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Dear Candidate

Team Rector, Trinity and St Paul's Cheltenham

Thank you for taking the time to look at this Benefice Profile for this exciting role.

As Diocesan Bishop, I am looking for a Team Rector who is both a strong and humble leader, with a servant heart rooted in the generous love of God. Someone who can courageously stand in the present, understanding the past (celebrating all that has been good and life-giving, and recognising the places of pain and brokenness), and prayerfully look forward with hope and kingdom-of-God-vision to lead Trinity into a new season of growth and mission, while providing oversight for St Paul's and cherishing the partnership.

I am seeking someone whose call resonates strongly with what is presented in the profile, and who knows their strengths as well as their weaknesses. Someone who will be a strategic leader, yet able to live accountability, both within the benefice and in the wider deanery and diocese. Someone who has deep understanding of, and a commitment and ability to continue to develop healthy culture and governance within large worshipping communities, in which all people are welcomed, safe and secure, and valued equally even in places of difference. Someone who deeply values good safeguarding practice and culture, rooted in a theology of who God is and who we are as God's people and the sheep of God's pasture.

The profile contains a helpful link to the website page detailing the current leadership team, staff and PCC www.trinitycheltenham.com/meet-the-team. The new Team Rector has an exciting opportunity to review how ministry and leadership is exercised and grown. I give thanks that Trinity and St Paul's are places which continue to nurture vocation of all kinds and across every sphere of life, including those exploring lay and ordained leadership, and I am delighted that there is now an Ordained Local Minister as part of the team.

Trinity and St Paul's are much valued within deanery and diocese, and under the leadership of the previous Team Rector these relationships were strengthened and celebrated, not least during the time when the Rector served as Area Dean of Cheltenham deanery. The current Team Vicar of St Paul's has been greatly appreciated as Interim Area Dean. I am thus seeking someone who will continue to build and develop strong and mutually beneficial relationships within the deanery and wider diocese.

Continued/-

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Cheltenham Deanery covers the town of Cheltenham with one or two villages on the edge. It is served by 23 Anglican Churches, a network of church schools and our only Diocesan Church of England Secondary School - alongside a variety of ecumenical partners. Amongst these worshipping communities are many thriving churches from a variety of church tradition who reach out to their communities in differing ways. A new Deanery Leadership Team began in 2026 and is looking to continue the work of supporting one another as well as shared mission across the Deanery.

At this time, we are all a part of an adventurous process whereby every deanery across the diocese is working to develop a deanery strategic pathway which looks at the shape of ministry and mission across each deanery and the use of resources for the future. This is being approached from a place of confidence and creativity rather than scarcity, and is rooted in our vision of 'LIFE Together': www.gloucester.anglican.org/about/vision This is supported by our Culture and Values for ministry at www.gloucester.anglican.org/about-us/our-vision/cultures-and-values-of-ministry

At its heart we want to share 'the transforming Gospel of Jesus Christ,' so that all people may 'know life in all its fullness.' Within this context this is a diocese in which we want clergy to be nurturing people of all ages and backgrounds to live out their faith among the people and places of their week Sunday to Saturday, and you will see that this is very much part of the DNA of Trinity and St Paul's.

In 2020 Trinity was designated in the diocese as a church planting resource church, and in 2024 a church plant was established on Coopers Edge. The church on Coopers Edge, now with a BMO, is currently evolving into a new season separate from Trinity. Whilst there is recognition that a 'lessons learned' review will be helpful (involving the leadership of diocese, Trinity PCC and Coopers Edge), I am looking for a Team Rector who has the experience and gifts to lead a church planting resource church, and who will relish working collaboratively with senior staff and deaneries, to shape how this aspect of ministry at Trinity and St Paul's can be developed, with the vision owned by the whole church.

In this diocese we celebrate pioneer ministry, our schools, chaplaincies and Fresh Expressions of Church, and I wish to see a church landscape of ever-increasing varied configuration with new worshipping communities emerging in new and different ways alongside inherited ministry within parishes. Thus it has been good to see initiatives such as Sportily [Kids Sports Clubs Glos | Sportily](#) and [Grace Network](#) emerging and partnering with parishes.

In the diocese in 2026, there will be an even stronger emphasis on the child, young person and family, with an increased focus on how all that currently exists across deaneries and diocese is woven together more coherently such that there is a clear 'pathway' which offers the possibility of encounter with Jesus Christ and growth as a disciple for every child and family from birth through to adulthood, with stronger missional relationships between worshipping communities who may not all be able to offer everything into that pathway. In the midst of all of this, our diocesan Connect ministry with

children, young people and families continues to take shape [Connect Ministry with Children, Youth and Family – Diocese of Gloucester](#).

Trinty has a good relationship with Holy Trinity primary school and there is an expectation that the incumbent will continue to nurture and deepen this relationship. Either the incumbent or another member of the clergy should be a foundation governor.

As we live this time of continued uncertainty across our country and world, it is important to underline that as a diocese we are living from a place of confidence, security and hope in Jesus Christ, and there is a deep commitment to the wellbeing of all our clergy. Furthermore, we are small enough to know each other well, to care across our traditions and rejoice in each other's gifts, while at the same time being large enough to be well resourced. You will find good support for your ministry from a dedicated team based at Church House in Gloucester. Furthermore, Bishop Robert and I seek to know and be known by our clergy and place a high value on engaging with communities across the diocese and building positive networks of relationship.

In summary, this is a post full of opportunity and with the potential to be immensely rewarding and stretching. If you are excited about what you read in the parish profile and in being part of the wider diocesan landscape described above; and if you think that this is a ministry that has the potential to connect with your gifts, I very much hope you will explore further. I certainly don't expect you to match every aspect of this role, and the people of these worshipping communities will be partners in the gospel, but if you think that this is a role in which you will be able to be fulfilled and grow as you seek the same for those you lead and serve, then I very much hope you will apply so that we can discern together if this is the right place for you.

If you have any questions or want to know more, please do not hesitate to contact either The Archdeacon of Cheltenham, The Venerable Katrina Scott: kscott@glosdioc.org.uk telephone: **07484 967570**. Or The Venerable Kevin Roberts, Simeon's Trustee: kevin.roberts@simeons.org.uk telephone: **07880 762868**

With all good wishes and thanks

+ Rachel Gloucester.