

**The Pro-Cathedral
of the Holy Trinity,
Brussels**



Diocese in Europe

**POST: SENIOR CHAPLAIN AND
CHANCELLOR**

CHAPLAINCY PROFILE



WHAT WE DO

Key information about the chaplaincy is provided in a readily accessible form on our website with the following key sections:

[HTTPS://WWW.HOLYTRINITY.BE/](https://www.holytrinity.be/)

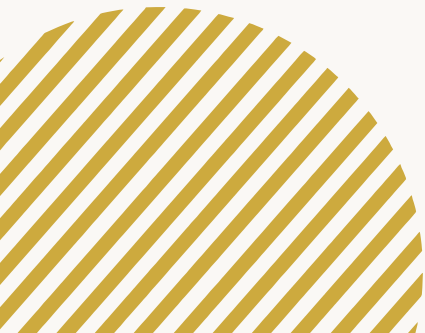
- **Home Page:** Provides links to key welcome pages.
- **On-line worship:** Links to live services, You Tube archive and other digital connections.
- **Who We are:** Mission, Welcome statement, key people and ministry and lay teams.
- **What We Do:** Information about our twelve key ministries.
- **News:** Newsletters providing detailed weekly updates on what is happening.
- **Calendar:** Connects to our Church Suite management system.
- **Donate:** Provides summary information on stewardship.

The Community Kitchen, a major social project launched and hosted at Holy Trinity, has its own specific website providing further information.

<https://communitykitchen.be/>



For reasons of clarity and brevity this profile will not replicate the core factual information presented on these two websites, so we invite all applicants to review them thoroughly.





Our Five Congregations

9.00 Sunday: Holy Communion (BCP):

This intimate 'said' service follows the order for Holy Communion from the Book of Common Prayer (1662). For those who like to start their weeks in a quiet, more contemplative setting and those who would like to worship in an historic Anglican way. This service attracts a loyal following plus occasional visitors with attendance between 15-25.

10.30 Sunday: Holy Communion (Common Worship, Monthly All Age Service)

At this, our largest Sunday Service, we enjoy many traditional Anglican hymns, a robed choir, and lectionary readings. People from many different backgrounds, languages and generations gather together to worship, to pray, and to share fellowship. There are children and youth programmes at this service, as well as a time to gather socially afterwards. Attendance is typically 90-120.

14.00 Sunday: Bi-Lingual French/English Holy Communion:

The congregation of this service includes a wide range of nationalities with many people with a heritage in a number of countries in West and East Africa. The service reflects this in joyful style, in lively music and in its use of different languages. There are children and youth programmes at this service. Attendance is typically 40-60.



18.00 Sunday: Contemporary Worship (Monthly Holy Communion):

This service is a vibrant one, experimenting with different structures and styles of prayer, teaching and worship. Also, the community is dynamic, welcoming new arrivals to Brussels and those who have always lived here. Typical attendance 30-50.

12.30 Wednesday: Mid-week Eucharist.

This attracts a small number of local workers, staff based at Holy Trinity and others who are visiting Brussels during the week. Typical attendance 10-15.

Online worship: Our 10.30 and 18.00 services have both Zoom and You-Tube options; 14.00 just YouTube.

These are available live and on demand via our website. The Zoom has the opportunity for on-line fellowship after the service. This attracts homebound people and also some elsewhere in the world who wish to maintain contact with Holy Trinity.



The pro-cathedral of the Holy Trinity, Brussels is a City Centre church, located close to the center of Brussels with excellent public transport links. Our congregation comes from a wide area in the Brussels Region and the surrounding countryside.



English-speaking Anglicans have been meeting in Brussels for worship and fellowship initially in private houses (since 1786) and in regular congregations following the battle of Waterloo (1815). Two purpose built Anglican churches were constructed at the end of the 19th century, and their congregations merged to form Holy Trinity in 1958. The present church building was built at the initiative of the predecessor of the Intercontinental Church Society and opened on Ascension Day 1885.

A major renovation project was completed in the early years of the present millennium. This created new meeting and Sunday School rooms, a user-friendly entrance, a major Church Hall and associated kitchen and provided disabled access. A magnificent new East Window with modern stained glass by Belgian artisans was inaugurated in 2003. A second major building project to renovate Church House (adjacent to the church and halls) was undertaken later, and provided conference rooms, office space for clergy, the Anglican Central Committee and administrative and finance staff, two small apartments and a worship space, named after Edith Cavell.

(Further information in “Anglicans in Brussels” by Roger Cox. Third edition published 2024).



Brussels

Brussels is a strategically important city. It hosts the European Commission, European Parliament, European Council and the North Atlantic Treaty Organization, and many lesser known European and international institutions. It is a strategically important crossroads for diplomacy and plays a key role in international negotiations. The European Council of Ministers, European Parliament and NATO meet here regularly. These activities attract a wide range of associated service industries, trade associations, non-governmental organizations and lobbyists focused on regulatory and government affairs.

Brussels is also the capital of Belgium, location for its key federal government institutions as well as many aspects of its complex and rich political and cultural life. It attracts people from a wide range of countries and cultures. In one recent study the population of the Brussels Capital Region has proportionately more people born elsewhere than any other city in the world, except Dubai.

The congregations of Holy Trinity reflect this wide diversity in our host city.

Brussels provides an agreeable location in many key dimensions. **Healthcare** is of a very high quality and readily accessible with a high degree of choice. **Education** is offered in both French and Dutch language, and includes excellent options for all ages. Public transport connects the city and key locations in the surrounding countryside. Housing is available in the city, suburbs of nearby villages. There is a rich, varied cultural life, with legendary gastronomy (and chocolate!).

Brussels is a city that is used to welcoming newcomers.



All participants in church services participated in a consultation exercise in January 2024 to identify the strengths, challenges and opportunities for Holy Trinity. We invited everyone to give their views on the following questions:

- **What do you like about this church?**
- **Where could our church improve?**
- **What areas would you like Holy Trinity Brussels to address in the future?**
- **What characteristics do you look for in the new senior chaplain?**

The conclusions of this consultation have been integrated into the Role Description and Person Specification for the new Senior Chaplain.

Clear priorities identified during this consultation were:

- **Discipleship and Spiritual Formation.** We received feedback on the merit of additional focus on teaching, biblical literacy, prayer and home groups to equip the congregation in their spiritual growth and development.
- **Meaningful, thoughtful and stimulating** preaching and spiritual leadership.
- **Social outreach to the city of Brussels.** The extraordinary growth of the Community Kitchen - which now serves 5,000 meals a week to homeless and hungry people in the city - encourages us to reflect on what more we can do.
- **Evangelism** to spread the Gospel message in Brussels and to ensure a wide range of people are invited and welcomed into the life of the church.
- **Diversity, Equity and Inclusion.** We embrace a wide variety of people, and seek a leader who can encourage all we welcome to find their place and feel included.

- **Children and Youth Work:** We have launched Godly Play to appeal to the imagination of young children.
(<https://www.godlyplayfoundation.org>) We recognize that today's youth often don't see themselves as having a place in the church and we work hard to involve them actively.



- **Pastoral care:** Our congregation now embraces all ages from infants to elderly people, and we have an increasing number of fragile and vulnerable folk in our congregation. How can we deliver appropriate pastoral care?
- **Peace, reconciliation and social justice:** We have established a training programme, and are affiliated to the Community of the Cross of Nails. How can we build on this to equip the congregation to make a difference in the world?

- **Environmental stewardship:** We seek to broaden our understanding of the spiritual foundation of care for creation through teaching and practical initiatives.
- **Music ministry:** Our consultation showed that our music ministry is seen both as an area of strength and also as an area for improvement. We have a varied music ministry encompassing traditional, contemporary and African styles. What can we do to encourage further creativity and breadth?



HOW WILL WE DO IT?

The congregation of Holy Trinity has actively embraced the vacancy as a moment to reflect on the current activities and see where we can go next. We highlighted many key strengths to build on:

- **Community:** The overall spirit in the church is **positive, friendly and dynamic**. We are a community that offers mutual support through prayer and practical service. We seek to encourage a sense of service and harmony.



- **Diversity:** Our church embodies key facets of the diversity of the Church of England and the worldwide Anglican Communion especially in terms of nationality, race, background theology and belief. We seek to hold both the gift and the tensions of that diversity well, and provide tangible ways to include people in our ministries.

- **Unity:** Holy Trinity has remained united, embracing marked differences of theological understanding and cultural differences. We seek to develop better listening, understanding and discussion of difficult issues. We would like to hold more events that bring together the different congregations.
- **Spiritual Home:** We offer a place to find and build connections and create a community home, especially for people living outside of their home countries. We aim to provide a generous welcome to all, irrespective of age, race, gender, nationality, physical or mental ability, wealth and sexual or gender identity.



- **Outreach:** The church congregation is changing markedly. We now have relatively few people who are exclusively British and count many nationalities and backgrounds in our fellowship. We are reaching out more into our host city, with vibrant social action and engagement. We seek to be an invitational church, which actively seeks out new disciples and welcomes them home.
- **Environmental awareness:** We have secured Bronze Eco Church (<https://ecochurch.arochoa.org.uk>) status and the Council has committed to achieving the Silver level. We are involving the teenagers in presenting this initiative (“Sights on Silver”) and seek to link the spiritual and practical aspects of these activities.

- **Social Justice:** Our various services emphasize different elements of our dedication to social justice, equality and social action. We seek to find ways to provide a spiritual underpinning to all these effort and to learn from each other.
- **Peace and Conflict Transformation:** We have launched a successful training programme developing conflict resolution skills and promoting peace (<https://centrepourlapaix.be>). We regard our unusually diverse congregation as an exciting opportunity to develop this initiative further, by promoting dialogue between different groups.





Key Challenges

- **Theological diversity:** As a church which embraces such a range of Anglican traditions and welcomes congregants from outside the Anglican Communion, we share myriad gifts and their related tensions.
- **Volunteers' time:** Many of the congregation are busy people, with demanding day jobs and personal commitments. We notice that a small number of key people handle multiple mandates. So, a key priority is encouraging more people to volunteer and contribute.
- **Church fabric:** The core building is almost 140 years' old and its electrics and heating require renovations. We are handling day-to-day maintenance with the current staff. We are aware that preventive maintenance, repair and renewal is required, and aim to do that in an environmentally responsible way.
- **Stewardship and finances:** We have loyal regular donors and still receive significant plate donations – including by electronic means. We are fortunate with various government subsidies. However, our changing demographics mean that we have fewer prosperous members working for international institutions or multinational companies. Fundraising and stewardship are essential.

We look forward to engaging with the new Senior Chaplain to craft a strategic review of the church. Our initial review identified Strengths, Weaknesses, Opportunities and Threats. We seek to build on this exercise, refresh our mission and create a dynamic city center church equipped to serve in our time.

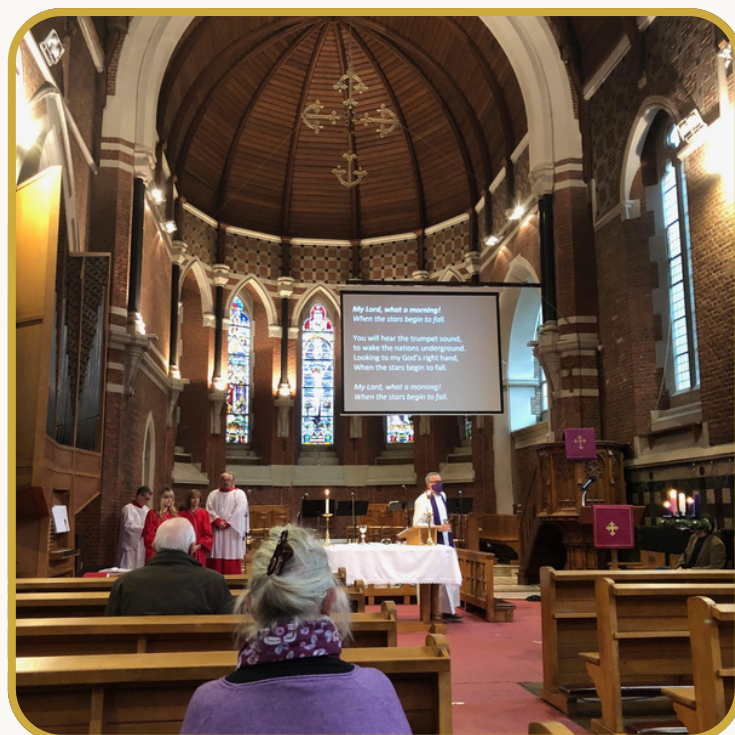


Welcome Statement Adopted by the Holy Trinity Church Council 2 October 2023

A CHRISTIAN COMMUNITY WHERE EVERYONE CAN BELONG

Our Welcome Statement

Holy Trinity Brussels believes in being a Church
which welcomes and serves all people in the name of Jesus
Christ;
which is scripturally faithful;
which seeks to proclaim the Gospel afresh for each generation;
and which, in the power of the Holy Spirit,
enables all people to grasp how wide and long and high and deep
is the love of Jesus Christ.



Our commitment to Racial Justice, Diversity and Inclusion

We welcome everyone. Come as you are. Receive **grace, joy and peace** from the Holy Trinity. Find your place in our community. Grow in **faith, hope and love**.



We offer a **spiritual home** that strives to avoid discrimination on grounds of age, disability, ethnicity, gender, gender identity, learning disability, marital or family status, maternity, mental or physical health, neurodiversity, pregnancy, sexuality, wealth or any other aspects of your personal identity.

We work constantly at the task of **communication and understanding** across cultural, theological and linguistic differences. We offer **hospitality and a place of solace**. We seek to underpin all that we do with deepening spirituality, sound administration and faithful stewardship.

Our wider community

Holy Trinity Brussels is part of the Diocese in Europe of the Church of England, and is governed by its policies and procedures. In Belgium, Anglican Christianity has been recognized since 1870 as one of the lifestances named in the Belgian Constitution, and we operate under the relevant laws of the Kingdom of Belgium. We are members of the wider Anglican Communion, maintain strong links with other Christian denominations and encourage fruitful relationships with other faith communities and secular organizations.



Find your place

We encourage all to contribute to the life of Holy Trinity based on your **experience, vocation and ability**. We provide clear explanations of different ministries supported by appropriate guidance and safeguarding. We invite you to discuss opportunities to contribute to our community life with a member of the clergy or lay church leadership. For further information send an e-mail to:

admin@holytrinity.be

Key ministry statistics and information

Key Church Statistics (Source: 2023 annual Mission Return)	
Number of people on electoral role (April 2023)	244
Number of people who attend the church in person on a typical Sunday	195
Number of children who attend the church in person on a typical Sunday	35
Number of communicants on Easter Day & vigil service on Easter Eve	357
Number of people attending worship on Christmas Eve & Christmas Day	377
How many joined virtual "Church at Home" services each week?	125
Number of adults in the "Worshipping Community" at end 2023	228
Number of children in the "Worshipping Community" at end 2023	50
Number of 11-17 year old in the "Worshipping Community" at end 2023	15
Number of 70+ year olds in the "Worshipping Community" at end 2023	22
How many adults, children and young people joined in 2023?	23
How many adults, children and young people left in 2023?	8
Infant (less than one year old) baptisms	3
Children Baptisms (1-17)	6
Adult Baptisms (18+)	1
Weddings	2
Services of prayer and dedication after a civil partnership	1
Funeral service at church	7
Funeral service at crematorium	1
Number of meals prepared each week by the Community Kitchen	5,000
Number of volunteers at the Community Kitchen	100 each week
Peace & Conflict Transformation course 2022 & 2023 graduates	39
Peace & Conflict Transformation course 2024 trainees	21
Number of Home Groups	4
Pastoral appointments and visits made during 2023	250+
Environmental Programmes	Eco Church Bronze + Reseau Nature + "Sights on Silver"

Financial Results

These are the provisional consolidated financial results for Holy Trinity for 2023.

Financial Results for 2023 (Provisional)	
Balance Sheet at end of 2023	
Current cash, investments and other assets	€ 260,249.43
Current Liabilities	€ 36,577.98
Shareholders' Equity (Various Reserve Funds)	€ 223,671.45
Profit and Loss Account during 2023	
Pledge Income	€ 254,067.17
Plate Collections	€ 39,083.28
Other Income, rent receipts and revenue from other sources	€ 69,097.15
Subsidy from Brussels Region	€ 59,563.85
Total Income	€ 421,811.45
Ministry costs and clergy gifts	€ 92,141.69
Utilities	€ 18,943.64
Office Costs	€ 68,918.05
Insurance	€ 12,397.07
Facilities Management	€ 111,351.06
Diocesan & Archdeaconry Quotas	€ 50,693.00
Mission Giving	€ 29,754.00
Other Expenses	€ 14,065.21
Total Expenses	€ 398,263.72
Net Earnings	€ 23,547.73

**GENEROSITY in the life of
October 2022 - October 2023**



**HOLY TRINITY
BRUSSELS**



**250+ adults and
50+ children**

form our Worshipping Community
across 5 weekly services of worship

Dozens of volunteers brought 285 acts of worship to life by arranging flowers, preparing the sanctuary, reading, praying, broadcasting, working with children & youth, preaching, offering hospitality and music, and much, much more.

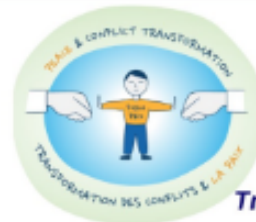
SHARING OUR BUILDINGS:

Holy Trinity's church buildings were used by Women Aglow, L'Olivier, Oasis, Emouna, youth organisations and other community groups.

Online:
3 Sunday services
& Daily Prayer



Holy Trinity sponsored two
Licensed Lay Ministers and one
ordinand for ministry training.



**Training
in Peace
and Conflict
Transformation**

- 19 people graduated in 2022
- 25 people are beginning training in October 2023

**GENEROSITY in the life of
October 2022 - October 2023**



**HOLY TRINITY
BRUSSELS**



Community Kitchen

5,000+ meals sent out weekly.
100+ volunteers pass through each week to feed
the hungry in Brussels.
100s of kilos of food donated on Harvest Sunday!

850 people 
attended Christmas Carol services



Eco-Church

20,000 kWh of green energy
produced by 60 solar panels

4 Marriage Blessings

12 Baptisms

5 Children welcomed to Holy Communion

9 Funerals

10 Confirmands

SOAPY SUNDAY - Every month we sent dozens of health & hygiene items to the Salvation Army and to the women's prison.

APPEALS - We raised money for the Bishop's Advent and Lent appeals for various causes.

MISSION - 10% of the church's budget is dedicated to Mission & relief work around the world.



Diocese in Europe