



Parishes of All Saints, Lower Brixham, St Mary's, Brixham, St Mary the Virgin, Churston Ferrers and St Thomas of Canterbury, Kingswear  
**Profile for Team Vicar / Growing Faith Worker**



## FOREWORD

### From the Archdeacon of Totnes, The Ven. Douglas Dettmer



Thank you for your interest in the Brixham Team Ministry and in a role which will break new ground in this diocese: Team Vicar with an incumbent-status ministry, sharing the cure of souls in parishes of exceptional interest, missional promise and opportunities for service—in combination with the newly envisioned role of Growing Faith Worker, a key element in our diocesan *Pray-Grow-Serve 2035* project, for which we are thankful to have received substantial national Strategic Mission & Ministry funding. In the latter capacity, the new Team Vicar will have a clear 50% focus on work with children, young people, families and schools.

The **Right Revd Dr Mike Harrison** became **Bishop of Exeter** in November 2024 and since his arrival has continued to develop our diocesan vision for mission and ministry. Bishop Mike says: “The Diocese of Exeter’s vision to grow in prayer, make new disciples and serve the people of Devon with joy has evolved over the last five years, with a widespread post-pandemic listening consultation leading to the development of the [‘Next Steps’](#) strategy to support mission communities to flourish and be sustainable for generations to come. It’s a vision that fits with Jesus’ commission in Matthew 28.16-20, which is authoritative for me and I’m sure for many.



“Putting flesh on the bones of the vision, I would like to articulate five particular priorities for this next season of our life together. First, **Missional Leadership**: equipping and resourcing the ordained and lay leaders of our



Christian communities as best as we can to develop disciples and make new disciples. Second, developing a “**Missional DNA**” across our Christian communities, encouraging outward-looking, invitational churches, hospitable to outsiders and engaged with their wider communities. Third, cultivating an intentional **Vocational Culture** so that we are not asking *whether* God is calling me / us, but ‘*To what* is God calling me / us now?’ Fourth, **Children & Young People** being placed at the heart of our life, mission and ministry. And fifth, a **Mixed Ecology**: understanding that we

need different ways of doing and being Church. Alongside time-honoured Church we need all sorts of Christian communities which can engage with the 95% of our population who are as yet unengaged. I hope that these five priorities will become embedded at every level of our ministry going forward.”

Further information about our Diocesan Vision can be found at:

<https://exeter.anglican.org/who-we-are/vision-strategy/>



## **Team Vicar + Growing Faith Worker**

The priest appointed will serve on Common Tenure, with an incumbent-level stipend and housing. The Team Vicar element of the 50/50 post is part of our diocesan stipendiary ministry provision. The Growing Faith portion is funded by the national Strategic Mission & Ministry grant as part of our diocesan *Pray-Grow-Serve 2035* project, initially for three years with the prospect of a further three.

## **Deanery & Diocese**

The parishes of the Brixham Team Ministry, centred on one of the most significant fishing harbours in the UK, are home to communities of wide socioeconomic diversity and a keen sense of place and shared local identity. The churches seek to be highly inclusive in their ethos, with a strong commitment to community service and especially to the development of their mission and ministry with children and families and in the numerous local schools.

The Brixham Team is part of Torbay Deanery on the beautiful English Riviera, with good road and rail links to the rest of the country, close to Dartmoor and the countryside, the thriving cities of Exeter and Plymouth—and of course with immediate access to the superb Devon coastline. Clergy and lay colleagues in the Brixham Team and the wider deanery offer a mutually supportive, diverse context for the new Team Vicar's ministry, as will the rapidly expanding diocesan Growing Faith Team and those offering specialist professional oversight and support within it.

In the diocese of Exeter we aim to be a diverse and truly representative diocesan community and particularly welcome applications from women and from people of global majority heritage. This diocese is a good place to be in ministry, and it is a particularly exciting time of growth and development in our diocesan life. May God bless you as you continue to discern whether you might be called to a ministry in the Brixham Team and especially with children, young people, families and schools in this distinctive corner of Torbay. Do be in touch with me directly if you would value a conversation about the post.

With my best wishes,

*Douglas Dettmer, Archdeacon of Totnes*

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## **Team Vicar (0.5) and Growing Faith Worker (0.5) in Brixham Mission Community**

The four parishes of the Brixham Mission Community are served by one full-time incumbent status rector. Due the retirement of the Team Vicar, the churches are now looking to welcome a new priest. The Team Rector was appointed in November 2024. During 2025 the four parishes have taken some significant steps in moving forward together as a united Mission Community with a partial transfer Mission Community Council overseeing the strategic direction of the four parishes' Mission and Ministry. We welcome a Team Vicar and Growing Faith Worker with a heart for inclusivity and mission engaging all ages and stages. Our mission is focuses on a commitment to enabling mutual flourishing where all people are equally valued as members of God's Kingdom.

The Mission Community now seeks a Team Vicar/Growing Faith Worker who will work throughout the Mission Community. He or she will be a priest with the skills and experience which will enable him or her to work with the Team Rector and lay leaders in developing and implementing a common vision for mission and ministry, encouraging a mixed ecology outlook and developing new worshipping communities. The role of Growing Faith Worker and Team Vicar together allows opportunities for new growth within well-established and emerging communities.



The town of Brixham with the parishes of Churston Ferrers with Galmpton and Kingswear occupy one of the most scenic corners of Devon, between Tor Bay and the estuary of the River Dart opposite Dartmouth.

Brixham itself remains a busy fishing port of national importance, with a strong sense of local community. The population spans a wide socioeconomic spectrum. The churches have abundant opportunities for loving service and for the proclamation of the Gospel. As a Mission Community in the Diocese of Exeter we seek to live out a diocesan vision which we pray will help us by God's grace to be more fruitful branches of Christ the vine— growing in prayer, making new disciples, serving the people of Devon with joy.

## WELCOME TO BRIXHAM MISSION COMMUNITY

**An inclusive community of churches with a heart for children and young families.**



We believe that our churches exist in the people who worship and serve God. We seek the Kingdom of God as we try to love everyone who comes into our buildings and all who live in, or visit, our communities.

*A service of confirmation with Holy Communion with Bishop James at St Mary the Virgin Churston in June 2025.*

*Our stalwart bellringer at Churston and tower cleaner at Brixham, Nick, received a St Boniface award for his tireless contributions to the life of the Church and service to our community.*

*July 2025*





We have a strong group of volunteers providing outreach to families with a 'Mummy and Me' group, 'Stay and Play' groups, Messy Church and a Youth Group. We would love a Team Vicar with a heart for taking children's and young families' worship forward, with access for all.

Baptisms and confirmations continue and we are excited to welcome new children and adults into our number.

We have two church primary schools in Brixham Mission Community who are part of the Academy for Character and Excellence (ACE) Trust. Since September 2025 we have been pioneering pupil chaplaincy across these two schools which we aspire to develop further as a pupil chaplaincy hub across the deanery.



We would love to share our enthusiasm with a Team Vicar/GFW who has energy and enthusiasm to develop Forest Church and children's choirs with children with local church and county primary schools, preschool groups and help us to forge stronger connections with Brixham College and Churston Grammar School.



A Mothering Sunday teaching Eucharist at St Mary the Virgin Churston is currently an annual event with children for Galampton C of E primary. Children from Brixham C of E join Messy Church children and local families for a Service of the Word at St Mary's Brixham.

## THE TEAM

Our ministry team comprises one Rector (incumbent), one Associate Priest who is also full-time chaplain at Torbay Hospital, five Licensed Lay Ministers and a small but highly accomplished, versatile group of retired clergy. We have a partial transfer Mission Community Council of elected members and four parochial church councils.

Since 2025 we have been able to employ part-time administrative support and we have a Mission Community wedding co-ordinator who handles bookings and administration for weddings.



We have very active Christian Aid fundraising; our volunteers participate in Brixham Food Bank, we liaise closely with the Fishermen's Mission and RNLI. We are hoping that our Team Vicar/GFW will have a real enthusiasm for enabling strong links with the Brixham Fishing Community and local charities.

We also support the elderly and isolated and their carers through team work of our Anna Chaplaincy, Pastoral Visitors and Eucharistic Minister volunteers.



Our churches maintain an online presence through A Church Near You and a BMC Facebook page and we are currently developing a website.

## THE TEAM VICAR/GFW AND OUR ASPIRATIONS

We are looking to appoint a Team Vicar/GFW, who will work collaboratively with the Team Rector and newly elected Mission Community to contribute creatively to mission and ministry. The five priorities of the Exeter Diocesan vision provide structure to our evolving Mission Action Plan and our Team Vicar/GFW will have a central role in enabling us to pray, grow and serve together.

1. S/he or they will have a heart for missional leadership, to develop their own ordained leadership as well as enabling and helping to resource lay leaders to develop discipleship and nurture new disciples.
2. S/he or they will have a commitment to nurturing missional DNA by encouraging outward-looking, invitational churches, as safe inclusive spaces where everyone feels equally valued. S/he or they will engage enthusiastically with wider communities.
3. S/he or they will be a courageous advocate for the church, joining in to our intentional vocational culture which seeks to discern and follow God's will.
4. S/he or they will be actively committed to children and young people being placed at the heart of our life, mission and ministry.
5. S/he or they will demonstrate commitment to a mixed ecology by understanding that we need different ways of doing and being church.

The Team Vicar/GFW will participate with our church communities by championing our welcoming ministry with our broad traditions in which all are welcome and valued uniquely.

S/he or they will be a team player prepared to work with and encourage others, serving with energy and commitment in a diverse setting both socio-economically and spiritually. Encouraging children and young families is a priority and we seek someone skilled in leading worship across a wide range of styles. We are a broad church with a liberal catholic outlook. The sacrament is reserved in 3 of our churches and vestments are worn for all services.

Safeguarding is embedded in all we do. We are in the process of encouraging wider participation in safeguarding training as well as DBS checks among all those involved in group participation and church offices. We are aware that of safeguarding in all our communities is central to our mission as followers of Christ.

Good communication and organisational skills are, of course, necessary but a positive attitude and good sense of humour are essential, together with a commitment to support our pattern of prayer, our focus on scripture, on worship the sacraments and acts of service.

We would love to hear from you and look forward to hearing more about how you might join in where God is already at work in Brixham Mission Community.

## THE VICARAGE

There is a modern vicarage in Churston with easy access to Brixham, Galmpton, Kingswear and the coast. The vicarage is well appointed with a garage, spacious garden and greenhouse.



## THE LOCATION

We are situated on the southern peninsula of Torbay, surrounded by one of the most beautiful parts of the Devon coastline. There are good transport links. Maps showing our parish boundaries can be found on: A Church Near You <https://www.achurchnearyou.com>

The town of Brixham has two areas colloquially known as “Cowtown” and “Fishtown” with green rolling countryside meeting the sea-fishing industry. Tourism is important throughout our Mission Community with Brixham alongside Churston, Galmpton and Kingswear - our smaller, more rural villages each with their own charm and challenges. The RNLI, Fishermen’s Mission and Coastwatch have a special place in most people’s hearts and many families have a long and proud history of serving their community through fishing, farming and the tourism/hospitality industry.

Newer housing and a growth in popularity of the area for tourism and second homes has seen a steady number moving to the area to enjoy the South West Coast Path, the beautiful River Dart and attractions of Torbay from Agatha Christie’s home to sailing and water sports and nearby Dartmoor.

We are at the heart of our community events from our own ‘Festival of the Sea’, a Lights, a Gooseberry Pie Fair and hosting/organising myriad community music and social events to serve and celebrate the people of our parishes.

The population of Brixham is about 17,000 made up of 10,000 households; Churston and Galmpton stands at 6,800, while Kingswear has around 1200\* (25,000 app).

\*<https://www.citypopulation.de/en/uk/southwestengland/wards/>

\*<https://en.wikipedia.org/wiki/Kingswear>

1 in 3 of the population are aged 65 or over (ONS) and Brixham’s social infrastructure recognizes this demographic by the development of groups such as Brixham Does Care which has a focus on assisting all age groups.

Kingswear, in an Area of Outstanding Natural Beauty, has become one of the most popular places in the South-West for second home-owners and sees a lot of summer visitors often arriving by steam railway from Paignton, or coming to the River Dart on cruise liners and yachts so has a ministry to visitors as well as the increasingly elderly but often wealthy residents. Tackling isolation is a key area for our ministry.

Brixham’s young people are very loyal to the area, and those who have to leave to work elsewhere are often planning how soon they can return.

## **Schools**

Primary: Brixham C of E; Galmpton C of E; Furzeham; Eden Park; St Margaret Clitheroe.

Secondary: Brixham Community College; Churston Grammar School (mixed)

## **Health**

Hospitals: Torbay; Brixham (Outpatients)

Doctors: Compass House (Brixham and Galmpton)

Various private groups;

Dentists: One NHS: Bupa Dental Care.

# DIOCESE OF EXETER

Grow in Prayer | Make New Disciples | Serve the People of Devon with Joy

## ROLE DESCRIPTION – GROWING FAITH WORKER

<b>DETAILS</b>	
<b>Role Title</b>	Team Vicar / Growing Faith Worker
<b>Department</b>	Brixham Team Ministry
<b>Responsible to</b>	Team Rector of Brixham
<b>Contract Type</b>	Common Tenure
<b>Hours</b>	0.5 FTE Team Vicar + 0.5 FTE Growing Faith Worker
<b>Normal Place of Work</b>	Brixham, Churston Ferrers with Galmpton, and Kingswear
<b>NATURE OF WORK</b>	
<p><b>Role Purpose:</b></p> <p>The Growing Faith Worker plays a key role in enabling children, young people, and their households to encounter Christian faith in everyday life. Rooted in a local church and community, the role focuses on going outwards — building relationships beyond church settings, supporting faith at home and developing sustainable partnerships with schools and community organisations.</p> <p>Funded through the Church of England’s national Strategic Mission &amp; Ministry Investment Board programme, the role contributes directly to the Diocese of Exeter’s strategic priorities, supporting long-term cultural change in how faith is nurtured, shared and sustained across Devon.</p>	
<p><b>Key Aspects of Role:</b></p> <p>The Growing Faith Worker will:</p> <ul style="list-style-type: none"> <li>• Be embedded in a local Diocese of Exeter church and mission community, working with permission, accountability and support from local leadership.</li> <li>• Prioritise children, young people and families outside the church, going to where they already are rather than expecting them to come to us.</li> <li>• Build trusted relationships with local schools that are open to partnership, in line with the principles of the Growing Faith Foundation.</li> <li>• Develop and resource Faith at Home, supporting households to explore faith in accessible, everyday ways.</li> <li>• Build teams, by training and supporting volunteers, in all areas of the work. Never operate in</li> </ul>	



- isolation where others could be involved.
- Enable and encourage young people to lead, shaping provision and participating in recognised leadership pathways.
  - Serve a wider Growing Faith vision for their area, contributing beyond their immediate church or mission community.
  - Participate fully in a Growing Faith Community of Practice, offering and receiving support, shared learning and reflective practice.
  - Engage with required learning and formation, including Growing Faith Gatherings and relevant national or diocesan programmes.
  - Contribute to monitoring, reporting and evaluation required by SMMIB funding.
  - Play an active role in building financial sustainability for the work overtime.
  - Ensure a culture of safeguarding excellence.

**Key Relationships:**

The role holder will work closely with:

- The Team Rector, colleague clergy and lay ministers, and local church leadership
- Children, families and young people within the community
- Local schools and education partners
- Volunteers and lay leaders
- Diocesan Growing Faith Coordinator
- Other Growing Faith Workers in their area
- Children and Families Mission Enabler and Diocesan Youth Advocate
- Diocesan teams responsible for mission, ministry, safeguarding and reporting

Role Area	Main Duties and Responsibilities
Community and Outreach	<ul style="list-style-type: none"> <li>• Build and sustain relationships with children, young people and families beyond church settings.</li> <li>• Engage sensitively with local contexts, recognising community strengths, challenges and diversity.</li> </ul>
Schools and Partnerships	<ul style="list-style-type: none"> <li>• Work proactively with schools that are open to collaboration.</li> <li>• Develop partnerships that are relational, sustainable and appropriate to each setting.</li> </ul>
Volunteers and Leadership	<ul style="list-style-type: none"> <li>• Safely recruit, inspire, train and support volunteers.</li> <li>• Encourage shared leadership and develop others rather than carrying out work alone.</li> </ul>
Formation and Learning	<ul style="list-style-type: none"> <li>• Participate in/contribute to Growing Faith Communities of Practice.</li> <li>• Engage with agreed learning pathways (e.g. Children’s Ministry Essentials, Catalyst, Youthscape Essentials, Growing Faith Foundation resources).</li> </ul>
Reporting and Accountability	<ul style="list-style-type: none"> <li>• Provide timely and accurate reporting in line with SMMIB requirements, including monthly updates.</li> <li>• Contribute to evaluation and learning that informs future practice.</li> </ul>
Safeguarding and Professional Practice	<ul style="list-style-type: none"> <li>• Uphold the highest standards of safeguarding and professional conduct.</li> <li>• Undertake required safeguarding and professional training.</li> </ul>



Equality and Diversity	<ul style="list-style-type: none"> <li>• Model inclusive behaviours in daily work practices.</li> <li>• Ensure the diocese actively supports equality of opportunity principles and practices, in line with its strategies, policies, legal obligations and theological values.</li> </ul>
<b>Personal Requirements</b>	<ul style="list-style-type: none"> <li>• Relational, reflective, and able to learn from experience.</li> <li>• Resilient, adaptable and open to supervision and support.</li> </ul>
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Undertaken safeguarding and required diocesan training.</li> <li>• Relevant Christian Children’s or Youthwork Qualification</li> <li>• -or- Relevant Educational Qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working with children, young people and/or families.</li> <li>• Experience of working collaboratively with volunteers or teams.</li> <li>• Experience of engaging with communities beyond church settings.</li> <li>• Experience of Christian work in Schools</li> </ul>
<b>Technical</b>	<ul style="list-style-type: none"> <li>• Ability to plan, organise and prioritise work independently.</li> <li>• Ability to communicate clearly with a wide range of people.</li> </ul>