

CADEIRLAN
LLANDAF
CATHEDRAL



Canon for
Community Development
(Canon Chancellor)

Application Pack

Welcome

Dear Colleague,

Thank you for your interest in the post of Canon for Community Development at Llandaff Cathedral. We are an inclusive and welcoming worshipping community, and we are looking for a prayerful priest colleague who will further deepen our commitment to God, and our engagement with Scripture.

We seek to be the Cathedral for the whole Diocese and City of Cardiff, a place of encounter for people of all faiths and none.

The new Canon will work with the Cathedral team to provide educational and nurture opportunities across the range of ages, and to enhance our pastoral provision. Because we are a small team, we don't operate an 'in residence' system, but we all attend the daily services unless it is a day off, or we are otherwise engaged.

Llandaff is a delightful place to live, and the Cathedral congregations are welcoming and friendly.

If you want an informal chat, please contact me at thedean@llandaffcathedral.org.uk or on 07957 222418.

Please be assured of our prayers and good wishes as you discern the next step in your vocation.

The Very Rev'd Dr Jason Bray
Dean of Llandaff



Appointment of a Canon for Community Development (Canon Chancellor)

The Dean and Chapter of Llandaff Cathedral in Cardiff is looking to appoint a new colleague to join us as a Canon for Community Development (Canon Chancellor).

We are looking for a wise priest who is able to build on excellent foundations in education and nurture, who will be not only a pastoral presence in the Cathedral, but will enable all members of the Cathedral community to feel they belong and can grow in the faith.

We are seeking someone who is excited and passionate about cathedral ministry, and who will be committed to daily prayer with the other clergy, and who will share in the round of regular and special services, and is able to lead, preside and preach at them.

The Canon for Community Development will have three main areas of focus:

Education and Nurture

At present, the Cathedral has a very large number of young families who attend the 9am Sunday Eucharist. Many of the children are in the excellent Sunday School which meets in term time: on any given Sunday there will be more than one hundred children. The new Canon will support the development of the Sunday School, but will also look for ways of keeping and attracting young adults, many of whom are lost once they start attending secondary school.

With the Dean and other Canons, the new colleague will lead on adult education provision as well as on arrangements for Christian initiation and nurture, and will create educational opportunities for schools in the area and the diocese.

Pastoral Care

The Cathedral community has a large number of older and vulnerable people, many of whom have lifelong connections with the Cathedral. We are looking for a new colleague to devise structures and practices of pastoral care to ensure these important parts of our community are cared for through good ministry.

Canon and Trustee

The new Canon will serve as a Charity Trustee, and as a member of the Cathedral Chapter will play an important role in governance of the Cathedral, and in the shaping and delivery of the Cathedral's strategy. They will also take an active role in the liturgical life of the Cathedral, working with the residentiary clergy to deliver our pattern of services.



Information for Candidates

THE HISTORY OF LLANDAFF CATHEDRAL

Cardiff is the vibrant and exciting Capital City of Wales. Llandaff sits about two miles from the city centre, and is a quiet and beguiling place of its own, its Cathedral all but invisible until one is almost on top of it.

The Cathedral is one a series of ancient Christian sites in this part of Wales, and is at the place where the main East-West Roman road forded the River Taff – as Christianity spread in Roman times, it was along this road that the followers of Jesus travelled and founded their churches. Tradition, however, states that the first bishop of what would become the Diocese of Llandaff was St Dyfrig, but that the Cathedral itself was founded by St Teilo sometime in the sixth century.

Tradition became history in the eleventh century. The Norman marcher lords when they conquered Wales encountered, by the banks of the river, a stone cathedral dedicated to St Peter which had been built by Bishop Joseph in the 1040s. This building, however, was replaced by Bishop Urban in 1120, who translated the body of St Dyfrig here from Bardsey Island where he had died, and where he joined St Teilo and the early bishop St Euddogwy. In the early Middle Ages, many people came to the shrine of Teilo, and the cathedral was extended westwards in the 1200s, and then the east end was added in the 1300s, but after this, although the pilgrims still came, the Diocese didn't prosper as much as other parts of the country, and the Cathedral never achieved the size and opulence of most others.

After the Reformation, things became worse. The great flood of 1607 all but destroyed nearby Cardiff, and the Bishops themselves became increasingly non-resident. Finally, in the 1720s the south-west tower of the Cathedral collapsed into the nave, and the west end was left as a picturesque ruin with only the east end usable.

Although there were attempts at rebuilding, it was only in the mid-19th century that church life took off again in Llandaff. The Bishops returned and the ancient office of Dean was revived, and together they restored the Cathedral in what appears to have been a heavy Victorian style – the work was overseen primarily by John Prichard.

In January 1941, the Cathedral took a direct hit from a German bomb which destroyed the nave roof, and much of the Victorian restoration – only Coventry Cathedral was more badly damaged. The present building was reconstructed in the 1950s by architect George Pace, whose great pulpitum arch surmounted by Jacob Epstein's *Majestas* frames Bishop Urban's Norman arch, and gives Llandaff its distinctive ancient and new appearance.

In the meantime, Cardiff had grown and prospered, absorbing the ancient city of Llandaff in the 1920s, becoming capital of Wales in the 1950s, and the seat of Welsh Government in the 1990s. Being in Cardiff gives Llandaff Cathedral a significance in the national life of Wales in addition to being the Diocesan Cathedral and the centre of its own Ministry Area.





LLANDAFF CATHEDRAL IN CONTEXT

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. 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. The St Padarn's Institute, 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 also has a thriving musical tradition. The Cathedral Choir sings seven services a week. Beyond this there are three other choirs made up from different parts of the Cathedral community, all of which also perform regularly in the Cathedral. There is also a growing outreach programme run by the Cathedral's Animateur. Strong links have been built with primary schools across Cardiff, and the programme works with nearly 1000 children per year, many from some of Cardiff's most deprived areas, and brings them to perform in the Cathedral. The Music Department also runs several concert series throughout the year.

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, which regularly sees almost 2000 people through the doors in a single day.

While the Cathedral's position outside the city centre means that there are fewer visitors than at many other cathedrals, we work hard to provide a welcome to those who do. It is, however, used extensively as a venue for external events – at least one a week, and in the run-up to Christmas every day will see an event of some description. We currently have longstanding arrangements with several groups including the London Concertante.

The Cathedral is, however, primarily a place of prayer and worship: from quiet prayers said by an individual pilgrim to the grandest of national occasions; from the packed-out Christmas services to the daily round of the Eucharist and the offices. This is a place where for over 1,500 years people have continued to encounter the living God, and is also the home to a series of vibrant and distinct congregations all of whom see the Cathedral as their spiritual home.





Esgobaeth Llandaf Diocese of Llandaff

Mae Ffydd Yn Cyfrif | Faith Matters

THE DIOCESE OF LLANDAFF

The Diocese of Llandaff is the most populous of all six Dioceses of the Church in Wales. With over one million inhabitants, it covers much of South Wales, including the urban centres of Cardiff and Barry in the southeast, the Heritage Coast to the south, the South Wales Valleys in the north and the post-industrial regions of Neath and Port Talbot in the west.

The Diocese is subdivided into 29 Ministry Areas and parishes in 6 Deaneries which are approximately aligned to Local Authorities. Each Ministry Area is led by a team of clergy, who can be a Priest in Charge, Vicar, Ministry Area Leader, or hold another title.

It was Irish monks who first made efforts to establish the Christian faith in the area known as Morgannwg, during the 5th and 6th centuries. The founder of the Celtic monastery at Llancarfan, Cadoc, ruled Morgannwg as abbot-king. Illtud established a monastery school at Llantwit Major, which achieved considerable fame, producing manuscripts and intricately carved stone monuments, a number of which remain in the present church there. Dyfrig (c450-540) is remembered as the first bishop for the area, to be succeeded by Teilo.

However it was the third bishop, Euddogwy, who settled at Llandaff in the late 6th Century, creating the Celtic “kingdom-bishopric”. The first Norman bishop of Llandaff, Urban, began in 1121 to build a new stone cathedral, parts of which remain – huge pillars, thick walls and some beautiful arches. Urban added two names to the dedication of the cathedral, and so it is today known as the Cathedral of SS Peter and Paul, with Dyfrig, Teilo and Euddogwy.

The Middle Ages saw the building of many of the present churches in the diocese, particularly in the Vale and coastal areas. Many were under the patronage of the two Cistercian Abbeys of the diocese, at Margam and Neath. The Church responded to the great industrial advance of the 19th Century by providing the growing population of the Valleys with churches and schools.

The more recent social and economic changes have produced problems and tensions within the diocese, with the rise in unemployment and social deprivation, particularly in the Valleys, but the Church has sought to play its part alongside other agencies. The Church is also responding to the spiritual challenges of our age, and moves forward with hope, under God’s direction and guidance.



GOVERNANCE OF THE CATHEDRAL

The Trustee Body, “the Dean and Chapter” is regulated by Charity Law through The Charity Commission. The Cathedral Chapter is chaired by Canon Ceri Weatherall. The board of trustees consists of The Dean, four ordained trustees and eight lay trustees. The Dean and Chapter are supported by the Greater Chapter and by a number of Committees which enable them to draw on a wide range of specialist professional and other advice and experience.

We are committed to pursuing best practice in oversight, governance and management, alongside upholding legal requirements; and to introducing and consolidating new procedures where required. In this we aspire to follow the seven key principles commended by the Charity Commission, of Organisational Purpose, Leadership, Integrity, Decision Making, Risk and Control, Board Effectiveness, and Openness and Accountability.

OUR PEOPLE

The Cathedral is led by the Dean, the Very Rev'd Dr Jason Bray, supported by the two Residentiary Canons: the Precentor, the Rev'd Canon Ian Yemm, who takes particular responsibility for the music and liturgy at the Cathedral, and the Canon Chancellor, who will be responsible for the educational and pastoral ministry of the Cathedral.

The Cathedral also has a team of lay staff, led by the Chief Operating Officer, Geraint Williams, who are responsible for the administrative and managerial departments, and whose work enables the functioning of the Cathedral. This team is augmented by a dedicated group of volunteers who aid the day-to-day operation of the site.

Clergy

The Dean
Canon Precentor
Canon Chancellor

The Very Reverend Dr Jason Bray
The Reverend Canon Ian Yemm
To be appointed

Lay Staff

Chief Operating Officer	<i>Full Time</i>
Director of Music	<i>Full Time</i>
Assistant Director of Music	<i>Full Time</i>
Animateur	<i>Part Time</i>
Head Verger	<i>Full Time</i>
Head of Stakeholder Engagement	<i>Full Time</i>
Head of Marketing	<i>Part Time</i>
Office Manager	<i>Part Time</i>
Cleaner	<i>Part Time</i>
Chaperone	<i>Part Time</i>



THE CATHEDRAL'S VISION

The Cathedral strives to be a centre for Christian mission and engagement for its local community, for the city of Cardiff, the Diocese of Llandaff and for the people of Wales. It is a place of welcome for all; a place where all can encounter God whether in the stillness of this holy place and the bustle of Cathedral life, through music, words or silence; a place rooted in its ancient past, but which faces the future with hope and confidence in the purposes and love of God.

WORSHIP AT THE CATHEDRAL

The Cathedral maintains a busy pattern of worship drawn from across the rites that are prescribed in the Church in Wales:

SUNDAY SERVICES

8.00am	Holy Eucharist (Said)	Church in Wales Book of Common Prayer (1984)
9.00am	Holy Eucharist	2004 rite. <i>Sung with a congregational mass setting and hymns.</i>
11.00am	Choral Eucharist	2004 rite. <i>Sung by the Cathedral Choir</i>
4.00pm	Choral Evensong	<i>Sung by the Cathedral Choir</i>
6.00pm	Taizé Prayer	<i>Every third Sunday of the month</i>

WEEKDAY SERVICES

8.00am	Holy Eucharist (Said)	Daily
9.30am	Holy Eucharist (Said)	Tuesdays
9.30am	Cymun Bendigaid	Thursdays
5.30pm	Choral Evensong/Evening Prayer	Daily

This service is sung on Monday to Friday and is said on Saturdays. Outside of school term time, there may be a visiting choir, or Evening Prayer is said.



Job Specification

The Dean and Chapter of Llandaff Cathedral seeks to appoint a Canon for Community Development (Canon Chancellor). The successful candidate will be a Residentiary Canon of the Cathedral, and will have responsibility for the development of the Cathedral's educational and outreach programmes, and their management and direction in consultation with the Dean.

The person appointed to fulfil this important and significant brief will be energetic, imaginative and resilient: a priest who has a flair for education and pastoral work, with exemplary organisational skills. The post holder will need to thrive in a complex, fast-paced and demanding working environment and someone who will be sustained by the Cathedral's pattern of daily prayer and Sunday worship. The Canon for Community Development will also take a leadership role in the life of the Cathedral as well as holding trustee responsibilities within Chapter.

Job Title	Canon for Community Development (Canon Chancellor)
Reporting to	The Dean of Llandaff
Terms of Employment	<p>This appointment is subject to an enhanced DBS disclosure.</p> <p>Applicants should have the right to live and work in the UK</p> <p>The stipend is currently £34,440, as prescribed by the Church in Wales</p> <p>For the better performance of duties, accommodation is provided on the Cathedral Green.</p> <p>Necessary expenses are reimbursed in line with the Cathedral's expenses policy.</p> <p>A day off is taken each week in agreement with the Dean.</p> <p>Holiday allowance will be in line with Church in Wales policy. It will be usual for the Canon for Community Development to agree their annual leave in conjunction with the Dean and other clergy in order to facilitate our pattern of worship.</p> <p>Pension provision will be in accordance with the Church in Wales Clergy Pension Scheme</p>

PERSON SPECIFICATION

The successful candidate will demonstrate a fair number of these qualities:

- An established priest of good standing in the Church in Wales, or in a Church in the Anglican Communion.
- Someone with a willingness to share in the joys of Cathedral life in an open and supportive environment.
- Resilient and patient with a good sense of humour.
- Experience of handling a significant workload, with excellent communicational, organisational and administrative skills.
- Self-motivated but flexible.
- Able to inspire others to grow in the Christian faith, and will be a stimulating preacher and teacher.
- A person who is able to forge links with external stakeholders, and grasp opportunities when they are presented.
- At home in the traditional aspects of Cathedral life, and committed to promoting the highest standards of the Cathedral's ministry, whilst able to work with newer and more informal forms of worship.
- Fully committed to the Church in Wales' Dignity Charter, its position on the ministry of women, to the blessing of same sex couples, and to its policy of giving Communion to all the baptised, regardless of age.
- Committed to the safeguarding policies of the Cathedral and the Church in Wales.
- Prepared to engage with Welsh culture at all levels, and to gain a working knowledge of basic Welsh.
- Someone who ideally is able to sing within a liturgical context.
- Be competent in the use of IT and be prepared to undertake skills training if necessary.

Application Process

HOW TO APPLY

Candidates should apply by submitting a CV and Statement of Suitability, including details of three referees. Your application should demonstrate how you meet the criteria set out in the Person Specification, explaining how your skills and experience match the requirements of the role.

The deadline for applications is midnight on **Friday 21 March 2025**.

Interviews will be held at the Cathedral on **Monday 7 April 2025**.

Should you wish to have a confidential discussion about this role please email The Dean **thedean@llandaffcathedral.org.uk** who will make the appropriate arrangements for you to speak with him. We will, of course, respect the privacy of any conversations or expression of interest regarding this post, whether formal or informal.

Applications should be submitted electronically to The Dean at the above email address.

SAFEGUARDING

The Cathedral is committed to taking 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.

Documents relating to these policies can be found on the Church in Wales website:

<https://www.churchinwales.org.uk/en/clergy-and-members/safeguarding/provincial-safeguarding-policy-and-procedures/>

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.

