

BRADFORD
CATHEDRAL



Annual Report 2018



Cathedral Staff & Officers.....	03
The Dean's Report.....	04
Bishop Nick.....	08
Cathedral Statistics.....	08
AGENDA for APCM.....	09
AGENDA for Public Vestry Meeting.....	09
Annual Parochial Church Meeting (APCM) Minutes.....	10
Public Annual Vestry Meeting Minutes.....	12
Architect's Report.....	14
Artspace.....	16
Bell Ringers.....	18
Carers' Crafts.....	18
Catering.....	19
Children's Space.....	19
Community Committee.....	20
(Inner Bradford) Deanery Synod.....	23
Disability.....	23
Eco Group.....	24
Education.....	25
Faith Trail.....	28
Fellowship Group.....	29
Flowers.....	29
Friends of Bradford Cathedral.....	30
House Group.....	31
Just A Minute Group.....	31
Monday Fellowship.....	32
Music & Choir.....	33
Prayer Ministry.....	35
Safeguarding.....	36
Silence Space.....	38
Stitching the Cathedral.....	38
Toddler Group.....	39
Vergers' Report.....	40
Visitors.....	41
World War I Memorial Bells Project.....	42
Worship.....	44
Accounts.....	45
Looking Forward to 2019 – Our Centenary Year.....	47

Cathedral Staff & Officers

as at 31st December 2018

Dean	The Very Revd Jerry Lepine
Canon Precentor	The Revd Canon Paul Maybury
Canon for Mission & Pastoral Development	The Revd Canon Mandy Coutts
Honorary Chaplains	The Revd Canon Bruce Grainger The Revd Canon Rod Anderson The Revd Canon Professor Myra Shackley The Revd Paul Booth The Revd Helen Lealman The Revd Dr Barbara Glasson (Methodist)
Reader	TBC
Churchwardens Office	Canon Alex McLelland Vacant
Chapter	The Dean The Residentiary Canons The Churchwardens Sharron Arnold Maggie Peel Monica Slocombe
Cathedral Council Chairman	Derek Twine CBE
Chief Operations Officer (Previously Director of Strategic Operations)	Sarah Field-Blešić (from June 2018)

Director of Finance	Simon Dennis
Safeguarding Officer	The Revd Canon Mandy Coutts
Deputy Safeguarding Officer	Ian Price
Director of Music & Organist	Alex Berry
Associate Organist	Dr Ed Jones (from Sept 2018)
Music Administrator	Ann Foster
Director of Education and Visitors	Maggie Myers (from September 2018)
Head Verger	David Worsley (from July 2018)
Assistant Verger	John Paley
Assistant Verger	David Robinson
Architect	Ulrike Knox
Archaeologist	Vacant
PA to The Dean	Sandra Heaton (from July 2018)
Secretary	Julie Bowyer
Heritage Assistant	Diane Hadwen (from January 2018)
Heritage Outreach and Resources Officer	Charlie Murray (from November 2018)
Communication, Marketing and Events Officer	Philip Lickley (from December 2018)
Captain of the Tower	Ron Crabtree
Community Committee Chairman	The Revd Canon Mandy Coutts

Our Purpose

To serve Jesus Christ as a vibrant community of worship and mission enriching the City, the Diocese and further afield.

Our Values

Hospitality • Faithfulness • Wholeness



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Our Purpose Statement uses the word **‘enriching’** to describe the vocation of this Cathedral community. In other words, we exist to bless others. The great writer on mission, Bishop Lesslie Newbigin said of Abraham’s call, ‘The promised blessing is, in the end, for all the nations.’ He then underlines the key phrase regarding the community of God. We are to be **bearers** (of the blessing) – **not exclusive beneficiaries.** That is an emphasis that Christian communities need to come back to again and again particularly at times when, like 2018 in Bradford Cathedral, we have had to focus so much on internal matters. We are here to enrich the lives of others.

For most of the year we were understaffed due to significant staff change and absence. We knew that Jon and Sandra Howard were due to retire and in December 2017 we learned that Amanda Anderson

would be moving to Durham Cathedral. We did not know that by the end of the year eight new people would be in post and three further posts would be pending. A combination of illness, huge staff change, the demands of Data Protection and other internal matters, created a very challenging scenario for an understaffed small cathedral. I am deeply grateful to God that by the end of the year our staffing levels were mainly restored and the energy and commitment of everyone ensured a very happy Christmas indeed. It was very heartening that we welcomed record numbers of visitors to the Cathedral for services and events in December and we were without doubt a joyful presence with our Choir and Organists maintaining an inspirationally high level of attainment.

During the year **we welcomed :**

Heritage Education Assistant	Diane Hadwen (January)
Chief Operations Officer	Sarah Field-Blesic (June)
Head Verger	David Worsley (July)
Dean’s PA	Sandra Heaton (August)
Associate Organist	Dr Ed Jones (September)

Introduction to the 2018 Annual Report by the Dean

Director of Education and Visitors

Maggie Myers (September)

Heritage Outreach & Resources Officer

Charlie Murray (December)

Communications, Marketing & Events Officer

Philip Lickley (December)

Given that background it was perhaps good that it was a quiet year on the buildings front with the exception of the work on the bells. This was celebrated at a wonderful community event in June when we combined the launch of the World War I HLF Bells project with the re-dedication of the bells. The ringing of the Cathedral's glorious bells has been a particular concern of mine since arriving and I was delighted to see this come to fruition. Growing the team of bell ringers continues to be our desire.

We are getting very good at events that gather people together from all ages and backgrounds. That is a particular strength in a city like ours where people of all faiths and none need to spend time with each other, recognizing the gift of diversity and unity. Major events such as the Legal and Civic Services as well as initiatives such as the Stitching project, Toddler Group and the launch of Places of Welcome all create a sense of belonging and community. So too does the Schools work that brings children and young people together from different backgrounds. This is vital formative ministry that creates a legacy.

During the year **Chapter** membership changed. We were hugely grateful to Maggie Peel for the commitment that she has given as Churchwarden over the last few years. As she stepped down Dr Geoff Lealman was welcomed into that role and Maggie took Canon Steve Davie's place as Bishop's representative on Chapter when he retired in May. Sadly, in the Autumn, the Revd Helen Lealman, became ill and Geoff tendered his resignation to the Bishop as Churchwarden in order to support Helen. Monica Slocombe was then elected Churchwarden at the turn of the year leaving another

vacancy on Chapter to be filled in 2019. This, in a way, reflects the way 2018 was for us, full of the 'changes and chances of life.'

Chapter also embarked on required national training – finance, governance and marketing. This is in line with the increased attention that the running of cathedrals has had over the last two years. Nationally, General Synod received the report of the **Cathedrals Working Group** and whilst it will be coming back in 2019 it was clear that both statutory and non statutory change is in the air and the next few years will involve cathedrals moving towards a far more professional way of operating. We are into a very significant period of change in the way that cathedrals are run. The future of the Cathedral Foundation (Chapter, Council and College of Canons) is being debated as well as many other aspects of Cathedrals' governance and management. Potentially Cathedral Councils could go and Chapter will operate in a clear non-executive way. A new Senior Executive Team will have oversight of operations. I believe that Bradford is ahead of the game on this in some areas but will need increased financial assistance in order to maintain the levels required.

Chapter edited the number of **Strategic lines** from twelve to five, reported back on objectives at every meeting and did not lose sight of the ambition to create a Business plan by 2019. Here are some highlights.

I. Proclaiming the wonder of God

The Music Department's ambitious Development Plan was approved and the Choir saw some very successful chorister recruitment. A new Liturgical Plan was signed

off.

2. Nurturing faith, gifts and numerical growth

A strategy for increasing volunteers was designed, the Alpha course was launched and the Toddler Group came back under the Cathedral's leadership and management. Sarah Maybury continued her training to be a Reader and, with Canon Paul, hosted monthly congregational lunches.

3. Creating a healthy organisation

Data Protection took up a lot of time but was achieved with the help of a dynamic piece of software called ChurchSuite which has many useful tools e.g. statistical compilation. A rolling review of all policies was put in place and we began a discussion on HR assistance. Fundraising for the work needed on the Parish Room began and we appointed a new post of Communications, Marketing and Events with a Church Commissioners grant. The latter had an immediate effect on our social media profile.

4. Serving the wider church

Canon Paul Maybury visited one of our Diocesan Links in Sudan and clergy preached elsewhere. Each clergyperson has a diocesan portfolio and the Dean is now treasurer of the Deans Conference. Cathedrals are mentioned in the proposed Diocesan Strategy and we are working at marrying our Strategy to this. The Archbishop of Canterbury's Ascension to Pentecost project, Thy Kingdom Come, had its Diocesan event here. Our Choir has not only been on tour but also leads Choral Evensong at churches within the diocese.

5. Enriching City life

Artspace completed another successful year and schools work continued to grow. The Cathedral Wood eco project continued with more planting. The Flourishing City programme focused on the future of Civil Society and Bradford's conversations were fed into a national report. Civic services were a significant part

of the annual engagement.

One interesting observation on the year is **the number of children and young people** that we have in our connection. The number of Choristers is larger than for many years with over forty on our books and Children's Space has about thirty as well. When you add to that the Messy Cathedral services, Toddlers, Schools attendance and new Half-Term activities we do have a significant number of under 18s associated with the cathedral. This is undoubtedly a cause for celebration and something to build on for the future.

Cathedral Council has continued to be both a tremendous support and a critical friend under the expert leadership of Derek Twine. This year we welcomed Isla Skinner as a congregational representative.

During 2018 the Rt Revd Helen-Ann Hartley, Bishop of Ripon, was installed as an Hon Canon in the College of Canons. Canons Alistair Helm and Steve Davie retired and Canon Bev Mason became Bishop of Warrington.

In a challenging and complex year for our **finances** the main headlines were:

A forecasted deficit of nearly £38,000 actually came in just under £30,000.

There were some savings on salaries with so many vacancies.

Income was up due to one-off gifts and legacy income increasing by £21,000 and regular giving by about £5,000

This increase was balanced by a significant unexpected expense in the area of HR and legal costs.

If we continue on our current trajectory by increasing income across the board and incur no unexpected costs we are aiming to return to a balanced budget by the end of 2019.



The underlying figures show a sound financial situation requiring careful stewardship.

Thank you to Simon Dennis and the Finance team who work so hard to manage the finances and keep so cool when the pressure is on!

Thank you this year particularly to :

The Flower team who have continued to beautify our worship with their arrangements. I really would like to give them a larger budget!!

All those who provide welcome and hospitality at our increasing number of special services and events. We could not do without you.

Those who offer prayer for this Cathedral and engage in prayer for healing – so often unrecognised but vital for the spiritual health of this Christian community.

Hilary Greaves, who stepped down from organising the Hospitality rota after many years.

Graham Waddington, who retired as Electoral Roll Officer, sidesman and welcomer after many decades.

Our Cathedral Chaplains (Bruce Grainger, Rod Anderson, Myra Shackley, Paul Booth and Helen

Lealman) who make such a significant contribution.

Also, we give thanks for the lives of Valerie and David Parnham, Harvey Mitchell, Margaret Oversby, Deen Choudhary and Mary Walker who were part of this Cathedral community for so many years and whose friendship will be greatly missed.

David Parnham had recently celebrated fifty years as verger. He died two days before the Legal Service where his skills were always splendidly employed.

Finally, in order to enrich the City, Diocese and further afield we need to have **a team of volunteers, staff and clergy** that works in a dedicated generous way. I have spoken on many occasions about this **partnership (Team Cathedral)** that needs to be at the heart of who we are. This report illustrates this so well. My thanks go to everyone who has made a contribution to the Cathedral in 2018. It has ensured that after a very demanding year we have emerged not only stronger but with a real anticipation and hope for our Centenary year of 2019.

The Very Revd Jerry Lepine
(Dean of Bradford)

Cathedral Statistics 2018

Statement from the Bishop of Leeds

Baptisms	5
Confirmations	1
Marriages	2
Service of Prayer and Dedication after Civil Marriage	1
Funerals	8
Memorial Services	3
Admission to Holy Communion	4
Volunteers	75
Children and Young People on Sunday (Av)	22
Number of Adults on Sunday (Av)	122
Christmas Eve / Day Service Attendance	352
Easter Eve / Day Service Attendance	300
Number of Events and special Services	93
Advent Service and Event Attendance	5723
Number of Visitors excluding Events and Services	4550

Thanks & acknowledgements

May we also extend a thank you to Thelma de Leeuw for proof-reading this edition of the Bradford Cathedral annual report.



The Diocese of Leeds is unique in having three cathedrals. We are probably also unique in having deans and chapters who have risen to the creative challenge of finding ways of working together that avoid focus on the challenges of this arrangement and put energy into making it

work: a single College of Canons, cross-fertilisation of ideas and initiatives, a regularised and creative engagement of diocesan bishop and area bishops across the single diocese, full involvement of deans in the working and leading of diocesan ministry and mission. The cathedrals align their vision alongside the diocesan vision and strategy.

This means that all three cathedrals play a unique role across the diocese and in their particular place. They serve diocese and region in distinctive, but common ways - adding capacity to diocesan witness at every level of society.

Bradford Cathedral is, therefore, unique. It exercises a ministry for and service of the people of Bradford and beyond. It has further become a locus of social conversation and community celebration, creating space for a common solidarity and a representation of Christian hope in a complex and diverse society.

The Rt Revd Nick Baines
Bishop of Leeds

AGENDA for APCM

7th April 2019

- Appointment of Secretary to the Meeting
- Presentation of Minutes from the 2018 APCM for approval and signing
- Matters Arising from the Minutes not raised elsewhere on the Agenda
- Election of Two Members to the Cathedral Community Committee to serve for a term of Three Years
- Election of One Members to the Cathedral Council to serve for a term of Two Years
- Election of the Parish Disability Representative to serve for a term of One Year
- Election of One Member to the Deanery Synod to serve for a term of One Year
- Appointment of Deputy Wardens and Sidesmen for the coming year
- Report on the New Electoral Roll
- Receive the Annual Report for 2018 and make comment upon any item contained in it
- Report on Income and Expenditure for Year ending 31 December 2018
- Cathedral Centenary November 2019
- Report of Cathedrals Working Group
- Dean's Report
- AOB
- Closing Prayer

AGENDA for Public

Vestry Meeting

7th April 2019

1. Appointment of Secretary to the Meeting
2. Election of Churchwardens
3. Presentation of Minutes from the 2018 Vestry Meeting for approval and signing
4. Matters Arising from the minutes not raised elsewhere on the agenda
5. Churchwardens Report
6. Announcement of Appointment of Churchwardens

Note: All persons whose names are entered on the new Cathedral electoral roll and all persons resident in the parish, whose names are entered on a register of local government electors by reason of such residence, are entitled to attend and vote at this meeting

Note: All persons whose names are entered upon the Cathedral Electoral Roll of the parish (prior to the end of the revision period—March 18th 2019 and such persons only, are entitled to vote at the election of parochial representatives of the laity.

Any comments/questions in connection with the Annual Report or items of AOB to be submitted to the Cathedral Office by 12 noon on Thursday 4 April 2019

Following the rising of the Annual Vestry Meeting.

Apologies and Attendance:

These are recorded on a separate sheet.

Appointment of Secretary to the Meeting:

The Dean, from the Chair, proposed that Alex McLelland be appointed and this was agreed unanimously.

Minutes of the 2017 APCM:

The minutes of the meeting held on Sunday 2 April 2017 were approved and signed as a true record.

Matters Arising:

There were no matters arising.

Election of two Members to the Cathedral Community Committee:

The Dean reported that two nominations had been received for Sue Ibnou Zaki and Jane Thompson. In the absence of any further nominations it was agreed that Sue and Jane be elected to serve for three years.

Election of two Members to the Cathedral Council:

The Dean reported that one nomination had been received for Isla Skinner. In the absence of any further nominations it was agreed that Isla be elected to serve for three years.

Election of Parish Disability Representative:

The Dean reported that one nomination had been received for Lindsey Bradshaw. In the absence of any further nominations it was agreed that Lindsey be elected to serve for one year.

Appointment of Deputy Wardens and Sidesmen:

The Dean drew attention to the retirement of Graham Waddington as Deputy Warden and thanked him for his service to the ministry of welcome at the Cathedral over many years.

The following were appointed by the meeting to serve for the coming year.

Deputy Wardens:

Alan Briggs	Deen Choudhary
Tracy Flatt	Michael Oversby
Monica Slocombe	Jan Warriner
John Wright	

Sidesmen:

Michael Beevers	Martin Birkett
Malcolm Carr	Chris Coupland
Thelma de Leeuw	Barry Flatt
Hilary Greaves	Sir James Hill
June Kelley	Sandra Matley
Andrew Mooring	Yvonne Mooring
Gill Overend	Maggie Peel
Elaine Romain	Sylvia Ross
Irene Taylor	David Worsley

Report of Electoral Roll:

Graham Waddington reported that the number on the role was 220.

Receipt of the Annual Reports:

The Dean thanked all those who had contributed to the report and for all those who had been part of the great amount of work that it represented. The Dean particularly thanked Sandra Howard for her work in completing the report.

The Annual Report was received.

Income and Expenditure for the Year to 31 December 2017:

In the absence of the Director of Finance the Dean presented the financial report on his behalf. The summary figures for the year were on pages 42 and 43 of the Annual Report booklet.

2017 had been an excellent year thanks to an increase of 8% in congregational giving and the Jethro Tull concert which meant net receipts were £8,000 up on 2016. There were a number of exceptional fabric costs but despite this a surplus just in excess of £30,000 was achieved. This will contribute to the expected deficit of £38,000 in 2018 taking account of the Bell Tower

Annual Parochial Church Meeting (APCM) Minutes

Sunday 15 April 2018

works, the new conservation plan and the quinquennial survey of Cathedral properties.

The major items of increased income and expenditure reported in the accounts were highlighted and explained in detail.

The Dean reported the response of the Director to a number of detailed questions about the accounts posed by Peter Jackson.

The Dean thanked Simon Dennis for his report and for the work he carries out throughout the year on behalf of the Cathedral.

Cathedral Centenary November 2019:

Maggie Peel reported on the plans being formulated by a group set up to create a programme for the centenary year. A programme will be published in due course but a few highlights were reported including that Bishop Rowan Williams and Dean David Ison will be coming.

Report of Cathedrals Working Group:

The Dean reported that a group had been set up following Bishop's visitations at Exeter and Peterborough Cathedrals resulting from serious issues that had arisen in these places.

The working group had looked at a number of areas of the work of Cathedrals and had concluded that a fresh look at the Cathedrals Measure was needed.

The following areas were in need of revision or clarification: governance and management, scrutiny, the role of Dean, the role of Cathedral Councils, regulation.

A number of proposals were to be put to General Synod. The Chapter should be the overall governing body but a management committee should be created to oversee day to day work. The Dean is the Chief Executive. The Cathedral Council should not be a scrutiny body this should pass to the Charity Commission. The Church Commissioners to continue to be a funding body but section 21 and 23 funding should be combined. The Bishop should be closer to Chapter and should hold a five yearly review of the cathedral. The planning of large building projects should be tightened. The Finance Committee should be

responsible for audit and risk management. State funding for Cathedrals should be sought. Parish Church Cathedrals should be governed in the same way as all other Cathedrals.

Dean's Report:

The Dean thanked the clergy, staff and volunteers for their work. He highlighted the many staff changes which were happening and asked that all staff new and old be given support. Attention was drawn to the inclusion of an item from Bishop Nick in the Annual Report: this was part of the ongoing work in conjunction with the Diocese and its strategy. Cathedrals generally are a success story as they seek to serve their community and the Dean quoted Bishop Rowan Williams who called this the vocation of the gathering Christ and commended the Cathedral values of hospitality, faithfulness and wholeness.

AOB:

The Dean referred to the fact that June and Selwyn Wynter were moving away in the next few weeks and thanked them and wished them well in their move.

Appointment of Secretary to the meeting:

The Dean, from the Chair, proposed that Alex McLelland be appointed and this was agreed unanimously.

Election of Churchwardens:

The Dean reported that Maggie Peel was standing down from this office. Two nominations had been received for Geoffrey Lealman and Alex McLelland. In the absence of any other nominations they were elected to serve for the ensuing year.

Minutes of 2017 Vestry Meeting:

The minutes of the meeting held on Sunday 2 April 2017 were approved and signed as a true record.

Matters Arising:

Isla Skinner requested that reference in the minutes be to “Chair” rather than “Chairman”.

Churchwardens’ Report:

Alex reported that he would deal with Community Committee matters and Maggie would deal with Chapter matters.

The Committee met on 9 occasions and was an advisory body to Chapter dealing with matters related to the congregation and was the body which initiated the social programme of the Cathedral. Alex thanked Peter Jackson and Sue Ibnou Zaki the two retiring members for their contribution to the committee.

Alex referred to the following significant areas that the committee had been discussing and acting upon.

Discussion of the Cathedral Organisational structure which had proved to be a very useful session; a chart of where everything fits together is available in the Cathedral Office and is a good document to be aware of.

A very successful “End Of Life Matters” course was run on four Saturdays in the Autumn and Spring and excellent feed back had been received from attendees both from the congregation and other churches.

The Parcevall Hall weekend had gone well and Alex drew attention to the next one arranged for 2/3 June 2018 and encouraged people to sign up.

Newcomers meetings had been held and appreciated and these were planned to continue in future.

The two major social events, the Christmas Lunch and the Shrove Tuesday Pancake Party, were held and enjoyed by all who attended; these have become regular events in the Cathedral programme.

On behalf of the congregation the Committee recommend to Chapter who the recipients of the Mission giving should be and a list for 2017 is in the Annual Report Booklet.

The Committee receives regular reports from a number of other committees and groups which helps to keep the members alive to and supportive of all that goes on in the Cathedral.

Alex thanked many groups of people and three people in particular: Amanda Anderson who had moved on to Durham Cathedral, Gill Davis who had retired and his fellow warden Maggie who he thanked for her help and support over the time they had served together.

In closing Alex thanked the congregation for their support and for electing him as their churchwarden.

Maggie opened by outlining the differences in responsibility of churchwardens at the Cathedral to those in a Parish Church. The fact that the Cathedral is open 7 days a week and has a staff team means that some of the duties are covered by staff rather than the churchwardens.

The churchwardens are members of Chapter and this has 8 members, the 3 Cathedral clergy, 2 churchwardens, a representative of the congregation (currently Monica Slocombe) and two Bishop’s nominees (currently Sharron Arnold and the Revd Canon Steve Davie). The Chapter meets monthly and is serviced by Amanda Anderson, Simon Dennis and Sandra Heaton as minutes secretary.

Maggie gave a quick tour of the work of Chapter Strategy, the big picture, defining main priorities. We

Public Annual Vestry Meeting Minutes

Sunday 15 April 2018

visited Wakefield Cathedral to see their reordering and spent half a day with the Director of Operations from York Minster whose budget is 20 times ours. We measured ourselves against the Association of English Cathedrals' Self-evaluation Framework. We have considered the Cathedral Working Group report and started work on a business plan to underpin the next few years work. We have approved and reviewed policies, which is probably Amanda Anderson's biggest legacy.

The Chapter overviews the finances of the Cathedral and is grateful to the Director of Finance for his work and advice in this and his production of the management accounts. All capital spend is approved and the auditors are appointed by Chapter. Health and safety policy is reviewed, hire charges are agreed, terrorism and cyber attack insurance was considered and not acted upon. Training has been undertaken by members in finance, risk management and will be looking at GDPR.

Regular reports are received on safeguarding, the setting up of systems and the music team. Members give permission for appointments to be made and sit on selection panels and there are a number in process at the moment. New projects and innovations such as Cathedral Wood, HLF Bells and the Tower project, are agreed and other events are initiated.

Maggie had been privileged to be churchwarden for 4 years but was giving up as she was about to become a grandmother. She will still be a member of Chapter as Bishop's nominee when the Revd. Canon Steve Davie retires in May but will give up other things. Maggie thanked the congregation for voting her to be churchwarden for the last 4 years and Dean Jerry for arranging for her to continue her role on Chapter.

Maggie will still lead Artspace, be involved in the Centenary planning and sing in the choir, be a reader, sidesman and lay assistant and be part of those who help to make sure the Cathedral is properly run.

Presentation:

The Dean made a presentation to Maggie Peel to thank her for her work as churchwarden over the past four years.

There being no further business the Dean declared the meeting closed.



2018 was relatively quiet on the building front but there have been some more improvements for the bell tower including a handrail, decorations and the installation of cameras and lights to enhance the appreciation of the bells and bell ringing.

Proposed improvements to the Parish Rooms were detailed and gained planning and FAC approval (see plan). Grant applications for funding to do the building works were made and fund raising is underway to implement these desperately needed alterations which have a huge potential to aid mission and facilitate community outreach.

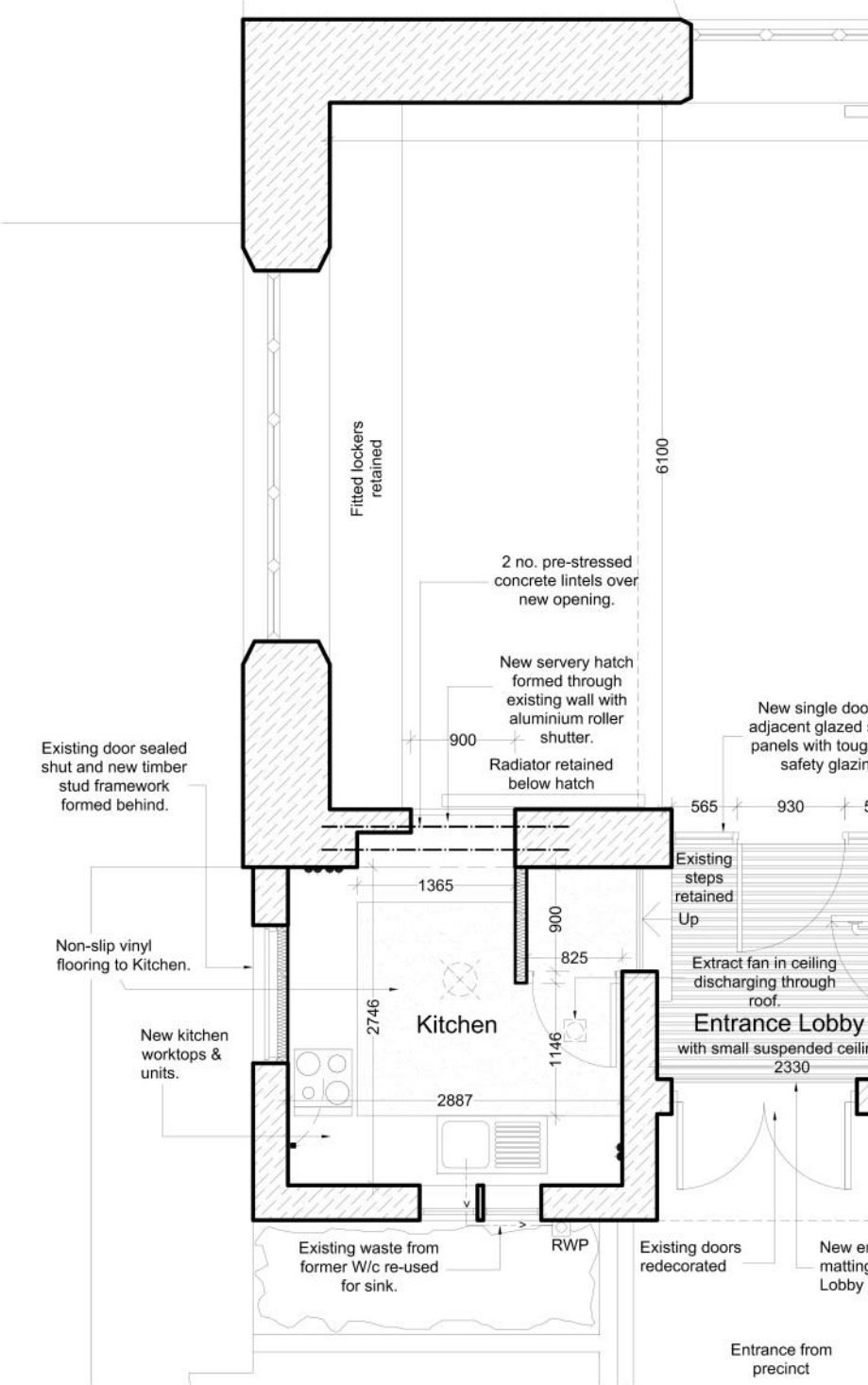
Every five years the fabric of the Cathedral buildings is inspected, and this is currently underway with a new 10-year plan in preparation.

In addition to the inevitable maintenance needs of the building, we are looking to make continuing improvements to the access into and around the Cathedral with alterations to the precinct paths, steps and lighting on the drawing board.

Exciting consultations are happening about the options for commemorating the centenary of Bradford Cathedral and we hope we will be able to contribute to the growth of the Cathedral for another 100 years.

Ulrike Knox
Cathedral Architect

Unless indicated, this drawing is for information only. Knox McConnell Architects accepts no liability for use of this drawing by parties other than the party for whom it was prepared or for purposes other than those for which it was prepared. Do not scale from this drawing. All dimensions to be checked prior to work commencing on site.



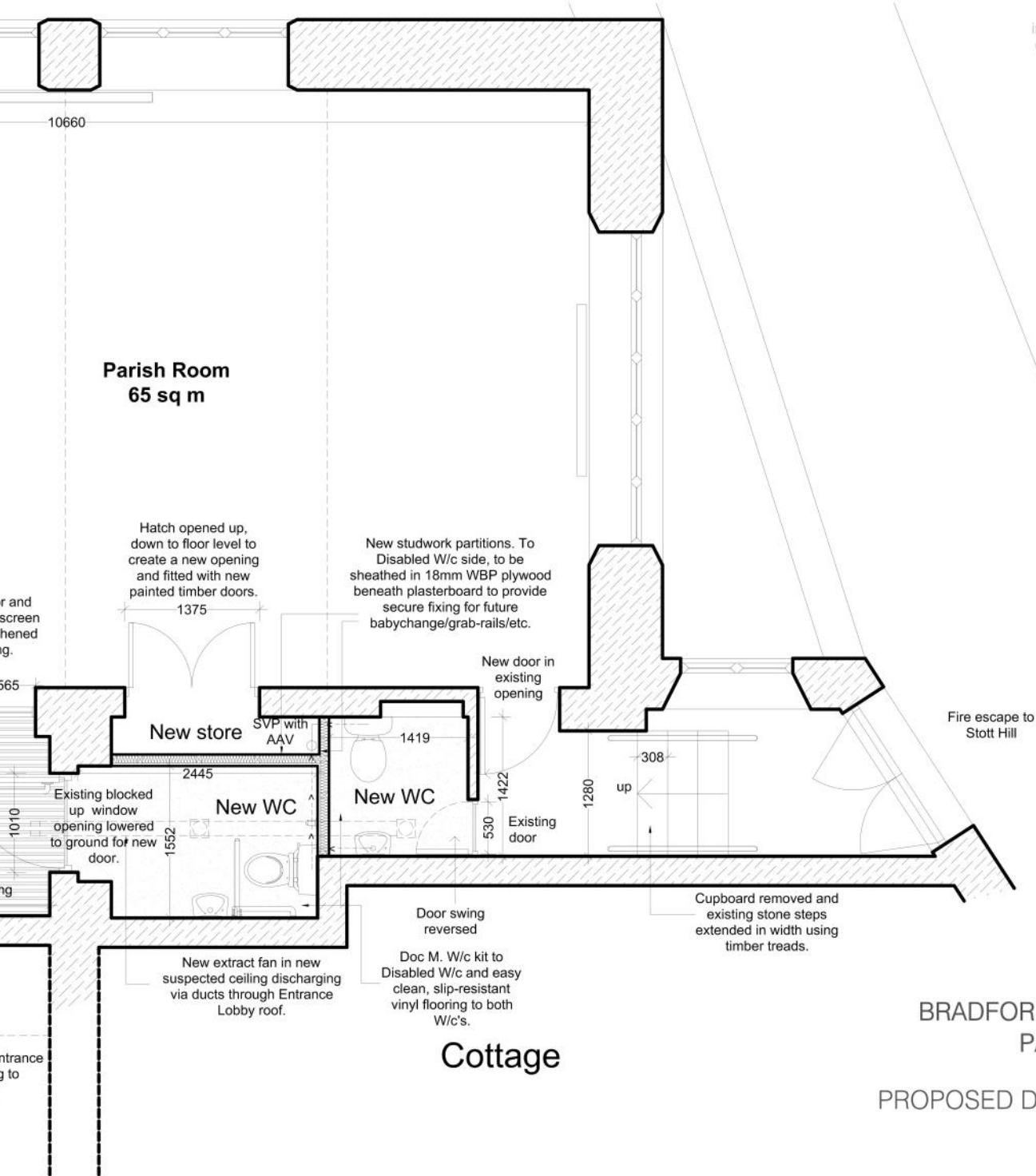
Ground Floor Plan

(Scale 1:50)

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BDF13/004A
BRADFORD CATHEDRAL
PARISH ROOMS

PROPOSED DETAILED PLAN

SCALE 1:50

April 2018

Rev A

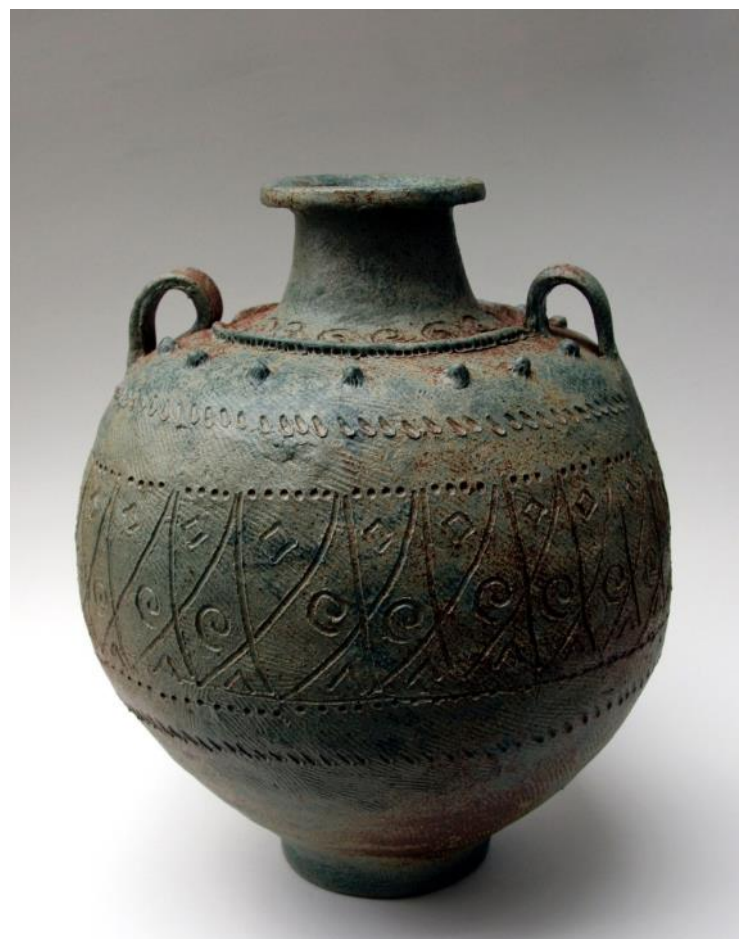
knoxmcconnell
architects



The exhibition year started quietly with Ian Meekham's dark monochrome photographs of secret corners of local churches, called *chiaroscuro ecclesia*. The Lent exhibition that followed was a complete contrast as we exhibited David Greenwood's vibrant portraits in *People of the Cross*. For me, the most powerful was Peter whose portrait was a searing rendition of a man distraught by the realisation that he had betrayed his friend. After Easter we were privileged to exhibit the paintings of William Capeling Stevens, a *Saltaire* artist who died in 1911, including local scenes that are still recognisable today! Sarah Harris' intricate and technically masterful prints in *Coast to Dale* gave us a different local view, including of the *Saltaire* allotments and the *Shingley Glen* tram. We were delighted to welcome Diane Pacitti back to the Cathedral, this time showing her late husband's ceramics in *Pots & Poetry*, accompanied by a volume of her own poems and a much appreciated poetry reading. Nudrat Afza's monochrome photographs of female Bradford City football fans *City Girls* were followed by Martin Hearne's colourful paintings *Street Scene: Bradford*, which were instantly recognisable as the streets of Bradford.

Then we came to the centenary of the armistice. Our first de Lacy Arts & Theology lecture had already referenced other wars as Professor Jolyon Mitchell spoke about building peace through the Arts in his lecture *Swords into Ploughshares*. Our exhibition at the centenary was John Allcock's *Presente!* A reflective

look back at the World War One front in north-eastern Italy. At the same time, we had life-sized cut-out figures in metal and transparent acrylic around the Cathedral in a moving installation called *There But Not There*. The semi-visible figures were a poignant reminder of people lost from the Cathedral, from Bradford, and from the nation during the Great War. Fresh Aire Productions premiered their drama *Under Their Feet: A Suffragette Story*, which told of the part women played in changing hearts and minds at that momentous time.





Our year's programme was completed by our annual outdoor Shakespeare performances and another de Lacy Arts & Theology lecture. ACT (Actors Community Theatre) gave us an entertaining rendition of Twelfth Night while just managing to dodge some uncharacteristically inclement summer weather, and Sarah Middleton showcased the Methodist Modern Art Collection in a lecture called Drawing Closer to God, giving us real insights into the spiritual meanings of some of the Collection's works of Art.



Having introduced the Arts & Theology lectures the previous year, we were pleased to name them, in 2018, the de Lacy series, after an old Bradford name linked to Bolling Hall at the time of the Magna Carta. In 2018 we also published our programme in three Arts & Music brochures instead of two, in order to be more responsive to events that arose during the year and that didn't have long lead-in times.

There were also significant changes to the staff on the Artspace Committee: Sandra Howard retired and was replaced by Phil Lickley, and it is fitting to record our immense thanks to Sandra who really was Artspace boots on the ground, giving selflessly of her time and considerable expertise to ensure that all our events ran smoothly. Gill Davis also retired after leading on some highly unusual exhibitions that we wouldn't otherwise have thought of and she has now been replaced by Maggie Myers. We were all delighted when David Worsley agreed to join the committee as a volunteer, and even more pleased when he became Head Verger and is perfectly placed to do the job from the inside! I have thoroughly enjoyed chairing Artspace for the past eight years. I have met some amazing local and national artists and performers and have hugely appreciated the untiring support of both cathedral staff and volunteers. I am particularly indebted to David, who takes the Chair from me, and I wish everyone involved the greatest of success as the Artspace programme goes from strength to strength.

Maggie Peel
Chair of Artspace at Bradford Cathedral

Bell Ringers

Carers' Crafts



During the year the work of overhauling the Bell Clappers and fittings has been completed. The bells are a magnificent peal cast in the 1920s so they were not affected and maintain the quality of their sound.

I am constantly working to increase the number of ringers to provide regular service ringing. We are looking for people who have at any time in their lives learned to handle a bell, in full circle ringing, to come along and help us to train our future new learners. It is a skill which is never forgotten so I would ask anyone who is experienced to contact me through the Cathedral Office or on the number below.

We are also looking for anyone who would like to visit the tower to see if they would like to learn how to ring to contact me. We will be holding more open days in the near future.

If you would like to find out more about our bells and/or ringing please contact me on 01274 584680

Ron Crabtree,
Tower Captain

Carers' Craft Group continues to meet each week in the Parish Room and offers a warm welcome to carers and past carers looking for a friendly and interesting group to join. It is run by carers and past carers who find that it really helps them to have time away from those they care for, giving them time to recharge their batteries and meet others in similar circumstances.

The group has continued to grow during 2018 and there are currently 15 regular members. Not everyone manages to get to the group every week; members come when their caring duties allow. Ann Brooksbank leads this group with dedication and enthusiasm, providing a warm welcome and a varied programme of activities that are accessible for all.

New crafts that have been introduced this year include needle-felting and candle decorating, and the group have enjoyed old favourites from previous sessions, such as glass etching, flower arranging and making Christmas decorations. One of the key sessions this year was making pretty handbags with flannels and soaps, for the Cathedral Shoebox Appeal. This is a happy and supportive group, valued by all who attend as it provides friendship and respite for carers and past carers.

Maggie Myers
Director of Education and Visitors

Catering

As always, it has been another busy year catering for the regular Sunday morning refreshments and providing Hospitality for all the many other services, groups and events which take place in the Cathedral. Christmas was the usual hectic time when we provided hot drinks and mince pies at the Carol Services. We always receive a very positive response and grateful thanks from the people we serve.

As many know, I have now retired from my role as Catering coordinator. I should like to thank all the people who have given their loyal support to me over many years. I am truly grateful!

I hope the ethos of offering hospitality in the Cathedral will continue to grow and flourish in the years ahead!

Hilary Greaves
Catering co-ordinator

Children's Space

2018 was a rather mixed year for us. We continued to welcome back regular attendees, as well as new members and occasional visitors, with our usual influx on Easter Sunday. We continued to base our sessions on the Bible, bringing in important events in the church and wider community, such as Fairtrade Fortnight, Candlemas, Remembrance Sunday and World Communion Day. In the Summer term, we enjoyed delving into the Book of Acts, finding out more about the apostles and the Early Church. Some of the older children enjoyed memorising short Bible verses and everyone joined in with our presentations in Summer and at Christmas. The Winter term was busy as usual, preparing Harvest boxes, Christmas cards and shoeboxes.

As always, it was a pleasure to see the children grow in understanding and personality throughout the year. Our eldest members are now in secondary school, bringing with them a maturity the others can look up to as they prepare for their own transitions to new classes and schools this year.

Unfortunately, we lost two members of our team last year. We said a fond farewell to Selwyn Wynter as he and his wife, June, moved down to Hereford. We enjoyed a session of games and chatting, as Selwyn left us with his words of wisdom and was presented with gifts and a card. His musical talent and flair for displays have been sorely missed. Kathy Bartle, a long standing member of the team, suffered a serious injury towards the end of the year and remains in our prayers. Our thanks go to her for her many years of service and her continued interest in our work. We also said goodbye to Yousef, a regular attendee since being small, as he and his family moved to London.

Huge thanks go to the remaining members of the team; Elaine, Lisa and Sandra, who never fail to go the extra mile for the children, providing snacks, crafts, wisdom and compassion every week.

If you are interested in joining us in this important work, please do contact Canon Mandy or a member of the team – no experience necessary!

Emma Towers
Group member



As chair of the Community Committee I am delighted to present the report for 2018. It reflects another year of tremendous heartfelt commitment to serving God and the worshipping community at Bradford Cathedral by all the members of the committee.

At the last APCM we welcomed new members, Jane Thompson and Geoff Lealman. Maggie Peel and Peter Jackson both stepped down from the committee and we are deeply grateful for all they have done and their important contributions. Monica Slocombe stepped down as secretary after three years of excellent minute taking and sending out agendas. We are deeply grateful for her work and pleased to report she has remained on the committee. Our thanks to Elaine de Villiers, who has now taken up the role of secretary and Alex McLelland who continued as Vice Chair.

Every year the Community Committee delivers a portfolio of activities and events, which reflects Bradford Cathedral's core values of Hospitality, Wholeness and Faithfulness and 2018 was no exception.

January

A presentation from the Sea Cadets, one of the groups we support through our Mission Giving

Grieving and Loss session by the Reverend David Williamson as part of the End of Life Matters Course

February

Shrove Tuesday congregational lunch

'Dignity in Dependency' session by the Reverend Elizabeth Maitland, chaplain at Sue Ryder Manorlands Hospice in Oxenhope, concluding the End of Life Matters Course

March

Fairtrade Cathedral breakfast with over thirty people enjoying a breakfast with a mixture of Fairtrade and locally sourced produce.

End of Life Matters Course was reviewed and it was decided to re-run in 2020.

April

APCM, we welcomed new members to the Community Committee Jane Thompson and Geoff Lealman and said farewell to Peter Jackson and Maggie Peel.

May

The new defibrillator arrived, gifted by the Yorkshire Provincial Masonic Charities

June

Parcevall Hall weekend, including a fun family day on the Saturday with a variety of indoor and outdoor activities to choose from, followed by Sunday when we welcomed Bishop Toby who led discussions on 'The Cathedral as a gift to the City'

Diocesan Lay Conference – CC members encouraged people to attend. This also fitted well with the work that was already underway considering how to encourage people to be more involved in the Cathedral in a variety of different ministries and will be the focus of Parcevall Hall weekend away in 2019.

September

Harvest lunch hosted by Paul and Sarah Maybury. Our guest speaker from CMS was the Reverend Jenny Green, who we also support through our Mission Giving.

CC also arranged for the Harvest produce to be taken to InnChurches, the Foodbank and Abigail House.

Newcomers Evening, which included a tour of the Cathedral, a presentation about the work of the Cathedral and its staff all served with wine, cheese and puddings.

October

Places of Welcome was launched and now takes places every Wednesday 3 till 4.30pm.

Alpha was launched with a team from the Committee.

December

The annual shoebox appeal, working in partnership with Bradford Cinderella Club produced over one thousand shoeboxes for local children, delivered via a variety of local charities and church based organizations as a result of a tremendous team effort from the congregation, the public, staff and local organizations.

Congregational Christmas Lunch, once again a wonderful event for members of the congregation and friends with food provided for by Paul and Sally Brodie.

The congregation also received regular updates from Children's Space, Eco Group, Healing Prayer, Deanery Synod, Disability Rep and from October onwards Toddler group which has come back under the Cathedral's suite of activities with young people thanks to the enthusiasm and dedication of Sarah Maybury and Julie Day. Other activities community committee has actively supported include hospitality, welcome, the volunteers project and Messy Cathedral.

The Community Committee has responsibility for the allocation of the congregation's Mission Giving, which is made up of 10% of the congregations annual giving. In 2018 the congregation increased their giving, which meant we had £13,000 we could send out to the charities. These are listed in the table (see over) and are divided between local, national and international charities according to their understood needs. We also look for ways to better understand the work of the charities we support and seek new ways to engage with them. Each year we invite some of these charities to visit the Cathedral. In 2018 we welcomed Jenny Green, from CMS, at Harvest Festival and the Sea Cadets at the beginning of the year. We were able to further support Jenny Green's work through the shoebox appeal. Our grateful thanks Monica Slocombe, our churchwarden and Simon Dennis, our Director of Finance for compiling these figures and to all who have contributed to the Cathedral News articles about the charities. Members of the congregation nominate the charities. New applications are considered in the autumn, for further information speak to one of the Community Committee.

The Community Committee has continued to be the eyes and ears of the congregation, bringing important matters for discussion and where appropriate referring them to Cathedral Chapter, the governing body. So please share with them your reflections and ideas for new things at the Cathedral and prayerfully consider whether God maybe calling you to be part of this

committee. For further details please speak to Canon Mandy Coutts or one of the Community Committee. Finally, please pray for the Community Committee, for God's continued wisdom, and direction to guide our plans to bring Glory to His name.

The Revd Canon Mandy Coutts
Canon for Mission & Pastoral Development and
Safeguarding Officer

Bradford Cathedral Mission Giving 2018

Organisation	2017	2018
Local	8,300	9,500
Abigail Housing	1,000	1,000
Anchor Project, St Clements	1,000	1,000
CUF: Wellsprings Together Bradford	800	1,000
Firm Foundations, Clayton	500	750
Inn Churches	1,000	1,000
Jenny Green (Via CMS Local)	1,000	1,500
Sea Cadets	500	500
SHINE West Bowling	1,000	1,000
Zephaniah Trust	500	750
Bradford Court Chaplaincy Service	1,000	1,000
Elsewhere	2,740	3,537.20
Acorn Trust	500	750
International crisis: Toilet Twinning	240	480
International crisis: DEC Yemen	0	Balance of remainder
International crisis: DEC People fleeing Myanmar	500	0
MAF	500	500
Sudan (Kadugli Appeal via Diocese)	1,000	1,500
Traidcraft Exchange (Fairtrade stall profit)	??	307.20
Total Giving	11,040	13,037.20
Carry forward	710	0
10% Unrestricted Giving for 2018 (as at Feb 2019)	11,750	<14,307
Total Allocation	11,750	TBC

Higher allocation than 2017 - restored to former level in 2016.

Increased amount to Sudan.

Inner Bradford Deanery Synod

Following last year's APCM our Deanery Synod representatives continue to be Alex McLelland, Monica Slocombe, Malcolm Carr and John Wright. John Wright also continues as Deanery Lay Chair.

As mentioned in last year's report, the Deanery Synod had agreed two motions to be proposed at Diocesan Synod. The wording was amended slightly following advice from the office of General Synod. These motions appeared on the agenda of the June meeting of Diocesan Synod in the following form.

Motions from Inner Bradford deanery DS 18 06 04.

"1. That this Diocesan Synod call upon the General Synod to debate a motion in the following form:

'That this Synod calls on the Archbishops' Council to commission a study that explores (a) the reasons why, in contrast to Jesus, the Church of England is generally less effective in communicating with, and attracting people from, more disadvantaged communities and (b) ways of addressing and reversing this situation.'"

Proposer: Mr John Wright (Inner Bradford Deanery)

"2. That this Diocesan Synod calls upon the General Synod to debate a motion in the following form:

'That this Synod calls on Her Majesty's Government (and all political parties) to adopt an explicit policy of reducing the wealth gap between the rich and the poor and the disadvantages that flow from it.'"

Proposer: Mr John Wright (Inner Bradford Deanery)

Following debate both motions were approved by Synod, the first with 3 abstentions and the second with one abstention and one vote against. In December it was learned that the first motion would be a contingency item on the February General Synod agenda and dealt with if other business allowed sufficient time for this.

Apart from the above business, Deanery Synod has had presentations on and discussion about the following topics:

- Resourcing the Future, led by Archdeacon Andy Jolley
- Creating a Disability Friendly Church, led by Fiona Hill (Diocese of Leeds Disability Officer)
- 'A load of rubbish' environmental issues, led by Jemima Parker (Diocese of Leeds Environment Officer)

This year has seen the retirement of Revd. Canon Alistair Helm, our Area Dean, in the Autumn. Alistair has put a huge amount of energy into getting the new Inner Bradford deanery going and will be greatly missed. At the end of December we heard the Revd. Canon John Bavington has been appointed as his successor together with the Revd. Canon Stephen Treasure as Assistant Area Dean. They will be licensed in January.

John Wright
Deanery Synod Representative

Disability

The cathedral has done well this year to support the less able in our community. Our ambition is still to become a dementia friendly church and to welcome disabled members of our community as much as possible. We recognise that our built infrastructure may make this challenging. However we are continuing to work on this with the Operations Team and the Verger Team. We are also hoping to explore dementia friendly services as well as services for other groups within our community with particular needs.

Lindsey Bradshaw
Disability Representative



Hiba and her mother from a local Muslim charity, MEND. Six year old William Fowler had been given 5 trees to plant as part of the Queen's 50,000 Commonwealth Canopy which it is hoped will create woodland round the world thus linking our Cathedral Woodland Project with an international movement.

The group has now submitted an application for renewal of our eco award.

On Saturday 19th October we will host an Eco Extravaganza supported by various groups from the whole diocese. It is envisaged that there will be teaching sessions as well as various stalls giving information about environmental issues.

Mike de Villiers
Eco Group member

The group consists of a small number of very committed members led by Canon Mandy and recently joined by our Head Verger David Worsley. A weekly Fairtrade stall is staffed by a further group of volunteers who ensure that Fairtrade always remains a visible evidence of our commitment to trade justice. A profit of £376.29 was donated to Traidcraft. Sandra Heaton who creates such imaginative notices about various Fairtrade products, has been instrumental in ordering goods for the stall, but in her new role, as PA to the Dean, is not free to continue in this work. Volunteers please! The annual Fairtrade Breakfast, held on a very snowy and icy Sunday morning, was well supported and generated a surplus of £71 donated to Traidcraft Exchange.

In the cathedral the recycling bins are an important feature in our catering. Jane Tarver continues to take materials, like gold coffee packets, to Scruptastic for sale and use by different groups. Most lighting is now LED and is often entirely powered by the solar panels on the roof.

Creation Tide sermons focused on environmental themes giving us all a deeper understanding of our life in God's world. We were also invited to mount a display for a large interdenominational event 'Thy Kingdom Come' where a number of issues were highlighted.

In November the Dean joined in the second of our Cathedral Woodland Project tree planting days, a very wet one, at Gaisby Lane. Trees were also planted by neighbours, Rudi Leavor of the Jewish community, and





From January to March 2018, the Education department of Gill Davis, Sandra Heaton and the team of enthusiastic and knowledgeable volunteers continued to welcome classes of children to the Cathedral for school visits. As well as classes from individual schools visiting the Cathedral, there were also a number of School Linking visits during this period.

Partnership working is very important within the life of the Cathedral and in 2018 we continued our partnership working with the Linking Network as part of their Primary School Linking Project, which brings together two classes from demographically diverse schools, to help children and young people explore identity, celebrate diversity, champion equality and promote community.

Working with our colleagues at Kala Sangam we offered a series of one day workshops for pairs of schools to come together for the first time, to work together and enjoy finding out about their link partners.

We said goodbye to Gill Davis in March 2018, after six-and-a-half years of dedicated service to Bradford Cathedral Education. Thanks must go to Gill for all her work in continuing the tradition of making the Cathedral an accessible and welcoming place for school visits, for children of all faiths and none. Thanks must also go to Sandra Heaton, for her work as Education Assistant for two years and for running educational visits until Gill Davis's replacement, Maggie Myers, started in September 2018.

As the education team was depleted from March until September, for the remaining four months of the 2017-18 academic year there was a reduced programme of school visits.

The annual School Leavers' Service was once again a highlight of the summer term, with over 500 Year 6 pupils and their teachers attending the event at the Cathedral, with this year's diocesan theme of "Yesterday, Today, Forever".

From September to December the Education department welcomed around 1450 children for educational visits and school events, from nursery children to sixth form students.

Many schools continue to visit the Cathedral to find out more about Christianity and the features of a Christian place of worship. Our signs and symbols tours and workshops are always popular. We have also recently introduced a Cathedral "Key Trail" for Key Stage 2, during which pupils learn about aspects of Christianity and the Cathedral whilst solving a series of clues as they travel around the Cathedral. We have also developed a unit for secondary school students, about the history of Christianity in relation to the Cathedral and the features of Christian worship.

Over the autumn term schools visited the Cathedral and participated in First World War workshops, using the Cathedral's World War One "story" window and the Memorial Bells as stimuli. Over 170 secondary and





sixth form students from Bradford, Keighley and Sheffield schools took part in an Oasis Inspire “Remembrance for Peace” event and activities at the Cathedral in November, to commemorate the 100th anniversary of the end of World War One.

The Cathedral was a key destination for a number of primary and secondary schools during Inter-faith Week, when students learnt about Christianity and its similarities to and differences from other faiths. Some schools who visit us choose to spend a morning or an afternoon visiting the Cathedral, in conjunction with a visit to a nearby mosque, gurdwara or synagogue.

During October and November there were also visits from 3 Muslim secondary schools, with students enjoying learning about the features of a church, the nature of Christian worship and the history of Christianity.

The Christmas period was a busy and wonderful time for the Cathedral Education team, with visits by nursery and primary children who came to learn about how Christians prepare for Christmas, to listen to the Christmas story and to visit the crib at the bottom of the State Gate steps.

In December, Westminster Primary School once again filled the nave of the Cathedral with their entire school, with the pupils and teachers sharing in a Christmas worship led by Canon Paul. Westminster Primary also generously donated their magnificent Christmas tree to the Cathedral, which was then enjoyed by all who saw it in the Cathedral during the Christmas period.

There were many memorable visits throughout the year, including those by a number of new schools and others that now bring their pupils to the Cathedral each year. What all these visits have in common is the awe and wonder experienced by local school children as they visit the Cathedral for the first time or return for a second or third visit.

Staff and pupils visiting for the first time are impressed by the building, the learning experience delivered by the Education team and the warm welcome that they receive. Many of the children and the adults accompanying them are surprised to learn that this is their Cathedral: the Cathedral of the city, for people of all faiths and none.



“I know that many of our children would never have set foot in a church or cathedral before, so this visit provides a great opportunity for them to explore more about Christianity, as well as their own city... I know that they all took a lot away from the experience.”- Year 5 teacher, Newby Primary School

“We have loved learning about the Christian faith and the building, which has over 500 years of history. I learned that you don’t have to be a Christian to go to Bradford Cathedral”- child, Newby Primary School

The work of the education volunteers is crucial in providing such a high-quality, accessible and enjoyable learning experience for children. We would like to express thanks to Elaine and Mike de Villiers, Barbara Walls and Ann and Bob Wiley for all their hard work, faithfulness and skill in putting across the story of Christianity, in explaining how Christians worship and in making a trip to Bradford Cathedral a truly memorable experience for young people. We wish Ann and Bob Wiley well as they have now chosen to step down from their volunteer roles in Education and thank them for all their service over many years.

We are also grateful to have had the services of Diane Hadwen, the Cathedral Heritage Officer, in assisting with school visits during the autumn term. Her vast experience in teaching and inter-faith work has provided a welcome addition to the team.

All educational visits continue to be planned around the learning objectives of the teacher, the age of the children, their prior knowledge, their ability, the length of the visit and any links that the teacher would like us to make with the children’s wider learning. This means that every visit is specially designed for each group, which leads to a consistently high level of satisfaction expressed by both teachers and pupils.

“Thank you so much for having us at the Cathedral on Thursday; the children loved it. I could see their wide-eyed wonder going round- there were so many things they had never seen or experienced before. It was amazing.”- Reception teacher, Westminster CE Primary School

“Your staff and volunteers were very welcoming and very well-informed. The children learnt a lot. The tour was very informative and the children very much

Faith Trail

enjoyed the activity- it was a very calming experience for all”- KS2 teacher, Sutton-in-Craven CE Primary School

“It was a brilliant trip aimed at the correct level.”- Year 4 teacher, Whetley Academy

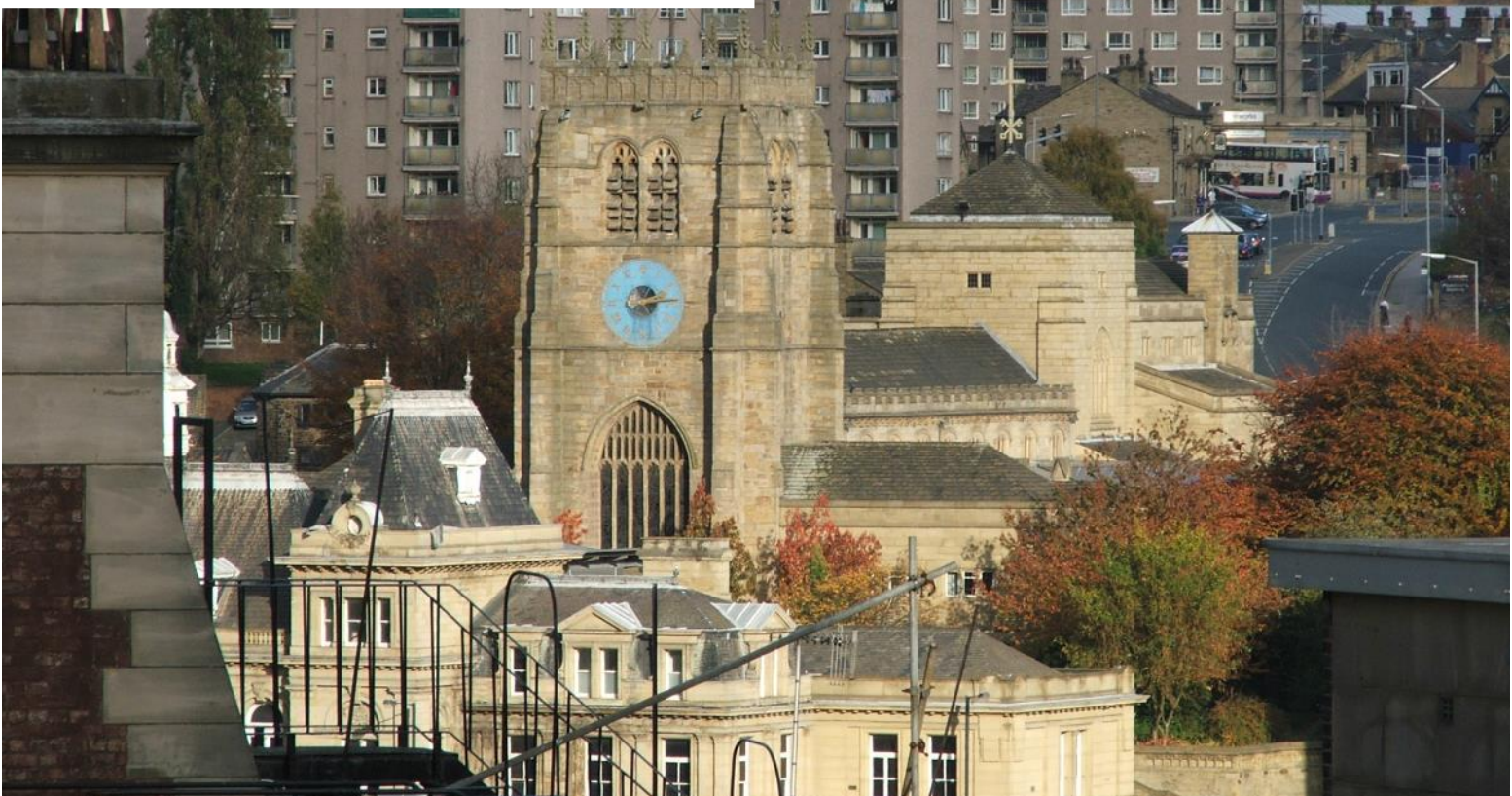
“We thoroughly enjoyed the visit and the atmosphere was warm and welcoming”- teacher, Olive Girls’ Secondary School

Maggie Myers
Director of Education and Visitors

The Faith Trail runs from March to October on the first Saturday of the month and we are indebted to Alex McLelland, our Cathedral faith guide, for his knowledge and expertise. The Faith Trail continued to flourish in 2018, with those taking part starting the Trail at St. Peter’s Catholic Church at 10.15am, visiting the Abu Bakar Masjid, the Shree Lakshmi Narayan Hindu Temple, the Guru Gobind Singh Ji Gurdwara- where the group enjoys a vegetarian lunch- and finishing the trail with a tour of Bradford Cathedral at 2.45pm.

The Bradford Faith Trail offers an opportunity to discover more about these faith buildings, about the faiths within and how they link into Bradford’s local community culture and faith heritage. The Faith Trail is a wonderful example of local faith communities working together and we are very proud of this project and our collaboration with the other faith guides and with James Elliott, our local West Yorkshire Police Faith Officer.

Maggie Myers
Director of Education and Visitors



Fellowship Group

This group meets fortnightly on Wednesday at our house to share fellowship and to discuss the sermons. The time of sharing varies according to the needs or experiences of the members during the past fortnight and it is this support which is the beating heart of fellowship.

We greatly value the availability of sermons online and sometimes listen again to the whole sermon. Some of us still take notes during service as reminders. Yes, we do still wander around topics, but we are all enriched by this sharing. Our time is always drawn to a close by 'reading round' a Northumbrian compline.

Mike de Villiers
Group member

Flowers

This has been a year of significant changes and high expectations!

Sandra Howard, who co-ordinated the flower team for many years, retired in July. We are very grateful for all her hard work that ensured that the Cathedral had flower arrangements every week, that sponsorship money was collected and that major Festivals were appropriately marked and decorated. We have discovered just how much Sandra held together since she left! We have regrouped to maintain the flower ministry. Pat Anderson has kindly taken on a lot of the administration and we all value the efficient and sensitive way she has picked up the various tasks.

Sylvia Platt has given many years of invaluable commitment to the flower arrangements and Joyce Longthorn joined the flower group a few years ago but unfortunately both are currently absent due to

ill health. We miss them and wish them both well. At present there are seven active members. Newcomers are always welcome and if you are interested, please speak to any of the flower team (usually visible watering on Sundays!) or one of the cathedral staff.

As well as the regular weekly pulpit arrangements, the team has worked hard to produce special arrangements for Harvest, Remembrance season, which this year included the Centenary of the end of the First World War, with inclusion of soldier silhouettes and "There but not There" figures, and Christmas.

Epiphany launched the Bradford Cathedral Centenary Celebrations, and recently the team worked on special arrangements for the Legal Service and will continue to mark the forthcoming special events.

We are grateful to those who from week to week sponsor flowers to remember a loved one or special occasion, and we endeavour where possible to provide blooms in accordance with their requests. Donations towards flowers can be made and Gift Aided through My Church Suite or through the Cathedral Office. Flower prices continue to rise and we also have to take account of the cost of oasis blocks.

We all greatly value the willing help that is given to us each week by Dave Robinson, John Paley and David Worsley as we clear away tired arrangements and arrange the next one. Dave also waters the flowers when he is on duty - an invaluable task as the warmth of the Cathedral often swiftly evaporates the water, and the flowers wilt. We are also very grateful for the co-operative and supportive way Julie and Sandra, in the Cathedral Office, so effectively keep in touch with us.

Our ministry is a privileged one, and we appreciate the opportunity to contribute to the Cathedral in this way.

Ann Hayward
Group member

I'm pleased to report on another successful year for the Friends of Bradford Cathedral. Your Committee has met five times during the year, though a lot of work is done by individuals either in person at the Cathedral or else via email and phone. Perhaps the most important change of membership of the Committee happened with the retirement of Sandra and Jon Howard. Sandra has been a valued member of our group, acting as the liaison between us and the Cathedral staff and diary. She was also largely responsible for the publicity of our events. We miss her very much. However, our numbers have remained stable as we were delighted to welcome Jane Thompson during the year. As always, I am very grateful for the hard work and commitment of every member of the Committee.

We ran a varied programme of events during 2018 alongside our planning of support for the Cathedral and its needs. In June we planned a visit to Lincoln Cathedral, travelling by coach and including a guided tour of the Cathedral. In the end, the promised numbers did not materialise, and we had to cancel the previously booked coach. However, Jon and Sandra Howard were able to obtain the use of the Bradford Sea Cadets' minibus and we had a very good time in Lincoln.

Another trip, less farther afield, was to St Mary's, Oxenhope, for a Parish Visit. We were warmly welcomed on a beautiful September day by the incumbent, Revd Cat Thatcher, who gave us a really good tour around the church, both its history and its place in the village community in the twenty-first century. More refreshments here preceded Evening Prayer in the church.

We returned to Bradford for our Annual Lunch, which was held this year at the Oakwood Hall Hotel in Bingley. This was well attended and was a very pleasant occasion. The food was good, as was the service and, as a result, we have decided to go back there in 2019 for the Annual Lunch. The plan is to include that as a part

of the Cathedral's Centenary celebration.

Our major event of the year was, without doubt, "Bishop on a Beach". One of our identified projects to support is the redevelopment of the Parish Room, and so we planned the event as a major fundraiser. We were absolutely delighted when well-known TV presenter Harry Gration agreed to interview Bishop Toby in the style of the R4 programme "Desert Island Discs". In spite of one or two minor problems (timing and technology respect no-one!) the evening was very successful. Not only did we raise a significant amount of money, but listening to Harry Gration and Bishop Toby was both fascinating and extremely enjoyable. My thanks go particularly to John Paley and David Worsley, who did a great deal of work behind the scenes.

For the first time in some years, and against the national trend, the number of Friends has not only remained stable, but actually increased very slightly and that is very gratifying. Part of our longer term planning is to raise the profile of the Friends and to strengthen our connection with the Cathedral. The Friends of Bradford Cathedral are an important element of the whole Cathedral structure, providing not only financial support, but prayer and practical support as well. The more Friends we have, the more we can do and the better we can enable the Cathedral's ministry in the city and the Diocese. 2019 includes a Parish visit to St Paul's, Shipley, a visit to Leicester Cathedral and our very special Annual Lunch in October. Will you join us?

Jill Wright
Chair, The Friends of Bradford Cathedral

House Group

The group which I lead meets at my house on the second and fourth Monday evening of each month at 7-30pm except for a break at Christmas and in the summer and we have been meeting for many years. We currently have seven members which just about fills my front room. We have welcomed Lily Birkinshaw back this year.

We usually start with a time of socialising and sharing the latest happenings in our lives and anything that might be on our minds at the time, this we do over a cup of tea/coffee and usually includes a biscuit or two and often a few laughs.

This is followed by a time of bible study and we usually decide between us what we are going to think about for the next period. We are currently considering Paul's letter to the Romans, which we are not finding easy! Before that we made our way through Paul's letter to the Colossians.

We end each evening with a prayer time which will include anyone or anything that one of us might raise for prayer support and we finish by 9-30pm so people get home at a sensible hour.

I hope this gives a flavour and insight into our little group.

Canon Alex McLelland
Group member

Just A Minute Group

Nicholas Parsons has not joined Bradford Cathedral though he would be most welcome! Our 'Just a Minute' group does not have the same rules of "no hesitation, repetition or deviation". And people are not expected to speak for a full minute. So what does happen? Anyone attending any part of the 10:15 am service can meet in the South Transept at 11:45 am or 15 minutes after the service ends and share their reflections of any part of the service. Most people share what they will take away from the service - this may relate to the hymns, the music, the liturgy, the prayers, the Eucharist, the readings or the sermon. It may be some thing else they see, hear or experience. This may be something new or something refreshed. It may relate to a future intention - something new they will do or something that they will do differently as a result of their experience at the service.

The Just a Minute Group started in January 2018 following discussions in 2017 involving several people who attended the 10:15 am service and Canon Paul Maybury on behalf of the Cathedral leadership team. The group was initially envisaged as an "occasional" group (every 2-4 weeks) but now meets most weeks when there is no other post-service event which would clash with it. There are some people who attend regularly and other who attend occasionally. There have been visitors to the Cathedral that have attended the group - one saying that they were going to take the idea back to their own church! Numbers attending have varied from 3 to 9 with the average being around 5 or 6. Some people use their full minute - though it is not timed! - and others share for less than this. So on average the group meets for about 5 - 10 minutes. Listening to the reflections of others does add further to the experience of God for those that attend which is one of its main purposes. It is also a way of getting to know others a little better. It is just one more of the many ways that Bradford Cathedral is addressing the needs of the people who use its facilities."

Clive Barrett
Group member

Monday Fellowship meets on the second Monday of each month at 2pm and all are welcome. The calendar in 2018 once again included a varied programme.

Canon Myra Shackley gave a fascinating talk about “Beekeeping and the Bible”, Sarah Maybury led a Lenten journey “through darkness into light” and members heard talks from representatives of local organisations, Caring for Life and Horton Housing.

Many thanks go to the Cathedral Clergy who once again gave tremendous support to the group throughout 2018 with talks, prayers and the annual Strawberry Tea in the Deanery. We are also indebted to other members of staff, who spoke about their roles in the Cathedral and to Jill Wright, who gave a presentation on the Stitching Project.

At the heart of the group is faith and friendship, and the year ended with a Christmas Fellowship during which members sang carols and shared Christmas stories, poems and anecdotes. We were particularly delighted to be joined by so many members of the Cathedral clergy and staff, with Dr. Ed Jones accompanying our carols on piano and providing atmosphere with festive music. It was a truly celebratory event of faith and fellowship.

Maggie Myers
Director of Education and Visitors



- | | |
|----------|---|
| March 12 | Sarah Maybury
Lenten journey through darkness into light |
| April 9 | The Revd Canon Prof Myra Shackley
Beekeeping & the Bible  |
| May 14 | The Revd Canon Paul Maybury
Thy Kingdom Come |
| June 11 | Alex Berry, Organist & Director of Music
Bradford Cathedral |
| July 10 | The Very Revd Jerry Lepine,
Dean of Bradford Cathedral |

A programme of interesting speakers and events.
Come along and join us ~ All are welcome

Monday Fellowship 2018

- | | |
|--------------|---|
| August 13 | Strawberry Tea in the Deanery |
| September 10 | Denise Barnard & Denata Nemcova 
Horton Housing |
| October 8 | Pam Parkinson 
Caring for Life |
| November 12 | tbc |
| December 10 | Christmas fellowship  |

Meetings are held in the Parish Room

2nd Monday of every month 2pm - 3.15pm

If you would like to find out more about Monday Fellowship please contact the Cathedral Office Tel: 01274 777720 or email education@bradfordcathedral.org



For Bradford Cathedral Choir, 2018 was a year of chorister recruitment. Recruitment tailed off in 2016 and 2017, and it was clear that a new chorister recruitment strategy needed to be adopted, in order to replenish chorister numbers. In March and June we held our very first Be A Chorister For A Morning events, which drew over 100 children to the cathedral to learn to sing. All the children had received golden ticket invitations from school workshops run by cathedral musicians. The events gave birth to a new children's choir, known as the Saturday Singers, and we have now recruited 10 boys and 15 girls to the cathedral choir. This has set the cathedral choir on a new trajectory, and we are now convinced that we have a stable way of recruiting new children to become choristers.

The boys' and girls' choirs are doing sterling work. Attendance is now above 90% for most choristers, and the installation of new choristers has given the senior

boys and girls the opportunity to learn how to mentor and lead by example. An important development has been creating parity between both treble lines: our teenage girls are now singing with the cathedral consort, so now the boys' and girls' choirs both have an age range of 7 to 14. We have also changed the focus of Saturday mornings, so that all choristers receive free singing lessons and theory tuition. Canon Paul has started running sessions about the Christian faith, in order to contextualise the musical work that the children doing, and with the hope that more choristers will ask to be baptized in future. Regular parents' meetings, a clear-cut chaperones' rota and the publication of a chorister handbook have helped cement good relationships between chorister parents and choir staff.

2018 was also a year in which we began to engage more fully with parishes in the diocese. In January we visited



St John the Evangelist Carlinghow, where the boys and adults sang a service of Vespers and Benediction. This set off a chain of further evensongs across the diocese, and the choir has sung in St Edmund's Roundhay, St Mary's Cundall, St Luke's Cleckheaton and St James's Tong. Visiting churches within the diocese is such an important part of the mission played by the cathedral music department, and I am delighted that we have had such a good uptake from parishes.

A further highlight of 2018 was the choir tour to Portsmouth and Oxford on 20 to 22 October. The full foundation of the cathedral choir started the tour in the parish church of St Mary's Bloxham, near Banbury, where we sang to a very appreciative audience. The concert raised nearly £500 for the choir's 2019 tour to Germany. On the Sunday we led the music at the morning Eucharist in Wimborne Minster Church and visited its famous 'chained library'. We then travelled to Portsmouth, where we saw the HMS Victory and sang for a Eucharist at Portsmouth Cathedral. On the way back from the south coast, we stopped in Oxford, where we had a walking tour of the old city, saw Christ Church Cathedral, visited the Pitt Rivers Museum, and sang evensong at Magdalen College. This was one of the very best residential tours the choir has undertaken in a good while, and I am so grateful to Ann Foster, Paul Maybury and Ian and Jenny Price for looking after the choristers so well.

The Wednesday@One organ recital series remains very popular with the 70 or so audience members who attend each week. 2018 attracted a number of excellent performers, including Jeremiah Stephenson, who gave a

lecture recital of Messiaen's *La Nativité*. Christopher Herrick and James Lancelot gave stunning concerts, and Henry Fairs battled his way from Birmingham through a foot-and-a-half of snow to play to a dedicated audience of 10!

The cathedral choir took part in numerous extra events across the year, including concert collaborations with the European Union Chamber Orchestra, the German Choir of London, and City of Bradford Brass Band. The services during Holy Week were especially moving: the Cathedral Consort led beautiful music during the Good Friday Service of Three Hours, to punctuate Andrew Tawn's thoughtful and affecting reflections. In the autumn, we enjoyed performing in Bradford's own Last Night of the Proms, collaborating with the baritone, James Berry. November's Festival of Remembrance for the hundredth anniversary of the Armistice was broadcast on Premier Christian Radio. It was, however, the choir's Christmas commitments that were the pinnacle of the choir year. The choristers were thrilled to have the opportunity to sing to so many people, and the musical standard was really excellent.

I am so grateful to the many people who have contributed to the life and work of the music department over 2018. To our volunteer choristers, lay clerks and Consort sopranos who give so much time to ensure that we have high quality music in services. To our team of choir chaperones, pastoral staff and those who help with catering. Thank you most of all to Dr Ed Jones (Associate Organist), Ann Foster (Choir Administrator) and Canon Paul Maybury (Precentor) for their amazing and stalwart support.

Alex Berry
Director of Music & Organist

Prayer Ministry

The group met twice in the year for business meetings and fellowship together to consider how we operate the healing ministry in the Cathedral and whether there are any improvements we can make taking account of feedback from members of the congregation. A time of prayer is always a part of these meetings when people and issues in the Cathedral are prayed for individually.

At one of our meetings we discussed whether the title "Healing Prayer Group" conveyed the right description of what the group was and all it does, so, it was decided to change to "Prayer Ministry Team" and you will have noticed that the weekly service sheet on the third Sunday now refers to "Prayer Ministry".

The group continue to operate their "Prayer Circle" for any in the Cathedral who have requested prayer for any reason. The contact people for this are Gill Overend and Alex McLelland so if you are wanting to have us pray for you for any reason please be in touch. A card is usually sent to those being prayed for and thanks to Penny and Chris Coupland who carry out this Ministry on behalf of the group.

Prayer Ministry continues to be offered at the 10:15am Eucharist on each third Sunday so if you would like to receive prayer, for any reason, for yourself, or on behalf

of someone you know, then please make your way to one of the Chapels at the east end after you receive communion. There is usually a member of the team around to help direct you. We usually have a good response at this time but there is always room for more so please don't hesitate if you feel a need.

We are a small group and can always include new members. If you feel you could contribute to this ministry have a word with Canon Mandy or Alex McLelland in the first instance.

The group meet before each prayer ministry service in St Aidan's Chapel for a time of prayer and preparation for the ministry and we are always open for anyone who would like to join with us in prayer at that time.

As I retired as Chairman of the group at our last meeting this will be my farewell report having written it for a good number of years. I would like to take the opportunity to thank the members of the group, past and present, for all their support over the many years I have been in the chair.

Canon Alex McLelland
Group member



Introduction

This report contains a general summary of the safeguarding activities at Bradford Cathedral for 2018. It is the first time the safeguarding report has been presented to APCM and included in the Annual Report.

Safeguarding Officers

In spring 2018 the Director of Operations and supporting safeguarding officer, Amanda Anderson left the Cathedral to work for Durham Cathedral. In her time at Bradford Amanda contributed greatly to the role of assistant safeguarding officer and I am hugely grateful for all she did. Chapter approved our new assistant safeguarding officer, Ian Price, in late spring 2019. Ian is married to Jenny Price, one of the Diocesan Safeguarding Advisors (DSA), and comes with considerable experience in safeguarding and has already proved to be a great asset to the life of the Cathedral. Ian is also an assistant vergers at the Cathedral.

Safeguarding Committee

The safeguarding committee has oversight of all matters concerning

safeguarding. The committee is chaired by Simon Denis, our Finance Director and comprises of heads of department from the Cathedral, the safeguarding

Officers, senior clergy, Chief of Operations for the Cathedral, the DSA and an independent safeguarding specialist. As well as receiving reports from the Safeguarding Officer, they also receive reports from independent enquiries concerning safeguarding incidents in the Cathedral, updates from the diocese and National Safeguarding team via the DSA, and direct key pieces of work.

“

“Safeguarding needs to be embedded into our culture and our mission and at pace!”

Graham Tilby, September 2017

”

Safeguarding training

The Cathedral is passionate about creating an environment which is safe for everyone both paid staff and volunteers; one of the key ways of achieving this is through training. The Cathedral now provides on-site annual training, which is available to everyone.

In 2018 Jenny Price, our DSA, delivered CI training to new staff, our new churchwarden, vergers, lay clerks and key volunteers on two separate occasions.

In addition to this all Honorary chaplains and clergy are C3 trained and all senior clergy are C4 trained.

All new paid staff have a briefing meeting with the safeguarding officer as part of their mandatory induction program.

Risk Assessments

Risk assessments are the primary tool we use as a Cathedral to break down all the activities within a department in order to explore what are the risks, potential consequences of those risks, and then an agreed procedure in reducing those identified risks.

Children’s Space, Toddler Group, Messy Cathedral,

Education Department, Bell Tower and Music department risk

assessments for 2018/19 have all been completed.

In October 2018 Toddler group returned to the Cathedral’s portfolio of activities run by volunteers, together with the Bell Tower. These

were two new areas for risk assessments in 2018

DBS & Role Descriptions

The introduction of role descriptions across the Cathedral for volunteers enables the Cathedral to identify appropriate DBS checking, training and resourcing that belongs to each unique role. This



process has begun and will continue over the next couple of years and is an important element in creating a safer cathedral.

The first role descriptions to be created include the lay clerks in the choir, which have been drafted and are in the process of being implemented. Children's Space introduced a role description for a young volunteers role, which is designed for children aged 12-17, who will always be supervised by a DBS checked adult and therefore do not need a DBS. There is also a role description for the safeguarding officer.

In 2018 the Music department introduced a chorister handbook. The next edition will include information about Child Line and the Designated Adults photograph and general safeguarding information.

Safeguarding Policies

Our safeguarding policy is always kept in line with the Church of England's safeguarding policy. It is available to everyone. All visiting choirs, school parties, workers on site, members of staff and everyone who accesses the Cathedral all fall under this policy. There are additional policies concerning Lone Working and Safe Recruitment.

Record Keeping

Good record keeping is an area the Cathedral is always looking to do well and safeguarding is no exception. All safeguarding concerns are recorded in detail, along with actions taken and reasons for those actions. After a serious incident the Cathedral has made it their practice to follow this with an independent safeguarding review. After the Safeguarding Committee and Chapter have considered a review, actions recommended are then incorporated into the Cathedral's schedule of works.

In 2018 the Music Department worked hard to develop and introduce a new method of record keeping concerning the management of the choir, which models best practice and has proved very successful.

I am deeply grateful to the staff, volunteers and congregation at the Cathedral who have continued to work towards creating a safe environment at Bradford Cathedral for everyone who enters into this holy and sacred place.

The Revd Canon Mandy Coutts
Canon for Mission & Pastoral Development and
Safeguarding Officer

Silence Space

Twice a month a group of people gather in St Aidan's Chapel for half an hour of shared, silence-based prayer. Although some people find it difficult to rest in God in contemplative prayer when they are alone at home, many people say that having the support of others alongside them is a real encouragement, and helps them to stay more present to God.

Meeting at 1pm each second and fourth Monday of the month, each Silence Space begins with a short, opening reflection which is usually a contemporary version of a Psalm. After this, we hold silence together for around 25 minutes, using this time just to be with God, rather than to engage in any externally verbalised prayer. Our time together formally draws to an end with a short, concluding prayer, but people are welcome to stay in the quiet of St Aidan's for as long as they would like to after this.

Hosted by the Cathedral, Silence Space is not only valued by the small number of its regular, core group who are from the Cathedral community but also by the greater number who come from different churches or denominations, and even some people who have no church affiliation. From time to time other people drop in, swelling our numbers, and we hope to always make them feel welcome, whether they come just once, or a few times over the year.

If you'd like to join us, please do just turn up, chat to Alison Woolley, or see the information about Silence Space at seedsofsilence.org.uk for further details.

Alison Woolley,
Director, Seeds of Silence

Stitching the Cathedral

We've come a long way in the last three years! From a group of perhaps ten individuals (including one valiant man!) we have evolved into a large, friendly group of folk who have become a firm fixture in the life of the Cathedral. Over that time, we've almost completed the seven kneelers designed by Polly Meynell for the high altar. More than eighty folk have been involved, some putting in just a few tentative stitches and some contributing hundreds of hours of work.

When it became obvious that the initial project was almost done, there was (genteel) uproar. We approached the Chapter, who encouraged us to continue and so we have scoured the cathedral for new projects. The next is a set of kneelers for St Aidan's Chapel, which reflect the wall-hangings already there.

This group is much, much more than just a sewing group. We have laughed and cried, prayed, planned and scoffed cake together. We are a hospitable and supportive group, welcoming those of all faiths and none, from a wide area. We'd love to welcome you, too – ask at the Cathedral Office.

Jill Wright
Group member



Seeds of
Silence

finding space with God

Julie Day, Sarah Maybury and Stephen Day took over the leadership of Bradford Cathedral Toddler Group from “Action for Children” on Friday 5th October 2018. We ran ten sessions up until December 2018, meeting in the Parish Room from 09.30 – 11.00. In consultation with the parents we agreed a new start session time of 10.00 – 11.30; this began on January 4th, 2019.

We are open every Friday morning during term – time. We provide a warm welcome and space for children and parents to play and socialize together. We engage the families in exciting (often messy!) activities, including a group circle time, often with singing and dancing, and share together in a healthy snack.

Having been inundated with parents and children registering with us in October 2018, we have now settled down to a steady attendance of between ten and fifteen parents, bringing with them, on average one child to each session. New parents and children join us all the time, adding to the existing regulars who live mostly in BDI.

Each child was delighted to receive a Christmas box, generously donated through the Shoe Box appeal, at our Christmas party on December 14th. We were pleased also to have been invited to join Dean Jerry in blessing the Christmas crib, in the Holy Spirit chapel on the same day.

We received a free registration from the children’s charity *Bradford Under Fives Association* which enables us to have access to the expertise of their development worker Susan Holmes and receive their termly newsletters. Susan has informed us of training courses for leaders and parents to attend, keeping us up to date with current under-fives best practice relating to play activities and experiences, procedures and policies. In addition Susan has helped us to access a start-up grant which has allowed us so far to buy a dedicated mobile phone with camera to keep our data and photos safe. The Bradford Cathedral Toddler group mobile number is: 07926 620827. We can also be contacted by email: toddlers@bradfordcathedral.org.

We are now registered on Bradford Council website where parents and professionals have access to our information.

We are currently taking part in Bradford Libraries Rhyme Challenge and have invited Bookstart Bear to join us at the beginning of March. Further developments may involve joining the Libraries Book Ahead scheme, where we would borrow up to fifty picture books for up to 12 weeks, with the incentive of no fines on overdue, damaged or lost books. Another initiative that we hope to promote to our parents and children is “*50 things to do before you’re five*”; information and support can be sought on their website: bradford.50thingstodo.org.

We have very much appreciated the assistance of Cathedral members who have been available occasionally, when we have been short – staffed.

It continues to be a great privilege to us, serving Christ, offering hospitality to people of faith, other faiths and no faith.

Sarah Maybury
Toddler Leadership Team

The most significant change that has taken place in the Vergers' team this last year has been the retirement of the Head Verger, Jon Howard. Jon gave considerable dedication and commitment to Bradford Cathedral over more than a dozen years and in his retirement has moved with his wife Sandra, the former Dean's PA, to a cottage in South Wales. I was appointed as his replacement in July.

The Vergers' team now stands at 11 people strong, including those who are employed full-time and part-time, and those who give their time voluntarily. They are a wonderful team devoted to giving the care and attention necessary to keep the cathedral looking and functioning at its best. I am keen in the coming year to increase the diversity within the team, in terms of age, gender and ethnicity.

With an ever-increasing number of events and services taking place, the Vergers is a busy team working with others in the cathedral to ensure each event's smooth, efficient and effective execution. Being on the 'shop floor', we are, also, one of the key faces of the cathedral and, so, a significant part of our ministry is the welcome and service we give to all who use the building, whether they be staff, congregation, visitors or people in need.

Having progressed the inevitable disruption of the changes of last summer with Jon Howard leaving, I believe we are in a strong and positive place, and look forward with enthusiasm to the year ahead.

David Worsley
Head Verger



Hospitality, one of our key values, continues to lie at the heart of our provision for visitors. Visitor feedback continues to show that visitors feel welcome here, created both by the people they encounter and by the atmosphere created within this very special building.

- “Beautiful cathedral with awe-inspiring community spirit. Thank you.”- Ilkley
- “A warm, welcoming and peaceful place. This is where things are happening.”- England/Estonia
- “Warm welcome to a special smaller cathedral. Thank you”- Yorkshire
- “A little jewel of a cathedral. Beautiful.”- Hampshire

We continue to receive visits from those who live locally and who have often lived in the area for many years and never visited the Cathedral before:

- “First time ever in my hometown cathedral. Simply wonderful.”- Bradford/Australia
- “This is my first visit and I have lived in Bradford for 59 years. It’s a very peaceful place to be in.”- Bradford
- “Can’t remember the last time I came here. What a wonderful atmosphere. Can’t wait to come back.”- Bradford

We are also delighted to welcome visitors who have travelled from other parts of the world and are researching their family history:

- “Many generations of my mother’s family were baptised and married in this church. Lovely to see it at last.”- New Zealand



- “Doing a family history tour of Yorkshire. Many ancestors were married here. What a beautiful and tranquil place.”- USA

We continue to be indebted to our faithful team of Welcomers, who are essential in helping to create a warm and inviting atmosphere as visitors enter the Cathedral, particularly for those who are not familiar with Christianity or have never been in a church before. Many of our Welcomers have been giving up their free time in this way for many years and we thank them for their faithful service and generosity.

A variety of groups visited the Cathedral during 2018:

In May the Yorkshire Heraldry Society and the Heraldry Society of Scotland visited; we welcomed the Brighouse Historical Society in June; the Twentieth Century Architecture Society visited in July, as did the

World War I Memorial Bells Project

Huddersfield Probus Club; a group from St. Giles' Church in Matlock visited the Cathedral in August. We are indebted to Alex McLelland, Sandra Heaton and Diane Hadwen for giving talks or hosting the visits, after Gill Davis's departure. Thanks also go to Jill Wright for her textile presentation to the Mother's Union at St James' Church in Silsden in May and the stitching talk she gave to the Kildwick "Not the Knot" sewing group in July.

The groups who visited during 2018 praised the knowledge and enthusiasm of the speakers, the warmth of the welcome and the hospitality given during the visit.

The Cathedral also took part in the national Heritage Open Day in September, during which visitors had the opportunity to tour the Cathedral, visit the Bells exhibition, listen to presentations about the Cathedral's World War One memorial bells, visit the bell tower and learn about bell ringing.

Visitors also often comment on the friendliness and knowledge of the staff, other volunteers and members of the wider Cathedral community. There is a real sense from visitor feedback that this is seen as a warm, friendly and welcoming Cathedral where our core value of Hospitality is clearly visible to visitors during the everyday life of the Cathedral and on special occasions.

Maggie Myers
Director of Education and Visitors



Research

The research for the World War I Memorial Bells Project was undertaken by volunteer researchers from the community, including retired individuals, history under - graduates and children in local primary schools (Community Heritage Volunteers). Most of the research was carried out using the materials from the Cathedral's own archives.

Exhibition

The World War I Memorial Bells exhibition consisted of 10 banners, 2 video podiums and an interactive bell ringing game, featuring the sounds made by local children in a bell ringing workshop held in May. The banners were located around the Ambulatory along with two video plinths featuring short films that explain more about the art of change ringing and the restoration of the Bells. The exhibition also featured an interactive virtual change ringing game and a selection of artefacts on display. The exhibition was accompanied by a booklet that explained the history of the Memorial Bells and the story of the Project.

Launch

The 12th June 2018 saw the launch of the Exhibition at the Cathedral. The launch event, featured the Cathedral's young Community Heritage Volunteers, a group of 25 children, aged 9 and 10, from Lapage Primary School. For them this event was the culmination of a lot of hard work (in school and at the Cathedral) involving resource based research about



World War I, the Cathedral’s Memorial Bells, Joe Hardcastle and the history of change ringing. They acted as exhibition guides on the evening sharing their knowledge with those present.

Open Days

These were days that allowed the general public to engage with the Bells – 8th September 2018 and March 23rd 2019.

Education Materials

There is an education scheme of work based around the exhibition, the Cathedral, archive materials and artefacts. This may be used in outreach work or for the basis of focused Cathedral visits and consists of five activity plans that focus on different aspects of the Memorial Bells’ stories and call and response in religion.

Legacy

Moving forward the Bells and call and response as symbols and in worship are now featured as part of generic education visits to the Cathedral. The specific workshops are advertised on the website. These have been adapted and used with both adults, primary and secondary children.

In addition the Community Heritage Volunteers project will be extended, initially as follows:

1. Year 6 from Lapage ‘pass on’ their knowledge, roles and responsibilities to Year 5.
2. New Year 5 CHVs visit the Cathedral. Cathedral tour, begin work using research packs and artefacts etc.
3. In school children work with school staff in the CHVs after school club (may wish to convene at least once at the Cathedral to practise delivery of knowledge) to develop delivery and oracy skills.
4. Up to 4 days booked at the Cathedral (summer term) CHV’s take over as Cathedral welcomers and guides. The visiting school groups are introduced to the Cathedral by the CHVs, who are the leads (supported by school and Cathedral staff for safeguarding and H&S reasons primarily). CHVs also deal with general visitors and parents who will have an open invitation to see their children in action.
5. Certificate presentation to all CHVs at a mini-celebration event, if possible at the Cathedral (parents invited) - juice and buns.

The plan is for this to become an annual cycle in the Cathedral and part of the wider curriculum in schools; contributing in particular to active citizenship, community engagement, SMSC (Spiritual, Moral, Social and Cultural development), RE, history and English.

Diane Hadwen
Heritage Assistant

Prayer and worship are at the heart of the life of the Cathedral and as Canon Precentor I am, according to my role description, "responsible for all aspects of the worshipping and liturgical life of the Cathedral, maintaining and developing its liturgy and choral tradition."

Morning Prayer takes place at 8.30am Monday - Saturday. Evening Prayer takes place at 5.30pm on Wednesdays, Fridays and Saturdays in choir term time and also on Mondays, Tuesdays and Thursdays during the holidays. All these services take place in the Lady Chapel and are led by the Clergy person 'in residence'.

Choral Evensong takes place in the nave at 5.45pm on Monday, Tuesday and Thursdays during term-time and on Sundays at 4pm with the Cathedral Choir during term-time and with visiting choirs, when possible, during the holidays.

Holy Communion takes place on Sundays at 8am in the Lady Chapel following Order 2 of Common Worship (almost identical to the Book of Common Prayer).

There is a homily and no singing. On Wednesdays at both 7.30am (followed by optional breakfast in Kala Sangam) and 10.15am (followed by refreshments at the west end) in St Aidan's Chapel Holy Communion following Order 1 of Common Worship takes place.

The principal Cathedral service is the Choral Eucharist at 10.15am on a Sunday morning with the choir, hymns and a sermon, followed by refreshments.

This pattern of a variety of prayer and worship opportunities is well established at Bradford Cathedral and has not changed in recent times. This pattern is augmented by Silence Space which meets in St Aidan's chapel on alternate Monday's at 1pm and other occasional services. During 2018 this included Diocesan Events when new Canons were installed, and Thy Kingdom Come on the Sunday after Ascension which was streamed live on Facebook. In addition there is the annual round of special services at festival times many of which were memorable for their beauty, challenge and encouragement. Good liturgy and worship will always lead us to new places of awe and wonder of the God who is both transcendent and imminent.

We were honoured that both the Festival of Remembrance and the Nine Lessons and Carols service were recorded by Premier Christian radio and broadcast nationally. We were pleased too to welcome other faiths and other denominations to share our worship on a number of occasions including Windrush Day and Holocaust Memorial Day.

During the year we've tweaked some practical arrangements which have seen improvements in lighting at both the chancel steps and the high altar and improved seating in the aisles and St Aidan's chapel.

The Chapels in the Cathedral, along with the nave, provide a variety of spaces for individuals to find their own space for reflection and prayer. Candles can be lit; prayers read or written and holy water used. One can sit, kneel, stand or walk and each day people take advantage of the opportunities provided by the Cathedral. Many people remark in the visitors book of the peace and joy that they find in the Cathedral.

It takes many people, mostly volunteers, to create and enable each act of worship. There are multiple rotas involving over 100 different people. This takes some oversight and we have benefitted from the use of ChurchSuite during 2018 to help that organising. Anyone who would like to play a part in contributing to the worship and prayer of the Cathedral is very welcome to do so. From flower-arranging to reading, singing, carrying candles, verging, helping with the sound, welcoming people on the door, making refreshments—there are opportunities for everyone. Please speak to me if you'd like to know more.

The Revd Canon Paul Maybury
Canon Precentor

SUMMARY CATHEDRAL INCOME AND EXPENDITURE

INCOME	2018	2017
Cathedral Giving		
Standing Orders	59,953	56,085
Partnership Envelopes	16,907	19,067
Gift Aid Tax recovery	23,023	21,904
General collections	4,673	5,598
Total Cathedral Giving	104,556	102,654
Donations	67,525	51,461
Unrestricted Legacies	5,000	0
Fees	2,528	2,666
Net Receipts: Concerts, Catering, Flowers, books	18,129	27,498
Interest on restricted funds	11,033	10,610
Education work	2,513	1,689
Rental from property	14,534	14,111
	<u>225,818</u>	<u>210,689</u>
Church Commissioners' Grant S23	226,529	230,536
Church Commissioners' Grant Clergy costs	130,760	126,422
TOTAL INCOME	583,108	567,647
EXPENDITURE	2018	2017
Mission Giving	14,391	12,322
Cathedral expenses:		
Utilities	22,474	21,202
Insurance	16,098	15,588
Architect (non-project)	8,064	7,392
Administration	111,410	36,592
Worship	3,140	5,183
Music	9,402	7,709
Education	1,390	966
Advertising, Publicity & Diocesan costs	1,992	2,524
Hospitality	2,572	3,023
Fabric	20,012	22,887
Essential urgent repairs	0	0
Other Property costs:		
Tax and utilities	9,649	11,859
Insurance	6,819	6,508
Telephone & alarm system	1,680	1,395
Repairs & maintenance	12,269	13,467
	<u>241,361</u>	<u>168,617</u>
Staff:		
Lay Salaries (excl educ & funded music posts)	238,965	239,735
Expenses	1,909	2,549
Clergy costs	130,760	126,422
	<u>371,634</u>	<u>368,706</u>
TOTAL EXPENDITURE	612,996	537,323
Surplus/(Deficit)	(29,888)	30,324

SUMMARY CATHEDRAL BALANCE SHEET

	2018	2017
Fixed Assets	150,000 ^{note} 1	150,000
Investments	290,795 2	295,223
Current Assets		
Stock	2,428	2,947
Debtors	64,464	62,845
Cash and Bank	526,368	629,232
	593,260 3	695,024
Total Assets	1,034,055	1,140,247
Current Liabilities		
creditors	18,515	11,320
Accruals	38,538	35,978
	57,053 3	47,298
Net Asset values	977,002	1,092,949

FUND SUMMARY

Endowment	48,475	49,213
Restricted	659,928	757,684
Unrestricted	268,599 4	286,052
	977,002	1,092,949

NOTES

- 1 This is the historic notional value of Clergy House and Cathedral Hall
- 2 Investments are held in restricted and endowed funds for specific purposes
- 3 Surplus of current assets over liabilities represents cash flow and restricted funds
- 4 Unrestricted funds consist of fixed assets £150,000 and net current assets £118,599

Movement in major restricted funds in the year

	Opening Balances	Grants & donations	Expenditure	Revaluation	Closing Balances
Bramall & Music	104,890	37,696	70,280		72,306
Historic Fabric and Music Funds	269,370	0	0	(3,351)	266,019
Fabric Trust	154,599	976	0		155,575
HLF and WW1 Bells Project	32,647	65,861	86,498		12,010
Heating Project 2016	322	0	376		(54)
Sunday school and young people	18,765	0	0	(113)	18,652
Education Department	18,188	15,500	2,794		30,894
Organ Appeal	100,213	7,407	44,952		62,668
Shaw Legacy (designated)	8,941	0	660		8,281
State Gate	7,277	0	1,836		5,441
Church Bank Steps	8,000	0	0		8,000
Cathedrall Hall	7,014	0	0		7,014
Parish Room Refurb	0	12,000	495		11,505
Clergy & Lay staff costs (s 23)	10,994	357,289	369,725		(1,442)
Other funds	16,464	597	13,776	(226)	3,059
Total	757,684	497,326	591,392	(3,690)	659,928

Looking Forward to 2019 – Our Centenary Year

During 2018 a planning group has been working on the Centenary programme based around the themes of Faith, Heritage, Music and the Arts and Partnership. Whilst we have some key events and services planned it is clear that more will be developing throughout the year. We have been helped in recent weeks by our new Communications, Marketing and Events Officer, Philip Lickley, who has raised our profile significantly in a very short time. My hope is that this year's programme can become the new normal for us.

The new staff team has settled in very well and new ideas are emerging all the time. In addition, we will be joined this year by a new Saturday verger, a part-time Education and Visitors Assistant and a full-time Income Development Officer (2 year post). We will also launch a drive for new Volunteers and create new openings for service. The Music Department has an ambitious Development Plan and we hope to get the funding to see that happen.

We are currently working on a 'Wish List' of projects, including the Organ Appeal, and later in the year we shall be launching appeals and funding bids to achieve some significant work.

There are two areas that I would like to particularly flag up for 2019.

The first is our eco cathedral status. This is a critical part of who we are. We have worked very hard over the years to achieve this and we are constantly looking to develop it all the time. Both the Church of England and the Diocese of Leeds are about to launch new eco policies and initiatives. I believe that we need to embrace this as part of our vocation as a Cathedral and look to grow it in new creative ways. How do we create the UK's first truly 'green' cathedral?

The second area is congregational growth. Over the years we have seen growth in many different areas of our life – financially, community engagement, civic, eco, prayer for healing, music, the arts, schools, special events and services etc. With so many encouragements it cannot be long before we see congregational growth as well. So please join in the prayer for growth and tell the story of what belonging to the cathedral means to you.

I do look forward to 2019 and pray that under God we shall be a flourishing Cathedral enriching the City, Diocese and further afield.

The Very Revd Jerry Lepine
(Dean of Bradford)



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