



TRUSTEE (VOLUNTARY)

INFORMATION PACK



INTRODUCTION

The Dean and Chapter of Llandaff Cathedral seek to appoint two Trustee members of the governing Chapter of the Cathedral to support the next phase of the Cathedral's work. This voluntary role is an exciting opportunity to join an experienced team of clergy and lay people whose focus is to interpret and develop the life of this iconic Christian institution in the context of the capital city of Wales. It requires experience, time, compassion and imagination, but offers the chance to play a very significant part in the governance of the Cathedral as well as opportunities to engage in the ceremonial and worshipping life of Llandaff Cathedral.

The Chapter consists of five full-time senior clergy and six voluntary lay members. Below is set out the context of the Cathedral's work and its governance, and the role and nature of Lay Canons. Further information about Llandaff Cathedral is available on its website:
www.llandaffcathedral.org.uk



ABOUT LLANDAFF CATHEDRAL

There has been a Christian presence on this site from the time of Saint Teilo in the sixth century, as is still visible in the early Christian pillar-cross in the south aisle and grave markers reset into the fabric.

The present building dates from the Norman period, around 1120 under Urban, bishop from 1107 to 1134, a Welshman, and it was extended in the early thirteenth century, with further additions and modifications in the later Middle Ages.

The Cathedral has undergone three major upheavals and restorations. In the eighteenth century, when the nave was roofless, the architect, John Wood of Bath, built a 'temple' style church in the choir and part of the nave.

Wood's building was swept away in the Victorian restoration which commenced in the 1840s, under John Prichard and John Pollard Seddon, culminating with the south-west tower in 1867-69.

The devastation of the Cathedral on 2 January 1941 caused by the explosion of a German landmine outside the south aisle was addressed in the 1950s under the architect, George Pace, with a repaired and refurbished Cathedral and the addition of the St David, or Welch Regiment, Chapel.

Llandaff Cathedral's multifaceted role is understood in various ways. As the Mother Church, it is the focus for the corporate life of the Diocese of Llandaff, which is part of the Anglican Province of The Church in Wales. It is therefore the seat of the Bishop of Llandaff and as such supports and facilitates the bishop's sacramental and teaching ministry. The Cathedral is also its own vibrant Ministry Area, with a busy round of occasional offices and a demanding pastoral ministry.

By virtue of its place in Wales' capital, Llandaff Cathedral plays host to many national services and it is increasingly the case that its ministry and witness speaks directly into the public sphere. Most recently in September 2022, the Cathedral hosted HM King Charles III and Queen Camilla following the demise of HM Queen Elizabeth II in a service of national remembrance that was broadcast internationally.

We have principal relationships with four schools in the parish; the Cathedral School (from which our choristers are drawn), a Voluntary Aided Church in Wales Primary School; a Voluntary Aided Church in Wales High School, and to a lesser extent, Howells, an independent GDST day school for girls with co-educational sixth form. St Padarn's, the Church in Wales' ministerial training institution is close by. The Cathedral also has a thriving Sunday School of around 100 children attending on a weekly basis.

The Cathedral has an important role in the life of the Diocese, Ministry Area, City and Province, principally as a place of pastoral care, ordered liturgy, teaching and encounter with the Gospel of Jesus Christ through worship and prayer where the house style is within the modern catholic tradition.

The Cathedral is used regularly as a venue for external events, and we currently have longstanding arrangements with several groups including the London Concertante and Fever Events UK.

The Llandaff Cathedral Festival takes place annually each July. The festival brings together the local community in a wide array of events, ranging from talks and concerts through to the Family Fun Day, featuring family activities, performances and a craft fayre attended by local artists and vendors.

THE ART OF LLANDAFF CATHEDRAL

THE MAJESTAS



During his tenure as Cathedral Architect, Pace came to an agreement with the Dean and Chapter that some form of arch, which would also display some piece of outstanding contemporary art, should be constructed at the point where a pulpitum would have been in earlier days but it was not to obscure the view throughout the whole length of the Cathedral at ground level.

Two schemes were put forward by Pace and it was the second scheme which was to win the day, being a double wishbone concrete arch surmounted by a hollow drum which would carry the new artwork. The artist proposed to fashion the figure of “Christ in Glory” that would be mounted on the West face of the drum was Jacob Epstein.

THE ROSSETTI TRIPTYCH



Dante Rossetti was commissioned to provide artwork for the reredos of the High Altar in 1855. He was extremely slow in producing it and the whole painting was not finally delivered until 1864, much to the relief of the Dean and Chapter. In the post-war restoration of the Cathedral, Pace did not wish to return to the Victorian arrangement of the Sanctuary, and so the painting was moved to the newly created Illtyd Chapel under the Jasper Tower. In 1989, Donald Buttress re-furbished the Chapel and chose to provide the painting with a new frame with the muted richness of distressed gold leaf. Both these changes may have gone some way to meeting Rossetti’s original objections.

CATHEDRAL VISION AND VALUES

The role of a Cathedral is to serve God as a house of prayer and worship, in support of our Bishop, whose ancient throne is here, and the Diocese entrusted to her care. We also serve the Ministry Area of Llandaff, in ministry and mission.

The Llandaff Cathedral community is grounded in the rhythm of daily worship on which we build a broad ministry of hospitality. Whether people come for parish, Cathedral, diocesan or other services; or for school activities, concerts, or other events; or as intentional or casual visitors of any faith or none, our aim is to welcome all visitors as pilgrims.

The vision of Llandaff Diocese is to grow God’s Kingdom, tell a joyful story and build our capacity for good.



GOVERNANCE OF THE CATHEDRAL

The Chapter is responsible for governance; its members provide leadership in partnership with lay staff, and the Residentiary Canons are involved in varying degrees in leadership in their areas of work.

The challenges for Chapter include having sufficient time to do its business, and to develop ways of working that ensure appropriate governance of a registered charity (registration number 1159090).

Each of the Residentiary Canons (Chancellor and Precentor) oversees the work of their area of responsibility on behalf of the Chapter with appropriate assistance from the additional members of Chapter. The full-time Canons work across departments to co-ordinate the Cathedral's mission and work in their area and for the Cathedral as a whole.

Chapter Trustees provide invaluable perspectives on the Cathedral in ensuring proper governance in all areas of Chapter's work.

The Chief Operating Officer is responsible for the overall administration and management of the Cathedral, leadership of its lay staff, and for implementing its policies and procedures, as well as servicing its sub-committees.

At present Chapter meets six times each year. This includes some interaction with the Cathedral staff through visits and reports. There are also occasional lunch or evening receptions.

Each Trustee has experience and expertise to offer to the Cathedral's life and work, supporting the Residentiary Canons who have the responsibility for overseeing the implementation of Chapter's strategy. They are not expected to have executive responsibility but are trustees of the charity.

CLERGY

| The Rev'd Canon Dr Jan van der Lely *Acting Dean & Canon Chancellor*

| The Rev'd Canon Ian Yemm *Canon Precentor*

LAY STAFF

Chief Operating Officer | *Full Time*

Director of Music | *Full Time*

Assistant Director of Music | *Full Time*

Music Animateur | *Part Time*

Head Verger | *Full Time*

Head of Stakeholder Engagement | *Full Time*

Head of Marketing | *Part Time*

Office Manager | *Part Time*

Cleaner | *Part Time*

THE CATHEDRAL MUSIC DEPARTMENT

The Cathedral has a thriving music department which is overseen by the Director of Music, Stephen Moore, who has been in post since 2016. As of September 2023 the Cathedral will operate the following choirs

- The Cathedral Choir

Made up of up to 18 Boy and 18 Girl Choristers drawn from The Cathedral School. They are joined by a back row of lower voices made up of a pool of professional singers and 3 Choral Scholars.
- The Majestas Consort

An adult voluntary choir, directed by the Assistant Director of Music, which sings for services during several feasts throughout the year, including All Souls' Day, Epiphany, and the First Eucharist of Christmas.
- Majestas Kids / Majestas Criw

A group for children aged 7-11 from all over Cardiff.
- The Festival Chorus

A 'Choral Society' established in 2022 to sing at the Llandaff Festival.

In addition to the Assistant Director of Music, Aaron Shilson (2021) the Director of Music is supported by two further organists: David Thomas and Philip Aspden (Director of Music at the Cathedral School).

In September 2022, parity of opportunity for girls and boys who wish to be choristers was achieved in Llandaff for the first time, placing all choristers on an equal footing and strengthening the historic link with the Cathedral School where they are all educated. We are proud to maintain a weekly output of seven choral services with the Cathedral Choir and are actively exploring potential new avenues of musical outreach.

Over the past 5 years, the Cathedral Choirs have

appeared live on Television and Radio, on Songs of Praise on Easter Day 2021 and Christmas Day 2022, recorded two CDs with Regent Records, sang at the 368th Clergy Support Trust Festival at St Paul's Cathedral and undertaken two domestic tours. Forthcoming engagements include a live BBC Radio 3 Choral Evensong broadcast in September and a 5-day tour to Belgium in October. Strong links have been established with Brecon and Newport Cathedrals with an annual 'Welsh Three Choirs' Evensong each May.

Permanent Live-Streaming equipment has recently been installed in the Cathedral at considerable expense. The system includes cameras in the Nave, Lady Chapel and Organ Loft making it possible to broadcast services and recitals and create a bank of music which may be used to enhance the liturgical output of the Cathedral through online services.

The Cathedral Organ is a 4-manual Nicholson & Co. instrument, built in two stages and installed between 2010 and 2013. The Organ is the largest, wholly new Cathedral Organ to be built in the UK since the 1960s and has immense colour and capacity as an instrument for both solo and accompaniment work.

In addition, the Cathedral houses a small chamber organ in the Lady Chapel (soon to be replaced by a 2-manual electronic instrument), an electronic Chamber Organ in the Choir, a 1972 Steinway D Concert Piano in the Nave and a Yamaha C2 Grand Piano in the Song Room.

Chapter recently elected to establish a Music Development Committee, which will be chaired by the Canon Precentor and will consist of the Director of Music and two other members of chapter, one of whom will demonstrate a particular expertise in Music and Business.

We are therefore eager to receive expressions of interest from individuals who feel they have a contribution to make to the work of the charity which has been gained through experience in the world of music and business in the private or public sector.



HOW TO APPLY

The constitution of the Dean and Chapter requires that the successful candidate should be a baptised and confirmed lay Anglican in communion with The Church in Wales, on the Electoral Roll of any parish in the Diocese of Llandaff and fully supportive of the Cathedral's Vision and Values.

Appointment shall be made for a period of four years, renewable for a further period of four years and a final term of two years.

Appointments will be subject to a satisfactory Enhanced Disclosure and Barring Service Check.

To apply for this voluntary role, please send a letter outlining your suitability to our Chief Operating Officer, Geraint Williams, at geraintwilliams@llandaffcathedral.org.uk by **Midday on Friday 27th September 2024**.

Should you wish to have a confidential discussion about this role please email the Chief Operating Officer who will make the appropriate arrangements for you to speak with him.

Applications should be submitted electronically to Chief Operating Officer at the above email address.

SAFEGUARDING

The Cathedral is committed to take seriously its responsibilities to protect children, young children and vulnerable adults and safeguard their welfare. The Cathedral adopts the Church in Wales Safeguarding Children and Young People Policy and upholds its Code of Good Practice.

<https://www.llandaffcathedral.org.uk/safeguarding/>

EQUALITY STATEMENT

The Dean and Chapter of Llandaff Cathedral (Registered Charity No. 11569090) is committed to promoting equality, diversity and inclusion in all its activities and within the mind-set of all employees, in order to retain a positive organisational culture where everybody can achieve and prosper.

Equality, diversity and inclusion is at the heart of The Dean and Chapter of Llandaff Cathedral's mission and is embedded within our DNA. The Dean and Chapter of Llandaff Cathedral has a unique opportunity to affect positive change within society and we recognise that in order to reach our maximum potential as a charity, we need to foster the same ideologies within our own working practices.

This policy extends to those employed by The Dean and Chapter of Llandaff Cathedral, our trustees, volunteers, those on external/internal secondments or work placements, our customers and suppliers and all third parties carrying out operations in the name of The Dean and Chapter of Llandaff Cathedral, collectively referred to as 'our people'.

The full policy can be found on the Cathedral website.

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