



Dean of Newport Information for Applicants

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Dean of Newport

The Cathedral of St Woolos in Newport

Introduction

This briefing pack has been prepared to assist those considering for the role of Dean of Newport in their discernment as to whether they wish to put their name forward for this ministry. Developed by people from across the diocese, it sets out the priorities for the ministry of the next Dean.

The ancient church of St Woolos in Newport has stood for over fifteen centuries on Stow Hill. As the Cathedral Church of the Diocese of Monmouth since 1949 it exists to welcome and to witness in the name of Jesus Christ. It responds to this vocation from God in cooperation with all people - of whatever faith or of none – and in every circumstance, across the City and the Diocese.

As the **focal point of the Bishop's public ministry** the Cathedral is a resource for the Bishop and a place where prayer is offered daily, both for the Bishop and in the Bishop's name.

Daily worship is the priority underpinning all that happens at the Cathedral, witnessing to the love of God revealed in the life, death and resurrection of Jesus Christ. Thus, the Cathedral stands, above all else, as place of encounter with the holy in which the needs and concerns, hopes and fears, joys and sorrows of those amongst whom it is set are daily presented to God.

Proclamation of the Gospel and teaching the Christian Faith, as the Church in Wales has received it, is its distinctive contribution to wholehearted cooperation with other Christian bodies.

Open and sensitive engagement with **other Faith communities** enables the exploration and acknowledgement of spiritual values wherever the Holy Spirit moves to inspire them, amidst the complexities of contemporary culture and society and amongst all people of good will.

Hospitality to stranger and pilgrim, friend and fellow-traveller is a hallmark of the welcome offered here in Christ's name.

Serving Christ in the poor and marginalised will always be the measure of the words and actions of all that happens in and from the Cathedral, as the Gospel unhesitatingly proclaims.

The panel has identified some particular opportunities for the next Dean and this pack sets out some of the background and context to these.

A lot of information on the mission and ministry of the Cathedral, the Diocese and the communities in Newport and the wider area is available on the web. These are a few of the websites that will be useful to candidates.

<https://www.newportcathedral.org.uk/>

<http://www.newport.gov.uk/en/home.aspx>

<https://monmouth.churchinwales.org.uk/en/>

<https://www.churchinwales.org.uk/en/>

Role Specification: Dean of Newport

Purpose of the role

To lead the life and work of the Cathedral of St Woolos in Newport and to share with the diocesan bishop and other senior colleagues in the oversight of the Diocese of Monmouth.

Challenges of the role

These will include:

- To lead the Cathedral in a shared discernment of the next stages in its mission to the City and the diocese, building on the legacy of the previous Dean;
- To develop the Cathedral's ministry as a place of exploration and encounter as a sacred space; building particularly on the opportunities for exploring the arts and spirituality;
- To resource the diocese and City through being a place where theology in the public square is explored;
- To deepen the relationships with the local businesses and community groups and to identify opportunities for partnership in community transformation;
- To explore and develop the possibilities of contributing to and connecting with the diocese as its Cathedral Church;
- To encourage regular worshippers in their own discipleship and Christian learning and to enable mission and growth; and
- To enable the Chapter in discharging its responsibilities for the Cathedral's mission and ministry and its longer-term sustainability.

Main responsibilities of the role

- As Dean and senior priest in the diocese, to share with the Diocesan Bishop and other senior colleagues in the oversight of the Church's mission, and to be a member ex-officio of the Bishop's Staff Team, the Diocesan Conference and the Diocesan Standing Committee
- As head of the Cathedral foundation and its principal dignitary after the bishop, to preside over the Cathedral Chapter, to direct the life and work of the Cathedral with the Chapter, and to take emergency decisions on behalf of the Chapter when circumstances require.
- To represent the Church in public life across the diocese, to grow partnerships with faith and secular institutions, and to contribute to their intellectual, social and theological capital.
- To preside over the College of Canons, working with the Cathedral Council and other statutory bodies, and in collaboration with the Chapter to ensure sound governance across the Cathedral.
- To exercise leadership in the Cathedral's liturgy, preaching and pastoral care, to develop team working in its ministry, and be personally committed to its pattern of daily prayer.
- To lead the mission and outreach of the Cathedral, including the presentation and interpretation of its heritage and that of the Church in Wales down the ages.
- With the Chapter, to have oversight of the Cathedral's development and to lead in securing funds for its long-term future.
- To ensure that the Cathedral's operations are properly managed, including staff, finance, compliance and the care of the fabric.

- To exercise responsibility for safeguarding of children and vulnerable adults, the provision of pastoral care of survivors, and creating a culture in which all will flourish and which is coherent with the safeguarding policies of the Church in Wales.
- To ensure that the constitution and statutes are faithfully observed.

Person specification

Spiritual Life
<ul style="list-style-type: none"> • A person committed to prayer who knows their need of God • Spiritually fed by the rhythms and nature of Cathedral worship • Attuned to the riches of spirituality expressed in and through the arts
Theology
<ul style="list-style-type: none"> • Broadly based theological and missiological sympathies • Theologically able and articulate • Excited by theological exploration and interpretation • Experienced in responding to the needs of contemporary society and engaging in the public square • A confident and engaging teacher and preacher
Vision for Mission and Delivery
<ul style="list-style-type: none"> • A passion for the gospel and for sharing the good news with others • An outward facing leader able to contribute to the emerging Diocesan vision • A strategic thinker with the capacity to develop a specific vision for the mission of this Cathedral in this place • Experience of leading a church into growth and of growing congregational capacity for mission • A person who sees the potential in wider partnerships for the gospel and who will enjoy working with others in the mission areas and wider diocese
Engagement in community and public issues
<ul style="list-style-type: none"> • Understand the context of a multi-cultural city with the desire to embrace its challenges and opportunities for mission and service • A relationship builder who has experience of building effective partnerships outside the Church • At ease in a non-establishment and culturally and socially diverse city
Formation of others
<ul style="list-style-type: none"> • Evidence of the formation of congregations in their community and Christian life and witness • A pastor and encourager of lay people in their Christian discipleship • A stimulating preacher who engages both Christians and non-Christians • A priest with the wisdom and spiritual depth to contribute as senior priest to the bishop's team and the diocese
Management of Resources and structures
<ul style="list-style-type: none"> • An understanding of the responsibilities of Chapter in relation to relevant legal frameworks, particularly charity and ecclesiastical law and fiduciary obligations (this does not mean that candidates need to have worked in a Cathedral) • Financially literate and with sufficient management experience to oversee and hold the accountability for the business and commercial life of the Cathedral • An ability to manage staff effectively but also a willingness to be 'hands-on' • An awareness of HR policies • Understands the importance of Safeguarding and Health and Safety processes

<ul style="list-style-type: none"> • An ability to be creative and work with limited resources
Leadership and working with others
<ul style="list-style-type: none"> • A team player, an instinctive partnership worker, who enjoys working as part of a team as well as leading a team • Understands the collegial leadership required of a Chapter and also able to hold the leadership responsibilities required of a Dean • Experienced in the workings of external boards and committees in Church and community • A willingness and desire to model servant leadership
Safeguarding
<ul style="list-style-type: none"> • Experience of ensuring a safe environment for children and vulnerable adults • Satisfies the requirements of the Church in Wales's policies on safeguarding
Personality
<ul style="list-style-type: none"> • Flexible, open to learning • Has a strong work ethic and a good sense of humour • Emotionally intelligent • An active listener • Trustworthy

A Statement from the Diocesan Bishop

The Diocese of Monmouth finds itself at a Kairos moment. My enthronement on February 1st this year signaled a new start for the diocese after what effectively was an 18-month episcopal vacancy. A new Diocesan Secretary has since been appointed, bringing new energy and focus to the Diocesan Office. Following a diocesan review around Easter time, we are now in the process of firming up the Ministry Areas this autumn and, over the coming years, we will be resourcing the ministry teams and investing in the church at local level to energize mission and service in the local communities of the diocese. We are also planning a series of consultation meetings this coming year as a way of developing a renewed vision for the diocese.

With the current Dean having retired at the end of August and one of the Archdeacons retiring in the Spring of 2021, there will be a new Bishop's Staff Team to take the work forward over the next five to ten years. We have begun working together on the values that we want to espouse and model. These include developing trusting relationships, creating a space where we can have open and honest conversations, and be open to learning, both together and from one another. Further work will be done as a new staff team develops.

Exciting times for the diocese lie ahead as we seek to be faithful to God's call and use the resources God has given us to work with him in his reconciling mission to the world. We believe that God holds out before us a hopeful future as we learn what it means be his Church in the very varied contexts of our diocese and to live out the good news of his love in our contemporary world.

The appointment of a new Dean is part of this Kairos moment. The Cathedral has potential to be a tremendous spiritual and educational resource for the whole diocese as well as playing a key role in the local community and wider city. The Dean will have a pivotal role not only in developing the life of the Cathedral and building on the foundations that are there, but to contribute to the life of the diocese as we seek to become all that God calls us to be.

+Cherry Mynwy

The Diocesan Setting

The Diocese of Monmouth

- **Foundation:** 1921, following Disestablishment, created out of the Diocese of Llandaff.
- **Newport Cathedral:** The Parish Church of St. Woolos (St. Gwynllyw), Newport, founded about 500 A.D., became the Pro-Cathedral in 1930, attaining full Cathedral status in 1949.
- **Archdeaconries:** Newport (Deaneries of Bassaleg and Newport); Gwent Valleys (Deaneries of Pontypool and Bedwellty) and Monmouth (Deaneries of Raglan and Usk, Abergavenny, Monmouth and Netherwent).
- **Ministry Areas:** At the time of writing there are 175 churches in 122 parishes. We are working towards a structure of Ministry Areas; that is, groups of parishes working together served by a team of stipendiary and non-stipendiary priests and lay ministers. Work is now being accelerated under the new bishop to firm up the shape and size of these areas and to invest in how they might best function.
- **Ministry:** There are 51.5 stipendiary clergy posts in addition to Non-stipendiary clergy and Licensed Lay Ministers.
- **Civil Administration:** The Diocese comprises Newport (city Status 2002), Torfaen, almost all of Monmouthshire, most of Blaenau Gwent, half of Caerphilly and most of East Cardiff.
- **Other Churches:** Nonconformity has been in sharp decline except for some chapels still in valley communities. There is a Roman Catholic presence in most parts of the Diocese. In recent years there has been a growth in large new Independent churches which attract good numbers of young people.
- **Tourism:** The Wye Valley in the East and the Black Mountains in the North are Areas of Outstanding Natural Beauty. The coastal levels contain Sites of Special Scientific Interest. Blaenavon, home of iron and steel, is a World Heritage Site and there are a few castles in Monmouthshire!
- **Language:** Mostly English speaking, but with a resurgence of interest in the Welsh language. There has been an increase in interest for Welsh Medium education.
- **Other Faiths:** There is a growing Muslim presence in the Diocese and small groups of other religions. Communities in the valleys have some of the UK's highest percentages of people declaring they have no religion.
- **Diverse communities:** There is increasing ethnic diversity across the Diocese, particularly in Newport itself. COVID-19 has highlighted the inequalities that exist across our diocese which contains some of the poorest as well as some of the wealthiest communities in Wales.

Cathedral Information

Clergy Team

The clergy team consists of the Dean plus one Residentiary Canon. The Canon's post is vacant and one of the first tasks of the new Dean will be to appoint a colleague to this post.

Currently the Archdeacon of Newport is fulfilling the role of Precentor in a voluntary capacity, and shares in the leading of worship on a Sunday and at the Daily Offices.

The Cathedral is blessed to have the services of three retired clergy covering some Sunday services and some pastoral offices.

The Cathedral shop is open each afternoon (ex. Sunday) and is staffed by volunteers.

The Cathedral is open every day. Most of the 'Welcomers' at Cathedral services are drawn from the congregation.

Lay Staff

Director of Music (half-time)

Assoc. DoM (part-time)

Administrator (half-time)

Verger (four mornings per week plus Sunday services)

Governance

At present, the Dean & Chapter plus the PCC oversee the governance of the Cathedral. This is presently in transition to the new Constitutional arrangement of a governing Chapter drawn from a College of Canons (lay and clerical) on the English model. The Constitution can be found at Appendix 1.

Finances

The Cathedral receives a block grant - currently, about £52k - from the Representative Body, which covers the cost of the music department.

The Cathedral pays a Ministry Share of a little over £60K assessed against 1.5 stipends (the Dean is considered 50% diocesan). The Chapter Accounts and PCC Accounts can be found at Appendices 2 and 3.

subscriptions represents people's fondness for the Cathedral and their desire to conserve its fabric. Every few years, the bank balance allows modest contributions toward projects such as the purchase of chairs in 2015 and the refurbishment of the Dean's Vestry in 2019.

In addition to the children's work with 30-40 choristers, the very small Sunday School is faithfully led by volunteers usually supported by the Residentiary Canon. The Girls' Brigade is long established here and has an honoured place in the weekly life of the Cathedral under able leadership.

The musical life of the Cathedral is in fine form. The arrival of Dr Emma Gibbins as Director of Music in 2015 saw the establishment of a Girls' Choir, which is now on par with the Boys' Choir in all duties. The recruitment of a Back Row tends to be a challenge as we cannot afford to pay Lay Clerks. There is a Cathedral Voluntary Choir drawn from members of the congregation and beyond which sings on occasions when the Cathedral Choir is on holiday. We are fortunate to have a four manual Nicholson organ.

For the past few years, the St Woolos' Sinfonia has been our Orchestra in Residence, performing about twice each year. The Newport Philharmonic Choir has also made us their venue of choice. 'Music at St Woolos' Saturday lunchtime concerts have gone from strength to strength and, before COVID, was regularly attracting audiences of upwards of seventy. Performances most often draw on the considerable talents of the Royal Welsh College of Music and Drama, the Welsh national conservatoire in Cardiff. Other touring groups from around the world come to us with varying degrees of frequency, as do local ensembles of instrumentalists and, of course, choirs. In fact, we have a certain amount of difficulty accommodating all those who want to use the space.

The kind of events that were actually or well-nigh impossible before the removal of the pews include art exhibitions, among them the local Art Club annual exhibition which draws a couple of hundred visitors. A small student group of photographers has held an exhibition for their degree projects in the Cathedral.

The Chartists martyrs of the 1839 Newport Rising are a major part of local history. They were buried in unmarked graves in the churchyard and are now commemorated annually at 6pm on 4th November. The Cathedral welcomes those who remember them and continues to champion the values for which they died. The open nave now hosts the crowds for the Chartist Convention, usually every second year.

The Cathedral Community

The Cathedral community has a dominant understanding of its vocation to be outward facing and future-oriented. This is a congregation that expects to be fed at depth. Congregational numbers are stable though there is a desire to grow, especially to draw in younger families and children.

The style of worship is dignified and formal but also friendly and relaxed. The liturgies of the Easter *Triduum* probably best point to how liturgy really does nourish, nurture and give expression to the faith of the particular worshipping Community that gathers here. Here people find the beauty of holiness without any 'worship of worship'.

Future Developments

- There is tremendous scope for the Cathedral to develop further as a spiritual, theological and educational resource for both Diocese and City.
- There is opportunity for the Dean to engage with the civic, and even the political, life of the city and be a prophetic voice in the public square.
- The Cathedral has a good website and an excellent sound and video recording system that has enabled it to produce high-quality live-streamed services over the past six months. There is clear potential for developing its digital resources and social media presence in exciting and creative ways.
- Ecumenical and interfaith relations are cordial but there is potential for this to be developed.
- There is a need for major funding bids for the restoration of the ancient fabric of the Cathedral itself, not least the tower.
- The matter of the pub ('Cathedral Gateway Project') is a priority. A decision will need to be made by the new Dean as to whether or not this project still seems to be valuable for the life of the Cathedral going forward. More information can be found at Appendix 6.
- The Cathedral is part of the Winter Night Shelter scheme supporting the homeless of the city. There is a clear need for this and other kinds of outreach ministry which could be developed in conjunction with a possible pub project and attract the necessary funding to make a significant impact.

The Cathedral in its Own Words

BEWARE!

Here we try to practice the inclusive Gospel of Jesus Christ

This means that here you may be mixing with seekers, searchers
and those who are bruised,
those who limp and those who mourn
and those wounded by war;
refugees, asylum-seekers and foreigners of all kinds,
citizens of different colour from yourself,
women bishops (yes, there are a few!)
and priests who may be struggling,
leaders who are worn out, clapped out, burnt out,
lesbian and gay couples, even singles,
the wealthy who are trying to get through the eye of a needle,
and the poor who are struggling to maintain their dignity,
the emotionally deprived and harmed,
people of other faiths or of none,
fundamentalists and liberals,
radicals and traditionalists;
those who have failed to love
and those who are afraid to receive love;
those rejected by their ministers and their churches;
those who have broken their promises,
those bowed down with burdens,
those who teeter on the brink of breakdown;
those for whom the grip of alcohol or work, drugs or sex,
gambling or unnamed powers, is getting stronger
and those for whom the grip is loosening,
those struggling with faith and doubt,
and goodness knows how many others....

Indeed, anyone who is like those Jesus mixed with.

This is not a private club

But a space open to all people of goodwill.

And though we are not yet strong and vulnerable enough to show the unconditional love of God at all times, we hope we are moving in that direction.

WELCOME!

Application Process

If you are interested in being considered for the next Dean of Newport, further details along with the application form and recruitment monitoring form can be found at <https://monmouth.churchinwales.org.uk/en/about-us/jobs/>

Applicants will need to submit both forms, via email, to monbishpa@churchinwales.org.uk. Please clearly head your email with "Dean of Newport". You will receive an email acknowledging your application. If you have not received an acknowledgement within 24 hours, please contact us on (01633) 263510 to confirm safe receipt.

The closing date for applications is 12 noon on Friday 9th October 2020 (Applications received after this time cannot be accepted). Short listing will take place on Monday 19th October 2020 and interviews will be held on 4th and 5th November 2020.

Applicants from outside the UK will need to comply with the requirements of UK immigration law. Any offer will be subject to satisfying Church in Wales safeguarding policies. The current stipend is £39,313.

The Dean's House is a spacious and conveniently located property opposite the Cathedral on the outskirts of Newport City Centre.

The Chair of the selection panel is Caroline Woollard (lay canon) and the members of the panel are as follows:

- Cherry Vann (Bishop of Monmouth)
- Kathy Jones (Dean of Bangor)
- Anne Golledge (clergy canon)
- Rod Davies (lay canon)
- Emma Gibbins (Director of Music)
- Colin Walsh (Cathedral community)

If you have any questions about the process for application, would like to discuss the role or have any questions about the ministry of the next Dean, please contact (01633) 263510.

The selection panel is aware that a lot of information has been provided to candidates. The challenges of the role described at the beginning of this document set out our perspective on the next stages in the journey for the cathedral in the light of the various consultations undertaken to support this appointment.