



WINCHESTER  
CATHEDRAL



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WINCHESTER



# Residentiary Canon Treasurer

Applicant Information Pack  
November 2024

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## Welcome Letter

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Thank you for your interest in the role of Canon Treasurer at Winchester Cathedral.

The appointment of a Canon Treasurer is a key new role. Bishop and Chapter are seeking a person with great capability, experience and fortitude who will contribute fully to the next stage of our development. We are looking for a person to oversee our work in learning, enhance our role as Mother Church in the Diocese, especially with respect to initiatives in ecology and social entrepreneurship, and contribute to the development of our external communications.

Winchester Cathedral has been a sign of God's loving presence among his people for nearly 1000 years. The Cathedral holds a special place in our nation's history. The renowned architecture and beauty of the building attracts visitors and pilgrims from around the world. The loyalty inspired by this sacred place is evidenced in its 700 volunteers. The ministry here is demanding and varied, requiring flexibility and collaboration with Chapter colleagues and the wider Senior Executive Team (SET). We greatly benefit from the additional non-executive membership of Chapter required by the Cathedrals Measure 2021.

The Cathedral Vision takes inspiration from the heart of the Eucharistic Prayer: Winchester Cathedral is called to renew, inspire and unite people in faith, hope and love.

The values that we live by motivate and inspire all that we do: openness, excellence and kindness. Recent challenges, including the continued financial and cultural aftermath of the pandemic, have only reinforced the importance of these values as anchors of our life together

As we prepare to receive the Bishop of Winchester's Review into the Cathedral's governance and leadership, we look forward to implementing his recommendations, and to developing the further measures necessary to demonstrate our values more clearly. The Canon Treasurer will need to bring to Chapter considerable wisdom and organizational acumen to achieve this.

We hope that, like us, you will be inspired by the Benedictine heritage of this place and will want to come to join the Cathedral team.

To see more of who we are, do visit:  
<https://www.youtube.com/channel/UCMS0LHXJdnARlvETt6bZFCA>

Please contact me through my PA Emma Sajo, if you would like to talk in confidence about applying for this role. Call 01962 857205 or email [emma.sajo@winchester.cathedral.org.uk](mailto:emma.sajo@winchester.cathedral.org.uk)

I look forward to hearing from you,

With best wishes,



**The Very Revd Catherine Ogle**  
Dean of Winchester

*Catherine Ogle*

## Information for Applicants

### Diocese of Winchester

The history of Winchester Diocese emerges from the mission of Pope Gregory the Great to spread the gospel and to connect with the people of these islands. In 597 Augustine, a Benedictine monk who was to become the first Archbishop of Canterbury, was sent by Gregory to encourage the British Church to reach out to its Anglo-Saxon neighbours.

Winchester Diocese emerged out of this great Benedictine mission, having been founded by St Birinus who was sent by a later Pope to continue evangelising Southern England. Birinus became the Apostle to the West Saxons. He planted a church in Winchester and, around 650, built Old Minister, the forerunner of Winchester Cathedral.

The contemporary Diocese of Winchester is an exciting and challenging mix of rural and urban, new and old, innovative and traditional. It was founded in 676 AD and has changed and developed consistently over time – and is changing still. We serve a growing population of 1.27 million, of whom over 20,000 regularly attend worship in one of the 370 church buildings across our 242 parishes, led by our 201 ordained clergy, 87 Licensed Lay Ministers and a growing number of lay people commissioned for ministry.

The Bishop of Winchester, the Rt Revd Philip Mounstephen, came to the Diocese in 2024. At the heart of diocesan life lies a story and vision, ‘Walking the Wessex Way’, which offers four lenses through which to build on the ‘legacy of grace’ left by previous generations of the faithful. These are: Serving – Christlike engagement with our communities, bringing peace, hope and reconciliation; Learning – deepening our discipleship as followers of Jesus Christ; Growing – the renewal of the Church as the Body of Christ; and Loving – making the loving presence of Jesus known in our midst, as his body.

See: <https://winchester.anglican.org/wp-content/uploads/2024/06/Walking-the-Wessex-Way-Compressed.pdf>

The Cathedral enjoys many points of engagement with the life of the Diocese, notably a full week of School Leavers’ Services, with attached workshops, led by the Diocesan Education Team with the assistance of the Cathedral’s Learning Team. In addition to ordination and licensing services, the Cathedral hosts placement for ordinands and connects with parishes and chaplaincies mainly through the College of Canons. The Canon Treasurer’s work under the Dean, who is senior priest in the Diocese, will enable the Cathedral to align more closely with recent Diocesan initiatives in ecology and social enterprise.



## Information for Applicants

### Winchester Cathedral

The Cathedral, founded almost 1000 years ago by the Norman conquerors, replacing the earlier Old Minster, is bound up with the history and identity of our nation. Many of the early English monarchs rest here, in a place of honour near the high altar. Medieval Bishops held high office under the Crown, founded Oxford Colleges and shaped the nation. The shrine of St Swithun remains a point of pilgrimage, the start of the medieval Pilgrims' Way. More recently, Lancelot Andrewes, Jane Austen, Mary Sumner and William Walker (who 'saved the Cathedral with his own bare hands') have all played a part in shaping the story of this remarkable place.

This is the home of the Winchester Bible, one of the finest of all 12th century manuscripts and a testament to the significance and wealth of the medieval foundation here.

The building itself reflects the turbulence of history. During the English Civil War Cromwell's forces won the city and destroyed the west window of the Cathedral. At the restoration the window was reassembled from broken glass from around the building. Today this great and unique mosaic represents the vocation of the Cathedral to be a place where we may find beauty and where community can emerge out of brokenness. It calls all seeing it to faith, hope and love.

In 2019 we completed the Kings and Scribes exhibition to share this heritage more widely as part of a much wider project which brought the construction of the Wessex Learning Centre and allowed the repair of much of the east end of the Cathedral. Thanks to the generosity of the Church Commissioners, we have since drawn up a Masterplan of the most significant projects to conserve and develop our resources for future generations. Public consultation is due in the coming months and further work is needed to develop the narrative uniting the different elements in a common purpose.

Cathedrals serve local communities, the Diocese, region and also national concerns. In recent years Winchester Cathedral has responded to times of national crisis and times of happiness and mourning, such as the funeral service for Her Majesty Queen Elizabeth II and the coronation of His Majesty King Charles III. In responding to the contemporary world we seek to enable the wider community to appreciate that this is their Cathedral. We have also been developing a creative programme by which we engage with new audience over themes of common interest, such as justice in 'Law Week'.



## Information for Applicants



From left to right: The Revd Canon Andy Trenier, Precentor and Sacrist; Canon Alan Lovell, Senior Non-Executive Member, Chapter; The Revd Professor Canon Liz Stuart, Non-Executive Member, Chapter; Canon Chris Roles, Non-Executive Member, Chapter; Canon Sarah Peppiatt, Non-Executive Member, Chapter; The Very Revd Catherine Ogle, Dean of Winchester; The Revd Canon Dr Roland Riem, Vice-Dean; The Revd Canon Tess Kuin Lawton, Missioner.

## Cathedral Governance and Management

Chapter is the sole ‘body corporate’ of Winchester Cathedral, with its own legal rights and responsibilities. The Chapter, similar to a Board of Trustees, provides strategic leadership and direction.

The Cathedral Chapter is chaired by the Dean, who is appointed by the Crown and is Head of Foundation. The other members of Chapter are appointed by the Bishop. These currently include three full-time residentiary Canons, the Canon Chancellor, the Canon Precentor, The Canon Missioner, and four non-executive Chapter Canons.

The Cathedral Chapter is a vital, praying community at the heart of the Cathedral.

## Information for Applicants

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### Winchester Cathedral - Calling and Vision

Treasuring the rich resources of its heritage, the Cathedral Chapter looks forward with confidence and hope to the future. In consultation with the worshipping congregations, Cathedral volunteers and staff and partners in the Diocese, the developing sense of 'Calling and Vision' document was first published in 2019.

The Vision, underpinned by the Cathedral values of kindness, openness, excellence proved its worth during the challenges of the pandemic:

Winchester Cathedral is called to renew, inspire and unite people in faith, hope and love.

This is our calling:

To be a Christian community of worship, witness and welcome, rooted in Benedictine values and confident of growth

To play a full part in the mission of the Diocese of Winchester and more widely to serve the whole Church of God in Christ Jesus

To be a sign of the Kingdom of God, seeking in partnership with others the unity, peace and justice which is God's gift and will for the world

To nurture Christian faith, hope and learning across the generations, using the abundant heritage of our tradition

To be a diverse community in which people flourish in one body through collaboration, mutual respect and shared celebration

To conserve and develop the buildings, contents and estates in our care.

## Information for Applicants

### Winchester Cathedral - Calling and Vision

#### Cathedral Values

These are the values that we live by:

#### OPENNESS

...so that all may be renewed

#### EXCELLENCE

...so that all may know God's love

#### KINDNESS

...so that all may find a place

#### Cathedral Priorities

These are the Cathedral priorities for the next five years:

#### RENEW

Welcome and work with more children, families and young adults  
Build a greener and sustainable future

#### INSPIRE

Deepen worship and refresh learning  
Enliven connection and creativity through heritage and the arts

#### UNITE

Increase diversity and inclusion through wider, bolder engagement  
Promote justice and serve the common good





## Role Description

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### Role description

**Title of Position:** Canon Treasurer, Winchester Cathedral

**Appointed by:** The Bishop of Winchester

**Responsible to:** The Dean of Winchester

The Bishop of Winchester, advised by the Chapter of Winchester Cathedral, is seeking to appoint an experienced, able and imaginative priest for the post of Canon Treasurer, who brings wisdom and resilience to the governance of the Cathedral and boldness and practical enterprise to its executive functions. This is a residentiary post with enormous potential and significant responsibility, particularly in building partnerships in learning, ecology and social enterprise.

### Purpose of the Role

The Canon Treasurer has a dual role, first as a member of Chapter as a charity trustee and second as an executive officer of the Cathedral.

As a priest, the Canon Treasurer contributes specific ministries to the executive leadership of the Cathedral.

The Canon Treasurer oversees the Cathedral's outreach to schools and colleges through the Learning Team. The Treasurer works with the Dean to enhance the Cathedral's role as Mother Church in the Diocese of Winchester. The Treasurer works closely with the Canon Missioner in the area of common good, leading on the development of social projects and social enterprise in the Diocese. With the Chief Operating Officer, the Treasurer shares in the oversight of external communications (excluding marketing).

### Governance of the Cathedral

As a Chapter member, and therefore a charity trustee, the Canon Treasurer has a vital and strategic role to play in the corporate governance of the Cathedral.

As trustee, the Canon Treasurer will:

- share responsibility for the governance of the Cathedral, adhering to the codes and policies determined by Chapter to ensure good governance (which includes responsibility for safeguarding)
- participate fully in Chapter's mission to renew, inspire and unite people in faith, hope and love.

Residentiary Canons are accountable to the Dean, as Chair of Chapter, for their performance as trustee members of Chapter through an annual review led by the Dean.

## Role Description

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### Executive Leadership and Management

The Chapter seeks to live and work within the context of prayer and to be at the ‘praying heart’ of the cathedral. Residentiary Canons should comfortably inhabit the existing forms of morning and evening prayer and value the choral tradition which helps to animate cathedral worship. As Residentiary Canons operate with a Bishop’s licence, their ultimate accountability is to the Bishop through an annual Ministerial Development Review. However, as oversight of Divine Service and the work of clergy are the constitutional responsibility of the Dean, the performance of these duties will be covered in the Dean’s monthly 1-1 meetings with Residentiary Canons, or at informal clergy gatherings.

As a Residentiary Canon, the Canon Chancellor will:

- attend the Daily Office as part of Chapter’s commitment to corporate worship, unless taking a rest day, holiday or away on other duties
- carry out canon-in-residence duties for periods of a week up to 15 times a year
- take a fair share in preaching, the celebration of the Eucharist, and occasional offices
- play a full part in Chapter’s hospitality and ministry of welcome
- offer pastoral support and spiritual counsel to those on the Community Roll
- be a member of the College of Canons
- make time for theological study and retreat to inform professional practice and sustain the work of teaching and writing
- play an active role (through appointment or election) in Diocesan work, such as by being involved in the Synodical process or in shared social enterprise

Work beyond the Diocese is by permission of the Dean, given the constitutional requirement that ‘at least two full-time equivalent residentiary canons must be engaged exclusively on cathedral duties’.

Within the Canon Treasurer’s executive function lie key areas of responsibility:

*To oversee the work of the Learning Team*

- line-manage the work of the Director of Learning
- ensure the delivery of the Learning & Engagement Plan
- contribute to the learning programme, especially the Faith and Philosophy strand
- support the governance of The Pilgrims’ School

*To enhance the Cathedral’s role as Mother Church in the Diocese of Winchester*

- carry forward the Cathedral’s response to the climate emergency, and attaining the gold EcoChurch award, remaining aligned to Diocesan policy
- be the point of co-ordination for the School Leavers’ services between the Learning Team and the Diocesan Education Team
- work with Diocesan officers and parishes to develop a network of pilgrimage in which the cathedral has a central place
- lead on some social projects and social enterprise which impact individuals and communities in the Diocese.

## Role Description

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*To deepen the connections with stakeholder groups and visitors*

- contribute to the project development and strategic delivery of the Law Week programme amongst partners involved with, and committed to, justice
- have oversight with the COO and others of the comms function of the Cathedral, encouraging timely and accurate messaging and effective storytelling
- develop the layering the Kings & Scribes exhibition to provide a journey into the history and spirituality of the cathedral for all ages, including through the cathedral website
- work with the Guild of Voluntary Guides, through its Chair and committee, to support its ministry of interpretation and outreach
- attend the Winchester Ministers' Group

The Canon Treasurer will:

- make a regular report to Chapter about the implementation of their executive responsibilities and plans
- be a member of a Senior Executive Team (SET)
- work to progress the vision and values of the Chapter within their areas of executive responsibility
- be responsible for a departmental budget
- work collaboratively across and with all departments of the Cathedral, and with other SET and Chapter members, to plan and realise missional developments
- form professional relationships and networks to discern and develop good practice
- Ensure compliance with legislation for all matters in their department
- Identify, manage and mitigate risks relevant to their areas of responsibility.

Residentiary Canons are accountable to Chapter through the Dean for their executive functions. The Dean will undertake an annual review of these functions, and the Dean will make a report to Chapter following their completion as to the effectiveness of the functions being exercised.

## Person Specification

### PERSON SPECIFICATION

<b>Key Attributes</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>		
a priest in holy orders for at least six years	X	
a graduate with sound theological qualifications	X	
<b>Skills and Knowledge</b>		
has exercised a leadership role, with a track record in contributing to sound governance	X	
ability to contribute effectively and collaboratively at Board level	X	
experienced in educational outreach to schools, and in teaching children and young people	X	
stimulating and engaging preacher and teacher	X	
experienced in developing and managing social partnerships and enterprise	X	
involved in the EcoChurch scheme and other forms of ecological engagement	X	
experienced in managing external communication for a church or other organization		X
proven commitment towards Safeguarding, Equality, Diversity and Inclusion	X	
experienced in working with collaboratively with volunteer groups	X	
<b>Personal Qualities</b>		
empathy with Cathedral's vision, mission and values (Openness, Excellence and Kindness)	X	
a reliable team player with a clear focus on delivery	X	
a wise pastor able to keep matters in perspective and balance	X	

## Person Specification

sustained by the Cathedral's choral pattern of daily prayer and Sunday worship	X	
ability to keep in good humour and remain sensitive to others under pressure	X	
enjoy collaborative working with other experienced priests and colleagues in multi-disciplinary teams	X	
have organisational competence and good self-awareness to manage a demanding portfolio effectively and to thrive in a complex environment	X	
have strong relational gifts and the ability to enable others and build teams around vision and values inside and outside the Church	X	
commitment to the Church and its parish, diocesan and worldwide mission whilst maintaining lively curiosity and interest in wider society, culture, trends and events	X	
have a good working knowledge of IT and use of social media and electronic diary		X

## Further Information

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### **Appointment**

The full-time appointment as a Residentiary Canon under Common Tenure is made by the Bishop of Winchester with the agreement of the Dean and in consultation with the Chapter.

### **Stipend**

Residentiary Canon Stipend is in accordance with the rates issued by the Church Commissioners for Diocese of Winchester – in 2023/24, £34 257.

### **Accommodation**

Accommodation is provided rent-free within The Close, SO23 9LS, as the nature of the role requires that the incumbent resides within the Close for the better performance of their duties, and is in accordance with the terms set by the Cathedral under Common Tenure. The Cathedral contributes towards utility costs.

### **Removal Expenses**

The Cathedral will reimburse agreed removal expenses against three quotes.

### **Working Hours**

The post holder should be flexible in their approach to hours worked as these will be dictated by operational needs and the liturgical calendar. Cathedral Clergy work together to allow one full day off during each week.

### **Reporting**

The Canon Treasurer reports to the Dean and will meet regularly with the Dean to assess both formally and informally progress on work and performance. MDR is conducted by a Suffragan Bishop with lay and clergy input. The Cathedral supports a culture of professionalism and mutual accountability, including an induction process which the postholder is expected to follow.

### **Training and Development**

Training needs identified through review and MDR will be provided for by the cathedral. It is expected that residentiary canons attend an annual conference appropriate to their role and take an annual four-day retreat.

### **Annual Holiday**

Office holders occupying a full-time post are entitled to thirty-six days annual leave (days that would normally be considered working days) including a minimum of four Sundays and up to a maximum of six Sundays in each leave year without deduction of the stipend to which the office holder is entitled.

### **Pension**

Pension provision will be in accordance with the Church of England Pensions Board's Funded Pension Scheme. The postholder is entitled to make Additional Voluntary Contributions from their stipend.

### **Expenses**

Necessary expenses for the better performance of their duties will be reimbursed on submission of a Cathedral expenses form in accordance with Chapter policy.

### **Benefits**

Members of Chapter are able to enjoy a 10% discount in the Cathedral Shop and in the Refectory.

## How to Apply and Timetable

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Winchester Cathedral is committed to the principles and processes of safer recruitment. Your personal information will be processed in accordance with GDPR.

Your application form should demonstrate how you meet the criteria set out in the person specification explaining how your skills and experience match the requirements of the role.

Application forms should be sent to: [recruitment@winchester-cathedral.org.uk](mailto:recruitment@winchester-cathedral.org.uk). The closing date for applications is Thursday 5<sup>th</sup> December at 11.59pm. Shortlisted candidates will be interviewed in person at Winchester Cathedral on Monday 16<sup>th</sup> December. An informal supper will be held on Sunday 15<sup>th</sup> December at 6pm. Overnight accommodation will be provided for those who need it.

The new Canon Treasurer will be installed at the Cathedral at Evensong, 3.30pm, Saturday 5<sup>th</sup> April 2025.

## Useful Website Links

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### CONSTITUTION AND STATUTES

Winchester Cathedral's Constitution and Statutes may be found here:

<https://admin.winchester-cathedral.org.uk/app/uploads/2023/04/Winchester-Cathedral-Constitution-FINAL.pdf>

### SAFEGUARDING

<https://www.winchester-cathedral.org.uk/get-to-know-us/safeguarding/>

### ANNUAL REPORT

<https://admin.winchester-cathedral.org.uk/app/uploads/2024/10/Winchester-Cathedral-Annual-Report-and-Financial-Statements-202324.pdf>

### GENERAL INFORMATION

For more information about Winchester Cathedral, please visit the Cathedral website: [www.winchester-cathedral.org.uk](http://www.winchester-cathedral.org.uk)



## Contact us

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