CONTENTS

Message .................................................. Page 3
The Diocese of Bristol .......................... Page 4
Diocese of Bristol Mission Areas ......... Page 5
Diocese of Bristol CEMES .................. Page 6
Avonside Mission Area ....................... Page 7
North Wilts Mission Area ................. Page 15
Role Description ................................. Page 20
Person Specification ......................... Page 23
Contacts ................................................ Page 25
Thank you for showing an interest in the Church of England Ministry Experience Scheme in Bristol Diocese.

We’re looking for five enthusiastic young adults, aged from 18 to 30, to play an important role in our innovative new Mission Areas whilst receiving support to explore God’s future call on your life. This information pack provides an outline of the role, the skills and experience that we are looking for. Further background to the context of our Mission Areas where these posts will be based has also been included.

As a diocese we have a vision of ‘Creating connections’ – with God, each other and our communities, across Bristol, Swindon, South Gloucestershire and North Wiltshire. These are exciting times for us as we sense a real energy locally to reconnect with our communities and reignite our calling to be a Church for this and future generations.

Our vision, priorities of making disciples, growing leaders and engaging younger generations, and the strategic plan that has been agreed to support them are our response to what God is calling us to. Mission areas are a key strategic initiative that harnesses our ministry, mission and resources to work towards our vision. This can be explored further at www.bristol.anglican.org/creatingconnections.

Thank you for taking the time to consider this opportunity. If this is a role that excites you and you believe that you have the necessary skills, experience and motivation, we would very much like to hear from you and we look forward to receiving your application.

If you would like an informal discussion about the role, please do not hesitate to contact Chris North, Diocesan Director of Ordinands, DDO@bristoldiocese.org 0117 9060100 or visit www.bristol.anglican.org/cemes

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 to serve in the Yate, Avonside or North Wilts Mission Areas. This will be explored further with you at interview.

Yours faithfully,

Rt Revd Lee Rayfield
Bishop of Swindon

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

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

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

The Diocesan Support Services exist to support our identity, vision and priorities. Based at the Diocesan Office to the north of Bristol and made up of 50 employees and volunteers, we serve ministers, parishes and schools by expressing vision, strengthening relationships, empowering people, maximizing resources and developing structures. We offer training, consultancy, advice in a range of areas, highlight and share best practice across the Diocese and manage different aspects of the life of the Diocese.

Come and join a strong and committed team.
Churches across the Diocese of Bristol are committed to making disciples, growing leaders and engaging younger generations. As a diocese, we are finding new ways to deepen and extend these priorities by establishing Mission Areas, supported by resource churches, in a variety of contexts.

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.

We have identified in each Mission Area a parish that has been fruitful in making disciples, growing leaders and engaging younger generations, that has the right kind of leadership and a wider vision for their area to become a church that resources the wider area.

Supported by the Church Commissioners’ Strategic Development Funding (awarded January 2017), we are investing:

- in the resource churches by adding new ministerial leadership capacity (like this role) to help take forward mission plans;
- in the partnerships and plans across the mission areas with consultancy and operational expertise and management;
- in new leaders by enabling Mission Areas to be learning communities and training hubs that have the capacity and expertise to train ordinands, mission apprenticeships and curates;
- in developing and sharing practice through sponsoring innovative mission projects and practice, including planting new worshipping communities, from which we can learn and that can be shared across the Diocese, particularly in relation to engaging younger generations including schools work.

Parishes in these areas are committed to inhabiting our diocesan vision by seeking to connect with God, each other and our communities and by prioritising making disciples, growing leaders and engaging younger generations.

Monitoring, learning and evaluation will play a significant part in ensuring we work towards the expected outcomes of significant spiritual, numerical and financial growth; a major addition to our growth in new leaders and capacity to train them; a body of learning about mission practice that can be reproduced in other contexts.

Joining the Church of England Ministerial Experience Scheme with the Diocese of Bristol is an exciting opportunity to serve within a mission focussed context, joining with parishes that are prayerfully seeking the direction of the Holy Spirit and the growth of the Kingdom of God, through the sharing of resources and learning and mutual accountability.
The Diocese of Bristol CEMES Scheme will give you the widest of possible experiences across church traditions as part of our exciting Mission Areas programme.

Serving as a CEMES worker you will have the opportunity to be involved in an exciting range of mission and ministry programmes and to serve alongside one of our Mission Area Ministry teams. 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 peoples ministry, families work, fresh expressions of church, Alpha course, 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. You will attend the CPAS School of Leadership which runs once a fortnight, covering such topics as: ‘Leading Yourself’, ‘Leading Change’, and ‘Leading Mission’. 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 be ordained’ 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
• You will be aged between 18 and 30 years

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

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 within the Mission Area.
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 Canon Mat Ineson, Vicar St Mary’s Stoke Bishop
Revd Dr Andy Murray, Vicar St Peters
Revd Helen Johnson, Vicar St Mary’s Shirehampton
Revd John Monaghan, 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 an enthusiastic all age church community of evangelical Anglicans. 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; we will make Him known. It is our prayer that as we live as Jesus followers, others will become Jesus followers.

We believe we are being called out of our comfort zone to be stretched and grow in Christ through serving others; giving of ourselves to so the we might see the kingdom of God grow.

Alongside the desire to equip people to be disciples of Jesus in the whole of life our greatest challenges include finding stretching mission and ministry opportunities, recruiting and equipping volunteers to ministry roles and growing leaders within our younger generations.
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 and beyond. Our vision is rooted in two key Bible passages: ‘The Great Commandment’ and ‘The Great Commission’, from which four aspirational principles for the life of the church are identified:

Worship (love the Lord)
Service (love your neighbour)
Mission (go and make disciples)
Discipleship (and teaching them)

St Andrew’s and St Peter’s churches have a heart to live out this vision, but have struggled to connect with younger generations, or to resource active connections with the wider community, so these are priorities in this current season.

The church buildings themselves are set in the heart of ‘priority areas’ so there are substantial opportunities to connect and serve the local community in mission. In 2010, the Bristol North West Foodbank was launched here and has grown substantially since that time.

The ‘St Peter’s Clean Team’ offers a free home cleaning service for the sick or elderly in the wider community and both churches are developing stronger links with three local primary schools, but the scope of this work is only limited by the ‘people’ resources available.

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 active, accessible and attractive as Church for everyone. 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.

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.
**St. Edyth’s church** was built to serve the newly established garden suburb of Sea Mills, part of the ‘Homes for Heroes’ movement, following the First World War.

Our vision statement expresses a desire to glorify God through:

**Worship**

Making Jesus Christ and His love known in the community and beyond

**Encouraging and helping one another**

Discovering God’s purpose for our lives.

In our varied services of worship we seek to meet with God, to hear from him through his Word, and through each other, and to gain strength for the things he is calling us to do.

One of our priorities is to connect with the community and share the love of Jesus with our neighbours. We are involved in and support the community ‘Café on the Square’ (with ecumenical partners) and we run a Christians against Poverty debt advice centre.

The church part time Youth Worker and Children and Families Worker are both building links with local families and young people through work in Sea Mills and Brightstowe schools and our two toddler groups. The lively ‘Taste’ service each month for children and their carers, annual Light Party, Christingle service, and seasonal community events on the Square are significant times in the life of St Edyth’s.
YATE 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.uk

THE FROMESIDE PARTNERSHIP:
ST MICHAELS WINTERBOURNE
ALL SAINTS WINTERBOURNE DOWN
ST PETER’S FRAMPTON COTTERELL
ST JAMES THE LESS IRON ACTON

PARISH WEBSITE
www.stmichaelswinterbourne.org.uk
www.allsaintswd.org.uk
www.st-peterschurch.co.uk
www.ironacton.info/st-james-the-less
MISSION AREA LEADERSHIP TEAM
Revd Ian Wallace, Rector Yate Parish
Revd Iain MacFarlane, Vicar Yate Parish
Revd Hywel Snook, Associate Minister Yate Parish
Revd Malcolm Strange, Rector Fromeside Partnership
Ben Thompson, CEMES Worker Fromeside Partnership (2nd year)

PARISH PROFILES

The Parish of Yate is building on exciting missional opportunities as one of the Diocese of Bristol’s Mission Areas. At present church attendance across the parish is only 1% of the total population, well below the national average, and with a large population within the parish there is plenty of scope to continue the significant growth that we have enjoyed over the past 3 years.

Furthermore, the population of Yate is expected to grow significantly in the next 7 years as planning permission has been granted for a further 3,000 homes to be built by 2020. Given the scale of population growth there is significant potential to build on the momentum for growth that has been established within the Parish.

There is a strong culture at Ministry Team level of collaboration, mutual support and collective responsibility. We are endeavouring to replicate this culture across the Parish and the underlying message of the Parish Vision is that while the members of the parish may worship across four different venues, we are untied by a common vision of God’s kingdom and the shared call to be involved in advancing that kingdom.
Parish life is guided by a 5-year Vision & Strategy (2015 – 2020), 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
- Community Engagement
- Children & Young Families
- Worship & Prayer
- Pastoral Care & Fellowship
- Governance, Admin., Finance, Communications & Facilities

Our principal mission focus is 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 a missional community according to where they live in the town and it is hoped that the members will pray and study together in their locality, as well as organising local events to which neighbours can be invited.

The Fromeside Partnership is a four parish benefice located to the west of Yate and north of Bristol. The benefice has a vision to be a strong and visible presence in the local community, to engage more fully with the younger generations and to realise the potential of the newly formed group.

The outlook is that of a strong family unit made up of four 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 four churches work well together and are looking forward to the many opportunities that the new Benefice and Mission Area project can bring.

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.

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.
Although the CEMES post is based in the North Wilts Mission Area, its primary focus will be in the Malmesbury and Upper Avon Benefice.
AUTHORISED AND LICENSED MINISTERS
Revd Oliver Ross, Vicar, Malmesbury and Upper Avon Benefice
Revd Mandy Churcher, Associate Minister and May Moore Chaplain
Revd Linda Sullivan, OLM, Curate
Catherine Price and Pete Campbell, LLMs
Active Ministers with PTO: Revds Bob Hyatt, Peter Yacomeni and Dick Venn; and Brian Whitehead, LLM

ALSO EMPLOYED BY THE PCC IS
Andrew Beebee (Children’s & Youth Minister) who will act as the CEMES supervisor.

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

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

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

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

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

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

CULTURE

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

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

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

The Abbey Choir has played an important part in the worship and outreach of the church in recent years. In addition to the weekly Sung Eucharist at 10.30, festival choral services at Advent, Christmas and a devotional concert at Easter attract high attendances and bring people from the town and surrounding area into the Abbey. We are also fortunate to have a number of gifted musicians who are able to lead contemporary worship at our 4pm services and the monthly ‘Glory!’ prayer meetings. There is a weekly Sunday service and festival Choral Evensongs at Brokenborough.

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

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

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

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

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

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

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

We work with other churches, particularly through CTIM (Churches Together in Malmesbury), as well as aspiring to witness through other community links.
Seasonal events range from February half-term Malmesbury Abbey Skate (in collaboration with Christian Skaters UK) and a Holy Week Festival to the Scripture Union ‘Lifepath’ (Yr5) event for schools from the wider area, and a summer Holiday-at-Home (with the URC) for the elderly, all furthering our witness in the community.

The Abbey hosts a number of charitable concerts, such as ‘Music for Autism’ and occasional Christian theatre/dance events, as well as being a venue for subscription and local choral society concerts, occasional talks and exhibitions. Corston and Rodbourne parish has an impressive record in charitable fund raising for its small size. Events hosted include harvest lunches, quirky quiz, arts festival, open gardens and teas, Coronation Jubilee picnic with beacon and Barn dances. The PCC serving both churches is very active and enthusiastically committed to the parish, seeking to increase attendance and raise funds. A good spirit of co-operation exists and there are always ready and willing hands to help in the parish.
ROLE DESCRIPTION

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<th>Role Title (as on licence)</th>
<th>CEMES Worker</th>
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<tr>
<td>Name of Benefice</td>
<td>Avonside Mission Area, Yate Mission Area or North Wilts Mission Area</td>
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ROLE PURPOSE

GENERAL

We are looking for five young adults aged 18-30 to join us as Church of England Ministry Experience Scheme workers in these one-year 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 Mission Area contexts as part of a wider process of discerning God’s call on your life. (Applicants can state their preference for a role in a particular Mission Area in 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 this Mission Area 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 CEMES 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 Mission Area.
RESPONSIBILITIES

1. ENGAGEMENT WITH FORMATIONAL OPPORTUNITIES
   • Give continual attention to own personal, spiritual and professional development
   • Attend a monthly vocational discernment group with other CEMES 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 be Ordained?’ course to explore with our Ordination 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 Mission Area to support the implementation of the Mission Area Mission Plan to see the vision of the Mission Area realised
   • Participate in a wide range of mission opportunities across the Mission Area 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 Mission Area
   • Support the work to implement the Diocesan vision and priorities within the parish and across the Mission Area
   • Provide leadership in an area of mission, to be identified with the Incumbent
   • Take part in the HOPE2018 Soul Survivor Mission in Bristol

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
• Attend the CPAS School of Leadership sessions at Trinity College
• 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 CEMES 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 Mission Area leadership team
PERSON SPECIFICATION

QUALIFICATIONS
• Good level of education, GCE in English and Maths or equivalent

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
# PROVEN EXPERIENCE AND COMPETENCIES

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<th>E or D</th>
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## MINISTRY BACKGROUND
- **An active Christian faith** | E
- **A sense that God might be calling 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:
Chris North
0117 906 0100
DDO@bristoldiocese.org

Online
www.bristol.anglican.org/cemes