



Truro
Cathedral
sacred space, common ground
Charity No 1207821

Chapter Trustee Application Pack



Welcome to Cornwall's Cathedral.



Thank you for your interest in a governance role at Truro Cathedral. We are continuing to grow into our governance arrangements because of the legislation contained in the Cathedrals Measure 2021 and would welcome applications from you if you have experience in governance in a complex organisation and are a communicant member of a church (full eligibility criteria are outlined in this pack).

In a cathedral, the board of trustees is known as the Chapter, and we are seeking to build an excellent Chapter with a diverse range of skills and experience to underpin the efforts of our dedicated group of staff and volunteers and to be attentive to the views of our congregation.

If you have relevant skills and experience and feel called to support and encourage the cathedral over a three-year term, we would love to hear from you. This is a wonderful opportunity to make a significant contribution to the life and mission of Truro Cathedral in the run up to 2030 - the 150th anniversary of the laying of our foundation stone.

Details of how to apply can be found in this brochure, and you are invited to respond by 16 September 2026. If after reading this brochure, you have any general queries, please contact the cathedral office (info@trurocathedral.org.uk or 01872 276782). Or if you would like to speak to someone informally before you apply, please contact the office to arrange a time.

With every blessing,

A. Hogger Gadsby

Ali Hogger Gadsby, Interim Dean of Truro



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The image shows the interior of Truro Cathedral, featuring a large, illuminated globe suspended in the center. The cathedral's architecture is characterized by high, vaulted ceilings and rows of Gothic arches. Warm, golden light emanates from the upper levels, while blue light highlights the lower arches. The globe is positioned in the lower-left quadrant of the image, symbolizing global unity and the cathedral's mission.

What is Truro Cathedral trying to achieve?

Purpose

The cathedral exists for two purposes – our ecclesiastical purpose is to be a centre of worship and mission, and a focus for the life and work of the Diocese of Truro. Our charitable purpose is to advance the Christian religion (in particular, the mission of the Church of England) and to care for and conserve the cathedral building.

Vision

Since 2017, the vision of the cathedral has been to create sacred space in which the holiness of God is encountered in an open and inclusive way and common ground where issues shared by the whole of humanity can be explored. Examples of the issues that have been explored by people brought together by the cathedral include racism, climate change and poverty.

We strive to ensure Truro Cathedral is a safe, supportive, holy place that actively and warmly extends God's love to all in our community. We emphasise common ground, celebrating diversity as a source of strength and unity.

Ambition

Inspired by the Gospel of Jesus Christ, we work to build a welcoming, inclusive and engaging environment that, through the delivery of a diverse and inspiring programme of worship, events, educational activities and community outreach, fulfils and spiritually enriches all who experience Truro Cathedral.

Values

Love & Unity

Dignity & Respect

Accountability & Integrity

Creativity & Courage



Who are the members of Truro Cathedral Chapter?



The Chapter can comprise 12 people, the majority of whom are non-executives. A majority of non-executives are required to be lay people. The Chapter is chaired by the Dean.

To strengthen our governance and broaden the range of views around the Chapter table, we are looking to recruit up to 3 non-executive members. Details of the current membership can be found on the cathedral's website in the '[About Us](#)' section.

Role and responsibilities of Chapter members

The Chapter's focus is on strategic decisions. Members have a collective responsibility to give strategic direction to the cathedral, set overall policy, define goals and evaluate outcomes. The Chapter's leadership ensures that strategic plans (including a financial recovery plan) are developed and delivered effectively.

The Chapter has committees to help with scrutiny and assurance, and undertake practical tasks such as fundraising. Committee membership is a mix of one or two Chapter representatives and external volunteers. Chapter membership therefore typically includes serving on some of the committees, and representing the cathedral at external meetings from time to time.

Chapter members are custodians of the good name and values of the cathedral, and provide constructive advice and support to the Dean. They have a particular responsibility to ensure that a safeguarding culture is fully embedded into all cathedral activities, and that the cathedral has appropriate policies and procedures to deal with safeguarding matters. The Chapter is also responsible for the care and maintenance of the cathedral, its financial stability and the proper investment of its funds. It publishes an Annual Report and audited accounts.

Discussion and decision-making take place within the context of the Christian faith and lay members of the Chapter are Honorary Canons of Truro Cathedral. Meetings involve considering reports, having discussions on key issues and sharing previous knowledge and experience. Our ethos aims to encourage constructive engagement, critical questioning and making a difference.





How is Truro Cathedral governed?

The governance of Anglican cathedrals in England is set by charity law, the [Cathedrals Measure 2021](#), and the [Cathedral Governance Code](#). Truro Cathedral became a registered charity in April 2024, and is under the joint regulation of the Charity Commission and the Church Commissioners.

The Chapter is the governing body of a cathedral. Chapter members are charity trustees. You can find out about the role of charity trustees by reading Charity Commission publications such as [‘The Essential Trustee.’](#)

The Chief Operating Officer (COO), Chief Finance Officer (CFO) and other officers provide reports and advice to meetings, but they are not Chapter members. Independent external advice is available from specialists such as the Diocesan safeguarding team; auditors, and, for property matters, from an independent Fabric Advisory Committee and a cathedral architect. Legal advice is obtained as required.

Why join the Chapter

Truro Cathedral is a place that people care passionately about. We wish to attract applicants who are members of a worshipping community and who would embrace that passion. You will get to know the cathedral as a living community of people; thrive on sharing in its life and act as an enthusiastic ally and advocate with the outside world.

We'd be particularly interested in talking to you if you have recent experience (within the last 6 years) in one or more of the following areas:

- Financial management in a business context
- Retail, visitor services, hospitality or commercial activities
- Missional development and growth
- Education (in a school, church or adult education setting)
- Business technology and digital services
- Heritage tourism
- Marketing and communications



The Chapter welcomes people who have:

- Enthusiasm for the cathedral and its work, and commitment to its charitable and ecclesiastical purposes
- Ability to work at board level, contributing to strategic thinking through constructive engagement and questioning
- Respect for the confidentiality of committee and Chapter proceedings and reports
- Aptitude for collaborative and independent working, with warmth, discretion, diplomacy and imagination
- Effective communication skills, including listening skills, and willingness to participate actively in discussion
- A strong personal commitment to safeguarding
- A strong personal commitment to equality, diversity and inclusion
- Willingness to undertake appropriate training
- Commitment to the seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.





Eligibility

All members of cathedral chapters must be

- At least 18 years old
- Either a communicant in the Church of England OR a communicant member of a church which is not in communion with the Church of England, but subscribes to the doctrine of the Holy Trinity. They need not be a current member of Truro Cathedral's congregation.
- Eligible to serve as a Charity Trustee under the [Charities Act 2011](#) and [Cathedrals Measure 2021](#).

Time commitment required

The Chapter meets 6-10 times a year. Meetings are currently held in the afternoon on Wednesdays, but this could be flexible to take account of the needs of new Chapter members. Although in-person attendance is preferred, a hybrid option is available.

On appointment, induction training will be provided. The cathedral can pay legitimate expenses such as travel or care costs to enable people to attend meetings without being out of pocket. Expenses are paid in accordance with [Charity Commission guidance](#).

A person is seen from behind, holding up a smartphone to take a photo of a brightly lit cathedral interior. The scene is filled with blue and green light, creating a bokeh effect in the background. The person's hands and the phone are in the foreground, framing the view of the cathedral's interior.

How to apply

There is a formal application process. We would encourage you to review the role description [by clicking this link](#) to learn more about being a chapter member to see if it aligns with your experience and availability.

Please send your CV, a supporting statement, the application form and recruitment monitoring form to Susie Merelie, Volunteer Manager and HR Administrator, hr@trurocathedral.org.uk.

Your supporting statement (maximum 1000 words) should summarise your interest in becoming a Chapter member and explain the knowledge, skills and experience you would bring if appointed. The short application form asks for key information, including your eligibility to apply.

Your application should be received by the cathedral by email by 16 September 2026 at the latest. Interviews will be held in the week commencing 19 October 2026.

Safer recruitment process

The cathedral practises Safer Recruitment. Two referees are required, to be contacted after interviews but prior to a confirmed offer being made. Membership of the Chapter requires a DBS check, and all those invited to interview will be asked to complete a Confidential Declaration.

Shortlisting

A shortlist will be drawn up by a panel of the cathedral's Nominations Committee. Shortlisting will focus on identifying individuals who have the capacity and enthusiasm to make a substantial contribution to the cathedral's life, whilst ensuring breadth and diversity of expertise and experience on the Chapter.

Interview Process

The interview will include an informal opportunity to talk to the Volunteer Manager and others, and to walk around the cathedral.

Following the interviews, the panel will make recommendations to the Bishop, and then the Chapter will make provisional offers of appointment. Confirmation of appointments is contingent upon completion of 'safer recruitment' processes, including undertaking safeguarding training appropriate to the role.

Support

We recognise that application processes for any role can be challenging, and actively seek to support applicants so that they can participate fully. If you wish to request any reasonable adjustments at any stage, please contact Susie Merelie, Volunteer Manager & HR Administrator at hr@trurocathedral.org.uk or 01872 276782.





Background information

Truro Cathedral is earnest in its desire to benefit the public, both because of our Christian mission and because of our obligations as a charity. We are a place of worship, civic pride, music, heritage, learning and community life for everyone in Cornwall and the Isles of Scilly, and all who visit the county and islands.

The cathedral is open to everybody, almost every day of the year. We host exhibitions, concerts and awards ceremonies, and are one of the most visited tourist attractions in Cornwall, making a significant contribution to the economy of Truro and Cornwall as a whole. In 2025, the cathedral was used for more than 1,000 services and hundreds of other events.

In a typical week, in addition to the daily pattern of services, prayers are said, seating layouts changed (often!), bells rung, flowers arranged, floors cleaned, music practised, marketing materials designed, tours conducted, social media posted, accounts kept, repairs made and, most of all, people welcomed. The cathedral is busy, exciting and challenging, all day, all year!

History

Truro is Cornwall's only cathedral, a regional centre of Christianity and the mother church of the Church of England Diocese of Truro. The first bishop was appointed in December 1876, almost 150 years ago. The Grade 1 listed building was constructed between 1880 and 1910 to an inspirational Gothic Revival design by leading architect John Loughborough Pearson.

A living cathedral

The cathedral is a lively Anglican church that holds services every day. It is a place of sanctuary, prayer and reflection, and provides pastoral care and comfort.

Music is at the heart of cathedral life and worship. Truro Cathedral Choir is a centre of excellence for Cornwall's vibrant choral music scene. Its 45 professional singers (two thirds of whom are children) sing in public an astounding 230 times a year. The music department opens up nationally rare internship opportunities for young musicians, and provides the only opportunity in Cornwall for youngsters aged 8 – 18 to receive a professional choral training.

Financial Resources

The cathedral's financial position is difficult. It needs to pay its own way to cover annual operating costs of roughly £1.8 million. The main income sources are grants, donations, commercial income and legacies. There is very little in the way of investments and property. Fundraising is required for capital projects such as repairs.



Thank you
for your interest in
the future of
Cornwall's great
cathedral.



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