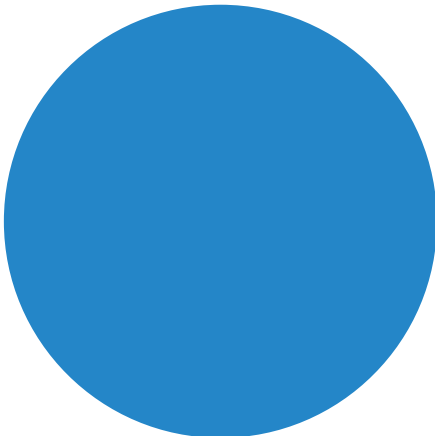
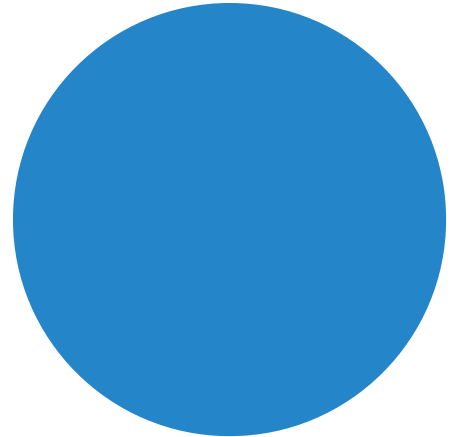
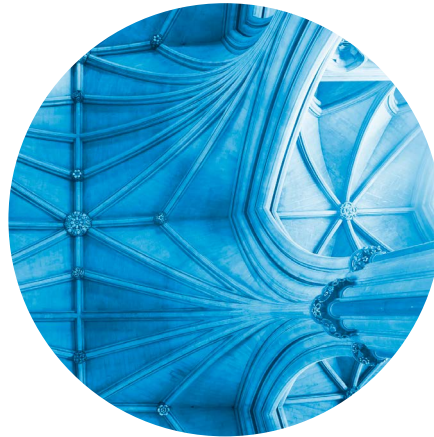
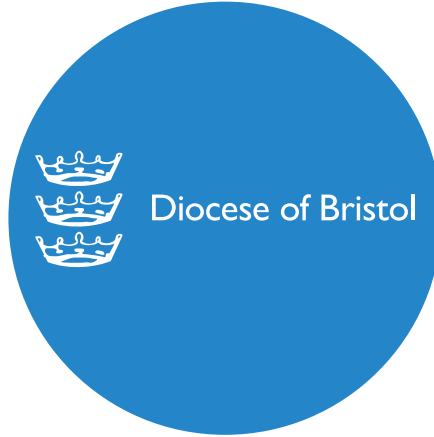
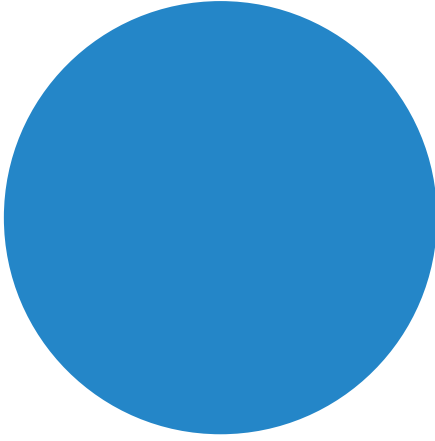




JOIN US AT THE
DIOCESE OF BRISTOL

APPLICATION PACK

Priest-in-charge of
Pucklechurch and Abson, Wick
with Doynton and Dyrham



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FROM THE BISHOP

Pucklechurch and Abson, Wick with Doynton and Dyrham, is looking for an incumbent in a diocese which prizes parish and rural ministry and where continued investment from the national church brings the possibility of new ventures.

The interregnum has brought the opportunity for new connection with the wider diocese after lengthy incumbencies and a recognition of great potential through the strong sense of community (a year ago I was invited to start (!) the Doynton Hard half marathon) and confidence in mission (before lockdown I blessed Wick School's community garden, with its spaces to encourage children to take time out and reflect). I recently led a deeply prayerful Ash Wednesday service at Pucklechurch, and the National Trust staff are keen to work with Dyrham to welcome the gift of its thousands of visitors and help them understand through the interpretation of the church the gifts that Christ brings.

The diocese enfolds much of the variety of England, including the City of Bristol with its reputation for innovation, creativity and edginess, the Wiltshire towns of Swindon, Chippenham and Malmesbury; the new developments in South Gloucestershire around Yate and Bradley Stoke and rural settlements of North Wiltshire.

The population of the diocese is over 1 million and growing. 30,000 worship regularly in over 200 churches and 15,000 children and young people attend our 73 schools. Our 2022 survey of statistics for mission reveal significant community contribution with 25% of our 166 parishes hosting a community café, 55% a gathering for older people, 35% work with pre-school children and 13% contributing to night shelter or homelessness work. We await statistics on warm spaces and our Ukraine hubs.

We are working across the diocese to implement the Transforming Church. Together strategy. Our vision (which closely matches that of the national church, though preceded it!) emerged from an extended period of listening to God and each other during the lockdown, sharing experiences of faith, society and church and our hopes for the future. Four guiding values were discerned as virtues to be embedded: Creativity, Openness, Bravery and Generosity. Our plans for change and renewal in Christ's name have the support of the national church and a detailed funding bid for the renewal of parishes and communities, the development of new Mission Areas and for our Net Zero and Racial Justice work and much more will be submitted in March.

Our finances are well managed if stretched. Our healthy balance sheet has encouraged us to move to a Total Return approach to managing our investment returns and (as the Diocese which proposed the 2030 Net Zero target for the Church of England) to invest in school, vicarage and church decarbonization.

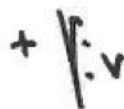
The cathedral is being transformed under new leadership and has led the diocese in engagement with its own past, particularly the recent All God's Children exhibition reflecting on the cathedral's memorials to slave traders and plantation owners. The Dean and Bishop's Racial Justice adviser lead our work towards greater racial justice.

Large numbers of those within church and beyond it have engaged with the Living in Love and Faith process and conversations will continue in a diocese where there are differing and strongly held views (Open Table and Living Out each have strong support) combined with trust in each other's integrity.

We are people who are committed to prayer, and as each deanery and parish considers its own plans for evangelism, discipleship and the development of Fresh Expressions we pray these words:

God of the Way, you call us to leave familiar places and to set out on new paths. Enlarge our vision of your work in the communities we serve, speak to us through the people we encounter, and open our hearts to your love. Give us courage and boldness to engage together in this time of prayer and discernment; and by your Holy, life-giving and creative Spirit, renew your church in prayer and service, and in sharing the Good News of Jesus Christ, in whose name we pray. Amen.

If you would thrive in a small diocese with great plans and renewed energy to communicate Christ's love to each of its villages and towns, as well as its city and if you could support the continued journey of parishes into new relationship, please do read on.



Rt Revd Vivienne Faull
Bishop of Bristol



MESSAGE FROM THE AREA DEAN

The deanery lies almost totally within Kingswood and South Gloucestershire Local Authority. Predominantly suburban becoming more rural to the northeast there is a wide range of churches and traditions contained within the deanery. There are large areas of newer housing constructed in the last 20-30 years and also areas of much more recent housing including many areas still in construction and future building planned in the Brabazon and other areas across the north of the deanery. The deanery is therefore growing rapidly numerically. To reflect this and the changing demographic we recently took the decision to appoint Co Area Deans, Bruce Goodwin at Oldland and Longwell Green and myself, Vicar at Mangotsfield.

This is an exciting time to join the deanery as we begin to implement our new Diocesan vision and strategy at deanery and parish level, incorporating our values of openness, generosity, creativity and bravery, as we seek to address and speak into factors that affect us, locally, nationally and globally. Currently relevant to us are mission in a changing culture, climate change, Living in Love and Faith, racial justice, equality and diversity.

Our churches and traditions in the deanery are varied. We meet regularly for Chapter held around the different churches, where we share informally over lunch, worship and pray together and sometimes include an invited guest to speak. We also offer an annual retreat or quiet day and also plan for a Christmas lunch together.

Kingswood and South Gloucestershire is a great deanery to be a part of!

Teresa Taylor

Co Area Dean

MESSAGE FROM THE ARCHDEACON

This new grouping is at a Kairos moment. There is a real opportunity, following long incumbencies in each parish, to renew mission and ministry. Foundational work has been done in the vacancy, and the churches stand on the threshold of something new. We seek a pastoral, wise, collaborative enabler of change.

When Wick, Doynton and Dyrham was last vacant in 2006, it was envisaged that the benefice would eventually be combined with Pucklechurch. Serious work began on drawing them together at the start of the current vacancies, which happened within a few months of each other. The parishes understand the need for this combination, and have begun to recognise the benefits of scale and collaboration. As they continue this journey, it will be important for them to experience how they are stronger together and able to serve their communities better in mission, rather than seeing change as loss. The plans for shared administration, employing a youth worker, and a more creative service pattern could be key to grasping these opportunities.

The Diocese has recently introduced short-term curate-in-charge positions, in which a final year curate gains experience while overseeing a parish in vacancy. This has been fruitful at Pucklechurch and Abson where new vision and energy have begun to emerge, and lay positions filled. The vacancy at Wick, Doynton and Dyrham has been shorter but they have benefitted from a larger group of licensed ministers who have begun to meet together during the vacancy.

Relationships with schools are good, and this is an area of ministry which could be very fruitful. While mission might not always be expressed in traditional Sunday morning attendance, the church buildings have huge potential waiting to be realised, especially at Dyrham.

The Deanery is re-invigorated after Covid. The Diocese is embarking on a new strategy – Transforming Church Together. We are investing heavily in clergy wellbeing, support and enabling frontline ministry. It's a great time to be in the Diocese of Bristol – come and join us!

Christopher Bryan

Archdeacon of Malmesbury



WHAT WE HAVE IN COMMON

Thank you for looking at our benefice profile. We hope and pray that this will give you a good insight into our five communities, our joys and our challenges. We have recently decided that we would like to be known as The Boyd Valley Churches, demonstrating our commitment to work together.

All five parishes have a semi-rural or rural character, with Pucklechurch (approx. 3,500 population) and Wick (approx. 2,000) being larger. Dyrham, Doynton and Abson are much smaller - indeed, Abson describes itself as a "hamlet". The villages are all within a few miles of each other. There is little public transport between them, although there are regular buses from the area into Bristol to the west and Bath to the east.

We have part-time administrative support currently available in both Benefices.

The five parishes are and their clergy/LLMs are:

St Thomas a Becket - Pucklechurch

Rev James Cannan, a 4th yr full time stipendiary curate currently at Mangotsfield and "on loan" to Pucklechurch and Abson gaining experience in preparation for a move to an incumbency role;

Rev Peter Hallett, retired priest, who conducts a monthly Holy Communion;

Rev Paul Denyer, a retired priest

Omar Begg, who is the Musical Director and leads a monthly Morning Worship.

St James the Great - Abson

Rev James Cannan, as above.

St Bartholomew's - Wick

Rev Rob Stewart, a 4th yr part time SSM curate;

Steve Burgess, a Licenced Lay Minister;

Rev Peter Hallett as above.

Holy Trinity - Doynton

The same team as Wick.

St Peter's - Dyrham

The same team as Wick.



We all have dedicated lay involvement in things like reading, intercessions etc, and both Pucklechurch and Wick have robed choirs led by Musical Directors/ Organists.

Wick and Pucklechurch have primary schools that are actively connected to the churches. They both attained “Good” status at their last Ofsted inspections. They feed into a wide choice of secondary schools, with bus services available.

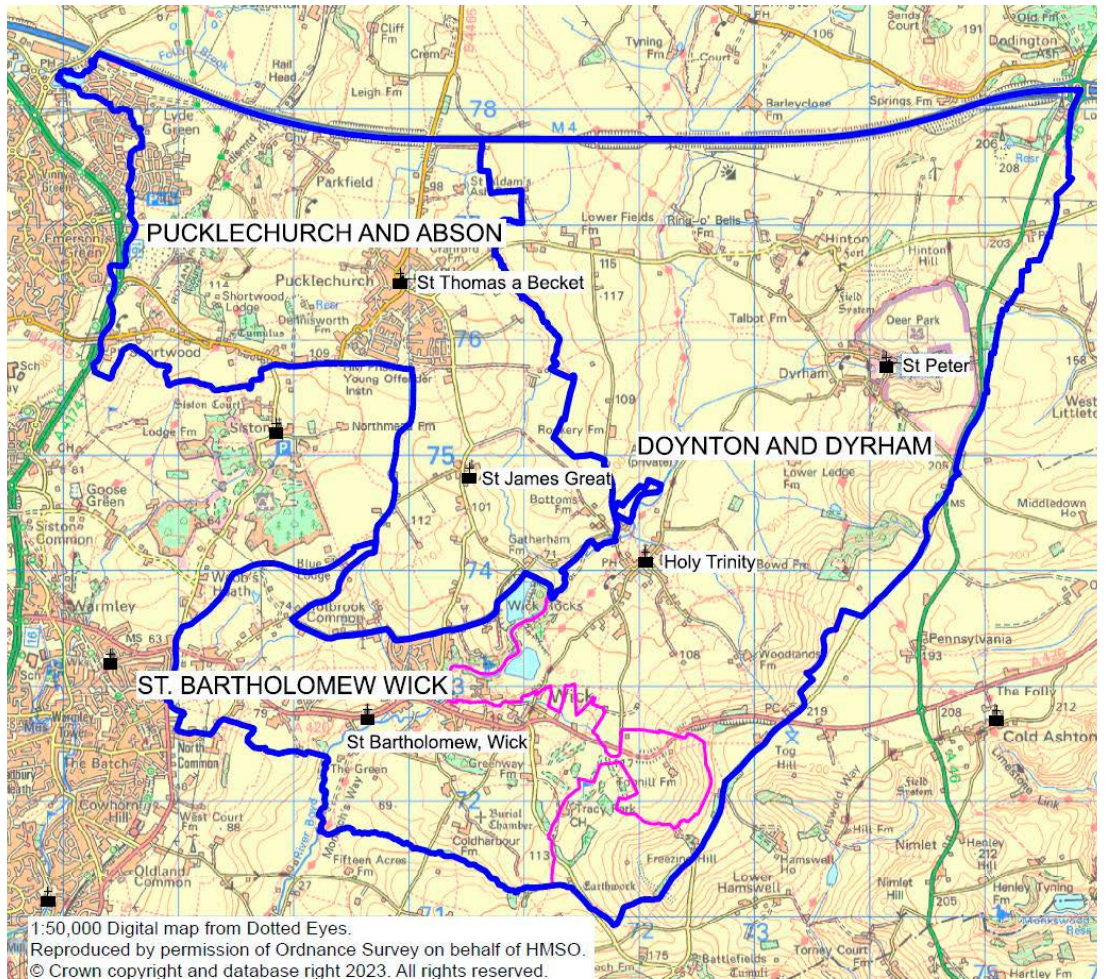
The 4-bedroom Vicarage is in Wick, on the High Street, approximately half a mile from St Bartholomew’s. It is a pleasant, relatively modern building, about 30 years old. There is an office/ study at the front of the house, with visitors’ WC. Family accommodation is separated by a secure inner door.

A single garage is reached from the side driveway and has potential to install an electric vehicle charging point. There is parking for about 6 cars. Beyond the parking area and garden is a parcel of land-locked Glebe pasture/field. Significant investment is planned in the vicarage as part of the Diocese plan to reach Net Zero by 2030.

Worship is important to us and some of our services, particularly festivals and Doynton’s Café Church (initiated and run by lay members) attract a wide age range and are well attended. However, regular Sunday congregations at all the churches have dwindled over the past few years and are mostly at the older end of the age range. Average attendances are around 20 for most, with Abson and Dyrham slightly less.

We are trying to address this challenge: Pucklechurch and Wick offer monthly informal worship. Abson’s beautiful medieval church offers evensong once a month, often supported by local award-winning bellringers. Each church offers a Holy Communion service at least once a month.





The churches are all well-maintained: Wick is the youngest, being consecrated in 1855, Doynton has Saxon roots and was rebuilt between 1864 and 1867. St Thomas a Becket (Pucklechurch) is over 700 years old, and St Peter's is over 1,000 years old. St Peter's Dyrham, St Thomas a Becket, Pucklechurch, St James the Great, Abson are all Grade I listed buildings, with Holy Trinity Doynton and St Bartholomew's Wick both being Grade II*.

Most parishes manage to pay their Parish Share commitment, although some have not been able to meet the requested sum. We try to support chosen charities but there has to be very careful stewardship. We are all agreed that we would be keen to fund a Youth Worker at some point in the near future, as we have some reserves and some legacy money available.

All the churches are committed to outreach and attempting to engage their wider communities; most of us offer some sort of social activity that does not rely on church attendance, and we are keen to expand this. We are keen to increase our engagement with younger generations. We wish to reach financial sustainability.

WHO WE ARE LOOKING FOR:

- A person whose identity is grounded in a lively faith in Jesus, with a passion for sharing God's love
- A person with good change management and planning skills, up to the challenge of bringing together two previously separate Benefices
- Someone with energy and drive to commit to a mid- to long-term plan
- Excellent communicator, good people and diplomacy skills
- Happy to facilitate and support lay-led worship
- Can develop and use in a missional way, very different styles of worship and music, both traditional and contemporary
- Able to think laterally about what 'being church' means in today's world, including moving beyond Sunday services and in taking the church into the community;
- Enthusiastic about the challenges of encouraging younger people to engage with church life
- Sees themselves as a Team Leader, looking for ways to encourage and enable other people to assist - we do *not* expect them to do everything themselves

HOW ARE WE APPROACHING THE FUTURE AMALGAMATION OF THE TWO BENEFICES?

The vacancy process has been an opportunity to get to know one another and begin working more closely, for instance in drawing up this profile. We have discussed with PCCs the possible advantages in working together as well as some of the challenges and change involved. The Leadership Team have now planned a Service Rota that incorporates all the parishes. Mangotsfield may be prepared to support us even further, especially with regard to services like Evensong. Lay people have been approached with the idea of finding new worship leaders, but this process takes time and consideration.

Communication links between the PCCs are being established, especially with regard to special services and events. We need to begin to cascade down the information about the increasing communication to our various congregations. We have acknowledged that the issue of money, particularly allocating proportional responsibility for shared outgoings, will need to be handled with sensitivity. The finding of the funding for the Youth Worker we all want needs to be a joint enterprise, not relying solely on Pucklechurch's Legacy money. The team that we have formed as Parish Reps is working well.

Obviously the joining together of the two Benefices is in the early stages.

We are aware that this is an ongoing process of discussion and discovery for all of us, and are energised by the opportunities presented by this development. However, we are also aware that, historically, there has been reluctance to grasp the opportunities of a larger joint Benefice, so this will be treated carefully and realistically.

HOLY TRINITY, DOYNTON

OUR VILLAGE

Doynton is a small village and strong community of around 320 people. There is a good mix of residents living here, with everything from grand properties to social housing, with a busy village hall and a highly-regarded pub. We also have a community orchard and a well-maintained cricket pitch and playing field.

We are 10 miles east of Bristol, and only 7 miles north of Bath and these two cities provide much of the employment for local people, farming now only occupying relatively few families. The proximity of Bath's Royal United Hospital accounts for the unusually high number of medical professionals living here!

The village has a very active social life with a popular summer fete, autumn feast and regular quizzes, all to raise funds for village and wider good causes. We also recently held a very successful charity auction which raised £6,000 for humanitarian charities.

There is a thriving WI group, with over 60 members from across the benefice, who use the church for services. There is also a craft group who meet in the church every week.

OUR CHURCH

Holy Trinity usually holds two traditional services each month, attended by 10-12 mostly older residents.

We also have Café Church each month, which attracts 30-40 people, who represent a much wider age range. Our potential can be seen by attendances of 150+ for our carol services, while over 200 turn out for our 'Christmas Eve in Doynton' service.

Traditional services follow a printed liturgy, with singing led by an organist, while our informal Café Church benefits from a small band, and also makes full use of an excellent audio / visual setup to share videos and other resources.



Some activities have stopped in recent years, including Lent and monthly lunches, and our Harvest supper – it would be good to do more for our community again.

Our church is open every day and is used by locals, and by some of the many visitors who pass by on the Cotswold Way and the Monarch's Way long-distance footpaths. The church porch became a central point for sharing books, toys, plants and surplus fruit during the pandemic, and this continues. We also host a collection point for the North Bristol foodbank, and run our own Doynton foodshare scheme.

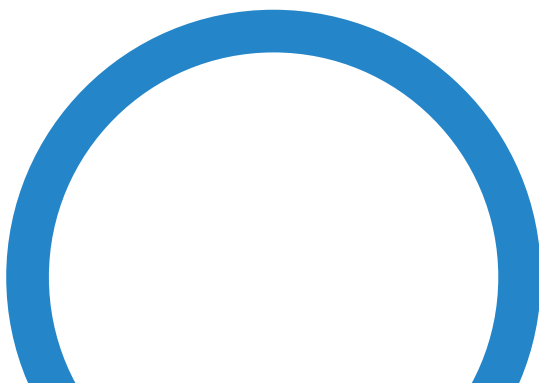


FINANCES

We pay our Parish Share in full and, although day-to-day finances are tight, we do have substantial reserves and we would love to put these to good use to further God's work in our community.

OUR VISION

- We strongly feel that we should be looking to the future, rather than trying to maintain the past;
- We recognise that, if we are to have a future, we must engage with, and attract, younger generations – other than at Café Church, we are almost exclusively over-50s;
- Church members have a desire to reintegrate the church into the wider village community;
- A few years ago we explored the idea of a families / youth worker and we would like to revisit this, as a means to achieving this vision.



ST PETERS, DYRHAM

We are a grade-one listed historic church which has stood for around 1000 years, and which has a long and fascinating history. It is attached to Dyrham House & Park - one of the most popular National Trust attractions in the southwest. We estimate that around 70,000 Trust visitors pass through annually, who leave their prayers (and their very welcome donations), but more could be done in enabling this wonderful church to become a place where those visitors can encounter the love of God. However, we just don't seem to get the traction of worship in our local community. (We are, technically, two communities – Dyrham and Hinton are about a mile or so apart as the crow flies, a little further by foot). We would love to see the church become much more a valued part of local life.

This is a beautiful part of the world, but it's not 'Disneyland'. Our community is made up of working farms, plus the two villages of Dyrham and Hinton. The 290 residents are a mix of longstanding families and newer professional folk. Activities in the parish are limited although there is a pub and well-used village hall which hosts meetings such as the Women's Institute, Pilates classes and an art group.

Our church has a small, aging congregation – and two regulars live outside of the parish. It is sometimes difficult to see how it can continue to survive and thrive, but we take heart from the well-attended services at Remembrance and Christmas. The carol service attracted 66 last year, and 44 this year despite snow and ice on the ground. It does not help that the church is hidden from general view up a steep driveway, with very limited parking and facilities (very little heating, difficult disabled access, no WC, no kitchen). In fact, we only hold three services at church in the winter months due to heating issues. We are part of a small PCC with Holy Trinity, Doynton and we need to broaden the range of people involved in leadership.



OUR VISION

- We see our mission as being to compliment the other churches in the Benefice by providing the Boyd Valley area with a special place for traditional worship, alongside witnessing to the 70,000 visitors who come through our doors each year.
- In 1704 St Peter's was physically joined to the newly built stately home, Dyrham Park. Their stories have been intertwined ever since and this beautiful setting and rich history are our biggest assets. These make it valued by the whole community, which is evident from the local support given to recent community working parties to tidy the building and graveyard. We now need to use that appeal to generate greater engagement of the community with the life of the church, and ensure they appreciate and want to be part of the challenge of keeping it as an active part of the community. The church is very well supported by the National Trust team at Dyrham Park who give practical help to the church by opening it every day and maintaining the churchyard, and this partnership is key to our future. We are actively fundraising for significant roof repairs and redecoration: we would like to think that St Peter's could remain a valuable community building for years to come, broadening its reach beyond traditional Sunday Services.



ST THOMAS A BECKET, PUCKLECHURCH

Pucklechurch is a lovely village of around 3,500 people. There is a high level of activity within the village with a thriving CofE Primary School, two pubs, two social clubs, a couple of shops and playgroups (one of which meets in the church), and uniformed groups.

The Rec is home to the village cricket and football teams. As a church we get involved each year in as the village celebrates Pucklechurch Revel and we organize and host the annual Scarecrow Trail which is very popular and often attracts over two thousand people to the village. The village is also home to Ashfield Prison and a trading estate which provides employment for people from the village.

The village is close to the Bristol Ring Road and the M4. We are 10 miles from Bristol and Bath.

We like living here.

At St Thomas a Becket we are a warm and friendly bunch. We are a congregation of about 20-30 regulars, mostly 50+.

Our worship has traditionally been fairly middle-of-the-road Anglican, although recently we have enjoyed more contemporary and informal services. We have a lay led service once per month and we share readings and intercessions among the congregation, we have a choir and a very talented organist.



Before the vacancy we enjoyed a regular Café Church and we love it when the church is full for a baptism. We like traditions at Remembrance and Harvest and other annual festivals and celebrations where we invite the whole village along. We welcome the school regularly to do services at the church. We say Morning Prayer in church on a Tuesday. Our church is open every day as a central part of the community.

We are open minded.

FINANCES

Our day to day finances are tight however we have large reserves which we would like to spend on mission.



ST JAMES THE GREAT, ABSON

Abson is a rural hamlet 1 mile from Pucklechurch.

We meet in a medieval church. We have 16 regular worshippers who enjoy familiar and traditional services. Currently we have two services a month, one evensong and one communion.

Bell ringers are important to our church community life, a group meets to practice weekly as well to train new ringers.

We get good attendance and support for annual events such as our Carol Service and Harvest Supper. We are well supported by the locals through our fundraising activities, seasonal flower events. We also host the village market monthly and occasional art exhibitions. Through these things we feel a strong connection with the local community.

We are a little church with a big heart.

OUR VISION - PUCKLECHURCH AND ABSON

- We would be happy to contribute towards a central administrator who would harmonise systems across the benefice and free up the vicar.
- We would consider working with the other parishes to employ a youth worker to improve our work with children, young people and families.
- Recognising the centrality of worship to mission in a rural context would like both churches to have as many services as they have now, although we are trying to be realistic about compromises that will have to be made when joining a larger group.

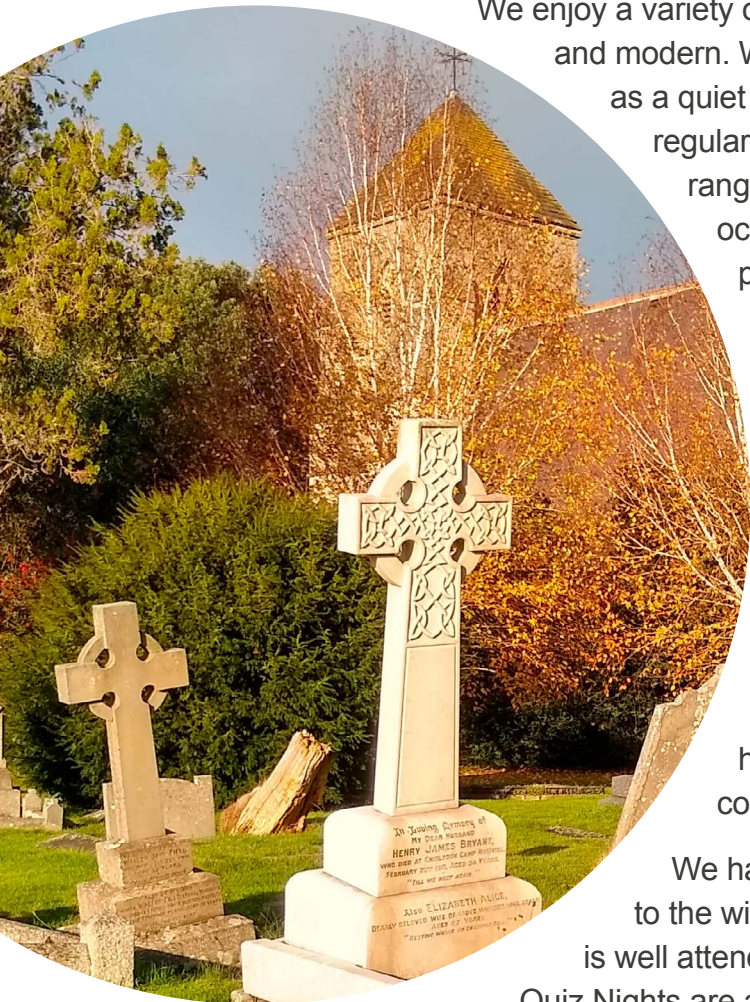


ST BARTHOLOMEW'S, WICK

Wick has a population of around 2,000. It has some small local shops and businesses, a doctor's surgery with dispensary, a pub, a school and a nursery/ Pre-school, (both graded "Good" by Ofsted). The primary school feeds into several local secondary schools: chiefly Sir Bernard Lovell (known as "SBL" locally) in Bristol, and St Marks, Bath. There are other secondary schools to choose from locally, however. The Village Hall is the centre for village activities. There is a well-kept park and the "Golden Valley" nature reserve is beautiful. Wick Sports Ground is the home of our local football club.

St Bartholomew's was consecrated in 1850, and is a straightforward building. It is in generally good condition, with several major repair projects having been completed in the last few years. We are due to have a Quinquennial inspection in 2023. We have a social space at the back of the church, complete with tables and chairs and fairly new servery. Our heating is effective and regularly maintained. We have a new Audio/Visual system with a projector and screen, and a hearing aid loop. Our churchyard is open. We benefit from a small hall called 'The Church Room' which is useful for meetings and could be used more by the community.





We enjoy a variety of service styles, from traditional to relatively informal and modern. We have a small robed choir, whose vestry doubles as a quiet room for restless children during services. Our regular congregation is mostly at the older end of the age range, but families and children do come to some special occasions and services particularly aimed at them. The primary school and the church have very strong links, which we aim to build on.

Balancing our budget in times of financial difficulties and dwindling congregations is probably our biggest challenge: we have been lucky to obtain grants for much of the recent repair and improvement work. When we have a surplus, we have a commitment to giving 10% of our disposable income to charities each year.

There is a URC chapel further up the hill, and we have a good working relationship with them – we collaborate on things like Lent groups etc quite happily.

We have a history of providing social events that are open to the wider village community. Our weekly toddler group is well attended, as is our “Open Door” weekly coffee morning.

Quiz Nights are always popular, and, until the Covid restrictions were necessary, occasional Sunday lunches were offered in the Church Room, plus Harvest Lunches etc. We also offered events that were both social and fund-raising at Christmas, such as “Soup-n-Sandwich” lunches during which people could bring their Christmas shopping to be gift-wrapped.

We produce a Parish Magazine 10 times a year which is edited, printed, collated, folded and distributed by several teams of volunteers. We aim to get a copy into every household in the surrounding villages, and it is available online through the Parish Council website, local community websites, and of course our own church website. We have a Facebook page which generates good traffic and keeps people up to date with news from the church.



BENEFICE DATA

PARISH STATISTICS

	Population	Electoral Roll	Average Sunday Attendance
Doynton & Dyrham	596	36	14
Wick	1900	49	20
Pucklechurch & Abson	3100	41	22

OCCASIONAL OFFICES

Across the two Benefices in 2022

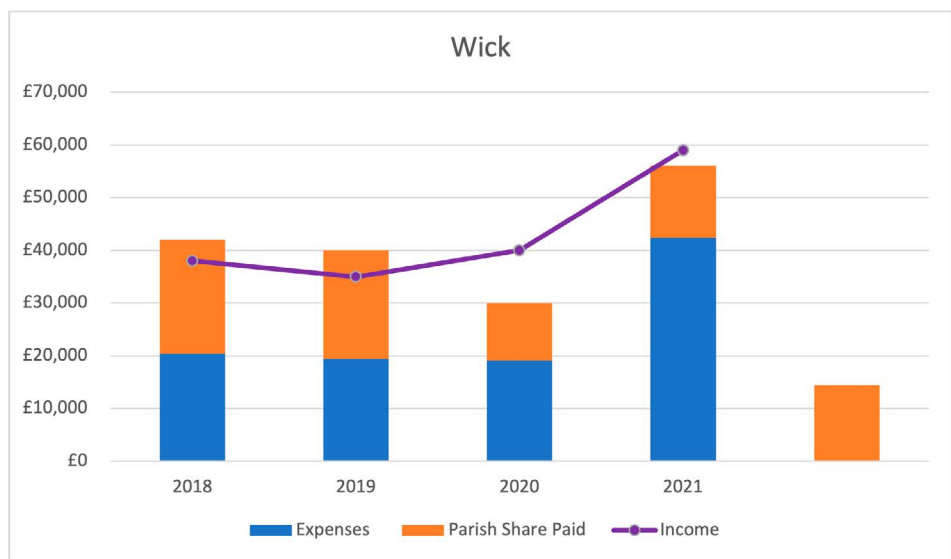
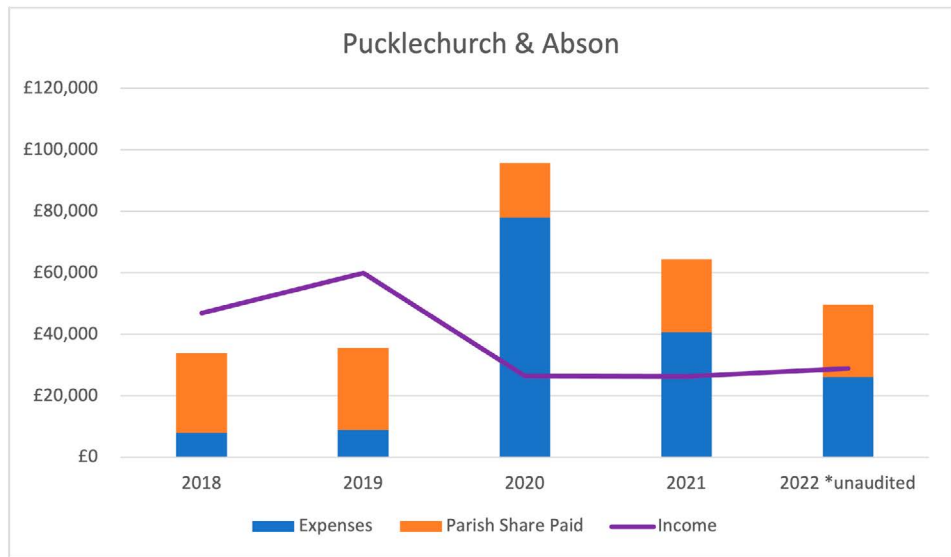
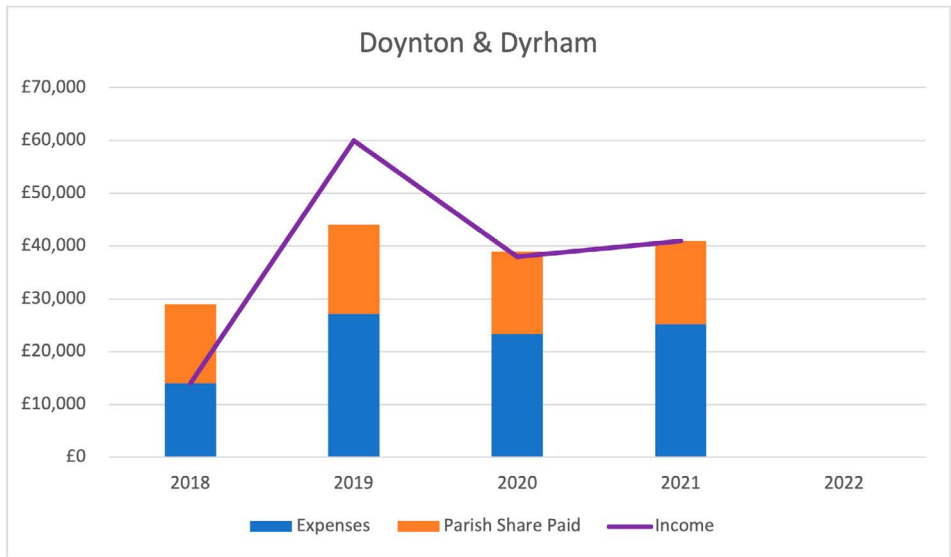
Baptisms – 9

Weddings – 4

Funerals – 12

ATTENDANCE AT FESTIVAL SERVICES

	Christmas Day	Carol Service	Easter Day	Harvest	Remembrance
Doynton	25	130	20	35	40
Dyrham	26	44	14	25	14
Wick	17	93	22	30	40
Pucklechurch & Abson	68	71	31		



PERSON SPECIFICATION

QUALIFICATIONS / TRAINING

Essential

- Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises
- Have satisfactorily completed Initial Ministerial Education
- Willingness to engage in further training that enhances the skills of community leadership

Desirable

- Having completed a recognised course of study on Rural Ministry and / or Transforming Conflict

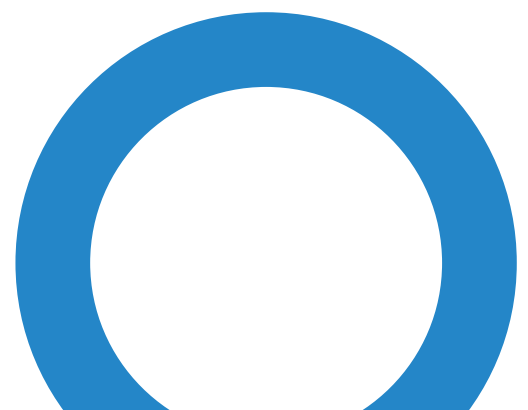
EXPERIENCE

Essential

- Facilitating and supporting lay-led worship
- Developing, and using in a missional strategy, very different styles of worship and music: traditional, contemporary and All Age
- A team leader who shares ministry as appropriate and works collaboratively with others, (including clergy colleagues, church wardens, PCC, Staff and volunteers) so that individuals gifts and talents are identified and used effectively in any given situation or task.

Desirable

- Ministry in a multi-parish and / or rural benefice
- Incumbent-level ministry



KNOWLEDGE/ SKILLS AND COMPETENCIES

Essential

- Leading the church in setting and holding its vision
- Inspiring, motivating, challenging and empowering members of the Church individually, and collectively to achieve that vision.
- Good change management and planning skills, up to the challenge of bringing together two previously separate Benefices

Desirable

- Leading and managing a team of ordained and lay people

GENERAL ATTRIBUTES

Essential

- Someone whose identity is grounded in a lively faith in Jesus, with a passion for sharing God's love
- Excellent communicator, good people and diplomacy skills
- Energy and drive to commit to a mid- to long-term plan

Desirable

- Be accessible and approachable, having a friendly and welcoming manner with the ability to inspire confidence within the Church family

OTHER

Essential

- Able to think laterally and implement what 'being church' means in today's world, including moving beyond Sunday services and in taking the church into the community
- Enthusiastic and competent in encouraging younger people to engage with Christian faith and church life, including through schools ministry.

ROLE DESCRIPTION

SECTION ONE: DETAILS OF POST

Type of Role:	Full time stipendiary
Name of benefice:	Pucklechurch with Abson, Wick with Doynton and Dyrham
Deanery:	Kingswood and South Glos
Archdeaconry:	Malmesbury
Conditions of Service:	Please refer to Statements of Particulars document which will be issued in conjunction with this role description
Key contact for Clergy Terms of Service:	Archdeacon of Malmesbury. This role falls within the Clergy Terms of Service formally known as Common Tenure. The HR Manager is the designated person by the Bishop of Bristol to issue the Statement of Particulars for the post holder.
Accountability	Priests share with the Bishop in the oversight of the Church. Whilst, as an office holder, the individual is expected to lead and prioritise work in line with the purpose of the role, they are encouraged to inform the incumbent (in case of assistant priests) and Archdeacon and Church Warden/s (in case of incumbents) about any issues exceptional or otherwise that have the potential to affect ongoing delivery of ministry
Additional Responsibility	N/A
Anticipated time Allocation	N/A

SECTION TWO: CONTEXT

Wider Context

Our vision as a Diocese is Transforming Church Together.

Our four main Strategic Outcomes are:

- a form of church in every community, and a church in which all can participate, thrive, and belong
- people who worship God in every aspect of their lives, and throughout their whole lives
- a diocese recognised as a powerful force for gospel change
- a sustainable diocese

These priorities are supported centrally by resources, training, conferences, workshops and much more. We are inviting benefices and their priests to share a vision and to work with colleagues across boundaries to grow the Kingdom of God.

We encourage a priest, in conversation with their Area Dean and Archdeacon, to have a ministerial interest beyond the benefice which is a personal specialism and which is available to the wider church. Above all, we want all our priests to flourish in ministry and to deepen their enjoyment of God

Local Context

This new group is at a Kairos moment. Following long incumbencies in each parish we want to develop mission and ministry. We seek a wise, collaborative enabler of change.

We live in two medium size and three very small villages, total population 5,600. We have 3 PCCs, and good relationships with 2 church schools. Our buildings are sound, and could be used more for mission. We need to be church beyond Sunday morning.

SECTION THREE: ROLE PURPOSE AND KEY RESPONSIBILITIES

General:

A. To exercise the cure of souls shared with the bishop in these benefices in collaboration with colleagues including the praying of the Daily Office, the administration of the sacraments and preaching

B. To have regard to the calling and responsibilities of the clergy (as described in the Canons, the Ordinal, the Guidelines for Professional Conduct for the Clergy) and other relevant legislation including:

- Bringing the grace and truth of Christ to this generation and making him known to those in your care.
- Instructing the parishioners in the Christian faith
- Preparing candidates for confirmation
- Diligently visiting the parishioners of the benefice, particularly those who are sick and infirm

- Providing spiritual counsel and advice.
- Consulting with the parochial church council on matters of general concern and importance to the benefice.
- Bringing the needs of the world before God in intercession
- Calling your hearers to repentance and declaring in Christ's name the absolution and forgiveness of their sins
- Blessing people in God's name
- Preparing people for their death
- Discerning and fostering the gifts of all God's people
- Being faithful in prayer, expectant and watchful for the signs of God's presence, as he reveals his kingdom among us

C. Care and development of themselves and their personal relationship, including adequate time for family life, friendship, recreation, renewal and personal health, through taking a weekly day off and their full holiday entitlement

D. To share in the wider work of the deanery and diocese as appropriate, for the building up of the whole Body of Christ

Key responsibilities specific to the local situation:

- Leading the church in setting and holding its vision; developing and renewing the life of the church after two long incumbencies
- Inspiring, motivating, challenging and empowering members of the Church individually, and collectively to achieve that vision.
- Bringing together two previously separate Benefices, including: developing a benefice identity, nurturing collaboration and sharing of resources, working out what works best at benefice level and what works best at parish level, supporting the legal formalization of the benefice in due course
- Facilitating and supporting lay-led worship including developing, and using in a missional strategy, very different styles of worship and music: traditional, contemporary and All Age
- Sharing ministry as appropriate and working collaboratively with others, (including clergy colleagues, church wardens, PCC, Staff and volunteers) so that individuals gifts and talents are identified and used effectively in any given situation or task.
- Discern and develop links with the wider community and nurture partnerships in service, including with other churches and with other Church of England ministers
- Thinking laterally and implementing what 'being church' means in today's world, including moving beyond Sunday services and in taking the church into the community
- Encourage younger people to engage with Christian faith and church life, including through ministry in the two schools
- Pastoral and evangelistic ministry to people of all ages, enabling the churches to reach out to families, disadvantaged, traumatised, lonely, and elderly persons
- Oversee, manage and work with employees and volunteers across a range of roles inc. Administrator, Children's or Community worker
- Worship and preaching which transforms lives

- Implement and maintain good governance
- Implement and work to, Safeguarding and other key policies
- Oversee the care, maintenance, development and usage of the buildings. In particular develop the missional potential of Dyrham.

The key responsibilities listed above may be supported by long and short term objectives to be agreed between the post holder and the incumbent (in the case of an assistant priest) or the Archdeacon and Church Wardens (in the case of incumbents)

Other responsibilities

- Participate in the Bishop's Ministerial Development Review scheme and engage in Continuing Ministerial Development
- Meet regularly with a Work Coach; work collegially across boundaries especially with other rural parishes in South Glos and Chippenham area; participate in Chapter and Synod
- Carry out any other duties and responsibilities as required in line with the benefice needs.
- Take care of their wellbeing including health and safety and building a good repertoire of spiritual and psychological strategies for self care.

SECTION FOUR: BENEFICE SUMMARY

The Benefice of Pucklechurch with Abson

Patron(s): Dean and Chapter

Ministers: Rev'd Peter Hallett PTO, Rev'd Paul Denyer PTO, Omar Begg service leader

Benefice paid staff: Administrator.

Buildings: St Thomas a Becket Pucklechurch, St James the Great Abson

Churchyard(s): Both open

Church Tradition: Open Evangelical at Pucklechurch, low church CW+BCP at Abson

Pastoral Reorganisation proposals: Combination with Wick etc

School with whom there is an ongoing relationship: Pucklechurch

The Benefice of Wick with Doynton and Dyrham

Patron(s): Simeon's Trustees, Ld Chan, and M H W Blaythwayt Esq (by turn)

Ministers: Rev'd Robertson Stewart SSM, Steve Burgess LLM, Rev'd Peter Hallett PTO

Benefice paid staff: Administrator.

Buildings: St Bartholomew Wick, Holy Trinity Doynton, St Peter Dyrham

Churchyard(s): All open

Church Tradition: Central to open evangelical/informal

Pastoral Reorganisation proposals: Combination with Pucklechurch and Abson

School with whom there is an ongoing relationship: Wick

For more detailed information, please refer to the Parish Profile.

SECTION FIVE: KEY CONTACTS FOR THE ROLE

- Area Dean
- Archdeacon
- Staff at The Diocesan Office
- The Bishop of Bristol and The Suffragan Bishop of Swindon

SECTION SIX: OTHER

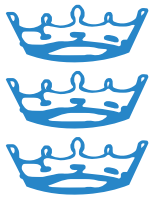
Relevant Documentation

This role description is issued alongside and should be read in conjunction with the following documents:

- The Ordinal
- The Canons of the Church of England
- Guidance for the Professional Conduct of Clergy
- Bishop's Licence
- Statement of Particulars issued to the office-holder on successful appointment
- Diocesan Clergy Handbook
- Parish Profile
- Any objectives discussed and agreed between the post holder and the supervising minister

Safeguarding

The Diocese of Bristol is committed to safeguarding, safer recruiting practice and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment. You will be expected to report any concerns relating to the safeguarding of children, young people or vulnerable adults in accordance with agreed procedures. If your own conduct in relation to the safeguarding of children, young people or vulnerable adults gives cause for concern, the Diocese Allegations Management procedure will be followed, alongside implementation of the Clergy Disciplinary Measure as required.



THE DIOCESE
OF BRISTOL

HUMANITY RECONCILED CREATION RESTORED

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 began in 2021 with an extended period of listening to God and to one another. People from across the Diocese joined in conversations and online questionnaires to share experiences of faith, society and the church, and to discuss hopes for the future. From these conversations, four guiding values were discerned: Creativity, Openness, Bravery and Generosity.

During 2022, those values inspired a vision and strategy which seeks transformation across the whole Diocese by the grace of God. Each Deanery and Benefice is encouraged to work out what TCT means in their particular context – the same principles can inspire and develop mission in very different ways. With anticipated support from the national church, the Diocese is offering support and resources in key priority areas of ministry. These include:

- Enabling parishes to discern vision and implement plans
- Help for benefices with evangelism, discipleship plans and resources
- Training, coaching and support for teams setting up and running Fresh Expressions
- Support for ministerial wellbeing and vocation. Each incumbent will receive bimonthly coaching sessions, with additional support for those new to their post.
- Enhanced provision for volunteer training and administering safeguarding

- Increased capacity in the Diocesan office to support parishes with the care and improvement of church buildings
- Investing to become a Net Zero Diocese by 2030
- Overcoming barriers to faith by addressing the church's history on racial justice and diversity
- Developing partnerships between the church at various levels and local councils, businesses etc
- Investment in work with under 18s through school chaplaincy, youth interns and workers
- Investment in deprived parishes, church plants/grafts and new Mission Areas

This is a huge, exciting, and sometimes frightening vision, which we can only attempt in the strength Jesus supplies through his Spirit.

Diocesan Support Service

The Diocesan Support Services exist to support the mission of the church. Based at the Diocesan Office to the north of Bristol and made up of 50 employees and volunteers, the DSS 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