

Our ref: DB/08/17

September 2017

The Rt Revd Rachel Treweek  
Bishop of Gloucester  
The Bishops' Office  
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Dear Candidate

**Rector for the Town Centre Benefice of St Mary (the Minster Church) with St Matthew and St Luke, Cheltenham**

Thank you for making enquiries about this vacancy – I hope you find the enclosed documents helpful in considering your application.

This is an exciting time to be joining the Diocese of Gloucester where we are in the early stages of implementing our new 'LIFE' vision process, focused around Jesus' offer of life to the full in John 10:10. <http://www.gloucester.anglican.org/about-us/our-vision/>. It is expected that the new Rector will enable the church communities to fully engage with the diocesan vision and in so doing will grow in their own experience of this 'life to the full'. The accompanying document gives a little more detail about how this vision translates into the culture and values I am seeking to see grow amongst all those licensed to minister across the Diocese.

The Benefice of St Mary with St Matthew and St Luke is relatively young in its formation and this will be the first appointment of a Rector of the united benefice, which is at a crucial stage in its story. It has seen a fair degree of change in recent years and, as you will note from the profile, has had to navigate a number of challenges. Amongst these, St Matthew's has, for a number of reasons, seen a drop in the number of younger families attending over the past 5 years or so, a trend that many members feel acutely and long to see reversed. St Luke's has encountered many changes and been 'partnered' with a number of other churches in its lifetime, but its integration into the benefice has given it a solid base to grow from, something that has been happening under the day to day leadership of Patrick Wheaton. For St Mary's, the relatively recent status as a Minster Church is providing new opportunities and challenges and the new Rector will need to provide leadership in making even more use of the opportunity to witness and minister to the Town Centre and its institutions.

Throughout these and other challenges a deeply committed group have continued to worship, pray and witness to God's faithfulness across all three churches. Although all the churches have a slightly different 'flavour', they all sit within the evangelical spectrum of the church, are deeply committed to the mission of Christ across the town and are looking for, and praying for, a Rector who will further lead them in developing their discipleship and mission. As noted already, it is expected that the Rector will play a significant role in the civic life of Cheltenham, working alongside the Area Dean and making full use of the relationships and opportunities that especially emanate from the Minster.

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The benefice includes one church school (St John's), linked to St Luke's Church, and one of Cheltenham's many independent schools with a Christian foundation, Cheltenham College. Most of the latter have their own chaplaincy teams but the central location of St Matthew's and the Minster provide many opportunities to further engage with the town's schools.

This is a significant role with many opportunities as well as challenges. I am looking for a Rector who has a deep passion for the Kingdom of God; who will relish the challenge of building up the body of Christ across the churches, valuing and being energized by their diversity; is able to lead a competent team of laity and clergy; and engage with the hopes and needs of the wider community.

The benefice is part of the Cheltenham deanery and it is expected that the person appointed will not only find collegial support within the deanery chapter and synod but will also play a full part in those bodies. There are also plenty of opportunities to be involved in the wider life of the Diocese.

You will need to be a person of prayer; a confident yet collaborative leader, comfortable in your own skin and able to negotiate a variety of sometimes competing agendas and priorities with grace, wisdom and care. You will be a leader in mission, encouraging all three churches to look out to the needs and opportunities of the communities they serve, as well as the nurturing of congregations. You will also be a good facilitator, committed to encouraging and releasing the very significant gifts of clergy and laity across the churches, a good and engaging communicator and preacher, a priest of evangelical conviction who can work comfortably with a variety of evangelical streams and be open to the renewing work of the Holy Spirit.

I hope very much that having seen the profile and read so far you will feel encouraged to apply and I look forward to receiving an application from you.

If you have any questions or want to know more please do not hesitate to contact the Archdeacon of Cheltenham, The Ven. Phil Andrew on 01452 835594 or 07498 052045 or by email at [archdchelt@glosdioc.org.uk](mailto:archdchelt@glosdioc.org.uk).

With all good wishes and thanks.

+ Rachel Gloucester:

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# Culture of Ministry

We are committed to a culture of ministry within the whole Diocese that is :

## **Of Discipleship :**

ministry that is based on each individual being a committed and confident follower and witness of Jesus.

**Discipleship**

## **Shared :**

ministry that is shared amongst all baptised members within the body of Christ.

**Shared**

## **Healthy :**

ministry that is sustainable and allows each person to flourish.

**Healthy**

## **Engaged :**

ministry that enables the engagement of the church with the local and wider community.

**Engaged**

## **The Kingdom of God**

Ministry that is founded in, and reflects the values of the Kingdom of God as proclaimed by Jesus.

**Developing and maintaining this culture is the responsibility of everyone within our churches, fellowships and communities, requiring understanding and training of all people.**

*From the above, and using our 'LIFE' vision the following we are committed to the following..*

# Values for Ministry

## *of those in licensed ministry*

### 1. Confident Disciples and Witnesses

We are committed to ministry which flows from **discipleship**, in which each person is enabled to flourish as a **confident follower** of Jesus, and assured of their own calling and **vocation**. The personal knowledge of being a **child of God**, gives space for **vulnerability**, doubt and struggle, as necessary and integral aspects of a life long journey of faith and calling. From it will flow the joy, willingness and ability to be **evangelists** and **witnesses** of the gospel, with a loyalty to the mission of Diocese and the wider church.

Confident discipleship necessitates embracing opportunities for theological and spiritual growth.

#### Relating to 'LIFE'

- › Nurturing confident disciples
- › Piloting liberating models of leadership.
- › Learning networks
- › Investing with Baptism families
- › Enabling new depths of prayer and spiritual growth
- › Advocates for human flourishing
- › Exciting young people

### 2. Collaborative

Our understanding of ministry is based in the doctrines of the **Trinity**, and of the **Body of Christ**, and as such we believe that all our ministry must be approached **collaboratively**. We seek to work with those who hold such an understanding with **integrity** and show **evidence** of it in their day to day relationships and leadership. We recognise that **maturity** in personal relationships, a genuine desire to work as a **colleague** with others, and **respect** for all aspects and expressions of ministry are essential to genuine collaboration.

#### Relating to 'LIFE'

- › Develop diverse lay and ordained leaders
- › Liberating models of leadership
- › Learning networks
- › Schools at the heart of mission
- › Connecting with new housing
- › 'Leadership'

### 3. Permission giving

In order to release the gifts of all baptised believers and to build up each person 'mature in Christ', we seek a ministry that is **permission giving**. Such ministry requires **vision**, **maturity**, **confidence** and **humility**, and is encouraged, rather than threatened by developing gifts and skills of others.

#### Relating to 'LIFE'

- › Liberating models of leadership
- › Develop diverse lay and ordained leaders
- › Encouraging new and courageous ways of worshipping
- › Sharing our stories in new and different ways
- › Connecting with new housing

## 4. Creative

We seek a ministry that is **creative and innovative**, and which will therefore involve **risk taking**. We look for originality and new ideas that can enable the gospel to be 'proclaimed afresh in each generation', and in each context. Creativity will be exercised through collaborative working and the empowering of others. We are committed to ensuring that creativity is **protected and nurtured** amidst the demands of everyday ministry and the pressures of tradition.

## 5. Self aware and personally responsible

The inevitable pressures of licensed ministry require individuals to be able to take personal responsibility for their own well being. This will necessitate them having a well developed **self understanding** and **personal awareness**, and an **ability to reflect**. This in turn requires them to know their own strengths and weaknesses, and what energises and drains them. They will be confident to develop a personal pattern of ministry that will sustain them, to seek the emotional, practical and spiritual support that they need, and to develop and nurture healthy and supportive personal relationships.

The well being of all those in licensed ministry must underpin the whole culture of ministry in the Diocese. As well as a personal responsibility for well being, it needs to be enabled and supported by the structures of the Diocese. The well being of those in leadership must also be the responsibility of those whom they lead and serve, ensuring that the expectations put upon them are realistic and enabling.

### Relating to 'LIFE'

- › Placing schools at the heart of our mission
- › Encouraging new and courageous ways of worshipping
- › The use and upkeep of church buildings
- › Enabling new depths to prayer and spiritual growth
- › Sharing stories in new and different ways
- › Advocates for human flourishing

### Relating to 'LIFE'

- › That those exercising ministry will know, advocate and model  
    'life in all its fullness'



***A letter to enquirers for the post of Team Rector at St Mary with St Matthew and St Luke  
From the Area Dean, Revd Nick Davies...***

Dear Colleague

Thank you for your prayerful consideration of this opportunity to serve within Cheltenham Deanery.

This is a significant role in the heart of our vibrant town. As you will read elsewhere, the previous post holder was also Area Dean. These two roles have now been divided. Following the recent hallowing of Cheltenham Minster there are significant continuing opportunities for the new post holder to play a significant role in the civic life of the town and to work in partnership with me in providing a Christian voice into our public life.

Allow me to sketch out some of the context within which you would be serving? Cheltenham lies at the edge of the Cotswolds area of outstanding natural beauty and is a vibrant place to live and work. It grew significantly as a Spa in the 1700s and flourished as a Victorian town offering 'health and education'. Today it is home to 120,000 people many of who work in the civil service (notably GCHQ), education, insurance, banking and engineering. We are also home to two campuses of the University of Gloucestershire. Many professionals also commute to Birmingham, Bristol and Swindon whilst enjoying the quality of life afforded by Cheltenham. The town is categorised as 'least deprived' but does have areas of significant deprivation notably around Hester's Way and Whaddon.

Across the town around 3,400 worship in an Anglican Church each week and a similar number attend one of our schools. The Deanery has an evangelical heritage dating back to the work of a previous Rector of St Mary's, Francis Close. Today the Deanery is a 'broad church' from Anglo-Catholic to New Wine congregations. It is a mixture of team ministries in various stages of development, single congregations and pioneer ministries.

We have 21 stipendiary clergy, 11 self-supporting clergy and 25 Readers across the deanery. There are also over 50 retired clergy in the town who are generous in their support of ministry and mission. The deanery chapter is, I believe, a supportive and friendly gathering and we look forward to what you would bring to our fellowship. Over the coming year there will be a number of important vacancies across the Deanery which will also give us an opportunity to re-form as a clergy team. There are two parishes in the Deanery which are under the sacramental care of the Bishop of Ebbsfleet and we are committed to enabling our mutual flourishing.

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At Synod we are in the early stages of joint planning, using the diocesan LIFE vision as our framework. We are also working in partnership with the Borough and the Diocesan Education Department as we respond to new housing developments around the town and the opportunities for pioneering work and engagement with new communities. Our ecumenical life is focussed around joint mission initiatives such as our Prayer for Schools Network, Christian Arts Festival, Food Banks, Street Pastors and debt counselling.

I came to Cheltenham from London five years ago and have found it a great place to live and bring up a family. We are surrounded by beautiful countryside. We have a vibrant cultural life in the town, notably through the annual programme of Festivals. Meanwhile Birmingham and Bristol are just an hour away. Just off the M5 and with dual carriageway access to the M4, Cheltenham can be a good base to stay in touch with friends and family further afield.

With every blessing, as you discern God's call in your life.

Revd Nick Davies  
Team Rector and Area Dean

### ***Some web links which may be of interest...***

Joint core strategy for the Councils of Cheltenham, Gloucester and Tewkesbury:  
<http://www.gct-jcs.org/>

Cheltenham 'Place making' vision:  
[https://democracy.cheltenham.gov.uk/documents/s21604/2017\\_03\\_27\\_COU\\_Place\\_Strategy\\_Appendix.pdf](https://democracy.cheltenham.gov.uk/documents/s21604/2017_03_27_COU_Place_Strategy_Appendix.pdf)

University of Gloucestershire:  
<http://www.glos.ac.uk>

Cheltenham Tourism website:  
<http://www.visitcheltenham.com/>

Cheltenham Festivals:  
<http://www.cheltenhamfestivals.com/>

Local News:  
<http://www.gloucestershirelive.co.uk/news/cheltenham-news/>

Cheltenham Town FC:  
<https://www.ctfc.com/>

Gloucester Rugby:  
<http://www.gloucesterrugby.co.uk>

Severn Forum:  
<http://www.thesevernforum.org.uk/>

# Roles and Responsibilities (Pre-appointment Draft)



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DIOCESE OF  
GLOUCESTER

**SECTION ONE DETAILS OF POST**

<b>Name of office holder</b>	<b>TBC</b>
<b>Role title (as on licence)</b>	<b>Rector</b>
<b>Name of benefice</b>	<b>Cheltenham, St Mary with St Matthew and St Luke</b>
<b>Deanery</b>	<b>Cheltenham</b>
<b>Archdeaconry</b>	<b>Cheltenham</b>

**SECTION TWO ROLE PURPOSE – generic**

To work in the power and grace of the Holy Spirit, with the Bishop and other colleagues, in the ministry of word and sacrament exercising the cure of souls in this benefice.

To have regard to the developing diocesan vision 'LIFE' process, centred around Jesus' offer of life to the full (John 10: 10)

To ensure the highest protection of children and vulnerable adults in accordance with the diocese's protocols and safeguarding arrangements.

## **SECTION TWO ROLE PURPOSE – specific**

- ❖ To maintain a discipline of prayer and study to be firmly rooted in Christ.
- ❖ To preach and teach the faith to build up the body of Christ in the parishes.
- ❖ To be a visible sign of Christ's presence in the wider community and to lead others in the same.
- ❖ To lead worship and administer the sacraments, nurturing the existing congregations and reaching out to others.
- ❖ To exercise a ministry of pastoral care working in partnership with colleagues including employees of the PCC, clergy and the laity.
- ❖ To oversee and coordinate the work of others including clergy colleagues and PCC employees.
- ❖ To exercise leadership in nurturing a culture of mission and outreach, seeking to draw people of all ages and backgrounds – including children and young people – into a living encounter with the risen Christ.
- ❖ To nurture discipleship within the church communities.
- ❖ To contribute to the wider life of the Deanery and Diocese.
- ❖ To develop the mission and ministry of Cheltenham Minster across the town and further develop the partnership with civic institutions.

### **SECTION THREE KEY CONTACTS**

#### **LOCAL**

- ❖ The Church Wardens
- ❖ Associate Clergy & Readers
- ❖ PCC and PCC employees

#### **SPECULATIVE**

- ❖ Community leaders
- ❖ Shopkeepers, local businesses, pubs, surgeries
- ❖ The Town Centre community
- ❖ Civic Leaders

#### **SUPPORTIVE**

- ❖ Archdeacon of Cheltenham
- ❖ The Area Dean
- ❖ Diocesan Human Resources Manager

### **SECTION FOUR Role Context and any other relevant information**

This document should be read in conjunction with the benefice profile and Bishop's letter.

## SECTION FIVE – BENEFICE SUMMARY

Parish / Benefice Name :	Cheltenham, St Mary with St Matthew and St Luke
Number of PCCs:	2
Church Buildings:	3
Population:	11,200
Electoral Roll	St Mary with St Matthew – 326 St Luke - 99
Usual Sunday Attendance:	St Mary with St Matthew – 300 St Luke - 96
Parish Share	See profile
Church tradition:	Evangelical
Church Schools:	1

**SECTION SIX** – at the time of drafting/reviewing this Roles and Responsibilities Document, what are the office holders’ key objectives within the next Episcopal/Ministerial Review/other review or process - or if this is an new appointment please give one or two key examples of objectives that may be discussed at appointment selection stages/in the first few terms in office

**These are initial objectives for the first six months and will be reviewed and reset after six months with a member of the Senior Staff.**

- ❖ To build good working relationships with the congregations, the community and the team of clergy and lay leaders across all three churches.
- ❖ To gain the confidence of the congregations, continuing to build the ministry of the whole people of God.
- ❖ To identify objectives for the substantive exercise of this ministry in the years to come.

**SECTION SEVEN** – is there anything further or additional information that would be useful here for the office holder? (or go to section eight)

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**SECTION EIGHT (On appointment)**

<b>Date of agreement of this Roles and Responsibilities document</b>	<b>On appointment</b>
<b>Signed by Incumbent (if appropriate)</b>	
<b>Signed by Archdeacon</b>	

**The current copy of this document should be held with the office holder and on file in the Bishop’s Office.**