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**Governance at Christ Church Cathedral**

**Draft #3 – 5.2.20**

**Motion**

*Be it resolved that with the approval of the Diocesan Council, Christ Church Cathedral adopt the following governance model on a trial basis for a period of three years, concluding with an evaluation, the results and recommendations of which will be reported to the Diocesan Council at its first meeting after September 2023.*

**Proposed Model**

We propose to entrust distinct roles to two bodies with built-in liaison between them. These are a Management Team and a Cathedral Council.

The Management Team correlates to the current “Dean and Wardens,” and is renamed to reflect its actual *role*, rather than its composition.

The Cathedral Council correlates to the current Parish Council, and is renamed to reflect its widened purview.

The Management Team are not a subset or executive of the Cathedral Council. Each group has authority within the parameters of its own areas of responsibility. Each is also responsible for tending to the needs and aspirations of the other.

* 1. **Cathedral Council**

1.1.1 *The Cathedral Council is responsible for:*

* Naming, challenging, and tending to the culture of the Cathedral
* Articulating vision
* Mission
* Strategic planning
* Issues referred to it by the Dean
* Developing policy related to ministry, use of space, etc.
* Periodic review and evaluation of the Cathedral’s work and program
* Leadership development within the Council and beyond
* Minding the pulse of both the parish & the wider community
* Communication – getting the word out, and sharing constructive feedback with the Council
	+ - Proactively learning what is happening and communicating to others
		- Listening, watching, and addressing matters that affect the Cathedral’s ability to fulfil its stated vision and mission.
* Community Life, including assisting with “volunteer” recruitment and recognition
* Modeling our core values and adhering to the Council’s Code of Conduct
* Holding the ministry of the Cathedral in prayer

1.1.2 *Membership*

* The total membership of Council shall be not fewer than 10 nor greater than 14 in number.
* The following persons shall automatically be members of the Cathedral Council, with voice and vote:
	+ the full-time clergy of the parish, of whom the Dean shall be the Chair, with power of delegation;
	+ two church wardens, selected by the Management Team from amongst themselves;
	+ one or two members of the wider community, appointed by the Dean.
* All remaining members of the Council shall be elected by the Vestry at its annual meeting in order to cover the following roles and constituencies:
* members of Synod (currently 6), at least two of whom shall be church wardens
* a youth member, where possible
* persons with a particular interest or involvement in one or more of the following ministry areas:
	+ - Liturgy, Worship and Spirituality
		- Pastoral Care
		- Faith Formation
		- Engaging God’s World
		- Community Life
* Additional members whose interests, worshipping community, and demographics ensure that the Council is broadly representative of the entire Cathedral community

1.1.3 *Additional provisions*

* Individuals may serve in more than one role (e.g. as both a warden and member of Synod).
* Individuals are elected annually for a one-year term, with a maximum term of six years in any one role. Those who have served six years must take at least one year off before standing for re-election.
* A minimum of two Wardens shall serve as members of both the Management Team and the Cathedral Council, and their role shall be to ensure that both bodies are apprised of the work, needs and aspirations of the other.
	1. **Cathedral Management Team**

1.2.1 *The Management Team are responsible for:*

* Finance & Stewardship, including legacy giving and major gift appeals;
* Due compliance with financial, legal and church requirements, seeking professional counsel when necessary;
* Personnel:
	+ Hiring & remuneration
	+ Review and approval of ministry descriptions for staff
	+ Long-range staffing plans;
* Property;
* Periodic review of standing contracts, and the approval of extraordinary expenses or contractual arrangements;
* Risk management:
	+ Oversight of Safe Church, disaster planning, financial controls, reputational risk;
	+ Insurance;
* Formal communications with outside bodies (through the Dean or as delegated);
* Policy related to finance, property and personnel;
* Initiating and overseeing recruitment to governance positions and onboarding;
* Issues and projects referred by the Dean.

1.2.2 *The following shall be voting members of the Management Team:*

* 4-6 church wardens, all of whom shall be elected by the Vestry at its annual meeting
* The Director of Finance and Facilities
* The Dean, who shall be the Chair

1.2.3 *Additional provisions*

* It shall be the responsibility of two wardens, chosen by the Management Team from amongst themselves, to serve as members of the Cathedral Council.
* Wardens are elected annually for a one year term to a maximum of six consecutive years. Those who have served six years must take at least one year off before standing for re-election.

 **Background Information**

The proposed model aims to embody the following core values and key principles, as adopted by the current Dean and Wardens and Parish Council.

* 1. **Core Values**
* *Caring and Respect* in relationships: working together with gentleness, caring, support and respect
* *Transparency* – particularly with respect to finances
* *Openness* – especially of the entire leadership team to feedback and ideas
* *Effectiveness*
* *Flexibility and Adaptability –* nimbleness, responsiveness, and the capacity to respond to changed circumstances or new information
* *Inclusiveness* is modeled in our governance structures
* *Innovation* and *Creativity* – willingness to consider new options and take calculated risks
* *Excellence*
	1. **Key Principles**
* We pay attention to issues of confidentiality.
* We are mindful of the impact of our work on our sense of community.
* Decision-makers are chosen for needed skills; leaders are knowledgeable.
* We foster consultation and shared decision-making.
* We ensure due compliance with financial, legal and church requirements.
* We respect each other’s time and reduce redundancy where possible.
* The work we ask people to do is meaningful.
* We work at things we can do something about.
* We focus on outcomes in evaluating our work – primarily qualitative, and not merely quantitative: we ask whether we are making a difference.

**Alignment with the Canons of the Diocese**

At the time of writing (3.2.20), the Chancellor of the Diocese has drafted a Regulation specific to Christ Church Cathedral for approval by the Diocesan Council, permitted these variances from the Canons for a period of three years, with an evaluation, report and recommendations to be returned to the Council at its first meeting after September 2024.