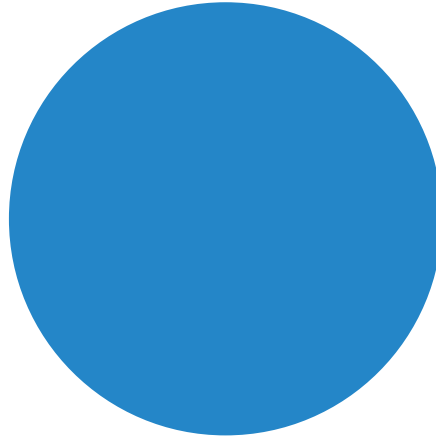
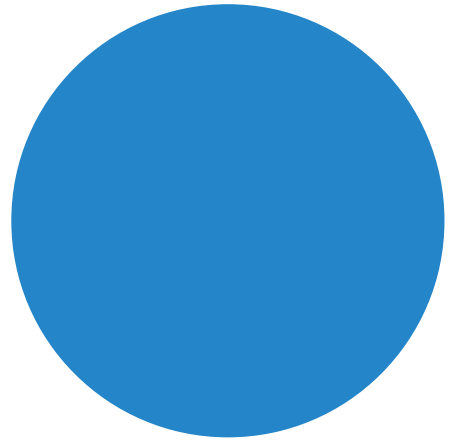
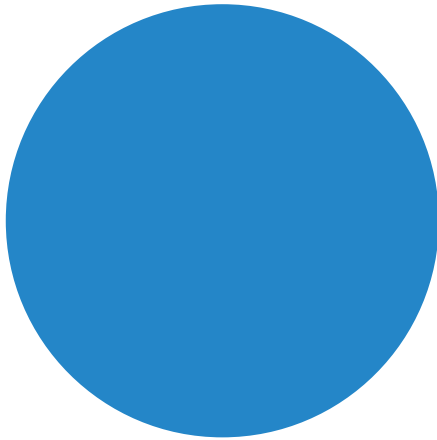




Rector of the Greenways Benefice, Chippenham



CONTENTS

Message from Bishop Viv	Page 4
Area Dean's Letter	Page 5
A Message from the Church Members	Page 6
Greenways Benefice	Page 7
Our Vision	Page 9
St Paul's, Chippenham	Page 10
St Nicholas, Hardenhuish	Page 12
St Peter's, Langley Burrell	Page 14
Childrens and Youth Work	Page 16
Greenways Worship Patterns	Page 18
The Rectory	Page 19
Local Area	Page 20
Mission Area	Page 22
Who We Are Looking For	Page 23
Role Description	Page 24
Person Specification	Page 29
Greenways Benefice Finances	Page 31
Income and Expenditures	Page 34
Diocese of Bristol	Page 35
Contact	Page 37



A MESSAGE FROM BISHOP VIV

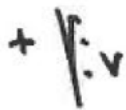
Thank you for enquiring about the role of Rector in the Greenways benefice. We are praying for a new incumbent who will work highly collaboratively both within the churches and across the communities they serve.

The benefice serves the north side of the market town of Chippenham and its surrounding villages. It is in the geographic centre of a Diocese which has a vision to support brave, creative, and generous initiatives. Youth ministry is flourishing, serving the whole town, and lay leadership is highly valued in all aspects of mission and ministry. The benefice vision is beginning to be renewed and will be set in the context of the future Chippenham Mission Area which will increase opportunities to work cooperatively with the other town churches.

It is an exciting time to arrive in the Diocese of Bristol. The implementation of our strategy, 'Transforming Church. Together' is gathering pace under Christ's leading as we bring fresh focus on following him, serving others and transforming communities.

If this is a journey that you feel called to be part of, and this is a role that energises you, we would love to hear from you.

Yours in Christ



Rt Revd Vivienne Faul
Bishop of Bristol



AREA DEAN'S LETTER

A Welcome from Chippenham Deanery!

Thank you for considering the role of Rector of Greenways Benefice in Chippenham. We hope you will feel enthused by all that is already happening within this Benefice, and the potential of the Mission Area across the town. The vision is that the Anglican churches work creatively together to reach out in mission.

This is an exciting role involving building on the strong Christian fellowship and ministry which already exists in Greenways, while shaping Chippenham's Mission Area and its impact on the town. We are praying that you will discern if God is calling you to come and join us here. We are looking for someone with a passion for creative leadership in mission and for a ministry of encouraging the faithful. We pray the right person will have a strong sense of calling to be amongst us at this important time for Greenways Benefice and for Chippenham.

A warm welcome awaits within the deanery and chapter. We have monthly meetings over lunch, where we share in mutual support and prayer. As a small deanery we all know each other well and together we minister in a mix of town and village churches, surrounded by beautiful countryside and positioned on the edge of the Cotswolds. Chippenham is broadly in the centre of Bristol Diocese, and within easy reach of the M4, linking us to both the Bristol and Swindon ends. It is the largest town in Wiltshire and a historic market town which has grown significantly over the last 40 years and continues to do so.

The mission potential is clear within the new estates and amongst families, many of whom have been drawn by employment opportunities in Chippenham, or in Bath, Bristol, Swindon or London, which is commutable by train. As well as the new and more established estates, there are areas of social deprivation where Christian hope and love are so needed. The primary schools across the town feed into three large Comprehensives which are highly regarded. The Greenways youth minister currently has built good links with two of these, but with limited capacity to do more which is why part of the Mission Area plan is to bring in another youth minister to complement and grow that work alongside them. Wiltshire College offers Further Education for young people from 16 plus and sits within Greenways Benefice. Working purposefully with the opportunities we have through educational establishments and in conjunction with our fellow churches in the town, will be central to the mission of transforming lives with the good news of Jesus.

We are praying for and look forward to seeing whom God has called to this important post.

Yours in Christ

Revd Canon Sally Wheeler, Area Dean of Chippenham

01225 892180

marshfield.benefice@gmail.com

A MESSAGE FROM THE CHURCH MEMBERS

We're thrilled that you're considering the vacancy at the Greenway's Benefice. We strive to be a welcoming congregation where everyone can grow in faith, find community, and serve others. Our mission is to share God's love through our worship, fellowship, and outreach. You'll find a diverse group of people across the three churches who come together to worship, learn, and support one another. We value diversity and believe everyone is a beloved child of God. We offer a variety of programs for all ages. Our children and youth programs are designed to nurture young faith in fun and engaging ways. For adults, we have Bible studies, discussion groups, and opportunities for lifelong learning. Our music ministry is vibrant, and varied that enriches our worship services. In essence we love life, love God and want someone who will love sharing life with us all. We pray it might be you.

WHAT WE CAN OFFER YOU?

- An opportunity to be part of a 5-year funded Mission Area in Chippenham working with the other Anglican churches in the town to create new initiatives.
- Our current Youth and Family activities in the Benefice already engages with well over 200 non church families in our community. This offers the opportunities to support these individuals on their faith journey in whatever way in appropriate.
- The recently reordered church at St. Paul's offers far more flexibility to be used as an asset for community engagement.
- Three churches each with a number of enthusiastic and committed volunteers who want to ensure that the Greenways Benefice continues to thrive into the future.

WHAT CAN YOU OFFER US?

- Your passion, enthusiasm and belief, to develop the Greenways benefice to have a vibrant heart within the community.
- Your vision and aspirations of what you could bring to this role of Rector within a culture of shared leadership and support

We encourage you to articulate this in your application, and hope you can show us how evidence of your skills and experience would fit well here. If this appeals to you then read on! The details in this pack will help you learn more about us and what we are looking for in you, as you consider how with God's calling on your life you could help develop our collective ministries over the coming years.

GREENWAYS BENEFACT

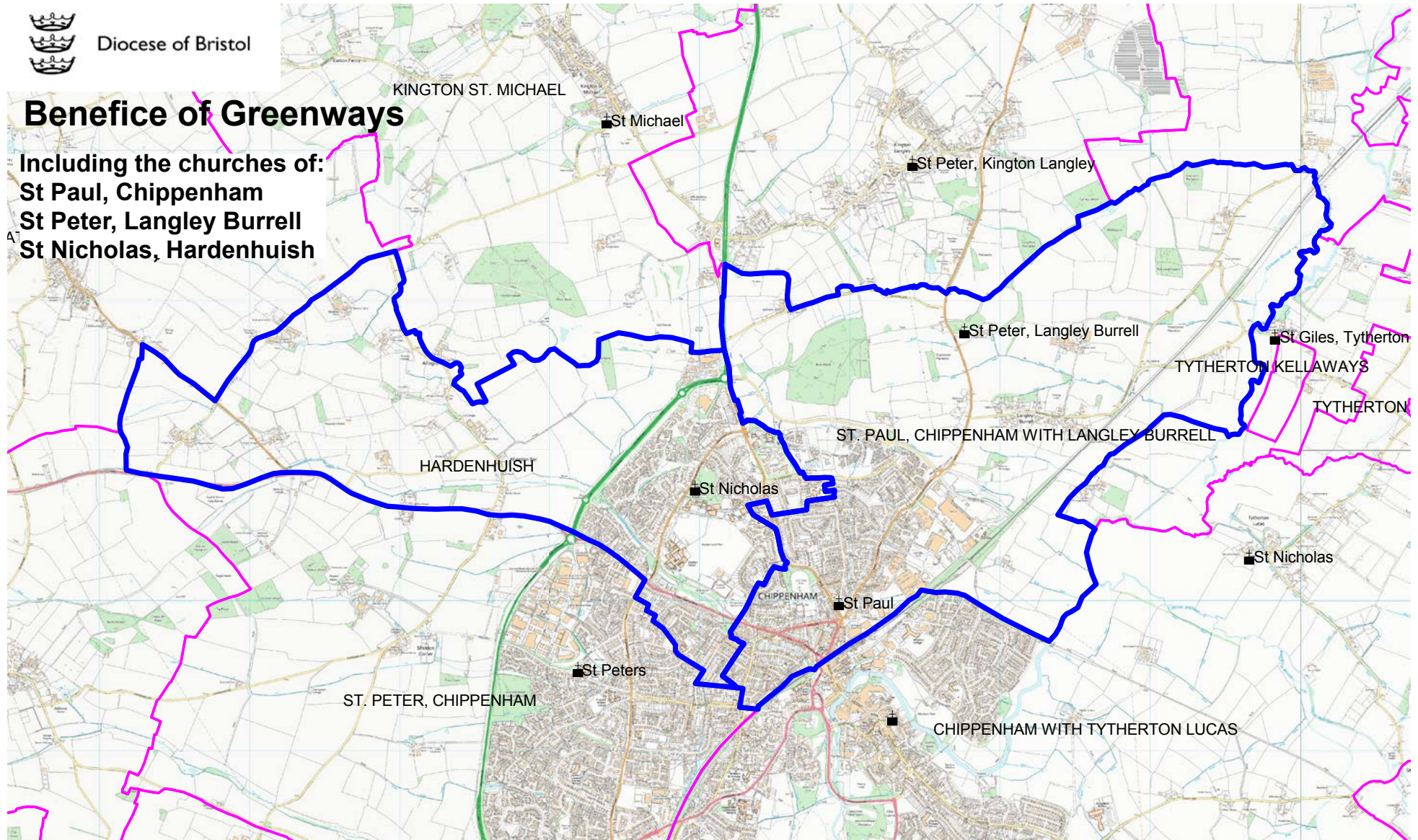
Greenways Benefice consists of three churches on the north side of Chippenham - St Nicholas Hardenhuish, St Paul's Chippenham and St. Peter's Langley Burrell (a village bordering on Chippenham's expanding boundary). St. Paul's and St. Peter's share a PCC while St Nicholas has a separate PCC .



Diocese of Bristol

Benefice of Greenways

Including the churches of:
St Paul, Chippenham
St Peter, Langley Burrell
St Nicholas, Hardenhuish



Greenways Benefice consists of three churches on the north side of Chippenham - St Nicholas Hardenhuish, St Paul's Chippenham and St Peter's Langley Burrell (a village adjacent to Chippenham's growing border). St Paul's and St Peter's act as separate churches with separate financial accounts under one PCC, while St Nicholas is a distinct parish with its own PCC. The patronage of the Benefice is shared between the Church Pastoral Aid Society and the Bishop of Bristol.

The three churches each have a distinctive character, but regularly cooperate on missional events and share admin resources, the ministry team and teaching topics rota. The ministry team currently consists of seven lay ministers (which includes our paid youth minister) and several authorised worship leaders who help lead services across the benefice.

The churches are keen to offer a warm welcome to everyone, encouraging all to participate in the life of the churches, and we take great care to show the love of Christ in our words and actions. People from many different backgrounds participate in our services, including in leading worship, and our membership includes people who have spent time in non-Anglican churches.

The Benefice is supported by a part-time Administrator (currently 17 hours a week), who acts as a point of contact for Diocese, church members, the local community and hall users liaising between relevant persons to ensure effective and reliable communication occurs. They deal with occasional offices and managing St Paul's Church building lettings, with associated management of the two part-time cleaner/caretakers.

The Greenways churches did not take part in the LLF/PLF conversations, as many would like the churches to continue their traditional Evangelical stance. Others take a different view and this is brought into focus where LGBTQA+ people and their families are active in our congregations. We hope that we will be able to have these conversations healthily with one another and our new Rector in the future.



OUR VISION

We are working to develop the vision of the Benefice and build on the current statement of “Loving as Jesus loves, praying as he prays, and Growing in Christ to make him known”.

This enables us to be a Christ-centered Church that proclaims the Good News of Jesus Christ, deepens faith, serves our local communities, and seeks to be a beacon of hope, justice, and peace in every part of our society.

While we have a particular focus on families and young people, we seek to welcome everyone wherever they are in their faith journey, and to show them the love of God in all our activities.

Our focus is on:

- Proclaiming the Gospel
- Deepening Discipleship
- Serving Communities
- Witnessing to Hope, Justice and Peace
- Welcoming and ministering to all



ST PAUL'S CHIPPENHAM

www.stpaulsweb.org.uk

We have a weekly Sunday morning worshipping community of between 60-70 adults and 20 children and youth. We are a diverse community gathering people of different ages, cultures, races and backgrounds. We have 6 licensed lay ministers and 4 Worship leaders who have a variety of church backgrounds. Our services are informal in style. We are fortunate to have several keyboard players and guitarists who lead our music group every week using predominantly modern worship songs. We are currently trialling an alternative Holy Spirit led Worship space once a month with opportunity for people to bring prophetic words and pictures.

St Paul's was built in 1855 as a place of worship for the railway workers who were moving to the town during the building of the railway. We now have both private and social housing in the immediate area surrounding the church. St Paul's was built as the community's church and that is how we still view ourselves with our outreach focussed on bringing the love of Jesus to those in our community.

We have two large Halls (recently renovated) across

the road from the main church building, with a garden for outdoor activities, as well as the closed churchyard. In 2022 we reordered the church building removing the pews to have a more flexible space for both church and community events. Our unique selling point is our strong youth focus with a paid full time Youth Worker (currently the only one in Chippenham).

Along with this work, we run a weekly Coffee Club, which provides a warm space for those struggling with heating bills and friendship to those who may be lonely. Our weekly Toddler group attracts a diverse demographic and we offer breakfast, snacks and a Bible story along with the usual toddler songs. We have both Messy Church and Invitation Services six times a year, giving opportunities for people not used to church to meet God in a more relaxed way. As 'one offs' over the last few years we have had a Pancake Party, Light Party, a Nativity-themed Christmas Fayre and a 'West End has Faith' concert with professional singers sharing testimonies of God and singing songs from West End Shows.

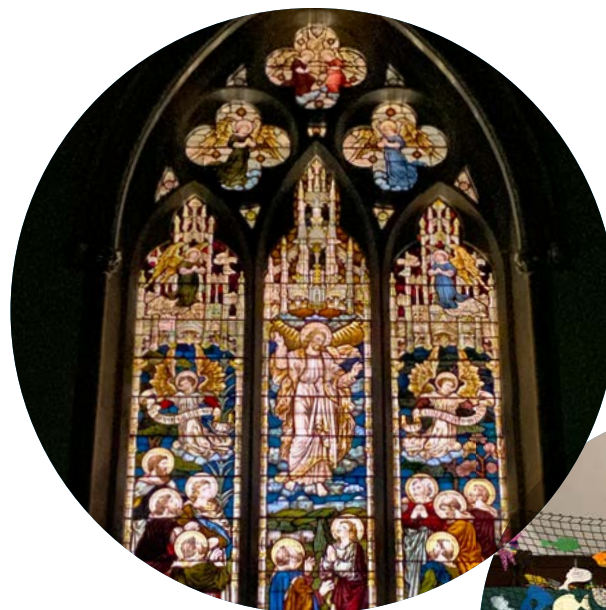


These have had 120–300 people from the wider community attend. We work collaboratively with other churches in the town and have recently hosted a table at an Alpha Course run by the Baptist Church. In the first half of 2024 we ran an Alpha course with 50 attendees each Tuesday evening, with guests and hosts from other churches across the town.

To disciple our community we currently have seven active small groups, who follow a mix of self-directed and service theme linked materials; these provide an aspect of our pastoral care network as well as providing opportunities for members to develop their individual gifts.

St Paul's also looks to share the love of Jesus more widely, and has been a supporting partner of CMS since the church started, and this link as well as those with other mission societies continue to this day.

We have an active Eco church team who work together to manage the grounds cost efficiently and to promote the greening goals of the Diocese, using the A Rocha templates to offer regular advice and guidance to the PCC. We are well on the way to achieving the Bronze A Rocha award, encompassing much more than ground maintenance. We will continue to offer opportunities to highlight ways to understand best practice in Christian stewardship and share these across our church and wider community, through children's work, church services and public events hosted at St Paul's.



ST NICHOLAS' HARDENHUISH

www.harnish.org.uk

Our mission is to welcome and serve all people in the name of Jesus Christ to join in fellowship, celebrating and affirming every person. As a church, we do not discriminate against people on grounds of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health or sexuality.

Our vision is that through the power of the Holy Spirit we proclaim Jesus and share the unconditional love of God to be including, welcoming and serving all people in the name of Jesus.

Growth is only limited by resources and we look for opportunities to reach out to the community. These are some of the ways we do that:

- We visit a residential care home once a month to lead a short, simple service. It is much appreciated by the residents and an opportunity to offer fellowship and faith.
- We join with St. Paul's Church at various times of the year to help with Messy Church, a great way of sharing the love of Jesus to young families in the community when we have Easter trails in the woodland and a light party at Halloween.
- The church offers outdoor 'Songs of Praise' services in the summer, using the open space in the churchyard. We would like to have more contact with the community around us for social events and making more of festival services at Easter, Christmas, Harvest, Mothering Sunday, etc.



Across the Benefice there are people who desire to offer support those who suffer. One recent example is the way we pulled together to provide a collection hub for donations towards the Ukrainian appeal - St Nicholas opened its doors in the weeks and months after the conflict began and a dozen van loads of donations were taken to the Barnabas hub in Swindon.

A Benefice-wide carol singing group entertains the community each year while collecting for a local charity.

We are a welcoming congregation who are willing to take part in lay led services. We have one Licensed Lay Minister who is based at St Nicholas, and other people contribute their varied gifts freely from listening, prayer, taking part in services, baking and general upkeep of the Church. We offer hospitality after every service which we see as part of worship. St Nicholas is a small church with its own identity eager to keep its own PCC, and in ethos it is more traditional than St. Paul's.

Pastoral care is a priority in the church and home Communion is taken to those who are housebound and not able to attend church. There is a church-based home group and a prayer chain.

The church produces its own monthly newsletter, available in paper form, via email and posted on the website along with current news and events, history, Bishop's letters, photographs, etc.

The church is generous, giving away 10% of part of its income to various charities decided by the PCC each year.

Since Covid-19 our numbers now average 12-15 each week consisting of a mainly elderly congregation. There is always a fear of closure due to a small number of people doing a lot, poor toilet facilities and access to the church.

We would welcome a Rector who could 'get alongside' the church congregation to encourage growth, nurture and be part of the future of the church.

St. Nicholas is a Grade 2* listed building. The present building dates from 1779 but the parish has existed since 1299 and replaces a much older Norman chapel further down the hill. The church is a 'Georgian Gem' and the only one of its type in Wiltshire. The Church has an interesting history which attracts many people.

It is situated between an established residential area and a more modern estate. Access is quite difficult as it is built on the side of a hill, reached by a steep pathway and steps. There are no hall facilities. It has a pleasant, well maintained open churchyard where many come to find solace. This also give us the opportunity to communicate with visitors to the Churchyard. The burials are also available on the website helping those wishing to find a particular plot.



ST PETER'S LANGLEY BURRELL

www.stpeterslangleyburrell.co.uk

St Peter's Church is a Grade 1 listed heritage building and Christian worship has taken place on the site for over 1000 years. It is set in a rather secluded location outside the village of Langley Burrell and two miles from the centre of Chippenham. Recent extensive building development in the area has significantly increased the local population and there is another new estate due to be built within half a mile of St Peter's.

So, while historically the church has served a small rural community, it is evolving slowly as we adjust to changing social circumstances. We retain our primary role as a parish church serving and witnessing to Christ in Langley Burrell and neighbouring communities, but in 2024 and looking ahead, we see the need to build on our strengths and opportunities, in cooperation with our sister church, St Paul's.

The current congregation is small, averaging about 20 at twice-monthly services. Many are quite elderly and there is a lack of active leaders in various roles. However, the recent involvement of lay people has been a positive development along with the use of online worship resources.

Despite the changes caused by Covid-19, church income from giving has held up reasonably well, though dependent on too few to be secure. The Parish Giving Scheme is well used. Other important income streams are from the annual village fete, weddings and occasional individual donations.

There are two country houses used as wedding reception venues within half a mile of St Peter's and we now receive regular requests from couples from out of the area to marry at the church after being referred to us by the venues. We have a reputation for giving a warm welcome and useful support to all who choose St Peter's, whether for weddings or other offices of the church, seeing this as part of our overall mission.

The church building can hold approximately 150 people, but more have been fitted in on occasion. We have worked hard to raise funds for a new accessible toilet to accommodate our regular congregation but also larger services. Happily we are close to getting this underway.



The DCC is small and almost all formal responsibilities fall upon the church secretary and treasurer, both of whom are also members of the PCC. We are strong with volunteers in other areas however and probably have one of the oldest church cleaners at 96 years old. Whenever new people come along, we encourage them to get to know us and, eventually, join in working with us. Our secretary came to St Peter's only a few years ago as a bride, having had no previous contact with us.

The challenges we face may sound daunting, but in general there is a positive 'feel' within the fellowship and a warmth of relationships that is widely appreciated. Children and young people were present at our last carol service, a joyous event with a spontaneous nativity tableau; but at regular services it is rare to see anyone under forty years old. The local community still look to the church for christenings and these are usually well attended.

"Just to say that Veronica and I really enjoyed watching last Sunday's [SPC Easter and baptism] service when we were unable to get to church. Great that it was online and also great that it was so well done with amazing talent."

John M – LLM at SNHH

After services, there are refreshments available and most stay to socialise. Pastoral care at one level is managed informally and networks of support, though limited, are good.

In conclusion, our history is long and we are privileged to work in this generation towards building 'a community of wholeness with Christ at the centre'. We look forward to working alongside a new rector who will lead us and encourage us to achieve that.



CHILDRENS AND YOUTH WORK

St Paul's has a busy and vibrant youth and children's ministry, with a wide range of groups. We have good connections with our local community and schools. Below in the table are the regular groups we run;

Name of group and ages	Description	Average attendance in 2023	Individual attendees in the year
Sparks 0 – 4 yrs	Our popular weekly baby and toddler group for the under 5s and their carers. Our aim is to take opportunities to share the Christian message with everyone who comes to SPARKS through our actions and words.	25 children and 22 adults	107 families
Activ8 3-11 yrs	Meets during the 10am Church service term time, with games, crafts and activities to bring the bible and faith alive to children.	5	12
Spy Kids 7 – 10 yrs	Our newest group, meeting weekly on a Thursday. Similar to Spy, but for younger children, it has lots of games and activities, with a 5-minute "food for thought" thinking about our values and faith. Most of the children who come do not attend the church.	13	30
Spy 10 -14 yrs	Meets term time on a Friday evening for young people to enjoy games, activities, lots of mess and a place to make friends. We have a 5-minute discussion slot where leaders to share their faith. The majority of the young people who attend are from outside the church.	34	106
Immerse 11- 16 yrs	Meets during the 10am Church service term time, covering a range of topics that matter to young people.	12	34
Ignite 11 – 18 yrs	A youth church which meets on a Sunday evening during term, including a talk, sung worship and some way to reflect on what has been said. The group is made up of young people from St Paul's Church and a few from other churches or unchurched families.	17	44
God Squad 14 – 18 yrs	Meets alternate Thursday evenings in term time, giving space for older youth to explore their faith and the Bible a bit deeper.	7	18
Messy Church	St Paul's and St Nicholas work together to put these events on four times a year. Messy Church family activities like the October Light party, Pancake Party and Messy Easter. Half who attend have links to Sparks/ Spy and Spy kids, the rest are from the local community. Many are not regular church attenders. St Paul's and St Nicholas work together to put these events on four times a year. Messy Church family activities like the October Light party, Pancake Party and Messy Easter. Half who attend have links to Sparks/ Spy and Spy kids, the rest are from the local community. Many are not regular church attenders.	150 people 50/50 split adult and under 18s	Most popular event had over 250 people attend

Throughout the year we also have one-off events, such as youth summer camps, community action days, and trips.

We also have good connections with some of our local schools;

- In both Hardenhuish and Sheldon secondary schools we run a lunchtime Christian Union. In both schools some of those connect with our other youth activities, and about half attending do not yet profess a faith.
- We also go into the secondary schools and do lessons throughout the year, and have the school classes come for visits to look around the churches, especially from Sheldon.
- Hardenhuish School Music Department hold their carol service at St Paul's, as well as the Year 7s Christmas celebration.
- We host the Silverwood SEND School nativity and Christingle service
- We host the St Paul's Primary school and Parents carol service.
- St Nicholas church hosts regular visits from uniformed youth groups, and the Sheldon School 6th Form Carol service.

Our youth ministry is going strong after years of time and resources going into this, and we now need to grow further our children's provision and develop the depth of connection we have with many families in our community over the next few years.

“St Paul’s is extremely important to the Hardenhuish School community... for hosting our annual Carol and Year 7 Concerts ... for the ongoing support of members of the Church Leadership and youth workers at our weekly Christian Union meetings ... and most significantly the support provided for our whole school community when we experienced the tragic murder of one of our students ... ”

Mrs Lisa Percy, Headteacher Hardenhuish Secondary School



GREENWAYS WORSHIP PATTERNS

Across the three churches in the Benefice, we have a variety of styles of service, though none of our services are robed.

St Peter's and St Nicholas have more reflective services, blending traditional and contemporary hymns and songs, using online media and following Common Worship liturgy.

St Paul's has more informal services with music led by a worship band and tend to use less liturgy. There is prayer ministry offered at the end of each service. We have regular all-age services, often led by the Youth group and their own band. Most Sunday morning services at St Paul's are live-streamed on our Facebook page and YouTube channel - exceptions being where there is active youth involvement such as the Nativity and youth-led services. We also hold a monthly evening worship session to encourage a greater intimacy with God, development of spiritual gifts and openness to the leading of the Holy Spirit.

Many of our services are lay-led, and our strong team of Licenced Lay Ministers and Benefice Worship Leaders work together, along with visiting ministers, to ensure there are regular opportunities for communion across the Benefice.



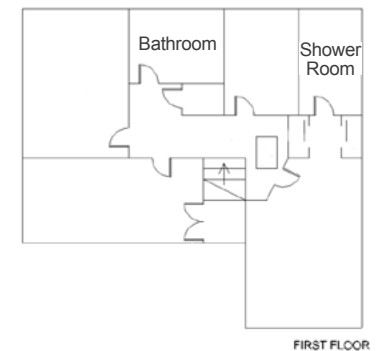
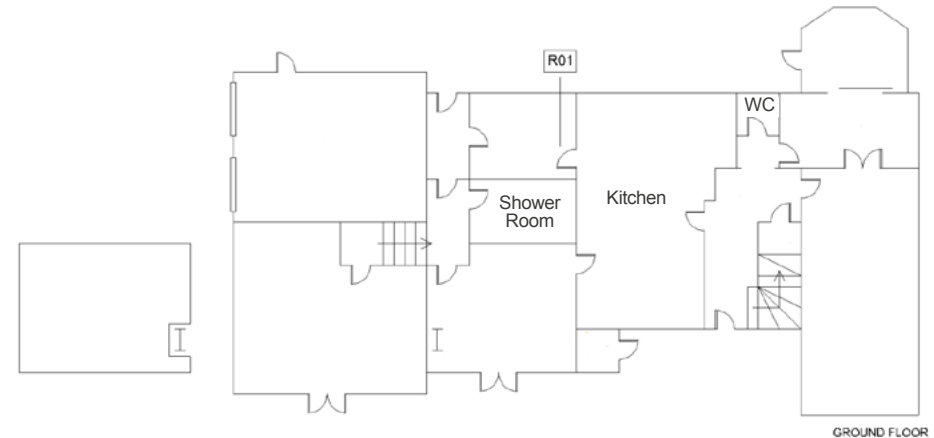
TYPICAL MONTHLY SERVICE PATTERN

Sunday	St Peter's	St Paul's	St Nicholas
1st	10.30am Common Worship	10am Communion 6.45pm Worship evening	4pm Common Worship
2nd		10am Common Worship	4pm Communion
3rd	10.30am Communion	10am Common Worship	4pm Common Worship
4th		10am Common Worship	4pm Common Worship
5th		10am Common Worship	

THE RECTORY

Our spacious 5 bed rectory has a large garden space, parking for multiple vehicles, a double garage, and a separate office area with both internal and external access. It is located adjacent to Chippenham's two main secondary schools, and a short walk from St Nicholas Church.

- The Rectory is in the parish of Hardenhuish. and is a great family home, just off a quiet lane.
- Walking distance to two excellent secondary schools, and two primary schools (one CofE).
- Extra storage in the garage and a large garden.
- The diocese has recently installed an air source heat pump, photo voltaic cells, and cavity wall insulation to enable a zero carbon footprint.



LOCAL AREA

Chippenham is a market town in Wiltshire situated between Swindon (20 miles) and Bath (13 miles). Junction 17 of the M4 motorway is 4 miles to the north. The main north/south roads are the A429 and the A350. The main London – Bristol railway line serves Chippenham (just over 1 hour to London). The town therefore has excellent communication links.

The population of Chippenham Community Area (which includes outlying villages) is now about 44,000. This makes it one of the largest towns in the county. It is still growing with many new housing estates being developed on the periphery of the town in the last two years.

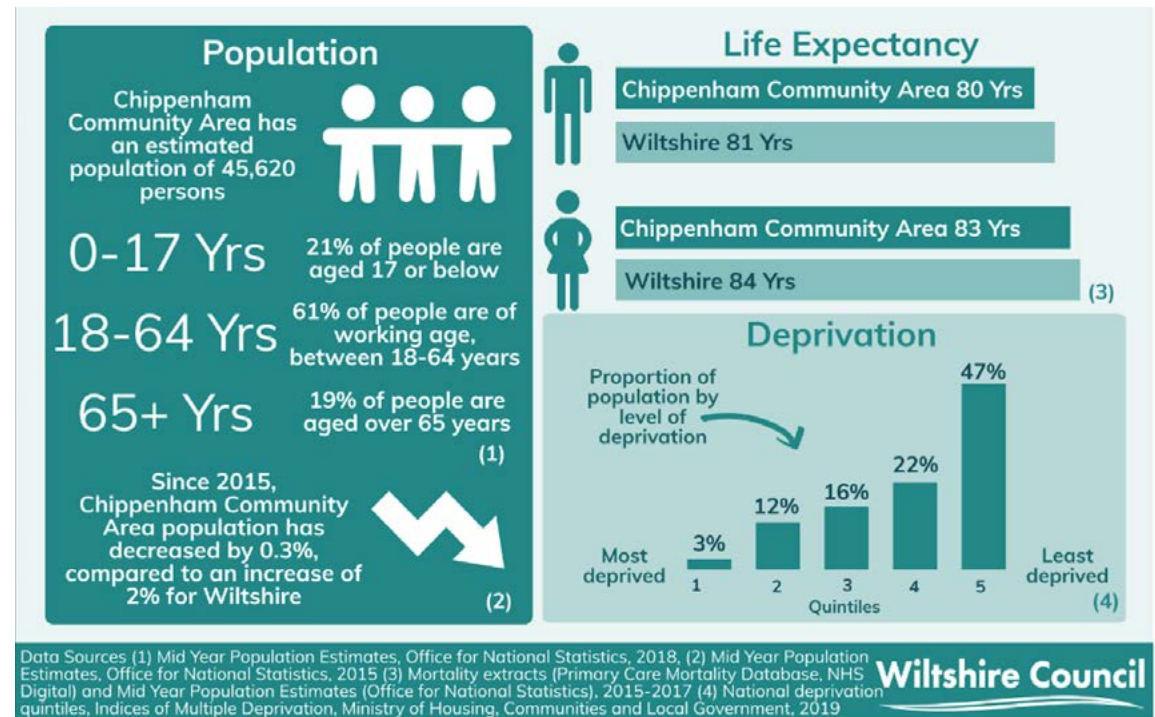
A development of over 750 houses is still being built on Birds Marsh in the north of the Benefice, and another smaller development has recently been approved, which together have greatly increased the number of people who live within the Benefice.

Historically industry has served the railway, being the home of the Westinghouse Brake and Signals company for many years, though much diversification has taken place now with the establishment of new light industrial estates.

The overall character of the town is now more of a commuter zone serving London, Bath, Bristol and Swindon.

There are two other Anglican Churches in Chippenham and a number of Free and other denomination churches, and there is an active group of Chippenham Churches Together.

CHIPPENHAM POPULATION:36,000 (2021 census) of whom 16,000 self-identified as Christian (<https://www.streetcheck.co.uk/postcodedistrict/sn15>)



In the latest Index of Multiple Deprivation (IMD) this area was ranked **29,509 out of 32,844 in England**, where 1 was the most deprived and 32,844 the least. This is broken down further by income; employment; health; education; barriers to services; living environment; and crime.

Overall: 89% Better than 89% of areas in England



Income Deprivation: 81% Better than 81% of areas in England



Employment: 87% Better than 87% of areas in England



Health: 81% Better than 81% of areas in England



Education: 72% Better than 72% of areas in England



Barriers to Services: 44% Better than 44% of areas in England



Living Environment: 83% Better than 83% of areas in England



Crime: 87% Better than 87% of areas in England



Full details of the Index of Deprivation are available from the UK Government Website [English indices of deprivation 2015](#).



“Members of St Paul’s actively support the Chippenham CAP centre with Debt Coaching, Money Training and befriending our clients. It was a great blessing to many of those in the local community we have connections with when St Paul’s hosted a free pre-loved event with BBQ and picnic last summer.”

Dave Jeffries, Chair of Trustees for the Chippenham Christians Against Poverty centre

MISSION AREA

The Chippenham Mission Area Proposal (MAP) is a new, exciting initiative implemented by the wider Chippenham Deanery. It involves the four Anglican churches in the town (St. Peter's Frogwell, St Nicholas Hardenhuish, St. Andrew's and St. Paul's in Chippenham) working as four worship centres, in communion together, to provide a united Christian voice. Neighbouring rural village areas (such as Langley Burrell) which feeds into Chippenham, are also an integral part of this collaborative local ministry.

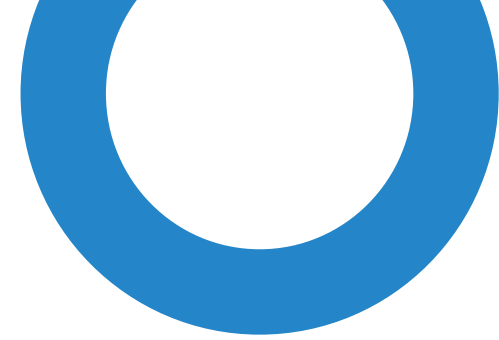
The MAP will encourage collaborative working, especially between the three incumbents working as a team. This will consolidate current structures as well as opening up many opportunities for cross-church working as we seek to develop mission in Chippenham.

One example of this already in progress is the Alpha course running concurrently across the town, with shared venues and leaders. This has come from grass root discussion and planning and is very successful.

Lay representatives from each church are keen to share discussions with Church leaders on how we provide engaging mission lead strategies across the town.

Refreshing rural ministry is also important, as plans are developing to creating a forum of rural church leaders networking with other like-minded churches. The plan would be to share ideas and establish an administration hub for the deanery - a network of all current administrators, sharing resources and knowledge. Funding is in place for this initiative.

All four churches and outlying villages have families who feed into the three Chippenham Secondary Schools and Wiltshire college. There is currently a natural overlap of personnel supporting a Christian presence in those places. Outreach with children and young people is in the process of being extended by a new funded post in an area of Youth and Children's lay ministry work, which would build on the active youth ministry already embedded and flourishing within Greenways.



WHO WE ARE LOOKING FOR:

WE ARE LOOKING FOR SOMEONE WHO IS:

- **Spirit led;** walks humbly and closely to God, whose life is deeply dependent on prayer and the Holy Spirit to sustain. Ministers in the gifts of the Spirit, able to release and equip others in their giftings to foster our existing worshipping community.
- **A Leader;** able to work successfully as an integral part of collaborative teams (lay, clergy, other denominations in the town), to deliver the further development of the benefice churches, their community outreach, our thriving youth ministry, and the new Mission Area.
- **A Preacher/Teacher;** someone who has strong biblical knowledge and preaches and teaches the gospel, to build on our evangelical heritage of faithful Bible teaching, who is also able to preach the gospel in creative and imaginative ways.
- **A Pastor;** someone with good pastoral skills, able to get alongside people with different situations or points of view, to share the love of Jesus, and to enable others in offering pastoral support. In particular the ability to engage with children and families.
- **Strategic;** casting and implementing vision to help us to evangelise effectively, serve our community, and face outwards as part of an evolving mission area. We long to see His kingdom come where we live, and for us all to be released to use our gifts, buildings and resources to do this.
- **A Mentor;** Overseeing our existing youth ministry, and with an openness to being a training incumbent in the future, preferably with a proven track record of mentoring and support.

WE ARE OFFERING YOU:

- Faith-filled PCCs excited to support the next Incumbent in continuing to discern and implement the vision.
- A team of Lay ministers and Authorised worship leaders enthusiastic to work with you in delivering a variety of services, mission and pastoral ministry across the benefice.
- The opportunity to champion our thriving youthwork alongside our passionate youth minister.
- Congregations inspired to volunteer and enable our community focused activities – both regular (home groups, messy church etc.) and seasonal (Alpha, civic services, Christmas Fayre etc.).
- A spacious family Rectory adjacent to Chippenham's two main secondary schools, a short walk from one of our benefice churches.
- An exciting opportunity to be part of the Chippenham Mission Area Proposal (MAP). The proposal seeks to achieve the aims set out in the Bristol diocesan strategy: Transforming Church. Together.
- The support of a church office and part-time Office Administrator.
- A newly reordered St Paul's church building that is developing connections to host local community groups alongside the well-used church hall.

ROLE DESCRIPTION

ROLE TITLE	Rector Greenways Benefice
TYPE OF ROLE	Full time stipendiary
NAME OF BENEFICE	Greenways Benefice
DEANERY	Chippenham
ARCHDEACONRY	Malmesbury
CONDITIONS OF SERVICE	Please refer to Statements of Particulars document which will be issued in conjunction with this role description
KEY CONTACT FOR THE ROLE	Archdeacon of Malmesbury
CLERGY TERMS OF SERVICE	This role falls within the Clergy Terms of Service formally known as Common Tenure. The HR Manager is the designated person by the Bishop of Bristol to issue the Statement of Particulars for the post holder.
ACCOUNTABILITY	Priests share with the Bishop in the oversight of the Church. Whilst, as an office holder, the individual is expected to lead and prioritise work in line with the purpose of the role, they are encouraged to inform the incumbent (in case of assistant priests) and Archdeacon and Church Warden/s (in case of incumbents) about any issues exceptional or otherwise that have the potential to affect ongoing delivery of ministry

1 MINISTRY CONTEXT

WIDER CONTEXT

Our vision is - Loving as Jesus loves, praying as he prays, and Growing in Christ to make him known.

Our four main Strategic Outcomes are:

- a form of church in every community, and a church in which all can participate, thrive, and belong
- people who worship God in every aspect of their lives, and throughout their whole lives
- a benefice recognised as a powerful force for gospel change
- a sustainable benefice

These priorities are supported centrally by resources, training, conferences, workshops and much more. We are inviting benefices and their ministers to share a vision and to work with colleagues across boundaries to grow the Kingdom of God.

We encourage a minister, in conversation with their Area Dean and Archdeacon, to have a ministerial interest beyond the benefice which is a personal specialism and which is available to the wider church. Above all, we want all who minister in our benefice to flourish and deepen their enjoyment of God

LOCAL CONTEXT

Chippenham is a market town just south of the M4. There are three churches that make up our Benefice; St Paul's in the north of the town of Chippenham, St Peter's Langley Burrell, St Nicholas Hardenhuish. The churches are part of a Mission Area proposal to resource collaborative mission across Chippenham

2 PURPOSE AND KEY RESPONSIBILITIES

- A. To exercise the cure of souls shared with the bishop in these benefices in collaboration with colleagues including the praying of the Daily Office, the administration of the sacraments and preaching
- B. To have regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Guidelines for Professional Conduct for the Clergy, and other relevant legislation including
 - bringing the grace and truth of Christ to this generation and making him known to those in your care.
 - instructing the parishioners in the Christian faith
 - preparing candidates for confirmation
 - diligently visiting the parishioners of the benefice, particularly those who are sick and infirm
 - providing spiritual counsel and advice.
 - consulting with the parochial church council on matters of general concern and importance to the benefice.
 - bringing the needs of the world before God in intercession
 - calling your hearers to repentance and declaring in Christ's name the absolution and forgiveness of their sins
 - blessing people in God's name
 - preparing people for their death

- discerning and fostering the gifts of all God's people
 - being faithful in prayer, expectant and watchful for the signs of God's presence, as he reveals his kingdom among us
- C. Care and development of themselves and their personal relationship, including adequate time for family life, friendship, recreation, renewal and personal health, through taking a weekly day off and their full holiday entitlement
- D. To share in the wider work of the Deanery and Diocese as appropriate, for the building up of the whole Body of Christ

KEY RESPONSIBILITIES SPECIFIC TO THE LOCAL SITUATION

- Work collaboratively in a position of ordained leadership within the Mission Area
- Leading and motivating the church in discerning, setting and holding its vision
- Sharing ministry as appropriate and working collaboratively with others, so that individuals' gifts and talents are identified, encouraged, developed and used effectively
- Evangelistic ministry to people of all ages, encouraging new people to Christian faith and enabling them to grow into lifelong disciples
- Discern and develop missional links with the wider community and nurture partnerships in service, including with other churches and with other Church of England ministers
- Oversee and deliver pastoral care
- Oversee, manage and work with employees and volunteers across a range of roles
- Oversee and deliver worship and preaching which transforms lives
- Oversee good governance
- Implement and work to, Safeguarding and other key policies
- Oversee the care, maintenance, development and usage of the buildings.

The key responsibilities listed above may be supported by long and short term objectives to be agreed between the post holder and the incumbent or the Archdeacon and Church Wardens.

OTHER RESPONSIBILITIES

- Participate in the Bishop's Ministerial Development Review scheme and engage in Continuing Ministerial Development
- Meet regularly with a Work Coach; work collegially across boundaries especially with other parishes within the proposed Mission Area; participate in Chapter and Synod
- Carry out any other duties and responsibilities as required in line with the benefice needs.
- Take care of their wellbeing including health and safety and building a good repertoire of spiritual and psychological strategies for self-care.

3: BENEFICE SUMMARY

The Benefice of Greenways, Chippenham

2 Parishes: St Paul's Chippenham with St Peter's Langley Burrell, St Nicholas Hardenhuish,

2 Patrons: Bishop of Bristol and CPAS – Church Pastoral Aid Society

Licensed Lay Ministers

Benefice paid staff: Administrator & Youth Minister

Buildings: St Pauls, St Pauls Church Hall, St Peter's and St Nicholas

Churchyard(s): St Paul's, St Nicholas, St Peter's

Schools with whom there is an ongoing relationship: Chippenham Secondary Schools and Wiltshire College

4: KEY CONTACTS FOR THE ROLE

- Area Dean
- Archdeacon
- Staff at The Diocesan Office
- The Bishop of Bristol and The Suffragan Bishop of Swindon

5. RELEVANT DOCUMENTATION

This role description is issued alongside, and should be read in conjunction with the following documents:

- The Ordinal
- The Canons of the Church of England
- Guidance for the Professional Conduct of Clergy
- Bishop's Licence
- Statement of Particulars issued to the office-holder on successful appointment
- Diocesan Clergy Handbook
- The wider job pack and Parish Profile
- Any objectives discussed and agreed between the post holder and the supervising minister

6. SAFEGUARDING

The Diocese of Bristol is committed to safeguarding, safer recruiting practice and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment. You will be expected to report any concerns relating to the safeguarding of children, young people or vulnerable adults in accordance with agreed procedures. If your own conduct in relation to the safeguarding of children, young people or vulnerable adults gives cause for concern, the Diocese Allegations Management procedure will be followed, alongside implementation of the Clergy Disciplinary Measure as required.

PERSON SPECIFICATION

QUALIFICATIONS / TRAINING

Essential

- Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises.
- Satisfactorily completed Initial Ministerial Education.
- Fully trained in and committed to safeguarding the whole community and able to lead in nurturing a safeguarding culture and the implementation of safeguarding policy and practice.
- Proactive to engage in further training that enhances this role.

Desirable

- Having completed a recognised course of study on small town / rural ministry and / or transforming conflict

EXPERIENCE

Essential

- Leading a team collaboratively to discern, set, hold and implement a vision.
- The development, with skill, sensitivity, and adaptability, of a variety of styles of worship, including traditional, contemporary and all-age.
- Lead people into the Holy Spirit and releasing their spiritual gifts.

Desirable

- Ministry in a multi-parish context.
- Rural and / or small town ministry.
- Working missionally across ecumenical and parish boundaries.

KNOWLEDGE/ SKILLS AND COMPETENCIES

Essential

- A good teacher, preacher, and presenter of the gospel in a variety of ways.
- Someone who demonstrates truly collaborative team leadership, sharing ministry as appropriate with others including clergy colleagues, church wardens, PCC, staff, and volunteers.
- A leader who is able to identify the gifts and talents of others and inspires, encourages, and enables every member to fulfil what God is calling them to.
- The ability to release others into leadership across the breadth of ministry of the churches.
- The skills to manage employees across a range of roles e.g. administrator, youth minister.

Desirable

- An ability to build links between the local community and the Church.
- Experience of collaborative working with volunteers, civic, commerce and community groups.

GENERAL ATTRIBUTES

Essential

- A priest who is grounded in the evangelical tradition, with a lively and infectious faith in Jesus.
- A warm and approachable pastor whose care for people extends to encouraging new people to faith and their growth as disciples.
- A discerning and outward-looking attitude which identifies and responds to opportunities for mission within the Benefice and future Mission Area.
- A commitment to work collaboratively in a position of ordained leadership within the Mission Area.
- An ecumenical outlook and willingness to work with other denominations, local churches and community groups (e.g. CAP and our local children's centre).

Desirable

- Able and open to the potential for being a training incumbent.

OTHER

Essential

- Faithfully prayerful, grounded in scripture, and earnestly desiring the Holy Spirit.
- Someone who cares for the whole of themselves by ensuring they take time off, that they develop good supportive, relationships, and that they paying attention to family life and personal health.
- A commitment to full engagement with Deanery and Diocese, not least within the opportunities afforded by 'Transforming Church. Together'.

GREENWAYS BENEFICE FINANCES

ST PAUL'S CHIPPENHAM

St Paul's has chosen to invest in recent years to support young people's work and reorder our church to make it a better facility for community and outreach use. Over the past few years, the church halls have been refurbished, the church roof has been replaced, and an internal reordering to remove the pews was finally completed June 2022. The church actively encourages young people and in 2015 took the step of funding a Youth Worker, funded by the church, to enable that ministry to develop. To top up the funds available for most recent reordering stage the PCC took a £100,000 loan from the Diocese over 10 years, to enable to work to proceed.

St. Paul's has invested heavily in getting our church "fit for purpose" and been buffeted by the financial crisis since 2022 and the associated increases in costs. Additional income is generated from the commercial letting of the Hall and the reordered church.

The accounts for 2022 show an income of £238,014 and an expenditure of £615,711 which reflects the payments for many elements of the reordering work. Further details can be found at <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5003998/accounts-and-annual-returns>

Recognising the fragile state of our finances St. Paul's has actively engaged with the Diocese about moving forward. In agreement with them we only paid £54,462 of our Parish share of £68,222 and we will review 2024 in a similar manner. The aspiration is to be able to fully pay it if that was a wise and prudent move.

St Paul's has traditionally pledged to donate 10% of its regular giving total to Charities, although due to the financial state the PCC reluctantly agreed to cut that to 5% for 2023 and 2024.

The continued employment of our Youth Minister was questioned as steps were considered to balance the books, but we were blessed in January 2024 with an anonymous donation of £50,000 towards our Youth Work. This will secure that activity the short term. The church also employs a part time Administrator (17 hrs per week) .

The church will be looking towards applying for grants to sustain and develop our activities and a team is being assembled to undertake this moving forward. This is part of a 3-pronged approach, the others being to encourage additional giving and increasing hall and church letting revenues.

We are endeavouring to create a church with a sound financial position for the long term. We have used most of our reserves to further the work of the church but will continue in the belief that the direction we are going is God led and we trust in him to supply our needs.

ST NICHOLAS, HARDENHUISH

Financial Statements for the year ended 31 December 2023

Receipts and Payments Accounts

	Note	Unrestricted General Fund £	Restricted Funds £	Total 2023 £	Total 2022 £
Receipts					
Voluntary receipts:					
Planned giving (SO & Env)	1	13,221.56		13,221.56	13,505.70
Collections at services		615.76		615.76	322.72
Donations		1,067.70	150.00	1,217.70	500.82
Gift Aid recovered		3,840.34		3,840.34	3,805.62
		18,745.36	150.00	18,895.36	18,134.86
Activities for generating funds	2	0.00		0.00	0.00
Investment income (Nationwide BS)		77.49		77.49	10.00
Wedding / Funeral / Monument fees	3	10,190.00		10,190.00	5,316.00
Legacy		7,498.39		7,498.39	0.00
LPW grant equal to VAT on Tower roof		2,914.00		2,914.00	
Total receipts		39,425.24	150.00	39,575.24	23,460.86
Payments					
Church activities:					
Parish share		8,220.00		8,220.00	15,500.00
Group clergy and staffing costs	4	1,179.33		1,179.33	1,211.27
Outreach		0.00		0.00	0.00
Church building running expenses	5	10,464.40	150.00	10,614.40	5,605.01
Service running expenses	6	892.63		892.63	322.84
Mission giving and donations	7	2,331.00		2,331.00	1,620.00
Major Repairs - Tower roof and htaches		18,338.99		18,338.99	0.00
		41,426.35	150.00	41,576.35	24,259.12
Cost of generating funds	8	0.00		0.00	0.00
Governance costs				0.00	0.00
Total payments		41,426.35	150.00	41,576.35	24,259.12
Excess of receipts over payments		-2,001.11		-2,001.11	-798.26
Transfers between funds					
		-2,001.11	0.00	-2,001.11	-798.26
Cash at bank and in hand at 1 Jan		29,231.49			35,092.17
Cash at bank and in hand at 31 Dec		29,201.27	0.00	-2,001.11	34,293.91



ST PETER LANGLEY BURRELL

In the year end 2023 total income (excluding that for a restricted fund) amounted to 133% of equivalent total expenditure: The overall finances at St Peter's have stabilised and steadily improved after the temporary effects of the Covid pandemic. Giving from the congregation amounted to 47% of income, while that from weddings and funerals was 27% (a significant proportion); funds raised in the local community were also important contributors, particularly from the annual village fete. Parish Share expenditure in 2023 was 19% of income; annual donations to charity decreased to less than 5%, which will be reconsidered in the autumn, as this is below previous targets, but reflects pressures from building maintenance and project fundraising.

At 8 April 2024, 72% of available finance is restricted to, or designated for a project to provide an accessible toilet, by rebuilding an existing external structure. Approximately two thirds of the anticipated final cost has been raised and a Faculty application is currently with the Diocesan Registrar. There are sufficient general funds to meet normal running costs, with a reserve also available to call upon if necessary. While the regular, predictable financial demands on the church can be met, the requirement to maintain our Grade 1 listed heritage building will always be challenging.

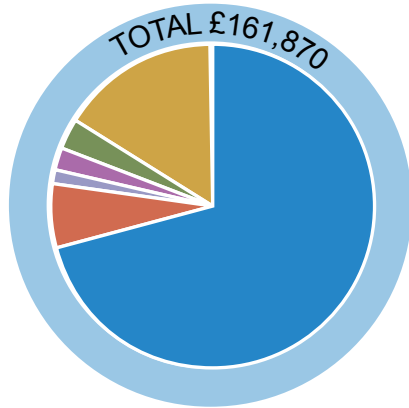
The church treasurer has held this role for ten years, working in cooperation with the parish finance team as it has changed - and hopefully now stabilised.

GREENWAYS INCOME & EXPENDITURES

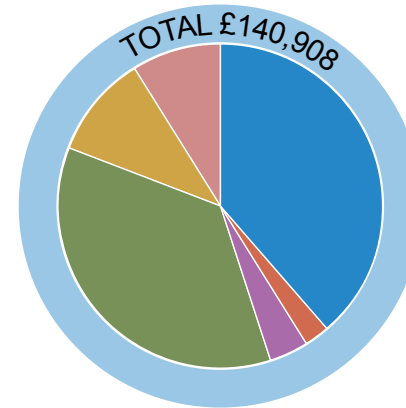
INCOME

EXPENDITURES

ST PAULS

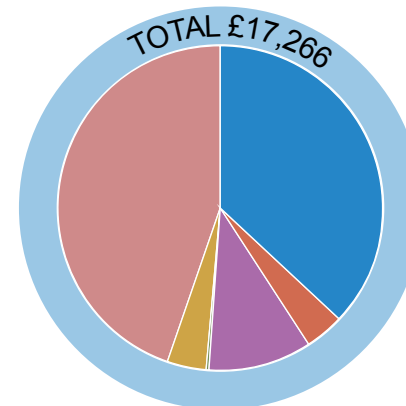
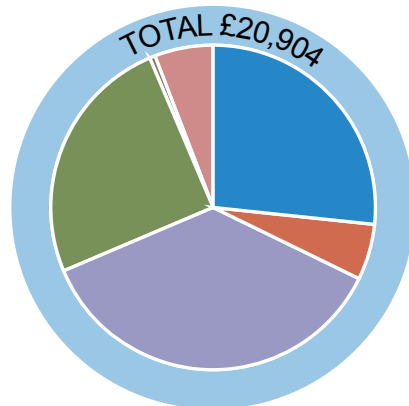


- Planned giving
- Tax reclaimed
- Unplanned giving
- Grants
- Fees from weddings & funerals
- Church & hall lettings
- Interest & dividends
- Income from fundraising
- Legacies

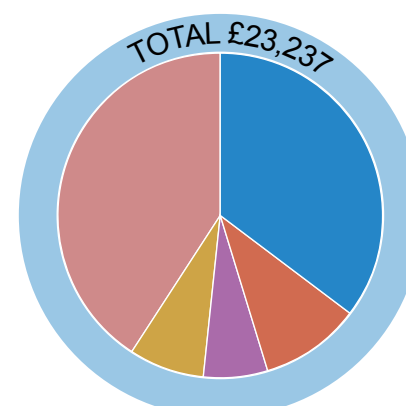
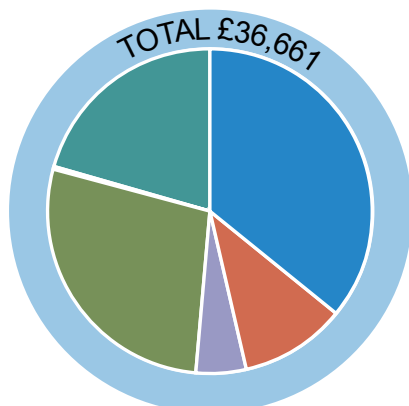


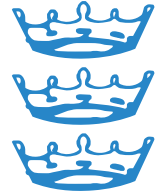
- Parish share
- Mission giving
- Insurance
- Staff costs
- Energy costs
- Other - running costs & maintenance

ST PETERS



ST NICHOLAS





HUMANITY RECONCILED CREATION RESTORED

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.

Transforming Church. Together (TCT) its vision: Humanity Reconciled, Creation Restored. It began in 2021 with an extended period of listening to God and to one another. People from across the Diocese joined in conversations and online questionnaires to share experiences of faith, society and the church, and to discuss hopes for the future. From these conversations, four guiding values were discerned: Creativity, Openness, Bravery and Generosity.

Those values inspired 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 TCT 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 vision and implement plans
- Help for benefices with evangelism, discipleship plans and resources
- Training, coaching and support for teams setting up and running Fresh Expressions
- Support for ministerial wellbeing and vocation. Each incumbent will receive bimonthly coaching sessions, with additional support for those new to their post
- Enhanced provision for volunteer training and administering safeguarding
- Increased capacity in the Diocesan office to support parishes with the care and improvement of church buildings
- Investing to become a Net Zero Diocese by 2030

- Overcoming barriers to faith by addressing the church's history on racial justice and diversity
- Developing partnerships between the church at various levels and local councils, businesses etc
- Investment in work with under 18s through school chaplaincy, youth interns and workers
- Investment in deprived parishes, church plants/grrafts and new Mission Areas

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

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 50 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 in a range of areas, highlight and share best practice across the Diocese and manage different aspects of the life of the Diocese.



CONTACT

For an informal conversation about this role please contact:
Revd Adam Beaumont, Associate Archdeacon
adam.beaumont@bristoldiocese.org

Or for more information about the diocese and Transforming
Church Together, please visit
www.bristol.anglican.org

Please send your completed application form to
jobs@bristoldiocese.org

