



WINCHESTER
CATHEDRAL



DIOCESE of
WINCHESTER



Cathedral Chaplain

Applicant Information Pack
December 2024

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Welcome Letter

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

The Cathedral Chaplain will be joining the team at the same time as I am retiring, after which the Vice-Dean Canon Roland Riem will act as Interim Dean. A new Canon Treasurer will have been in post for one month.

Dean and Chapter are seeking a person of mature faith and deep spirituality who will work collaboratively to augment and support the team of residentiary canons and train and develop the volunteers working in visitor welcome and pastoral care.

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 Cathedral Chaplain will need to bring to Chapter considerable wisdom and organizational acumen to achieve this.

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

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.



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

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

Role description

Title of Position: Cathedral Chaplain, Winchester Cathedral

Appointed By: The Dean of Winchester

Responsible To: The Canon Missioner

Introduction

The Dean of Winchester, advised by the Chapter of Winchester Cathedral, is seeking to appoint a Cathedral Chaplain who will be a member of a highly collaborative ministerial team which comprises:

- The Dean, who by Constitution must 'secure the pastoral care of all members of the Cathedral community'
- Residentiary Canons
- Other Cathedral clergy teams (honorary canons for example) and lay volunteers

Regular prayer, reflection on our worship and ministry, and fellowship are key elements of our life together. We adhere to a code of conduct based on the Benedictine Rule to strengthen deepen our shared life together.

Purpose of the Role

The Chaplain's overall responsibility is to support the Cathedral community through the provision of pastoral care, and to nurture its growth by building up its members in faith, hope and love. The Cathedral clergy team place a high value on collaborative working.

1. To play a full part in the praying life and worship of the Cathedral, attending the Daily Office on duty days, the main Sunday Eucharist, other Eucharist and special services; preaching and officiating at these services
2. Undertake period of residence
3. To take initiative for the pastoral care of the congregations and choirs, the staff of the Cathedral, Cathedral volunteers and the wider Cathedral community, including visiting choirs.
4. To be responsible for ensuring the pastoral visits and home communions are provided as appropriate, and to develop and oversee the Pastoral Care Group and their training and to share in this work
5. To support initiatives encouraging community prayer, e.g. by attending prayer meetings, including the Visitor Intercessions Group, and keeping in touch with those named on the Intercessions List
6. To be involved with the ministry of prayer and healing within the Cathedral and to share in the preparation, conduct and follow-up of occasional offices

Role Description

7. To play a part in the ministry of welcome to worshippers, volunteers, pilgrims and visitors, following up newcomers who request information and for organising newcomers' events
8. To organise Tea @ 3 (once a month excluding December and August), Dementia services (4 times a year) and have particular concern for the elderly and lonely.
9. To oversee and develop the ministry of Visitor Chaplains and organise quarterly meetings, to include training
10. To liaise with and attend Deanery Chapter and Synod as Cathedral representative

Person Specification

PERSON SPECIFICATION

Key Attributes	Essential	Desirable
Skills and Knowledge		
Committed to, and at home with, corporate worship, the Cathedral choral tradition and its pattern of prayer	X	
Collaborative, able to fit into and work creatively within a complex organisation	X	
A person of mature faith and spirituality.	X	
A competent preacher and leader of worship. The ability to sing services is desirable.	X	X
A hospitable person who will encourage community growth	X	
Diligent and reliable	X	
Able to develop and supervise systems of pastoral care and support, starting from a low base	X	
A concern for older people, their spirituality, gifts and needs	X	
A proven record of encouraging lay discipleship and ministry	X	
Willingness to engage with the life of the Winchester Deanery	X	
Personal Qualities		
empathy with Cathedral's vision, mission and values (Openness, Excellence and Kindness)	X	
Commitment towards Safeguarding, Equality, Diversity and Inclusion	X	

Further Information

Appointment

The part-time appointment as Cathedral Chaplain is made by the Dean.

Stipend

This is a non-stipendiary house-for-duty role.

Accommodation

Accommodation is provided rent-free and inclusive of utility bills in the form of a two bed flat with parking in the Cathedral Close, SO23 9LS. ('The Chaplain's Lodge')

Working Hours

This is a part time role working two full days per week plus Sundays. Days to be agreed with the rest of the residentiary clergy team

Reporting

The Cathedral Chaplain reports to the Canon Missioner. 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.

Annual Holiday

The annual leave entitlement is thirty-six days pro rata (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.

Pension

As this is a non-stipendiary post, service is not pensionable.

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

The Cathedral Chaplain is able to enjoy a 10% discount in the Cathedral Shop and in the Refectory.

How to Apply and Timetable

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

To apply for this role please submit a CV and supporting letter outlining the reasons for applying and how your experience, skills and knowledge meet the requirements of the role to recruitment@winchester-cathedral.org.uk. Please note if you are shortlisted for interview you will also be asked to complete an application form and Confidential Declaration Form ahead of your interview in line with our Safer Recruitment processes.

We are regrettably unable to accept applications from candidates who do not have the right to work in the UK or require sponsorship to work in the UK.

If you have any questions or would like an informal conversation about the role please contact the Canon Missioner tess.kuinlawton@winchester-cathedral.org.uk

The closing date for applications is Monday 20th January 2025 at 11.59pm. Shortlisted candidates will be interviewed in person at Winchester Cathedral on Monday 3rd February 2025.

Useful Website Links

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/>

PRIVACY POLICY

<https://admin.winchester-cathedral.org.uk/app/uploads/2024/08/Winchester-Cathedral-Data-Protection-Policy-Aug-2024-003.pdf>

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

Contact us

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