

The Cathedral Church of St Mary the Virgin
and St Ethelbert the King in
Hereford



WELCOME

A MESSAGE FROM THE DEAN

Hereford Cathedral – an inclusive community in which all are welcomed

Hereford Cathedral is home to a very diverse community.

- There are the Dean and Chapter, and ordained and lay members of the cathedral foundation
- There is a regular Sunday congregation of over 300, which meets in the morning to celebrate the Eucharist together, or in the afternoon for Choral Evensong
- There is a smaller weekday congregation, attending daily Morning Prayer, Eucharist and Evensong
- There are over 50 staff, full- and part-time
- Our 300 volunteers are a valued part of our community
- There are clergy and lay people who live on site, and for whom the Close is literally their home.

The cathedral community is closely allied to other communities:

- Just over the Close is Hereford Cathedral School, with whom we have precious and historic links
- We're also part of the community of Anglican churches in Hereford, and value our part in the ecumenical community of all Christian denominations in the city
- The cathedral is the mother church of the diocese of Hereford, which is a gathering of many parish communities, presided over by our bishop
- The cathedral is part of the civic community at both city and county level
- All these communities have this in common – that they see the cathedral as a place of great significance for their life, faith and work.

This booklet is designed to help those who already see themselves as part of our cathedral community. We hope it will be especially useful to those who worship with us on Sundays and on weekdays.

We also hope that this booklet will be useful to those who are new to the cathedral – as worshipping members, as volunteers, or as Christian enquirers. Above all, we hope that this booklet portrays a community where you will feel welcomed and included.

Michael Tavinor

WHAT IS A CATHEDRAL?

The term comes from the Greek word for seat, *cathedra*, and a cathedral is, first and foremost, a church where the bishop's seat or throne is placed. This is described so well in the Preamble to the most recent revision of the Constitution and Statutes (2000, amended 2009); a passage which sums up the wide and open-hearted ministry which needs to be at the heart of all cathedrals:

'The Cathedral Church of the Blessed Virgin Mary and St Ethelbert is the seat of the Bishop and a centre of Christian worship and mission. A living community with a history stretching back to the seventh century, it is one of the nine cathedrals of the Old Foundation whose constitution remained undisturbed by the Reformation. The cathedral has at the centre of its life a daily pattern of prayer which informs the work and decision-making of its community.

The cathedral is the mother church of the diocese of Hereford, and has a responsibility to support and nurture the life of the diocese as well as to serve and pray for the diocesan bishop. The cathedral is also a centre of mission to which people come for encouragement and education, and its resources are used to further the life and witness of the whole Christian church. From the earliest times the cathedral school, from which the choristers are drawn, and the library have been an integral part of the foundation of the cathedral. The prayers of the cathedral and the psalms are regularly said or sung by the choristers and lay clerks of the foundation. Ministry to a large regular congregation, for whom the cathedral takes the role of parish church, is of great importance in the decision making of the Chapter.

The cathedral is a building of great antiquity, and each year welcomes many tourists as well as pilgrims. The needs of these visitors in terms of welcome, pastoral care, explanation and hospitality are part of the concern of the cathedral community. The Chapter has particular responsibility for the care of the historic fabric pursuant to the Care of Cathedrals Measure (1990) and other legislation. Service to the city of Hereford and to the communities of Herefordshire and South Shropshire, which see the cathedral as a spiritual centre and a setting for large events, is also important in the life of the cathedral. There is a precious sense of joint ownership of this historic building among those who live in the vicinity, and the Chapter and cathedral community are seen as guardians of this heritage. The bishop of the diocese, who is sustained in daily prayer and welcomed as Father in God to share in the cathedral's life and worship, can call upon the resources of the cathedral to assist him in his ministry.'

THE CATHEDRAL'S MISSION STATEMENT

In common with many big organisations, Hereford Cathedral has its own

MISSION STATEMENT

**To proclaim Jesus Christ
as Good News in the world today
and to inspire faith and encourage hope
in all who come to us
through
prayer and worship
music and art
teaching and listening
Christian service and hospitality
and the beauty and history of this sacred place.**

We seek to enable this through:

- Extending an open welcome
- Enabling prayer, both for the faithful and for those whose faith is known only to God.
- Offering a richness of worship
- Listening to those in need
- Contributing to the needs of people at home and abroad
- Encouraging education
- Using the beauty and history of this building as a focus for pilgrimage.

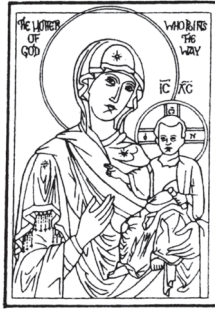
We believe that this cathedral is a house of God – a holy place – a sacred space.

An inclusive church welcoming everyone

This booklet seeks to expand on what is contained in the Preamble to the Constitution and in our Mission Statement, to show how the cathedral community functions, and how those who come to us may become involved in life and ministry here.



HEREFORD CATHEDRAL – A ‘HOMELY’ CATHEDRAL



Hereford Cathedral may not be one of the ‘greats’ when it comes to ecclesiastical architecture – it is not a York, a Salisbury, a Durham or a Lincoln in terms of size or grandeur. But it is wonderfully ancient and lies at the heart of one of the oldest dioceses in England (the date of its foundation is traditionally given as 676). The diocesan boundaries have changed little in that time (we have included south Shropshire since the seventh century) and Anthony, our present bishop, is the 104th incumbent of the See.

The cathedral itself has examples of architecture from all periods: the stately nave from the 12th century; the graceful Lady Chapel from the thirteenth century; the solid central tower from the fourteenth century and the intricate Stanbury Chapel from the fifteenth century.

Above all, Hereford Cathedral is on a human scale – it doesn’t overwhelm with its size or grandeur. People remark on its homeliness and feeling of welcome. Somehow, its light pink sandstone informs its style – it reflects the lovely yet understated scenery of the countryside that surrounds it.

It is a building which is constantly changing. It has been in great peril several times during its lifetime: in 1786 when the west end collapsed; during the 1840s when the Lady Chapel was in danger of falling. There have been appeals and rebuilding, and the cathedral continues to stand proudly at the centre of the city, thanks to the devotion of many generations.

In our own generation, we have continued this programme of care. Indeed, the cathedral is like the Forth Bridge: nobody can ever say ‘it is finished’.

In recent years, we have expended a great deal of time and money on the stonework of the building. Indeed, since 1990, over £5 million has been spent, ensuring the stonework at the east end of the Lady Chapel, the south aisle and south clerestory is in good order for the next hundred years. The big

project during the last ten years has been the refurbishment of the Cathedral Close, making it a worthy setting for the jewel which is the cathedral itself. We have spent a lot of time and raised a lot of money on all these building projects as we believe that these places are important, not just as historic sites, but as vital parts of our Christian heritage and as places powerful today for putting people in touch with the spiritual, in an age where such gifts are sometimes sidelined or ignored.

A word needs to be said about a particular (and unique) part of the cathedral's building and community: College Cloisters. These are situated to the south east of the cathedral and were built in 1473–5. We should not let the term 'cloisters' confuse us. Hereford was never a monastic cathedral. It was one of nine 'secular' or non-monastic English cathedrals before the Reformation (Chichester, Exeter, Lichfield, Lincoln, London, Salisbury, Wells and York are the others). Pre-Reformation England was unusual in having eight of its 17 cathedrals run by monks (Worcester, Canterbury, Winchester, Durham, Norwich and others). These were 're-founded' at the Reformation but cathedrals like Hereford (less offensive to Henry VIII than the monastic ones) continued much as before. These secular cathedrals relied on vicars choral to provide the liturgy and these priests were housed in College Cloisters. While there were 27 such vicars living there before the Reformation, their numbers dwindled over the centuries and their corporation was dissolved in 1938. However, the 15th-century cloisters remain, not only as a reminder of the past, but as the centre of the residential community today (the Dean, four vergers and the organist live there), and the cathedral offices are also situated there. Members of the congregation have an opportunity of seeing the cloisters each Sunday, as coffee is served in College Hall, the place where once the community of Vicars Choral dined. College Hall is, if you like, our rather elegant 'church hall'.

WORSHIP AT THE CATHEDRAL – A REFLECTION



For all its loveliness as a building, visited by 200,000 people a year, it is the regular, worshipping congregation which is vital in ensuring that it is a living, breathing house of God.

Cathedrals haven't always been well attended. Until forty years ago, congregations were often sparse and the worship felt to be elitist. Since then, however, cathedrals have had something of a renaissance. This has been partly due to the discovery of their place in the 'visitor schedule' and the advent of shops and cafes associated with them. But it has become increasingly clear that people find worshipping in cathedrals enriching, and that what is offered – music, liturgy, preaching – feeds and nurtures the worshipper.

Cathedrals are committed to excellence and this seems to have struck a chord with a lot of Christians. People sometimes remark on the 'anonymity' of cathedral worship – that is, one can often be part of the worship without being known or getting involved. This may suit some – but, as we'll read later, it isn't ideal and certainly doesn't have to be so. But we do hope that all will find the level of involvement with which they feel comfortable.

At Hereford we reckon there are about 400 people who worship with us regularly. Some will worship every Sunday, either at the 8.00 am Holy Communion (at which there are about 20 communicants) or 10.00 am Eucharist (at which are rarely fewer than 200 communicants), and there is a small but faithful congregation at Evensong. Weekday services are important, too – the daily Eucharist takes place in a different chapel each morning, while Choral Evensong is a valued part of our day.

We sometimes wish that congregations at these weekday services were larger, and feel that many are 'missing out' on this means of being in touch with God. But, in the end, the choir and congregation, however small, are performing the *Opus Dei* or work of God, and that is not dependent on numbers present.

Some people make the cathedral their weekly or daily place of worship, others combine their worship with us with also attending their local parish church. An even greater number worship with us only infrequently – for special services at Christmas, Easter, or the like.

On the whole, cathedrals are part of the 'catholic' tradition of the Church of England, in that they use ceremonial and formal liturgy in worship. Again, this was not always so, but, in the last 30 years, cathedrals have increasingly carried the torch for this way of being Anglican. It is said that fifty years ago, only two of the 42 Anglican cathedrals used incense on occasions, now only two of the 42 do not. That may or may not be the case, but one thing is certain, the 'beauty of holiness' with which we express our worship in cathedrals has great resonance with increasing numbers of worshippers and we feel that any increase in the level of ceremonial has been entirely creative. Movement and drama are important in creative liturgy, and the Dean loves

processions! We believe that we worship with our whole selves and with all our senses – eye, body, mind, spirit and smell. We believe in the important place of art in Christian worship and that through it we can glimpse God.

Preaching is an important aspect of our ministry here. We hope that sermons are challenging and approachable, and that through them difficult issues of the Christian faith are teased out. And we are a congregation that is not afraid to laugh during sermons!

Music is clearly very important in our services and we value all that the choir does to lead us in this: they give us a rich diet of music from all periods. Alongside this, too, we sing hymns enthusiastically. The repertoire of these may be limited, but we work on the premise that, with an often changing congregation, the small amount of the service with congregational participation needs to contain very well-known and familiar material.

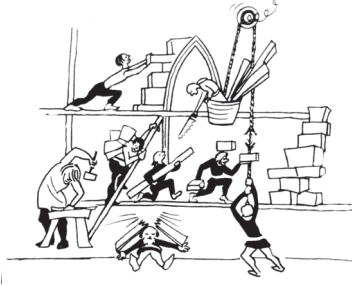
Alongside our public worship, we encourage a more informal approach to prayer and, even during the services, you will find visitors and pilgrims coming and going to the shrine of St Thomas and leaving their prayers and intercessions for those in need there.

In the last few years, we have rediscovered the place of the saints in our worship and the project *Celebrating the Saints* has rekindled an interest in those holy people in history who were unique to Hereford: St Ethelbert, St Thomas of Hereford and Thomas Traherne. The project has also helped to inform the place of pilgrimage in our worship and has restored colour and beauty to several areas of the building.

Does Hereford Cathedral have a particular theological ‘position’? A cathedral needs to be open to the many strands of Christian thought in a diocese, but it would be true to say that Hereford tends to the ‘liberal catholic’ position – its ceremonial is on the ‘catholic’ side, while its theological thinking will be ‘central’ and ‘liberal’. As a cathedral community, for instance, we reflect the position of the diocese in that we are thoroughly supportive of the ministry of women as priests and bishops, while remaining sensitive to those who hold differing views.

Above all, we hope that all who come to worship here will be enabled to glimpse the love of God, not only in the worship, but in the people worshipping.

THE CATHEDRAL AND PEOPLE



Like any church, the cathedral is about people in a living, worshipping community. Those used to parish churches may, however, find its organisation rather different.

In previous generations, cathedrals were run entirely by the clergy but, since the *Cathedrals Measure* (2000), there has been much greater involvement of laity, thus making a partnership of different skills and gifts – spiritual and practical.

THE CHAPTER

The Chapter oversees the life of the cathedral and is responsible for the strategic direction of the cathedral's mission and ministry. The members of Chapter are:

The Dean

The Very Reverend Michael Tavinor chairs the Chapter and has overall responsibility for the cathedral's life, mission and ministry. He also represents the cathedral in the city and county and holds responsibilities in the wider diocese. In the cathedral he has special responsibilities for administration, finance and fabric matters. Michael was Vicar of Tewkesbury Abbey from 1990 until 2002, when he moved to Hereford. Before that, he was Precentor of Ely Cathedral (1985–90) and a curate in Ealing (1982–5).

The Canon Precentor

The Revd Canon Andrew Piper is responsible for the cathedral's liturgical work and music. He plans the many special services, working with musicians and vergers. Andrew also has wider diocesan responsibilities, being a member of the Diocesan Advisory Committee for church buildings. Before coming to Hereford in 2003, Andrew had served all of his ministry in the diocese of Chichester at Eastbourne, Lewes and Worth.

The Canon Chancellor

The Revd Canon Christopher Pullin has oversight of adult education, the cathedral library and, locally, has special links with the ecumenical life of the city as Chair of Churches Together in Hereford and represents the cathedral on Hereford Deanery Synod and Chapter. Before coming to Hereford in 2008, Chris was Vicar of St John, Worcester for 14 years and before that served in the diocese of Southwark.

Lay Canons (there are other Lay Canons who are not members of Chapter)

Additional members of Chapter

In addition to the clergy, the cathedral has since 2000 enjoyed the support of lay canons, appointed by the bishop. These serve as full members of Chapter and bring their own particular gifts. They are appointed for periods of five years, and wear blue gowns with the cathedral shield. Our present lay canons on Chapter are Sandy Elliott (a long-standing member of the congregation and a recently retired art teacher), and Richard Price (a retired lawyer who brings skills and experience in business and marketing).

OTHER CATHEDRAL MINISTERS

The Cathedral Chaplain

Prebendary Kay Garlick has served all her ministry in the diocese of Hereford. She was, until recently, parish priest at Much Birch (between Hereford and Ross), and its associated parishes, and has held national posts on General Synod as Chair of the Business Committee, and as a member of the Archbishops' Council. Kay was recently honoured by being made a chaplain to Her Majesty The Queen. She has particular responsibility for pastoral care in the cathedral, exercised through the summer chaplains and the lay pastoral team.

The Canon-in-Residence

Each of the four clergy takes a turn as Canon-in-Residence. This means that he or she is available much of the time during a fortnight period as 'first call' in cases of emergency and pastoral need. The Canon-in-Residence will officiate at morning and evening prayer during this time. The function also reminds us that all our clergy are, at heart, priests – here to pray with the community and to offer support and counsel in any way they can.

The Cathedral Reader

Graham Bennett. Graham has been a Reader for over twenty years and he continues his work as a teacher and leads the cathedral's Overseas Group.

CATHEDRAL BODIES

The Cathedral Council

This is the advisory body established to support the work of Chapter. It provides a sounding board as well as expert guidance to assist the Chapter in their decisions. It is chaired by Sir Thomas Dunne, formerly Lord Lieutenant of Herefordshire, and consists of the Bishop of Hereford, the Dean, members of Chapter, members appointed by the Bishop, two members appointed by the cathedral community and two members appointed by the College of Canons. The Cathedral Council meets twice each year.

The College of Canons

This body consists of 24 clergy from across the diocese, whom the Bishop has appointed as Prebendaries, and whose long service to the diocese is recognised. The College also includes members of Chapter, plus four lay canons, who have given long and valued service to the diocese and/or the cathedral. Although not members of the College, our Ecumenical Companions (at present Abbot Paul of Belmont, the Revd Bill Anderson, Chair of the Birmingham District of the Methodist church and Bishop Ark of Nuremberg) reflect the commitment of the cathedral foundation to working together in Christian unity.

The Finance Committee

This is a statutory group, chaired by Canon Lawrence Banks CBE, which advises Chapter on financial matters and investment policy.

OTHER KEY PERSONNEL

Administrator

Steve Kent is Head of Administration and Finance. He has responsibility for the finances, properties, management of the staff and the activities and events that take place in the cathedral.

Office staff

The cathedral office is a very busy place. It can be found in 5 College Cloisters and is the place where enquiries about the cathedral may be made, either by telephone or in person.

Christine Davies *Dean's Personal Assistant and Office Manager*

Sally Hodge *Accounts Manager*

Julie Anscomb *Office Assistant*

Music Department

There has been a cathedral choir at Hereford since at least the 13th century (probably much earlier) and today we feel proud of our musicians who have built up an enviable reputation in the cathedral world and nationally. The choir sings eight services a week during term time, sings occasional services in churches in the diocese, makes recordings, and takes part in the annual Three Choirs Festival with Worcester and Gloucester (the festival is in Hereford in 2012)

Geraint Bowen *Director of Music*

Peter Dyke *Assistant Organist*

The choir consists of up to 18 choristers who are all educated at Hereford Cathedral School. In addition there are six lay clerks, and three supernumerary lay clerks who sing at weekends. We also benefit from the skills of an organ scholar and three choral scholars, who are gap-year students.

Vergers

The four vergers enable the running of a very busy cathedral. They are involved in a multitude of duties from ceremonial functions, cleaning, preparing the cathedral for its many services and activities, ensuring security and generally being the ‘front line’ in so many ways.

Tim Pryse-Davies *Dean’s Verger*

Stephen Guy *Canons’ Verger*

Andrew Wynn-Mckenzie *Assistant Verger*

Lyn Smith *Assistant Verger*

The Cathedral and its commercial role

Dominic Harbour is Commercial Development Manager, with special responsibilities for developing the cathedral’s potential for income generation through commercial opportunities and for working with tourism groups at all levels.

Communications, Visits and Volunteers

Melanie Davies is responsible for cathedral communications – internally, locally and nationally and for the cathedral website at www.herefordcathedral.org. Melanie is also responsible for co-ordinating the cathedral’s ministry to visitors and for co-ordinating the work of our many volunteers.

Library and archives

From its earliest days, Hereford Cathedral has possessed a world-famous library. The Hereford Gospels, which dates from the 8th century, is our oldest surviving book. The Mappa Mundi and Chained Library draw visitors from all over the world: both now interpreted in a splendid new exhibition. Rosemary Firman is the Cathedral Librarian and Rosalind Caird cares for the huge collection of cathedral archives, charting the cathedral's life.

Education

The cathedral has always been involved in education. Sarah Arrowsmith is the Cathedral's Education Officer and she works closely with local schools and colleges, providing exciting ways of interpreting the cathedral to young people. Sarah is supported by a large group of education volunteers (see p. 19).

Hereford Cathedral School dates back to medieval times and has the closest links with the cathedral. Although now a separate company, the Dean is President, the Headmaster of HCS is Mr Paul Smith and the Head of the Junior School is Mr Tim Wheeler. Both heads are members of the cathedral foundation. The school worships daily in the cathedral and all the choristers are educated at the school.

Commercial activity – Shop, Cafe and Exhibition

The cathedral is called to a ministry of hospitality and sees its visitors as pilgrims, whose visits need to be supported and encouraged. This is greatly helped by the Cloisters Cafe, the Cathedral Shop and Exhibition.

The Cloisters Cafe is well used by congregation, visitors, and by a local clientele. Coffees, teas, sandwiches, cakes and light lunches are provided.

The Cathedral Shop sells books, postcards, cathedral souvenirs and gifts. The Manager is Josie Owen. There are regular discount days, often taken advantage of by our regular congregation.

The Mappa Exhibition (refurbished 2011) tells the story of Mappa and the Chained Library in a new and imaginative way.



The Congregation

Frequently asked questions:

How do I become a member?

We welcome all to our services and the first thing to say is that there are many levels of commitment. You can be a member of the congregation by just turning up. However, we should note that there are various levels of commitment with which those who come to us feel comfortable:

- Some worship with us every week, and some indeed daily
- Others worship with us regularly, but also do so at their local parish churches
- Others come to the cathedral only occasionally.

Do you have an Electoral Roll?

While there has been a parish, we have certainly maintained an Electoral Roll, with about 300 members. This is soon to be superseded by a Community Roll but its function will be much the same – that is, a means for those who feel part of the cathedral family to signify this by joining. To be a congregational member, you have to be:

- Over sixteen years of age
- Be baptized
- Have regularly worshipped at the cathedral for six months. A form for joining may be obtained from the vergers in the cathedral or from the cathedral office.

What are the benefits of being a congregational member of the Community Roll?

- Being part of the cathedral family
- Being able to attend the annual meeting and to vote in the election of churchwardens, representatives on the Congregational Committee and Deanery Synod.

What about baptisms, weddings and funerals?

Membership of the Electoral Roll has always brought with it the possibility of having these important services in the cathedral, and the same is true for the new Community Roll. Chapter reserves to itself the right to allow such services, but would always wish to be generous in this provision. Members of the congregation are asked to be in touch with a member of Chapter about possibilities.

How is the congregation represented. Isn't there a PCC?

For those who have been used to church governance in a parish, all the above will come as something of a surprise! In parish churches, the main officers supporting the clergy are the churchwardens and financial responsibility lies with the Parochial Church Council. It is true that, at present, the cathedral has a Parochial Church Council, but it is rather different from those in usual parishes: the cathedral parish only includes the Close, and so has a very small geographical area. That has, however, entitled us to a PCC, and has caused a lot of confusion. That is why, during 2012, we expect to have permission from the Church Commissioners to abolish the parish. What was the parish will become an 'extra-parochial district' and this will put us in line with most other cathedrals.

There isn't a PCC but are there Churchwardens?

Yes, as a parish, (albeit a small one), the Parish of St John the Baptist has been entitled to two churchwardens, who are currently Carolyn Harding and Raymond Jones. In the new system, when the parish is abolished, there will still be wardens, but they will be called 'Cathedral Wardens' and will have much the same function as at present: they are there to provide a valuable link between congregation and Chapter, to offer support to the Dean and Chapter and to focus the very important ministry of welcome. The churchwardens will be taking office for periods of four years each, with an overlap of two years between wardens.

What is the Cathedral Congregational Consultative Committee?

This is, in some ways, the equivalent of a Parochial Church Council in a parish church. Cathedrals are not obliged to have such a body, but we believe that our committee provides a valuable function and means of communication. It is made up of representatives of the following groups: Deanery Synod, Sunday School, Overseas Group, Churches Together in Hereford and Stewardship.

In addition there are three representatives elected by the congregation each year at the Annual Meeting. The committee provides an important link between Chapter and the congregation, through which matters of concern can be communicated. The Dean chairs the meeting. There is, of course, one

important difference between a PCC and the Congregational Consultative Committee. The PCC is a statutory body and has legal rights and responsibilities, chiefly as it is dealing with the parish finances. In contrast, the CCC is entirely voluntary and has no specific financial responsibilities. The Chapter does, however, greatly value its existence and wisdom, and one of its important functions is to negotiate distribution of the Chapter's annual allocation to charitable causes (in 2011 amounting to £9,000). Chapter also values the committee's undertaking to welcome newcomers at Sunday coffee.

How is the spiritual life of the cathedral congregation developed?

Healing

Many come to the cathedral to find Christ's peace and healing. Prayers for healing are specially focused in the monthly 'Evening Hour' – a simple and prayerful act of worship lasting 45 minutes, at which the laying on of hands is offered. For further details contact Kay Garlick:

(01432) 374214 kay.garlick@herefordcathedral.org

Prayer group

Each Tuesday at 10.30 am. Members meet in the north transept at the shrine of St Thomas of Hereford for a time of prayer and Bible reading. New members are always welcome. Contact Sylvia Green Jones:

(01981) 590603 sylvia.green1@tiscali.co.uk

Pastoral care

With such a large congregation, it is not always possible to offer the same level of day-to-day pastoral care and support as a local parish church. However, we aim to do our best to offer appropriate pastoral care to all our congregations, staff and visitors.

The best and most regularly used resource, of course, is each other – our friends and fellow members of the congregation. St Paul reminds us to 'bear one another's burdens' and this is one of the richest and most useful sources of pastoral care.

If you are ill or going into hospital, or if you know someone who is, please let us know. We may be able to organise a visit from a member of the clergy or the Pastoral Group. We can, if you wish, add a name to the list of those prayed for each day in the cathedral. Please either call the Chapter Office, or speak to one of the vergers, the Cathedral Chaplain or one of the clergy, and they will take a few details from you.

If you are no longer able to get to the cathedral, please let us know. It may be that you would like to receive Communion at home or to have a member of the Pastoral Group to visit you. Many people find that it is good to keep in touch with the cathedral community in this way.

On most days there is a chaplain in the cathedral who is there not only for visitors but for any of our community who may wish to talk and pray.

The Ministry of Reconciliation, or confession, is offered – just have a word with one of the clergy.

How is the congregation kept informed?

The most frequent means is through the weekly pewsheet. This gives details of the services that Sunday, with readings in full. There are also key notices of future events and members of the congregation contribute poems or spiritual pieces to share with others to help in their prayers during the coming week.

The congregation's social life at the cathedral

Like most congregations, those who attend the cathedral enjoy getting together. Each Sunday, after the 10.00 am Cathedral Eucharist, the congregation gathers in College Hall for tea or coffee and a chance to chat. Sometimes there are sales of cakes arranged by the Choir Association or the Sunday School. During Lent there is a Traidcraft stall and, on occasions, there is a celebratory glass of wine and cake if one of our members is marking a special birthday or anniversary. During the year there are social occasions, often a Harvest lunch or supper and, most popular of all, there is an annual Epiphany dinner and entertainment, with a full meal and an entertainment (often a mini-pantomime) arranged by the Dean and members of Chapter.

How can we grow in the faith?

There are various courses arranged by Life & Learning, the arm of the education department which focuses on spiritual growth and nurture. For further details contact the Cathedral Library: (01432) 374225 library@herefordcathedral.org

What about the Church overseas?

The cathedral congregation has links with fellow Christians in many parts of the world:

- We regularly support an ordinand at St Mark's College, Dar-es-Salaam. The diocese of Hereford has been linked with the Church in Tanzania for many years and this has always been found to be an excellent way to support this link
- We support mission links in Cyprus, Paraguay and North Carolina.

Further details are available on our mission board in the retro-choir or by contacting Graham Bennett:
(01432) 270329 graham@archenfield.fsnet.co.uk

What about younger members of the congregation?

There is a Sunday School with about 20 children on its register. They meet each week at 10.00 am in the Sunday School room in the Cloisters and new members are always welcome. Members of the Sunday School come into the cathedral at the time of communion and, on the first Sunday of the month, attend the first part of the Eucharist in the cathedral. On two occasions in the year (Harvest and Mothering Sunday) the Sunday School leads the first part of the Eucharist until the Peace. Christmas Eve sees the long-standing Crib Service when, to a full cathedral, Sunday School members narrate the nativity story in words and music. For details of Sunday School contact Caroline Field: (01432) 357723 caroline.field24@gmail.com

Are we an ecumenical congregation?

We value our links with Churches Together in Hereford and seek to take part in ecumenical services whenever possible. Each year we join with members of St Francis Xavier Roman Catholic church (just 100 yards away along Broad Street) for a procession on Palm Sunday and on Holy Saturday we also join with them for the Easter Vigil and first Eucharist of Easter. We also have excellent links with St John's Methodist church, and the Methodist minister, the Revd David Meachem, is a member of the Cathedral Council. We also have links with the Lutheran church in Nuremberg – links greatly strengthened through our new Ecumenical Companions.

CATHEDRAL VOLUNTEERS

The cathedral has about 300 volunteers, who assist in its work in many ways. Some are regular members of the congregation. Others support their local churches, and still others are members of other Christian denominations. Each year, at Christmas or Epiphany, all our volunteers are invited to a large party in the nave of the cathedral – it is wonderful to see so many there and to realise the huge number of skills represented. Indeed, without our volunteers, the cathedral would be a much poorer place. There are many volunteering opportunities.

In worship, especially on Sundays:

Altar Servers

Adults and young people serve at the Eucharist as crucifer and acolytes. We are often looking for new members. Contact Sue Jackson: (01432) 760296 goosey.jackson@gmail.com

Stewards

These welcome our congregation at Sunday services, giving out books, taking the collection, etc. Contact Raymond Jones, Churchwarden: (01981) 590603 r.jones1@tiscali.co.uk

Voluntary choir

The Voluntary Choir sings the cathedral services on several occasions during the year. Membership is by audition. Contact Peter Dyke: (01432) 353843 peter.dyke@herefordcathedral.org

Bell-ringers

The cathedral has a fine ring of ten bells and new members of the Guild of Ringers are welcome. Contact Martin Foster: (01981) 241185 martin.di@tiscali.co.uk

Readers and Intercessors

We have a large group of those who read the lesson at the Sunday Eucharist and who lead intercessions. If you are interested in finding out more, contact Canon Andrew Piper: (01432) 266193 precentor@herefordcathedral.org

On weekdays, there are further opportunities:

Welcomers ('Bluegowns') are available in the cathedral every day to greet visitors and to answer any questions.

Cathedral Guides have been trained and are available, by arrangement, to undertake guided tours. We also have Garden Guides and Tower Guides.

Education volunteers help and support our Education Officer in the delivery of educational programmes within the cathedral for the many school visits we have during the year.

The Flower Guild arranges flowers in the cathedral throughout the year. They also arrange flowers for special occasions, such as weddings.

Broderers meet each Wednesday. They care for the vestments and other cathedral fabrics, repair and conserve for churches in the diocese and undertake new commissions and projects.

Cathedral Shop and Cafe

We welcome helpers in the shop and cafe, who work alongside our paid staff.

Exhibition

There are always volunteer stewards in the Mappa Mundi and Chained Library Exhibition to assist visitors.

Library and archives

Our Cathedral Librarian and Archivist welcome enquiries from volunteers who may be interested in assisting in this area.

For information or enquiries about volunteering opportunities, please contact Kay Garlick: (01432 374214) kay.garlick@herefordcathedral.org or Melanie Davies: (01432 374202) melanie.davies@herefordcathedral.org

Hereford Cathedral – a major business

Hereford Cathedral is an expensive place to run. It relies on its many volunteers, but we need to undergird this with a strong, committed, paid staff.

The Chapter has the responsibility of maintaining a costly, medieval fabric, with constant demands of stone and lead repair. We believe in the highest standards of music and worship, and all this – building and people, costs a great deal of money.

Of course, it works both ways. A strong and well-run cathedral is essential for the local economy of a rural city like Hereford – we are the biggest tourist attraction in the region and this has great benefits for city and county.





Frequently asked questions:

How much does it cost to run the cathedral?

There are two main areas of cost – the General Fund and Projects.

The General fund has a turnover of about £1 million, which covers:

- Costs of worship (music, liturgy)
- Costs of library, education
- Staff costs (wages, pensions)
- Cathedral running costs (heating, insurance, repairs, office costs)
- Other costs (charitable giving).

People are sometimes amazed at how much all this costs – gas and electricity alone cost £65,000 each year, while our insurance amounts to £25,000 and staff costs top £250,000.

We should note, however, that none of our clergy costs (stipends for 3 clergy) come from our own funds – for decades their stipends have been provided centrally from the Church Commissioners. This is in contrast to the costs of parish clergy, who are supported from the parish share, paid through the diocese.

Projects are funded differently and we only undertake them when we have additional funding to achieve them. A look at the last few years will show what has been achieved:

- The Cathedral Close
- Celebrating the Saints
- Stonework
- Mappa Exhibition.

Where does the money come from?

For the General Fund:

- Collection boxes at the doors
- Service collections
- Property rental income
- Income from commercial activities (Shop, Cafe, Exhibition)
- A grant from Church Commissioners towards administration and ministry
- A grant from Mappa Mundi trustees towards library staff costs
- Income from Tomson's charity (an historic endowment) towards music costs
- Grants from Hereford Cathedral Perpetual Trust towards music costs
- Regular income from congregational Stewardship Giving.

For projects:

- Hereford Cathedral Perpetual Trust
- The Friends of Hereford Cathedral
- Grant-giving bodies.

Do you break even or make a profit?

Sadly, no. On the General Fund, despite stringent economies and keeping our staff levels under firm control, we have run a deficit of about £50,000 each year for the past few years. Thankfully the effects of this have often been mitigated by unexpected support (Listed Places of Worship Scheme grant, an unexpected legacy, support from our principal funders), but it is far from satisfactory and we are constantly seeking ways of improving the situation.

It is paradoxical (and needs some explaining) because we are asset rich (the Mappa and Chained Library alone must be worth tens of millions) but cash poor. And people must sometimes wonder how we are able to undertake the projects we do (The Close *etc*) when our day-to-day finances are so fragile. But we have to work on these two levels – funding streams are often directed towards projects alone and we would be foolish indeed not to accept them.

Have you thought of charging to enter the cathedral?

It is true that some cathedrals have gone down this route, but at Hereford the Chapter is firmly opposed to this. We understand that some cathedrals have no alternative, but here we do have a 'charging element' in the Mappa exhibition and we believe this is all that we can sustain in this area. Meanwhile, we must rely on the generosity of visitors at the collection boxes and make strenuous efforts to encourage more generous donations.

How can the congregation support financially?

From the congregation (about 300 on the roll) we receive about £95,000 each year (including Gift Aid) and this helps enormously. Much of this comes from covenanted, planned giving, either through the envelope scheme or through banker's order. We do encourage all who worship at the cathedral, whether regularly or infrequently, to consider such regular support. Much of our income is precarious: a bad summer or freezing winter can decimate commercial income. But our regular, faithful giving from congregation members is secure and we do value this.

How many regular givers are there?

At present (Autumn 2011) there are 186 members who give regularly. With a roll of 300 we should like this to be higher, though we do realise the constraints on incomes, etc. But, in comparison, we should note that a parish church with the same number of members/worshippers would be asked by the diocese to pay a parish share of £150,000, and that would be before any bills for heating, lighting and insurance had been paid. It is true that our congregation does not have to pay clergy costs, as does a parish congregation, but when I tell you that the music at the cathedral costs in excess of £200,000 each year, you can see the scale of need!

That's why it really is vital for everyone who considers themselves a member of the cathedral congregation (whether they worship regularly or occasionally), to acknowledge their responsibility to make a contribution towards the considerable costs involved in running this place of worship – and to as generous a level as they are able. We all value the cathedral, its worship, its music and its spirituality, but in order for this to be sustained, we must all find a way of helping.

How to give financially

The best way to give is by using the cathedral's Stewardship scheme. You can choose to pay directly through your bank by standing order, or by cash or cheque in a weekly envelope.

If you pay income tax and you Gift Aid your giving to the cathedral, we can claim back the tax you have paid from HM Revenue & Customs. This enables us, at current rates, to claim an additional 25p for every £1 you give. All that is required is a simple Gift Aid declaration.

It is also possible to give in the traditional way by putting money in the collection. At most services during the week a plate is placed at the entry to the chapel where the service is taking place; during larger services a collection is taken during the service. Gift Aid envelopes are available in the pews and we do encourage you to fill these in each time.

If you wish to join the Stewardship scheme please ask for a Stewardship pack from one of the cathedral wardens or contact:

Mrs Carolyn Harding
The Cathedral Office
5 College Cloisters
Hereford
HR1 2NG

Useful contact numbers

Cathedral Office	(01432) 374200
The Very Revd Michael Tavinor	(01432) 374203
The Revd Canon Andrew Piper	(01432) 266193
The Revd Canon Chris Pullin	(01432) 341905
The Revd Prebendary Kay Garlick	(01432) 374214

A prayer for Hereford Cathedral and its ministry

O GOD, make the door of this church wide enough to receive all who need human love and fellowship, and a heavenly Father's care; and narrow enough to shut out all envy, pride and hate. Make its threshold smooth enough to be no stumbling block to children, nor to straying feet, but rugged enough to turn back the tempter's power: make it a gateway to thine eternal kingdom. Amen.

Bishop Thomas Ken (1637–1711)

This booklet has been typeset by Timothy Symons and produced in the cathedral office. New editions will be made from time to time. The illustrations in the text are by Canon Sandy Elliott – just a few of Sandy's 366 illustrations for the Dean's book *Saints and Sinners of the Marches*, due to be published at the end of May 2012.