



WORCESTER
CATHEDRAL

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Application Pack

RESIDENTIARY CANON AND PRECENTOR



A MESSAGE FROM THE BISHOP AND THE DEAN

Thank you for showing an interest in the post of Residentiary Canon and Precentor of Worcester Cathedral, which is vacant following the appointment of Dr Michael Brierley to be Director of Formation at Ripon College, Cuddesdon.

Worcester Cathedral is one of the great buildings of England with a rich history. For centuries it has been the mother church and the seat of the bishop of this ancient diocese. It was one of the great Benedictine monasteries with an international reputation for music, liturgy, and learning. Today it is a vibrant centre of worship and hospitality which seeks to serve the people of the diocese of Worcester and all who come through its doors in the spirit of the rule of St Benedict.

In the worship offered here, our aim, like that of the person in the parable, is to bring out of our treasures what is new and what is old. Our prayer is that many will be thereby touched by the fire of God's love.

We hope that you will prayerfully consider whether this is a ministry to which God may be calling you. May he bless you as you do so.



Bishop of Worcester



Dean of Worcester

THE APPOINTMENT

Following the appointment of Dr Michael Brierley as Director of Formation at Ripon College Cuddesdon, the Bishop of Worcester is seeking a priest to be Residentiary Canon and Precentor of Worcester Cathedral. The person appointed will be responsible for the organisation and development of the liturgical and musical life of the Cathedral. They will be expected to play a full part in the Chapter and cathedral community and to contribute to the work of the wider diocese.

The vacant canonry is a Crown appointment, formally made by Her Majesty the Queen. The nomination to the Crown will be made by the Ecclesiastical Secretary to the Crown and the Lord Chancellor, Mrs Helen Dimmock MBE, following a selection procedure conducted by the Bishop of Worcester, and in consultation with the Dean and an advisory group. The practicalities of the appointment process will be handled by the Chief Operating Officer of the Cathedral, Val Floy.

The person appointed to the canonry will be a post holder under common tenure within the Diocese of Worcester. They must be a priest of the Church of England or of a church in communion with the Church of England who has been six years complete in holy orders. The appointment is subject to Enhanced Plus Barred Lists DBS Disclosure.

It is hoped that the person appointed will be installed in early January 2022, or as soon as possible thereafter.

Worcester Cathedral puts a priority on diversity and is very keen to receive applications from individuals from diverse backgrounds. We would like to hear from you if you are able to help us on our journey to achieve greater diversity.

WORCESTER CATHEDRAL

The view of Worcester Cathedral rising majestically over the River Severn is world-famous. There has been a cathedral on this site since the foundation of the bishopric in 681, though the oldest part of the present building is the Norman crypt. The shrines of St Wulfstan and St Oswald drew pilgrims here before the Reformation. The Cathedral houses the tomb of King John and Prince Arthur, the eldest son of Henry VII. The Cathedral witnessed the turbulence of the Reformation (Hugh Latimer was Bishop here) and of the Civil War (Charles II watched the Battle of Worcester from the top of the tower) and had close associations with Geoffrey Studdert Kennedy (Woodbine Willie), the best-known chaplain on the western front in the First World War.

At the dissolution of the cathedral priory, Henry VIII re-founded the monastery school as what is now known as the King's School Worcester, a large independent day school for girls and boys which remains an integral and on-site part of the Cathedral foundation. The Chapter appoints several of the governors, and the school chaplain is a minor canon of the Cathedral.

The Cathedral works in partnership with the University of Worcester, hosting the University's graduation ceremonies and jointly holding an annual lecture on public policy and social ethics.

The Three Choirs Festival, the oldest continuing choral festival in the world, at which many well-known compositions were premiered, notably by Elgar and Vaughan Williams, is held in Worcester every three years. The next festival will be in 2024.

The Chapter is the Trustee Body of an almshouse called St Oswald's Hospital, which traces its history from a foundation by St Oswald, bishop of Worcester in the tenth century. Now occupying pleasant Victorian buildings, and situated a mile north of the Cathedral, the Hospital provides homes for twenty or so residents, and is managed on a day-to-day basis by the Dean, the Chief Operating Officer of the Cathedral, a resident (house for duty) Chaplain, and a Warden. The Chapter meets quarterly as the Trustees of the Hospital.

Today the Cathedral welcomes visitors from all over the world and maintains a policy of free admission. There is a large musical establishment with several choirs. A new organ in the quire was installed in 2008; the nineteenth-century nave organ awaits restoration and repair. The work of the Cathedral is supported by a staff of 50, a community roll of 150, 400 volunteers, and the Friends of the Cathedral with a membership of 700. The Cathedral hosts major diocesan and civic services, events for schools and other community groups, concerts, drama and exhibitions. The newly restored and award-winning Undercroft in the cloisters is the Cathedral's heritage and learning centre. The Cathedral is also soon to take over the management and development of the Old Palace, the medieval bishop's palace which lies to the north of the precinct.

The year of the Covid-19 pandemic was a severe test of the resilience of the Cathedral community. There was a serious impact on the Chapter's finances, through the closure of the Cathedral, its shop and café. The Chapter committed itself to a livestreamed daily act of worship, and not a single day was lost from the beginning of the first lockdown. There is now a regular daily on-line congregation, and the livestreaming will continue as part of the Cathedral's mission and pastoral care. Visitors and community events are beginning to return to the Cathedral, the Three Choirs Festival is being held, and the loyal members of the Cathedral community and wider public have responded generously to the Cathedral's recovery appeal.

The Chapter will launch a new strategic vision for 2025, of which the draft version is to be found on the Cathedral website. Characterising the Cathedral as 'a place of prayer, learning, and welcome', the Chapter is inviting the whole Cathedral community to become:

- A community welcoming everyone to share our amazing heritage.
- A place of breadth and depth in worship and prayer.
- A place of learning, discipleship, and nurture.
- A catalyst for campaigning and raising awareness on the environment and social justice.
- A resilient organisation with stable finances.

THE CHAPTER

The Chapter is the governing body of the Cathedral and has the duty 'to direct and oversee the administration of the affairs of the Cathedral, and, in particular, to order the worship, provide for the supervision of music, and promote the mission of the Cathedral'. The principal duty of the Dean is 'to govern and direct on behalf of the Chapter the life and work of the Cathedral'. The two full-time residentiary canons 'shall be engaged exclusively on cathedral duties', that is, 'duties, whether in the Cathedral or Diocese, which should, in the opinion of the Chapter after consultation with the Bishop, be discharged in or from the Cathedral'. All the Residentiary Canons 'shall undertake such duties as the Chapter shall determine after consultation with them' and shall, 'unless reasonably prevented, be in daily attendance at services in the Cathedral'. The lay canons, for their part, 'shall endeavour to strengthen the whole corporate life, worship and work of the Cathedral'. (All quotations are from the Cathedral Constitution and Statutes.) The recently approved Cathedrals Measure will lead to some changes in the governance of the Cathedral, including an increase in the number of lay or non-executive members of the Chapter, from three to five.

The dean, Peter Atkinson, has been in post since 2007. There is at present one other full-time residentiary canon in post, Dr Stephen Edwards, appointed in 2019. He has responsibility for promoting the Cathedral's mission in the Diocese and local community, and for the pastoral care of the Cathedral community. There is a third canonry, hitherto part-time, which has been held by Dr Georgina Byrne. She has recently been appointed Anglican tutor at the Queen's Foundation, Birmingham. The Chapter is exploring options for a new appointment.

The dean, residentiary canons, and chief operating officer meet weekly on a Monday morning, before a diary meeting with relevant members of staff. In accordance with the provisions of the new Measure, a senior management team is being trialled.

LITURGY AND MUSIC AT WORCESTER CATHEDRAL

'Let nothing be preferred to the work of God', wrote St Benedict; and the daily celebration of the eucharist and of morning and evening prayer is the heart of the life of this great Benedictine church.

The eucharist is sung on Sundays at 10.30 and on weekday festivals in the evening. It is said from Monday to Saturday at 8.00 and additionally on Wednesdays at 1.00. These services all follow *Common Worship Order One (Contemporary)*. The eucharist is said according to the *Book of Common Prayer* on Sundays at 8.00 and Fridays at 11.30. Eucharistic vestments are worn at all celebrations of the eucharist, and incense is used on principal feasts. Holy Week is celebrated in full according to *Common Worship: Times and Seasons*. The current liturgical arrangements are described more fully in the Chapter's Liturgical Plan, a document required, and recently accepted, by the Cathedrals Fabric Commission for England, available on the Cathedral website.

Morning prayer is said according to *Common Worship: Daily Prayer* every day at 7.30. The weekday morning services use the different chapels in turn throughout the week. Evensong is sung by the cathedral choir according to the *Book of Common Prayer* on Sundays at 4.00 and on other days at 5.30. Tuesdays is the current day off for the cathedral choir and, unless there is a visiting choir, evening prayer is said. There is a programme of visiting choirs through much of the school holidays; otherwise, evening prayer is said.

During the school term there is usually an additional Sunday service at 6.30, sung by the cathedral voluntary choir. A variety of liturgical forms and musical styles are used at this service, or it may be the occasion of a special service such as a diocesan confirmation service, the county harvest thanksgiving, or a service in the week of prayer for Christian unity.

The Bishop presides at many 'diocesan' services in the course of the year (though every 'cathedral' service is a 'diocesan' service and vice versa) including the ordinations and the chrism eucharist. There are civic services, many carol services for external bodies, and an annual hospice service. The King's School uses the Cathedral twice weekly for assemblies and holds a eucharist in the crypt once a week.

A new organ was installed in the quire in 2008. The large Victorian organ in the south transept was designed to serve the nave, but work in conjunction with the quire organ. The Chapter has committed itself in its 2025 strategic vision to the repair or restoration of this organ.

LITURGY AND MUSIC STAFF

The liturgy and music staff with whom the precentor will work comprises the music team and the vergers' team. The precentor is directly responsible for the music team, led by the director of music and organist, Samuel Hudson, and the assistant director of music, Nicholas Freestone. Administrative support is provided in both music and liturgy. There is a chorister chaperone.

The cathedral choir has an official establishment of eighteen boy and eighteen girl choristers (the boys and the girls usually but not always sing on separate occasions) and professional male and female lay clerks. There are six principal lay clerks who sing at all services during the week and at weekends, and three assistant lay clerks who sing at weekends and major feasts only. There are also three choral scholars. Lay clerks and choral scholars sing with both the boy and girl treble lines.

There have been boy choristers at the Cathedral, educated at King's, since 1541. Girls were admitted to the cathedral choir in 2006, drawn from a variety of local schools. Hitherto they have rehearsed and sung only on Saturdays, with an occasional Sunday. The Chapter recently decided to equalise the opportunity for boys and girls, and from September 2021 they will sing the same number of services. The girls, like the boys, will be given scholarships at King's. Alongside this, the voluntary choir, founded in 1874 as a choir of men and boys, will be re-formed as a choir of boys and girls aged 8-13, drawn from a variety of local schools. And there will be a new youth choir of boys and girls of

13+, to which cathedral and voluntary choir choristers may graduate, and which others of that age may join. In addition, a chamber choir was founded in 1998, run by the senior lay clerk, which provides opportunities for amateur adult men and women to sing occasional services and concerts in the cathedral and elsewhere.

The Sunday 6.30 service and the re-forming of the voluntary choir will be the focus of a new pastoral initiative led jointly by the precentor and the canon for mission and pastoral care. Following the 'choir church' model, the weekday rehearsal will also include a teaching session led by one of the cathedral clergy, bringing together the music, Christian formation, and areas of social justice.

The team of vergers is led by the head verger, James Prior, and works with both the precentor in relation to the organization of services and with the dean and chief operating officer in relation to the vergers' wider role in the management and caretaking of the Cathedral. There are five vergers.

SAFEGUARDING

Safeguarding children, young people and vulnerable adults is our absolute priority. All clergy and employees are required to follow the Cathedral's safeguarding policy and procedures. Safeguarding matters are a standing item at Chapter meetings and the precentor will need to ensure the liaison with King's School takes account of safeguarding protocols.

Regular training will be offered in safeguarding and associated matters but it is the responsibility of each member of staff to keep themselves up to date and familiar with current best practice. Safeguarding is everyone's responsibility.

THE PRECENTOR: ROLE DESCRIPTION

1. In General

As a residentiary canon and member of the Chapter, the precentor will take a full share in the worship, work and governance of the Cathedral, working with fellow-members of Chapter, and with cathedral staff, volunteers, and congregation, to further the mission of the Cathedral. The person appointed will have an enthusiasm for worship which is inspiring, beautiful, ordered, and draws upon the best of the past and the present. They will have a love for the English cathedral choral tradition and should be competent to sing the parts assigned to the officiant at evensong. They should be able to engage intelligently and appreciatively with the Cathedral's musicians. They will be ambitious, not for themselves, but for making the very best of the Cathedral's liturgical and musical resources for the glory of God. Having said all of that, the person appointed may be someone who has not hitherto thought of themselves as a precentor or a cathedral canon: there is not a 'type' to which the successful candidate will necessarily conform. As we have said above, we put a priority on diversity and we are keen to receive applications from individuals from diverse backgrounds. We would like to hear from you if you are able to help us on our journey to achieve greater diversity.

2. Generic Role of Residentiary Canons

- a. All residentiary canons attend Sunday and weekday services as required by the Statutes, and engage in liturgical and preaching duties as directed by the Chapter.
- b. They share with the dean and fellow residentiary canons in the pastoral work of the Cathedral.
- c. They act as canon-in-residence for an allocated number of weeks in the year with the duties set out in the Chapter's residence policy.
- d. They attend Chapter meetings, and other meetings, events, and services at which Chapter members are expected.
- e. They are trustees of St Oswald's Hospital.
- f. Contribute to the life and work of the diocese and the wider church.

3. Specific Role of the Precentor

The Precentor will:

- Be responsible, in collaboration with the dean, and under the general authority of the Chapter, for the organization and arrangement of all ordinary and special services in the Cathedral.
- Supervise the work of the music team and be line-manager to the director of music.
- Normally be present when the cathedral choir is singing.
- Be the principal cantor of the office at choral evensong, and also be willing to share this ministry with others.
- Be responsible, in collaboration with the dean, for the development of the liturgy of the Cathedral, for the ordering of liturgical spaces, and for the provision of vestments, furnishings, and other requisites of the liturgy, and for keeping the Cathedral's liturgical plan under annual review.
- Undertake, in collaboration with the canon for mission and pastoral care, and with the assistance of the director of music, the pastoral care and spiritual formation of choristers; for liaising with their families and with the King's School for that purpose; and for maintaining links with former choristers.

- Encourage those engaged in the liturgy and music of the Cathedral to see their work in the context of the Cathedral's overall mission. They will encourage good relations between them and other members of the cathedral staff and community.
- Collaborate with the Bishop's office, chaplain, and other diocesan liturgical officers for the arrangement of diocesan services; and to promote the contribution of the Cathedral to the liturgical and musical life of the diocese and the wider church.
- Work with the safeguarding lead in the Cathedral and in the King's School to ensure best practice in all aspects of safeguarding.
- Co-ordinate the arrangements for baptisms, marriages, funerals, memorial services and other pastoral liturgies.
- Be responsible for the selection, training, rehearsing (and, where appropriate, spiritual formation and pastoral care) of all who exercise a liturgical function in a voluntary capacity, including visiting priests, licensed readers, stewards, lesson-readers, intercessors, servers, eucharistic ministers; and for the work of the flower and embroidery guilds.
- Be responsible, with the assistance of the director of music, for the selection and briefing of visiting choirs, and for arrangements for their welfare and welcome.
- Collaborate with the vergers' and service teams in all aspects of their work that relate to the arrangement of services.
- Be responsible, with the assistance of the director of music, for the liturgy and music budget, and work collaboratively with the chief operating officer on all aspects of liturgy and music finance and administration.
- Take an active share, in collaboration with the fundraising team, in generating income for the core costs of the music team and the Cathedral as a whole.
- Be the Chapter representative to the Choristers' Association, and work collaboratively with other bodies with an interest in the music of the Cathedral, the Three Choirs Festival, the Worcester Festival Choral Society, the Friends of Cathedral Music, and the Royal School of Church Music.

THE PRECENTOR: PERSON SPECIFICATION

The Precentor will:

1. Be a person committed to the mission of the Cathedral within the diocese and the wider church.
2. Have a good understanding of liturgy and be able to translate this imaginatively and sensitively into acts of worship. They will be able to preside at the liturgy with a natural and welcoming dignity, which is appropriate to the occasion. They will be painstaking in the preparation of services and have an eye for detail and have good IT skills.
3. Have a good general knowledge of music, especially of the English choral tradition, and also be able to draw on the best of contemporary music in the service of the liturgy. They will be able competently to sing the relevant parts of the liturgy. They will have an appreciation of the work of professional musicians and a concern for their welfare.
4. Be an effective communicator, in both the spoken and the written word, and be a thoughtful and engaging preacher.
5. Be a team-player, willing to contribute to the thinking and responsibilities of the Chapter and to implement its policy. They will be able to work well with all sections of the Cathedral staff and community. They will have demonstrable ability in team-leading, administration and management of budgets.
6. Demonstrate an active understanding of safeguarding and the implications for their role.

TERMS AND CONDITIONS

- The appointment is that of common tenure under the Clergy Terms of Service Measure. Enhanced DBS disclosure will be required for this appointment.
- For the better performance of duties accommodation will be provided within the Cathedral precinct. The present accommodation is a spacious four-bedroom apartment occupying part of the first and second floors of 15 College Green, with its own front door on the ground floor and its own garden. There is a large study. There is no garage, but available parking on College Green. **However, the Chapter is considering a re-configuration of residences in the precinct, and may wish to have a conversation with short-listed candidates about other possible houses.**

- The stipend (paid by the Church Commissioners) is that for a residentiary canon (currently £29,199 pa). Agreed removal and resettlement costs will be refunded. Council tax, water rates and buildings insurance are paid by the Chapter.
- Agreed working expenses are reimbursed by the Chapter on production of receipts.
- The dean and residentiary canons take a weekly day off (that is, a clear period of 24 hours and normally the same each week) which is free of all cathedral duties. The choice of day needs to be related to days off taken by the dean and other residentiary canons, and the needs of the music team. The expectation is that the precentor's day off will be Tuesday, in line with that of the music team.
- The dean and residentiary canons take in turns to be 'in residence' throughout the year. This is arranged in weekly units according to a rota. This provides a constant liturgical presence as well as a point of daily reference for vergers and office staff. During weeks of residence the weekly day off is covered by a colleague.

The dean and residentiary canons take 36 days holiday each year. Within this allocation are included no more than six Sundays and the 'inside of weeks' following Christmas and Easter. The annual leave year begins on 1 January each year. Holiday times are negotiated between the dean and residentiary canons to ensure that the requirements of residence are met.

HOW TO APPLY

- Applications must be made on the Church of England clergy application form, which can be downloaded from the Cathedral website or the Church of England website (clergy resources). Applications should be sent to the Cathedral's chief operating officer, Val Floy, at valfloy@worcestercathedral.org.uk, or at **The Chapter Office, 8 College Yard, Worcester WR1 2LA, marked for the attention of the chief operating officer**, who will also respond to any queries about the application process. The closing date is 12 noon on Wednesday 18 August.
- Candidates should provide examples in their personal statement of how they have demonstrated the areas outlined under section 2 of the role description which relate to the specific role of the precentor. This evidence will be used to shortlist candidates for interview.
- The interview process for shortlisted candidates will be held on **the evening of Sunday 12 September and throughout the morning and afternoon of Monday 13 September 2021.**

- Those invited for interview will be asked to prepare an exercise in relation to liturgy, to preach a brief sermon to the panel, and to take part in a singing test.
- Those interested in the post are welcome, if they wish, to contact the dean, Peter Atkinson, on **07908 224 975** for an informal discussion.

**Closing date for applications: 12 noon Wednesday 18 August 2021.
Interviews on the evening of Sunday 12 September
and the morning and afternoon of Monday 13 September 2021.**