



**RESIDENTIARY CANON**  
at Chelmsford Cathedral

Application Pack

*As the Father has sent me, so I send you.*

*John 20.21*



## **A MESSAGE FROM NICHOLAS HENSHALL DEAN OF CHELMSFORD**

*Thank you for your interest in the post of Residentiary Canon here at Chelmsford Cathedral. In the following pages you will find an outline of the role and an introduction to the context. I would also be delighted to talk to you and answer any questions you may have.*

“As the Father has sent me, so I send you” (John 20.21). This has been the text that has shaped the mission and ministry of Chelmsford Cathedral over the last five years. We have been working together to serve the networks of the city, county and diocese in creative and imaginative way and sought to use our building genuinely as space for everyone.

At this point in our journey, we are looking for a new full time residentiary Canon who can work with our creative and committed lay and ordained team as we continue to take forward this mission and respond to this calling.

You will see from the role description that we place our daily prayer together at the centre of everything we do and as the heartbeat of the Cathedral. Alongside this core commitment to our collegiate life come the specific responsibilities of the role. These are identified here under the title “Canon for Evangelism and Discipleship”. We are seeking a colleague who will help us develop what we offer in learning and nurture for people of all ages – and we are particularly aware that we have little provision for those in the early stages of exploring faith. A colleague who will help us realise the potential of the Cathedral as a place in which and from which we can better tell the Christian story for the many thousands who walk through the doors each year. A colleague who will flourish in this collegiate context.

Cathedrals are currently at the forefront of mission in the Church of England, and exciting places to work. It would be great to hear from you if you feel that God is calling you to join in this work.

With my thanks and best wishes.

*Nicholas*

*As the Father has sent me, so I send you.*



# RESIDENTIARY CANON AT CHELMSFORD CATHEDRAL

## Chelmsford

Chelmsford is one of the newest cities in the UK and is a great place to live - a vibrant city centre with easy access to London (35 minutes to Liverpool Street Station) to the west and the Essex countryside and coast to the east.

The Cathedral is at the geographical centre of the diocese and is home to thriving congregations which continue to develop. But the wider challenge for the Cathedral is how a small cathedral, punching above its weight and seeking to make a difference, can serve a large and complex region and the wider networks of the diocese.

## Mission and ministry

The mission and ministry of the Cathedral are rooted in John 20.21: "As the Father has sent me, so I send you" and is expressed in the four themes of the Strategic Plan - the Cathedral as:

- a thriving, outward facing community
- the church of the Bishop
- a community shaped by worship
- public space for everyone

The Cathedral - as the national church's free gift to the diocese - seeks to use its resources in the service of the networks of the city, diocese and region, delivering much of its ministry through the strength of its partnerships.

You can find out more information about Chelmsford Cathedral by visiting the website ([www.chelmsfordcathedral.org.uk](http://www.chelmsfordcathedral.org.uk)). To arrange an informal conversation with the Dean please contact the Dean's PA, Marion Palmer at [marion.palmer@chelmsfordcathedral.org.uk](mailto:marion.palmer@chelmsfordcathedral.org.uk) or on 01245 294492.

## **What we are looking for** *(see role description and person specification for detail)*

An outstanding practitioner and enabler of others in evangelism and discipleship training with proven experience of growing congregations, developing leaders in mission and engaging people in life changing nurture, and a clear track record of being able to deliver effectively across a wide spectrum of traditions and contexts.

A priest in Anglican orders with wide experience who has been ordained for at least six years. A person of lively, enthusiastic faith with deep roots, characterized by generous orthodoxy in belief and practice; with a passionate vision for the work of an evangelist and the task of forming people as disciples in the way of Christ.

Organisational competence - a person who can manage a demanding portfolio effectively, who is wise in the use of their own time, with strong relational and inter-personal gifts.

## **What you can expect from us**

A team of colleagues who pray, think and act collegially in a cathedral that increasingly seeks to reflect and serve the core spiritual life and worship of the diocese. You will have proper accountability through regular supervision and annual appraisal; investment in training and development; a spiritual base in the daily prayer and Sunday worship of the cathedral; a modern house in the centre of Chelmsford; and a desk in the open plan Cathedral office.

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## **Being a Residentiary Canon at Chelmsford Cathedral**

The Residentiary Canons work with the Dean, a small committed lay staff and a large number of volunteers in taking forward the core mission of the Cathedral. This mission, founded on John 20.21, is the dynamic at the heart of the Cathedral's life. It is expressed in worship, teaching, hospitality, social outreach, and – as the church of the Bishop – shares in the Bishop's ministry as evangelist and teacher across the diocese.

The core work of the Dean and Residentiary Canons is the daily prayer. They commit to pray Morning and Evening Prayer together daily and normally share in the daily Eucharist.

The Canons with the Dean share a range of governance and executive functions. All of them are *ex officio* members of the Cathedral Chapter, the Cathedral's governing body, which meets nine times a year, normally on Tuesdays. The Dean and Canons normally meet weekly with the wider ministry team for *lectio divina* and reflection. The ministry team – the Dean, two Commissioners Canons, one residentiary canon in a shared role with St Mellitus College, and a full time Youth Worker – work alongside a committed lay staff and music staff, sharing a common vision.

A working week for the Dean and each of the Canons, including prayer and preparation, is typically 60 hours.

## **CANON FOR EVANGELISM AND DISCIPLESHIP**

The Bishop of Chelmsford is seeking to appoint an able and imaginative priest to the post of Canon for Evangelism and Discipleship at Chelmsford Cathedral who can contribute to the development of the core mission of the church here at a time of change and opportunity.

### **What we are looking for** *(see role description and person specification for detail)*

A priest in Anglican orders with wide experience who has been ordained for at least six years. A person of lively, enthusiastic faith with deep roots, characterized by generous orthodoxy in belief and practice; with a passionate vision for the work of an evangelist and the task of forming people as disciples in the way of Christ. We are looking for organisational competence - a person who can manage a demanding portfolio effectively, who is wise in the use of their own time, with strong relational and inter-personal gifts.

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A team of colleagues who pray, think and act collegially in a cathedral that increasingly seeks to reflect and serve the core spiritual life and worship of the diocese. You will have proper accountability through regular supervision and annual appraisal; investment in training and development; a spiritual base in the daily prayer and Sunday worship of the cathedral; a modern house in the centre of Chelmsford; and a desk in the open plan Cathedral office.

Tenure: the Canonry is held under Common Tenure with a Statement of Particulars (see the Chelmsford Handbook for Ecclesiastical Office Holders, and the AEC guidance for Common Tenure at Cathedrals).

Stipend: £28,153 p.a. (equivalent rate for a residentiary Canon from April 2018)

Housing: the housing provided is a modern, well maintained four bed Canon's house in the Cathedral Close (Harlings Grove) adjacent to the Cathedral.

## **Role Description**

### *General:*

- you will be an ex officio member of Chapter, the Cathedral's governing body, with full trustee responsibility. As part of induction you will be expected to take part in the national Chapter training. Chapter meets nine times a year plus a 36 hour residential
- you will be an ex officio member of the Senior Executive Team which meets weekly to deliver Chapter decisions and monitor operations
- you will be responsible to the Dean for regular supervision and annual appraisal / Ministerial Development Review

*Alongside the generic responsibilities of a residentiary Canon you have specific responsibility for:*

### *Discipleship:*

- you will have responsibility for developing existing and new learning opportunities for study and nurture within the congregation and for new enquirers
- you will work with the Canon for Worship and Music to identify and develop complementary patterns of worship and new congregations
- you will be the Chapter lead for the Education Team (school visits) and work with the team coordinators in developing the opportunities of the growing relationships with schools
- you will be responsible, on behalf of Chapter, for the Cathedral's Generous Giving programme

### *Evangelism:*

- you will engage with the Bishop's Staff and diocesan staff generally to ensure that as the seat of the Bishop the Cathedral actively supports the work of the Bishop and collaborates with the wider diocese in the development and delivery of its strategy and programmes for evangelism and discipleship, specifically the on-going development of the priorities of *Transforming Presence*
- you will form good working relationships with diocesan officers working in clergy development, training and evangelism
- you will form robust partnerships for the delivery of your core tasks within the networks of the city including covenant churches, ecumenical partners and the independent churches

### ***The first 12 to 18 months:***

You will join the Cathedral at a time of significant development in the ministry team. The Canon for Worship and Music has only recently been appointed and there have been significant changes in the role descriptions of all members of the ministry team. You will therefore have a key role – as one of the Commissioners Canons – in shaping the ministry team going forward. It is therefore essential that you are comfortable with elements that are provisional and are happy to review your role description with the Dean and other stakeholders on a regular basis in the first 18 months.

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## Person specification

We are looking for a gifted and able person to fulfil this significant brief.

You will be:

- an imaginative and resilient priest who has been in full time ordained ministry for at least six years
- a person who is sustained by the Cathedral's pattern of daily prayer and Sunday worship
- a person who thrives in a complex, demanding environment and enjoys working in multidisciplinary teams
- an outstanding practitioner and enabler of others in evangelism and discipleship training with proven experience of growing congregations, developing leaders in mission and engaging people in life changing nurture, and a clear track record of being able to deliver effectively across a wide spectrum of traditions and contexts
- naturally collaborative and relational in your work style, with clear positive experience of working well with lay and ordained colleagues - equally able to take responsibility and share responsibility
- someone who takes seriously their own spiritual and ministerial accountability

You will have:

- demonstrable experience in governance and an excellent understanding of corporate responsibility
- clear experience of handling a complex role with a significant workload, with excellent organisational and administrative skills
- experience of managing staff and volunteers through regular supervision and appraisal

## Chelmsford

Chelmsford is one of the newest cities in the UK and is a great place to live - a vibrant city centre with easy access to London (35 minutes to Liverpool Street Station) to the west and the Essex countryside and coast to the east. The region covered by the diocese is the whole of the ancient county of Essex, stretching from Clacton on Sea to Canning Town and from Southend to Saffron Waldon. It contains some of the wealthiest places in the region and the single most deprived community in the UK. The population continues to expand rapidly because of the ease of access to London, and populations continue to become more and more diverse.

## Applications

Applications, including the clergy application form outlining your reasons for applying for this post and what you believe you could offer must be received by 5.00 pm on Monday 4 January 2019. Please send applications by email to [ruth.collin@chelmsfordcathedral.org.uk](mailto:ruth.collin@chelmsfordcathedral.org.uk)

Long list interviews will take place on Monday 14 January 2019 and the final interviews will take place on Monday 4 February 2019.

You can find out more information about Chelmsford Cathedral by visiting the website ([www.chelmsfordcathedral.org.uk](http://www.chelmsfordcathedral.org.uk)). To arrange an informal conversation with the Dean please contact the Dean's PA Marion Palmer at [marion.palmer@chelmsfordcathedral.org.uk](mailto:marion.palmer@chelmsfordcathedral.org.uk) or on 01245 294492.

*If you are invited for interview you will be asked to produce evidence of your eligibility to work in the UK. Offers of employment are subject to satisfactory reference and a Disclosure and Barring Service (DBS) check at enhanced level.*

Contact us at [www.chelmsfordcathedral.org.uk](http://www.chelmsfordcathedral.org.uk)  
Tel: 01245 294492

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