



**All Saints**  
with Holy Trinity

Loughborough's Historic Parish Church

# Parish Profile 2024

Welcome to All Saints with Holy Trinity, Loughborough's historic Grade I listed Parish Church, with a rich history stretching as far back as the late 12th century.



# The Diocese Welcome

Thank you for your interest in this role. Please be assured that there are many people praying for this process of discernment, and we trust that you will know God's guidance as you explore whether it is right to apply.

As part of your consideration, it is important to understand that the Diocese of Leicester, like every diocese in the Church of England, is in transition. After a long process of discernment (a process which we called Shaped by God Together and which involved much prayer and literally hundreds of small group conversations in every part of the diocese), Diocesan Synod agreed a new framework for the diocese known as Minster Communities. ([see more on our website](#)). Anyone coming to work in the diocese therefore needs to be committed to engaging with this new framework and embedding it within the church communities they serve (understanding that it will be applied in different ways in different contexts) and be flexible and prayerful in discerning how their particular role fits and will evolve within this wider framework. This will be explored with you at interview, and, if you are appointed, will be major part of the induction process.

In addition to this, we are on an exciting journey of learning about church planting and fresh expressions of church, and about intercultural mission and ministry – two areas where we have received substantial funding from the national church. We are also committed to exploring intergenerational work, reducing our impact on the environment, and crossing the divides both in the church and in the world. We therefore want people who are open to learning, who are humble in admitting that they don't have all the answers, and yet who are bold in proclaiming the Gospel in word and action.

These changes require not only considerable flexibility and adaptability from clergy and lay ministers but also great resilience. This is why we also place a strong emphasis on wellbeing – seeing this as a partnership where you take responsibility for your own wellbeing, while knowing that there is always support available from bishops and diocesan staff. Additional support is also offered by our partner organisations such as Launde Abbey (retreat centre), St Philip's (interfaith centre), Community of the Tree of Life (residential and dispersed community for young adults) and of course the Cathedral.

I hope that I may have the opportunity of meeting you in the near future, but the meantime be assured of my prayers.

Yours in Christ,



A handwritten signature in black ink that reads "Martyn". The signature is written in a cursive, flowing style.

**The Rt Revd Martyn Snow**  
**Bishop of Leicester**



# The Patrons

The patrons of the benefice are the Bishop and Emmanuel College Cambridge. Emmanuel has been linked with All Saints Loughborough since the patronage was given to the College. The College's founder, Sir Walter Mildmay was Chancellor of the Exchequer to Queen Elizabeth, and was instrumental in the founding of a college to train protestant ministers. Many priests have come from Emmanuel particularly in the seventeenth century and were energetic in shaping what we would call a puritan vision of the Church.

Today, the role of patron is much changed. We are involved in the appointment process as a friend and adviser, and we act as a support for the Rector once appointed. The choir from All Saints has visited to sing in our wonderful Wren Chapel on numerous occasions.

We look forward to co-operating with the parish in this current appointment and into the future.

With very best wishes,

*Jeremy Caddick*

**The Revd Jeremy Caddick**  
**Dean**



# Shaped By God Together – a brief introduction

Our new [Shaped By God Together](#) Minster Communities framework will help our local worshipping communities to grow the Kingdom of God and live out our everyday faith.

Shaped By God Together (SBGT) is the process through which the diocese is currently reshaping to ensure our ministry and mission is equipped and supported in the best way possible within our vision of the Kingdom of God, and our diocesan finances are used in order to resource our strategic priorities.

As part of this SBGT process, the Diocesan Synod voted strongly in favour of the Minster Communities framework in October 2021. Between 2022 and 2026, every parish, fresh expression of Church, clergy person and lay minister, chaplain and school, will be expected to participate in conversation between local context and the diocesan leadership, in order to determine how they find their place within the framework as we form 20-25 Minster Communities across the diocese. Alongside the structural changes (which are likely to involve Joint Church Councils), we are encouraging all worshipping communities to develop how they enable discipleship and encourage vocations, grow in outwardly focused mission, engage with children, young people and schools, and work in partnership across differences. The development of a healthy culture of wellbeing is also vital.

More detailed information can be found on the Diocesan website the [SBGT webpages](#).



**Claire Bampton,**  
Diocesan Programme Manager

## A PRAYER FOR SHAPED BY GOD TOGETHER

Eternal God,  
You call your people to fullness of life in you  
and promise to be with us  
in all the changing scenes of life:  
may we be shaped by you in our lives  
and communities to refresh the Church,  
transform the world, and build the kingdom,  
as with thanksgiving for the past,  
we step out in hope and trust into your future;  
through Jesus Christ our Lord.  
Amen.

# Intercultural Worshipping Communities – an introduction

Intercultural Communities is one of our five strategic diocesan priorities.

As our societies continue to diversify, we pray that the churches in our diocese will grow and develop in how they reflect the ethnic and cultural diversity of their locality. We want to be a diocese who are proactive in pursuing intercultural ministry.

The Church of England awarded our diocese funds from the Strategic Development Fund (SDF) to deliver our Intercultural Worshipping Communities (IWC) project to see cultural change in the Diocese of Leicester. We have created a network of five core Intercultural Worshipping Communities, and fifteen Partner Churches, who are developing intercultural, of which All Saints with Holy Trinity is one of our core churches in the project.

An IWC is a church community where people from different cultural and ethnic heritage deliberately interact with one another in order to deepen their understanding and experience of God and of each other. They learn and grow together to build communities which are transformed, shaped, and moulded from each other's experiences.

Our key outcomes relate to the growth in the number of United Kingdom Minority Ethnic/Global Majority Heritage (UKME/GMH) Anglicans in our churches, in leadership, and exploring vocations. Some of our key activities include:

- Unconscious bias, Anti-racism and intercultural awareness training
- Community of Practice learning community where all of our intercultural practitioners gather
- Places to share resources and best practice
- Other diocesan-wide events highlighting the contribution of Global Majority Heritage Christians

For more details about Intercultural Worshipping Communities, please visit our diocesan website on [IWC](#).



**Jessie Tang**  
**Diocesan Intercultural Ministry Director**





# Where we are

The parish is situated in the oldest part of the town, at the heart of a multi-ethnic, multi-faith community made up of two of the most deprived wards in the county comprising predominantly low-income families, UKME/GMH and older people facing issues of isolation and exclusion. Within our parish boundary there are two primary schools (Cobden and Rendell) together with Limehurst Secondary Academy and Loughborough Schools Foundation Primary and Secondary schools. Together with Emmanuel Church, All Saints with Holy Trinity provides Foundation Governors at Loughborough C of E Primary school which sits outside our parish boundary. Our clergy contribute to collective worship at Loughborough C of E Primary.

Loughborough is the second largest town in Leicestershire with a population of approx. 65 000. It is home to a prestigious University, famous worldwide for technological excellence and its sporting prowess. It has excellent transport links (M1 motorway, mainline railway station & East Midlands Airport).





## Who we are

Our church is home to a growing, predominantly gathered, congregation who come from all walks of life, an increasingly diverse background and variety of church backgrounds. Our church family have been drawn to us from across the local area, encouraged in their faith by our inclusive welcome, holding fast to our liturgically faithful and sacramental tradition. Members of the congregation cite the excellent preaching and study groups offered at ASwHT, that draw on the wonder and complexity of the Bible and the love of Jesus, as key reasons for their attendance and involvement.

We are a committed member of the Inclusive Church Network and have become an Intercultural Worshipping Community (IWC) - more about that later! This commitment to inclusivity is broad and deep and impacts on all aspects of our church life. It is an essential part of who we are.

We are part of the deanery of Akeley East within the diocese of Leicester and the Archdeaconry of Loughborough. We are members of the Loughborough Churches Partnership, and we collaborate with the Loughborough Council of Faiths.





# Governance and Compliance

Our governance is underpinned by the work of our Trustees who are an engaged PCC of 20 members, who offer experience and a wide skill set, and their endeavours encourage and ensure that the parish holds the many elements of compliance diligently.

This is aided by several volunteers and sub committees including:

- a standing committee
- finance
- staffing
- safeguarding



We care responsibly for our church fabric and finances with the help of a capable and highly experienced treasurer, and volunteer fabric and maintenance officers. We have successfully raised funds for major projects and are engaged in a new campaign to raise around £300k to fix our leaky South roof. Whilst not a financially rich church, through careful management, our annual accounts break even, our giving is growing steadily, and we have been able to annually increase our parish contribution in line with diocesan contribution targets.

We are a Major Parish Church and part of the Major Churches Network.



# Eco Church



We are a bronze Eco-church, working our way towards our silver award. We are committed to journeying together to make our church community, building, and churchyard as sustainable as possible. Recent work has included bluebell and snowdrop planting, working with volunteers at the wildlife garden adjacent to church, marking Creation-tide, and including weekly eco-tips in the church newsletter.



# Care for our Church Family

The Pastoral Care of all of our church family is very important to us. An enthusiastic team has been recently recruited and trained by an experienced pastoral leader. The team reflects the diversity of the congregation. The current Pastoral Co-Ordinator Penny White is in training for licensed lay ministry and leads monthly meetings seeing that everyone has a part to play. The team works closely with the Intercultural Worshipping Community (IWC) steering group and a Disability Champion to ensure that activities, whether it is worship or, for example, the bring and share lunch and friendship enables all to be included equally.

The team members deliver communion at home and in hospitals and they are looking to develop ministry in local care homes and develop links with other agencies and charities in the Parish. We take opportunities to offer pastorally appropriate worship throughout the year led by our clergy e.g. an All Souls' service, a quiet Christmas service for those for whom it is a particularly difficult time and for those bereaved by suicide.





# Worship and music



We have a **vibrant musical tradition and are richly blessed** as a church family, with a strong choral tradition, and our evolving intercultural and contemporary worship. This reflects the manner in which we worship and with our growing congregation which has become increasingly diverse in terms of ethnicity, churchmanship and age, new space and breadth of music is provided.

The choir sings at the morning Eucharist on the Second and Fourth Sundays. The setting of the service is congregational with the choir singing an appropriate anthem. On the third Sunday the choir sing for the regular service of Choral Evensong.

Our choir is a four-part SATB choir, comprising around 16-20 regular members who are fully involved in the life of the church. The church has a strong choral tradition and values the place of such music. The choir is non-auditioned – it is welcoming, inclusive and is supportive of each other beyond singing.

The Director of Music , Simon Headley, is a former Cathedral Organist.

Our hymn book is the latest version of Ancient and Modern – Hymns and Songs for refreshing worship.

In recognition of the evolving diversity of our community, we have over the past 2 years embraced a new pattern, the 1st Sunday has been for an all-age service with band leading worship through intercultural, contemporary and all age music. The 3rd Sunday is contemporary/intercultural with band. Once a month a band also leads contemporary worship at an evening service which seeks to be intercultural and inclusive. On Wednesday mornings we have a BCP Holy Communion service too.





# Bells

Loughborough is home to the only remaining bell foundry in the country and we loved being part in the Loughborough Bell Festival in 2023. The church possesses a very fine and well-maintained set of 10 bells. Supported by a talented and tireless Bell Ringing Tower Captain and band of ringers, our worship is heralded by their wonderful sound, and we are proud to welcome visiting ringers from across the country throughout the year, drawn to the town's famous history as a bell founding centre.





# Civic life

**As the Parish Church of the town, we serve our local community by hosting civic services and other events including:**

- Services to celebrate new town mayors and an annual civic carol service
- As a place of solace and prayer at times of sadness e.g. the war in Ukraine, conflict in Israel and Gaza, the death of the Queen
- Major national celebratory occasions such as the Coronation of King Charles III
- Archaeological and Heritage festivals
- Services by our previous Rector as Chaplain to the local branch of British legion and to the Mayor
- A large Community Christmas Tree Festival





# OUR VISION

Our vision is to be a radically inclusive, intercultural community gathered at the heart of our diverse University town. We participate in a long rich history in our building which has been the site of worship since the 12th century. "Robed and radical" sums up our approach, blending traditional liturgical Anglican worship with a theology of radical inclusion concerned with social, racial and climate justice.

Our decision to join the Inclusive Church Network is not one we took lightly. It is a deep commitment that is radical, real and not merely tokenistic. It is exemplified in our inclusive worship, highlighting and celebrating the community we serve. We aim to reflect this commitment in all facets of our life together. We have seen growth as a community because of our welcome to all, and we seek to build on this as we look to the future.

We welcome all and aim to be an advocate for those who feel let down by the church because of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity, or sexuality.

We are proud to be a safe space for LGBTQ+ Christians, many of whom have found us following periods of hurt and sorrow. Our PCC was proactive in endorsing the prayers of love and faith, which we have since used in intercessions as part of our worship, and we long for a day when we will be able to have services that celebrate the love of those in same sex relationships.





Growing out of our wish to be truly inclusive we felt called to seek to become an Intercultural Worshiping Community (IWC). In 2022, an Associate Priest, Revd Adebowale 'Debo' Adelaja was licensed and linked to our parish and funded from the diocesan grant from the Strategic Development Fund of the Church Commissioners to fund intercultural mission and ministry within the city and county of Leicestershire. The ethnic mix of our church family is growing with worshippers who have a number of different first languages, the largest group being Persian/Farsi speakers who have enriched us with their unique perspective, friendship, food and considerable gifts. Since then, we have:

- Created a new informal worship gathering comprising music, discussion and food (currently monthly) called 'The Table'
- Included worship songs in some other languages
- Provided bibles in Farsi
- Held baptisms for Iranian Christians and nurtured a community of asylum seekers both local and further afield
- Led the Lord's prayer in a myriad of foreign languages at every Sunday morning Eucharist service
- Hosted the Leicester Diocese Global Carol Service in 2023

While our congregation is increasingly diverse, we are continuing to develop as an IWC and we are committed to the journey.





# REALISING OUR VISION

The vacancy comes at a crucial point in the future of our parish and the wider diocese as we fully embrace Leicester Diocese's drive towards forming Minster Communities. We are praying we will find a new Rector who will encourage us to take a lead in a Minster Community. We look forward to the future where we can grow in discipleship and learn from and share our experience and values with that community's churches and people.

In our Storyboard for our Minster Community discernment process we've written:

“We believe in where we're going – being a fully inclusive church in all its forms, intercultural, eco-community that acts justly, loves mercy, and walks humbly with God. This sometimes means advocating for those traditionally marginalised by the Church or community.

Our direction of travel is to be a community that truly lives out and embodies our values more widely. We want to look outwards and participate in the life of the society around us, the Deanery, and the life of the Diocese.

Underpinning our journey is our deliberate liturgical approach, aiming to become representative of the very best examples of the Anglican tradition in our worship and prayer.”

We look forward to working with and being led by our new Rector in discerning greater clarity on what our vision would mean for us “on the ground” and working out how we get from where we are to where we want to be.





# LOOKING TO THE FUTURE

We think our words on the previous page capture where we'd like to head in the future – but we are realistic in knowing where we still need to grow and develop in our discipleship. We need to:

- Connect much more with children, schools and young adults and young families.
- Our Intercultural Worshiping Community development needs more focus and drive.

Focusing on these would help us to participate more in the life of our community.





# WHO WE ARE LOOKING FOR AND WHAT WE CAN OFFER

We are looking for a Rector who is passionate about God's Word, excited about building on the strong and truly inclusive foundations at All Saints and is confident to lead us further in our growth and our mission to our community.

## We are looking for someone who

- Will lead and help the church in a significant time of change
- Provides leadership which is energised by a strong personal faith
- Will sign up to the inclusive church statement and embrace our commitment to be a truly inclusive church, where all are welcome
- Is passionate about Jesus; prayerful, inspirational, steadfast and practical with pastoral warmth and sensitivity
- Respects our liturgical and sacramental tradition, values both eucharistic liturgy and more informal styles of worship and is liturgically creative
- Has a passion for choral, contemplative and contemporary worship and music
- Will support and lead our efforts to be an Eco-church
- Will embrace our vision to support our culturally diverse community and help us deepen and change to becoming a flourishing IWC, working collaboratively with others
- Will listen, enable, motivate and delegate
- Is an encourager of others to participate and flourish and an enabler who gets on well with people from very varied backgrounds and across the age groups
- Is able to assist ASwHT as we juggle the many demands of busy parish life
- Will embrace the Diocesan Shaped by God process, with the capability for oversight and growing faith which may be demanded by a new Minister Community
- Will join with ASwHT in being an engaged and visible presence working alongside the whole local community including local schools and embracing ASwHT's role in civic life
- Will preach on the Bible and God's word with clarity and relevance
- A strong and proactive communicator comfortable using all channels including social media thoughtfully and wisely

## How we will support you

- An experienced team of active volunteers - covering warden duties, pastoral care, refreshments, events including a large Christmas Tree festival, fundraising and ministry support - who are fully committed to helping you to deliver your Ministry
- A ministry team of 2 Associate Priests and 1 Trainee Associate Minister, 3 Lay Readers, 2 Ordinands, a Children's Minister and links with the University Chaplaincy
- A Director of Music who oversees our choral and music tradition, which is at the heart of who we are, including our monthly Evensong service.
- A group of contemporary musicians led by our Contemporary and Intercultural Music Lead who also coordinates our regular free 'Tasting Notes' Tuesday lunchtime concerts
- A dedicated pastoral team which supports all in need both spiritually and practically
- A strong commitment to the highest standards of governance through our PCC (which has a lay Chair) and safeguarding team who monitor all training, checks and necessary records
- Fabric and Maintenance Officers who oversee building maintenance and longer-term projects
- A highly capable Treasurer and Finance Committee experienced in budgeting and fundraising (although the Rector's support with raising funds is always needed!)
- Two part-time administrators in our office based at Fearon Hall
- A 4 bedroom well maintained vicarage in the middle of Loughborough
- By respecting days of rest, encouraging holidays/retreats and praying for you



# Individual Parish Details

Loughborough is a University town with a population of approx. 65 000

- Electoral Roll: 135 people
- PCC Comprised of 20 persons
- Meets 6 times per year
- Churchwardens Gwyn Bates and Nicky Morgan plus 6 deputy wardens
- Two part-time administrators based in the Parish Office in Fearon Hall, close to the church plus a part-time Director of Music

The church owns 3 local properties one of which is leased long term to a Community Association providing valued welfare services to the local community. The church also owns a field, and a former church hall (currently leased to a local charity) and thought is currently being given to how these assets can be best used to support our vision.

## Meet the Team

There are many people who make All Saints with Holy Trinity the vibrant, purposeful, inclusive, intercultural, well-run church that it is. We work as a team, and everyone plays their part. You can find out more about all of us here:

<https://allsaintsloughborough.org.uk/about/whos-who>





# WHERE YOU WILL LIVE

**All Saints Rectory  
60 Westfield Drive  
Loughborough  
LE11 3QL**

## DESCRIPTION

The Parsonage House 60 Westfield Drive was acquired by the diocese in approximately 2007. The house was built in the mid-1970s, the roof is interlocking concrete tiles on trussed rafters. Walls are cavity construction and windows and rainwater goods are PVCu.

Accommodation comprises 4 bedrooms, bathroom and en-suite shower room at first floor level. The ground floor has a hall, study, cloakroom, through lounge dining room, kitchen and utility room. There is an integral 2 car garage.





# How to Apply

For an informal conversation about the post, please contact Archdeacon of Loughborough:

**Ven. Claire Wood**

**Tel: 0116 261 5321**

**Email: [claire.wood@leicestercofe.org](mailto:claire.wood@leicestercofe.org)**

Application forms and parish profile are available from :

Mrs Wendy Dunnington, St Martins House, 7 Peacock Lane, Leicester LE1 5PZ

**Tel: 0116 261 5309**

**Email: [wendy.dunnington@leicestercofe.org](mailto:wendy.dunnington@leicestercofe.org)**

or view the details on the

Web: [www.leicester.anglican.org/job-vacancies](http://www.leicester.anglican.org/job-vacancies)

