



DIOCESE OF BRISTOL

TRANSFORMING CHURCH. TOGETHER.

INTERIM 0.5  
PRIEST-IN-  
CHARGE

NORTH WEST  
SWINDON  
AND LYDIARD  
MILLCENT



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Thank you for your interest in this position. We hope this profile will help you with your ongoing discernment.

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# THE DIOCESAN STRATEGY

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

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

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

These include:

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

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

## DIOCESAN SUPPORT SERVICES

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



# BEING CLERGY IN THE DIOCESE OF BRISTOL

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



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

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

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

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

# FROM THE ACTING BISHOP OF BRISTOL

**I am delighted that you are considering the role of Interim 0.5 Priest-in-charge of North West Swindon and Lydiard Millicent. I hope this profile describes a Diocese and Parish within which you can flourish.**

The Diocese of Bristol is a great place to serve, with a strong commitment to supporting and empowering local church leaders. There is a real trust in clergy and congregations to lead in ways that are authentic to their context. We value greatly our clergy and prioritise their wellbeing. We provide a dedicated coaching network for clergy, wellbeing support, and leadership development.

This profile reflects the excellent connections that All Saints church has with its community and the potential to grow. North West Swindon and Lydiard Millicent is a single church benefice of about 4,100 people, of whom about half live in the village and half on the outskirts of Swindon. The friendly church has great links with local schools, especially the nearby CofE Primary School. The congregation of about 30-40 include several who travel for the style of teaching and informal worship. There is a solid team of PCC, officers and people who lead worship.



**DIOCESE OF BRISTOL**  
TRANSFORMING CHURCH. TOGETHER.

There are exciting opportunities to translate the good community links with the village into evangelism and discipleship; build presence in North Swindon; and creatively use the newly reordered church building.

Within 6 years the incumbent of the neighbouring benefice of Purton is due to retire. A Scheme under the 1983 Pastoral Measure will be submitted to combine Purton and Lydiard Millicent into one benefice. The next Priest in Charge of Lydiard Millicent will need to work closely with Purton to ease this transition and deepen collaborative mission and ministry. You will be building on existing foundations including a shared Youth Chaplain and occasional joint worship.

We are therefore looking for a missional priest, strongly collaborative, and confident ministering in a semi-rural community and in schools.

Thank you for your consideration, with our prayers for your discernment.



*+ Neil Swindon*

THE RT REVD NEIL WARWICK  
SUFFRAGAN BISHOP OF SWINDON  
ACTING BISHOP OF BRISTOL

# AREA DEAN'S MESSAGE

## **Thank you for taking the time to investigate the role of Priest in Charge at All Saints, Lydiard Millicent in Swindon Deanery.**

Swindon is an ever-expanding town, set in beautiful countryside and only a short distance from the delights of the Cotswolds and rural Wiltshire. There are plenty of good schools and many great job opportunities within the town, plus convenient transport links to London, Bristol, Reading and South Wales.

Swindon Deanery comprises 19 parishes and is one of seven deaneries in the Bristol Diocese. Our monthly chapter meetings are welcoming and supportive and our synod is keen to engage with issues which are relevant in the parishes, offering ideas and inspiration.

As the Diocesan strategy is taking root and flourishing across the diocese, the Swindon Deanery Plan seeks to find ways parishes can work together locally to implement Transforming Church. Together. Our local priorities include engaging with marginalised communities, schools and new housing estates. We aim to work together across parish boundaries, where appropriate, for the good of Swindon. The unity we seek is not just within the Anglican church as in recent years there has been a greater desire for unity between many of the numerous congregations of different denominations within the town. This unity is particularly fruitful in the many Christian charities which seek to spread Christ's love to the disadvantaged in our community.

Lydiard Millicent is one of the more rural parishes in the Deanery and while the village itself retains a traditional rural community feel, some of the parish shares the challenges felt by so much of Swindon of suburban dislocation, where community has to be more carefully nurtured.

The new Interim 0.5 Priest-in-charge will have a great opportunity to work with committed lay people to foster community and deepen discipleship. The introduction of the Faith Chaplain in Lydiard Millicent and Purton is an important first step for the deanery in developing inter-parish collaboration and church-school relationships. Supporting this role will be vital to the flourishing of these links going forward.

We will continue to pray for you and the parish as we seek the right candidate for this role and you seek the right parish for your ministry. As you seek God's calling, we hope that you will be inspired by all that He is doing in Swindon.

Yours in Christ

REVD SALLY ROBERTSON  
AREA DEAN OF SWINDON

# INTRODUCTION



**A dynamic and committed fellowship that seeks to share the word of God and grow within the local community and beyond.**

All Saints Church is a single church benefice centred on a building that has been a beacon of Christian faith in the picturesque Wiltshire countryside for over eight centuries.

After decades of change and growth in the area, the parish now encompasses two modern housing developments of nearby Northwest Swindon. Together with the village and nearby hamlets, today's church serves around 4,100 residents. Whereas, in the past, many of our congregation had deep roots in the local rural area or in Swindon's railway works, today many have come from across the UK or other countries for work in the area's diverse industries or in retirement to be close to family.

Our members represent a variety of ages and backgrounds. Our regular congregations number around 30 to 40. These are increased significantly during Christian festivals and on occasions when members of our BASH (Bible and Sharing Hour) youth group help to lead services and are joined by their families. We are keen to grow the younger people and families into our regular worship.

# MISSION AND VISION



Our current vision is to “**Be family, make disciples, serve others**”.

To this end, we seek to be a community where all can be welcomed and helped to discover a living faith in Christ and where all can find support and friendship in each stage of life and in family, work, study and service to the community.

We seek to be a church that is:

- ♦ **Rooted in Christ:** centred on biblical faith and prayerful worship.
- ♦ **Missional:** seeking to grow our congregation in numbers and Christian discipleship.
- ♦ **Welcoming to all:** open-hearted to families, singles, children, and the elderly alike.
- ♦ **Growing in faith:** committed to discipleship, learning, and spiritual growth for all ages.
- ♦ **Nurturing:** supporting new leaders and empowering existing members to serve and grow.
- ♦ **Engaged locally:** serving our community through pastoral care, outreach, and partnerships with local groups
- ♦ **Being relevant:** building bridges with our local community and beyond.
- ♦ **Adaptive:** cherishing our heritage while embracing new ways of being church in a changing world.
- ♦ **Looking outward:** supporting international mission, aid and development.

# OUR NEW PRIEST IN CHARGE

As a friendly and outward-looking congregation, All Saints is looking for a minister who will recognise and develop our vision, who will be approachable and accessible to church and community, skilled in preaching and teaching, have pastoral sensitivity, and be able to encourage and empower others in discipleship, service, and witness.

We understand that the new priest's capacity in a half time role will depend on their individual gifts and calling. We are open to their vision and welcome fresh ideas. We have thought carefully about the transition to a half-time ministry and understand that the priest's focus will need to be on oversight and equipping. The key areas in which we expect they will lead us are

the following:

- ♦ Lead Sunday services. Our current pattern is 8am Holy Communion and 10.30am services.
- ♦ Conduct Occasional Offices as required, encouraging the use of laity where appropriate and supporting those seeking Licensed Lay Ministry.
- ♦ Provide and oversee others to provide pastoral support for individuals and families.
- ♦ Facilitate the setting up of home groups and outreach programmes encouraging members of the congregation to lead and run them as appropriate.
- ♦ Support work undertaken by our Faith Chaplain (shared with St. Mary's, Purton) by meeting with them regularly and taking assemblies in the three schools within the Parish once a term or more often.
- ♦ Support our youth ministry. Currently this would involve attending our Youth Group at least once a term and seeking ways in which to include them more in Sunday worship along with their families.
- ♦ Chair the Standing Committee and Parochial Church Council (PCC) of All Saints Church and act as an ex-officio Governor at Lydiard Millicent CE Primary



School.

- ♦ Maintain good relations with other churches in the area, especially St Mary's, Purton. This interim Priest in Charge role includes a significant focus on increasing collaboration with St. Mary's Purton, with the intent that the two benefices will be combined within six years.

# CHURCH LIFE

## WORSHIP AND SERVICES

Worship at All Saints is at the heart of our parish life. Our services reflect the liturgical richness of the Church of England, but may include creative responses, meditations, questions or discussion that engages the congregation. Preaching is centred around the teaching and application of the Bible. Our worship draws on a mix of historic and contemporary hymns, chosen to express the theme of the service. Prayers and Bible readings are undertaken by congregation members, encouraging as many as possible to engage in the church's ministry. We are blessed with a small but dedicated music group who lead our singing. Visiting musicians and music groups are welcomed for festivals and charity concerts, making the church a venue for local culture as well as devotion.

The main Sunday service is at 10:30 am, using Common Worship Morning Praise and Communion forms, with an earlier 8.00 am service that typically follows the Book of Common Prayer. The church is an attractive venue for Baptisms, Weddings and Funerals, offering warm hospitality and pastoral support. We currently have one weekly Bible study group, a weekly prayer meeting and a monthly men's breakfast.



## COMMUNITY LIFE AND OUTREACH

The Church has excellent relations with the independently run Parish Hall which is located opposite the church, where services were held while re-ordering proceeded in the church. In pre-Covid days, the church offered a Mums and Toddler's group and ran a weekly "Cake Break" café which has now migrated to the Parish Hall. Our community activities currently include welcoming Lydiard Millicent primary school and the pre-school for special events including festivals and leaver services; outreach to local schools (including Peatmoor Community Primary School within our parish) via our Faith Chaplain and Open the Book teams; Foodbank collections; sandwich making for homeless people in central Swindon, support for vulnerable parishioners, and a small church garden and pond that is part of our commitment to being an Eco-Church. In 2023, a small group from All Saints joined a diocesan visit to several dioceses in Uganda and were inspired by the discipleship and life of the Anglican Church there.

## CHILDREN AND YOUTH

Children and youth have been an important focus of our church life with a regular Sunday School, youth group, parents and toddler's group, puppets group and all-age services. This has changed in recent years as several families have moved to larger congregations since the pandemic.

This is an aspect of church life we are looking to address. Most of our current children's ministry is through local schools. Strong relations have been nurtured with staff, pupils and parents at the two primary schools in the parish and a third in Purton parish through assembly visits by the previous vicar, by a Children's and Youth Church Worker (now our Faith Chaplain) and by Open the Book teams in which a number of All Saints members are involved. Experience Easter, Pentecost and Christmas events have also become regular events at All Saints or in the schools themselves.

A significant step was taken in 2022 when we appointed a part-time Children's and Youth Church Worker. The faith chaplaincy role is funded until July 2027. The agreement is that for this period John Halsted (churchwarden) is the line manager and Rev Ian Tweedie Smith, (vicar of Purton) is spiritual advisor. In addition the ChEG, Chaplaincy enabling Group, is now up and running, which consists of PCC members from both churches.

Assembly visits, lunchtime meetings in school and a regular youth gathering (BASH - Bible and Sharing Hour) at All Saints have seen the young people grow in faith and form a youth band including musicians, singers and dancers. It has been a joy to see this group of up to 30 youngsters lead all-age services at All Saints during Easter and Christmas attracting their families to come in support. In September 2025, the Children's Worker took on the role of Faith Chaplain (funded until 2027) in a new diocese initiative through the Bristol dioceses, a collaboration between All Saints Church and St Mary's Purton.

This adds Purton's Bradon Forest Secondary School and an additional primary school to the school visits. A summer barbecue for the BASH youngsters and families drew around 120 people. Outreach to these children and families is a key area where we hope a new Priest in Charge will offer support.



## PARTNERSHIPS AND ECUMENICAL LINKS

We value and maintain good connections with churches of other denominations in the wider area including those that were formerly part of an ecumenical partnership (recently disbanded) that All Saints left to become a separate benefice in 2017. Several members participate with members of other churches as part of Open the Book teams that serve West Swindon primary schools. The church is also developing strong relationships with clergy, lay ministers and members at St Mary's, Purton, with whom we share support for our new Faith Chaplain, and where several shared services have been held during the interregnum and during the church reordering.



## LEADERSHIP AND GOVERNANCE

All Saints has a committed Parochial Church Council (PCC) overseeing spiritual and practical matters. The incoming parish priest will be supported by churchwardens and volunteers who together are currently responsible for pastoral care and worship. Leadership is collaborative, encouraging the gifts and voices of the whole congregation. One church member is currently pursuing the Bristol Diocese Exploring Christianity course for Licensed Lay Ministry and another is considering this. Skilled and committed lay people are actively involved in various areas of church life from flower arranging and bell ringing to pastoral visiting, administration, church maintenance, stewardship, web maintenance and publicity.

Like many rural churches, we face challenges:

- ♦ Maintaining and enhancing the historic building for future generations.
- ♦ Reaching out to those who may feel on the margins of church life, especially younger families and the elderly.
- ♦ Ensuring financial sustainability amid increasing costs and changing giving patterns.
- ♦ Adapting to changing patterns of worship in the post-pandemic world.

Yet, these challenges are met with faith, resourcefulness, and active involvement. We see opportunities for growth in digital outreach through our website and social media, through community partnerships, deepening faith and strengthening witness.

# OUR CONTEXT

## LOCAL INFORMATION

Lydiard Millicent has an active community of about 1,600 residents with a total parish population of 4,164 (National Census 2021). The village includes The Sun Inn, a well-regarded pub with outside dining area, a parish hall opposite the church, a Church of England primary school, and a separate pre-school adjacent to the vicarage. Everyday shopping needs are available at Royal Wootton Bassett, about three miles distant, or the larger centre of Swindon which provides extensive shopping and recreational facilities. All major supermarkets are available. Convenience shopping is a short drive away in Purton, Peatmoor, or the large West Swindon Shopping Centre (ASDA and other stores). Lydiard Millicent has a regular bus service provided by Stagecoach and Swindon's Bus Company. Routes are available to Cirencester, the West Swindon Shopping Centre and central Swindon. GP practices are located in Purton and West Swindon.

Other transport connections are excellent with Junction 16 of the M4 about four miles away. There is a fast Intercity rail service from Swindon station, about six miles from the village, to London Paddington taking approximately 60 minutes. This line also travels west to Chippenham, Bath and Bristol.

Local schools include Lydiard Millicent CofE Primary school and Peatmoor Community Primary School and The Bradon Forest Secondary School in nearby Purton (all three schools rated good by Ofsted). Leisure and outdoor activities are available and include the Link Centre in West Swindon (swimming pool, ice rink, gym and fitness training), the Cotswold Water Park, and The Wiltshire golf course at neighbouring Royal Wootton Bassett. A footpath to nearby Lydiard House Country Park starts just outside the Vicarage drive.



# THE CHURCH BUILDING



Located in the heart of Lydiard Millicent village, the building is a Grade II\* listed parish church. Records of a church at Lydiard Millicent date back to the 12th century, with elements of the current building tracing their origins to Norman times. Over the centuries, the building has been lovingly maintained and restored, with significant Victorian enhancements and, more recently, the addition of modern amenities as part of a major reordering to enhance its flexibility and accessibility and make it suitable for use over the next century.

The church received a Bristol Diocese award for exceptional care and maintenance of its fabric in 2019 following completion of the Chancel roof repair. Since then, substantial repair and reordering work was completed over the last year. This was paid for with an existing legacy, fundraising and the generosity of more than 15 grant awarding organisations. The nave roof was repaired ensuring that the building will be safe, dry and more eco-friendly for the next 100 years.

The inside of the building was also reordered at the same time. A new glass door with an etched design created by artist Sheona Beaumont with input from children from Lydiard Millicent CE School welcomes people to the building and has increased the natural light in the church. By removing pews from the south aisle we created a flexible meeting space. This is ideal for socialising after services, for small meetings, youth or community activities, and may be used for large services by the addition of extra chairs. At the other end of the aisle we installed a fully functional kitchen, with cooker, dishwasher and fridge. Next to this is a new, accessible toilet. We have a fine organ that was given a partial overhaul and restoration during the reordering.

# THE VICARAGE

The All Saints Vicarage was purpose-built in 1952. Since then it has been extensively upgraded and refurbished. It is presented in pristine condition, having been fully redecorated in 2025. It comprises a detached two-story dwelling located at the end of 'The Butts', a cul-de-sac located in the centre of Lydiard Millicent. The rest of the road is comprised of unique residences. The plot is extensive with large garden, currently laid out to lawns, vegetable plot, flower beds and a small productive orchard. It backs on to uninterrupted views of classic Wiltshire farmland. This is one of the most sought-after rural residential areas in North Wiltshire. It is a 1 minute walk from Lydiard Millicent CofE Primary and a 5 minute walk from All Saint's Church. Peatmoor Primary

School is a 10 minute drive into West Swindon. Saint Mary's Church, Purton is a 10 minute drive away, along a quiet country road.

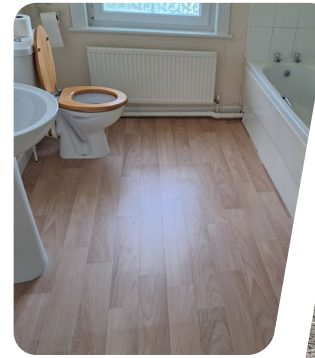


## GROUND FLOOR

- ♦ Large spacious lounge with floor to ceiling windows and farmland views plus wood burning stove
- ♦ Family dining room, with direct access to garden
- ♦ Kitchen, large and fully equipped with modern appliances
- ♦ Study
- ♦ 2 utility rooms one with large sink
- ♦ WC with disabled access

## FIRST FLOOR

- ♦ 3 double bedrooms
- ♦ 1 single bedroom
- ♦ 2 Bathrooms - one with Bath, WC and shower over the bath and the other with Bath, WC and separate shower



## ADDITIONAL INFORMATION

- ♦ The vicarage has its own entrance gate and driveway
- ♦ The property is connected to all mains services
- ♦ Is fitted with large solar panel array
- ♦ Heating is by mains gas boiler
- ♦ Off-road parking is available for 5-6 vehicles



# 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
  - ♦ Have satisfactorily completed Initial Ministerial Education
  - ♦ Willingness to engage in further training that enhances the skills of community leadership
- 

## EXPERIENCE

### Essential

- ♦ Oversee and deliver worship and preaching which transforms lives and the church
- ♦ Sharing ministry and working collaboratively with others, so that individuals' gifts and talents are identified, encouraged, developed and used effectively

### Desirable

- ♦ Incumbent-level ministry
  - ♦ Supervision of employed staff
- 

## KNOWLEDGE/ SKILLS AND COMPETENCIES

### Essential

- ♦ Leading and motivating the church in discerning, setting and holding its vision and how this is realised in context.
  - ♦ Articulating priorities aligned with TC.T, and developing an implementation strategy from this vision and priorities
  - ♦ Oversee good governance through chairing the PCC, Standing Committee, and setting up sub-committees or other governance structures as appropriate.
  - ♦ Implement and work to Safeguarding and other key policies
-

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## GENERAL ATTRIBUTES

### Essential

- ♦ Someone whose identity is grounded in a lively faith in Jesus, with a passion for sharing God's love
- ♦ Organized, able to prioritise and thrive in a half-time role.
- ♦ A good listener with excellent pastoral abilities for all ages - good emotional intelligence, people and diplomacy skills
- ♦ Able to share with the wider leadership and church community responsibilities for evangelism, community links, pastoral care, buildings, schools. Ensuring oversight of these responsibilities so they are effective.

### Desirable

- ♦ Be accessible and approachable, having a friendly and welcoming manner with the ability to inspire confidence within the Church family
- 



# ROLE DESCRIPTION

## SECTION ONE: DETAILS OF POST

|                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ROLE TITLE                              | Interim 0.5 Priest-in-charge, Swindon, North West and Lydiard Millicent                                                                                                                                                                                                                                                                                                                                                                 |
| TYPE OF ROLE                            | Half-time stipendiary.                                                                                                                                                                                                                                                                                                                                                                                                                  |
| NAME OF BENEFICE                        | Swindon, North West and Lydiard Millicent                                                                                                                                                                                                                                                                                                                                                                                               |
| DEANERY                                 | Swindon                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 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 CLERGY TERMS OF SERVICE | Archdeacon of Malmesbury. 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. |
| ADDITIONAL RESPONSIBILITY               | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| ANTICIPATED TIME                        | It is anticipated that the Interim Priest role will last for an initial period of 3 years.<br>Half-time.                                                                                                                                                                                                                                                                                                                                |

## SECTION TWO: CONTEXT

### Wider Context

Our vision as a Diocese is Transforming Church Together (TC.T)

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 diocese recognised as a powerful force for gospel change
- ♦ a sustainable diocese

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

### Local Context

Swindon Deanery comprises the town of Swindon and its satellite towns and villages within the Diocese of Bristol. The total population of the Deanery is about 200,000 people. Demographics are mixed with some areas of significant deprivation on the council estates and post-industrial Victorian housing. Other areas are affluent, with high employment in the tech industry.

There are 19 benefices in the Deanery with about 34 parish churches and 3 BMOs, one of which the Pattern resource church. They encompass the full range of tradition within the CofE.

North West Swindon and Lydiard Millicent is a small single church benefice of about 3000 people, of which about 1600 live in the village and 1400 on the outskirts of Swindon. The church has extremely good links with the neighbouring village school, and good links with other schools in the parish. The congregation of about 30-40 include several who travel for the Biblical teaching and informal evangelical worship. Priorities for the future include translating good community links with the village into evangelism and discipleship; building presence in North Swindon; creatively using the newly reordered church building.

Within 6 years the incumbent of the neighbouring benefice of Purton is due to retire. A Scheme under the 1983 Pastoral Measure will be submitted to combine Purton and Lydiard Millicent into one benefice. A key focus for the Vicar of Lydiard Millicent will be to work closely with Purton to ease this transition and deepen collaborative mission and ministry. This work will build on existing foundations including a shared Youth Chaplain and occasional joint worship.

## SECTION THREE: ROLE PURPOSE AND KEY RESPONSIBILITIES

### Key responsibilities specific to the local situation:

- ♦ Develop and sustain good working relationships with leaders in the church, including licensed ministers and Church Officers.
- ♦ Leading and motivating the church in discerning, setting and holding its vision and how this is realised in context.
- ♦ Articulating priorities aligned with TC.T, and developing an implementation strategy from this vision and priorities.
- ♦ Oversee good governance through chairing the PCC and the Standing Committee, and setting up sub-committees or other governance structures as appropriate.
- ♦ Sharing ministry and working collaboratively with others, so that individuals' gifts and talents are identified, encouraged, developed and used effectively.
- ♦ Oversee and deliver worship and preaching which transforms lives and the church
- ♦ Implement and work to Safeguarding and other key policies.
- ♦ Support and enable the ministry of the Faith Chaplain.
- ♦ Work with schools and other community organisations.

### Responsibilities specific to the local situation which, due to the time-limited nature of the post, will be need to be shared with ministry team and congregation.

- ♦ Discern and develop missional links with the wider community and maintain good relations in mission with other churches and with other Church of England ministers.
- ♦ Oversee and deliver pastoral care for both individuals and families.
- ♦ Facilitate the setting up of home groups and outreach programmes, encouraging members of the congregation to lead and run them as appropriate.
- ♦ Oversee the care, maintenance, development and usage of the buildings.
- ♦ Conduct occasional offices required, encouraging the use of laity where appropriate and supporting those seeking Licensed Lay Ministry.

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

### General:

- 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
- 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

### 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; 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.

## SECTION FOUR: BENEFICE SUMMARY

### The Benefice of:

North West Swindon and Lydiard Millicent

Patron(s): The Bishop

Ministers: One LLM in training.

Benefice paid staff: Faith Chaplain.

Buildings: All Saints church.

Churchyard(s): Yes

Church Tradition: Informal evangelical

Pastoral Reorganisation proposals: Combination with Purton

Schools with whom there is an ongoing relationship: All Saints School.

## SECTION FIVE: KEY CONTACTS FOR THE ROLE

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

## SECTION SIX: OTHER

### Relevant Documentation

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

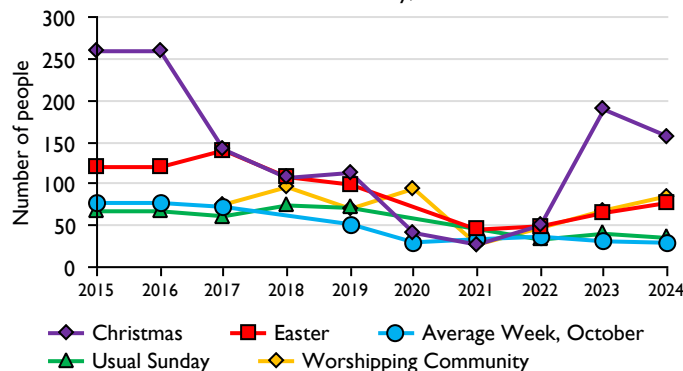
- ♦ The Ordinal
- ♦ The Canons of the Church of England
- ♦ Guidance for the Professional Conduct of Clergy
- ♦ Bishop's Licence
- ♦ Statement of Particulars issued to the office-holder on successful appointment
- ♦ Diocesan Clergy Handbook
- ♦ Parish Profile
- ♦ Any objectives discussed and agreed between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

### Safeguarding

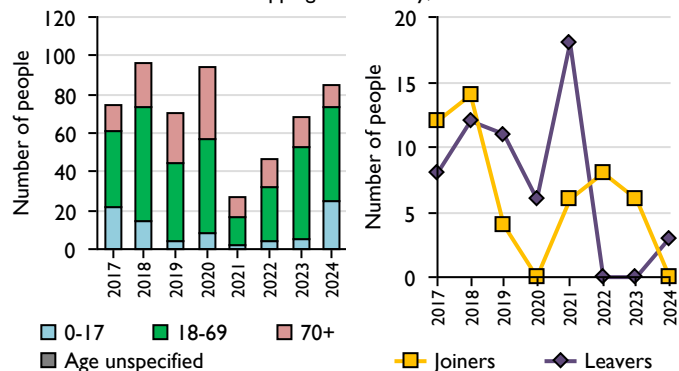
The Diocese of Bristol is committed to safeguarding, safer recruiting practice and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment. You will be expected to report any concerns relating to the safeguarding of children, 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.

# SfM Dashboard for the Parish of North West Swindon & Lydiard Millicent in the Deanery of SWINDON

1. Attendance Summary, 2015-24



2. Worshipping Community, 2017-24



## Parish Census and deprivation summary

Parish population (2021): 4164

|                          | Parish | Diocese | National |
|--------------------------|--------|---------|----------|
| % aged 0-19              | 22%    | 23%     | 23%      |
| % aged 20-44             | 27%    | 37%     | 33%      |
| % aged 45-69             | 39%    | 28%     | 31%      |
| % aged 70 & over         | 12%    | 11%     | 14%      |
| % Christian              | 49%    | 40%     | 46%      |
| % non-Christian religion | 5%     | 7%      | 11%      |

Parish deprivation rank (IMD 2019): 11345

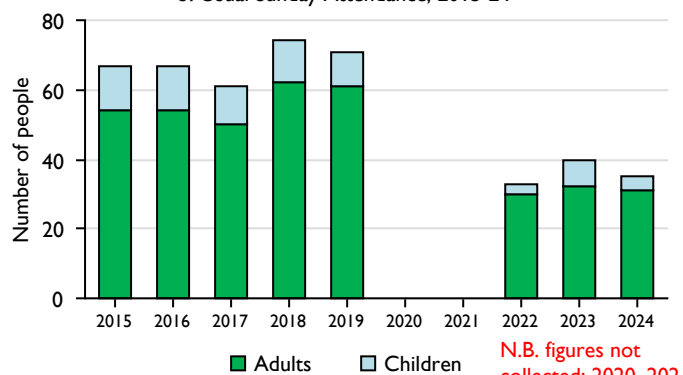
(1=most deprived parish in the Church of England, 12,161=least deprived)

For more detailed census & deprivation info: see <https://arcg.is/1WzGbO>  
<https://www.churchofengland.org/about/data-services/> and  
<http://www.cuf.org.uk/shinealight/>

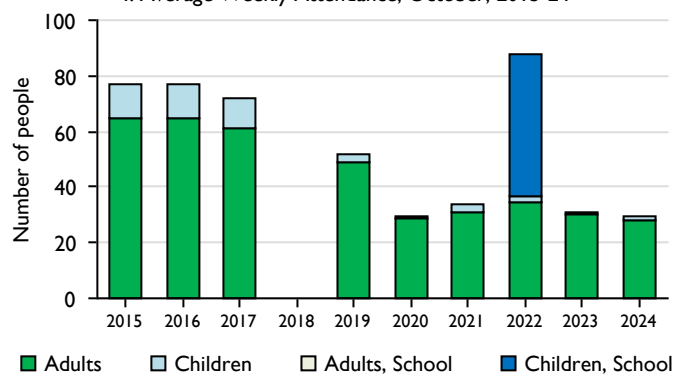
Number of churches in parish (2024): 1

Parish Code: 550223

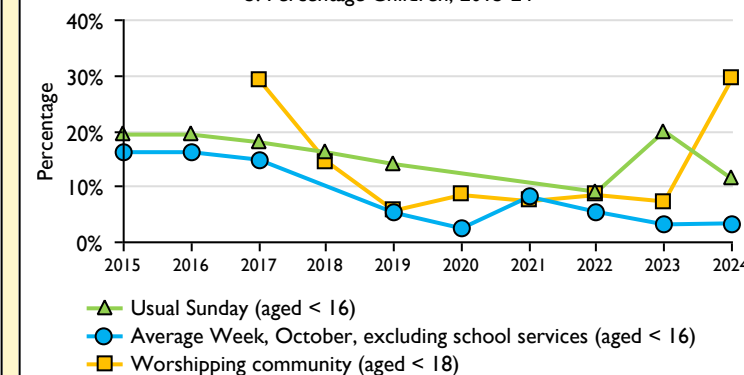
3. Usual Sunday Attendance, 2015-24



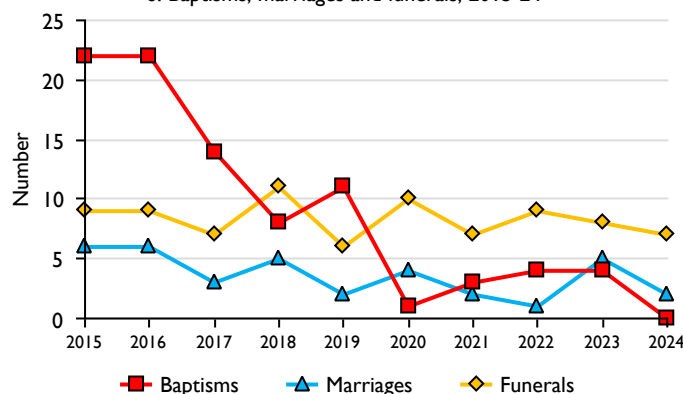
4. Average Weekly Attendance, October, 2015-24



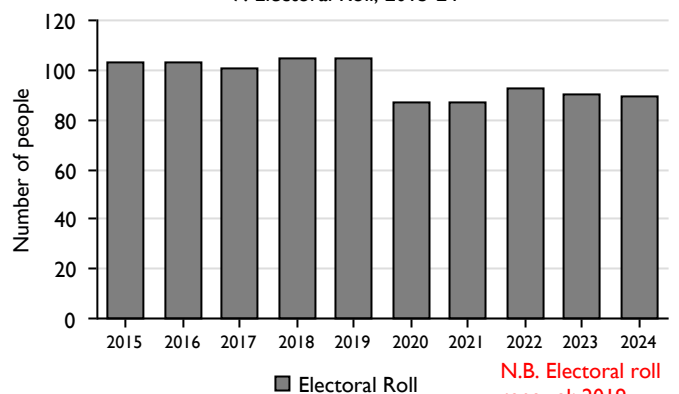
5. Percentage Children, 2015-24



6. Baptisms, marriages and funerals, 2015-24



7. Electoral Roll, 2015-24



This dashboard contains figures as submitted by churches currently in the Parish  
**Attendance statistics:** taken from annual Statistics for Mission returns.

Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools.

Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day.

Baptisms: all baptisms & thanksgivings.

Marriages: marriages and services of prayer & dedication after civil marriages.

Funerals: those held in church & at crematoria/cemeteries.

Because of pandemic-related church closures, Easter figures were not collected in 2020.

**Census data:** taken from the 2021 national Census.

**Deprivation statistics:** IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019.

The above statistics have been mapped onto parish boundaries so are approximations.

For more information, see: <https://www.churchofengland.org/about/data-services/>

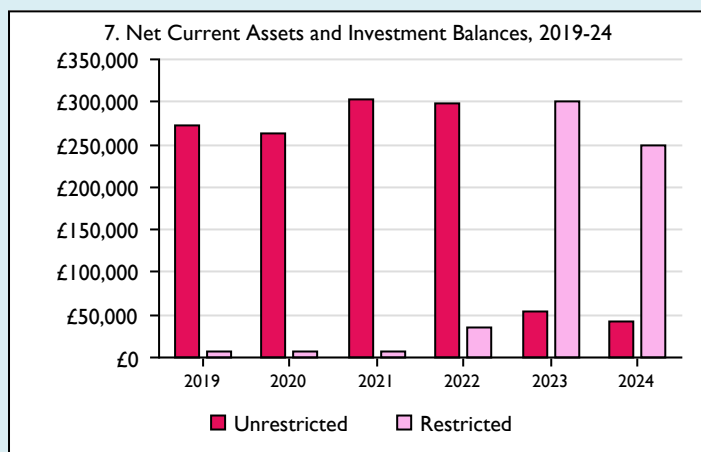
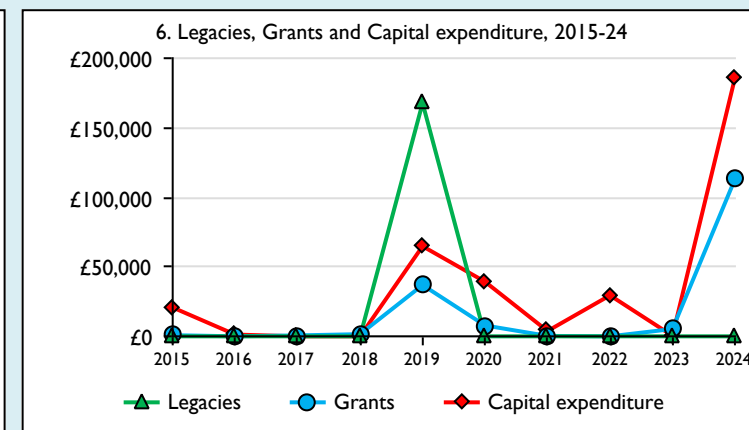
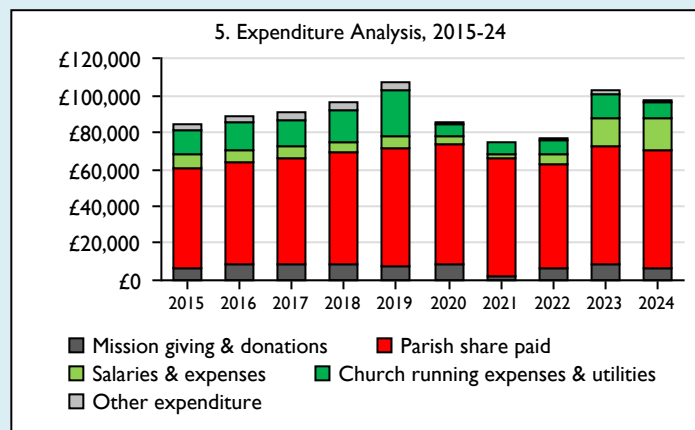
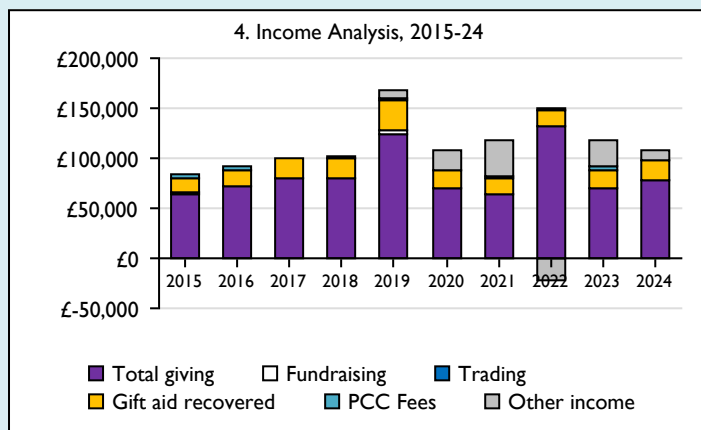
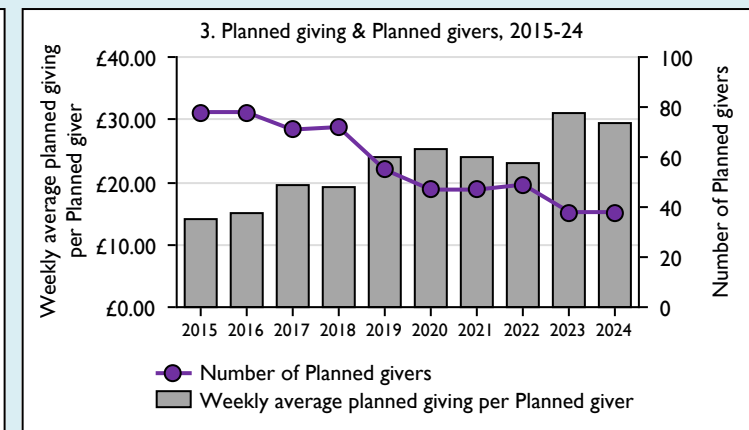
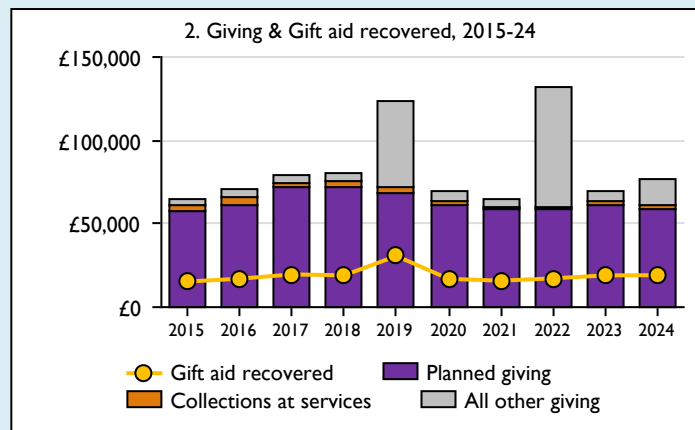
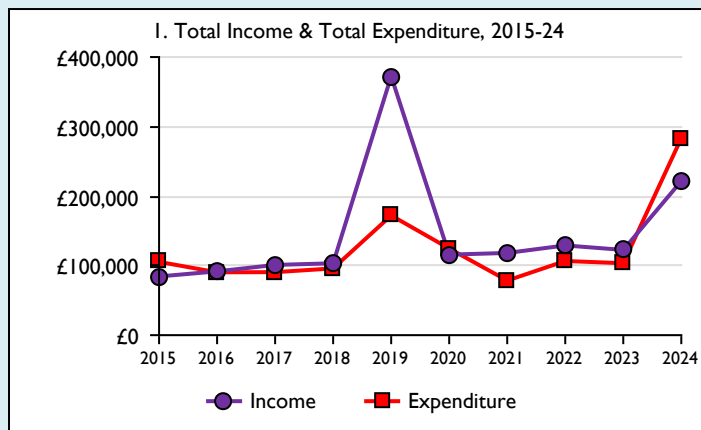
Variations in attendance from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.

Number of churches included in returns: 2015 1; 2016 1; 2017 1; 2018 1; 2019 1; 2020 1; 2021 1; 2022 1; 2023 1; 2024 1.

Produced by Data Services, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 22/10/2025.

Every effort has been made to ensure that data are reliable. We would be pleased to be notified of any significant errors or omissions by email to [statistics.unit@churchofengland.org](mailto:statistics.unit@churchofengland.org)

# Finance Dashboard for the Parish of North West Swindon & Lydiard Millicent in the Deanery of SWINDON



## Weekly average planned giving per planned giver (2024)

Parish: 29.54

Diocese: 21.53

## Notes & definitions

This dashboard contains figures as submitted by churches currently in the Parish; gaps may be the result of missing returns.

Graph 2 shows a detailed breakdown of the **Total giving** figure in graph 4.

Graph 3: **Planned giving** = Tax efficient planned giving + Other planned giving; **Planned givers** = Tax efficient planned givers + Other planned givers.

Graph 4 shows income other than grants and legacies.

Graph 4: **Total giving** = Tax efficient planned giving + Other planned giving + Collections at services + All other giving, including special appeals.

Graph 4: **Other income** = Dividends, interest, income from property + Any other income.

Graph 5 shows expenditure other than capital expenditure.

Graph 5: **Other expenditure** = Fund-raising activities + Mission and evangelism costs + Cost of trading + Other expenses.

Graph 5: **Running expenses & utilities** also includes governance costs.

Graphs 1-6: Unrestricted and Restricted amounts have been combined.

For further definitions please see the guidance notes attached to the Return of Parish Finance:

## Number of churches in parish (2024): 1

Parish code: 550223

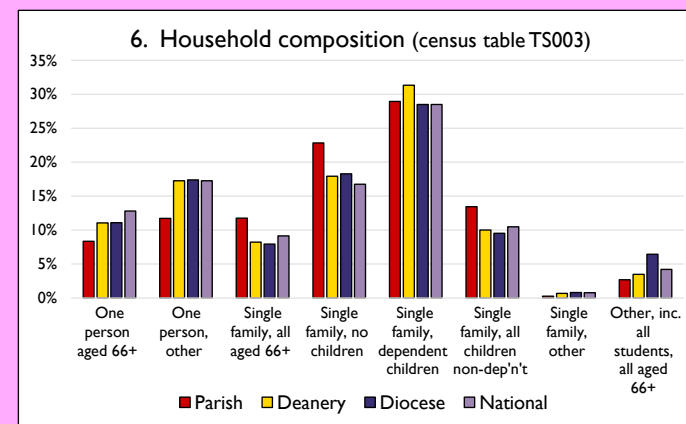
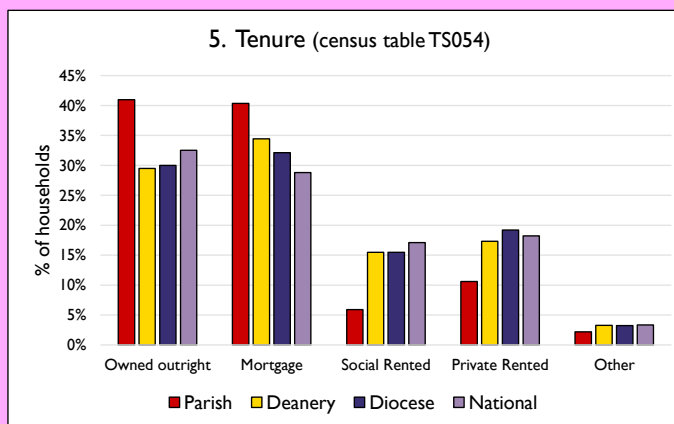
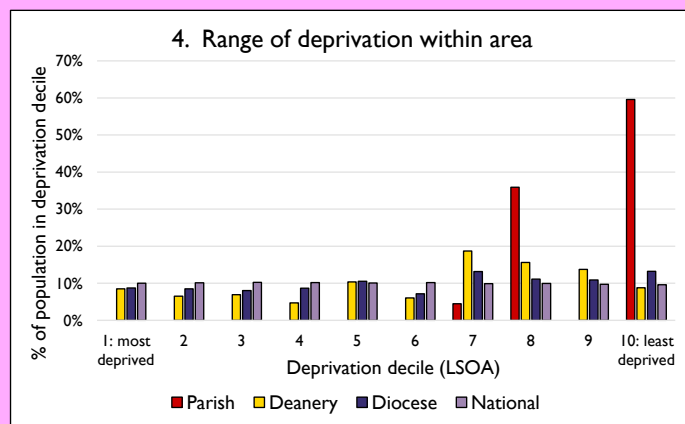
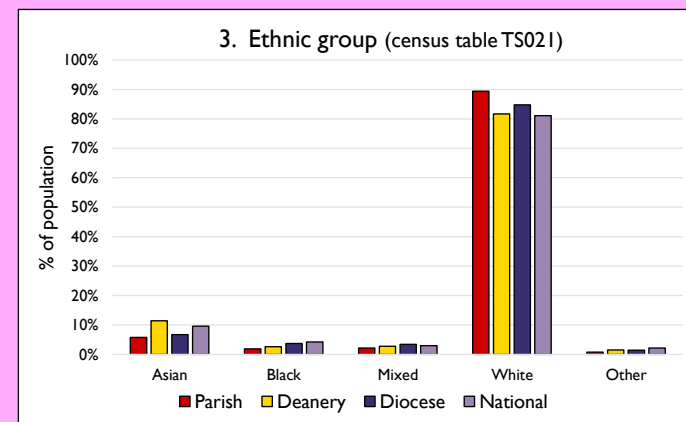
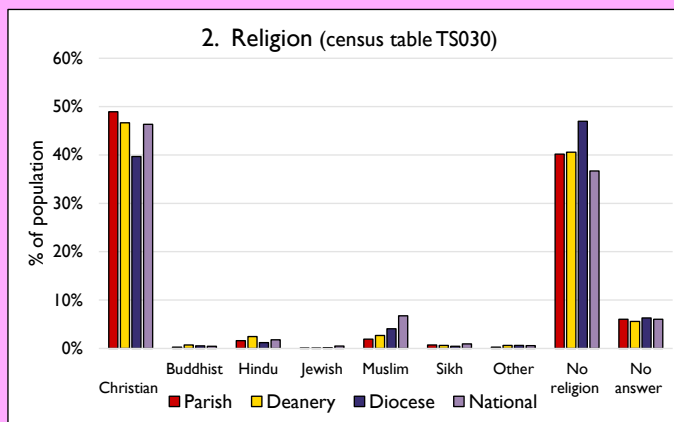
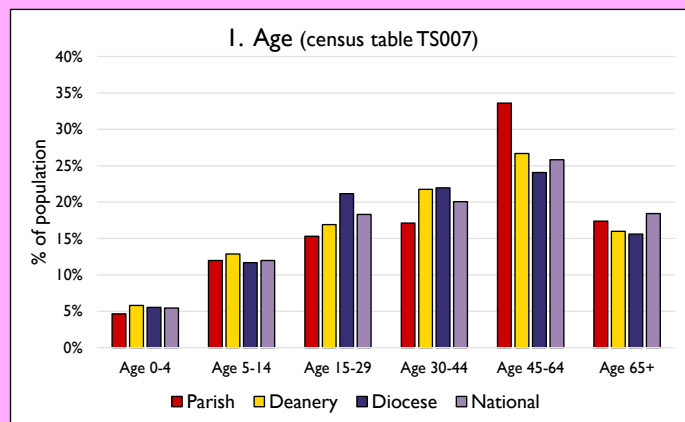
Variations from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.

Number of churches included in returns: 2015 1; 2016 1; 2017 1; 2018 1; 2019 1; 2020 1; 2021 1; 2022 1; 2023 1; 2024 1.

Produced by Data Services, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 18/08/2025.

Every effort has been made to ensure that data are reliable. We would be pleased to be notified of any significant errors or omissions by email to [statistics.unit@churchofengland.org](mailto:statistics.unit@churchofengland.org)

# National Census 2021 Dashboard for the Parish of North West Swindon & Lydiard Millicent in the deanery of SWINDON



### 7. 2019 Deprivation Statistics

Index of Multiple Deprivation (IMD), domains, and subdomains

|                                      |                                 |                   |  |
|--------------------------------------|---------------------------------|-------------------|--|
| <b>IMD - overall deprivation 93%</b> |                                 |                   |  |
| <b>Employment 85%</b>                | <b>Crime 55%</b>                | <b>Health 47%</b> |  |
| <b>Income 84%</b>                    | <b>Education 69%</b>            |                   |  |
| <b>Income: Children 75%</b>          | <b>Children &amp; Youth 73%</b> |                   |  |
| <b>Income: Old people 83%</b>        | <b>Adult Skills 69%</b>         |                   |  |
| <b>Housing &amp; services 71%</b>    | <b>Living Environ't 95%</b>     |                   |  |
| <b>Local services 54%</b>            | <b>Indoors 99%</b>              |                   |  |
| <b>Affordability 66%</b>             | <b>Outdoors 43%</b>             |                   |  |

Shading shows severity of deprivation compared to other parishes, colour-coded by decile.  
E.g., a figure of 25% means that 25% of parishes are more deprived than this parish.

|                             | Parish | Deanery | Diocese   | National   |
|-----------------------------|--------|---------|-----------|------------|
| Population                  | 4,164  | 237,440 | 1,064,844 | 56,506,784 |
| Occupied households         | 1,663  | 97,520  | 435,054   | 23,444,438 |
| Living in households        | 4,164  | 236,200 | 1,043,877 | 55,542,946 |
| Average household size      | 2.50   | 2.42    | 2.40      | 2.37       |
| Living in communal estab'ts | 0      | 1,240   | 20,967    | 963,838    |

## Parish, Deanery and Diocese codes

|         |                                                 |
|---------|-------------------------------------------------|
| Parish  | 550223 North West Swindon and Lydiard Millicent |
| Deanery | 55204 SWINDON                                   |
| Diocese | 5 Bristol                                       |

## Notes & definitions

Census and deprivation statistics have been mapped onto parish boundaries (as of June 2025), and are therefore approximations. Census data as shown in figures 1-3, 5, & 6 are derived from the National Census 2021 produced by the Office of National Statistics (ONS). For details from ONS see: [https://www.nomisweb.co.uk/sources/census\\_2021](https://www.nomisweb.co.uk/sources/census_2021). Deprivation statistics are derived from the English Indices of Deprivation 2019, produced by the Ministry of Housing, Communities & Local Government. More details can be found at: <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019>. Deprivation statistics are published at LSOA level. Figure 4 shows how the population of each area is split across LSOAs, categorised by LSOA deprivation decile. For more detailed parish census and deprivation information, see: <https://www.churchofengland.org/about/data-services/resources-publications-and-data#na>. For an interactive map showing parish deprivation and census statistics, see: <http://arcg.is/1RaS4CS>.

Parish deprivation statistics in figure 7 are colour-coded by parish deprivation decile:

|                                                         |    |     |     |     |     |     |     |     |     |     |
|---------------------------------------------------------|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| < --Most deprived ----- Medium ----- Least deprived --> |    |     |     |     |     |     |     |     |     |     |
| Coding                                                  | 5% | 15% | 25% | 35% | 45% | 55% | 65% | 75% | 85% | 95% |

Produced by the Data Services Team, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 27/06/25. v48; index: 11002

Every effort has been made to ensure that data are reliable. We would be grateful to be notified of errors and to receive comments/suggestions: please email [statistics.unit@churchofengland.org](mailto:statistics.unit@churchofengland.org)



## NEXT STEPS

Thank you for reading this far. We are praying that God is putting a deep sense of call into the heart of the person who will be our next Priest in Charge.

If you would like an informal conversation about this role please contact

The Ven Christopher Bryan,  
Archdeacon of Malmesbury,

[christopher.bryan@bristoldiocese.org](mailto:christopher.bryan@bristoldiocese.org).



# DIOCESE OF BRISTOL

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