



LINCOLN
CATHEDRAL

Application Pack

Canon Missioner

September 2023



Welcome

Dear Applicant

Thank you for your interest in this role.

The Diocese of Lincoln is one of the largest dioceses in the country, stretching from the Humber Estuary in the north to the Wash in the south. We are home to a population of just over a million people, living in a variety of different settings, including the urban centres of Grimsby, Cleethorpes and Scunthorpe in the north, the city of Lincoln at the centre, significant market towns such as Boston and Grantham, the coastal strip of Mablethorpe and Skegness, the many new housing developments being built across the county, and the many, many small towns, villages and hamlets which mark our landscape. The Cathedral needs to be the 'mother church' for them all.

Across the Diocese our aim is to grow the Church, in both numbers and depth, through attention to what we see as our core tasks: faithful worship, confident discipleship and joyful service. Our vision is to be a healthy, vibrant, sustainable Church which leads to transformed lives and communities across the whole of Greater Lincolnshire, so making a difference in God's world. Our longing is to see the Cathedral both modelling this vision, and playing its part in making it real across the wider Diocese.

To aid us, the Diocese has agreed a new way of working under the heading 'A Time to Change Together' (TTCT). We are proud of the way we have developed this not as a centrally envisioned master-plan, but out of a process giving churches, people and ministers a real voice in determining their own future, and how, working in partnership and collaboration with others, can each best serve the communities in which they are set with the transforming news of the Gospel. It is still early days, but we are excited by the journey we are on, thankful for the way different churches across the Diocese have engaged, and are looking forward to seeing how God will lead us through the next stages.

Bishop Stephen Conway will begin his ministry as Bishop of Lincoln following his installation on 11 November 2023. The process to appoint a new Dean of Lincoln is underway, and interviews are scheduled for the New Year. Canon Simon Jones was appointed as Interim Dean for nine months and will leave Lincoln at Christmas. Another Interim Dean will be appointed to cover the period between Simon's departure and the installation of the substantive Dean. So, whoever joins us in this new role of Cathedral Canon Missioner joins us at an exciting time for the Diocese. We hope that as you read the rest of this profile you will be able to discern whether you are being called to join in this journey with us.

The Rt Revd Dr David Court
Bishop of Grimsby & Acting Bishop of Lincoln
(on behalf of The Rt Revd Stephen Conway, Bishop of Lincoln)

Dear Applicant

At an exciting time in the life of the Cathedral and Diocese, the Chapter of Lincoln Cathedral has created this new, senior, full-time post of Canon Missioner. Drawing on a growing sense of confidence among members of the Cathedral community, and a genuine desire to embrace new opportunities and challenges, the person appointed will play a key role in enabling the Cathedral to fulfil its strategic priorities in the next period of its history.

Worship and mission are at the heart of the Cathedral's life. It aspires joyfully to proclaim the love of God in worship, outreach, service and welcome to all. In a five-year strategy document published in 2022, the Cathedral committed itself to five strategic themes: 'Shared endeavour; Worship and mission; Learning and discipleship; Financial and operational sustainability; Welcome and hospitality; and Partnerships'. It also stated its desire to 'be part of the church's mission to the whole nation, to be exemplars of best practice in mission, as we are in worship and heritage'. This year the Cathedral's Chapter and Senior Leadership Team have been working together to take forward this strategy by identifying specific aims for the short, medium and long term. The new Canon Missioner will play a significant role in contributing to this ongoing conversation, and developing the Cathedral's understanding of, and confidence in, mission.

During the months since I joined the Cathedral, I have been in no doubt that this is a time of great opportunity for Lincoln. There is considerable support for the Cathedral from a number of quarters both within and outside the Church. Excitement and positivity from within the Cathedral community about its future is matched by that in the Diocese following the appointment of Bishop Stephen Conway. Cathedral, City, County and Diocese have much to offer the successful candidate.

I would be very happy to have an informal conversation with anyone considering applying for this post. To arrange a time, please contact the Dean's EA, Katie Grainger (dean@lincolncathedral.com).

The closing date for applications is 12 noon on Wednesday 20 September 2023. Interviews will take place in Lincoln on Thursday 5 October 2023. Shortlisted candidates will be invited to arrive in time for Evening Prayer at 5.30pm on Wednesday 4 October.

Thank you for your interest in this post.

The Revd Canon Dr Simon Jones
Interim Dean of Lincoln

About Lincoln Cathedral

Lincoln Cathedral is first and foremost a church, the seat of the Bishop of Lincoln and a centre of worship and mission.

Sitting on top of the escarpment above the city of Lincoln, it is a powerful symbol of God's presence, and a source local pride. A minimum of three services take place in the Cathedral each day. It is the 'mother church' of Greater Lincolnshire and holds many of the county-wide services of celebration, commemoration and memorial.

Lincoln Cathedral is a place of pilgrimage with the Shrine of St Hugh at its heart. People come here to seek God, to learn more about faith, or to take time out of a busy day for quiet reflection. It is a place of welcome and hospitality where people of any faith or none are encouraged to feel at home. Alongside this, the making and nurturing of Christian disciples is an intentional part of our ministry.



There is a real richness and variety in the way the Cathedral building is used. We welcome thousands of visitors from across the world, and provide floor, tower and roof tours throughout the year. Many hundreds of children come to our annual schools' festivals, and we offer schools' tours and trails throughout the academic year. Significant musical and dramatic events take place annually, whether it is a visit from the Hallé Orchestra, our Cathedral Choir's performances of the Bach *St John Passion* and Handel's *Messiah*, mystery plays, Lincoln's Jazz Festival, or candlelit concerts by a variety of tribute acts.

Lincoln Cathedral is an exceptional building with an international reputation. It continues to inspire and delight people from around the world. We rely on an exceptional team of employees and volunteers to ensure that the full range of its activities is worthy of its mission and its commitment to the community.



The Life of the Foundation

The Cathedral is currently governed by its Constitution and Statutes under the Cathedrals Measure 1999, which next year will be replaced by revised Constitution and Statutes under the Cathedrals Measure 2021. The Cathedral Chapter, chaired by the Dean, is the governing body of the Cathedral. Under the new measure its members are charitable trustees. The members of the Chapter include, in addition to the Dean and Residentiary Canons, a Non-Residentiary Canon who is a parish priest, and four Lay Canons with a range of expertise and experience.

The day to day operational life of the Cathedral is overseen by the Senior Leadership Team, chaired by the Chief Operating Officer (Chapter Clerk), Dr Tracy Buckby, who is the senior lay officer of the Cathedral. Its membership includes the Dean and two Commissioners' Canons, the Chief Finance Officer, the Clerk of Works, the Director of Music and the Director of Visitor Experience and Enterprise.

Following the appointment of the new Canon Missioner, the clergy team will consist of the Dean, two full-time Commissioners' Residentiary Canons (Precentor and Missioner), a non-stipendiary Residentiary Canon (who is also the Diocesan Secretary), and a number of volunteer Priest Vicars and retired clergy. The ministry team also includes two licensed Readers, a number of ordained and lay duty chaplains, and a pastoral group.

The post of Canon Chancellor is currently vacant. It is envisaged that, in 2024, this will be linked to a Diocesan post and that the new post holder will be a Diocesan Canon whose Cathedral responsibilities will include oversight of the Cathedral library and collections.



People

The Cathedral is a living wage employer with some 85 staff. 80 staff work for the Cathedral directly and 5 for Lincoln Minster Shops (a wholly owned subsidiary company). The Cathedral is one of eight cathedrals to maintain its own Works Department.



The Chapter Office is led by the Chief Operating Officer. Under her leadership the operation is being steadily strengthened and restructured to meet the demands of the future, and specifically to capitalise on the investment of Lincoln Cathedral Connected. This 12-million-pound project provided the Cathedral with a new Visitor Centre, including a Café, Shop, Education Suite, Exhibition Gallery and Conference Space.



The Music and Vergers' Departments are overseen by the Precentor. The Interim Dean is currently overseeing the Education Department, and is also the Chapter member with responsibility for the Library and Archives. The fabric of the Cathedral and its 80 properties is maintained and cared for by the Works Department, overseen by the Clerk of Works in collaboration with the Chief Operating Officer and two Masters of the Fabric (currently the Interim Dean and a lay member of Chapter).



The Cathedral is extremely fortunate in having more than 500 volunteers deployed across a whole range of activities, many of whom travel some distance to offer their assistance. In common with many other cathedrals, Lincoln would be a much poorer place and key elements of our service provision would not be possible without this band of dedicated people who give of their time and expertise so generously.

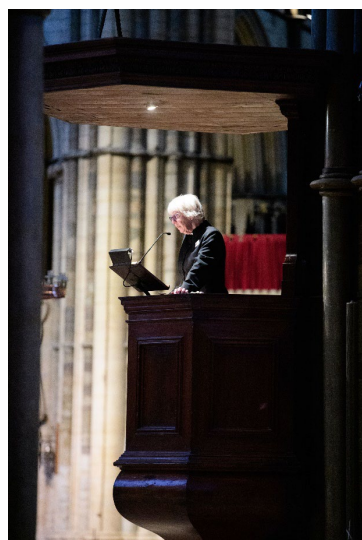


Worship

Worship lies at the heart of the Cathedral's life and mission. Morning and Evening Prayer are said or sung daily and the Eucharist celebrated at least once a day. The active participation of the Dean and Residentiary Canons in the Cathedral's liturgical life is seen as a priority, and is an important sign of the Cathedral's commitment to pray for the Diocese, the wider Church, the local community and the world.



The Cathedral has a lively and committed congregation of Sunday and weekday worshippers. The vocation of a cathedral congregation is a particular one and many members make a significant contribution to the life of the Diocese and that of the Cathedral, including as volunteers. Most of the Cathedral's choral services are livestreamed on YouTube and Facebook. The potential to develop this aspect of the Cathedral's outreach and ministry is recognised.

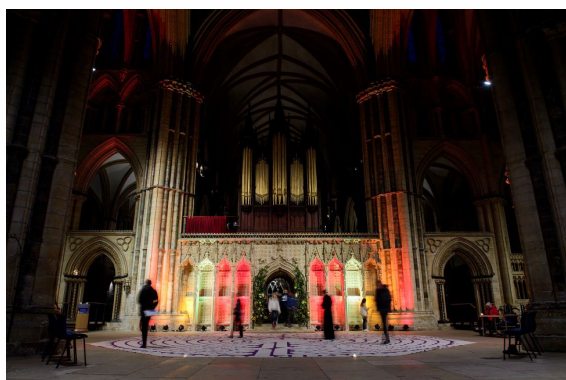


A large number of groups and organisations such as the County Council and the city's universities use the Cathedral each year for various ceremonies and events, and it is adept at responding to their various needs. It lies in two adjoining but very different parishes in a city which is over-provided with churches. The Canon in Residence and Duty Chaplains ensure that a priest is available throughout the day and the dependability of its liturgical framework means that many who would not describe themselves as members of the Cathedral congregation avail themselves of worship, time for reflection or spiritual advice during the working week.



The worshipping tradition is liberal catholic, in which choral music plays an important part. The regular congregation contains people of different ecclesial backgrounds, who are often joined by significant numbers of visitors from around the world. A Sunday School meets during the Sunday Sung Eucharist, and there is a themed bimonthly informal evening service, After Hours. The Cathedral is committed to preserving and

developing excellence in liturgy and music and, at the same time, drawing more people into its worshipping life by developing new partnerships within the city, county and Diocese, and offering services in a range of different styles.





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Current Pattern of Services

Sundays

7.45am Litany
8.00am Eucharist
9.15am Mattins
10.00am Sung Eucharist
12.30pm Eucharist
3.45pm Choral Evensong

Weekdays

8.00am Morning Prayer
8.30am Eucharist (Tuesday and Thursday)
12.30pm Eucharist
5.30pm Choral Evensong (Evening Prayer on Wednesday)

Saturdays

9.00am Morning Prayer
12.30pm Eucharist
5.30pm Choral Evensong



Education

The Cathedral has a vibrant education department engaging with a significant number of schools across the region. Staffed by two full-time employees and a large team of volunteers, it offers a wide range of workshops, guided tours and self-led visits, as well as a varied programme of activities during the school holidays. The new Learning Centre and hands-on Discovery Centre enhance the experience of those who visit. The schools' programme for 2023-24 can be found [here](#).



The Wren and Medieval Libraries draw many visitors to Lincoln. Though closed at present for essential repair work, they are normally open to the public between April and October. The Cathedral is also known for its various collections, including manuscripts, early printed books and modern reference books, as well as church plate and vestments. An online catalogue on the Cathedral website provides details of all of the items held in the Cathedral collections. Each year visiting scholars are welcomed to the Cathedral to consult items as part of their research.



Title of Position: Canon Missioner

Responsible to: The Dean of Lincoln

The appointment is made by the Bishop of Lincoln (represented in this process by the Bishop of Grimsby) in consultation with the Dean and Chapter.

The Canon Missioner will hold a significant role in the Cathedral as a Residentiary Canon and member of Chapter and the Senior Leadership Team, sharing fully the responsibility for all aspects of the Cathedral's life. Day to day responsibility for particular aspects of that life is delegated to individual members of Chapter and the Chief Operating Officer, and through them to senior members of staff, within a clear commitment to collaborative and collegial practice.

The Canon Missioner will be responsible for developing the mission and outreach of Lincoln Cathedral and the pastoral care of its congregations. The Canon Missioner will also have oversight of the Education Department and act as line-manager for the Education Manager.

To fulfil the duties of their role, the Canon Missioner will need to develop a close working relationship with a number of other employees and volunteers, including the Residentiary Canons and members of the Ministry Team and Cathedral Pastoral Group, the Chief Operating Officer, the Duty Chaplains' co-ordinator, the Vergers, the Visitor Experience Manager, the Director of Visitor Experience and Enterprise, the Librarian, the Curator, and the Volunteer and HR Coordinator.

Main Responsibilities

Chapter and Senior Leadership Team

To share in the responsibilities of Chapter and the Senior Leadership Team, espousing the principles of excellent and transparent governance and collaborative working, to lead in areas of responsibility, and to serve on committees as required.

Core duties include:

- Being committed to daily attendance at Morning and Evening Prayer in the Cathedral (unless taking a rest day, holiday or away on other duties) and to share fully in the liturgical life of the Cathedral.
- To act as Canon in Residence (with the Dean and other Residentiary Canons, normally in two-week periods, on an annually agreed rota), ensuring all services are covered, and a response is made to urgent pastoral and administrative matters.
- Attend and participate fully in Chapter and Senior Leadership Team meetings, and other committees of which the Canon Missioner is a member.
- Share in the preaching and teaching ministry of the Cathedral.

Specific Duties

The Canon Missioner will have responsibility for

- Developing the mission and outreach of Lincoln Cathedral in line with the five marks of mission of the Anglican Communion.
- Deepening the Cathedral's engagement with the City, County, and Diocese, and with ecumenical partners and other faith communities.
- Developing the Cathedral's response to issues of social justice, including the environment.
- Enabling visitors to interpret the Cathedral in a way that reveals the Christian faith.
- Developing and growing the Cathedral's in-person and online congregations.
- Leading the Cathedral's Pastoral Care Team.
- Exercising a chaplaincy role for staff and volunteers.
- Developing the gifts of the worshipping community through teaching and creating opportunities for lay ministry.
- Overseeing the Cathedral's Education Department and having line management responsibility for the Education Manager.
- Developing the Cathedral's ministry to children and young people (including engagement with schools).
- Developing courses for Christian enquiry, exploration, and nurture.
- Coordinating preparation for baptism and confirmation.

Person Specification

Essential (E); Desirable (D)

- Have been a priest of the Church of England, of a member church of the Anglican Communion, or of a church in full communion with the Church of England, who has been in holy orders for at least six years. (E)
- Hold a degree or equivalent professional qualification with supporting evidence of continuing ministerial development. (E)
- Are a person of prayer, theologically astute, who is attentive to their own spiritual life. (E)
- Are a leader of people, with the ability to influence, inspire and engage; willing to be held accountable and to hold others to account, and to work collaboratively with a variety of people and stakeholders. (E)
- Can demonstrate an ability to line-manage colleagues and invest in their professional development. (E)
- Are numerate in Governing Body level financial decision-making and competent in the management of a budget. (E)
- Are an experienced pastor with a track-record of growing regular worshippers in faith and in numbers. (E)
- Are a confident and creative leader of worship in a variety of settings, and an engaging and articulate preacher. (E)
- Have proven pastoral skills, and experience of leading a pastoral team. (E)
- Have a keen awareness of safeguarding adults at risk and children in the church environment. (E)
- Have the ability to plan proactively, work to strict deadlines and have good personal and time management skills. (E)
- Have excellent oral and written communication skills. (E)
- Be able to perform well under pressure with the energy and ability to handle a complex and heavy workload, and to work with flexibility and imagination. (E)

- Be competent in the use of IT and prepared to undertake skills training if necessary. (E)
- Have exercised a significant leadership role in the Church, whether in a parish, diocese, Cathedral or chaplaincy, or in some other sphere. (D)
- Have experience of working on, or with, a Board of Trustees or Governing Body. (D)

Other Information

- This full-time appointment as a Residentiary Canon under Common Tenure will be made by the Bishop of Lincoln, advised by the Dean and Chapter of Lincoln; the stipend is that of a Residentiary Canon (currently £31,405 per annum).
- Accommodation will be provided in a Cathedral property, free of rent, Council Tax and water rates. A 75% contribution towards heating, lighting, cleaning and reasonable gardening costs will be made by the Cathedral Chapter.
- The Cathedral Chapter will pay a resettlement grant of up to £8,000, to be used to cover removal expenses, and the costs of items such as carpets, curtains and white goods, in line with the tax provisions and payable against submitted receipts.
- Agreed expenses of office will be reimbursed in full upon production of receipts.
- An enhanced DBS clearance is required for this post.

Health & Safety:

Under the Health and Safety at Work Act 1974, whilst at work, you must take reasonable care of your own health & safety and that of any other person who may be affected by your acts or omissions. In addition, you must cooperate with the Organisation on health & safety and not interfere with, or misuse, anything provided for your health, safety, or welfare.

Safeguarding:

All staff and volunteers are expected to demonstrate a commitment to safeguarding the welfare of all children and adults who may be vulnerable, who are involved with and/or visit the Cathedral. This will include adherence to policies and procedures, following good practice in relation to their own behaviour and conduct and undertaking any safeguarding duties commensurate with their specific role.