



# The Vicar of Tewkesbury with Walton Cardiff *and* Twyning

**St Mary the Virgin, Tewkesbury  
(Tewkesbury Abbey)  
St Mary Magdalene, Twyning  
*and the*  
Celebrate Community**

**Benefice Profile and  
Person Specification**

*January 2023*

## **Contents**

[Section 1 - Summary](#)

[Section 2 - Worship in our Churches](#)

[Section 3 - Resources: People, Buildings and Finance](#)

[Section 4 - The Broader Context](#)

[Section 5 - Tewkesbury and the Benefice](#)

[Section 6 - The Vicar we seek](#)



## Section 1: **SUMMARY**

*Jesus said, "I have come to bring life, life in all its fullness." John 10: 10*

**Welcome!** Thank you for reading our profile. Our diverse benefice is situated in a beautiful area of the country around the confluence of the rivers Severn and the Avon. At its heart lies the magnificent Abbey of Tewkesbury, one of the nation's finest greater churches, which is known for its strong, inclusive, modern Anglo-Catholic tradition and heritage. Equally prized are "Celebrate", our Fresh Expression of church on Prior's Park, and the adjacent parish of Twyning situated upriver, a thriving village community with its own worship tradition.



### **This is who we are:**

#### **We delight in**

- the fullness of our life together here in Tewkesbury, Twyning and Celebrate
- sharing together in the good news of Jesus Christ
- our inclusiveness: embracing diversity, welcoming all, being open-minded
- our Benedictine hospitality
- our Anglo-Catholic heritage, liturgy and tradition
- the music from our choirs, organs and services
- our pattern of services and variety of worship
- the preaching at our services
- our pastoral care and support for one another and for those in need

#### **We take pride in**

- the privilege of having our historic Abbey church as a place of Christian worship, prayer and spirituality
- the excellence of our music and liturgy
- our civic role in the life of our town and borough
- the opportunity for mission and ministry that our situation affords both within the benefice and beyond





## Section 2: WORSHIP IN OUR CHURCHES

Rooted firmly in the Anglo-Catholic tradition, Tewkesbury Abbey has a long-standing local and national reputation for its liturgy and musical heritage. From quiet, reflective Morning Prayer in an ambulatory chapel, to magnificent Festal Sung Eucharists to congregations of hundreds, via stunning Choral Evensongs and services of contemplative prayer, the diversity of worship in the benefice is further enhanced with traditional language Eucharists at Twynning and relaxed contemporary worship at Celebrate.



### Tewkesbury Abbey

Worship at Tewkesbury Abbey takes place daily and the congregation includes those gathered from near and far, drawn to the Abbey by its beauty, its inclusive, high church liturgy, a high standard of preaching and exceptional music. Sunday services are sung by the Abbey Choir of children and adults; weekday Choral Evensong is sung by Schola Cantorum during term time, with boy and girl choristers and professional lay clerks. Said services take place throughout the week, including midweek contemporary language and BCP Eucharists.

<b>Sundays</b>	7.30am	Morning Prayer	<i>3 or 4 congregants</i>
	8.00am	Holy Communion (BCP)	<i>c.10-15 communicants</i>
	10.30am	Sung Eucharist (contemporary/traditional language and liturgy alternate weeks)	<i>c.110 communicants (pre-pandemic, two Eucharists totalled c.180 communicants)</i>
	<i>This service is streamed on YouTube and each week c.30 people join us live online.</i>		
	5.00pm	Choral Evensong (Solemn Evensong & Benediction once a month)	<i>c.25-35 congregants, plus 20-25 in the choir</i>
<b>Monday - Saturday</b>	9.00am	Morning Prayer	<i>Up to 5 attendees</i>
	11.00am (Thurs)	Holy Communion (BCP)	<i>c.15-20 communicants</i>
	12.00pm (Tues)	Holy Communion (with monthly prayers for healing)	<i>c.5-10 communicants</i>
	4.00pm (Wed, Sat)	Centring Prayer/Evening Prayer	<i>1-6 congregants</i>
	5.30pm (Mon, Tues, Thurs, Fri)	Choral Evensong	<i>c.10-20 congregants, plus 20-25 in the choir</i>



The Abbey's current service pattern is shown here, but this remains a pared down pattern created as we emerged from the pandemic restrictions. The most significant changes were the merging of two main Sunday morning Eucharists (formerly a contemporary language congregational at 9.15am and a traditional language 'high mass' at 11.00am) and the loss of the daily Eucharists. Feedback from our congregations suggests that this has not been welcomed by all, and reviewing this pattern will be a priority.



## St Mary Magdalene, Twyning

Twyning church sits at the heart of the village community and its worship is in the modern Catholic tradition. Sunday worship takes place at 9.30am, with a Parish Eucharist on three Sundays and the family-orientated Morning Praise Service on the third Sunday, followed by refreshments. The average attendance each Sunday is 30, sometimes with one or two children.

Twyning maintains a musical tradition with a small, robed choir.

There is an excellent monthly Parish Church newsletter with a large circulation emailed to homes in the village and beyond.

### Occasional Offices



Tewkesbury Abbey and Twyning church are popular venues for weddings, both with parishioners and those with links to the parishes. Baptisms are offered within Sunday morning services, and also separately on Sunday afternoons at the Abbey.

Those connected with Celebrate come to the Abbey for marriages, funerals and baptisms of children; baptisms of adults take place at a local lake!



2022	Tewkesbury Abbey (Incl Celebrate)	Twyning
<b>Baptisms</b>	21	8
<b>Weddings</b>	11	2
<b>Funerals</b>	26	9



*A Celebrate baptism at Croft Farm*

### Celebrate

The Celebrate community comes together every Saturday for relaxed, informal worship, with 20-25 people regularly attending. Based on Prior's Park, the church consists of families who love to come together to have fun, get to know Jesus, grow together in faith, support and care for one another and those in our wider community. We are an inclusive community where all are welcome. The community meets weekly for Bible Study, and shares family events and meals together. The home of Celebrate is 89 York Road, and Saturday services are held at the Link Road Centre.



## Festivals and Special Occasions

*“I live abroad but visit Tewkesbury often ... For me, the Abbey embodies the very best of music and liturgy in the Church of England today.”* Member of the Abbey congregation

Both Twynning church and Tewkesbury Abbey welcome large numbers for the great festivals of the Church year, many of whom attend only for these occasions yet return year after year, seeing our churches as their place of worship. The wonderful opportunity these occasions provide for outreach needs to be more fully explored.

At Twynning, around 200 come for Christingle, and 40-50 gather at Christmas and Easter, while the Abbey’s Christmas services have traditionally attracted huge numbers. In 2022, the Christmas Eve Christingle service saw a congregation of well over 1,000, including many young families with children. Sung Midnight Mass follows with a congregation in 2022 of about 450 (175 communicants). On Christmas morning the 2022 Sung Eucharist attracted a further 370 worshippers (185 communicants).

The Abbey has a busy Holy Week, with a donkey and the Town Band on Palm Sunday, Triduum services including the Maundy Thursday concelebrated Eucharist with washing of feet, the Good Friday Liturgy with plainsong Passion and the Easter Vigil on Holy Saturday. The Easter Day Eucharists in 2019 saw congregations of about 385 (372 communicants).

Tewkesbury Abbey holds a considerable number of other special services, some marking feast days and some part of local or national events, such as Compline in the Abbey and Eucharist on the Battlefield as part of the Medieval Festival each July. Each year, people travel from far and wide to attend the Corpus Christi Eucharist, with Benediction in the Abbey grounds, and the three Carol Services culminate with a huge celebration at Epiphany, attended by hundreds from the deanery, and beyond.

During the first week in August, Musica Deo Sacra, a festival of music within the liturgy, is held at Tewkesbury Abbey. Established over forty years ago and featuring a gathered choir of professional and semi-professional singers, the festival is shaped around the daily services, including Sung Eucharists, Choral Evensongs, Choral Matins and candlelit Compline, and has a loyal group of supporters, many of whom are Patrons of the Festival. Guest preachers and theological/historical lectures help create the festival atmosphere and in recent years the festival has received favourable reviews in both *Church Times* and *Choir and Organ*. The Abbey’s Minister of Music and Organist is Musical Director of MDS.





## Ministry Team

There is one ministry team across the benefice, although most members have tended to minister in one particular setting over recent years.

At present, ministry at **Twyning** is led by an Associate Priest and one Reader. The Associate Priest is licensed as a 'House for Duty' priest (although he has his own home in the village); the term of this license was due to finish in 2022 but has been extended by the Bishop to cover the vacancy in the benefice, after which he will become a PTO minister. The new Vicar of the Benefice will need to review the shape of ministry at Twyning and how its needs can be met by the wider ministry team.

The position of Pioneer Minister (Associate Vicar in the Benefice) at **Celebrate** fell vacant in June 2022. A profile for a new Pioneer Minister has been drafted but the recruitment is on hold until a new incumbent has been appointed. A fourth-year curate with previous experience of Celebrate has been seconded to act as Pioneer Minister for the remainder of her curacy (up to the end of June 2023).



*L: Eucharist on the Battlefield*

*R: Celebrate worship in the garden*



**Tewkesbury Abbey** has a small team of retired PTO clergy, two of whom were sponsored for ordination by the parish, and one Reader who is in full-time employment. The wide-ranging pattern of services throughout the week is covered by them with the additional support of the wider ministry team, which includes two retired Methodist presbyters and two retired Baptist ministers. All those who minister at the Abbey are regular congregation members, with long-standing connections to the parish in most cases.



*Preparation before the Eucharist*



## Safeguarding

Our churches are committed to providing a welcoming, respectful, safe environment, and we take safeguarding extremely seriously. Both parishes have a Safeguarding Officer who will work alongside the Vicar and safeguarding is an agenda item at every PCC meeting. Our safeguarding policies are devised within the context of the Diocesan policy, but tailored to our own situation; all those working with children and vulnerable adults are DBS checked. The Abbey uses the Parish Safeguarding Dashboard and has a good relationship with the Diocesan Safeguarding Officer.



## Music at Tewkesbury Abbey

The Abbey is known nationally and internationally for its rich tradition of music within the liturgy. The structure of the music foundation which produces this is unique and not to be found anywhere else in the country. The funding comes from a partnership consisting of Tewkesbury Abbey, Tewkesbury Abbey Foundation and the Dean Close Schools, Cheltenham. Supported by this, the two Abbey choirs provide all the choral music each term.



### Tewkesbury Abbey Choir

The Abbey Choir is a voluntary choir which sings at the Sung Eucharist and Choral Evensong each Sunday, and at all major liturgical festivals. Boys and girls sing with the adults at the morning service whilst Evensong is sung by adults only. Many of our adult singers travel long distances in order to sing with us. The choir is directed by the Abbey's Minister of Music and Organist and accompanied by the Director of Schola Cantorum and has broadcast on BBC Radio 4, BBC Radio Gloucestershire and BBC1 television.

This year the Tewkesbury Abbey Foundation has launched an exciting new initiative, generously supported by the Cathedral Music Trust, sponsoring eight Junior Choral and two Junior Organ Scholarships with the Abbey Choir. The scholarships provide financial support towards musical education and offer young musicians an opportunity to develop their musical skills.

### Tewkesbury Abbey Schola Cantorum

A professional choir with a mixed top line of choristers and a back row of professional lay clerks, Schola Cantorum sings the Abbey's mid-week Evensongs during term time, and two Sunday morning Sung Eucharists each year. It is directed by the Director of Choral Music at Dean Close School and accompanied by the Abbey's Minister of Music and Organist.

Chorister Scholarships are provided by Tewkesbury Abbey Foundation and the choristers are educated at Dean Close Preparatory School, Cheltenham. Each year a Choral Scholar and an Organ Scholar are appointed by Dean Close. The choir tours abroad, broadcasts Choral Evensong on BBC Radio 3 regularly and has an extensive discography. The choir has also sung at St George's Windsor, Lambeth Palace and St Paul's Cathedral in recent years. Two recent former choristers have won the coveted BBC Young Chorister of the Year competition.

*"For many of us, the beautiful music is a treasured route to God."*

Member of the Abbey congregation

In addition to the week-long Musica Deo Sacra festival each summer, many visiting choirs come to Tewkesbury every year to lead choral services while the Abbey choirs are on holiday, or on Saturdays.

The Abbey is a popular venue for concerts (mainly choral) throughout the year. These range from The Sixteen's Annual Choral Pilgrimage to individual concerts from the Three Choirs Festival and the Cheltenham Music Festival, together with performances by local choirs and ensembles. Each summer a well-attended series of lunchtime recitals is held on the Milton Organ, featuring players from both this country and abroad. The Abbey is fortunate to also have the Grove Organ, a unique Victorian instrument in need of extensive restoration.





## Children and Young People

Throughout the Benefice we strive to build the Kingdom by encouraging the participation of children and young people: the Church of today and our hope for tomorrow. However, the number of families with children attending our services is of concern and an important area for development. At present, Celebrate has c.10-15 children attending worship, Twyning church has an occasional few, and the Abbey has c.10-12 under-18s attending Sunday services, almost exclusively as members of the Abbey Choir.

The **Abbey** has well-established Boys' and Girls' Brigades and their ties with the Abbey would benefit from being strengthened. Children feature strongly in both our choirs and we have a 'Young Friends' group within The Friends of Tewkesbury Abbey who are invited to meet for activities a few times each year. Prior to the pandemic a children's church meeting ('Link') was held during both the 9.15am and 11.00am Eucharists. During lockdown, electronic resources were provided but there is no current need for a return to Sunday sessions.

Parents and toddlers are catered for at POPITs, which meets every Friday morning during term time, run by a small team of volunteers; it has an average attendance of between 15 and 20 youngsters.

*"Someone who knows that we are here and is willing to have input and visit us."*

A Girls' Brigade volunteer



The **Celebrate** church community includes a number of young families alongside some more senior in age. The children are fully involved in church life and present during worship, where their 'free range' nature is a blessing, with all enjoying the vibrancy, fun, joy and excitement of having children and young people around. A small group of teenagers meet monthly at the York Road house.



*"There is an urgent necessity for progressive growth to ensure inclusion of younger generations."*

Member of the Abbey congregation



At **Twyning** the demographic of regular worshippers is mostly of retirement age, with only a handful of younger working people and few children, so there is potential for development. There is a focus on keeping in touch with baptism families and several of these attend on special occasions and festivals. The children's area in the church is often used by visiting families. The Ann Townend Hall, built close to the church gates, is available for children's and adults' functions. The charity associated with this Victorian hall was revived some 20 years ago and its finances have been used to supplement ministry to children at major festivals, including gifts at Christmas. An 'Open the Book' team, with members from both the church and chapel, visits Twyning School on a fortnightly basis.

Outreach to families and children has led to some successful shared ventures such as a summer picnic and a 'Lights' event at Hallowe'en. The village is also home to a thriving playgroup and a parent and toddler group, both running for over thirty years. Scouts and Guides groups also run in the village.



## Pastoral Care and Spiritual Growth

Pastoral care is an area we consider important, both in ministering to our own congregations and also in providing support to our wider communities, to worshippers, visitors and tourists.

Day by day in the Abbey, our team of welcomers, chaplains and vergers are available to minister to those who visit in need of prayer, reflection and someone to talk to. Hundreds of candles are lit in the Abbey each week and prayer intentions left for inclusion in our intercessions. Within the town, the Abbey offers a place of refuge and consolation in times of difficulty and distress, including when local or national events have impacted the community: the great flood of 2007, a number of tragic incidents in and around the benefice and, most recently, the death of Queen Elizabeth II, where many came to leave flowers and sign the Books of Condolence.

*“Tewkesbury Abbey is seen as a safe place for many hurt, broken and in need.”*

Member of the Abbey congregation



Whilst informal mutual support is always available, establishing a pastoral care structure amongst the Abbey’s congregations has sometimes proved elusive. The pandemic offered both a challenge and an opportunity and a new Pastoral Contact Scheme, with lay leadership, has recently been launched and this is an area which will need further development in the near future.

Across the benefice, care is offered especially to those who are sick or in distress: home communions are arranged for the housebound and those in hospital or care homes. In Twynning, an informal pastoral group undertakes visits to the sick and bereaved. Within Tewkesbury town, monthly communion services, occasionally ‘by extension’, are held in some of the local sheltered housing schemes. The local hospital chaplaincy, a joint initiative between the Abbey and Holy Trinity, Tewkesbury, has trained volunteer lay chaplains and is a source of spiritual support and comfort.

*“If Celebrate hadn’t been there for many of the families during the height of Covid, we would have seen some implode by now.”*

Social Worker, Tewkesbury

At Celebrate, the community tries hard not to judge each other or others and works at forgiveness and reconciliation through the grace of Christ. Being able to share and be honest with each other when life is difficult is hugely valued, as is feeling comfortable both receiving and giving support and enjoying the joys of the Christian journey together.

A parish coffee morning is held each month in Twynning, in a different home on each occasion, and these provide fellowship and informal pastoral support. Lent groups are also held in the parish. The Abbey parish has a couple of well-established home groups attended by small handful of parishioners which meet week by week, and also offers Lent groups. Pre-pandemic a theological forum met termly. Provision for spiritual and theological growth is an area for development.

*“The development of the pastoral care and growing of people of faith in Tewkesbury is a clear priority.”* Member of the Abbey congregation



## Section 3: RESOURCES: PEOPLE, BUILDINGS and FINANCE

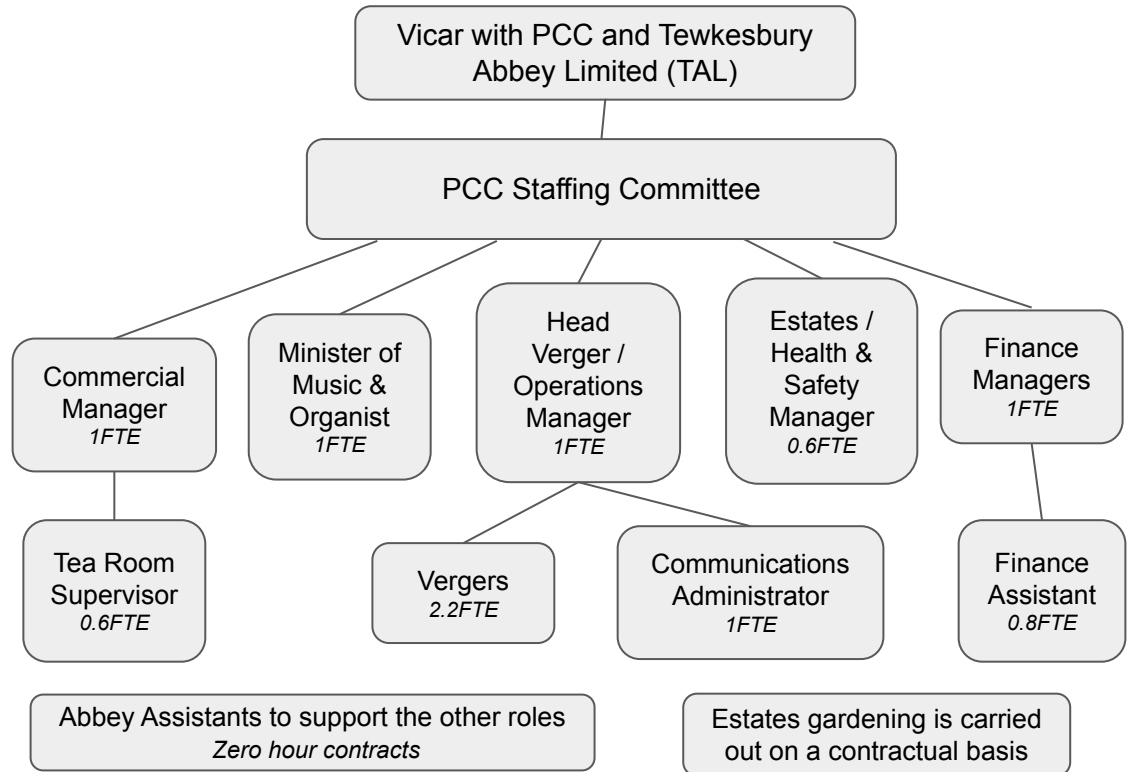
### Parochial Church Councils and Leadership Teams

**Tewkesbury Abbey** has two Churchwardens and one additional Warden to assist with the workload. The Parochial Church Council has an allocation of 20 members, of which 13 places are currently filled. We would welcome a greater enthusiasm for membership of the PCC. Committees of the PCC are Fabric, Liturgy and Music, Finance, Staffing and Growing in Faith Together (GIFT). A Standing Committee is convened when necessary. Committees may include co-opted members. The Electoral Roll at the Abbey numbers 276.

**Celebrate** has two Church Leaders and a Pastoral Lead to work alongside the Pioneer Minister. Statutory governance remains with the Abbey's PCC.

**Twynning** has two Churchwardens and a PCC of 12 people. The Electoral Roll numbers just under 100.

The current staffing structure at Tewkesbury Abbey



The Abbey uses an external HR Advisor on a retainer basis to provide support and advice on staffing matters.

A staffing restructure with a revision of roles was completed in 2020. There remain aspects of this which require revisiting.



## Volunteers

There are many opportunities to volunteer - here are some examples



*Guild of Bellsingers who ring for services, events and on special occasions*



*Cleaners*



*Tewkesbury Abbey Choir*



*Readers and intercessors*



*Abbey serving team*



*Archivist who cares for records and manuscripts*



*The Flower Guild who create beautiful floral displays in the Abbey*



*St. Mary's Sewing Guild ensure that vestments and church linens remain in good repair*



*Twyning churchyard volunteers*



*Sidespeople, welcomers and tour guides welcome visitors to the Abbey and to services*



## Tewkesbury Abbey

*"The place is more than a building. It represents the collective worship of generations."*

Member of the Abbey congregation

Tewkesbury Abbey recently celebrated its 900th birthday, having been consecrated in 1121. Founded at the end of the 11th century by Robert Fitzhamon, a kinsman of William the Conqueror, the Abbey was one of the wealthiest Benedictine Houses in England with a significant place in mediaeval history.

At the Dissolution the Abbey Church was bought by the people of Tewkesbury for their Parish Church and so survived along with the Abbot's Lodging (now Abbey House, the Vicarage) and the Gatehouse (now in the care of The Landmark Trust). The Abbey Church is a magnificent venue for highly ceremonial liturgy featuring superb music and colourful processions, whilst also affording a number of more intimate worship spaces in the side chapels. It is a treasury of art, architecture, carving and stained glass, making it a building of national importance.

The building is both a blessing and a challenge. Regular worshippers and many visitors love its majestic beauty and sense of spiritual calm, but others find it rather intimidating, and responsibility for its maintenance is a financial challenge and can prove a distraction from our central focus on mission and ministry. Fortunately our most recent Quinquennial Inspection found the building to be in generally good repair. The PCC Fabric Committee is developing a programme of repairs to be carried out over the next 2-5 years, and is investigating potential funding sources. Within that time span there will also be the need for additional space for the interment of ashes.

We are currently in the process of drawing up a Conservation Management Plan, working with a PhD student from the University of Exeter, funded by The Friends.

*"...an invaluable oasis of quiet, prayerful calm to people of all faiths and of none in the midst of a busy and fractious world."* King Charles III

from the Foreword to 'A History of Tewkesbury Abbey, Celebrating 900 Years' (2022)



*"Tewkesbury Abbey is very well loved, thoughtfully cared for and is generally in very good condition for such a large and ancient building. Original construction is of very high quality and has been carefully looked after. Good structural repairs to roofs have been carried out over many centuries ... Very little repair is therefore required, as a matter of urgency. Some areas nevertheless require prompt attention, such as laminating, fire damaged stone quoins to the tower and elsewhere."*  
QI, 2021

## St. Mary Magdalene, Twyning

St Mary Magdalene in Twyning, established by Hailes Abbey, is basically Norman with a long nave and a 60 foot tower containing a ring of 6 bells. A Victorian modernisation added a vicar's vestry and an organ loft which contains a very fine Nicholson organ, which has been thoroughly overhauled. Within the last 20 years a major reordering and refurbishment of the rear nave has created a space for fellowship and a children's play area. A small kitchen unit was also installed, as were a toilet and storeroom. A new car park has been constructed. The care of the inside of the church and maintenance of the churchyard are undertaken by a group of dedicated volunteers.



### Celebrate

Celebrate has no dedicated worship building. Saturday worship is held in Link Road Centre, which we are blessed to be able to borrow from the Tewkesbury Youth Service Team. This Diocesan church property is a 3-bedroom detached house in a quieter part of the Priors Park community, just a few minutes' stroll from the primary school, children's centre and neighbourhood project. This house (pictured above) has a good sized garden complete with summer house and shed. It is expected that a new Pioneer Minister, once appointed, will live here, and a new base for Celebrate will need to be found.

## Visitor Centre



The PCC owns 'The Visitor Centre' on Church Street which houses the Parish Hall and Touching Souls Tea Room on the ground floor, both with associated kitchen facilities. The hall is available for hire, and is used by a number of organisations. Toilets here are used as the public toilets for this end of the town.

At a mezzanine level is the Fitzhamon Room, of an ideal size for business meetings, occasionally used for other functions, including services. On the top floor are the Abbey's administrative offices and small meeting rooms, including the Abbey Archive. A lift connects the ground floor with both upper levels.





# Abbey House

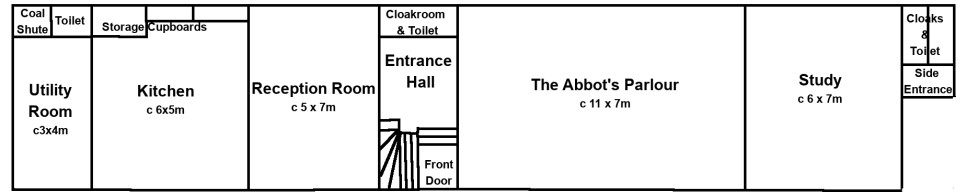
Accommodation for the incumbent is provided in Abbey House, the former Abbot's lodging, a medieval building of great character. The Diocesan QI last year found some structural damage to the west end of the house and some significant repair work has been undertaken. The Diocese has agreed that a limited amount of redecoration and renovation will be done after the external work is completed. Sinks in two of the bedrooms will be removed and a number of radiators will be replaced but the kitchen will be unchanged. The parquet floor in the Abbot's Parlour will be repaired. Carpets throughout need replacing; funds may be available to assist with this cost.



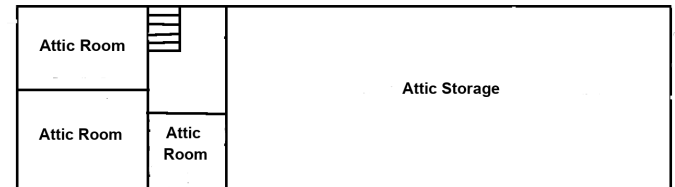
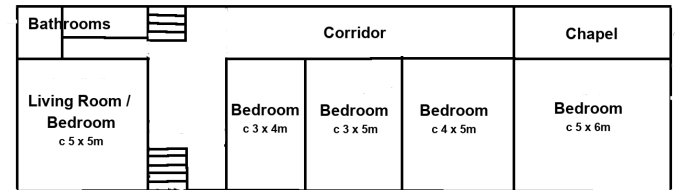
The garden is extensive and attractive with magnificent views of the Abbey. A walled flower garden, maintained by the Flower Guild and gardeners, provides flowers for the Abbey.

Previous incumbents have been generous in making both The Abbot's Parlour and the garden available for occasional parish functions, in keeping with the agreement when the Diocese purchased the building. These are an ideal venue for smaller scale parish functions and concerts.

*These floor plans are not to scale but give an indication of the accommodation layout on the ground floor, first floor and attic.*



*There is a large gravel parking area to the front of the property, and a detached double garage.*



## Finances

A Financial Review at the Abbey was carried out in 2017 and its findings adopted by the PCC. Financial priorities for the Abbey were identified as:

- ◆ Paying the Parish Share
- ◆ Opening the Abbey every day
- ◆ Fabric Maintenance
- ◆ Music in Worship

A number of required process changes were also indicated by the Review but implementation of these was interrupted by the pandemic.

Both the Abbey and Twyning encourage use of the Parish Giving Scheme, Twyning being one of the pilot parishes used in its development.

Twyning PCC is in good financial order, with annual revenue in 2021 of £39,000. Paying the Parish Share (£22,000 in 2022) is also a priority of Twyning PCC, and it achieves this each year. The PCC is not registered with the Charity Commission as turnover is less than £100,000 p.a.

The Parish Share for Tewkesbury Abbey includes the allocation for the Associate Minister at Celebrate.

Tewkesbury Abbey Limited (TAL) operates to generate profits from trading activities through the Abbey shop, tea room, tours and events. The PCC constitute the company members and it has a separate board of directors.

At the end of 2022 the Abbey is predicted to meet its financial obligations, with increased visitor donations and some substantial individual donations, but regular giving has diminished, commercial profits are reduced and reserves have been drawn on significantly.

Future finances are more challenging, with inflation impacting all staff and running costs. Strategies are being developed to increase visitor numbers and donations, and encouraging more regular giving from the congregation.

TEWKESBURY ABBEY PCC	2019	2020	2021	2022 Forecast
<b>Income</b>	(£000)			
Planned Giving	94	88	81	76
Visitors	83	28	78	100
Service & Candles	57	39	33	37
Gift Aid	32	31	27	45
Donations and legacies	62	134	35	95
Other, inc. TAL	189	66	152	174
Grants: Friends & Foundation	261	111	177	198
Grants: Covid & Other	15	159	209	111
<b>Total Income</b>	<b>793</b>	<b>656</b>	<b>792</b>	<b>836</b>
<b>Expenditure</b>	(£000)			
Parish Share	131	118	118	125
Staff Costs, inc. TAL	268	240	289	344
Abbey Running Costs	259	183	214	212
Major Projects & Repairs	171	31	170	123
<b>Total Expenditure</b>	<b>829</b>	<b>572</b>	<b>791</b>	<b>804</b>
	(£000)			
<b>Operating surplus / (deficit)</b>	<b>(36)</b>	<b>84</b>	<b>1</b>	<b>32</b>

### Assets and Reserves

At December 2021 Unrestricted funds for the Abbey PCC were £914,000, Restricted and Endowment Funds £321,000, and Fixed Assets £417,000. The net assets include Abbey Lodge, the former Vicarage, which is owned by the Abbey PCC. It is split into flats and provides a rental income.





## Section 4: THE BROADER CONTEXT

### Tewkesbury Abbey Foundation

This Charitable Incorporated Organisation was created in December 2019 to support Tewkesbury Abbey in the fulfilment of the Abbey's objectives: Mission and Ministry, Liturgy and Music, and Maintenance and Development. The Foundation was established to move fundraising and financial support of the Abbey to a new level. It seeks to achieve this in two ways: making application for grants to a targeted range of appropriate grant funding bodies, and building a fund of sufficient size which, through investment, will provide the necessary income to meet the Abbey's financial needs.

The Foundation is a separate organisation to the Abbey with its own Board of Trustees, but it retains close relations by ensuring that the Vicar of Tewkesbury Abbey, a Churchwarden and the Abbey Treasurer sit on the Board as ex-officio Trustees. The Foundation also administers the Schola Cantorum Scholarship Fund and funds the expenses for Celebrate.

The Foundation employs a part-time Fundraising Administrator who is also available to assist the PCC with its grant applications.

At 31st December 2021 the Foundation had net assets of just over £1million, mostly restricted within the terms of the Scholarship Fund and the Tewkesbury Parish Trust.



### The Friends of Tewkesbury Abbey

This well-established Friends' organisation of more than 500 members runs as a separate charity with its own Council of Trustees, of which the Vicar and Churchwardens are ex-officio members. In 2023 it will be celebrating ninety years since its foundation. It has overall net assets of approximately £750,000, though much of these are in endowments or reserves. The Friends have provided literally millions of pounds to support the PCC in maintaining and preserving the Abbey church.

As well as fundraising, the Friends run several successful lectures and visits each year, in order to further knowledge and understanding of the Abbey's architecture and history.

There is also a group of some 50 Young Friends aged 1-18 years. They are invited to engage in a wide range of Abbey-centric activities, including craft workshops and Rogation walks. They particularly love to get behind the scenes to put on displays and explore the Abbey's secret passages and hidden spaces.

*Young Friends  
'beating the  
bounds'*





## Links to Local Schools

**Tewkesbury Church of England Primary School** - The Voluntary Controlled school is in the parish of Holy Trinity, Tewkesbury but the Vicar of Tewkesbury Abbey is also an ex officio Foundation Governor. The Vicars alternate the taking of a weekly assembly for the school. The school's annual Carol Service is held in the Abbey. Involvement of people from the Abbey in the life of the school was much greater in the past than at the present time.

**Queen Margaret's Primary School** on Priors Park has been a major focal point for Celebrate. Before the pandemic, worship events and social occasions were held in the school hall and the Headteacher would be happy to see a return to that situation. The Pioneer Minister has taken the lion's share of work with the pupils and has been a member of the Governing Body. It will be a matter for the new Incumbent and new Pioneer Minister to determine how to take this link forward. The Abbey's "Open the Book" team visit Queen Margaret's fortnightly.

**Twyning County Primary School** also welcomes an "Open the Book" team each month. This team comprises members from St Mary Magdalene church and the independent Twyning Chapel.

**John Moore Primary School** on the Wheatpieces estate (Walton Cardiff) also benefited, pre-pandemic, from an "Open the Book" team. Although that has not been the case more recently, the headteacher has expressed interest in re-establishing this link with the Abbey.

**Tewkesbury School** is the local comprehensive school and the recently appointed headteacher is keen to develop the limited links which currently exist with the school. In addition to making use of the Abbey building as a learning resource for RE, art, history and architecture, which many local schools do, there may be opportunities for supporting young people encountering difficulties through a community-wide initiative, and making a connection to Celebrate.

**Abbey View School**, directly opposite the Abbey, is an Alternative Provision Free School. The Abbey has no links with its staff or pupils.

The Abbey is the venue for many schools' Carol Concerts and an annual Leavers' Service for Year 6 pupils from all primary schools across the town.

**Dean Close Preparatory School, Cheltenham** which educates the choristers of Tewkesbury Abbey Schola Cantorum is a full member of the Choir Schools' Association.



*Members of the Abbey's 'Open the Book' team*

## TRUSTS AND AUTHORITIES

### Abbey Lawn Trust

This Trust administers and maintains, through the property consultants Fisher German, areas of land and a number of properties in the vicinity of the Abbey. There is no formal relationship between the Trust and the Abbey. The property includes the Abbey Lawns around the east end of the Abbey, the area adjacent to the Swilgate river known as the Abbey meadow, and several buildings in Church Street including the medieval merchant houses, John Moore Museum and the Old Baptist Chapel. The Abbey regularly needs to work in conjunction with the Trust given the stakeholder interest in any developments.

### Almshouse Trusts

The Abbey is closely involved in two Almshouse Trusts. Tewkesbury Almshouse Trust administers six one-bedroom flats and three one-bedroom bungalows close to the Abbey grounds. The Vicar of Tewkesbury Abbey and the Churchwardens are ex-officio members of the Board of Trustees.

The Reverend C W Groves Almshouses charity owns and administers four one-bedroom cottages in the town. Its Board of Trustees is comprised of The Vicar and Churchwardens of the Abbey and Holy Trinity, Tewkesbury. An amalgamation of the two Almshouse Trusts is being considered.

*“I would love to see the Abbey more widely used as a community space where possible.”* Tewkesbury Town councillor



### Local Authorities

The town of Tewkesbury is the main service centre within the largely rural Borough of Tewkesbury. Residents within the benefice are also served by one of three parish councils – Tewkesbury Town Council, Twyning Parish Council and Wheatpieces Parish Council.

Both the Town Council and the Borough Council have mayors, who frequently look to Abbey clergy when appointing their chaplains. The Town Council works closely with the Abbey on civic events and services.

In times of difficulty, such as during the floods of 2007 and the early days of the Covid pandemic, Abbey clergy have been key movers in getting the local authorities and community groups together to help and protect the vulnerable. In times of local and national celebration the Abbey also works closely with the local authorities and organisations to become a focal point, for example the fabulous light show and community tapestry to mark the Abbey’s 900th Anniversary and 550th Anniversary of the Battle of Tewkesbury in 2021, and for the proclamation of King Charles III.



## Deanery & Diocese

The benefice is one of eight benefices which form Tewkesbury and Winchcombe Deanery, many of which have recently appointed clergy after periods of vacancy. The new Vicar will be coming in to a newly forming Chapter and fresh opportunities for collaboration in ministry and mutual support.

The benefice lies on the northern boundary of the Diocese of Gloucester. The Diocese is divided into two Archdeaconries, Cheltenham and Gloucester. The benefice lies within the Archdeaconry of Cheltenham.

Connections with Diocesan and Deanery initiatives at a congregational level have not been strong in the recent past in the benefice. However, individuals from the benefice have held lead roles – and some continue to do so – and been very active at a personal level.

*The Abbey hosts the Deanery for the Epiphany Carol Service each year. A Bishop and Archdeacon usually attend this very popular service.*



## Ecumenical Links

There are nine churches in Tewkesbury represented at Churches Together in Tewkesbury, and they worship together in the evening when a fifth Sunday in a month occurs. The congregations work together to present an annual Week of Prayer for Christian Unity, to provide ‘Experience Easter’ trails, to unite for a March of Witness through the town on Good Friday, and to lead the ‘Act of Remembrance’ at the town’s Cross in November. Generally the Abbey is not a particularly active member of Churches Together and this needs to be addressed.

**Twynning** has an Independent Chapel at Twynning Green. Services are held jointly with the Independent Chapel on the Village Green during the summer and on Remembrance Sunday. Other joint ventures with the Chapel are seasonal cards to each household, a summer picnic for children and a Lights Event at Halloween.

The **Trussell Trust Foodbank** in Tewkesbury was established with support from all the churches in the area. All three congregations in the benefice support the Foodbank with collections of both money and goods, and direct those in need to the services it provides. Celebrate has a close connection to the Foodbank and previously developed its own supplementary services on Priors Park including a baby and child clothing and equipment ministry. Celebrate encourages cooperative action on small DIY and gardening projects.

Members of both the Abbey and Twynning church take part in the annual ‘Ride+Stride’ fundraising event for the Gloucestershire Historic Churches Trust.





## Section 5: TEWKESBURY AND THE BENEFICE

Tewkesbury is a special place. Formed over centuries by the geographical influence of water, political struggles at local and national level, and the demands of markets and trade, Tewkesbury remains a place of ongoing change and development. Lacking the strategic importance of the nearby cities of Gloucester and Worcester, and the fashionable attraction of Regency Cheltenham, Tewkesbury has maintained a unique character which draws people in, as visitors and residents. The town has ancient buildings aplenty, lots of alleyways to explore, riverside walks, huge open spaces to hold the regular river overflows, and glorious surrounding countryside. At the centre of the landscape stands Tewkesbury Abbey, rising magnificently from the plains and visible from miles around.

The simplified map shows the areas of the two parishes in the benefice in relation to one another, the rivers Severn and Avon, M5 and M50 motorways and main roads. The positions of the Abbey and St Mary Magdalene at Twynning are shown, with the districts and villages named. The + signs show the location of Holy Trinity church, close to the church school (marked by its school crest), and St Nicholas church, Ashchurch, whose parishes also include parts of the town.

Twynning parish is largely rural, with the village houses concentrated in three areas: Hill End, Twynning Green and Church End. Walton Cardiff is the site of extensive housebuilding, and continues to expand. Its parish dates from the 13th century but the parish church in the centre of what is now a small hamlet was demolished in 1975.





## Demographics

- ❖ The data shown has been compiled from the Church Urban Fund, Gloucester Diocese and Tewkesbury Borough Council statistics. Those marked \* are taken from the 2011 Census.
- ❖ The Priors Park area of Tewkesbury comprises two wards which are amongst the most deprived in the county, particularly with regard to education and training.

Someone who is  
***“Open and warm. Welcoming to those of all faiths. Inclusive to everyone in terms of age, gender, income level, social class etc.”***

Member of the Abbey congregation

	St Mary the Virgin Tewkesbury with Walton Cardiff	St Mary Magdalene Twynning	Diocesan Range	National Range
Population 2018	9907	1857		
Child Poverty	13%	4%	2 - 42%	1 - 58%
Pensioner Poverty	11%	6%	3 - 31%	2 - 73%
Working Age Poverty	8%	4%	2 - 18%	1 - 44%
No Qualifications	19%	20%	6 - 34%	0 - 52%
Social Housing*	21%	7%	1 - 39%	0 - 86%
Lone Parenthood*	23%	11%	4 - 36%	0 - 59%
People living on their own*	31%	20%	16 - 50%	5 - 74%
Older Population*	12%	24%	7 - 45%	7 - 45%
White Ethnicity*	98%	99%		
Identifying as Christian*	62%	69%	64%	59%
No Religion*	30%	21%		



# Tewkesbury Events through the Year



Summer Banners

*"We need someone who is able to cope with the eccentricities of both the Abbey and the Town."*

Tewkesbury Town councillor



Christmas Lights

In addition to those shown:

- ❖ 'Tewkesbury Live' Music Festival
- ❖ Craft and street markets
- ❖ Bonfire Night fireworks
- ❖ Outdoor theatre and concerts
- ❖ 'Big Weekend' showcase



Twynning Fundraising Garden Party



Armour at the Abbey



Medieval Festival Parade



Christmas Fair in the Abbey

Someone who will help us to *'bring God's light to the life of this town.'*  
Member of the Abbey congregation



Mop Fair



Battle Re-enactments



Ale Festivals



## Facilities and Services in the Benefice

- ❖ Battle Trail, nature reserves and walks
- ❖ Two museums
- ❖ Tourist Information Centre
- ❖ Leisure centre with swimming pool
- ❖ Recreation complex in Twyning
- ❖ Playgrounds
- ❖ Library
- ❖ Theatre / cinema
- ❖ Memorial halls
- ❖ Hospital and medical centre
- ❖ Pubs, coffee shops and restaurants
- ❖ Sports clubs
- ❖ Hotels
- ❖ 2 Post Offices
- ❖ 3 supermarkets
- ❖ National chain and independent shops
- ❖ Convenience stores in Twyning, Priors Park, and Wheatpieces



The Abbey in the flood of July 2007

## Future Developments

The Census returns of 2021 indicated Tewkesbury borough as having the eighth fastest growing population in England and Wales. Population projections suggest that Tewkesbury will grow faster than any other place outside of London. There are proposals for large scale housing developments to both the north and the east of Tewkesbury, plus a garden town to the east of the M5. Some of this development will ostensibly be in Wheatpieces but actually be situated within a different civic and ecclesiastical parish from which it is physically separated. There are currently several developers looking to build within Twyning parish too. Therefore the benefice contains several expanding communities with all the challenges and opportunities that such expansion entails.

The border with Worcestershire, just to the north of the town, is not only a county boundary but a diocesan and regional one too, so the development of cross border links is important as we tackle, in particular, the environmental issues that impact on the people who live, work and visit here.

*“Naturally I would love to see someone who is passionate about doing all they can regarding the changing climate; helping to reduce carbon emissions and protecting the natural environment. There are integral links between this and social justice too of course.”*

Gloucestershire County councillor





## Section 6: THE VICAR WE SEEK

*"I am the good shepherd; I know my sheep and my sheep know me."* John 10: 14

We hope, through God's grace and with the encouragement of the Holy Spirit, to appoint a priest who has a desire to lead us and to walk alongside us on our pilgrimage into the future. Do you feel called to do this, building on the strengths identified earlier in this profile and seeking to improve and develop areas of challenge?



### Worship in Our Churches

**We hope that you treasure a catholic, sacramental spirituality centred on the Eucharist and daily offices, with a commitment to the Anglican choral tradition, but are also open to other traditions found across our benefice.** You will need to possess the ability to sing liturgically.

**We hope that you exercise a ministry centred on mission and with a pastoral heart.** We want to intensify our pastoral concern for one another and for those drawn to us by virtue of our privileged position to spread the gospel both within our communities and also to worshippers, pilgrims and tourists who visit from across the nation and throughout the world.

### Resources: People, Buildings and Finance

**We hope you have a proven record as a strategic, collaborative, missional leader overseeing effective change and growth.** Our governance, organisational and staffing structures, and financial stability have been badly disrupted by the pandemic and we need someone who can help us invest in teams and partnerships to rebuild and renew.

### The Broader Context

**We hope that you will be gifted and energetic in leading and enabling outreach to young adults, families and young people who are currently under-represented in the life of the benefice.** We have links through clubs, organisations and schools so there is potential but we need guidance, encouragement and support to extend and develop this.

### Tewkesbury and the Benefice

**We need you to be an excellent communicator with an ability in public relations and a willingness to perform.** There will be a warm Benedictine welcome and a deep pool of goodwill in both the benefice and the town towards the Vicar, who is often called on to be 'a voice for the town'.



*“A good listener who is prepared to take the time to have a cup of tea with you.”* Member of the Abbey congregation

## Personal Attributes

We hope that you will be a man or woman who

- **has a spiritual life grounded in daily prayer and reflective study.** We commit to prayerful support and encouragement in your ministry and personal life so that you can lead and accompany us as we seek to walk more closely with God and to share the good news of Jesus Christ
- **is inclusive, compassionate, ecumenical, open-hearted and open-minded.** We need to be bound together, our divisions to be healed and to strive for unity across the benefice and the congregations within it. We regard our diversity as a strength on which to build
- **is resilient, enthusiastic, good-humoured, energetic and unafraid to take decisions and carry them through to completion.** We recognise that change will be necessary and will work with you to ensure that coherent and realistic strategies are implemented for the future of the benefice and its people. A positive response will be given to requests to meet any training and development needs



*“Someone who clearly has ‘the whiff of God’ about them!”* Member of the Abbey congregation

## In Summary

We hope that you will have the passion to experience with us the fullness of our life in Celebrate, Twyning and at Tewkesbury Abbey in order to witness together to the love of God in Jesus Christ and to work for the Kingdom of God in this place.

*“You bring your own shoes!  
You are not coming to fill  
anyone else’s.”*

Member of the Abbey congregation



# Appendix



**There hasn't been room to tell you everything so here are some links which may be useful:**

- ❖ During the autumn of 2022 we consulted widely with members of our benefice, with councils, schools and organisations in Tewkesbury and Twyning to discern what qualities, skills and experience we should be hoping for in our new incumbent. In October a survey was conducted of as many people connected to the benefice as could be reached. The data collected from the 269 responses includes information about demographics, connections and priorities, and the statistical summary can be viewed [from this link](#). The survey included free text boxes from which were gleaned many of the quotations used in this profile. The free text responses will be made available to the new incumbent.
- ❖ Website Links for the churches:
  - [Tewkesbury Abbey](#)
  - [Twyning](#) (A Church Near You)
  - [Celebrate](#) (A Church Near You)
- ❖ The Friends of Tewkesbury Abbey and Tewkesbury Abbey Foundation have their own websites:
  - [www.friendsoftewkesburyabbey.org.uk](http://www.friendsoftewkesburyabbey.org.uk)
  - [www.tewkesburyabbeyfoundation.co.uk](http://www.tewkesburyabbeyfoundation.co.uk)
- ❖ The Abbey posts regularly on social media accounts with [Facebook](#) and [Twitter](#)
- ❖ The full annual accounts for Tewkesbury Abbey are available from the Charity Commission website [via this link](#).
- ❖ Demographic information for the benefice was obtained from the following sources:
  - [Church Urban Fund](#)
  - [Gloucester Diocese](#)
  - [Tewkesbury Borough Indices of Deprivation](#)

*The Parochial Church Councils of Tewkesbury Abbey and Twyning would like to thank all those who participated in surveys, and provided text and photographs for the production of this profile. Particular thanks to [Jack Boskett](#) and Arthur Storey for permission to use their photographs.*