

Annual Report 2023





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Introduction

The Very Revd Andy Bowerman, Dean of Bradford

Our Cathedral story brings together almost 1400 years of Christian witness on or near this site. It is a story of faith woven into the foundation and heart of our city born at the 'broad ford'. It remains a tapestry where we see a story of change and ambition, of hard work and dedication, of failures and disappointment. Yet one where we continue to see evidence of a God who is faithful, in whom we can trust, a picture where we see before us images of lives and communities transformed.

This last year has been one where we have continued to weave some familiar and new threads into the story that we are creating. You will find contained in this report much to celebrate, that speaks of our continued rootedness and the value we place on hospitality. Hopefully we are also beginning to take our rightful place as a home for intercultural welcome and innovativeness.

We have said goodbye to some faithful members of the team and the community - confident that they have left their mark. We have welcomed new friends and families in our worshipping community and in the staff team. They are beginning to offer their own unique perspective and gifts. It has not been a year without its challenges as we continue to work out what it means for us to be a sustainable, visible and accessible presence in the City and across the Diocese of Leeds.

What might surprise you as you read is the diversity of activities that take place in a



Cathedral like ours. 2023 was a year of deep and moving worship, of rich and joyous events, of installations and heritage visits and of so much more. We couldn't do any of these things without a great team. Staff, volunteers, patrons, clergy, friends, the congregation, the choir and so many more have played their part. Thank you.

May you find in the words and images within something to spark your curiosity, encourage your faith and a reminder that the God who sent Paulinus and his team all those years ago to the broad ford, remains with us now.

Message from the Bishop of Leeds

The Right Reverend Nick Baines, Bishop of Leeds

Even a cursory whip through this report reveals a remarkable story of cathedral life and ministry. The range and detail took me by surprise, and I am very familiar with the cathedral and its life.

A cathedral has a vital role not only in the diocese and among Anglican Christians, but also in the wider city and region. Bradford sits in a unique urban city with distinctive features. The large Muslim and Hindu presence throws up huge opportunities and challenges, and the cathedral grasps these realities with faith, hope and love. Led by the Dean and Chapter, there is a confidence about engagement with local people, the civic leaders, local business and the arts. This is a cathedral that is comfortable being Bradford's cathedral and not trying to imitate anywhere else.

This makes it unusual. But, with a new team of clergy bringing new gifts to the life of worship and outreach, this is a place people

want to be. Growth is evident (measured not only in numbers and diversity), life is vibrant, and worship is as profound as it is broad in culture.

Bradford serves as one of three cathedrals in the Diocese of Leeds – uniquely in the Church of England. It has been important that the cathedral plays a full role in the life of the diocese and works well with the sister cathedrals and the bishops. I could not be happier with the way this balancing act is being handled and how it has developed in recent years.

I am indebted to the Dean and his colleagues for the inspirational way they are leading the Cathedral and am proud to be learning so much from them for my own ministry and ways of thinking. If 2024 builds on 2023, we should be grateful and confident... to the glory of God and for the joy of the Gospel of Jesus Christ.



Bishop Nick speaking at 'Faith and Politics: The Bradford Declaration 90 Years On'

Cathedral Staff and Officers (as of 31st December 2023)

Role	Name
Dean	The Very Revd Andy Bowerman
Canon Missioner	The Revd Ned Lunn
Minor Canon Precentor	The Revd Pete Gunstone
Curate	The Revd Duncan Milwain
Chief Operating Officer	Andy McCarthy
Director of Finance	Simon Dennis
Executive Assistant	Jasmin Brearton
Cathedral Secretary	Julie Bowyer
Administration Officer (Governance)	Angelique Glata
Communications, Marketing and Events Officer	Philip Lickley
Digital Content & Social Media Assistant	Ellie Gawthorpe
Director of Education & Visitors	Maggie Myers
Education & Visitor Assistant	Diane Hadwen
Head Verger	Sam Fletcher
Assistant Verger	Dave Robinson
Assistant Verger & Assistant Safeguarding Officer	Ian Price
Assistant Verger	Neil Holmes
Organist and Director of Music	Graham Thorpe
Sub Organist and Assistant Director of Music	Anthony Gray
Music Administrator	Daisy Widdecombe
Choir Matron	Marta Libs
Churchwarden	Monica Slocombe
Churchwarden	Jenny Price
Gift Aid Officer (volunteer)	Chris Wontner-Smith
Cathedral Architect	Mrs Ulrike Knox
Cathedral Archaeologist	Mr Ian Roberts

Chapter Members (as of 31st December 2023)

Executive Members

The Very Revd Andy Bowerman,
Dean of Bradford
The Revd Canon Ned Lunn
The Revd Pete Gunstone

Non Executive Members

Mr John Chuter Senior Non-Executive
Member - Bishop's Appointment
Mrs Monica Slocombe (Churchwarden)
Mrs Jenny Price (Churchwarden)
Mr Malcolm Carr
Canon Cal Bailey
Canon Zahida Mallard
Fiona Beevers

Cathedral Committee Chairs

Nominations Committee -
Canon Kirsten England
Finance Committee -
Canon Cal Bailey (Interim Chair)

Safeguarding Committee -

Mr Paul Hill
Fabrics Advisory Committee -
Dr Edward Impey

A Statistical Snapshot of 2023

The 2022 figures appear in brackets

Baptisms	3 (2)
attendees	287 (152)
Marriages	3 (3)
attendees	436 (408)
Funerals/Memorials	8 (8)
attendees	1,115 (1,613)
Adults on Sunday	174 (147)
Christmas	522 (380)
Advent	2,288 (4,220)
Educational visits	
child' / young peo'	3,041 (2,717)
adults	500 (419)
organisations	54 (40)
no. of sessions:	93 (82)
Year Six Leavers' Service*	
schools	8 (12)
children	209 (527)
adults	30 (50)
Family Activities	
sessions	12 (12)
children	280 (320)
adults	190 (207)
Events	65 (73)
Events attendees	19,985 (8,967)
Drop-in visitors**	7,700 (6,700)
Choir:	
Adults	70 (80)
Children	49 (40)
Choir outreach:	
School visits	17 (24)
workshops	c. 50 (n/a)
School children	c. 2555 (c.3000)
Chorister for a Morning	c. 50 (150)
Grace Notes sign-ups	30 (25)

*only 1 this year, due to external strike action
**estimated figure

Most popular website pages (excluding homepage)

1. What's On
2. Featured Events
3. Worship
4. Music
5. Plan Your Visit
6. Hans Zimmer and John Williams by Candlelight (London Film Music Orchestra)
7. Worship and Music
8. Queen by Candlelight
9. Contact Us
10. Recitals and Concerts

Most popular search terms

1. Staff
2. Vacancies
3. Faith Trail
4. Jobs
5. Hans Zimmer
6. Queen
7. Accounts
8. Dean
9. Wedding
10. History

Most streamed services / events (YouTube)

1. Ordination of Deacons (Bradford, Ripon & Wakefield Episcopal areas)
 2. Ordination of Deacons (Huddersfield & Leeds Episcopal areas)
 3. Ordination of Priests (Bradford Episcopal Area)
 4. The Eucharist - Trinity 5
 5. Choral Evensong with Installation of the Revd Ned Lunn
 6. The Eucharist - Easter Day
 7. Prayer Vigil for Peace in Ukraine
 8. Bradford & District Legal Service
 9. The Eucharist - Easter 2
 10. The Eucharist - Palm Sunday
5. Bradford Cathedral: The Harsnett Choir
 6. Lord's Prayer in Ukrainian (2022)
 7. How to Make A Christingle with Frieda and Scout (2019)
 8. Children's Space: The Parable of the Sheep and Goats (2020)
 9. Otche Nash (Lord's Prayer in Ukrainian)
 10. Bradford Cathedral Short: Fairtrade Fortnight Cake

Most watched videos (YouTube)

1. Bradford Cathedral Short: Ring for the King
2. Make your own Ladybird House (2020)
3. Cathedral 101 - Shrove Tuesday - What is Shrove Tuesday? (2021)
4. Children's Space: The Parable of the Talents (2020)

Top ten FB posts (Reach)

1. 90s Silent Disco event – March 7th –	9.8k
2. Songs for Ukraine Chorus photo gallery – December 10th –	9.1k
3. Family Activities (event) – July 18th –	5.5k
4. Turkey and Syria prayers photo – February 10th –	4.4k
5. Leeds Philharmonic Chorus photo gallery – March 5th –	4.4k
6. Staff Updates – August 21st –	4.4k
7. Pop-up Café announcement – August 1st –	3.7k
8. Flowers for Bori – November 19th –	3.7k
9. Alex Berry leaving announcement – June 11th –	3.5k
10. A Service of Hope and Faith photos – October 17th –	3.5k

Top ten FB posts (Likes)

1. Songs for Ukraine Chorus photo gallery – December 10th –	145
2. Snow at the Cathedral – March 10th –	114
3. Staff Updates – August 21st –	106
4. Snow Clergy – March 11th –	93
5. Alex Leaving Announcement – June 11th –	72
6. Staff Updates – April 16th –	68
7. Farewell to John Paley – December 17th –	60
8. The Scaffolding is down! – October 2nd –	57
9. Christ is Risen! – April 9th –	56
10. Photos from the choir at the Corn Dolly – December 23rd –	54

Top ten Instagram posts / reels (Reach)

1. Come and Sing rehearsals (REEL) - January 15th –	6.2k
2. Ding! Dong! Merrily on High in the Corn Dolly – December 23rd –	2k
3. Wingfield Organ (REEL) – February 1st –	1.1k
4. Six Triple Eight filming – February 16th –	910
5. Chancel and Sanctuary (REEL) – April 28th –	794
6. Big Brew preparations – March 12th –	746
7. Cathedral Sing! – February 25th –	714
8. The Harsnett Choir (REEL) – April 15th –	700
9. International Women’s Day recording (REEL) - March 9th –	617
10. The Foundation Stone – May 16th –	592

Top ten Instagram posts / reels (Likes)

1. Come and Sing rehearsals (REEL) - January 15th –	201
2. Bank Holiday opening times – April 2nd –	90
3. Ding! Dong! Merrily on High in the Corn Dolly – December 23rd –	83
4. Six Triple Eight filming – February 16th –	74
5. Ceilings (REEL) – April 12th –	74
6. Chancel and Sanctuary (REEL) – April 28th –	69
7. Cathedral Sing! (REEL) – February 25th –	68
8. Wingfield Organ (REEL) – February 1st –	67
9. St. George’s Day parade photos – April 23rd –	64
10. Foundation Stone photo – May 16th –	64

Top ten Tweets

Unable to provide due to Twitter Analytics not making the data available.

Other Stats

- Soundcloud – 529 plays
- Threads - +416 followers (new this year)
- TikTok – +297 followers (new this year)

Online shop sales

Period	Orders	Value (inc. p&p)
Jan – Apr 2022	12	£228.35
Jan – Apr 2023	25	£346.17

Online Statistics

Category	2019	2020	2021	2022	2023	Positive / Negative
Website: Unique Page Views	74,336	73,483	69,589	61,965	79,682	We've had the largest number of visitors to our website since figures were recorded.
Facebook Page Views	8,511	7,034	6,836	15,050	31,897	We've doubled the visits to our Facebook page in a year, and they're almost 4x from start of recording
Facebook Post Reach	165,937	93,691	188,954	116,496	292,171	We reached nearly 300k people, our biggest annual total yet.
Facebook New Likes			531	350	553	We've seen our biggest increase in followers since figures were recorded.
X Followers Increase	693	842	766	508	268	The issues behind Twitter / X have affected the analytics, but they're still relatively healthy.
X Impressions	1,559,880	4,243,400	2,084,000	1,137,900	838,000	
X Likes	7,051	10,545	10,484	12,700	8,110	

Instagram Reach			7,212	31,838	23,445	Instagram has dropped off compared to 2022 but we are still 3x that of 2021.
Instagram Profile Visits			3,186	4,068	3,721	The profile visits are in a similar area to last year.
YouTube views	1,700	36,361	47,284	37,460	53,388	We've had the most views since starting recording, thanks to a focus on popular shorter videos.
YouTube watch hours	31.9	4877	6248	3,800	3,376	YouTube watch hours have dropped slightly since last year, partially because of fewer big services, and a focus on shorter videos.
YouTube new subscribers	8	379	229	167	214	We have had a positive year for subscribers, and have hit the 1k mark.
A Church Near You Page Views	7,529	10,957	23,278	112,644	237,172	Though I am slightly sceptical about the accuracy of these figures, we have seen a 2x increase since 2022.

2023: A Year in Dates

January

- Come and Sing Evensong
- Choral Evensong with the Installation of the Revd Ned Lunn as a Canon at the Cathedral.
- The weekly Alpha course began
- Services to mark the Week of Prayer for Christian Unity and Holocaust Memorial Day.
- The new Organ Recital season began
- 'Take a Seat' campaign - thank you to benefactors
- We welcomed two new Ordinands to the Cathedral.

February

- Outdoor Arts UK Conference came to the Cathedral for two days
- Benjamin Tassie recorded music on the Wingfield Organ
- Bradford & District Legal Service and the Choral Eucharist with Prayers for Healing
- Candles in the Dark
- Visiting Choir - The Heritage Singers
- Half-term Family Activities
- Ash Wednesday and Lent, inc. Lent Course
- 'The Deposition of Christ' exhibition
- Prayer Vigil for Peace in Ukraine
- Period of silence for those affected by the earthquake in Turkey and Syria.
- Bradford Climate Symposium
- Cathedral Sing!
- Sandra Heaton left

March

- The Bradford Faith Trail returned
- Leeds Philharmonic Chorus - Bernstein & Pascoe
- Fairtrade Breakfast
- International Women's Day' organ recital
- We announced our Fairtrade Church award
- English Tourism Week
- Commonwealth of Nations' Flag of Peace raising ceremony
- Choral Evensong with thanksgiving for the year of office of the Lord Mayor
- Day of Reflection
- Open Iftar - including recycling work with We Are Green Street
- Concerts by Candlelight started

April

- Holy Week and Easter
- Come and Sing Stainer's Crucifixion
- Family activities
- Visiting choir - The Harsnett Choir
- Prayers for Sudan service
- Memorial Service for those affected by violent crime
- St. George's Day parade
- Hans Zimmer and John Williams by Candlelight
- Notice of formal consultation began
- Local tourism bodies visited the Cathedral

May

- Activities held to mark the Coronation, including The Big Litter Pick, Ring for the King and showing the service
- No Mow May
- Lapage's Community Heritage Volunteers ran their takeover day
- 90s silent disco
- APCM
- Ascension Day.
- Prayer for Sudan
- Bradford City FC Fire anniversary service
- Memorial for Professor David Sharpe OBE
- Choral Evensong with the Licensing & Installation of Revd Pete Gunstone as Minor Canon for Worship & Nurture
- Messy Pentecost
- Family activities
- Launch of the new vision
- Three junior choral scholars received their RSCM silver award medals
- David Worsley left

June

- Bee Creative! 2023 for Churches Count on Nature
- Trinity Sunday
- Visiting Choir - the Steel City Choristers
- Floor works began
- Peal attempt by the Society of Royal Cumberland Youths.
- Received £15,000 from the Cathedral Music Trust to develop the Schools Outreach Programme
- The Choir Tour 2023
- Volunteers' Week inc. volunteers fair
- Lapage Community Heritage Volunteers Project Celebration Event.

- Cathedrals Cycle Relay 2023
- Local U3A groups treasure trail, including a stop at the Cathedral
- Bradford Literature Festival: Paterson Joseph + Sebastian Faulks
- Ordination of Priests for the Bradford Episcopal Area
- Bradford's Best Kept Secret
- Anthony Gray recorded a piece for RSCM Music Sunday

July

- Ordination of Deacons services
- Restoration of the organ begins
- Year Six Leavers' Services
- Chordiality - 30th anniversary concert
- Alex Berry left
- Choir awards were held
- Ruth Hutton-Searle left
- Historic England launched a Bradford City Heritage Trail, which featured the Cathedral
- Cathedral Living Timeline launched
- Family activities
- Actors Community Theatre (ACT) Shakespeare - 'A Midsummer Night's Dream'
- Visiting choir - The Headlands Chorale
- Revd Duncan Milwain started as our new Assistant Curate

August

- Our Pop-up Café opened
- Visiting choirs - St. Martin's Brighouse and Caelestis
- Family Activities
- Choir Camp inc. choir workshop

September

- Faith Trail, with the West Yorkshire Police trainees
- Heritage Open Day inc. Helen from the The William Morris Society
- 150th anniversary of City Hall events
- Fever candlelight concerts took place
- The Bradford Grammar School Founders' Day Service
- Organ works are completed
- Giverny McAndry from the Cathedral Music Trust visited the Cathedral as part of their grant celebrations
- National Science and Media Museum's

Widescreen Weekend partnership took place

- Canon Ned chaired a panel at a Religion and Media event
- Freshers' stalls in Bradford and Leeds
- Bathwick and Friends bell-ringers arrived
- Patrons' Cream Tea

October

- Farewell service for Robin Gamble
- Harvest services
- 'Journeys of Hope' launch event and exhibition
- Safari Evensongs
- A Service of Hope and Remembrance for National Hate Crime Awareness Week
- Intercultured Festival
- Interdenominational Prayer for Peace in the Congo
- Family Activities
- 'Faith and Politics: The Bradford Declaration 90 Years On'
- Saying Goodbye service
- Airedale Stitchers
- Friends of Bradford Museums and Galleries visit
- Sharon Link left
- Immanuel Prize Giving
- TEND event
- Visit Bradford podcast was recorded in the Cathedral
- Ancient Society of College Youths - bell-ringers visited
- Cyclists from Bolton Road cycling club visited as part of their ride
- International Chorister Day video was recorded and released
- We marked the 60th anniversary of the consecration of our extension

November

- All Souls' Day service
- 77th Festival of Remembrance
- Other Remembrance services
- Midday prayer began
- 'Interfaith, Gender and Inclusion' session
- Grace Notes community choir marked St. Cecilia's Day
- Collation & Installation of Canons
- Rehearsals for 'Songs for Ukraine Chorus' event, both at the Cathedral and Bradford Ukrainian Centre

- Eco Silver Award from A Rocha
- BBEC Awards Evening
- We were announced as a finalist in the Yorkshire Post Tourism Awards 2023
- We held a tour for Diocesan interns
- The Bradford BID-funded Light Curtain was installed
- Bradford Cathedral shown on Question Time as part of three images representing the city

- Christmas Meditation
- Annual Lunchtime Carol Recital
- An International Christmas
- Messy Crib
- Midnight Eucharist
- Christmas Day service.
- Black Dyke Band concert
- Royal Opera House - Songs for Ukraine Chorus (which also featured on BBC Breakfast)
- BDAT
- Rainbow Academy
- Music + Arts Service
- Choir - 'The First Nowell'
- Organ Advent Calendar
- John Paley leaves
- Choir sings at the BRI, University of Bradford, and the Corn Dolly

December

- Advent and Christmas services
- Advent Procession
- Bradford District and Craven Health and Care Partnership - Christmas Carol Service
- A Festival of Nine Lessons and Carols
- The City Carol Service



Royal Opera House - Songs for Ukraine Chorus (Dec 2023)

Public Annual Vestry meeting

Agenda - Sunday 12th May 2024

1. Appointment of Secretary to the Meeting
2. Election of Churchwardens
3. Presentation of Minutes from the 2023 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 12th May 2024

1. Appointment of Secretary to the Meeting
2. Presentation of Minutes from the 2023 APCM for approval and signing
3. Any Matters Arising from the Minutes not raised elsewhere on the Agenda
4. Election of two Members to the Cathedral Community Committee: to serve for three years
5. Election of one Deanery Synod Representatives: to serve for two years
6. Report on changes to the Electoral Roll since the 2023 APCM
7. 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.

8. Income & Expenditure Report of Year Ending 31st December 2023
9. The Dean's Remarks
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.



Year Six Leavers' Services (July 2023)

Public Annual Vestry meeting

Minutes - Sunday 14th May 2023

Appointment of Secretary to the meeting:

The Dean, as chairman, proposed that Monica Slocombe be appointed and this was agreed unanimously.

Election of Churchwardens:

The Dean reported that Monica Slocombe and Jenny Price had both been nominated to serve for a further year and in the absence of any other nominations they were both elected to serve as Churchwardens for the ensuing year.

Minutes of 2022 Vestry Meeting:

These were approved and signed as a true record.

Matters Arising:

There were no matters arising.

Churchwardens' Report:

Monica: Thank you once again for electing me as one of your Churchwardens. As usual Jenny and I will be sharing the CW report, Jenny will give the community committee report, and I shall talk about Chapter activities. I would like to express my thanks to Jenny for her ongoing support as church wardens together.

It seems a lifetime away now, but during 2022 both Acting Dean Canon Paul and Canon Mandy left for pastures new. I would like to thank them for holding Cathedral life and Chapter together through their support and prayers until Dean Andy was able to join us last summer.

2022 has seen a wholesale change in clergy membership of Chapter, with Dean Andy and Canon Ned and Rev Pete joining us during the year. Cal Bailey was also appointed by Bishop Nick to replace Canon Flora Winfield. This means that half of Chapter membership has been renewed during 2022, and has resulted in a refreshment of vision and direction, led by Dean Andy, more of which I'm sure you will hear about later.

Chapter matters have continued to be supported by two executive team members Andy McCarthy and Simon Dennis, who

have so ably guided the Cathedral in the day-to-day running of our business. I would like to thank them both, on behalf of the congregation, for all their hard work and diligence. It's been a pleasure to work with you.

2022 has been a year of transition, not least because Chapter focused much of its time on ensuring we are ready for the implementation of Cathedrals measure (CM21). As many of you will now be aware this is a change of governance for all English Cathedrals. From May 2022 onwards we have been discussing the details of these changes. All of our Constitution and Statutes have been revised, as have vast amounts of policies and new committee structure put in place. This is so that all relevant documents were ready to be submitted to the Charity Commission, Church Commissioners and the Bishop of Leeds for approval.

In order to do all this work we have been blessed with the support and leadership of John Chuter who has chaired the Working Group to undertake a vast amount of work over past months. I would like to thank John for his diligence and attention to detail and for ensuring we are in a strong position to make all the changes over the coming months.

Finally I would like to thank the clergy: Dean Andy, Canon Ned and Rev Pete for their help and support during a year of change, whilst also assimilating a whole new congregation and a city in their new work. On behalf of the congregation I would like to thank you all.

Jenny: Good afternoon everyone. It's lovely to see you.

As I picked up my pen, my thoughts were 'what can I say that will be both interesting and entertaining'? My mind was a blank... how unusual for someone from Liverpool I can feel you thinking, never short of something to say and no, I wasn't there yesterday.

Can you remember what I said last year I wondered, but then of course you can as you will have read the annual report?

'So what have I done during these last 12 months' I asked?

Well there's Chapter, and Community Committee, organising the weekly rotas with my fabulous team of stewards... you know who you are, and enormous thanks to each and every one of you.

All of this is important work and which underpins our work towards hospitality, faithfulness and wholeness. My thanks here to my colleagues who have already spoken or written about this work. I don't intend to add anything further, but I am very happy to answer questions at the end.

Perhaps we could have an APCM Question Time?

Being a churchwarden is very much about the interface between Dean and Chapter and congregation. What are the things which worry you and impact on your life here, but may be unsure how to say these things directly? Whilst my own ears, eyes and heart are always open and I am always happy to listen and help, seeking advice or acting as a conduit elsewhere.

For me, in addition to my own involvement in the groups and committees already mentioned, getting to know as many of you as possible and in doing so encourage you to feel that you are welcome here and a valuable part of life and worship at Bradford Cathedral is an important part of being a churchwarden.

But perhaps you are thinking about becoming more involved as a volunteer and maybe joining one of the stewards rotas, I can never have too many, or perhaps also having read the consultation on the forthcoming Cathedrals Measure wondering about being a lay member of Chapter?

Some of us can be surprisingly shy and want

to feel more confident before considering something new. There are those who wait to be asked. However, it is always about getting the balance right for you and feeling comfortable in anything you offer.

Indeed, if someone hadn't asked me to consider the role of churchwarden some years ago, I probably wouldn't be standing here now!

There is a little story that gets mentioned every now and again which is that if you stand still too long, Jenny will ask you to do something.

That never comes across as a criticism, and in fact always makes me smile, as I see it as affection rather than a burden. It's all about balance and one size never fits all as some of us know when buying clothes! And people do say No, and that's fine too.

The new Cathedrals Measure will indeed make big changes to the governance arrangements for the Cathedral. Having read the consultation papers, you will now be aware of opportunities for congregation members to become members of Chapter, thereby contributing in meaningful ways to the strategic management and growth within the cathedral.

My hope would be that we can all see these changes as a positive challenge and that we can grow our confidence in our own skills and expertise as we begin to explore together what these new ways of working look like. Perhaps an initial volunteer role will help us to test this out?

This will also be of immense value as we approach 2025 bringing us the City of Culture.

A year ago I spoke about the importance of the deepening of our welcomes and the warmth of our goodbyes.

As both churchwarden, and congregation member, it is my hope that Dean Andy, Revd Pete and Canon Ned feel that not only have

they been divinely guided to this special place, but that the depth of their welcome supports them each day as they lead us now in growth and development, working collaboratively and learning together. In our farewells to Canons Paul, Mandy and Philip we trust that although our goodbyes were tinged with sadness, that warmth of those goodbyes will both sustain them in their new roles and they will continue to hold us all in their hearts as they move and work in new places.

Our care for each other remains crucial as we collectively seek to embed safeguarding into the culture of Bradford Cathedral.

Annual Parochial Church Meeting (APCM)

Minutes - Sunday 14th May 2023

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

Appointment of Secretary to the Meeting:
The Dean, from the Chair, proposed that Monica Slocombe be appointed, and this was agreed unanimously.

Presentation of Minutes of the 2022 APCM for approval and signing:
The minutes of the meeting held on Sunday 15th May 2022 were approved proposed by Edward Gale and seconded by Ian Price 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 three people to the Cathedral Community Committee, two people for a term of three years each and one to serve for a term of one year:
The following people were duly nominated, seconded for election to the community committee: Graham Thorpe and Tema Choudhary. There being no other nominations they were duly elected. Dean Andy encouraged others who would like to find out more about the work of the

Finally, my thanks go as ever to clergy, chapter members, cathedral staff and congregation members for their willingness to support me over the last 12 months.

Having been elected for another twelve months, my prayer is that I will sustain that confidence and continue to serve you to the best of my abilities.

But let's do it together.

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

community committee, could do so by being co-opted.

Election to the Deanery Synod, four people to serve for a term of three years:
The Dean reported that three nominations had been received: Isla Skinner, Jenny Price and Nora Whitham who were all elected, leaving one place vacant to be filled at a later date.

Report on the Electoral Roll:
Ian Price, the Electoral Roll Officer, explained how the Electoral roll operates with an annual review of the roll and a complete renewal of the roll every six years; the next renewal will be in 2026. He reported that there has been a significant increase on last year's number which now stands at 156.

Receive the Annual Report for 2022 and the Dean's comments:
The Dean referred to the Annual Report. He expressed his thanks for the warm welcome he and his family had received on their return to Bradford. He gave his thanks to the previous clergy, Canons Paul, Mandy and Philip who had all given so much to Cathedral life and who all departed during autumn; and welcome to the new clergy Canon Ned and

Revd Pete, aware that there are now three white men in post. He has addressed this by ensuring that a number of female and other ethnic clergy participate in the services on a regular basis.

At Pentecost there will be a launch of the new vision 'What is God calling us to be', and during June this year there will be more explanation of the direction of travel and the costs of making these changes. He expressed his thanks for the increase in the electoral roll by 20+ people and said he hoped more would join us as volunteers and join the congregation. The Dean invited questions from the floor.

Sir James Hill asked that thanks be given to our Chaplains. Val Muff wanted to praise Emma Towers the leader of Children's Space for all her excellent work, we are lucky to have her. Edward Gale wanted to know why the Cathedral was becoming a Charity, and the Dean explained that this is necessary to make sure we run efficiently and effectively as an organisation. Mary Fisher gave thanks for the music Department lead by Alex Berry and Graham Thorpe.

Report on Income and Expenditure for year ending 31 December 2022:

This report was taken early in the proceedings as Simon Dennis had another APCM to report to immediately after our APCM.

Simon Dennis referred us to the Summary Cathedral Income and Expenditure of the Annual Report 2022 and a visual power point report to demonstrate the annual income and expenditure. A small correction was made to the published figure on page 35 of the Annual Report under other income.

This year 2022 has been subject to a large degree of volatility due to the effects of coming out of the Pandemic, the war in Ukraine which has affected energy prices, and the uncertainty of Government support to assist this which has frequently changed. Financial out-turn headlines:

- Spent £717k from 'unrestricted' and commissioners funds

- Deficit expected in 2022 of £105k
- Financial position was a deficit of only £8612!
- Free reserves are now £172k (our range is expected to be between £100k and £135k!)

We have spent a lot less than anticipated. Simon went on to explain that most of our income comes from Church commissioners and unrestricted giving, with some grants for music and specific projects. The Cathedral spends in a variety of ways to Ministry, music, management and governance, properties and repairs, education, marketing and fundraising, and an increasing amount on energy costs.

Why the big difference in predicted out-turn and actual?

Overall we were £96k better than expected:

- Staff Vacancies + £40k
- Unrestricted Grants + £15k
- Fees (mostly hires) + £20k
- Less (net) spending on repairs + £11k
- Events, Rents and Interest + £10k

Simon concluded that the next few years are hard to predict due to the continuing volatile economy for that the financial position over the forthcoming three years:

- Deficit budgeted in 2023 of £90k for unrestricted and Commissioners funds (£145k in total including all restricted funds)
- Likely out-turn is lower!
- Deficits expected to be higher in 2024 and 2025
- Need to align spending to strategy to remove deficits after 2023 and continue in good financial health

A number of questions were raised by the congregation:

- How do we compare with the state of finances at the other two Cathedrals? Simon responded that most Cathedrals are having difficulties as the volatility is national and not specific to Bradford.
- With four new occupants of Cathedral houses in the Close, what has been done to see that adequate repairs are

done. £65k was allocated last year to the Close properties for painting, window repairs and electrical work as well as refurbishing the kitchen at No 2. It was acknowledged that more needs to be done especially around energy efficiency measures but this is down to finding the finance.

- Could this be tackled on a phased basis or grant funding? This is how we are currently managing the work and grant funds are difficult for this type of work.
- New chairs? Noted by the Dean.

- Thanks were given for the ease of understanding the finances through Simon's presentation.

The Dean thanked Simon for his report and all his work as our Director of Finance.

AOB

There was no other business.

Closing Prayer: Rev Pete gave the closing prayers.

The meeting was then closed by the Dean.

Architect's Report

Ulrike Knox RIBA AABC, Cathedral Architect

In 2023, the focus remained on maintaining the Cathedral's structural integrity, which thankfully remains in good condition. While grants for capital work were not forthcoming, there's optimism for future opportunities.

Key areas for improvement, such as accessibility, lighting, and sustainability efforts towards achieving net zero emissions by 2030, are recognised as increasingly urgent.

The Precinct buildings present challenges, requiring attention due to their deteriorating condition. Cathedral Halls underwent

necessary high-level repairs over the past year. Additionally, addressing heating and ventilation issues in the housing remains a priority, although limited funding hampers full refurbishment efforts.

Despite delays, the planned conservation work for the Maufe Candlesticks is now set for 2024. The quinquennial inspection initiated in 2023 sets the stage for updating the comprehensive 10-year repair and conservation plan in 2024, providing a roadmap for future upkeep and enhancement of the Cathedral and its setting.

Arts

The Revd Canon Ned Lunn

ArtSpace was formally closed at the beginning of the year and its function moved under my purview. I have worked with Philip Lickley and Maggie Myers in ensuring we continue to programme exciting and interesting arts events.

We have used this year to prepare and test out arts events that may play a role in Bradford's City of Culture in 2025. We hosted the Outdoor Arts UK Conference in partnership with Kala Sangam, the Bradford Climate Symposium, National Science and Media Museum Widescreen Weekend, and

The Royal Opera House's 'Songs for Ukraine Chorus'. We began hosting various Concerts by Candlelight which saw new audiences come into the building most months, along with a Silent Disco and other events. All of these have been to experiment with the use of our space and have helped us to clarify what our distinct offer to the city and district is, as not only a venue but a sacred space that gathers the community.

We welcomed Sebastian Faulks and Paterson Joseph and hosted a poetry night with a jazz band as part of the Bradford Literature

Festival. We also hosted the closing event, 'Sacred Music'. We have also continued to work with artists to bring new exhibitions and performances into our building, working with them to inspire meaningful and interesting discussions. In Lent we exhibited Simon Rice's 'The Deposition of Christ' and in October, as part of Black History Month we co-produced the 'Journeys of Hope' exhibition bringing together stories of the Ugandan Asian community and the Windrush Generation to explore the similarities and the difference in black histories.

As part of my wider work of bringing people together across cultural difference I was involved in many public events and services.

- Holocaust Memorial Day
- Prayer Vigil for Peace in Ukraine
- A time of silence for those affected by the earthquake in Turkey and Syria
- Raising the Commonwealth of Nations flag in Centenary Square
- A Day of Reflection remembering those who died or were particularly affected by the COVID pandemic
- Prayers for Sudan service
- Memorial Service as part of the Knife Angel exhibition in Bradford
- A Service of Hope and Remembrance as part of Hate Crime Awareness Week

Bells and Bell Ringing

Dale Barton, Interim Tower Captain

Bradford Cathedral bells are one of the best peals of twelve bells in England. In 2023 notable ringing for service was by the Yorkshire Tykes for the annual Carol Service. The Tykes are all under 18 and come from towers across Yorkshire. The Cathedral has welcomed many ringing visitors in 2023 and usually asks for a donation towards belfry maintenance and ropes.

We depend on visitors to ring for services and of course they have commitments to their own towers. With the help of ringers from across the Bradford District and also Leeds we are hoping to ring for at least half

- An Interdenominational Prayer service for peace in the Congo
- 'Interfaith, gender and inclusion' lecture at the start of Interfaith Week

My hope in all of these opportunities was to embody our aim to be "a place where challenging issues facing the world can be discussed and debated openly and safely when a public and spiritual response is required". As well as all of these events some others are worth particular mention. The Open Iftar welcomed Muslim neighbours to share in the breaking of their Ramadan fast in the Cathedral. I worked with the Religion Media Centre in convening a conference of faith and media people to network and seek to work closer together. As part of the conference I chaired a panel looking at the importance of faith as the City of Culture. We hosted an evening remembering Dietrich Bonhoeffer's visit to Bradford where different speakers gathered to discuss 'Faith and Politics'.

At Christmas it was a joy to celebrate an 'International Christmas' with Christians from different cultural backgrounds. This service will hopefully be the start of many other events as we live up to our value of being an Intercultural Cathedral.

a dozen of the key services at the Cathedral in 2024. It is also hoped that in 2024 there will be an inspection of the bells by the Loughborough bell foundry John Taylor's.

For those interested in learning to ring there are opportunities to learn locally. If this is of interest please contact me. Ringing is a skill about the same difficulty as riding a bike. Once learned though, never forgotten.

Unfortunately, at the moment, we are not in a position to train ringers ourselves.

Please see p35 for more on this report

Children's Space

Emma Towers, Leader

2023 saw Children's Space restart after a year's break, with three new volunteers, and we welcomed a number of new families throughout the year, as well as gaining some young helpers. Both adults and children have enjoyed getting to know each other while learning more about the Bible. Two of our members joined the Diocesan TEND event for Children's and Youth Ministry held at

the cathedral last September. By the end of 2023 we were unfortunately left with half the number of volunteers we started the year with. Thanks go to Elaine de Villiers for her many years on the team, as well as Marta Libs. The clergy are supporting us to continue in 2024, but please prayerfully consider whether you can be part of this important ministry - no experience necessary.

Communications, Marketing and Events

Philip Lickley, Communications, Marketing and Events Officer

2023 saw us offer exciting and varied events, comparable to other Cathedrals. We worked to communicate and market these alongside the new vision and much more.

*"Bradford Cathedral was the base of [the] Glow Yoga session and it was amazing."
"Went to see Eagles by Candlelight - what a great venue."*

We held 44 external bookings, generating £57,000 in income, supported by our new licenced bar, and welcomed 8,500 people. Events/partners included Outdoor Arts UK; The Dopamine Project (Glow Yoga); Bradford Arts and Culture (Climate Symposium); Leeds Philharmonic Chorus; Open Iftar; Silent Discos in Incredible Places; Bradford Literature Festival; National Science and Media Museum; Bradford 2025; Intercultured Festival.

We worked with KindaDusty and Fever on concerts, and supported local filming as a catering hub. Our second Black Dyke Band concert sold out. We worked with Green Street on sustainable events, procuring more recycling bins, and recycled/recyclable items. We led 2023's Diocese-focussed leg of the Cathedrals Cycle Relay. I'd like to thank all the agents, acts, vergers and volunteers, without whom none of this would have been possible.

"[They were] very helpful and willing to accommodate."

"The support we received was second to none. All equipment was in place... and they were incredibly helpful with the technology."

We aimed to 'capture stories' including pilgrims, choirs, and organists. We supported activities through interviews and photography, both in the Cathedral and across the city. We designed the Pop-up Café brand and the vision document.

We got coverage in The Telegraph and Argus; Yorkshire Post; The Church Times; Keighley News; The Tablet; The Shropshire Star; The Asian Express; Yorkshire Voice; Ilkley Gazette; Craven Herald; Christian Today; BCB; local BBC; UCB; and BBC One Breakfast.

We created videos for 'English Tourism Week'; supported Coronation events; and worked with the music department on high-quality videos for noteworthy days, including 'International Women's Day', 'International Organ Day'; and 'International Chorister Day'. We supported the Church of England's 'Join the Song', and implemented time-lapse recording of the organ works. We often planned well ahead, capturing footage in March's snow for Advent. Our archive videos continued to be popular.

We worked with the Education and Visitors on many events including Heritage Open Day, our busiest yet. We supported a Visit Bradford podcast and were a finalist in the Yorkshire Post Tourism Awards 2023 ("Culture Award").

We kept detailed planners, ensuring we supported all departmental activities, and produced daily content, including marking anniversaries.

We welcomed Ellie as our new Digital Content & Social Media Assistant. She worked on exciting short-form videos, via Instagram Reels, YouTube Shorts and our new TikTok channel, helping us reach new, younger audiences. She freshened up our design, widened our social media, and supported freshers' stalls.

Community Committee

The Revd Canon Ned Lunn, Canon for Intercultural Mission and the Arts

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

- Monica Slocombe, Churchwarden/vice chair
- Jenny Price, Churchwarden
- Ian Price, Electoral Roll Officer

Newly elected members:

- Graham Thorpe and Tema Choudhary

Continuing members:

- Clive Barrett, Maurice Manktelow and Susan Ibnouzaki.

Elected Deanery reps who also sit on CC:

- Isla Skinner, Jenny Price and Nora Whitham

Co-opted members:

- Catherine Grant and Mary Fisher

After the Annual Meeting we were sad to see some long standing members of the committee not renew their position with us. Particular mention of the long and faithful work of Jane Thompson, who was secretary to the committee for three years.

This year has been shaped by our work to ensure compliance under the new Cathedrals Measure which was brought into force.

We saw record metrics for our website, Facebook, YouTube and ACNY channels, helped by collaborations with event providers and post-event photos. Exit-flyering booklets brought our overall offer to a wider audience. We worked with welcomers to encourage visitors to leave reviews.

Finally, we continued refining our website, from updating to G4 Analytics to an events module, which boosted traffic and integrated into Google. We added ecards to support an eco-initiative.

Organisation	2022	2023
Local		
Anchor Project, St Clements	1,500	1,500
CUF: Wellsprings Together Bradford	1,000	1,000
Inn Churches	1,500	1,500
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	750	1,500
Hope Housing		1,000
The Immanuel Project		1,000
Nathan Javed and Grace Urdu/Hindi Church Fellowship.		1,000
Total Local Donations	10,250	12,500
Elsewhere		
Water Aid	250	250
International crisis:	0	
Sudan	1,500	1,500
Total Donations Elsewhere	1,750	1,750
Total Giving	12,000	14,500
10% Unrestricted Giving for 2020	12,000	14,200
Balance bfwd from previous year	270	
Balance to allocate (cfwd)		
Total Allocation	12,000	14,250

Most meetings centred on how we wanted to reshape and renew the purpose and structure of this committee. The Community Committee was changed from being a statutory body to an advisory committee, reporting to the Senior Management Group (SMG). It was a chance to reflect, in light of the developing vision and strategy, how we want to be more visible, accessible and sustainable as a committee.

As well as this significant and meaningful governance work the following is a list of the work undertaken on behalf of the congregation

- Catered for the Alpha course
- Contributed to the development of the new vision and strategy
- Planned the Parcevall Hall weekend
- Re-established a regular shared meal,
- Hosted a Cathedral newcomers welcome evening
- Installed a memorial bench for Bori Benko
- Considered and proposed changes to our giving to mission partners (the proposal actually went to SMG in early 2024)

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 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 via SMG. So please share with them your reflections and ideas for new things at the Cathedral and prayerfully consider whether God may be 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.

EcoGroup

The Revd Canon Ned Lunn, Canon for Intercultural Mission and the Arts

I began full time ministry as residentiary Canon at the end of January 2023 with the ongoing and expansion of the environmental work as part of my remit. I have sought to consolidate and encourage re-engagement of the Eco Group after a fallow year. Our work continues to fall under five main headings:

Fairtrade:

- we organised the traditional Fairtrade Fortnight breakfast and again joined the Traidcraft Exchange Big Brew after a Sunday morning service on 27th February
- following the closure of Traidcraft PLC, and with limited volunteers available, our Fair Trade Stall wound down; the balance in the account was donated to the Transform Trade charity. We plan to ensure Fairtrade products are still available for sale
- Fairtrade flowers were again used in

Creationtide in September

Churchyard and Cathedral Wood:

- we drew up a revised plan for the Cathedral grounds and drafted an action plan for 2024; aims include improving provision for wildlife and more appropriate planting, and providing explanatory signs
- we held discussions with BMDC about windflower/wildlife-friendly mowing
- we kept in touch with the Local Authority about opportunities for planting more trees and for developing the existing woodland at Frizinghall/Bolton Woods
- We again took part in Churches Count on Nature

Promoting the Eco Agenda:

- we made our resources on the website more prominent

- we designed and delivered a Creationtide sermon series for September
- we began planning for an environmentally themed seasons of events for the start of 2024; this includes a series of environmental films, an environmental symposium and will culminate in the Tree of Life concert by Emma Johnson
- a Cathedral online Christmas card was trialled and appears to have been successful

Net Zero Strategy

- we drafted the Cathedral's developing Carbon Net Zero strategy. Much of this will depend on decisions by Chapter and the Senior Management, and on external funding
- members of the group attended a national church Net Zero event in June, run by the Church Commissioners

Eco Church Gold Award:

- we completed a considerable portfolio of evidence, which we submitted. After a site visit and extensive discussions with the group, the adjudicators judged that some of our work was not sufficiently advanced to qualify, but anticipated that an application in summer 2024 would succeed
- meanwhile, we have received the Silver Award and a plaque will be placed in the North Porch, replacing our previous Eco-Congregation award

Most of our work is ongoing; we have again been pleased to welcome new members to the group and would love to hear from anyone else who would like to be more involved in any aspect of it.

Education

Maggie Myers, Director of Education and Visitors

2023 was our busiest year yet for educational visits, with over 3,000 children and young people visiting the Cathedral for educational purposes, accompanied by around 500 adults. There were 93 morning or afternoon sessions during that time, with 54 different educational organisations taking part. 18 schools or organisations visited more than once.

We hosted educational visits from nursery and primary school children, secondary school, special school and sixth form students, as well as university students, trainee teachers and trainee police officers. They came from all over Bradford, as well as from Harrogate, Dewsbury, Holmfirth, Leeds, Ilkley, Keighley, Bingley, Shipley, Burley-in-Wharfedale and Austwick.

Pleasingly, the numbers of older children and young people visiting the Cathedral for educational purposes have increased again this year. We are also happy that our

work with adults in continuing education- particularly young adults with additional needs, ESOL and refugee groups who are learning English - has continued to grow this year.

The wide range of educational content is delivered by Maggie Myers and Diane Hadwen, assisted at busy times by our wonderful volunteers, Mike and Elaine de Villiers, Tish Lawson and Robert Dodds. Popular workshops with primary schools include: Advent/Christmas, Lent/Easter, Features of a Christian Place of Worship, Signs and Symbols, the Key Trail and the Living Timeline costumed experience, which was a new addition this year.

With older students, our GCSE Christianity unit is very popular and we have also had GCSE and A Level History and Art students visiting the Cathedral to enhance their studies. November and December were once again particularly busy months, during which

we hosted over 1,500 children and young people for Advent/Christmas visits. Many schools now make an annual visit at this time.

Family activities' sessions during school holidays continue to be well-attended. In 2023 we held 12 sessions of family activities, with around 280 children and 190 adults. Unfortunately, due to teacher and rail strikes, we had to cancel one of our two Year 6 Leavers' Services. The remaining service, on the theme of "Friendship", was attended by over 200 children, from 8 of our Church of England schools. Children wrote prayers and hopes for the future on hand templates, which were then strung across the nave.

Recent Feedback:

- "Thank you once again... for a thoroughly enjoyable, informative visit. The children

and adults have had such a wonderful time." (Primary teacher)

- "The children and all staff absolutely enjoyed your workshops... Thank you once again for your fantastic service that you offer to our children." (RE Lead teacher)
- "We had a great time and the tour was perfect, covering so many GCSE topics." (Secondary teacher)
- "The students absolutely loved it and we had a fantastic class discussion following on from the visit." (Year 12 teacher)
- "I tell all the other tutors to bring their students here. You make everything so accessible and interesting for the students in your style of delivery, the props you use and your gestures. I know the students get a lot out of it." (Tutor, ESOL Adults)

Faith Trail

Maggie Myers, Director of Education and Visitors

The monthly Faith Trails (March-October) have grown in popularity, particularly in the last few years. Over 250 people took part in a Faith Trail in 2023, exploring St. Peter's RC Church, Abu Bakar Masjid, Shree Lakshmi Narayan Hindu Temple, Guru Gobind Singh Ji Gurdwara and Bradford Cathedral.

Organisations that took part included church groups, the NHS, York U3A, Scouts and Explorer Scouts, "Bingley Five Rise Frocks", secondary school students and representatives from Bradford 2025. Once again, trainee police officers and PCSOs also participated, as a requirement of their training. However, the vast majority of the participants were members of the general public, most of whom had never been in a masjid, gurdwara or mandir before.

As always, this year's feedback acknowledges this unique experience:

- "I am writing to thank you for the fabulous experience which 47 people from York U3A had yesterday...such an interesting and informative experience."
- "Thank you... this was a great insight into understanding about other faith and religions. It was great chatting to members of the community at the places of worship and knowing more about their role within the community."
- "We learned so much from participating in this unique experience... Everyone who spoke to us was so positive about their faith and within our group there were people of different faiths and experiences... The whole day was a really interesting and informative experience, so much so that we will look to do it again!... We are telling everyone how worthwhile the Faith Trail is!"

Flower Arranging Team

Ann, Sally, Shirley, Pat

We have enjoyed another year of arranging beautiful flowers, chosen by many kind donors, often in memory of their close family and friends.

We decorated the Cathedral as the seasons of the Church's year evolved with major foci at Easter, the Coronation of King Charles, Harvest, Remembrance and Christmas.

We were asked by our Precentor for a Garden of Repose in the Lady Chapel during Holy Week. Shirley created it and it was appreciated by many as a valued space for reflection and silent prayer.

For so many years we have been supported by Janine and Zoe at Frames Florists and they have always done their best to provide the best quality flowers that are available at the time, helping us to honour the requested colours and choice of flowers.

We continue to depend on the willing help and support of our invaluable Verger team, led by Sam Fletcher, our Head Verger. Dave

Robinson manages requests, (often at the last minute!) for mechanical alterations for our arrangements or to hang flowers on the pillars, which usually means wet arms from the dripping blocks! We miss John, who relocated during the year and who had a lot of Cathedral history to share helpfully with us.

We could not manage to maintain our weekly commitments without the extraordinary help of the administration team - Sharon during the early months and now Sandra, who has volunteered to return to maintaining the links between those who sponsor the flowers and we who arrange. Julie waters the flowers each weekday and the fact that they mainly survive well is due to her care and attention. We often depend on the vergers to water the flowers in preparation for Sunday or to reposition the pedestals after special events.

We remain a small, and very committed, team and would love to welcome others to join us in our privileged ministry.

The Friends of Bradford Cathedral

Jane Thompson, Secretary

The Friends of Bradford Cathedral is a charity that exists to bring together in fellowship all those who care for the Cathedral, to support the Cathedral and its staff through prayers for its work, and through fund-raising for special projects as well as upkeep and maintenance.

The Friends collects an annual subscription from members (£15 for a single person and £20 for a couple). Recently we have given money towards the renovation of the de Lacy Centre and towards the costs of the Stitches' group but we have not been able to hold a major fund raising event for some years.

In 2023 the Friends made a parish visit to Kildwick on 18th June and held an annual lunch at Oakwood Hall in Bingley on 15th October.

The AGM was held on 14th May 2023 in the de Lacy Centre. Jill Wright retired as Chair at the AGM after many years of faithful service.

Since then we have been without a Chair and overall need to review our leadership and membership in line with Cathedral plans for new direction and strategy.

Income Development

Andy McCarthy, Chief Operating Officer

Our Income Development Officer, Sharon Link, moved on in 2023. Sharon was with us for nearly three years and was able to secure a number of important grants to support our work in a variety of different areas including Music and Education. She also helped to further develop our Patrons scheme, which we hope will continue to grow over the coming months and years.

We face very significant financial challenges and there is a pressing need to diversify our income. This means that we will need to secure more external funding through

grants, and also develop a wider supporter base from those with an interest in the Cathedral's heritage, its music and education work, as well as encouraging continued generous support from the worshipping Cathedral community.

With this in mind, we will be reviewing the Income Development Officer role and working with the Cathedral Sustainability Fund to explore the possibility of establishing a more senior fundraising role to take forward this important work.

Inner Bradford Deanery Synod

Jenny Price, Member

Deanery Synod meetings act as an intermediary between PCCs and the Diocese as a whole and offer an opportunity for clergy and nominated lay members to meet in prayer, share news, and plan actions.

It gives people at different levels the opportunity to discuss key issues and organise the church's ministry and mission.

This year Bradford Inner Deanery has welcomed Revd Tim Thomas as its new Area Dean whilst thanking Revd John Bavington for his valuable contribution to the role. Tim is to be supported by Revd Derek Jones as assistant Area Dean. We welcome both Tim and Derek and offer our thanks to John for his time with us.

This year we heard stories of the power of prayer and other encouragements from the different parishes. We are encouraged to support Pentecost in the Park in May and to consider if there are areas of injustice that we might see locally that God is calling us to act upon or speak into.

A fascinating presentation from our own Simon Dennis, Director of Finance, who spoke to us about Parish Finance and Fundraising and whilst encouraging us all to fundraise, shared a story of how God had worked at Bradford Cathedral to resolve what appeared to be a financial crisis.

Deanery synod also offers opportunities to link with both Diocesan and General Synod, with an offer of a visit to General Synod from GS member, John Bavington.



Just A Minute

Clive Barrett and Helen McIntyre, co-facilitators

Weaving Jesus into the rich fabric of our city and community is something we are called to at Bradford Cathedral. Being rooted in Jesus through our worship, we aim to be more visible and accessible across all different cultures. Learning how others have been encouraged and challenged to become more like Jesus comes through listening to their stories and reflections.

One way this has been done at Bradford Cathedral for the past six years is for people to meet after the 10:30am Sunday Eucharist to share and listen to what 'thread' they are taking away from the service that morning. This Just a Minute group meets most

weeks in the South Aisle or South Transept at around 11:45am and usually attracts between 5 and 10 people.

Not all share their thoughts every Sunday, preferring to listen to the reflections of others on some Sundays. Sometimes attendees will reflect on the same part of the service and at other times its broad tapestry - the sermon, the readings, the hymns, the music, the intercessions, the liturgy or something else. The principles of the group are that people are free to share or not share, and anything they share will be respected. You are most welcome to join us (as part of the loom).

Monday Fellowship

Maggie Myers, Director of Education and Visitors

This small, vibrant monthly group has evolved over the last few years. There are several long-serving members, as well as those who have become regulars post-Covid. The group also welcomes those who drop in occasionally.

Invited speakers talked on a variety of subjects in 2023: Andy McCarthy and Canon Ned both spoke about their early life and career before coming to Bradford Cathedral; Dean Andy gave a moving reflection on his time as a foster carer; Revd. Pete described his experience of leading musical worship at the Lambeth Conference; Canon Rod Anderson gave a wide-ranging talk entitled "Holy Disorders"; and Jeffrey Long MBE spoke about his charity work.

Several members gave talks this year, with Mary White exploring the lives of the Brontë sisters' parents, whilst Pam and Maurice Manktelow talked about "The Birds Our teachers". Malcolm Carr spoke movingly about long-serving member Alan Briggs and his long association with the Cathedral, with Maggie Myers detailing the life of Abraham Sharp, Bradford's world-renowned astronomer and mathematician.

The August Fellowship at the Deanery and the Christmas Fellowship, with carols, poems and reflections, were once again highlights of the year. Thank you to all of those who support the Monday Fellowship group.



Music and Choir

Graham Thorpe, Director of Music

2023 was a significant year for the cathedral choir, with the departure of the Director of Music, Alexander Berry, who had led the department since the beginning of 2017. Alex's work formalised the structure of the choir, ensuring stability, quality and consistency. His vision and inspiration for the department led to significant grant receipts, enabling the growth of the choir and its educational programme for children across Bradford, regardless of background. He saw the choir through the pandemic, and thanks to his commitment and determination, we were able to continue musical provision not only for services online, but also a full digital musical programme for both the children and the adults of the cathedral choir. We are very grateful to Alex for his time at Bradford and wish him well for his new post in Cambridge.

We also thank Daniel Lappin, formerly Choir Matron, for his time at the cathedral. Daniel was well respected among the choristers, and formed excellent relationships with children's families. He has left to focus on growing his career as a freelance flautist, and significantly a tutoring role at Chetham's School of Music in Manchester.

This has led to significant staffing changes in the music department. I have taken over as the Interim Director of Music, and we welcome Anthony Gray as Assistant Director of Music and Daisy Widdicombe as Choir Administrator and Music Education Officer. Marta Libs has taken over from Daniel Lappin as Choir Matron.

The choir saw much success over 2023. Some of the highlights were the Holy Week and Easter services, including music such as *Lotti Crucifixus*, *Casals O vos omnes* and *Vierne Messe Solennelle*. We held striking ordination services, with choral music led by the choir, worship songs from St John's, Great Horton Sudanese Choir and songs led by musicians from Fountains Church. Likewise, the Installation of Canons in November was a musical triumph. The choir continued its annual round of Safari evensongs, this year to Little Horton, Toller Lane, Kildwick, Hawes, Wortley and Farnley,

and Birkenshaw, and as usual were welcomed warmly and looked after lavishly. The choristers also benefited from a workshop with Kim Porter, mezzo soprano in *The Sixteen*.

The choir's annual tour was to London for a long weekend, during which, as well as singing at St. George's Hanover Square, All Saints, Tooting, and Southwark Cathedral, they visited the Natural History Museum, attended a Dennis and Gnasher concert at the Royal Festival Hall and took a trip on the cable car. Despite difficulties with public transport and a stray mouse, the tour was a success and enjoyed by all.

The Cathedral Consort also saw development and expansion, with its own round of regular Sunday evensongs, a joint evensong for the Cathedral Music Trust and the RSCM, a come-and-sing Stainer Crucifixion, and an evensong to mark 90 years since German pastor Dietrich Bonhoeffer visited Bradford and made the Bradford Declaration.

The chief highlight of the year was the success of the Christmas services and concerts, once again collaborating with the Black Dyke Band, working with the City of Bradford Brass Band, and the Christmas Eve recital. This year also took the choir to Life Church for their Christmas service, and the choir adults to the Corn Dolly to sing Christmas carols. The choir was able to sing two carols specially arranged for the Bradford choir and brass band.

Recruitment to the choirs continues to be a major focus of our work. Girl chorister numbers remain strong, but there are many places for boys; recruitment to the sopranos is healthy but we need more voices in the lower parts of the choir, the altos, tenors and basses. Funding for the department is due to expire and so significant bids have been made to continue the current work of the Music Department, and to develop the choirs further.

The summer months saw remedial work being done to the Cathedral organ. The

primary bellows were re-leathered, significant amounts of cleaning was undertaken and the Swell organ was redesigned, taking it back to its 1904 roots. The work has been a resounding success, transforming the Swell sound, and binding the overall tone in a much improved way. We are enormously grateful to Mark and Ginny Wood of Peter Wood & Son Organ Builders Ltd. who undertook the work, and the guidance of William McVicker, our organ advisor. The organ is played nearly every day and can be heard at most choral services and organ recitals throughout the year.

Our thanks go to the volunteers in the Music Department, without whom the musical provision of the Cathedral would not be possible. We are grateful particularly for the dedication, skill and loyalty of our choir adults, the choir chaperones and all those who help in the music department. I am thankful for the support of Dr Ed Jones, who stepped in to assist during Alex Berry's sabbatical, and for the work of my colleagues in the department, who consistently strive for the best possible music making at Bradford Cathedral.

Safeguarding

The Revd Pete Gunstone, Minor Canon for Worship and Nurture

During 2023, Bradford Cathedral continued to adopt the Church of England's Safeguarding Policy, *Promoting a Safer Church (2017)*, and follow its guidance, as contained in the Safeguarding E-Manual and in other key documents.

Safeguarding is the responsibility of the Dean and Chapter, assisted by the Safeguarding Committee, and is overseen on a day-to-day basis by the Cathedral Safeguarding Team.

Safeguarding Committee

Membership: Paul Hill (chair), Andy Bowerman (Dean), Jenny Price (Churchwarden), Andy McCarthy (Chief Operating Officer), Pete Gunstone (Cathedral Safeguarding Officer, from May 2023), Ian Price (Assistant Cathedral Safeguarding Officer), and a representative of the Diocese of Leeds Safeguarding Team (Carla Derbyshire and then Jenny Leccardi).

Meetings: February, May and October 2023

Summary of business:

1. oversight of progress on the Cathedral's Safeguarding Action Plan
2. scrutiny of the Cathedral's adherence to Safer Recruitment and People Management processes and Safeguarding Concern and Incident reporting processes
3. input into the Committee's revised Terms of Reference for use under the Cathedral's Measure 2021

4. consideration of strategic developments as regards compliance systems; consideration of Safeguarding Incidents with a view to the improvement of Safeguarding Procedures.

Safeguarding Team

Membership: Andy McCarthy (Chief Operating Officer), Pete Gunstone (Cathedral Safeguarding Officer, from May 2023), Ian Price (Assistant Cathedral Safeguarding Officer).

Meetings: monthly

Summary of business:

- managing the Cathedral's day-to-day business of Safeguarding Compliance, Training, Procedures and Engagement, checking their implementation, and enabling their development, where necessary
- receiving, assessing and responding to reports of Safeguarding Concerns and Incidents
- liaising with the Diocesan Safeguarding Team and Bradford Social Services about these Concerns and Incidents as required
- advising Cathedral Staff and Volunteers about how to respond to specific Concerns and Incidents
- managing the implementation of the

- Cathedral's Safeguarding Action Plan
- Introducing Safeguarding Dashboard as the Safeguarding Compliance checker, Safeguarding Hub as the Volunteer Safer Recruitment and People Management system, and MyConcern as the Safeguarding Case Management System.

Comment

2023 was a period of continuing change: the Revd Pete Gunstone becoming Cathedral Safeguarding Officer as a part of his role as Minor Canon for Worship and Nurture; Carla Derbyshire left the Diocesan Safeguarding Team and ceased to be the designated Cathedral Safeguarding Advisor; the implementation of the Cathedral's Measure amended the formal standing of the Safeguarding Committee; and the continuing adoption of a number of tools provided by the National Church Institutions to enable Safeguarding Compliance and Procedures required a significant investment of time.

The impact of these changes was that the Cathedral's Safeguarding Team had limited capacity. Whilst any reports of Safeguarding Concerns or Incidents were responded to swiftly, limited progress was possible as regards the implementation of the Cathedral's Safeguarding Action Plan, and some unclear changes in guidance led to some administrative tasks not being completed as expected. However, by the end of 2023, the Cathedral's use of the National Case Management System, MyConcern,

had been fully implemented, and good progress was being made on the adoption of the Safeguarding Hub and Dashboard, tools by which compliance with the Church of England's Safeguarding Policies and Procedures, especially concerning Safer Recruitment and People Management practices, will be better enabled and more easily auditable.

Safeguarding Procedures

Finally, a reminder of Safeguarding Procedures in response to a Safeguarding Concern or Incident.

If a child or adult is at immediate risk of significant harm, you should

1. Contact social services or the police immediately
2. Inform the Cathedral Safeguarding Team, a member of the clergy, staff, or an activity coordinator quickly;
3. E-mail a record of what happened, your concerns and your actions to safeguarding@bradfordcathedral.org

If you have concerns about possible abuse (including allegations):

1. In an emergency, call emergency services 999
2. Otherwise, contact the Cathedral Safeguarding Team or the Anglican Diocese of Leeds Safeguarding Team. Details available via <https://bradfordcathedral.org.uk/safeguarding/>

Vergers' Department

Sam Fletcher, Head Verger

2023 was another challenging year for the team with lots of change, but in true Bradford Cathedral spirit we met the challenges as a team. Fuelled by tea, cake, laughter and prayer we approach the uncertainty in the same way.

In June we said farewell to Head Verger David Worsley, with a few tears to join the tea, cake and laughter. In August after almost 13 years as part of the Cathedral and the Vergers

Team I was delighted to be appointed the first female Head Verger. We also welcomed Neil Holmes to the team as Events and Facilities Assistant. In December John Paley retired after 14 years' service, this time with a train themed cake alongside tea, laughter and tears. Dave, Neil and Ian changed their working patterns, and Andrew - our volunteer verger who works most Sunday mornings - assisted in other areas too. I am very grateful for the team's patience as I settled into

my new role and for the commitment and willingness to be flexible.

For me like many others, being Head Verger is my vocation. It is a big job with a lot of responsibility, and without the support of my team, the clergy, the cathedral staff and the congregation it would be a lot harder. So I'd like to take this opportunity to thank each of you. It is a privilege to work and worship alongside you.

Throughout 2023, the team continued to be busy day to day looking after and maintaining the Cathedral, the precinct and ancillary buildings as well as supporting the Clergy and enabling worship. We also continued to support the programme of events and venue hire. This can be very demanding physically often involving moving of chairs, staging and late night resetting of the Cathedral once everyone else has gone home. These events are key in providing crucial income. We also manage the sound and IT equipment at services and some events. Team project included clearing out the Boiler room and workshop, reordering the cleaning cupboard and Sacristy and deep cleaning the whole building. One of many proud moments included The Association of English Cathedrals peer review which took

place in November commenting on how clean, tidy and cared for the Cathedral is.

I start every morning by reciting the Church of England Guild of Vergers Prayer:

Almighty father, from whom every family in heaven and earth is named, who has called us into the fellowship of your church, grant, we pray that in all our churches we may fulfil the duties and enjoy the privileges of our spiritual home.

And on those who offer themselves for the service as Vergers in the house of God bestow the fullness of your grace, that, united in love to you and to one another, we may show forth your glory and hasten the coming of your kingdom through Jesus Christ, our Lord Amen.

When asked what the Vergers do my answer is always the same, "we enable", we are the oil in the engine if you like. We ensure the smooth running of many different parts of the Cathedral.

If you would like to know more about the verger's role or would like to volunteer with us do get in touch.

Visitors

Maggie Myers, Director of Education and Visitors

2023 was another busy year for visitors, with many events, tours and drop-in visits. There were many who visited us for the first time, often from the local area as well as further afield, and many other visitors made return visits.

One of the highlights of the year was the "Marvellous Morris & Co." Heritage Open Day in September, which drew a large crowd of visitors and received wonderful feedback. The event highlighted the work by Morris & Co. on display in Bradford Cathedral. There were general and stained glass tours, information about the artists and children's activities, as well as a talk by Helen Elletson

from the William Morris Society.

An increasing number of adult groups visit us for guided tours, and in 2023 we again hosted several visits from U3A groups, as well as church groups and local history groups. We also had the "Men at Eccy" carers' group, a Visit Bradford group and the Time for Carers group. Several coach tour groups also visited us, as did the Airedale Stitchers, who came particularly to view the World War 1 Khaki Altar Frontal and to find out more about Louisa Pesel, and the Friends of Bradford Museums and Galleries, who enjoyed a stained glass tour of the Cathedral.

There has been an increase in drop-in visitors since re-opening in autumn 2021 and we have estimated that we may have had in the region of 7,700 drop-in visitors in 2023. They once again came from the local area and further afield, as recorded in the Visitors' Book. As well as coming from all over Yorkshire, we had visitors from Lancashire, Greater Manchester, Cumbria, Cheshire, Derbyshire, Warwickshire, the Midlands, Leicestershire, Lincolnshire, Merseyside, Co. Durham, Northumberland, Tyne and Wear, London, Sussex, Surrey, Suffolk, Norfolk, Essex, Shropshire, Hertfordshire, Northamptonshire, Hampshire, Buckinghamshire, Wiltshire and Devon. Visitors from other countries included many visitors from the USA, Australia, Canada, Scotland and Wales, as well as visitors from Northern Ireland, Poland, the Netherlands, France, Norway, Finland, Germany, Spain, Romania, New Zealand, Nigeria, Pakistan, India, China, Kuwait and the United Arab Emirates.

The following comments are a selection of the most common or most striking comments from the Visitors' Book this year:

- "Beautiful, warm and friendly Cathedral."
- "Staff very welcoming...beautiful place. God bless you."
- "Small in size, large in welcome, and interesting features."
- "Stunning stained glass. An absolute gem in the centre of the city."
- "There is a simplicity and spirituality lacking in grander examples."
- "Visiting Bradford for the first time-ancestor-hunting! Lovely and interesting building."
- "Always feel blessed when I come here."
- "You feel peace and rest here."
- "Fine cathedral. Small but unusually spectacular, especially the William Morris windows."
- "Loved the kneelers!"
- "A beautiful place of worship, with wonderful stained glass."
- "Wonderful to finally be able to visit the sacred place my great-great-grandfather and great-great-grandmother were married."
- "This is our first time in Bradford. This church is a blessing and a beautiful architectural design."
- "A lovely cathedral and good to be back after 55 years."

Volunteering

The Revd Canon Ned Lunn, Canon for Intercultural Mission and the Arts

We are ever thankful for the time, dedication and care that all our volunteers give to supporting and enhancing what we do as the Cathedral. We are confident that these treasures will ensure we meet our ambitions to be more sustainable, visible and accessible. They continually show us how we weave Jesus into the rich fabric of our city and beyond!

We continue to welcome new volunteers into the various areas of our life together; whether that is in our growing events programme, the busy Music Department, in Sunday worship or in the realm of Education and Visitors. What we have learnt as we process more applications is our need to streamline and improve our recruitment

process and this work has begun at the latter end of the year into 2024. This is a large, and overdue, piece of work which will take time to implement but we will be doing this in the coming year.

Part of the recruitment process is induction and training and we are thankful for the many long-standing, experienced and insightful volunteers who have the expertise to train new volunteers in areas of ministry. This is always done with great kindness and humour which passes on the culture of Bradford Cathedral as well as the necessary skills.

Although we have seen new people join teams we are always looking for more to

assist. Please do speak to one of the clergy or to Monica or Jenny, our churchwardens if you would like to serve alongside us.

Finally, our thanks go to Monica and Jenny for overseeing and pastorally supporting

Worship

The Revd Pete Gunstone, Minor Canon for Worship and Nurture

Sometime in the next ten years, the 1400th anniversary of Paulinus' mission to Bradford-Dale (c.627-633) will pass. Since then, the hillside above the "broad ford" has been a centre of Christian worship and mission.

During 2023, the present-day community of the Cathedral Church of St Peter, Bradford, continued to fulfil the role in a variety of ways, for local, gathered, civic and diocesan congregations of worshippers.

The daily heartbeat of the worshipping life of the Cathedral was the Daily Office, comprising Morning Prayer at 9am and Evening Prayer at 5:30pm, said in the Lady Chapel, with people joining online via Google Meet. These offices lasted up to half an hour, and comprise reading and praying scripture. Although books are available, most people used the Common Worship Daily Prayer app.

On Mondays and Tuesdays, Choral Evensong according to the Book of Common Prayer was sung in the Quire by the Cathedral Choir, with a handful of choir parents and others joining. On these days, a small online congregation also met to say Evening Prayer together. In the autumn, Midday Prayer was introduced in the Lady Chapel at 12noon. Designed to last c.10 minutes, this simple office used 'Prayer during the Day' from the Time to Pray app. Visitors were actively invited to join, and some significant pastoral conversations emerged out of these encounters on occasions. The clergy would like to record that all are welcome and encouraged to join us for prayer on these occasions where possible. Developing our life of corporate prayer is a priority in our current vision document (2023).

our volunteers. They do a wonderful job at ensuring all of us are well equipped and they are always gracious in remaining flexible when gaps are found.

The largest congregation of the week was the Sunday 10:30am Eucharist, which followed the "Order One" texts for Holy Communion in Common Worship, and made good use of the seasonal provisions offered in Common Worship: Times and Seasons. The service took the form of a Choral Eucharist during choir terms and when a visiting choir was available and was live-streamed via social media.

Choral services also took place on where Holy Days fell on a weekday. These comprised: Ash Wednesday; Maundy Thursday (including The Watch until Midnight; Good Friday (Preaching the Cross, followed by the Liturgy); Easter Eve; Ascension Day; and All Souls' Day.

Other regular Sunday services included the said Sunday 8am Holy Communion according to the Book of Common Prayer, Sunday 3:30pm Choral Evensong. Other regular weekday services comprised two services of Holy Communion on a Wednesday at 8:15am and 10:15am, the first followed by a light breakfast, and the second by light refreshments.

As the home of the Bishop's seat (the cathedra) and the focus of their worship and mission, the Cathedral played its part in hosting Leeds Diocesan services alongside our sister cathedrals at Ripon and Wakefield. In 2023, these comprised Easter Day Eucharist, the Ordination of Deacons, the Midnight Eucharist at Christmas, and three services during which Canons (Residentiary, Minor, Honorary and Lay) were installed. In addition, the Cathedral hosted a service to celebrate the ministry of the Revd Canon

Robin Gamble on the occasion of his retirement.

In addition, a number of Special Services were hosted during 2023. These comprised: the Week of Prayer for Christian Unity service; Holocaust Memorial Choral Evensong; Candlemas Carol Service; the Legal Service; Healing Services; Racial Justice Sunday; Prayer Vigil for Peace in Ukraine; a Civic Service of Thanksgiving for the Lord Mayor, Councillor Martin Love; a Passiontide Choral Sequence; Stainer's Crucifixion; a Prayer Vigil for Sudan; the Coronation Day service & live-stream; a Service of Thanksgiving for the Coronation of Charles III; Saying Goodbye (in partnership with the Mariposa Trust); the Advent Procession; the Festival of Nine Lessons and Carols; and a variety of Christmas services for various Bradford organisations.

None of these services would be possible without the contributions of voluntary and staff teams: churchwardens; Bible readers; intercessors; eucharistic assistants; the live-stream team; stewards; refreshments; the Children's Space team; the prayer ministry team; clergy - resident, retired, and visiting; vergers; the music department and choirs; and the administration and finance teams. We thank them all for playing their part in enabling the corporate worshipping life of the whole people of God

The Prayer Ministry Team

Prayer Ministry was offered on two occasions during 2023 (Healing Eucharists on 5th February at 3:30pm and on 15th March at 10:30am). On each occasion, members of the Prayer Ministry Team were available in the side chapels to pray with individuals or small groups. This complemented anointing prayer that was offered by members of the Cathedral Clergy at the High Altar rail. The team remains small, so the prospect of reintroducing Prayer Ministry on a more regular basis seems unlikely.

Bells and Bell Ringing

During 2023, Ron Crabtree retired from the role of Tower Captain and was appointed as Tower Captain Emeritus and Dale Barton was appointed Interim Tower Captain. Bradford Cathedral thanks Ron for his service as a bell ringer and then Tower Captain, which extended for over half a century. As Interim Tower Captain Dale oversees ringing at the Cathedral in close liaison with Cathedral Staff. As Chief Operating Officer, Andy McCarthy now oversees the maintenance of the bells. As Tower Captain Emeritus, Ron continues to advise us concerning the bells. Whilst there is no band to ring the bells for services, we are grateful to all of the above for their facilitation of ringing at the Cathedral, and we hope that one day a new band might form and ring the bells again on a weekly basis. Bell ringing is a valuable cultural tradition, not just of itself, but also as a means by which people are called to come, gather, and worship.



Summary Cathedral Income and Expenditure

Simon Dennis, Director of Finance

Income	2023	2022
Cathedral Giving		
Standing Orders	69,337	69,437
Partnership Envelopes	9,938	11,177
Gift Aid Tax recovery	26,715	25,507
One off donations	30,851	35,719
Patrons Scheme	4,728	3,777
General collections	6,300	2,478
Total Cathedral Giving	147,869	148,095
Grants and Donations	29,875	35,000
Unrestricted Legacies	9,000	5,000
Fees	3,101	4,357
Net Receipts: Concerts, Catering, Flowers, books	67,733	29,425
Interest and Dividends	25,296	14,777
Education work	2,856	1,975
Rental from property	20,969	27,028
	306,698	265,657
Church Commissioners' Grant (S23 and Sustainability Fund)	332,232	299,537
Church Commissioners' Grant Clergy costs	136,000	143,048
TOTAL INCOME	774,931	708,242

Expenditure	2023	2022
Mission Giving**	15,286	14,780
Cathedral expenses:		
Utilities	50,473	25,999
Insurance	17,235	17,773
Architect (non-project)	9,966	15,445
Administration	47,356	58,778
Worship	3,158	2,189
Music	39,367	27,788
Education	957	1,741
Advertising, Publicity & Diocesan costs	7,375	9,140
Festivals and Events	595	2,239
Hospitality	2,459	1,228
Fabric	22,037	20,796
Other Property costs:		
Rent, tax and utilities	13,940	20,197
Insurance	6,966	6,929
Alarm system	1,773	1,568
Repairs & maintenance	74,510	57,239
Depreciation	1,440	1,440
	314,894	285,269
Staff:		
Lay Salaries (excluding education & funded music posts)*	365,417	318,100
Expenses	10,514	3,894
Clergy costs	113,256	109,590
	489,187	431,584
TOTAL EXPENDITURE	804,080	716,853
Surplus/(Deficit)	(29,150)	(8,611)

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

** Mission Giving is 10% of total Cathedral Offerings

Summary Cathedral Balance Sheet

Simon Dennis, Director of Finance

	2023		2022
		note	
Fixed Assets	180,652	1	182,092
Investments	407,067	2	368,100
Current Assets			
Stock	2,284		1,122
Debtors	79,551		137,401
Cash and Bank	478,630		550,010
	560,465	3	688,533
Total Assets	1,148,184		1,238,725
Current Liabilities			
Creditors	35,096		21,715
Accruals	9,124		49,911
	44,220	3	71,626
Net Asset values	1,103,964		1,167,099
FUND SUMMARY			
Endowment	67,857		61,361
Restricted	691,683		751,120
Unrestricted	344,425	4	354,618
	1,103,964		1,167,099

Notes

1. This is the historic notional value of Clergy House and the current value of 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 £180,652 and net current assets £163,773

Movement in major restricted funds in the year

Simon Dennis, Director of Finance

	Opening Balances	Grants & Donations	Expenditure	Revaluation	Closing Balances
Historic Fabric and Music Funds	347,645			28,046	375,691
Fabric Trust	101,081		25,337		75,744
Music Tuition Grants	31,586	23,802	21,235		34,153
Staff costs (s 23 & sustainability)	2,657	392,461	361,140		33,978
Sunday school and young people	28,695	1,602		903	31,200
Other Music Funds	26,762	14,713	14,483		26,992
Bramall Foundation Music Posts	32,408	52,437	61,286		23,559
"Take a Seat" Chair Appeal	1,846	2,505			4,351
Church Bank Steps	6,586				6,586
Precinct Development	5,922		576		5,346
Artspace	6,948	1,374	3,678		4,644
State Gate	3,792				3,792
Organ Appeal	84,387	12,448	93,918		2,917
Cathedral Hall	2,340				2,340
Education Staff Funds	6,178	3,050	9,228		0
Other funds	62,287		5,419	3,522	60,390
Total	751,120	504,392	596,300	32,471	691,683



Weaving Jesus into the rich fabric of the city and beyond

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