



DIOCESE OF BRISTOL

TRANSFORMING CHURCH. TOGETHER.

ASSOCIATE
MINISTER
ST NICHOLAS
BRISTOL

AN EXCITING LEADERSHIP
ROLE IN A DIVERSE CITY-
CENTRE CHURCH WITH A
MISSION TO REACH YOUNG
PEOPLE IN BRISTOL



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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 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 prayerfully considering the role of Associate Minister at St Nicholas Bristol.

This opportunity comes at a significant and hopeful moment in the life of St Nicholas and the wider mission of the Diocese of Bristol.

As a Bishop's Mission Order, St Nicholas Bristol has demonstrated what can happen when energy for evangelism, a deep commitment to prayer and worship, and an outward-looking concern for the city come together. Located at the heart of Bristol, the church has become a place where many people – including those with little prior connection to church – discover the good news of Jesus and find a home within the Body of Christ.

The Associate Minister will join a church that is growing in maturity, generosity and confidence in the gospel. It is also growing numerically. This is a substantial leadership role, with scope to shape the spiritual and pastoral life of a large and diverse congregation, to nurture discipleship across generations, and to help build sustainable structures that enable the church to flourish for the long term. It is a role calling for wisdom, resilience and a generous heart.



DIOCESE OF BRISTOL

TRANSFORMING CHURCH. TOGETHER.

St Nicholas serves the wider Diocese as a resourcing church, playing an important part in leadership development, church revitalisation and collaborative mission. I am grateful for the thoughtful and prayerful leadership of the clergy, staff and lay leaders at St Nicholas. This role reflects our shared confidence that God continues to call, equip and send people to serve his Church in creative and courageous ways.



Yours in Christ

+ Neil Swindon

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

AREA DEAN'S MESSAGE

City Deanery is an exciting place to be. Led by two Area Deans, it is one of the largest and most diverse deaneries in the Diocese.

Our parishes reflect the full breadth of the Anglican tradition and represent a wide range of socio-economic and cultural contexts. Within this diversity, we are supported by a strong and collaborative Chapter, whose members value time together – encouraging one another and learning from what Jesus is doing across the Church in the city.

We look forward to welcoming the successful candidate into this vibrant community. This is an exciting and significant role, not only within St Nick's but also across the deanery. As a resource church, maintaining strong and fruitful deanery relationships is central to its calling, and this role will play a key part in nurturing and strengthening those connections.

THE REVEREND KAT CAMPION-SPALL
AND THE REVEREND WILL FAIRBAIRN
CO-AREA DEANS FOR BRISTOL



CHRIST'S CALL TO US

At St Nicholas Bristol, our vision is to play our part in the evangelisation of the nation, the revitalisation of the church and the transformation of society. Established under a Bishop's Mission Order in 2018, we sense a clear and continuing call to be a resourcing church at the heart of the city, serving Bristol and the wider Diocese.

We are called to create spaces where young people can explore faith, encounter Jesus and follow wherever He leads. This is expressed in a vibrant worshipping community, rooted in prayer, Scripture, and the work of the Spirit, and shaped by a deep commitment to evangelism, discipleship, and mission among those who are in need.

Alongside this, we are called to contribute to the renewal of the Church by raising and releasing leaders. Leadership development, both lay and ordained, is central to our identity. We seek to form people who will step into all that God calls them to, both at St Nicholas, across the Diocese, and beyond, including in church planting and revitalisation contexts.

Our calling is also outward-facing, expressed through social transformation. We are increasingly committed to proximity ministry – drawing alongside those in need through relational, practical support and partnership within our city.

Having seen significant growth over the past seven years, we now sense God calling us into a new season marked not only by growth but by depth and sustainability. This includes strengthening discipleship pathways, building robust pastoral systems, and investing intentionally in children, youth, students and young adults. The appointment of an Associate Minister is key to this next phase, enabling the church to flourish internally while continuing to play its part in the wider mission of the Diocese.




**St Nicholas
Bristol**

A MESSAGE FROM TOBY

We're at an exciting point in the life of St Nicks.

Over the last seven years we've been privileged to play a part in seeing many people come to faith in Jesus, congregations multiply, new churches be established and others revitalised, whilst seeking to follow God's call to serve the most marginalised in Bristol. As we look at both the needs and opportunities in this young, vibrant, diverse and rapidly changing city, never have Jesus' words felt more on point: 'the harvest is plentiful but the workers are few'. So we're praying that God would send the right person to build on the foundations of the past and invest in future generations, focusing primarily on discipleship, family and community.



"IT'S A PRIVILEGE TO BE PART OF A CONGREGATION THAT SEEKS TO SERVE THE CITY AND HAS A MISSION AT THE HEART OF ITS DNA. I'VE PARTICULARLY ENJOYED WORKING TO SUPPORT YOUNG ADULTS IN NEARBY ASSISTED ACCOMMODATION"

WHAT WE ARE LOOKING FOR IN A CLERGY PERSON

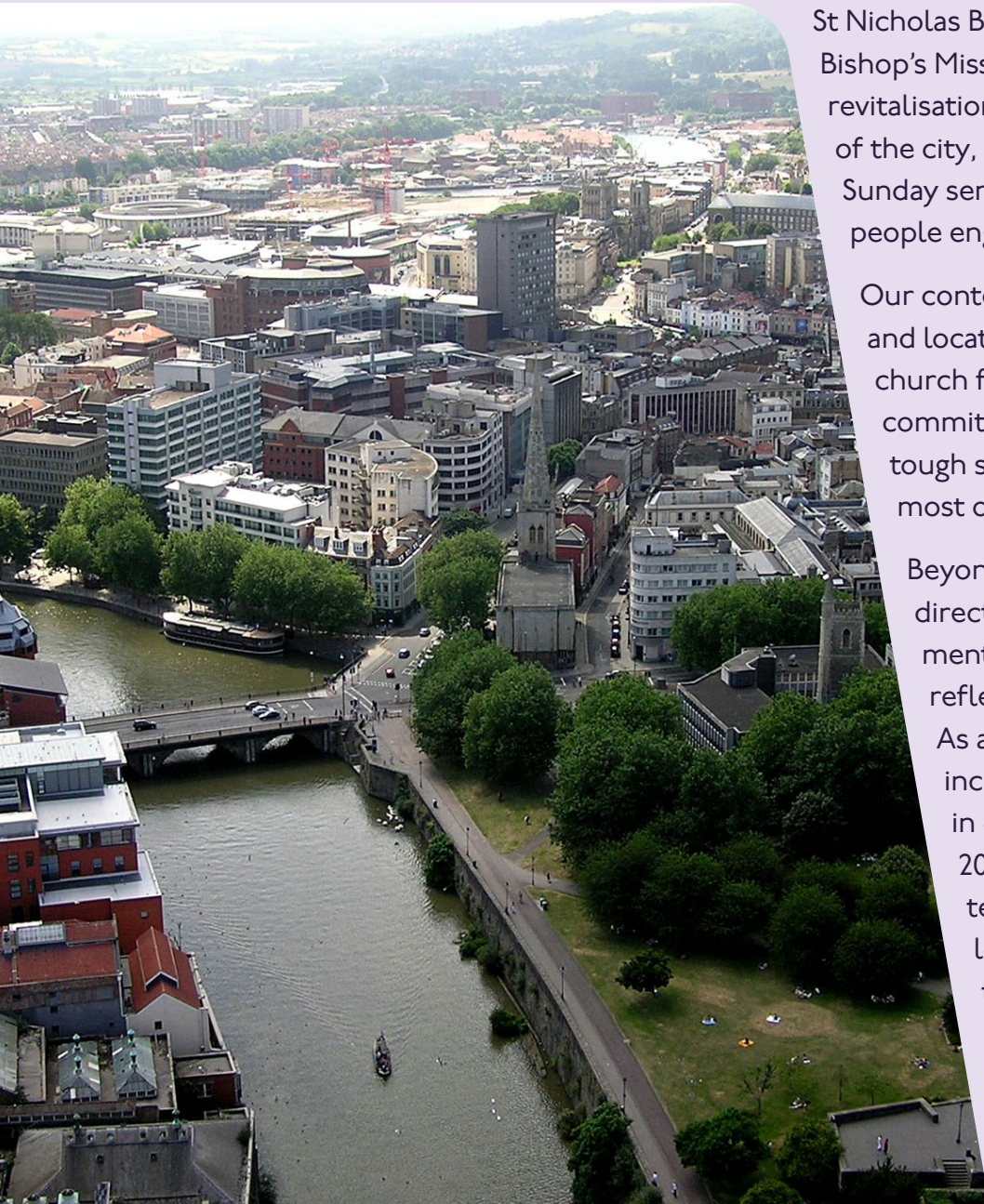
We are looking for an experienced and gifted leader who combines leadership ability with a deep love for people, discipleship and community. This is a strategic leadership role within a growing resource church, requiring someone who can take responsibility for the pastoral health, growth, and discipleship of the St Nicholas congregation.

We recognise that leadership is expressed in different ways and welcome applicants with diverse ministry experiences and leadership styles. We are seeking someone who can strengthen the spiritual depth and relational health of the church by building systems that support people to grow in faith, live in community, and step boldly into mission. This will require proven experience in leading church teams and ministries, alongside the ability to oversee and develop leaders, structures, and rhythms appropriate to a dynamic church context.

The successful candidate will be collaborative, fun, prayerful, and pastorally wise, with a particular passion for younger generations. They will be able to work in complementary partnership with the Senior Leader, enabling a clear distinction between outward strategic leadership and the internal leadership of the church's ministry and life.



OUR CONTEXT



St Nicholas Bristol is a Church of England city-centre church, established under a Bishop's Mission Order in 2018 to contribute to the evangelisation of Bristol, church revitalisation, and social transformation. Meeting in a historic building in the heart of the city, the church has grown into a vibrant and diverse community, with three Sunday services, a regular congregation of 350–400, and over 100 children and young people engaged each week.

Our context is shaped significantly by the demographics of our congregation and location. We are a young church, with an average age of 32. We're a diverse church family, with over 13 nationalities represented on a regular Sunday, and are committed to not taking ourselves too seriously, not afraid of talking about the tough stuff, supporting each other through the whole of life, whilst making the most of opportunities for fun, laughter and carol-belting.

Beyond gathered church life, we are committed to social transformation through direct engagement with those in need. Our ministries include food provision, mentoring, recovery support, women's initiatives, and antenatal programmes, reflecting a desire to embody the love of Christ in practical and relational ways. As a resourcing church, we also play a wider role within the Diocese. This includes developing leaders, supporting other churches, and participating in church planting and revitalisation. We planted Concord Church, Filton in 2022 and are partnering with St Andrews Hartcliffe in 2026, grafting a small team into the existing congregation. Both of these church revitalisations are led by curates who have trained at St Nicks. This outward calling continues to shape our priorities and requires leadership capacity both within and beyond the local church.

SOCIAL ACTION

FOOD HUB

Born out of the pandemic, Food Hub was established to work across the city to provide food and essential supplies to the most vulnerable in the city. Over the last 6 years, we've worked with 13 different charities, hostels and women's shelters across Bristol to supply food. We send over 100 recipe bags out bi-weekly, to encourage the recipients to eat healthily, cook on a budget and feel connected to the Church.



SAFE HAVEN

Our women's hub, Safe Haven, was set up recently in response to a demand for safe spaces for women in the city centre. Partnering with B&A meals, we have welcomed women from across Bristol into our church to enjoy a warm lunch and engage in a variety of crafts.



THE BANQUET

The Banquet was set up 2 years ago to provide a place of warmth, community and food in the winter months, on the last Thursday of the month. It is a special way to come together over a meal and get to know people in our city and to show them Jesus' love.

FAITH IN RECOVERY

Faith in Recovery is a volunteer-run group that supports those coming out of addiction. They meet to have a Bible study and to pray together. It has been running for a couple of months and we have seen the small group grow stronger in faith together.

"I LOVE BEING PART OF ST NICKS AND JOINING IN GOD'S WORK IN BRISTOL"

BEGIN WELL

Begin Well is an antenatal group run by volunteers who are midwives and health visitors. They run a free 6-week course for expecting parents – helping the church play a vital part in what it means to raise children. We are running a course in May-June, and it sold out in 2 weeks!

“ALPHA WAS A PLACE WHERE I COULD ASK QUESTIONS THAT I COULDN'T ASK ANYWHERE ELSE, A PLACE TO FIND COMMUNITY, TO MEET NEW FRIENDS AND A PLACE TO GROW”

MENTORING

Mentoring, we have connected with 3 charities (SPARK, Safe Families & Mentor Me/Sixty One) to support children, families and ex-offenders in a proximate way. We have a small group of mentors that meet individuals to help them create goals in life and to support their mental health.

TASTE LIFE

Taste Life is a course that supports sufferers and carers to break free from eating disorders. We will be running our first course since 2020 this May-July.



SUNDAYS AT ST NICKS

We have recently expanded to three services in order to accommodate the growing numbers and diverse needs of our congregation. Every Sunday over 50 volunteers are involved, serving in our kids and youth teams, hospitality team, and worship and production teams.

"I ABSOLUTELY LOVE
THE WORSHIP"

9:30AM

A relaxed, welcoming morning gathering designed especially for families with younger children. It combines lively worship, clear Bible teaching, and prayer in a slightly shorter, more accessible format. Kids' groups (ages 1-11) run alongside, making it easier for parents to engage fully.

CAFE

A deliberately extended café space between the morning services, with coffee and pastries. It's designed to overlap both congregations so people can connect, catch up, and build community across the church.

11:30AM

A larger, more mixed congregation with families, students, and adults together. A similar structure to the 9.30am service, but broader in age range and slightly fuller in feel. Kids and youth provision (ages 3-18) runs during the service, making it a key space for growing church community.

6PM

An evening gathering with a strong emphasis on extended worship, creating more space for prayer, reflection, and responding to God. Alongside in-depth Bible teaching, the service often leans into a more unhurried, Spirit-led flow compared to the morning. It attracts many students and young adults, with a social rhythm built around it — coffee beforehand and time together afterwards.

RISING GENERATIONS

Under 18s make up a significant proportion of the congregation with over 100 regularly attending on a Sunday, and similar numbers at our Monday stay and play 'Little Nicks'. With funding from the Diocese, St Nicks has established a City Centre Youth Chaplaincy (CCYC), working across schools and churches in the centre of Bristol.

DISCIPLESHIP AND HOMES

Homes are the backbone of community life at St Nicks – midweek small groups meeting across the city that gather people into meaningful, discipleship-focused relationships. Spread throughout Bristol's neighbourhoods, they enable the church to be both locally rooted and widely accessible, creating multiple entry points into belonging beyond Sunday gatherings.

Each Home is intentionally shaped around its context. Some are intergenerational, bringing together a mix of ages and life stages to reflect the breadth of the church family and foster mutual support and shared discipleship. Others are more focused spaces, particularly for students and young adults, creating environments that are socially and spiritually accessible for those navigating similar seasons of life.

Homes prioritise discipleship, prayer, Scripture, and honest community – spaces where people are known, supported pastorally, and encouraged to grow in everyday faith. They also serve as hubs of local mission, equipping members to build relationships and live out their faith within their own neighbourhoods.

Alongside these, a range of activity-based and interest-led groups provide additional pathways into community, helping people connect in ways that feel natural and sustainable, and often acting as a bridge into more intentional discipleship in Homes.

“I LOVE BEING PART OF ST NICKS
- HOMES HAS BEEN A GREAT WAY
TO FEEL CONNECTED IN THE
COMMUNITY”



LEADERSHIP AND STAFF TEAM

As a Bishop's Mission Order, St Nicks is governed by a group of trustees to whom the Senior Leader is accountable. Leadership is delegated through the Core Leadership team to a team of staff and volunteers who are responsible for the day-to-day running of the church. Our leadership teams include women and men serving across all areas of ministry.

"I AM REALLY EXCITED TO BE SENT OUT FROM ST NICKS, WE CAN'T WAIT FOR WHAT GOD IS GOING TO DO IN HARTCLIFFE"



HOW WE SUPPORT YOU

The Associate Minister will be supported within a collaborative and experienced leadership structure. The role reports to the Senior Leader and is part of the Core Leadership Team, sharing responsibility for shaping and nurturing all areas of church vision and life.

Locally, this includes working with an engaged staff team, committed volunteers, and active Trustees who are invested in the health, governance, and sustainability of the church. There is a strong culture of teamwork, shared ownership, and leadership development.

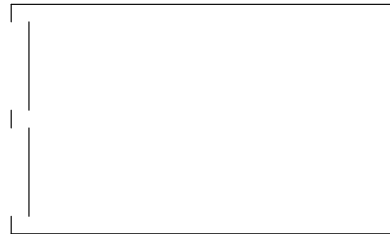
The Diocese of Bristol provides additional support through clergy wellbeing provision, coaching, and the Parish Development Team. As a resourcing church, St Nicholas is also closely connected to diocesan strategy and mission, offering opportunities for wider engagement and influence.

Housing, stipend, and terms of service will be in line with national provision for clergy roles.

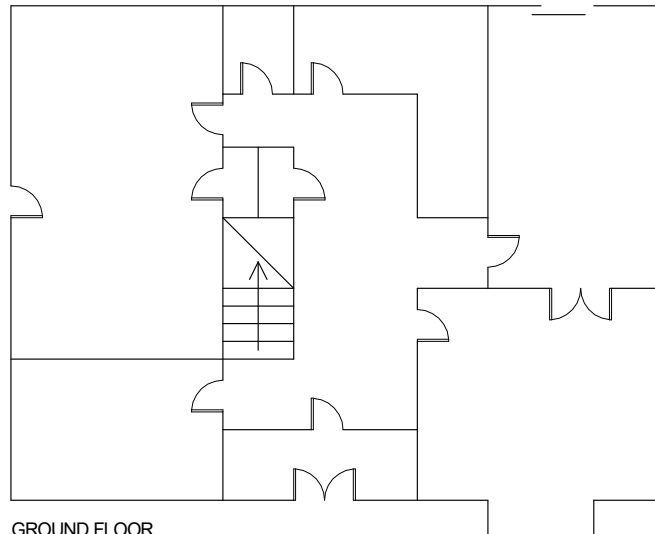


HOUSING

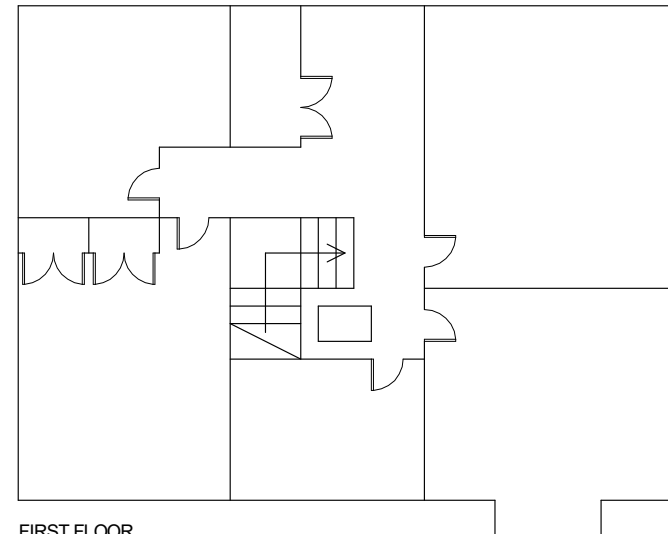
The house for this role is in Birchall Road, Redland. It is a four bedroom, semi-detached house with a garden and a double garage. There are solar panels and a solar diverter for hot water. The house has been re-carpeted during the vacancy.



GARAGE



GROUND FLOOR



FIRST FLOOR

FINANCES

INCOME AND EXPENDITURE – 31 DEC 2024

INCOME FROM	2024	2023
VOLUNTARY INCOME	£535,699	£621,698
INCOME FROM CHARITABLE ACTIVITIES	£17,552	£28,132
TOTAL INCOME	£553,221	£649,830
EXPENDITURE ON:	2024	2023
MISSION & SOCIAL ACTION	£227,830	£224,358
SITE DEVELOPMENT	£52,247	£20,876
COMMUNITY & FAMILY	£195,829	£259,809
WORSHIP & SERVICES	£174,385	£156,870
TOTAL EXPENDITURE	£650,291	£661,912
NET INCOMING/ (OUTGOING) RESOURCES	-£97,020	-£12,082
NET MOVEMENT IN FUNDS	£0	£0
TOTAL BROUGHT FORWARD	£390,520	£402,602
TOTAL FUNDS AT 31 DECEMBER 2024	£293,449	£390,520

PARISH SHARE

Our parish share payments to the diocese, which cover the cost of our stipendiary clergy and Diocesan Support Services have been

2023	2024	2025	2026 (PLEDGED)
£120k	£120k	£120k	£140k

ROLE DESCRIPTION

SENIOR LEADER AND ASSOCIATE MINISTER ROLES

The leadership of St Nicholas Bristol is intentionally structured so that the Senior Leader and Associate Minister exercise complementary roles, enabling both the internal health of the church and its outward resourcing mission.

ASSOCIATE MINISTER'S ROLE DESCRIPTION

The Associate Minister will work closely with the Senior Leader, Revd Toby Flint, sharing in the leadership of St Nicholas Bristol and contributing to the mission and vision of the church as a resourcing church within the Diocese.

This is a significant leadership position, focusing primarily on the St Nicholas congregation, its health, growth, discipleship, and leadership pipeline.

The Associate Minister will be part of the Core Leadership Team, shaping and nurturing all areas of church vision and life. They will hold spiritual and pastoral oversight of one of our three services, developing teams and cultivating a culture of worship and welcome. Whilst there may be some flexibility on specific responsibilities below, the overall remit of the Associate Minister would be looking after the day-to-day running of church ministry.

"WE LOVE ST NICKS – A COMMUNITY BRINGING CHANGE IN OUR CITY FOR JESUS"



- ♦ Coordinating our Sunday services, clergy and lay service teams.
- ♦ Responsible for Homes and discipleship pathways within the church.
- ♦ Oversight of family life.
- ♦ Oversight of the Pastoral Care team and their training.
- ♦ Supervision and oversight of ordinands and LLMs.
- ♦ Responsible for pre-marriage, marriage and parenting courses.

Working Rhythm:

We champion a collaborative, life-giving working culture. While this role is ideally full-time, we are open to flexibility.

SENIOR LEADER'S ROLE DESCRIPTION

- ♦ Holding and continually re-casting the vision of St Nicholas BMO as a resourcing church for the benefit of the city and beyond.
- ♦ Working with the Diocese to identify, support and resource church revitalisation across Bristol and beyond.
- ♦ As the Training Incumbent, overseeing the recruitment, support, training and sending of planting/grafting curates.
- ♦ Alongside the Chair of Trustees, leading the Core Leadership Team and Trustees, holding ultimate responsibility for the safety, stability and accountability of the BMO particularly in the areas of finance, HR, and safeguarding.
- ♦ Leading the clergy & staff team in the day-to-day running of St Nicholas.
- ♦ Responsible for the worship, teaching and prayer life of the St Nicholas community.
- ♦ Supporting existing and future church plants/grafts from St Nicholas and building networks across the city and across the denominations.

JOINT ROLES

- ♦ Line Management of curates, staff, and lay leaders.
- ♦ Administering the Sacraments and Occasional offices.



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.
 - ♦ Designated at selection or Candidates' Panel as Incumbent Status (post-2009) or Stipendiary Ministry.
 - ♦ Have satisfactorily completed Initial Ministerial Education.
 - ♦ The appointed candidate will need to satisfactorily complete an Enhanced DBS check.
-

EXPERIENCE

Essential

- ♦ Leading or developing areas of ministry, including oversight of volunteer or staff teams.
- ♦ Shaping and sustaining discipleship, including small groups and community-based ministry.
- ♦ Working collaboratively with lay leaders and within a staff team.
- ♦ Engaging in pastoral ministry across a range of life situations.
- ♦ Experience of working with children, families and young people, and an understanding of learning and teaching across the age range.

Desirable

- ♦ Ministry in a context of growth, renewal, or significant change.
 - ♦ Initiating or developing new missional expressions or ministry initiatives.
 - ♦ Mission or ministry in a city-centre context.
 - ♦ Budget oversight, stewardship, or resource management.
-

KNOWLEDGE/ SKILLS AND COMPETENCIES

Essential

- ♦ Ability to articulate, communicate, and embed a shared vision, values, and strategy.
 - ♦ High-energy, engaging, and magnetic communicator who brings contagious enthusiasm both verbally and in writing to inspire diverse congregations.
 - ♦ Natural ability to rally, equip, and release others, championing people into their unique ministries and leadership potential.
 - ♦ Strong organisational skills, with the ability to manage competing priorities effectively.
 - ♦ Relational and collaborative strategic planner, building dynamic systems and structures that foster a vibrant, sustainable, and healthy ministry.
 - ♦ Confidence in preaching and teaching to diverse congregations.
-

PERSONAL ATTRIBUTES

Essential

- ♦ Exceptional emotional intelligence, self-awareness, and relational warmth, using deep pastoral sensitivity to connect with people quickly.
 - ♦ Dynamic and adaptable leader who thrives on complexity and change, responding to challenges with optimistic and constructive problem-solving.
 - ♦ Demonstrated capacity to inspire trust, confidence, and joy in others, naturally drawing people together into community.
 - ♦ Commitment to lifelong learning and continuing personal, spiritual, and ministerial development.
 - ♦ Capacity to remain hopeful, prayerful, and grounded, keeping a resilient, upbeat spirit even amid pressure and a demanding workload.
-

OTHER

Essential

- ♦ Commitment to the care and development of self and 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

For further information about St Nick's,
please contact Revd Toby Flint.

toby@stnicholasbristol.org

Thank you for taking the time to read this
profile. We will be praying for you as you
discern your next steps.

Please submit your completed application
via **pathways.churchofengland.org/en/jobs**



DIOCESE OF BRISTOL

TRANSFORMING CHURCH. TOGETHER.

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