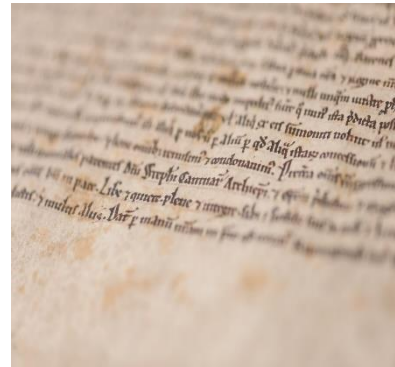
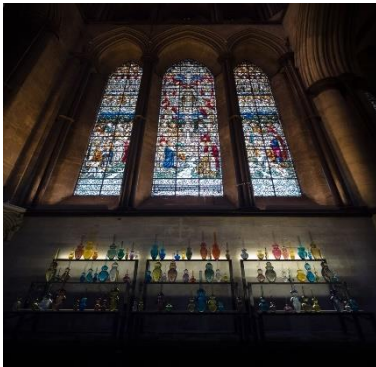


# DEAN OF SALISBURY

Information for Applicants



# INTRODUCTION

Salisbury Cathedral is a beautiful building, a testimony to the faith and practical skills of the medieval craftsmen who built it; but it is much more than a historical monument. It is a living church and a place of prayer. As the Cathedral Church of the Salisbury diocese it is Mother Church of 450 parishes in Wiltshire and Dorset. It is also a centre for hundreds of thousands of visitors every year, a complex network of worshippers, staff, volunteers and clergy as well as a substantial business operation.

This largely rural diocese is committed to the renewal of inherited forms of Church alongside a mixed economy of over 90 new worshipping communities and hospitality based events aimed at reaching people new to Church. The Cathedral shares in the diocesan commitment to **“Renewing Hope – Pray, Serve, Grow”** and this lies at the heart of its Christian witness. Hope holds together past, present and future giving meaning and purpose to existence.

For the Cathedral, Hope calls the next Dean to step into the riches of its history and tradition while enabling the discernment of how these might be renewed; its worship and witness brought to life for the current age and time. The Dean will be key to leading an exploration of purpose, culture and ethos, to enabling the Cathedral to re-articulate this in its mission and in extending its worship and welcome alongside regular services and events.

Pilgrims come to Salisbury to seek inspiration in the glory and peace of the building and surrounding Cathedral Close. Whether people come to worship, to marvel at or climb up to Britain's tallest spire, to be awed by the beauty and scale of the Cathedral interior or to study the original Magna Carta in the Chapter House, it seeks to welcome all and be a place in which those who seek God find God.

Balancing the many purposes of a cathedral - often complimentary, often competing - lies at the heart of the ministry a Dean.

“Our aim is ambitious. We want to make a significant difference to those who visit, work, volunteer or live alongside us. We recognise the complex and rapidly changing nature of contemporary society and the impact this has on individual lives and communities.

We believe that in the midst of ambiguity and uncertainty, the message of Jesus Christ is one of hope.

We are confident that He transforms lives and brings healing and unity. If we are to be relevant in this world and make a difference in people’s lives, then we need to engage with and respond to the changes happening within it.”

*Salisbury Cathedral Strategic Plan 2017-2022*





# FROM THE BISHOP

## Seeking and Finding the next Dean of Salisbury

The Diocese of Salisbury is geographically large and spreads from the Marlborough Downs to Dorset's Jurassic coast across most of Wiltshire, Dorset, Poole and North Bournemouth. It lacks a singular urban focus but Salisbury Cathedral is such an iconic building that it works well as the mother church of the diocese in which the Church is about Renewing Hope. The three questions that have been asked throughout the diocese are also key in the appointment of the Dean:

- *What do you pray for?*
- *Whom do you serve?*
- *How will you grow (and help us to grow)?*

The Cathedral is a place of prayer and worship where there is a formal style and dignity which the Dean will need to enjoy and cherish. In this there needs to be a 'relaxed strenuousness' as well as an effective imagination that helps make this a creative community in which people are given the framed space in which to meet God.

The Dean will preside in this community in a way that engages a wide variety of people and holds them to the core purposes of the cathedral. (S)he will be a good communicator, able at Christian apologetics in a time of change and uncertainty. To do this (s)he will need to be an even better listener to Church and society so as to help this particular Christian community read the signs of the times and respond intelligently and imaginatively. With colleagues and members of the congregations, the Dean has the task of articulating the mythology out of which this cathedral lives.

Historically Sarum's liturgy has significance beyond itself. The daily offices, the rhythm of the week and annual pattern of the liturgical year are usually attractive of the necessary critical mass of people for the Cathedral's liturgy to be not just a going concern but sometimes really vibrant. The presence of Sarum College draws in visitors and adds to the cathedral's regional, national and international significance. In this it is good to be ambitious about standards, creativity, imagination and influence.

Every cathedral has a number of ways in which people relate to the building, its community and purposes. People are attracted by the beauty and history of the building, the scale and significance of worship, the quality of music and preaching, the arts and education programmes and a commitment to witnessing to social justice. The Cathedral is a large community with considerable numbers of people actively engaged in parts of it.

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The Dean will need to be capable of challenge in a way that will get the best from people who are central to the life of this place – clergy, staff and volunteers - and create new possibilities for this mostly self-consciously confident and accomplished community. There is some recognition that the cathedral has to get beyond its comfort zones to engage with younger and socially more diverse groups and individuals. That is a challenge to social, cultural and liturgical style as well as to content.

Being a member of the Bishop's staff is part of how the Dean relates to the diocese. (S)he has a key part in developing the evolving strategic thought about the diocese. This engagement might be particularly helpful in developing the relationship of the cathedral with local churches. Salisbury Deanery itself works closely as Churches Together. The cathedral plays an important part in our international relationships with the Anglican Church in the South Sudan and Sudan, the Evangelical Lutheran Church of Latvia and the Roman Catholic Diocese of Evreux. (S)he has unique opportunities to engage with the civic, community and cultural leadership of the city and region. This has to be done in partnership with the Bishop and his suffragans. We need someone who is strong relationally and able to gain confidence and depth quickly with a wide range of people.

As Bishop I have national responsibilities for Ministry with and among Deaf and Disabled People and am the Church of England's lead bishop on the environment. It is essential that the Cathedral supports me in these ministries and seeks to be exemplary in its accessibility and welcome as well as in the care of creation. We have made a good start, stimulated particularly by the Precentor's own needs and determination to minister effectively from his own experience and also by a growing environmental awareness and engagement with Eco Church for which we are working for the silver award.

As we approach 2020 and the 800<sup>th</sup> anniversary of the founding of the Cathedral there are a number of opportunities to engage with the city of which the cathedral is the sometimes rather forgotten organising principle. Subtlety will be needed as well as clarity of purpose in collaborating without dominating both within The Close and in the city.

In large measure the Dean has a responsibility that is shared with colleagues for the culture and ethos of the cathedral community and for the interface between those who are employed and those whose contribution is voluntary. This is a post requiring high levels of organisational and spiritual intelligence and skill. It is undoubtedly a difficult and challenging job. For the person who is called by God this is the most exciting of roles and tasks. I look forward to working with him/her in this shared ministry.

*+Nicholas Sarum*

# ABOUT THE ROLE

The key theme of the ministry of the next Dean will be to build upon and bring to life what is, and to enrich and develop existing hopes and plans. The [Cathedral's website](#) provides a detailed insight into its current life and ministry and also into its sense of direction as set out in its [2017 -2022 Strategic Plan](#). The previous Dean left a strong legacy with good corporate governance and planning in place. The Cathedral is also making a transition from a long period of major building restoration and the Cathedral now has the opportunity to reflect on its ministry and purpose.

The panel would like to draw out five themes for the ministry of the next Dean which, in its view, will provide a frame for the next stages of the Cathedral's journey and mission.

- Releasing the spiritual energy and imagination of people and place for worship, witness and service;
- Communicating the transforming story of the Gospel through the building and in the sacred space;
- Renewing the vision for the contemporary mission and ministry of the Cathedral drawing on its deep traditions, its recent and distant past, and its current hopes;
- Exploring the possibilities for partnerships within the Church and across the communities served; and
- Holding the spiritual leadership of the Cathedral with the leadership and management of the organisational life of the Cathedral.

The Cathedral celebrates its 800<sup>th</sup> Anniversary in 2020 - an opportunity for its mission and ministry to be celebrated and shared.

## Releasing the spiritual energy and imagination of people and place for worship, witness and service.

The Cathedral is a place of prayer and worship with a formal style and dignity which the Dean will need to enjoy and cherish. Creating the space for encounter with Jesus Christ through the “beauty of holiness” lies at the heart of its ministry; the daily offices, the rhythm of the week and the pattern of the liturgical year underpin its work and life. The quality of music, the splendour of the building and the nature of the preaching encourage many in their life of faith and the Dean will wish to continue to stimulate and awaken spiritual and mission opportunities through these. The Christian life is not a static one and colleagues, visitors, volunteers, worshippers and workers can be encouraged to explore how they might step into service and witness in and to contemporary society in new and different ways. Similarly, the committees and structures of the whole body corporate need to continue to be deeply connected to and challenged by this spiritual heartbeat.

The ministry of the Dean as the spiritual and worship leader of this community will be fundamental. The legacy of the Sarum Rite means that this Cathedral is deeply connected to the possibilities of liturgy and although it was renewed by a previous Bishop and Dean, the time may have come for an exploration of fresh meaning and expression for those who are seeking God in their own age. The Cathedral’s Liturgical Plan is available [here](#).

This ministry also calls for a creative theologian who can nurture and develop existing and new disciples while also acting as an apologist for Christianity inside and outside the walls of the Cathedral. This ministry is an opportunity for a Dean who can bring God and Gospel into contemporary society through imaginative and relevant theology.



## Communicating the transforming story of the Gospel through the building and its sacred space.

Salisbury Cathedral is an iconic and great building set in the context of one of the most beautiful Cathedral Closes in England. The grain of the Cathedral building would have many stories to tell as it has been shaped and reshaped over centuries. In 2019 the Major Repair Programme (MRP) will draw to a close. This has been a major project seeking to repair and conserve the Cathedral fabric for future generations.

The Cathedral is a major visitor destination (260 thousand visitors in 2015) and [events space](#). It has a reputation for edgy and prophetic arts installations and as a significant venue for concerts. Some are drawn to the lawns which surround the building and others to the space inside. Its combination of tranquillity and splendour provide a particular context for an encounter with the Christian faith for those who may not have been seeking it. Discerning how to make best use of these opportunities while balancing the tensions between the ongoing worship and reaching out to those who come prompted by curiosity, culture and heritage lies at the heart of the ministry of the Dean of any historic cathedral.

The Chapter has given extensive thought to envisioning and planning for the future use of space within the Close. Its [Master Plan](#), which is supported by Wiltshire Council, sets out its aspirations for future building developments as well as essential major work. In the next phase options will need to be explored more deeply, wider consultation undertaken and development funding sought. The plan seeks to ensure the best possible management of the Cathedral and Close while enriching their encounter with heritage and tradition, stories and treasures – with the transforming power of the Gospel story at its heart. Building work will always be part of the life of this Cathedral and any new Dean will need to be committed to ongoing development.

Renewing the vision for the contemporary mission and ministry of the Cathedral drawing on its deep traditions, its recent and distant past, and its current hopes.

Parishes across the Diocese continually explore three questions as they refresh their ministry and mission day by day and week by week:

- What do we pray for?
- Whom do we serve?
- How will we grow?

The Cathedral has set out its hopes for the next five years of its ministry in its [Strategic Plan](#) but like others will need to keep asking itself these questions as time passes and the plan unfolds. Renewal will emerge as the new Dean settles into the place and its story and explores its context and future with those with whom she or he will minister. As it seeks to bring life to its strategic objectives of celebrating God's love, reaching further, making connections, working better together, and honouring an exceptional place, the Cathedral may draw out new emphases and deeper meaning.

The next Dean is not being called to a radical reworking of direction but to enrich and renew a journey which is underway; to enrich the tone not change the task.

## Exploring the possibilities for partnership within the Church and across the communities served.

While the Cathedral stands alone at the centre of the Close its ministry with and through others will deepen connections with other churches serving Salisbury, colleagues from other Christian denominations, local charities and wider community life in the town.

Within the Close, [Sarum College](#) and the [Cathedral School](#) provide particular opportunities. The College, a centre for theological exploration and formation, provides, in addition to space and facilities (which the Cathedral is short of), the possibility for extending the reach of the Cathedral's teaching ministry. The depth of partnership with the school which educates and nurtures Choristers is critical to both institutions. Renewing this connection and exploring the future possibilities for this relationship will be an early priority for the next Dean (who is not the Chair of Governors).

The Close community, drawn to live in the shadow of the Cathedral, are another important responsibility of the Dean as the next stages of the journey for the Cathedral emerge. In addition, as the Cathedral steps outside the walls taking its commitment to social justice into practical action with its [outreach programme](#) further partnerships will inevitably open up more possibilities and touch more people. There are many who seek to serve the common good in the City and the new Dean will have the opportunity to engage with others keen to progress a vision of a fairer society for all.

Like many Cathedrals, Salisbury is not ideally placed geographically to serve its diocese. The minister churches of Wimborne and Sherborne are held in great affection in Dorset and the parish church in Devizes hosts events for those based in Wiltshire. It should perhaps be noted in passing that the most significant urban development in Wiltshire, Swindon, is in Bristol diocese. However, the Cathedral is a significant place for diocesan celebrations and a programme of confirmations and is much used by the Bishop to recognise and encourage ministry across the diocese.

The previous Dean had deep connections with Sudan and South Sudan (as part of the diocesan link) and also with Stanford which is currently involved in a significant archive project. It is hoped that these will continue.

Holding the spiritual leadership of the Cathedral with the Leadership and management of the organisational life of the Cathedral.

### **FINANCE**

Salisbury Cathedral is considered to be a well-run operation and in a sound financial position. It has consistently shown surpluses in the past few years and further information on the financial position is available [here](#).

### **ORGANISATION**

Further information on the organisation is available [here](#). Like many Cathedrals the many volunteers are vital to its ministry.

### **BUILDING**

The focus on the building over recent years means that it is in good repair. However, as with any medieval building repairs and maintenance are continuous. Further information is available in the [Quinquennial Report](#). The Cathedral has its own Stone Masons Yard which is well respected nationally and internationally.





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## WHO WE ARE LOOKING FOR

*The panel is seeking a Dean who will be able to draw together the various strands of this ministry; someone who will be able to build on and develop the legacy they have been left, who will enable the hopes and aspirations of the Cathedral to emerge and be brought to life for mission and ministry for this generation and who will work with colleagues on Chapter to deliver this.*

# ROLE PROFILE

## **PURPOSE OF THE ROLE**

To lead the life and work of the Cathedral Church of the Blessed Virgin Mary, Salisbury and to share with the Diocesan Bishop and other senior colleagues in the oversight of the Diocese of Salisbury.

## **CHALLENGES OF THE ROLE**

These will include:

- Releasing the spiritual energy and imagination of people and place for worship, witness and service;
- Communicating the transforming story of the Gospel through the building and in the sacred space and in preaching and teaching;
- Renewing the vision for the contemporary mission and ministry of the Cathedral drawing on its deep traditions, its recent and distant past, and its current hopes;
- Exploring the possibilities for partnerships within the Church and across the communities served; and
- Holding the spiritual leadership of the Cathedral with the leadership and management of the organisational life of the Cathedral.

## MAIN RESPONSIBILITIES OF THE ROLE

- As Dean and senior priest in the diocese, to share with the Bishop and other senior colleagues in the oversight of the Church's mission, and to be a member ex officio of the Bishop's Council, the Bishop's Staff meeting and the Diocesan Synod;
- As head of the Cathedral foundation and its principal dignitary after the Bishop, to preside over the Cathedral Chapter, with it to direct the life and work of the Cathedral, and to take emergency decisions on behalf of the Chapter when circumstances require;
- To represent the Church in public life across the diocese and county, to grow partnerships with faith and secular institutions, and to contribute to their intellectual, social and theological capital;
- To preside over the College of Canons, working with the Cathedral Council and other statutory bodies, and in collaboration with the Chapter to ensure sound governance across the Cathedral;
- To exercise leadership in the Cathedral's liturgy, preaching and pastoral care, to develop healthy team working, and to be personally committed to its pattern of daily prayer;
- To lead the mission and outreach of the Cathedral, including the presentation and interpretation of its heritage;
- With the Chapter, to have oversight of the Cathedral's development and to lead in securing funds for its long-term future;
- To ensure that the Cathedral's operations are properly managed, including staff, finance, compliance and the care of the fabric;
- To ensure that the constitution and statutes are faithfully observed;
- To exercise responsibility for safeguarding of children and vulnerable adults, the provision of pastoral care of survivors, and creating a culture in which all will flourish and which is coherent with the safeguarding policies of the Church of England.

# PERSON SPECIFICATION

## Spiritual Life

- Rejoice in Cathedral ministry and be nourished and sustained by cathedral rhythms, liturgy and worship

## Theology

- Be an able Christian apologist, an imaginative and creative theologian who can connect Gospel, Church and the contemporary world

## Vision for mission and delivery

- Show fruitful partnership working with others (diocese, local churches, community organisations) in sharing the Good News
- Demonstrate the ability to enable a Christian community with a depth of history and tradition to live out its faith in practical service and witness and for the common good
- Have vision for the cultural and pilgrimage/visitor possibilities for mission
- Be immersed in the traditional Anglican liturgy but have a vision for its contemporary expression

## Engagement in community life and public issues

- Bring a clear vision for the role of the Cathedral in creating a fairer society and show evidence of flourishing partnerships in previous ministry

## Formation of others

- Bring deep experience of enabling others in their formation and discipleship

## Management of resources and structures

- Share experience of bringing plans to life by enabling people to catch the Christian vision behind them
- Have led a significant organisation and demonstrate the management and financial capabilities to hold a professional advisory team appropriately accountable
- Ideally bring experience of overseeing a significant historic building or be interested in heritage

## Leadership of others/Working with others

- Committed to the collegiality of Chapter and show experience of releasing others into their leadership
- Be a resilient, accountable and compassionate leader
- Understand the complexities of change leadership in a church context and demonstrate experience of this

## Safeguarding

- Value and prioritises the safeguarding of children and vulnerable adults
- Demonstrate an understanding of the complexities of safeguarding in cathedrals





# FURTHER INFORMATION

## RESOURCES

A number of resources will provide further information about the ministry of the Cathedral and the Diocese:

- [Salisbury Cathedral website](#)
- [Salisbury Diocesan website](#)
- [Cathedral statistics](#)
- [Annual report and accounts](#)
- [Cathedral statutes](#)
- [Cathedral Newsletter](#)
- [Cathedral organisation chart](#)
- [Sarum College](#)
- [Salisbury City Council](#)
- [Wiltshire County Council](#)
- [Dorset County Council](#)

## STIPEND, HOUSING AND OFFICE SPACE

The current stipend for Deans is £35,500 per annum. The Dean will live in The Deanery, located in the Cathedral Close. Shortlisted candidates will have an opportunity to view the house.

The Dean's Office is based in the Cathedral Offices is next door the Deanery at the East End of the Cathedral.

## FURTHER INFORMATION

If you would like to discuss the role or have questions about the ministry of the next Dean please contact Caroline Boddington on 020 7898 1876 or email [Caroline.Boddington@ChurchofEngland.org](mailto:Caroline.Boddington@ChurchofEngland.org)

# HOW TO APPLY

If you would like to apply, please complete the [application form](#) and [diversity monitoring form](#) and send via email (in Word format) to [ASAOoffice@ChurchofEngland.org](mailto:ASAOoffice@ChurchofEngland.org) with “Dean of Salisbury” in the subject field.

**The closing date for applications is 9am on 19 December 2017.**

The Dean of Salisbury is a Crown Appointment. Canon Sir Hayden Phillips GCB has been invited by the Archbishop of Canterbury to chair the panel which has responsibility for nominating the next Dean of Salisbury. The other members of the selection panel are:

The Rt Revd Nicholas Holtam, The Bishop of Salisbury

The Very Revd Catherine Ogle, Cathedral representative nominated by the Archbishop of Canterbury

Canon Nigel Salisbury, elected Bishop’s Council representative

The Revd Canon Professor James Woodward, elected by the College of Canons

Canon Rosemary MacDonald has joined the panel as a non-voting member.

Canon Caroline Boddington and Mr Richard Tilbrook, the Appointments Secretaries, are also non-voting members.

Shortlisted candidates will be invited to meet with representatives from the Cathedral on **24 or 25 of January** to find out more about the ministry of Salisbury Cathedral and Diocese. Interviews will take place on **25 and 26 January**. Before the interview, you will also be asked to complete a psychometric questionnaire. It is hoped that the candidates and the panel will be able to meet for common worship at the outset of the process although this will not be obligatory.

If you have any questions about the application process, please contact Ashlin Green on 020 7898 1829 or email [Ashlin.Green@ChurchofEngland.org](mailto:Ashlin.Green@ChurchofEngland.org)



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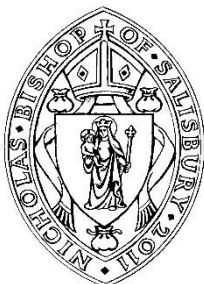


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OF ENGLAND

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