

Bradford Cathedral Annual Report 2021



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Introduction

The Revd Canon Paul Maybury, Acting Dean

This report seeks to tell the story of Bradford Cathedral during 2021. It is a record of how the Christian community has responded faithfully and creatively, during what has been, for many, a very challenging year.

Behind all the stories is the work of committed staff and volunteers and the prayerful and generous work of the people of God at Bradford Cathedral. Together we have learnt again what it means to be a people of faith and have discovered again the resources that God gives.

This report is a story of resilience, faithfulness, sacrifice and hope. I hope that you will enjoy reading it and, like me, find yourself amazed at what has been accomplished in 2021.

In previous years it has often been possible to plan in advance and to deliver that plan. In 2021 that simply was not possible. We needed to respond to changing guidance with staff often working from home and volunteers often unable to volunteer. This has required of all of us, congregation, volunteers and staff, increased levels of flexibility and creativity. Together we have sought to be a faithful witness and a spiritual home to all who have come to us.

God has been faithful and this report documents both the activity of Cathedral life in 2021 and also the growth of that life in so many different ways.

I am personally very grateful for the leadership that Dean Jerry gave us prior to his retirement and the trust and support that I have received since taking on the role of Acting Dean. Our partners and the city and the diocese which we work with, and serve, are referenced throughout this report. They are the reason why we do what we do. But, in addition, we have discovered a whole new digital engagement with an often unknown audience. I hope that some of them might also discover this report and make time to read it too.



2021 has been a year of significant change and development at Bradford Cathedral. It has been, I believe, a year of growth and strengthening. Strengthening our resolve and commitment to the vision that draws us and growing in new ways to accomplish that. At the heart of all this is an amazing staff team who are multi-talented, energetic, wonderfully imaginative and creative, and a joy to work with. Equally, there is a remarkable mix of people who make up the congregation who provide the resources and the people-power to deliver our ambitions. And there are, too, the members of Chapter who provide appropriate governance and oversight, working prayerfully and robustly and taking responsibility for all aspects of Cathedral life. We owe them a great debt of gratitude.

Tragically the year ended with the shocking news of the murder of Bori Benko: Bori, who was so much part of the life and witness of the Cathedral. She was a leader and a pioneer and our hearts have been broken by her brutal and untimely death. We are committed to ensuring that her legacy of love, faith and generosity continues on and we look forward to coming together to celebrate her life in May 2022.

Thank you to you, the reader, for your interest in the ministry and mission of Bradford Cathedral. We are a people and a place who know ourselves called by God to be and to do what we know we cannot be and do in our own strength, so we pray daily for the resources of the Spirit to enable us to live up to our calling in faith and trust. May God's name be honoured and seen in all that we are and all that we do.

Message from the Bishop of Leeds

The Right Reverend Nick Baines, Bishop of Leeds

The last year has continued to be challenging for everyone, not least the cathedral. However, as we learn to live with and shape the post-pandemic world, new opportunities for service will emerge.

The cathedral is there to open people to God and draw people into a vision of God's kingdom that is attractive and real. The vision doesn't change even when the context does.

In this last year we saw the retirement of the Dean, Jerry Lepine, to whom we owe a great debt of gratitude. Following his departure, Paul Maybury has been the Acting Dean and has been supported by Philip Gray in an interim capacity as Precentor. Mandy Coutts, the churchwardens and Chapter have continued to drive the life of the cathedral with their colleagues - thus demonstrating

that change need not be the end. We now await the arrival of the next Dean of Bradford, Andy Bowerman, in June 2022.

Bradford Cathedral has continued to play a rich role in the city and diocese, providing much more than a venue for a wide range of events and celebrations. The building is widely seen as a locus of peace and quiet, but also of real engagement with contemporary issues and challenges. This is only possible because of the creative engagement and commitment of those who form its community. This was seen acutely when one of its dearly-loved members was murdered and the community lived lovingly in the aftermath.

I remain hugely grateful to the Cathedral and commend its future to God.



William Porter of the Beacon House of Prayer, in Stoke-on-Trent, met up with a group of Christians in the Mirror Pool of City Park in July 2021, to take part in the fifth day of 'Cross Walk 21', an initiative to trace out the shape of the cross in fifty-one cities across England as part of a series of prayer walks.

Cathedral Staff and Officers (as of 31st December 2021)

Role	Name
Acting Dean	Revd Canon Paul Maybury
Canon for Mission and Pastoral Development/ Safeguarding Officer	Revd Canon Mandy Coutts
Acting Canon Precentor	Revd Canon Philip Gray
Chief Operations Officer	Andy McCarthy
Director of Finance	Simon Dennis
Executive Assistant	Jasmin Brearton
Cathedral Secretary	Julie Bowyer
PA to the Dean	Sandra Heaton
Communications, Marketing and Events Manager	Philip Lickley
Digital Content & Social Media Assistant	Katie Glover
Income Development Officer	Sharon Link
Director of Education & Visitors	Maggie Myers
Education & Visitor Assistant	Diane Hadwen
Head Verger	David Worsley
Assistant Verger	John Paley
Assistant Verger	David Robinson
Assistant Verger & Assistant Safeguarding Officer	Ian Price
Organist and Director of Music	Alexander Berry
Sub Organist and Assistant Director of Music	Graham Thorpe
Music Administrator	Naomi Reiss
Choir Matron	Daniel Lappin
Choral Scholar	Naomi Reiss
Choral Scholar	Vacant
Choral Scholar	Vacant
Churchwarden	Monica Slocombe
Churchwarden	Jenny Price
Gift Aid Officer	Chris Wontner-Smith
Cathedral Architect	Ulrike Knox
Cathedral Archaeologist	Ian Roberts
Human Resources	Cat McDonald
IT	Peter Lloyd-Martin
Health and Safety	Alpha Swanson

Chapter Members (as of 31st December 2021)

Revd Canon Paul Revd Canon Mandy Coutts

Revd Canon Philip Gray

Revd Canon Flora Winfield - Bishop's Representative

Canon Sharron Arnold - Bishop's Appointment

Mrs Monica Slocombe - Churchwarden

Mrs Jenny Price - Churchwarden

Mr Malcolm Carr - Community Committee Representative

A Statistical Snapshot of 2021

The 2020 figures appear in brackets

Baptisms	4 (0)
Marriages	1 (0)
Funerals/Memorials	12 (3)
Adults on Sunday	115 (60)
Christmas	266 (161)
Advent	2,450 (547)
School visits	496 (926)
Events	36 (31)
Other visitors	3,954 (4,688)
Choir:	
Adults	35 (17);
Children	30 (29)
Choir outreach:	
School visits	12 (18)
School children	N/A (>2000)
Chorister for a Morning	N/A (187)
Grace Notes sign-ups	(86)

Most popular website pages (excluding homepage)

1. Worship - Latest Information
2. News
3. Calendar
4. What's On
5. Staff
6. Careers
7. Worship
8. Advent & Christmas
9. Music
10. History

Most streamed services / events

1. The Eucharist - Advent Sunday
2. Diocesan Chrism Service
3. Racial Justice Service
4. Organ Recital with Alex Berry
5. Diocesan Lady Day Service
6. A Carol Service for the City of Bradford
7. Celebrating the Life of Dr Rudi Leavor BEM
8. The Eucharist - Last Sunday Before Lent
9. Christmas Eve Carol Concert
10. A Service to Mark the Death of HRH Prince Philip

Most watched videos

1. Cathedral 101 - What is Ash Wednesday?
2. Cathedral Close-up - Maundy Money
3. Cathedral 101 - What is Easter Day?
4. Cathedral 101 - What is Maundy Thursday?
5. Messy Easter - A Journey Through Holy Week
6. Cathedral 101 - What is Candlemas?
7. An 8-day Holy Week Journey
8. Cathedral 101 - What is Palm Sunday?
9. Schools Easter Service 2021
10. St. George's Day 2020 - Jerusalem

Category	2019	2020	2021	Positive / Negative
Website: Unique Page Views	74,336	73,483	69,589	We've seen a gradual decline in website views, but hopefully this will be fixed by the work on the website in 2022
Facebook Page Views	8,511	7,034	6,555	Facebook page views have decreased

Facebook Post Reach	165,937	93,691	225,758	We've seen a considerable jump of 141% on Facebook post reach this year, which means more people are seeing our posts
Facebook Post Engagement	94,035	46,863	56,599	Though our posts aren't as engaging as much as in 2019, due to the heavier activity levels, we have seen a 21% increase on 2020
Twitter Followers Increase	693	842	766	The number of followers has decreased based on last year.
Twitter Impressions	1,559,880	4,243,400	2,084,000	Twitter impressions have fallen by half based on 2020
Twitter Likes	7,051	10,545	10,484	The number of likes we've received is similar to 2020
Instagram Followers Increase	329	519	501	We have seen a similar number of followers this year as in 2020
YouTube views	1,700	36,361	47,284	Our YouTube views have increased by 30% on 2020
YouTube watch hours	31.9	4877	6248	Our watch-hours have increased by 28% on 2020
YouTube new subscribers	8	379	229	We've had a 40% drop in new subscribers in 2021
Wordpress Blog Views	5,300	3,752	7,466	Our blog views have increased by 99%
A Church Near You Page Views	7,529	10,957	23,278	An increase of 112% on 2020

2021: A Year in Dates

January

Flooring works completed in the Cathedral
 Andy McCarthy, Jasmin Brearton and Sharon Link join the staff team
 11th - Heritage Treasures Day video launched
 21st - START course launches
 26th - UK passes 100,000 COVID deaths and we contribute to a response from Bishop Nick
 29th - Martin Greenwood's book 'Every Day Bradford' is published, featuring many historical stories of the Cathedral

February

Organ recitals return
 Friends... donate £5000 towards the Parish Room re-developments
 14th - Racial Justice Sunday service
 28th - The Very Revd Jerry Lepine announces he is set to retire in the Summer

March

7th - International Women's Day service
 12th - Three Cathedral choir members appear in the winning entry for the 'LNER Song For Yorkshire'
 14th - The Saturday Singers become Grace Notes!

23rd – The National Day of Reflection
25th – Host the Diocesan Lady Day service
28th – Some restrictions are eased for services following the latest lockdown

April

Mirfield Theological College placement students complete
1st - Diocesan Chrism Service
9th – The death of Prince Philip is announced and the period of mourning begins
25th – Revd Kerry Tankard is installed as Ecumenical Canon

May

New bug hotel built
Katie Glover joins the team
Leeds Minster Society of Change Ringers ring out at the Cathedral
14th - Grant is received from the Cathedral Music trust

June

Coffee Concerts return
1st – National Volunteer Week
3rd – Cathedral Cycle Relay: Bradford to Wakefield
5th – We open up for World Environment Day
15th – Acting Dean and Acting Precentor is announced
26th – Ordination of Priests

July

4th - Diocesan and Civic Farewell to Dean Jerry
4th – ‘Sacred Music’ – part of the Bradford Literature Festival – returns to the Cathedral
11th – Dean Jerry retires
15th – Dave Zdanowicz’s book ‘Bradford in Photographs’ is released, which includes the Cathedral’s nave
15th – Our Twitter account is verified!
18th – Bradford Cathedral features in the Mencap exhibition in Kala Sangam
19th – Our opening hours extend as guidance changes
23rd – ‘Sound Season’ opens at the NS&MM, featuring the Cathedral as part of one of the interactive exhibits
24th – ACT return to the Cathedral to perform ‘Hamlet’

August

Launch of ‘Reimagining Our Ministry’ appeal
11th - Queens’ College Chapel Choir perform at the Cathedral
11th – Canon Philip Gray arrives at the Cathedral
31st - New Choral Scholars start

September

1st – Exhibitions return to the Cathedral with ‘Unfolding’ from Aire Valley Arts
4th – The Bradford Faith Trail returns
5th - Yorkshire Tykes practice at the Cathedral ahead of the Ringing World National Youth Contest
6th – Welcomers return to the Cathedral
17th – The Bradford Cathedral-supported ‘Climate Emergency Walk’ takes place
18th – Lindisfarne concert
21st – The ‘Riding for Adam’ cyclists arrive at the Cathedral

October

Alexander Berry is elected as a member of General Synod
Diocesan Online Youth Pilgrimage launches
Cathedral shop re-opens
9th – Widescreen Weekend comes to the Cathedral
16th – We host the Diocesan Synod
25th – Baron Neil Mendoza visits Bradford Cathedral
28th - Bradford BID pumpkin festival comes to the Cathedral

November

Monday Fellowship returns
Reimagining Our Ministry funding is confirmed
de Lacy Centre opens following its refurbishment
5th + 6th – We host ‘Light Organ’ as part of the ‘Bradford is LiT’ festival
27th – Bradford Cathedral contributes to tree planting event at Newhall Park

December

18th – Cathedral Choir appears behind door 18 of the Cathedral Music Trust Advent Calendar
19th – Revd Andy Bowerman is announced as the new Dean, arriving in 2022

Public Annual Vestry meeting

Agenda - Sunday 15th May 2022

1. Appointment of Secretary to the Meeting
2. Election of Churchwardens
3. Presentation of Minutes from the 2021 Vestry Meeting for approval and signing
4. Any Matters Arising
5. Churchwardens' Report
6. Announcement of Appointment of Churchwardens

All persons whose names are entered on the 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 the meeting.

Annual Parochial Church Meeting (APCM)

Agenda - Sunday 15th May 2022

1. Appointment of Secretary to the Meeting
2. Presentation of Minutes from the 2021 APCM for approval and signing
3. Any Matters Arising from the Minutes not raised elsewhere on the Agenda
4. Election of three Members to the Cathedral Community Committee: one to serve until the 2023 APCM and two until the 2025 APCM
5. Election of one Deanery Synod Rep: to serve until the 2023 APCM
6. Election of the Parish Disability Representative

7. Report on changes to the Electoral Roll since the 2021 APCM
8. Receive the Annual Report and comments on any matters contained within it
For an informed response it is helpful if questions can be forwarded to the Office at least 48 hours prior to the meeting.
9. Income & Expenditure Report of Year Ending 31st December 2021
Note: All persons whose names are entered upon the Cathedral Electoral Roll of the parish, and such persons only, are entitled to vote at the election of parochial representatives of the laity.



Public Annual Vestry meeting

Minutes - Sunday 16th May 2021

Opening prayer:

At the invitation of the Dean as Chair, Canon Mandy Coutts opened the meetings in prayer thanking God for his gifts to us, for his faithfulness and for our sense of call, and she prayed that God would bless our meetings and that we would be guided by the Holy Spirit and bring glory to God's name.

Appointment of Secretary to the Meeting:

The Dean, from the chair, proposed that Jane Thompson be appointed and this was agreed unanimously.

Election of Churchwardens:

The Dean reported that Monica Slocombe had been nominated by John Wright and Jane Thompson, and Jenny Price had been nominated by Monica Slocombe and Jane Thompson, to continue in post as Churchwardens, and they were both elected to serve for the next 12 months. They will be admitted at the Archdeacon's visitation on Monday 17th June 2021 at 7pm on Zoom. The Dean expressed our gratitude to both Jenny and Monica, and to all of Chapter, for their service.

Presentation of Minutes from the 2020 Vestry Meeting for approval and signing:

The Minutes of the meeting held on Sunday 11 October 2020 were approved and subsequently were signed by the Dean as a true record.

Matters Arising from the minutes not raised elsewhere on the agenda:

There were no matters arising from the minutes.

Churchwardens' Report:

Monica: Thank you once again for electing me as one of your Churchwardens. Jenny and I will be sharing the CW report, with Jenny giving the community committee report, and I shall talk about Chapter activities.

The annual report shows us what a wide range of activities have been carrying on throughout the last year despite the pandemic restrictions, often adapting

how to deliver the best we can, in difficult circumstances.

Chapter has met regularly last year on Zoom, and sometimes using email for urgent matters. Technology has been a blessing to all of us and has helped us continue to provide the Governance that the Cathedral requires.

The main discussions and decisions have been around

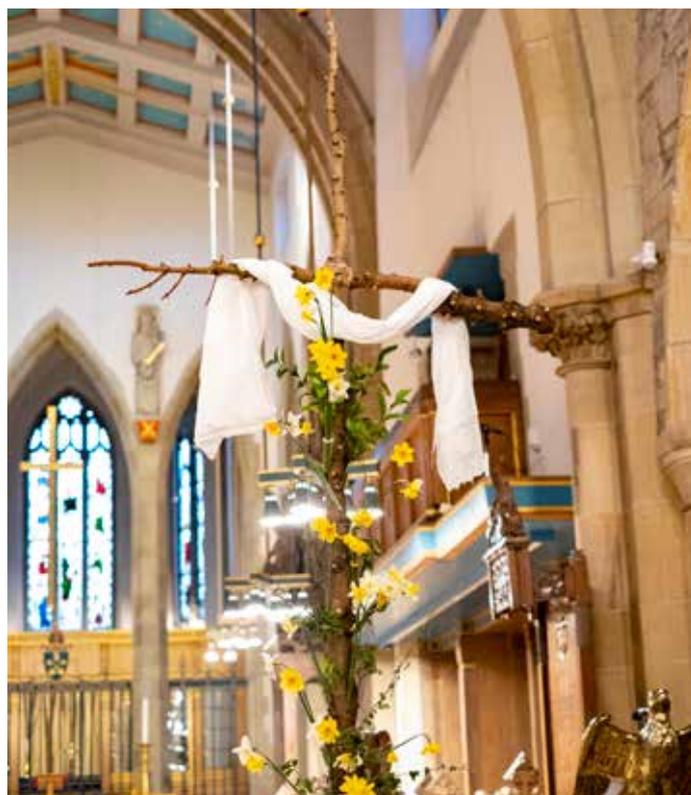
- The closure and opening of the Cathedral in response to the ever-changing situation we have all faced.
- Finance which has suffered loss of income due to no events this year. We are deeply indebted to Simon Dennis, our Director of Finance, who has helped to steady our finances through the turbulent Covid year.
- Buildings and repairs in a Grade 1 listed building never stop and we have been able to begin some of the QI work with the help of a Culture recovery grant and with other grants and donations to help the Parish Room renovations get started this year.
- Technology has been a focus for everyone and Chapter gave approval to 'Reimagining Our Ministry', recognising the importance of keeping our online congregations with us as we move out of the Pandemic lockdowns.
- Chapter has attended to the forthcoming changes in the new Cathedrals Measure, embedding our Strategic approach and supporting the Executive in day to day decisions.
- We have kept Risk Management and Safeguarding as regular reports, reviewing Risk at every meeting, and ensuring safeguarding is central to all activities in the Cathedral, as we prepare for the forthcoming national audit of safeguarding next month. This has been a very strange and difficult year for all of us; my thanks to all of you for bearing with us and keeping the faith whilst the Cathedral has adapted several times. My thanks to the Staff who have had to cope with working from home, furlough, new technology, coming in to help re-open the Cathedral, and responded and adapted in

so many different ways and supporting each other.

And finally my deepest thanks to the Clergy. They have worked tirelessly this year to adapt to different ways of worship, new ways of working, new technology, and all of this in isolation from everyone. Dean Jerry, Canon Mandy, and Canon Paul have held Cathedral life together in the most challenging of times and on behalf of the congregation I would like to thank you for all that you have done.

Jenny: I am sure we will all remember the last twelve months for many reasons, probably a mix of good and not so good. For me, becoming a Cathedral Churchwarden and following someone who is nothing less than a legend, and then not really being able to engage with the role, was rather strange to say the least.

My first thoughts then are to thank Alex, and of course Monica, for having the confidence to nominate me for this important post. As things are now slowly but surely beginning to relax, it is my hope that before too long there will be good opportunities to demonstrate that their confidence was well placed. Whilst I intend to implement the Jenny Price



approach, it would be foolish to ignore the things which worked so well for Alex and Monica, not least being their reports to this Vestry meeting and so, like Alex, I will speak about matters relating to the Community Committee.

My hope being that this will complement, and not duplicate, the eloquent and fulsome update from our Chair, Canon Mandy.

Despite the challenges set for us all in living now for over a year in a global pandemic, it is seriously encouraging to be able to report that this has not dampened the ardour of the Community Committee in any way. Whilst I too would want to offer my thanks and good wishes to those who have stepped down, it is with enthusiasm that we welcome our new members who are already engaging actively with items on the agenda. Whilst we have been sad to cancel various events, this has not seen any shortage of agenda items for discussion and future action.

Sometimes these can be very simple, such as encouraging congregation members to donate spare toiletries for those who find themselves homeless or are on very limited budgets. The first box full was well received by Horton Housing.

Conscious of both the beauty in our Cathedral which is complemented so magnificently by our flower arrangers, we are exploring ways to celebrate this simply and without financial implications to the Cathedral. Perhaps this will just be a dream, but there is such a gratifying level of creativity amongst the Committee members, we are well placed to turn dreams into reality. I would like to thank you for your prayers and support, and to look forward to another year in which the Community Committee can actively and creatively support all of the good work done at Bradford Cathedral.

There being no need for a Churchwardens' election and there being no further business, the Dean declared the meeting closed.

Annual Parochial Church Meeting (APCM)

Minutes - Sunday 16th May 2021

Following the rising of the Annual Vestry Meeting the APCM proceeded.

Appointment of Secretary to the Meeting:

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

Presentation of Minutes of the 2020 APCM for approval and signing:

The minutes of the meeting held on Sunday 11 October 2020 were approved and subsequently signed as a true record.

Matters Arising from the Minutes not raised elsewhere on the agenda:

There were no matters arising.

Election of four people to the Cathedral Community Committee, two people to serve for a term of one year each and two people for a term of three years each:

Six nominations were received: Jane Thompson proposed by Monica Slocombe and seconded by Mike de Villiers, Susan Ilnouzaki proposed by Monica Slocombe and seconded by Jane Thompson, Clive Barrett proposed by Maurice Manktelow and seconded by Pam Manktelow, Catherine Warr proposed by Bori Benko and seconded by Alex Berry, Maurice Manktelow proposed by Bori Benko and seconded by David Worsley, and Ruth Hutton-Searle proposed by Alex Berry and seconded by Graham Thorpe.

In-person and on-line electoral roll members voted by listing their four preferred candidates, The votes were counted as other business proceeded. When the results came in it was clear to the Dean that all the candidates received a ringing endorsement from the congregation. As the constitution allows for co-option as well as election, those with the most votes, Susan, Jane, Catherine and Clive, were elected and Maurice and Ruth were co-opted onto the committee (if they so wished).

Election of one person to the Deanery Synod to serve for a term of two years:

The Dean reported that one nomination had

been received: Graham Thorpe proposed by Jenny Price and seconded by Ian Price. In the absence of any further nominations Graham was elected to serve on Deanery Synod for two years. He will also sit on Community Committee.

Election of two representatives to Cathedral Council to serve for a term of three years each:

The Cathedral Council connects us with the civic authorities and the diocese. Under the new Cathedral measures its future is being decided at present and it may change its name. There were two nominations: Peter Jackson proposed by John Wright and seconded by Pat Anderson, and Isla Skinner proposed by Elaine de Villiers and seconded by Gill Overend. In the absence of any further nominations Peter and Isla were elected to serve on Cathedral Council for three years each.

Election of the Parish Disability Representative to serve for a term of one year:

The Dean reported one nomination for Lindsey Bradshaw proposed by Monica Slocombe and seconded by Elaine de Villiers. In the absence of any further nominations Lindsey was elected to serve for one year.

Report on the Electoral Roll:

Ian Price, the new Electoral Roll Officer, reported that he has been busy and new people have joined the Electoral Roll but we have lost others as people have died or moved. The number on roll now stands at 139, compared to 140 in 2020.

Receive the Annual Report for 2020 and make comments upon any item contained in it:

The Dean referred to the Annual Report. No comments were made on the content but warm thanks were given to Phil Lickley for an excellent piece of work which told such a good story about our community despite the pandemic. The Annual Report was received.

Report on Income and Expenditure for year ending 31 December 2020:

Simon Dennis referred us to the Summary Cathedral Income and Expenditure on pages 48 to 51 of the Annual Report 2020.

The key figure is the £28,874 surplus for 2020 at the bottom of page 49. Unbelievable for 2020. Here is the story of why. The answer is in part grant funding from the Church Commissioners. The Commissioners have continued to be extremely generous giving us an additional £25,000 grant money (£80,000 when you take the sustainability fund of £55,000 into account). Also our generosity has been astounding so although giving is down by £7,000 to £8,000 it is nothing like it could have been. Despite loss due to events not happening and less giving there have been reduced costs (the biggest single thing) because we have not been in the building. Work on the fabric could not be done. Don't expect a surplus at the end of 2021, it could be a 6-figure deficit, as we do work on the parish rooms and catch up on fabric work, but we are not to worry about that now, it is under control.

In answer to a question Simon explained that the item Commissioner's Sustainability Fund on page 51 with a closing balance of (£18,727) is there because of a change in reporting as funding streams are explicitly added into the accounts. There has not been any overspending and the -£18,727 will be covered by the Clergy and Lay staff costs. In answer to another question Simon said that the 2019 Rental from property item of £3,984 on page 48, should read £13,984, and then the column adds up correctly.

Dean Jerry said that Cathedral finances were very complex and that he was indebted to Simon and PA Jasmin for their work. Jerry appreciates the encouraging way Simon does his work, he is a good guy who he enjoys working with and Jerry thanked Simon for what he gives to this place.

Dean's Report:

Dean Jerry said that his APCM report is in fact in the 2020 Annual Report, so ably compiled by Philip Lickley. He thanked Phil for his excellent work on behalf of the Cathedral. The Dean then went on to observe how much had happened during a year that had so many restrictions and seen the closure of the Cathedral for long periods during the pandemic. The Dean expressed his thanks to his clergy colleagues for all they have done throughout the year. Clergy and staff adaptability and flexibility were critical to the response. This was very evident during the first lockdown when instructions changed at very short notice. The principle of laity and clergy working together has happened here in a very good way. The Dean was grateful to everyone in what were very challenging circumstances - a world we could never have foreseen. But we have weathered the storm and can look forward.

Dean Jerry's journey here in Bradford started in 2013 just as General Synod had voted to set up the Diocese of Leeds. A lot of challenging work was involved in setting up a unique diocese with three Cathedrals and this is a project that is still developing.

The Dean was thrilled that the work on the Parish Room is now underway, the last piece of a Precinct jigsaw that has seen all the buildings receive attention - some significant - in the last few years. The gardens too were lovely.

We are now more financially robust, and the Dean paid tribute to the work of the Director of Finance, Simon Dennis, and to the generosity of the congregation. Today we have more staff than ever before because of grant funding. We have changed the feel of this Cathedral by adopting a go for growth, find more resources, approach which is simple but far-reaching.

Also, as ever, we have the reputation of being very welcoming. The music is first class. The schools work with Maggie Myers is admirable, the many and varied on-line

resources being outstanding. The shift to on-line has worked well across the board and we want to continue working with our wider constituency in Yorkshire, nationally and abroad. There is still much to do but even though we continue to face challenges, we are more robust.

Dean Jerry drew our attention to our strap line: **servicing Christ and transforming lives through welcome, worship and encounter.**

In closing, Dean Jerry spoke of loving the very stones of the Cathedral and City. That goes to the heart of Anglican priesthood, the love of the place where you are called to and, of course, the people, the 'living stones.' He spoke of his love for this place and that he will carry its people with him always. He is so grateful for his time here. The process of finding the new Dean will be starting soon.

Architect's Report

Ulrike Knox RIBA AABC, Cathedral Architect

At the end of March 2021, the project funded by the Cultural Recovery Fund - Major Works grant of just under £100,000 was completed. This tackled a number of miscellaneous items highlighted in the quinquennial inspection including the removal of asbestos in the north quire aisle ducting, repairs and refinishing of the timber floor in the Cathedral nave and transepts, a necessary upgrade of the fire detection installation, repairs to the clerestory windows and other miscellaneous high-level repairs to flashings, asphalt, roof felt and stone slating.

There are still some recommendations needing to be programmed and funded, but this has given us a good start by dealing with the most pressing items.

Also, during 2021 we have been involved in facilitating the permissions and installation of the new livestreaming, induction loop and CCTV equipment.

AOB:

There was no other business.

Closing Prayer: Canon Paul led us in prayer, thanking God for our sense of community and belonging and for God's presence with us and for our individual and corporate callings. That we could rejoice in all that was good, and be thankful that we could celebrate God's kingdom.

Eternal God, giver of love and power, your Son Jesus Christ has sent us into all the world to preach the gospel of his kingdom: confirm us in this mission, and help us to live the good news we proclaim; through Jesus Christ our Lord. **Amen.**

The meeting was then closed by the Dean.

As you know, during the pandemic there has been an opportunity to experiment with the way the seating in the nave and chancel is configured and the need for easily movable and stackable seating has become even more acute. We have advised on chair designs and materials, obtained samples and helped in consultations.

Following this, the Parish Rooms (now the de Lacy Centre), were refurbished. This was made possible by the financial contribution of a number of donors and now hosts community groups and events as well as providing a resource for hire.

Time was also spent taking care of maintenance of the Cathedral Halls building on Stott Hill which needed a new gutter to the south side of the roof.

Artspace

The Revd Canon Paul Maybury, Chair of Artspace

The Artspace Group, a sub-committee of Chapter, continued to meet monthly throughout most of 2021 overseeing, and preparing various cultural activity. The Group made the decision in 2020 that they would work towards fewer exhibitions and more installations, working proactively with artists to deliver these making the best use of the space within the Cathedral.

Throughout 2021 our photographer in Residence, Kate Abbey, continued to meet people associated with the Cathedral in their homes and will exhibit her photographs in 2022.

For Refugee Week we hosted a simple and effective community installation on the State Gate Steps called, "We can never walk alone".

In September we were pleased to host the Aire Valley Arts exhibition, "Unfolding" using

both the Cathedral and Kala Sangam. This had been deferred from the previous year. We are very grateful to Martin Cosgrove for his involvement with Artspace over many years and for his curating of this exhibition prior to his retirement from the Artspace Group.

The highlight of the year was the very successful "Light Organ Installation", part of the District-wide series of installations. In just two evenings more than 2,000 people visited. It is hoped to have more such installations in the future.

Another exhibition that had been deferred finally took place in the autumn - 'Photographs from the Jewish Community' by Nudrat Afza. This was much appreciated as we were able to organise the exhibition to coincide with the memorial service for Rudi Leavor.



Bell Ringing

Ron Crabtree, Tower Captain

Bradford Cathedral Bell Ringing report 2021
During to the past two years we have been struggling to keep local ringing with our own band. We have been supported with ringing on special occasions by ringers from local towers. During May the Leeds Ringers could not ring at the Minster so the band rang for our Sunday morning services.

We are being supported by ringers from the Yorkshire Association who have offered to help with development in the future.

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

Carers' Crafts

Maggie Myers, Director of Education and Visitors

For most of 2021, the Carers' Crafts group kept in touch and supported one another via a Whatsapp group. They were so pleased to finally be able to get back together again in person from October onwards, for their regular Tuesday morning slot in the de Lacy Centre. Ann Brooksbank reports that a good number of the carers have returned to the group, with a weekly average of 7/8 people at each meeting. As in previous years, Ann has prepared all the resources and presented interesting craft ideas for the group to enjoy. In the 8 weeks of meetings held in 2021 they tried a range of crafts, as well as

flower arranging, and finished the year with a Christmas party. Unfortunately, they have lost two of their regular carers, with one having difficulty leaving her home since the pandemic started and the other returning to the workplace. The group continues to provide a welcome break for carers and a supportive environment for carers and former carers. Many thanks to Ann Brooksbank once again, for giving so generously of her time, for continuing to keep the group connected when they were unable to meet and for running the in-person meetings.

Children's Space

Emma Towers, Leader

We were delighted to welcome our young people back to the cathedral on June 20th, initially meeting in the Chapter House, following Covid guidelines.

We now have two distinct age groups and our hope was to separate these groups more often to focus on age appropriate topics, whilst remaining in the same room due to volunteer numbers.

Although we occasionally had newcomers and were delighted at the return of our youth helper, Hana, small numbers returning in

September meant we reverted to mostly working altogether using our Christian Aid resources, which connect modern justice issues with the Bible. At the end of the year, we were left with only 2 adult volunteers, the minimum required to run any session, and are obviously in need of more people. Lisa Barker had to step down this year after around 10 years in this ministry, and is sorely missed. Sandra Matley suffered a broken leg and we continue to pray for her recovery. Anyone wishing to know about how to get involved, please speak to Canon Mandy. Finally, thank you to all those who continue to pray for us – it's appreciated!

Communications, Marketing and Events

Philip Lickley, Communications, Marketing and Events Officer

2021 was about planning and preparation: creating a communications plan; website development plan; and an Advent communications strategy. We continued producing monthly analytic reports. Katie Glover joined in May as our 'Digital Content and Social Media Assistant'.

In communications we continued building our online presence, producing blogs covering positive news. We produced daily 'what's on' bulletins; fortnightly highlight 'Twitter Moments'; and monthly e-mail updates, all whilst successfully communicating COVID messages during an ever-changing year, using our planner to cover the appropriate channels.

We helped communicate the retirement of one Dean, and the announcement of another, and kept the Cathedral's profile high through press coverage: Yorkshire Post, BBC Radio Leeds and Bradford; Global Radio; Asian Standard; The Telegraph; Craven Herald; BBC Look North. We responded quickly to journalists' enquiries.

We expanded our marketing, including daily Instagram photos; informative videos for 'Heritage Treasures Day', 'English Tourism Week' and 'World Architecture Day'. We used paid Google and Facebook adverts to reach new audiences, and refreshed the website and photography.

We launched an online shop; refreshed our branding guidelines and signage; designed the new induction booklet and Christmas cards; and attended freshers' fairs. We connected with partners through campaigns like December's 'Elf on the Shelf'; and produced high-quality videos for recruitment; singing lessons; Earth Hour; Holy Week; and choral pieces.

We produced new 360-degree images: "[They are fantastic.] Each day our family have a little kind of a dance...to view the image".

Our Cathedral 101 explainer videos proved popular, and featured on UCB radio: "it's

a very clear explanation which I know my listeners will benefit from greatly".

For events we created a new suite of documents to professionalise our booking process, including customisable RAMS¹, floor plans, and feedback loop. We worked again with Worth the Weight vintage fairs and ACT Shakespeare. We held the Lindisfarne concert and, although attendance was lower than hoped, we delivered a full concert in difficult times.

We hosted our first live-streamed conference, and first film showings in many years, with Bradford City of Film and the National Science and Media Museum.

We supported many events including Fairtrade Fortnight, the Faith Trail, and Volunteers Week; worked with internal groups to avoid diary clashes and supported the Cathedrals Cycle Relay, our group the largest in the country. All this was done whilst upholding the highest COVID safety.

We continued supporting online streaming, featuring on the Church of England website - 'Examples of good practice'.

We continued building connections, attending sessions by the AEC², CofE Digital Labs and Charity Digital, and supported the CofE Christmas campaign launch. We presented an Explore Churches webinar on 360°-images and, together with Visitors and Education, presented our achievements to the Cathedral Foundation and Bradford Council, and created the interactive Online Youth Pilgrimage.

Partnership work saw us feature in a #SparklingBradford promotional video, and the Council-supported 'Lights of Bradford'.

2021 was a challenging year, but we produced an increasing amount of quality content whilst supporting other departments, and setting the groundwork for 2022.

1 Risk Assessments / Method Statements
2 Association of English Cathedrals

Community Committee

The Revd Canon Mandy Coutts, Canon for Mission and Pastoral Development

On behalf of CC, I would like to dedicate this report to the extraordinary life of Bori Benko who was tragically killed in November 2021. As a member of CC, she was a thoughtful, joyful participant whose enthusiasm for sharing the love of Jesus permeated all our meetings and planning. She is greatly missed and our thoughts and prayers continue to be with her family and all who knew her.

At the last APCM, and subsequent CC meeting, the results of elections were as follows.

Monica Slocombe, Churchwarden / vice chair
Jenny Price, Churchwarden
Jane Thompson, CC secretary
Ian Price, Electoral Role Officer

Newly elected members
Clive Barrett and Catherine Warr

Continuing members
Bori Benko, Joe Tarver, Susan Ibnouzaki,

Co-opted Members
Ruth Hutton-Searle & Maurice Manktelow

Elected Deanery reps who also sit on CC
Alex Berry, Toni Griffith, Lindsey Bradshaw (Disability Rep), Graham Thorpe

Nominated a congregational rep onto
Artspace: Helen MacIntyre

My thanks to all who have served last year and those who continue to serve; these roles carry great responsibility as well as a considerable time commitment; please do hold them in your prayers as they seek to serve God faithfully through these ministries. I would also like to take this opportunity, on behalf of the Cathedral to thank John Wright, for his work as Lay Chair on Deanery Synod and on CC for several years. His diligent, wise and faithful service has been a blessing to all of us.

This report represents another year of dedicated thoughtful work, prayerfully undertaken despite the challenges of the pandemic.

The following is a list of the work undertaken on behalf of the congregation

- Organized and delivered Harvest gift boxes to Horton Housing, Inn Churches and local food banks
- Introduced weekly collection of toiletries for Horton Housing
- Continued Covid19 recovery work, including working through questions from Bishop Nick
- Planning Parcevall Hall weekend, which has been deferred to 2022
- Delivered the START course online
- Rhythm of Life Lent course
- Planned Mission Partners
- Proposed Stewards/Sidesmen and Deputy Wardens to Chapter
- Explored ways to support groups being reintroduced to the Cathedral, including planning and delivering welcome back sessions for volunteers
- Hosted a Global Café welcome event
- Hosted a Cathedral newcomers welcome evening
- Started work on a photographic competition & calendar, ongoing
- Put together the retirement gifts for Dean Jerry
- Received reports from Deanery, Safeguarding and Eco group
- Received a presentation from the Dean on the Diocesan strategy
- Celebrated Holy Communion together in July

The Community Committee also has responsibility for the allocation of the congregation's Mission Giving, which is made up of 10% of the congregation's annual giving. In 2021 the amount CC could send out to charities was £12,000. These allocations are listed in the table and are divided between local, national and international charities according to their understood needs. Our grateful thanks go to Monica Slocombe, our churchwarden and Simon Dennis, our Director of Finance, for compiling these figures.

New applications are considered in the autumn. For further information speak to one of the CC.

Organisation	2020	2021
Local		
Abigail Housing	1,000	1,000
Anchor Project, St Clements	1,500	1,500
CUF: Wellsprings Together Bradford	1,000	1,000
Inn Churches	1,500	1,500
Sea Cadets	500	500
SHINE West Bowling	1,500	1,500
Zephaniah Trust	750	750
Bradford Court Chaplaincy Service	1,500	1,500
Global Cafe	250	250
St Christopher's Holmewood	500	750

The Community Committee have 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

EcoGroup

Colin Penfold

Despite pandemic restrictions, the group was active in 2021, both on the ground and online, under four main heads:

Fairtrade:

- we hosted the traditional Fairtrade Fortnight breakfast via Zoom, and raised £180;
- we marked World Fair Trade Day with online videos by Mike and Elaine deVilliers;
- we had initial discussions about resuming the Fair Trade Stall.

Churchyard and Cathedral Wood:

- we developed and began to implement a new bee-friendly planting scheme for the Cathedral grounds;
- we held "Bee Creative," a family day making Bug Hotels, in June, which included the CofE

Total Local Donations	10,000	10,250
Elsewhere		
Acorn Trust	750	0
International crisis: Toilet Twinning/Tap Twinning	500	250
International crisis:	0	0
Sudan	1,500	1,500
Traidcraft Exchange	0	tba
Total Donations Elsewhere	2,750	1750
Total Giving	12,750	12,000
10% Unrestricted Giving for 2020	12,019	12,000
Fairtrade Stall Profit	0	tba
Balance b fwd from previous year	461	270
Balance to allocate (cfwd)	270	
Total Allocation	12,750	

calling you to be part of this 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.

"Count on Nature" churchyard survey;

- we explored with the Local Authority opportunities for planting more trees.

Promoting the Eco Agenda; this took place within the Cathedral community and more widely:

- the whole team produced a series of 'One Step at a Time' videos, with simple suggestions of how to make a difference (our thanks to Phil Lickley!);
- we uploaded videos for Earth Day and Earth Hour;
- Sue Penfold put together a series of Bible readings for a Creationtide sermon series;
- we held a Climate Lunch to coincide with COP 26 and supported a local Climate Walk;
- we appeared on BBC Look North among faith groups' responses to COP26, featuring

the Cathedral Wood and the Towers family;
· we were also featured in the Yorkshire Post and as part of the CofE Green Health Showcase.

Eco Church Gold Award:

· we reviewed the overall environmental credentials of the Cathedral and agreed we

were ready to apply for an A Rocha Gold Award; a submission is pending.

Most of our work is ongoing; we would love to hear from anyone who would like to be more involved in any of it; Canon Mandy is convenor.

Education

Maggie Myers, Director of Education and Visitors

For the first eight months of 2021, with no physical visits, the Education team continued to create and extend their digital resources for schools and families. These resources ranged from EYFS/KS1 to KS5 and included materials for Candlemas, Lent and Easter, modules on saints featured in the Cathedral's windows and historical figures connected with the Cathedral, and a Remarkable Women unit. There were also digital resources to support virtual schools' linking and Holocaust Memorial Day.

Following on from the success of the online services provided for schools in 2020, an Easter Service and a Year 6 Leavers' Service were both created in 2021 and were once again well-received, at a time when schools were still unable to visit the Cathedral. The services were created using the talents of the wider Cathedral team, the Zephaniah Trust, our choristers and contributions from local Church of England schools. Online youth pilgrimages, designed for children and young people aged from 5-16, with differentiated activities and resources, were also launched in October 2021.

Happily, after an 18-month absence, we were delighted to welcome back children and young people to Bradford Cathedral for educational visits. From September-December we hosted 536 children and young people with 137 accompanying adults, from 1 nursery, 7 primary schools and 5 secondary schools, as well as students from Bradford University. For all of them, it was their first "school trip" in over 2 years and therefore an extra-special and meaningful experience. It was wonderful to see their faces and hear their comments as they entered the building! Other activities for children that returned

after a long absence were half-term family activities in October and Messy Advent and Messy Crib, all with strong attendance figures and enthusiastic participants - with a mixture of familiar faces and new families, joining us for the first time.

The autumn term also saw the start of a new educational initiative, a "Heritage Student Volunteers" project, involving students from Bradford University who are studying, or are interested in, archaeology and heritage. The students spend time at the Cathedral learning about heritage aspects of the building; once trained, they will act as heritage guides at a number of events for the general public.

We have also widened our offer in terms of physical visits: our Wellbeing units are now fully planned, resourced and available for schools to use. We have also received half of the funding for our Living Timeline educational project, which means that work can begin on costumes and replica artefacts so that we can hopefully launch this educational workshop experience in the 2022-23 academic year.

Recent feedback:

"A great visit that was hugely informative and led by welcoming and knowledgeable guides who built great relationships with student and staff – clearly experienced at working with young people."

"The team were brilliant. Each aspect they led was very informative and pitched at exactly the right level... The staff all commented on how well the children had responded and how inclusive the input was..."

Faith Trail

Maggie Myers, Director of Education and Visitors

The five places of worship involved in the Bradford Faith trail - St. Peter's RC Church, Abu Bakar Masjid, Shree Lakshmi Narayan Hindu Temple, Guru Gobind Singh Ji Gurdwara and Bradford Cathedral - were united in the desire to reinstate physical trails, if at all possible, at some point in 2021, despite the many challenges in terms of Covid restrictions and public safety. They were supported by James Elliot, Faith Engagement Officer for West Yorkshire Police.

Happily, after much planning and liaison, three physical trails did take place, in August, September and October. The numbers on the trails had to be capped at 30, for safety reasons, but the trails proved extremely popular and were enjoyed by all those who participated. As well as local trainee police officers, who undertake the Faith Trail as

part of their training, the majority of the participants were members of the general public, many of whom had never been in a masjid, gurdwara or mandir before. The feedback received acknowledges what a unique experience the Faith Trail is: "I went on the Faith Trail on Saturday and just wanted to give an enormous thank you for providing this wonderful experience... Everyone was so welcoming and "friendly- a real uplifting experience (even for a humanist)."

"I attended Bradford Faith Trail today, and it was amazing. I am at a loss for words to describe how significantly important this initiative is to both Bradford and the UK."

We look forward to a full season of trails in 2022.

Flower Arranging Team

Ann, Sally, Shirley, Pat



It has inevitably been 12 months of considerable change and challenge for us. Our team was reduced to 3 for some time, due to bereavement and illness but we were able to arrange the flowers each week, when the Cathedral was open. We were privileged to enhance the beautiful Cathedral building as the City and Congregation family celebrated all Dean Jerry and Christina had given over the years and to bid them a grateful and fond farewell as they began their retirement.

We decorated in celebration of a wedding, Harvest and to mark the City Remembrance Concert and Service; and then turned our attention to Advent and Christmas. We ordered lots of red carnations and were amazed at how long they lasted - well into the New Year!

We continue to enjoy arranging beautiful flowers for those who kindly continue to sponsor the arrangements in memory of their

family or friends. We also greatly appreciate the generous help, support and advice that Janine and Zoe at Frames give us as we order and choose the flowers, always providing us with the freshest flowers in prime condition. Given the increase in cost of heating the greenhouses and transport, the cost of flowers has risen dramatically. Supermarkets continue to have fresh flowers at less cost but the availability of the right colour and variety at the right time can't be guaranteed, so we are grateful for the thoughtful co-operation we receive from Frames florist.

Maintaining the arrangements during the week is a challenge and we are very grateful

to Julie for her daily watering and spraying of the flowers and also to Sandra who coordinates the flower sponsoring rota. We continue to value the support that David, John, Dave and Ian give us and to Phil who takes such wonderful photographs of the flowers and presents them on the public media.

We often meet visitors as we arrange the flowers and it is so moving to hear their reaction to the warmth, welcome, intimacy and holy space that they experience in the Cathedral. We do indeed have a privileged volunteering role.

Friends of Bradford Cathedral

Jill Wright, Chair

In spite of the difficulties brought on by Covid 19, your Committee has managed to achieve quite a lot. Our Membership remains fairly steady and so our income allowed us to make a second donation of £5000 towards the refurbishment of the Parish Room, now known as the de Lacy Centre. Though the work has still to be completed, the rooms are much improved – and we are recognised on a plaque by the door! We also made a donation towards the staging of the Festival of Remembrance. We acknowledge gratefully a legacy of £500 from the late Miss Joan Frost.

Our events programme has naturally been restricted, but David Markham organised a much appreciated and much enjoyed visit to Bingley Parish Church. If you would like us to visit you, please invite us!

Plans to get the Stitching Group up and running again are in hand. Here again, we are somewhat hamstrung by Covid 19, but

I'm grateful to all those working to make our meeting possible again – especially the Verger Team.

Plans for the future include a "Celebration of Strawberries and Cream" on June 24th in the de Lacy Centre and a visit to Durham Cathedral on July 22nd. Please look out for the publicity for these events, come and enjoy yourselves and support the Cathedral at the same time!

I mentioned Membership: I am grateful to Chris Wright, Sharon Link and Phil Lickley for their help in the production of a new Membership form – please look at it and then pass it on to future Friends!

As always, I'm grateful for the support of the Cathedral staff: Canon Paul and the administrative staff have been ever helpful, as has your Committee, particularly over the last two years.

Income Development

Sharon Link, Income Development Officer

I started in the role of Income Development Officer in January 2021 and it's been an interesting year working from home and attending 'zoom' meetings! However, I am pleased to be working in the Cathedral more and getting to know some of you better and I look forward to meeting more of you.

Firstly, I wanted to say a huge thank you to congregation, clergy and supporters of Bradford Cathedral for your continued generosity throughout 2021. Your online giving to appeals, offertory donations during the online services and regular commitment by monthly standing order or direct debit payments as well as partnership envelopes and cheques in the post are so greatly appreciated. Your support means so much. The role of Income Development Officer is vital in securing funds for the Cathedral. This income comes in various forms – applications to charitable Trusts and Foundations, donations from congregation and supporters of the Cathedral through appeals and our Renewal of Giving campaign, visitors to the Cathedral, other forms of individual giving and support through new campaigns and the management of the shop.

Grant Income

Grant applications were submitted and a total of £99,500 secured plus another £3,000 pledged. Added to the income above is the continued support of the Liz & Terry Bramall Foundation (£50,000 in 2021) and the Cathedral Sustainability Fund (£60,027).

I'd like to thank the following for their support in 2021: Congregational & General Charitable Trust, Bernard Sunley Foundation, Bradford Guild of Hope, Laing Family Trust, The Jerusalem Trust, Michael James Music Trust, William Church Music Trust, Golsoncott Foundation, The Hobson's Charity, WW Spooner Charitable Trust, The Sharpe Trust.

Cathedral Appeals

Reimagining Our Ministry appeal

A phase 2 appeal was launched in August which raised £6,600 from congregation and with a grant of £30,000 from The Jerusalem Trust we had secured all the funds needed to

buy and install the livestreaming equipment by November. A total of £69,364 was raised and Noise Boys, the company doing the live streaming installation will start work in early 2022. Thank you to everyone who supported the appeal.

The de Lacy Centre

The parish room appeal raised £195,250 in total with £74,250 of that received in 2021 enabling the refurbishment of the newly named de Lacy Centre. Our Carers Craft Group were first to use the centre in October. It is wonderful to see the room and facilities being used again - the Cathedral choir, Monday Fellowship Group and Friends of Bradford Cathedral are using it regularly, amongst others. Thank you again to everyone who supported the project in any way - we are confident that the building will be an important community resource in the months and years ahead.

Cathedral Shop

The shop is an important source of revenue so it was wonderful to have it back up and running towards the end of 2021. I'd like to thank, in particular, Graham and Gill Smith, our wonderful shop volunteers, who helped me to clean the shop and get everything back on the shelves ready for opening and who continue to look after the stock. Thank you also to people who purchase items to support the Cathedral.

Donations via website	£5,605.00
BACS bank transfer	£4,163.00
Cheque and cash	£7,089.00
Text to donate	£700.00
Donation box	£3,791.00
Standing Orders	£66,922.00
Partnership Envelopes	£15,968.00
Gift Aid Tax recovery	£23,242.00
General collections	£59.00
Total Cathedral Giving	£127,539.00

Just A Minute

Clive Barrett, Leader

One year - and one minute - can appear to pass quickly or slowly depending on what has happened. In 2021 the Just a Minute group restarted soon after the congregations returned to the Cathedral in May, meeting after most of the 10.30am Sunday Eucharist services, initially outdoors on the Cathedral Green and then in the Cathedral during the autumn and winter.

Attendance usually fluctuates between 5 and 10 people, though we did have 15 attend on Peace Sunday in September when joined by Rev Mark Smith, Minister in the Deaf Community, and several guests where we reflected on the experience of deaf people in the church. It has been lovely to welcome a number of visiting preachers to the Just a Minute group during the year as many encouragements and challenges within the services mentioned by members relate to the

sermons. Members also share what they will take away from the music, hymns, prayers, liturgy and decoration, including the flowers.

One of the regular attenders of the Just a Minute Group was Bori Benko who we sadly lost in tragic circumstances in November. Bori would offer her reflections of the services which encouraged other members of the group, and clearly showed how much she loved God and people. She has been greatly missed.

The Just a Minute Group has welcomed new regular attendees during 2021 and is open to all who attend the 10.30am Eucharist service including occasional visitors. We usually meet in a socially distanced circle in the South Aisle. Please feel free to join us and hopefully you will find it time well spent.

Monday Fellowship

Maggie Myers, Director of Education and Visitors

Monday Fellowship returned in September 2021, after an absence of 18 months. The first two meetings took place in the Cathedral, because of the renovations to the de Lacy Centre. The September meeting was an informal get-together, with Canon Mandy welcoming everybody back, David Worsley and Maggie Myers providing updates on what had been happening in the building and digitally whilst the Cathedral was closed to visitors because of Covid restrictions, and members sharing food and singing favourite hymns. Members also discussed suggestions for future talks for the 2022 Monday Fellowship programme.

For the October meeting, Diane Hadwen, from the Education and Visitor team, gave a fascinating talk about Joe Hardcastle, a Bradford Cathedral bell ringer for over 60 years and the driving force behind the Cathedral's World War One Memorial Bells. In November, Canon Mandy shared reflections from her sabbatical and showed the group examples of her most recent artwork. The year ended with the annual Christmas Fellowship, with members of the group, Cathedral clergy and lay staff sharing food, singing carols and reading Christmas stories, poems and anecdotes. It has been wonderful both to welcome back regular members and to see some new faces in the group.

Music and Choir

Alexander Berry, Director of Music

During the dark days of the winter lockdown in 2021, Bradford Cathedral Choir maintained a thriving educational programme. Having planned a full term of in-person activity, in the space of forty-eight hours we created an online tuition programme for our choristers, centred around training for the RSCM (Royal School of Church Music) Bronze Award. In March 2021, we were able to invite the children in for mock exams and an outdoor party. This kept the choristers engaged during a period when they were not able to go to school.

In addition to maintaining online provision for the children, a quartet of professional adult singers livestreamed our weekly Sunday Eucharist service. This enabled us to maintain a high quality of musical output for members of our congregation stuck at home. We were touched by the messages we received from members of the cathedral community about how uplifting and meaningful they found this at a very difficult and isolating time. Occasionally we also offered livestreamed evening services on a Sunday, including a service for Candlemas and a service for International Women's Day, which received much interest on social media.

After Easter we were able to start in-person rehearsals and services with the choristers again. This was wonderful both for the children and for us. By the end of term, the choristers were singing very well, despite the challenges of two-metre physical distancing. Particular highlights of the summer term

included a chorister hike and orienteering challenge, and the farewell evensong to our former Dean, the Very Revd Jerry Lepine.

In the autumn term we were able to restart choir in earnest. The biggest challenge has been for the children to re-establish friendships and learn to be a tight-knit team again. We also brought back music theory tuition, and children will shortly be sitting their first exams for two years. A particular joy in the autumn term was the flourishing of our voluntary choir, the Cathedral Consort. We now have a number former trebles singing in the Consort as 'junior choral scholars' and we have appointed two 'junior organ scholars'.

The choir started singing in the diocese again, holding 'Safari Evensongs' at St Peter's Rawdon and the Parish of Wortley and Farnley. We also sang evensong at Selby Abbey. In December 2021, the choir sang its first BBC broadcast – for BBC Radio Leeds – in over five years. The annual Festival of Remembrance and Nine Lessons and Carols were broadcast by Premier Christian Radio.

I am so grateful to our music department colleagues, lay clerks, choristers and families for their support and commitment throughout the past two years. Thank you also to members of the cathedral congregation and community for your encouragement to keep going during such a difficult period.



Prayer Ministry Team

The Revd Canon Mandy Coutts, Canon for Mission and Pastoral Development

2021 continued to present challenges for the prayer ministry in the Cathedral. Most of the support was offered by telephone, zoom or meeting in outside spaces. The pastoral contact team, both lay and ordained continued to regularly connect with members of the congregation throughout the year. This pastoral contact team was supported by the chaplains and clergy and was greatly valued.

In addition to this, people were also encouraged to email prayer requests to the email prayer circle, coordinated by Gill Overend and Alex McLelland.

A new initiative was successfully introduced. People can submit prayer requests through the Cathedral website. These requests are then incorporated into the daily prayers. Sandra Heaton continued to phone; those who were more isolated on a weekly basis for the first half of the year in order to read the service, sermon and prayers. As the Covid19 regulations were eased concerning worship, and the congregations returned, this was slowly phased out in order for Sandra to return to other duties. A huge thanks to Sandra, Gill, Alex and all those who have been part of the prayer and pastoral contact teams, it is a privilege to be part of a community who show their love for Jesus through their heart for prayer, compassion and love of neighbour.

Safeguarding

The Revd Canon Mandy Coutts, Safeguarding Officer

Safeguarding has continued to be a core principle in all our activities at the Cathedral. The SCIE audit was successfully completed in the summer. Overall, the audit went well and the Cathedral was commended on its safeguarding work. This was a real affirmation for the hard work and professionalism across all departments and the dedication and enthusiasm of the congregation. A special thanks goes to Andy McCarthy, who compiled all the work submitted to the audit. As with all audits, there is always room for improvement and the Safeguarding Audit Action Plan can be found on our website.

The National Safeguarding team released the newly designed suite of safeguarding training at the end of 2020 and in 2021. All the staff and volunteers have completed training appropriate for their roles. The

Basic and Foundation modules are available to everyone for free and can be accessed through the Diocese of Leeds training platform.

The Cathedral continues to work closely with the diocesan safeguarding team and we are grateful for their continued support, in particular our link person on the Safeguarding Committee, Carla Darbyshire. I am also deeply appreciative for the continued support and work of Ian Price as assistant safeguarding officer, Simon Dennis as chair of the Safeguarding Committee and our external advisor Paul Hill.

I am grateful to all my colleagues and members of the congregation for their continued efforts to ensure that the Cathedral remains a safe place for all to flourish as Disciples of Christ.

Vergers' Department

David Worsley, Head Verger

I really feel last year was a year of two halves, or two thirds and one third. From January to July restrictions were still firmly in place and this meant that the cathedral was open in a relatively low-key fashion, with very few events being staged. In July, the Prime Minister lifted restrictions and by the time we got to September, we began to lift ours as well and started to host events again in the building to the extent we hadn't for nearly two years.

Even though the cathedral was quiet externally, we were busy internally and in many ways it was a very productive time. It became an opportunity to do much needed work to the structure and infrastructure of the building. Between January and May, we had contractors in or on the building almost continually. Vital work was done to the clerestory windows, and the north east porch and the Listening Room roofs. The wooden floor in the nave was refurbished and now looks magnificent. This included taking up the carpet at the west end, which I feel has transformed the whole sense of the building (I am so pleased we managed to do that!). We had new CCTV installed in various parts of the building relating to safeguarding. Then began the long-desired and significant work to refurbish the Parish Room, which took six months.

This time, during the first half of the year, felt like a valuable time. We had space to appraise how we were working; so we spent good, quality time sorting and

reconfiguring. We also spent unpressurised, day-to-day time together, which enabled us to deepen our working and personal relationships. The vergers' department felt like a coherent, cohesive and experienced team, with each member contributing their considerable individual gifts. This team very much includes the volunteer vergers. Joe Tarver was unable to contribute as much as he might have liked because of Covid-related restrictions. All year, Sam Fletcher and Andy Mooring were outstanding in their contributions and commitment.

September onwards was a complete change of gear. Almost from a standing start, we opened the building again to events and began the process of bringing groups back in to the building. It was a challenging time for the department readjusting the pace of work and to the number of people allowed in. It was so important to offer the cathedral again as a place of gathering for the community and as a place of encounter with the presence of God, yet it was conflictual with Omicron emerging and trying to walk the narrow line between serving our various congregations and keeping them, and our staff, safe.

In November, we were devastated by the news of the death of Bori Benko, which shattered the cathedral community and all the lives that were graced by the beauty she radiated. The cathedral was drenched in the tears of the many in their grief.



Visitors

Maggie Myers, Director of Education and Visitors

2021 was a year of two halves, in terms of Visitors. For the first half of the year, the task was to continue to produce engaging digital content to keep our regular visitors feeling connected and to draw new potential visitors to the Cathedral online, in the hope that they would visit in person once restrictions were lifted.

A video to celebrate Heritage Treasures' Day was produced in January, drawing online visitors' attention to the many beautiful and interesting artefacts in the Cathedral. Other new videos were produced for English Tourism Week, International Women's Day and World Architecture Day. Visitors were kept up to date with what was going on in the building via a video about our building works and there was also the creation of a "Re-opening to the public" video, with an emphasis on Covid-safety features, to reassure and encourage potential visitors. From early March to early April we also put out a new 360° image of the Cathedral each day, as part of our campaign of preparing for re-opening.

A series of "Cathedral 101" explanation videos were also made, based on the popularity of a Christingle video made in 2019, explaining key festivals, customs and beliefs, aimed at those with little or no knowledge of the Christian faith. These covered the period from Candlemas through to Easter and received strong viewing figures. The return of physical visitors, after the lifting of restrictions, was a welcome time for all of us who work or volunteer at the Cathedral. It was a busy start, with Lindisfarne and Heritage Open Day on one weekend in September. The Heritage Open Day featured "The Cream of Yorkshire", with tours and information about interesting figures from Yorkshire with connections to the Cathedral's past. There was also an evening talk by Jacqui Hyman, a renowned embroiderer who restored the Khaki altar frontal that hangs on the wall of the Chapter House. Another highlight of the year in terms of visitor numbers was the "Light Organ" installation in early November, which

was part of the "Bradford is #LiT" festival of light.

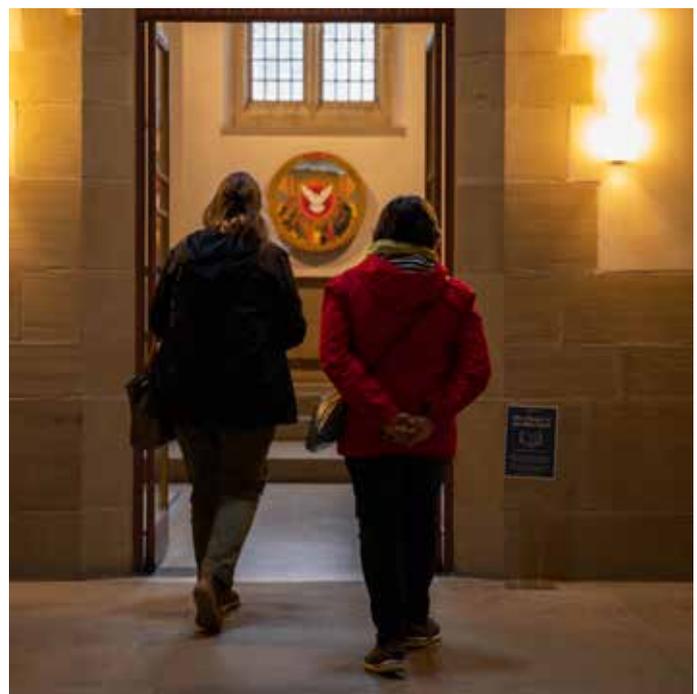
From July to December, as visitors returned, a number of groups visited the Cathedral for guided tours. These included: Global Café, the Keighley Asian Women's Group, the Karmand Centre, Capstone Fostering Service, Bradford Through a Lens group, Bradford University and several groups from Learnwise ESOL Centre. In November we were also visited by a large group from Ilkley U3A Voyagers. Adult tour numbers rose from 91 in 2019 to 225 in 2021.

Encouragingly, there has been a visible increase in daily visitors since re-opening. Our visitors come from the local area and from further afield, from this country and sometimes from others, such as Canada, Germany and the USA, as recorded in the Visitors' Book. The beauty and serenity of the building, its interesting history and the warmth of the welcome are the most popular comments.

"So much serenity and peacefulness as always."

"Beautiful and so peaceful. Very welcoming."

"Lovely spiritual cathedral."



Volunteers

Monica Slocombe

After a year of almost no volunteering, 2021 has seen the revival of some of the original roles and the introduction of some new ones. In order to assist the online worship a small number of dedicated and experienced people volunteered to provide the live streaming of services via our You Tube channel. This new venture for our volunteers has been much appreciated by all concerned, supporting the staff in the communications department. As we restarted services some of Stewards and hospitality teams returned, with some people reflecting that they had given many years to their duties and now wanted to take a step back. Other people who have more recently become involved with Cathedral have offered to join the teams, which are becoming increasingly busier. This has been most welcome and has enabled us to provide our much-respected hospitality. Our Weekday Welcomers returned in September offering a friendly face to all who visit us. The flower arrangers are a stalwart group who have continued to provide the beautiful weekly floral arrangements throughout the pandemic.

In the autumn the music department decided to increase the number of Choir chaperones and a recruitment process was put in place. This ensures that all children have an appropriate adult to take care of their needs whilst on the premises and supports the work of the music staff.

Other roles which have been revived and refreshed recently are our education team, shop and fairtrade stall volunteers, and a new gardening group started in the autumn. All these volunteers and more, too many to be named here, are much appreciated in providing ministry to the Cathedral and helping us deliver beyond the capacity of our small staff team.

A big thank you to all our volunteers both past and present for all they do for Bradford Cathedral.

Worship

The Revd Canon Paul Maybury, Acting Dean

Our pattern of Sunday and mid-week worship has continued, as in recent years, just with a few tweaks concerning times.

Online Morning and Evening Prayer, which began in 2020, has become a firm fixture at 9am and at 5.30pm. It is wonderful that anyone is able to join and there continues to be a small, but strong, core of people who share the Church of England's Morning and Evening Prayer. Even during term-time, when Choral Evensong also takes place at 5.30pm on Mondays and Tuesdays, Online Evening Prayer continues.

Numbers attending services in person, have fluctuated, understandably, during the year due to restrictions and guidance.

Communion has remained in one kind only and the peace has been shared without touching. No refreshments have been possible after worship and offerings and processions have not taken place. All these things have impacted our worshipping life and we look forward to these things changing in 2022.

We have become accustomed to gathering around the holy table in the nave, with the choir leading us, within the same acoustic place, and have benefited from an increased sense of worshipping together and greater visibility. This is now the default position for Sunday 10.30am worship and will remain so until congregational numbers increase so that it is no longer possible. The content

of our worship has been simplified. We sing less and enjoy more silence. There is less movement and the service is usually completed within the hour. For many this has felt appropriate and supportive for the season we have been in. And it is a joy that we continue to welcome new people and visitors amongst us, week by week.

The two Eucharists on Wednesday morning are appreciated by the faithful who come as regularly as they can but numbers have not returned to their pre-pandemic levels.

Our weekly BCP Communion at 8am on Sunday remains an important part of the worshipping offering at Bradford Cathedral and is attended by a very loyal group of worshippers who also enjoy breakfast together on the first Sunday of the month.

Choral Evensong has continued on Sundays, Mondays and Tuesdays when possible. It has been decided to no longer continue with Evensong on a Thursday. It has been good to begin to welcome back visiting choirs when our own choir has been on holiday.

Special services have also made a welcome return during the year. Being able to offer livestreaming of these has also been much appreciated by those who would otherwise not be able to participate.

During the pandemic it has not been possible to involve so many lay people in aspects of our worship; however we look forward to that changing in the near future.

As our primary activity, worship will remain the defining feature of Cathedral life. It is the sole place where, together, we come to offer ourselves to God; to hear and respond to his word and sacrament and be renewed in the power of the Spirit. May we continue to bring glory to God and bring strength and comfort to God's people in and through our worship.



Summary Cathedral Income and Expenditure

Simon Dennis, Director of Finance

Income	2021	2020
Cathedral Giving		
Standing Orders	66,922	59,074
Partnership Envelopes	15,968	10,846
Gift Aid Tax recovery	23,242	19,098
One off donations	21,348	30,258
General collections	59	706
Total Cathedral Giving	127,539	119,982
Grants	62,648	29,116
Unrestricted Legacies	0	0
Fees	4,474	2,685
Net Receipts: Concerts, Catering, Flowers, books	3,282	1,689
Interest and Dividend	11,718	12,142
Education work	613	1,022
Rental from property	19,227	13,643
Other Cathedral Income	101,962	60,297
	<hr/>	<hr/>
	229,500	180,279
Church Commissioners' Grant (S23 and Sustainability Fund)	288,093	296,286
Church Commissioners' Grant Clergy costs	159,371	157,385
TOTAL INCOME	676,965	633,950

Expenditure	2021	2020
Mission Giving	12,000	11,240
Cathedral expenses:		
Utilities	22,946	20,375
Insurance	18,449	17,536
Architect (non-project)	8,064	7,533
Administration	58,205	51,182
Worship	4,400	2,771
Music	23,439	13,634
Education	365	100
Advertising, Publicity & Diocesan costs	4,835	4,061
Festivals and Events	2,126	2,479
Hospitality	492	228
Fabric	14,839	20,158
Other Property costs:		
Rent, tax and utilities	14,796	12,158
Insurance	7,644	6,895
Telephone & alarm system	1,226	1,547
Repairs & maintenance	32,070	4,606
Depreciation	950	0
	226,846	176,503
Staff:		
Lay Salaries (excluding education & funded music posts)*	313,212	292,468
Expenses	591	748
Clergy costs	146,728	134,357
	460,532	427,573
TOTAL EXPENDITURE	687,378	604,076
Surplus/(Deficit)	(10,413)	29,874

* Lay salaries include posts funded by the Commissioners' Sustainability Fund.

Summary Cathedral Balance Sheet

Simon Dennis, Director of Finance

	2021		2020	
		note		
Fixed Assets	157,092	1		150,000
Investments	421,138	2		371,878
Current Assets				
Stock	1,410		1,453	
Debtors	94,270		41,564	
Cash and Bank	582,290		795,079	
	677,971	3		838,096
Total Assets	1,256,200			1,359,974
Current Liabilities				
Creditors	12,845		6,441	
Accruals	60,549		64,442	
	73,395	3		70,883
Net Asset values	1,182,806			1,289,091
FUND SUMMARY				
Endowment	70,202			61,991
Restricted	776,444			893,891
Unrestricted	336,160	4		333,209
	1,182,806			1,289,091

Notes

1. This is the historic notional value of Clergy House and Cathedral Hall plus the value of equipment assets

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 £157,092 and net current assets £179,068

Movement in major restricted funds in the year

Simon Dennis, Director of Finance

	Opening Balances	Grants & Donations	Expenditure	Revaluation	Closing Balances
Staff costs (s 23 & sustainability)	26,923	315,961	325,583		17,301
Parish Room Refurb	119,253	74,250	193,503		0
Cultural Recovery fund	0	104,279	104,279		0
Bramall & Music	79,490	77,318	88,720		68,088
Historic Fabric and Music Funds	308,480			39,165	347,645
Fabric Trust	120,011		18,930		101,081
"Reimagining Our Ministry"	16,414	55,387	35,500		36,301
"Take a Seat" Chair Appeal	12,020				12,020
Sunday school and young people	27,434			1,261	28,695
Education Department	16,825		10,647		6,178
Organ Appeal	92,476	190	8,279		84,387
Precinct Development	5,922				5,922
State Gate	3,792				3,792
Church Bank Steps	7,616				7,616
Artspace	6,346	1,346	744		6,948
Cathedral Hall	6,702				6,702
Other funds	44,187	3,130	4,171	622	43,768
Total	893,891	631,861	790,356	41,048	776,444



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