

B&A Church

Bishopston & St Andrews



Diocese of Bristol

Introduction

We are looking for a curate to join our church family in 2024. This is a training post for someone who in the future is expected to be an incumbent of a parish.

We believe this is a unique time in our church for someone to join us as a curate. We are just about to move to a new building for Sunday worship and have a whole range of new missional activities starting over the coming year(s) for someone to get stuck into and help to lead.

We're committed to developing patterns for mission and discipleship in post-christendom and as such are excited to be playing our part in the Diocesan strategy over the coming years. We're also members of the HTB Network committed to playing our part in the wider vision of the network to see the re-evangelisation of the nation, the transformation of society and the revitalisation of the church.

Thanks for taking the time to read our profile. We are praying for you as you seek God's guidance for your next steps.

Rev Wayne Massey
PCC Chair





B&A is the name used by the Parish of Bishopston and St Andrews in the Diocese of Bristol. This name reflects the journey of the past ten years as the parish has transitioned from three churches within one parish to one larger church operating across the parish. The church has a membership of approx. 300 across all ages with an average weekly attendance of approx. 200 at the main Sunday Gathering.

This is an exciting time in the life of B&A. In 2023 we completed the purchase of the largest church building in our area from Horfield Baptist Church. This enables us to bring all our activities together under one roof and in a key iconic location on one of the busiest roads in the city of Bristol.

This exciting move comes after the past ten years when we have sought to develop a missional strategy for post-christendom focussed on making a difference in the lives of others through Little Churches. We don't believe that church happens on a Sunday, but that we are the church following Jesus together and doing the work of His kingdom 24-7, meeting people and their needs where they are.

Our key expression of church is Little Church: groups of people who meet regularly together with a shared purpose to make a difference in the lives of others. Whether that's feeding the homeless, discipling young believers, workplace mission or helping people coming out of prison. Every Little Church has a different purpose but they are all places of transformation, discipleship and mission.

Through our Little Churches we have regular contact with at least 250 local people. Over the past months we have seen a number of these people come to faith in Jesus and begin their journey of discipleship at B&A.

[Website](#)

Vision & Priorities

The church's vision and strategy is summarised in the phrase 'following Jesus and making a difference in the lives of others'. As a church we are committed to introducing people to Jesus and sharing the gospel; we seek to grow as disciples and serve others through our Little Churches.

Across the board there is a sense of excitement and expectation about what lies ahead for the church family. There have been many changes over the past ten years as we have transitioned from three smaller churches to one larger church. People are excited by the opportunities for mission and from seeing growth in recent years. There is an entrepreneurial spirit across the church family, an openness to change as part of what it means to follow Jesus and a desire to see those on the margins both served and reached with the good news of Jesus.

There is a growing understanding that the mission of the church is both practical and spiritual. A phrase we use is that 'Jesus gave people both physical and spiritual food' and we are following his lead when we do the same. Mission is not something we do to people but rather we do with people as we love and serve them. And our hope is to see people come to faith in Jesus.

The PCC & Staff Team track short term projects and objectives alongside our long term objectives. Those long term objectives are categorised as follows:

Discipleship

- Live a life of prayer - embedding prayer into everyday life
- Love others as family - committed to doing life with others & weekly church
- Give your life away - serving others, both in church and those in need
- Go and share - sharing the good news of Jesus

Operational

- Little Churches - well supported Little Church teams
- Sunday Gatherings - well run services for all ages
- Welcome & Integration - enabling people to discover faith and join the life of B&A
- Operations - supporting the ministry of the church, buildings finance etc
- Growing Young - enabling younger people to find a home at B&A
- Net Zero - working towards net zero

A church of Little Churches

Our model of church is focussed on our Little Churches. These are the communities to which all our members belong and through which we support one another in discipleship and mission. Each Little Church has its own purpose, whether that's feeding the homeless, discipling young believers, workplace mission or helping people coming out of prison. Every Little Church has a different purpose but they are all places of transformation, discipleship and mission.

Each Little Church is led by a team, made up of members of the church family. These teams and leaders are supported by the clergy and staff team with regular meetings for support and training.

Currently our Little Churches are involved in the following activities

- Supporting Ukrainian refugees
- Running Toddler groups
- Supporting families in food poverty
- Running a weekly community meal
- Supporting the homeless
- Running the Alpha Course
- Supporting ex-offenders
- Supporting the elderly
- Supporting young local families
- Supporting those working on the frontline, especially medics and teachers.
- Running a local food pantry and weekly community outreach
- Supporting those who have moved to Bristol from Hong Kong



We gather on Sundays

On Sundays we gather as Little Churches at the 10.30 Gathering. During the gathering we run a full program for Kids and Youth. In term time our usual attendance is approx. 200 (150 adults, 50 U18s). We believe the move to a new building will enable us to begin a new Sunday Evening gathering in late 2023.



We work with others

Over the past few years B&A has played a key role working with other churches in the city in responding to a range of needs. In 2022, we have partnered with others in establishing a city wide network of Ukraine Hubs. In addition we began to serve other churches and organisations across the city by providing cooked meals from our kitchen for their warm spaces.

The Clergy have strong supportive relationships with a range of church leaders across the city, both Anglican and from other denominations.

B&A is a member of the HTB Network. We attend Focus, the network's summer festival, each year. We work with other churches and the network across a range of activities from Love Your Neighbour (the HTB Network's Social Action work) to Transform Learning Communities, bi-annual learning communities for churches to learn and work together.

Our team

We have a supportive staff team that is made up of full time (F/T) and part time (P/T) paid staff, in addition we have a number of self supporting staff members (S/S).

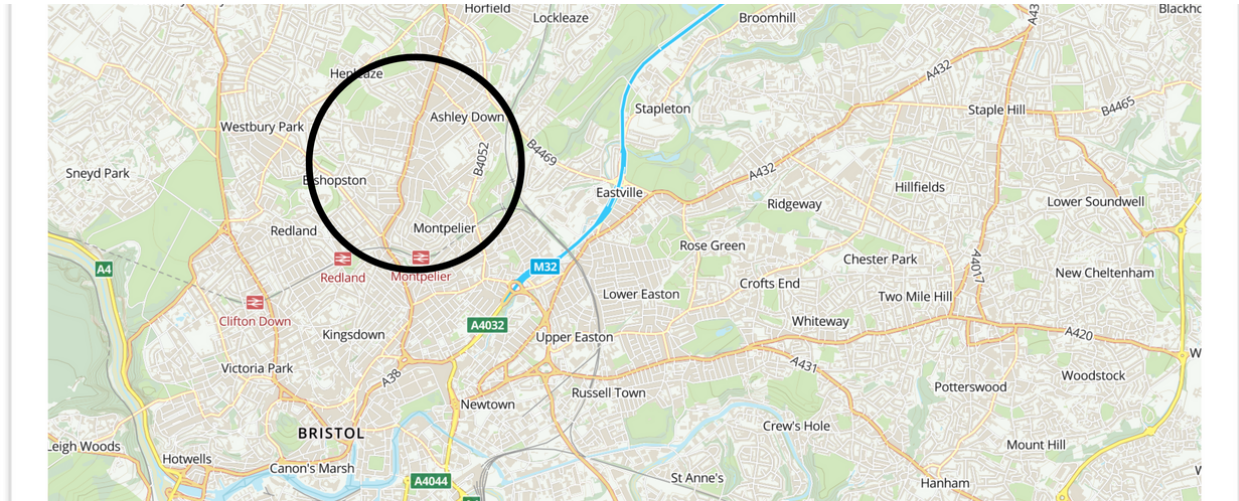
Current staff roles are as follows:

- Clergy; two vicars (F/T)
- Associate Minister: Love Your Neighbour (P/T)
- Associate Minister: Worship & Operations (F/T)
- Associate Minister: Families and Children (P/T)
- Associate Minister: Youth (P/T)
- Head of People & HR (S/S)
- Communications Officer (P/T)
- Parish Administrator (F/T)
- Ministry Administrator and Alpha Lead (P/T)
- Finance Officer (P/T)
- Building Project Administrator (P/T)
- Chef (F/T)
- Warm Spaces Co-Ordinator (F/T)
- Love Your Neighbour Administrator (P/T)
- Food Ministry (S/S X 2)



The Gloucester Road

The parish is situated just to the north of the city centre in an urban area developed during the late Victorian expansion of Bristol in the 1890's. The Gloucester Road runs through the centre of the parish; this road lays claim to being the longest independent high street in Western Europe and acts as a hub for the parish and further afield.



According to the 2011 census there were approx 19,000 people resident in the parish. Over 25% of the parish is aged 18-29, with 71% under the age of 44. Only 34% of the population say they are Christian, with nearly 60% saying they are not religious. The parish's deprivation rank is 8,425 (1=most deprived, 12,307=least deprived).

The parish is not a typical urban suburb due to a number of factors. The Gloucester Road is a vibrant hub attracting many people into the parish. In addition, the parish is home to four primary schools, the Bristol prison, Gloucestershire County Cricket Club, and the City of Bristol College. Bristol Rovers Memorial Stadium lies just outside of the parish boundary to the north.

The population is generally highly educated and professional with a wide range of careers represented. For example, in just one street there are the following careers: Medical (GP, Consultant, Nurse, Optometrist) Legal, Engineering, Teaching, Architect, Telecoms, University Education, Financial Services. The parish is also home to many self employed contractors in a wide range of fields. The same street also includes two freelance record producers, a film & tv producer and a number of small business owners.

Why consider a curacy at B&A

We believe the model and priorities of B&A enable lots of opportunities for training in mission and leadership in the Church of England. Our curate will be a senior leader within the life of the church family. They will be encouraged to lead within a range of settings and to grow as a missional disciple of Jesus.

One key factor at B&A is that the church is jointly led by the clergy. According to a previous member of the Diocesan Senior Team, this is rare in the Church of England. At B&A we work hard to encourage a culture of mutual submission and this begins with the clergy. As a member of the clergy team, our curate will be able to see close at hand how such a leadership model works (both in its weaknesses and strengths).

Even though the curacy is a training role we expect the curate to take up significant responsibility within the life of B&A as part of their training. These responsibilities will vary depending on who is appointed but as a member of the clergy the curate will be expected to have responsibilities in the following areas:

- Member of the Clergy Team
- Leading & preaching at Sunday and midweek Gatherings
- Leadership within Little Church settings
- Member of the PCC
- Ministry opportunities across the life of B&A; youth, kids, young adults etc.

We have strong relationships with the clergy of our neighbouring parishes and therefore there will be opportunities for placements etc in other local contexts with different characteristics to B&A & The Gloucester Road. We also expect that the curate will be given the opportunity to experience mission overseas as either part of a SOMA mission team or with our mission partners Friends of TREAD.

The Diocese of Bristol is investigating housing options and every effort will be made to ensure this is appropriate for the curate's circumstances.

Don't just take our word for it

We asked some people from B&A what they'd want anyone thinking about joining us to know. Here's what they said!

We have a diverse and beautiful congregation of families and singles worshipping and serving together unafraid of change and eager to grow as disciples. If you want to experience the body of Christ working together this is the place to do it.

As a church B&A has a deep commitment to putting action into faith and different local communities are the focus of weekly social and supper evenings that bring people inside the building who might not otherwise have set foot in a church.

We really do practice church beyond the buildings and throughout the week

Coming from tv to church life I am constantly taken aback by how forgiving, loving and enabling the working environment at B&A Church is.

We are a community of believers committed to seeking out our passions and, through lives of trying to grow closer to God, to serve him in our community, wider Bristol and supporting a number of local and global mission partners, with the aim of enabling others to find Jesus and join us in his mission.

It really feels as though God's hand is at work and that's exciting!

Rev Wayne Massey

Responsibilities outside B&A

- Trustee: George Muller Charity
- Trustee: SOMA UK
- Chaplain: Bristol Rovers FC

Previous posts and experience:

- Christ Church Clifton: 2006-2012
Curate & Associate Vicar.
- Holy Trinity Brompton: 2001-2003
Head of Publications.

I have been at B&A since January 2012 when I moved from Christ Church Clifton with a team to enable a 'church graft' into the parish. I have been shaped for ministry by the two other churches I have worked for. After leaving HTB I realised I now carried with me a high expectation for what God will do. That covered a whole host of things; from seeing people coming to faith to church planting and from God's provision to an increased love for the Anglican Church. At Christ Church I was privileged to learn from some amazing Bible teachers, to see other models of evangelism and to be part of a large church family where it was expected that members exercised leadership and gifts in the life of the church.

A key moment for me was when I asked the person who became my TI what the likely role of the curate would be. His reply really struck me; 'To be honest I don't know yet as I have not appointed them and I expect that when I do their role will need to reflect their skills, gifts and training needs before anything I might wish them to do'. I found the attitude of my TI to be refreshing and attractive. Having benefited from such an experience I want to offer the same to any curate.

Rev Wayne Massey

I love working with others, I enjoy coaching and mentoring. I have personally benefited so much from the support of others that I am looking forward to being able to give back by supporting a curate.

I have experience of line management and supervision in a number of settings. Before ordination I worked in publishing where I gained experience in project leadership and through running different departments. Since ordination, both at Christ Church and B&A, I have line managed and supervised staff, volunteers and ordinands. I have really enjoyed these relationships. I love to give others my time and to help them grow as disciples and in their roles.

I am also really looking forward to seeing what God does in the life of B&A through a new member of the clergy team. A curate will bring a fresh perspective, new ideas and a set of gifts and skills that the current clergy do not have. It will be exciting to see how God uses them in our church family and missional context.

Next Steps

Thank you so much for taking the time to read this profile. If you would like to find out more about the role or formally explore this post please contact the Bristol Diocesan Director of Ordinands, Sue Gent (sue.gent@bristoldiocese.org)



Diocese of Bristol



babristol.org