



JOIN US AT THE
DIOCESE OF BRISTOL

APPLICATION PACK

DIOCESE OF BRISTOL
**MINISTRY
EXPERIENCE**
S C H E M E

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Thank you for showing an interest in the Ministerial Experience Scheme in Bristol Diocese.

We're looking for three enthusiastic individuals to play an important role in our Mission Areas and Missional Communities whilst receiving support to explore God's future call on your life. Young adults are currently under-represented in church leadership so we particularly welcome applications from those aged from 18-30. This information pack provides an outline of the role, the skills and experience that we are looking for. Further background to the context of some placements where these posts will be based has also been included. These include our Mission areas which are a key strategic initiative to enable us to engage with local communities in serving those in need and offering an invitation to all to belong to the church. As we seek to explore where God is calling us as a diocese, we hope that you will find this a helpful and inspiring context to explore God's call to you.

These are exciting times for us as a diocese as we engage in a process of 'Transforming Church. Together'. In a time of constant change, we want to ensure that we share God's hope by meeting everyone's spiritual needs, inspiring worship, transforming lives and providing support where it is needed most. Together we want to become a better church. Together we want to be a force for good, and be open and welcoming to all.

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.

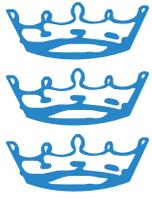
If you would like an informal discussion about the role, please do not hesitate to contact Revd Sue Gent, Advisor for Vocations and Ordinands, sue.gent@bristoldiocese.org 0117 906 0100 or www.bristol.anglican.org/news/ministry-experience-scheme-mes.php

Please submit your application on the attached application form and ensure you have also read our Applicant Guidance Notes. Please also specify in your application form, whether you have a preference in terms of your placement. This will be explored further with you at interview.

Yours faithfully,

Rt Revd Vivienne Faulk
Bishop of Bristol

Rt Rev Neil Warrick
Bishop of Swindon



THE DIOCESE OF BRISTOL



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

The Diocese of Bristol is presided over by the Bishop of Bristol, Rt Revd Vivienne Faull. The Bishop of Bristol is supported by Rt Revd Neil Warrick, the Suffragan Bishop of Swindon, Venerable Christopher Bryan, the Archdeacon of Malmesbury, Revd Becky Waring Acting Archdeacon of Bristol and Revd Adam Beaumont Associate Archdeacon.

Our emerging diocesan strategy is titled Transforming Church. Together. **The 'Transforming Church. Together' strategy invests in the way we work together; reimagining the way we form collaborative relationships, which bring more people to Christ and more sustainable culture change.**

We are investing in this culture change in a number of ways:

- **Cultivating belonging in our communities** by nurturing open, generous, creative, and brave partnerships with all our neighbours, and being more inclusive.
- **Introducing people to the powerful message of Jesus** by releasing, empowering and equipping our leaders and parishes to reach out and spread the Good News.

- **Being recognised as a force for Gospel change** by working within our communities to relieve hardship and amplify unheard voices.
- **Building an environmentally sustainable diocese** by encouraging worshippers to hear the cry of the Earth and work with us towards net zero carbon emissions by 2030.
- **Securing the future of the Church** by working with partners to generate funding, which maximises the impact of our transformation.

For us to reach all areas of society with God’s message of hope, it is crucial that our worshipping communities are accessible, inclusive, welcoming and encourage the participation of all people.

Through this work we will expand our focus on racial justice, including intersectionality, as well as working with other under-represented groups within the diocese. The Ministry Experience Scheme is part of our efforts to diversify our leadership so that it is more representative of the community around us.

MISSIONAL COMMUNITIES

Churches across the Diocese of Bristol are committed to Transforming Church. Together. Part of this strategy involves establishing missional communities and it is likely that MES workers would be placed in one of these communities which are being established in a variety of contexts across the diocese.

Missional communities include mission areas, fresh expressions and church plants or grafts. A Mission Area brings together parishes committed to developing a coordinated approach to mission across a wider geographical area; to focus, share and multiply mission resources and practice; and to provide a context in which new leaders and ministers can explore vocation and develop in a mission focused setting. Fresh expressions often grow from existing communities and in new areas. Church ‘plants’ and grafts seek to revitalise under-resourced or under served areas.

The two placements outlined below are well established mission areas in which MES workers have flourished and are illustrative of the available placements. We will work with each successful applicant to find the right context for them. For example we have recently used a rural placement based around Malmesbury to give experience to a MES worker.

DIOCESE OF BRISTOL MES

The Diocese of Bristol ME Scheme will give you experience across church traditions as part of our exciting Transforming Church. Together Strategy.

Serving as a MES worker you will have the opportunity to be involved in an exciting range of mission and ministry programmes. Placements are often arranged in one of our missional communities and we will work with you to find the right context for you. Through the scheme your ministry experiences may include schools work, youth and children's work, creative expressions of worship, regular Sunday services, working with uniformed groups, pastoral visiting, older people's ministry, families' work, fresh expressions of church, Alpha courses, discipleship groups, funeral ministry and evangelism and outreach projects.

Alongside gaining this practical ministerial experience we will provide mentoring support and theological study at Trinity Theological College or on the Diocesan Exploring Christianity course. There will also be the opportunity to explore your sense of calling with our Diocesan Director of Ordinands and to attend the 'Am I called to Ministry?' programme.

Is God calling you to join us in the Diocese of Bristol?

- You will have an interest in discovering more about God's calling on your life and more about your gifts and skills
- You will have a Christian faith that is important to you and that you are ready to share with others
- You will have a willingness to serve and a desire to experience different ministry opportunities
- You will want to learn more about God, teamwork, mission, young people

To find out more about the ME Scheme visit www.callwaiting.org.uk/cemes

START DATE Monday 1 September or later by arrangement. Fixed term contract for 10 months.

HOURS 30hrs per week. Flexible pattern of working that will involve evenings and weekends.

SALARY Real Living Wage.

ACCOMMODATION Whilst not provided we will work with successful candidates and the local church to explore lodging options with hosts from the churches in your placement area if you do not already have accommodation.

AVONSIDE MISSION AREA

The Avonside Mission Area is located in West Bristol and is a partnership between 5 parishes working together to serve the diverse communities they represent.



ST MARY'S STOKE BISHOP

PARISH WEBSITE

www.stmarysb.org.uk

ST ANDREW'S AVONMOUTH AND ST PETER'S LAWRENCE WESTON

PARISH WEBSITE

www.standrews-stpeters.org



ST MARY'S SHIREHAMPTON

PARISH WEBSITE

www.stmarys.2day.uk



ST EDYTH'S SEA MILLS

PARISH WEBSITE

www.stedyths.org.uk





MISSION AREA LEADERSHIP TEAM

Revd Jema Ball, Vicar of St Mary's, Stoke Bishop, and Lead Incumbent for the Avonside Mission Area

Revd Dr Andy Murray, Vicar of St Andrew's Avonmouth and St Peter's Lawrence Weston

Revd Alison Sowton, Vicar St Mary's Shirehampton

Revd Simon Potter, Associate Vicar, St Mary's, Stoke Bishop and Minister in the Avonside Mission Area

Revd Sally Thomas, Vicar St Edyth's Sea Mills

You will also serve alongside youth workers and families workers who minister within the churches of the Mission Area.

PARISH PROFILES

Saint Mary Magdalene, Stoke Bishop, is a vibrant evangelical church community of all ages at the heart of our parish. Our mission statement is "following Jesus and making Him known". We seek to follow Jesus, live out his teaching and declare his presence in our everyday lives empowered by the Holy Spirit. As we do that we pray that others will see Jesus in us and come to know him for themselves. The congregation is served by a large and experienced staff team who seek to support each person in their discipleship by engaging bible teaching, creative gathered worship, active small groups, wide-reaching children's and youth work, and proactive engagement with our workplaces, neighbours, schools, university halls, local theological college, uniformed organisations, residential homes, and the wider Mission Area which we are delighted to partner with on a daily basis.

www.stmarysb.org.uk

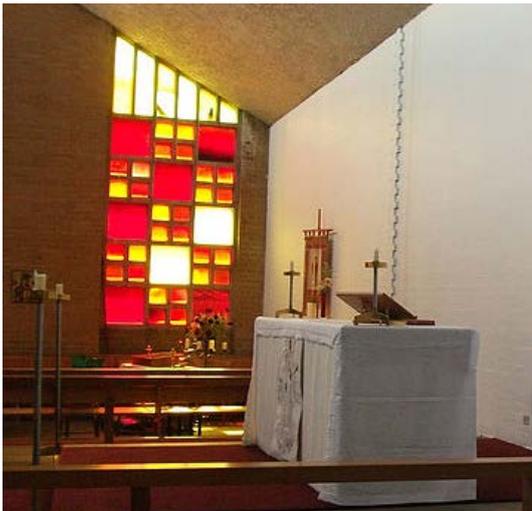




St Andrew's and St Peter's are two Church of England parishes, working together, seeking to grow God's Kingdom in our local communities. Our vision flows from three words: connecting, serving and transforming. In and through Christ, these words shape and inform our vision to develop a culture of sacrificial discipleship, prayer, mission and evangelism. The church buildings themselves are set in the heart of 'priority areas' so there are substantial opportunities to connect and serve the local community.

MES team members will have the opportunity to support existing church missional activities such as Messy Church, listening cafés, parenting programmes, toddlers' groups, and the growing work of the Bristol North West Foodbank Social Justice Hub and community woodworking workshop in Avonmouth.

www.standrews-stpeters.org



St Mary's Shirehampton is a church on the high street of the urban village of Shirehampton. Our vision is that St Mary's will be a place where people can come as they are, that here they would know the renewing power of God's love, and as a result will be able to go and share that love with others. We seek to do this by supporting everyone's spiritual development, offering life-enhancing, Christian wholeness to those in crisis or in need and sharing God's love.

The refurbished church building and Tithe Barn centre are located at the busy heart of the community. The church is open every day and the café area with its children's corner is a valued meeting place throughout the week for young and old, visitors and church members alike. Our Children's minister creates amazing opportunities for intergenerational fun. Pop-ups appear all through the year, bringing the Gospel message, sharing food, finding friends. We have had 1095 people join in the journey during this last year... touching spaces that bless us and our community.



Together we seek to follow Jesus and share God's love in creating a community where all feel loved and accepted and part of His family. We believe that everyone matters to God and therefore they also matter to us.

www.stmarys.2day.uk



St Edyth's St Edyth's is an informal, evangelical church with a heart to see God's Word and Spirit impact our community of Sea Mills and Coombe Dingle. which is a mixture of private and council housing just over a mile from Trinity College.

We have strong connections with New Wine and the Bristol Diocesan Evangelical Fellowship, and we are in the middle of discovering the Lord's vision for us as a part of His Body in this part of Bristol - the current vicar, Sally, joined us in September 2023.

We believe that our Father rejoices over us with singing and want to live as full-on disciples of Jesus - full of that joy and passing it on to others who don't yet know Him.

Our goal is to help others: **Belong** to the kingdom people of Jesus; **Believe** in Jesus as the One who rescues us through His death and resurrection; and **Become** more like Jesus through His Word and Spirit.

We're currently developing our services to be more child-friendly and hoping to recruit a Children and Families Minister soon. Our outreach ministries include involvement in the local Café on the Square in partnership with another local church, mid-week toddlers, Dancercise and a strong and growing relationship with the primary school next door.

www.stedyths.org.uk



YATE AND FROMESIDE MISSION AREA

The Yate Mission Area is just north of Bristol with easy access to the M4 and M5 and fast rail routes to London, South Wales, the South West and the North. It combines easy access to Bristol city centre and glorious Cotswold countryside.



ST MARY'S YATE
ST NICHOLAS' YATE
ST JAMES WESTERLEIGH
ST PETER'S WAPLEY

PARISH WEBSITE

www.yateparish.org

THE FROMESIDE
BENEFICE:
ST MICHAELS
WINTERBOURNE
ALL SAINTS
WINTERBOURNE DOWN
ST PETER'S
FRAMPTON COTTERELL
ST JAMES THE LESS
IRON ACTON
ST SAVIOUR'S
COALPIT HEATH



PARISH WEBSITES

www.stmichaelswinterbourne.org.uk

www.allsaintswd.org.uk

www.st-peterschurch.co.uk

www.ironacton.info/st-james-the-less

www.coalpitheath.org.uk



MISSION AREA LEADERSHIP TEAM

Revd Malcolm Strange, Rector Fromeside Benefice and Mission Area Lead

Revd Ian Wallace, Rector Yate Parish

Revd Hywel Snook, Associate Minister Yate Parish

Revd Joanne Hodge, Curate Yate Parish

Revd Wanda Morris, Curate Yate Parish

Revd David Jones, Associate Minister Fromeside Benefice

Revd Ben Thompson, Curate Fromeside Benefice

PARISH PROFILES

The Parish of Yate provides an excellent opportunity for gaining broad experience of ministry within the Church of England by combining urban/ civic, estate, village and rural ministry within the one Parish. It has a population in excess of 37,000 which is rising rapidly towards 40,000 as a large estate (3,000 new homes) is developed on the northern edge. It offers exciting missional opportunities as one of the Diocese of Bristol's Mission Areas, being linked with the Fromeside Benefice on its western boundary.

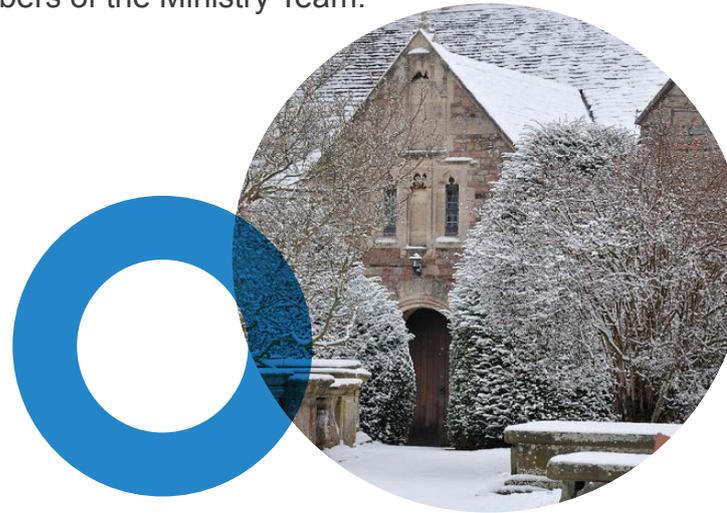
At present church attendance across the parish is only 1% of the total population, well below the national average, but with a growing population within the parish there is plenty of scope to continue the significant growth that we enjoyed over the years leading up to the COVID pandemic.

There is a strong culture of collaboration, mutual support and collective responsibility within the Ministry Team. We are endeavouring to replicate this culture across the Parish but culture change of this sort requires continual reinforcement. The underlying message of the Parish Vision is that while the members of the parish may worship across four different venues, we are united by a common vision to advance God's kingdom, and make his Son, Jesus, visible among us.

Parish life is guided by a 5-year Vision & Strategy (2020-2025), which was developed collectively and intentionally seeks growth. The ministry is managed through six 'ministry areas', each lead by different members of the Ministry Team.

The six areas are:

- Discipleship
- Missional Church Outreach
- Children & Young Families
- Worship & Prayer
- Pastoral Care & Fellowship
- Governance, Admin., Finance, Communications & Facilities



The core of our mission is focused on extending the kingdom of God within our Parish by:

- Developing a missional culture among the existing membership of the Parish with the intention of reaching out more effectively to the existing community of Yate
- Developing an effective mission strategy to engage with new residents in the new housing areas



Both are structured around the concept of local missional communities where relationships are built and a sense of community established. All members of the church are considered to be part of the mission and members are encouraged to pray and study together in their locality, as well as organising local events to which neighbours can be invited.

www.yateparish.org

The Fromside Benefice is a five-parish benefice located to the west of Yate and north of Bristol, with a Benefice population of over 20,000. The benefice has a vision to be a strong and visible presence in the local community, providing high quality care for all and is striving to engage more fully with the younger generations.

To this end it provides for its eight schools a missional ministry, which has been hailed as an example of 'best practice' in the diocese, by delivering mentoring for disadvantaged and struggling pupils, prayer spaces, seasonal activity with Christmas in a box and Easter the movie, interaction in the classroom, on top of delivering weekly assemblies in all the Primary Schools.

The outlook is that of a strong family unit made up of five parts but working to support each other and the Benefice as a whole. Whilst each has its own style of service reflecting its traditions and identity none of the Parishes fall outside the mainstream pattern of worship within the Church of England.

The five churches work well together and are looking forward to the many opportunities that the new Benefice and Mission Area project can bring. The Benefice is a vibrant example of what collaborative ministry and working together can look like.

The Churches are central to each Parish Community and work enthusiastically with secular groups through the year. The Winterbourne Down Carnival, Iron Acton May Day, Frampton Festival and the events mounted by the Winterbourne Medieval Barn are just some of the ways that we reach out to the public at large.

As mentioned earlier the parishes have good links with local schools and engagement with young people through uniformed organisations and sports groups.

Across the parishes the church and members of the church engage with and support a wide range of community events and charitable organisations. All five strive to be open communities, journeying in faith, living in hope and acting in love.

www.fromsidechurches.org.uk



ROLE DESCRIPTION

Role Title (as on licence)	MES Worker
Name of Benefice	Avonside Mission Area or Yate and Fromeside Mission Area or another missional community as agreed.

ROLE PURPOSE

GENERAL

We're looking for three enthusiastic individuals to join us as Ministry Experience Scheme workers in these ten month training posts in order to help them discern a possible vocation to church ministry. The successful applicants will gain a diverse experience of mission and ministry within one of our innovative missional communities as part of a wider process of discerning God's call on your life.

(Applicants can state their preference for the kind of context and role they are looking for on their application form and this will be discussed at interview.)

These exciting roles will involve working closely with the ministry team of the church in order to serve the vision of the missional community and to enable the church to create connections with God, each other and its community.

Performing this role will include:

- Actively engaging with the training and mentoring opportunities that will be provided to help discern vocation
- Working with the Incumbent and ministry team to identify areas of mission and ministry that the MES worker can get involved with to help discern their calling. This may include: schools' work, children's and youth work, creative expressions of worship, regular Sunday services, work with uniformed organisations, pastoral visiting, families' work, Alpha courses, outreach ministry, home groups, discipleship programmes, Fresh Expressions of church and occasional offices ministry.
- Carrying out the agreed duties in relation to the identified areas of mission and ministry and reflecting on how these experiences inform personal vocation.

Whilst accommodation is not provided as part of this role, we will work with successful candidates and the local church to explore lodging options with hosts from the churches within the missional community.

RESPONSIBILITIES

1. ENGAGEMENT WITH FORMATIONAL OPPORTUNITIES

- Give continual attention to own personal, spiritual and professional development
 - Attend regular gatherings with other MES workers, to reflect together on how the experiences of mission and ministry are informing vocation
 - Attend and actively participate in the Diocesan 'Am I Called to Ministry?' course to explore with our Advisers whether God is calling you to a licensed or ordained ministry within the Church of England
 - Engage with half termly one to one meetings with a mentor to develop and then action a personal development plan
-

2. ENGAGEMENT IN MISSION

- Work with the leadership team of the missional community to see the vision of the missional community realised
 - Participate in a wide range of mission opportunities across the context as directed by the Incumbent of the parish. This may include involvement with: schools' work, children's and youth work, creative expressions of worship, work with uniformed organisations, families' work, Alpha courses, outreach ministry and Fresh Expressions of church
 - Support and enable others to participate in mission opportunities
 - Play an active role in the demonstration and declaration of the Good News of Jesus Christ within the context
 - Support the work to implement the Diocesan vision and priorities within the parish and across the context
 - Provide leadership in an area of mission, to be identified with the Incumbent
-

3. ENGAGEMENT IN MINISTRY

- Participate in worship services as directed by the Incumbent. This may include participating in the planning of services, opportunities to preach, assisting with the leading of services, and assisting at occasional offices
 - Work with the Incumbent to identify opportunities for service that will enable growth in discipleship, and encourage people into active participation within those opportunities
 - Work with the children and youth ministry leaders to support them in providing engaging activities for children and young people as part of the worshipping life of the church
 - Work alongside a small group leader in their leadership and discipleship of a small group
 - Support the Incumbent in pastoral work with the congregation and parishioners
 - Be involved in other aspects of church life, to be agreed with the Incumbent
-

RESPONSIBILITIES... continued

4. ENGAGEMENT WITH LEARNING AND DEVELOPMENT

- Audit (attending lectures but not submitting work for formal assessment) one module per term at Trinity College to develop theological learning or attend the diocesan 'Exploring Christianity' course
- Keep a portfolio and journal of learning and reflection
- Receive and reflect on feedback from others and integrate this into a personal development plan
- Meet regularly with other MES workers to reflect on experiences, share learning and offer mutual support and encouragement
- Meet for regular prayer and worship with the church ministry team and wider missional community leadership team

PERSON SPECIFICATION

QUALIFICATIONS

- Good working knowledge of written and spoken English

PERSONAL QUALITIES

- Exhibits growing self-awareness and self-confidence
- Personable and approachable
- Flexible and teachable
- Discreet and able to maintain confidentiality
- Learns from experience and constructive feedback
- A developing prayer life
- Self-motivated with a positive outlook

SKILLS

- Articulate and able to communicate in different settings
- Ability to develop healthy relationships
- Ability to handle feedback effectively
- Organised and diligent
- Good working knowledge of IT
- Ability to implement set tasks
- Ability to travel independently for those wanting to gain experience in a rural context

PROVEN EXPERIENCE AND COMPETENCIES

E or D

Essential (E) or Desirable (D)

MINISTRY BACKGROUND

An active Christian faith	E
A sense that God might be calling you to authorised ministry	D
Attendance of an Anglican church	D
Volunteering in a church mission initiative	D
Participation in discipleship groups	D
Work with children and/or young people	D

WORKING WITH OTHERS

Working effectively with someone in a position of authority	E
Collaborating with others to achieve a desired outcome	D

KNOWLEDGE AND PERSONAL DEVELOPMENT

- Understanding of Christian faith
- Able to reflect on practice with support
- Willingness to be committed to own personal development
- Willingness to engage with theological study
- Willingness to work with a mentor on a personal development plan
- Willingness to allow others to discern personal vocation; for example, working with Ordination Advisers to explore whether God is calling you to a licensed or ordained ministry within the Church of England

CONTACTS

If you would like further information, please contact:

Revd Sue Gent

0117 906 0100

sue.gent@bristoldiocese.org

Online

www.bristol.anglican.org/news/ministry-experience-scheme-mes.php

APPLICATION PROCESS AND APPLICATION FORM

To apply for this position, you will need to complete and submit an application form. We will respond within two weeks of the date of submission, which will include an interview date, if successful.

Application forms can be downloaded from

www.bristol.anglican.org/vacancies