

Bath Abbey



Appointment of an Abbey Missioner

Living and telling the Good News of Jesus

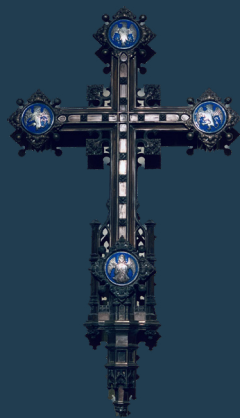
www.bathabbey.org



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Bath Abbey

An Extraordinary Place

Bath Abbey is a church in the heart of the UNESCO World Heritage City of Bath, our historic building forming a significant part of the city's rich heritage which reaches back to Roman times.

The current Abbey Church was built in 1499, and was the last great medieval Cathedral to be built in England. In addition to the church building itself, Abbey staff work from modern offices in Kingston Buildings next door, which is also home to the Abbey's new Song School (used daily by our five Abbey choirs as well as by local and visiting choral groups).

In 2020 a major restoration and development programme (the multi-award winning 'Footprint Project') saw the commissioning of a brand new suite of meeting spaces and visitor facilities, which now greatly enhance the Abbey's ministry and mission. Please visit our website: www.bathabbey.org for further information.



A Flourishing Church

While our city-centre geographical parish has a relatively small residential population, the Abbey congregation is a gathered community drawn from across the city and surrounding areas. Currently, there are 471 people on the electoral roll, and on average, a similar number attend our Sunday services each week. These services attract not only locals but also worshippers visiting from around the globe. While the older generation is the most visible, we are blessed with a growing ministry for children and young people, particularly through our vibrant Abbey choir families.

As the historic 'mother church' of the city, the Abbey plays a prominent civic role, offering a ministry that encompasses a wide array of city, university, ecumenical and regional events and services throughout the year. In partnership with St Michael's in the city centre, as part of our Group Ministry, we work together to serve the community and further our collective mission. Alongside our sister greater churches - Wells Cathedral and Taunton Minster - we regularly host diocesan events and celebrations, fostering spiritual growth and unity together.



Bath Abbey (cont. 2)

Our Visitor Ministry

A distinctive and highly significant dimension of the Abbey's identity is our visitor ministry. The purpose of Bath Abbey is "to live and tell the Good News of Jesus". That purpose is fulfilled with many thousands of visitors every week; indeed we have the privilege of welcoming more people through our doors (by some distance) than any other Parish Church in the land, and more than the vast majority of UK Cathedrals also.

This yields an extraordinary level of ministry opportunities on the Abbey floor, both evangelistic and pastoral, on a daily basis. Many of the 200+ Abbey volunteers and 27 staff are focused upon caring for this constant stream of visitors : helping them to pray, interpreting our heritage with them, answering their questions and giving them an outstanding visitor experience. Our visitor ministry is further enhanced by educational visits and tours with schools and people of all ages, and by a highly creative programme of concerts, exhibitions, lectures and arts events - all deliberately designed to enrich and diversify the Abbey's appeal and mission.



Our Vision, Values and Mission Action Plan

There is so much more that could be said about the extraordinary and multi-layered mission resource that is Bath Abbey.

Rather than expand further here, please do read our Mission Action Plan (and current headline objectives) linked on the front page of our Abbey Website here: www.bathabbey.org





The Abbey Missioner Role

Abbey Missioner – General Responsibilities

The Abbey Missioner is an incumbent-status post and she/he will play a full part in leading the ministry of Bath Abbey.

She/he will be expected to exercise the authority they are given by the Bishop to preach, teach, care and challenge the Abbey and wider community. Leadership of worship and pastoral care is shared.

The Abbey Missioner will find that previous experience in parish (and/or cathedral) ministry is invaluable in this demanding environment. The Rector, Abbey Pastor and Abbey Missioner are full-time stipendiary posts, and are currently supported by three highly dedicated self-supporting ministers and two Readers. There is a large lay staff and we serve alongside many volunteers.

Abbey Missioner - Key Responsibilities

Evangelism

- to lead in the Abbey's call & strategy to "live and tell the Good News of Jesus"
- to model personal evangelism in and through the Abbey
- to train and equip others to share our Christian faith (eg chaplains & stewards with daily visitors on the Abbey floor; and the whole congregation in our work and community)
- to arrange exhibitions and/or events that tell the Good News with visitors (eg using the Abbey historical archive, stained glass, and art collections)
- to arrange regular opportunities for locals to explore Christian faith, in a focused & intentional way (possibly leading to baptism/confirmation as needed)

Interpretation

- To work with colleagues, eg in the Abbey Visitor Experience team, to ensure the building, and our written/verbal commentary upon it, communicate clearly & creatively the Abbey's Christian heritage (both past and present)
- To work with colleagues to ensure that general Abbey Exhibitions and teaching events (eg Luke Jerram's Gaia & the Moon installations previously; historic links to transatlantic slavery; Peace Doves in 2025) complement our Christian mission - explicitly or implicitly, as appropriate

City Mission Engagement

- To reach out intentionally to the residents of Bath who rarely visit the Abbey, fostering meaningful connections and inviting them into the Abbey's life and mission.
- To collaborate with St Michael's, Deanery, Diocesan and ecumenical colleagues in delivering city-facing mission initiatives, such as supporting 'Genesis' in its work with the homeless, engaging with climate change action, facilitating inter-faith dialogue, and partnering with 'Bath Christian Action Network'.
- To network with groups such as 'Transform Bath,' and 'Bath Welcomes Refugees' in support of displaced communities; helping resource and align mission initiatives in social action as well as evangelism, for the benefit of the wider community.

World Mission Engagement

- To keep Abbey prayer stations and chapels fresh and creative, and up to date with world events & needs as a 'House of Prayer for All Nations.'
- To oversee our links with Mission Partners (currently 5 agencies are approved by PCC on a rolling basis, supporting Christian mission in our city, nation and internationally)



Abbey Missioner – So Many Opportunities!

The Missioner may also offer leadership in other mission areas, according to their calling, gifting and experience. For example:

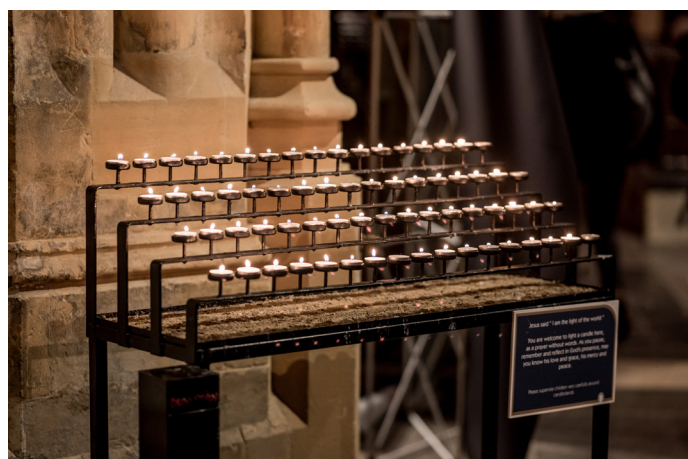
Digital outreach (live-streaming and building an online worship community; working with Abbey colleagues to enhance our website and use of social media)

Pilgrim Trails (around the Abbey) and leading Pilgrimage groups (from the Abbey)

Public Theology Lectures (a programme that could join up with the Cathedral and Taunton Minster; with our Universities; or Ecumenically)

Eco-Church (moving the Abbey towards gold level, a commitment we are wanting to take ever more seriously.)

... The possibilities are endless!



Why be an Abbey Missioner?

To enable Bath Abbey to shine as a bright beacon of light, confident in proclaiming the Gospel afresh in this generation ... and preparing boldly for the next.





Letter from the Rector and Abbey Pastor

Dear (potential) applicant

Thank-you so much for your interest in this post, as we join together in praying for the Lord to call the right person for this hugely exciting role.

In our humble (and biased!) opinion, there is no better place in the Church of England to conduct an evangelistic ministry with unchurched folk, from all over the world, on a daily basis. The sheer volume of our visitors, combined with a lively congregation and beautiful setting (now fabulously re-equipped) make this an extraordinary outpost for sharing the Kingdom of God.

As we'll be working closely together once you are appointed, we thought it might help for you to know a bit about us ...

Guy Bridgewater, Rector

I have been married to Jebbs for 40 years, and we have 2 married children and 5 grandchildren so far. I came to Christ as a teenager, and after a degree in French & Italian, trained for the ministry at Trinity College Bristol. Following a curacy in Dorset, and serving as Chaplain at Lee Abbey in Devon, my first incumbency was of a market town parish in Kent. Next I was Diocesan Missioner for Gloucester Diocese, leading a team of diocesan officers in helping churches grow, and also serving as Residentiary Canon at the Cathedral. Nine years later we moved to Sussex where I was Team Rector and Rural Dean of Horsham for 11 years, before being called to Bath in 2018.

Chantal Mason, Abbey Pastor

I have been Pastor at Bath Abbey for four years and have been ordained for 15 years following a fulfilling career in teaching, working as Head of Department in RE and IT in Devon. I trained at Trinity College Bristol and returned to Exeter to take up my curacy across 3 churches, along with ministry at MediaCity. From there I became chaplain to Stephen Cottrell for 3 years working across Essex and East London and the National Church. I then served as ministry Lazenby chaplain amongst students and staff at the University of Exeter. More recently I took up the post of Ministry and Media working at Lee Abbey in Devon before sensing a calling to Bath Abbey.

As we're sure you're aware the church faces a number of contentious issues at the moment, and it will be important for us to find ways to agree on common practice as a clergy team, which is a discussion we would welcome in due course.

If you would like to visit to get a better idea of who we are, or have a more detailed conversation about the post to find out if it is right for you, then we would very much welcome that - please do get in touch on 01225 422462 or rector@bathabbey.org

With our prayers for the Lord's clear guidance, as you seek His will, together with us.

**Rev. Canon Guy Bridgewater &
Rev. Chantal Mason**



DIOCESE OF
Bath & Wells

Living and telling the story of Jesus



Bath and Wells Diocese

Diocesan Statement – our vision for growth and transformation

Introduction

We are delighted that you are considering whether this post of Bath Abbey Missioner in the Diocese of Bath and Wells might be right for you. In order to help your prayerful discernment, we want to share a bit about our diocesan vision, within which we hope your own ministry might flourish.

Appointing a priest incumbent is amongst the most significant decisions that any benefice makes. When appointments work out well, they contribute significantly to parishes flourishing and growing in a host of different ways – in spiritual depth, in impact within local communities and in the numbers of people becoming part of the local church. Such flourishing is not, of course, all down to the person appointed as priest. It depends first and foremost upon God. It also depends upon everyone in a benefice being willing and able to contribute their unique gifts, skills, resources and abilities: working alongside their priest and sharing in the ministry of the benefice.

The flourishing and growth of churches always needs attention, but especially now as we come out of the shock created by the COVID pandemic. The impact of the pandemic created a sharp acceleration in the pattern of decline in church attendance

that has been seen in our diocese over many years. Thankfully there are some signs that we are recovering from the COVID decline. For example, data showed that average adult weekly church attendance in our diocese rose between 2021 and 2022. Statistics only ever tell a partial story. It is even more encouraging to see churches around our diocese developing approaches that respond to the opportunities and challenges in their local context and enable growth to happen.

A vision for growth and transformation

Our diocesan context, described above, has convinced us that for our next season at least, our aim across all our parishes needs to be growing our churches, within and beyond our church buildings, in both numbers and depth of faith, so that we can better work for the transforming of our communities and the life of God's Kingdom amongst us.

Shared priorities

To help us pursue this aim, and following consultation across the diocese in 2023, we are inviting all parishes to focus on four particular areas of our ministry together. It is important for clergy considering working in our diocese to know what these priorities are, even though what they look like in practice will vary in each place.



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Bath and Wells Diocese (cont. 2)

To value and cherish the people and resources we already have

We aim to ensure each person is well supported and equipped as a follower of Jesus Christ and for any ministries they may feel called to undertake, within the local church and wider community. We are committed to supporting the well-being of all our leaders and church officers, both lay and ordained. We have a fully funded clergy well-being service, the offer of peer support groups, and an excellent team of Diocesan support staff fully focused on supporting our parishes, chaplaincies and schools.

To develop new Christian worshipping communities

Whether it be new forms of worship in a wide variety of settings and times, church revitalisations or church plants, we long to see the good news of Jesus connect with the people in our communities that our traditional offerings struggle to reach.

To share in ministry and leadership

We are committed to the New Testament vision of the church as a vibrant body of people all using their God-given gifts. We are committed to a model of shared local ministry: raising up and equipping lay and ordained leaders able to share together in leading the church and serving God's world.

To deepen and grow faith

This is foundational to all we do. We long to see people of all ages and backgrounds, but perhaps especially children, young people and young adults, having more opportunities to discover, explore and grow in faith.

The outcome we are looking for

When he talks about his own ministry in 1 Corinthians, Paul captures the dynamic we are seeking to achieve. "I planted," he says, "Apollos watered, but God gave the growth" (1 Cor 3: 6). We know that our churches will only flourish and grow as a result of God's action among us – it is God who gives the growth.

But Paul is also clear that we have a part to play too – in watering and planting, in doing the things that enable the conditions for God's growth to be supported. So, covered by prayer, our confident hope is that if we are intentional in seeking God's guidance in planning and supporting growth, then God will honour that to see his people flourish and thrive - in spiritual depth, in impact within local communities, in the numbers of people becoming part of the local church and in transforming communities locally and beyond.



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Bath and Wells Diocese (cont. 3)

Local shaping and diocesan support

There can't be any 'one size fits all' approach to turning the priorities outlined above into action. They always need to be adapted to local circumstances, opportunities and needs. The task of our diocesan support services is to get behind all that local benefices are doing and apart from their general support, there is specific support for exploring how to grow new Christian communities, how to discern and equip a growing range of ministries in your context and how to work well with children and young people. All these areas of support are grounded in exploring what it means to live out our faith.

What implications does this have for the appointment of clergy?

It is important for us all to appoint clergy to benefices who are ready, willing and able to pray for and share in the vision we have for the flourishing and growth of churches and Christian life in our diocese. We want to create an environment that could be described as high challenge, high support. This means appointing clergy who will not only value all that already exists but will be eager to work with others to build on and develop it. It means appointing clergy who are committed to learning, being creative, and to starting with the gifts God has given to them, their benefice and the wider

community. We are therefore looking to appoint candidates who will

- be committed to praying and intentionally seeking the growth and flourishing of the benefices in their care
- relish and expect to work in an environment that is high challenge, high support
- work joyfully and collaboratively with those who share with them locally in ministry and leadership, with their congregations and with others in their locality, to identify ways to grow and develop their churches with the grain of local priorities, resources, skills and passions
- enjoy working in partnership with deanery and diocesan colleagues

We hope this might be you! We hope that you'd like to join us on the adventure and course we've set for our next ten years. We're praying that God will send us the right labourers for the harvest that God has set before us. Could this be you?

+ Michael. | Charlie

**Bishop Michael &
Archdeacon Charlie**



Role Description and Person Specification

Role description

Section 1 – Details of the post

Name of office holder

TBC

Role title (as on licence)

Abbey Missioner

Name of benefice/parish

Bath Abbey with St. James

Deanery

Bath

Archdeaconry

Bath

Stipendiary or Non-stipendiary

Stipendiary

Proportion of time given to this role

Full time

- to train and equip others to share our Christian faith (eg chaplains & stewards with daily visitors on the Abbey floor; and the whole congregation in our work and community)
- to arrange exhibitions and/or events that tell the Good News with visitors (eg using Abbey stained glass, archive and art collections, etc)
- to arrange regular opportunities for locals to explore Christian faith, in a focused & intentional way (including possibly leading to baptism/ confirmation)

Interpretation

- To work with colleagues, eg in the Abbey Visitor Experience team, to ensure the building, and our written/verbal commentary upon it, communicate clearly & creatively the Abbey's Christian heritage (both past and present)
- To work with colleagues to ensure that general Abbey Exhibitions and teaching events (eg Luke Jerram's Gaia & the Moon installations previously; historic links to transatlantic slavery; Peace Doves in 2025) complement our Christian mission - explicitly or implicitly, as appropriate

City Mission Engagement

- To work with Abbey colleagues in delivering city-facing mission initiatives (eg support for Genesis working with the homeless; engagement with climate change; inter-faith dialogue; "Bath welcomes refugees")
- To reach out especially to residents of Bath who rarely visit the Abbey
- To network ecumenically (eg with Bath Christian Action Network and "Transform Bath") and with Deanery/Diocese/Cathedral, to help resource and join up mission initiatives in both

Section 2 – Role purpose: specific

a) Mission leadership and enabling

Evangelism

- to lead in the Abbey's call & strategy to "live and tell the Good News of Jesus"
- to model personal evangelism in and through the Abbey



Role Description and Person Specification (cont. 2)

evangelism and social action

World Mission Engagement

- To keep Abbey prayer stations fresh and creative, and up to date with world events & needs
- To oversee our links with Mission Partners (currently 5 agencies are approved by PCC on a rolling basis, supporting Christian mission in our city, nation and internationally)

b) Benefice Leadership

1. Share with the Rector and Abbey Pastor in ministerial leadership of Bath Abbey, including preaching and leading worship, oversight of ministry and lay teams, and conduct of occasional offices.
2. As well as evangelism, lead responsibility may extend to other areas of ministry, depending on gifts and experience (e.g. digital outreach, pilgrim trails around the Abbey; pilgrimages (from the Abbey); public theology lectures; Eco-Church progress – or maybe something we haven't even thought of!)
3. Support for our Deanery and Group Ministry partners, and appropriate engagement with City-centre and Ecumenical projects as they develop

Note: The balance between these two halves of the role will be kept in review, as will the general sharing out of responsibilities between our ministers : we believe in mission as 'finding out what God is doing and joining in'.

Section 3 – Role purpose: generic

1. To have regard to the calling and responsibilities of the clergy of the Church of England as described in the Ordinal, the Canons, national and local safeguarding policies, the Diocesan Guidelines for Clergy and all other relevant legislation, in accordance with the Archbishops' statement Guidelines for the Professional Conduct of the Clergy
2. To work with any other ministers in the parish/benefice, members of the Parochial Church Council and key lay leaders in the development of the church in the parish/benefice, having regard to the need for sustainability and effectiveness in mission
3. To release the energy and gifts of the whole people of God
4. To assist with providing a high standard of worship, preaching and pastoral care
5. To be ready and willing to reimagine ministry and mission with the recognition that some initiatives may not always bear fruit
6. To contribute, where appropriate, to the life of the wider church (possibly at a deanery, diocesan or national level) and community



Role Description and Person Specification (cont. 3)

Section 4 – Person Specification

Essential:

- Love for Christ, with evidence of living out the Good News of Jesus
- Desire to see non-Christians come to saving faith in Christ, and grow as disciples
- Experience of leading people to faith in Jesus.
- Understanding of contextual mission (social care and education as well as evangelism) with our city and its visitors
- Ability to relate well to people across age groups and cultural backgrounds
- Ability to communicate with both non-Christians & established Church members
- Ability to work as part of a team (which includes members with and without Christian faith), and to lead, develop and inspire teams of people in ministry and outreach
- Love for the Bible as God's inspired Word, and an ability to teach from it with creativity and passion
- Enthusiasm - a positive thinker, able to develop and communicate vision
- Evidence of being a "people person" who is pastoral and compassionate
- Prayerfulness and maturity in faith, in a close relationship with God

Desirable:

- Experience of ministry in a Cathedral/Greater Church liturgical setting
- Love for Church architecture and learning from local history
- Love for the English choral tradition, as well as contemporary worship
- Confidence with social media
- Experience of projects that work with civic and ecumenical partners

Section 5 – Key contacts and relationships

The Community

- Residents and businesses in the Parish of Bath with St. James (a very small geographical area within the city centre)
- The Abbey Congregation of Electoral Roll members (471) and many other regular worshippers, drawn from all across the city and surrounding villages
- Abbey paid staff (a.27 FTE) and volunteers (a.350)
- Daily visitors to the Abbey (up to 450k a year, from all over our country & the world)
- Regular hirers of the Abbey for Concerts, Graduations, Services and Special Events
- The Parish of St. Michael Within, our sister Parish in the Group Ministry
- Bath & North East Somerset council (at neighbouring City Guildhall), and multiple city community groups, charities, choirs, schools and clubs who use the Abbey



Role Description and Person Specification (cont. 4)

Benefice contacts

- Abbey Ministry team, including : Rector, Abbey Pastor, Associate Ministers, Readers, Children & Families Minister, Voluntary Chaplains, Lay Worship Assistants, Lay Pastoral Visitors
- The Churchwardens and PCC members
- The Abbey Leadership Team (Rector, Churchwardens, Abbey Pastor, Executive Director, Director of Music, Head of Finance, Head of Operations, Head of Visitor Services)
- The Abbey Staff Team (please see staffing diagram) and Abbey Choirs
- Church members, especially those who serve the Abbey's work through volunteering (eg in worship support, welcoming and guiding, shop team, education team, archive team, flower arranging, bell-ringing, choir chaperoning, money counting, church cleaning, etc etc)

Deanery and Diocesan contacts

- The Diocesan Bishop, Suffragan Bishop and Archdeacon
- Area Dean and Lay Chair
- Revd. Roger Driver (Rector of St. Michael Without; Chair of Diocesan House of Clergy)



Section 6 – Sign off

Signed by Minister:

Signature*:

Date:

Signed by Incumbent (if Role Description for Associate Minister):

Signature*:

Guy Bridgewater

Date:

16.11.24

Signed by Archdeacon:

Signature*:

Date:

* This can be in electronic form.

This document should be reviewed and refreshed as part of the Ministerial Development Review process to ensure that it is still current. Amendments might also be made if circumstances change, for example in the way you share work with colleagues. If major amendments are made to your role description then a signed copy should be signed off by the Archdeacons who will log it on the diocesan IT system.

Following review, please send this to be signed off and saved by your Archdeacon.



Housing for the Abbey Missioner

48 DEVONSHIRE BUILDINGS, BATH BA2 4SU

A substantial terraced house located in the popular “Poets Corner” area of Bear Flat in the centre of Bath.

Conveniently located for a good selection of nearby shops, schools and Bath University, and within easy walking distance of Bath Abbey and the centre of Bath.

The property is arranged over three floors as follows:

Lower Ground Floor:

- Kitchen with Breakfast area.
- Dining Room.
- Undercroft / store room.

Ground Floor:

- Front Living Room.
- Study.
- Rear room – bedroom / Sitting Room.
- Cloakroom with WC and shower.

First Floor

- Three bedrooms.
- Bathroom.

Garden

- Small front garden.
- Small rear garden with patio.



BathAbbey

Address

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Bath BA1 1LT

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01225 422462

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