



CANON FOR WORSHIP AND WELCOME

Coventry Cathedral exists to reconcile the world to God and one another

Worship and Welcome lie at the heart of our Cathedral life. We meet with God and each other in this iconic space, both Ruins and mid-20th century Cathedral, for the reconciliation which is the gift of God in Jesus Christ. Would you like to be responsible for leading us forward in these areas, working with a dynamic and diverse team across the Cathedral?

We are looking for a person who will help us give practical and liturgical expression to the ministry of reconciliation which is our particular vocation. They will have liturgical skill and experience, and not be afraid to push boundaries. They will be ready to embrace a variety of worship styles, and be sympathetic to those who are both familiar and less comfortable with traditional cathedral worship. Above all, they will have a vision for hospitality, ensuring that pilgrims, tourists, worshippers and all who come here will know themselves welcome.

This post is open to ordained Anglicans, in orders for at least six years. We would be especially pleased to receive applications from those of Global Majority Heritage. *Following the withdrawal of our nominated candidate from an earlier round of interviews, we would welcome fresh applications in response to the revised job description.*

Further details, including a webinar, and an application form can be downloaded from the Cathedral website: www.coventrycathedral.org.uk/wpsite/current-jobs/. To speak to the Dean, or with other questions, please contact alice.hayes@coventrycathedral.org.uk

Closing date: Monday 13TH November

Interviews: Wednesday 29th November

DBS and medical clearance will be required for this post

1. The Cathedral and its Context

"Coventry Cathedral is called to reconcile the world to God and one another"

Coventry Cathedral is internationally recognised for its ministry of peace and reconciliation. The striking twentieth century architecture of the new building sitting alongside the Ruins of the bombed medieval Cathedral provides a powerful symbol that is ever more relevant in our increasingly divided world.

In 2018, the Cathedral's centenary year, we were listed (again!) as one of the country's ten most significant 20th Century buildings, with BBC arts editor Will Gompertz describing it as:

"a magnificent, optimistic and bold response to the horrors of war," saying that, "to create a modern and ambitious building dedicated to spiritual enrichment from the literal ashes of destruction was – and is – a sublime answer to brutality. It is a building born out of love and hope, made from the rubble of hate and despair."

The Cathedral is the spiritual home of a committed and diverse community, in the heart of the City and Diocese, and welcomes many thousands of visitors of all ages, from near and far, seeking information and inspiration from our architecture, art and story. Our worship services reflect the great traditions of Cathedral worship but have always also embraced more contemporary and experimental forms. We welcome many passing visitors Sunday by Sunday, but also those from the city and region who may be looking for a new spiritual home. We have recently introduced a monthly pattern of Worship on Wednesdays – a creative offer of alternative forms of worship to reach and create new communities around the Cathedral, which we are keen to develop.

In recent years the Cathedral has also become home to an amazingly diverse arts and events programme, inspired by the artistic heritage of both Cathedral and City. This has drawn large numbers of new visitors to the open air of the Ruins as well as the soaring space of the new Cathedral. We played a central role in the preparation and delivery of Coventry's year as UK City of Culture, in 2021-2, with both grass roots and high profile arts events – and are now building upon that legacy, informed by our Arts and Events Manifesto and our Audience Development Plan'.

The Cathedral, as the mother church of the Diocese of Coventry, holds a central place in the Bishop's heart and ministry, and works closely with the Bishop and the Diocesan team, which includes churches, schools and chaplaincies. Our shared Diocesan purpose is

- Worshipping God
- Making New Disciples
- Transforming Communities

The Cathedral is in the heart of the City of Coventry, emerging as one of the leading cities in innovation in the country, with two thriving universities and excellent networking across the city, in which the Cathedral has a core role. The Diocese of Coventry includes most of the diverse county of Warwickshire and a slice of Solihull, with the opportunities and challenges of both affluent and economically disadvantaged urban and rural areas.

2. The Cathedral's Vision and Values

Our Vision is:

*of a reconciled and reconciling **Cathedral** which is open and **welcoming** to all, which serves to glorify God in our **worship**, and reaches out to the world in our ministry of **reconciliation**.*

This vision, and the strategic plan which it inspired, held good through Covid, and the City of Culture programme offered the opportunity to rebuild our programme with relative speed and confidence.

Our Values, used to shape and interrogate our practice, agreed by all staff in 2019, are:

Hospitality – of both people and ideas

Faith and Spirituality – being open to the challenge and resources of God

Art and Creativity – expressing the life of God amongst us in ways beyond words

Reconciliation – embracing and welcoming difference and diversity

Risk Taking – confidently stepping out of the familiar in the service of God

Excellence – always reaching beyond our present practice and experience

Community – respecting and caring for one another

We are presently engaged in a refresh of our vision and strategy, alongside the formation of our new Chapter as we transition to charitable status under the Cathedrals Measure. This will continue to see worship and welcome at the heart of our Cathedral life, and offer us the opportunity to further embed arts and reconciliation. Hospitality is universally recognised amongst staff and visitors as our primary and overriding value. Our renewed commitment to arts and reconciliation, true to the history of the Cathedral, was recognised in the creation and appointment to the post of Canon for Arts and Reconciliation in 2022, now held by Canon Mary Gregory. The new Canon for Worship and Welcome will work closely with both Canon Mary and the Dean in leading us forward in our new strategy which will continue to hold these priorities and values, as together we seek to form a “reconciled and reconciling people”.

The Cathedral is also host to the Community of the Cross of Nails (CCN), an international network of partners working for peace and reconciliation. Officially formed in 1974, the CCN is a hugely significant part of our ministry, both shaped by our history, but also in turn shaping our present practice. The three priorities of the CCN are also a touchstone for the Cathedral:

- Healing the wounds of history
- Learning to live with difference and celebrate diversity
- Building a culture of justice and peace

These three priorities describe how we practice the ministry of reconciliation, which we describe as ‘journeying from a fractured past towards a shared future’. We look to the foundation of this ministry and message in 2 Corinthians 5.18-19:

All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation; that is, in Christ God was reconciling the world to himself, not counting their trespasses against them, and entrusting the message of reconciliation to us.

The new Canon will play a vital part in making this a reality in both our worship and our welcome.

3. Worship in Coventry Cathedral

To worship in Coventry Cathedral is to inhabit a space which is a place of pilgrimage and wonder. We have been, in the history of our Cathedral since its consecration in 1962, a place of national and international innovation. We continue to value and practice some of those services and approaches to worship which were pioneered here in the 1960s. We have an excellent choir and outstanding musicians, and our community and visitors are rightly impressed Sunday by Sunday. We enjoy a good relationship with the wider Diocese and our Bishop, and Diocesan celebrations are a highlight of our year. As Bishop Christopher prepares to leave on November 4th, we look forward to working with the Bishop of Taunton as our interim Bishop, and to prepare for the changes that will come when a new Diocesan Bishop joins us in Spring 2025.

There are many opportunities for development, and challenges to be met. The Liturgical Plan, agreed by the Cathedral Chapter in 2017 [attached] sets out many of these as they appeared six years ago. Its introduction still stands:

The call to reconciliation is our distinctive vocation here in Coventry (compared to other cathedrals) and should be reflected throughout the experience of our visitors and community, throughout our welcome and our worship, and especially in the liturgical use of our space. We do not restrict this to formal liturgy, however, but in the entire experience of the visitor (the 'guest'), arriving as either tourist or self-consciously as a pilgrim. Our purpose is that all experience welcome, are drawn to worship and challenged, encouraged and enabled to move forward in their own journey of reconciliation. A visit to Coventry should be transformative, and the ongoing liturgical experience of the community should be formational – such that visitors and community are all invited to travel forward in their own formation as people of reconciliation. The history of the Cathedral, well known as it is (see appendix one), offers a trajectory from a fractured past towards a shared future into which we are drawn by the power of the Holy Spirit.

Worship is the heartbeat of the Cathedral, and although our buildings are used for a huge variety of different events, as we both offer hospitality and generate income (believing as we do that these two can happily co-exist), it is our daily, weekly and seasonal worship that provides the essential framework for our common life. Our worshipping community reflects the diversity of the city around us, and especially the large numbers of international students attending our two excellent universities.

In addition to the regular round of services in the new Cathedral, there are three other expressions of worship which take place here. St. Clare's at the Cathedral is a pioneer worshipping community, as well as a resource for the wider church, which has its home in the original Cathedral shop premises between the old and new Cathedrals. and gathers on Sunday lunchtimes. Led by the Revd. Charlotte Gale and the Revd. Naomi Nixon, St. Clare's has as its values, 'simple, generous, open' and provides an important and less formal place within the overall Cathedral family.

In the last year another new monthly congregation, Wonder, has begun on Wednesday evenings, in addition to a monthly Compline. Led by Canon Mary, this relates closely to our arts and reconciliation programme and draws an attendance of 'wonderers and wanderers', many of whom are exploring questions of meaning in new ways. Most recently this has been joined by Psalm, an

informal gathering for worship through music, quiet, spoken word and song, using the honesty of the Psalms.

The Chapel of Unity in the Cathedral, under the authority of its own ecumenical council, has its own round of regular services, led organised or led by members of the council.

The Cathedral frequently hosts special services to mark Civic, Diocesan or community, including national and international, occasions. Although the majority of these are Christian, many involve members of other faiths or are community rather than explicitly faith-based ceremonies.

Details of our services may be found on the Cathedral website, but in brief our usual weekly pattern is as follows:

Sunday	10.30 am.	The Cathedral Eucharist (Common Worship Order One). This service takes place in the Nave, is attended by up to 200 people (including the choir) and is sung by the Choristers (alternating between Boys and Girls), Scholars and Clerks of the Cathedral Choir during term time and by visiting choirs on other occasions. Vestments are worn and incense is occasionally used. A service booklet is printed seasonally, with a weekly insert, so that visitors and other members of the congregation can follow the liturgy more easily and, if they wish, take it away with them.
	4 pm	Choral Evensong (Book of Common Prayer). This service, attended by about 50 people (including the choir), is sung by the Choristers (alternating between Boys and Girls), Scholars and Clerks of the Cathedral Choir during term time and by visiting choirs on other occasions. A short address is usually given.
Monday - Friday	8.30	Morning Prayer and Holy Communion
	12.00	Coventry Litany of Reconciliation (with BCP HC on Thursday)
	4.00	Evening Prayer (Choral Evensong 5.15 Wednesday and Thursday)
	(7.30/8.00pm 2 nd , 3 rd and 4 th Wednesdays, mid week worship)	
Saturday	12.00	Litany and Holy Communion

Services are led by the Dean, residentiary Canons, Cathedral Readers and Associate Ministers (the Revd. Canon Sacha Slavic, school chaplain, and the Revd. Su McClellan, NSM Cathedral Curate), as well as other visiting and Diocesan clergy. A team of voluntary chaplains assists with our welcome, and leading of the Litany of Reconciliation, which may also be led by a vergers as occasion demands. There is a part time liturgical assistant who assists with the preparation of services and rotas, overseen by the Canon for Worship and Welcome.

4. Welcome at Coventry Cathedral

We have a notice in the Cathedral porch which has become quite well known as an expression of the unqualified welcome offered here. An image is included at the head of this job description. Adapted for use here a few years ago, it still attracts comment, and we still hold to its message:

Welcome

We extend a special welcome to those who are single, married, divorced, widowed, straight, gay, questioning, well heeled or down at heel. We especially welcome wailing babies and excited toddlers.

You're welcome here if you're 'just browsing', just woken up or just out of prison. We don't care if you're more Christian than the Archbishop of Canterbury, or haven't been to church since Christmas ten years ago.

We extend a special welcome to those who are over 60 but not grown up yet, and to teenagers who are growing up too fast. We welcome keep-fit mums, football dads, starving artists, tree-huggers, latte-sippers, vegans, junk-food eaters. We welcome those who are in recovery or still addicted.

We welcome you if you're having problems, are down in the dumps or don't like organised religion.

We offer a welcome to those who think the Earth is flat, work too hard, don't work, can't spell or are here because granny is visiting and wanted to look around. We welcome those who are inked, pierced, both or neither. We offer a special welcome to those who could use a prayer right now, had religion shoved down their throats as kids or got lost on the ring road and wound up here by mistake.

We welcome pilgrims, tourists, seekers, doubters... and especially you ... Please Come In!

Ensuring that all at the Cathedral have a 'default' mode of saying 'Yes of course – come in' can be challenging, but we have maintained this as our core approach now for some time. This has been reflected not just in our general welcome to visitors, but also in both our worship and our arts and events programme. This has included, for example, partnering with our local Muslim Community to offer Iftar celebrations during Ramadan, as well as with the local 'HOPE Coventry' association of churches to host City Praise and Prayer in the Ruins. We also partnered with members of the LGBTQI+ community on the Spectrum project, to create a flag which celebrates their identity. We were fortunate in 2018, the year of our Diocesan Centenary, to be able to remove the admission charge introduced some ten years earlier. This was made possible largely through a generous partnership with the Diocese, with a substantial initial grant, followed in 2021 with a Cathedral "Endowment" Fund with a dedicated income to support the mission of the Cathedral. Visitors are greeted with a smile and a, "please do come in – we're free to enter, but donations are welcomed whilst you're here."

The Cathedral provides a space for locals, visitors, internationals to come to pause and pray, to wonder at our art and architecture, to revisit a space first entered fifty or sixty years ago as a child. We welcome over 50,000 visitors a year (and another 20,000 school pupils) and love to hear the stories or memories of those who come. Our welcome embraces both individuals, organised tours, and larger groups, for example at graduations – as well as the many thousands who attend our extensive arts and events programme.

4. The role and responsibilities of the Canon for Worship and Welcome

This post carries primary responsibility for all duties traditionally associated with the Precentor, alongside care for our space as a welcoming place for all:

- Crafting liturgy for our regular Sunday and mid week patterns of worship, including Wonder and Psalm, and oversight of these services, including, with other clergy,

responsibility for growing the congregations. This includes a particular emphasis on crafting and offering liturgy which represents our reconciliation ministry.

- Overseeing and developing lay involvement in our services, especially Sunday mornings, to recover and build on our practice pre Covid.
- Growing our creative engagement with children and young people, including Cathedral choristers
- Creating opportunities for visitors to pray as part of their visit to the Cathedral
- Working closely with the Bishop, Diocesan colleagues and other partners in creating liturgy for Diocesan and special services and events, actively extending a warm invitation to churches in the Diocese to take part in the worshipping life of the Cathedral (perhaps, for example, by the reintroduction of deanery evensongs).
- Managing liturgical departments, including
 - The Director of Music and the music department
 - The Head verger and verger team
 - Cathedral Servers (volunteers)
 - The liturgical assistant
- The team of those assisting in worship, including the Cathedral Readers and Associate Ministers
- Service rotas (supported by the liturgical assistant)
- Co-ordination of occasional offices (baptisms, confirmations, weddings and funerals)
- Welcoming of new worshipers, and coordination of welcome materials and programmes
- Provision or co-ordination of seasonal groups (eg Advent and Lent courses)
- Working closely with the Chief operating Officer, to line manage the departments delivering our welcome, including
 - Head of Tourism and Engagement and their teamworking with staff and volunteers to welcome our visitors and pilgrims, including marketing and communications
 - Volunteers (working with our volunteer manager), especially
 - Cathedral wardens and stewards
 - Chaplains (under the direction of Charlotte Gale at St. Clare's)
 - Cathedral welcomers and guides
- Oversight of the Nave, ensuring that it remains well cared for as a place of worship and welcome
- Such other responsibilities as may be required for the effective delivery of the Cathedral's mission.

The Canon for Worship and Welcome will be a Residentiary Canon, playing a full part in the senior executive leadership, management and governance of the Cathedral. They will also, as would be expected, play a full part in the worshipping life of the Cathedral on a daily and weekly basis, preaching and leading worship regularly. They will also be expected to work within the context of the whole Diocese of Coventry, taking on such wider responsibilities as may be requested by the Bishop and agreed with the Dean.

The team at Coventry Cathedral is not large, and close collaboration with colleagues, both ordained and lay, is vital for the effective delivery of our shared mission. Responsibility for all key areas is therefore shared with both the Dean and other colleagues, who will also share in their delivery.

5. Skills and experience required

The Canon will bring with them demonstrable experience in:

- Creating and maintaining a culture of liturgical welcome.
- Designing and leading traditional and contemporary forms of worship
- Singing the offices (the interview will include a singing test)
- Creating opportunities for prayer and development of spiritual life for both visitors and community
- Administrative efficiency and attention to detail, including the ability to use IT as required
- Potential for senior management, with skills in managing complex projects, and delivering strategic goals on time and within budget
- Effective and generous collaboration, with an ability to gain the trust of people across the range of the Church of England.
- Building relationships with partners, including those from a wide variety of backgrounds and beliefs
- Management of multi-use buildings
- Creative theological thinking to address contemporary contextual challenges, and the ability to 'speak into the public square'
- A lively faith and spiritual practice which informs and sustains their life and ministry
- A fresh approach to ministry in a traditional setting, making the most of opportunities to reach out to new and diverse communities

We are looking for someone who will be at home in and sustained by a Cathedral environment, but who will relish the opportunities offered by this place to reach those who would not naturally see themselves here. They will not be daunted by the many challenges of a demanding and busy contemporary Cathedral, with limited resources, but will see these as part of their own development, working closely with others. We welcome applications from those at any stage of their life or ministry. We would be especially pleased to welcome those at an earlier stage in ministry, for whom this is a calling to the creative opportunities rather than any perceived status

offered by Cathedral ministry. (However please note that to be a Residentiary Canon it is legally required to have been in orders for six years – but potential applicants may be considered who do not fulfil this criterion, as Residentiary Canon designate.) We would be delighted to welcome applications from those of a Global Majority Heritage.

We hope to interview as a priority those who would enable the Cathedral to promote and encourage diversity through its senior appointments. We hope that the role will be of interest to those who may not have previously considered working in a Cathedral, perhaps for reasons of age or cultural background, and who would therefore bring a distinctive contribution to our shared life.

5. Terms and Conditions

- This is a Bishop's appointment under the new Constitution, with the approval of the Dean
[Full terms and conditions available for candidates]

8. Further information

Further information about the Cathedral, including profiles of the Dean and other existing team members, may be found on the Cathedral website: www.coventrycathedral.org.uk . Initial conversations with the Dean are warmly encouraged, and may be arranged through the Executive Assistant, Alice Hayes, alice.hayes@coventrycathedral.org.uk, 0247 6521 227

We encourage potential applicants to familiarise themselves with the current Coventry Cathedral Strategic Plan and Liturgical Plan, attached. The Cathedral's Annual Report and Accounts can be found on the Cathedral website.

Applicants may also wish to explore the Cathedral's social media posts and YouTube channel, and to view in particular the excellent BBC4 Documentary, Coventry Cathedral: Building for a New Britain, still available via YouTube.

We will be holding a webinar to provide an opportunity for people to find out more about the role on Tuesday 7th November at 7pm lasting no more than 60 minutes. The webinar will include some insight into what Cathedral ministry is like, some specific reflections on the role, and how to navigate the appointment process. We recognise that exploring vocation can be a personal matter that you may not wish to share with others. The webinar format means you will not be visible to other participants. If you would like to register, please let Alice Hayes know. The webinar will be recorded for those unable to attend at the time.

9. Application Process

Application forms can be downloaded from the Cathedral website
www.coventrycathedral.org.uk/support-us/job-opportunities

Please send all completed application forms to alice.hayes@coventrycathedral.org.uk by noon on Monday 13th November. Interviews will be on Wednesday 29th November.