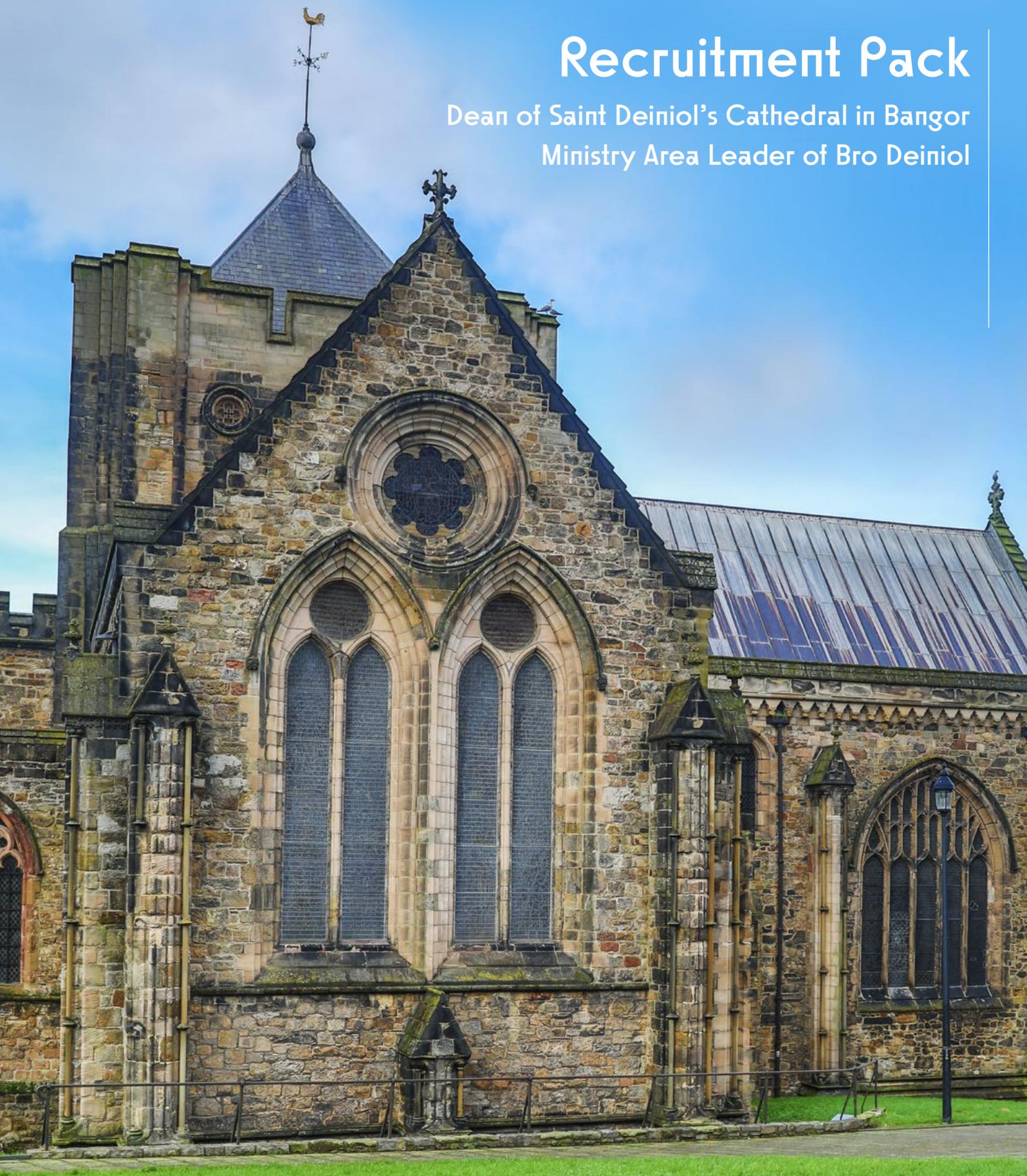


Recruitment Pack

Dean of Saint Deiniol's Cathedral in Bangor
Ministry Area Leader of Bro Deiniol



Esgobaeth
Bangor
The Diocese
of Bangor



Cadeirlan Deiniol Sant
ym Mangor
Saint Deiniol's Cathedral
in Bangor



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**Cathedral Dean and Ministry Area Leader
of Bro Deiniol**

Introduction

St Deiniol's Cathedral, Bangor, stands among the oldest sites of continuous Christian worship in the United Kingdom. Today, it remains a vibrant centre of worship and witness, rooted in the heart of the city it has helped to shape for fifteen centuries.

Founded by St Deiniol in the year 525, the original clas (religious settlement) was encircled by a hazel fence—a 'bangor' in Welsh—from which the city takes its name. This year, as we mark 1,500 years since Deiniol first settled here, we are celebrating the rich legacy of faith that continues to inspire and challenge us.

As the seat of the Bishop of Bangor and the mother church of the diocese, the Cathedral also holds the unique distinction of being the current seat of the Archbishop of Wales, making it the Metropolitan Cathedral church of the province of Wales. Consequently, the Cathedral plays host to both diocesan events and provincial events in the life of the Church in Wales, such as the consecration of new bishops.

As one of the smaller cathedrals in Wales, situated in a lesser-known Welsh city, it does not attract the levels of tourism that sustain some other cathedral contexts. The Dean will therefore play a vital role in envisioning and leading the development of a sustainable financial model for the years ahead—seeking out creative partnerships and exploring untapped potential for income generation, not only for the Cathedral but across the wider Ministry Area of Bro Deiniol.

The new Dean will shape a bold and hopeful vision for the Cathedral as a centre of excellence in worship, mission, and ministry, and for Bro Deiniol as a diverse group of worshipping communities ministering to the city in a variety of contexts and in different ways. With our deeply bilingual identity and provision, fluency in Welsh is essential. The Ministry Area also sits along the North Wales Pilgrim's Way—from Basingwerk Abbey to Bardsey Island—and there is exciting potential to deepen our ministry to pilgrims and seekers journeying through this sacred landscape.

The Cathedral is entering a new chapter in its life—one marked by reflection, renewal and great possibility. Following recent challenges relating to governance and safeguarding, an episcopal visitation was undertaken by the safeguarding charity Thirtyone:Eight and two retired archdeacons from within the Church in Wales. The recommendations of their reports are now public and included in this pack. An implementation group and an oversight group are already in place to ensure the recommendations are enacted, and we are encouraged by the significant progress already made under the interim leadership of the Archdeacon of Bangor and the Cathedral Chapter. The new Dean will take forward this work, embedding a culture of transparency, care and accountability at every level.

The new Dean will be joining a diocese which seeks to live out our principles of 'Worshipping God, growing the Church, and loving the World' in all that we do, where we are intentionally seeking to further our priorities to grow new ministries, nurture disciples and welcome children, young people and families in our churches. The Dean will be a key member of the diocesan leadership team—serving on both the Ministry Council (which gives operational oversight) and the Bishops' Council (which shapes our strategic direction). We know the team would be strengthened by greater diversity, and we particularly welcome applications from diverse backgrounds and female candidates.

If your heart is stirred by the Spirit and the promptings of God to lead in this place—we would be delighted to hear from you. This is a role of deep significance, filled with possibility to shape the future of Bro Deiniol.

+Andrew Cambrensis

Archbishop of Wales and Bishop of Bangor

+David Enlli

Bishop of Bardsey and Assistant Bishop in Bangor





Ministry Area

The Cathedral

St Deiniol's Cathedral is not only a historic landmark—it is a living house of prayer at the heart of the city. With a story that spans centuries of destruction and renewal, it continues to proclaim the presence of God in every generation. The current building saw two periods of extensive reconstruction in the 16th and 19th centuries, which included the tower at the west end dedicated to Bishop Skevington in 1532, although completed later after his death in 1533. The present arrangement of the interior dates from Sir George Gilbert Scott's restoration between 1870-1880, which included extensive work to the chancel and the central tower, the installation of beautiful wooden Chancel vaulting and wood carvings in the choir stalls of angels, mythical creatures and green men. On the floor in the south aisle is a stone commemorating two rulers of Gwynedd: Gruff ap Cynan (d. 1137) and his son Owain, Prince of Gwynedd (d. 1170). The arched tomb in the Lady Chapel has been provisionally identified as that of Owain.

Other notable items and features housed in the Cathedral include tiles on the floor of the chancel and the Lady Chapel are copies of the 14th century tiles found during Gilbert Scott's restoration. Some of the original tiles can be seen on the floor of the shop. The Eva Stone, a sepulchral slab dating from the 14th century found during the restoration hangs in the Cathedral shop. The effigy depicts a lady whose identity is unknown.

Two striking modern paintings by the Anglesey artist John Gregory hang in the south aisle. These are reworkings of paintings by Caravaggio. The *Mostyn Christ*, an image of the Pensive Christ can be found at the west end of the nave and dates from the late 15th or early 16th century, representing the last moments before the crucifixion; examples of this type are extremely rare in Wales. The almost life-sized figure wears a crown of thorns and expresses extreme suffering and weariness.



In addition to the nave, chancel and presbytery, the Cathedral has a Lady Chapel, a shop area, a toilet and kitchen area, a vestry, and a choir room with vestry. The Cathedral has very limited storage space and the nave, lady chapel and vestries are generally used for meetings and social events.

The Cathedral has seen significant growth numerically since Covid 19 and there is some key work to be done to nurture new members as disciples. The Cathedral is home to an established congregation of faithful worships for many years and a growing number of new and habitual worshippers from diverse backgrounds.

The provision of ministry with children and families is a key priority and the employment of a part-time Children and Families Minister helps lead a growing programme of worship and activity—from Sunday morning activities to Godly Play and messy church for festivals and other occasions.

The Cathedral's nave is a very flexible space where we currently host concerts and recitals, Camau Bach (baby and toddler group), bring and share lunches, summer fayres and warm spaces for lonely or homeless members of the community; previously we have been a venue for a vaccination centre, fashion shows and a beer festival.

The Cathedral will need some extensive capital works in the immediate and longer term. The current heating system is to be replaced, and the Chapter have already begun exploring potential options for a new system to serve the Cathedral into its future and funds have been ring-fenced to undertake this work.



St Peter's, Penrhosgarnedd

St Peter's has not reopened since closing in the pandemic in 2020, but there is real potential, with some development of the building, for reopening or reimagining the space in some form.

The area is home to many health workers, situated close to the local hospital, Ysbyty Gwynedd in Bangor. This can make the area challenging in that the population is very fluid, with people coming for a few years training at the hospital, before moving on.

However, there is also a more stable population, and the church building is situated across the road from Ysgol y Faenol, one of the two church schools, which has recently been updated and acquired a new community hall on site.



Eglwys y Groes, Maesgeirchen

Eglwys y Groes is a 1950's church built in a prominent position in the centre of one of Wales' biggest Council Estates, Maesgeirchen.

The church itself boasts an integrated hall, newly fitted kitchen, meeting rooms storage and toilets. It plays a vital role in this close-knit community, offering a place of worship, support, and outreach to local residents, and the hall is well used by local groups for classes, clubs and parties.

The small but faithful congregation is deeply committed to their faith and to serving their neighbourhood and look forward to forging even stronger links with local residents.





The City

The city of Bangor located on the north coast of Wales, is a place steeped in history, culture, and surrounded by natural beauty.

Bangor is a city of learning. With The Main Arts Building looking down on the city and the Cathedral, Bangor University is naturally an integral part of the city's life, and contributes to its multicultural and inclusive nature. With over 11,000 students settling here at least for a while, there is an opportunity to work together with the University Chaplain, the Reverend Neville Naidoo, to ensure that the Cathedral is not only a home for them, but a place of comfort and sanctuary for those students who need it.

Bangor is a Welsh language city. Bangor Cathedral is in the middle of the area and diocese where the Welsh language is strongest and most alive; 66.4% of Gwynedd's residents speak Welsh, with almost half of Bangor's population being Welsh speakers. It is a living language, a first language, an everyday language for so many people - and there is an opportunity to really immerse yourself in the Welsh culture, with concerts, gigs and social evenings of all kinds being held in the area. The services and community of the Cathedral and Bro Deiniol more widely reflect the importance of the Welsh language to our parishioners and to the community.

Bangor sits between the sea and the mountains. With the Menai Strait to the north, and the mountains of Eryri to the south, Bangor has magnificent scenery that reminds us daily of the miracle of creation.

Bangor has Wales' longest High Street. Although Bangor High Street, like many others, is facing serious challenges, there is pride and tenacity to be seen. Cafés and restaurants offer delicious and varied food; Storiell is a local museum and gallery that hosts entertaining talks and lectures. Well known chains, such as Marks & Spencer and Boots remain a presence, and the Friday market is thriving. Above the high street are the pubs and buzz of Upper Bangor, which is the focus of student social life, and where you can find the legendary Glôb pub with its unique Welsh community which includes folk nights and 'open mic'. Although the High Street faces challenges, the out-of-town shops on Caernarfon Road offer all kinds of goods - Next, Tesco, Aldi, B&Q, TK Maxx are among the stores found here.

Bangor is a well-connected city. Bangor has both a railway station and a network of bus stations giving good connections to towns and cities further afield. Bangor is only 30 minutes from the Port of Holyhead with regular ferries to Dublin.

The Team

At the heart of Bro Deiniol is a dedicated, multi-talented team committed to prayer, pastoral care, creativity, and collaboration. The new Dean will join a group of colleagues who care deeply about this place and its people, and who bring a rich variety of gifts and experience to their shared ministry. They include:

The Residentiary Canon (Canon for Congregation Life) – The Revd Canon Tracy Jones who has primary responsibility for the pastoral and spiritual wellbeing of the congregations we serve.



The Director of Music (Full time) – Joe Cooper holds responsibility for managing the music department. He also Director of University Music at Bangor University.



The music team includes:

The Cathedral Organist (Part-time)

A Succentor (Part-time)

Lay Clerks and Choral Scholars (Part-time)

An Organ Scholar

Our Cathedral team also includes:

An Operations Assistant (Full-time)

Sacristan (Part-time)

Children and Family worker (Part-time)

The University Chaplain (Full-time)

4 Retired Priests

A Licensed Lay Reader

3 Anna Chaplains



Governance and Strategy

The Cathedral and churches of Bro Deiniol are governed by the Cathedral Chapter which is the trustee body, consisting of 17 members (including the Dean), 13 clerical and 4 lay canons. The new Dean will be responsible for reviewing the current governance arrangements and structure to discern a model which will work effectively for the Cathedral and wider Ministry Area in delivering the strategic vision.

Schools in the Ministry Area

Within the Ministry Area there are six primary schools, two of which are Church schools. There are also two secondary schools, one independent school, and a further education college.



Worship and Music

The Cathedral is principally a house of prayer with daily provision of worship. We endeavour to maintain a strong emphasis on the provision of excellence in worship, and key element to this is the music.

The Director of Music with the assistance of the Cathedral Organist leads and trains the choir, which consist of choral scholars, lay clerks and volunteers. The Cathedral choir sing for the two main choral Sunday morning Eucharists and for evensong on Sundays and weekdays, Monday to Thursday. The choir also sing for special services and events as required. The Director of Music will also occasionally invite additional musicians to sing or play for particular occasions.

Day	Service	Average Attendance
Sunday	8.15 Said Eucharist (BCP 1984)	6-10
	9.15 Choral Eucharist (Welsh)	10-20
	11.00 Choral Eucharist (English)	60-100
	11.00 Eucharist at Eglwys y Groes	8-15
	15.30 Evensong	3-15
Monday	12.30 Eucharist	2-15
	17.30 Choral Evensong	1-10
Tuesday	12.30 Eucharist	2-15
	17.30 Choral Evensong	1-10
Wednesday	9.00 Said Morning Prayer	2-4
	12.30 Eucharist	2-15
	17.30 Choral Evensong	1-10
Thursday	12.30 Eucharist	2-15
	14.00 Paned and Prayer at Eglwys y Groes	
	17.30 Choral Evensong	1-10
Friday	Cathedral Open 10.00-15.00	
Saturday	Cathedral Open 10.00-15.00	

The Deanery

The Deanery is Located immediately to the northwest end of the Cathedral, it offers both privacy and proximity, making it a practical and pastoral base for ministry.

The house has recently had work undertaken to install new flooring, windows and redecoration throughout. It is a semi-detached property with its own large front garden, driveway and enclosed outdoor paved area. On the ground floor the house contains a large sitting room, study, dining room and kitchen. Upstairs are four large bedrooms and one smaller bedroom, with two bathrooms and an ensuite shower room.

Other Ministry Area Groups and Organisations

The Food Bank – The Cathedral foodbank operates out of Ty Deiniol, the Diocesan Office located to the east end of the Cathedral, on Mondays, Wednesdays and Fridays.

The Mothers' Union – The Bro Deiniol branch of the Mothers' Union meet monthly at Eglwys y Groes.

The Cathedral Stewarding Team – The Cathedral stewards volunteer to ensure visitors are greeted and welcomed most days of the week.

The Flower Team – The Cathedral has a gifted and dedicated team of flower arrangers.

Cathedral Dean and Ministry Area Leader of Bro Deiniol

Job Description

Key Working Relationships:

- The Bishop of Bangor and the Bishop of Bardsey
- The Residentiary Canons
- The Chapter Clerk
- The Cathedral Chapter (Trustees)
- The Cathedral Clerical and Lay Staff
- The Cathedral Ministry Team and Lay Leadership
- Cathedral Volunteers
- Bishops' Council
- Diocesan Staff
- Provincial Deans
- Provincial Staff
- City and Civic Dignitaries
- University Authority

Duties and Responsibilities

The Cathedral and Ministry Area:

- The Dean leads its worship, witness, mission, life and ministry and is responsible with the Chapter (Trustees) for the governance and maintenance of the Cathedral and the Ministry Area.
- The Dean oversees, with their colleagues, the pastoral life of the Ministry Area.
- With the Chapter, the Dean is responsible for the ordering and upkeep of the buildings, and the finances of the Cathedral and Ministry Area.
- They lead the development of the spiritual, educational, cultural and pilgrimage potential of this historic site in the City of Bangor.

The Archdeaconry/Synod:

- The Archdeaconry and Synod is made up of 9 Ministry Areas of which Bro Deiniol is one. The Dean as Ministry Area Leader of Bro Deiniol holds responsibility for representing Bro Deiniol at Synod level.

The Diocese:

- As senior priest in the Diocese, the Dean shares in the Bishops' oversight of the church's mission with their senior colleagues, and is a member of the Bishops' Council, Diocesan Council, and the Diocesan Conference.

- They work closely with the Bishops' Council in supporting the Bishops in all aspects of their ministry, sharing and developing a common vision for the Diocese, and complementing their gifts on pastoral and ministerial issues.
- The Dean encourages Ministry Areas around the Diocese to feel welcome to, and involved in, the life of the Cathedral.

The Province:

- The Dean plays a part in the provincial life of the Church in Wales. They will attend the Provincial Deans meetings.
- Three of the Deans of Wales are members of the Governing Body of the Church in Wales.

Skills, Gifts and Experience

Character:

- A person of prayer, humility, integrity, with strong pastoral and interpersonal skills.
- A compassionate, empathetic, and inclusive attitude to others.

Skills and Experience:

- Gifted preacher, teacher and communicator.
- A leader and manager, who understands the difference between them.
- Demonstrable commitment to excellence in the workplace.
- An instinctive and collaborative team worker.
- Appropriate experience of a large parish, church, Cathedral, or significant ecclesiastical role.

Qualifications:

- A fluent communicator in Welsh and English, and possesses a strong background in Welsh Language, Culture and History.
- A graduate.
- Has been in Priest's orders for a minimum of six years.

Priorities for Bro Deiniol for the next 5-7 Years

- Responding to the last Episcopal Visitation reports, co-operating with Chapter and the Province to ensure full delivery of Reports' recommendations
- Developing the life of Bro Deiniol and maximizing its outreach and evangelistic potential
- Formulating and delivering a significant capital project to refresh and revitalize the fabric and attending to the heating and lighting systems.
- Developing the choral and bilingual worship of the Cathedral.
- Developing the pilgrimage potential of Bangor Cathedral.
- Formulating with the Chapter, appropriate governance arrangements for the Cathedral and churches of the Ministry Area.
- Developing strong links and partnerships with the University, City of Bangor, and other civic authorities.

Application process

Please send your CV together with a letter of application by email to the Bishop of Bangor and Archbishop of Wales Andrew John archbishop@churchinwales.org.uk and Verity Sterling, EA veritysterling@churchinwales.org.uk

Your CV should outline your educational and training qualifications and your employment history.

Your letter of application, taking up no more than two sides of A4, should describe what attracts you to the role and relate your skills and experience to the person specification.

Application deadline is Friday 6 June.
Shortlisted applicants will be invited for interview.

For more information and an informal chat, please contact:

Archbishop Andrew John
archbishop@churchinwales.org.uk

Verity Sterling, Executive Assistant
veritysterling@churchinwales.org.uk



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