

**Dean of Lichfield
Candidate Briefing Pack
January 2024**



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FROM THE BISHOP OF LICHFIELD:



Thank you very much for your interest in the post of Dean of Lichfield. I hope that the information and perspectives included in this pack will be helpful for you in filling out your picture of what this ministry involves, and I invite you to read through it carefully and prayerfully. Whatever the outcome of your consideration proves to be for you or for us, I hope that it will be a good experience in helping you perceive where the next steps in your ministry may lie in God's calling of you; and from our point of view, we would be glad to receive any feedback on the process.

We are committed to seeing this appointment process as one of discernment, grounded in prayer, reflection and listening on the part of all involved. Please pray for me and for all who are sharing with me in making this discernment and be assured that we will be reading any application you may submit, or any comments you may make, in a spirit of attentive, respectful and prayerful care. We believe that Lichfield Cathedral has a distinctive and precious place in the mission of God in this diocese, and we are grateful to you for considering whether you might be called to be a part of that alongside us.

With my warm good wishes,

+Michael Lich

DEAN OF LICHFIELD: REFLECTIONS FROM THE BISHOP OF LICHFIELD



Lichfield Cathedral is something of a hidden gem. It is a site of great and lasting spiritual, historic and artistic value, serving a far-flung diocese in a county and a region that can sometimes struggle to achieve recognition. The Cathedral is generally held in great affection by the people of the city, county and region, as 'our cathedral', but it still faces a challenge in turning that affection into a sense of real belonging and effective supporting.

Our Cathedral, founded by St Chad the first Bishop of Lichfield, is at the heart of the spiritual life of a diocese whose direction of travel has for the last seven years been encapsulated in the words: 'Come, follow Christ in the Footsteps of St Chad'. The living continuity of the Cathedral with St Chad has since 2022 been emphasised through the

reinstatement of a shrine to our founder bishop, with the acceptance of a small relic of the saint generously provided by the Roman Catholic Archdiocese of Birmingham. This in turn has broadened the Cathedral's ecumenical outreach and strengthened its role as a destination and focus of pilgrimage, which is integral to our understanding of mission in the diocese.

Within our overall direction of travel modelled on Chad's witness, the diocese has identified three particular priorities of strengthening discipleship, multiplying vocations and encouraging evangelism. The Cathedral has a seminal part to play in helping the wider diocese fulfil each of these priorities - by modelling good and innovative practice in each, by celebrating the achievements of parishes and communities, and by helping to resource local ministers and churches in their mission through teaching, liturgy and prayer.



As it was in Chad's lifetime, Lichfield needs to be clearly identified as a missionary cathedral; and as it became in the years following Chad's death, it needs to be known as a pilgrimage cathedral. As a diocese, and across our parishes, Fresh Expressions, chaplaincies and schools, we are facing major missional, financial, resourcing and demographic challenges, and we want our Cathedral to be a prime location in helping us to face these challenges.

From my perspective, there are two particular issues which the Cathedral needs to address, arising respectively from its specific geography and from its perceived history. The first is that its location is quite seriously off-centre, being towards the south-east corner of an extensive diocese which reaches right across to the Welsh border (and slightly beyond), as well as up to the Potteries and the Staffordshire Moorlands and down into the Black Country. The further the distance from Lichfield, the less instinctive sense of identification there is with the Cathedral even among committed Anglicans, and this is particularly true of the Shropshire part of the diocese. Given that it is not possible physically to move our Cathedral, the imperative is to find imaginative ways of addressing the weakened sense of affinity that this geographical dislocation brings.

With regard to history, there has undoubtedly grown up a perception that the Cathedral primarily exists to serve a certain kind of people - predominantly white, relatively affluent, and generally elderly. People meeting this description are indeed a tremendous source of energy and force for good and in the Cathedral, both in its worshipping life and in its wider networks of volunteering and service; building on this strength, though, there need to be planned, sustained and relentless efforts to transform the Cathedral into a recognisably generous home for people of all backgrounds across the region and across the diocese. This is perhaps most visibly evident in the dimension of ethnic and cultural diversity, and this is a fruitful area for the further development of cooperative work which has already begun in partnership with the Diocesan Racial Justice and Inclusion Task Group; there is also

beyond this a wider need to ensure that the Cathedral is not perceived to be exclusively identified with any one group, class or demographic – or indeed with any one way of being an Anglican Christian; the Diocese of Lichfield is one that takes mutual flourishing very seriously.

As I have experienced the warmth of welcome, depth of spirituality, and commitment to hard work evident in every dimension of the Cathedral's life, I am confident that it has the capacity to respond to these challenges, and I look forward to the appointment of the next Dean as an experienced, energetic and warm-hearted priest, female or male, who will be able to encourage colleagues at every level to embrace these goals with enthusiasm and realism. I believe that to do that a new dean will need to be fully at ease in inhabiting, and being nourished by, the rich and dignified pattern of prayer and worship (broadly in the catholic tradition) which underpins the Cathedral's life, while being ready to supplement or diversify that where mission needs suggest.

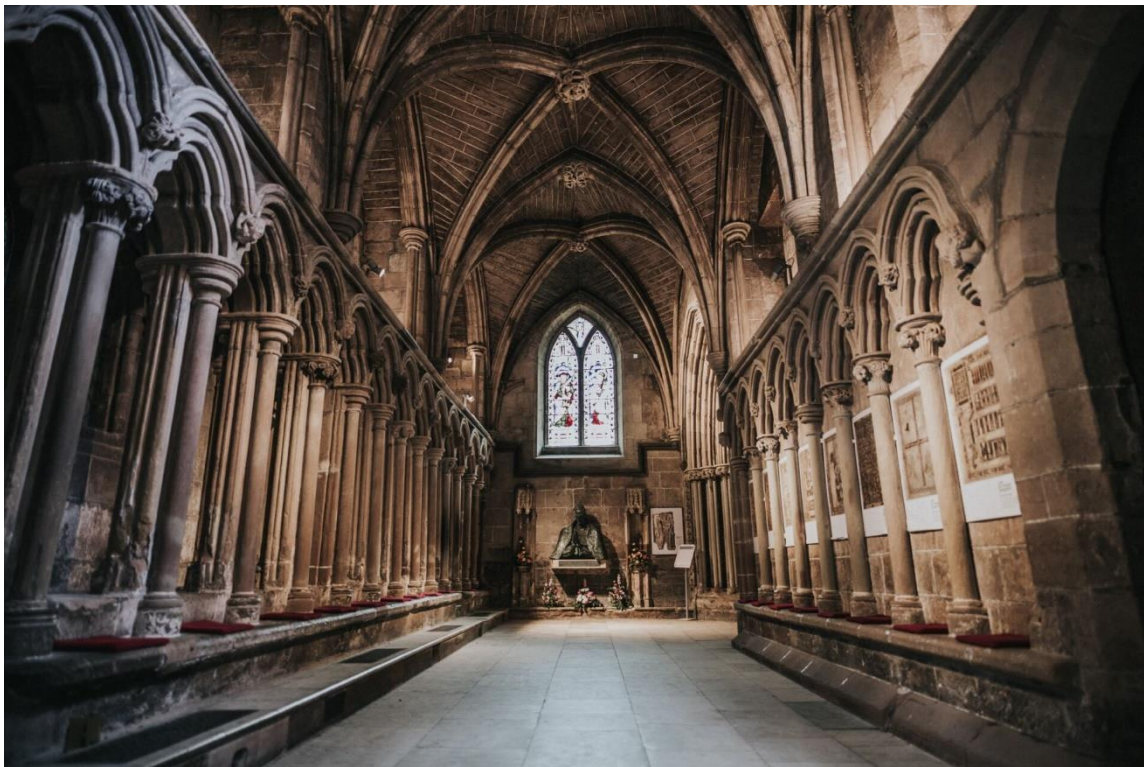


Alongside the Dean's primary location within the Cathedral, I would want to take seriously his or her significant role as the senior priest in the diocese, working closely with my episcopal, archidiaconal and lay colleagues as a member of my staff team, and being recognisably 'Dean of Lichfield', not merely 'Dean of Lichfield Cathedral'. Needless to say, I would see her or his relationship with me as diocesan bishop as being one of great importance, and I will commit to investing interest, energy and support in that relationship. Most of all, I would look for the next Dean to model the values and virtues which we know were evident in the life of St Chad who founded our Cathedral – warmth, prayerfulness, humility, peaceableness, and a deep love for the people of this part of the English Midlands.

BACKGROUND INFORMATION:

Lichfield, in Staffordshire, is a vibrant and historic city situated between Birmingham and Stafford. The city has a population of around 35,000, and grew by just under 8% in the period 2011-21 (slightly above average). 54.2% of residents describe themselves as Christian (according to the 2021 census, and down from 66.5% in 2011). There are much smaller groups (less than 1% of the population) of Muslims, Hindus and Jews. The population is typically older than average (with 21% of the city's inhabitants over 65, compared to 18% nationally).

Lichfield Cathedral is prominent in the history and culture of the City and was described by its proud community as a 'luminous place with pent up spiritual energy' which 'punches above its weight'.



It is one of England's oldest sites of Christian worship (consecrated in 700AD). The Cathedral is closely associated with St Chad, who moved his see to Lichfield in 669 AD. The Chapter House displays the Lichfield Gospels, also known as the 'Book of Chad' (the Gospels of Mark and Matthew and part of Luke) which date from around 730 AD. This link with St Chad was further strengthened in November 2022 when a relic of St Chad was translated to the Cathedral from St Chad's Roman Catholic Cathedral in Birmingham, and a new shrine was consecrated at Lichfield.

During the English Civil War the Cathedral was keenly fought over, being held first by the Roundheads, then the Royalists, before the Roundheads held it once more. Sadly, this conflict destroyed both the roof and the central spire (as a Cathedral, it is unique in the UK as being a medieval cathedral with 3 spires).

Today the maintenance of the Cathedral remains a challenge, in part due to its sandstone construction which is particularly prone to erosion. Within the Cathedral itself there is a lack of additional space and facilities. Ideally this would be resolved through the construction of a subterranean extension on the north side.



The Close in which it stands is largely owned by the Cathedral, and contains the Bishop's House, the Deanery and other clergy residences, together with the Cathedral School (based in the old Bishop's Palace) and other residences.

The previous Dean, Adrian Dorber, served from 2005 until March 2023. Bishop Jan McFarlane was appointed as interim Dean from April 2023.

The Cathedral has values based on the 4 h's (holiness, healing, hope and hospitality). The mission of Lichfield Cathedral is 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 friendship and freedom that God in Jesus Christ has given the whole world to enjoy.

'MusicShare', a partnership between, the Cathedral School, The Music Partnership and the Cathedral, encourages singing in primary and secondary schools within the local area. Since 2003 the scheme has reached over 25,000 children.

The Cathedral is currently working with 'Diversity Inspired Solutions', which has involved a programme of year-long listening after which a short report was made to the Cathedral. The current stage involves outlining 4 Diversity, Inclusion and Belonging priorities and the development of a road map to reach these.

The Cathedral's location in the south eastern part of the Diocese of Lichfield may be described as a challenge, some members of the Diocese will be closer to two or even three other cathedrals. However, there is a determination that the Cathedral should fulfil its role as Mother Church to the Diocese.



DEAN OF LICHFIELD ROLE PROFILE:

Purpose of the Role

To lead the life and work of the Cathedral Church of Lichfield and to support the Diocesan Bishop and other senior Colleagues in the oversight of the Diocese of Lichfield.

Challenges of the Role

- To embed inspirational, inclusive and people-focused Christian leadership at the heart of all the Cathedral ensuring the whole community feels involved and informed about decisions, empowering all to collegially contribute to the life of the Cathedral.
- To enable the Cathedral to fully inhabit its place as the 'Mother Church' of the Diocese and the seat of the Bishop's mission and ministry. To connect with communities across Staffordshire, North Shropshire and the Black Country as a beacon of comfort, hope and joy.
- To grow and deepen discipleship and vocations within the worshipping congregation, ensuring the Cathedral remains a living place of worship, telling the story of Jesus Christ in a manner that invites exploration.
- To balance the often conflicting and competing demands made on the life of the Cathedral, and that the Cathedral's outreach continues to be effective and maximises missional opportunities which are rooted in the Gospel of Jesus Christ.
- Work alongside members of Chapter to draw together an ambitious and achievable strategy to maintain the long-term fabric needs identified in the Quinquennial Inspection Report and driving required fundraising which, whilst sensitive to the resources of all stakeholders, allows the mission of the Cathedral to flourish.
- To consider, following the full implementation of the Cathedral Measure 2021, alongside members of Chapter, a renewal or evolution of the Cathedral's values, understanding and interpreting them in God's love and ensuring they invite all who journey alongside the Cathedral to know Christ's grace.

Main Responsibilities of the Role

- As Dean and senior priest in the Diocese, to share with the Bishop and other senior colleagues in the oversight of the Church's mission, and to be a member of the Bishop's Council, the Bishop's Staff Team and the Diocesan Synod;
- As head of the Cathedral foundation and its principal dignitary after the Bishop, to preside over the Cathedral Chapter, with it to direct the life and work of the Cathedral, and to take emergency decisions on behalf of the Chapter when circumstances require;
- To exercise responsibility for safeguarding of children, young people and vulnerable adults, the pastoral care of survivors of abuse, and the creation of a culture in which all will flourish, and which is coherent with the safeguarding policies of the Church of England;
- 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 any successor to the Cathedral Council and relevant 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 healthy team working, and to be personally committed to its pattern of daily worship and prayer;
- To lead the mission and outreach of the Cathedral, including the presentation of its heritage and the interpretation of the Gospel message of which the building speaks, to have oversight of the Cathedral's development and to lead in securing funds for its immediate and long-term future;
- To ensure that the Cathedral's operations are properly managed, including staff, finance, compliance and the care of the fabric;
- To ensure that the constitution and statutes are faithfully observed.

Person Specification

- An emotionally intelligent, hospitable and people-focused leader who is gifted in and takes joy from building community. An inspirational teacher who role models Christian values and approachability.
- A person who is passionate about mission and discipleship, to whom others naturally unite around in Christian fellowship. Someone who can build relationships of substance and is ambitious in identifying the gifts of others, and wants to share the inclusive love of Christ, inviting others into His service and witness.
- An engaging preacher and celebrant who loves and thrives within the sacramental and choral tradition, and takes delight in experiencing God's presence in other forms of worship and ways of being the Church.
- A faithful steward who has a passion for the Cathedral's past, present and future, and can articulate and deliver a vision and strategy that cherishes each of these. A person, led by the Spirit, who can guide the Cathedral in its mission including as a place of pilgrimage and the home of St Chad.
- A person for whom collaboration is natural, who can empower, develop and nurture ministerial, lay and other professional colleagues.
- A strategic thinker, who is comfortable with complexity. Capable of balancing priorities and responding in an agile way to changing circumstances. Someone who can hold together ambitious commercial demands, whilst ensuring the work of the Cathedral remains rooted in the Gospel.



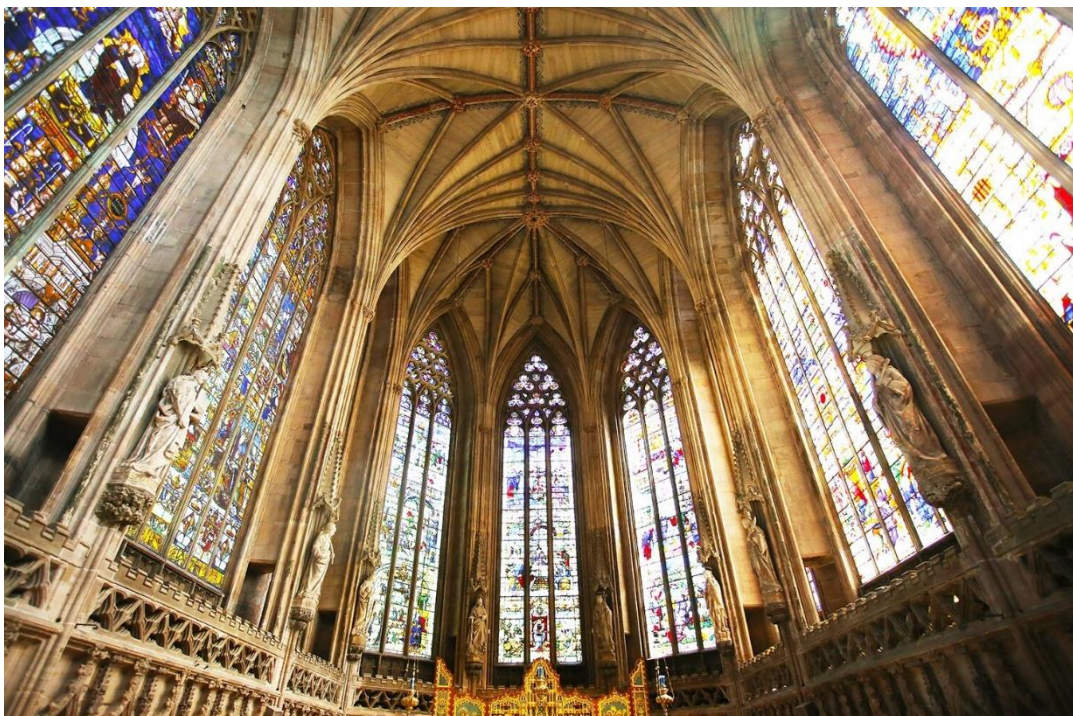
LOCAL INFORMATION:

This briefing pack is produced by the appointment panel to provide further information about the key themes, opportunities and challenges which the panel have identified for the ministry of the next Dean.

Useful Resources

The following websites may be of interest to people exploring a call to this role:

- [Lichfield Cathedral](#)
- [Lichfield Annual Summary Financial Statements 31/12/22](#)
- [Diocese of Lichfield](#)
- [Lichfield District Council](#)
- [Lichfield Cathedral Chamber Choir](#)
- [The Friends of Lichfield Cathedral](#)
- [Music Share](#)
- [Lichfield Cathedral School](#)
- [Visit Lichfield](#)



ADDITIONAL DETAILS:

Stipend

The stipend from 1 April 2023 for Deans is £39,953 per annum. The role will be offered under Common Tenure.

Lodgings

The postholder will be offered the Deanery, located in the Cathedral Close, as their residence; a large Grade 2 18th Century property. Works are underway creating a ground floor dedicated work space including office and entertainment space, whilst the first and second floors will be the living quarters.

Eligibility & pre-employment enquiries

To be appointed as Dean you need to have been ordained for at least six years. Applicants should have the right to live and work in the United Kingdom. The appointed candidate will need to satisfactorily complete an Enhanced DBS check and pre-appointment occupational health clearance.

Safeguarding

Experience of your competence in managing safeguarding forms a key part of the discernment process, as well as enquiries to reassure the appointing panel that you are not a safeguarding risk.

Shortlisted candidates will be asked to complete a confidential declaration and your Bishop will provide a Clergy Current Status Letter (CCSL), prior to interview, having examined your blue file. We will also ask your referees to comment on your approach to managing safeguarding.

In the event of safeguarding concerns being raised, the Archbishops' Secretary for Appointments will liaise with your Bishop, the Chair of the panel and the National Safeguarding Team (NST) for advice and direction on how to proceed. If any issues raised cannot be resolved within the timescales for the appointment process, you may be asked to withdraw.

The Appointment Process

The Dean of Lichfield is a Crown Appointment. Ms Debbie Parkes has been invited by the Archbishop of Canterbury to chair the panel which has the responsibility to nominate the next Dean of Lichfield. The other members of the selection panel are:

Voting members

Mr Mark Hope-Urwin
Rt Revd Dr Michael Ipgrave
Canon Julie Jones
Mr Malcolm Maclean
The Very Revd Andrew Tremlett

Chapter Representative
Bishop of Lichfield
College of Canons Representative
Bishop's Council Representative
Cathedral Representative (Dean of St Pauls)

Non-voting members

Mrs Helen Dimmock, MBE
Mr David Wicksteed
The Revd Treena Larkin

Crown Ecclesiastical Secretary
Appointments and Vocations Adviser
Bishop's Chaplain (Observer)



Induction and Development

A transition coach will be available to support the next Dean as s/he takes up this new ministry. The new Dean will also be invited to attend safeguarding training alongside a series of other induction meetings to help them flourish in their new role.

Next steps

This briefing pack has been prepared by the appointment panel to help you discern whether you are being called by God to be the next Dean of Lichfield. If you have been stirred by what you have read and would like to discuss the role further, you can arrange an informal conversation with David Wicksteed, Appointments and Vocations Adviser, via david.wicksteed@churchofengland.org or Helen Dimmock, Ecclesiastical Secretary to the Crown and Lord Chancellor, via Helen Dimmock helen.dimmock@cabinetoffice.gov.uk

To apply, please complete the online application form via Pathways. You are advised to read the guidance notes before starting your application. The closing date for applications is **Sunday 18th February 2024**. Please be aware that the online application system will close at midnight on this day.

The interviews will take place on **Wednesday 10th and Thursday 11th April** in Lichfield. Please keep both days clear in your diary.

As part of the interview process, we make use of psychometric profiling to support appointment and discernment work. Candidates will be invited to complete psychometric questionnaires and discuss the themes from these with an external consultant. If shortlisted, you will need to be available to speak with the consultant.

The installation of a new Dean of Lichfield is planned to take place on 21st September 2024.

If you have any questions about the application process, please contact:

Liz Dore, Recruitment Manager:

Telephone: 020 7898 1768

E-mail aaav.office@churchofengland.org

