



DIOCESE OF BRISTOL

TRANSFORMING CHURCH. TOGETHER.

INTERIM
OVERSIGHT
MINISTER

MALMESBURY
ABBAY



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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/grfts and Mission Areas
- ◆ Clergy coaching and wellbeing

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

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 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, assisted by the Archdeacons, Area Deans and the Clergy Wellbeing Officer. Alongside one-to-one matters as they arise, an annual clergy wellbeing survey helps to identify themes affecting clergy and their families, which are then addressed appropriately.

There are many ways in which clergy are accompanied in their ministry. Every incumbent is invited to work with a coach as part of the Transforming Church. Together strategy. The Parish Development Officer works alongside clergy where support is needed to shape vision or mission. For those in positions of first responsibility, additional tailored input and development are provided. The Mission and Ministry team offers regular opportunities for ministerial growth for clergy and laity, and the Archdeacons, together with the TC.T team, host a Church Teams Day each year, resourcing parish officers in their roles.

The Property team are progressing a programme to move every parsonage house closer to carbon net zero, which, as well as reducing emissions, should also lower utility costs. They are also available to advise clergy on any housing concerns.

Occasionally, unexpected financial pressures may arise. In such circumstances, the Archdeacons can direct clergy to appropriate avenues of assistance and, where necessary, draw upon a discretionary fund to ease financial strain. These matters are handled confidentially, and clergy are encouraged to contact the relevant Archdeacon should such needs occur.

FROM THE ACTING BISHOP OF BRISTOL



Thank you for your interest in this significant role at Malmesbury Abbey and across the Upper Avon Group. This is a benefice with deep Christian roots and a living, outward facing ministry – a place where ancient Benedictine heritage meets the energy and creativity of a thriving market town and its surrounding rural communities. The Abbey’s worshipping life, its welcome to over 60,000 visitors a year, and its commitment to discipleship, pastoral care and mission all speak of a church seeking to serve Christ with generosity, hospitality and hope.

This interim season is a pivotal moment. With the forthcoming retirement of the Revd Oliver Ross, the Diocese is investing intentionally in leadership that can offer steadiness, clarity and encouragement. The “Next 100 Years” project, the strength of lay leadership, and the benefice’s desire to grow in confidence and faith all create a context rich with possibility. We are praying for a priest who can help the benefice discern God’s call for the future, nurture healthy teams, and hold together governance, worship and mission with grace.

Malmesbury Abbey is a place of beauty, prayer and encounter. The rural churches of Brokenborough, Corston and Rodbourne bring their own distinctive gifts and faithful communities. Together they form a benefice ready for wise, collaborative oversight – someone who can honour what is strong, gently address what needs shaping, and help prepare the ground for the next incumbent.

The Diocese of Bristol is a great place to serve with a strong commitment to supporting and empowering the local church. This is an exciting time to join us! There is a real trust in ministers and congregations to lead in ways which are authentic to their context. We value deeply our clergy and prioritise their wellbeing through a dedicated coaching network, pastoral care and leadership development.

I hope that as you read this profile you will get a sense of the beauty of this part of Wiltshire, the opportunities for mission and ministry, and the warmth of the welcome that awaits you. Please be assured of my prayers as you discern whether God may be calling you to this role.



Yours in Christ

+ Neil Swindon

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

AREA DEAN'S MESSAGE

North Wiltshire Deanery is a grouping of 6 largely rural benefices with only 2 town churches amongst our 31 parishes, the current groupings coming into being in 2016 after a large scale pastoral reorganisation across the whole Deanery. Chapter comprises 6 incumbents and about 10 self-supporting associate / active retired clergy, with good administrative support. We usually have at least one curate in the Deanery.



The Diocese of Bristol has been supported by grants from the Strategic Development Fund to set up Mission Areas. The North Wilts Mission Area (NWMA) collaborates across the entire Deanery. The vision is to see the Holy Spirit working powerfully in North Wiltshire to bring new people into the Kingdom of God, to renew our churches and grow confident followers of Jesus. NWMA has benefitted from the ministry of a Youth Enabler who has been part funded by Strategic Development Funding (SDF) Grants and part by Mission Area parishes. A local team is working with Diocesan Support Services to source funding so the role can continue after the end of SDF grants in September 2027.

The working relationships between both clergy and senior laity have become ever closer as we work across parish boundaries, doing many things 'better together' by pooling our resources whilst leaving parishes the freedom of doing best what they do locally.

Other legacies of the initial funding are a Discipleship Pathway, and the establishment of the Athelstan Pilgrim Way, a 100 mile walking and cycling route linking all the parishes.

Malmesbury Abbey is a significant building, and has the largest congregations in the Mission Area, but we deliberately avoided a 'resource church' model, allowing each church to develop their own strengths without being reliant on a central hub.

You will find a close-knit supportive team of colleagues here, and we pray for everybody that reads this pack and feels the need to test God's calling towards North Wiltshire!

THE REVEREND STEVE WILKINSON,
AREA DEAN OF NORTH WILTSHIRE
DEANERY

INTERIM OVERSIGHT MINISTER

A two year opportunity to lead, steady and shape a remarkable benefice at a pivotal moment.

Malmesbury Abbey is a place where deep Christian heritage meets a lively, outward facing 21st century ministry. Set in a thriving Cotswold market town, the Abbey is both a spiritual home for its congregations and a place of welcome for over 60,000 visitors a year. Alongside the rural churches of Brokenborough, Corston and Rodbourne, the benefice offers a rich blend of worshipping traditions, strong lay leadership, and a genuine desire to grow in faith, confidence and mission.

The Diocese of Bristol is investing in this interim post to provide strategic leadership during the forthcoming vacancy. The successful appointee will work briefly alongside the Rev'd Oliver Ross prior to his retirement and then take on oversight of the Benefice. This is a role for a priest who can hold together vision and stability: someone who can nurture teams, strengthen governance, encourage discipleship, and help the benefice discern Christ's Call for the next season. You will be joining a community that is hopeful, committed, and ready to be led well.



WHAT THIS ROLE OFFERS

- ◆ A unique context: A large, historic Abbey with a national profile, a vibrant town, and three rural churches with strong local identity.
- ◆ A clear mandate: To provide oversight, develop vision, and prepare the benefice to flourish with its next incumbent.
- ◆ A breadth of ministry: From choral and contemporary worship to pastoral care, schools work, civic engagement, and mission.
- ◆ A strategic moment: The Abbey's "Next 100 Years" project is entering a formative phase, offering scope to shape how the building serves ministry and mission for generations.

WHAT WE ARE LOOKING FOR

- ◆ A priest who leads collaboratively, identifies and releases gifts in others, and models healthy, sustainable ministry.
- ◆ Someone who can bring clarity, warmth and steadiness during transition, while helping the benefice articulate and own its emerging vision.
- ◆ A grace-filled preacher and leader of worship across a range of styles.
- ◆ A pastor who values relationships, builds trust, and strengthens the life of the whole benefice.
- ◆ A leader who can hold together governance, safeguarding, administration and mission with grace and competence.



This is a rare chance to shape the future of a significant church and its neighbouring parishes at a moment of real opportunity. The Abbey and Upper Avon Group are ready for a season of renewed confidence, deeper discipleship, and outward looking mission. Your leadership will help ensure that the benefice enters its next chapter resilient, hopeful and well prepared.

If you sense a call to guide a community through transition with faith, imagination and steadiness, we would be delighted to hear from you.

LOCATION

Malmesbury sits at the south of the Cotswolds, between Bristol (25 miles W), Bath (22 miles SW) and Swindon (15 miles E) and between Cirencester (10 miles N) and Chippenham (9 miles S). The hamlet of Brokenborough lies 2 miles west and Corston and Rodbourne just 3 miles south.

Excellent road (M4 Junction 17, 5 miles S), rail (Kemble 7 Miles, Chippenham 9 miles) and air (Bristol Airport 42 miles) links allow easy travel to major employment centres in Bristol and Swindon, with London just 75mins by train from Chippenham/Kemble. Chippenham, Cirencester and Swindon are also accessible by bus.



HISTORY

With origins as an Iron Age hill fort, Malmesbury has been making history since St Aldhelm established a monastery in 676AD.

Reputedly England's oldest Borough (880AD), it was home to the first King of all England (Athelstan, 925AD), the foremost English historian of the 12th century (William of Malmesbury, born 1095), the father of English philosophy (Thomas Hobbes, born 1588) and Hannah Twynnoy (1703, the first recorded victim of an escaped tiger in England) whose gravestone stands in the churchyard. Painted by Turner and christened "Queen of Hilltop Towns", the Abbey church (the nave remnant of the original 12th-14th Benedictine Abbey) still dominates the skyline and bears witness to Malmesbury's unique Christian heritage. Further detail on the Abbey, Brokenborough, Corston and Rodbourne churches is in the 'BUILDINGS' section.

The town has a long association with innovation and technology from Eilmer's first recorded 200m flight from the top of the previous Abbey (c 1005), through Walter Powell the Victorian MP who championed balloon flight, WWII radar development, to the current day with Dyson and their UK R&D campus, the Global HQ having moved to Singapore since 2019.



MALMESBURY AND THE LOCAL SURROUNDINGS



Malmesbury is a distinctive, thriving market town whose community, breadth of activities and range of facilities belie its modest size (c.7,000 with 700 more in Corston & Rodbourne).

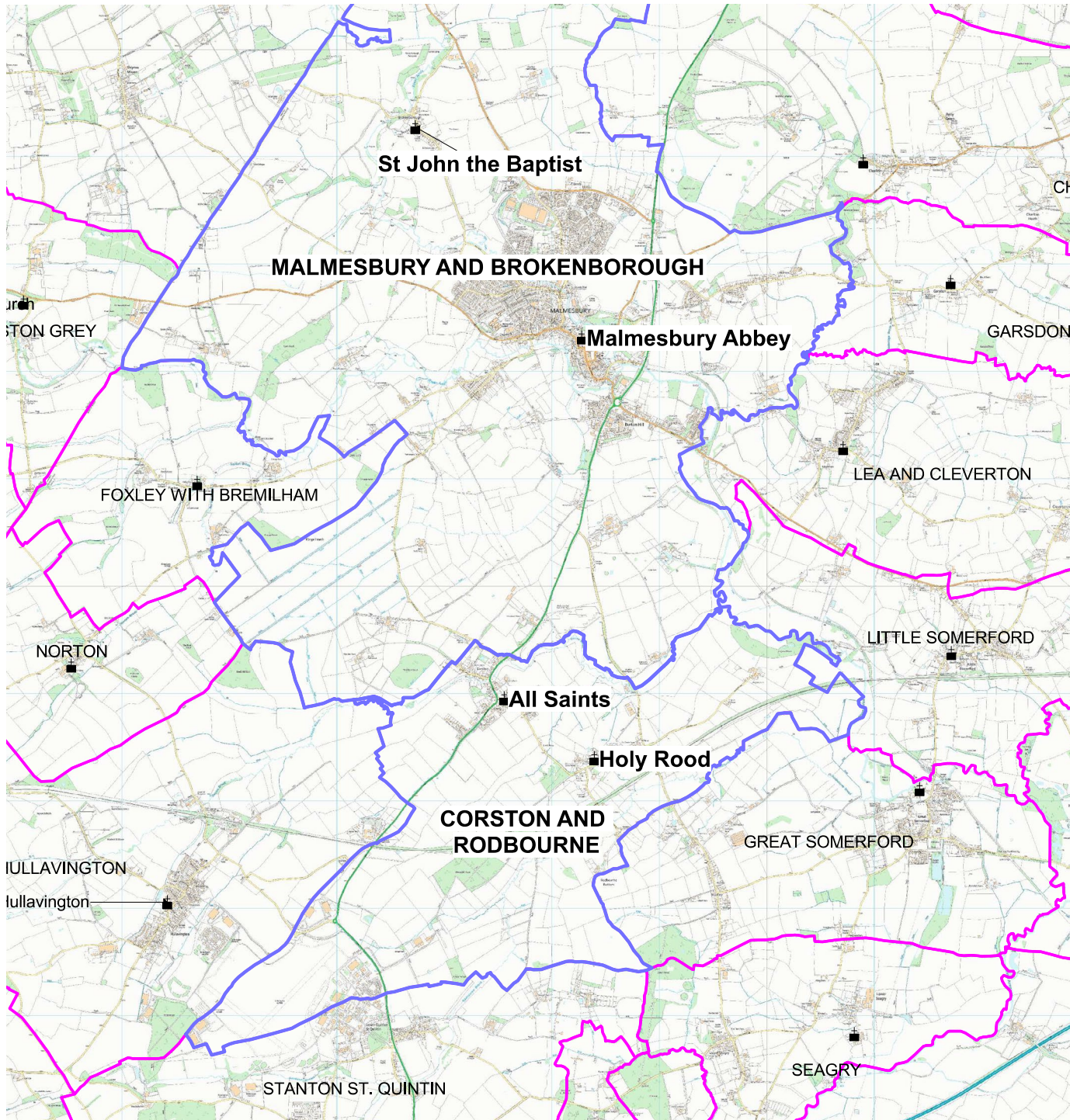
It has a traditional High Street, cafés, pubs and restaurants, as well as Co-op, Aldi and Waitrose supermarkets, a modern leisure centre & swimming pool, and a museum. We have through-year cultural activity from music to history events, art exhibitions to cinema in the Town Hall, as well as a season of Carnival activities culminating in the autumn parade and Abbey celebration. Nearby Charlton Park hosts a number of events and festivals.

A good flavour of what Malmesbury has to offer can be found at www.discovermalmesbury.life

Home to Dyson before the brand became a global name, its research & development campus is the base for 3,500 staff, including 200 students at the Dyson Institute of Engineering and Technology.

The Abbey's relationship and activities with the Town and Council have grown closer over recent years with civic events and celebrations.





THE CHURCHES

CULTURE AND VISION

We pursue a vision of the Abbey's life reflected in (WHEAT)

- ♦ Worship,
- ♦ Healing,
- ♦ Education,
- ♦ Arts
- ♦ Tourism

We emphasize the core values of:

- ♦ Generosity
- ♦ Hospitality,
- ♦ Stability
- ♦ Creativity

- which echo the Abbey's Benedictine heritage – as a witness in our community and to our 60,000+ visitors a year.

Part of Bristol Diocese, the Abbey is a church in the Open Evangelical tradition and influenced by renewal with a breadth of services from informal worship to choral evensong, daily morning prayer and midweek communion, as well as seasonal, school and civic services. The Abbey Choir has played an important part in the worship and outreach of the church in recent years. In addition to the weekly Sung Communion at 11.00am, Festival choral services at Advent, Christmas and a devotional concert at Easter attract high attendances and bring people from the town and surrounding area.

We have a 9.30am children and families service every week and are fortunate to have a number of gifted musicians who lead contemporary worship at our 6.00pm services and the occasional 'Sanctuary' prayer meetings.

There is a twice monthly Sunday service and festival services at Brokenborough.



Although still a distinct parish, with its own PCC, Corston & Rodbourne joined the benefice in 2009. In Rodbourne, services are generally held on the first three Sundays of each month, at Corston on the fourth, joining the Abbey whenever there is a fifth Sunday.

Both Corston and Rodbourne churches are well served by their lay leadership and the Abbey team. Many opportunities are taken through the seasons to reflect the nature of rural, farming and village community with particular services celebrating Rogation, Harvest, a Palm Sunday procession and Pet services.

PARISH AND WORSHIPPING LIFE

The Abbey is open daily, staffed by volunteer stewards, with a Café and Bookshop, as a place of both activity pilgrimage and tranquillity for locals and visitors alike.

Children's and youth work, for all age groups includes a weekly baby & toddler event, Little Stars. This is overseen by our Children's & Youth Team. There are also staff and lay led assemblies, Open the Book and CU in the town schools as well as a NWMA worker.

Ministry to older people is important (arguably increasingly so with the Abbey demographic trend over last 7+ years). This includes a weekly drop-in (Time for Chat), pastoral care. Care home visiting teams, have been recruited, trained and led by our previous May Moore Chaplain. The May Moore Trust is building up reserves for works to the house which comes with that role. A new Chaplain is hoped for in the next couple of years.

Discipleship and spirituality are further developed in housegroups (12), Alpha, Youth Alpha and Ecumenical Alpha, the Community of St Aldhelm (which intentionally draws on the Abbey's monastic tradition to nurture spiritual discipline and shared learning), Refresh! women's ministry and a Men's Group. Small house groups are popular with many in the congregation. This year a Lent Group has been led online.

The Abbey has a strong tradition of encouraging individuals to develop their own calling and ministry. It has offered both prayer and financial support to mission organisations.

We run 'Lifepath' for primary schools over 3 days in June and welcome 150 children each day. We work with other churches, particularly through CTiM (Churches Together in Malmesbury), as well as aspiring to witness through other community links. We support town initiatives to help local families.



Seasonal events range from a February Pancake Party to a Holy Week Programme, to the Scripture Union 'Lifepath' (Yr5) event for schools from the wider area, and special social events for the elderly, all furthering our witness in the community.

The Abbey hosts a number of charitable concerts and occasional Christian theatre/ dance events, as well as being a venue for subscription and local choral society concerts, historical talks and exhibitions.

Corston and Rodbourne parish has an impressive record in charitable fund raising for its small size. Events hosted include coffee mornings, harvest lunches, quirky quiz, arts festival, open gardens and teas, and Barn dances. The PCC serving both churches is very active and enthusiastically committed to the parish, seeking to increase attendance and raise funds. Recently work has been done on the vestry to provide a kitchen and hospitality area. A good spirit of co-operation exists and there are always ready and willing hands to help in the parish.



THE NEXT 100 YEARS

The Abbey has a small team looking to repair, renovate and develop the building for ministry and mission in the next 100 years. This will include new facilities, storage, rooms and a digital library as well as complete quinquennial work upon the roof and stonework.

THE MONTHLY SERVICE PATTERN

Morning Prayer is held in the St Aldhelm Chapel Monday to Friday. There is a monthly midweek meeting for prayer and worship – Sanctuary. We have a Prayer Ministry Team whose members provide confidential prayer for individuals following most of our main services.

	8.00	9.30	11.00	3.30	6.00	BROKENBOROUGH	CORSTON AND RODBOURNE
1ST SUNDAY		Informal Children and Families, Lay led	Common Worship HC – music group	BCP Evensong	Informal service with Band and HC, Lay/ PtO Led		Common Worship Morning Prayer – Rodbourne
2ND SUNDAY	BCP Holy Communion (HC)	Informal Children and Families, Lay led	Common Worship HC – Robed Choir		Informal service with Band, Lay/PtO Led	BCP Holy Communion (HC)	Common Worship with HC – Rodbourne
3RD SUNDAY		Informal Children and Families, Lay led	Common Worship HC – Robed Choir		Informal service with Band, Lay/PtO Led		Common Worship Morning Prayer – Rodbourne
4TH SUNDAY	BCP Holy Communion (HC)	Informal Children and Families, Lay led	Common Worship HC – Robed Choir		Informal service with Band, Lay/PtO Led	Common Worship Morning Prayer	Common Worship with HC – Corston
5TH SUNDAY		Informal Children and Families, Lay led	United Abbey service		Informal service with Band, Lay/PtO Led		
WEDNESDAY 10.30			Common Worship with HC				

STAFF

The Benefice benefits from the ministry of a large number of people across a wide variety of roles. There are 4 active priests with PtO and 4 Licensed Lay Ministers. Employed staff include the Operations and Comms Manager administrator, café manager and bookshop manager. The Youth Mission Enabler for the North Wilts Mission Area supports our work amongst young people and schools, and we have excellent musicians.



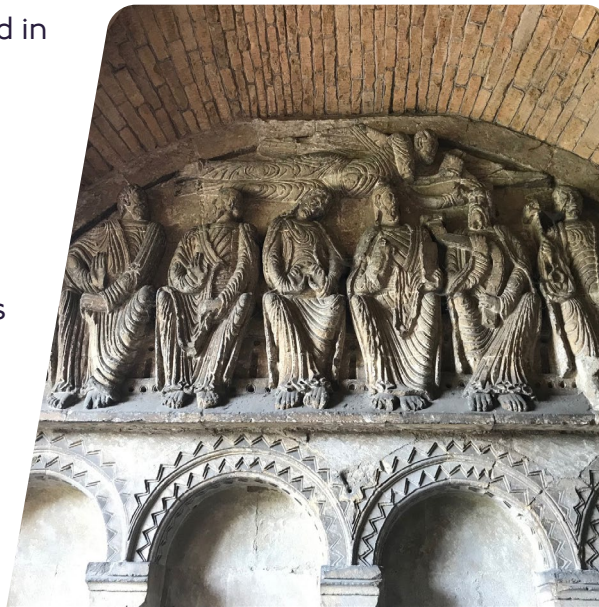
BUILDINGS

MALMESBURY ABBEY

The Grade I Listed Abbey has served as a parish church since 1542 when Archbishop Cranmer granted a license for the conversion of the nave of the dissolved Malmesbury Abbey into a parish church. It comprises the nave, north and south aisles of the 12th Benedictine Abbey, significantly restored in 1822 and in the early 20th. The attached arch and south transept wall ruin (a Scheduled Ancient Monument) are all that remains of the Tower (with a spire once higher than that of Salisbury Cathedral) and East End which collapsed in the late 15th.

Notable surviving features include the internationally significant 12th south porch with its Norman arch depicting Bible stories and sculptures of Christ in Majesty with the early Apostles on each side, remains of the 12th West Front, the 13th watching loft and a 14th memorial tomb of King Athelstan, who became the first king of a united England in 925AD.

With removable congregational seating, toilets, kitchen, café and bookshop facilities, a highly regarded organ and modern audio-visual system, the Abbey provides a flexible space for many styles of worship, church activities (ranging from Little Stars' bouncy castle to an Easter labyrinth) and as a choral/ orchestral concert venue for up to 350.



THE NEXT 100 YEARS

Quinquennials since 2010 and inclusion in the “heritage at risk” register since 2022 underscore the need for significant repair and restoration work. We are currently investigating funding options to address the recommendations from a full architectural feasibility study completed in 2025. The intention is to develop a project that addresses the quinquennial needs and also provide more in the way of space, storage, lavatories, a kitchen and a digital library reflecting the mediaeval book collection which was dissipated by Henry VIII.

ST PAUL'S BELL TOWER The Grade I listed 13th tower and broach spire (all that remains of the former parish church) sits at the SW corner of the Abbey churchyard. Its 8 bells are regularly rung by the Abbey's Guild of Change Ringers.





ALL SAINTS CORSTON

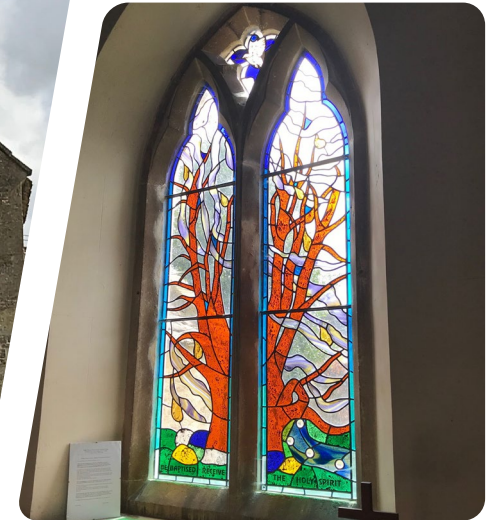
A Chapel of Ease of C12th origin under Malmesbury Abbey, the Grade II listed church was enlarged and altered in the late C19th when it became an independent parish with Rodbourne. However, much of the fabric including the octagonal bell turret, south porch and part of the rood screen date to C15th.

Conventionally ordered, with fixed pews, the church can accommodate a congregation of 120. The churchyard is bounded by Cotswold stone walls and laurels and only has burials into existing graves; upkeep is undertaken by a Community Service team supervised by the Probation Service.

ST JOHN THE BAPTIST, BROKENBOROUGH

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

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





HOLY ROOD RODBOURNE

The Church of the Holy Rood has a beautiful setting that changes with the seasons. The nave has C12th century origins, with the Tree of Life and an incised cross in the tympanums above the south and north doors respectively. The saddleback tower dates to the 1862 Arts & Crafts renovation and the William Morris East window (1863) includes designs by several of the leading artists of the movement, of particular interest to a number of visitors.

A Garden of Remembrance has been recently landscaped for the burial of ashes and an area of quiet reflection and prayer. Ongoing maintenance of the church has been organised by the PCC, with a recent Wiltshire Historic Churches Trust grant towards the cost of repair to the ancient church and Victorian tower doors.

Conventional ordering and fixed pews can accommodate a congregation of 90+. Kitchen facilities were fitted in 2025 to support community use.

PARISH OFFICE

Close to the Vicarage; The Old Squash Court provides a parish office and meeting room.

EILMER HOUSE

Close to the Bell Tower, this 3-storey former house/restaurant comprises a self-contained 2nd floor flat, meeting rooms and additional kitchen facilities.

SCHOOLS IN THE TOWN

Malmesbury Church of England Primary School

Malmesbury School – state secondary.

There is also a Primary School, St Joseph's attached to St Aldhelm's Roman Catholic Church

CHURCHES TOGETHER IN MALMESBURY

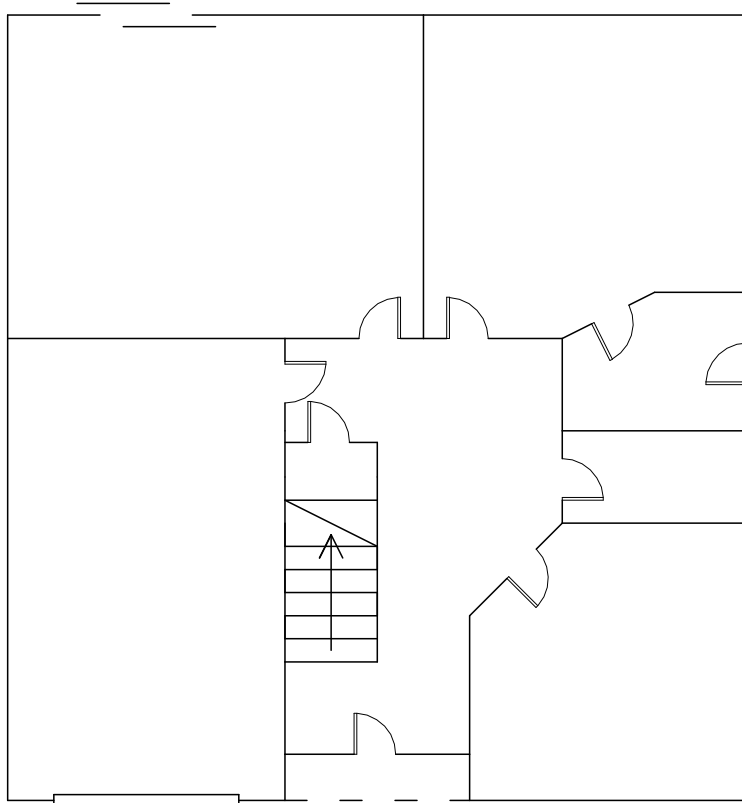
We join together for events at Easter, Christmas, Remembrance, Carnival and Pentecost as well as occasional joint services.



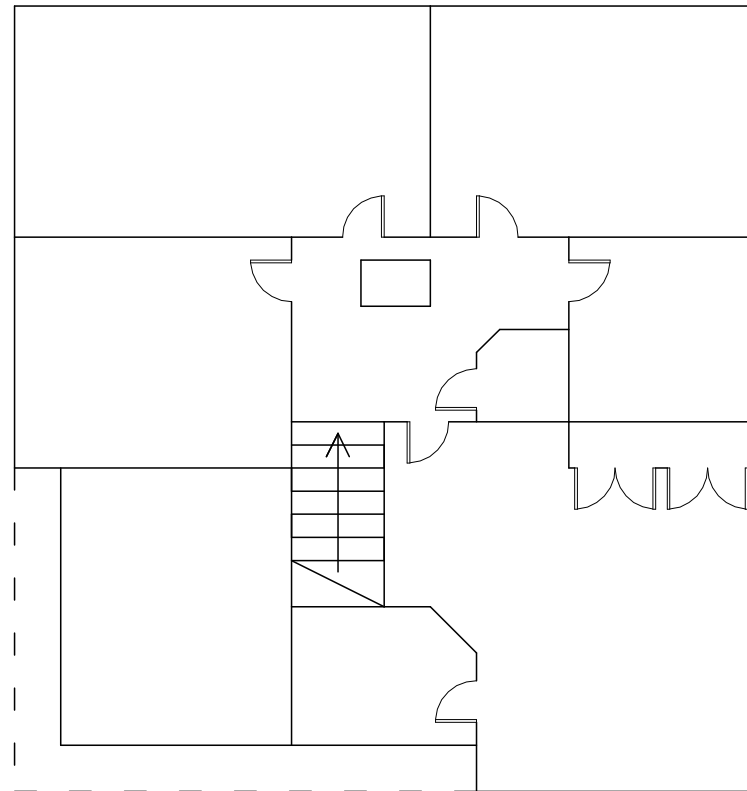
HOUSING

1 PARK CLOSE, MALMESBURY. SN16 0EB

Park Close is a 12 minute walk downhill from the Abbey with easy access to a large CO-OP and a primary school. It has 4 bedrooms and an easily maintained garden, also a kitchen, sitting room and dining room.



GROUND FLOOR



FIRST FLOOR

ROLE DESCRIPTION

ROLE TITLE	Interim Oversight Minister, Malmesbury Abbey and Upper Avon Group
TYPE OF ROLE	Incumbent status minister, full stipend. This is an interim role for a period of 2 years under Section 29j of the Ecclesiastical Offices (Terms of Service) Regulations.
NAME OF BENEFICE	Malmesbury and Upper Avon
DEANERY	North Wiltshire
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	<p>Initially the Interim Oversight Minister (IOM) will work alongside the Rev'd Oliver Ross prior to Oliver's retirement. During the vacancy the IOM will hold the responsibilities of incumbent, liaising closely with the Area Dean and Archdeacon.</p> <p>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 Archdeacon and Church Warden/s about any issues exceptional or otherwise that have the potential to affect ongoing delivery of ministry.</p>
ADDITIONAL RESPONSIBILITY	N/A
ANTICIPATED TIME	Full time.

ROLE PURPOSE

KEY RESPONSIBILITIES SPECIFIC TO THE LOCAL SITUATION

- ◆ Develop and sustain good working relationships with leaders in the church, including licensed ministers, PtOs, Church Officers and leaders of key teams.
- ◆ Sharing ministry and working collaboratively with others, so that individuals' gifts and talents are identified, encouraged, developed and used effectively.
- ◆ Support, encourage and oversee paid staff and volunteers in their ministries.
- ◆ Model and implement good governance and administration.
- ◆ Lead and motivate the Benefice in discerning its vision during the vacancy. This will involve working with the Archdeacon and Parish Development personnel to discern 'Christ's call' to the churches – the vision, its alignment with Transforming Church. Together and how this would be implemented.
- ◆ Implement and work to Safeguarding and other key policies.
- ◆ Provide financial leadership to ensure that current levels of giving and, importantly, Parish Share do not fall during the vacancy

As a two-year interim role during a vacancy, it is essential that strategic oversight and vision development will be primary activities. In a large church it is essential that the lead minister shares ministry with others, while modelling good practice, leading from the front and overseeing effectively. The following are areas where

a collaborative oversight approach will be necessary to deliver effectively:

- ◆ Oversee the care, maintenance, development and usage of the buildings. In particular, support and guide the current phase of Next 100 years project. This is in the early 'significant donor exploratory stage' with a 4-person pilot team.
- ◆ Oversee and deliver worship and preaching which transforms lives and the church.
- ◆ Oversee evangelistic ministry to people of all ages, encouraging new people to Christian faith and enabling them to grow into lifelong disciples.
- ◆ Oversee 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 work with schools and other community organisations. The Interim Oversight Minister should not be a governor of the Church of England primary school in the town.

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

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.



CONTEXT

WIDER CONTEXT

Our vision as a Diocese is Transforming Church Together.

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

Our vision as a Diocese is Transforming Church Together.

Malmesbury Abbey is a large church which holds a strategic place within the Diocese of Bristol as by far the largest church in the Deanery of North Wilts, and a significant place of pilgrimage and hospitality. It is at the heart of Malmesbury town, which is experiencing extensive new housing developments.

An expansion of the service pattern has seen growth of about 10-20% post covid. Parish Share pledges have also recovered.

The Abbey is supported by a relatively small paid staff and the dedicated ministry of volunteers. It is challenging to recruit to Church Officer positions.

The church of Corston, Rodbourne and Brokenborough are typical of Cotswold churches in small rural communities, while benefitting from a more regular service pattern than might be the case were they not linked to the Abbey.

The Vicar plans to retire towards the end of 2026. The Bishop has made a strategic decision to invest in an interim role to oversee the Benefice during the vacancy. This post will provide leadership, support for volunteers, pastoral care and worship provision. The aim is to resource the Benefice so that it emerges from vacancy resilient and ready to work with the next incumbent.

BENEFICE SUMMARY

THE BENEFICE OF

BENEFICE: Malmesbury and Upper Avon

PATRON(S): The Church Trust Fund and the Lord Chancellor

MINISTERS: May Moore Chaplain when appointed. Several priests with PtO, several LLMs.

BENEFICE PAID STAFF: Administrator, Events co-ordinator, Café staff, NWMA Youth Mission Enabler. (NB Whilst the Youth Mission Enabler is on the benefice payroll, their salary is paid jointly by contributions from all six benefices in the Deanery, matched by strategic funding from the Diocese and, increasingly, by grants from charitable trusts. They report direct to the Area Dean and not to the incumbent.)

BUILDINGS: As above

CHURCHYARD(S): At all churches.

CHURCH TRADITION: Within a range of evangelical to central Anglicanism with varying degrees of informality.

PASTORAL REORGANISATION PROPOSALS: None.

SCHOOLS WITH WHOM THERE IS AN ONGOING RELATIONSHIP:

CofE primary school, a secondary school. There is also an RC primary school within the benefice. Other schools occasionally use the Abbey as a resource, e.g. for Carol Services.

KEY CONTACTS

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

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.

Both parishes in the benefice have Parish Safeguarding Officers.



PERSON SPECIFICATION

QUALIFICATIONS/ TRAINING	<p>Essential</p> <ul style="list-style-type: none">◆ 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.
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EXPERIENCE	<p>Essential</p> <ul style="list-style-type: none">◆ Impactful competence in the core ministry of an incumbent-status priest.◆ Demonstrate team leadership which holds the space in which collaboration can flourish, supporting, enabling and encouraging others in their ministries.◆ Effective oversight of a team of volunteers and paid members of staff.◆ Leading and motivating the church in discerning, setting and holding its vision and how this is realised in context. <p>Desirable</p> <ul style="list-style-type: none">◆ Experience of ministry in a multi-church context.◆ Experience of ministry in a significant destination church.
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KNOWLEDGE/ SKILLS AND COMPETENCIES	<p>Essential</p> <ul style="list-style-type: none">◆ 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.◆ Effective leadership in church governance, able to lead a healthy culture of openness and accountability.◆ Ability to lead worship and transformative preaching with clarity and grace.
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GENERAL ATTRIBUTES	<p>Essential</p> <ul style="list-style-type: none">◆ Someone whose identity is grounded in a lively faith in Jesus, with a passion for sharing the gospel of Christ.◆ A steady, warm and confident leader in a time of transition.◆ A commitment to full engagement with Mission Area, Deanery and Diocese, including the opportunities afforded by 'Transforming Church. Together'.
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NEXT STEPS

Do contact the Archdeacon if you would like a chat about this role.

The Venerable Christopher Bryan –
Christopher.bryan@bristoldiocese.org

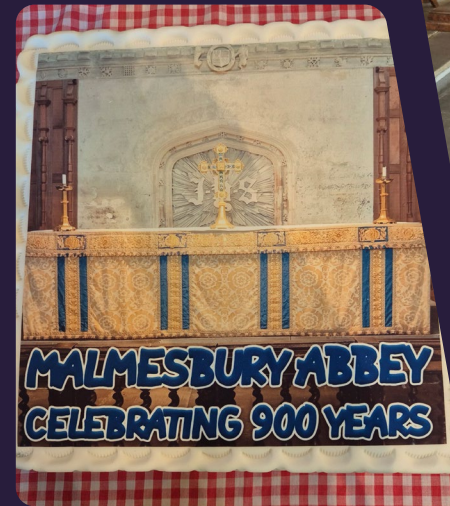
The Vicar, the Rev'd Oliver Ross would be pleased to have a conversation with any interested enquirer. Please contact him via email in the first instance
vicar@malmesburyabbey.com,
leaving a contact phone number.

Please visit our website:

www.malmesburyabbey.com

Please submit your completed application via **pathways**.

churchofengland.org/en/jobs



DIOCESE OF BRISTOL

TRANSFORMING CHURCH. TOGETHER.

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