

Dean of York

Briefing pack for applicants



“York Minster invites everyone to discover God’s love through our welcome, worship, learning and work”

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INTRODUCTION

This briefing pack has been prepared to assist those considering applying for the role of Dean of York in their discernment as to whether they wish to put their name forward for consideration for this ministry. Developed by the panel responsible for the appointment, it sets out their perspectives on the priorities for the ministry of the next Dean.



The Cathedral Church of St Peter in York is the seat of the Archbishop of York. As well as being Cathedral to the Diocese of York and the Metropolitan Church of the Province, it stands at the heart of the City of York. For centuries it has been at the heart of religious and political history for the North. Constantine was proclaimed Roman Emperor here; Edwin, first Bretwalda of the Anglo-Saxon heptarchy according to Bede, was baptised nearby in 627, with the first Anglo-Saxon church on the site being built immediately

afterwards. The current Minster stands on Roman foundations, and sits within an 8-acre precinct, the majority of which is a designated scheduled ancient monument. The walls of the Minster echo with the prayers of long-gone voices, and it is this presence of continued prayer which gives Chapter the foundations on which to nurture and grow the living community sustained here today.

Over recent years the Chapter has spent much time discerning the future of the Minster and on developing plans and structures that might, under God, be realised. The task of the new Dean will be to build upon much that has gone before; bringing the love of God to the Minster, to those who worship and serve within its precincts; sharing the love of God with others, creating connections and partnerships across the City and Diocese such that this great gothic building might bring transforming life in Jesus Christ to all.

REFLECTIONS ON THE MINISTRY OF THE NEXT DEAN

The role of the Dean of York is to lead the Chapter and worshippers, staff and volunteers of the Minster in their mission and ministry. The Chapter has already voiced five key purposes in its [Strategic Plan](#) and the panel has consciously used these as the basis for the main challenges in the role profile for the next Dean. The heart of this ministry at this time is the leadership role of bringing these to life in the many facets of the Minster's worship and witness.

The Minster stands in the heart of the City of York as a sign of God's incarnation in Christ in the world. This has been drawn out more explicitly in the slight refashioning of the words from the plan as expressed in the role profile as the panel seeks to emphasise the importance for any Cathedral of holding the complete jigsaw of Cathedral life – worship, mission, tourism, commercial planning, buildings management, museum to name but a few – in and for Christ.

As the panel pondered the role of the next Dean, it found itself focussing on several key themes which threaded through their discussions:

- Continuity
- Connection
- Creativity and Challenge
- Care
- Complexity

Continuity

The role of the next Dean will be to build on and develop; to open- up possibilities within an existing framework yet to refresh. The current [Strategic Plan](#) runs until 2020 and Chapter will commence a review in Autumn 2018 and into 2019. The themes of good governance and building staff capacity have been one area of focus over the last few years and financial management is sound. There are no major concerns about the long-term financial health. Continuing this trajectory is important.

In addition, the [Cathedral Master Plan](#) already has significant momentum. The ideas for the development of the precinct over the next 30 years are currently out for consultation prior to being incorporated into the Neighbourhood plan. The Minster Offices are due to move into St William's College at the end of 2019 and proposals include a refectory, holiday lets and other ideas to improve the visitor experience.

Connection

The Minster is a community of communities and it is important that this network thrives. The School, of which the Chapter is the governing body, sits in the precincts and the Minster is the natural gathering point for Diocese and Province. Reaching out to City and County, the partnership with the City Centre Churches, and the ability to step alongside other clergy in their ministry provide possibilities for connections, as do the open doors in political and educational institutions and the welcome that will be provided by civic leaders. The cultural life in York is vibrant and also an important community for the Dean to engage.

The Minster is the teaching seat of the Archbishop and later this year he will be leading a mission from here in addition to his normal theological teaching days. As the Minster seeks to evolve its ministry as the Cathedral Church of the Diocese of York and as parish churches seek to respond to the changing contemporary context, it will wish to join in this exploration of how church might reach beyond those its normally touches.

Creativity and Challenge

Cathedrals have been described as safe spaces to do risky things in the service of Christ. Enabling Chapter, worshipping communities and staff teams to be open to possibilities is a key role of any Dean. Creativity and challenge can get lost in any large and busy organisation and candidates will be aware of some of the pressures on the Minster over recent years. A Dean who can shape a culture that is open and attentive to opportunities that arise, raise expectancy and bring fresh life to existing plans would be a gift to this cathedral at this time.

Care

Tending to the whole life of the Minster is an area to which the Dean will have a particular calling. As a Christian leader called to hold a shared responsibility with Chapter for a Christian community and a multi-million-pound business, the Dean has a particular role in ensuring that this is lived out as one body and in such a way that each can flourish in their vocation and responsibilities.

Complexity

York Minster is one of Britain's largest cathedrals, with significant mission reach and multiple stakeholders. Inevitably there are different aspirations and priorities in relation to its mission and in relation to the ministry of the next Dean. Leading these various groups through the inevitable paradoxes that emerge from these different perspectives will be another key role for the next Dean.



Safeguarding

The Social Care Institute of Excellence (SCIE) has been commissioned by the Church of England to undertake Independent Safeguarding Audits of all Cathedrals. York, Canterbury, and Gloucester are participating in pilot audits and York Minster's will take place in December.



ROLE PROFILE AND PERSON SPECIFICATION

Purpose of the role

To lead the life and work of the Cathedral Church of St Peter in York and the Metropolitan Church of the Province of York and to share with the Archbishop and other senior colleagues in the oversight of the Diocese of York.

Challenges of the role

To lead York Minster in

- playing an active role, across the Diocese of York and the Northern Province of the Church of England supporting the work of the Archbishop, sharing skills and knowledge and working with communities and partners to further the mission of Jesus Christ;
- inspiring people, through the story of Jesus Christ, through worship, prayer and music and through its heritage and history, onto a journey of personal and corporate transformation in Christ;
- engaging all of its communities in a participative and consultative way;
- placing learning and the transformation of those who worship, work and serve here and of others at the heart of all mission and ministry; and
- managing its business life in accordance with its mission and values in order to cover costs, generate funding necessary to further mission and to sustain its mission and ministry;

Main responsibilities of the role

- As dean and senior priest in the diocese, to share with the Archbishop and other senior colleagues in the oversight of the Church's mission, and to be a member ex officio of the Archbishop's Council, Leadership team and the Diocesan Synod;
- As Dean of the Cathedral Church of the Metropolitan See to facilitate the Archbishop's oversight of the Northern Province;
- As head of the Cathedral Foundation and its principal dignitary after the Archbishop, to chair the cathedral Chapter, with it to lead the life and work of the cathedral, and to take emergency decisions on behalf of the chapter when circumstances require;
- As a representative of the Church in public life in the city, diocese (county, region and nation), 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, to attend the Cathedral Council and other statutory bodies, and as chair of chapter, to ensure sound governance across the cathedral;
- To exercise leadership in the cathedral's liturgy, preaching and pastoral care, to develop team working in its ministry, and to be personally committed to its pattern of daily prayer;
- To lead the cathedral in its mission and outreach, 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, ensuring 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 consistent with the safeguarding policies of the Church of England.

Person specification

Spiritual life
<ul style="list-style-type: none"> Nourished by corporate and cathedral worship and willing to explore more contemporary expressions A personal resilience through faith in God and confidence in Jesus Christ
Theology
<ul style="list-style-type: none"> An engaging and credible theologian and teacher who demonstrates continuing theological learning and exploration consistent with the Church's teaching and discipline
Vision for mission and delivery
<ul style="list-style-type: none"> Brings a creative and engaging vision for the transforming message of Jesus Christ, Committed to building onto existing mission and ministry plans, with creative ideas as to how these might be developed Has a vision for mission which reaches out beyond the precinct to city, diocese and province
Transforming Community
<ul style="list-style-type: none"> An experienced leader in the wider community who has experience of developing effective and community transforming partnerships with organisations outside the Church
Formation of others
<ul style="list-style-type: none"> Committed to creating a learning culture which encourages individuals to flourish and communities to grow
Leadership and working with others
<ul style="list-style-type: none"> An experienced leader of Christian communities who will lead a professional management team with wisdom and insight A deep understanding of organisational dynamics and complexity and experience of leadership of change in such an environment A caring and compassionate leader with community building, hospitality and welcome at the heart of their ministry Enjoys working within teams as well as leading them
Management of Resources
<ul style="list-style-type: none"> Experience of school governance Experience of the oversight of a business and commercial operation
Safeguarding
<ul style="list-style-type: none"> Understand the particular safeguarding challenges within Cathedral ministry Experienced in promoting the importance of safeguarding to others and in the management of safeguarding issues
Other
<ul style="list-style-type: none"> Significant cathedral experience

THE DIOCESE OF YORK



Background to the diocese

The Diocese of York takes in much of North and East Yorkshire - an area of 2670sq miles which includes the cities of York and Hull, as well as Middlesbrough, Selby, the incomparable Yorkshire coast and two National Parks, and which is home to 1.4 million people. It is a family of 607 churches and 125 schools in 250 benefices (470 parishes), led and guided in their faith and work by the Archbishop of York together with the bishops of Beverley, Hull, Selby and York.

There are 3 Archdeaconries and 21 Deaneries within the diocese and the Minster Community has played an increasingly active role in both Deanery and Diocesan activities in recent years. The Chapter has sought to support every benefice (not just the 15 for which it holds the patronage) through attending institutions and licensing services whenever possible and also by making generous annual Freewill Offers to the Diocesan Common Fund. The Minster Community has been particularly involved in providing practical support for the work of the Diocesan/CUF partnership, "Together Middlesbrough and Cleveland".

The Diocese is socially and economically diverse. Whilst some communities are generally affluent, 27% of people live in parishes designated as within the most deprived tenth nationally. Whilst there are some significant urban areas with high populations (and typically low church attendance), the majority of those attending church are from rural areas with a higher than average age profile.

The Diocesan Goals and Strategy

The vision of the Diocese of York is to be 'Generous Churches, Making and Nurturing Disciples'. In 2017, the Diocesan Synod unanimously endorsed the adoption of three new diocesan goals:

- To reach those we currently don't
- To move to growth
- To establish sustainable giving

This is summarised as 'Reach', 'Grow' and 'Sustain'.

A detailed strategy for the delivery of these goals is currently under development.

The three key work streams are underpinned by other strategic developments including a refreshed vision for the role of deaneries within the growth strategy for the diocese and the exploration of contextually appropriate models of ministry deployment.

Key new appointments

During the autumn, in addition to seeking a new Dean, the diocese will be appointing a Director for Making and Nurturing Disciples who will lead on the "Reach" goals. With the Dean, they will join the Archbishop's Leadership Team as it seeks to lead the diocese with insight and oversight.



In addition, a new 20s – 40s team is being recruited to support new worshipping communities and, funded via a Church Commissioners' Restructuring Grant, a Generous Giving team to resource and encourage every congregation as they seek to establish Sustainable Finances.

Close Collaboration

There are already strong relationships between the staff at the Minster and those who support the wider diocese. For example, members of Chapter give of their time to teach within the Diocesan School of Ministry and there is close working on Safeguarding and Communications. It is hoped that these partnerships and collaborations would continue to develop as together Minster and diocese seek to further their shared mission.

FURTHER INFORMATION

Diocesan Strategy

dioceseofyork.org.uk/making-and-nurturing-disciples

Archbishop's Leadership Team

dioceseofyork.org.uk/people-and-places/whos-who/archbishops-staff/

Deaneries as local networks of churches, inspiring, influencing and leading mission and ministry

<http://dioceseofyork.org.uk/people-and-places/deaneries/developing-our-deaneries/>

York Minster

The Minster has a very active life and background information is best obtained from the website <https://yorkminster.org/>

Useful links

<https://yorkminster.org/latest/annual-report-and-chapters-report-on-progress-2017/>

<https://yorkminster.org/about-us/departments/>

<https://yorkminster.org/get-involved/community>

<https://yorkminster.org/worship/choir-and-music/>

<http://www.minsterschoolyork.co.uk/>

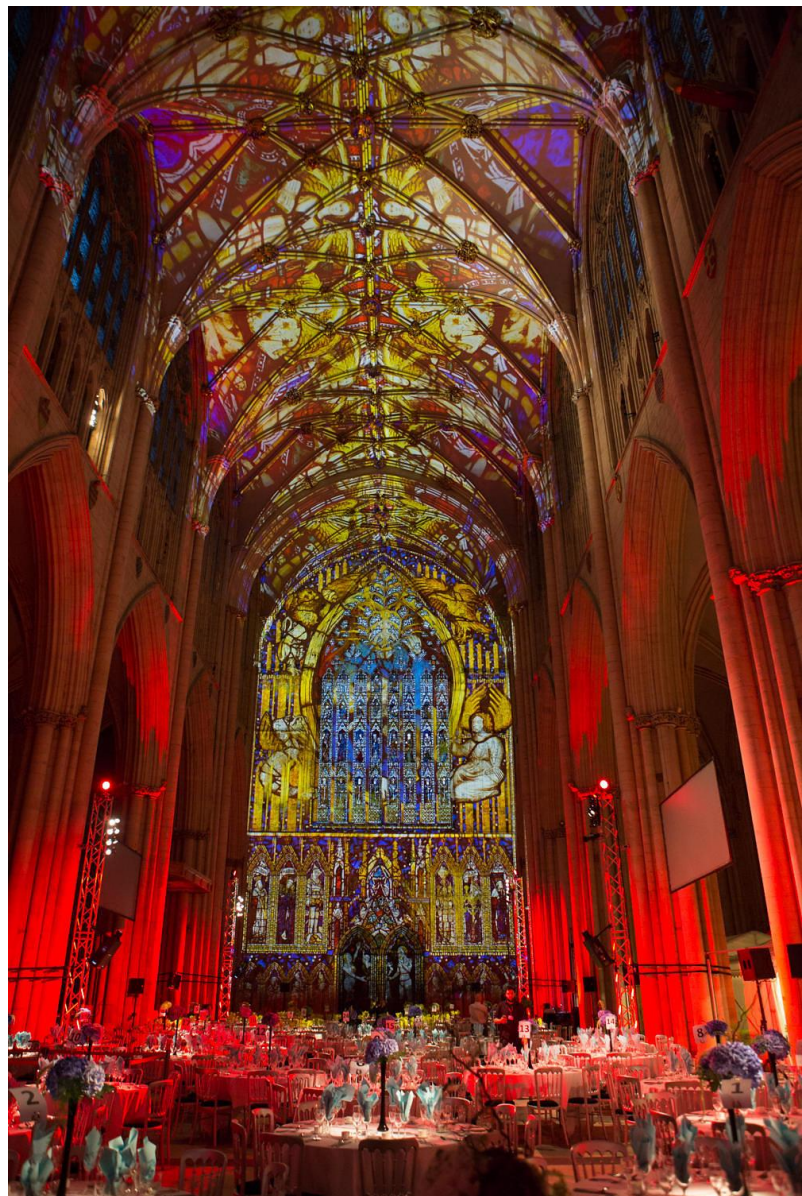
Additional information

Candidates may also be interested in the following websites

<https://www.archbishopofyork.org/>

<https://www.york.gov.uk/>

<https://www.churchofengland.org/about/our-cathedrals/cathedrals-working-group>



INFORMATION FOR CANDIDATES

Stipend, housing and office space

The current stipend for Deans is £36,210 per annum. The Dean will live in The Deanery. The role will be offered under Common Tenure.

Eligibility & pre-employment enquiries

Applicants should have the right to live and work in the United Kingdom. The appointed candidate will need to complete an Enhanced DBS check and a pre-appointment medical. The purpose of the medical is to ascertain whether there is anything the Church or candidate need to be aware of when taking up the role. To be appointed as Dean you need to have been ordained for at least six years.

Induction and Development

A transition coach will be available to support the next Dean as s/he takes up this new ministry. The new Dean will also be invited to attend a safeguarding training alongside a series of other induction meetings to help them begin in their new role.

Further information

If you would like to discuss the role or have questions about the ministry of the next Dean please contact Caroline Boddington, Archbishops' Secretary for Appointments on 020 7898 1876 or email Caroline.Boddington@churchofengland.org or David Ison on 020 7246 8360 or email dean@stpaulscathedral.org.uk.



How to apply

To apply, please complete the online application form via [Pathways](#). The closing date for applications is **Sunday 16th September**. Please be aware that the online system will close at midnight on this day. We have produced some [guidance notes](#) to help you complete the application form and would encourage you to read these before applying.

The Dean of York is a Crown Appointment. Peter Collier is the Chair of the panel which has responsibility for nominating the next Dean to the Crown through the Prime Minister.

Other panel members:

The Archbishop of York

Very Revd Dr David Ison, Dean of St Pauls (Cathedral representative);

The Revd Canon Dr Neal Barnes (elected by the College of Canons);

Mrs Maureen Lofill (elected by the Archbishop's Council)

Non-voting members

Canon Caroline Boddington, Archbishops' Secretary for Appointments

Mr Richard Tilbrook, Prime Minister's Appointments Secretary

Interviews will take place on 22nd October at Bishopthorpe and shortlisted candidates will have the opportunity to meet with representatives of Chapter and the Diocese on the 17th October. Before the interview, you will also be asked to complete a psychometric questionnaire.

If you have any questions about the application process, please contact Victor Oroka on 0207 898 1829 or email aaad.office@churchofengland.org.