



Candidate Information Pack

CANON MISSIONER

July 2022



Welcome from The Dean, The Very Reverend Peter Howell-Jones

Thank you for your interest in the post of Canon Missioner at Blackburn Cathedral.

The Bishop and Chapter recognise that we are at an exciting moment in the life of the Cathedral and Diocese and we live with a sense of expectancy, trust and anticipation in what God has in store as a new chapter of Cathedral and Diocesan life unfolds.

We seek to appoint an experienced and accomplished priest with a heart for Mission, evangelism and Christian discipleship in succession to Canon Dr. Rowena Pailing who has served our community with energy, creativity and an outstanding commitment to service across the region. We seek a colleague who has a heart for the north, is determined to make Christ known and who will flourish, thrive and inspire others through our rich tradition of worship, liturgy, and community engagement.

Our Cathedral story brings together almost 1,500 years of Christian witness on this site. It's a story of faith lived out in the lives of Lancashire people who have chosen to put Jesus at the heart of their community. It's a story of change and ambition, of hard work and dedication, of trust and hope in a God who changes lives and communities.

The opportunity to be part of any Cathedral community is an amazing privilege. Working with colleagues to help shape and develop the future growth and impact of Blackburn Cathedral by telling the story of Jesus and helping people to encounter God through worship, and service to the community is indeed a rare opportunity to step out in faith and allow God's ambition to inform your life and ministry.

I look forward to receiving your application.

With every blessing

A handwritten signature in black ink that reads "Peter Howell-Jones". The signature is fluid and cursive, with "Peter" on the first line and "Howell-Jones" on the second line.

The Very Reverend Peter Howell-Jones
Dean of Blackburn



Context

Located at the heart of a town facing significant economic and social challenges, Blackburn Cathedral strives to embody in our life together, our actions and proclamation to be “Good News for Lancashire”. Through confident proclamation, abundant joy, costly love and self-giving service, we are committed to building the Christian community at Blackburn Cathedral and engage more effectively across our town and county. It is an exciting moment and we look forward to what the future holds and the next phase of our journey will reveal.

As the largest Church in Blackburn, the Cathedral has an important role of active participation in Christian life and witness locally through working closely with Church of England parishes and other Christian colleagues. The mission field is a challenging one and it is hoped that our new Canon Missioner will help us to engage more fully with an outward focused agenda.

The Cathedral’s Education department is busy in its encouragement of both Church of England and community schools and other community groups to use the Cathedral as an educational resource. Our work is well respected by the local authorities. Visits in 2022 returned to pre-pandemic levels and are now reaching capacity level for an Education Officer employed for two days a week. In 2021 we saw significant engagement through the knife angel project.

Blackburn Cathedral has long been associated with the “Presence and Engagement” agenda. As a beacon to the Christian faith within a town with a large South Asian heritage population (28% in Blackburn with Darwen local authority and higher in the town itself), the Cathedral has achieved much in recent years and its work is considered to be a model of good practice in inter-faith relationships. Whilst we do not expect the next Canon Missioner to be an inter-faith specialist we will be looking for someone who will be confident and articulate in expressing the Christian faith in a variety of contexts.

The Cathedral’s Mission and Strategy

The Cathedral’s Strategic Plan launched in 2019, is a response to the Diocese of Blackburn’s Vision 2026 – ‘Healthy Churches Transforming Communities’. As the seat of the Bishop, we see our role as working in partnership with the Bishop and Diocese and our strategy is very much about growth, engagement and discipleship.

When he arrived in 2017, our Dean, brought with him significant experience across the cathedrals world, having previously worked at two cathedrals as Vice Dean (Chester) and Director for Mission & Evangelism (Birmingham). Under his leadership, Chapter have undertaken a complete review of our governance structures, operations and mission focus, and we continue to take bold decision to deliver our strategic objectives.

It has been said many times that Blackburn Cathedral punches well above its weight and we continue to be ambitious in our thinking and have a high aspiration for the future. In reappointing the role of Canon Missioner, Chapter are affirming once again their commitment to an outward focused, mission minded cathedral. Our aspiration is to recruit an outstanding Residentiary Canon as Canon Missioner, who will be willing to play a full part in the overall Leadership of the Cathedral and bringing with them the relevant skills, knowledge and experience to help deliver our strategic and mission aspirations.

As disciples of Jesus, how we form ourselves as community, worship and work together as colleagues has an important impact on communicating the gospel we proclaim. We anticipate that the next Canon Missioner will be able to fully embrace these principles.

Cathedral Governance

Since 1999, cathedrals have been governed in accordance with the Cathedrals Measure. The Measure stated the purpose of cathedrals and specified how they are to be governed. In 2021, a new Cathedrals Measure was adopted and all cathedrals are currently transitioning to comply with this new legislation.

Moving forward, all cathedrals will be governed by the Cathedral Chapter (Body Corporate) which has the task of administering the affairs of the cathedral. Chapters are formed of both clergy and lay people, who act as fiduciaries of the charity and manage the cathedrals’ affairs. The composition of the Chapter varies from cathedral to cathedral but the Dean and all Residentiary Canons are members, as are a number of other

people whose numbers and methods of appointment are specified in a cathedral's governing documents, known as its Constitution and Statutes. The Chapter is chaired by the Dean.

The Chief Financial and Operating Officer is the senior lay member of staff at the Cathedral and is responsible to Chapter for administrative support, the general operations of the Cathedral, and for matters of statutory compliance across the Cathedral's operation. The Dean, Commissioners' Canons and Chapter Clerk meet weekly to progress operational matters.

Diocese of Blackburn

Passionate about the renewal of Parish life and committed to a strategy for growth, the Diocese of Blackburn is an exciting and fulfilling place to minister. Vision 2026 was born in 2015 to help unite the Diocese under a common vision and purpose to make disciples of Jesus.

The vision is unapologetically an agenda for growth, challenging parishes to be healthy churches that transform their communities. It also lays out four ways in which this over-arching goal can be achieved: Making Disciples, Being Witnesses, Growing Leaders and Prioritising Children and Young People. To make disciples we are raising levels of prayer, helping regular patterns of bible reading to be established and encouraging generous giving of time, talents and treasures. To be witnesses, many parishes are setting up new local congregations at different times and in different places to reach out to new groups of people as well as showing God's love in action through projects that meet a local human need. New leaders are emerging as we seek to enable and equip those God is raising up in our midst for lay and ordained ministry. And our focus on children and young people is enabling creative thinking to raise up a new generation for Jesus Christ.

As a Diocese, we are inspired by confidence in the Gospel and are ambitious in our desire to make new disciples for Jesus Christ. We are committed to mutual flourishing, to maintaining clergy numbers and to investing in training for new curates. The Cathedral is very much supportive of and committed to this agenda and look forward to welcoming a Canon Missioner who is equally passionate about mission, evangelism and growth.

As Canon Missioner, you will hold significant relationships with senior leaders across the Diocese and region. Supportive of 'Vision 2026: Healthy Churches Transforming Communities' you will work closely with the Dean to ensure that the Cathedral is effective in embracing this agenda.

Person Specification

To be considered for the role of Canon Missioner you will need to demonstrate that you are:

- I. 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 6 years.
- II. Hold a Degree or equivalent qualification or experience, with supporting evidence of continuing ministerial development.
- III. Have worked collaboratively with a Board of Trustees or Governing Body, collectively and individually.
- IV. Are excited about the potential for Cathedrals in mission, value the ethos of cathedral liturgy and worship, are committed to corporate prayer in the Daily Offices, and endorse the quest for excellence in every aspect of Cathedral life and ministry.
- V. Are numerate in Governing Body level financial decision-making and competent in the management of a budget.
- VI. Have a good working knowledge of ICT, social media, electronic diary and entirely comfortable with digital technology.

ROLE DESCRIPTION

There are two commitments within this appointment

1. Commitments: Area 1 Canon Residentiary
 Area 2 Canon Missioner

2. Role Title: Canon Missioner

3. Responsible to: The Dean of Blackburn

4. Principal duties:

Area 1 Canon Residentiary

Worship is at the heart of our community and the daily office forms a strong foundation for our community life together. The Residentiary Canons are expected to be committed to Morning and Evening Prayer in the Cathedral and to share fully in public worship.

The Canon Missioner is fully involved in the liturgical life of the Cathedral, including regular Sunday and weekday Eucharistic presidency and preaching. Rota's are drawn up well in advance, and where possible external invitations, especially in the Diocese of Blackburn, are supported.

Working under the leadership of the Dean, the Canon Missioner will be a full member of the Cathedral Chapter with Trustee responsibility, attending and participate fully at monthly Chapter and weekly management meetings. In addition, all Residentiary Canons represent Chapter on other committees and bodies as required.

Residentiary Canons undertake residency duties as part of a Rota.

Area 2 Canon Missioner

The Canon Missioner holds a significant and important role at Blackburn Cathedral having the primary responsibility for the mission outreach, faith development and learning of the regular congregations, visitors and wider community, children, and schools. Communicating the faith is an integral part of the role and the successful candidate should have excellent communication and leadership skills to build a collaborative and creative working environment

The Canon Missioner will need to maximize the outward facing mission opportunities available to the cathedral and across the Diocese.

The Canon Missioner will also oversee mission education delivery across the Cathedral Community and offer a significant contribution to Christian thinking and proclamation both within the Church and more widely in the public square.

Main Duties and Responsibilities

- To develop the Cathedral's role as a place of mission education, theological learning and reflection.
- To develop the regular opportunities for Christian enquiry, nurture and fellowship.
- To develop further the work across the Cathedral congregations to help inform their faith in daily life, and reach out in mission to those around us.
- To explore ways in which our proclamation of the Christian faith can contribute to wider debates, including political, social and economic aspects of our lives.
- To oversee a fresh interpretation of the Cathedral building, enabling all visitors to discover more of the Christian faith.
- To co-ordinate the educational work of our regular congregations on behalf of Chapter and to line manage the Education Officer, assisting in the development of the education work currently being undertaken with schools, and to establish, as far as possible, a partnership with the Diocese's Board of Education.

- To coordinate children's ministry offering support, direction and creative conversations with the committed team of volunteers.
- Developing further community links and relationships to enhance outreach in the town and surrounding area, engaging with those not frequent visitors and those who are less obviously open to the Cathedral's work
- In collaboration with the Dean, to oversee the development of hospitality within the life of the cathedral and help to develop the ministry of Welcome including the role of volunteers in this area.
- Further develop the Cathedral's mission engagement helping to embrace and embed the Diocesan mission strategy, Vision 2026 as part of our own mission focus.
- To participate in regional and national networks to share good practice and learn from other colleagues and contexts.
- To share in the delivery of pastoral care to the Cathedral's congregations, staff and wider community
- To oversee Safeguarding provision as the designated Chapter member
- We recognise that creative colleagues' may also wish to pursue other areas of work to help further the strategic mission objectives of the cathedral. We would be supportive of such developments within the overall framework of the developing Cathedral strategic plan and in agreement with the Dean.

Spirituality & faith

Cathedrals are complex faith communities and it is essential that the Canon Missioner is well grounded in their own faith and be someone who will flourish in the context of cathedral life, worship and mission.

The Canon Missioner should be confident and articulate about the Christian faith within the public square and be willing proactively to engage with opportunities as they arise.

Reflecting the nature of faith development, we are seeking someone who is committed and willing to continue exploring their own faith and theological thinking.

Experience

The Canon Missioner will be a person who can evidence their effectiveness in enabling others to discover the Christian faith and to grow in that faith, with proven leadership skills, education experience, management and organisational skills. An ability to manage complexity and uncertainty will be essential.

To be conversant with current trends and developments in theology and mission education and who can demonstrate skills as a practical and reflective theologian and mission practitioner are important.

Experience in a large parish church or cathedral would be helpful but not essential.

Leadership and Management Style

The Canon Missioner will be a person with significant experience of leading and managing people, including volunteers and who can thrive under the demanding nature of a mission focused faith development role.

A person with energy, integrity, talent and humour, who will stand for the priority of the spiritual development and mission engagement in the Cathedral.

Leading by example, inspiring trust, loyalty, co-operation and commitment from clergy and wider lay community, from staff and volunteers, the Canon Missioner will enable them to grow in faith and gain confidence to relate that faith to daily life.

Communicating the faith is an integral part of the role and the successful candidate should have excellent communication and leadership skills to build a collaborative and creative working environment

The Canon Missioner will have highly developed sense of self-awareness; worldly wise with excellent spoken and written communication skills, able to promote, explain and, where necessary, to defend Chapter's policies and decisions within and beyond the Cathedral.

5. Safeguarding

The Canon Missioner will embrace the role of Chapter Safeguarding Lead, to ensure that all members of staff (employed and volunteers) under your management and leadership understand and are compliant with the Cathedral Safeguarding policy.

As a member of the Cathedral Safeguarding Group the Canon Missioner will help to ensure that the Cathedral Chapter is compliant in all areas to do with Safeguarding and good practice within the Church of England.

To monitor and when necessary check that employees and office holders are conversant and compliant with Chapter policy.

6. Key Cathedral Relationships

Dean	Chapter
Precentor	Cathedral staff and volunteers
Education Officer	Cathedral Council
Cathedral Wardens	Congregations
Chief Financial and Operations Officer	
Cathedral Safeguarding Officer	

7. Freedom of Action

The Canon Missioner will at all times be expected to work within the remit of the appointment as set out in the role description and within the framework of the Cathedral policies and procedures as amended from time to time by the Chapter of the Cathedral.

8. Terms and Conditions

Appointment

The appointment as a Residentiary Canon under Common Tenure is made after consultation with the Dean, by the Bishop of Blackburn.

This is a Common Tenure post – a Statement of Particulars will be issued to the post holder. Residentiary Canons are also appointed according to the Cathedral Statutes. The post will be offered subject to a satisfactory enhanced DBS application and proof of eligibility to work in the UK.

Reporting

The Canon Missioner reports to the Dean of Blackburn, who conducts the annual Ministerial Development Review, with input from lay and clergy colleagues.

Stipend

Stipend is in accordance with the Church Commissioners pay scale for Residentiary Canons.

Pension

Pension provision will be in accordance with the Church of England Pensions Boards' Funded Pension Scheme.

Accommodation

Accommodation is provided rent, rate and water charge free for the better performance of their duties, and is in accordance with the terms set by the Cathedral under Common Tenure.

Removal Expenses

The Cathedral will reimburse agreed removal expenses against three quotes.

Working hours

As a senior member of Chapter, the remuneration is such as to expect the post holder to work such hours and times as to fulfil the duties of the position. Weekend work and out of hours work is required. The post holder should be flexible in their approach to hours worked as these will be dictated by operational needs. Chapter colleagues work together to allow one full day off during each week.

Annual Holiday

Office holders occupying a full-time post are entitled to forty-two days annual leave (including a week after Christmas and after Easter) in any calendar year without deduction of the stipend to which the office holder is entitled.

Place of Work

Office space is provided in Cathedral Court in open plan office accommodation. There is also a study within the house provided in Cathedral Close which is hard wired to the Cathedral IT system. Facilities are also available within the Cathedral Office Complex to be booked for meetings.

Induction

The Cathedral supports a culture of professionalism and mutual accountability, including a pattern of induction, which the post holder is expected to follow. The Canon Missioner will meet regularly with the Dean to assess both formally and informally progress on work and performance.

Training

Training needs are assessed continuously and the diocesan Ministerial Development Review scheme allows recommendations for appropriate training to be made.

Health and Safety:

The Canon Missioner will be required to comply with Health and Safety policies, rules and procedures and be subject to an enhanced DBS.

Expenses

Legitimate working expenses for the better performance of their duties, will be reimbursed in full on submission of a Cathedral expenses claim form in accordance with Chapter policy.

Equal Opportunities

Blackburn Cathedral is an equal opportunity employer insisting on and promoting equality of opportunities.

How to apply and timetable

Blackburn Cathedral is committed to a process of Safer Recruitment. Your personal information will be processed in accordance with GDPR. To apply for this position, you must therefore complete the application form provided.

Applications must be received by midday on Thursday 29th September 2022 and short listing will take place on Monday 1st October 2022. Application forms should be returned either by post to: Pauline Rowe, Cathedral Office, Cathedral Close, Blackburn BB1 5AA; or by email to:
pauline.rowe@blackburncathedral.co.uk

Interviews will take place at the Cathedral Offices in Blackburn on Wednesday 12th October 2022. Further details regarding the selection process will be communicated when applicants are invited for interview. The appointment will be subject to satisfactory references.

Should you wish to have a confidential discussion about this role, please contact Pauline Rowe, Executive Assistant to the Dean (01254 277431 or pauline.rowe@blackburncathedral.co.uk) who will make appropriate arrangements for you to speak with the Dean.

We will, of course, respect the privacy of any conversations or expression of interest regarding this post, whether formal or informal.