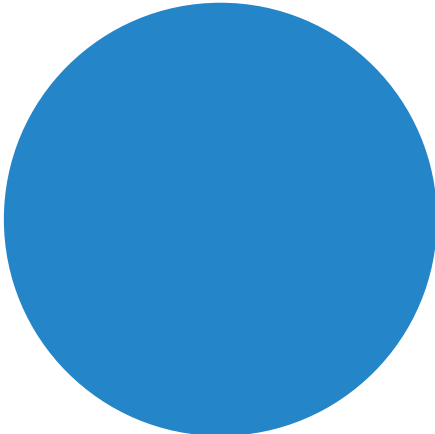
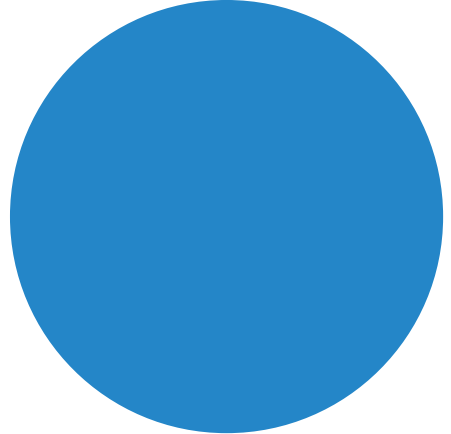
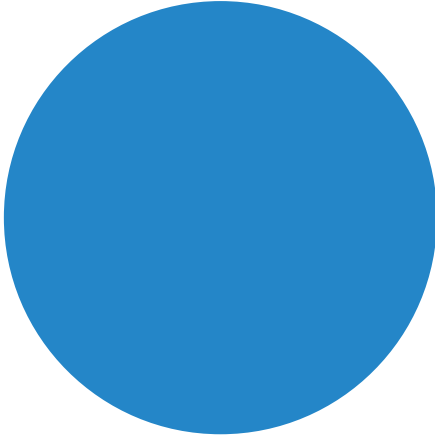




JOIN US AT THE  
DIOCESE OF BRISTOL

## APPLICATION PACK

Rector designate  
for Holy Trinity, Hotwells  
and Saint Stephen's, Bristol



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# FROM THE BISHOP

The Diocese of Bristol, often at the forefront of change, is embarking on a transformation of its life in Christ. Within that transformation our clergy are and will be central.

As indicated by our diocesan vision (drawing on Revelation 21) of humanity reconciled, creation restored we are looking for clergy who have an expansive vision of God's calling.

As a diocese we are convinced of our purpose to follow Jesus, to serve others and to transform communities. We are looking for clergy who share our values of openness, generosity, creativity and bravery. In our turn, the Archdeacons and Bishops know this is a demanding time to be an incumbent in the Church of England, but we are committed to supporting our clergy and their families.

Holy Trinity Hotwells and Saint Stephen's have contributed greatly to the life of the City and Diocese and the two communities are working together on how that contribution can be renewed under a Rector designate. Thank you for considering whether this may be a calling which would enable you to grow, to give and to receive.

As you consider this, you might like to join with us in prayer as we offer our future to God's care and provision.

*God of the Way, you call us to leave familiar places and to set out on new paths  
Enlarge our vision of the work in the communities we serve  
Speak to us through the people we encounter  
And open our hearts to your love.*

*Give us courage and boldness to engage together in this time of prayer  
and discernment*

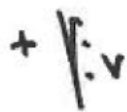
*And by your Holy, life-giving and creative Spirit*

*Renew your church in prayer and service*

*And sharing the Good News of Jesus Christ,*

*In whose name we pray.*

Yours in Christ

A handwritten signature in black ink, appearing to read 'V. Faull', with a small cross symbol to the left.

Rt Revd Vivienne Faull  
Bishop of Bristol

# FROM THE AREA DEAN

This is an exciting time in the life of Saint Stephen's and Holy Trinity. The creation of a brand new single parish, warmly embraced by both congregations, is intended to encourage the sharing of resource and vision for mission amongst the communities of Bristol's harbourside. The opportunity to lead the congregations into the lived realities of this deeper sharing, while also celebrating and drawing on the distinctive gifts and context of each church, will require an agile, discerning and courageous ministry.

Situated on the south western edge and corner of the extensive and diverse City Deanery needn't make the context or role in any way marginal to the life of the wider church. The Cathedral, St Nick's Resourcing Church, and one of three Emmanuel church plants (a BMO) all lie within the boundaries of the parish; and for the most part there is mutual openness to partnership and participation. Neighbouring parishes in the Deanery also share an outward looking, socially engaged and creative approach to mission and ministry, and there is scope to be part of a possible new Mission Area which would allow shared focus and ministerial resource around putting flesh on the new Diocesan Strategy in this part of the city.

City Deanery is seeking to build and strengthen a mutually supportive and relational atmosphere where clergy and laity can find friendship, encouragement and resource for their own parishes and communities as well as an appreciation of the broader context of our missional presence across the centre and north of the city. The Deanery includes Bristol Uni and part of the University of the West of England; Bristol Royal Infirmary and Southmead hospitals, the City Council Offices, and much of the city's commercial and cultural heart. The Deanery also includes communities of significant prosperity and challenging disadvantage; while across the Deanery there is rich ethnic and cultural diversity there is also evidence of segregation and structural inequalities.

The context of the parishes of Saint Stephen's and Holy Trinity includes commerce, leisure, tourism and an interesting mix of residential communities. This enables opportunities for diverse forms of engagement, hospitality and witness. With a clearly outward looking focus and depth of commitment in both congregations and the growth in a shared vision and ethos there is great scope for building on what is already there and discerning new opportunities for mission.

We look forward to welcoming the new incumbent to the Deanery and to exploring opportunities for growing partnerships across boundaries.

David Stephenson, March 2022  
Co-Interim Area Dean



# INTRODUCTION

Holy Trinity and Saint Stephen's are excited to welcome a new rector designate at this time of transition and new beginnings for our church community.

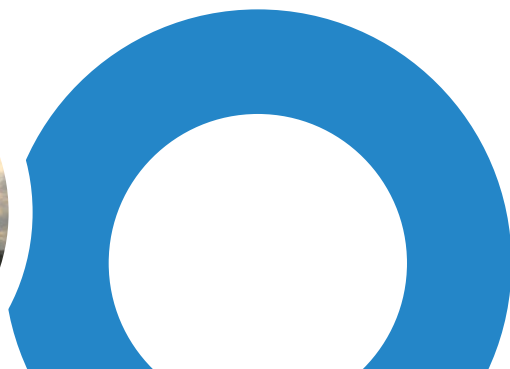
We are people on a journey of faith – people from different church backgrounds and traditions, all of us at different stages of our faith journeys but able to worship, question and walk together in our learning. We are committed to collaborative leadership and whole-life discipleship. We believe in a church which aspires to welcome everyone looking for meaning in life and seeking God, whatever their economic position, marital status, age, gender, race, physical ability, mental health or sexuality.

We have been partner churches in adjoining parishes on Bristol's harbourside for the last eight years and in March 2021 both PCCs voted to begin the formal process of becoming a single parish benefice. In March 2022 the Church Commissioners issued a draft pastoral scheme for final public notice and consultation, which can be viewed at [www.churchofengland.org/consultation](http://www.churchofengland.org/consultation). Subject to the outcome of that consultation a new single parish of Holy Trinity and Saint Stephen's, together forming the Benefice of Bristol Harbourside Churches, is scheduled to be completed later this year.

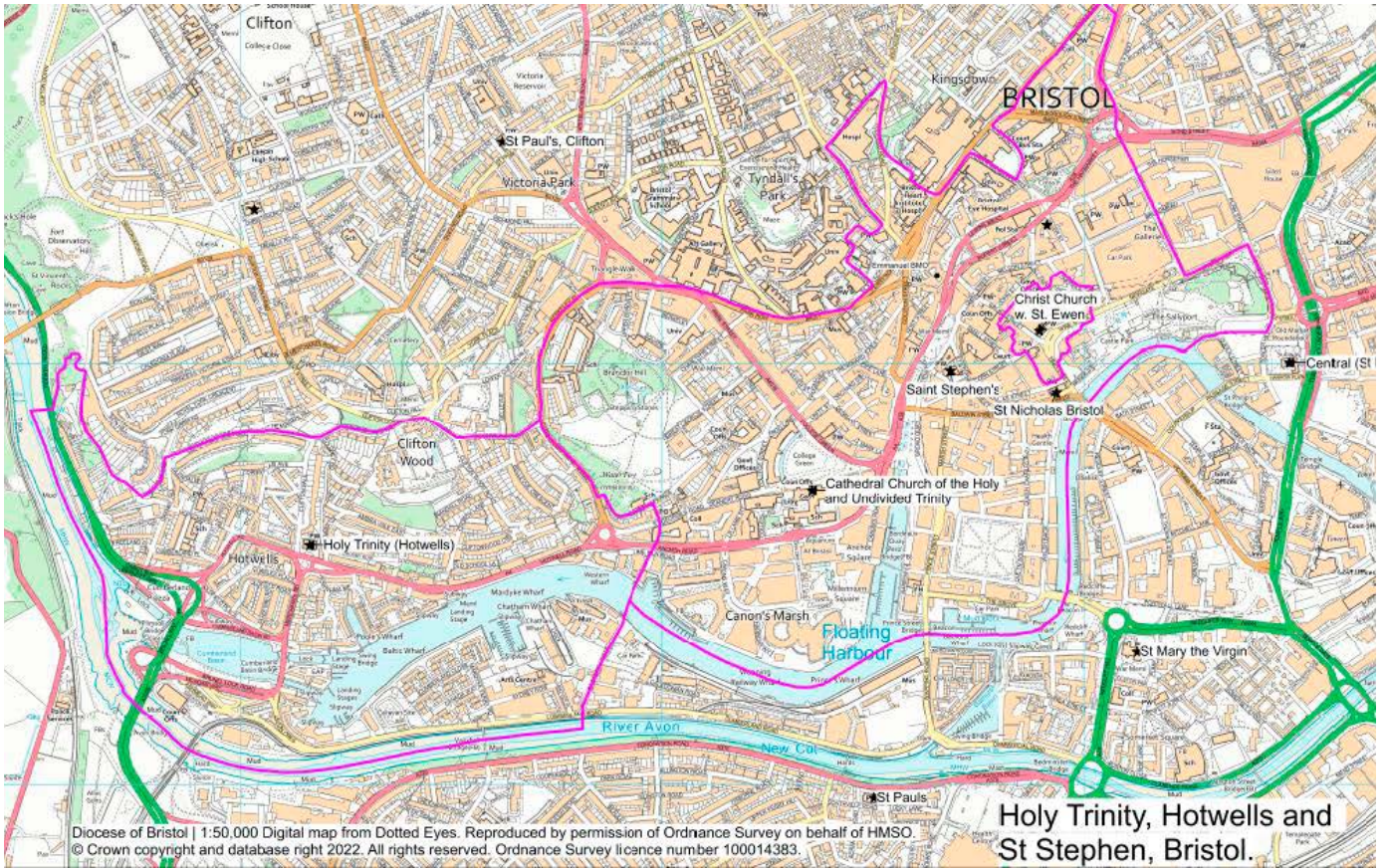
The Parish Profiles that follow are mainly presented separately to reflect our different buildings, locations and histories and also our distinctive visions and voices. But our response to the Covid pandemic has accelerated our coming together and there are now areas of church life it would be impossible to present separately without saying the same thing twice, so the opening and closing sections here have been produced jointly.

For more than six months now we have been praying for whoever will be our next minister. They can be sure of our full support in whatever God is calling us to do together.

The Archdeacon of Bristol, Neil Warwick will be pleased to answer questions you may have, please email him on [neil.warwick@bristoldiocese.org](mailto:neil.warwick@bristoldiocese.org).







Rector designate for Holy Trinity, Hotwells and Saint Stephen's, Bristol



# I. ONE COMMUNITY: WORSHIP, GATHERINGS AND DISCIPLESHIP

In our worship gatherings and small groups the two church communities are now fully blended as one. Prior to the pandemic we were generally holding a Sunday Morning Prayer or Holy Communion service at each church but had introduced regular joint services often with a shared meal afterwards.

Our fresh expression gatherings of Resonate (hosted at Saint Stephen's) and The Forum (hosted at a local pub in Hotwells) and our small groups have always drawn in people from both church communities. These opportunities to mix and learn from each other have fostered friendships so that most of us now identify as one church family.

*'Teamwork and unity!  
We have an amazing  
church community.'*

Some of our church community grew up as Anglicans but many come from other Christian backgrounds (Baptist, Evangelical Free, Charismatic, Methodist, Roman Catholic) and others had

no faith background or previous church connection. Historically Holy Trinity's church tradition might have been described as 'open evangelical' and Saint Stephen's as 'broad' but we do not use labels like these and do not feel they are applicable, helpful or relevant to our community life today.

## PATTERN OF WORSHIP

It made sense to worship together when we needed to meet online during the pandemic and as we have returned to worshipping in person we have chosen not to split our worshipping community. Our current pattern of worship is a 10:30am Sunday Service of Morning Prayer or Holy Communion held alternately at Holy Trinity and Saint Stephen's. This has been supported by Bishop Viv as we move towards becoming a single parish benefice.

We are blessed to be able to call upon a number of community members to lead our services. In addition to our Associate Ministers there are two retired clergy with permission to officiate and an encouraging number of lay leaders. We also have several ordinands from Trinity and Sarum theological colleges who are doing contextual training with us and contribute

*'For me it's not the journey  
you are on but the people  
you are journeying with  
which is important.'*



*'Some of us love liturgy  
and some of us don't  
like it all the time.'*





hugely to all aspects of church life with their energy, insights, and teaching. Since we have been in vacancy we have included sermon series on the themes of Creantide (using resources from the Church of England and the Iona Community) and Difference (based on the international Difference course and habits recommended by Archbishop Justin Welby). We have also been pleased to reintroduce a time of discussion during many of

“  
*‘I’m hopeful because the church is more open to talk about difficult things.’*  
 ———

our services, a much loved habit of the Saint Stephen’s community which now occurs in both churches, and our more experimental 5th Sunday Services are an opportunity to be more creative and contemplative with the liturgy. We enjoy experiencing different styles of worship.



Most of our services tend to be relatively informal in tone and are based around a simple seasonal liturgy using Common Worship material. Clergy do not normally robe. We sing modern worship songs alongside a smaller number of traditional hymns, sometimes led by a musician/singer with piano or guitar and sometimes supported by recorded music; sadly we have lost a number of musicians in the last few years and can currently only muster a worship band on special occasions. Both churches have organs but these are rarely used. Talks typically last around twelve minutes and are given from the front, not from the pulpit.

We continue to live-stream services from Holy Trinity and to make services from Saint Stephen’s available online within a few hours as some members of our community still prefer to access worship online rather than attend services. We have also found that some people not previously known to us have come to church after viewing services online.

We fully understand that our new rector will bring their own ideas about worship and we look forward to that.

## DISCUSSION GROUPS

**The Resonate community** offers an opportunity to think about issues of faith relevant to our world. This group meets at Saint Stephen’s or online once a month, often bringing in guest speakers on a variety of current topics which over the last year have included ‘Diversity’, ‘Creativity’ and ‘Education’. During the pandemic the team began a podcast to help us explore these topics further. We would love you to take a moment to listen to this poem [Resonate Poem](#) that paints a picture of the Resonate community.

[Resonate Facebook](#)

[Resonate Podcast](#)

**The Forum** has been hosted from a few different pub locations in Hotwells as we deliberately took this informal gathering out of the church. The Forum is an opportunity to discuss topics that engage with the Christian faith (such as homelessness, commercialism or living well with the media) and to learn about other cultures and faiths.

[Forum Facebook](#)

## SMALL GROUPS AND SOCIAL GATHERINGS

Our small groups include two groups that meet in community members' homes for Bible study, prayer and fellowship, an early morning coffee house gathering for men ('Blokes' Prayer') and an informal group for newcomers without any church background to tell their stories, learn some of the basics of our faith and become familiar with church language.

We also previously organised regular social gatherings including Men's breakfast, Women Only and First Fridays which are yet to be reinstated following the pandemic.

Online we have a community forum Facebook group for sharing thoughts, links and items of shared interest. We also have a WhatsApp prayer group and offer the opportunity to gather on Zoom for a short time of informal prayer on four weekday mornings.

## SAFEGUARDING AND PASTORAL CARE

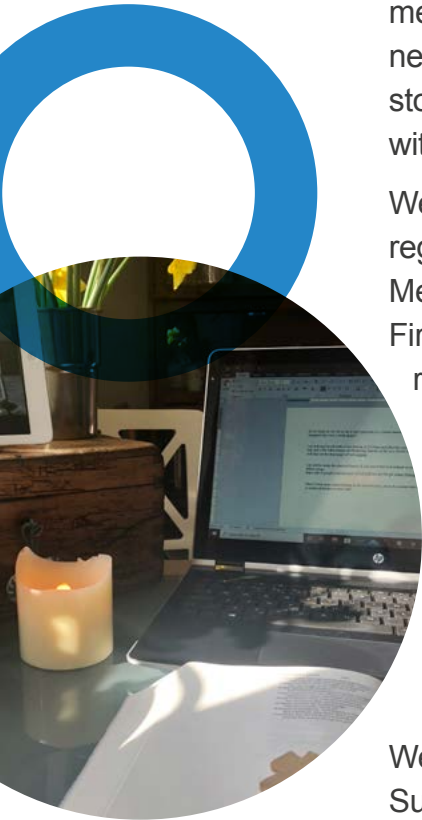
We take safeguarding extremely seriously and have held a Safeguarding Sunday service for the past two years. The last one included space for people to move around different information and prayer stations giving insight into areas such as domestic abuse, modern day slavery, the impact of abuse on victims etc.

Safeguarding is a regular item on PCC and the Core Team agendas and there are notices and literature on display in both churches. We are working towards embedding safeguarding into the teaching programme rather than seeing it as an add-on.

Our community includes three trained Mental Health First Aiders.

*'We want everyone to feel safe and respected as individuals in all their contact with us.'*

Before the pandemic pastoral care was provided mainly through informal networks but during the first lockdown the two churches set up a pastoral care system to stay in touch with everyone within our community, particularly people on the edge. Volunteers made regular phone calls to support people who were isolated or in need and offered practical help (e.g. by delivering shopping) when required. As lockdowns eased phone calls and emails were supplemented by walks or doorstep visits.



## COMMUNITY NEWSLETTER

We have produced a joint newsletter ('Community News') for many years now, with contributions from members of both churches. The newsletter comes out every fortnight and is sent by email to the 155 people who have asked to be on our contact list. A printed copy is made available to anyone requesting it.

“  
*'Devastated when the last vicar left but now it feels like the church has blossomed.'*

---

## RESPONDING TO THE PANDEMIC

The move towards fully shared worship and the development of a structured system of shared pastoral care were not the only changes to church life brought about by the Covid pandemic. At the beginning of the first lockdown our priest-in-charge set up a Core Team of leaders from both churches (see sections below on church organisation and leadership for more detail) which continues to oversee church life, and people learned new technical skills very quickly to deliver online worship.

“  
*'Due to Covid we don't know who is still in our church communities. Some people have disappeared.'*

---

Meetings of all kinds moved to Zoom, including a new daily time of shared prayer, and a Whatsapp group was set up to share prayer requests. We held some special online services for children using puppets and props, and delivered resources to families. Community News expanded to share information about pandemic support services and printed copies were personally delivered to every member of the church family without online access. Both churches

“  
*'Trust God to have His way. The church community is resilient.'*

---

also displayed pandemic support information, poems and prayers on their websites and around the exterior of the buildings and in the gardens.

“  
*'At Saint Stephen's, Covid has meant that, at present, we are limited to using pews for seating and cannot resort to the previous more intimate seating arrangement'*

---





# One Community - at a glance



**Saint Stephen's**

**50**

People on Electoral Roll

**19,692**

People living in both parishes

2018 update

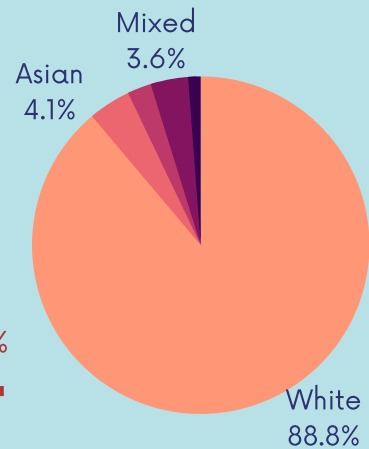
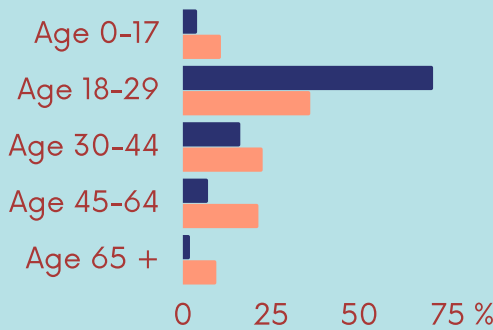
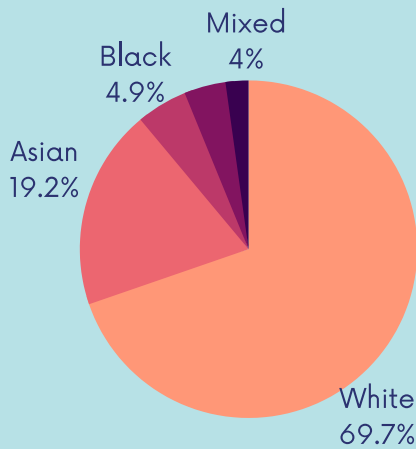


**Holy Trinity**

**61**

People on Electoral Roll

Combined parish approx 1 sqm



## Population

Saint Stephen's parish population increased from 7474 to 13,548 from 2011 to 2018, Holy Trinity parish population is anticipated to increase by 2,500 homes with the Western Harbour regeneration project.



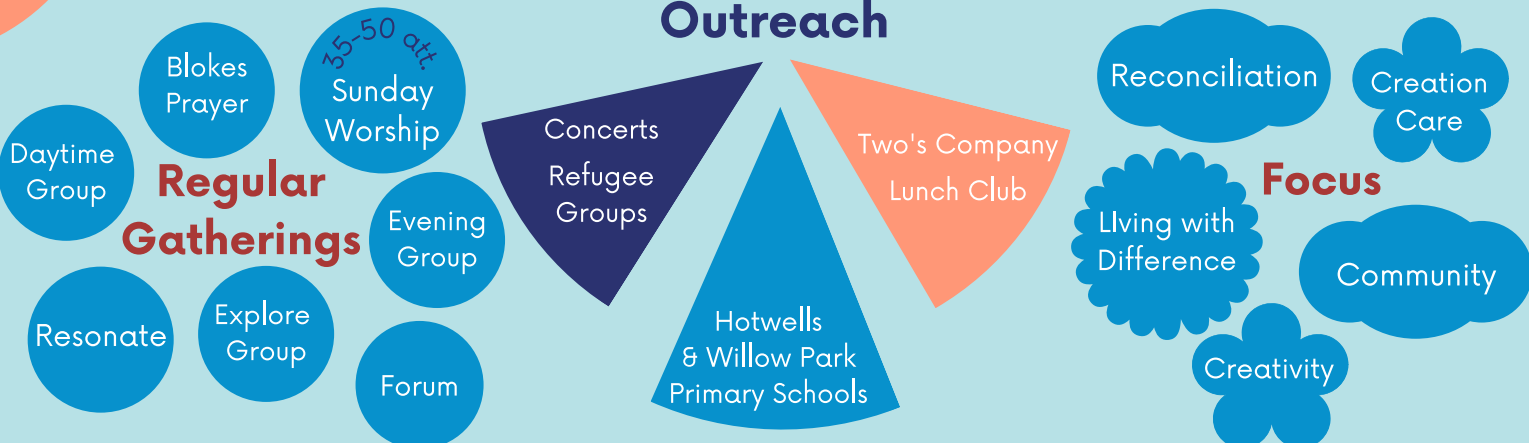
## Combined organisational & worship leadership



- Core leadership team meets fortnightly
- 2 associate ministers & 2 PTO retired clergy
- 2-4 ordinands in contextual training
- 5 lay leaders



## Outreach





## 2. SAINT STEPHEN'S PARISH PROFILE



### DISTINCTIVENESS, VISION AND MISSION

Saint Stephen's is a small community with big dreams and the passion to further develop our fascinating medieval church and garden as a beacon of God's light and hope in the middle of a thriving city.

“

*'A place of authentic, honest spirituality where all are welcome wherever they are at on their journey of faith, where doubt is acknowledged as a part of faith, and where diversity is not only welcomed but celebrated.'*

“

*'...building church with 'fuzzy edges', allowing questioning and accepting that one person's faith may look very different to my own is something we did well pre pandemic.'*

We are called to build a community that offers Bristol a centre for 'engaged spirituality' amidst a culture of curiosity, spiritual exploration, and individual journeys of faith.

“

*'I enjoyed the sense that my own beliefs and/or struggles were respected.'*

Saint Stephen's is one of the very few churches in the city centre regularly open to the public during the week. In addition to being a tourist attraction, people drop in to pray, sit quietly and sometimes look for conversation. During the pandemic, when

it was possible, church members spent time sitting and greeting people and offering prayer and human contact at a distance.

We are unique in having a garden in the city centre that draws many people to this little green haven of peace especially now there is also a thriving commercial Spanish café using the building and garden four days a week. The café extends onto a terrace area in the garden and attracts people from all walks of life. Different groups meet at the café regularly and the setting and congenial ambience also attract those who speak or want to learn Spanish.

“

*'I was immediately struck by the friendliness and sense of community from a relatively small congregation.'*

Our volunteer garden team have improved the garden area significantly over the past two years, digging, growing, and planting for all seasons. This project has drawn in people of all ages and given us an opportunity to offer pastoral care and engage several young people in the Duke of Edinburgh Award scheme.

During the pandemic we even had a few services outside in the garden which was fun, uplifting and a witness to the community.

## LOCAL LINKS

- **Our local Church of England primary school, Willow Park**, where one church member is a foundation governor, has a diverse intake with 17 languages spoken and includes recent arrivals from Afghanistan alongside children of NHS and university workers. A School Chaplain (recently appointed and helping to pioneer a Diocesan vision for Christian engagement in schools) and team of volunteers from Saint Stephen's and Holy Trinity visit to take assemblies, support one-to-one reading, offer pastoral care to staff and organise visits to church. The team has also worked with Hope Church in Hotwells to deliver the interactive 'Christmas in a Box' and 'Easter in a Box' events at Hotwells Primary School.
- In the past few years we have developed stronger links with **St John on the Wall** and the Church Conservation Trust caring for it. We have used the building for contemplative worship.
- We have longstanding links with **arts communities in the city**. This includes occasional art exhibitions in the church and the café and we have participated in the Bristol Light Festival.
- We host a **regular programme of music concerts** with music ranging from classical to world music and folk as well as organ recitals. This exciting programme is on a 'donate what you can' basis and has a city-wide reputation. Two choirs use the building as a rehearsal space. There are also several one-off bookings for music groups, and people from the wider community book our organ or piano for practice sessions.
- During the pandemic and on other occasions we have **displayed poetry along the railings around the church garden**, both published ones and those written by our own church members.
- Our Associate Ministers have built **contacts with the business community** through a consortium and we have some contact with local retail outlets.
- We have also developed a good relationship with a **local building society** where a staff member is designated to make community links. They have helped in the garden, shared in our TTT (This Time Tomorrow) initiative, collected a substantial amount of gifts for Afghan refugees and sent a volunteer to help with our refugee support work.
- The café space is hired out for use by **Alcoholics Anonymous and Narcotics Anonymous**.
- During the pandemic we placed letters of support and encouragement into the neighbouring businesses and flats, inviting them to use the building for prayer when it was able to be open.

“

*'We as a Church support the Arts as a way of communication with God.'*

---



## RECONCILIATION

*'All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation.' 2 Corinthians 5:18*

We have a history of focussing on reconciliation of all kinds with our colourful contemporary Reredos altar piece setting the tone. Being within a stone's throw of the Colston statue (now an empty plinth) has given us opportunities to share continuing community reflections about the city's history.

Our own history is also linked to the Inuit people, three of whom were brought to Bristol by an explorer and then sadly died soon after and were buried at Saint Stephen's. We have an artist in residence working with the Bristol Museum and University exploring their story and preparing an exhibition to acknowledge and value their way of life.

“

*'Our desire is to be an outward facing Christian Community which is part of the City Centre ... and to welcome newcomers... to offer a welcome to refugees.'*

We are continually exploring how to improve diversity and inclusion and, partly in response to the 'Black Lives Matter' agenda, we have enjoyed the 'Difference' course as a whole church community and are encouraging people to attend the 'Living in Love and Faith' course. We have a wide range of views on these issues but increasing openness to honest and reflective sharing of those views.

“

*'... we are a church that seeks to welcome all, but in reality we have yet to truly grapple with what that means. One example is the difficulty in reordering the building to accommodate less abled people. As a community we are very welcoming of people from different social, ethnic and cultural backgrounds ....'*

## ENVIRONMENT

We have nurtured a growing interest in the care of creation and the many moral, ethical and spiritual issues surrounding that. In 2021 we appointed an Eco Champion who engages with, informs and reports to the PCC with the collaborative objective of protecting and conserving the environment within a Christian faith perspective. We are working towards the A Rocha Silver Eco award. A number of us attended COP26 and reported back at a Sunday service.

## MISSION LINKS

We support A Rocha France where a previous curate and his wife work and we also support the Diocesan link to Uganda and have two church members who have visited the churches there several times. We gave support to SOMA UK for their recent trip to the Polish border with Ukraine to deliver aid and support and to transport some refugees to safe places.



## THE BUILDING AND SURROUNDING AREA

We are superbly situated in the Old City area surrounded by offices, shops, cafes and accommodation above those. There are also newer blocks of student flats and a huge development of residential flats around the harbourside. We need to find more ways of meeting these people and connecting with their needs.

There are several other churches of different denominations within our parish including two BMO Anglican churches. We would like to develop a realistic plan of how to work more closely and collaboratively together.

Our building remains in use due to the historical support of The Antient (sic) Society of Saint Stephen's Ringers, a charity founded in 1620 to maintain, restore and enrich the fabric of the building for posterity. In recognition of their 400th anniversary the charity is generously funding an extensive repair and refurbishment project on the church interior, due to be completed by November 2022. We have a fine bell tower that is used by a Bristol Bell Ringers group on a regular basis. The tower is always popular on the annual city 'Open Doors Day'.

The church is generally open from Monday to Thursday 9.30am – 2.30pm and attracts many visitors including tourists, students of architecture and history and local workers and residents popping in during a lunch break for a moment of peace and quiet. The visitors' book and prayer tree and board are well used. Church members volunteer at times to be present to welcome and pray with people. Our garden and café are also

“  
*‘Some of us love the building and some of us really don't.’*  
—————

“  
*‘We are challenged by our location – a city centre church with no parking. Such a location can also be a gift. Building community post pandemic is another challenge when we live city wide.’*  
—————

assets in bringing people together and provide space for church members to interact with the public in ways that can often lead to conversations about faith. We hope to nurture and develop these opportunities.

The church, café and garden offer a premium space for missional events and activities and could be a centre for future church partnership initiatives. Our aspiration is to be a more visible landmark by developing the garden in a way that brings the Reredos theme of inspiration, hope, and reconciliation to the great outdoors.

### [Saint Stephen's Church History](#)



## WIDER COMMUNITY AND BROADER CONCERNS

We have church members committed to:

- Climate and environmental action including through groups such as Christian Climate Action
- The arts
- Making new disciples
- Community links
- Social action projects such as support for refugees. We have joined Welcome Churches network and, in partnership with a local charity, have hosted a group of Afghan women and some children for a weekly arts session and conversational English. We are also connecting with Hong Kong and Ukraine refugees.
- The soup run and the winter night shelter for homeless people in the city
- The Church at Glastonbury: members of our church community have joined the team and go regularly to the festival.

“

*‘We trust in God to show us the way to the future.’*

We see all the above as opportunities to collaborate with other churches and community groups.

“

*‘Saint Stephen’s for me is a warm welcoming community, ready to consider new approaches to the loving message of Jesus.’*

We want to go on releasing people’s gifts to be God’s light outside of the building as well as in these outward facing groups. In all of our encounters and activities, we want to follow Jesus more closely and be more ready to introduce people to the uniqueness of Jesus.







## ORGANISATION, LEADERSHIP AND FINANCE

### LEADERSHIP, PCC AND CORE TEAM

We have two ordained Associate Ministers and two PTO clergy (all shared with Holy Trinity) as well as lay people with gifts for preaching and leading worship. Our PCC currently consists of two churchwardens, a treasurer, a secretary, two ordinands (leaving shortly) and one other lay member and is chaired by one of the Associate Ministers.

Our churchwardens, treasurer and one other PCC member also belong the Core Team which meets in between PCC meetings to oversee the day-to-day running of both churches – see section below in the Holy Trinity profile for details.

“  
*‘We have a handful of people doing a lot and being overstretched – so that’s why we’ll be better off working with others.’*  
”

### SUPPORT STAFF

We have one paid worker, a part-time administrator.

### FINANCES

Annual income is around £80k - £90k, with spend a slightly lower figure. Reserves (or else the total of the church’s three bank accounts) are generally around £40k-£50k.

Income relies on the goodwill of church members and the continuing support of two charities: the ‘Ringers’ (see under ‘Building’ section) who have funded major works during this current year arising from our Quinquennial Inspection late 2019, and Saint Stephen’s Ecclesiastical Charity who make a monthly unrestricted grant which helps to fund much of our ‘running costs’.

The planned major works mean that year 2022 income and spend will be much higher (at least double normal levels).

Parish Share for the current year is £18,000, slightly lower than prior years.

[Saint Stephen’s Facebook](#)

[www.saint-stephens.com](http://www.saint-stephens.com)

[Saint Stephen’s Annual Report & Accounts 2021](#)



# 3. HOLY TRINITY PARISH PROFILE



## VISION AND VALUES

We are a community of ordinary people experiencing the joys and pressures of life today as we try to live out an ancient faith in a 21st century city. Each of us has a story to share, a story of our lives and of God's impact on them. Our vision is that in sharing our story, by living our lives with God and growing in our faith, each person and our whole community may genuinely deepen their relationship with God.

“

*'For me Holy Trinity is a community which cares about each other, about the big issues and about living out our faith.'*

Our vision includes

- **Striving to walk an authentic journey of faith:** continuing an honest exploration of faith together, with passion in worship, learning and creativity and for pastoral and creation care; with openness to different spiritual traditions and respect for differing views and diverse outlooks.
- **Growing together:** building on our learning during the pandemic; reconnecting with those on the fringes; continued sensitive integration of our two churches and communities, sharing our stories, resources and tasks, while maintaining the distinctive characteristics of Holy Trinity and Saint Stephen's.
- **Growing in numbers, faith and works:** learning to live out together the vision encapsulated in our new combined name 'The Benefice of Bristol Harbourside Churches'; facing outwards, being a light to the growing communities that surround our churches and serving their changing needs.
- **Working in collaboration:** seeking to form closer connections with other local churches and secular organisations, sharing and co-ordinating resources and skills to serve each other and our growing local communities, making the most efficient use of our limited resources.
- **A vision for our buildings and church grounds:** cherishing them to the best of our ability but not letting them become in themselves a focus seeking instead to use, adapt and release them for the service of our local communities.





## SERVING OUR LOCAL COMMUNITY

It's important to us to serve our local community. At the heart of this mission is **Trinity Community Services**, which seeks to reduce loneliness, social isolation and exclusion. Holy Trinity has a longstanding commitment to serving older people and also aims to help different generations mix. This outreach is currently undergoing a strategic review, funded by a grant from the St Monica Trust, which was paused at the start of the pandemic but is now being progressed.

Trinity Community Services makes the church a visible asset to the local community and during the pandemic became recognised as a local hub, receiving a number of referrals for information, emergency contact and shopping etc.

Currently Trinity Community Services oversees a weekly Lunch Club and the Two's Company Hotwells befriending service but before the pandemic also offered a monthly Memory Café and piloted a Community Café. Looking ahead a Bereavement Café is planned in partnership with another local church.

Special events and seasonal gifts for our Lunch Club and befriending members are always extended to all the older people in our church community.

Our volunteer Older Persons Lead is part of group of other local churches with a heart for older people's provision. The group also includes social prescribers, social care staff and NHS professionals. Our links with this group informed our decision not to restart the Memory Café as alternative provision is available in the area.

### Trinity Lunch Club

For more than 30 years Holy Trinity has hosted a Lunch Club for older people. The service has taken different forms over the years and currently runs on Thursdays providing drinks, activities and a freshly-cooked 3-course lunch in a warm and friendly atmosphere for 20-30 members. Transport assistance is available and members are welcome whatever their background or faith.



*“Lunch Club is really at the heart of Hotwells and is the best place to be on a Thursday! The welcome is heartwarming, the food is delicious, the activities and entertainment so enjoyable and the people around me in the hall are such a delight and so friendly and so young at heart, it feels more like a youth club. It's fun to be there. I love it to the Moon and back!”*

The service employs two part-time staff, a co-ordinator and cook, and is well supported by a group of faithful volunteers including the management committee which reports to the PCC. Members contribute weekly to the costs but the Lunch Club is mainly funded through charitable grants and gifts.

During the pandemic members were supported by phone calls, doorstep visits and monthly 'goody bags'. The two local schools whose children regularly attended to chat with Lunch Club members contributed by sending creative cards and jokes.





## Two's Company Befriending

Many people today are isolated due to age, location, health or other factors, and often unable or disinclined to attend events. During the pandemic Holy Trinity partnered with the national Christian charity Linking Lives to match volunteer befrienders with people in need of support, initially by regular phone calls although recently some pairings have taken the opportunity to meet in person. The Two's Company service is free and open to anyone over 18 regardless of faith or belief.

Two's Company is coordinated by our Older Persons Lead and overseen by Linking Lives which provides training and safeguarding support. Befrienders include people from our local community as well as members of Holy Trinity and Saint Stephen's.

## Churches Together Soup Run

“  
*'I hope that God  
will guide us in our  
work to bring hope  
to others.'*

Before the pandemic Holy Trinity took part for many years in a Saturday morning/lunchtime initiative by a group of local churches to provide the homeless community with soup, sandwiches, clothing and toiletries. For the last 10 years the service has been coordinated by a Holy Trinity church member and supported by many volunteers both from the church and the wider community.

Since the pandemic this service has been superseded by new provision from other sources and the group is exploring other ways to serve the homeless community.

## Arts Trail / Choir & Concerts

Every autumn we host over a dozen artists taking part in the West Bristol Arts Trail which is always a wonderful community weekend and brings many visitors through our doors. Church volunteers run a pop-up café and enjoy chatting to visitors about the architecture and history of the church.

In December 2019 we co-hosted a Christmas concert with the choir that hold weekly rehearsals in the church hall and fundraised to be able to buy enough Hopebags to give out to the homeless community as post-Christmas presents.



## Other community connections

- **The local residents' association (HCCA)** regularly use the worship space and church hall for meetings both large and small. We often join in with HCCA activities.
- **Two AA groups** linked to the church are gradually returning to meeting in person after meeting online during the pandemic.



- **Partnerships with Good Gym** and local business helped with garden improvements such as the three raised beds which are planted and maintained by members of the Lunch Club.
- A team of volunteers has supported **the Great Bristol Run** whose course runs through our parish.
- It's also a long standing tradition to go **carol singing** around the parish to spread Christmas cheer, ending up at the Lion pub.

## SERVING CHILDREN AND YOUNG PEOPLE

As schools reopened after the pandemic a team of volunteers from Holy Trinity and Saint Stephen's rebuilt links with the two primary schools in our parishes, Willow Park School and Hotwells Primary School. (See section above in Saint Stephen's Profile for more detail.)

In December 2021 we were delighted to hold a Christingle service in church again after having to do so online the previous year. The children's work team also led an adapted socially-distanced nativity crib service on Christmas Eve. Both these services attracted families who do not regularly come to church.

As pandemic concerns recede we look forward to strengthening our links with local schools and providing teaching and activities for the small number of children who currently attend our services.

## CARING FOR THE ENVIRONMENT

Many Holy Trinity church members are deeply committed to climate justice and caring for the environment. In anticipation of the COP26 conference in Glasgow, which a member of Holy Trinity attended as an accredited observer, the PCC wrote to our local MP urging her to support the conference's vital global carbon reduction objectives. We warmly welcome the commitment of the Diocese to help churches reduce their carbon footprint and develop more sustainable ways of operating, and in 2021 appointed an Eco Champion to support this initiative to engage with climate change issues.

## CHARITABLE GIVING

Holy Trinity's policy is to give away 10% of unrestricted income each year to support mission partners and charities. In 2021 this amounted to £6,136 which was shared between:

- Petr and Veronika Tichy who work with recovering addicts in the Czech Republic
- Dennis and Charmian Arevalos who run a local church in Lima, Peru, working with tribes in the Amazon rainforest and supporting women escaping human trafficking and refugees from Venezuela

- Chris Parkman, who works in France for the environmental charity A Rocha
- St Janani Luwum Church in Kitgum, Uganda
- Changing Tunes, a locally-based music and mentoring service supporting prisoners and ex-prisoners
- Simeon's Trustees, who support 180 churches across the country including Holy Trinity



In March 2022 the PCC voted to give £250 to SOMA UK for relief work in Ukraine and other ways of supporting the people of Ukraine are being explored.

The PCC set up a hardship fund at the start of the Covid pandemic to support church members in financial difficulties. This may continue to be needed due to the substantial rises in energy, fuel, food and other living costs already being experienced with further material increases anticipated.

## THE BUILDING AND SURROUNDING AREA

### THE CHURCH BUILDING AND GARDEN

Holy Trinity church is a Grade II\* listed building on the main road into the city centre from the west. It was built when Hotwells was a fashionable area for wealthy people 'taking the waters' and opened in 1830. Bombing during World War II left the church derelict for a number of years before it was rebuilt and reopened in 1958. The west end of the church has since been remodelled to create a downstairs hall area, kitchen, office and toilets, with sections on each side of the first-floor balcony closed off to provide two meeting rooms and a vestry/office space. The worship area, hall, kitchen and meeting rooms are available for hire and regularly used by the local community.

The worship space at Holy Trinity is light and open, with chairs and moveable pews that allow it to be used in flexible ways and a purpose-designed AV system. It can support different styles of worship and is regularly used for large community meetings such as political hustings. Wedding parties and barn dances have been held here, and every autumn it becomes a pop-up art gallery for the West Bristol Arts Trail weekend.

The hall and kitchen are used for many church and community activities including the weekly Lunch Club for older people. The downstairs office is shared by church and Trinity Community Services workers.

“  
‘Buildings serve us,  
we don’t serve  
the buildings.’

The garden around the church is one of the few green spaces in this part of the city, with lawns, flowerbeds and mature trees and bushes.

With a building of this age there will inevitably be maintenance issues and the last Quinquennial Inspection in 2020 identified a number of areas





in need of attention. A plan is in place to address these. Our last Triennial Inspection was in 2021 when we were pleased to receive feedback that our church records are in good order after a major initiative to digitalise the church terrier.

Our vision is to continue exploring how to use, adapt and release our church building for the service of our local community, including the old vestry on the north east corner of the church which is currently only used for storage.

### [Holy Trinity Church History](#)

#### THE LOCAL AREA

Holy Trinity's parish covers a mainly residential area at the western end of Bristol's floating harbour. Most homes are privately rented or owner-occupied although there is also some social housing. Property prices for the Georgian, Victorian and Edwardian buildings in Hotwells and Cliftonwood are high, as they are for the modern developments around the waterfront.

Further development of the harbourside is expected under the council's Western Harbour regeneration project (see link [Harbour Hopes](#)) which includes plans for a further 2,500 new homes (including much affordable housing) and up to 500 new student bedspaces along with additional retail, leisure and community facilities. This development is likely to present both opportunities and challenges for the local community.

Around 6,000 people currently live in the parish, which takes in the southern part of Clifton Ward (which elected two Green city councillors in 2021) and the western part of Hotwells and Harbourside Ward (which narrowly elected a Liberal Democrat, with the Green candidate second). The current MP is Labour's Thangam Debbonaire. There are relatively few children living in the parish while the proportion of people aged 16-39 is very high, perhaps reflecting that people tend to move to the area as students or during the early years of their careers and often move out to less expensive or more family-friendly areas of the city once they become parents. In the 2011 Census residents of both wards were less likely than the Bristol average to identify as Christian and more likely to define themselves as having no religion.

Hotwells has a popular primary school and a number of small shops, pubs and restaurants. The parish also includes the western end of Spike Island (the area between the River Avon and Bristol's floating harbour) where there are several workplaces including boatyards, art workshops, the Harbourmaster's Office and the SS Great Britain museum complex.

There is one other place of worship in the parish. Hope Community Church, which is part of the Congregational Federation, was set up in 2000 and has a particular interest in ministry to children and young people and to people on the edge. We have enjoyed sharing some projects with them, including jointly holding popular Christmas and Easter Experiences (alternating between our churches) pre-pandemic for groups from local schools, and the 'Christmas in a Box' presentation at Hotwells Primary School in 2021.

# ORGANISATION, LEADERSHIP AND FINANCE

## PCC AND CORE TEAM

Holy Trinity's PCC currently has 14 members and during vacancy has been chaired by one of our Associate Ministers. The PCC generally meets every two months.

The Core Team was initially set up during the first pandemic lockdown and includes representatives of both Holy Trinity and Saint Stephen's but has since become an established way of managing church life effectively and bringing the two communities further together. It meets fortnightly to oversee day-to-day business in between full PCC meetings and consists of the clergy, the four churchwardens, the two treasurers and one other PCC member from each church. Core Team meetings are held online and have a standard agenda covering buildings, finance, pastoral needs (including safeguarding) and spiritual needs (including service planning). Email consultation and online voting is used for any urgent decisions needing full PCC input.

Everyone on the PCC and Core Team has remained in post throughout the pandemic to give continuity and mutual support when in other circumstances people might have felt able to stand down. Our relatively small leadership group is loyal and committed but overstretched at times.

## SUPPORT STAFF

Holy Trinity employs a part-time administrator, part-time cleaner and occasional gardener.

## FINANCE

We are grateful for God's faithful provision over many years, and to everyone who contributes with such generosity to church funds.

Our approved accounts and financial statements for 2021, which are attached as a link ([Holy Trinity Annual Report & Accounts 2021](#)), show that our ongoing operational and employment costs were fully funded and we kept our commitment to give away 10% of unrestricted funds to mission partners and charity. We are proud to have contributed faithfully to the wider work of the church in the Diocese by paying our parish share in full over many years. Our Parish Share contribution last year was £30,569.

The pie-charts which follow (which exclude TCS figures, which are recorded separately) show how Holy Trinity's funds were raised and used in 2021.



## Income



■ Giving - 68%   ■ Grants - 24%   ■ Operations - 8%

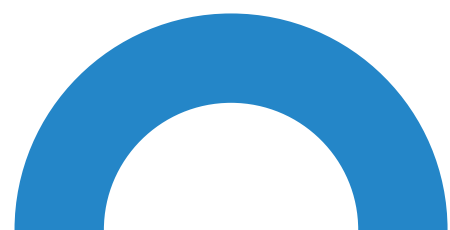
## Expenditure



■ Property - 14%   ■ Employment - 22%  
■ Administration - 6%   ■ Parish Share - 46%  
■ Mission and charity - 11%

[Holy Trinity Facebook](#)

[www.holytrinityhotwells.org](http://www.holytrinityhotwells.org)





# 4. THE PERSON WE ARE HOPING TO FIND, AND WHAT WE CAN OFFER

WE HOPE... our new rector will be someone who...

- has a deep faith grounded in prayer and scripture
- is warm and approachable, with a sense of humour
- understands collaborative leadership
- feels called to serve in a modern city of diverse ethnicities, social class, faith and spirituality
- is committed to creation care
- will model a healthy work/life balance and help us do less, better

“

*‘Do we need a vicar? YES, we need spiritual and theological oversight.’*

---

“

*‘After Covid and with the need to join churches together we need someone who will build a church community rather than be interested in the civic stuff.’*

---

“

*From the children: ‘a new vicar should be... nice, kind... not homophobic, sexist or racist... funny... able to read... good with kids... a good delegator... like my mum and dad... any shape or size... calm but also excited and can excite people’*

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## THE RECTORY AND SURROUNDING AREA

The rectory is a 4/5 bedroom semi-detached house in Clifton, about a quarter of a mile uphill from Holy Trinity and just over a mile from Saint Stephen's. It was built in the 1920s and is in a quiet location very close to Clifton village with its cafés, restaurants, pubs, library, supermarkets, chemists, bookshop, greengrocers, butcher, florists, clothes and jewellery shops etc. Parking in the area can be difficult but the rectory benefits from private parking for two small cars in the front lane outside and parking permits for the Cliftonwood and Hotwells Residents' Parking Zone can be applied for via the Bristol City Council website.

A small front garden leads to the main entrance, which opens into a hallway running the depth of the house to a south-facing balcony with a panoramic view over the large back garden and south-west of the city to the countryside beyond. On one side of the hallway is





a generously-sized kitchen/dining/living room, and on the other a large sitting room. These are both dual-aspect rooms with windows facing front and back, with those at the back sharing the extensive views south.

Stairs from the hallway lead upstairs, where there are four bedrooms (one large, three medium-sized) and a bathroom, and downstairs to the garden floor where there is a utility room, shower room, storage area and possible fifth bedroom. This room could alternatively be used as a study or office and has French doors which allow visitors to enter from the garden without going through the house.



The Clifton Triangle/Park Street area, with the City Museum and Art Gallery, St George's concert hall, university buildings and more shops, bars and restaurants, is around half a mile east. Bristol's city centre, offering all the usual big-city amenities, is just over a mile away and easily accessed by public transport. For open space, Bristol's Downs begin half a mile west at the famous Clifton Suspension Bridge. Leigh Woods (National Trust) is just across the bridge on the other side of the Avon Gorge and the Ashton Court Estate is within two miles.

The closest state primary schools are Hotwells Primary and Christ Church Clifton, and the closest secondary schools are Cotham and Ashton Park. A Church of England academy, Bristol Cathedral Choir School, is within walking distance and offers both primary and secondary education. There are also several private schools in the area.

## HOW WE WOULD SUPPORT YOU AS OUR NEW RECTOR

Our Core Team, PCCs, parish administrators and whole church community will give you all the support we can as you settle in and acclimatise. We know you will come with your own ideas and gifts, and we will be open to listen to fresh ideas while wanting to hold on to the ethos expressed in this Profile.

We understand the importance of a healthy work/life balance and time for reflection, retreat and private prayer. We will encourage you to pursue further training and study and we expect you to take holidays and time off in full.

We will not expect you to be good at everything, always cheerful, never tired or never to make a mistake. We hope we can be authentic and real with each other.

We have been praying for you already as you listen for God's guidance and will continue to pray for you (and your family, if you have one) in the journey ahead of us, welcoming you as a fellow pilgrim.

A core group consisting of 6 people (Jeanette Plumb, Frances Houghton and

# APPENDIX: HOW WE COMPILED THE PARISH PROFILE

Mary Tippetts, representing Saint Stephen's, and Maria Whiteman, Alan John and Jane Jones, representing Holy Trinity) was selected by their respective PCCs to compile the parish profile.

In compiling the parish profile we aimed to celebrate both how much the two churches do and have in common but also their distinctive qualities and characteristics. We also wanted to reflect the diversity of voices and outlooks in our congregations and communities. To try to achieve this the group invited contributions from many members of the church communities and drew on a variety of sources including

- PCC Vision Focus summary (from joint PCC vision meeting March 2019)
- COVID interim learnings evaluation summary (collating contributions from both PCCs July 2020)
- The summary of discussions at a joint PCC meeting with Archdeacon Neil (December 2021)
- Responses to invitations to each PCC and the wider church communities to share thoughts for inclusion in the parish profile (January 2022)
- Comments provided in a congregation facilitated discussion at a joint Hopes and Fears for the Future Sunday service (February 2022)
- Comments provided by members of our congregations involved in previous vacancies in our and other churches (including members not IT connected and children)

The group is very grateful for the valued Diocesan input and guidance in compiling and co-ordinating the parish profile and its supporting documents.





# ROLE DESCRIPTION

<b>Role Title</b>	<b>Rector Designate, Bristol Harbourside Churches</b>
<b>Type of Role</b>	<b>Full Time, Stipendiary</b>
<b>Name of Benefice</b>	<b>Bristol Harbourside Churches</b>
<b>Archdeaconry</b>	<b>Bristol</b>
<b>Deanery</b>	<b>City</b>
<b>Key contact for Clergy Terms of Service:</b>	<b>Archdeacon of Bristol. This role falls within the Clergy Terms of Service formally known as Common Tenure. The HR Manager is the designated person by the Bishop of Bristol to issue the Statement of Particulars for the post holder.</b>
<b>Accountability</b>	<b>Priests share with the Bishop in the oversight of the Church. Whilst, as an office holder, the individual is expected to lead and prioritise work in line with the purpose of the role, they are encouraged to inform the incumbent (in case of assistant priests) and Archdeacon and Church Warden/s (in case of incumbents) about any issues exceptional or otherwise that have the potential to affect ongoing delivery of ministry.</b>

## CONTEXT

### WIDER CONTEXT

We encourage a priest, in conversation with their Area Dean and Archdeacon, to have a ministerial interest beyond the benefice which is a personal specialism and which is available to the wider church. Above all, we want all our priests to flourish in ministry and to deepen their enjoyment of God.

### LOCAL CONTEXT

A pastoral reorganisation is almost complete. This single parish benefice is emerging from two parishes and two benefices that have become very close over the last few years. They have been led by a priest in charge until now.

## ROLE PURPOSE AND KEY RESPONSIBILITIES

### GENERAL

- A. To exercise the cure of souls shared with the bishop in this benefice in collaboration with colleagues including the praying of the Daily Office, the administration of the sacraments and preaching
- B. To have regard to the calling and responsibilities of the clergy (as described in the Canons, the Ordinal, the Guidelines for Professional Conduct for the Clergy) and other relevant legislation including
- Bringing the grace and truth of Christ to this generation and making him known to those in your care.
  - instructing the parishioners in the Christian faith
  - preparing candidates for confirmation
  - diligently visiting the parishioners of the benefice, particularly those who are sick and infirm
  - providing spiritual counsel and advice.
  - consulting with the parochial church council on matters of general concern and importance to the benefice.
  - bringing the needs of the world before God in intercession
  - calling your hearers to repentance and declaring in Christ's name the absolution and forgiveness of their sins
  - blessing people in God's name
  - preparing people for their death
  - discerning and fostering the gifts of all God's people
  - being faithful in prayer, expectant and watchful for the signs of God's presence, as he reveals his kingdom among us
- C. Care and development of themselves and their personal relationship, including adequate time for family life, friendship, recreation, renewal and personal health, through taking a weekly day off and their full holiday entitlement
- D. To share in the wider work of the deanery and diocese as appropriate, for the building up of the whole Body of Christ

### KEY RESPONSIBILITIES SPECIFIC TO THE LOCAL SITUATION: see person specification

The key responsibilities listed above may be supported by long and short term objectives to be agreed between the Archdeacon and Church Wardens (in the case of incumbents)

## OTHER RESPONSIBILITIES

- Participate in the Bishop's Ministerial Development Review scheme and engage in Continuing Ministerial Development
  - Carry out any other duties and responsibilities as required in line with the benefice needs.
  - Take care of their wellbeing including health and safety and building a good repertoire of spiritual and psychological strategies for self care.
  - The care, maintenance and development of buildings.
- 

## SAFEGUARDING

The Diocese of Bristol is committed to safeguarding, safer recruiting practice and promoting the welfare of children, young people and adults at risk of harm or abuse and expect all staff and volunteers to share this commitment. You will be expected to report any concerns relating to the safeguarding of children, young people or adults at risk of harm or abuse in accordance with agreed procedures. If your own conduct in relation to the safeguarding of children, young people or adults at risk of harm or abuse gives cause for concern, the Diocese Allegations Management procedure will be followed, alongside implementation of the Clergy Disciplinary Measure as required.



# PERSON SPECIFICATION

## QUALIFICATIONS/TRAINING

### Essential

- Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises
- Have satisfactorily completed Initial Ministerial Education
- Fully trained in and committed to safeguarding of all in the community and able to work in line with safeguarding policies

### Desirable

- Have completed a recognised course of study on Fresh Expressions/ Mixed Economy Church (e.g. Mission Shaped Ministry, Ordained Pioneer Ministry etc)

## EXPERIENCE

### Essential

- Leading mature and thoughtful all age worship
- Doing forms of church in creative, engaging and imaginative ways
- Sharing ministry and working collaboratively with others (including clergy colleagues, church wardens, PCC, staff and volunteers)

### Desirable

- Working collaboratively with other churches
- Making disciples by nurturing and equipping congregations
- Mentoring ordinands

## KNOWLEDGE/ SKILLS AND COMPETENCIES

### Essential

- To deliver Bible-grounded teaching well in a variety of styles and formats to a broad range of listeners with varying outlooks, ages and understanding
- To support and encourage the church community in whole-life discipleship by connecting faith with everyday life
- To work with people from a broad range of Christian denominations and expressions of faith

### Desirable

- To develop and build on links with people and organisations not connected with church communities
- To encourage and develop lay leadership

## GENERAL ATTRIBUTES

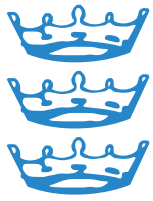
### Essential

- Being approachable, with a warm friendly manner
- Being grounded in prayer
- Having a heart for creation care

## OTHER

### Essential

- Care and development of themselves and their personal relationships, including adequate time for family life, friendship, recreation, renewal and personal health, through taking weekly day off and their full holiday entitlement
- Commitment to lifelong learning and personal development



# THE DIOCESE OF BRISTOL



**The Diocese of Bristol is the Church of England across Bristol, South Gloucestershire, North Wiltshire and Swindon. There are 30,000 people worshipping regularly in more than 200 churches, led by hundreds of clergy who we train and provide. Around 15,000 children and young people attend our 69 church schools, while chaplains serve in institutions across our region.**

The Diocese of Bristol is presided over by the Bishop of Bristol, Rt Revd Vivienne Faull. The Bishop of Bristol is supported by Rt Revd Dr Lee Rayfield, the Suffragan Bishop of Swindon, Venerable Christopher Bryan, the Archdeacon of Malmesbury and Venerable Neil Warwick, Archdeacon of Bristol.

Our emerging diocesan strategy is titled *Transforming Church. Together*; its vision: *Humanity Reconciled, Creation Restored*. It embraces the values of creativity, openness, bravery and generosity. It emphasises that across the diocese we are **HERE WITH YOU**, with our neighbours who Christ has called us to serve.

The Diocesan Support Services exist to support our identity, vision and priorities. Based at the Diocesan Office to the north of Bristol and made up of 50 employees and volunteers, we serve ministers, parishes and schools by expressing vision, strengthening relationships, empowering people, maximizing resources and developing structures. We offer training, consultancy, advice in a range of areas, highlight and share best practice across the Diocese and manage different aspects of the life of the Diocese.

Come and join a strong and committed team.