

**APPOINTMENT OF
VICAR OF ST JOHN'S CHURCH
AND CHAPLAIN TO GUERNSEY PRISON**

Thank you for taking the time to read the documents we have prepared in connection with this appointment.

Ministry in Guernsey presents some interesting challenges for clergy, and especially for those who have no previous experience of 'offshore' ministry in the Channel Islands or the Diocese of Europe. Whilst we are fully part of the Church of England and, since November 2022, have been attached to the Diocese of Salisbury, the Deanery of Guernsey operates quite distinctly from the rest of the Church of England. This is partly a consequence of our geographical separation from the United Kingdom but, more importantly, a recognition of the distinct history and culture of Guernsey. The Bailiwick of Guernsey is, like the Bailiwick of Jersey and the Isle of Man, a Crown dependency. This means that



The Bishop of Salisbury, the Right Reverend Stephen Lake, with the Dean of Guernsey, the Very Reverend Tim Barker

Guernsey has independent jurisdiction in most matters; the island is governed by the States of Guernsey, and has its own legal system. The UK government is responsible for defence and the representation of the Crown dependencies' interests in international institutions and through the diplomatic service.

Guernsey is a delightful place to live and work. But it is not without its challenges. The Channel Islands have a reputation for being 'wealthy tax havens'. Although it is true that Guernsey is a low tax economy and that some residents are extremely wealthy, most people live with the same strains and stresses, both financially and emotionally, that one would find anywhere in the United Kingdom.

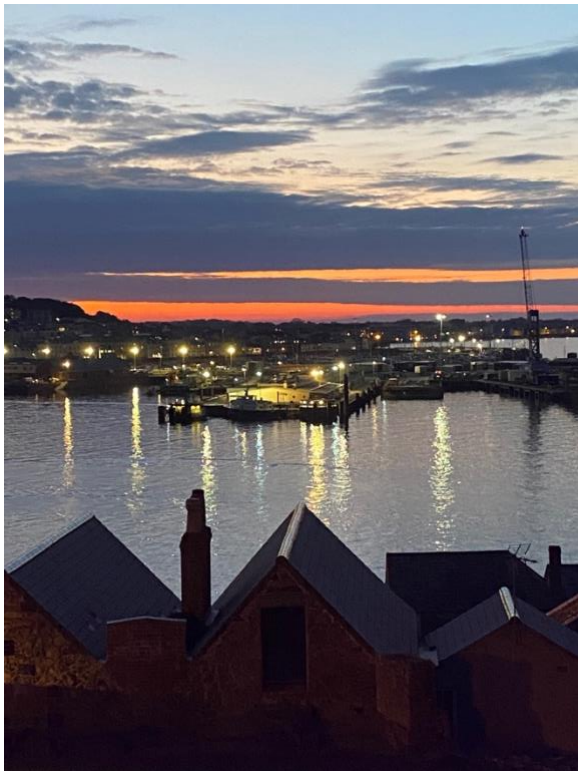
Although there are good transport connections to England from Guernsey, travel is not cheap and is sometimes affected by adverse weather conditions. Guernsey is facing significant financial challenges, caused in part by an increasingly large number of people who are retired, thus reducing the number of people in active employment who can contribute to the States of Guernsey through income tax and social

security payments. That there is no easy solution to Guernsey's economic problems was demonstrated by a recent and inconclusive debate in the States of Guernsey about proposals for changes to the Island's tax system.

I write this to underline the fact that ministry in Guernsey requires a greater degree of emotional and spiritual resilience than might be necessary for clergy in England, who may have easier access to family, friends and other support networks.

Having said all that, for the right person, Guernsey can be a fascinating and very rewarding place in which to live and minister. The weather is generally better than in many parts of England. There is access to beautiful cliff walks and beaches. The culture and history of the Island emphasise to people moving from the UK that Guernsey is both familiar and different. Healthcare is excellent and, in most cases, easily accessible.

The education system is generally good, and can be excellent for those able to afford to educate children at one of the Island's three independent colleges. Each of the colleges offers means-tested bursaries for secondary age students.



Sunset over St Peter Port

The parish of St John is one of four ecclesiastical parishes in the (civil) parish of St Peter Port. St Peter Port is the Island's 'capital'. With a population of over 19,000 people, it is the largest and mostly densely populated part of the Island.

Situated on the east coast, St Peter Port is the centre for business and retail in the Island, as well as being the home for its inhabitants. The ancient parish church, known as the Town Church, is situated in the centre of the town, adjacent to the harbour. In the nineteenth century, the growing population of St Peter Port led to the creation of three additional ecclesiastical parishes, of which the parish of St John is one. It serves the northern part of the Town. It is a densely populated area, containing a wide range of houses, from social housing (Guernsey's equivalent of council housing) through to some large and very expensive properties. The parish also includes a retail park and newly built offices for Guernsey's finance companies, which are by far the largest employers in the Island.

Although the parish had a full-time incumbent until eight years ago, it has shared two priests (one of whom was halftime chaplain at Elizabeth College, one of the Island's independent schools) with the parish church of St Peter Port (Town Church).

Peter Graysmith, who was part-time mission priest for the two parishes and part-time chaplain at Elizabeth College, is becoming the full-time chaplain at Elizabeth College from April 2023. Sadly, the previous incumbent was removed from office following a complaint under the Clergy Discipline Measure. The result of consultation over the past six months is that a full-time incumbent has been appointed to the Town Church.

Although St John's church is in a good place, notwithstanding the difficulties of the past year and the departure of the previous incumbent, we do not think that we can appoint a full-time incumbent. We are therefore proposing to link the incumbency of St John's church with the chaplaincy of Guernsey Prison.

Guernsey Prison is run by the States of Guernsey. It is not part of the UK prison service (unlike the prison in Jersey) and is very different to prisons in the UK. The Reverend Penny Graysmith, who has recently been licensed as priest in charge of the Town Church, served as Chaplain to Guernsey Prison since 2016. Penny describes Guernsey Prison thus:

The prison is a community with particular differences from HMP, due to the size and makeup of the island. There are four categories of people within the prison, who live on different wings: Main male population, Females, Vulnerable Prisoners and, from time to time, 14-18 year olds. It is a working prison and those who live there are expected to work during the week in a variety of jobs including woodwork, in the prison kitchen, horticulture, cleaning. There is an education department teaching some practical skills as well as literacy, numeracy, ICT and other subjects. Gaining qualifications is encouraged. Due to its size and character, staff

know prisoners well and there is firm commitment to respecting people's individuality and their unique needs. People who commit crimes on Guernsey (apart from Category A) serve their sentences in Guernsey, although some are returned to a prisons in their country of origin after a time. It is not unusual to find that prison officers have been to school with, been friends with or sometimes are related to prisoners.

The Chaplaincy is welcomed as an integral part of the life of the prison and the organisation is keen to replace its Chaplain.

I believe that these two posts will work together, not least because of the possibility of support from other priests in the Island to both the ministry at St John's church and ministry in the prison. It may be attractive to those who have previous experience of prison ministry but who wish to exercise that ministry in a rather calmer setting than they may have experienced in the UK and to combine this with ministry in a parish that is deeply committed to serving its community and being a place where all can grow and flourish in their life and faith.

The profile for the prison chaplaincy post explains that Penny Graysmith was also the Diversity Team Lead. During her tenure of the post, Penny became involved in several aspects of prison life that were not part of her original job description. We recognise that a part time chaplain will not be able to replicate Penny's work. Therefore, we are planning to appoint an additional chaplain to work alongside the lead chaplain, provide some resilience, especially holiday cover, and take responsibility for particular tasks and duties.

If you would like to discuss the post, I would be delighted to speak to you, in particular about ministry in the parish. Penny Graysmith, who is also one of the Vice Deans, will gladly talk to you about ministry in Guernsey Prison.

We are committed to the wellbeing and flourishing of our colleagues. The Deanery of Guernsey provides an enhanced stipend, to take into account the higher cost of living in Guernsey and the lack of the HLC concession for clergy in parsonage houses. Travel grants are paid for clergy and their dependants, to enable them to travel to the UK to keep in touch with family and friends and for holidays. Health insurance enables clergy and their families to access GPs without paying the usual fees. We also pay the cost of annual retreats and supervision.

Guernsey is a good place in which to live and minister for anyone who comes with their eyes open and with good emotional and spiritual resilience.

If you think that this might be the right combination of roles for you, we would be delighted to receive your application, by email no later than Thursday 27 April.

Interviews will be held in Guernsey on Monday 22 and Tuesday 23 May. Full expenses will be reimbursed.

If the preferred candidate has a spouse or partner, we will pay the expenses for the preferred candidate to visit Guernsey with their spouse or partner following the interviews.

For further information, or for an informal conversation, please contact

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