

BRISTOL CATHEDRAL



RESIDENTIARY CANON AND VICE DEAN

APPLICATION PACK

FROM THE DEAN

I'm delighted that you are exploring whether you may be called to be a Residentiary Canon and Vice Dean for Bristol.

This is an exciting time in Bristol Cathedral as we embark on an ambitious and far-reaching strategy to serve our city and diocese over the coming ten years.

It reflects our desire to be open, generous, creative, and brave in following Jesus, worshipping God, serving others, transforming communities, and supporting our bishops and diocese. Above all, we seek to make a bigger difference in the service of God and our neighbours. We aspire to be genuinely inclusive and to ensure that people from a wide range of backgrounds and life experiences feel welcome in the Cathedral and are represented in our common life.

We face the familiar challenges of financial pressures, the need to recruit and support volunteers, the desire to see more disciples and deeper discipleship among our congregation. But we benefit from solid financial management, a superb choir and musicians, and a young, energetic and committed staff.

The past few years have seen significant change in the membership of Chapter and among the clergy. The Dean was installed in 2020 and the Canon Missioner in 2021, so this appointment offers the opportunity to complete the team and create a period of stability.

We are seeking a senior colleague to make a significant contribution to the life of the Cathedral whilst also taking responsibility for the pastoral care of the congregation, for growing disciples and for supporting our volunteers. Cathedral life is always varied, and this role offers the opportunity for the right person to use their gifts as part of the wider team.

Please come and talk to us if you are interested in this role and pray for us as we pray for you in your discernment.



THE ROLE OF THE RESIDENTIARY CANON AND VICE DEAN

You will be a mature priest with significant spiritual, pastoral and leadership gifts who is comfortable moving between first and second chair leadership. There will be times when you need to be confidently leading the Cathedral community, driving a project forward, or initiating new work. At other times you will be supporting the Dean, undertaking the pastoral care of the congregation, or working one to one with an ordinand, for example.

You will be someone of mature and infectious spirituality, who will encourage the prayer life of the clergy team and who will deepen the discipleship of those in the Cathedral congregation. We anticipate that the pastoral dimension of the role will take about 50% of your time. For the remainder, there will be opportunities for developing our social justice and social outreach, for working with local partners and charities, or for developing other outward facing ministries according to your gifts. You are likely to be someone who brings gifts of stability and diplomacy to the team.

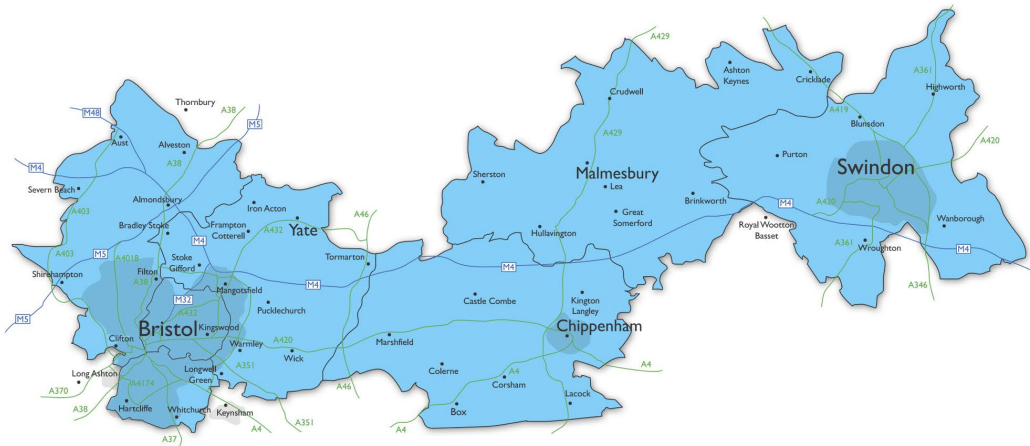
As a member of Chapter you will have significant governance and leadership responsibilities. You will play your part in delivering the vision and strategy for the Cathedral and in managing its resources to deliver that strategy. Under the new Cathedrals Measure, you will have a role description and will be accountable to the Dean for the way you fulfil that role.

This role will suit you if you are looking for significant leadership opportunities and have the humility and humour to work well in a diverse team.



The Cathedral community is supportive, kind and thoughtful, it is a joy and nourishing to be in this inspiring building (a longstanding member of the congregation)

THE CATHEDRAL WITHIN ITS CONTEXT



Bristol Cathedral stands in the civic heart of a large city that has frequently been voted the best place to live in the UK. We enjoy a rich and diverse cultural life in a city with outstanding theatres and concert halls, sporting venues, restaurants, and shops. We are the home to the biggest Caribbean carnival outside London, a hot-air balloon fiesta, and a year round programme of festivals . Within a short drive or bus ride you can enjoy beautiful countryside and a varied coastline. Bristol is home to a diverse community of nearly half a million people, including well-established African-Caribbean, Pakistani, Indian and Somali communities, which makes it an interesting and fun place to live and work. Road, rail and air infrastructure link Bristol to the rest of the UK and the world.

The Diocese of Bristol covers Bristol, South Gloucestershire, North Wiltshire and Swindon. The area is one of contrasts: cities, towns and villages, coastland and farmland. Within the Diocese, there are 30,000 people worshipping regularly in more than 200 churches. Around 15,000 children and young people attend our 72 church schools. Many of those children will visit the Cathedral over the year to learn, have fun and worship through our educational trails, our popular Crafty Cathedral sessions and Diocesan services.

We aspire for everyone who lives or works in Bristol and the wider Diocese to say that Bristol Cathedral is “their cathedral”, to know that they are welcome and that we are here with them, both as a resource and a place of peace in a busy life.

The Cathedral is founded on a 12th century Augustinian Abbey dissolved in 1539 and its buildings raised to cathedral status by Henry VIII. Major additions in the 17th and 19th centuries created the building we treasure today. Some of this history brings with it challenges, as like other historical institutions in Bristol we live with the legacy of the slave trade and have benefited from the generosity of traders and philanthropists in the city over hundreds of years. Addressing the legacy of slavery and the sin of racism are a major focus of our work in social justice. Aligning our actions with our values, we seek to engage with a range of social justice issues, in particular homelessness, modern slavery and aspirations for Carbon Zero. The Dean leads on work relating to racism, inclusion and memorialisation.

Our historic building and offices present a practical challenge as they are not accessible to anyone with mobility issues. We are addressing this challenge and hope that within five years we may be able to welcome colleagues who are wheelchair users, but we are disappointed that this is not the case at the present time.

Our congregation is varied. Many members have known the Cathedral for a long time, having arrived as choristers or choir parents. Others are newer arrivals, often drawn by the quality of the music, liturgy and preaching.

Perhaps 20% of the congregation on a Sunday are visitors. Our worship seeks to offer the best of the Church of England, drawing on the Prayer Book tradition at Evensong, and the riches of Common Worship at other times. We respect tradition and seek to build on the past while we proclaim the gospel afresh for every generation. While we are not a uniformly elderly congregation, many of our loyal volunteers are ageing and this is a challenge. Similarly, while we can attract



young families for events, our toddler carol services are a particular highlight, we have yet to settle our regular provision for children.

Our staff has grown significantly over the past three years and we are blessed with a supportive, ambitious, collaborative team of varied ages and life experiences.

The Cathedral has a rich programme of events, concerts, exhibitions and conferences in addition to the seasonal patterns of worship.

The Cathedral is framed by College Green, a large open space leased to the Council, which provides a recreational space for those who live and work in the City. We also enjoy a small and peaceful garden, where many people, including the Cathedral staff, seek sanctuary during a busy day.

In 2023 the Cathedral took on the management of the medieval Lord Mayor's Chapel on the other side of College Green. The Chapel has a small but loyal congregation and is used for some civic events through the year. We are excited by its potential as a worship and events space.

You may find it helpful to look at the following websites:

bristol-cathedral.co.uk/

(You will find details of the team here)

bristol.anglican.org/

visitbristol.co.uk/

bristolonecity.com/about-the-one-city-plan/



Bristol Cathedral is a place where I can be myself and not feel judged (teenage server)

RESOURCES, ROUTINES AND RHYTHM

There is much to do in order to realise a more ambitious vision. We have a comparatively small team: The Dean and two residentiary Canons, supported by a full-time minor canon for worship and liturgy, a part time (and self-supporting) minor canon for spirituality, and currently two part time curates; there is a staff team equating to a full-time equivalent of 25 staff (including our lay clerks), and a loyal band of volunteers. One of the consequences of our relatively small staff is that clergy are expected to manage the bulk of their own administration, diary management, etc, using a variety of software. The Anglican choral tradition takes priority in the life of the Cathedral and the choir, consisting of lay clerks, choral scholars and both boys and girls is widely respected. The sung offices are led by the choir so that clergy are not required to sing as part of their liturgical duties. Our congregation value the Eucharistic focus and choral character of much of our worship.

We do not have a formal system of “residency”, but each member of the clergy team regularly covers all the services on a single day of the week and is expected to be available on that day for pastoral conversation, or to deal with concerns arising on the floor of the cathedral. We value our collegiate life of prayer and expect that residentiary canons will be present at Morning and Evening prayer or Evensong each day, and at the Sung Eucharist and Evensong on Sundays.

Our congregation is varied, but theologically literate and discerning. They enjoy being challenged by thoughtful teaching and preaching. Many have a strong heart for social justice and are actively engaged in the life of the city.



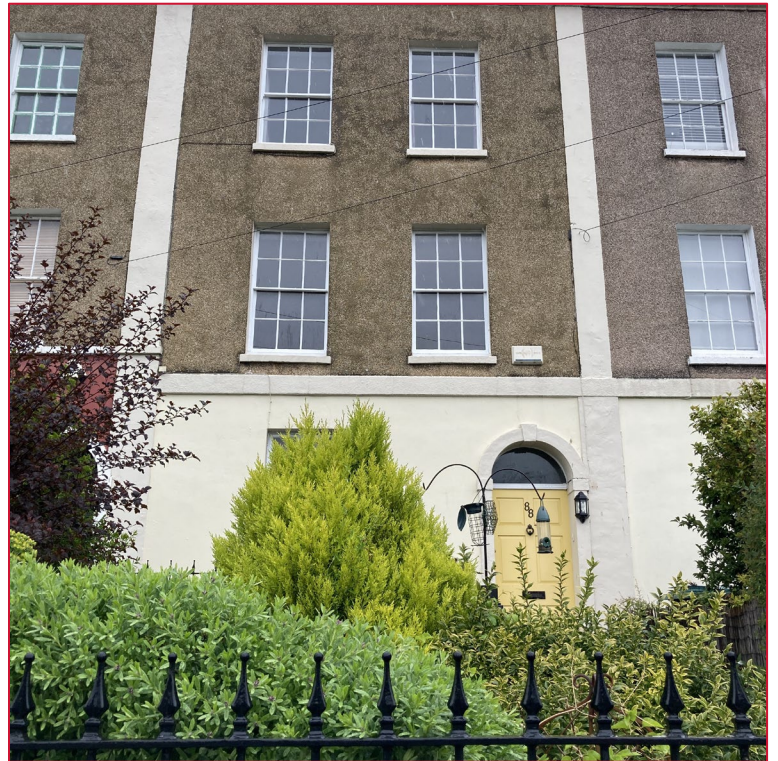
For me it is the wow factor when you walk through the doors of the Cathedral and the spiritual feeling of Gods ever presence. (Cathedral welcomer)

STIPEND, HOUSING AND OFFICE SPACE

The current stipend for Residentiary Canons is currently £31,118 per annum and will be reviewed in April. The role will be offered under Common Tenure.

The Vice Dean's residence is a Georgian town house with four bedrooms and a small courtyard garden, 88 Cumberland Road, BS1 6UG which is a 20-minute walk from the Cathedral. Residentiary Canons have a desk in a shared office in the Gatehouse, on the Cathedral site, from which they are normally expected to work.

Moving Costs: Reasonable removal costs and a resettlement grant of 10% of stipend will be paid.



GOVERNANCE

Under the new Cathedral Measure the life of the Cathedral, its vision and strategy, are governed by the Dean and Chapter, consisting of the Dean and Residentiary Canons together with five Lay Canons. We are blessed with active Chapter members who take a lively interest in the life of the Cathedral and who bring with them significant experience of the City of Bristol, its heritage and business life.

Dean and Chapter are advised by an external stakeholder group and a community group, elected from the Community Roll. We seek to be transparent and accountable in our decision making.

SAFEGUARDING

The care of vulnerable adults and children in our community is a priority underpinned by a strong safeguarding culture. The Diocesan Safeguarding Officer is our safeguarding advisor and meets with our local safeguarding team regularly.

JOB DESCRIPTION AND PERSON SPECIFICATION RESIDENTIARY CANON AND VICE DEAN

Accountable to: The Dean of Bristol

Responsible for: The Volunteer manager, and all volunteers, including e.g. Welcomers, Stewards, Day Chaplains

Key Relationships: Chapter colleagues, Clergy colleagues, Cathedral staff, Bristol City Deanery

Key Tasks

1. Being the principal pastor for the Cathedral congregations (Sunday 8am BCP, 10am Sung Eucharist, 3.30pm Evensong).
2. In partnership with the Dean and other members of Chapter, leading the vision and strategy for the Cathedral.
3. In partnership with the Dean and other members of Chapter, ensuring that the resources of the Cathedral are well managed.
4. Being a member of the Senior Leadership Team, which oversees the intersection between strategic decision making and the operation of the Cathedral.
5. In the absence of the Dean, leading the Cathedral community and responding to events as they arise.
6. Leading on aspects of the Cathedral vision and strategy, e.g. by Chairing task groups or working groups, in alignment with the gifts and skills of the office holder.
7. Co-ordinating the pastoral offices and other additional services in the Cathedral – officiating at such services is shared by all the clergy as appropriate.
8. Co-ordinating the response to enquirers through the use of contact cards and registration on ChurchSuite (our people management system)
9. Developing discipleship through leading programmes for baptism and confirmation, and sharing in the wider teaching programme.
10. Working with the Safeguarding Officer to monitor the Pastoral Log and ensuring that it is up to date.

11. Taking a full part in the worshipping life of the cathedral including daily prayer, Sunday worship and a wide variety of occasional, seasonal and civic services.
12. Encouraging volunteers across many areas of cathedral life and ensuring that they are safely recruited, well trained, and properly supported in their roles.
13. Being the main point of contact for the Friends of Bristol Cathedral
14. Ensuring the Safeguarding of all in the cathedral community.

PERSON SPECIFICATION: EXPERIENCE

1. An ordained person who has been in orders for at least 6 years
2. Significant leadership experience in relevant areas of church or secular life that will enhance the strategic leadership and governance of the Cathedral.
3. Experience in developing partnerships and stakeholder relationships.
4. A track record in leading and managing in complexity.
5. Experience of managing staff and volunteers

KNOWLEDGE AND SKILLS

1. Sensitive pastoral skills which embrace the diversity of human experience.
2. Strong theological grounding that informs mature and creative teaching and preaching.
3. Ability, energy and administrative capacity to plan, marshal resources and manage staff and volunteers effectively to deliver major projects in a timely and well organised way.
4. A realistic understanding of Cathedral life and the role of a Cathedral Canon, willing to embrace them and not fight against them.
5. Awareness of, and sympathy with, the choral tradition and formal Anglican liturgy.
6. Solid IT skills sufficient to manage your own diary and administration.

PERSONAL QUALITIES

1. A person of mature spirituality and pastoral gifts
2. A team player who is open and collaborative.
3. Someone who is self-aware and able to learn from experience.
4. A person with the maturity and confidence to work with other senior leaders across diverse organisations and institutions.
5. Someone with the experience, resilience and self-management skills to manage a high-pressure workload and maintain healthy rhythms of life.
6. A people person who can build alliances across diversity.

THE APPLICATION PROCESS

ELIGIBILITY

To be appointed as a Residentiary Canon 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.

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. There will be a safeguarding scenario exercise as part of the interview process.

If you are shortlisted, you 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.

APPLYING FOR THE POST

We strongly encourage you to have a conversation with the Dean, or the Ecclesiastical Secretary to the Crown and Lord Chancellor if you are considering applying for this post.

Please use the application form provided and do not send a CV. Your supporting statement should be no longer than 4 sides of A4 (2,000 words).

The closing date for applications is noon on **8 February 2024**.

INTERVIEW PROCESS

Interviews and pre-interview conversations will take place on **Monday 18 and Tuesday 19 March 2024**.

In addition to the formal interview, shortlisted candidates will be asked to:

- Respond to a Safeguarding case study
- Preach to the Interview Panel as though to the Cathedral Congregation on the Revised Common Lectionary Readings for the Eucharist (Joshua 2:1-14, Psalm 23, John 8:1-11)

The post of Residentiary Canon is a Lord Chancellor's appointment. The Bishop and Dean will be guided in making the appointment by a panel consisting of:

The Rt Revd Vivienne Faull, Bishop of Bristol

The Very Revd Dr Mandy Ford, Dean of Bristol

Mrs Peaches Golding, Lord-Lieutenant of Bristol

The Revd Canon Andy Delmege, Canon Missioner, Birmingham

The Revd Canon Debbie Dewes

In attendance:

Ms Helen Dimmock,

Ecclesiastical Secretary to the Crown and Lord Chancellor