GLOUCESTER CATHEDRAL

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Canon Chancellor Information Pack

GLOUCESTER CATHEDRAL

www.gloucestercathedral.org.uk

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Thank you for considering the role of Canon Chancellor and Director of Learning and Participation at Gloucester Cathedral.

This role is central to delivering the next phase of the Cathedral's vision and strategy as, inspired by the gospel of Jesus Christ, we seek to be 'in tune with heaven and in touch with daily life'. At the heart of the Cathedral's vision is a desire to be a beacon of Christian hope, using our assets and partnerships to make a positive contribution to the life of our city, diocese and county. This echoes the LIFE vision of the Diocese of Gloucester, as together we seek to encourage people to explore Jesus' invitation to discover life in all its fullness.

As a priest in this place, the Canon Chancellor will make a proactive contribution to the Cathedral's worship, spiritual life and community, motivated by a desire for people to encounter the love of God in Christ and grow in faith. As Director of Learning and Participation, they will shape, lead and inspire the Cathedral's new Learning and Participation team. Working in partnership, and creating an inclusive culture will be crucial, as will safeguarding our audiences and developing our people. Working collaboratively as part of the Project Pilgrim Board, you will also drive development of a transformational activity plan which puts people at the heart of Cathedral life, embraces diversity and supports plans to develop our building and spaces for wider public benefit. You will also support the Archivist to shape a long-term strategy for the Cathedral's Archive and Library, fulfilling our role as a centre for learning and ensuring they continue to share our stories for generations to come.

If you believe God may be calling you to this role, we would welcome the opportunity to explore this with you.

Canon Dr Andrew Braddock INTERIM DEAN OF GLOUCESTER



This is an exciting time to be exploring a role at the Cathedral as the next Phase of Project Pilgrim takes shape, and as we seek ever greater resonance between the Cathedral vision and the Diocesan vision for LIFE Together. It is hoped that in this next season the valued relationship between the Cathedral as mother church, and the worshipping communities, schools and chaplaincies of the Diocese, will be further strengthened, not least within Gloucester City deanery.

The Cathedral is cherished within the city and county and has lived an extraordinary and inspiring journey in recent years, including during the time of viral pandemic. It has been encouraging to see how the aspiration to be a Beacon of Hope has become an increasing reality in the welcome, hospitality and creative outward-facing response to people's hopes and needs, reflecting the love, mercy and justice of God. The person appointed to this role will be someone who can now enable even greater engagement with people of all ages through participation in a variety of events and learning opportunities whilst at the same time attending to the deepening of prayer and worship at the heart of cathedral life, seeking to offer people places of connection and encounter with God.

I am very aware that we are making this appointment ahead of the appointment of a new dean and we will therefore be seeking to appoint someone who is flexible, embraces change, and enjoys being immersed in an evolving adventure across Diocese and Cathedral, reflecting and learning along the way, rooted in the life-giving love and hope of Jesus Christ.

> Bishop Rachel Treweek BISHOP OF GLOUCESTER

A PLACE for EVERYONE

Our CATHEDRAL



A LIVING TRADITION

The Canon Chancellor and Director of Learning and Participation will play a crucial role in enabling us to be a 21st century cathedral that draws on the 1,300 years of history that have shaped the organisation we are today.

In 678-9 AD, a religious house was founded on this site by Osric, an Anglo-Saxon prince. It was led by his sister, Abbess Kyneburga. The monastery was re-founded by William the Conqueror who appointed Abbot Serlo in 1072. As the Abbey of St Peter it followed the Rule of St Benedict. This Benedictine inheritance remains important for us today. The Abbey was dissolved in 1540 and re-founded by Henry VIII as Gloucester Cathedral in 1541.

This history lives on through the daily rhythm of prayer and worship which is the heartbeat of the Cathedral's life, in our commitment to be a place of learning and participation, and in the hospitality and welcome which we seek to offer to all who come.

THE CATHEDRAL TODAY

Inspired by the Gospel of Jesus Christ, we seek to be in tune with heaven and in touch with daily life. Our top three priorities for the period 2020-2024 are:

- To welcome all visitors with joy, ensuring every visit has meaning
- Deliver our Covid-Recovery Plans and Strengthen the Cathedral as a Beacon of Hope across the city, county and diocese
- Use our assets and partnerships to make a positive contribution to our local community and the planet

We welcome around 400,000 visitors a year, and entry to the Cathedral is by donation. The Cathedral is governed by the Cathedral Chapter. There are approximately 50 members of staff, with over 400 volunteers who are essential for ensuring our day-to-day activities run smoothly. As Interim Dean, Canon Dr Andrew Braddock is Chair of the Chapter.





PROJECT PILGRIM PHASE TWO: BEACON OF HOPE

Phase One of Project Pilgrim saw us transform a car park into a new green public space, as well as a beautiful setting for the extraordinary building. Creating a new welcome space and improving accessibility across the site, as well as introducing an award-winning interpretation scheme, has transformed the Cathedral into a world class heritage destination and increased visitor income. Lastly, conserving and re-presenting the "at risk" 15th century Lady Chapel has breathed new life into a tired part of the building.

In Phase Two our vision is to re-establish the Cathedral as a beacon of hope at the heart of the city, county and diocese. We will reveal our abbey history to inspire a sustainable future for all, working with partners to deliver against social responsibility priorities which make a difference to the lives of Gloucester's diverse communities. We will ensure our catering and visitor facilities are as outstanding as the rest of the Cathedral and able to support our finances into the future.

It's time to deliver the rest of our Project Pilgrim Vision, refined to respond to the impacts of the pandemic and the devastation threatened by the climate emergency. We'll use our heritage, plus our partnerships and platform, to showcase the potential within all cathedrals.



HISTORIC PROPERTIES

After the foundation of the Cathedral in 1541, a number of domestic buildings began to be built around the site. Most of the houses in the precincts date to the 17th and 18th centuries, often with earlier foundations, and they're used for various purposes, including as residential houses and the Diocesan and Cathedral offices.

The Canon Chancellor and Director of Learning and Participation will live in one of these historic properties, located in Millers Green. It is a beautiful, Grade 2* listed home, complete with four bedrooms and ample character and charm. It benefits from a sizeable, south-facing courtyard garden with magnificent views of the Cathedral.





OUR CATHEDRAL WELCOME VALUES

Everything we work towards is done in a way which meets our values, the deeply held beliefs and behaviours we espouse in how we treat each other. Based on the Benedictine Rule of Life, our staff and volunteers seek to 'welcome' all who work, volunteer, worship, visit and contribute to the Cathedral.

Welcome	 We offer a warm welcome to everyone, making eye contact, smiling and saying hello We are identifiable and give our names where possible
Encouragement	 We recognise the different needs and motivations of visitors and adapt our approach accordingly We take time to engage with visitors, to offer help where appropriate and to make them feel special
Learning	 We encourage questions, no query is irrelevant or too small As appropriate, we explain clearly the Cathedral's daily life, worship and traditions
Community	 We recognise that we have a wide variety of visitors We make it clear the Cathedral is for everyone
Opportunity	 Where appropriate, we introduce the purpose of the Cathedral and invite visitors to take part in a range of activities We provide opportunities for visitors to give feedback and make them feel their views and voices are important We give visitors the opportunity to contribute financially towards the Cathedral
Mindfulness	 We are sensitive to what is going on around us We are tolerant and understanding of others and manage our own reactions As appropriate, we help others to explore their spirituality while they are here
Excellence	 We make sure visitors receive a proper goodbye We positively represent the Cathedral and are supportive of all our colleagues We strive to be world class in all we do

STRATEGIC PRIORITIES AND THREE YEAR GOALS

WELCOME ALL VISITORS WITH JOY, ENSURING EVERY VISIT HAS MEANING

- Access: making it easier for people to access the Cathedral, physically, spiritually and intellectually
- Experience: providing every visitor with a meaningful experience
- Understanding: helping people to understand our Christian faith, history and traditions
- Belonging: providing opportunities for people to support the Cathedral and its mission
- Worship: supporting and growing our community and congregations

DELIVER OUR COVID-RECOVERY PLANS AND STRENGTHEN THE CATHEDRAL AS A BEACON OF HOPE ACROSS THE CITY, COUNTY AND DIOCESE

- Financial recovery: increasing fiscal resilience through commercial innovation and maximising visitor income
- Unlocking fabric potential: adapting and greening our buildings and spaces to reduce environmental impact, alleviate financial burden and enable our mission
- Developing our people: creating an inclusive culture and environment which celebrates diversity and enables our staff, volunteers and congregations to flourish
- Strengthening Governance: implementing the Cathedrals Measure and creating robust, responsive and accountable toplevel leadership

USE OUR ASSETS AND PARTNERSHIPS TO MAKE A POSITIVE CONTRIBUTION TO OUR LOCAL COMMUNITY AND THE PLANET

- Learning & Participation: establishing an effective team which grows our engagement with our social responsibilities priorities
- Exceptional programming: delivering a world class events and exhibitions programme which grows, engages and diversifies our audiences
- Beacon of Hope: working with local communities and key partners to build a thriving and sustainable city, county and diocese for all
- Environmental Sustainability: caring for God's creation by reducing our carbon footprint and inspiring community action





ORGANISATIONAL chart





The Cathedral, as mother church of the Diocese of Gloucester, serves the County of Gloucestershire and part of South Gloucestershire. The Diocese has a rich mix of urban and rural, with areas of affluence and of deprivation. There are 297 parishes (with 381 churches) divided into 91 benefices, together with a mix of chaplaincies, fresh expressions and pioneer ministry, and over 100 church schools. Gloucester itself is a diverse city. The ward in which the Cathedral sits is amongst the most socially and economically challenged in the county.



The Diocesan LIFE vision is rooted in Jesus' words in John 10.10: 'I have come that they may have life, and have it to the full.' Its four key themes are:





Living as adventurous followers of Jesus Christ



Living out Christ's love and hope

This vision was discerned in 2016 and refreshed in 2021. The spotlight of the Holy Spirit is now shining more strongly on these five specific LIFE commitments:

- Being advocates for flourishing through initiatives which combat injustice, environmental destruction, exclusion and isolation
- Encouraging new and courageous ways of worshipping in different places which connect with more people
- Nurturing everyday disciples
- Investing in people and programmes which excite young people to explore and grow in faith
- Developing diverse lay and ordained leaders

These have emerged from listening to stories from across the diocese and noticing what is being lived, not least as we have continued to emerge from the months of a viral pandemic and the process of shaping and implementing Deanery Strategic Plans.

As a Diocese, we are committed to the wellbeing of all who minister here. We are small enough to know each other well, to care across our traditions and rejoice in each other's gifts. We are large enough to be well resourced. The Bishops place a high value on being known by church and community leaders and engaging across the diocese to build positive networks of relationship.

Before completing your application form please explore this further by looking at our Diocesan Website: <u>https://www.gloucester.anglican.org/</u>

A PLACE for WORSHIP



Gloucester Cathedral has been a site of continuous Christian worship for 1,300 years, and our Christian faith continues to underpin everything we do today. Our vision, 'to be in tune with heaven and in touch with daily life', orders both our working and worshipping lives, and one of our priorities is to ensure that every visit to the

Monday - Saturday Lunchtime Holy Communion, 12.30pm Choral Evensong or Evening Prayer, 5.30pm (4.30pm on Saturday)

Since July 2020, we have been live-streaming at least one service per week so that those who are unable to attend in person can join from home. We have recently installed a professional-standard live-streaming system, which has transformed the audio and visual quality of online worship, and we average at around 70 households joining the livestream each week.

Our services are open to everyone, regardless of their faith. The Cathedral congregation is warm

Cathedral has spiritual meaning through prayers, human interaction and interpretation.

Within the Anglican choral tradition, we strive to provide high-quality, accessible worship for all, 365 days a year. Our current pattern of public worship is as follows:

Sunday

Cathedral Eucharist, 10.15am

Evensong, 3pm

and welcoming. Regular community activities include our Rule of Life group, Book Club, and study groups.

As we seek to grow God's kingdom, we have ambitious targets relating to attendance at services. We are striving to increase weekly service attendance by 25% by 2024, taking into account both in-person and online congregations.



RULE OF LIFE

The Gloucester Cathedral community has developed a 'Rule of Life'. At the heart of our Rule of Life is our vision to live 'in tune with heaven and in touch with daily life', and it takes inspiration from our roots as a Benedictine abbey.

The Rule pays special attention to five Benedictine 'rules' or 'rhythms' - prayer, study, work, recreation and hospitality – which hold our lives in balance. Each person will respond to it differently, but committing to our Rule enables us to build up our common identity as a cathedral congregation.

A PLACE for LEARNING

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A PLACE for LEARNING

We are proud to be a place for learning, and believe that it should be interactive, informative and – not least – fun. Gloucester Cathedral offers a variety of educational experiences which have been carefully created to involve people of all ages, spanning from children and young people through to academic scholars, apprenticeships and curious families.

Our Education Team welcomes school groups throughout the year, and we are able to deliver tours, experiences and trails that are based on the curriculum and tailored to each key stage. We value our links with The King's School, Gloucester, our sister foundation, and for which we serve as the school chapel. We have a growing partnership with the University of Gloucestershire.

There are numerous learning opportunities as part of the musical life of the Cathedral too, and we are continuously working to make music accessible for all. This includes the development of the Youth Choir, Middle Choir and Junior Choir alongside our Cathedral Choir, as well as our successful Junior Voices Project and Teenage Voices Project within local schools.



LIBRARY & ARCHIVE

The Library is an integral part of the learning opportunities at Gloucester Cathedral. Between 1541 and 1849 it was the King's School Room and today it houses a collection of over 6,000 books and manuscripts, including internationally significant texts such as the 14th century 'Historia' and a 1535 Coverdale Bible. We welcome group visits to the Library throughout the year for a variety of purposes, and our Archivist and volunteers are also pleased to work on a regular basis with researchers, academics and university placement students.



A PLACE for COMMUNITY

A PLACE for COMMUNITY

Our social responsibility work is a central part of our ambition to be a '21st century Cathedral, inspiring all who come through living faith, history and tradition.' Working in partnership with others, we are committed to using our assets to make a lasting difference for the common good of people and the planet we live on.

For the period of 2019-2024, we have identified four priority areas for our social responsibility work.

Mental Health & Wellbeing

We work alongside a range of partner organisations to support mental health and wellbeing, including through the provision of creative and physical activities. For example, our Gardening Group – aimed at the homeless and vulnerable in our city – takes place on a weekly basis, and we have run a number of courses centring on mindful photography which have been well attended.

Environmental Sustainability

As part of the Church of England's goal to reach net-zero by 2030, we are striving to be Gloucester's 'green' Cathedral in all areas of our day-to-day life. Among other ecofriendly initiatives, in 2016 we became the first ancient Cathedral to install solar panels which now provide more than a quarter of the Cathedral's electricity.

Our Social Responsibility Priorities 2019-2024

Young People

Young people form central part of Young а of the Gloucester Cathedral community and we are working to increase our active participation with young people by 25% between 2019 and 2024. Part of this is our current project to develop work experience and placement opportunities, and to build on our existing links with local education providers.

Homeless and Vulnerable People

We are committed to supporting the homeless and vulnerable, often working in partnership with local organisations such as Gloucester City Mission. We run a Breakfast Club every Thursday and Sunday morning, which provides a hot meal to those in need.



As a Cathedral we are committed to using our assets and partnerships to make a positive contribution to the life of the city, county and Diocese of Gloucester.



CANON CHANCELLOR and Director of Learning & Participation

Meet THE TEAM



Lizzy Hathaway-White

Community Engagement & Participation Officer

Lizzy is the Community Engagement and Participation Officer who joined the team in March 2022. Her department's key priorities are working with the local homeless community, mindfulness, and wellbeing, engaging with young people and sustainability. They deliver programmes and projects that meet the key priority areas through work with external partners and community leaders.



Danielle Harrison

Education and Learning Development Officer

Danielle is the Education and Learning Development Officer. This is her first job outside of a classroom, having been a primary school teacher for the last 10 years. She is responsible for the school visits and family holiday activities at the Cathedral and is part of a thriving department with lots of schools visiting each week for a wide variety of tours. They have a lot of wonderful volunteers who help them to bring History and Religious Education to life, giving children a fun and memorable experience of the Cathedral.



Rebecca Phillips

Cathedral Archivist

Rebecca works three days per week as archivist, looking after the historic books, documents, treasury and inventory of the Cathedral. She has worked for the Cathedral for six years and is passionate about the potential of the collections in her care to engage visitors with the depth of the Christian tradition at Gloucester. In her own time, she is an active member of Mothers Union, benefice treasurer for her local church and creative with yarn.

Your RESPONSIBILITIES and ACCOUNTABILITIES

Priest in this Place

Playing an equal part in worship and wider spiritual activities while making a proactive contribution to the Cathedral's spiritual life and community, you will be motivated by the desire for people to encounter the love of God in Christ and grow in faith.

This includes:

1

2

- Sharing 'in residence duties' with other Residential Canons. When on duty this means attending Morning Prayer, Lunchtime Eucharist and Evensong, greeting and welcoming at events, officiating at weddings and funerals, being available to staff and being a visible presence
- Engaging with diocesan and wider church and community life by agreement, on behalf of the Cathedral. Attending Deanery Synod when appropriate
- · Being a member of the governing body of The King's School, Gloucester
- Supporting the Communications Team to create spiritual content and campaigns, including reflections, prayers and other initiatives
- · Playing a full role in the College of Canons

Member of Chapter and the Senior Executive Team

Taking a full role on Chapter (meets 11 times a year) which provides strategic oversight of all Cathedral governance, your role will include:

- Fulfilling the role of a charity trustee, offering appropriate strategy, support, scrutiny, stretch and stewardship
- · Ensuring the Cathedral meets its legal responsibilities
- · Undertaking all activities in line with the Cathedrals' Measure
- · Leading or contributing to Chapter working groups to deliver against certain priorities
- Being a member of the Senior Executive Team, leading in the operational management of the Cathedral

Acting as the Cathedral's strategic lead on all learning, participation and engagement activities, you will shape an effective Learning and Participation Team and programme. This includes:

• Line management of:

3

4

- Education & Learning Development Officers
- · Community Engagement & Participation Officer
- Cathedral Archivist
- Reviewing and updating the existing Learning and Engagement Strategy, ensuring it meets current strategic priorities and targets priority audiences (young people, vulnerable adults, schools and families)
- Embedding the Cathedral's Social Responsibility work and ensuring development and delivery of meaningful programmes for the following priorities: Young People; Homeless and Vulnerable People; Environmental Sustainability; and Wellbeing
- Championing the Cathedral archives and library, helping the Archivist to develop a long-term vision which improves access, conservation and learning opportunities
- Championing learning and engagement activity, securing buy-in and support from staff, volunteers and partners
- Chairing and developing the Social Responsibility Committee
- · Building strong and collaborative relationships with a range of key partners
- · Developing our multi-faith programme with partners across the diocese
- · Working with the diocesan Education Team to identify and develop areas of shared endeavour
- · Being the lead pastoral contact for specific volunteer groups
- Ensuring all learning and engagement activities are undertaken in a safe environment, ensuring our safeguarding policy is up-to-date and adheres to National Church requirements

Project Pilgrim Phase 2.0: Beacon of Hope

Working closely with the Head of Projects to ensure Phase 2.0 meets Cathedral ambitions. This includes:

- Being an active member of the Project Pilgrim Board, sharing in all key project decision-making (capital and activity)
- Chairing and enabling the Activity Plan sub-group, championing its work and ensuring Pilgrim 2.0 retains people at its heart
- Leading the development, delivery and evaluation of an inclusive and outcome focussed activity plan which engages a wide range of target audiences, improves visitor experience, shares our stories and provides increased opportunities for participation and learning

Your ATTRIBUTES

1)Faith & Spirituality

ESSENTIAL

- An Anglican in holy orders for at least six years, or ordained by a bishop at least six years ago in a Church not in communion with the Church of England whose orders are recognised or accepted by the Church of England
- A person whose life is rooted in the love of God and shaped by their faith in Christ.
- · Committed to the pattern of daily prayer underpinning Cathedral life
- · Excellent communicator and an intelligent and empathetic preacher
- · Strong sense of pastoral responsibility
- · Committed to embodying our Benedictine Welcome values

DESIRABLE

• Able to hold a balance between: being in tune with Heaven and in touch with daily life; holiness and humanity; reverence and fun

Leadership

ESSENTIAL

2

- Experience of a significant leadership role in the Church whether in a parish, diocese, cathedral or in some other capacity: and can demonstrate the ability to influence, inspire and engage with others in a collaborative and team-orientated way.
- Has worked collaboratively with a Board of Trustees and/or Governing Body, collectively and individually
- · Empathetic with an ability to develop, support and inspire a team
- Collegiate and collaborative in approach but able to make decisions and take the lead when required
- · Ability to set direction and inspire others to follow

DESIRABLE

- · Experience of managing multi-disciplinary teams, including volunteers and specialists
- Numerate in Governing Body level financial decision-making and competent in the management
 of a budget

Strategy

ESSENTIAL

3

- · Strategic mindset, outcome focussed and able to retain a clear view of the bigger picture
- · Excellent at developing and maintaining strong partnerships and managing external relationships

DESIRABLE

• Experience of developing and embedding successful new strategies across a complex organisation

4 Resilience

ESSENTIAL

- · Capable of growing into the position and making it their own
- · Adaptable and able to embrace and inspire change
- Able to hold a multitude of responsibilities at the same time, dynamically reviewing priorities in a changing context
- · Excellent communication skills, good at influencing
- · Energetic and dynamic in a highly visible role

5 Learning & Engagement

ESSENTIAL

- Experience of shaping/delivering successful learning, community engagement or social outreach programmes
- · Ability to create an inclusive culture which embraces diversity and tackles inequality
- Proven record of engaging the wider community in mission and learning activities, combining energy and passion with spiritual maturity
- As a life-long learner, someone committed to a continuous process of self-growth and development







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