



ST ANNES

A church building sanctuary
for everyone



DIOCESE OF BRISTOL

TRANSFORMING CHURCH. TOGETHER.

Pioneer Missioner

St Anne's Church, Eastville, Bristol



Information pack



St Anne's, Eastville



St Anne's is a small, welcoming church where people of different ages and backgrounds share a life of faith, friendship and service.

Prayer and the Eucharist are at the heart of our life together, nurturing us as followers of Jesus and sustaining our love for one another and our neighbours.

Our building and grounds are a vibrant community hub, shared with local groups and home to Hazelnut Community and a Tigrayan Orthodox Church.

We are rooted in a neighbourhood enriched by many cultures, languages and faiths, with a wealth of gifts, knowledge, creativity and neighbourly care, alongside the challenges of poverty, inequality and isolation.

We seek to be “a sanctuary for everyone”: a place to belong, bring questions, explore faith and share our gifts. We are a member of Inclusive Church.

Believing that God is already at work in East Bristol, we aspire to listen more deeply and discover, with our neighbours, how we can build on these shared strengths, work for social justice and create opportunities for people to encounter Christ and grow in faith.



Vacancy details

Location: Within the parish of St Anne's, Eastville, with collaboration across the East Bristol Mission Area.

Hours: 18.75 hours per week (0.5 FTE)

Salary: £30,900 p.a. FTE (£15,450 actual)

Reports to: Revd Emma Langley (Priest-in-Charge)

Contract: This role is supported by the Diocese of Bristol's Priority Communities Network (PCN), which invests in churches and communities to strengthen local participation, deepen discipleship and support lasting social change. PCN funding has been secured to enable us to offer a fixed term contract until **31st December 2030**.





Job description



The Pioneer Missioner will bring initiative, creativity and a living Christian faith to the work of building relationships, developing community participation and creating opportunities for mission and discipleship. We are looking for someone who can generate ideas, recognise opportunities and take the practical steps needed to develop them, working on their own initiative while collaborating with others and drawing on support and guidance.

Working alongside residents, community groups and local partners, the Missioner will strengthen connections between St Anne's and the wider neighbourhood, with a particular focus on the East Park area. Through listening, building relationships and participating in community life, they will explore what matters to local people and work together on opportunities for friendship, mutual support and shared action.

The role will use an Asset-Based Community Development approach: recognising and building on the knowledge, skills, creativity and relationships already present in the community. Local people will help shape priorities and lead the activities that emerge. Opportunities to tell stories of the impact of the developing work will be explored, and appropriate records and statistical information will be maintained.

Rooted in Christian faith, the Missioner will welcome people of all faiths and none, share the hope of the Gospel sensitively and create accessible opportunities for people to encounter Christ, explore faith and grow as disciples. This will involve developing connections between community life, faith exploration and the worshipping life of St Anne's, while respecting each person's beliefs and freedom to choose how they participate. There will be opportunities to meet with other PCN-funded, parish-based lay missioners to discuss, reflect, learn together and learn from each other.





How the role will develop



We anticipate three overlapping stages, each supported by prayer, listening and theological reflection. At each stage, the Missioner, the Priest-in-Charge and a small support group will agree realistic priorities, taking account of community interests and concerns, the gifts of the person appointed and the mission priorities of St Anne's.

1. Listening and relationship building

Establish a regular presence in the neighbourhood, particularly in East Park; build relationships with residents and local partners, including May Park Primary School and East Trees Health Centre; and identify local gifts, aspirations and opportunities for collaboration. This will help both the Missioner and the church understand where their participation could be most valuable.

2. Developing community initiatives

Turn what is learned through listening into practical action with residents, volunteers and partners. Develop agreed activities that strengthen wellbeing, belonging and mutual support, alongside opportunities for people to explore Christian faith, prayer and community.

3. Supporting shared leadership and sustainability

Encourage and equip volunteers and emerging leaders, including children and young people, to share responsibility and shape the work. Develop appropriate community ownership, partnerships and resources so that worthwhile initiatives can continue beyond the initial funding period where possible.

Listening and shared leadership will remain part of the work throughout. The Missioner will not be expected to pursue every possible opportunity: the aim is to develop a manageable number of purposeful initiatives, review them together and build on what is learned.





Main responsibilities



Community Engagement

The role of the Pioneer Missioner will be shaped profoundly by the relationships they build, the gifts and needs they encounter, and the leading of the Holy Spirit. As such, it is neither possible nor desirable to define the role in a fixed or fully quantifiable way. We do not expect the post holder to undertake all of the activities outlined below. Rather, these areas reflect our discernment to date and indicate the kinds of opportunities and responsibilities the role may encompass. We will work alongside the Pioneer Missioner to discern which aspects are essential, which are the most important, which should be prioritised in the immediate context, and which may be deferred or set aside.

- Establish a regular presence in the neighbourhood, meeting people in the places and activities that form part of their everyday lives.
- Listen to residents' experiences, interests, aspirations and concerns, ensuring that a range of voices helps shape the work.
- Recognise local gifts, skills, relationships and resources, and bring people together to explore how these might connect.
- Use initiative and creativity to develop ideas into practical activities with residents and partners, supporting wellbeing, friendship, belonging and mutual support.
- Work alongside people experiencing isolation, poverty, poor mental health or exclusion, listening to the barriers they encounter and exploring appropriate responses together.
- Offer appropriate listening and accompaniment, and help people connect with other sources of support where needed.
- Create opportunities for people of different ages, cultures and backgrounds to meet, share skills and contribute.
- Encourage and support volunteers and emerging leaders from both the congregation and wider community, sharing responsibility from the outset.
- Support children and young people to contribute their ideas, shape activities and take on leadership, with appropriate encouragement and support.
- Make thoughtful use of the church, hall and grounds as places for community gathering and participation.
- Work with partners to avoid duplication, build on existing provision and develop shared ownership of initiatives.
- Help the church deepen its understanding of the neighbourhood and its participation in community life.

Faith Exploration and Discipleship

- Share Christian faith and the hope of the Gospel sensitively through relationships, conversation and practical action.
- Initiate welcoming opportunities for conversations about faith and spirituality, responding to people's questions, experiences and interests.
- Accompany those who wish to explore Christian faith and support them in taking their next steps, connecting them with appropriate people, groups and opportunities.
- Help people make connections between faith and everyday life, encouraging growth in prayer, service and following Jesus.
- Build connections between community activities and the worshipping life of St Anne's, offering invitations and helping the church learn how to welcome those who are unfamiliar with church.
- Explore and help develop new forms of Christian community where these arise from local relationships and interest.

Planning, Communication and Review

- Agree realistic priorities with the Priest-in-Charge and support group following an initial period of listening, and review these as the work develops.
- Take responsibility for progressing agreed work, organising time effectively and seeking support or guidance when needed.
- Organise and communicate the work effectively, collaborating with the church administration team where appropriate.
- Keep proportionate records of activities, partnerships and learning, respecting confidentiality.
- Help identify suitable funding, resources and partnership support for work with continuing value.
- Review progress through the quality of relationships, participation, volunteering, emerging leadership, faith exploration, discipleship and community impact, alongside growth in the worshipping community.
- Review activities with those involved, recognising both the value of ongoing projects and the contribution of events or activities with a particular lifespan.
- Follow church policies and procedures, including safeguarding and safe working practices, and undertake relevant training.





Key relationships



Church and Ministry Team

- Sustain a personal life of prayer and theological reflection, with time for learning and spiritual support.
- Participate in the worshipping life of St Anne's and contribute to the prayer and shared reflection of the ministry team.
- Work collaboratively with the clergy and laity of the parish and, when appropriate, across the East Bristol Mission Area.
- Meet regularly with the Priest-in-Charge for support, supervision, reflection and planning.
- Work with a small support group to discern priorities, review progress and plan the next stages of the role.
- Collaborate with the Parish Safeguarding Officer and clergy to ensure that safeguarding is embedded in the work.
- Maintain an active role in the Diocese's Priority Communities Network for support, learning and sharing experience, submitting statistical and outcome/impact information as required.



Community and partners

- Build sustained relationships with residents across the parish, particularly in East Park.
- Develop partnerships with May Park Primary School, East Trees Health Centre, social prescribing teams and other local community organisations.
- Build respectful relationships with neighbouring faith communities, creating opportunities for mutual learning and shared action.
- Work with existing partners, including Hazelnut Community, and connect with local groups and networks.
- Bring residents, volunteers and partners together around shared interests and priorities.



Person specification



Essential criteria

- An active Christian faith and reflective spiritual life.
- Commitment to inclusive Christian mission.
- Commitment to St Anne's vision of being "a sanctuary for everyone".
- Excellent interpersonal communication skills.
- Commitment to work alongside local people, building relationships of trust using pastoral sensitivity and sound judgement.
- The ability to develop partnerships with local schools and community organisations.
- Experience of facilitating groups and community activities.
- Experience of working with children, young people and families.
- The ability to work independently, organising and prioritising work effectively and flexibly.
- A collaborative working style that demonstrates initiative, creativity, flexibility and adaptability.
- The ability to encourage and support the participation of volunteers and emerging leaders of all ages, recognising their different needs and speed of development.
- An understanding of and commitment to safeguarding.
- Respect for cultural and religious diversity.
- An understanding of social justice issues such as poverty, exclusion, inequality and loneliness, particularly how these are experienced in areas of multiple deprivation.
- A commitment to ongoing personal development and learning.



Desirable criteria

- Experience of pioneer ministry or fresh expressions of church.
- Experience of working using asset based community principles.
- Experience of working in communities affected by poverty, exclusion and inequality.
- Experience of intercultural or interfaith engagement.
- Experience of community chaplaincy or social prescribing.
- Knowledge of East Bristol and its community networks.
- Experience of accompanying people to explore the Christian faith.
- Relevant training in community development, pastoral work, theology, youth work or a related field.
- Experience of using social media effectively and safely.
- Experience of community development, organising or relational mission.
- Interest or experience in creative activities, environmental action or community events.

We are committed to being a fair, respectful and inclusive organisation. We believe that diversity enables us to thrive and develop and we are committed to race equality, welcoming applications from all under-represented groups.

This post is subject to an occupational requirement that the postholder be a practising Christian under part 1 of Schedule 9 of the Equality Act 2010.

The Diocese of Bristol is committed to safeguarding, safer recruiting practice and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. This role will involve working with vulnerable adults and children, so an enhanced DBS check will be required.

HOW TO APPLY

For more information, for an informal conversation regarding this post, or to arrange a visit, please contact the Priest-in-Charge, Emma Langley: emmalangley02@gmail.com

Please apply via [BambooHR](#)

Closing date for applications: Monday, 23rd November 2026 at 9:00am

Expected interview date: Thursday, 3rd December 2026