

PARISH OF BISHOPSTON & ST ANDREWS

Current Leadership Structure (September 27th 2009)

(This synopsis does not take into account help received from outside solely because of the vacancy)

BACKGROUND

Licensed Ministry

There are positions for two paid full-time staff that hold office in the parish:

Priest in Charge (*vacant*)
Team Vicar (*Revd Richard Burbridge*)

The job description of the Team Vicar as agreed by the Archdeacon of Bristol in March 2005 is attached. This may well change, possibly radically, as the parish continues its strategy development both in the present vacancy and with the arrival of the new Priest in Charge . (*Notwithstanding that, the present job-description has been somewhat adapted locally during the vacancy*).

There is also an OLM Curate (*Revd Steve Truscott*)

We also receive some help from an SSM priest attached to UHBristol Chaplaincy who is a member of St Bartholomew's (*Revd Vron Lee*).

Licensed Lay Ministry with "home" church although ministers are not restricted to one church but can and do move around the parish:

St Bartholomew
Beverley Charles
Sheila Melot (*in training*)

Church of the Good Shepherd
Anne Iles
David Trist

St Michael & All Angels
Michael Hillman
Wendy Hopkins
Tim Overton

Parish Wide
Christine Burbridge

Retired Priests who help in the parish

Alan Dowsett
Glenys Mills
John Ware

Local Ministry Leadership Structures

A very large number of volunteers carry out the parish's ministry and outreach. Given the numbers involved it isn't possible to name them all here.

Some of the parish ministry and mission is carried forward on a parish wide basis, whilst other areas are activated by each individual church to take account of the respective differing ethos and approaches to worship and mission of the three churches that make up the ecclesiastical parish.

Growth Strategies and Plans

Our Parish mission statement is 'to share the Gospel in word and deed with each other and each person in the parish of Bishopston and St Andrews.'

There is no overall Parish Growth Strategy and Plan but each church individually promotes its own Growth Strategy and Plan and these differ quite markedly. This approach has been successful inasmuch as it enables each church to concentrate on its own gifts and approaches instead of being forced into a plan which might not be appropriate.

MINISTRY CARRIED OUT ON A PARISH-WIDE BASIS

Healing Ministry

There is a group of laity, Ordained, and Licensed Lay Ministers who meet regularly for prayer, training and discussion and who seek to promote and develop the healing ministry across the parish, and to maintain the rotas for Healing Services. At present, this headed up by the Team Vicar and administered by Miss Pat Pillinger.

Youth Work

There is a relatively large youth work within the parish with fortnightly groups for tweenagers and mid-teens. An open drop-in youth club has just started (*September 2009*) in conjunction with other Christian churches in the parish.

The person with overall charge for youth work is Mr Jeremy Peters and we benefit from a youth worker (*in training with SWYM*): Mr Sam Harris.

There are a number of laity who help and take leadership roles within this including some of the older church teenagers.

MINISTRY CARRIED OUT BY INDIVIDUAL CHURCHES

Worship

Due to the different approaches to worship, each church organises its own worship.

St Bartholomew's and St Michael's have *Worship Leadership Teams* which are responsible for various rotas for intercessions and readers, choice of hymns, readings, themes, and so on. They are responsible to their respective DCC's.

St Bartholomew's comprises of the Licensed Lay Ministers, staff, Wardens, and choir members (*on a rolling basis*).

St Michael's is chosen after the APCM each year.

The Church of the Good Shepherd has a "Focus Group" made up of the wardens, licensed lay ministers and those staff members who minister there. They meet to "oversee" all of the church life of COGS, not being restricted to worship. Indeed, they are not *per se* responsible for some of the details of worship which are dealt with by other lay members. Ideas and vision from this group are put to the DCC which itself has a well developed sub-committee system comprising of DCC and other church members.

Children & Young Families, Ministry to the Elderly, House Groups

Each Church works separately in these three areas with varying degrees of success.

It might be that the parish could benefit from more joined up thinking or co-ordination in one or more of these areas and with someone with a vision and gifting to spearhead as has happened for youth work across the parish.

OVERALL CONCLUSION ARISING FROM THE VACANCY DEVELOPMENT PROCESS

Those on the vacancy working group have a strong sense of growing one parish with three worship centres and this concept is being shared in the individual churches so that this is widely understood and the excitement about the possibilities this might give rise to will be accepted by all. The parish is therefore moving forward as a whole, some recognising that change is inevitable and necessary but many want to continue their traditional style of worship and managing change takes time. However, given changes in personnel over the last 12 years and a growing sense of trust shown in a range of small ways there are signs for optimism.

The question remains about whether the PCC can be transformed from a 'rubber-stamp' role (with real decision making being the domain of DCCs) to one that initiates new ideas. A mechanism is needed whereby it actively promotes new initiatives in a sensitive, enabling way without creating a cumbersome committee-style bureaucracy.

The emergence of three groups which take increasing responsibility for Sunday worship has helped each church develop their own styles. However how the stipendiary clergy relate to each congregation will need to be discussed when the new Priest in Charge is appointed, as experience during the vacancy will give further insight into this arrangement.

BISHOPSTON AND ST. ANDREW'S TEAM MINISTRY

JOB DESCRIPTION FOR TEAM VICAR

TITLE: Team Vicar

JOB LOCATION: Bishopston and St. Andrews, Bristol

ACCOUNTABILITY: The Team Vicar shares with colleagues responsibility for pastoral care of the parish and is accountable to both the Bishop of Bristol and the Parochial Church Council.

DESCRIPTION OF POST

To work collaboratively with colleagues in the ministry team to further the Parish Vision: To share the Gospel in word and deed with each other and each person in the parish of Bishopston and St Andrews. The Team Vicar is expected to bring gifts of liturgical awareness and organisation to his ministry in the parish.

KEY TASKS

- 1 To exercise a biblically rooted and eucharistically focussed ministry in the parish.
- 2 To be responsible for the provision of Holy Communion to the sick and housebound throughout the parish.
- 3 To act as a resource in developing all-age Eucharists within the context of All-Age Church.
- 4 To exercise the gift of story-telling across the parish in situations such as school assemblies, children's groups and Godly Play sessions.
- 5 To have a special oversight and primary involvement with the congregation at the Church of the Good Shepherd and, alongside the Priest in Charge, for the congregation at St Bartholomew's.
- 6 To be chair of the DCC at the Church of the Good Shepherd.

RESPONSIBILITIES WITHIN THE TEAM

As a member of the team, it is expected that the Team Vicar will participate when the staff meet for daily prayer and at the weekly staff meeting for planning, assessment, review and discussion together.

The Team Vicar will be a member of the Deanery Chapter and participate in Diocesan events for parochial clergy and lay workers.

The Team Vicar will be a member of the Bishopston Inter-church Group and will actively promote collaboration with our partner churches and fellowships.

REVIEW AND APPRAISAL

The Team Vicar will take part in regular mutual work appraisal and an annual review of the Team by an outside consultant.

TERMS OF OFFICE

- 1 Approved ministry expenses will be the responsibility of the PCC.
- 2 Clergy are encouraged to take an annual retreat.
- 3 All clergy in the Diocese of Bristol are encouraged to take at least one day off per week, breaks after Christmas and Easter, and a longer period of leave during the year.

DIOCESAN STRATEGY

The Team Vicar will be fully involved in any future pastoral reorganisation arising out of the Diocese's strategic review process.

22nd March 2005