



CANON for ARTS and RECONCILIATION

Dear enquirer

Thank you for your interest in the position of Canon for Arts and Reconciliation in Coventry Cathedral. As Dean of the Cathedral for the last twelve years, I have been delighted to work with others in confirming arts and reconciliation at the heart of our life and ministry. I created this post in early 2022, in order to secure this commitment. Following the preferment of Canon Mary Gregory to the See of Reading, we are now looking for someone to further develop and strengthen our work in this area. I look forward to hearing from you with any questions you may have, or to share more about our vision for this ministry.

This is also an exciting time to join the Diocese of Coventry, as we look forward to the arrival of our new diocesan Bishop, Bishop Sophie Jelley. Bishop Sophie brings a vision for reconciliation at the heart of our life not just as a Cathedral but as a whole Diocese, and we will be working closely with her as she comes to lead us forward in this vocation.

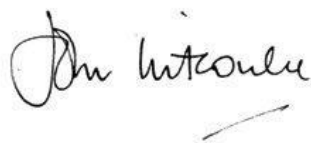
We hope that you will enjoy reading more about the role in this document. I do encourage all those considering making an application to register for the [Webinar](#) about the Cathedral, and the position, for potential applicants. This will be held live on Monday 6th January at 7.00pm, and will be recorded for those unable to attend. It will be possible to attend confidentially, and to ask questions in the live event. Further details and a link for registration are available from Alice Hayes, Dean's Executive Assistant, below.

The Canon for Reconciliation is a Bishop's appointment, made in consultation with the Dean. We are seeking to appoint someone who brings the experience necessary to further develop and resource Coventry Cathedral's ministry of reconciliation locally, nationally and internationally, and to maintain its close integration with our arts programme. This is a senior appointment offering an excellent opportunity for a person with significant expertise and skills and with a heart for this key ministry.

The person appointed will be a Canon Residentiary, and, as such, will need to have been ordained for at least six years. They will play a full role in the senior leadership and in the worshipping life of the Cathedral. They will also work closely with colleagues across the Diocese of Coventry, and especially our new Bishop, as we fulfil our calling as a Diocese of Reconciliation.

We hope that you will be excited by this unique role. For further information or to arrange a confidential preliminary conversation with the Dean please contact Alice Hayes, Dean's executive assistant, 024 7652 1227, alice.hayes@coventrycathedral.org.uk. We would be especially pleased to receive applications from women and those of Global Majority Heritage.

With my prayers and best wishes



The Very Reverend John Witcombe
Dean of Coventry

CANON for ARTS and RECONCILIATION: Job Description

1. The Cathedral and Diocese of Coventry

Coventry Cathedral is internationally recognised for its ministry of peace and reconciliation. The striking architecture of the new building sitting alongside the ruins of the bombed medieval Cathedral provides a powerful symbol that is ever more relevant in our increasingly divided world. It is the spiritual home of a committed and diverse community, and welcomes many thousands of visitors of all ages, from near and far, seeking information and inspiration from our architecture, art and story.

Our worship services reflect the great traditions of Cathedral Worship as well as embracing more contemporary and experimental forms. Alongside our traditional Sunday services, Choral Eucharist at 10.30am and Choral Evensong at 4.00pm, we also offer a variety of other expressions of worship including “Wonder”, a monthly creative space which embraces our commitment to the arts, and to reconciliation. Daily worship is at 8.30 each morning, and is a form of combined morning prayer and holy communion, whilst evening prayer or choral evensong is at 5.15pm. The Chapel of Unity also has its own programme of services.

In recent years the Cathedral has become home to an amazingly diverse arts and events programme, inspired by the artistic heritage of both Cathedral and City. This has drawn large numbers of new visitors to the open air of the Ruins as well as the soaring space of the new Cathedral. We played a central role in the preparation and delivery of Coventry’s year as UK City of Culture, with both grass roots and high profile arts events – and are helping share and shape its legacy. Our arts programme is closely integrated with our reconciliation programme.

The Cathedral is the mother church of the Diocese of Coventry, and works closely with the Bishop and the Diocesan team, which includes churches, schools and chaplaincies. Our shared Diocesan purpose is

- Worshipping God
- Making New Disciples
- Transforming Communities

The Cathedral is in the heart of the City of Coventry, emerging as one of the leading cities in innovation in the country, with two thriving universities and excellent networking across the city, in which the Cathedral has a core role. The Diocese of Coventry includes the diverse county of Warwickshire, with the opportunities and challenges of both affluent and economically disadvantaged urban and rural areas.

Bishop Sophie Jelley, Bishop designate of Coventry, says: *“Having been privileged to minister in a cathedral context, I am only too aware that the relationship between diocese and cathedral is a unique and precious one. The story of **Coventry** cathedral makes that even more significant as a gift within the mission of the diocese as a whole. I look forward building on this relationship when I arrive. I am praying for the person whom God will call to join us, in this wonderful opportunity with hopeful expectation.”*

2. The Cathedral's Vision and Values

“Coventry Cathedral exists to reconcile the world to God and one another”

Our Vision is:

*of a reconciled and reconciling **Cathedral** which is open and **welcoming** to all, which serves to glorify God in our **worship**, and reaches out to the world in our ministry of **reconciliation**.*

Our Values, used to shape and interrogate our practice, were agreed by all staff in 2019, are:

- Hospitality** – of both people and ideas
- Faith and Spirituality** – being open to the challenge and resources of God
- Art and Creativity** – expressing the life of God amongst us in ways beyond words
- Reconciliation** – embracing and welcoming difference and diversity
- Risk Taking** – confidently stepping out of the familiar in the service of God
- Excellence** – always reaching beyond our present practice and experience
- Community** – respecting and caring for one another

Our strategic plan embeds our core purpose of reconciliation across all departments, and is currently under revision following our transition along with all other Cathedrals to charitable status. The new Canon will have an opportunity to participate in the final expression of that plan, will of course play a key role in its implementation.

3. The Reconciliation Ministry of Coventry Cathedral

The particular charism of our ministry springs from our history of responding to attack and destruction not with words of revenge or retaliation, but with words of love and shared penitence. Since 1940, we have been working with others to build a better, more peaceful world for the good of all – beginning with rebuilding relationships with Germany in the years immediately following the second world war.

Today, our reconciliation priorities, owned by the whole of our Cathedral's ministry, are these:

- Healing the wounds of history
- Learning to live with difference and celebrate diversity
- Building a culture of justice and *peace*

Our core text, shared with the Diocese is:

“All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation” (2 Corinthians 5.18)

All that we do in the Cathedral is shaped around these principles – which guide our worship, our programmes, our interaction with other partners. However, we also offer specific reconciliation programmes, often in partnership with national providers (such as the Reconcilers Together and Reconciliation Initiatives programmes). In January 2025 we launch a shared Reconciliation Pathway programme with the Diocese of Coventry. Such programmes, which often focus on bringing people into our unique space, have the power to lead participants through their own journeys of reconciliation. They also seek to surface areas of fracture in our local or wider society, and to explore ways of living creatively with those differences.

The Cathedral is the cornerstone of a dynamic and growing world-wide network of partners for reconciliation, the Community of the Cross of Nails (CCN), working for reconciliation in local communities in over 250 centres in over 25 countries with a biannual pilgrimage to Coventry.

We are growing alongside the CCN a fledgling, sister network, Together for Hope (T4H) which follows the same reconciliation priorities but which welcomes members of all faiths and none. Our large group of International Cross of Nails Schools (ICONS), led by our vibrant schools team, are also an important part of the Community of the Cross of Nails.

Together, we describe reconciliation as:

“journeying together from a fractured past towards a shared future”

3. Arts and Events in Coventry Cathedral

Coventry Cathedral was consecrated in 1962, at a time of immense artistic creativity. Exhibitions, events, and commissions abounded. These have always continued to play a part, but in the last few years have come increasingly to the fore as we have been begun to release the potential of our extraordinary space and were given fresh impetus through Coventry’s award as City of Culture 2021. Our arts programme is understood as an expression of our reconciliation ministry in the way that our exhibitions and events are chosen and curated.

As we look to the future, we want to continue to build on the opportunities offered by our vocation in the arts and reconciliation to grow a new generation of people committed to the transforming possibility of reconciliation – realised through opening up creativity and imagination to reimagine a different way of being (and believing) together.

4. The role and responsibilities of the Canon for Arts and Reconciliation

The Canon for Arts and Reconciliation will work with the Dean and other members of the senior leadership team, in developing the overall vision and strategy of the Cathedral and delivering this through their leadership of the Reconciliation, Arts and Events and Education teams, working closely with other teams as required.

The Canon for Arts and Reconciliation is responsible to the Dean for the development, direction and delivery of the Cathedral’s reconciliation ministry, locally, nationally and internationally. Whilst the CCN is formally led by the Dean, the Canon for Arts and Reconciliation is responsible for its day to day operation. He/she leads a team which includes the CCN co-ordinator, interns from Germany and United States on annual placement, our Reconciliation Learning Lead, and Head of Schools Engagement and our Arts and Events team. They also bring together the wider Reconciliation Team, which includes other Cathedral clergy and Diocesan staff involved in reconciliation.

The Canon for Arts and Reconciliation fulfils the role traditionally associated with that of a Canon Pastor by co-ordinating pastoral care of our Cathedral community. They will work closely with the Canon for Worship and Welcome in nurturing and forming the Cathedral community as a reconciled and reconciling people through liturgy, pastoral care and the provision of appropriate training. They will also serve as the Chapter lead on safeguarding.

They will support the Dean in his work with the Diocese to fulfil its calling as a Diocese of Peace and Reconciliation. The person appointed will also play an important part in relating to other national and international networks active in the work of reconciliation.

Key areas of responsibility

In addition to their wider role in the life of the Cathedral, the responsibilities of the Canon for Arts and Reconciliation are focused in these areas:

Reconciliation Training Programmes and Resources

- To develop and deliver learning experiences in reconciliation and faith based approaches to peace and conflict through courses and events which are designed as part of a Cathedral programme, bespoke for specific client groups, run in partnership with others (in particular the Diocese of Coventry), or through hosting those of partner organisations. This may involve the development of residential courses.
- To encourage the use of Coventry Cathedral as a safe space for groups to meet to explore difference and address conflict, providing expertise in facilitation.
- To develop and promote the Coventry Way as a spiritual discipline for Christian reconcilers, for use in the Cathedral, Diocese and CCN.
- To co-ordinate, share and promote resources developed across the Cathedral and CCN in the wider church.

Community of the Cross of Nails (CCN)

- To shape and implement forward strategy for the CCN, working closely with the Dean and other leaders in our international networks, continuing to develop policy and processes for the life and witness of the Community of the Cross of Nails as an effective network of Christian reconciliation.
- To represent the Dean, as appropriate, at CCN board and committee meetings in other countries and regions.
- To share with the Dean and Canons, responsibility for presenting the Cross of Nails to new Partners.
- To manage the CCN Co-Ordinator.

ICONS and Cathedral Education Team

- To give strategic oversight and support to the Education team in the development and delivery of a programme which expresses our reconciliation priorities and further develops the ICONS network
- To manage the Reconciliation Learning Lead and Head of Schools Engagement

City and Diocese of Peace and Reconciliation

- To support the Dean in his relationships with the city in continuing to strengthen its understanding and expression of what it means to be the 'City of Peace and Reconciliation'.
- To liaise between city and Cathedral in relation to peace groups, peace and reconciliation policy and events.

Diocese of Coventry: Reconciling People

- To support the Bishop and Dean in developing the Diocese's understanding of what 'Reconciling People' means in practice.

Reconciliation Ministry team

- To convene and lead the Cathedral's Reconciliation Team.
- To oversee, through the CCN coordinator, the work of the Reconciliation interns.

Arts Programme

- To work with the Head of Arts and Events, the Reconciliation Learning Lead, the Director of Music and the Events Planning meeting in planning a creative, adventurous, innovative, risk-taking programme of arts and events which meets the principles in our Arts Manifesto.

Pastoral Care

- To work closely with the Dean and Canon for Worship and Welcome in nurturing and forming the Cathedral community as a reconciled and reconciling people through liturgy, pastoral care and the provision of appropriate training.

Safeguarding

- As the Chapter's Safeguarding Lead, to support the Cathedral's Safeguarding Officer in their role.
- To attend the Cathedral's Safeguarding Core Group.
- To liaise closely with the Diocesan Safeguarding Team as needed.
- To oversee the Cathedral's safeguarding training compliance and preparation for the INEQE Safeguarding Audit in July 2026

Note on wider Cathedral responsibilities

- The Canon shares in the liturgical and preaching responsibilities in the Cathedral.
- All Canons share responsibility for the encouragement of good relationships and the valuing of different perspectives, styles and traditions in the Cathedral.

5. Senior Staff Team responsibilities

The Canon for Arts and Reconciliation will be a key member of a diverse, supportive and effective leadership team. The Dean's Leadership Team, of which the Canon for Arts and Reconciliation is a core member, meets each week. The Canon for Arts and Reconciliation is a full member of Chapter, which meets monthly, and of other executive committees.

The Canon for Arts and Reconciliation reports to the Dean. The collegiate nature of the senior staff team offers theological stimulus, spiritual support and warm friendship. Regular prayer, theological study and fellowship are key elements in our life together.

The Residentiary Canons work with the Dean to ensure the life and reputation of the Cathedral is maintained. This can include deputising for the Dean in his absence or assuming tasks or roles as required.

6. Skills and Experience Required

This is a senior post in the Cathedral, with a significant profile locally, regionally and internationally. The person appointed will need to be at ease in representing, leading and developing our significant role in peace and reconciliation in the church and the wider world at local, national and international level. They will need to be comfortable working within a wider team, in both supportive and high profile roles as the situation demands. We are looking for someone who:

- has been in Anglican orders for at least six years (in order to fulfil the criteria as a Residentiary Canon);
- has a clear calling and commitment to reconciliation ministry, with demonstrable experience in this area either as a practitioner, or trainer;
- has graduate, and ideally post-graduate, qualifications in theological studies and, ideally, in peace studies/international relations (or relevant subject area);
- ideally, brings a passion for bringing the arts into their practice and theology of ministry;
- possesses excellent interpersonal skills, able to manage individuals and a team effectively;
- can demonstrate good administrative, organisational and financial skills, with the ability to develop and deliver to a strategic plan;
- will be able to work within the formality and high profile of a cathedral role, but who is also comfortable with the informality of some of our services and styles.

The following personal qualities are important to us:

- a 'people person' with a natural generosity of spirit;
- pleasant and personable, naturally a 'people-gatherer', and who is at ease with themselves with a capacity for resilience;
- a self-starter, able to function well in a complex and demanding environment;
- a team player, able to relate well to the existing members of Chapter to continue to offer a diverse and complementary leadership to the Cathedral's ministry;
- moderately risk taking whilst providing a safe pair of hands.

Our aspiration is to interview at least one person who would enable the Cathedral to continue to promote and encourage diversity through its senior appointments. We hope that the role will be of interest to those who may not have previously considered working in a Cathedral, perhaps for reasons of age or cultural background, and who would therefore bring a distinctive contribution to our shared life.

6. Terms and Conditions

- This is a Bishop's appointment, in consultation with the Dean and Chapter.
- Housing will be provided.
- There are six weeks' holiday per annum plus the opportunity for an annual retreat. Further training is by agreement. Residentiary Canons are expected to work flexibly over a six day week, with a regular day off.
- Stipend is set nationally at the Residentiary Canons level, currently £33,058.

8. Further information

Further information about the Cathedral, including profiles of the Dean and other existing team members, may be found on the Cathedral website: www.coventrycathedral.org.uk, where you will also find the Cathedral's Annual Report and Accounts. Initial conversations with the Dean are warmly encouraged, and may be arranged through the Dean's Executive Assistant, 024 7652 1227 alice.hayes@coventrycathedral.org.uk

Applicants may also wish to explore the Cathedral's social media posts and YouTube channel, and to view the excellent BBC4 Documentary, Coventry Cathedral: Building for a New Britain, available via YouTube.

9. Application Process

Applications, on the form provided on the website, to be received by 9.00am Monday 13th January.

Shortlisting will take place in the course of that week.

Interviews are scheduled for the week beginning Monday 3rd February.