



DIOCESE OF BRISTOL

TRANSFORMING CHURCH. TOGETHER.

PRIEST IN
CHARGE

ST ANNE'S
EASTVILLE,
WITH MISSION
AREA LEAD
FOR THE
EAST BRISTOL
MISSION AREA



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

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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.

THE DIOCESAN STRATEGY

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.



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 additionally 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 are 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. They are 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.

BEING CLERGY IN THE DIOCESE OF BRISTOL

I am delighted that you are considering the role of Priest in Charge of St Anne's Eastville, with Mission Area Lead for the East Bristol Mission Area (EBMA). I hope this profile describes a Diocese and Parish within which your ministry can flourish

This profile reflects the significant and positive impact St Anne's church has in Eastville, Bristol. The profile also outlines the role of Mission Area Lead for a new Mission Area in East Bristol. This is an exciting opportunity to gather different church contexts within the geographical area of Eastville and Easton into an intentional, covenantal relationship with each other, serving the missional needs of the communities.

This role is full of opportunity which also comes with significant expectations and demanding responsibilities. We are therefore looking for a priest with a pioneering and creative spirit particularly called to a vocation in these communities.

The Diocese of Bristol is a great place to serve as a priest in charge, with a strong commitment to supporting and empowering local church leaders. Through the initiatives and investment of our mission plan - Transforming Church. Together - we collaborate in following Jesus, serving others and transforming communities.

The Diocese is listening deeply and shaping a shared vision for a Church that is for the good of all. There is a real trust in local clergy and congregations to lead in ways that are authentic to their context. We prioritise clergy wellbeing and have a dedicated coaching network for clergy, wellbeing support, and leadership development.

The clergy within the new Mission Area are fully engaged in the life of Bristol City Deanery and the Diocese of Bristol. I am thankful for the ways in which they enrich our shared ministry.

St Anne's Eastville provides sanctuary for all in a significant part of Bristol, and with the East Bristol Mission Area there is exciting potential for greater growth and positive impact in the community.

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



**FROM THE ACTING
BISHOP OF BRISTOL**



+ Neil Swindon

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

Our deanery covers the vibrant, diverse heart of the wonderful city of Bristol, north of the Avon as far as Filton, from Hotwells in the west to Fishponds in the east. Our churches are as diverse as our contexts and the new East Bristol Mission Area is a reflection of this. We are committed as chapter colleagues to working together across different contexts and church traditions, united in our call to sharing God's transformational love in our communities.

This exciting new role will bring a dedicated 0.5 Priest-in Charge back to the church of St Anne's, an inclusive church that is engaged with the local community and open to new opportunities. St Anne's garden is host to one of the deanery's 3 BMOs, Hazelnut Community Farm, which, together with the neighbouring parishes of Easton and All Hallows will form the new East Bristol Mission Area, whose leadership comprises the other 0.5 of this new role. The EBMA reflects the Diocesan focus on resourcing "Priority Communities" – those parishes which are identified as having the highest levels of deprivation in the IMD. Many of those parishes are in the City Deanery and the network forms a strong strand of support between clergy and parishes in the Deanery and Diocese.

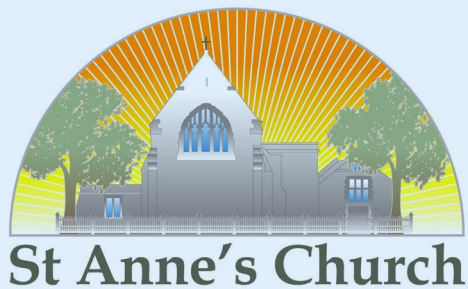
Our chapter meets monthly, and as chapter colleagues we particularly welcome opportunities to be honest about the joys and challenges of ministry and to pray for one another. An annual chapter retreat enables these relationships to grow deeper year by year. We are looking forward to welcoming a new colleague and will be praying for St Anne's, the new EBMA, and for you as you discern whether God is calling you to this role in the next phase of your ministry.

With every blessing,

REVD KAT CAMPION-SPALL
RECTOR OF THE BRISTOL
HARBOURSIDE CHURCHES
AREA DEAN, CITY DEANERY

AREA DEAN'S MESSAGE

We are pleased to be recruiting for a new role in the Diocese of Bristol: a Priest in Charge for the parish church of St Anne's Eastville, including housing (0.5 stipend), with the role of Mission Area Lead Minister (0.5 salary), funded through our Transforming Church Together strategy, to serve the new East Bristol Mission Area (EBMA). The Mission Area lead is a three-year funded post.



The parish of Eastville has a population of over 10,500 people and is on the edge of Bristol's inner city: it spans part of Easton and part of Eastville. As you walk around Easton you will observe lines of terraced houses (typically two-up/two-down) all built at the end of the 19th and beginning of the 20th centuries as accommodation for the workers who were employed in the myriad of factories and businesses which were springing up all over the area. Some of these houses have been extended and modernised. There are also many HMO's and privately let housing that is often poorly maintained and overcrowded. There is a significant population of van/caravan dwellers in the area which, despite their removal by the council, recycle themselves around the parish. Many of these van dwellers deliberately chose their lifestyle due to their need to work or care for family in the area, and are unable to afford to live in bricks and mortar.

The council estate of May Park, Eastville was built on the grounds of a large workhouse that was not completely closed until the 1980s.

Due to its location next to the M32, the Greenbank part of Easton has been a popular area for people looking for cheaper and larger properties than they can otherwise afford. This gives the impression of wealth and prosperity and is reflected in many of the cafés and businesses that have appeared as part of the 'gentrification' of the area.



THE PARISH OF ST ANNE'S CHURCH, EASTVILLE - BUILDING SANCTUARY FOR EVERYONE

There is a strong community focus in Eastville, which has seen regeneration over recent years: yet there remain high levels of poverty, deprivation and social inequality which means the parish is part of the Priority Communities Network (PCN) within the Diocese.

The religious diversity of the parish is reflected in the fact that within the parish there is one Church of England parish church, one Baptist Church, three Pentecostal Churches, a Sikh Gurdwara and six Mosques, but at the last census over half the population said that they were of “no religion”.

The cultural and ethnic diversity is reflected in the number of people wearing Middle Eastern or South Asian dress and the range of shops serving communities with origins all over the world. The parish is part of the Presence and Engagement initiative, which seeks to work collaboratively and relationally in places where there are opportunities for interfaith dialogue.

In this parish there are politically active, energised people of all ages. The local community often organises events that bring people together, and the variety of shops, as well as a large retail centre, means the parish attracts people to live, work and socialise here.

The BS5 Arts Trail is a community wide volunteer-led, not-for-profit arts event celebrating creativity across the BS5 community every September. The church takes part in the event by providing space for artists to exhibit their work, and welcoming the community who are following the trail. Hazelnut Community farm have established relations with CoExist, a community kitchen, to whom they make donations of the produce grown in the church garden.



“Thank you for the BS5 Art Trail. Every year when I come, I truly feel the church’s care for the community, and I can see how much people enjoy being part of it.”
An anonymous friend

We are an Inclusive church offering a genuine welcome to all, whether people come to church every week, once a year, or are just passing through. After a Mission Action Plan was developed in 2014 we committed to becoming more visible to the wider community and to becoming a recognised presence in the parish. This is reflected in our mission statement – “building sanctuary for all”. Our buildings have become a well used community space. The garden is now the home of Hazelnut Community Farm and well used by local families. We have been open to experimenting with different forms of liturgy, while retaining the Eucharist at the heart of our worship.



Hazelnut Community say: It is a joy for us to be based at St Anne's, where the church and garden together provide a home for our life and mission. Our weekly gatherings on Thursdays and Sundays bring people together to pray, worship, and explore what it means to live as Christians in a time of climate emergency. Alongside this, we run community events such as garden open days, community meals, and seasonal celebrations, which provide spaces of welcome and connection for local residents. We also equip people through practical training, like our gardening basics course, and host local groups who use the garden for learning and reflection. The garden has become a place where faith and ecology meet, offering opportunities for worship outdoors, intergenerational activities, and community building. While our heart is in East Bristol, we also share this model more widely, working with churches across the Diocese and the UK and beyond to reimagine their land as spaces of worship, community engagement, and ecological care. In this way, Hazelnut supports both the local parish and the wider church to embody God's call to care for creation.

“Even when it’s not Godly Play it feels like children are welcome to run around during the service and included.”

A parent

THE CHURCH AS PEOPLE / CHRIST’S CALL

We believe Christ is calling St Anne's to express Christ's presence at the heart of the community, offering life to, and celebrating the life of, the community, and sending us out to enjoy and to serve the community.

So, in particular, Christ calls us to be

- ♦ a place of **welcome**, where everyone can come; no one is rejected or looked down upon; everyone has something to give; everyone has a place;
- ♦ a place of **sanctuary**, where everyone can belong; everyone can be safe;
- ♦ a place of **renewal**, where sin is forgiven and everyone can grow into the person God desires them to be;
- ♦ a place of **listening**, to one another and to what God may be saying to us;
- ♦ a place of **prayer**, offered daily by individuals and weekly together at the Eucharist;
- ♦ a place of **unity** and peace, with one another and our fellow Christians everywhere, so that we become an effective sign of unity, peace, and justice to all the world;
- ♦ a place of **offering** ourselves, the local community, and the world, in union with Christ's own offering;
- ♦ a place of **communion**, where we are drawn into the mystery of God and renewed as the Body of Christ;
- ♦ a place of **sending** the whole Body out to play our part in the life of the world around.



"I love the commitment to justice and engagement with the world outside the church. St Anne's is a 7-day-a-week community church."

A member of the church

There is a Sung Eucharist at 10am Sundays and a said Eucharist every Wednesday. Our services are liturgical, inclusive, and mainly minister-led. Members of the congregation are involved by taking it in turns to welcome people, do readings, lead the intercessions, and offer the chalice at Communion. A small group meets regularly to practice hymns and sung responses for the services. A member of the congregation is learning to play the organ that we keep tuned. A pop up choir sang the Passion by Tomas Luis de Victoria on Good Friday.

"I am really glad that John has reinstated the use of the tabernacle for the reserved sacrament"

A member of the congregation for over 30 years

On the last Sunday of each month the service is a "Community Communion", where the liturgy is freer in form, more creative and often includes the sharing of thoughts and ideas in smaller groups.

"I like the community, more informal services, with all age involvement." A parent

We hold a quieter and more reflective Taizé service at 8pm on the first Sunday of each month: this includes a silence of 10 minutes and a number of chants sung in parts or in canon.

There is Morning and Evening Prayer in the church or online three days a week. Our Eucharist on Wednesday morning has a regular congregation of 6-10 people.

"Evening Prayer and Taizé connect with me deeply and hold a lot of meaning."

Someone who started coming to St Anne's at Easter



We have a dedicated group who lead Godly Play sessions for the children during the Eucharist on two Sundays a month.

"I like the candles."

One of our children

WORSHIP AND GATHERING AT ST ANNE'S

A group of families come together for a Community Gathering once a month. This was initiated by them as a place where parents and children worship together in singing, prayer, story and reflection, with leadership shared by the community that gathers.

**"What I love about St Anne's:
It is open and welcomes all.
It is an enabling community.
It is unassuming. It reaches out
to many people."**

Amember of the Gathering group



Our worship at key festivals during the year aims to enable the community to be immersed in the story of God and God's people, particularly in Holy Week. The Sunrise Service on Easter Day brings families and individuals together from various churches to celebrate the risen Christ. Last Easter three people were baptised by total immersion.

We also hold services at Christmas that engage our community, with large numbers coming along to our carol service.

We aim to offer the option to join most of our worship on Zoom, to enable inclusivity and accessibility beyond the church walls.

We also gather in small groups to read the Bible together throughout the year. Our Pilgrim group meets regularly, as well as Lent groups that happen every year. In October there will be a group studying the letter to the Philippians. We held a 'Being With' group at the beginning of the year.

"Very slow, gentle approach to evangelism is great."

Someone who has been attending the church for about a year





St Anne's is blessed with a large garden, which is a joyful place for the community to gather in an area where there are few green spaces, and it adds to our vision to be a place of sanctuary. The garden is home to and managed by Hazelnut Community Farm, a BMO based in our garden. We maintain good contact with them, aiming to collaborate on community events, in particular those that seek to bring together the different faiths in the area, around issues of the environment and climate change.



In addition, we have a well-used church hall annexed to the church building. We regard the buildings as a community asset that we hold as stewards. The hall is used for classes, parent and child groups, rehearsals and community meetings throughout the week, as well as hosting many parties and other events over the weekends. The church is also becoming a popular venue for concerts and fundraising events. On average 250 – 300 people use our facilities every week, which is a great opportunity to engage with families, young people, and other members of the local community. We have previously opened the church as a community cafe once a week, as well as starting a Renew Wellbeing space. We would love to open these spaces again if there were people able to commit time to them. We hold a regular and much anticipated Christmas Fair where local crafters and makers are able to sell their products. We organise this in collaboration with a local potter.



THE CHURCH AND THE COMMUNITY



The church, originally built as a hall for a much larger church that was never built, was a mission church of St Mark's Church built to meet the needs of the population in the newly built areas of Greenbank and Eastville at the beginning of the 20th century. 2026 will be the 100th anniversary of the consecration of the building.

In order to further develop community use of the buildings and to fulfil our mission, we are embarking on an ambitious redevelopment project which we hope will make our buildings fit for purpose for the next century.

We have completed a refit of our kitchen, and have plans to improve accessibility and the toilet facilities. We also aim to reorder the interior of the church as a more versatile community and worship space, with environmentally friendly and cost-effective heating.

ABOUT THE CHURCH BUILDINGS

Working collaboratively on our worship, music, pastoral care, teaching and mission is really important to us. We are blessed with the ministry of two retired priests, one of whom is Associate Priest, who are generous with their gifts and time. Together with the Church Wardens, they have maintained and developed the worship, teaching and pastoral ministry of the church. We have an active and committed PCC, who share the leadership of the church with the ministry team under the oversight of the Priest in Charge. The ministry team meets every Wednesday to pray and plan together, and the PCC meets every six weeks. A large number of church members take part in the life and ministry of the church, in a whole variety of ways.

"We are small but we're lively."

A church member

We believe this is an exciting time for mission and outreach in our parish, particularly with the development of the East Bristol Mission Area. Whilst we are enthusiastic, ambitious and very determined, we need more people with time and resources to respond to the needs of the community.

"When I first came to St Anne's, in 2012, I saw it's ministry as a tiny seedling with just two leaves. Over the years I have watched that seedling grow into a tree, which is now bearing fruit. The harvest is ripe." Church warden

Members of St Anne's have been active in the local lay-led ecumenical prayer group that recently celebrated 20 years of monthly prayer meetings. We recognize that we are part of the larger church in the area and have worked together with other churches on events like Love Bristol.



MINISTRY



Our new Priest in Charge will be inclusive, welcoming and affirming to everyone who comes to St Anne's, irrespective of age, gender, nationality, ethnicity, and sexuality.

They will be someone who doesn't do everything themselves, but adds to and enables the ministry of the existing team and of all the congregation.

They will be sensitive to the diverse ways people approach life and faith, embracing opportunities to connect with people wherever they are on their journey, and allowing space for individuality and growth.

We seek a Priest in Charge who has a deep love of the Eucharist, acknowledging it as the heart of Christian worship. They will value Christian tradition, seeing it as alive, growing and liberating.

They will be a person of prayer and deep spirituality.

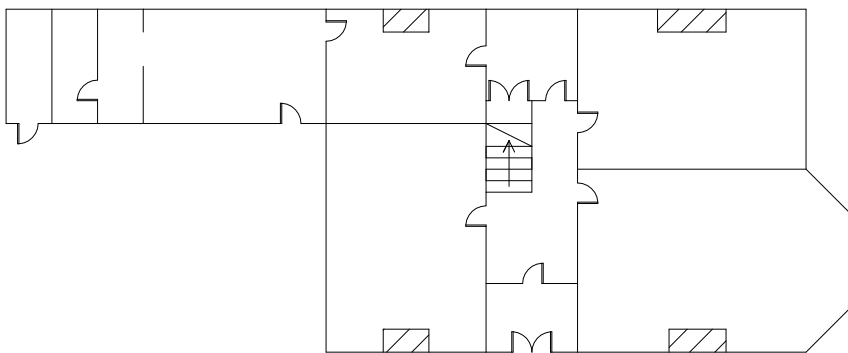
They will be flexible and adaptable, collaborating with the current team and responding to the work of the Holy Spirit. They will build on what we already do and hold the space for innovation.

They will enable a sense of belonging across the different ways we gather, so that we are unified as one church even if we meet at different times of the week.

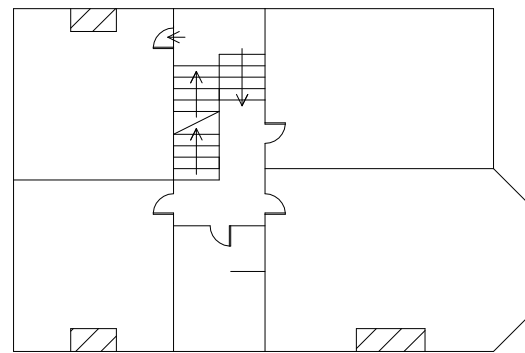
We also seek someone who will be a strong teacher and preacher, to enable us to grow in our discipleship. They will engage with the Bible in all its richness and diversity, without a narrow or literalistic approach.

Our new Priest in Charge will see the church as a place which sends us out to speak truth to the world, and to bring good news to all.

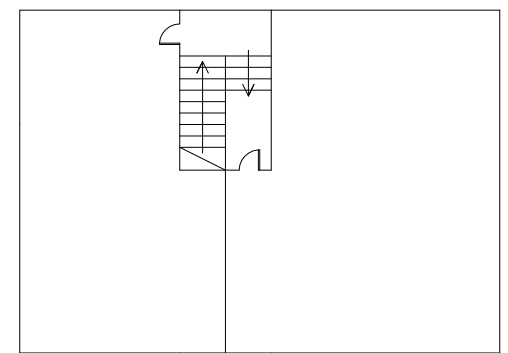
WHAT WE ARE LOOKING FOR IN OUR NEW PRIEST-IN-CHARGE



GROUND FLOOR



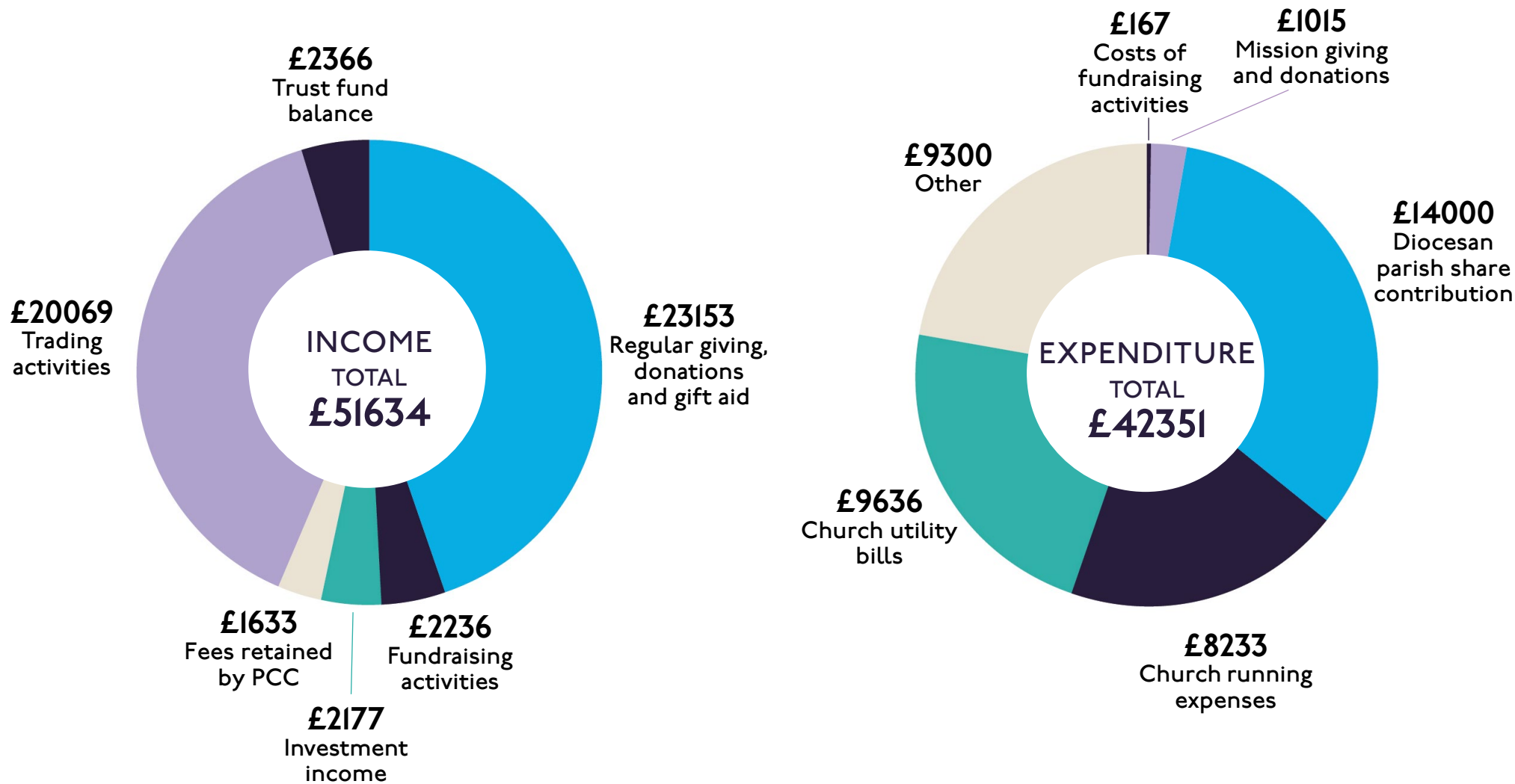
FIRST FLOOR



SECOND FLOOR

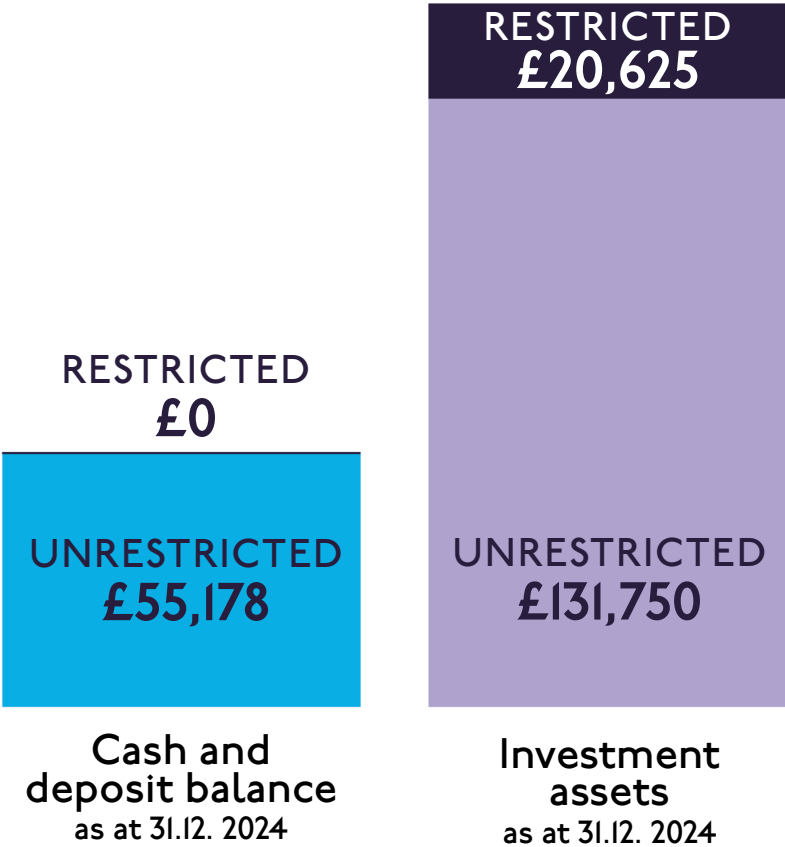
VICARAGE

INCOME AND EXPENDITURE



PARISH STATISTICS

BALANCES



SERVICE STATISTICS

	2022	2023	2024
Christmas	37	70	112
Easter	54	49	45
Average Week, October	31	52	39
Usual Sunday	24	31	30
Worshipping Community	78	68	59
Electoral Roll	36	42	43

Mission Areas provide new ways of churches working together to resource mission and ministry to fulfil the diocesan vision and priorities.

A Mission Area brings together parishes committed to developing a coordinated approach to mission across a wider geographical area; to focus, share and multiply mission resources and practice; and to provide a context in which new leaders and ministers can explore vocation and develop in a mission focused setting. They are focussed on meeting the national and diocesan visions of creating simpler, humbler and bolder church structures, that set our people free for mission.

The Mission Area might be focussed on the following key elements:

- a. Enabling every worshipping community to grow the work of proclamation and evangelisation.
- b. Enabling churches to teach, baptise and nurture people on a journey from first contact, through to committed Christian discipleship within a community.
- c. Supporting every-day faith, so that people can live out their faith and service in their own daily context, recognising and developing their vocation.
- d. Developing work with children and young people, across home, school and church.
- e. Relating to a geographically or demographically relevant context in which the church can be recognised as a partner in the public square and seek to transform unjust structures and pursue peace and reconciliation.
- f. Supporting creation care, so that churches and individuals can transform their practice and seek to renew the life of the earth.

A new Mission Area is being created between St Anne's Eastville, All Hallows Easton, Easton Christian Family Centre and Hazelnut Community Farm, to be known as East Bristol Mission Area (EBMA).

MISSION AREA LEAD MINISTER

These contexts offer different expressions of church and ecclesiology, and the potential to work together missionally is exciting.

The role of the lead minister is to build the vision and partnership of the communities within the EBMA for the social, cultural and spiritual transformation of all the communities, in union with Christ and through the power of the Holy Spirit.



The Mission Area Lead Minister will provide visionary leadership and strategic oversight of the Mission Area, working collaboratively with incumbents and key leaders to:

1. Establish a team, to develop a covenant for working together across the Area and plans for mission that focus on the diocesan priorities, and to oversee delivery of the plan
2. Enable collaboration between all benefices on Mission Area activity according to the covenant
 - a. Develop and lead structures which will enable collaboration
 - b. Lead by example by offering invitation to participate to other churches, working collaboratively on projects etc
3. Oversee pioneering new mission and ministry activity
 - a. Collaboratively discern and identify new possibilities – with particular regard to potential for Fresh Expressions of church, discipleship, and work with under 18's, children, young people and families.
 - b. Advocate, lead, initiate and, where necessary, persevere in setting up new activities, with support from DSS staff
 - c. Gathering people together to resource new activity, deliver and monitor
4. Ensure stories and best practice that arise via the Mission Area are shared via the TC.T Project Board or equivalent Diocesan-level structure.

QUALIFICATIONS/ TRAINING

- ♦ Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises.
 - ♦ Designated at selection or Candidates' Panel as Incumbent Status (post-2009) or Stipendiary Ministry.
 - ♦ Have satisfactorily completed Initial Ministerial Education.
-

EXPERIENCE

Essential

- ♦ Leading the church and / or an organisation in setting and holding a vision.
- ♦ Inspiring, motivating, challenging and empowering individuals, and teams to achieve that vision.
- ♦ Sharing ministry as appropriate and working collaboratively with others (including clergy colleagues, church wardens, PCC, and volunteers).
- ♦ Experience of ministry in a priority community.

Desirable

- ♦ Experience of leading forms of church in creative, engaging and imaginative ways.
-

PERSON SPECIFICATION

**KNOWLEDGE/
SKILLS
AND
COMPETENCIES**

Essential

- ♦ Able to develop the worshiping and spiritual life of the congregation through good quality teaching and preaching.
- ♦ Able to communicate in a wide range of settings and listen effectively.
- ♦ Able to oversee and participate in work amongst the under-18s, including worship for all ages and discipleship pathways.
- ♦ Able to identify and encourage the development of individuals gifts and talents.
- ♦ Able to make and build on links with individuals and community organisations whose involvement with the Church is limited.
- ♦ The ability to identify and respond to opportunities for mission in a changing urban environment.

Desirable

- ♦ Able to facilitate groups in creative thinking and problem solving.
- ♦ Effective management of budgets and projects.

**GENERAL
ATTRIBUTES**

Essential

- ♦ A relational and inclusive approach to groups and individuals, aligning with the Inclusive Church Network mission statement.
 - ♦ A collaborative leader who is adaptable, resilient and positive.
 - ♦ Outward-facing, who naturally builds trust with others and connections with the wider community.
 - ♦ Enthusiasm for exploring opportunities for groups and individuals to develop their faith outside of services.
 - ♦ Be accessible and approachable, having a friendly and welcoming manner with the ability to inspire confidence within the Church family.
-

OTHER

Essential

- ♦ Care and development of themselves and their personal relationships, including adequate time for family life, friendship, recreation, renewal and personal health, through taking weekly day off and their full holiday entitlement.
 - ♦ 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.
-

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 either role please contact
The Ven Becky Waring, Archdeacon of Bristol, becky.waring@bristoldiocese.org.



DIOCESE OF BRISTOL

TRANSFORMING CHURCH. TOGETHER.

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