



DIOCESE OF BRISTOL

TRANSFORMING CHURCH. TOGETHER.

RECTOR
PARKS AND
WALCOT



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Thank you for your interest in this position. We hope this profile will help you with your ongoing discernment.

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FROM THE ACTING BISHOP OF BRISTOL



DIOCESE OF BRISTOL

TRANSFORMING CHURCH. TOGETHER.

Dear Colleague in Christ,

Thank you for considering the post of Rector of Parks and Walcot. These two churches sit at the heart of communities that are vibrant, diverse, resilient and full of possibility, yet often overlooked. It is in places like these that the gospel can shine most brightly, and where the ministry of a prayerful and hopeful priest can make a profound difference.

You will find a church family of people who love Jesus and want to grow in faith and confidence. They are praying for the person God is calling. They know that they need a priest who will invest in them by encouraging them to discover new gifts. They are eager to serve, learn and welcome new people into the life of the church.

You will also find a parish that is outward looking. The weekly activities at St John's and St Andrew's offer a warm welcome. The Priority Communities Network funding for a Children and Families' Worker opens up opportunities for mission. The Pride in Place investment in Walcot East offers a once in a generation chance to help shape the future of the neighbourhood. These are signs of hope and I am looking for a priest who can enable the churches to step confidently into them.

This role will ask much of you. The community carries significant need. The congregations are faithful and small. Yet I want to say clearly: you will not be alone. You will be part of a diocese committed to seeing clergy flourish in areas of deprivation, prioritising wellbeing and coaching. You will have colleagues, networks, retreats, training and support through the Priority Communities Network. You will have a loyal, caring parish team.

I encourage you to pray boldly about this role if you are someone who: loves Jesus and who listens deeply to God; who can hold hope when things are tough; and who believes fervently that the local church can be a sign of the Kingdom in the midst of challenge, then

Be assured of my prayers as you discern whether God may be calling you to Parks and Walcot.

With every blessing,

+ Neil Swindon



THE RT REVD NEIL WARWICK
ACTING BISHOP OF BRISTOL,
AND SUFFRAGAN BISHOP OF SWINDON

AREA DEANS' MESSAGE

Thank you for taking the time to investigate the role of Rector of Parks and Walcot in Swindon Deanery.

Swindon is an ever- expanding town, set in beautiful countryside and only a short distance from the delights of the Cotswolds and rural Wiltshire. There are plenty of good schools and many great job opportunities within Swindon, plus convenient transport links to London, Bristol, Reading and South Wales.

Swindon Deanery comprises 19 parishes and is one of seven deaneries in the Bristol Diocese. Our monthly chapter meetings are welcoming and supportive and our synod is keen to engage with issues which are relevant in the parishes, offering ideas and inspiration.

As the Diocesan strategy is taking root and flourishing across the diocese, the Swindon Deanery is seeking to find ways parishes can work together locally to implement Transforming Church. Together. Our local priorities include engaging with marginalised communities, schools and new housing estates. We aim to work together across parish boundaries, where appropriate, for the good of Swindon. The unity we seek is not just within the Anglican church as in recent years there has been a greater desire for unity between many of the numerous congregations of different denominations within the town. This unity is particularly fruitful in the many Christian charities which seek to spread Christ's love to the disadvantaged in our community.

As you will read further on, the congregations of Parks and Walcot know their limitations but are ready and waiting for a new rector who will love them and all the parish, collaborate with community partners and encourage confidence in the hope offered by Jesus within the congregation and beyond. As a priority community there are many challenges, but also enhanced support and funding to make the most of the many opportunities to engage missionally with the needs of the area. Recent diocesan training initiatives are equipping volunteers to engage more confidently in leadership roles, providing a team ready to serve with their new incumbent.

We will continue to pray for you and the parish as we seek the right candidate for this role and you seek the right parish for your ministry. As you seek God's calling, we hope that you will be inspired by all that He is doing in Swindon Deanery.

Yours in Christ
SALLY AND ELVEEN

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THE DIOCESAN STRATEGY

TRANSFORMING CHURCH. TOGETHER began in 2021 with listening to God and to one another.

From these conversations, four guiding values were discerned. Creativity, Openness, Bravery and Generosity inspire 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 TC.T means in their particular context – the same principles can inspire and develop mission in very different ways.

With major financial support from the national church, the Diocese is offering support and resources in key priority areas of ministry.

These include:

- ♦ Enabling parishes to discern and implement vision
- ♦ Help for benefices with evangelism and discipleship
- ♦ Support for teams running New Christian Communities
- ♦ Volunteer training
- ♦ Supporting parishes with the care and improvement of church buildings
- ♦ Investing to become a Net Zero Diocese by 2030
- ♦ Addressing the church's history on racial justice and diversity
- ♦ Developing partnerships between the church and local communities
- ♦ Investment in under 18s work
- ♦ Investment in priority community parishes, church plants/grfts and Mission Areas
- ♦ Clergy coaching and wellbeing

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

DIOCESAN SUPPORT SERVICES

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 90 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 and advice. We manage many structural elements of the life of the Diocese.



BEING CLERGY IN THE DIOCESE OF BRISTOL

The Diocese of Bristol is presided over by the Acting Bishop of Bristol and Bishop of Swindon, the Right Reverend Neil Warwick. The Venerable Christopher Bryan is the Archdeacon of Malmesbury and the Venerable Becky Waring is the Archdeacon of Bristol. The Reverend Adam Beaumont is the Associate Archdeacon.



Pastoral care of clergy is primarily the responsibility of the Bishops, assisted by the Archdeacons, Area Deans and the Clergy Wellbeing Officer. Alongside one-to-one matters as they arise, an annual clergy wellbeing survey helps to identify themes affecting clergy and their families, which are then addressed appropriately.

There are many ways in which clergy are accompanied in their ministry. Every incumbent is invited to work with a coach as part of the Transforming Church. Together strategy. The Parish Development Officer works alongside clergy where support is needed to shape vision or mission. For those in positions of first responsibility, additional tailored input and development are provided. The Mission and Ministry team offers regular opportunities for ministerial growth for clergy and laity, and the Archdeacons, together with the TC.T team, host a Church Teams Day each year, resourcing parish officers in their roles.

The Property team is progressing a programme to move every parsonage house closer to carbon net zero, which, as well as reducing emissions, should also lower utility costs. They are also available to advise clergy on any housing concerns.

Occasionally, unexpected financial pressures may arise. In such circumstances, the Archdeacons can direct clergy to appropriate avenues of assistance and, where necessary, draw upon a discretionary fund to ease financial strain. These matters are handled confidentially, and clergy are encouraged to contact the relevant Archdeacon should such needs occur.

CHRIST'S CALL TO US... AND MAYBE TO YOU TOO!

We are so thankful that you are looking at our profile. We have been prayerfully working on it together and we are praying for you and others who read it. We long for God's will to be done in the life of our community and in your life.

We are praying for a rector who is encouraging, patient and hopeful. Whilst we have a good range of activities which you will read about below, we are also conscious that we are small in number. Sometimes our eagerness and planning outweigh our availability! We need to get a bit better at communicating with each other about what we are all up to. We need a rector who will care for us, invest in us, help us to grow and bring on new volunteers and leaders.

We need a rector who is resilient. People around here have lots of needs in their family lives, finances and mental wellbeing. The church buildings continuously pose problems (leaking roofs, dodgy boilers) and we have very little money with which to tackle these. We need someone who is not easily discouraged despite setbacks.

We need a rector who is an instinctive collaborator, who will help us work together with our community and other churches in our area, especially those who form part of the Priority Communities Network (PCN). We have just received PCN funding to employ a children and family worker. We want to be able to engage with Swindon Council's Pride in Place initiative which is being focused on Walcot East and Penhill. We think there are further opportunities to make our facilities available for community use and engagement.

We need a rector who is compassionate and will love our estate – with all its need and brokenness – as much as we do. We need your help to enable that compassion to be turned into action as we seek to share Jesus in what we do and what we say.

We need a rector who cares for their own wellbeing and the wellbeing of their family. We want you to take your days off and have restful holidays and take time for spiritual refreshment and retreat

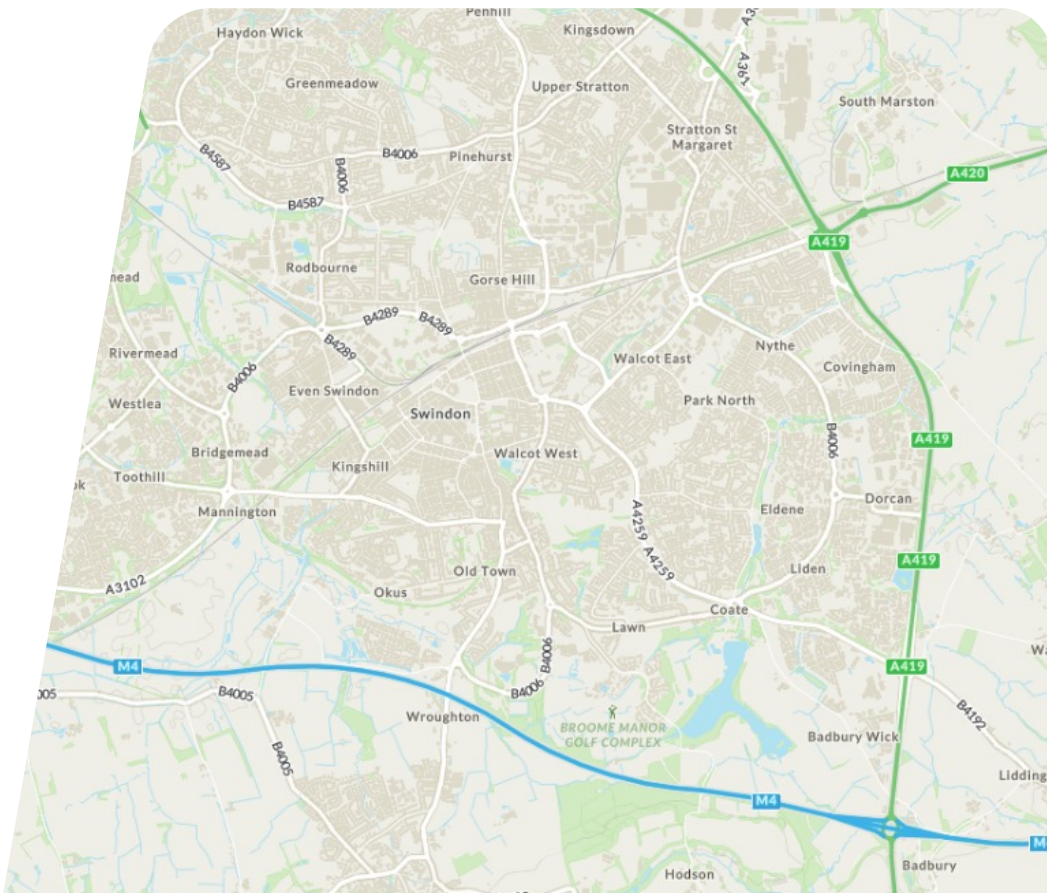
Above, all we are a church community that loves Jesus. We long to get to know him more and serve him faithfully. We are praying for a rector who, above everything else, will keep growing in their own love for Jesus and who is listening to God, discerning His will and will lead us in His ways.



OUR LOCAL COMMUNITY

Parks and Walcot were built as large local authority housing estates in the 1950s, as suburbs on the eastern side of Swindon. After further housing developments to their east, they are now considered the inner suburbs of Swindon.

The map below shows where Parks and Walcot sit in relation to Swindon.



The estates are comprised of a mix of housing, including terraced and semi-detached housing, low and high-level blocks of flats, bungalows, and sheltered accommodation for the elderly. Many of the homes are now privately owned, resulting in a mix of owner-occupiers and tenants paying either social or full market rent.

The estate prides itself on a large amount of open and green space, including Buckhurst Field between Parks and Walcot. Nicknamed 'the park for all ages', this space is protected by "Village Green" status, has been recently upgraded, and is frequently used for sports, fairs and local events. Locally, there are two community centres, two health centres, a public library, a Citizens Advice branch and a small number of retail shops. There is also an award-winning Credit Union opposite St John's, that the parish was active in helping to set up.

We are close to Swindon Station with fast mainline trains to Bristol, London and beyond. We are near to the M4, again for easy access.

We also have the famous 'Magic Roundabout' for you to navigate nearby. Swindon has some lovely country parks, and a large Designer Outlet if you need some retail therapy. The Cotswolds and other areas of beautiful countryside and pretty towns and villages are within easy reach.



OUR PEOPLE

The population of the parish is approximately 16,000 and is rich in ethnic diversity, with a large Polish, Nepalese and Goan presence.

The parish is an area of high deprivation, ranking at 360 out of 12,239 in the Church of England's parishes, where 1 is the most deprived.

Many local people are in low-paid jobs and/or rely on benefits. As with all areas of deprivation, there are challenges with debt, poverty, unemployment, anti-social behaviour, substance abuse and domestic violence. Additionally, the wider community has disproportionately felt the effects of the pandemic and of the rising cost of living.

Despite these challenges, there is a strong sense of local community. Many older residents have lived locally for half a century and there is a considerable network of extended families.



PRIORITY COMMUNITIES NETWORK

We are a member of the Bristol Diocese Priority Communities Network (PCN). Across the Bristol and Swindon area, approximately 30 of parishes sit within the 20% most deprived in the country when ranked using the national Indices of Multiple Deprivation (IMD). Local churches and clergy serving in these areas often face a range of particular challenges, not least, limited resources.

The Diocese longs to turn the tide and see clergy and churches in these areas flourishing and cultivating sustainable good growth, through intentional investment and support. Creating the PCN has been central to this strategy. The PCN aims to help enable and cultivate sustainable, good growth across areas of deprivation, and offers support and accountability, development of lay gifts and ministry, resources, retreats, events and conferences, alongside prayer and learning. It's important to us that our incumbent plays a full role in that network, and that we as a church benefit from learning from others, and accessing the resources made available to us. We have had one of our members on the PREPARED course, which seeks to raise up and release leaders in priority networks.



PRIDE IN PLACE

The Pride in Place programme is a Government initiative that aims to invest in neighbourhoods across the country to help communities shape the future of the places where they live. It provides funding to areas identified by Government as needing additional support to deliver long-term improvements for local people.

This investment will help communities address local priorities and create positive change through projects that support three key objectives:

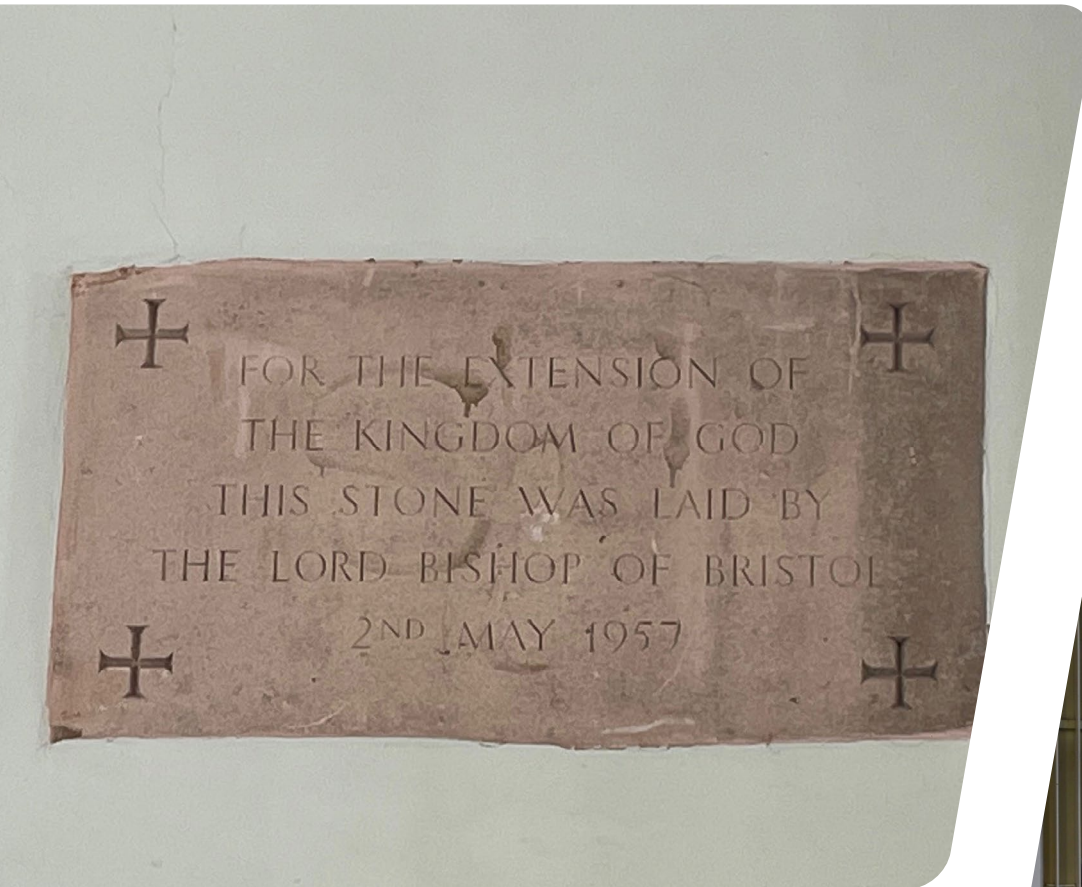
- ♦ Build stronger communities: bringing people together to build community pride, strengthen relationships, and help people feel safe and connected in their neighbourhood
- ♦ Create thriving places: improving neighbourhoods by investing in local spaces, facilities, high streets, and infrastructure that support everyday life
- ♦ Empower people to take back control: supporting residents to have a real say in decisions that affect their community, and helping people feel more in control of their future

In Swindon, Penhill (in a different benefice) and Walcot East have each been awarded up to £20 million over ten years through the programme. This long-term investment will support projects and ideas that matter most to local residents, businesses and community organisations.



Pride in Place is designed to be community-led, with local people helping to decide priorities and shape how funding is used. The programme focuses on strengthening neighbourhoods, improving local spaces and supporting opportunities that help communities thrive. It will be vital that we as churches are fully engaged in this important local project

OUR TEAM



You will have a very supportive team to serve alongside you. We have a Licensed Lay Minister (Janet Leckie) and two committed church wardens (Tricia Mumford and Lewis Compton). We employ an excellent parish administrator (Julie Zarczynski) for 16 hours per week. She works primarily from home and acts as PCC secretary too. We have two Parish Safeguarding Officers, and we have an operations manager. We are struggling to find a treasurer at the moment.

We have also been awarded a grant from the Priority Communities Network to allow us to employ a full time Children and Families worker for 2 years.



OUR SCHOOLS

There are three primary schools in the parish: Goddard Park Community Primary School and Oak Tree Nursery and Primary School, both located close to St John's; and Mountford Manor Primary School, located behind St Andrew's Church. Additionally, Holy Family Catholic Primary and Nursery School is located just beyond the northeast parish boundary. St John Parks. Two secondary schools border the parish: St Joseph's Catholic College in the northwest; and Lawn Manor Academy on Queen's Drive, which is attended by many of the young people from the parish.

The Queen's Drive Campus of New College Swindon, a large post-16 education facility, is also located within the parish boundaries.

In the past, the relationships have been much stronger with some of the schools. Currently there is limited ongoing work and yet significant potential for developing relationships and partnership, which would be a key area for missional growth.



LOCAL CHURCHES

There are several other churches in the parish: Holy Family Roman Catholic Church, with an adjoined convent; Saint John Paul II Polish Roman Catholic Church, in the previously Methodist-owned church building; and Park Gospel Hall. We must be honest and say there isn't much of a partnership with these churches currently, but we are open to that. The clergy here have been involved with the Swindon-wide Good News for Swindon, a quasi-Churches Together. They hold a monthly church leaders morning prayer gathering and seek together to reach the whole of Swindon with the gospel.



OUR CHURCH BUILDINGS

We have great facilities for our worship and the wider community to make use of.

Built in 1959 during the estate's development, **St John's Church** is located on Whitbourne Avenue, at the heart of the Parks estate, opposite the Cavendish Square shopping area. The church has a main worship space that can accommodate 150 people. Additionally, it has a Lady Chapel, a meeting room, a parish office and a private car park (shared with St John's Church Hall). External users include a Nepalese church, a community choir, martial arts, a Cocaine Anonymous group, and mental health charity. Swindon Youth For Christ lease office space in our building.



Re-built in 2003, **St Andrew's Church** is a multi-use church centre located on Raleigh Avenue, at the heart of the Walcot estate. The church has a main hall that can accommodate 50 people, in which the sanctuary is behind a roll-down shutter. Additionally, it has a meeting room, a lounge area, a catering kitchen and a private car park. External rentals include a Nepalese church, Mental Health Awareness (MHA) lunch club, Brownies, Zurich pensioners and a dog club.

Both churches have level access and accessible toilets. Both churches need refurbishment. The work at St Andrews is already planned and the money is in place. That is not yet the case at St Johns.

The parish also owns **St Johns Church Hall**, located next to St Johns church. The complex comprises a large hall, two smaller rooms, a catering kitchen and three offices. It is used by used community groups. Again, this space has level access and accessible toilets. Again, there is need for some refurbishment.



OUR WORSHIP

St. John's has a Wednesday morning communion which is well supported (15-20). It particularly attracts those who enjoy a quieter and gentler service than the Sunday morning, particularly as they can stay on for an extra hour and a half afterwards for our 'Chill N Chat' group.

The Sunday morning service (20, with 1 to 5 children) is in the process of discovering its identity. We want to work out how to welcome children, families and neurodiverse people without becoming so chaotic that the atmosphere is no longer worshipful. We also want to explore our Anglican identity and discover how liturgy is best used. During the services, intercessions and readings are led by members of the congregation. We use screens, PA and loop system with microphones, and accompany our sung worship with streamed music from a laptop.

St Andrew's attracts about 15 people for a more formal service on a Sunday morning with traditional hymns. Our congregation all know each other extremely well, and whilst longing and praying for children and families to join, we don't quite know how to initiate this process of change.

We seek to be welcoming to all people of all backgrounds. It is important though to be aware that the PCC seeks to uphold the Church of England's current position that marriage is between a man and a woman. The current PCC would not be in favour of Prayers of Love and Faith being used in services or for the blessing of same sex couples, if that becomes permissible in the future.



OUR ACTIVITIES

Our heart is to love and serve our neighbours.

We love it when the church is open and there are activities running so that people can drop in, have a cuppa and a chat, get to know us and each other and receive the support they need. This is a community with lots of need, and we want to become the place of choice where people will turn to when they need help.

We've noticed that people often drop in as a one-off, then start dropping in regularly, then come along to Alpha and then start coming to service.

At St John's, this vision already happens on a Monday. At lunchtime a group of about 15 ladies gather in our "Cherished" group. We start with lunch and chat, and then listen to a speaker on various topics. Last term the topics ranged from breast cancer to walking the Camino de Santiago.



Within an hour after the ladies leave, the church changes from a gentle, orderly café atmosphere to a whizzing and buzzing indoor playground, as the ride-on-toys, paints and bean bags all come out for family club. Local families stop off after school to chill, chat and have a bite to eat at our family club.

On a Tuesday the gardening club meets, offering people the chance to chat whilst growing beautiful plants. This contributes not only to creation care but also to people's mental wellbeing.

A recent addition to our offering is the community choir, which meets on a Thursday evening. We're discovering that singing together is not only fun and energising but is also great for our mental wellbeing.

For St Andrew's the vision comes alive on a Thursday at Cuppa and Chat, when the church hosts lots of maturer citizens from the local area. Cuppa and Chat combats the local social problems of loneliness and isolation, and we are particularly proud that support workers from the local Social Services often arrange to meet their clients here, confident of the welcome, love and friendship their clients will receive.

This term, our sermons and our 3 home groups have been using the Jesus Shaped People material. It has been significant for us and has helped us to begin to talk to family and neighbours about our church and faith. We believe that this is preparing us for our next stage as a church community. We have recently been awarded some money to be used for 'intentional discipleship pathways' and we are discussing how to use that money now.

OUR WORSHIPPING COMMUNITY

Our electoral roll currently stands at 37 people, with around 20 of them regularly worshipping at St John's and 18 at St Andrew's.

Both congregations are comprised of a warm and friendly group of Christians of all-ages, though a majority are of the older generation. We aim to be an inclusive church, with a membership drawn from a range of nationalities and cultural traditions.

We strive to be welcoming and hospitable. We acknowledge that there is always more that can be done to be inclusive and welcoming. Building strong relationships is very important to us. We have a small but strong core of dedicated parishioners, who have a strong faith and love of God, a passion for sharing the Gospel and are active and engaged in the life of the church and the wider community. As a church family, we are committed to being a "community of God's family" and are excited to welcome a new incumbent into this family.

Crucially to the appointment of our new incumbent, we are open and willing to explore change, though some of us find change harder than others. What we do share is a strong desire to grow more fully in the church that Gods want us to be, and if that means doing things differently, we are up for it! We recognise that there is real need in the wider community and we are ready to be used to further the Kingdom of God in Parks and Walcot.



OUR FINANCES

In 2025, total income was £58,928 and total expenditure was £57,794. Although we serve a community with significant economic challenges, parishioners continue to give generously. We are also fortunate to benefit from income generated through the rental of our premises, which makes an important contribution to the parish's financial stability. Our annual Parish Share commitment is currently £6,000, which is lower than the request.



THE RECTORY

Verwood Close, Park North, Swindon, SN3 2LE

The Rectory was built in the 1960s, standing in its own secure grounds adjacent to St John's Church and Hall. There are four bedrooms on the first floor along with a family bathroom while the ground floor comprises a modern kitchen, utility room, cloakroom, and spacious hallway, study, dining room and sitting room. The property has an attractive garden at the side and rear with several fruit trees, an attached garage and off-street parking on a substantial driveway. Gas-fired central heating, double glazing and good roof insulation make this a warm and comfortable property. Recently updated fencing ensures that family space is separate from the church grounds.



PERSON SPECIFICATION

QUALIFICATIONS/ TRAINING	♦ Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognizes ♦ Have satisfactorily completed Initial Ministerial Education ♦ Impactful competence in the core ministry of a priest who has been selected as incumbent status
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SPIRITUAL & PASTORAL LEADERSHIP	♦ Resourced by, and growing through, Christ-centred spiritual disciplines ♦ Able to preach and lead worship accessibly and contextually ♦ Provides pastoral care that is trauma aware and boundaries aware
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RESILIENCE & WELLBEING	♦ Demonstrates healthy work–rest patterns ♦ Able to manage emotional load of ministry in deprived communities
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COLLABORATION, PARTNERSHIP AND COMMUNITY PRESENCE	♦ Shows ability to build trust with people experiencing deprivation ♦ Impactful involvement in community spaces and partnership working with external bodies such as schools, councils, charities, ecumenical partners. ♦ A commitment to full engagement with Deanery and Diocese, including the opportunities afforded by 'Transforming Church. Together', Priority Communities Network and 'Pride in Place'
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**MISSION &
DISCIPLESHIP**

- ♦ Experience of growing disciples
- ♦ Able to communicate faith clearly to unchurched people in a non-book culture.
- ♦ Demonstrates ability to lead change sensitively
- ♦ Shows commitment to children, families, intergenerational worship and schools

**ORGANISATIONAL
& PRACTICAL
COMPETENCE**

- ♦ Able to prioritise limited resources effectively
 - ♦ Experience of managing or supporting volunteers and employees
 - ♦ Demonstrates ability to oversee (at incumbent level) buildings and compliance
 - ♦ Fully trained in and committed to safeguarding the whole community and able to lead in nurturing a safeguarding culture and the implementation of safeguarding policy and practice.
 - ♦ Comfortable with basic digital tools (email, screens, PA, livestreamed music)
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ROLE DESCRIPTION

SECTION ONE: DETAILS OF POST

ROLE TITLE	Rector, Parks and Walcot
TYPE OF ROLE	Incumbent status minister, full stipend
NAME OF BENEFICE	Swindon (St Andrew), (St John the Baptist) – usually known as Parks and Walcot
DEANERY	Swindon
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	Full time.

SECTION TWO: CONTEXT

Wider Context

Our vision as a Diocese is Transforming Church Together (TC.T)

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.

Local Context

Parks and Walcot is a large parish in Swindon, serving a deprived socio-demographic with extensive areas of housing built from the 1960s. The two churches are St. John's (1960s, centre of estate with extensive facilities) and St. Andrews (1980s, combined church and small hall)

The Diocese is investing in Priority Communities through a supportive network. Employing an Ops Manager and CYPF worker will increase capacity for mission in Parks and Walcot. The Pride in Place government funding is a huge opportunity. This is a genuinely exciting time when real transformation could happen. An entrepreneurial priest who is solidly grounded and able to give effective oversight could have significant impact.

SECTION THREE: ROLE PURPOSE AND KEY RESPONSIBILITIES

Key responsibilities specific to the local situation:

- ♦ Develop and sustain good working relationships with leaders in the church, including licensed ministers and Church Officers.
- ♦ Support the church in building upon and implementing a vision and strategy which identifies and responds to opportunities for mission.
- ♦ Implement good governance through the PCC.
- ♦ Work to Safeguarding and other key policies.
- ♦ Sharing ministry and working collaboratively with others, so that individuals' gifts and talents are identified, encouraged, developed and used effectively.
- ♦ Deliver worship and preaching which transforms lives and the church.
- ♦ Evangelistic ministry to people of all ages, encouraging new people to Christian faith and enabling them to grow into lifelong disciples.
- ♦ Discern and develop missional links with the wider community and nurture partnerships in service, including with other churches and with other Church of England ministers.
- ♦ Deliver trauma-informed pastoral care.
- ♦ Work with employees and volunteers across a range of roles, including overseeing / managing.
- ♦ Support the care, maintenance, development and usage of the buildings.

- ♦ Work with schools and other community organisations.
- ♦ Make and build on links with individuals and community organisations whose involvement with the Church is limited

The key responsibilities listed above may be supported by long and short term objectives to be agreed between the post holder and the Archdeacon.

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
- 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

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; 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:

Benefice: Swindon (St Andrew), (St John the Baptist) – usually known as Parks and Walcot

Patron(s): The Lord Chancellor

Ministers: LLM

Benefice paid staff: Administrator, Ops Manager, CYPF worker to be recruited.

Buildings: St John's and St. Andrew's

Churchyard(s): none.

Church Tradition: contemporary, informal and relaxed, light touch liturgy at St John's; simple liturgical at St. Andrew's

Pastoral Reorganisation proposals: None.

Schools with whom there is an ongoing relationship: during the vacancy it has not been possible to sustain a relationship with schools.

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.

NEXT STEPS

Thank you for reading this far, we are praying that our profile has helped in your discernment about this role. We pray too that God is putting a deep sense of call into the heart of the person who will be our next rector.

If you would like an informal conversation about the role then please contact Venerable Christopher Bryan,
christopher.bryan@bristoldiocese.org

To apply for the role, please visit
<https://pathways.churchofengland.org/en/jobs>



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