

# ST. ALBANS CATHEDRAL



## Minor Canon Youth Chaplain

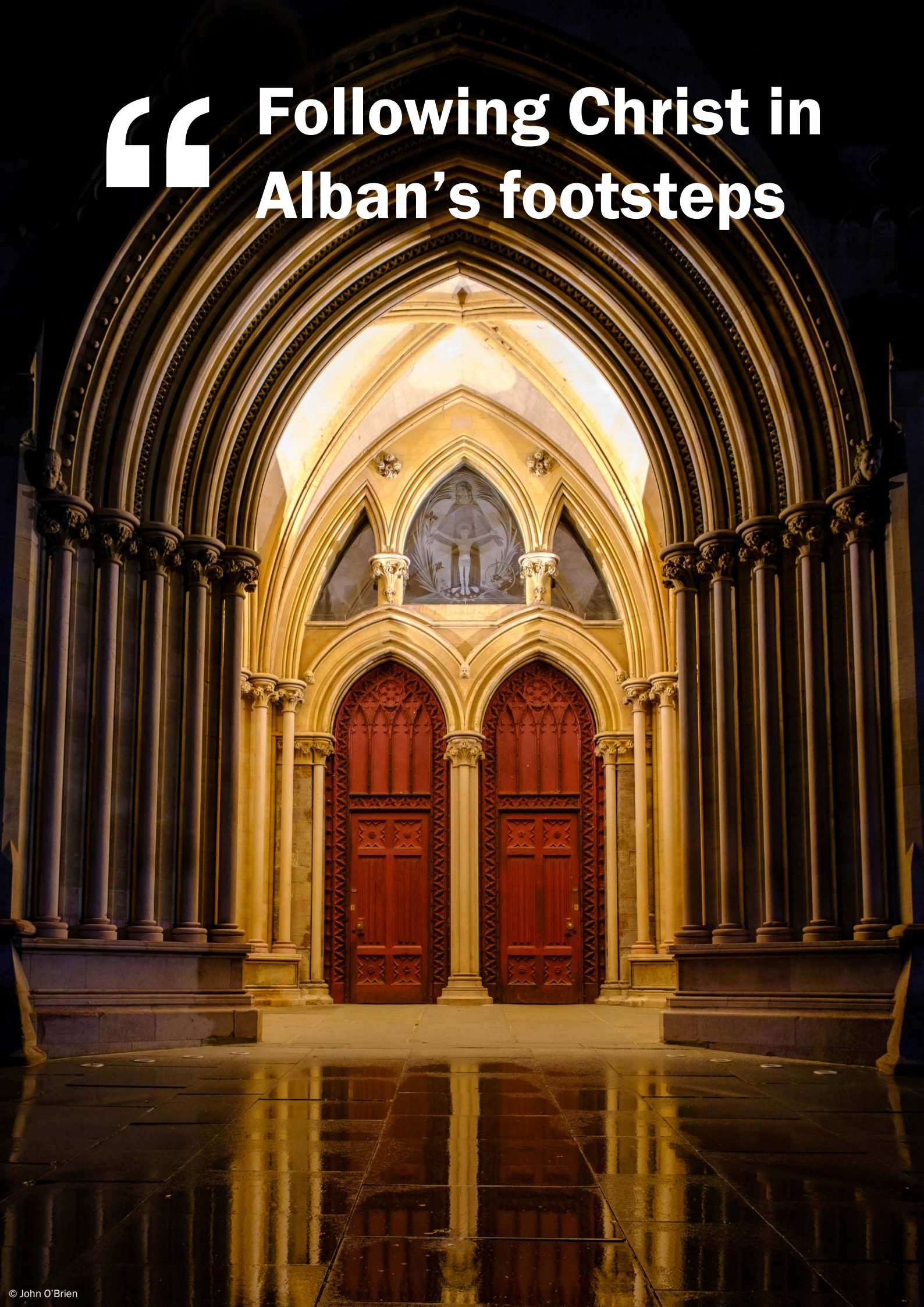
Recruitment Information Pack

January 2025





# Following Christ in Alban's footsteps





# Welcome

In consultation with the Dean and Chapter, the Lord Bishop of St Albans is seeking to appoint a Minor Canon Youth Chaplain at St Albans Cathedral. Could this be you? Thank you for your interest and prayerful discernment of this exciting ministry opportunity as part of the Cathedral team.

With an electoral roll of over 1200 adults, St Albans Cathedral is a lively, welcoming and intergenerational worshipping community motivated in active service both here at the Cathedral and beyond.

At the end of 2023 the Cathedral came under new governance arrangements, becoming a registered charity with the Charity Commission. As part of this change in organisational structure, in addition to the compulsory statutory committees in the Cathedral Measure, a Mission and Ministry Committee was established as part of Dean and Chapter's renewed commitment to our shared mission and to being open to where and how God is leading the Cathedral community to live that mission into the future. Ministry with and for children and young people comes under the remit of this Committee and is the route through which the Youth Chaplain reports to Chapter. At the heart of, and undergirding, all of this is the daily prayer of this Cathedral and Abbey community which stands in the Benedictine tradition.

As the seat of the Bishop of St Albans, the Cathedral is also committed to being a key support to the Bishop's ministry and to the life and mission of the whole Diocese – Living God's Love.

The Cathedral is a major site of pilgrimage and worship to this day, welcoming people of all ages and from many different backgrounds attracting in excess of 577,000 visitors in 2024 from the United Kingdom and abroad. We have a rich and unique heritage, reaching over an unrivalled stretch of national history, very much alive and growing. Our revealing of this story is at the heart of our vision, to be a beacon of discovery and inclusive welcome, prayer and reflection, open to all.

The Cathedral is also at an exciting point in its journey. The Welcome Centre, completed just before the pandemic's first lock down, is now in full swing and is going from strength to strength in supporting our welcome to all who come here and our various ministries in a wide variety of ways. It is both a delight and a privilege to keep this wonderful investment alive and innovative through a growing variety of visitor engagement events and learning activities. During 2023 the Cathedral revisited its' vision and set its' strategic priorities for the next 5 years and so is now working to these priorities to guide our work from 2024-2029.

Under the stewardship of the current Youth Chaplain, much progress has been made in the provision for our children and young people. The appointment of a Children and Families Worker in the summer of 2023 has supported the growth of the wide variety of activities we offer in this area of our ministry, particularly in children's church. Our Advent and Christmas Services attendance evidenced increased numbers. With growing numbers of youth and young adults in our community we are also considering the mixed ecology of our Cathedral worship and the involvement of a more diverse group of people in ministry roles within it. The recently established Children's Ministry Steering Group, a working group of the Mission & Ministry Committee and chaired by the Youth Chaplain, provides support to the work for children and young people. We look forward then to welcoming a new Youth Chaplain among us as we continue working to grow our regular worshipping youth community in faith and numbers.

With all this in mind, and with the departure of the Reverend Calum Zuckert to be Vicar of Barnes, the context and the needs of the Cathedral today, and the intention to continue to increase our youth congregation have helped to discern the shape of role of the next Youth Chaplain.

If you would like an informal conversation about the post with the Dean prior to applying please see contact information under Recruitment Process.

Thank you again for considering this role. Please be assured of our prayers as you discern this ministry opportunity.

# Worship and Ecumenical Life

In its liturgical tradition as well as its theological stance, St Albans Cathedral is very much in the inclusive, catholic tradition of the Church of England, but also welcoming of other traditions and denominations, and is renowned for its congregational life. From the intimate stillness of an early morning Eucharist at the Shrine of St Alban, to the vibrancy of the Parish Eucharist or the solemnity and beauty of the Choral Eucharist or Evensong, we seek to respond to the God who in Jesus Christ brings redeeming love to all creation. Our Ecumenical links are strong with honorary chaplains from the Roman Catholic, Free Church, Lutheran and Orthodox traditions regularly conducting weekly or monthly services at the Cathedral. There are also formal and informal links to Linköping Cathedral in Sweden, Loreto in Italy, and Hildesheim in Germany.

Weekday services include Morning Prayer, Eucharist (both early morning and at noon) and Evening Prayer or Evensong. On Sundays we hold an early morning Eucharist, a widely-attended Parish Eucharist with children and young people's groups, a mid-morning Choral Eucharist and Choral Evensong.

## Minor Canon Role Summary

This is an excellent role for someone with an enthusiastic and creative vision for the place of children and young people in the life of the Church, working with one of the largest and most active Cathedral congregations in the country. The two minor canons (Youth Chaplain and Precentor) are supervised by the Dean, and play an important part in shaping the mission and ministry of the Cathedral. The Chaplain has a unique opportunity to exercise a full priestly ministry, whilst leading the Cathedral's work with children and young people, encouraging and enabling them to find their place in the Cathedral Community.

He or she must be engaging, adventurous, flexible and discerning; an excellent communicator with a proven ability in working with and inspiring young people. The successful candidate will be a champion for children and young people, resilient and able to prioritise the important place of youth work within the busy life of the Cathedral while also being able to relate well to people of all ages, and be committed to pastoral ministry across the parish and congregation. With the appointment of our Children and Families Worker, bringing additional capacity, we see a key emphasis of the new Chaplain to continue to grow our ministry with teenagers.

A curate would be considered for this post and while, customarily, it has been held by a priest for 3 to 5 years, we are open to all possibilities.

In common with other clergy based at the Cathedral, the Youth Chaplain is expected to be at Morning and Evening Prayer. Responsibilities fall into two main areas: Children & Young People and as a Minor Canon.



# Role Responsibilities

## Children & Young People

The Youth Chaplain is a member of the Mission & Ministry Committee and represents young people and those who volunteer to work with them to this statutory committee. He or she will make a priority of developing and nurturing a team of lay people to assist in the delivery of youth and children's work to ensure an integrated and sustainable vision for this important part of the Cathedral's ministry.

Particular responsibilities will include:

- Leading and growing the Sunday night youth club combined with a varied programme of worship and activities
- Supporting the Children's Church and the leaders of these groups in providing teaching materials, aiding with recruitment of new leaders and chairing their termly leaders meetings
- Supporting the leadership of Diddy Disciples – a Sunday morning service for Toddlers and parents to help them to worship in an age-appropriate way
- Leading the following youth groups:
  1. Xcite – youth group 8-12 year old
  2. Cathedral Youth Group - 13-16 year olds
  3. 20/30's group
- Facilitating Abbey Tots, a baby and toddler group which has seen considerable growth and also the weekly Abbey Tots Service in the Michael Chapel which includes age-appropriate worship
- Working with the Canon for Mission & Pastoral Care to support the Abbey Primary School which is closely associated with the Cathedral. Leading assemblies, preparation for Admission to Communion at Year 2 and Preparation for Confirmation for Year 6
- Working closely with the Cathedral Safeguarding Officer and Canon for Mission & Pastoral Care to ensure the highest standard of care for all young people attending groups events and services at the Cathedral
- Preparing young candidates for confirmation alongside other clergy colleagues
- Demonstrating a healthy approach to the use of social media with young people and having a clear understanding of boundaries
- Continuing to develop new ways of nurturing young people's spirituality and broadening their experience beyond the life of the Cathedral (e.g. Greenbelt, Taize, Walsingham)
- Preparing school leavers among the congregation for university and supporting them during their studies through term time contact, facilitating events and gatherings during holiday periods
- Supervising the day to day work of 'Alban Interns' (an annual placement for students exploring vocation) shared with the Canon of Mission & Pastoral Care who has oversight of the scheme
- Planning and leading residential activities, training and retreats for young people and youth leaders
- Managing the Children & Youth budget
- Involvement with planning and presenting specific children/youth events (e.g. Good Friday Children's Workshop, Summer Camp, Hallowe'en Holy Pumpkin Trail)
- Regular contact and encouragement of participation at monthly parades and other key events of the Cathedral's Rainbow group, two Brownie Packs, and the Guide Unit, and developing and sustaining links with the 17th St Albans Scout Group, St Albans Sea Cadets and Royal Marines and other uniformed organisations
- Coordinating young people's involvement with the 9.30am All Age Parish Eucharist on the Second Sunday of the month
- Coordinating the children and youth involvement with the Alban Pilgrimage (helping to promote the event in local schools; recruiting young participants; planning and leading children's worship)
- Acting as Chaplain to Townsend Secondary School, working with the RE department and student RE ambassadors in collaboration with the Vicar of St Michael's Church, St Albans
- Working in partnership with the Diocesan Mission and Ministry Department and networking with other local youth initiatives (e.g. 2:67 Project and STEP – St Albans &



## As Minor Canon

The Dean, Canon Chancellor, Canon for Mission & Pastoral Care, Precentor and Youth Chaplain all share in the pastoral care of the cathedral congregations drawn from the parish, the city and beyond. The ability to work in a team is therefore crucial. All of the residential clergy team share in leading the Parish Offices. Support for this ministry is available from a team of Lay Pastoral Assistants and the Bereavement Support Team.

Other responsibilities include:

- Share with the other clergy in the leading of worship, preaching, and development of the Cathedral congregations
- Involvement in the leading of worship for our Church Schools: Abbey Primary School and at Townsend Secondary worship in school and at the Cathedral
- Working with the Canon for Mission & Pastoral Care to support Verulam House, a local residential care home for the elderly with which the Cathedral is closely associated
- Contribution to the Cathedral's digital output
- Membership of the Mission & Ministry Committee and full involvement in the discussion and planning of the life of the Cathedral Community
- Membership of the Pilgrimage Committee

The main duties and responsibilities of the role are outlined as above. This list is not exhaustive and is instead intended to reflect the main tasks and areas of work. This will include adherence to policies and procedures, following good practice in relation to own behaviour and conduct, and undertaking any safeguarding duties and training commensurate with specific job role.



# St Albans Cathedral

As the seat of the Bishop of St Albans and Cathedral church for the Diocese of St Albans, St Albans Cathedral is home to two medieval shrines, several world-class medieval wall paintings and an amazing mix of architectural styles that bear witness to many centuries of its life, first as a monastic Abbey and now as a Cathedral. It is the oldest site of continuous Christian worship in Britain and the core of the existing building dates over 900 years. Conserving and protecting the building is an ongoing challenge, responsibility and privilege.

The Cathedral is home to a vibrant and active community, made up of our worshipping congregations, volunteers, staff and many other individuals. It is both a place that holds large scale events and services, and one that also encourages more intimate prayer and reflection. In this dual role of cathedral and parish church, worship and mission combine with local and national profile.

The Cathedral has a vision to grow its presence and impact in the wider community, focussing on social justice, the environment, and inclusion and care for those around us. It can only do so by working with others; both locally, across the diocese and more widely.

Music is central to our worship and the life of the Cathedral. We have two of the finest cathedral choirs in the country, a magnificent organ, a wonderful parish choir, a busy programme of musical events and concerts, and various voluntary choirs and music groups.

Learning is at the heart of human flourishing and core to both our history and mission. The Cathedral is a nationally renowned centre for heritage and theological learning, delivering a rich programme for schools and adults alike. We seek to offer learning experiences and opportunities to people of all ages, all levels of education, and of all traditions and faiths and none. Our new facilities have provided a whole host of new learning opportunities.

The renewal of the exterior areas around the Cathedral building is vital to draw people to us and to care for our built environment. The Sumpter Yard Revived project, to improve the environmental sustainability and accessibility at the east of the Cathedral was completed in Autumn 2022. Our long-term masterplan, as yet unfunded, is a vision for the future which further improves accessibility, cares for the environment and creation, maximises community use and enhances the setting of our beautiful building.

The Cathedral plays an important role in growing the local economy to support visitor growth and residents' engagement with their local city. Our rich programme of events, concerts, exhibitions and special services all contribute to the delivery of this priority and the Cathedral's financial sustainability.

St Albans Cathedral is an independent charitable organisation and receives no regular direct funding from the Government. It costs £6,000 a day to keep the Cathedral open. Our ongoing financial health is therefore dependent on the continued diversification and growth of our income. This includes income from visitors, donors, grant-making bodies, fundraising, fees, commercial trading and investments.

The nature of who we are means we are very much a people-focused organisation, and it is our people who are the driving force in keeping the stones of our historic building alive. The work of the Cathedral is sustained by around 50 staff and some 530 active volunteers. We have a number of part-time workers and encourage flexible working where it is appropriate.

Further information about the Cathedral can be found on our website:  
[www.stalbanscathedral.org](http://www.stalbanscathedral.org)



# Our vision and priorities

The Cathedral revisited its' vision and strategic priorities during 2023 to help direct our work going forward into 2024 and beyond. Cathedral staff played an important part in the discernment of these priorities and all have a key role in supporting the delivery of these priorities.

## Following Christ in Alban's footsteps

### Our Vision 2024-2029

St Albans Cathedral is the United Kingdom's oldest site of continuous Christian worship, inspired by Alban, Britain's first saint and martyr.

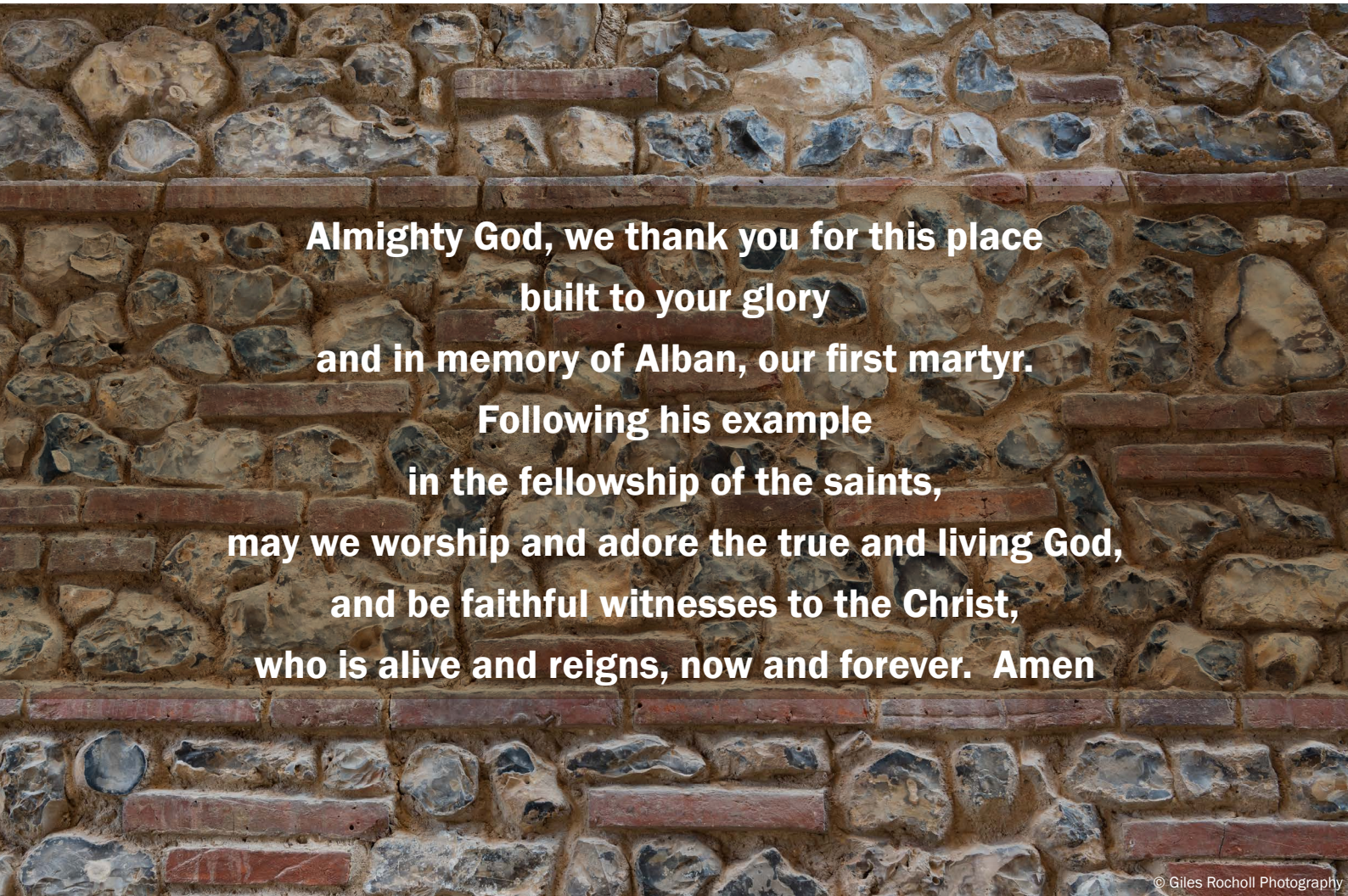
Our vision and work today is inspired by his story and the Gospel he lived and proclaimed, and so we are committed to:

**Welcome & Compassion**

**Worship & Witness**

**Courage & Justice**

**Leadership & Service**



**Almighty God, we thank you for this place  
built to your glory  
and in memory of Alban, our first martyr.  
Following his example  
in the fellowship of the saints,  
may we worship and adore the true and living God,  
and be faithful witnesses to the Christ,  
who is alive and reigns, now and forever. Amen**



## Welcome & Compassion

As Alban welcomed the stranger Amphibalus, we too will be a place of God's welcome in our community, where anyone can come as visitor or pilgrim, to worship, and to learn about and deepen their relationship with God. We will be a place of peace, comfort, safety and refuge for people of all faiths and none.

We will do this by:

- providing opportunities for connection, friendship and welcome for all ages
- recognising and growing diversity in our community including our leadership, congregation, staff and volunteers
- encouraging pilgrimage and welcoming all who come here
- being trusted custodians of our historic building

## Worship & Witness

Like Alban, we will put Christ at the centre of all that we do, and worship and adore the true and living God. Like Amphibalus, with confidence we will live and share the gospel of Jesus Christ.

We will do this through:

- daily worship in shared prayer and the eucharist
- services of celebration, requiem, remembrance and healing
- being a national and international exemplar of worship, particularly through our music
- deepening and exploring our faith, growing a flourishing Christian community through worship and learning for all ages
- nurturing and growing new Christians
- helping children and young people to participate fully in worship and witness
- embracing ecumenical and interfaith partnerships.

## Courage & Justice

Alban heard Christ's words and bravely acted on them in the face of adversity. We will do the same, being a beacon of Christ's message of justice for all creation. We will ally ourselves with those who are persecuted and those who face injustice throughout the world. We will be bold in our faith, standing up for justice and modelling the actions we hope others will also take.

We will do this by:

- being a centre for discussion, debate, and education, leading to common action
- speaking up and working against injustice
- committing ourselves to environmental justice and to achieving net zero carbon
- taking practical action to support those in need, including through partnering with others.

## Leadership & Service

As the Cathedral and mother church for St Albans diocese, with Alban's boldness we will strive to be leaders and a resource, sharing our work, supporting and serving others, and providing inspiration as we live God's love.

We will do this by:

- being a hub of Christian learning and teaching
- being a centre of excellence for music, art and culture in worship
- being a place for public debate, using our convening power to bring the community together
- being a place of spiritual leadership for the whole community, working with people from all faiths and none
- leading by example on issues of importance such as net zero carbon and environmental justice
- supporting the ministry of our Bishop and serving the parishes, schools and chaplaincies in the diocese, including spiritual support and education.



# Person specification

We hope to appoint as Youth Chaplain a priest who can demonstrate the following attributes, qualities and skills:

- A disciplined and mature life of daily prayer, nourished in their own spirituality by Cathedral worship in the Benedictine tradition
- Personal empathy and compatibility with the spiritual and liturgical tradition of St Albans Cathedral.
- Commitment to the Cathedral's Vision and Priorities and an understanding of the part children and youth play coupled in that
- Creativity and imagination, able to find fresh ways to engage children and young people in worship and spiritual life of the cathedral community
- Have an enthusiastic vision for the place of young people in the life of the Church
- An ability and a desire to work collaboratively as part of a team, as well as the discipline to work alone
- A good preacher, with the ability to lead worship and preach for a large congregation with sensitivity and understanding
- A breadth of pastoral experience and good pastoral skills
- Good interpersonal skills and the ability to work well with a wide range of people
- Able to lead, teach and inspire young people
- Resilient with the ability to work efficiently under pressure.
- Excellent administrative and organisational skills, including timely communication and attention to detail
- Have a good working knowledge of IT, social media, electronic diary and are entirely comfortable with digital technology.





# Terms of Appointment

The offer of a post is made subject to satisfactory enhanced DBS clearance.

Appointment for Minor Canons is in accordance with Common Tenure. A Statement of Particulars will be provided. A stipend will be paid via the St Albans Diocesan Board of Finance payroll at the rate for St Albans Diocese incumbents (currently £31,758) and pension contributions will be made in accordance with the Church of England Funded Pension Scheme.

A resettlement grant will be paid on appointment by the Cathedral (currently £2,867) and if this is the postholder's first incumbent status post, a first appointment grant will also be paid by the Cathedral towards the cost of setting up home for the first time (currently £2,867). In line with usual practice the Cathedral will reimburse reasonable removal costs. (NB. Stipend and grant figures are quoted at 2024 rates and appointment made from 1 April will be at 2025 rates)

Accommodation for the better performance of duties is provided in 2 Dean Moore Close which is a three-bedroom semi-detached house adjacent to the Cathedral, with a manageable garden and a garage. The Cathedral maintains the property and pays the council tax and water charges relating to the property.

An office together with office furniture and equipment are provided in Cathedral House.

Clergy expenses will be met in accordance with the policies of Chapter then in force.

A full day off will be taken by agreement each week. Additionally, the residential clergy team plan where practical to take a 2 consecutive day break (this includes the regular weekly day off) every month by agreement with the Dean, plus bank holidays (or time in lieu) and six full weeks' holiday per year. Up to six days a year for annual retreat is additional to holiday allowance.

Minor Canons, in respect of their functions relating to the Cathedral, report to and are line managed by the Dean and are accountable to Chapter. Minor Canons have scheduled regular meetings with the Dean.

As well as an annual performance appraisal with the Dean, the Minor Canons will also be part of the Bishop's Ministerial Development Review under Common Tenure. We hope that both of these processes help the priest to flourish in ministry.

We encourage applicants from diverse backgrounds with relevant skills and experience.

## The recruitment process

For an informal conversation about this role with the Dean please contact her EA, Penny Fray, E: [deanea@stalbanscathedral.org](mailto:deanea@stalbanscathedral.org)

Applicants are invited to submit an application form (Church of England) and a covering letter to Penny Fray, the Dean's Executive Assistant, by email to [deanea@stalbanscathedral.org](mailto:deanea@stalbanscathedral.org)

**The closing date for applications is Sunday 2 February 2025.**

**Interviews will be held on Monday 24 February 2025.**

Details of the programme for interviews will be sent to all shortlisted candidates.





**Cathedral Office: 01727 890210**

**[mail@stalbanscathedral.org](mailto:mail@stalbanscathedral.org)**

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**Registered Charity Number 1207312**