.



Thanks to our community engagement work in south Redcliffe and our relationships with statutory stakeholders, we are currently in negotiation with English Heritage to partner with them in a project around Temple Church and Gardens. If the funding is granted, we shall appoint another Community Development Worker to engage nearby residents and businesses in the development, use and management of the site. We see this project as an opportunity to unite the communities surrounding Temple Church in North Redcliffe with those of South Redcliffe, where our church lies and where most of our current Community and Youth Work happens.

At the heart of south Redcliffe sits FaithSpace:



a community hall owned by the Methodist Church but which has a legal Sharing Agreement with us. Over the years we have worked closely with our Methodist colleagues to seek to build a Christian community and, whilst that remains an ambition, as we emerge from the pandemic it is more a place for community activities. The potential of Faithspace should not be underestimated.



Alongside the work we do in the parish, we seek to also maintain an eye on the wider world. We participate in Christian social action projects across the city (The Noise, Winter Night Shelter) and have two major projects every year of our own: TreeFest at Christmas and a project during Lent seeking to raise both funds and awareness for charitable concerns in the UK and abroad. We are also a Christian Aid Emergency Appeals church and Children's Church regularly run fundraising events or gather goods requested by charities.



as a recognised, welcoming heritage destination

St Mary Redcliffe church is a masterpiece of gothic architecture. Queen Elizabeth the First described the church as “the fairest, goodliest and most famous parish church in England” and when Queen Elizabeth the Second visited she acknowledged the words of her namesake.

The Christian community has worshipped continuously on the site occupied by St Mary Redcliffe Church for well over 800 years. The first church may have built here in Saxon times, when Bristol first became a port – the original quayside was just across the road, below the red sandstone cliff from which this area gets its name, located on what is now Redcliffe Quay.



St Mary Redcliffe sits at the centre of Redcliffe, on a spur of red cliff that gives the church its name. Redcliffe, once separate from Bristol and part of the manor of Bedminster, like the wider city is an area with strong links to the sea, maritime trade and industries such as glass-making and pottery.

The history of the church is peopled with characters associated with the early modern expansion of Bristol, such as John Cabot and William

Canynges, but also later political and cultural figures such as Admiral William Penn (his tomb is to the left), William Hogarth and Thomas Chatterton (right), Wordsworth's "marvellous boy", whose formative years were spent contemplating the gothic splendour of the church.



There have, of course, been many alterations and restoration activities since then, particularly in the Victorian era when, for example, the spire was rebuilt.

The church attracts thousands of visitors and tourists each year, and also has an historic role within the city of Bristol hosting one of the civic services at Pentecost – Rush Sunday – attended by the Lord Mayor, Councillors and Aldermen of the city escorted by the ceremonial Mace Bearers.



Whilst history has bequeathed us a fabulous building, it has also left us with some contested heritage that we had already begun to address prior to the toppling of the state of Edward Colston in 2020.

The PCC had already decided to stop using a cope with Moors head symbolism; to replace a Victorian nativity set with a new, locally commissioned one; and engaged with artists to address the theme of journeys, thinking of both the trafficking of Africans and modern slavery, in an art installation in church.

However, the most significant piece of contested heritage is the huge stained glass window depicting the Story of the Good Samaritan installed in 1870s and dedicated to Colston. We have recently run a competition to replace the dedication panels with new designs on the theme of 'Who is my neighbour' as we are determined to express in action, as well as in word, our commitment to inclusion, diversity and equality. You can see the winning entry [here](#)..

As noted above, Project 450 will create not just buildings, but also an opportunity to tell this story. It's not an entirely easy story to tell mired, as we are, with the slave economy; but then the Christian faith as well as the City of Bristol have a complicated relationship with slavery.

We are determined not to ignore the past but, acknowledging that, for better or worse, we are who we are and the important thing is to work together to make the best decisions about the future that we can.

Not all of our heritage is so old: we also have a stunning selection of Harry Stammers stained glass windows in the Lady Chapel which shows that our commitment to inclusivity predates recent PCC discussions.

Most recently we have appointed a Volunteer Coordinator who will be developing a diverse and sustainable volunteering team for the future not just for those who volunteer as stewards in church but for those who make a contribution to the way we make a difference in the parish. This is one of the ways that the boundaries between these four themes merge and work together.



all animated by a progressive and sustainable organisation

SMR is unusual as a parish church having a staff team as listed below (12.5 FTE) From the outside it looks like a large team and, at one level, it is! However, without a strong, energetic, creative and committed team less of what is described above could happen: with a stronger team, we can make an even bigger difference.

Following a few years of transition, our financial processes are now fully in-house. We have appointed a Finance Officer who is generating systems and processes that will give us visibility in a way we have never had before. We have also appointed a new Head of Operations who brings huge experience from two previous heritage sites. Alongside that we recruited a Community Development Worker for south Redcliffe at the end of last year and have recently approved funding for a Community Youth Worker as well.

As with any parish, the governance is in the hands of the PCC and the Wardens are the key lay leaders ensuring good communication between the congregation and the vicar and other senior leaders. The PCC has recently been through a rethinking of how it operates to ensure it fulfils its leadership and legal responsibilities whilst leaving the management of the church to the staff team.

The pivot between PCC and the staff is located in the Senior Leadership Team and this relational and communication aspect of the role is key.

Recent finances

	2018	2019	2020	2021
INCOME				
Planned Giving (inc Gift Aid)	105,769	102,540	115,381	117,277
Collections (open plate)	38,752	38,969	13,644	1,837
SMRCLC & TEC Grants	149,333	289,448	425,101	410,485
Legacies	9,766	38,493	11,325	122,698
Other	127,489	223,456	206,289	100,526
Total Voluntary Income	431,109	692,906	771,740	752,823
Other income	65,063	74,201	32,576	36,675
TOTAL INCOME	496,172	767,107	804,316	789,498
EXPENDITURE				
Parish share	117,500	117,500	120,000	120,000
Giving (Charitable Expenditure)	389,635	560,544	604,663	581,487
Other	19,350	21,346	9,494	10,209
TOTAL EXPENDITURE	526,485	699,390	734,157	711,696

Clergy & Staff List

Vicar	stipendiary, full time
Associate Vicar	stipendiary, full time
Curate (leaving in New Year)	stipendiary, full time
Assistant Priest	self-supporting, part time
PTO	self-supporting, part time
Curate	self-supporting, part time
Head of Operations	part time
Parish Administrator	full time
Admin Assistant	short term contact, part time
Vicar's PA	currently part time maternity cover
Project 450 / comms / marketing	full time
Head Verger	full time
Verger	full time
Assistant Verger	part time
Cleaner	part time
Director of Music	full time
Assistant Organist	part time (job shared between two people)
Families & Youth Minister	part time
Youth & Community Manager	part time
Community Development Worker	part time
Community Youth Worker	part time
Finance Officer	part time
Volunteer Coordinator	part time

Other matters

Bristol: a place to live

Bristol is a great place to live: vibrant, diverse, energetic, growing. It may be one city, but it is really an amalgamation of a number of villages each with their own very different feel. Known for its food outlets and entertainment, the city centre boasts a wide variety of places to eat and drink, many of which are very child-friendly. St Mary Redcliffe church, and the Associate Vicar's house, is just minutes' walk from the floating harbour and some of the best restaurants, attractions and entertainment venues.



Housing



A fine Georgian terraced house on Colston Parade is provided for the Associate Vicar.

With five bedrooms, two bathrooms, two reception rooms, large kitchen, utility room and cellar it makes an ideal family home.

There is also a small, enclosed garden.

The house overlooks the south churchyard and is within ten minutes walk of the city centre.

Schooling

St Mary Redcliffe has links to two schools.

The primary school is a Church of England Voluntary Controlled school and is part of the Diocese of Bristol Academy Trust. It lies just beyond the parish boundary and backs onto Victoria Park. It is a community school serving an area of real social diversity and so children get the opportunity to meet with and learn from one another across socio-economic realities that divide struggling families from aspirational families.

The secondary school, still local authority maintained, is a Church of England Voluntary Aided school. It is set at the heart of the ten tower blocks immediately to the south of the church. For many years the governors have maintained an admissions policy based on church attendance. It is an ecumenical policy which means the school serves the church family across the city and does so very well.

A number of our younger church families attend Hillcrest Primary School in Totterdown, Southville Primary School in Southville and Holy Cross Primary School in Bedminster.

Trust Funds

Church Lands Charity

We benefit significantly from the income from endowments given to the church over the centuries. These endowments are managed by St Mary Redcliffe Church Lands Charity. The income from the charity is restricted and is generally used for the maintenance of worship in the church and the upkeep of the building. Therefore, while the PCC has overall responsibility for the fabric, it is relieved from having to fund the maintenance.

Canynge Society and Temple Ecclesiastical Charity



We also benefit significantly from these independent, yet closely linked, organisations.

Canynge runs an annual appeal, making the best use of the church building to help, to help finance work on the church fabric.

Temple makes an annual contribution to SMR which helps us to maintain our level of staffing.

Person Specification

<p>Key Responsibilities: Being a member of Senior Leadership Team Leading on two strands from our mission:</p> <ul style="list-style-type: none"> • thriving, inclusive Christian community • church that makes a difference in the parish and beyond 	
Qualifications/ Training	<p>Essential</p> <ul style="list-style-type: none"> • ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises • designated at selection or Candidates' Panel as Incumbent Status (post-2009) or Stipendiary Ministry • satisfactorily completed Initial Ministerial Education or expected to complete IME by Summer 2023 • willingness to participate in the emerging Diocesan coaching network and in further training / personal development to increase theological understanding, spiritual reflection and ministry skills, through study, consultancy, courses and workshops. <p>Desirable</p> <ul style="list-style-type: none"> • successfully completed a recognised course of study in a relevant area (eg mission and ministry, community engagement, etc)
Experience	<p>Essential</p> <ul style="list-style-type: none"> • of leading formal, liturgical worship with 'friendly formality' and preaching in a way that engages people and explores links between scripture and lived reality • of engaging in ministry with people of all ages that enables them to encounter and grow in the Christian faith • of sharing ministry and working collaboratively with others, so that gifts and talents are identified and developed • of identifying pastoral care needs and giving support whilst maintaining Safeguarding and GDPR expectations <p>Desirable</p> <ul style="list-style-type: none"> • of leading and managing a team • of developing relationships with schools and young families
Knowledge, Skills and Competencies	<p>Essential</p> <ul style="list-style-type: none"> • able to participate fully in a mutually accountable Senior Leadership Team with the Vicar and Head of Operations • able to engage positively with a governance structure in relation to leadership and management • able to relate well with people, communicating effectively and appropriately in both written and verbal form with people of all ages and situations, both inside and outside the Church • able to identify and respond to opportunities for mission and outreach • able to ensure good work-family-personal time, balancing high expectations with a wide portfolio of responsibilities and maintaining your own diary and admin <p>Desirable</p> <ul style="list-style-type: none"> • able to develop creative relationships with community and external organisations to promote positive links with the church • able to lead and inspire others in using their own talents • knowledge of complex churches / organisations • able to collaborate with colleagues in planning and conducting worship which both reflects an agreed vision and challenges & inspires

	<ul style="list-style-type: none"> increasingly confident preaching in a variety of styles and formats to a broad range of listeners with varying outlooks, ages and understanding
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">General Attributes</p>	<p>Essential</p> <ul style="list-style-type: none"> passion for parish ministry, especially in a varied content like Redcliffe prayerful spiritual life, maintained with appropriate support networks (including spiritual director or equivalent and regular retreats) working in accordance with our Safeguarding policy <p>Desirable</p> <ul style="list-style-type: none"> self-assurance to work alongside highly skilled and creative colleagues love of the arts in general and church choral music in particular and an understanding of how they can draw people to God.

The Diocese of Bristol



The Diocese of Bristol is the Church of England across Bristol, South Gloucestershire, North Wiltshire and Swindon. There are 30,000 people worshipping regularly in more than 200 churches, led by hundreds of clergy who we train and provide. Around 15,000 children and young people attend our 69 church schools, while chaplains serve in institutions across our region.

The Diocese of Bristol is presided over by the Bishop of Bristol, Rt Revd Vivienne Faull. The Bishop of Bristol is supported by Rt Revd Dr Lee Rayfield, the Suffragan Bishop of Swindon, Venerable Christopher Bryan, the Archdeacon of Malmesbury and Venerable Neil Warwick, Archdeacon of Bristol.

Our emerging diocesan strategy is titled *Transforming Church. Together;* its vision: *Humanity Reconciled, Creation Restored.* It embraces the values of creativity, openness, bravery and generosity. It emphasises that across the diocese we are **HERE WITH YOU**, with our neighbours who Christ has called us to serve.

The Diocesan Support Services exist to support our identity, vision and priorities. Based at the Diocesan Office to the north of Bristol and made up of 50 employees and volunteers, we serve ministers, parishes and schools by expressing vision, strengthening relationships, empowering people, maximizing resources and developing structures. We offer training, consultancy, advice in a range of areas, highlight and share best practice across the Diocese and manage different aspects of the life of the Diocese. Come and join a strong and committed team.

