A photograph of the three spires of Lichfield Cathedral, showing intricate Gothic architecture with flying buttresses and pinnacles. The spires are topped with golden weather vanes. The sky is blue with some light clouds.

LICHFIELD CATHEDRAL
statement of need

A Message From

Ann Fisher, Chapter Senior Non-Executive Member



On behalf of Chapter I am pleased to welcome you and thank you for your interest in Lichfield Cathedral.

I hope this information will give you a flavour of the life and work of the Cathedral and that you may find encouragement and inspiration as you consider whether you might be the person to take up leadership as the next Dean of Lichfield.

We have a fantastic team of clergy, staff, volunteers, worshippers and supporters, each playing their part in the complex organisation that makes up the life of the Cathedral within Lichfield itself, and as the Mother Church of a large and diverse Diocese.

We look forward to working with our new Dean as we discern together the direction for the coming years and embrace new challenges and opportunities, in the joyful spirit of our motto, "Inservi Deo et Laetare"

Best wishes

Ann Fisher

Senior Non-Executive Member of Chapter

Our Mission

Lichfield Cathedral is called to live and proclaim the transforming love of God. Through the fullness of its life in the Spirit, it seeks to be a sign of the friendship and freedom that God in Jesus Christ has given the whole world to enjoy.

Our Values

Healing

Lichfield Cathedral has been, since earliest times, a place where people sought healing.

Holiness

The Cathedral building is a holy space that points people to God through the love of Jesus Christ. The Cathedral is animated by worship and prayer; the building offers an invitation to all to encounter God and God's peace.

Hospitality

A Christian welcome is the first obligation the Cathedral has to all its visitors, a welcome we seek to extend to all who encounter the Cathedral in whatever way.

Hope

The Christian faith is about a hope that helps us look forward, confident in what God has achieved in Jesus Christ; that sees us through evil, sin and death; and is resilient in the face of wickedness and suffering. The Cathedral's whole mission is to offer an alternative view of life and, in its approach to people and opportunities, we seek to inform each with all the patience, energy and wisdom of Christian hope.

Our Worship

The worship of Almighty God revealed to us in Jesus Christ is the primary purpose of the Cathedral. The first Cathedral was built on this site over 1,300 years ago and that purpose has not changed. We seek to worship the Lord in the beauty of holiness, recognising both the beauty of God's holiness and therefore seeking to offer our worship as beautifully as we are able.

Our worship is within the Anglican tradition of word and sacrament: Morning and Evening Prayer, together with the Eucharist, are celebrated daily throughout the year. Evening Prayer takes the form of Choral Evensong on several evenings a week and Sunday's Eucharist is sung.

Lichfield has a long tradition of orderly worship enhanced by beautiful music and considerable resources are devoted to developing this tradition with the sole aim of lifting the offering of worship into the nearer presence of God.

The major seasons of the Church's year are marked by additional devotion and worship: Advent, Christmas, Epiphany and Candlemas Carol Services; Lent devotions; the liturgies of Maundy Thursday, Good Friday, Easter Eve and Easter Day; worship led by the choir from the Cathedral roof on Ascension Day; Diocesan ordinations; Creationtide and Kingdom season liturgies.

During the pandemic, we began streaming many of our services. Today our Sunday morning Eucharist includes a prayer of spiritual communion for those worshipping online.



Our Welcome

We seek to extend our hospitality, one of our values by which we are prepared to be judged, to everyone who wishes to encounter us, irrespective of creed or race. Lichfield Cathedral is for everyone and we endeavour to impress upon the people of the area we serve that it is their Cathedral which we hold in trust for the whole community.

We are determined that our hospitality should extend to all who come to us, whether worshippers, pilgrims, event attendees, tourists, staff, volunteers or contractors. We aim to be welcoming in our shop, in our programme of events and simply in the way we answer enquiries and order our communications, marketing and daily interactions.

Two initiatives in particular have driven more people into contact with the Cathedral and its welcome. An Artist-in-Residence programme which ran from 2016 to 2021 led to a striking increase in visitor numbers and diversity. The fruits of that initiative have spread through many English Cathedrals which have contracted with our former artist-in-residence to enhance their own visitor offering. Through our award-winning music outreach programme MusicShare, run in partnership with Lichfield Cathedral School and The Music Partnership, we have engaged tens of thousands of children in singing in over 500 primary and secondary schools.

In 2021, a statue of St Chad was unveiled, a fruit of the Artist-in-Residence programme, welcoming visitors walking to the Cathedral from the city centre.

The Cathedral welcomes over 200,000 people every year.



Our Today

Bishop Headda built the first cathedral in Lichfield in AD700 as the burial place for Chad, who became the founding Bishop of Lichfield in AD 669 and died here in AD 672. The first cathedral was one of the earliest cathedrals in the UK which means our site is a historical place of great importance.

During the Civil War, the remains of St Chad were taken into hiding and in the 19th century were enshrined in St Chad's Roman Catholic Cathedral in Birmingham. In 2022, a loaned relic of Chad was brought back to Lichfield by the Roman Catholic Archbishop of Birmingham and placed in a new shrine in the Lady Chapel. The shrine has swiftly become a place of prayer, healing and pilgrimage.

The relic is also a remarkable sign of the warm ecumenical relationship we have established with other denominations. In recent years we have been encouraged and strengthened by the appointment of lay canons from several denominations who join us for major occasions, including our annual celebration of our co Patron, Chad.

We are taking seriously the national church's aim for net zero carbon emissions by 2030, no easy task with such a large and ancient building. We have been awarded a silver Eco Church award and are in the process of applying for gold.

Our education and learning programme welcomes thousands of young people each year and recently we have hosted a series of workshops on social justice themes and plans for early 2024 include work on disability, neurodivergence and end of life. In December 2023 we hosted BBC's radio programme "Any Questions" and were informed the size of the audience was possibly the largest on record.

Today, Lichfield Cathedral, the seat of the 99th Bishop of Lichfield, serves the fifth largest diocese in England, a diverse community incorporating towns and cities in the West Midlands such as Tamworth, Shrewsbury, Wolverhampton and Stoke-on-Trent, as well as rurally isolated communities. The current Grade 1 listed building is the third cathedral on the site. Built between 1195 and 1350, it is the only medieval English Cathedral with three spires and the only one to have been fortified with walls and a moat.

The Cathedral houses items of outstanding international significance, including: the 16th century Herkenrode Glass stained glass windows; the 8th Century St Chad Gospels manuscript; the Lichfield Angel, a carving dating to around 800 AD; a unique two-storey Chapter House containing a complete 14th century mediaeval tiled floor; fine examples of mediaeval wall painting; the important 19th century pipe organ by William Hill & Sons; and



significant books, manuscripts, textiles, silver and historical artefacts, including an early 15th century Wyclif New Testament, Henry VIII's Great Bible (1539), Justinian's Law Codes (1200) and a 15th century edition of Chaucer's Canterbury Tales.

The Cathedral is responsible for a range of significant buildings in the Cathedral Close including: the Grade 1 listed former Bishop's Palace (1686-7), the Grade 2* listed Deanery (1705), the 14th Century Vicars' Close and the Grade 1 listed Georgian eighteenth-century Darwin House.

Alongside our unchanging mission as a place of worship, the Cathedral is a major heritage attraction in the West Midlands and we are open daily without charge to tourists, offering guided tours and investing in research to help visitors to better interpret the building and its history.

The Cathedral also provides a significant cultural venue and focal point for the community, including those who actively take part as volunteers, visitors, pilgrims, worshippers, school groups, those presenting and attending performances (both professional and amateur) and those attending exhibitions. The Cathedral's programme of events has become an increasingly important part of the annual income and Chapter would be keen for this to continue.

Following the pandemic, the Cathedral launched a highly successful ReSource pandemic-recovery appeal to ensure the ongoing sustainability of both the building and the Cathedral's finances, raising some £2million in total which has enabled, amongst other projects, the creation of the shrine for St Chad, and restoration of the buttresses on the south side of the Nave and also the central spire. Funds were also deployed in early preparatory work on what is hoped to be a significant project, the creation of additional space and facilities for visitors and users of the Cathedral.



Our Tomorrow

We are excited to welcome a new Dean to play a major role in seeking God's will for the future of our Cathedral. Our new Dean will find a united Chapter whose members take collegiate responsibility for discerning an exciting but properly resourced and governed future for our Cathedral.

In June 2023, Chapter held two away days to consolidate their thoughts regarding the future of the Cathedral and the skills and qualities we would hope to find in a new Dean.

This is our summary of where we would like to be by 2030, under the leadership of our new Dean:

We will have a diversity of worship using the whole building (and a new multi-purpose extension to the Cathedral), including the outside spaces, with the highest quality of music and with many more young people involved.

The clergy are released from too much management in order to fulfil their priestly roles of preaching, praying, and pastoring.

We will have a diverse group of volunteers.

We will all be clear of what we are saying no to, in order to say yes to clear priorities.

We will be a Cathedral of joy – serving God, joyfully, which is our moto:
Inservi Deo et Laetare

We will be much more than this – but these emerged as real priorities for Chapter.



Our New Dean

The postholder will be offered the Deanery as their family home. A large Grade 2* 18th Century property with an adequate and proportionate front and rear garden.

Works are underway to create a ground floor with dedicated workspace including an office and entertainment space, whilst the first floor and second floors will be the living quarters. Whilst it is envisaged that the entertainment space is to be used by the Dean, the Cathedral and Diocese, this is very much the Dean's home, so use of the space will always be with the explicit permission of the Dean. It is likely the works will be ongoing as the Dean arrives, and every effort will be made to ensure the property is habitable as soon as practically possible. Should the Dean need to live in temporary accommodation the relocation and rental expenses will be covered by the Cathedral.



Our Key People

Chapter

Lichfield Cathedral feels blessed to have a dedicated and committed Chapter with representatives from a range of backgrounds and experience.

From musicians to those with legal and financial expertise. Members include, Ann Fisher (Senior Non-Executive Member), Peter Holliday, Mark Hope-Urwin, Johnny Leavesley, Jan McFarlane, Gregory Platten, David Primrose, Peter Sharpe, Paul Spicer, Andrew Stead, and Mo Trudell

Canon Precentor

The Revd Canon Andrew Stead was installed as Canon Precentor on Easter Sunday 2017. He had previously been Canon Treasurer and Chaplain of Lichfield Cathedral School since September 2013.

Canon Chancellor

The Revd Canon Dr Gregory Platten, previously vicar of All Saints' Friern Barnet and Area Dean of Central and West Barnet Deaneries in the Diocese of London, was installed and collated as Canon Chancellor in July 2020.

Canon Treasurer

The Revd Canon Dr David Primrose, previously Diocesan Director of Transforming Communities, was installed and collated as Canon Treasurer on the Feast of St Chad, 2021. He serves in an honorary capacity, maintaining links with his local benefice and developing links with the wider diocesan community. David will have retired by the time our new Dean takes up their post.

Canon Custos

The Rt Revd Jan McFarlane, previously Bishop of Repton in the Diocese of Derby, was installed as Canon Custos in July 2020 when she was also installed as Honorary Assistant Bishop in the Diocese of Lichfield. In April of 2023 Bishop Jan was licensed as Interim Dean of Lichfield.

Canon Theologian

The Revd Dr Sharon Prentis was installed in the honorary role of Canon Theologian in November 2020. As well as working with the Bishop, Cathedral, and wider public, Sharon works as Deputy Director of the Church of England's Racial Justice Unit.

Executive Director

Simon Warburton has been with the Cathedral since 2015. He has a wealth of experience and a deep understanding of the complex organisation that makes up the life of the Cathedral. Simon has led on the adoption of the Cathedral's new Constitution and Statutes, helped ensure the Cathedral received a positive SCIE Safeguarding Audit, and oversees all aspects of the day to day running of the Cathedral.





Director of Finance

Stephen Packham is an experienced qualified accountant with a varied background, having worked in both the motor and rail industries, with his latter career being in learning and skills. Stephen's strengths lie in his ability clearly and concisely to communicate the Cathedral's complicated finances.



Director of Development

Marie Janson joined the Cathedral staff in 2023. Marie's focus is initially on generating revenue funding which is already showing results.



Director of Music

Ben Lamb has been with the Cathedral since 2008 and has steered the music department through considerable change, including Lichfield Cathedral School closing its boarding facility (all choristers attend the School), the introduction of choral scholars from the school and a reduction in the number of lay vicars choral as an economy measure.



Volunteers

Lichfield has 350 volunteers ranging from those who assist with our governance committees, to servers, welcomers, guides, stewards, musicians, and many more.

The Cathedral was delighted that our volunteers were awarded the Queen's Award for Voluntary Service in 2019.

Staff

Chapter employ 40 staff whose roles range from the delivery of worship, the day to day care of the Cathedral, communications and marketing, and administration. It is hoped that the right balance is struck between home and work, with many staff in part time roles, and where possible the Cathedral offers flexible working opportunities.

There is a great sense of camaraderie, with all staff being aware of, and having a desire to, live out the Cathedral's values.



Some Important Detail

Finance

At first glance the Cathedral's last audited financial year appears to present an excellent 2022, with a surplus before investment revaluations of £1.7m but this includes net income to endowment funds of £1.6m and to restricted funds of £0.1m. Thus the ongoing work of the Cathedral could be described as having broken even.

Three projects dominated restricted funds during 2022:

- £0.3m was spent to complete restoration of the south nave aisle buttresses, which began in 2021, with £0.2m of grant funding partially offsetting this.
- £0.2m was raised to fund repairs to the central spire, with the main project, at the time of writing, almost complete.
- £0.1m was raised to fund the shrine of St Chad and almost £0.3m utilised in planning and constructing the shrine and its setting.

Other restricted funds continued to receive donations and investment income, and to support aspects of Cathedral work in line with their purposes.

Designated funds at the end of the year comprised the fixed assets fund (£0.5m) and the balance of the ReSource appeal, allocated to projects by Chapter in 2023 (£0.1m).

The closing balance in the general fund remained constant at £0.7m. Income fell from £1.6m to £1.5m as unrestricted donations increased by £0.1m but unrestricted COVID grants declined by £0.2m. Unrestricted expenditure increased from £1.1m to £1.5m.

Cash balances increased by £1.4m to £3.4m with most of the increase being due to a £1.6m legacy. Chapter is awaiting information about the remaining legacy receivable before deciding how to invest the music endowment funds. Chapter recognises the pressure of cost inflation in the increasing of costs and in the reduced disposable income of many of its supporters. A Review, undertaken in 2020 to deliver a reliable surplus has been effected, and so a similar exercise has been carried out during 2023. A Finance Task Group has once again met, looking to ensure a plan is ready should it be needed. This will require maximising the Cathedral's income potential, whilst pragmatically reviewing costs.

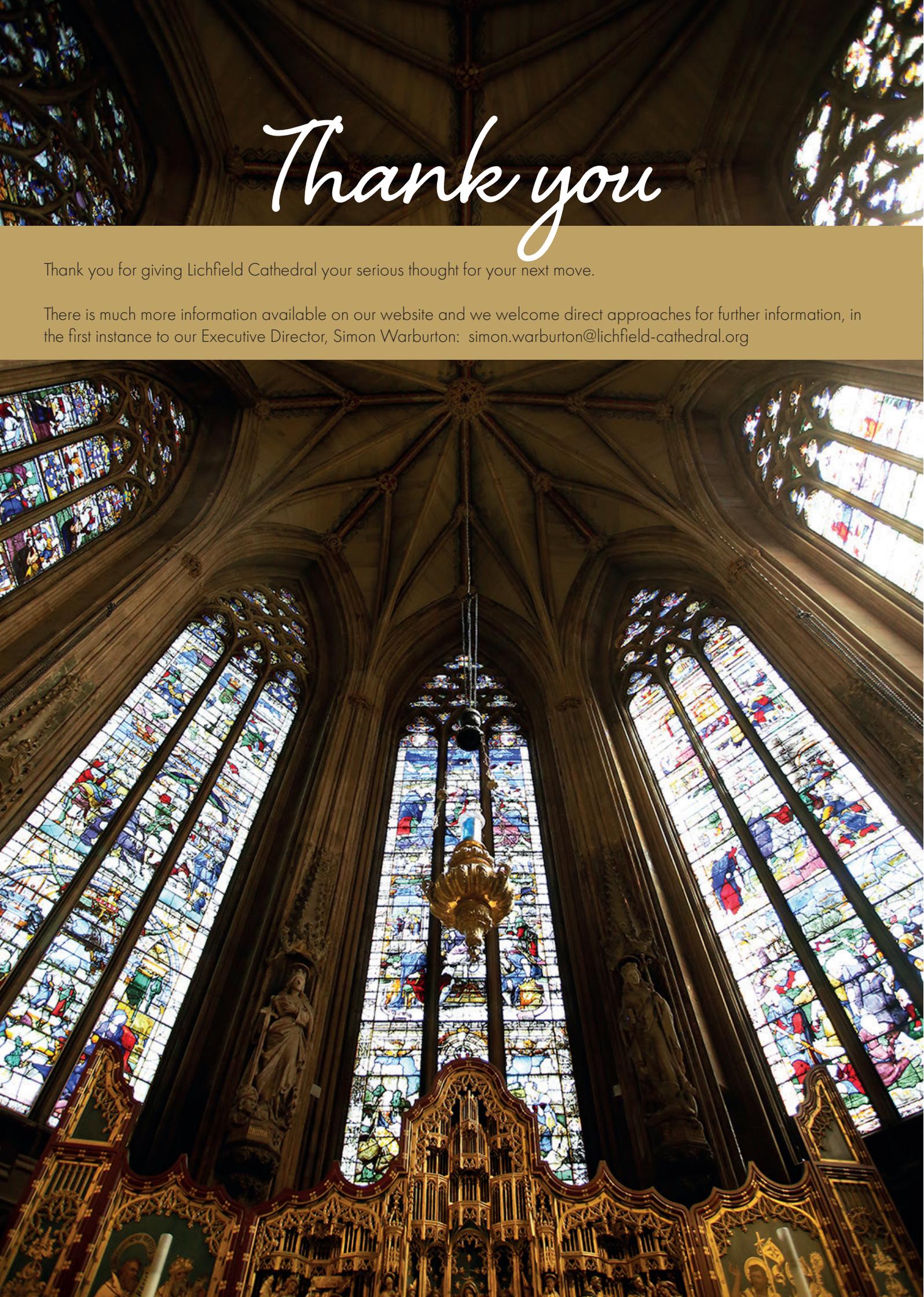
Governance

The Cathedral is constituted as an ecclesiastical corporation with perpetual succession and in early 2024 completes its journey to becoming a charity registered with the Charity Commission for England and Wales.



The Cathedral's new Constitution and Statutes (2023) have been adopted (known as Certificate 1) and charity registration is anticipated in January 2024 (Certificate 2). Lichfield has been at the forefront of Cathedral governance with its Executive Management Team (EMT) having met for over 10 years, helping to separate day to day running of the Cathedral from the governance oversight provided by Chapter. Lichfield was an early adopter of new governance arrangements recommended by the Archbishop's Commission on Cathedrals which led to the Cathedrals Measure 2021. The Dean chairs Chapter and the Executive Director chairs EMT.

There are several organisations with which the Cathedral has a close relationship, including Lichfield Cathedral School, the Friends of Lichfield Cathedral, and the Cathedral Chorus (each of which is a separate charity).



Thank you

Thank you for giving Lichfield Cathedral your serious thought for your next move.

There is much more information available on our website and we welcome direct approaches for further information, in the first instance to our Executive Director, Simon Warburton: simon.warburton@lichfield-cathedral.org