

Derby Cathedral

The Cathedral Church of All Saints

Canon for Community Learning

Candidate Briefing

The Kingdom of God: Good News for All



Transformed Lives | Growing Church | Building Community

The Bishop of Derby wishes to appoint a
Canon for Community Learning (Canon Residentiary)

at

Derby Cathedral

We are seeking an inspiring colleague to become part of our senior team. Derby Cathedral Chapter have discerned that Christian nurture, learning, and education is to be central to how we will engage with the many communities to which we relate. We have a new Strategic Development Programme emerging that both values the church's presence as a partner in the public realm and the spiritual growth of those new to the Christian faith.

Derby Cathedral has a strong choral tradition that enables music and worship to be accessible to a wide range of children and young people. We have a vision to become an arts and culture hub that is witness to the work of God in the whole of human life. Derby Cathedral is a place that holds many important stories for the East Midlands region that invite interpretation and communication. We are a cathedral of sanctuary that places a high emphasis on justice, peace and the integrity of creation in the way we live out our calling to serve the people of the Diocese of Derby.

If you have a vision for communicating the Christian faith widely in all the complexities of the 21st century and have the adult education skills that can contribute to the releasing of the gifts and skills of all God's people in a vibrant city and a beautiful county, then we would love to talk with you about your hopes for your next move!

For an informal conversation with the Dean of Derby, the Very Revd Dr Peter Robinson, contact the PA to the Dean to make an appointment - email jessica@derbycathedral.org or telephone **01332 341201**

For full details of the appointment, as well as an application form, visit the Cathedral website <https://derbycathedral.org/about/vacancies/> or contact Jessica using the details above.

Closing date for applications: Friday 27th May 2022 at 9am

Cathedral visits will be on: Monday 13th June 2022

Interviews will be held on: Tuesday 14th June 2022

Enhanced DBS Disclosure required

Introduction by the Rt Revd Libby Lane, Bishop of Derby



Welcome to the Diocese of Derby, and thank you for your interest in the role of Canon for Community Learning at Derby Cathedral.

We are looking for a senior colleague who will join in with what God is already doing amongst us and who will bring energy into the Cathedral's mission to be a learning community in the public realm in Derby City, Derbyshire and beyond. We are in the process of growing a strong team at Derby Cathedral and this is an invitation to explore whether you might become a key contributor to God's mission in this place.

We hope that this pack gives you the introductory information that you need to decide whether to submit an application.

Derby Cathedral is the seat of the Bishop of Derby and as the mother church of the diocese it plays a key part in being a centre for worship and mission across the whole Diocese. The Dean plays a full part in the Bishop's Leadership Team and close working relationships are enjoyed with diocesan staff at Church House, at the Bishop's Office and with the clergy and laity of the diocese.

This a formative time for both the Diocese of Derby and its Cathedral church as we approach the centenary of the founding Diocese in 1927. In 2021, following a deep listening process to concerns and aspirations of the Diocese, we agreed and began to articulate a new vision: The Kingdom of God: Good News for All. Our mission is to join with God in 'transformed lives: growing church, building community'. We do this through our values of 'generous faith, courageous hope and life-giving love.'

Under the leadership of Dean Peter Robinson, Derby Cathedral Chapter has agreed a strategic development plan which will enable it to fulfil its vocation to make a significant contribution to the Diocesan vision and mission. The Cathedral Chapter is preparing a 'big conversation' in every part of the diocese about the way that the Cathedral communities can serve the vision of the Diocese and strengthen the diocesan strategy for meeting our challenges. The Cathedral's new strategy will form the basis of this conversation with all its stakeholders.

You are in my prayers as you explore your continuing vocation and the possibility that God may be calling you to this role. You are welcome to be in touch with me during your process of discernment by emailing bishop@bishopofderby.org .

**Gracious God,
in your mercy, and for your glory,
renew us, reshape us, revive us -
with generous faith, courageous hope, and life-giving love -
that, in transformed lives,
through growing church and building community,
we may see your Kingdom come
and be good news for all.
Amen.**

+ Libby Derby

Introduction to Derby Cathedral

Hallowed in 1927 at the same time as the founding of the Diocese of Derby, Derby Cathedral is a lively, busy and urban Cathedral. It has a growing reputation for the quality of its choral tradition and for the quality of its liturgy and worship. It serves the Diocese of Derby which includes the City of Derby, the County of Derbyshire and a small number of parishes in East Staffordshire. The Cathedral embraces the Diocesan vision: The Kingdom of God, Good News for All: Transformed Lives, Growing Church and Building Community.

This new post is an opportunity for the right person to gain experience in a cathedral that is beginning a journey of transformation, located within a city that is also looking to embrace a different future. The City of Derby recently submitted an application to become UK City of Culture 2025. Although not shortlisted, a future bid will be made for 2029 and the journey continues. Derby also aspires to be UNESCO City of Learning and is being enabled by a New Opportunities Area Partnership. The City of Derby articulates its present position in the following way:

In 1721 a mix of creativity and innovation sparked the Industrial Revolution in Derby – 300 years later through our City of Culture bid that same mix will be a catalyst for a new era – a Creative Revolution, placing arts, culture and creativity at the centre of everything we do. This will lead lasting social and economic change. In an era of increasing digital, AI and automation, it will challenge what it means to be human in the 21st century.

1721 was the year the Silk Mill, reputedly the first factory in the world, was built just 100 meters east of the Cathedral church. Its opening was delayed by the Pandemic but it is now the National Museum of Making celebrating the East Midland region's contribution to manufacturing. The City of Culture bid is indicative of a City that is exploring its value base and position within the country perhaps more purposefully than it has done before.



The history of Derby Cathedral demonstrates worship on its site for around 1100 years. The nave of Derby Cathedral was re-designed and re-constructed just after the construction of the Silk Mill in 1725 and with its clear glass windows sent a message about the importance of faith for new ways of thinking that began to emerge during the Enlightenment. Derby Cathedral as a Grade I listed building is the outstanding heritage in the City of Derby and contains within it many stories of significance for the East Midlands region and beyond. There has been a worshipping community on the site Anglo-Saxon times, the tower is late medieval and pre-Reformation and the retrochoir was completed in 1972.

In July 2021 the Chapter embarked on the process of discerning a Strategic Development Programme and did this in the light of the new diocesan vision statement and values. This plan was accepted by Chapter in December 2021. In January 2022 implementation of the plan begun alongside a process of consultation with key stakeholders across the diocese and in both city and county. At the core of the plan is the statement that: 'The purpose of Derby Cathedral is to be a place of light, beauty and innovation offering sanctuary for all to explore life, faith and heritage, grounded in God's unconditional love. Accompanying this purpose statement are six strategic focus areas:

- **Inspirational worship and music**
- **Learning**
- **Conserving and developing our heritage**
- **Partnership**
- **Recovery, sustainability and growth**
- **Arts and culture**

An implementation group has been established and each strategic focus area has a series of critical projects associated with it and a risk assessment with mitigations. We are in the process of identifying quick wins which the Cathedral community will be able to support and identify with, whilst acknowledging that some of our plans are of such magnitude that they will require a significant amount of time to implement. This new strategy is the setting for this exciting new appointment that will join the Cathedral's Senior Leadership Team and assume major responsibility for key parts of the strategy's delivery.

A key emphasis in cathedral life since the arrival of the new Dean in July 2020 has been responding to the Pandemic. A great deal of learning has been gained as we have implemented risk assessments and ensured good care of all who attend services and events. One significant innovation has been the introduction of livestreaming and recording of many services. A future is envisaged of a mixed ecology of services, including online and new forms of in person worship. A new broadcasting and audio system is being introduced in 2022.

In June 2020 a new Chief Operating Officer was appointed and this has begun a process of reviewing and developing the staff structure so that staff resources, although inevitably limited because of financial constraint, are fully aligned for this new sense of purpose and its accompanying objectives. Recent grants have been obtained from the Cathedrals Sustainability Fund to enable the engagement of a new finance manager, a business development manager and a marketing and communications manager.

A major emphasis at present is in the area of governance. The Cathedrals Measure 2021 brings to all Church of England cathedrals the challenge of reforming their governance structures. This is something Derby Cathedral chapter has welcomed as an opportunity for a timely governance review. We hope to be one of the first group of cathedrals through the measure, as a result of which, Chapter will become a charitable body with the chapter members, including the Dean and Residentiary Canons, becoming charity trustees. It is planned that this transition will occur in late 2022. The Cathedral has recently completed a peer review process organised by the Association of English Cathedrals which has proved to be a good preparation for the forthcoming changes.

In early 2020 the Social Care Institute for Excellence (SCIE) conducted a detailed audit of the Cathedral's safeguarding policies and practices. Implementation of the action plan was completed by the end of 2021 and we now have a new partnership agreement with the Diocesan Safeguarding Team. The Cathedral is responsible to the Bishop of Derby for the effectiveness of its safeguarding arrangements and plays an active part, through the chair of its safeguarding committee, on the Diocesan Safeguarding Advisory Panel (DSAP). Our key documents can be found on the Cathedral website page, including our policy and the action plan.

The Cathedral has embarked on a diversity and inclusion process with other cathedrals and is in the process of drawing up an action plan. The City of Derby has a population of nearly 270,000 and around 80% of the population is white, although the Black and Minority ethnic population has increased rapidly during the last decade and now stands at just under 25%. Minority ethnic groups are well-represented at the main Cathedral Eucharist on Sundays. The Dean chairs a Faiths' Steering Group which is working to develop a faiths' alliance across the City and the Bishop of Derby chairs the Multi-Faith Centre at the University of Derby which is enabling the process. It is hoped that Derby Cathedral will fulfil a role amongst faith communities as an institution that enables inter-faith relations for both dialogue and partnership working. Derby Cathedral is at the centre of Holocaust Memorial Day commemorations each year, and in Spring 2022 initiated and hosted a prayer vigil for all faith communities in the city to show solidarity with Ukraine.



One of our strategic focus areas is partnership, the aim of which is to enable Derby Cathedral and its worshipping communities to become a good partner with stakeholders in the City of Derby, the Country of Derbyshire and the Diocese of Derby. Not only are key partnerships emerging with the faith sector but they are developing across the voluntary and community sector not least because of the work of Derby Poverty Commission which the Cathedral supports. The partnership with the University is growing through the Dean's membership of the University Governing Council and has recently been given momentum due to the forthcoming Peace Doves installation and a public debate about peace and reconciliation. A music outreach project, led by our Director of Music, is growing our partnership with local schools by offering in-school and in-Cathedral experience of making music in a wide variety of forms. Already a junior choir has been formed out of this outreach for young children who might well aspire to join the Cathedral choir in future years.



Derby Cathedral School, a Free School in the Derby Diocesan Multi-Academy Trust, is now in its fourth year and its first cohort of children will take their GCSEs in the summer of 2023. The school started in its new building at the start of the current academic year just 15 minutes walk from the Cathedral on the Great Northern Road. The Cathedral brings added value to the life and work of the school through our music department but there are also plans to enable every student to have a significant contact with the Cathedral each year of their school life. The Cathedral School is currently appointing a senior member of staff to oversee the developing relationship with the Cathedral. The Dean is ex-officio on the governing body and Chapter nominates two other members of the governing body.

To support and to help lead, with Chapter, this emerging vision and strategy, the clergy team is currently transitioning to a model of ministry where they hold the Cathedral's leadership on mission and pastoral care together, each playing a full part in leading on these themes and growing collegiality with lay colleagues, whilst allow specialist responsibilities to flourish and flow from this. The Cathedral's clergy team is undergoing a significant change and gaining new members; the new Canon for Community Learning is to share in the leadership of clergy and lay ministry as it develops, helping the Cathedral's ministry to take shape. We are heading towards a shared leadership model where both lay and ordained take responsibility for leading teams and groups in specific tasks with colleagues supporting each others leadership roles. It is expected that all clergy will share in the pastoral and occasional offices, as well as in visiting members of the Cathedral community who require special support.

Just a few minutes walk from the Cathedral is the Bridge Chapel (St Mary's) which is being developed as a Lady Chapel to the Cathedral 'at a distance'. An historic chapel on one of the mediaeval routes out of the City of Derby, it hosts some midweek eucharists and is ideal for development as a place for learning, spirituality and retreat. It is owned by the trustees of the Bridge Chapel Trust chaired by the Dean of Derby.

The Canon for Community Learning

We have discerned that the new Canon we require to help us fulfil our vision and strategy is someone who can give leadership to the growth of learning both internally to the Cathedral communities and also externally in the life of the City and County.

Role Purpose: To lead the growth of Derby Cathedral as a learning community, enabling us to become a place recognised for its public engagement with the Christian faith as a resource for both church and society.

Overall Objectives

1. To work collaboratively with Cathedral clergy, Chapter members, laity and staff, to enable Derby Cathedral to fulfil its emerging vision and purpose.
2. To participate with the Cathedral's clergy and lay leadership teams in the core tasks of mission to the Diocese, County and City and the pastoral care of the Cathedral's worshipping congregation.
3. To lead with the Derby Cathedral Chapter the delivery of the strategic development programme and to ensure that in the pressure of delivery theological reflection on the journey towards a different future is timely, rigorous and insightful.
4. To lead Derby Cathedral to become a place of learning, nurture and education so that the Cathedral's strategic goals and projects under the strategic focus area of 'learning' are delivered.
5. To fulfil the role of Cathedral Safeguarding Lead working closely with the Chief Operating Officer who is the Safeguarding Administrator, the Chair of the Safeguarding Committee and the Diocesan Safeguarding Team.
6. To support the Bishop in developing the Cathedral as a centre for her ministry as a focus for mission and unity, especially through her teaching and leading in learning, in partnership with the Bishop's Chaplain and diocesan colleagues.

Key tasks and challenges:

1. To be an active member of Chapter providing colleagues with regular reports, oral and written on the Canon for Community Learning's key responsibility areas.
2. To play a full part in the work of the Senior Executive Team which meets weekly to ensure the efficient running of operations and develop the Cathedral's strategy as directed by chapter.
3. To attend regular clergy meetings and to work with the Dean and other canons residentiary in the supervision and pastoral care of all clergy active within cathedral life (including retired clergy, active and inactive) and laity who hold key responsibilities.
4. To work with the Dean in helping Derby Cathedral to become recognised as an institution that values and offers a high standard of contextual theological reflection and as a place in the public realm where matters of civic and social importance are articulated and debated.
5. To oversee the nurture of those new to the Christian faith and their integration into the life of the Cathedral community, including making arrangements for Christian initiation and suitable programmes for Christian learning.
6. To share in the leadership of children's work throughout the life of the Cathedral, being responsible for the gathering of a diverse team and its oversight including the Christian nurture of choristers.
7. To lead Christian education programmes, develop regular groups for Christian education and nurture programmes and ensure that learning opportunities are available across the diversity of the Cathedral communities.
8. To develop and lead on the framework for the Cathedral's engagement in the public square on contemporary matters of debate and interest, including growing the relationship with the University of Derby, the Derby Multi-Faith Centre and Diocesan training staff as key partners.
9. To lead on the appointment and oversight of up to two Canon Theologians as a theological resource for both Derby Cathedral and the Diocese of Derby.
10. To lead the Cathedral community in creating an environment where training is seen as essential to the growth of Cathedral life as a safe space for all, and to do this in collaboration with the Chief Operating Officer.
11. To have responsibility for the Cathedral's relationship with Derby Cathedral School, including regular visits for collective worship, to meet the development needs of children and staff both in the Cathedral and in the school, and with Chapter to help the relationship develop.
12. To be a member of the Justice, Peace and Creation Committee, to oversee the growth of Derby Cathedral as a Cathedral of Sanctuary, and to ensure that learning opportunities on social justice themes are made widely available both internally and externally.
13. To review with the Dean on an annual basis the scope of the key tasks and challenge and to agree priorities, including participation in the MDR process.
14. To take responsibility for one's own ministry development and spirituality including training and an annual retreat.

Canon for Community Learning – Person Specification

Qualifications

- Ordained priest in the Church of England, or a Church in communion with it, or a church whose orders it recognises, for a minimum of six years
- Theological qualification appropriate to the ministry of a Church of England priest
- Qualification in adult or Christian education (desirable)

Experience: able to demonstrate significant experience and proven competency in the following areas:

- Establishing strong collaborative relationships with clergy colleagues and lay people
- Working within the framework of a strategy for the development of the church's mission
- Imaginative engagement with adult education in church or other contexts including the creation and delivery of courses at all level
- Offering and engaging with pastoral care in either a chaplaincy or parochial setting
- Valuing traditional aspects of the church of England's life whilst developing new forms of worship and engagement with community
- Engagement with key themes in communities, networks and local cultures to promote the Church's mission
- Engaging evangelistically with a wide range of groups and individuals, including the nurture of new Christians through baptism and confirmation
- Working within the framework of a safeguarding policy



Knowledge: including understanding:

- Full computer literacy across a wide range of programmes including Microsoft Publishing
- The technology for developing communication through social media platforms
- Knowledge of diverse contexts of the Diocese for urban, rural and post-industrial church
- The purpose of a Cathedral in the life of the Diocese and the Church of England
- Theological underpinning of Christian learning, nurture and education.

Skills and Competences: including the ability to:

- Inspire others to grow in knowledge and understanding of the Christian faith
- think and work to an agreed vision and goals
- form strong relationships based on trust and mutual cooperation
- network and communicate at a high level that can draw people into the life of a Cathedral Church
- form strategic relationships with individual stakeholders and partner organisations across a wide range of sectors, including inter-faith relationships
- work closely with schools with a view to growing productive and creative links with the Cathedral
- preach imaginatively and clearly with a commitment to growing in their own faith
- spot potential in both lay and ordained, and to nurture others gifts and skills through both coaching and training
- create and develop teams for both short term and longer term tasks
- enable contextual theological reflection by individuals and groups

Personal attributes: to include:

- Passionate about cathedral mission and a calling to cathedral ministry
- An enthusiast for all learning and education in every part of life
- Prayerful with a lively faith and a deep spirituality that will be nurtured within a cathedral setting and by a choral worship tradition
- Commitment to excellence in safeguarding
- The gifts of patience, tenacity and with a listening ear
- Able to join in with what God is already doing with others
- Commitment to be team player
- Resilience and capacity to enjoy the rapid and demanding pace of life in an urban cathedral

Derby Cathedral Framework

This describes the framework within which we work together:

1. This is a senior appointment in the Diocese of Derby and candidates need to have been in priests orders for a minimum of six years. Appointments in cathedrals are made by the Bishop of the diocese.
2. The new Canon for Community Learning will be a Residentiary Canon and will, with other Residentiary Canons, including the Dean, play a full part in the Cathedral's regular public worship, presiding and preaching on a regular basis, including being in residence according to the agreed pattern.
3. As a Residentiary Canon the successful candidate will share in the responsibilities of Chapter, including serving on committees and working groups, working both independently of colleagues and also interdependently.
4. When the 2021 Cathedrals Measure is implemented at Derby Cathedral towards the end of 2022, as well as having a portfolio of responsibilities for which the new Canon is responsible to the Dean they will also become a member of Chapter and a Charity Trustee.
5. The new Canon will be a member of the Senior Executive Team that meets for two hours every week, representing their portfolio of responsibilities and sharing with executive colleagues in the day-to-day leadership and operations of the Cathedral.
6. The Canon for Community Learning is responsible to Chapter for their work and on a day-to-day basis to the Dean, who will carry out an annual appraisal.
7. The Canon for Community Learning has an office provided in the Cathedral Centre. At present the Dean and the Commissioners Canons share a PA who provides diary management and administrative support.
8. The new Canon for Community Learning, with the Dean and other members of the Cathedral Community, will be a trustee of the Bridge Chapel Trust and, with agreement, also of the All Saints Trust, a trust that has charitable objects in the areas of education and poverty.
9. There is morning prayer and evening prayer or evensong in the Cathedral each weekday and in the Bridge Chapel on Saturdays. The Canon for Community Learning is expected to attend regularly, to seek the goodwill of colleagues when unavoidably absent and to share in their leading.
10. There is a weekly clergy meeting for the two Commissioners Canons and the Dean, and a monthly one (or by arrangement) for the wider clergy team. The Dean supervises retired clergy who are associated with the Cathedral and occasional meetings are held with all Cathedral clergy.
11. The Canon for Community Learning is a member of the College of Canons and plays a full part in the life of the College and in encouraging Honorary and Lay Canons to participate in cathedral life.

Summary of Terms and Conditions of Service

The office is a Commissioners' Canon. The Ecclesiastical Offices (Terms of Service) Measure 2009 applies to this post and the office holder will be issued with a Statement of Particulars, signed by the Dean of Derby, shortly after installation.

Stipend: A Residentiary Canon stipend is paid by the Church Commissioners on the last working day of each month by bank transfer.

Housing: A semi-detached 4 bedroomed modern property with an attractive and manageable garden, within easy reach of the city centre and the Cathedral, is provided. Council tax, water rates and buildings insurance are paid by the Chapter.

Office Accommodation: An office and shared administrative support is provided, along with a desk top computer and mobile phone.

Working time: You are entitled to an uninterrupted rest period of 24 hours in each period of seven days. Where possible, you should also take an uninterrupted rest period of 48 hours (rather than 24 hours) once in each month. Preferably the same week day should be taken each week for your rest day.

Holidays: You are entitled to 36 days holiday each year, including no more than six Sundays, plus bank holidays other than Good Friday and Christmas Day. Clergy are encouraged to take time off after Easter and Christmas; this holiday forms part of the 36 days allocation. The leave year begins on January 1st and ends on December 31st each year, and leave may not be carried over. The Cathedral is open for worship every day of the year, and the Residentiary Canons are expected to collaborate to ensure that all services are covered.

Expenses: Agreed working expenses are reimbursed in full, upon production of receipts.

Disclosure and Barring Service (DBS Check) This appointment is subject to a satisfactory enhanced check from the Disclosure and Barring Service.



Important Links

Derby Cathedral: www.derbycathedral.org



Facebook: www.facebook.com/derbycathedral



Instagram: www.instagram.com/derbycathedral



Twitter: www.twitter.com/derbycathedral

Derby Cathedral School: www.derbycathedralschool.org.uk

Derby Diocese: www.derby.anglican.org

Derby City Council: <http://www.derby.gov.uk/>

Derby Museums: www.derbymuseums.org

Derby Cathedral Quarter: www.derbycathedralquarter.co.uk

Derbyshire County Council: www.derbyshire.gov.uk

Marketing Derby: www.marketingderby.co.uk

Peak District National Park: www.peakdistrict.gov.uk

