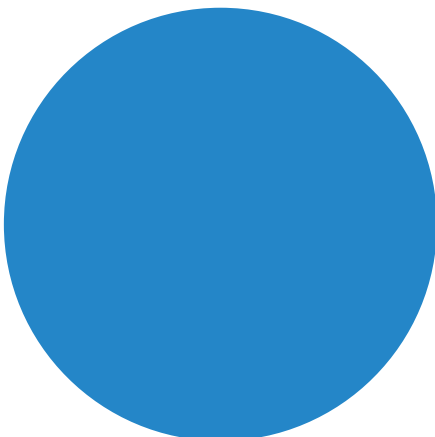
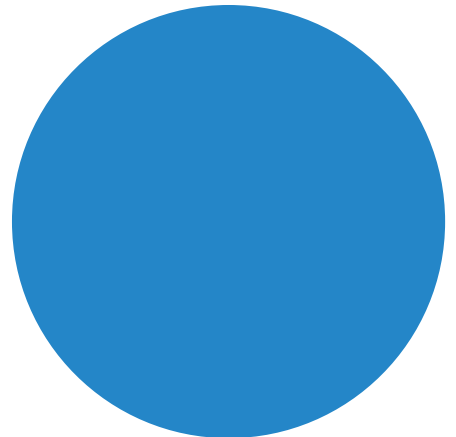
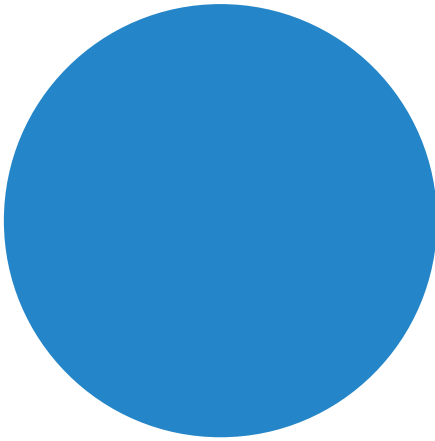




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DIOCESE OF BRISTOL

## APPLICATION PACK

Vicar of Malmesbury & Upper Avon and  
Lead Incumbent for the North Wiltshire  
Mission Area



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# INTRODUCTION

Thank you for the interest you have shown in this vacancy. We don't yet know who the next Vicar of Malmesbury and Upper Avon will be, but we are confident that God does. As a congregation, we have been seeking God's guidance individually and collectively about our next incumbent, and we have taken what we believe God has been saying as the basis for our role description and the personal qualities we think the new post holder will need. In the words of our Area Dean, we are "a praying, supportive congregation rooted in the Christian faith, with a desire to be missionary". Above all, we believe that we need a strategic leader "after God's own heart" to enable us to fulfill His mission for us in this place, at this time. We are a historic church in a historic town, but our desire is to discover and live out God's purposes for us in the future.

We are blessed to be in an attractive market town, in lovely countryside. We believe this to be a friendly and accepting place where more and more newcomers are finding a home. We have good schools and amenities and a strong sense of community, both in Malmesbury and in Corston and Rodbourne. We believe this is a great place to live.

This is an exciting time in our church life, as the North Wiltshire Mission Area comes into being. As lead incumbent for the Mission Area, you will have an opportunity to shape that mission, in partnership with the other incumbents in the Area, and will play a key role in setting its direction. At the same time you will be helping us to understand what it means to be a resourcing church and how we can harness our own sense of mission within the Mission Area Vision.

If you are reading this, then we hope that you may be the person whom God has in mind to come and lead us.

In this pack you will find letters from the Bishop and the Area Dean, a profile of the benefice, and a description of the role and the personal qualities that will be needed to fulfil it. Please get in touch (contacts at the end of this pack) if there's anything in this pack that needs clarification or for any other question you may have. We pray for God's blessing on you, and the guidance of the Holy Spirit, as you read it through and consider whether this is part of His call on your life.

# FROM THE BISHOP

*December 2017*

Thank you for showing an interest in the role of Vicar of the Malmesbury and Upper Avon Benefice and Lead Incumbent for the North Wiltshire Mission Area.

This is a ministerial role of strategic significance: leading churches with a great history and a vibrant witness and ministry and overseeing a partnership that creates new opportunities for Christian mission across the area.

This information pack provides an outline of the role, the skills and experience that will enable you to fulfil that role. Background to the context has also been included. As a diocese we are committed to living out our vision of 'Creating connections' – with God, each other and our communities, across Bristol, Swindon, South Gloucestershire and North Wiltshire. These are exciting times: we sense a real energy locally to reconnect with our communities and reignite our calling to be a Church for this and future generations. Our vision, priorities of making disciples, growing leaders and engaging younger generations, and the strategic plan that has been agreed to support them are our response to what God is calling us to. This can be explored further at [www.bristol.anglican.org/creatingconnections](http://www.bristol.anglican.org/creatingconnections).

Thank you for taking the time to consider this opportunity. If this is a role that excites you and you believe that you have the necessary skills, experience and motivation, we would very much like to hear from you and we look forward to receiving your application. If you would like an informal discussion about the role, please don't hesitate to get in touch with one of the contacts listed at the end of this pack.

Please submit your application on the attached application form and ensure you have also read our Applicant Guidance Notes.

Yours faithfully,

A handwritten signature in blue ink, consisting of a small cross followed by the name 'Lee' in a cursive script, with a horizontal line underneath.

Rt Revd Lee Rayfield  
Bishop of Swindon

# FROM THE AREA DEAN

The new incumbent of the Malmesbury and Upper Avon Group will have a good opportunity to exercise a rewarding and stimulating ministry in a wonderful place with some great people. The combination of the Abbey church and the three villages, each with a distinctive style, makes for an interesting and engaging benefice. Congregations are spiritually engaged and appreciative, there are many competent lay people, a skilled Ministry Team, and the number of retired clergy is the envy of the Deanery!

Over the past decade or so the Abbey in particular has developed significantly. It has gained a national reputation as a creative and innovative church, with high-quality worship in which the best of traditional and contemporary styles are truly valued. The 4pm service was pioneering when first launched, and has been particularly successful in attracting younger people and families, without excluding other demographics. Youth/children's work, music and the creative arts have been real strengths, giving the feeling of a 'happening' church.

Some of this momentum has drifted in challenging circumstances during the past year or so. There are people in some of the congregations who are feeling bruised, and some work on healing has already begun. However the underlying fundamentals of the parishes remain strong, and, with appropriate leadership, further growth and outreach is achievable. The wider town is a good place to live, and people in the town's institutions wish to develop a stronger relationship with their parish church. Like many market towns, Malmesbury includes people who are passionately engaged – the new Vicar will need to be able to consult and be seen to listen carefully while generating a vision, but will also need strength and commitment in seeing that vision through.

As incumbent, you will be responsible for the leadership of the Mission Area. Significant funding has been made available, and you will have the opportunity to shape the reflection and praxis of the Church of England in relation to market town and rural resourcing. The Deanery clergy are supportive of the Mission Area, and have already begun the Thrive course with CPAS. There is real scope for you to play a lead role in forming this Mission Area and making something creative – and we are aware of the culture changes that will need to happen in every church as we release resource to one another.

An obvious question is 'How does the Lead Incumbent of the Mission Area relate to the Area Dean?' I am not precious about the Area Dean role! I'm very willing to discuss with any candidate ideas about how this might work out in practice, remaining aware of course that the role of Area Dean is in the gift of the Bishop. I'm also very happy to have an informal conversation about any aspect of this role – 01666 837522.

Please be assured of my prayers as you consider this profile and discern our Lord's call.

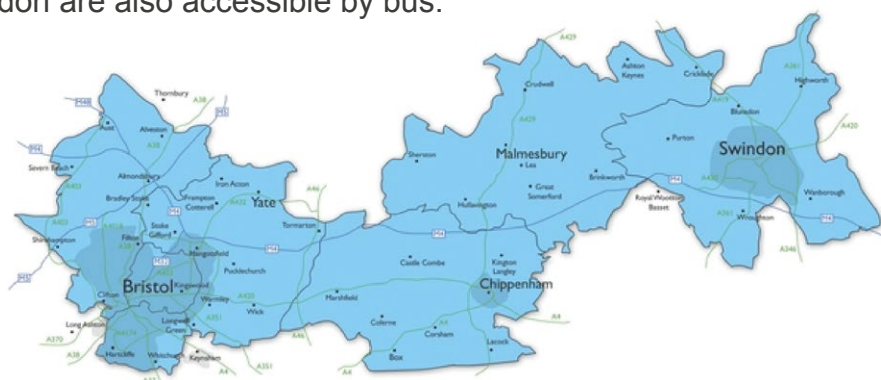
Christopher Bryan, *Area Dean of North Wilts and Rector of the Gauzebrook Group*

# THE BENEFICE

## LOCATION

Malmesbury sits at the south of the Cotswolds, between Bristol (25 miles W), Bath (22 miles SW) and Swindon (15 miles E) and between Cirencester (10 miles N) and Chippenham (9 miles S). The hamlet of Brokenborough lies 2 miles west and Corston and Rodbourne just 3 miles south.

Excellent road (M4 Junction 17, 5 miles S), rail (Kemble 7 Miles, Chippenham 9 miles) and air (Bristol Airport 42 miles) links allow easy travel to major employment centres in Bristol and Swindon, with London just 75mins by train from Chippenham/Kemble. Chippenham, Cirencester and Swindon are also accessible by bus.



## HISTORY

With origins as an Iron Age hill fort, Malmesbury has been making history since St Aldhelm established a monastery in 676AD. Reputedly England's oldest Borough (880AD), it was home to the first King of all England (Athelstan, 925AD), the foremost English historian of the 12th century (William of Malmesbury, born 1095), the father of English philosophy (Thomas Hobbes, born 1588) and Hannah Twynnoy (1703, the first recorded victim of an escaped tiger in England) whose gravestone stands in the churchyard. Painted by Turner and christened "Queen of Hilltop Towns", the Abbey

church (the nave remnant of the original C12th-C14th Benedictine Abbey) still dominates the skyline and bears witness to Malmesbury's unique Christian heritage. Further detail on the Abbey, Brokenborough, Corston and Rodbourne churches is under 'BUILDINGS' below.

The town has a long association with innovation and technology from Eilmer's first recorded 200m flight from the top of the previous Abbey (c 1005), through Walter Powell the Victorian MP who championed balloon flight, WWII radar development, to the current day with Dyson, headquartered here since 1993.

## DESCRIPTION

Malmesbury is a distinctive, thriving market town whose community, breadth of activities and range of facilities belie its modest size (7,000 with 700 more in Corston & Rodbourne).

It has a traditional High Street, cafés, pubs and restaurants, as well as Co-op and Waitrose supermarkets, a modern leisure centre & swimming pool and museum. We have through-year cultural activity from music to history events, art exhibitions to cinema in the Town Hall, as well as a season of carnival activities culminating in the autumn parade and Abbey service. Malmesbury is also known for the annual WOMAD festival.

A good flavour of what Malmesbury has to offer can be found at [www.discovermalmesbury.life](http://www.discovermalmesbury.life)

The CE Primary School and Malmesbury School were both rated Outstanding by Ofsted in 2012. There is also St Joseph's Catholic Primary School. Somerford's Walter Powell CE Primary (in Great Somerford) - traditionally serving children and families from the villages - joined with nearby Seagry and Christian Malford CE Primaries as a Diocese of Bristol Academies Trust (DBAT) Academy in 2016. There's a range of vibrant youth and adult sports clubs and excellent representation of Scouting, Guiding and Cadet organisations.

Home to Dyson before the brand became a global name, the design campus continues to expand as a centre for engineering excellence. Its recently launched Institute of Engineering and Technology saw its first undergraduate intake in 2017, one of whom has already joined the Abbey choir.








# THE CHURCHES

## CULTURE



Our vision for the Group adopted in 2013 is of '12th Century Beauty, 21st Century Church', emphasizing the core values of Hospitality, Stability and Creativity - which echo the Abbey's Benedictine heritage – as a witness in our community and to our 50,000+ visitors a year.



We look forward to developing this vision further, and look forward to playing our full part in the Diocese's plan for Malmesbury Abbey to play a key role in the North Wilts Mission Area.

The Abbey is a church in the Open Evangelical tradition and influenced by renewal with a breadth of services from informal worship to choral evensong, daily morning prayer and midweek communion, as well as seasonal, school and civic services. Healing services take place every couple of months or so, normally on a fifth Sunday.


The Abbey Choir has played an important part in the worship and outreach of the church in recent years. In addition to the weekly Sung Eucharist at 10.30, festival choral services at Advent, Christmas and a devotional concert at Easter attract high attendances and bring people from the town and surrounding area into the Abbey. We are also fortunate to have a number of gifted musicians who are able to lead contemporary

worship at our 4pm services and the monthly 'Glory!' prayer meetings.

There is a weekly Sunday service and festival Choral Evensongs at Brokenborough.

In recent years we have had at least one parish weekend away, and each summer a group from the Abbey attends New Wine.

Although still a distinct parish, with its own PCC, Corston & Rodbourne joined the benefice in 2009, following the retirement of the incumbent of the then Somerfords, Seagry and Corston & Rodbourne benefice. In Rodbourne CW services are generally held on the first three Sundays of each month, at Corston on the fourth, joining the Abbey whenever there is a fifth Sunday. Occasionally a BCP Choral Evensong has 'borrowed' choir members from the Abbey. Both Corston and Rodbourne churches are well served by the Abbey team. Many opportunities are taken through the seasons to reflect the nature of rural, farming and village community with particular services celebrating Rogation, Harvest, a Palm Sunday procession and Pet services.



The Abbey is open daily, manned by volunteer stewards, with café and bookshop, as a place of both activity and tranquillity for locals and visitors alike.

Children's and youth work, for all age groups including a weekly Baby & Toddler Group, is overseen by Andrew Beebee, our fulltime Children's & Youth Minister, who will be further supported by a 'Time for God' Intern from January 2018.

Ministry to older people, including a weekly drop-in, pastoral care and Care Home visiting teams, and an annual 'Holiday-at-Home' (with the URC) is led by Revd Mandy Churcher (Associate Minister & May Moore Chaplain). Mandy has also been active in working across the community and with other agencies in the town such as the Dementia Action Alliance. In the villages a supportive role has been developed among residents, as well as being able to obtain help from the Abbey team.

Discipleship and spirituality are further developed in small groups, prayer ministry teams, the Community of St Aldhelm (which intentionally draws on the Abbey's monastic tradition to nurture spiritual discipline and shared learning), Refresh! women's ministry and Creative Response (bible teaching through creative art). Small house groups are popular in Corston and Rodbourne.

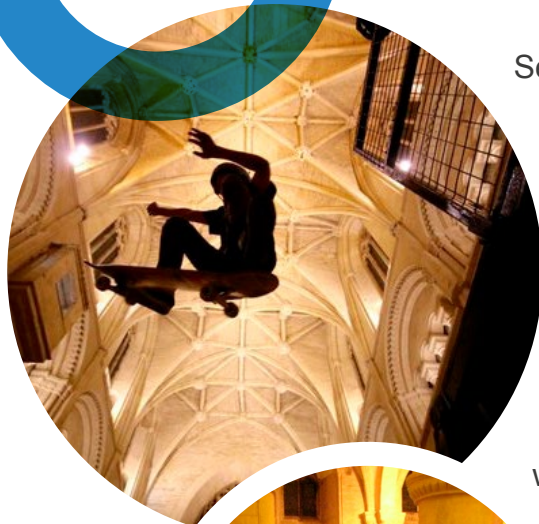
There is a monthly meeting for prayer and worship – "Glory!" – and a prayer ministry team whose members provide confidential prayer for individuals following most of our main services.

The Abbey has a strong tradition of encouraging individuals to develop their own calling and ministry. It has offered both prayer and financial support to a missionary to Zambia (now retired), to a continuing reconciliation music ministry in Africa led by Dave Bankhead, and to a number of our young people who have undertaken mission trips to, amongst other places, Africa, India, Fiji and the Philippines. There are long-standing links with CYFA and Falcon Camps and Christian Skaters UK. In addition, the Abbey has hosted visits from the African Children's Choir and other overseas groups.

We work with other churches, particularly through CTiM (Churches Together in Malmesbury), as well as aspiring to witness through other community links.







Seasonal events range from February half-term Malmesbury Abbey Skate (in collaboration with Christian Skaters UK) and a Holy Week Festival to the Scripture Union 'Lifepath' (Yr5) event for schools from the wider area, and a summer Holiday-at-Home (with the URC) for the elderly, all furthering our witness in the community.



The Abbey hosts a number of charitable concerts, such as 'Music for Autism' and occasional Christian theatre/dance events, as well as being a venue for subscription and local choral society concerts, occasional talks and exhibitions. Corston and Rodbourne parish has an impressive record in charitable fund raising for its small size.


Events hosted include harvest lunches, quirky quiz, arts festival, open gardens and teas, Coronation Jubilee picnic with beacon and Barn dances. The PCC serving both churches is very active and enthusiastically committed to the parish, seeking to increase attendance and raise funds. A good spirit of co-operation exists and there are always ready and willing hands to help in the parish.





# CREATING CONNECTIONS

We are keen to pursue the Diocesan Creating Connections strategy and many things we currently do already contribute to the priority aims of Growing Leaders, Making Disciples and Engaging Younger Generations. We look forward to working with the new incumbent to develop these themes, in the context of the Group vision and the future Mission Area priorities. Examples of recent activity include:



**GROWING LEADERS.** Malmesbury has been a training parish with 2 successive training curacies, an OLM, as well as 3 LLMs having been trained in recent years. Opportunities for unlicensed lay leadership in music groups and home groups have also been fruitful, and members of the congregation involved in wider activity such as running Falcon Camps have encouraged youth leaders.

**MAKING DISCIPLES.** Small groups, Alpha Courses, the Community of St Aldhelm and Refresh Women's Ministry have all provided discipleship learning, encouragement and support. Much of the teaching is focused on encouraging Christian participation and witness in wider community activity

**ENGAGING YOUNGER GENERATIONS.** Active investment of resources, time and talent in Children's and Youth ministry has been a cornerstone of Abbey activity. In addition to established children's and youth groups, Abbey Skate (in partnership with Christian Skaters UK), the new Little Stars parent & toddler group, and Lifepath (with Scripture Union) activity days for Yr5 primary pupils are examples of seeking to engage the wider community. The Children's & Youth Minister leads regular assemblies at the Primary School, and occasional assemblies at the senior school (together with the Curate before he left to take up his first incumbency). There is an expectation that the Vicar will take part in the governance of the CofE Primary School alongside up to three Foundation Governors, and the previous incumbent also established strong links with the secondary school.



# STATISTICS

2011	2012	2013	2014	2015	2016
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## MALMESBURY ABBEY (ST PETER & ST PAUL) AND ST JOHN THE BAPTIST BROKENBOROUGH - Population 7,000

Average Week Attend. (Oct)	312	341	420	323	331	373
Adult Usual Sun. Attend.	218	235	225	222	214	231
Child Usual Sun. Attend.	43	46	44	42	32	33
Electoral Roll	249	256	261	283	293	270
Christmas Attendance <sup>1</sup>	1,484	1,446	862	754	704	737
Easter Attendance	510	551	760	548	740	656
Baptisms	19	14	16	20	12	10
Marriages	27	19	16	13	16	11
Funerals	36	25	26	22	21	17
PCC Income <sup>2</sup>	£240,387	£367,601	£318,796	£275,744	£264,468	£282,535
Total Expenditure <sup>2</sup>		£360,992	£299,980	£285,557	£246,513	£261,887
Share	£78,000	£80,000	£80,000	£80,000	£82,000	£86,000
Charitable Giving	13,514	£18,840	£9,859	£7,184	£7,068	£4,729

## ALL SAINTS CORSTON AND HOLY ROOD RODBOURNE - POPULATION 700

Average Week Attend. (Oct)	18	15	10	11	10	14
Adult Usual Sun. Attend.	15	17	16	14	14	10
Child Usual Sun. Attend.	2	2	2	1	1	0
Electoral Roll	22	20	21	21	21	21
Christmas Attendance	49	65	52	54	43	47
Easter Attendance	21	35	29	27	35	21
Baptisms	0	2	3	0	1	1
Marriages	1	0	0	1	1	0
Funerals	3	5	2	3	3	2
PCC Income	£13,953	£10,006	£7,596	£9,738	£9,346	£15,043
Total Expenditure	£10,913	£8,935	£11,526	£14,398	£13,572	£14,308
Share	£5,500	£5,625	£5,850	£5,850	£5,967	£6,000
Charitable Giving	£1,086	£115	£229	£154	£126	£1,080

<sup>1</sup> Apparent drop 2013 due to replacement of traditional Nativity Service with mystery-play style 'Malmesbury Nativity' which no longer counts towards service attendance.

<sup>2</sup> Income/Expenditure exceptional in 2012/13 due to Scheduled Ancient Monument repair and grant income.

For many years the group has met the Parish Share request and has been a net giver to the Diocese. The accounts for 2017 are not yet complete, but the Parish Share pledge for 2018 has had to be reduced to a level where ministry costs are covered, due to a reduction in giving following the departure of some generous givers. However the PCC have pledged to make up the difference if possible in the coming year.





# BUILDINGS

**MALMESBURY ABBEY** The Grade I Listed Abbey has served as a parish church since 1542 when Archbishop Cranmer granted a licence to the people of Malmesbury for the conversion of the nave of the dissolved Malmesbury Abbey into a parish church “because their own church St Paul’s is fallen, even unto the ground”. It comprises the nave, north and south aisles of the C12th Benedictine Abbey, significantly restored in 1822 and in the early C20th. The attached arch and south transept wall ruin (a Scheduled Ancient Monument) are all that remains of the Tower (with a spire once higher than that of Salisbury Cathedral) and East End which collapsed in the late C15th.

Notable surviving features include the internationally significant C12th south porch with its Norman arch depicting Bible stories and sculptures of Christ in Majesty with the early Apostles on each side, remains of the C12th West Front, the C13th watching loft and a C14th memorial tomb of King Athelstan, who became the first king of a united England in 925AD.

With removable congregational seating, toilets, kitchen, café and bookshop facilities, a highly-regarded organ and modern audio-visual system (albeit in need of some investment), the Abbey provides a flexible space for many styles of worship, church activities (ranging from skate park to Easter labyrinth) and as a choral/orchestral concert venue for up to 350. Whilst well-maintained, the 2015 Quinquennial advised replacement of the modern slate roof over the nave: we expect this to be a major project within the next 5 years.

**ST PAUL'S BELL TOWER** The Grade I listed C13th tower and broach spire (all that remains of the former parish church) sits at the SW corner of the Abbey churchyard. Its 8 bells are regularly rung by the Abbey’s Guild of Change Ringers.

**ST JOHN THE BAPTIST, BROKENBOROUGH** Grade II\* of early C13th origin, C14/15th additions, and restored in 1883. The parish was gifted to Malmesbury Abbey in 956AD by King Edwy and has been associated with it for most of the intervening centuries.

It is conventionally ordered, with fixed pews, the church can accommodate a congregation of about 100. Burials in the graveyard across the road are restricted to those living in the village or who have attended services in the church for at least 15 years. Ashes are interred in the original graveyard next to the porch.





**ALL SAINTS CORSTON** A Chapel of Ease of C12th origin under Malmesbury Abbey, the Grade II listed church was enlarged and altered in the late C19th when it became an independent parish with Rodbourne. However, much of the fabric including the octagonal bell turret, south porch and part of the rood screen date to C15th. Glass ranges from the C12th roundel of Flemish glass in the north window to the C21st Millennium window depicting Baptism, local wild flowers and the Gauze Brook. Conventionally ordered, with fixed pews, the church can accommodate a congregation of 120. The churchyard is bounded by Cotswold stone walls and laurels and only has burials into existing graves; upkeep is undertaken by a Community Service team supervised by the Probation Service.

**HOLY ROOD RODBOURNE** The Church of the Holy Rood has a beautiful setting that changes with the seasons. The nave has C12th century origins, with the Tree of Life and an incised cross in the tympanums above the south and north doors respectively. The saddleback tower dates to the 1862 Arts & Crafts renovation and the William Morris East window (1863) includes designs by several of the leading artists of the movement, of particular interest to a number of visitors.

A Garden of Remembrance has been recently landscaped for the burial of ashes and an area of quiet reflection and prayer. Ongoing maintenance of the church has been organised by the PCC, with a recent Wiltshire Historic Churches Trust grant towards the cost of repair to the ancient church and Victorian tower doors.

Conventional ordering and fixed pews can accommodate a congregation of 90+. The removal of some pews at the back would allow a wider programme of activities (such as coffee mornings, parent/toddler groups, fund raising events) to reach all community groups. Additionally there is an aspiration for kitchen/catering and toilet facilities.

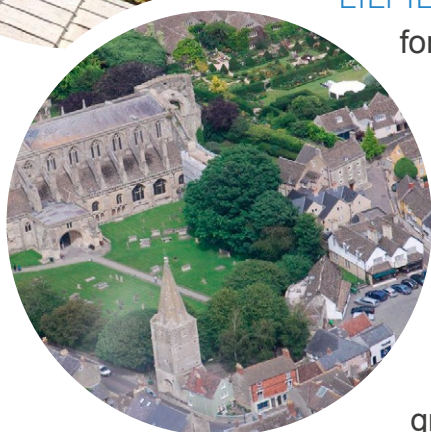






**PARISH OFFICE** Close to the Vicarage, the Old Squash Court provides a parish office and meeting room.

**EILMER HOUSE** Close to the Bell Tower, this 3-storey former house/restaurant comprises a self-contained 2nd floor flat, meeting rooms and additional kitchen facilities.



**VICARAGE** 5 minutes' walk from the Abbey, the vicarage is a modern 4-bed detached house with double garage, set in a secluded garden, which is mostly laid to lawn. The ground floor has a study and WC to one side of the entrance hall, separate but linked dining room and lounge, and a recently refitted kitchen. The Vicarage is adjacent to but private from The Old Squash Court, which houses the Parish Office and its meeting room.



**CORSTON & RODBOURNE READING ROOM** The Reading Room was established by 1904 covenant, and now managed by Trustees, for the benefit of the two villages. Enjoying a close relationship with the Church, the Reading Room acts as the village/church hall and is regularly used for a variety of events.

# BENEFICE SUMMARY

**Parishes:** Malmesbury with Brokenborough (MwB); Corston & Rodbourne (C&R)

**Patron:** CPAS

**PCCs:** Malmesbury Abbey PCC; Corston & Rodbourne PCC

**Churchwardens:** Mark Hunt & Diana Crowe (MwB); Angela Payne (C&R)

**Other authorised and licensed ministers:** Revd Mandy Churcher (Associate Minister and May Moore Chaplain); Revd Linda Sullivan (OLM, Curate); Catherine Price and Pete Campbell (LLMs). Active Ministers with PTO: Revds Bob Hyatt, Peter Yacomeni and Dick Venn; and Brian Whitehead (LLM)

**People employed by PCC or with whom the PCC has a work agreement:** Andrew Beebee (Children's & Youth Minister); Sandie Brown (Parish Administrator); John Hughes (Organist & Choirmaster); Anne Cox (Events Co-ordinator); Julie Pritchard (House Keeper); Marion Smith (Cleaner). The Bookshop and Café are established as separate entities so their staffs are not employed by the PCC.

**Buildings:** Malmesbury Abbey, St Paul's Bell Tower, St John the Baptist, Brokenborough; All Saints, Corston; Holy Rood, Rodbourne; Parish Office; Eilmer House; Vicarage

## Churchyards:

Malmesbury Abbey – Closed 1885, Ashes interred in Memorial Garden.

St John the Baptist - Interment of ashes. Burials restricted to village residents and those regularly attending for 15yrs+.

All Saints - Burials into existing graves only.

Holy Rood - Interments of those people with strong connections to Corston & Rodbourne continue to take place within the churchyard.

Recently the PCC gained permissions for and has now set aside an area of the churchyard as a Garden of Remembrance for the burial of ashes.

**Parish population:** Malmesbury with Brokenborough - 7,000, Corston & Rodbourne - 700

# PCC COMMITMENT

**We are committed to working with our prospective priest in carrying out the plans that we have acknowledged require attention.**

PCC Secretary




On behalf of

Malmesbury Abbey with  
Brokenborough PCC

Corston & Rodbourne  
PCC

Date

16 December 2017

# ROLE DESCRIPTION

<b>Role Title (as on licence)</b>	<b>Vicar of Malmesbury &amp; Upper Avon and Lead Incumbent for the North Wiltshire Mission Area</b>
<b>Name of Benefice</b>	<b>Malmesbury and Upper Avon</b>
<b>Archdeaconry</b>	<b>Malmesbury</b>
<b>Deanery</b>	<b>North Wiltshire</b>

## ROLE PURPOSE

### GENERAL

Sharing the “cure of souls” with the Bishop and leading in mission in the Malmesbury and Upper Avon Benefice and across the developing North Wiltshire Mission Area and part of the ministerial team serving the parishes. This will involve leading the Ministry Team based in the Abbey; working alongside five incumbent colleagues across the area, including the Area Dean; leading other leaders and volunteer teams, and playing a distinctive and intentional role in creating communities of wholeness with Christ at the centre, advancing the mission, Church and Kingdom of God. Performing this role effectively will include:

As Vicar of the Malmesbury and Upper Avon Group:

- Leading all the congregations of the group in mission in their differing contexts and demography, and encouraging them to focus on the diocesan priorities of making disciples, growing leaders and engaging with younger generations
- Releasing the energy and gifts of the whole people of God
- Exercising a pastoral, sacramental and teaching ministry within the Church and community

Across the Mission Area:

- Shaping the direction and overseeing collaboration of the Mission Area
- Leading a team which will include the appointment of additional team members, including a stipendiary Associate Minister/Vicar and Stipendiary Training Curates deployed every two years.

## RESPONSIBILITIES OF THE VICAR

### 1. LEADERSHIP IN MISSION

- Build on the vision for transforming Malmesbury and its surrounding communities through the Gospel
- Lead the congregations in creative evangelism and in serving the needs of the wider community. Ensure the church responds to the Diocesan Vision and Priorities
- Lead the Abbey ministry team and congregations in developing and implementing the vision for the Abbey as a resourcing church
- Lead by example in engaging with the local town and village communities
- Support the Children's & Youth Minister in strengthening connections with local schools, and in further developing children's and youth ministry across the group

---

### 2. TEAM LEADERSHIP AND MINISTRY DEVELOPMENT

- Develop and lead a strong leadership team, enabling team members to use and grow their gifts in ministry and mission
- Ensure support, leadership and line management is in place for the Associate Ministers for the group and Mission area, the Children's & Youth Minister, non-stipendiary ministers (ordained and lay), the Parish Administrator and other staff
- Raise and mentor emerging leaders in all the congregations
- Identify, encourage and develop gifts for ministry across the whole group
- Encourage the development of licensed ministry and be ready to supervise licensed ministers appropriately
- Act as training incumbent for one or more curates
- Develop the ministries of the Café and the Bookshop, including providing oversight and encouragement for those who manage them

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### 3. LEADING WORSHIP

- Lead a wide range of services from BCP to contemporary and informal services thoughtfully and confidently, encompassing respect for the liturgy, teaching from the Bible and the prompting of the Holy Spirit
- Work with others in planning and conducting a programme of worship that reflects the group's vision, that inspires and challenges, and that makes full use of a variety of available resources
- Provide oversight for service leadership and preaching by other members of the team
- Encourage the use of a range of musical styles – from choral to contemporary – and other media and creative arts in worship

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### 4. ENCOURAGING DISCIPLESHIP

- Preach the good news of God's Kingdom in a way that encourages the development of faith, adapting the style and content for different occasions and purposes
- Maintain a preaching and teaching ministry which connects the Christian faith with all aspects of life
- Work with others to ensure opportunities for learning that develop faith, encourage regular personal Bible study and prayer, and strengthen discipleship



## RESPONSIBILITIES ... Continued

- Challenge congregations to give generously in money, time and talents as a response to God's generosity and to further the Church's mission
- Challenge congregations to engage prayerfully and practically with the problems of the wider world, such as poverty, hunger, conflict, displacement and modern slavery
- Re-envision the small groups as vehicles for prayer, Bible study, pastoral support and fellowship
- Provide spiritual oversight for the Community of St Aldhelm

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### 5. PASTORAL CARE

- Show sensitivity to the needs and hurts of individuals, and seek to bring healing and restoration, under God, where it is needed
- Work with others to identify pastoral care needs and develop appropriate structures and skills to respond to and meet those needs in the parish
- Ensure that appropriate support is offered to those in need of pastoral care, including baptism and marriage preparation, care to the sick and dying, bereavement, and individual support and visiting
- Support the May Moore chaplain in her work with the elderly population
- Build on and further develop healing ministry within the Abbey, and look at the opportunities for extending this across other congregations in the group

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### 6. ADMINISTRATION AND PARISH ORGANISATION

- Work in collaboration with the Abbey with Brokenborough and Corston & Rodbourne PCCs and Churchwardens to ensure effective organisation and godly stewardship of group resources
- Play an appropriate part in the administration and organisation of the group
- Affirm and abide by national, diocesan and parish policies and legal requirements
- Ensure good communication within the parishes and relay key messages from the deanery, diocese and national church

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### 7. MINISTERING IN A WIDER CONTEXT

- Play a full part in the life of the Diocese and Deanery, including Deanery Chapter and at Deanery Synod
- Play a strategic role in engaging with the civic life of Malmesbury and the surrounding area
- Encourage co-operation in ministry and outreach with other denominations

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### 8. SELF-DISCIPLINE, SPIRITUAL DISCIPLINE AND OWN DEVELOPMENT

- Be a role model to the congregations in terms of personal spiritual discipline and accountability, emphasising reliance on God, openness to the promptings of the Holy Spirit and the centrality of prayer
- Set a high standard in personal conduct and family life, setting and maintaining appropriate boundaries
- Follow a pattern of life that allows the personal, family and spiritual aspects of life to flourish alongside the demands of ministry
- Undertake continuing professional development

## RESPONSIBILITIES OF THE MISSION LEAD INCUMBENT

- Establish a team, with consultancy support, to develop a covenant for working together across the Area and plans for mission that focus on the diocesan priorities, and to oversee delivery of the plan
  - Ensure collaboration between different benefices on Mission Area activity according to the covenant
  - Pioneer new mission and ministry activity, where appropriate, supported by the existing church communities
  - Oversee ministerial training and development in the Mission Area
  - Ensure best practice that arises via the Mission Area is shared via the Programme Board
  - Liaise closely with the Programme Manager and participate in and report to the Programme Board on a bi-monthly basis
  - Address risks and issues and track progress, outcomes and measures with support from the Programme Manager
-

# PERSON SPECIFICATION

## QUALIFICATIONS

- An ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises
- Satisfactory completion of Initial Ministerial Education
- Designated at selection or Candidates' Panel as Incumbent Status (post-2009) or Stipendiary Ministry

## PERSONAL QUALITIES

- Prayerful and Spirit-led, full of faith and expectation that God will change lives and communities
- Forward looking, with the ability to create and sustain a vision
- Empathetic, compassionate and supportive, with good listening skills
- Able to communicate effectively with a wide range of age groups and diverse communities
- Approachable and accessible
- Diplomatic and sensitive to context
- Confident and energetic, but also humble and open to challenge
- Honest and trustworthy, with unshakeable integrity
- Wise and discerning
- Able to prioritise
- Resilient and enthusiastic
- Quick to see the positives and offer encouragement, humble in desiring to learn from others to grow personally, submit to those in authority and honour others in ministry and leadership
- Collaborative in working with others, promoting teams
- A sense of humour would also be an advantage
- Generous in giving away training, resources and releasing others for the benefit of the Kingdom

## SKILLS

- Recognises, respects and enforces boundaries
- Articulate and able to communicate in a wide range of settings
- Ability to handle conflict effectively
- Ability to sustain healthy relationships

## MINISTRY AND WORK BACKGROUND

A clear calling, with the desire and potential to grow a larger church	E
Previous experience of leading a multi-parish benefice	D
A track record of leading and facilitating growth in a larger church context	D
Track record in growing churches in a market town/rural environment	D

## LEADERSHIP & MANAGEMENT OF OTHERS

The ability to recruit, lead, manage and develop a team of ordained and lay people and staff in a way that releases their energy	E
The ability to delegate appropriately, and share responsibility with others as part of a team	E
The ability to listen and discern, develop and cast vision, lead strategy and drive delivery	E
A Godly entrepreneur: showing imagination, initiative, taking appropriate risks, making connections, trying new things	E

## FORMATION OF OTHERS

Identifying, encouraging and developing gifts for ministry in the parishes	E
Supervising Licensed Lay Readers / Ministers and/or training curates during initial training	D
Being an ongoing Christian mentor to others	D

## MANAGEMENT OF RESOURCES AND STRUCTURES

Encouraging and teaching stewardship and generosity in line with Biblical principles	E
Resource allocation that enables mission	D
Effective management of budgets and projects (including re-ordering / building)	D

## ENGAGEMENT IN COMMUNITY LIFE AND PUBLIC ISSUES

Engagement and partnership with community leaders	D
Enabling partnership and engagement with local schools (primary or secondary, Church of England and/or community)	D

## KNOWLEDGE & OWN DEVELOPMENT

Understanding of team dynamics and leadership practice	E
Willingness to take responsibility for and show commitment to own personal and professional development, regular study and theological learning	E
Willingness to have a mentor, coach, work consultant and/or spiritual director	E

## OTHER

Having a good understanding of the role that contemporary and traditional music can play in worship, and able to consider options for musical development in the church	E
Understanding of the development of new monastic communities	D



# MISSION AREA

The Diocese of Bristol has a strategic initiative to support its vision and priorities to develop Mission Area and Resourcing Churches. In a Mission Area, parishes across a wider geographical area partner in a co-ordinated approach to mission.

Supported by national Strategic Development Funding (SDF), the Diocese is providing extra capacity and support to a parish in each Mission Area to become a resourcing church. These resourcing churches will have a vision for wider mission, be learning communities, develop leader and resource others.

Two Mission Areas are now up and running. The first is in an expanding new town area (Yate and Fromeside) and second is in an established mixed suburban/outer estates area of Bristol (Avonside). Malmesbury Abbey will act as a resourcing church in the third Mission Area of North Wiltshire.

The focus within Mission Areas will be on parishes working coherently together to resource and support mission and ministry within that area. Learning from the activity undertaken through a locally developed Mission Plan will be used to inspire and resource mission activity across the Diocese.

Parishes in these areas are committed to exploring what it means to inhabit our Diocesan vision by seeking to connect with God, each other and our communities and prioritising making disciples, growing leaders and engaging younger generations.

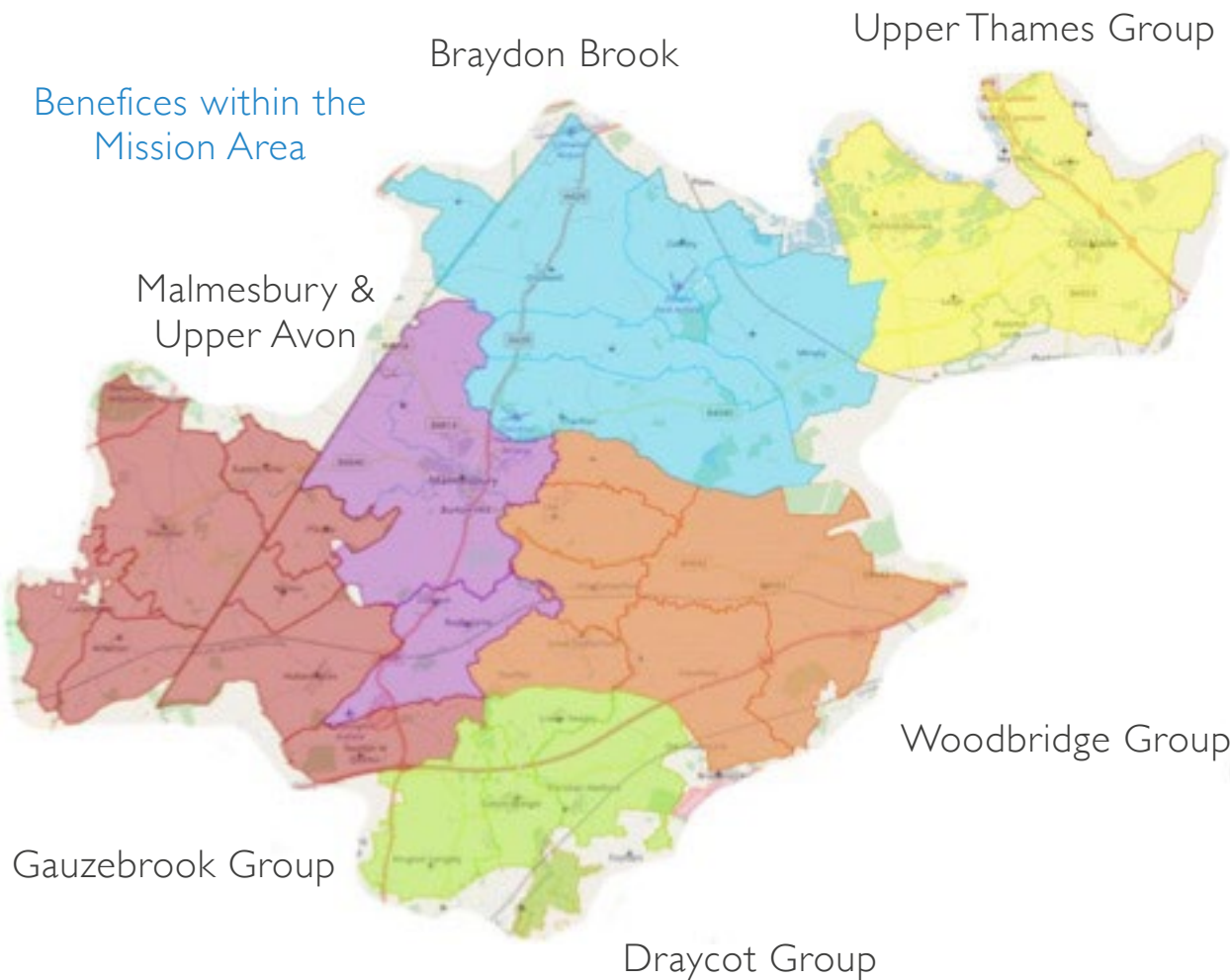
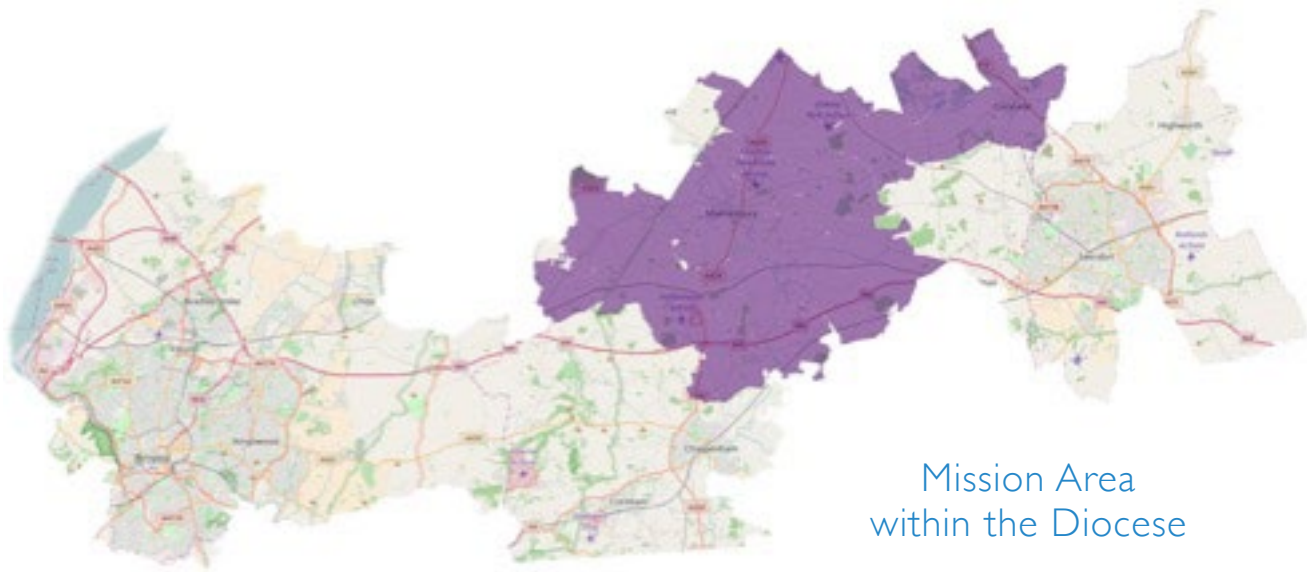
Each Mission Area and Resourcing Church is supported by a consultant, additional training and development and oversight and support from a Diocesan Programme Board and Manager.

Mission Areas provide a focused strategic context for the Diocese to:

- invest in churches with mission strength to become resourcing partners for other churches by adding new ministerial leadership capacity to complement the incumbent and take forward mission plans;
- broker partnerships between resourcing churches and other local churches (noting that resource flow can be mutual on a network basis) to help renew the mission of all and help provide the support to manage that in the form of consultancy and operational expertise and management;
- create learning communities which provide a new model for growing and training new leaders. Partnering with training institutions, Mission Areas will provide hubs that have the capacity and expertise to train ordinands, mission apprenticeships (Church of England Ministerial Experience Scheme) and curates.
- sponsor innovative mission projects and practice from which we can learn and that can be shared across the Diocese, particularly in relation to engaging younger generations including schools work.

NORTH WILTS MISSION AREA

Diocese of Bristol Application Pack for a Vicar of Malmesbury & Upper Avon and Lead Incumbent for the North Wiltshire Mission Area



# NORTH WILTS MISSION AREA DEMOGRAPHICS

		Benefice									
		Braydon Brook	Draycot Group	Gauzebrook Group	Malmesbury & Upper AVon	Upper Thames Group	Woodbridge Group	North Wilts Mission Area			
Population & Attendance 2011-2016	Attendance 2011	139	106	211	341	183	129	1,109	15,700		
	Attendance 2016	135	113	236	363	185	154	1,184	14,000		
	5 Year Change (2011 - 2016)	-3.2%	6.1%	11.8%	6.3%	1.1%	19.5%	6.8%	-10.9%		
	U16 Attendance 2016	10	22	26	37	37	19	149	2,100		
	U16 Attendance as %	7%	19%	11%	10%	20%	12%	13%	15%		
	Population	3,747	2,899	4,574	7,621	6,486	3,779	29,106	1,019,000		
	Attendance per Population	3.6%	3.9%	5.2%	4.8%	2.9%	4.1%	4.1%	1.3%		
	Total Clergy FTE (inc NSMs)	1	2	1	3.1	2	1	10.1			
Population Age Profile	Age 0-9	11%	11%	13%	13%	11%	11%	12%	12%	12%	
	Age 10-17	4%	5%	4%	4%	4%	4%	4%	9%	10%	
	Age 18-29	9%	8%	12%	12%	9%	7%	10%	18%	16%	
	Age 30-44	7%	18%	20%	21%	18%	17%	19%	22%	21%	
	Age 45-64	36%	35%	28%	27%	32%	36%	31%	24%	25%	
	Age 65+	18%	17%	16%	19%	19%	19%	18%	15%	16%	
Faith	Christian	72%	70%	69%	65%	68%	69%	68%	54%	59%	
	Other Faiths	1%	2%	4%	2%	2%	1%	2%	5%	9%	
	No Faith / Not Stated	28%	29%	27%	33%	30%	30%	30%	41%	32%	
IMD*	Average IMD Score	9.5	8.4	9.9	7.6	7.5	8.7				
	Average National IMD Rank	10,007	10,766	9,535	11,329	11,279	10,576				

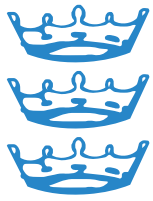
\* IMD (Index of Multiple Deprivation): Score: 1 (Least Deprived) - 83 (Most Deprived); National IMD Ranking 1 (Least Deprived) - c12,000 (Most Deprived)

# NORTH WILTS DEANERY

The benefice is one of six in the North Wiltshire deanery, which is predominantly made up of villages and the small towns of Cricklade and Malmesbury. North Wilts is one of seven deaneries in the Bristol diocese. There are six incumbents, one stipendiary curate (with plans for this number to increase as part of the Mission Area), eight ordained associate ministers, and over twenty licensed lay ministers. The deanery chapter meets monthly and enjoys excellent relationships with a shared focus on mission and pastoral support for one another. Four out of the five other incumbents have been appointed in the past three years, serving their first incumbencies after curacies in the Bristol Diocese. There is therefore a strong collegiality and an entrepreneurial approach. The rural benefices co-operate in sharing resources, for instance in marriage and confirmation preparation, and facilitation of youth work. In the Autumn the Thrive community met for the first time. The deanery synod meets three times a year and focuses on equipping the church for ministry. The deanery is led by a leadership team chaired by the area dean.







# 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. Following the retirement of Rt Revd Mike Hill in September 2017, the see is currently vacant. The Bishop of Bristol is supported by Rt Revd Dr Lee Rayfield, the Suffragan Bishop of Swindon and Venerable Christine Froude, the Archdeacon of Malmesbury and acting Archdeacon of Bristol.

Our diocesan identity and vision of “Creating connections: connected with God, each other and our communities”, helps shape the work of ministers, parishes and schools. Our priorities as a diocese at the current time are making disciples, growing leaders and engaging younger generations.

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.

# PARISH CONTACTS

Area Dean, Christopher Bryan, would be pleased to have a conversation with any interested enquirer on [01666 837522](tel:01666837522) or [christopher.bryan123@btinternet.com](mailto:christopher.bryan123@btinternet.com)

You are equally welcome to contact John Sunderland (Lay Chair of the Abbey PCC but not a member of the Selection Panel) on [07877 930593](tel:07877930593) or [john.sunderland219@gmail.com](mailto:john.sunderland219@gmail.com)

For enquiries of a general nature please contact Sandie Brown, our Parish Administrator, on [01666 826666](tel:01666826666) or [office@malmesburyabbey.com](mailto:office@malmesburyabbey.com)

## Online

[www.malmesburyabbey.com](http://www.malmesburyabbey.com)