

Rector, Christ Church Cathedral, Victoria
Dean, Diocese of Islands and Inlets
Position Description



1. Rector of the Cathedral

As Rector of the Cathedral, the Dean provides inspirational, visionary, courageous, collaborative leadership to teams of staff and volunteers in:

- articulating and giving life to the Cathedral's vision, strategic objectives, and priorities;
- liturgical planning and execution, preaching and teaching, pastoral care, and evangelism;
- loving service to, and passionate advocacy for, the needs of the wider community and world;
- stewardship and strengthening of the Cathedral's physical plant and financial resources; and
- communicating the Cathedral's values effectively to internal and external audiences.

The successful candidate will be a servant leader of deep personal faith, strong pastoral gifts, emotional intelligence, and wisdom. They will be deeply caring, able to easily connect and relate with people of all kinds. They will uphold liturgical, homiletic and musical excellence and variety. They will be committed to social justice, equity, diversity and inclusion, Creation care, and reconciliation with Indigenous peoples. They will have experience leading and building a large congregation, and demonstrated skills in leadership, management and administration, including strategic planning, budgeting and financial management, project management, property management and development, and Human Resources.

This person knows how to invite and inspire people to give their best. The Rector must be a good listener, able to communicate effectively with clergy, staff, volunteers, parishioners, other Anglicans in the diocese, and the community at large (including opinion leaders and the media). They will have a track record of working collaboratively with lay leadership to give the laity full opportunity to use their gifts as vital members of the Body of Christ. In their role as Dean, this person is expected to play a leadership role in diocesan life (see below) and connect with the wider church. They should also be able to relate and work with other faith leaders in the community.

Among the key priorities for the position at this time are:

- Leading a multi-year redevelopment of the Cathedral precinct, with associated capital campaign.
- Diversifying and increasing revenue to support Cathedral programs and operations.
- Reaching out to new members from diverse backgrounds, especially young adults and families.
- Maintaining musical excellence, especially with young people, as a hallmark of the Cathedral.
- Deepening connections with the Cathedral School.
- Building relationships that further reconciliation between Indigenous and settler peoples.

In addition to the ten aspirational statements found on p. 9 of the *Cathedral and Parish Profile*, the Dean's long-term goal should be to lead the Cathedral towards its vision of becoming "an Anglican centre for spirituality, learning, culture, heritage and community on these Islands and Inlets."

2. Dean of the Diocese

The appointment of the dean of the diocese is canonically separate from the appointment of the rector of the cathedral. Normally, the same person is appointed to both positions, and in practice, the two roles are inextricably intertwined. The dean is second in ecclesiastical rank to the bishop, and is

the senior priest of the diocese, regardless of age or years of ordination. In this diocese, if the rector of the cathedral is not appointed dean, the bishop becomes the dean by default.

The dean is expected to devote a significant amount of time not only to the cathedral but to the diocese as a whole. For instance, the dean:

- participates in the regular meetings of the bishop, dean and archdeacons
- participates at Diocesan Council and Synod, and service as the vice-chair of both bodies (if there is no suffragan bishop)
- is a member on the Educational Trusts Board, and serves as its vice-chair
- is a member of the diocesan Management Team
- serves as vice-president of Christ Church Cathedral Buildings Ltd

Further, the dean often serves as commissary in the bishop's absence. Importantly, it is the dean who is appointed the administrator of the diocese upon the retirement or incapacity of the diocesan bishop (again, unless there is a suffragan bishop in place). The dean and the bishop must work closely with one another, have open and honest communication, and be loyal to one another.

The bishop is looking for a dean who is aware of the colonial history of the Anglican Church and will work with her to distinguish between the best of Anglicanism (contextual and contested) and Anglicanism (racist and colonial)¹. It cannot be ignored that at the same time Christ Church Cathedral was being built, the potlach was banned, and children were apprehended and put in residential schools run by the diocese.

The bishop is also looking for a dean who can partner with her in leadership of the most secular diocese in North America. According to 2021 census data, 61% of people in Victoria identify as having 'no religion'. The bishop understands this to be, at once, a challenge and an opportunity. Making the cathedral a vibrant centre of faith, spirituality, liturgy, music, education, and social action is an exciting and challenging prospect. The cathedral should be a safe and welcoming space for the curious, skeptics and believers alike. The cathedral must also be welcoming and respectful of those of all faiths and of no faith.

Over the next decade, the cathedral precinct will be undertaking a major redevelopment and the dean should be prepared for such a large and complex project. The diocese has good consultants and advisors helping with the project, but the dean will need considerable skill in project management, change management, and collaboration. The dean will become one of the public faces and voices for this project and must be comfortable in that role as it relates to public relations and fundraising. Both the Cathedral Chapter (made up of membership from throughout the diocese) and Diocesan Council had discussions about what the wider diocese is looking for in a dean. Emotional intelligence and the ability to collaborate with others across the diocese were top of the list. Strong management and financial abilities were also highlighted.

Many people are invested in the appointment of the dean and our hope is that she or he is referred to as 'our Dean' by a wide and diverse population. The diocesan conference 'We Together' highlights the move in this diocese from "*the diocese, the Bishop, the Dean, and the Cathedral*", to "*our diocese, our bishop, our dean, and our cathedral*". The diocesan vision of transforming futures will only be realised with all of us together.

¹ Sachs and Heaney (2019) [The Promise of Anglicanism](#)