



DIOCESE OF BRISTOL

TRANSFORMING CHURCH. TOGETHER.

VICAR
ST MARY
REDCLIFFE,
BRISTOL



Thank you for your interest in the position of Vicar of St Mary Redcliffe. We hope this profile will help you with your ongoing discernment.

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

From these conversations, four guiding values were discerned. Creativity, Openness, Bravery and Generosity inspire a vision and strategy which seeks transformation across the whole Diocese by the grace of God. Each Deanery and Benefice is encouraged to work out what TC.T means in their particular context – the same principles can inspire and develop mission in very different ways.

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

These include:

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

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

THE DIOCESAN STRATEGY

DIOCESAN SUPPORT SERVICE

The Diocesan Support Services exist to support the mission of the church. Based at the Diocesan Office to the north of Bristol and made up of 90 employees and volunteers, the DSS serve ministers, parishes and schools by expressing vision, strengthening relationships, empowering people, maximizing resources and developing structures. We offer training, consultancy and advice. We manage many structural elements of the life of the Diocese.



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

Pastoral care of clergy is primarily the responsibility of the Bishops, and is supported by the Archdeacons, Area Deans and the Clergy Wellbeing Officer. Alongside any one to one issues as they arise, an annual clergy wellbeing survey enables themes affecting clergy and their families to be identified and addressed as appropriate.

There are additionally many ways in which clergy are supported in their roles. Every incumbent is invited to work with a coach as part of the Transforming Church. Together strategy. The Parish Development Officer is able to work alongside clergy where support is needed to develop a focus for vision or mission. For those in positions for first responsibility additional targeted support and development is offered. The Mission and Ministry team offer regular ministerial development for clergy and laity, and the Archdeacons with the support of the TC.T team, offer a Church Teams Day each year, primarily aiming to resource parish officers in their roles.

The Property team are working through a programme where every parsonage house will reach carbon net zero, which, as well as reducing carbon emissions should also reduce utility costs. They are also on hand to support clergy with any issues with their homes.

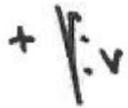
There could be occasions where unexpected financial pressure arises, and the Archdeacons are able to signpost clergy to appropriate means of support, as well as accessing a discretionary fund where necessary to alleviate financial concern. These situations are responded to in confidence and clergy are strongly encouraged to contact the relevant Archdeacon if such circumstances arise.

BEING CLERGY IN THE DIOCESE OF BRISTOL

Thank you for your interest in the incumbency of St Mary Redcliffe, Bristol, a post which offers scope for an outstanding experienced incumbent to develop and hone skills in the context of a city which continues to attract gifted people. Bristol is a diocese where clergy find support and encouragement as we seek to Transform Church. Together having grasped the hope of humanity reconciled and creation restored in Christ's name.

St Mary Redcliffe attends to its context in parish and city and, following years of preparation, is poised to develop its community and congregation life, and develop its buildings to serve its vision. It needs a prayerful, practical, energetic and caring priest to turn vision into reality as it sings the Lord's song.

This will be one of my last appointments before retirement. Bishop Neil shares my hope that we will be able to appoint a priest to St Mary Redcliffe, who will contribute effectively to the life of the Diocese in the years ahead.



THE RT REVD VIVIENNE FAULL
BISHOP OF BRISTOL



FROM THE BISHOPS OF BRISTOL AND SWINDON

Set in the heart of Bristol, this iconic church is known not only for its stunning Gothic architecture and civic presence, but also for the way it faithfully serves those on the margins, as we saw when SMR welcomed and supported refugees and asylum seekers the day after the violent disorder in the summer of 2024.

This is a church that lives out its faith in practical, compassionate ways. It also plays a valued role for good in the life of the city—bringing people together, speaking into shared challenges, and helping to build a more hopeful and just future. We're looking for a vicar who feels called to this kind of ministry—someone who values tradition and is equally at home building relationships, listening well, and journeying with a diverse community for the good of Bristol.



THE RT REVD NEIL WARWICK
BISHOP OF SWINDON





I'm delighted that you are exploring a call to St Mary Redcliffe.

The new Vicar of SMR would also be joining the Chapter of Bristol South Deanery, and we would make you very welcome here and uphold you in prayer. We recognise and celebrate the unique place that St Mary Redcliffe holds within both the Deanery and the Bristol area, and we look forward to working with the new Vicar and supporting them in their ministry.

It is a real privilege to be Area Dean of this Deanery. You would be joining a Chapter that has a strong emphasis on supportive, collegial relationships, that knows how important it is to pray together and ensure that everyone is heard. We recognise that our Deanery has its challenges—most of the parishes fall into the top third of the Index of Multiple Deprivation. It is also a fantastic area to work and you will find that God is doing some very exciting things here.

This is an exciting and strategic role, in an inclusive church that is rich in both history and diversity.

With every blessing as you explore this post,

SARAH HANCOX
AREA DEAN, BRISTOL SOUTH DEANERY

AREA DEAN'S MESSAGE

We are excited about the prospect of a new Vicar at St Mary Redcliffe Church to lead us forward into the next season of our lives. There is an engaged and welcoming congregation, a strong team of creative, ambitious and hard-working staff, together with the PCC, who seek to support and work with the Vicar.

WHAT I LOVE ABOUT SMR:

“Inclusivity is at the heart of this church, from my first visit to today, I am at home...”

“Everyone is welcome whatever age, sexual orientation, ability or experience of church going.”

WELCOME TO ST MARY REDCLIFFE

CHRIST’S CALL TO US

The Christian community has worshipped continuously on the site occupied by St Mary Redcliffe Church for well over 800 years. We are a church that carries huge significance, both locally and nationally, yet we are also a parish church, living amongst and serving a diverse community.

As a church we discern Christ’s call to us in who we are, and who we are becoming, by the following statement:

ST MARY REDCLIFFE IS SINGING THE SONG OF FAITH AND JUSTICE

- ◆ As a thriving, inclusive Christian Community
- ◆ As a welcoming, recognised heritage destination
- ◆ All animated by a progressive and sustainable organization
- ◆ As a church that makes a difference in the parish and beyond

This is an ambitious statement describing the journey we are on and not a destination we have already arrived at. We believe our statement aligns with the Diocesan strategy of ‘Transforming Church. Together’ where following Jesus, serving others and transforming communities emphasises the need to invest in working together, collaboration and Christ-centred sustainability.



SINGING THE SONG OF FAITH AND JUSTICE AS A THRIVING AND INCLUSIVE CHRISTIAN COMMUNITY

The current generation of 'SMR' is a diverse community: old and young, rich and poor; Bristol-born and migrants to the city; Redcliffe through-and-through and newcomers to the church; diverse in ethnic background and cultural identity and in relationships and family circumstances; with varying levels of physical and mental health and ability and understanding of gender and expression of sexual identity.

We believe we are all God's people, equally valued, equally loved and equally welcomed at SMR. We put these words into actions in the following way:

- ◆ The appointment of a **Diversity Champion** has resulted in an increase in the number of UKME people attending church and taking leadership roles in worship.
- ◆ The **Access Audit** has highlighted steps we need to take to enable more people to access our worship and our building.
- ◆ We joined **Inclusive church** in 2024 – as we believe we are a church which celebrates and affirms every person and does not discriminate.



SINGING THE SONG OF FAITH AND JUSTICE AS A RECOGNISED, WELCOMING HERITAGE DESTINATION

St Mary Redcliffe Church is a masterpiece of gothic architecture. The first church may have been built here in Saxon times, when Bristol first became a port – the original quayside was just across the road, below the red sandstone cliff from which this area gets its name, located on what is now Redcliffe Quay. The church attracts thousands of visitors and tourists each year.

It has an historic role within the city of Bristol and plays a significant and complementary role to the Cathedral in the civic life of the City. Most important is the service that takes place on Rush Sunday which is attended by the Lord Mayor, Councillors and Aldermen of the city escorted by the ceremonial Mace Bearers. This is symbolic of a relationship that goes back over many centuries.

Whilst history has bequeathed us a fabulous building, it has also left us with some contested heritage, and this has resulted in important decisions being taken by the PCC to respond creatively. We are determined to express in action, as well as in word, our commitment to inclusion, diversity and equality.

SINGING THE SONG OF FAITH AND JUSTICE ANIMATED BY A PROGRESSIVE AND SUSTAINABLE ORGANISATION

Sustainable in our leadership

As with any parish, the PCC are responsible for governance, with the Churchwardens as key lay leaders ensuring good communication between the congregation and the leadership team. We also have a strong, energetic, creative and committed staff team (see pages 18 & 19).

The Senior Leadership Team are the pivot between the PCC and the staff team, and the relational and communication aspect of the role is key.

Queen Elizabeth I described St Mary Redcliffe Church as “the fairest, goodliest and most famous parish church in England” and when Queen Elizabeth II visited, she acknowledged the words of her namesake.

Sustainable environmentally

We aim to make our church as ecologically sustainable as possible, from increasing our recycling, reducing waste, to reviewing the methods by which we heat and light the building. We are proud to have received A Rocha UK Eco Church Silver Award in recognition of our ongoing work to reduce St Mary Redcliffe’s impact on the environment and are working towards a gold award.

Over the last two years we have been working with Avon Wildlife Trust and the Redcliffe & Temple BID to establish as a thriving wildflower meadow on the North Lawn.



Sustainable financially

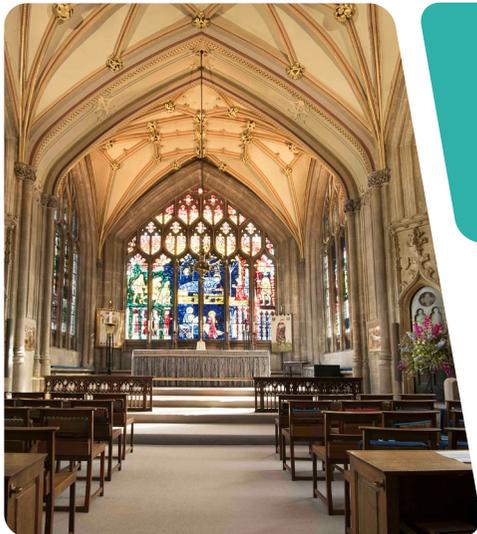
St Mary Redcliffe Church is funded through multiple nuanced sources, each playing a critical role in sustaining the parish’s financial health and operational capacity. A key funding stream is the Church Lands Charity (CLC), a separate formal entity responsible for managing a substantial endowment accumulated by the parish over centuries. CLC operates independently with a distinct board, which currently includes the Vicar, a role expected to be assumed by the new incumbent.

The parish also benefits from contributions by the Canynges Society through grants for specific projects within the church via fundraising appeals and the Temple Ecclesiastical Charity, which provides support through annual grants.

In 2023, St Mary Redcliffe reported a total income of £984,099. See Charity Commission reporting here: [THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST MARY, REDCLIFFE - 1134120](#)

SINGING THE SONG OF FAITH AND JUSTICE AS A CHURCH THAT MAKES A DIFFERENCE IN THE PARISH AND BEYOND

SMR's community outreach is focused on an asset-based community development model, building upon the strengths in the neighbourhood rather than solely focusing on the issues and needs. There is enormous potential to maximise the resources in and around Redcliffe to support community development. As one of the most deprived areas in Bristol (IMD, 2019) it has a scarcity of community spaces and provision. The local diverse population faces challenges in areas of overcrowded housing, lack of outdoor space, insecure employment, digital access, poor mental health and more.



Our outreach work in 2024:

- ◆ Over 750 free holiday places for local children in need, on activity days providing a hot meal during the main school holidays.
- ◆ Over 100 children attended our youth group. Other activities for children in the local area include football sessions for primary and secondary school, a girls' group, a weekly sports session, tuition for primary and secondary school aged children
- ◆ Our community survey resulted in six community meetings involving over 100 Redcliffe residents. This led to a focused response in improving communication, reducing isolation, doing more for children and young people, more activities that bring people together, improve spaces and making the area feel safer.
- ◆ We have led a new Redcliffe Strategic Community Partnership involving heads of the nursery, two primary schools and a group of local stakeholders that meet quarterly to discuss strategic themes for the area, empowering the community to make the changes they want to see.
- ◆ We run daily drop-in sessions, a weekly community meal, a lunch club for older people, a film club, a walking group, separate women's and men's fitness groups, a monthly men's breakfast, a drop-in in the hotel for asylum seekers and a community cook-up for asylum seekers.

Our outreach also extends to the city and wider world. We participate in Christian social action projects (The Noise, Winter Night Shelter) and run two major projects every year: TreeFest at Christmas and a project during Lent seeking to raise both funds and awareness for charitable concerns in the UK and abroad. We are a Christian Aid Emergency Appeals church. Our Children's Church regularly fundraise, and we have established working relationships with Bristol Soup Run, who use our car park area to serve food to the homeless in the area.

Since 2008 we have been working on a facilities development plan, which has developed into a multi-million pound project. After years of work, the scheme (known as Project 450) has met with favour with the local planning authority and an application for funding should result in the appointment of a project manager to enable a staged approach to this exciting development.

To ensure the church as an organisation is ready to inhabit and take full advantage of the new buildings that Project 450 will deliver, a strategic plan needs to be developed. The plan will provide clarity about aspects of church life within each of the four key themes (outlined above), whilst also providing a framework for every strand of church life to plan for growth and development. This work is being led by the Head of Operations and the Senior Leadership Team.



This a substantial capital development project aiming to transform the existing church building into an inviting space for worship, visitor engagement, community events, educational programming, and modern amenities, including disability access and facilities. The project has progressed well, supported by detailed strategic planning and professional project management oversight, but now stands at a crucial juncture requiring extensive multi-million pound fundraising efforts.

PROJECT 450

“Beauty, peace, reverence in worship where liturgy is offered with gratitude and dignity”

We are traditional in our worship with four services each Sunday, which includes a BCP Eucharist, Choir-led services such as Mattins and Evensong and also a Sung Eucharist. We adopt the phrase ‘friendly formality’ which means we strive for excellence in our worship, but when mistakes happen, or things go differently we take this lightly and focus on the fact that God’s in charge!

The Eucharist is an important part of our worship, which creates not only a spiritual moment for the congregation but places an emphasis on the corporate body of Christ. Over the last few years the Director of Music, Associate Vicar and Vicar have introduced a number of creative services which have been well received.

Fellowship and Discipleship are important to us. However, we also recognise this is an area of growth for us, with a desire for more socials and opportunities to develop in Faith.



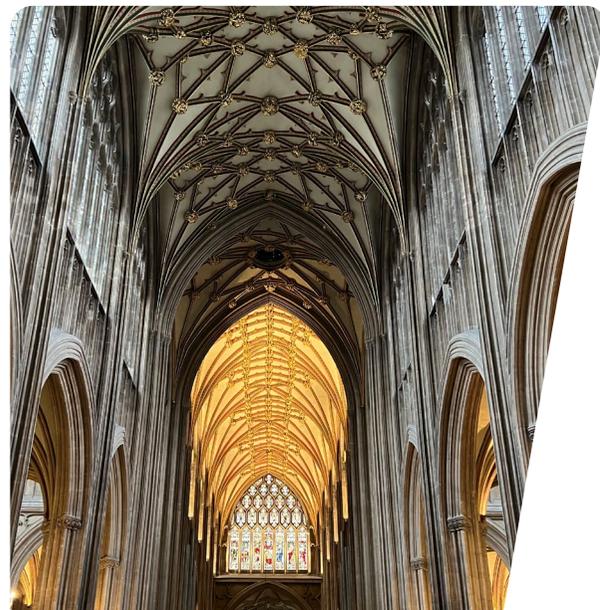
ST MARY REDCLIFFE UNVEILS NEW WINDOWS ON 60TH ANNIVERSARY OF BRISTOL BUS BOYCOTT - DIOCESE OF BRISTOL

PATTERN OF WORSHIP

SERVICE STATISTICS

DATE	2021	2022	2023	2024	2025*
Baptism (child)	11	10	22	11	13
Baptism (adult)	4	1	5	5	5
Confirmation candidates				3	14
Marriages	9	8	12	9	11
Vow renewal/ wedding blessing	2	0	0	2	1
Funerals (church)	9	11	6	6	7
Funerals (crematorium)	2	7	5	5	6
Burial of Ashes	5	8	2	2	3
Electoral Roll	295	284	280	280	280

* Expected total



SUNDAY & WEEKLY SERVICE ATTENDANCE 2024

		AVERAGE NUMBERS
Sunday 8.00am	Holy Communion BCP	6 adults
Sunday 9.30am	Choral Mattins	13 adults
Sunday 10.30am	Eucharist	115 adults 23 children
Sunday 5.30pm	Evensong	30 adults 7 children
Wednesday 11am	Holy Communion	9 adults

SPECIAL SERVICES ATTENDANCE 2024

		AVERAGE NUMBERS
Easter Weekend – Easter Eve vigil & Easter Day		580
Rush Sunday		168
Nine Lessons & Carols		339 adults 47 children
Christmas Eve 4pm Crib Service		408 adults 161 children
Christmas Eve Midnight Mass		309 adults 51 children
Christmas Day 10.30am		146 adults 32 children

Christ's call to St Mary Redcliffe to sing the song of faith and justice is also located in our music. With around sixty young people engaging in choral singing weekly, it's also the cornerstone of our children's ministry in church.

Music lies at the heart of our Sunday worship. The choirs lead Mattins and Evensong in the cathedral style; and our clergy sing the Eucharistic prayer at the main Sunday service which includes more congregational singing. We employ two excellent professional organists to play our renowned Harrison and Harrison organ. Our full-time Director of Music trains two lines of trebles, an adult back row comprised of university-age choral scholars and volunteers, and Sing Start! – a recently created group for children aged 5 – 7. The choirs also sing services on major feast days, the annual Rush Service, our Christmas services, and seasonal additions such as Compline during Lent. Importantly, our musicians are also an engaged part of SMR's thriving, inclusive community.

“Welcoming people to a choir is a really important ministry, what a wonderful way to bring people into the church”

ADULT SINGER

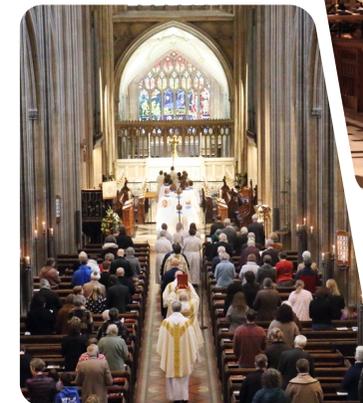
Our music programme also ensures St Mary Redcliffe makes a difference in the parish and beyond. Choristers are drawn from across the city's state schools, including some of the most deprived areas in the parish, and many receive instrumental scholarships to support further access to musical education. They are proud to belong to a group that achieves high musical standards and are nurtured by a supportive and friendly environment.

“We aim to make music so people feel welcome, whether they are regular worshippers or coming to SMR for the first time.”

ADULT SINGER

Our weekly Come & Sing Hymns group provides fellowship and musical enrichment for a diverse and dedicated group, and lunchtime music recitals regularly draws visitors to the church.

Musical events also contribute to our ongoing financial sustainability and wider recognition as a destination for all. Fever Up run regular candlelit concerts at SMR; our annual Christmas tree festival has a full and varied music programme that brings thousands across the threshold; and in-house events such as our Interstellar organ concert have been a commercial success.



MUSIC WITHIN THE CHURCH



Children's Church is made up of a diverse group of children and young people, attracting families from all over the city. We currently have a group of up to 30 who come along on a Sunday, and we have around 100 families on our books. The aim of the Children's, Families & Youth Minister is to create a safe place where children and young people can grow in faith, experience and explore themes they wouldn't normally access at school. They have spoken about mental health with activities and scenarios, plus a variety of themes relating to faith.

Working with different ages is a great challenge. There is a dedicated and fantastic team of volunteer leaders who assist the Children's, Families & Youth Minister in leading the sessions. They use craft, dramas, interactive readings and games to enable learning and fun. They also incorporate physical sessions, using sport and games which does also help burn some energy! The team also organise trips to visit places of local interest and host joint activities with the Community Hub team and the local community.



Expanding the Youth provision is something that the Children's Families & Youth Minister is working to develop. Plus, there is a plan to hold more youth socials, to help build a community between the young people.

CHILDREN'S CHURCH



We have two link schools. **St Mary Redcliffe Primary School** is a Church of England Voluntary Controlled school, part of the Multi Academy Trust 'Lighthouse'. It lies just beyond the parish boundary and backs onto Victoria Park. It is a community school serving an area of social diversity and so children get the opportunity to meet with and learn from one another across socioeconomic realities. The Associate Vicar and Director of Music sit on the Academy Board: both do work within the school as well as hosting children in the church itself.

"It's important to us that the vicar is visible and known by the school community, recognising the diversity of the school, both ethnic diversity and also expressions of faith."

The secondary school, **St Mary Redcliffe and Temple**, is a Church of England Voluntary Aided school, set at the heart of the ten tower blocks immediately to the south of the church. The history between the church and the school is long and well established, especially given that pupils were initially taught in the church itself several centuries ago. There is a strong and fruitful association between the vicar, associate vicar, staff, school chaplain and pupils in terms of leading worship, teaching, services, events and concerts, as well as pastoral support and the wider Redcliffe community. This is a meaningful partnership that the school is keen to develop further.

The relationship between the church and school continues to be critically important, with significant opportunity to build on the community engagement developed by the school's inspirational leader, Mr Del Planter. The school has the ambition to become a Beacon school for the city and is looking to build this using the strong links with the community including the church.

CONNECTIONS WITH THE LOCAL SCHOOLS

VOLUNTEERING AND SERVING

Volunteers from the congregation and beyond play a vital role in the day to day life and worship of the church. Our volunteers are highly valued members of the team. They are involved in so many different ways, from welcoming tens of thousands of visitors into the church building each year to worship focused roles, significant work in the Redcliffe community and so much more. With that variety and diversity of volunteer opportunities, our aim is to be able to connect people with a role that fits both their skills and their interests

We have a committed serving team, duty wardens and sidespeople that support our worship. Our dedicated stewards and guides welcome visitors to the church each day, and we also host regular guided tours of the building led by our own tour guides.

BELL RINGING

The St Mary Redcliffe Guild of Ringers was founded in 1950. At present, the Guild has approximately 40 members from all walks of life, ranging from 18 - 85 years old. The bells of St Mary Redcliffe Church are renowned for being one of the finest rings of twelve bells in the country. They are the heaviest set of change ringing bells in a parish church.

Other volunteer roles include a refreshments team and flower arrangers.

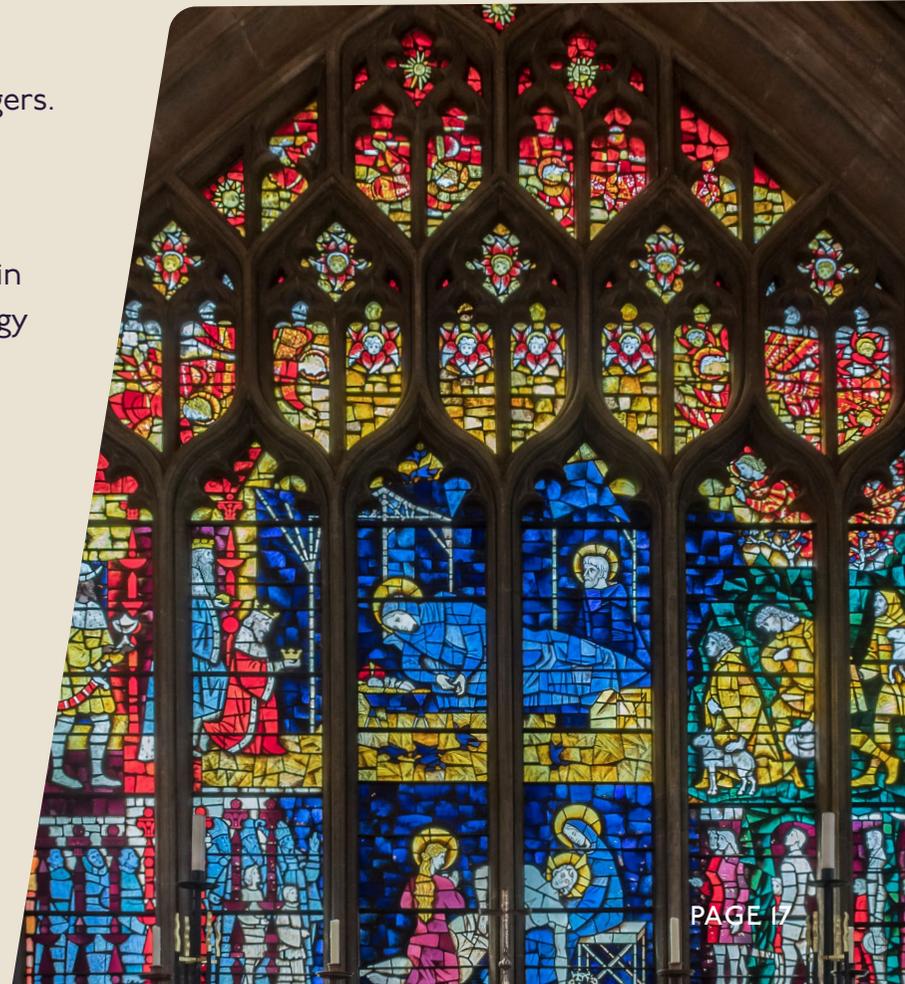
THEOLOGY BOOK GROUP

Members of the congregation gather in each other's homes to discuss theology books on various issues.

MEDITATION GROUP

Based on the Christian meditation method of the World Community of Christian Meditation, a group of congregation and others from around Bristol gather once a week to meditate in the Undercroft. This group is growing in number. We also host contemplative services within the church led by our Associate Vicar.

LIFE AS A CHURCH



CLERGY

VICAR:

Member of SLT. Responsible for all mission and ministry: liturgical, pastoral, governance, financial, safeguarding, legal, strategic etc.

ASSOCIATE VICAR:

Member of SLT. Leading on two strands: 'Thriving Inclusive Christian Community' and management of 'Making a difference'

CURATE

ASSISTANT PRIEST

MINISTRY

CHILDREN, FAMILIES & YOUTH MINISTER

MUSIC

DIRECTOR OF MUSIC:

Leading music for worship, including occasional offices. Recruitment and retention of adult & child choristers. Administration of choir matters. Support of orders of service.

ASSISTANT DIRECTOR OF MUSIC/ ORGANIST X2:

Playing organ for rehearsals and services, supporting choir.

FINANCE

FINANCE MANAGER:

All financial administration from book-keeping to management accounts. Sourced, developed and installed internal systems, manages financial processes and budgets.

OPERATIONS TEAM

Head of Operations:

Member of SLT. Overall running and development of SMR. Leading on two strands: 'Welcoming Heritage Destination' 'Progressive Sustainable Organisation'.

HEAD VERGER:

Worship functions. Responsible for church when open. Leads Verger team supporting maintenance, contractors, presentation, events, AV equipment, occasional offices.

VERGER (VACANT): full time post

Worship functions. Responsible for church when open. Health & Safety Officer, service sheets, events, occasional offices.

VERGER:

Worship functions. Responsible for church when open. Additional gardening and maintenance tasks, occasional offices and events.

CLEANER:

Cleaning across church and Parish Office. Specialist cleaning of historic fabric.

STAFF TEAM AT ST MARY REDCLIFFE

ADMINISTRATION TEAM

PARISH ADMINISTRATOR: part time role

First point of contact for the organisation by telephone and email. Management of church diaries, production of Sunday service booklets, finance assistance and support to our events team.

LIFE EVENTS OFFICER: part time role

Handling and managing all enquiries and being point of contact for all life events within the life of the church.

GOVERNANCE & ADMINISTRATION OFFICER:

Admin support to Vicar, organise & administration of governance meetings. HR admin across staff team, policies and procedures. Supports safeguarding.

COMMUNITY TEAM

COMMUNITY & YOUTH WORK MANAGER:

Leading on SMR's community engagement strategy. Liaising with external partners. Responsible for generating income.

COMMUNITY DEVELOPMENT WORKER:

Manages The Hub. Outreach to residents (including refugees), businesses, Faithspace, police / PCSOs, city council. Runs events with local community.

YOUTH WORKER:

Runs youth club twice a week. Assists with work coming out of The Hub. Liaises with SMR&T / SMRP schools.

VISITOR SERVICES TEAM

HERITAGE DEVELOPMENT MANAGER:

Key involvement in P450, curatorial content, exhibitions, curatorial research, website, marketing, graphic design, interpretation content.

COMMERCIAL MANAGER (VACANT):

Growing income from visitors and commercial activity, tours, shop, events, hospitality etc.

EVENTS SUPPORT:

Helping to oversee and administer the commercial events within the church.

VISITOR SERVICES COORDINATOR (VACANT)

Bristol is a vibrant place to live, diverse, energetic, growing, full of life, the arts and culture. It may be one city, but it is really an amalgamation of a number of villages each with their own different character. Well-known for its food provided by the many great restaurants and cafes who celebrate locally grown food and entertainment in all its forms with the breadth of talent within the city from all over the world. St Mary Redcliffe Church and vicarage are just minutes from the floating harbour in the centre of Bristol, at the beating heart of the city.

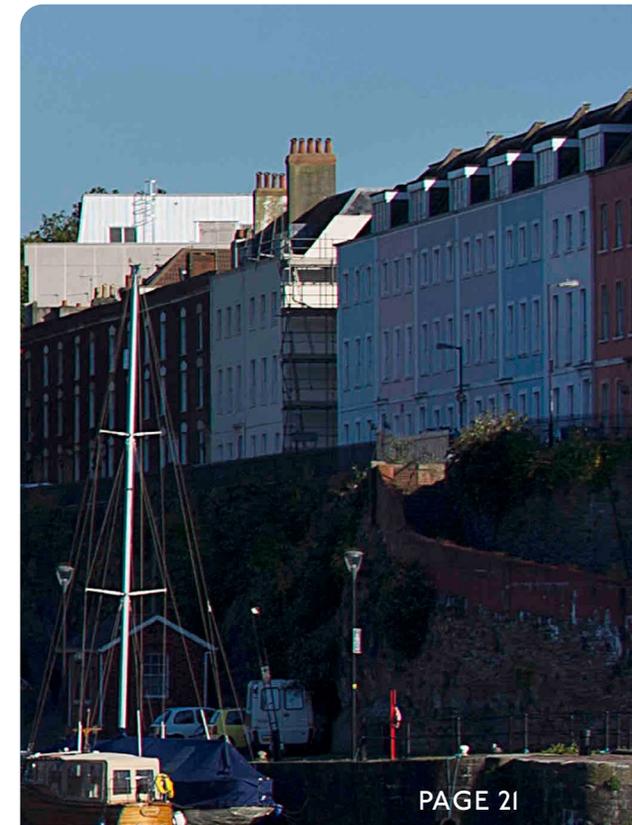


BRISTOL: A PLACE TO LIVE



The vicarage is a fine Georgian house situated a few minutes' walk from the church on Redcliffe Parade. There is a walled garden and a garage which provides off street parking.

With 5 bedrooms, 2 bathrooms, 4 reception rooms, a study, utility room and basement it makes an ideal family home. The house overlooks the floating harbour.



THE VICARAGE

The Vicar's role is about enabling and ensuring every aspect of church life is singing the song of faith and justice as well as singing stronger and clearer every year.

We believe the strategic work of weaving together our four strands is an area of growth for us as a church.

The Vicar at St Mary Redcliffe needs to balance many different skills which range from being a people person to a confident decision maker. This requires both intelligence and optimism. The Vicar leads the Senior Leadership Team which comprises the Associate Vicar and the Operations Manager.

Given the scale and complexity of St Mary Redcliffe as an organisation, including substantial operational and capital expenditure needs, the new Vicar must possess strong capabilities in organisational leadership, financial management, and fundraising acumen.

Our new vicar will need to mobilise teams, engage effectively with diverse stakeholders, and collaboratively oversee strategic and financial responsibilities alongside pastoral and priestly duties.

The relationship between the church and St Mary Redcliffe and Temple School and St Mary Redcliffe Primary School is essential and significant.

Our new vicar will need to build on the high quality community engagement being developed through the school.

St Mary Redcliffe plays a significant and complementary role to the Cathedral in the civic life of the city. There is potential for further, more structured partnerships as well as coordinated approaches to fundraising and funders, given the large scale building projects across both contexts.

Our new vicar will need sufficient experience and energy to build on the civic opportunities within the life of the city of Bristol, and to build further relationships with the Cathedral.

In addition to their other duties the Vicar has 6 ex officio roles; (1) Chair of SMR PCC; (2) Director of SMR Church Lands Charity; (3) Trustee of Bedminster Church Lands Charity; (4) St Mary Redcliffe with Temple Educational Charity; (5) Temple Ecclesiastical Charity and (6) Canynges Society. The Vicar also has two school governor roles at St Mary Redcliffe Primary School and St Mary Redcliffe & Temple School.

The Vicar of St Mary Redcliffe is also expected to participate fully in Deanery and Diocesan opportunities.

OUR NEXT VICAR

QUALIFICATIONS/ TRAINING

Essential

- ◆ Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises.
 - ◆ Have served at least one incumbent role and have been ordained for at least six years.
 - ◆ Applicants should have the right to live and work in the United Kingdom. The appointed candidate will need to satisfactorily complete an Enhanced DBS check.
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EXPERIENCE

Essential

- ◆ Leading relevant areas of church or secular life that will enhance the strategic leadership and governance of the church.
- ◆ Leading the church in setting and holding its vision and strategy.
- ◆ Inspiring, motivating, challenging and empowering members of the Church individually, and collectively to achieve that vision.
- ◆ Sharing ministry as appropriate and working collaboratively with others, (including clergy colleagues, church wardens, PCC, Staff and volunteers) so that individuals gifts and talents are identified and used effectively in any given situation or task.
- ◆ Experience of working at board/trustee level, or of working collaboratively with a Board of Trustees and/or Governing Body.
- ◆ Experience in establishing positive relationships and facilitating successful partnerships with both internal and external stakeholders.
- ◆ Experience of encouraging Christian learning, spiritual growth and discipleship; of working with schools, and an understanding of learning and teaching across the age range.

Desirable

- ◆ Working with community groups and leaders to respond to civic and community needs.
 - ◆ Overseeing a complex building or reordering project.
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PERSON SPECIFICATION

**KNOWLEDGE/
SKILLS
AND
COMPETENCIES**

Essential

- ◆ Proven leadership skills including the ability to motivate, inspire and effectively coordinate teams of staff and volunteers.
 - ◆ Has the ability to work flexibly and collaboratively in a busy and complex environment.
 - ◆ Has the ability to oversee strategic and financial matters including managing budget and expenditure.
 - ◆ Awareness of, and sympathy with, the choral tradition and formal Anglican liturgy.
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**GENERAL
ATTRIBUTES**

Essential

- ◆ is calm, emotionally intelligent, and committed to the spiritual discipline of team working within a praying community.
 - ◆ has the maturity and confidence to work with other senior leaders across diverse organisations and institutions.
 - ◆ has sensitive pastoral skills which embrace the diversity of human experience.
 - ◆ has experience in overseeing Safeguarding and the development of a positive safeguarding culture where power is held lightly and shared appropriately, for the benefit of the whole community, with both humility and confidence.
 - ◆ is accessible and approachable, having a friendly and welcoming manner with the ability to inspire confidence within the church family.
 - ◆ has the experience, resilience and self-management skills to manage a high-pressure workload and maintain healthy rhythms of life.
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OTHER

We are committed to encouraging applications that help to reflect the diverse communities that we serve and are striving to build an inclusive culture where all feel welcome and respected. We would particularly welcome UKME/GMH applicants.

NEXT STEPS

Thank you for reading this far, we are praying that that God is putting a deep sense of call into the heart of the person who will be our next Vicar.

If you would like an informal conversation about the role then please contact The Ven Becky Waring, Archdeacon of Bristol, becky.waring@bristoldiocese.org.

To apply for this role, please download and complete the application form from our website www.bristol.anglican.org and email it to jobs@bristoldiocese.org before the advertised deadline.



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