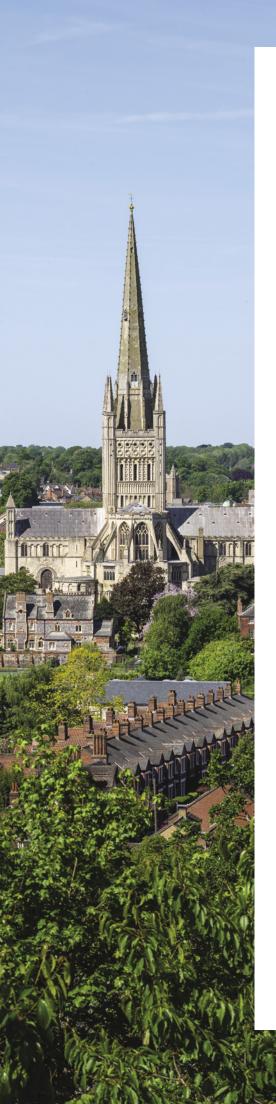


# NORWICH CATHEDRAL

Canon Pastor
(Residentiary Canon)



## Letter from the Bishop and Dean

Thank you for your interest in the role of Canon Pastor at Norwich Cathedral. This is a role rich in possibilities and will be central to deepening and developing the life of the whole Cathedral community as it seeks to share ever more fully in the mission and ministry of God.

We are seeking an experienced, wise, compassionate and collaborative priest and pastor who will:

- take the lead in the pastoral care of the Cathedral congregation and community
- enable the Cathedral congregation to grow in faith, living out their shared vocation to be a people being transformed by Christ - prayerful, pastoral and prophetic
- creatively resource the Cathedral's hospitality and welcome to its many pilgrims and visitors, enabling them to encounter the faith to which the Cathedral bears witness

In return, the Cathedral offers a creative and supportive context for ministry. The Canon Pastor will be working collaboratively with congregations, staff and volunteers, ministering within a clergy team that includes the Dean, Canon Precentor and Canon Librarian. They will be a member of the Senior Management Team, playing a key part in the delivery of Chapter's vision and the smooth running of the Cathedral's operations.

As a member of the Cathedral Foundation, the Canon Pastor shares fully in the duties of being a residentiary canon and member (trustee) of the Cathedral's governing body, the Chapter.

We hope that you will find the information in this pack helpful as you discern whether God is calling you to apply for this post. If you would value an informal conversation with the Dean ahead of applying please do make contact by email at dean@cathedral.org.uk.

We welcome applications from a diverse range of candidates.

Grace and peace be with you as you consider this role.

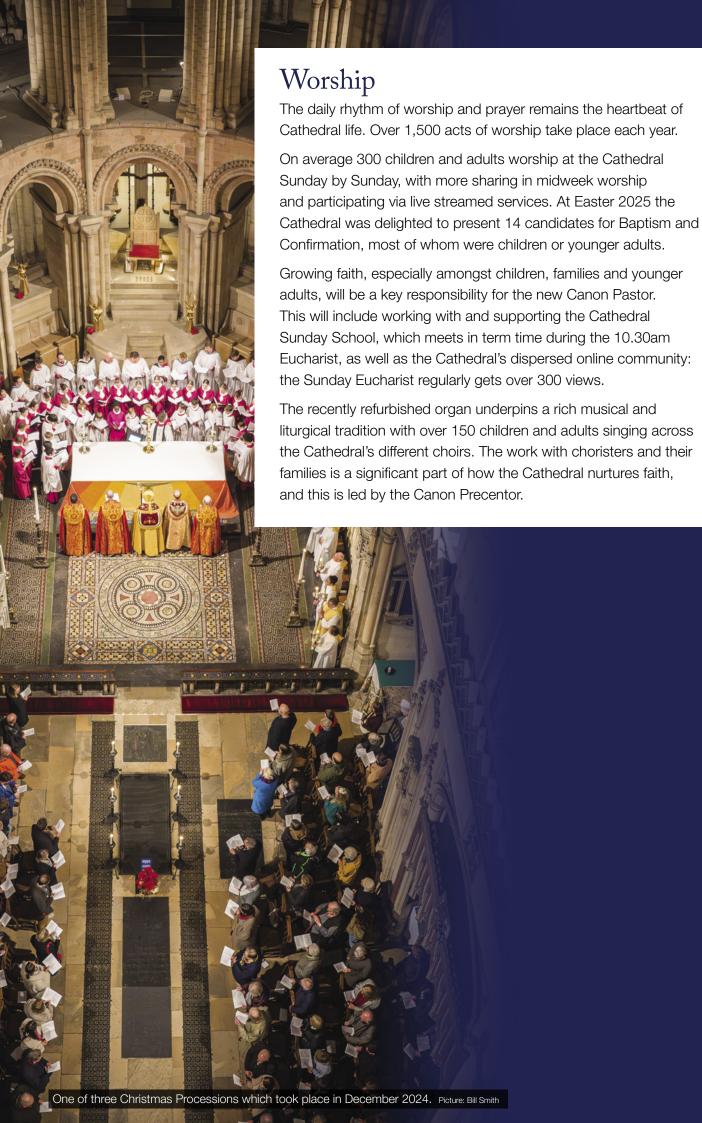
## The Rt Revd Graham Usher Bishop of Norwich

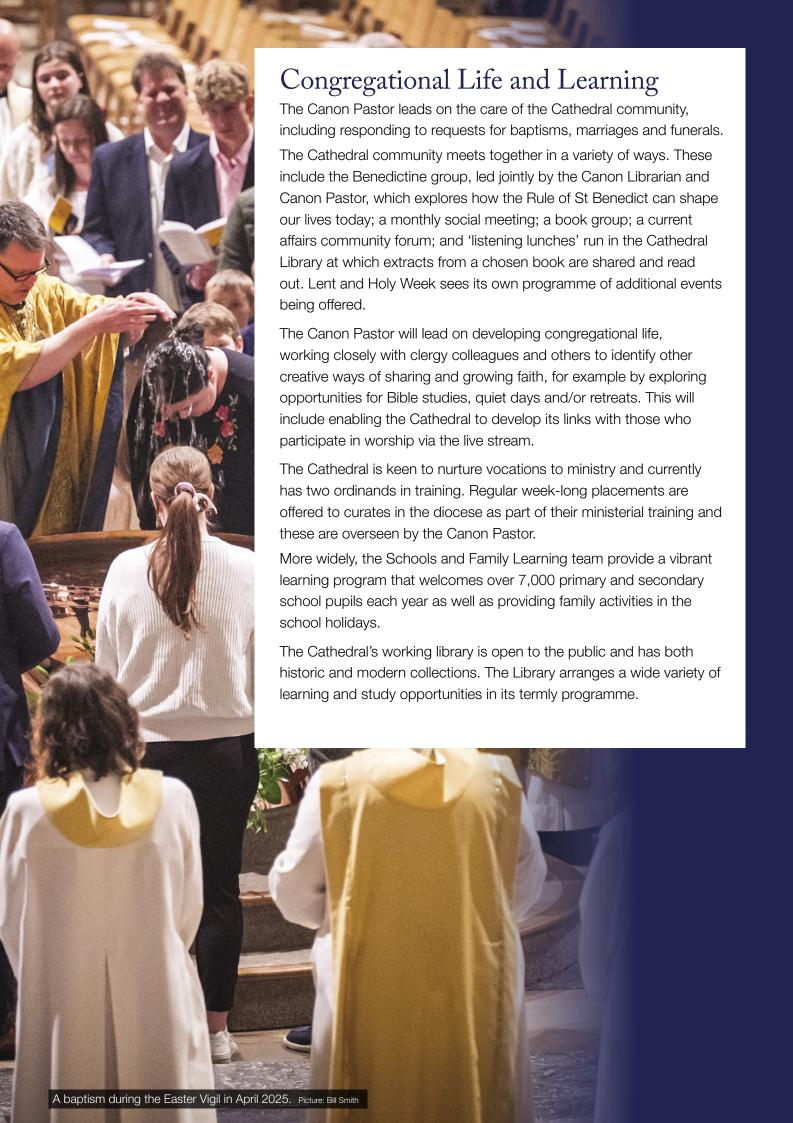


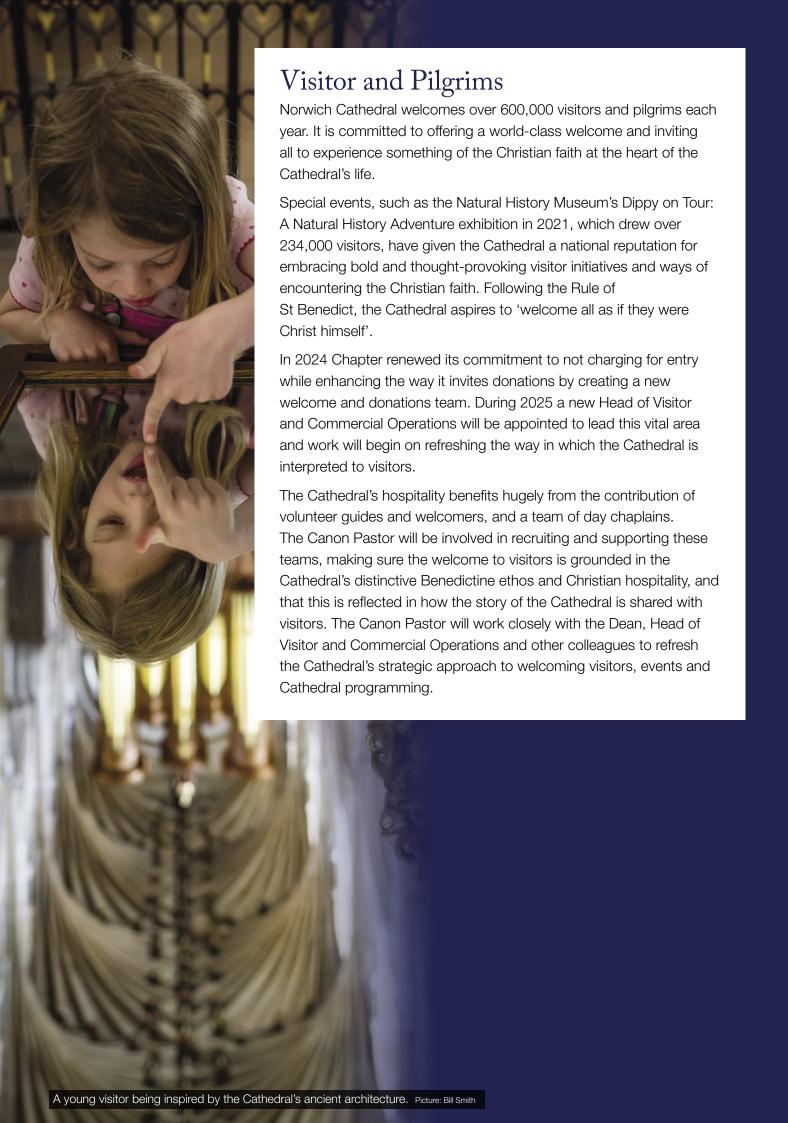
## The Very Revd Andrew Braddock Dean of Norwich



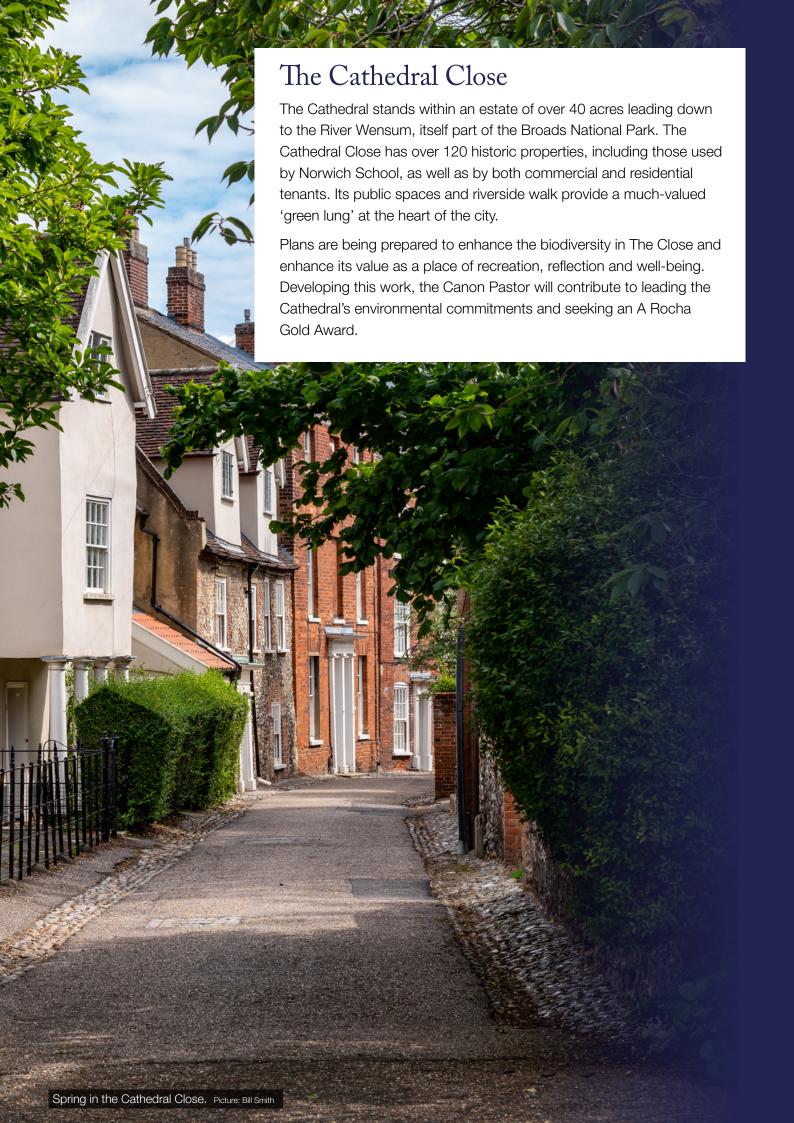














#### The Role of Canon Pastor

The role of the Canon Pastor will be crucial to deepening and growing the life of the Cathedral community. It has three distinct aspects:

- As Canon Pastor, leading the pastoral care of the Cathedral community, enabling the congregation to grow in faith and contributing to the Cathedral's ministry of hospitality
- As a Residentiary Canon, taking a full part in the ministerial duties, liturgy and wider life of the Cathedral Foundation
- As a member of Chapter, taking a strategic role as a Trustee responsible for the good governance of the Cathedral

In discharging their office and ministry, Residentiary Canons are under the oversight of the Bishop, responsible to the Dean, and accountable to Chapter through the Dean. They share together in mutual responsibility one to another, and in shaping the collegiate life of the Cathedral Foundation.

#### Canon Pastor

#### Pastoral Care of the Cathedral Community

- Lead and coordinate congregational pastoral care, renewing and developing the pastoral group, including its role in visiting and Home Communions.
- With the wider clergy team, lead on the welcome and inclusion of new congregation members, drawing them into the life of the Cathedral community, and (with the Canon Precentor) seek opportunities to grow a more diverse worshipping community.
- Lead on the pastoral offices: baptisms, confirmations, marriages and funerals, and developing the sacramental Ministry of Healing.
- Take lead responsibility for work with children and families, including supporting and resourcing the Cathedral Sunday School.
- Lead on pastoral care for the wider Cathedral community, including staff, volunteers and the Close residents, offering a ministry of generous hospitality including used of the Canon Pastor's house provided for this purpose.

#### Enabling the Cathedral Congregation to Grow in Faith

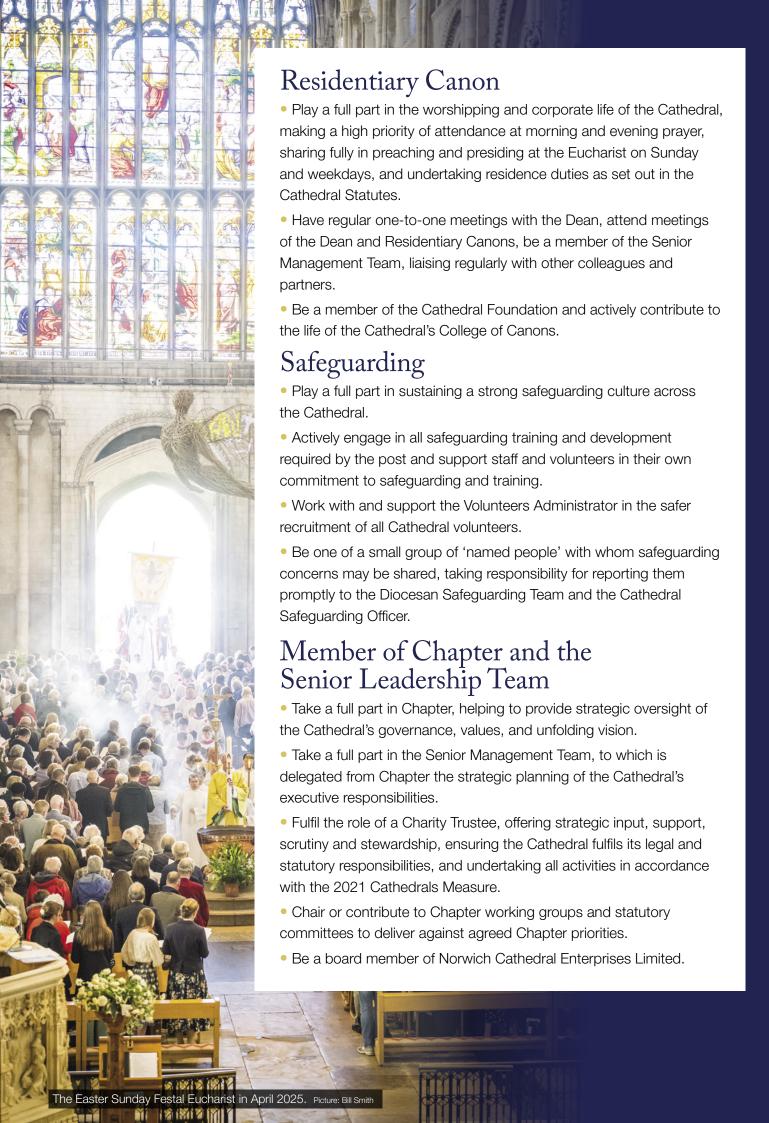
- Enable congregation members to make creative connections between faith and daily life so that, echoing the diocesan vision, we may be transformed by Christ as a people called to be prayerful, pastoral and prophetic.
- Chair and facilitate meetings of the Cathedral worshipping community, overseeing the community roll, and working with the Marketing and Communications Manager to ensure good communication with members of the Cathedral community.



- Deepen relationships with the Cathedral's online congregations enabling them to participate more fully in the life of the wider Cathedral community.
- With the Canon Librarian, oversee, enable and develop different Cathedral groups, including the book group, Benedictine group, monthly coffee mornings, Silence in the Cathedral Group and the Cathedral's engagement with pilgrimage.
- Develop provision of regular Bible study opportunities and other ways of exploring Christian faith and practice together, discerning what evangelism looks like in a Cathedral context and nurturing vocations.
- Plan and facilitate the Cathedral's Lent programme of events and speakers.
- Facilitate congregational involvement in the Cathedral's social responsibility work, including volunteer support for Hope into Action, English Plus, and Christian Aid; overseeing the Cathedral Alms Committee; and developing links with other charities the Cathedral supports.
- Lead and enable the Cathedral's environmental commitments, including achievement of the A Rocha Gold Award.

#### Cathedral Hospitality and Welcome

- Work closely with the Dean and Head of Visitor and Commercial Operations, to shape the Cathedral's Visitor Engagement Plan, refreshing the Cathedral's approach to welcoming visitors, events and Cathedral programming.
- Work closely with the Head of Visitor and Commercial Operations, Marketing and Communications Manager and other colleagues on Cathedral interpretation, ensuring all visitors and pilgrims have an opportunity to engage with the Cathedral as a place of Christian worship and ministry.
- Lead on the recruitment of Cathedral volunteers, supported by the Volunteers Administrator and working with the relevant Cathedral head of department, ensuring volunteers understand and value the Cathedral's purpose and ethos, and following safer recruitment best practice.
- Grow and lead the team of Cathedral Day Chaplains, providing them with training, resources and a regular review as a key part of the Cathedral's welcome to visitors and pilgrims.
- Coordinate the Cathedral's placement programme for clergy and lay people exploring faith and ministry, including placements for curates; welcoming parish and deanery groups; and developing a programme of Cathedral retreats and quiet days.





### Qualifications

The successful candidate should have:

A degree in theology or equivalent pastoral qualification A demonstrable commitment to continued professional development

## Background and Experience

We are seeking a priest-colleague who:

- Is experienced in pastoral work within a church setting, and is calm, emotionally intelligent, empathetic and committed to team working
- Is a team-player, effectively and generously collaborative, while also showing evidence of individual initiative and leadership
- Is committed to the rhythm of the Daily Office, being a person of prayer grounded in the life and practice of the Christian faith as the Church of England has received it
- Has a strong track record in establishing positive relationships and facilitating successful partnerships with both internal and external stakeholders, for the benefit of the whole community
- Has a commitment to social and environmental justice and demonstrable experience of embedding its principles and practice in a church setting
- Has a proven track record in managing staff and volunteers, with an ability to adapt management styles to different teams and individuals
- Can think and act strategically, balancing competing needs and priorities while maintaining a sense of humour and humanity
- Has been in Anglican holy orders for at least six years, and brings maturity and experience to the role

## Knowledge

We are seeking a priest-colleague who:

- Understands the distinctive contribution of Cathedrals to the life and mission of the Church of England and has a strong appreciation of Cathedral worship
- Can think, speak and write reflectively, theologically and accessibly about the Christian faith in a pastoral and missional context
- Has the ability to work flexibly and collaboratively in a busy and complex environment and can cope with ministry in an outward-facing context
- Will uphold and assist in the development of the vision of the Dean and Chapter and has proven experience of, or potential to develop, skills in senior management either in the church or elsewhere
- Is IT literate and possesses strong administrative skills



