



NEWCASTLE CATHEDRAL



CANON FOR MISSION CANDIDATE BRIEFING PACK

ISSUED APRIL 2024
newcastlecathedral.org.uk

 THE CHURCH OF ENGLAND 
DIOCESE OF NEWCASTLE

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FROM THE BISHOP OF NEWCASTLE THE RT REVD DR HELEN-ANN HARTLEY

Thank you for showing interest in the post of Residentiary Canon for Mission at Newcastle Cathedral.

Our engagement in God's mission is the very core of who we are called to be as disciples of Jesus. Inspired by the Holy Spirit, God calls us to renew our hearts and minds for the coming of God's Kingdom in every age and season. Our Diocese is at an exciting point in its history, as we have welcomed several key appointments to the Bishop's staff team. Our renewed Vision and Strategy is being shaped around our core values of 'seeking, sharing, and sending' as we look ever more to turn outwards in mission and grow younger and more diverse. We need a Residentiary Canon for Mission that recognises both the outward-facing aspect of the Cathedral's ministry but also the vital need to nurture and develop those who share regularly in the missional life of the Cathedral.

The Cathedral's role as Mother Church of a Diocese is vital, and how engagement in God's mission is shaped and modelled is an opportunity to demonstrate excellence and creativity in such a way that all of the Church communities across our diverse Diocese can feel welcomed and are able to contribute to our life together. The Cathedral is the Seat of the Bishop and has an outward-facing role in supporting the Bishop in Mission.

Above all, perhaps, we need a person of prayer, vision and energy who is committed to listening to God and developing in their own journey of faith. My prayers are with you as you discern this call on your life.



FROM THE DEAN OF NEWCASTLE THE VERY REVD LEE BATSON

Thank you for your interest in this role of Canon for Mission at Newcastle Cathedral.

I was drawn to apply for the post of Dean in 2023 because I saw a place whose core values of radical welcome, inspiring worship and empowering worth resonated strongly with my own faith in Jesus Christ. I also saw these values being enacted through the Lantern Initiative and Recovery Church; our partnership with the Oswin Project offering job opportunities to prison leavers; and our work with schools from a range of different social contexts to provide children with the opportunity to offer worship through our choirs. I was excited about the possibility of leading with colleagues a place whose primary calling is to be the focus point for the life and work of the Church of England in a Diocese that was newly committed to being outward facing in mission in order that that the church could grow younger and more diverse.



I hope you will share this excitement and wish to join our team in the core role of Canon for Mission. You will be joining us in time to play your part in shaping the strategic direction of the Cathedral as it discovers anew who it is now that the amazing redevelopment of the Cathedral building has been completed and as we reimagine our role as a resourcing church to the wider Diocese. You will also be joining a new team, with the Canon for Worship and Congregational Life due to start in July 2024.

Inspired by our God-given values, Newcastle Cathedral has given particular missional emphasis to challenging unjust structures and responding to human need through loving service. Your role as Canon for Mission will be to build on this work so that we make an even bigger impact in our city and wider Diocese. Through your leadership of our work on social justice, you will ensure that we continue to have robust systems in place for Safeguarding so that the most vulnerable are protected. You will develop key partnerships with other stakeholders and partners in the life of the city of Newcastle – including those of other faiths.

We also have a strong learning and engagement team, for which funding has just been secured for the next three years. You will lead this team as it engages with a number of local schools and other organisations and ensures that our exhibition space continues to reflect our Cathedral values and particular missional emphases. There is much potential to develop stronger relationships with our universities and the Arts sector, and we hope the new Canon will have energy for doing this. We are also keen for this post to be one of the ways we further strengthen our relationship with the Diocese, working with the Director for Mission and Ministry to discern how our deep commitment to social justice and community engagement could be shared more widely.

You will join a good team of ordained and lay colleagues all of whom are deeply committed to developing this Cathedral. You will receive support from us and the wider Diocese as it develops an even stronger commitment to the wellbeing of ordained clergy under the new leadership of Bishop Helen-Ann Hartley.

We would love to hear more from you if you are excited about the possibilities of Cathedral ministry in a dynamic city, serving a beautiful region, feel a strong sense of call to be part of a praying group of clergy working collaboratively with lay colleagues and feel called to have the opportunity to help shape the future of this Cathedral.



CANON FOR MISSION

ROLE DESCRIPTION

This post carries primary responsibility for overseeing and developing the mission of the Cathedral, particularly through its deep commitment to issues of social justice and ministry amongst the marginalised. You will also oversee our Learning and Engagement Team and support the Volunteer Coordinator in her work, including the recruitment and oversight of Day Chaplains. In addition, you will be the Chapter Lead for Safeguarding. You will be one of the three Canons totally resident in the Cathedral and an executive member of Chapter.

Mission and Outreach

- Develop partnerships with other organisations in the City to further our work advocating for the most vulnerable and growing our prophetic witness in relation to social justice.
- Oversee the work and development of the Lantern Initiative, line managing the leader of this project, and liaising with key stakeholders (including the Cathedral Trust) through the Lantern Steering Group.
- Discern how best to harness the energy for and commitment to social justice issues within the Cathedral staff and lead any structure that emerges to oversee this.
- Work with the Diocesan Director of Mission and Ministry to explore how our existing work on social justice can be shared most effectively with the rest of the Diocese.
- Lead for the Cathedral in its relationship with other faith communities, building on our existing partnership with the Dialogue Society and work on Scriptural Reasoning.
- Develop our existing relationships with refugees and asylum seekers.
- Line manage the Volunteer Coordinator and support the work of Day Chaplains in the Cathedral as part of the Cathedral's vision to be a place of radical welcome.

Learning and Engagement

- Act as line manager for the two Learning and Engagement Officers and support their work in developing our engagement with local schools and other groups in the city and region.
- Oversee our programme of exhibitions to ensure they reflect the overall vision and purpose of the Cathedral.
- Develop a stronger relationship with the two Universities in the city and look for areas of greater collaboration with them.
- Develop our relationship with other Arts organisations in the City.

- Liaise with members of the Mission and Ministry Team, including the Director of Mission and Ministry and Canon Theologian, to create opportunities for continuing education and professional development across the Diocese, particularly in the areas of public theology and social responsibility.

Chapter Safeguarding Lead

- Oversee and support the work of the Cathedral Safeguarding Officer and liaise with the Diocesan Safeguarding team to ensure best practice in all aspects of Safeguarding, ensuring the Cathedral is accessible to all, provides a safe environment, and is a welcoming place, maintaining a culture that understands safeguarding as more than mandatory but a gospel imperative.
- Ensure the Cathedral Safeguarding Action Plan is up to date and that regular reports are made to Chapter and SMT.
- Support the Chair of the Cathedral Safeguarding Committee and attend meetings of the Diocesan Safeguarding Advisory Panel.
- Ensure any recommendations from the Safeguarding Audit being carried out in May 2024 are implemented in a timely manner.

Member of Chapter

- Take a full part in Chapter, which meets 10 times a year, and helping to provide strategic oversight of the Cathedral's governance, vision and values.
- Fulfil the role of a Charity Trustee, offering strategic input, support, scrutiny, and stewardship.
- Ensure the Cathedral fulfils its legal and statutory responsibilities.
- Undertaking all activities in accordance with the new Cathedrals measure.
- Leading or contributing to Chapter working groups to deliver against agreed Chapter priorities.

Residentiary Canon

- Share in residence duties with the other Residentiary Canons (currently one week at a time, for up to four months a year).
- Commit to the daily worshipping life of the Cathedral, attending Morning Prayer and Evensong on those days when you are working and not engaged elsewhere.
- Attend the weekly meetings of the Senior Management Team and Clergy Team.
- Attend all Diocesan events to which licensed clergy are invited, such as study and training days.
- Share in collective responsibility for maintaining a strong culture around Safeguarding.
- Play a full role in the College of Canons.

CANON FOR MISSION

PERSON SPECIFICATION

We are primarily looking for someone who is passionate and excited about the possibilities of ministry in a cathedral, and who is committed to being part of a praying team of clergy. This matters more than whether a candidate feels they fulfil all the requirements in the person specification and role description, and we would welcome informal enquiries from anyone who wishes to be in touch.

QUALIFICATIONS

The successful candidate should have:

- A degree in theology or equivalent pastoral qualification
- A demonstrable commitment to continuing professional development.

BACKGROUND & EXPERIENCE

We are seeking a priest colleague who:

- Has been in holy orders for at least six years
- Is committed to the rhythm of the Daily Office, is a person of prayer, and is grounded in the life and practice of the Christian faith as the Church of England has received it.
- Is comfortable in an essentially liberal catholic and liturgical environment
- Is effectively and generously collaborative and facilitative whilst also able to show evidence of individual initiative and leadership
- Has a strong track record in establishing positive relationships and facilitating successful partnerships with both internal and external stakeholders, and can show how these have benefitted those on the margins of society.
- Has experience in overseeing Safeguarding and the development of a positive Safeguarding culture.
- Has a demonstrable commitment to issues of Social Justice and can demonstrate how they have embedded this commitment in a Church setting.
- A proven track record of managing staff and volunteers, with an ability to adapt your management style for different teams and tasks.

KNOWLEDGE

The successful candidate should:

- Have a creative theological mind, the ability “to speak into the public square”, and the ability to help others reflect theologically on contemporary issues, particularly in relation to social justice
- Understand the distinctive contribution of Cathedrals to the life and mission of the Church of England and have a strong appreciation of Cathedral worship.

- Have an appreciation of the Arts (understood in the widest possible sense) and an awareness of the potential role of art and artistic installations in enhancing the mission of the Cathedral.
- Be IT literate and possess strong administrative skills.

KNOWLEDGE

We are seeking a priest colleague who:

- Is able to think strategically and contribute to the decision-making process of Chapter
- Has the ability to work flexibly and collaboratively in a highly complex and busy Cathedral and can cope with ministry in an exposed outward-facing context.
- Will uphold the vision of the Dean and Chapter and be supportive of the Diocesan priorities of Seeking, Sharing, and Sending so that the Cathedral and Diocese become even more outward-facing in mission, younger, and more diverse.
- Has proven experience of, or potential to develop, skills in senior management either in the church or elsewhere.



DIOCESE OF NEWCASTLE

BACKGROUND INFORMATION

Framed by the Rivers Tyne and Tweed, the Diocese of Newcastle is the Church of England's most northerly diocese. This Diocese in the 'land of the Northern Saints' was formed in 1882 and comprises 169 parishes across 2,110 square miles. The Diocese covers the local authorities of Northumberland, Newcastle, North Tyneside and also small parts of County Durham and Cumbria. The 12 deaneries within two archdeaconries serve a population of about 800,000 people across a variety of communities ranging from sparse rural to large inner-city areas of deprivation.

The Diocese is led by the Bishop of Newcastle, the Rt Revd Dr Helen-Ann Hartley. A cohort of stipendiary and self-supporting clergy are resourced by a team of lay and ordained supporting ministers, active local ministry development groups and readers. A small administration team is based at Church House, North Shields, which also houses the Joint Education Team (this team also serves the Diocese of Durham), the Lindisfarne College of Theology and a Religious Resources Centre.



SEEKING, SHARING, SENDING VALUES



We are **seeking** through being open to God's transforming love; **sharing** through being generous with God's transforming gifts; and we are **sending** through being engaged in God's transforming work in the world.



A PLACE OF LIGHT

For centuries, the Cathedral's Lantern Tower shone brightly, guiding ships along the River Tyne. Previously a parish church, St Nicholas' has, since 1882, been the Cathedral Church of Newcastle Diocese – a beautiful region with a rich Christian heritage. Set amidst the busyness of a vibrant city, it is the focus for Diocesan and Civic services, an oasis of peace, and the spiritual home of a caring worshipping community. The building contains a wealth of history, tracing Newcastle's development from a medieval port to an industrial powerhouse. Our famed collection of wall memorials and ledger stones tells the story of this amazing city through those who are commemorated here.

We have recently been through a period of rapid and profound transformation – both physically with the 'Common Ground in Sacred Space' project and in terms of our values and vision for the future – and we are now consolidating and strengthening.

'Common Ground in Sacred Space', a £6 million National Lottery Heritage Funded renewal programme between 2020 and 2023, transformed the Cathedral inside and out. The work has created an accessible and welcoming spiritual space and a venue for large-scale business and cultural events that help celebrate the heritage of our city and region. We are committed to providing a radical welcome to people of all faiths and, through projects such as our Lantern Initiative, providing a beacon of hope for people navigating difficult circumstances in life.



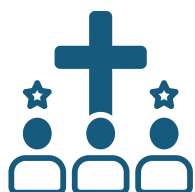
RADICAL WELCOME

We commit ourselves to learning how to offer a radical welcome to all who would enter or engage with the Cathedral and its life.

In putting hospitality at the heart of our work, we recognise the privilege given to us who have found a home in this place. With this privilege comes a responsibility to continually open ourselves and the Cathedral's life to others, people of all faiths and none. We accept that such welcome can be deeply rewarding, sometimes costly and needs to be intentional. We learn together how to become both host and guest.

We know that among other things, this will involve:

Generosity, respect, seeking inclusivity, having sensitivity, being non-judgemental, openness, vulnerability and availability, going the extra mile, making space for the other, finding our and other people's ease, without being intrusive.



INSPIRING WORSHIP

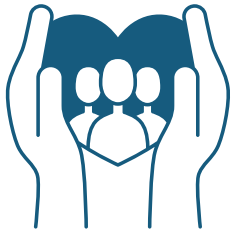
We place a priority on seeking to facilitate inspiring worship in the everyday life of the Cathedral.

As well as our framework of daily liturgies, our encouragement of beautiful music, our listening and offering of stimulating preaching, telling stories, or the simple act of lighting a candle, we seek to acknowledge that every possible encounter is an encounter with the sacred, lifting our eyes beyond ourselves and to that which gives meaning and purpose in our lives. We seek to share the Cathedral's heritage, glory in its beauty and celebrate the people of its present and past with this in mind.

We celebrate that 'worship' is not contained by us; it knows no bounds of age, gender, sexuality or status; rather it is, for us, a deeply human longing to encounter the divine.

We realise that, among other things, this will evoke, provoke and encourage:

Awe, wonder, encounter, celebration, peace and stillness, variety, a framework to hold us, creativity, risk-taking, beauty, simplicity, mystery, challenge and comfort, joy and lamentation, laughter and tears, silence as well as playfulness.



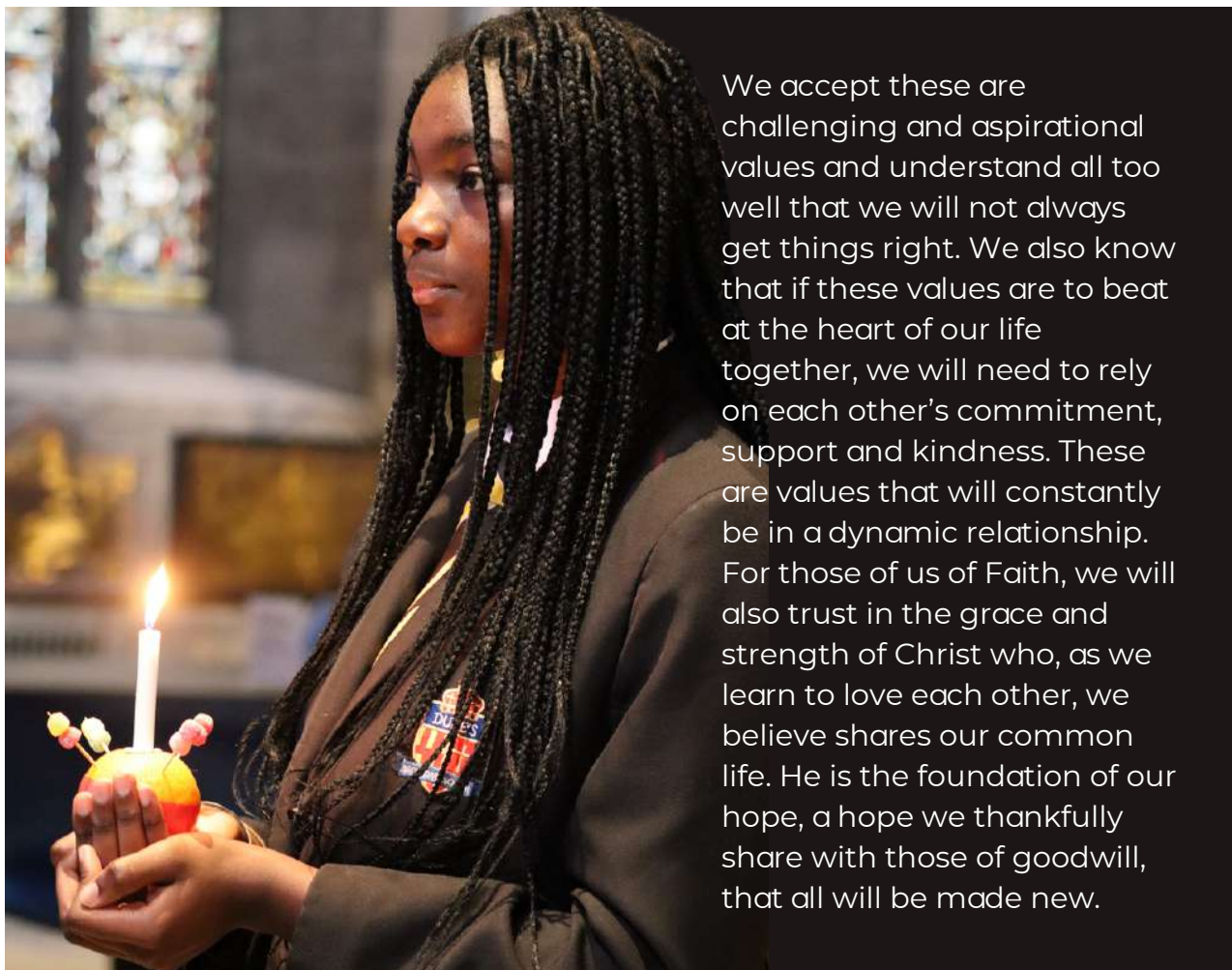
EMPOWERING WORTH

In all that we do, we will seek to value others and to encourage them to value themselves. In our engagement with the City and Diocese, we will advocate for the creating of a society that values human worth.

We are committed to making all our encounters nourishing, humane and gracious. We want to see the good in each other and ourselves: Encounters that help us to be alongside, to 'be with' one another as opposed to 'do to'. What we yearn for in our individual relationships we seek to facilitate within our city, its sectors, networks and common life. We seek to help hear and raise the voice of the forgotten and the marginalised, that we would be changed, in order that we might bring change beyond the Cathedral.

We understand this to involve being committed to:

Mutuality, respect, walking with, empathy, challenging injustice, creating a refuge, giving dignity, challenging ourselves, listening, fighting for fairness, valuing uniqueness, bringing out the best in each other, seeking to be a 'safe place' which becomes a 'brave space', turning 'radical welcome' to 'radical belonging'.



We accept these are challenging and aspirational values and understand all too well that we will not always get things right. We also know that if these values are to beat at the heart of our life together, we will need to rely on each other's commitment, support and kindness. These are values that will constantly be in a dynamic relationship. For those of us of Faith, we will also trust in the grace and strength of Christ who, as we learn to love each other, we believe shares our common life. He is the foundation of our hope, a hope we thankfully share with those of goodwill, that all will be made new.

THE LANTERN INITIATIVE



A BRIEF SUMMARY

In recent years, Newcastle Cathedral has become a major heritage venue in the North East region. The recently completed 'Common Ground in Sacred Space' project has enabled the Cathedral to return to its medieval role of being a community hub for the whole of the city and its surroundings; an inclusive space for anyone and everyone to feel at home. The Cathedral acknowledges the growing role it is playing as it responds to prison leavers, people who are seeking asylum, those who are sleeping rough, people struggling with problematic drug and alcohol use, and/or poor mental and physical health. The Lantern Initiative was established in 2021 to respond in practical ways to its many visitors who, for whatever reason, struggle to access support and are often disconnected from support services.

The Lantern Initiative is inspired by the Cathedral's Lantern Tower and is rooted in the Cathedral's core values: Radical Welcome, Inspiring Worship and Empowering Worth. In centuries gone by a fire was lit in the tower at night to act as a beacon for boats navigating their way up the River Tyne in the dark. Today, the Lantern Initiative acts as a beacon of hope at the heart of the city by supporting people experiencing dark or difficult circumstances by meeting people where they are and building reciprocal relationships of trust. In practice, the Lantern Initiative offers four approaches to working with its Cathedral visitors and to groups and individuals within the wider city...

The four approaches of The Lantern Initiative are:

- **Practical Support** – Providing a listening ear, signposting and/or accompanying individuals to access support and services within the wider city. E.g., helping people to register with a GP, accessing counselling/debt advice/addiction services/housing support/benefits advice.
- **Personal Engagement & Empowerment** – Helping to increase personal levels of self-worth and self-confidence, leading in some cases to co-produced work with people with 'lived experience', volunteering and employment. E.g. individuals from Recovery Church are volunteering at the Cathedral (and elsewhere) and helping to co-deliver training sessions, work experience and employment opportunities offered by Café 16 and The Oswin Project.
- **Justice Seeking** – Highlighting and challenging areas of injustice as experienced by the lives of the people we walk in solidarity with. E.g. hosting city-wide events to raise awareness around drug-related deaths, and the storytelling chair (women involved with the criminal justice system).
- **Spiritual Nurture** – Acknowledging that, as recognised in the Twelve Steps Programme, there is a spiritual – although not necessarily religious – dimension to all of us. For example, running spiritual retreats for the recovery community including 'Oaktrees' (a locally commissioned Recovery & Rehab service); running meditations, services and workshops for recovery & rehab services (including staff).

The Lantern Initiative is characterised by:

- **Developing partnerships** – Working in the gaps and places of transition with other organisations so initiatives do not duplicate or cut across existing provision but complement and add value. Partnership work has been developed with The Oswin Project, HMP Northumberland, Newcastle Treatment & Recovery, Oasis Housing, Changing Lives, Public Health, Speaking Up Together, Newcastle Diocese, and The Northumbria Community.
- **Strength-based approaches** – Focusing on what's strong, not what's wrong, when working alongside individuals, groups and projects.
- **Co-creation** – Co-producing events, campaigns, activities, and services with people with lived and living experience where they shape and inform initiatives.
- **Holistic** – Recognising the whole person. Often, existing services and provision struggle to know how to provide inclusive, inspiring work that embraces aspects of spirituality and human flourishing.

THE LANTERN INITIATIVE IN ACTION

A short film has recently been produced to illustrate the work of the Lantern Initiative. To watch, visit newcastlecathedral.org.uk/lantern-initiative.

LEARNING & ENGAGEMENT



Central to the National Lottery Heritage Fund (NLHF) scheme for the renewal and redevelopment of the Cathedral ('Common Ground in Sacred Space') was the drive to make the Cathedral more accessible in every way, to emphasise the importance of the heritage of the Cathedral for the City, Diocese and region, and work towards ensuring that the Cathedral, its life, purpose and ministry, became more and more relevant to more and more people. Key to this was an ambitious activity plan seeking to create and develop learning and engagement opportunities for school groups, youth organisations and other partners. This was delivered by a small but gifted team that the Canon for Mission line manages.

The Learning and Activities Team has developed a range of workshops and learning offers based on the history and religious education curricula from Key Stage 1 through to GCSE and A-Level syllabi. In addition, they have built relationships with individuals themselves and partners who work with marginalised and misunderstood people to co-produce workshops and exhibitions that help to bring them, their voices and experience to life.

Since the end of the NLHF funding period, the Learning and Activities Team have developed work which is more overt and unashamedly related to our faith. This is proving to be an area of growth and demand with different schools. In addition, the team has, most recently, been working with a local funder to enable groups from schools which may find the cost of transport prohibitively expensive to engage with the Cathedral's work and programmes of activity.

Funding has been secured for staff to cover five days per week (FTE) for three years to support work with schools and youth organisations (as above), but also to develop the Cathedral's arts and exhibitions programme and to continue working with marginalised groups raise their voice, respond to the Cathedral and respond to its people and sense of place in their lives.

CHAPTER SAFEGUARDING LEAD



Over the last five years, the Cathedral has been on a journey to secure adequate independent resource in the pivotal role of Cathedral Safeguarding Officer (CSO). Where Residentiary Canons have performed this role alongside the role of Chapter Safeguarding Lead, we are now in a budgetary position which is allowing us to work together with the Diocese to have a CSO based in the Diocesan Safeguarding Team, working two days per week at the Cathedral. While the finer details of this arrangement are clarified (before the end of 2024), we have been fortunate to be able to appoint an Interim CSO who is already adding value to the Cathedral Team. For the rest of her time, the Interim CSO, Dr. Maggi Creese, works as the Lead Officer for Chaplaincy to Survivors in the Diocese and as a safeguarding trainer.

Safeguarding at the Cathedral encompasses that which parish priests will be used to managing, albeit on a much different scale, with 23 different services (and somewhat) distinct congregations each week. Allied to that are the particular challenges (and commitments to people) we make as a place of 'Radical Welcome' and 'Empowering Worth' coalescing, particularly around the work of the Lantern Initiative. In addition, the Cathedral is privileged to be a trusted place for a number of survivors of abuse, we are committed to being a place that supports survivors and amplifies their voice whilst, at the same time, as a more 'anonymous' place of worship, providing a carefully managed and risk-assessed spiritual home for offenders of abuse.

As the Interim CSO and their successor develop in their roles, the Canon for Mission, as Chapter Safeguarding Lead, will be less involved in the day-to-day hands-on aspects of all of the above. Their role will relate to the governance around safeguarding, and the pastoral care and management of those who are particularly affected by risk and abuse who are part of the Cathedral congregations and staff. In their role as Chapter Safeguarding Lead, the Canon for Mission will monitor and report to the Senior Management Team and Chapter in relation to their safeguarding responsibilities, they will oversee the Annual Cathedral Safeguarding Action Plan, share in the management of the CSO and relate to the Diocesan Safeguarding Advisory Panel.

CATHEDRAL CONGREGATIONS



As a Parish Church cathedral, we are always seeking to interpret whether those who come to be a part of the worshipping community, at different times, are seeking the anonymity for which cathedrals can be known or the sense of community which a parish church provides. Doing so sensitively but intentionally is part of seeking to be 'radically welcoming'.

What is certainly true is that across our average 23 services per week, each service does gather its own regular community. Since the end of the COVID-19 lockdowns, the streaming of Morning Prayer on Facebook Live has continued to create belonging and fellowship with a regular group of 10-12 people worshipping beyond the building. Our 12:30pm weekday Eucharists gather a diverse range of people from across the diocese, from city workers, visitors, and those seeking sanctuary in the Cathedral, congregations that continue to grow. Congregations for Choral Evensong vary widely in terms of size and make-up depending on the day. Sunday Choral Evensong has, since the pandemic, attracted a much more regular congregation, including some people who see this as their Sunday worship.

The place of most obvious growth and definite belonging is the 10am Sunday Sung Eucharist. Recently, one long-standing member of that congregation commented, "This congregation is almost unrecognisable to the one we were before the redevelopment work". Another commented, "It's easy not to notice how much more diverse we are now, and how much younger the congregation is". Alongside visitors and pilgrims, the 10am Sunday congregation is made up of those who have made this place their Church for some time, with many new people who are certainly much more representative of the City and Diocese we serve. Students, young professionals and families are much more a part of things, as is the growing refugee and asylum community in Newcastle, along with others who have found a place to belong at the Cathedral in dark times.

Some who make up our various congregations are involved in wider Cathedral life, (for example, with Bible and study groups, as members of committees, or as volunteers, with refreshments, as welcomers, choir supervisors and Junior Church leaders). However, we are conscious there is a task to do to appreciate better the gifts, skills and insights our congregations bring to our common life.

WEEKLY PATTERN OF WORSHIP

Sunday

8am - Eucharist (Book of Common Prayer)

8:30am - Morning Prayer

10am - Sung Eucharist

4pm - Choral Evensong *

Monday-Thursday

8:15am - Morning Prayer

12:30pm - Eucharist

5:30pm - Choral Evensong *

Friday

8:15am - Morning Prayer

12:30pm - Eucharist

5:30pm - Evening Prayer

Saturday

8:30am - Morning Prayer

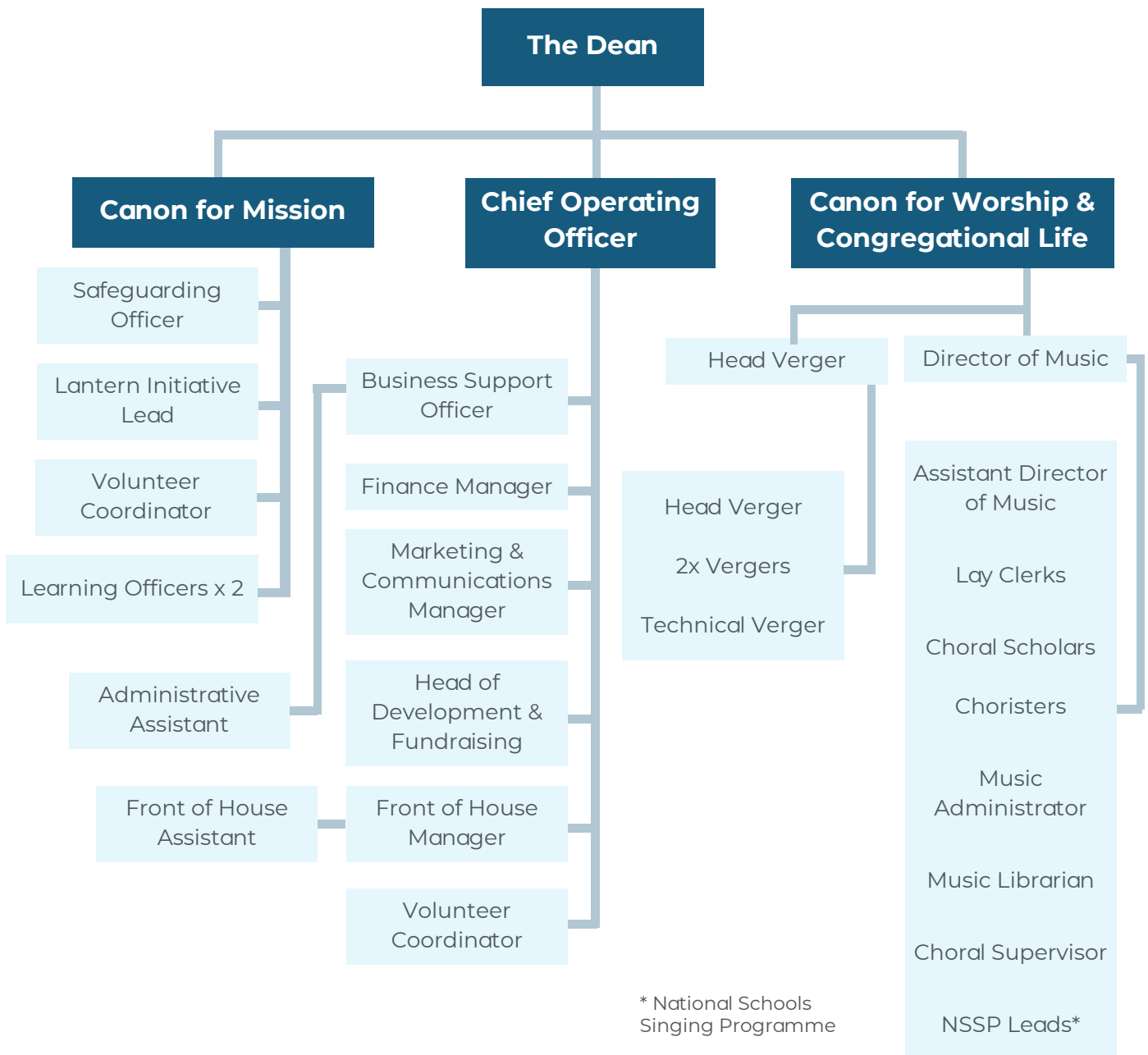
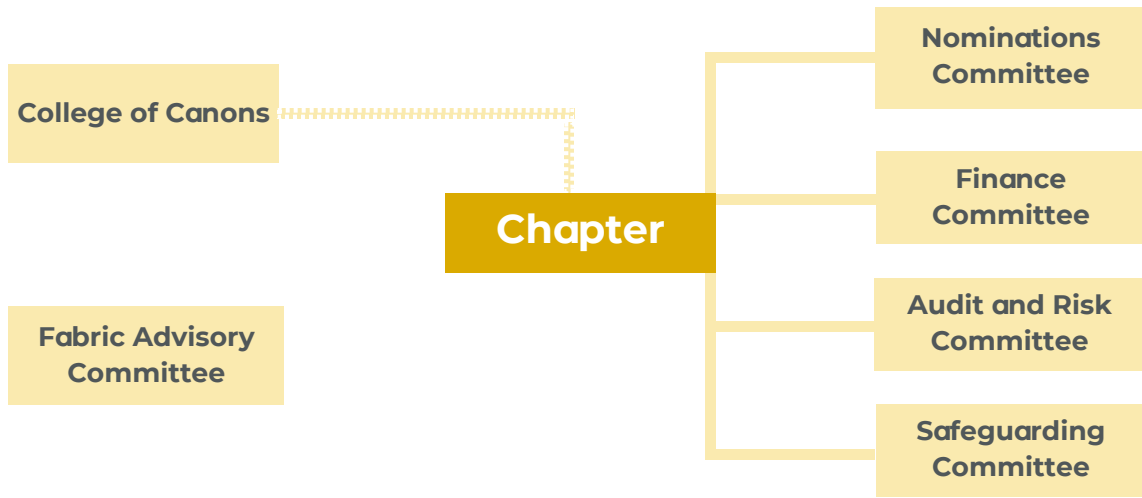
9am - Eucharist

4pm - Choral Evensong *

* Evening Prayer when the Cathedral Choir is not in residence.



ORGANISATION CHART



ADDITIONAL DETAILS

STIPEND AND HOUSING

The stipend will be £31,283 per annum. The role will be offered under Common Tenure.

The Dean and Residentiary Canons live in Jesmond, a suburb of Newcastle, which is an easy Metro ride (or 30-minute walk) from the Cathedral. The Canon for Mission will live in a house provided by the Cathedral.

The current post holder lives in a three bedroom terraced property owned by the Cathedral and located a short walk from a Metro station. We are exploring the possibility of using an alternative larger house owned by the Diocese in a similar part of Jesmond and will have more information by the time of the interviews. We are also happy to discuss housing options with interested candidates before the application deadline.

SAFEGUARDING

Newcastle Cathedral has an unwavering commitment to the safeguarding of all people and promotes the wellbeing of all staff, volunteers, congregations and visitors alike. We expect all of our staff and volunteers to share these commitments. We have a commitment to the safe recruitment of ex-offenders. A policy as to how such applications will be handled and what applicants should expect from Newcastle Cathedral can be found on the Cathedral website.

The offer of this post is made subject to receiving a satisfactory Confidential Safeguarding Declaration and Enhanced DBS check. The post-holder will be required to have participated in Church of England safeguarding learning at 'Leadership' level in the last three years or to do so before taking up the post. The successful candidate will also be required to participate in the 'Senior Leadership' safeguarding learning pathway as soon as is practicable.

TO APPLY

Please complete the online application form via Pathways, ensuring you read the guidance notes before you start your application:

www.cofepathways.org/members/modules/job/detail.php?record=6931

- Closing date: Friday 10 May 2024 at 5pm
- Shortlisting: w/c 13 May 2024 / Interviews: Wed 29 & Thur 30 May 2024

The Dean would be very happy to have informal conversations with anyone wishing to learn more. Please email dean@newcastlecathedral.org.uk.

APPENDIX

CHAPTER'S STRATEGIC PRIORITIES

The Cathedral Chapter established these strategic priorities in the summer of 2023. As such, several of the goals have now been achieved.

DEVELOP RELATIONSHIPS ACROSS THE DIOCESE, CITY AND REGION

Support the ministry of our new Bishop by:

- inviting the Bishop to attend a full Chapter meeting and a separate Chapter lunch session in the coming year.
- liaising with the Bishop's office about which Cathedral services she wishes to preside/preach at in the coming year.
- circulating the Bishop's 'Ad Clerum' (announcement to clergy) with Cathedral staff to share the Bishop's mandate and key messaging.
- setting up a Bishop/Dean's Breakfast group to reach out to the leadership of the wider community when the new Dean is in post.

Make the Cathedral available to the Diocese for services and events by:

- arranging, via the Bishop's Office, clergy, and reader teaching days in the Cathedral.
- offering the Bishop to lead a quiet day for clergy in the Cathedral before the end of the year.
- encouraging deaneries/parishes to come to the Cathedral for pilgrimage visits/tours/services.

Build good working relationships across the Diocese, City and wider region through:

- Chapter members attending licensing of new clergy in the Diocese.
- holding quarterly meetings between Cathedral lay staff and Diocesan Communications, Administrative and Learning teams to strengthen links and liaise on activities, e.g. Transition Days.
- considering further ways in which we can share our musical excellence with parishes, schools, and the wider community.
- working with organisations and communities to develop an inclusive programme of activities focused on/around learning, discipleship, human flourishing and social justice.
- Cultivate strong relationships with local businesses, schools and partner venues.

DEVELOP PLANS FOR OUR STAFF, VOLUNTEERS, WORSHIPPING COMMUNITY AND VISITORS

Help staff to feel valued and encourage all to reach their full potential by:

- hosting regular staff breakfast meetings, every six weeks, at which successes can be celebrated, Chapter decisions shared, and questions answered.
- ensuring the appraisal system is robust and specific training needs pursued.

Help our current volunteers to feel valued and to maximise their skills and offers of time by:

- arranging a meeting of all volunteers to thank them for their contribution to the life of the Cathedral and share information with them.
- continuing to provide training in Radical Welcome.

Recruit a Volunteer Coordinator and, in turn, train new volunteers to work in various teams, including education, welcome, guiding, and events through:

- running a campaign to recruit new volunteers.
- devising a system of team leadership to coordinate volunteer activity.

Provide opportunities for those who are part of the regular worshipping community to deepen their faith and develop their lives as disciples of Christ by:

- running at least one course each term for regular worshippers in person and online.
- encouraging new members into the current Bible Study group.
- arranging regular ministry team meetings (termly/ three per annum).

DEVELOP A CLEAR FINANCIAL/BUSINESS PLAN

Recruit new members to our Finance and Audit and Risk Committees who are committed to our values and ambitions for the Cathedral. Make the best use of their expertise and be accountable to them by:

- clear reporting of management accounts and long-term financial plans.

Work towards achieving financial sustainability by setting specific targets for the next four years (achieving a modest annual surplus by 2028) by:

- devising a business plan which sets targets for profits on events income, grant income, congregational giving, and donations.
- encouraging members of the congregation to join the Parish Giving Scheme
- running a Legacy Campaign.
- increasing membership of The Friends of St Nicholas.
- revising signs by donation points to inform people about cathedral running cost.

- maximising Gift Aid opportunities.
- maximising rental income on Cathedral properties.
- streamlining fundraising opportunities/ maximising the relationship with Newcastle Cathedral Trust.
- employing a Development/Fundraising Manager.
- creating a fully developed marketing strategy based on business aims and audience research.

Achieve optimum staffing levels and make full use of volunteers wherever possible by:

- reviewing staff levels periodically at the Senior Management Team meetings.
- continue to provide training and optimise Making the Ask with volunteers and staff.

Ensure that we build upon all that has been achieved through the Common Ground in Sacred Space project, maximising the facilities created in the Cathedral and reaching out to new audiences by:

- employing a Development/Fundraising Manager who liaises with the Dean to develop links and partnerships outside the Cathedral community.
- diversifying events at the Cathedral, both internal activities and external hires, to continue to increase wider-ranging audience attendance

Work towards achieving net zero on our carbon emissions in line with Church of England targets and aim to achieve savings on energy costs by:

- employing a permanent Cathedral Architect to advise on appropriate interventions
- liaising with the Church Commissioners and Association of English Cathedrals for guidance on a practical path to achieving Net Zero





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