

BRISTOL CATHEDRAL



MINOR CANON FOR WORSHIP AND LITURGY

APPLICATION PACK

FROM THE DEAN

I'm delighted that you are exploring whether you may be called to the role of Minor Canon for Worship and Liturgy at Bristol Cathedral.

This is an unusual role that provides the opportunity for development in mission and ministry within the context of a Cathedral environment with all its rich liturgical rhythms and the bedrock of daily prayer.



You will be the bridge between many aspects of our life, worship, education, social justice, and civic life. And you will have access to very high-quality musical resources, including our excellent choir.

This is an exciting time in Bristol Cathedral as we embark on an ambitious and far-reaching strategy to serve our city and diocese over the coming ten years. It reflects our desire to be open, generous, creative, and brave in following Jesus, worshipping God, serving others, transforming communities, and supporting our bishops and diocese. Above all, we seek to make a bigger difference in the service of God and our neighbours. We aspire to be genuinely inclusive and to ensure that people from a wide range of backgrounds and life experiences feel welcome in the Cathedral and represented in our common life. While having some appropriate experience and skills will enable you to flourish in this role, having the right attitudes and values is even more important. For that reason, we very strongly encourage you to come and talk to us if you are interested in this role, so that we can discern together whether this is the right opportunity for you.

We particularly welcome enquiries from those who bring experience from other cultures or from a global majority perspective.

Do get in touch! And in the meantime, pray for us as we pray for you.

MINOR CANON FOR WORSHIP AND LITURGY

INTRODUCTION

The post is intended as a developmental opportunity for a priest lasting for 3-5 years, perhaps for someone having served their title and before their first incumbency. It is an excellent role for someone interested in the missional potential of music who wishes to develop their experience of music and liturgy of the highest quality in a Cathedral setting. You should have lived experience of the liturgical year and knowledge of a broad spectrum of church music - the Anglican choral repertoire and hymnody – and sound editorial and administrative skills. It has not been the custom in Bristol Cathedral for the clergy to sing the services, but the ability and willingness to do this would be welcomed.

The Minor Canon is the primary clergy contact not only for the Music Staff, but also for the choir and choir families. You will be attentive to the needs of those groups and available for support and pastoral care.

You will have a particular responsibility for building up good relations with the Diocese and the Bishop's Office and representing our values as a church with people with whom there is only occasional contact. There may be a diocesan farewell service for a suffragan bishop to arrange one day, the city's Legal Service to discuss the next and a service to commemorate the Homeless who have died on another occasion. You will need to be flexible in juggling the complex demands of those who use the Cathedral, balancing tradition and innovation.



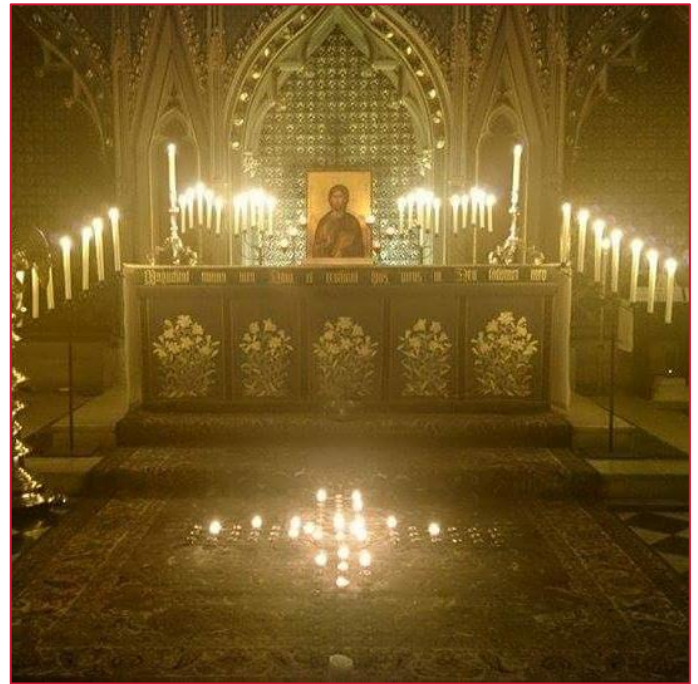
A sacred space which gives me communion, community and challenge (congregation member)

This role brings with it the potential for creativity and innovation as the Cathedral seeks to meet the needs of a wide diversity of stakeholders. This might include working with the Canon Missioner on a Fresh Expression of church for young adults, working with our schools to develop their singing skills, or setting up a choir for homeless adults, for example.

We are a diverse clergy team, including two part time curates. We aim to work collaboratively and flexibly as a team, recognising that our differing preferences and styles are both a gift and a challenge!

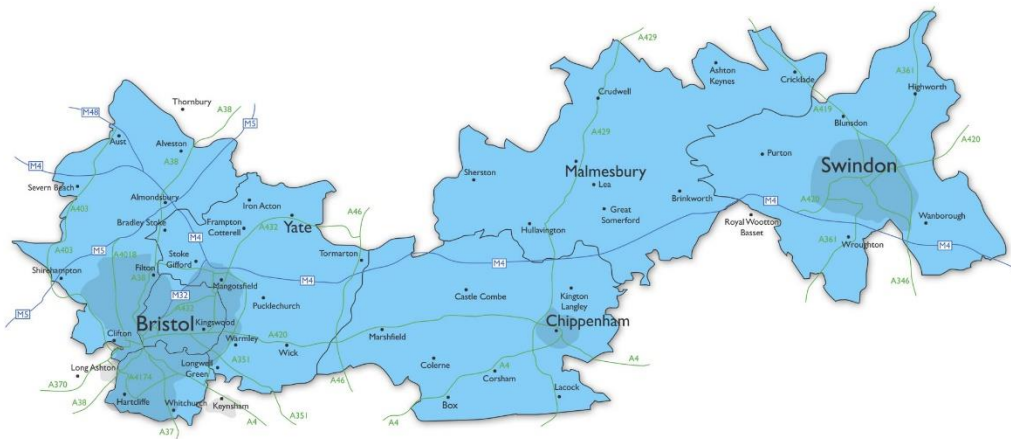
You will be supported by a full time Music and Liturgy Officer. You will be accountable to, and line managed by, the Dean.

All full-time clergy in the Cathedral are expected to be faithfully present at the Daily Offices during the week and at the 10 am Eucharist and 3.30 Evensong on Sunday, except when on leave or a day off, and to take a share in leading and preaching at these services.



For me it is the wow factor when you walk through the doors of the Cathedral and the spiritual feeling of Gods ever presence. (Cathedral welcomer)

THE CATHEDRAL WITHIN ITS CONTEXT



Bristol Cathedral stands in the civic heart of a large city that has frequently been voted the best place to live in the UK. We enjoy a rich and diverse cultural life in a city with outstanding theatres and concert halls, sporting venues, restaurants, and shops. We are the home to the biggest Caribbean carnival outside London, a hot-air balloon fiesta, and a year round programme of festivals . Within a short drive or bus ride you can enjoy beautiful countryside and a varied coastline. Bristol is home to a diverse community of nearly half a million people, including well-established African-Caribbean, Pakistani, Indian and Somali communities, which makes it an interesting and fun place to live and work. Road, rail and air infrastructure link Bristol to the rest of the UK and the world.

The Diocese of Bristol covers Bristol, South Gloucestershire, North Wiltshire and Swindon. The area is one of contrasts: cities, towns and villages, coastland and farmland. Within the Diocese, there are 30,000 people worshipping regularly in more than 200 churches. Around 15,000 children and young people attend our 72 church schools. Many of those children will visit the Cathedral over the year to learn, have fun and worship through our educational trails, our popular Crafty Cathedral sessions and Diocesan services.

We aspire for everyone who lives or works in Bristol and the wider Diocese to say that Bristol Cathedral is “their cathedral”, to know that they are welcome and that we are here with them, both as a resource and a place of peace in a busy life.

The Cathedral is founded on a 12th century Augustinian Abbey dissolved in 1539

and its buildings raised to cathedral status by Henry VIII. Major additions in the 17th and 19th centuries created the building we treasure today. Some of this history brings with it challenges, as like other historical institutions in Bristol we live with the legacy of the slave trade and have benefited from the generosity of traders and philanthropists in the city over hundreds of years. Addressing the legacy of slavery and the sin of racism are a major focus of our work in social justice. Aligning our actions with our values, we seek to engage with a range of social justice issues, in particular homelessness, modern slavery and aspirations for Carbon Zero. The Dean leads on work relating to racism, inclusion and memorialisation.

Our historic building and offices present a practical challenge as they are not accessible to anyone with mobility issues. We are addressing this challenge and hope that within five years we may be able to welcome colleagues who are wheelchair users, but we are disappointed that this is not the case at the present time.

Our congregation is varied. Many members have known the Cathedral for a long time, having arrived as choristers or choir parents. Others are newer arrivals, often drawn by the quality of the music, liturgy and preaching. Perhaps 20% of the congregation on a Sunday are visitors. Our worship seeks to offer the best of the Church of England, drawing on the Prayer Book tradition at Evensong, and the riches of



Common Worship at other times. We respect tradition and seek to build on the past while we proclaim the gospel afresh for every generation. While we are not a uniformly elderly congregation, many of our loyal volunteers are ageing and

this is a challenge. Similarly, while we can attract young families for events, our toddler carol services are a particular highlight, we have yet to settle our regular provision for children.

Our staff has grown significantly over the past three years and we are blessed with a supportive, ambitious, collaborative team of varied ages and life experiences.

The Cathedral has a rich programme of events, concerts, exhibitions and conferences in addition to the seasonal patterns of worship.

The Cathedral is framed by College Green, a large open space leased to the Council, which provides a recreational space for those who live and work in the City. We also enjoy a small and peaceful garden, where many people, including the Cathedral staff, seek sanctuary during a busy day.

In 2023 the Cathedral took on the management of the medieval Lord Mayor's Chapel on the other side of College Green. The Chapel has a small but loyal congregation and is used for some civic events through the year. We are excited by its potential as a worship and events space.

You may find it helpful to look at the following websites:

bristol-cathedral.co.uk/

(You will find details of the team here)

bristol.anglican.org/

visitbristol.co.uk/

bristolonecity.com/about-the-one-city-plan/



Bristol Cathedral is a place where I can be myself and not feel judged (teenage server)

RESPONSIBILITIES

WORSHIP AND LITURGY

The Minor Canon works in close conjunction with the Master of the Choristers, the Head Verger and the Dean and Chapter in shaping liturgy and worship.

In particular you will be responsible for

- working with the Music and Liturgy Officer to choose hymns for all regular services.
- Preparing the six monthly and daily clergy duty rota; this includes liaising with visiting preachers, and the Vice Dean who oversees the Day Chaplains.
- Preparing of orders of service for typesetting and printing by the Music and Liturgy Officer.
- Producing (or in many cases editing) detailed running orders for services (Liturgical Notes). Amongst the many regular special events are the Advent Procession, Carol Services and Holy Week services.
- Liaising with the Bishop of Bristol's office over diocesan services, including the Chrism Eucharist, Ordinations, and the Installation of Honorary Canons.
- Co-ordinating special services with outside bodies (e.g. civic leaders, schools and community groups).
- Chairing service planning meetings, arranging, and running rehearsals.
- Pastoral responsibility for the choristers and their families.
- Attending the Music Forum meeting and communicating any concerns to the Dean.
- Accompanying choir tours.
- Consulting with the vergers so that they can carry out the liturgical aspects of their role.
- Assisting clergy in training curates and ordinands on placement at the Cathedral to undertake a variety of liturgical roles.
- Acting as Chaplain to the Cathedral's Guild of Servers, attending their meetings and involvement in the recruitment and training of new servers.
- Preparing the lectionary, and training members of the congregation to read lessons and lead intercessions.
- Checking the Sunday Service Sheet (News and Notes) as well as proofreading other Orders of Service.

AS A MEMBER OF CATHEDRAL CLERGY

The Minor Canon, together with all the cathedral clergy, shares in promoting and enabling the Cathedral vision and values to be lived out in all aspects of our life, including worship, discipleship, and outreach. All clergy share in the leading of worship, preaching, and development of the Cathedral congregations.

You should be realistic about your role, willing to learn from senior colleagues and enthusiastic about the Cathedral's vision and strategy. The ability to work collaboratively in a team is therefore crucial. Weekly Monday clergy, departmental and full staff meetings form a vital part of this aspect of the work.

Every aspect of this role demands a secure grasp of the principles and practice of Safeguarding of children and vulnerable adults.

PERSON SPECIFICATION

We hope to appoint a Minor Canon for Worship and Liturgy with the following skills, attributes and qualities:

- a practical working knowledge of liturgy and liturgical principles in the Church of England
- an appreciation of the Anglican choral tradition
- curiosity and willingness to seek out new forms of music and an awareness of the breadth of music available for worship.
- excellent organizational skills.
- commitment to the Cathedral's vision statement and our values of openness, generosity, creativity and bravery.
- good proof-reading skills and attention to detail.
- well-developed computer literacy.
- an ability and a desire to work collaboratively as part of a team as well as the self discipline to work alone.
- good interpersonal skills and the ability to work well with a wide range of people.
- stability, resilience, a sense of humour, and the ability to work efficiently under pressure.
- personal spirituality that can adapt to Cathedral life, which can be both very routine and yet is sometimes disrupted by external factors.
- the ability to maintain boundaries in pastoral care.
- humility and adaptability to work within the Liturgical Plan for Bristol Cathedral which outlines the vision of the Dean and Chapter for worship in the Cathedral.
- a good preacher, with the ability to lead worship and preach for a large and theologically mature congregation with sensitivity and understanding.

TERMS AND CONDITIONS

The post holder will be issued with a statement of particulars under Common Tenure.

Day off: Thursday (Saturdays can be worked from home, except once a month when the Minor Canon is expected to be in Residence in the Cathedral)

Holidays: six weeks per annum (six Sundays in all), plus up to four days' retreat.

Commencement: At a time to be negotiated

Stipend: Diocesan Incumbent's Scale currently £28,718 but due for review in April 2024.

Council Tax and Water Rates are paid.

Expenses: Expenses incurred on Cathedral work, claimed monthly with accompanying receipts, are fully reimbursed by the Chapter.

Moving Costs: Reasonable removal costs and a resettlement grant of 10% of stipend will be paid. A first appointment grant may also be payable, in line with diocesan guidelines.

Accommodation: A two bedroom house is provided within walking distance of the Cathedral at 24 Oldfield Road, BS8 4QQ

A desk is provided in the shared clergy office where the Minor Canon is expected to work routinely.

You will have the support of an experienced and skilled team in the Music Department, including our Music and Liturgy Officer, who prepares all the printed texts for services.

An enhanced DBS disclosure will be required.



APPLYING FOR THE POST

We strongly encourage you to have a conversation with the Dean if you are considering applying for this post, please contact Sarah Morris (reception@bristol-cathedral.co.uk) to arrange this.

Please use the application form provided and do not send a CV. Your supporting statement should be no longer than four sides of A4 (2,000 words).

The closing date for applications is noon on **8 February 2024**.

INTERVIEW PROCESS

Short list: 19 February 2024

Interviews: 29 February – 1 March 2024

We will provide overnight accommodation for shortlisted candidates.

The interviews will be held over two days, including opportunities to meet key members of staff, have a tour of the Cathedral and housing, as well as a formal interview.

You will be asked to make a short presentation and to preach as though to the Cathedral Congregation on the Revised Common Lectionary Readings for the Eucharist (Jeremiah 17.5-10, Psalm 31, Matthew 20.17-28)

Interview Panel

- The Dean, the Very Revd Dr Mandy Ford
- The Chief Operating Officer, Mr Ben Silvey
- The Master of the Choristers, Mr Mark Lee
- Diocesan Racial Justice Co-Ordinator The Revd Anjali Kanagaratnam
- The Bishop's Chaplain, Revd Lucy Cleland