

Annual Report 2024



1642/3

Bells of the Steeple. Woolsacks are hung from the tower of the church as a defence against cannon fire from Royalist forces during the English Civil War. For this reason, the woolsacks in later used as a school on the church's and the Cathedral's crest. As you look at the tower, can you see any operations that could have been made by cannonballs?

Spire on south side collapses and is re-built

1548

Order for the removal of rood lofts in churches. "Rood" is an Old English word for cross or crucifix. The rood steps are still visible in the building but now they are the steps to nowhere!

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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. As I write this we are well into the first season of Bradford hosting the UK City of Culture. We have begun with a flourish, declaring that we are rising to take our place on the world stage. We at Bradford Cathedral hope that all the preparatory work of 2024 will continue to enable us to weave some familiar and new threads into the story that we are creating. You will find contained in this report much to celebrate, our continued rootedness in the value we place on hospitality. The way that we are becoming confident as a home for intercultural welcome and innovativeness.

As in any season we have had to say goodbye to some faithful members of the team and

the community – yet we remain a people founded on the hope we have in Jesus. We have once again welcomed new friends and families into our worshipping community and in the staff team. Each is beginning to offer their own unique perspective and gifts. We are continuing to strive to ensure that we as a place and a people are a sustainable, an accessible and a visible presence in the City and across the Diocese of Leeds.

2024 was a year of deep and moving worship, of rich and joyous events, of installations and heritage visits and of so much more. Much being done to prepare us for 2025 and the UK City of Culture. 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 that have played their part.

For that we are very grateful. 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 missionaries 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

There can be few cathedrals in England that are located in such an interesting, challenging and diverse context. Being one of three cathedrals in a single diocese, Bradford has forged a unique ministry and culture in a culturally ambitious city and region. Bradford is never boring!

We know we live in 'interesting times' both nationally and in the Church of England. But Bradford Cathedral constantly demonstrates a confidence in God and the Church's unique vocation. It adds strength to the diocese and our common cathedral mission to bring Christ to people and people to Christ.

Bradford Cathedral, under the leadership of the inspiring Dean, is relentlessly faithful, imaginative and committed. I am relentlessly confident about its ministry, clearly developed in 2024, and growing further in 2025.



Cathedral Staff and Officers (as of 31st December 2024)

Role	Name	
Dean	The Very Revd Andy Bowerman	
Canon for Intercultural Mission and the Arts	The Revd Canon Ned Lunn	
Minor Canon for Worship and Nurture	The Revd Pete Gunstone	
Curate	The Revd Duncan Milwain	
Chief Operating Officer	Andy McCarthy	
Director of Finance	Simon Dennis	
Executive Assistant	Jasmin Brearton	
Finance Officer	Bisi Phillips	
Cathedral Secretary	Julie Bowyer	
Governance Officer	Angelique Glata	
Head of Fundraising	Liz Purchase	
Events & Marketing Officer	Philip Lickley	
Events & Marketing Assistant	Lydia Roe	
Events Assistants	Fatema Choudhury Ann Foster Brandon Moorhouse Andrew Mooring	Jill Rawlinson Gregory Ryan Mike Vickers Sue Waters King Yat Yau
Director of Education & Visitors	Maggie Myers	
Education Assistant	Diane Hadwen	
Head Verger	Sam Fletcher	
Assistant Verger	David Robinson	
Cathedral Safeguarding Officer	The Revd Pete Gunstone	
Assistant Verger & Assistant Safeguarding Officer	Ian Price	
Organist and Director of Music	Graham Thorpe	
Choir Matron	Anne Hilton	
Section Lead & Lay Clerk	Robert Webb	
Churchwarden	Monica Slocombe	
Churchwarden	Jenny Price	
Cathedral Architect	Mrs Ulrike Knox	
Cathedral Archaeologist	Mr Ian Roberts	
Chaplains	The Revd Canon Rod Anderson The Revd Paul Booth The Revd Canon Myra Shackley	
Retired Clergy with Permission to Officiate	The Revd Mary Fisher The Revd Canon Cathy Milford The Revd Canon John David Nowell The Revd Colin Penfold The Revd Canon Susan Penfold	
Diocesan Officers	The Revd Henriette Howarth The Revd Jude Smith	
Ministry Experience Placement	Deborah Henney-Turner	

Chapter Members (as of 31st December 2024)

Executive Members

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

Cathedral Committee Chairs

Canon Cal Bailey - Finance
Paul Hill - Independent Chair, Safeguarding
Dr Edward Impey -
Fabric Advisory Committee

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
Lambert Ofoegbu
Canon Emeritus Zahida Mallard

A Statistical Snapshot of 2024

Most popular website pages (excluding homepage)

1. What's On
2. Featured Events
3. Worship
4. Plan Your Visit
5. Advent and Christmas
6. Music
7. Recitals and Concerts
8. Cathedral Staff
9. Contact Us
10. Event: Queen by Candlelight

Most popular search terms

1. Faith Trail
2. Vacancies
3. Staff
4. Accounts
5. Colin Buchanan
6. Parking
7. Bells
8. Annual Report
9. Chapter
10. Jobs

Most streamed services / events (YouTube)

1. Methodist Church Ordination of Presbyters
2. The Funeral of the Revd Canon Chris Hayward (1938-2024)
3. Celebration of Life - Hylton Depass
4. Service of Thanksgiving for the Life and Ministry of the late Rt Revd Colin Buchanan
5. Carols for All
6. Leeds@10 Celebration Service
7. The funeral of Eric Huntley
8. Bradford and District Legal Service
9. The Eucharist - Easter Day
10. 30 Years of Zephaniah - Thanksgiving Celebration

Most watched videos (YouTube)

- | | |
|---|--|
| <ol style="list-style-type: none">1. Make your own Ladybird House (2020)2. Bradford Cathedral Short: Ring for the King (2023)3. Short: Cathedral Foundation Stone4. Children's Space: The Parable of the Talents (2020)5. Lord's Prayer in Ukrainian (2022) | <ol style="list-style-type: none">6. Cathedral 101: Nunc Dimitis (2021)7. Otche Nash (Lord's Prayer in Ukrainian) (2023)8. Cathedral 101 - Shrove Tuesday - What is Shrove Tuesday? (2021)9. Short: Bell-ringing at Bradford Cathedral (2024)10. Children's Space: The Parable of the Sheep and Goats (2020) |
|---|--|

The 2023 figures appear in brackets

Baptisms	7 (3)
attendees	261 (287)
Marriages	3 (3)
attendees	776 (436)
Funerals/Memorials	7 (8)
attendees	2,254 (1,115)
Adults on Sunday	120 (174)
Christmas	409 (522)
Advent	1,516 (2,288)
Educational visits	
child' / young peo'	2,900 (3,041)
adults	454 (500)
organisations	47 (54)
no. of sessions:	88 (93)
Year Six Leavers' Service	
schools	11 (8)
children	350 (209)
adults	68 (30)
Family Activities	
sessions	8 (12)
children	228 (280)
adults	161 (190)
Events	49 (46)
Events attendees	9,435 (9,221)
Drop-in visitors*	6,273 (7,700)
Choir:	
Adults	73 (70)
Children	44 (49)
Choir outreach:	
School visits	14 (17)
workshops	c. 50 (50)
School children	c. 2500 (c.2555)
Chorister for a Morning	c. 30 (c. 50)
Grace Notes sign-ups	5 (30)

*estimated figure. It will be higher as we had fewer Welcomers to record numbers

Top ten FB posts (Reach - Organic)

1. Heritage Open Day advert (Aug)
2. Meat Loaf by Candlelight photos (May)
3. April Fool's Day story (Apr)
4. Fairtrade Breakfast photo highlights (Mar)
5. Ash Wednesday photo highlights (Feb)
6. Statement in response to riots (Aug)
7. Philippa Hannah concert photos (Sep)
8. Chrism Eucharist photo highlights (Mar)
9. Peterborough Chamber Choir photos (Feb)
10. Anthony Gray organ recital advert (Jan)

Top ten FB posts (Likes)

1. Telegraph and Argus awards win (Oct)
2. April Fool's Day story (Apr)
3. Annual Lunchtime Carol Recital photo highlights (Dec)
4. 80th Anniversary of D-Day photos (Jun)
5. Statement in response to riots (Aug)
6. Black Dyke Band concert highlights (Dec)
7. Cathedral floor varnished and open (May)
8. Ordination of Priests photo highlights (June)
9. Flowers – Bori (Jan)
10. Bird in the Cathedral (Jun)

Top ten Tweets

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

Top ten Instagram posts / reels (Reach)

1. Annual Lunchtime Carol Recital photos (Dec)
2. Advent Procession photo highlights (Dec)
3. Christmas by Candlelight photos (Dec)
4. REEL: Stormy Weather (Apr)
5. Staff in Christmas jumpers (Dec)
6. REEL: Gen Z Video (Aug)
7. Telegraph and Argus award win (Nov)
8. Queen by Candlelight Photos (Aug)
9. April Fools' Day joke (Apr)
10. The Hope Street Consort advert (Jul)

Top ten Instagram posts / reels (Likes)

1. Bradford 2025 Scarf Photo (Dec)
2. REEL: Christmas Pudding (Nov)
3. Thunderbirds Are Go post (Oct)
4. REEL: Family Festival (Oct)
5. April Fool's Day (Apr)

6. REEL: Clypping the Cathedral (Mar)
7. Dean Andy and Canon Ned at Bradford 2025 launch (Sep)
8. Rainbow Photo (Feb)
9. Black Dyke Band concert photos (Dec)
10. Holy Week in City Park (Mar)

Top Ten Facebook Videos (Watch Time - minutes)

- | | |
|--|--|
| 1. Clypping the Cathedral (Mar) | 5. Dean Andy's Christmas Message (Nov) |
| 2. REEL: Palm Sunday procession (Mar) | 6. Homeless Not Helpless (May) |
| 3. 30 Years of Zephaniah Service (Mar) | 7. World Car Free Day (Sep) |
| 4. Reel: Weather (Apr) | 8. The Eucharist – Christmas Day (Dec) |
| | 9. Peter and the Wolf (Mar) |
| | 10. 2024 Highlights (Dec) |

Top Facebook Videos – Partners (Views)

1. All is calm, all is bright. Reflect and rejoice in the Christmas story this December with church services in your area
2. Remember the joy of the Christmas story | Calm and Bright
3. Christmas Pudding ingredients - Bradford Cathedral
4. Remember the joy of the Christmas story | Calm and Bright
5. Night! Holy Night! All is calm, all is bright | Calm and Bright

YouTube: Partner videos

- | | |
|---|--|
| 1. Moments of Joy Calm and Bright Christmas Advert 2024 | 6. Chandwell video 4 |
| 2. Chandwell video 2 | 7. Chandwell video 5 |
| 3. Chandwell video 1 | 8. Chandwell video 7 |
| 4. Chandwell live talk | 9. Come as you are Calm and Bright Christmas Advert 2024 |
| 5. Chandwell video 3 | 10. Chandwell video 6 |

TikTok

2023 figures in brackets – since March 2023

Video views – 107,882 (54,726)
 Reached audience – 93,023 (43,749)
 Profile views – 733 (448)
 Likes – 2,119 (1,595)
 Shares – 84 (9)
 Comments – 116 (65)
 Net growth – 377 (308)

Most Viewed TikTok videos

- | | |
|------------------------------|-------|
| 1. Candle at Eucharist | 18.5k |
| 2. Clypping the Cathedral | 8.5k |
| 3. Bradford Pals | 2.1k |
| 4. Memorial – Bishop Kennett | 1.7k |
| 5. World Baking Day | 1.3k |

Other Stats

- Bluesky - +165 followers (new this year)
- Threads - +154 followers (+416)
- TikTok – +390 followers (+297)

Online shop sales

Period	Orders	Value (inc. p&p)
Jan – Apr 2023	25	£346.17
Jan – Dec 2024	13	£125.27

Online Statistics

Category	2019	2020	2021	2022	2023	2024	Positive / Negative
Website: Unique Page Views	74,336	73,483	69,589	61,965	79,682	146,668	We have seen a considerable jump in traffic this year.
Facebook Page Views	8,511	7,034	6,836	15,050	31,897	34,919	A positive increase.
Facebook Post Reach	165,937	93,691	188,954	116,496	292,171	463,801	A very positive increase.
Facebook New Likes			531	350	553	521	A slightly lower increase.
Facebook Choir Page: Visits					5,948	5,798	Comparable year-on-year.
Facebook Choir Page: Post Reach					12,665	16,243	A positive increase.
Facebook Choir Page: New Likes				68	67	45	A lower increase.
X Followers Increase	693	842	766	508	268	-17	X is losing its relevance.
Instagram Reach			7,212	31,838	23,445	33,829	A positive increase.
Instagram Profile Visits			3,186	4,068	3,721	3,254	A similar increase.
YouTube views	1,700	36,361	47,284	37,460	53,388	51,155	A similar level of views.
YouTube watch hours	31.9	4877	6248	3,800	3,376	3,970	A positive increase.
YouTube new subscribers	8	379	229	167	214	196	A lower than expected increase.
Soundcloud Plays		1,126	566	346	529	445	A slight drop.
Google MyBusiness (Profile Interactions)				10,173	12,819	13,963	A similar figure year-on-year.
Google MyBusiness (Views)				67,407	53,615	50,504	A similar figure year-on-year.
A Church Near You Page Views	7,529	10,957	23,278	112,644	237,172	300,770	A continued rise.

“ A beautiful hidden gem. I especially enjoyed the stained glass. Lovely welcome and beautiful interior. Well worth a visit. ”

2024: A Year in Dates

January

21st January - Week of Prayer for Christian Unity service
27th January - Service of Thanksgiving for the Life and Ministry of the late Rt Revd Colin Buchanan (1934-2023)

- Weekly Alpha course begins
- New season of organ recitals
- Service to mark Holocaust Memorial Day
- Furaha Mussanzi's video Rafiki Mwema - which was filmed in the Cathedral - debuted
- We remembered the former Bishop of Bradford The Right Reverend David Smith.

February

2nd February - The Music of Adele by Candlelight (Unique Concerts)
3rd February - Son et Lumière - Historical Pilgrimage
4th February - Bradford & District Legal Service
10th February - Introduction to Shakespeare workshop
10th February - CathedralSing!
13th February - Half-term Family Activities
14th February - Ash Wednesday service
17th February - Bradford Lent Retreat with Bishop Toby
17th February - Visiting Choir - Peterborough Chamber Choir
20th February - Choral and Organ Awards at Oxbridge - A Masterclass
25th February - Safari Evensong - St Michael and All Angels, Haworth
28th February - Riding Lights Theatre Company presents 'The Narrow Road' by Paul Birch

- Fine Art Students from New College Bradford visiting to capture the Cathedral in art

March

1st March - World Day of Prayer Service
1st March - Prayer Vigil for International Peace
2nd March - Bradford Faith Trail returns
2nd March - 30 Years of Zephaniah - Thanksgiving Celebration
3rd March - Safari Evensong to St Oswald's,

Little Horton

5th March - Peter and the Wolf
9th March - The Beatles by Candlelight
10th March - Fairtrade Breakfast (Mothering Sunday)
11th March - Duncan Milwain: Why do we throw a third away? Why food waste remains an issue and why it should concern us. (Monday Fellowship)
15th March - Got 2 Sing Choir
16th March - Eco Film Club: 2040
23rd March - Morris & Co. Stained Glass Window Tour
24th March - Come and Sing: Matthew Coleridge
Holy Week - Including the Witness events in Centenary Square

- The York Minster bell-ringers came to ring ahead of the National 12-bell Striking Contest, in which they were competing.
- The Cathedral was hugged on Mothering Sunday ('Clypping the church')
- Students at work on the Bradford Cathedral Community Woodland Project - Sustainability Society (University of Bradford)
- Chrism Service

April

2nd April - Family Activities
13th April - Eco Film Club
19th April - Elton John by Candlelight
20th April - Leeds@10 Celebration Service
22nd April - Civic Service: Choral Evensong with an Act of Thanksgiving for the Lord Mayor of Bradford

- Next season of organ recitals, on the theme of the French symphonic repertoire
- The Bible Course began
- Recruitment for events assistants
- Bradford Cathedral was announced as Fairtrade's Campaigner of the Month

May

4th May - A Celebration of 30 years of Women Priests
8th May - The world premiere of Dr Niki Zohdi's Kambaramayanam-34
9th May - Ascension Day
11th May - Bradford City FC fire service

11th May - Tribute to Hans Zimmer & Film Favourites Illuminated
 12th May - Come and Sing Choral Evensong: Leeds Diocesan Choral Festival
 13th May - Monday Fellowship - Revd. Pete Gunstone - Mountain or Mound? The diary of a Munro Bagger
 16th May - Start of weekly Chorister Compline
 18th May - Eco Film Club
 19th May - Pentecost and Pentecost Praise
 25th May - Meat Loaf by Candlelight
 26th May - Trinity Sunday / An International Pentecost

- No Mow May
- A Walk for World Fair Trade Day
- Choir tour of Northumberland
- Works of Louisa Pesel were displayed on City Park screen

June

3rd June - ARK Bradford session
 6th June - D-Day wreath laying
 7th June - Emma Johnson and The Orchestra For The Environment: Tree of Life
 10th June - "Khartoum Altar Frontal" and the World War One "Khaki Altar Frontal" (MF)
 14th June - Bowie by Candlelight
 16th June - Baptisms and Confirmations service
 16th June - Soprano-only Evensong inc. Nunc dimittis from Tinker, Tailor, Soldier, Spy
 16th June - Safari Evensong to St Peter's Church, Rawdon
 22nd June - Ordination of Priests (Bradford Episcopal Area)
 29th June - Widescreen Weekend: Strangers on a Train (PG)
 29th June - Ordination anniversaries of the Revd Canon Professor Dr Myra Shackley (25th) and the Revd Canon Rod Anderson (50th) at the Patronal Festival
 30th June - Methodist Church Ordination of Presbyters

- Coat of Hopes
- BBC filming of the Faith Trail
- Volunteers' Week interviews
- St. Aidan's altar frontals completed
- Maufe candlesticks went for conservation
- Vote for Bradford Cathedral in the

- Heritage Open Day Anniversary Gallery
- We appeared in the AEC Cathedral Ceilings campaign
- Michael Scott's model starts
- Mike and Elaine de Villiers represented Bradford Cathedral at the 30th Anniversary celebration of the Fairtrade Movement in the UK, held in London
- Mission Partner The Anchor Project celebrated their 30th anniversary
- Silver Eco award plaque installed

July

1st July - Bradford Pals' Memorial Service
 2nd July - Skipton Churches' Mothers' Union
 4th July - Leavers' Services
 4th July - Polling Station
 4th July - BLF: Corinne Bailey-Rae
 7th July - BLF: Sacred Music
 8th July - MF: Dianne Excell - "The Heaton Millennium Tapestry: A Village in Stitches"
 10th July - Grace Notes Summer Performance
 11th July - The Society of Royal Cumberland Youths rang as part of its 2024 country meeting
 13th July - Fleetwood Mac by Candlelight
 17th, 19th, 20th July - ACT Shakespeare: The Comedy of Errors
 30th July - Family Activities
 31st July - Return of the Pop-up Café

- Bradford Cathedral receives 2024 Tripadvisor Travellers' Choice Award
- Success in Heritage Open Day Anniversary Gallery Vote
- We welcomed ultra-runner Frank Wainwright to the Cathedral as part of his 2000-mile visit to all 42 English Cathedrals
- Chorister Maria successfully auditioned for the role of First Boy in Opera North's upcoming touring production of Mozart's The Magic Flute
- Secures £15,000 from the Cathedral Music Support Programme for new professional Section Lead & Lay Clerk roles
- New what's on booklet launched
- Church Door Challenge (AEC)
- Ellie left
- Diocesan Education Team Visit
- Monthly BCB show begins

August

4th August – Visiting Choir: The Hope Street Consort

16th / 17th August – Queen by Candlelight

24th August – Eagles by Candlelight

- North 8 Choir work with Cathedral Choristers at 2024 Choir Camp
- Revd Pete Gunstone joins Diocesan members for Taizé pilgrimage

September

1st September – Church of England Advent / Christmas videos were filmed

4th September - New organ recital season starts

7th September – End of Life Matters course begins

9th September – Monday Fellowship - Revd. Ned Lunn: Into Pakistan. Reflections from my visit there in November 2023

10th September – Practicing the Way course begins

14th September – Heritage Open Day / Yorkshire Churches Day (Yorkshire Association of Change Ringers ringing)

15th September - Bradford Cathedral features on BBC's Sunday Morning Live as part of Bradford Faith Trail piece

20th September – An Evening with Philippa Hanna

22nd September – Big Brew

26th September - Daniel Martinez Flamenco Company – Andalucia

28th September – We feature in the Bradford Industrial Museum exhibition - 'We Built This City: 150 Years of the Bradford Society of Architects and Surveyors'

29th September - International Harvest / Birmingham Bell Ringers rang a 12-bell peal

- 30 years of Fairtrade marked with photos used on Fairtrade channels
- Deborah Henney joined the team through the Church of England's Ministry Experience Scheme
- Cathedral timeline launches (on-site and online)
- Featured in Celebrating Eco Church Awards exhibition at Ripon Cathedral
- First Bradford 2025 events announced
- Attended Bradford College freshers' fair

- Food Hygiene score received
- Anne Hilton started
- Started delivery of drinks through Matthew Clark
- Shortlisted in the Telegraph & Argus Retail, Leisure & Hospitality Awards 2024
- Lydia Rose started

October

5th October - Victorian Society visit

10th October - Better Start Bradford event

14th October – Monday Fellowship - Mary White: Wesley's Women - An Alternative History of Methodism

19th October - Pommie Pilgrims visit

19th October – The Music of Adele by Candlelight

20th October - Choral Eucharist with Prayer for Healing

20th October - Bolton Road Community Cycling Club visit as part of their annual Yatra bike ride

24th October - Intercultured Festival: Sound Bath

24th October - Film Launch - You Need to Talk about God

27th October – Saying Goodbye Service

29th October – Family Activities (with the Bradford Family Learning Festival)

30th October - Intercultured Festival: Cacao Ceremony / Journaling and Dance

31st October - Intercultured Festival: Drumming Circle

- Recycle Week videos launched
- Engraving of the Dean's Stall and the Vicars' plaque

November

3rd November - The Eucharist of the Commemoration of the Faithful Departed (All Souls' Day)

10th November – Remembrance Sunday

10th November – We win 'Leisure Venue of the Year' at the Telegraph & Argus Retail, Leisure and Hospitality Awards 2024

11th November – Monday Fellowship: Maggie Myers, on The World War One window at Bradford Cathedral.

16th November - The Music Of ABBA By Candlelight

17th November – Celebration Sunday
(Cathedral Music Trust)

21st November - The Cathedrals Cycle Route
baton arrives from Newcastle Cathedral

24th November - Installation and Collation of
Canons (including Elaine Swinhoe, Mothers’
Union, and Rt Revd Moses Yamo, Bishop of
Rorya in Tanzania)

24th November - Nadia Eide presents Winter
Light

- Robert Webb start as Section Lead and Lay Clerk
- New What’s On booklet
- CofE use our old Stir Up Sunday video on their channels

December

1st December – Advent Sunday / Advent
Procession

4th December – The Coming of Christmas
(PossAbilities)

7th December - Christmas By Candlelight

8th December - Revd Professor Emma
Halliwell preached at Evensong

9th December – Christmas Fellowship

13th December – Rainbow Academy
Christingle

16th December – Carols for All

20th December – Advent Meditation
(including The Broadway pop-up)

21st December - Black Dyke Band and
Bradford Cathedral Choir Christmas Concert

22nd December - Festival of Nine Lessons
and Carols

23rd December - Maddy Prior and The
Carnival Band - ‘Carols & Capers the Fortieth
Anniversary & Farewell Tour’

24th December - Annual Lunchtime Carol
Recital

24th December - Messy Cathedral Crib
Service

24th December - Midnight Choral Eucharist
with carols

25th December – Christmas Day services

- Anthony, Daisy and Neil left
- Liz Purchase started
- Church of England Advent videos including choir, congregation, clergy and cathedral
- Floor bosses replaced
- Dean Andy appeared on day one of BBC Radio Leeds’ ‘Bradvent Calendar’ (trademark pending...!)
- ‘Creativity Under Pressure’ events announced
- Weaving Stories jobs launched
- LNER share our services on social media
- Duncan appears in Bradford 2025 post
- 9 Lessons photo appears on main CofE page



Public Annual Vestry meeting

Agenda - Sunday 18th May 2025

1. Appointment of Secretary to the Meeting
2. Election of Churchwardens
3. Presentation of Minutes from the 2024 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 18th May 2025

1. Appointment of Secretary to the Meeting
2. Presentation of Minutes from the 2024 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, and two members to serve for two years.
5. Election of two Deanery Synod Representatives: to serve for one year
6. Report on the new Electoral Roll since the 2024 APCM

7. The Deans' Remarks
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 2024
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 12th May 2024

11.52am The Dean, The Very Revd. Andy Bowerman opened the meeting in prayer.

Apologies were received from:

Linda Booth, Isla Dowds-Skinner, Canon Emeritus Zahida Mallard, Canon Cal Bailey

1. Appointment of Secretary to the meeting:

Nora Whitham proposed that Angelique Glata be appointed as Secretary to the meeting. This was seconded by Mike de Villiers and carried unanimously.

2. Election of Churchwardens:

The Dean reported that Monica Slocombe and Jenny Price had both been nominated to serve as Churchwardens for a further year and in the absence of any other nominations this was unanimously carried. The Dean noted that following the Cathedrals Measure,

there is no longer a link between being on Chapter and being Churchwarden. He expressed his hope that there might be two or three people in the congregation who may consider becoming 'Deputy Wardens'. This would give an opportunity for a person to 'trial' the position with a view to standing for election in 2025.

3. Minutes of 2023 Vestry Meeting:

It was proposed by Edward Gale and seconded by Alex McClelland that the minutes of the 2023 Vestry Meeting were a true record of the meeting. The proposal was unanimously agreed and the minutes were approved without amendment.

4. Matters Arising:

All matters arising were covered elsewhere in the Agenda.

5. Dean's Report

The Dean referred to the Message from the Rt Revd. Nick Baines, Bishop of Leeds as contained in the Annual Report. "Even a cursory whip through this report reveals a remarkable story of cathedral life and ministry. The range and detail took me by surprise... Growth is evident". The Dean concurred that it had indeed been a busy year. There had been incredible services, events, growth in depth of faith, in numbers of people and in diversity. He noted that this was not typical around the City or Country. He commented that 'busyness' can be a drain and was reminded regularly that it's often better to do less well! Noting that the Annual Report reflects the work that with the grace of God, WE do. We, not just being clergy, but clergy, staff, volunteers and congregation. That the blessing of having new people join in for morning or evening prayer is an encouragement. That the Cathedral is a place of prayer, that the rhythm, variety and regular prayer is at the heart of our connectivity in being followers of Jesus. Referring to his reflection in the service that preceded the Vestry Meeting, the Dean commented that he is reflecting on smaller groups, how do we 'do life' together, cross culturally and how do we grow that? How do we answer God's call to create the vision of growth and fulfil the aims of the Cathedral? To be followers is to commit to God's call to deliver. He commented that during Chapter meetings he is often times reminded that out of scarcity, God brings abundance, and asked the congregation to prayerfully consider resourcing what we do as we move forward into the City of Culture. The Dean reflected on the 3,000-plus people who attended the Bradford Fire Service in Centenary Square and how this number related to the verse in Acts 2:41: Those who accepted his message were baptised, and about three thousand were added to their number that day. And to his vision of adding 3,000 people to the family of God over the next five years.

Questions to the Dean

A question was raised regarding resources and the disparity between the wealth of the southern dioceses in relation to those in the

north of the country and if there were any opportunity for cross subsidies.

The Dean responded that just the previous week, he had been at a meeting at St Paul's discussing the exact topic and at which, he endeavoured to persuade clergy to apply for posts in the north of England.

6. Churchwardens' Report:

Monica Slocombe began her report with thanks. Specifically, to Fiona Beevers who recently passed away. Fiona Beevers was the first female Churchwarden at the Cathedral and was a role model, not just for MS, but for many others. To MS she gave personal support and encouragement. MS also thanked her fellow Churchwarden Jenny Price for the work she undertakes with the Stewards and for the support she gives to MS. She also expressed thanks to the congregation and volunteers, without whose weekly contribution and commitment the Cathedral would not be able to grow. MS asked the congregation to consider what new people may be able to offer. In conclusion, MS turned to the staff and clergy of the Cathedral. To the Vergers Team who carry out many of the tasks that a Churchwarden in a Parish Church would be required to undertake, to the COO for the admin support and especially to the clergy, Andy, Ned and Pete for their support and for driving a new direction. MS noted that 2023/24 had been a year of change, and as Churchwarden, that meant the separation between Chapter and a Churchwarden's responsibilities. The Measure also meant changes to the Community Committee. The Community Committee is now lay-led, with MS chairing. Whilst there is a ratio of ordained to lay, ordained persons can now be elected to the committee along with lay people. MS encouraged people to come along to a meeting to get an idea of the work involved.

MS declared that this would be her last as Churchwarden. Her tenure began five years ago in Jan 2019. By 2025, she will have completed six years of service and will not be standing at next year's Vestry Meeting. MS declared that she is happy, over the course

of the coming year, to encourage people to get an idea of the tasks involved in being Churchwarden.

Churchwarden Jenny Price reminded the congregation that it is good to affirm others in their roles and to be reaffirmed in theirs. JP is seeking to actively encourage and to draw in new people to consider standing for Churchwarden in 2025. She noted that to be a Churchwarden is to be a Bishop's Officer. It is a role that brings a dignity and an antiquity to it. The role dates back to the 13th Century and is one of the earliest examples of lay ministry. It is the interface between the congregation and the Dean, that Churchwardens have an opportunity to help things happen and to do them well. There is a duty of care to the Dean and they are responsible for hospitality and welcome.

JP reiterated MS' thanks to the Vergers Team. This team along with the Wardens are responsible for the building and the congregation. To ensure that the Cathedral is a place where people feel safe, flourish and grow. JP feels that there are people in the congregation just waiting to be invited to volunteer.

The Dean asked if there were questions for the Churchwardens. There were none.

7. Announcement of Appointment of Church Wardens;

As there were only two nominations, Monica Slocombe and Jenny Price, there was no need for a count. MS & JP were duly appointed as Churchwardens for 2024/25.

There being no further business the Dean declared the meeting closed at 12:26pm.

Annual Parochial Church Meeting (APCM)

Minutes - Sunday 12th May 2024

Following the rising of the Annual Vestry Meeting the APCM proceeded immediately at 12:26pm

Apologies were received from:
Linda Booth, Isla Dowds-Skinner, Canon Emeritus Zahida Mallard, Canon Cal Bailey

1. Appointment of Secretary to the Meeting:

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

2. Presentation of Minutes of the 2023 APCM for approval and signing:

Approval of the minutes of the meeting held on Sunday 14th May 2024 was proposed by Sir James Hill and seconded by Ian Price and they were subsequently signed as a true record.

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

There were no matters arising.

4. Election of two people to the Cathedral Community Committee for a period of three years.

Although not present in the meeting, Revd. Nathaniel Osunwa, a cleric from Nigeria, had indicated that he would be willing to stand. He was nominated by his wife Rachel Osunwa and seconded by Malcolm P Carr. Nathaniel was unanimously voted onto the Committee. As there were no other nominations to the Community Committee, the Dean encouraged others who would like to find out more about the work of the committee, to do so by being co-opted.

5. Election to the Deanery Synod, two people to serve for a term of two years:

There were no nominations prior to the meeting. During the meeting, Andrew Ralph indicated that he would be prepared to stand. He was proposed by Jane Tarver and seconded by Nora Whitham. He was unanimously voted to the role Cathedral Deanery Synod representative. Jenny Price noted that being a Deanery Synod rep is an opportunity to meet new people.

6. Report on the Electoral Roll – Ian Price, Electoral Roll Officer

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 2025. He reported that the roll had increased from 147 to 150.

7. Annual Report:

The Dean recommended the report to the meeting and asked for any questions.

Sir James Hill commented that there was no mention of Chaplains in the Annual Report and requested that this be addressed in 2024. The Dean confirmed that it would be and offered his thanks to all retired clergy and those with permission to officiate for their service to the Cathedral.

There were no additional questions.

Alex McLelland proposed that the Annual Report for 2023 be approved and adopted. This was seconded by Malcolm P Carr and was approved unanimously by those present.

8. Report on Income and Expenditure for year ending 31 December 2023 – Simon Dennis, Director of Finance

SD noted that this was his ninth APCM as Director of Finance at the Cathedral, and that over this period, growth has been both visible and obvious.

SD's presentation was accompanied by slides. These are available upon request.

The presentation was divided into four main areas:

Headlines

- By God's grace, and good financial management, 2023 ended with a deficit of £29,000 against a budgeted deficit of £24,000
- Unrestricted reserves sit at £163,773

Income and Spending

Income:

- Gross income, sales and concert rentals and fees more than doubled from 2022
- The Music Department provided for the biggest grants for specific use
- Moving cash reserves generated 5.5% interest and an improved income stream

Spending:

Utilities

- Commercial utility costs are not regulated domestic energy tariffs
- Spending on utilities nearly doubled in 2023
- Utility contracts came to an end and new contracts had to be negotiated when the costs were high. The Cathedral is now locked into high utility costs
- Government support for the cost of utilities expired on the 1st April 2024
- Utility costs will be higher in 2024

Property Repairs

- Repairs to the properties in the Close were finished in 2023. They had been budgeted for in 2022
- Whilst the properties are already in much better condition than before, there is more to do and more works will be carried out going forwards

2023 Big Headlines

- Commercial income doubled - £68,000
- Investment income up 75%
- Utility costs nearly doubled
- High spending on property repairs
- Organ refurbishment - £94,000

2024 – 2026

After a difficult budget process that included;

- A staff review
- An external assessment (Peer Review)
- An interim budget

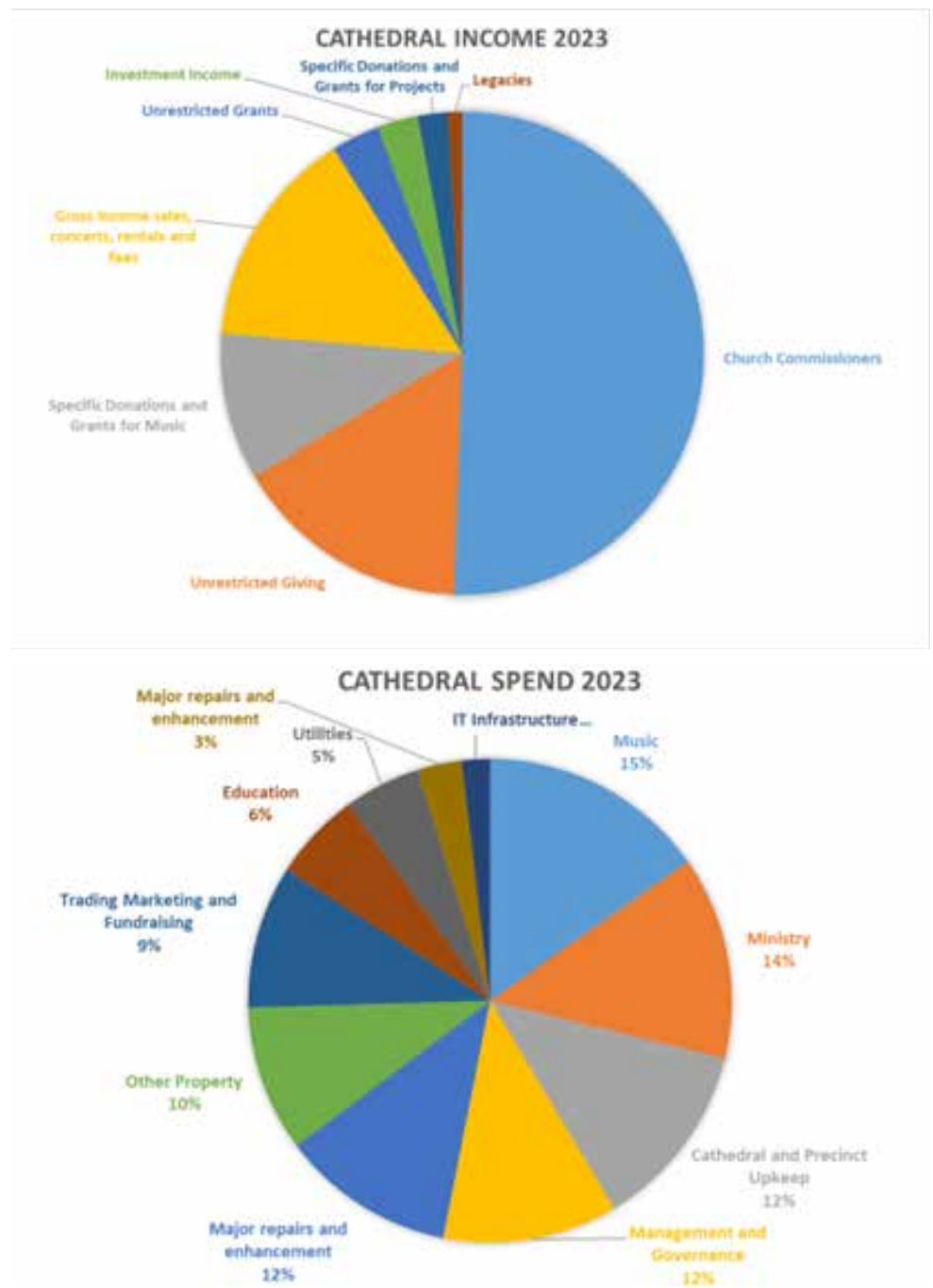
A deficit budget for 2024 has been approved. SD noted that the gap between income and expenditure continues to widen. The budget is predicated on a continued increase in the commercial income.

The Dean thanked SD for his report and continued work. The floor was opened to questions. SD confirmed that he would happily receive any additional questions by e-mail.

Ian Price asked that, as the amount of 'blue' on the pie chart had reduced, did this mean that the income from commissioners had reduced in line with an increased commercial income. SD assured the meeting it was just that the % of total income that the commissioners provided had reduced, not the amount.

Mike de Villiers wanted it to be noted that expenditure on education is invaluable, and this area of work had a reach way beyond the walls of the Cathedral. Children, including those from other faiths, were told that this is their Cathedral. MdV is very keen that spending in this area should not be reduced and, in fact, asked that further investment in this area be considered. The Dean responded that the Cathedral is committed to maintaining and increasing expenditure in this area and invited those present to help make this possible. He continued that going forwards there would be opportunities to give to specific areas of the Cathedral's work.

Canon Revd Ned Lunn spoke on behalf of the Eco Group about the plans to achieve net zero by 2030. The Cathedral is the first in the Country to have a second review of its



energy use. The report is due shortly. The recommendations in the report will be useful in accessing grants for continued work in this area and seeing the benefits of working together with the other Cathedrals in the Diocese.

The Dean commended the financial report to the meeting.

Closing Prayer: Curate Revd. Duncan Milwain closed the meeting in prayer.

The meeting ended at 1:03pm.

Architect's Report

Ulrike Knox RIBA AABC, Cathedral Architect

During 2024 we have been actively involved in supporting the Cathedral's upkeep through proactive building management and documentation reviews. This included input on the Disaster Management Plan and guidance during the Conservation Management Plan briefing process. The 2024 QI inspection was successfully completed, and we utilised a specialised high-level access company for efficient gutter clearing during our visits.

In response to the Cathedral's need for an enhanced emergency lighting system, we carefully reviewed the electrician's design and proposed more discreet light fittings. Our team also generated comprehensive plans with cable routes, securing FAC and Chapter approval in November 2024 for the project to commence in 2025.

A leak within the organ loft area prompted swift action. We organised a thorough

roof inspection and subsequent repairs to safeguard this vital space.

A small area of ceiling collapsed at the Brathay Centre, caused by plaster failure and this necessitated immediate attention. Our inspection of the area and roof revealed that several slates and flashings required refixing or renewal. The ceiling was expertly repaired, and the ceiling hatch was enlarged to facilitate easier future maintenance.

The extensive capital works project initiated at Kala Sangam in 2024 resulted in scaffolding abutting the boundary wall. Recognising the potential impact, we provided expert advice on the effects of the works on the retaining wall's current condition and proposed appropriate fixing details. Additionally, we offered crucial considerations for ensuring public health and safety access within the Cathedral precinct.

Arts

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

Throughout 2024 Bradford Cathedral has continued to establish itself as a key venue for artistic expression and cultural engagement. The Cathedral has hosted a diverse array of artistic events, including theatre, film, literature, music, and visual arts, reflecting its commitment to creativity as a means of spiritual and community enrichment.

The year began with the filming of *Rafiki Mwema* by Furaha Mussanzi in January, highlighting the Cathedral's role as a space for artistic storytelling. This was further expanded with the filming of Robin Gamble's new short film series *You Need to Talk About God*. The BBC filmed a piece on the *Faith Trail*, which was shown on the Sunday Breakfast programme.

We explored how well theatre was received in the Cathedral and assessed the appetite from audiences by running an *Introduction to Shakespeare* workshop as we sought to expand our relationship with the Actors' Community Theatre. ACT then performed *The Comedy of Errors* in July, and we welcomed Riding Lights Theatre Company with their theatrical retelling of the Passion, *The Narrow Road*.

We trialled our first thematic programme season in the spring focusing on the environment. This gathered together the following events:

- The Eco Film Club ran from March to May, screening thought-provoking films such as 2040, A Life on Our Planet, and Home.

“

First visit for us and we live in Bradford! A very beautiful building- very impressed!

”

- ARK Bradford, a major project in City of Culture, was launched at the Cathedral.
- Emma Johnson and The Orchestra for the Environment performed *Tree of Life* and were joined by the *Coat of Hopes*, which was placed in the Cathedral and engaged groups from across the city for two weeks.
- Canon Ned also produced and directed a piece of new writing, *The Past Present*, which told the story of a Welsh village that was destroyed, along with the diverse ecosystem, in order to build a reservoir that was underused and later closed.

Bradford Literature Festival returned in July, bringing high-profile performances, including Corinne Bailey-Rae and the final event, *Sacred Music*.

Bells and Bell Ringing

Dale Barton, Interim Tower Captain

In 2024 the Cathedral bells were checked over by an agent of the Loughborough Bell Foundry. One defective clapper was found and was returned after welding. In addition two floor bosses (where the bell rope goes through the floor under the bells) were replaced. There are new ropes for six of the twelve bells on order with Avon Ropes to be supplied in June 2025. Further rope replacements will be made as needed (and as funds allow).

There is no ringing band at the Cathedral and we have been dependent on the goodwill of ringers from other towers. The bells were rung for services on at least five occasions in the year. These included the Legal Service; Easter Day; the Ordination of Priests; and two Carol Services. We have to thank the Leeds

The latter end of the year featured concerts and dance, including *An Evening with Philippa Hanna*, flamenco from the Daniel Martinez Company, and the *Advent Meditation*, featuring Rachel Chaplin.

Throughout the year, significant time and effort were also dedicated to planning for UK City of Culture 2025. Several major projects were developed as part of the Cathedral's contribution, ensuring that we are a leading voice within the arts and culture sector and growing a culture of co-production which will see our branding in other venues across the city and district.

Minster band, ringers from the Yorkshire Association, and the Yorkshire Tykes with their parents for this ringing. The Tykes are ringers drawn from across Yorkshire who are under eighteen.

There are thirty-four handbells locked in a trunk in the tower. In their present condition they are unsuitable for either change or tune ringing. They have been added to the Cathedral inventory.

Visiting bands keen to ring our superb bells are encouraged to make a significant donation towards their upkeep. The Cathedral policies on Safeguarding and Safety are strictly adhered to by all. A log is kept of attendances.

“

Will go down in my memory as the friendliest cathedral ever visited.”

”

Children's Space

Emma Towers, Leader

In 2024 we had some regular families return, new ones join the congregation and, as always, welcomed those visiting families to the city for a brief time. Unfortunately, no new volunteers came forward and, in September, we changed our format so we can be supported by the clergy in ensuring that enough adults are present for safety and safeguarding. We now go to the Chapter House after the Gospel reading and return to families during the Offertory Hymn.

Our short sessions usually focus on the message of the Gospel reading, ensuring an understanding of the main message through interactive storytelling, activities, and song.

As new families continue to join the congregation, please do prayerfully consider joining the team and contributing to this important ministry. No experience is necessary.

Communications, Marketing and Events

Philip Lickley, Events and Marketing Officer

We worked more closely with event partners, won awards, and improved marketing reach.

Events

The staff did everything they [could] to make the event a success, which it was! [Booker]

We held over 45 bookings, with £65,000 income and £28,000 in bar sales, with over 9,400 attendees, supported by new Events Assistants, and staff, against a challenging backdrop. A new rota meeting and infrastructure helped professionalise delivery.

The staff were professional and very friendly [Concert attendee]

Returning partners included KindaDusty, Bradford Literature Festival and London Film Music Orchestra. New bookers included Rayburn Tours, Better Start Bradford, and Daniel Martinez Flamenco Company. Bookings of meeting spaces increased. Tagvenue found us new audiences. We improved documentation; and made our booking website more user-friendly.

We balanced event income and variety; benchmarked our rate card; and refined stocking via Matthew Clark.

Marketing

We received coverage in the Telegraph and Argus, Halifax Courier, BBC, ITV, The Church Times, Yorkshire Evening Post, Cathedral Music Magazine, and more.

We provided photography to the Yorkshire Post, Yorkshire Life, Cathedral Music Trust, the AEC, and Welcome to Yorkshire. Radio appearances included BCB (with a monthly slot), and BBC Radio Leeds. Television appearances included Sunday Morning Live.

We updated our style guide; ran a Freshers' stall; and supported an external exhibition.

We'd like to thank Bradford Music Scene, Visit Bradford, Bradford Council, M Card, and LNER; Bradford BID for light curtain funding; Jo Willis for City Park promotion; Kala Sangam and partners for the timeline; the Family Learning Festival; and other Cathedrals for guidance.

We appeared in the Visit Britain rankings for the first time, and in the Church Times caption competition!

Staffing

We said goodbye to Ellie Gawthorpe, and welcomed Lydia Rose as our Events and Marketing Assistant, and I thank them for their hard work. My title changed to 'Events and Marketing Officer'.

Communications

Website traffic grew by 84%; Facebook reach by 57%, and Instagram reach by 45%. YouTube watch hours increased; A Church Near You views improved. The Heritage Open Day, award win, events photos, people's stories and April Fools' Day were popular themes, and Instagram collaborations with Cathedral Music Trust, Church of England, and Bradford 2025 boosted metrics.

One-off livestreams were popular (alongside archive videos) and we refreshed the graphics. Partnerships with Michael Scott (Cathedral model) and Church of England (Advent campaign) delivered big numbers and new audiences. Soundcloud underperformed, X followers fell, and we joined Bluesky. Google rankings improved, and our TikTok channel grew, though

viral success eludes us! The online shop underperformed, but the new monument database drove hits.

We improved our mailshot design and targetting; launched on Euan's Guide, Trustpilot and Hirespace; and reviewed signage. We successfully transferred website providers.

We appeared in the Heritage Open Day gallery; won 'Leisure Venue of the Year' (Telegraph and Argus Awards); received the Tripadvisor Travellers' Choice Award, our first since 2020, and planned for Bradford 2025, incorporating the partner logo into our branding.

Finally, I'd like to thank colleagues who covered my earlier extended leave.

Community Committee

Monica Slocombe Church Warden / Chair of committee

The community committee met six times during the year.

At the last APCM the results of the elections, and thus for the community committee, were as follows:

- Monica Slocombe, Churchwarden
- Jenny Price, Churchwarden
- Nathaniel Osunwa Elected but did not take up his place

Continuing elected members:

- Graham Thorpe and Tema Choudhury (2023 – 2026)
- Clive Barrett and Maurice Manktelow (2022 – 2025)

Elected Deanery Synod reps who also sit on CC are:

- Jenny Price and Nora Whitham, and Andrew Ralph (until 2026)

One of the residentiary Clergy attends each meeting to provide advice and a link to Senior Management Group (SMG).

After the annual meeting we said goodbye to Sue Ibnouzaki who had been a long standing member and her skills in managing some of our events will be missed. We were fortunate to have the support of Angelique Glata writing our minutes until the summer when Clive Barrett took on this duty for the remainder of the year. Our thanks to all who have given their time, skills and commitment to the community committee.

Various activities have taken place:

- Fairtrade Breakfast and Big Brew in conjunction with the Eco Group
- A Cathedral Day away in Ilkley held in June was well received despite the inclement summer rain
- Community lunches were trialled in the early part of the year, but discontinued due to lack of interest
- An *End of Life* course was held during the autumn and had positive feedback. Revd Duncan Milwain will be continuing the programme later in 2025 with the help of the committee. Watch this space!

Discussions about the City of Culture and events planned for the Cathedral in 2025. Clive Barrett represents the community on the Cultural Liaison Group.

In September Dean Andy offered a short but illuminating session on intercultural issues for members to consider how they might better engage with people from different cultures to their own. This will be very useful when discussing the future role of the Community Committee during 2025.

Mission giving: a tenth of our free-will donations is allocated each year to various charities, both local and international, which

is shown in the table below. Our thanks to Monica Slocombe, our churchwarden, and Simon Dennis, Director of Finance, for compiling these figures.

The Community Committee is currently considering how it might better serve all parts of our various congregations and needs your help in doing this. They want to be the listening team to whom you can go to ask about matters relating to our Cathedral's daily functions.

Please consider if God is calling you to be part of this community and keep them in your prayers for guidance and wisdom.

Organisation	2023	2024
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	1,500	1,500
Hope Housing	1,000	1,000
The Immanuel Project	1,000	1,000
Nathan Javed and Grace Urdu/Hindi Church Fellowship. Official Grace Baptist Mission	1,000	1,000
Total Local Donations	12,500	12,500
Elsewhere		
Water Aid	250	0
International crisis: Christian Aid for Middle East Crisis	0	1,000
Sudan	1,500	1,500
Total Donations Elsewhere	1,750	2,500
Total Giving	14,250	15,000
10% Unrestricted Giving for 2020	14,200	15,000
Balance b fwd from previous year		
Balance to allocate (c fwd)		
Total Allocation	14,250	15,000

EcoGroup

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

The group has been active in 2024 under five main heads. We are grateful for the continuing wholehearted support of the Dean and colleagues, both clergy and lay.

Fairtrade:

- We were delighted to be nominated as Fairtrade Foundation Campaigner of the Month for April 2024, and two members represented us at a celebratory event in London in June.
- We organised the traditional Fairtrade Breakfast in March, and were pleased to welcome several choir families
- We again joined the Traidcraft Exchange Big Brew after a Sunday morning service in Fairtrade Fortnight (which now coincides with Creationtide in September)
- Fairtrade flowers were again used in Creationtide

Churchyard and Cathedral Wood:

- Some steps were taken towards implementing the action plan for the Cathedral grounds, including improving provision for wildlife and more appropriate planting
- Discussions with BMDC about wild-flower / wildlife-friendly mowing have been fruitful
- We remain in touch with BMDC about planting more trees and developing the existing woodland at Frizinghall / Bolton Woods, but they are under extreme financial pressure
- Owing to pressures on staff time we were unable to take part in 'Churches Count on Nature' in June 2024; we expect to resume this in 2025

Promoting the Eco Agenda:

- The planned series of environmental films and the Tree of Life concert took place in the Spring. The concert was the best attended of these, and coincided with a short visit from the Coat of Hopes, originally produced in conjunction with

COP26

- We welcomed a decision in the Summer to reduce the number of one-off service sheets, thus saving resources, paper and printing as well as staff time and costs
- The Creationtide 2024 season was marked by a seasonal liturgy, and in the International Harvest morning service (notably in the Dean's all-age address)
- Recycle Week in October was flagged up online, in the notice sheet, and on social media.
- The Cathedral online Christmas card was repeated and was once again successful
- As part of our encouragement of sustainable transport, a better location for a cycle rack was found and approved; installation is still awaited
- We began to plan an in-house information leaflet

Net Zero Strategy

- We received and discussed reports from Canon Ned on the Cathedral's developing Carbon Net Zero strategy. An external consultants' report has now been received, and this gave us some encouragement
- We are increasingly co-operating with our sister cathedrals on joint working in the area of environmental sustainability and Carbon Net Zero commitments

Eco Church Gold Award:

- Having received the A Rocha Silver Eco-Church Award, we discussed and actioned many of the recommendations of the adjudicators, with a view to gaining the Gold Award. An updated portfolio was submitted in December and we await a response.

We have again been pleased to welcome new members to the group, though saddened to lose others, 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

2024 was another busy year for educational visits, although there has been a small drop since the autumn term, when we introduced a fixed charge for visits due to financial constraints. We have a small “hardship fund” to support our poorest schools and are keeping a careful eye on things to see how numbers will be affected in 2025.

Around 2,900 children and young people visited Bradford Cathedral in 2024 for educational purposes, accompanied by 454 adults. There were 88 morning or afternoon sessions during that time, with 47 different educational organisations taking part. 21 schools or organisations visited more than once.

We once again hosted nursery and primary school children, secondary school, special school and sixth form students, as well as university students and trainee teachers. This year we also hosted Scouts, Cubs and Beavers for their faith visits. Our young visitors came from all over Bradford, as well as from Harrogate, Holmfirth, Leeds, Keighley, Denholme, Bingley, Shipley, Burley-in-Wharfedale, Ilkley, Skipton, Grassington, Kettlewell, Burnsall, Cracoe and Rylstone.

We continue to cater for a wide range of educational requirements. Place of worship visits, Advent / Christmas, and Lent / Easter remain popular topics and an increasing number of schools come to us as part of a class project about Bradford, incorporating geography, history, creative writing and RE.

Our costumed experience has been enjoyed by participating primary schools and we make use of various costumes across a range of primary visits now, as we find they help children to engage with the past.

We’re delighted that the numbers of older children and young people visiting the Cathedral for educational purposes have increased again 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.

The Cathedral is also a popular destination for schools whose focus is on learning about Christianity and its similarities to and differences from other faiths. We also receive visits from a number of trainee teacher providers, and we are always happy to welcome local groups who bring young adults with additional needs and ESOL and refugee groups who are new to English.

There were two Year Six Leavers’ Services this year, with around 350 children attending, from eleven Church of England schools in the diocese. This year’s theme was “Let Your Light Shine!” and the nave was festooned with paper lighthouses coloured by the children and detailing their thoughts and prayers for the future. Family Activities sessions during school holidays continue to be popular. In 2024 we held eight sessions of family activities, involving 228 children and 161 adults. We would love to do more of these but don’t have the capacity to extend any further at present.

Maggie Myers and Diane Hadwen are assisted at busy times by our wonderful volunteers, Mike and Elaine de Villiers, Robert Dodds, Helen McIntyre, Mary White, Tish Lawson, Sheila Skelton and Monica Slocombe. We are so grateful for their support, particularly in a challenging year.

“ First time visiting after stopping in Bradford. Beautiful space and friendly staff made for great experience. ”

Faith Trail

Maggie Myers, Director of Education and Visitors

The Bradford Faith Trail has continued to grow in popularity again this year, with over 265 people participating in one of the monthly (March - October) Trails. The success of this unique, long-standing collaboration between five places of worship, during which participants have the opportunity to explore different faiths through visiting St. Peter's RC Church, Abu Bakar Masjid, Shree Lakshmi Narayan Hindu Temple, Guru Gobind Singh Ji Gurdwara, and Bradford Cathedral, is largely down to the dedication of the volunteers from each place of worship who, for the last fourteen years, have welcomed participants, given detailed information and answered questions about faith.

Organisations that took part in 2024 included church groups, the NHS and other public service organisations, several walking groups, secondary school students, police cadets, police officers, and representatives from Bradford 2025. 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.

In June we were joined on the Faith Trail by a BBC presenter and a small film crew, which resulted in a segment on the Bradford Faith Trail on the BBC1 "Sunday Morning Live" programme that was broadcast in September. This has generated even more interest in the Faith Trail.

A small sample of feedback sums up participants' key feelings:

"A wonderful experience. We were welcomed with great warmth at each place of worship."

"Such a very interesting and stimulating day."

"A lovely day. I am very grateful for the uplifting and enlightening experience."

Flower Arranging Team

Pat, Sally, Shirley and Ann

Another year has passed by and we have continued to appreciate the privileged ministry of arranging beautiful flowers, usually sponsored by members of the congregation in memory of their loved ones, or in celebration of their special occasions. As in previous years we celebrated the festivals of the Church. The Bradford City Festival of Remembrance had to be cancelled due to the reduction in the City budget, so the decorations in the Cathedral were limited to those for Remembrance Sunday. Shirley once again created a Garden of Repose in the Lady Chapel to mark the end of Holy Week. It provided a much valued space for reflection and prayer.

We have come to rely increasingly on the advice of our excellent florists and their selection of flowers in the best condition. Janine and Zoe are an invaluable support to us and we are fortunate to continue the link

that was started by Mary Frame so many years ago.

We continue to be very grateful for the care and help of the Verger team, led so expertly by Sam. They often have to move the pedestals, to water the flowers, to set up our tables and, most importantly, to encourage us if our spirits start to flag towards the end of an arrangement! We are pleased to welcome Mike as Sam's Deputy Verger and we are grateful that Dave and Ian and Andrew remain in the team. Dave manages, as always, to mend, to make or remake any vital equipment, usually at short notice! We wished Neil well as he left a few weeks ago.

We are delighted that Sandra continues to voluntarily co-ordinate the flower rota and has the direct contact with those who wish to sponsor the flowers. She knows many of them well; and her sensitive understanding of

their situations means so much to us as she is then able to ensure that we are aware of any specific requests for the colour or variety of the flowers that are chosen.

Sandra has worked alongside Julie for many years and together they have been our support team. With the reordering of the office hours, we shall greatly miss our direct contact with them on a Friday. We shall inevitably find it difficult to adjust to this change as we come to rely on phone calls and online communication. We shall miss their presence and their lively, warm conversations; they're always a treat!

We have greatly valued, and been so grateful for, the practical support that Revd Pete has given us over the last two years. He has helped us to manage a budget for

routine purchases, clarified the Cathedral expectations for the floral decorations for the celebration of the Festivals, and often, very kindly, affirmed and encouraged us in our work.

We shall indeed miss him and offer him our best wishes as he moves to his new ministry in Carlisle.

We have been delighted to welcome Mary and Grace to join our team. They have given us a lot of help as we have navigated a difficult year in which one of our members had a severe injury and two members suffered painful family bereavements.

We look forward to another year, which we hope will be more settled for us.

The Friends of Bradford Cathedral

Jane Thompson, Acting Chair

We started the year thinking maybe we were going to close down and join in with the Patrons on a different footing: this was the position when we had our annual meeting in May, imagining we wouldn't have another. But, as time progressed, we realised there was a will to continue, so we re-established our annual meeting, redesigned our leaflet and Cathedral advertising and

made plans to work towards increasing our membership and activities. We plan to support the children's work in the Cathedral, hold regular coffee mornings for Friends and congregational members, and restart annual outings to other Cathedrals. As ever, our work with the Stitchers continues: we meet alternate Tuesday afternoons and are working on kneelers for the Lady Chapel.



A concert held in Bradford Cathedral

Income Development

Liz Purchase, Head of Fundraising

Fundraising 2024

Throughout the year, the continued generosity of members of our congregation, donors, Patrons and grant funders, supported the essential upkeep of our Grade I listed historic building and enabled work to continue in music, education and arts programming. We are very grateful for all the support we received – from individual donations, to large grants and legacies, all of them made a difference. We were able to continue welcoming school groups, families and children and people from all across the Bradford area, to enjoy events, take part in the choir, worship and learn about our heritage.

Renewal of Giving

Our congregation supported a successful Renewal of Giving of campaign, and other established ways to give - Easter Lilies appeal, Patrons membership, legacy giving - saw voluntary donations being secured in the year. We also continued to encourage giving through different methods such as online, text, and in the Cathedral via tap-to-donate and donation boxes. We were also delighted that the Friends of Bradford Cathedral charity continued to support via regular membership, to help all activity at the Cathedral.

Grants

Successful grant applications to support key areas of work included a National Lottery Heritage Fund grant of £58,482 for Weaving Stories, our 2025 art project celebrating the history, stories and people of the Cathedral

and Bradford; the project invites people to co-create a unique tapestry, in the year that the city celebrates its UK City of Culture status. Funding from the Heritage Fund will enable us to commission two professional artists and an evaluation professional to bring the project to life and measure its impact. We were also grateful for grants from trusts and foundations. These included a £15,000 grant from the Cathedral Music Trust, enabling us to employ professional Lay Clerk singers to bolster the choir. We also received multi-year funding from the Liz and Terry Bramall Foundation for our choir and music department, and support from the R.E. Chadwick Charitable Trust.

Fundraising plans

To grow opportunities and develop stewardship, a new fundraising role was developed in 2025, with a successful appointment towards the end of the year. In December, Liz Purchase joined us as Head of Fundraising to take forward existing schemes like the Patrons, manage grant giving, and establish new ways to support the Cathedral. Liz brings with her twenty years working as a fundraiser in arts, heritage and faith, including roles at the Royal Academy of Arts, National Churches Trust, English Heritage, and as a fundraising consultant at St. Paul's Cathedral.

We were also grateful to the Cathedral Music Trust for a £15,000 grant in the year, enabling us to employ professional Lay Clerk singers to bolster the choir.



Examining textiles in the Cathedral

Inner Bradford Deanery Synod

Jenny Price, Member

Deanery Synod is a gathering of clergy and lay people, convened by the Area Dean and/or Lay Chair. It brings the local church into the decisions that help shape our priorities and mission. We belong to Inner Bradford.

Every meeting is different although there are some standard items, e.g. News and Encouragement, and reports from General and Diocesan Synod.

Agendas in 2024 have included Ministry among and of young people, Biblical Justice, Fruitful engagement in the Political sphere.

Nominations for Lay members usually, but not always, come from Community Committee.

Everyone is welcomed and valued.

Relevant part of the Diocesan structure, giving the opportunity to feed discussion up and down from Diocesan Synod.

Young people's ideas and opinions are valued.

Speakers are welcomed to attend some meetings.

Your opportunity to understand and promote the mission of the church pastorally, evangelically, socially and culturally.

Never a dull moment at the meetings. There were pancakes in March.

Opportunities for worship are always included.

Discussions invite us to engage with local church and Cathedral matters.

Just A Minute

Clive Barrett and Helen McIntyre, Co-Facilitators

Being safe in the arms of God is both a truth and our hope. We can experience this safety in many ways, including during our personal devotions and in our collective worship. In a year where we have learned that some in the Church of England have not always been safeguarded, we at Bradford Cathedral are keen to ensure that those who attend our services and events have an opportunity to express themselves and reflect on their experience.

One way this has been done at Bradford Cathedral for the past seven years is for people to meet after the 10:30am Sunday Eucharist to share and listen to what

encouragement or challenge they are taking away from the service that morning. This Just a Minute group meets in the South Aisle or South Transept and during 2024 we met on 23 Sundays attracting between two and eight people, averaging between four and five people. You are most welcome to join us - just drop in one Sunday to try it.

The principles of the group are that people are free to share or not share, and anything they share will be respected. It is important that attendees feel safe to share. It doesn't have to be for a minute. It is hoped that when you leave the Cathedral you know that God holds you in His loving arms.

“ In Bradford for the weekend and came for a visit but so enjoyed the welcome to the beautiful Sunday morning service - what a joy! ”

Monday Fellowship

Maggie Myers, Director of Education and Visitors

This friendly group has welcomed a number of new faces this year and, alongside long-serving members, they enjoyed a varied programme of monthly talks. Dean Andy and Canon Rod both spoke about their lives before coming to Bradford Cathedral, with Canon Rod discussing his early life in New Zealand and Dean Andy reflecting on his work in this country and abroad. Canon Ned gave an insight into his experience of visiting Pakistan, Revd. Pete entertained the group with his “Munro Bagger” presentation, and Revd. Duncan gave a sobering talk about the issue of food waste.

Once again, several members of the Monday Fellowship group gave talks this year, with Mary White’s fascinating presentation on “Wesley’s Women” and Dianne Excell’s insightful talk on the Heaton Millennium Tapestry. Maggie Myers gave the story of our “Khartoum” altar frontal and explored our World War One Window; and the group were delighted to welcome John Chuter, who gave an absorbing talk about his own family history, with “The Quest for Uncle Jack”.

The August Summer Fellowship at the Deanery, and the Christmas Fellowship, when the group is joined by members of the staff team for carols, continue to be highlights of the year.

Music and Choir

Graham Thorpe, Organist and Director of Music

2024 saw much work on funding applications and further significant staff change in the music department.

Firstly, we thank Marta Libs for her time as Choir Matron, a role which she left over the summer. Marta has given much to the cathedral, first as Music Department Administrator and latterly as Choir Matron. In this role, she formed superb relationships with choir members and their families and, alongside Revd Pete Gunstone, she was instrumental in developing and leading the choristers’ faith development sessions. Her leadership on tour was invaluable. I thank her particularly for her support and kindness, and we are delighted that she is still involved in the music department as a choir parent and occasional chaperone. Beginning in September, Anne Hilton took over from Marta, and we welcome her warmly. Already she has proven to be a superb fit for the job and the whole choir enjoys working with her.

We are also extremely grateful to both Anthony Gray and Daisy Widdicombe, who both left at Christmas. Anthony worked as our Sub-Organist and Assistant Director of

Music, a role in which he excelled, providing us with superb service accompaniment, entertaining organ registrations, fabulous organ recitals and inspiring choral direction. Anthony is now focussing on his freelance career and it’s always a pleasure to see him. William Campbell, previously of Leeds Minster, Canterbury and Leeds Cathedrals, was appointed to succeed Anthony, and took up the role in January 2025. Daisy was a wonderful colleague, working as our Music Department Administrator and Music Education Officer. Funding for both roles has expired and her absence is keenly felt. We wish her well with her work providing social music support. Finally, from summer 2024, I was delighted to be able to drop ‘Interim’ from my title and become the permanent Organist and Director of Music.

In summer 2024, the 5-year grant from the Terry Bramall Foundation came to an end. This provided essential funding to support the music department staff structure, and I am very pleased that we were able to make a successful application to renew funding for a further five years. The grant is on the same terms as previously. However, due

to inflation, we have had to restructure the department to make it affordable. Therefore, we no longer have a choir administrator.

Further good funding news followed, that we were successful in our application to Cathedral Music Trust for their Cathedral Music Support programme, and we were awarded a significant sum towards the provision of three professional Section Leads and Lay Clerks (one alto, tenor and bass) in the choir. This led to the appointment of Carole Clarke, Robert Webb and Robin Lowery-Morton. The roles are designed not only as singing roles, but ones in which the post holders mentor the volunteer members of the choir, and provide vocal tuition and guidance to choristers and voluntary adult singers. We have been delighted with the introduction of these roles. All three have far exceeded our expectations of the singers we might have appointed and has been a real encouragement that we can attract such a high calibre of singer. Already the choir has grown in confidence, can approach far more challenging repertoire and is singing as well as I have heard it. We thank them all for their singing and support of the department, but say a sad farewell to Carole, who left us at Christmas.

The caveat to both grants is that they are finite, and work must be undertaken to work towards financial sustainability for all music department roles in the long term.

The choir has maintained a busy schedule around the regular service pattern. Safari evensongs were undertaken at St Michael and All Angels, Haworth; St Oswald's, Little Horton; St Mary's, Luddenden Foot; and St Peter's, Rawdon. We were delighted to welcome Matthew Coleridge on Palm Sunday to lead a come-and-sing workshop and performance of his Requiem. A personal highlight was performing Peter and the Wolf on the organ for primary school visits with Lady Sandra Hill narrating.

We undertook two choir tours in 2024: a weekend Consort trip to Southwell Minster,

singing alongside Southwell's voluntary choir and including a workshop with Toby Ward; the chorister tour was to Northumberland and a great success, taking in churches at Warkworth, Lindisfarne and Bamburgh, and Hexham Abbey and Newcastle Cathedral. Activities included a miniature steam train, castle visits, a boat trip, and a visit from the fish and chip van - some children also enjoyed trying battered haggis!

Christmas and Easter were, as always, musical highlights. We have maintained an excellent relationship with the Black Dyke Band and we had another superb concert with them in December. The choir was again warmly welcomed at the Corn Dolly (!) to sing Christmas Carols after the annual Carol Recital. An ongoing project is the forthcoming Christmas CD in collaboration with the Black Dyke Band. Keep your eyes peeled around summer 2025 for the release



Matthew Coleridge led a Come and Sing of his Requiem

of the - yet to be named - choir CD. The early edits are already sounding fabulous!

We continued our annual recruitment rounds, culminating once again in Cathedral Sing! We ran workshops in at least 20 schools and saw a huge number of children, however, this method of recruitment has had less success in recent years. In our current academic year we are reviewing and changing the recruitment method. Based on a largely successful trial period in Wycliffe CofE Primary School over summer 2024, we are now working with two schools regularly, leading weekly singing sessions and forming

longer-term relationships with schools, staff and head teachers.

As ever, my thanks go to our faithful and committed volunteers, our chaperones and adult singers. Without their support and dedication, much of the music at the cathedral would not be possible, and as one of the few remaining, largely voluntary cathedral choirs in the country, should be celebrated. I am really proud of the achievements of the choir, in particular the choristers, who are so dedicated and have come on in leaps and bounds.

Safeguarding

The Revd Pete Gunstone, Cathedral Safeguarding Officer

During 2024, 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), and Ian Price (Assistant Cathedral Safeguarding Officer). A representative of the Diocese of Leeds Safeguarding Team is normally in attendance.

Meetings: February, May, June, and November 2024.

Summary of business:

1. Scrutiny of the Cathedral's adherence to Safer Recruitment and People Management processes, and Safeguarding Concern and Incident reporting processes, and encouraging ongoing improvements
2. Assessment of the Cathedral's Service

Level Agreement with the Diocese of Leeds Safeguarding Team

3. Oversight of progress on the Cathedral's Safeguarding Action Plan
4. High-level reflection on safeguarding concerns and incidents
5. Consideration of the nationally proposed changes that might lead to more effective safeguarding practice, and participating in consultations on proposed changes in relation to IICSA, the Wilkinson, Jay and Makin reports
6. An initial consideration of National Safeguarding Standards

Safeguarding Team

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

Meetings: monthly

Summary of business:

1. Managing the Cathedral's day-to-day business of Safeguarding Compliance, Training, Procedures and Engagement, checking their implementation, and enabling their development, where necessary
2. Safeguarding Casework. In 2024, 14 cases were worked on, 12 new in 2024, and 2

continuing from 2023. All those cases have subsequently been filed, meaning that all safeguarding actions have been completed. Safeguarding casework involves:

- a) receiving, assessing and responding to reports of safeguarding concerns and incidents
 - b) logging them on MyConcern, the Church of England National Safeguarding Case Management System
 - c) advising Cathedral Staff and Volunteers about how to respond to specific Concerns and Incidents and liaising with the Diocesan Safeguarding Team and statutory agencies about these Concerns and Incidents as required
3. Delivering the Safeguarding Action Plan, notably developing our usage of Church of England digital safeguarding systems to enable compliance and best practice, including:
- a) Safeguarding Dashboard to evaluate overall compliance. We progressed to the top level, Level 3, late in 2024, so are now working on the final steps to full compliance
 - b) Safeguarding Hub to ensure best practice as regards the safer recruitment and management of volunteers. During 2024, this involved reviewing and revising c.30 role descriptions and requirement for volunteer roles, and ensuring that c.160 individual volunteers had been safely recruited and are being safely managed

Comment

2024 was a busy year of activity. Safeguarding casework involves regular and structured liaison with a wide variety of people. Developing practice, especially as regards volunteer recruitment and management, was a task of great magnitude. My thanks to Cathedral staff and volunteers who have enabled us to progress this work.

Such careful administration is the core of good safeguarding practice. The failings of church officers, as outlined in the Makin report, which led to the resignation of the Archbishop of Canterbury, and the enacting

of disciplinary proceedings against a range of stipendiary and retired clergy, stemmed from an inadequacy of such processes and their enactment. The reputational damage of the media reports of these failings, although significant, has in reality only served to amplify a level of distrust that already existed amongst victim-survivors.

In the face of these challenges, Bradford Cathedral continues to aspire to the highest possible standards in safeguarding procedures. In response to the routine reports of the Cathedral Safeguarding Officer, Bradford Cathedral Chapter commissioned its officers to explore the possibility of employing a safeguarding professional as Cathedral Safeguarding Officer in the future. A verbal report on the progress of these explorations will be given at the APCM.

Safeguarding Procedures

Please familiarise yourself with the information about safeguarding at Bradford Cathedral on bradfordcathedral.org.uk/safeguarding. In particular, please note the following actions that you should take if someone is at risk or something seems not quite right:

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

- Inform the police and social services immediately;
- Inform the Cathedral Safeguarding Team, a member of the clergy, staff or an activity coordinator quickly;
- 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 bradfordcathedral.org.uk/safeguarding

Vergers Team

Sam Fletcher, Head Verger

2024 was another busy and challenging, but enjoyable year, with one or two changes. As a team we grew stronger sharing laughter, faith and of course tea and cake.

In September, I was given a permanent contract which offered stability, not just for me, but for the Vergers Team and the wider Cathedral family. After serving a whole year in the driving seat I was then better placed, with the help of our COO, Andy McCarthy, to set about restructuring the team to better serve the Cathedral's needs. Part of this involved a change of role title for the team. We decided to recruit a senior member of the team to work alongside me but also enable me to better balance my time. I'm pleased to report that we were successful and appointed Mike Vickers to the role of Senior Facilities Assistant. Sadly, we said goodbye to Neil Holmes in December, thanking him over tea and cake for all he brought to the team during his time with us. We wish Neil all the very best for the future. Neil asked me to thank the congregation for being so welcoming and to say he loved every minute of working here.

The team now consists of Head Verger Sam, Senior facilities Assistant Mike, and two Facilities Assistants, Dave Robinson and Ian Price, as well as one volunteer facilities assistant Andrew Mooring.

The team continued to be busy day to day looking after and maintaining the Cathedral, the precinct and ancillary buildings, supporting the clergy, choir and enabling worship in its many forms, as well as continuing to support the programme of events and venue hire which are key in providing crucial income. As ever a lot of our work is physically demanding, involving moving furniture, stage building and late nights to set the Cathedral once everyone else has gone home. I am very grateful to Philip Lickley and the team of Events Assistants who work

alongside us during the bigger events, which helps to spread the load.

Team projects in 2024 were cleaning hard to reach places, finding new ways of storing things, and formulating plans for managing the grounds maintenance in order to provide a safe and enjoyable space for visitors and staff alike.

I am immensely proud to look after and serve our beautiful Cathedral every day and I am equally proud of my team- for their never failing support, patience, willingness, resilience and of course humour.

We are looking forward to a great 2025. If you are interested in being a volunteer in the Facilities (Vergers) Team or working as an Events Assistant (paid) please get in touch with either myself or Philip Lickley.



Visitors

Maggie Myers, Director of Education and Visitors

Although there seems to have been a fall in drop-in visitors last year, which may well have been caused by the substantial roadworks and construction going on in Bradford for an extensive period of time, it was still a very busy year overall for visitors, with many events and an increased number of tours on offer. Returning visitors came a number of times over the year and there were also many people who visited us for the first time last year, both from the local area and from much further afield.

An increasing number of adult groups visit us for guided tours, and in 2024 we again hosted several visits from U3A groups, as well as church and local history groups. We also had the Ebor Arts group from York and ninety people from the Victorian Society looking particularly at the Cathedral's Victorian features and connections. We provided Morris & Co. stained glass window tours for the general public for the first time, which proved very popular and will be

repeated in 2025, along with our new Ecclesiastical Textiles' tours. We were also delighted to provide tours for the Friends of Bradford Cathedral and for the Cathedral Patrons.

We successfully revived the "Son et Lumiere" historical pilgrimage, created in early 2020 just before COVID, for new audiences to

experience, and another highlight of the year was the annual Heritage Open Day event, the national theme of which this year was "Routes- Networks- Connections". The well-attended day drew new audiences to the Cathedral for tours, information, stalls with representatives from local groups and much more. The whole day was based around the Cathedral's monuments and memorials, including the Market Charter, Joseph Priestley and the canal, Vicar and Arctic explorer William Scoresby, and other well-known local characters, families and their connections. There was also the opportunity to hear a talk by Michael Scott, who is creating a model of the Cathedral, detailing his progress and challenges.

Our Visitors' Book has once again captured the home locations and feelings of many of our visitors about the Cathedral in 2024. As well as coming from all over Yorkshire, we had visitors from Berkshire, Buckinghamshire, Cambridgeshire, Cornwall, County Durham, Cumbria, Derbyshire, Devon, Dorset, Essex, Gloucestershire, Greater Manchester, Hampshire, Hertfordshire, Lancashire, Lincolnshire, Merseyside, Norfolk, Northamptonshire, Northumberland, Nottinghamshire, Oxfordshire, Somerset, Staffordshire, Suffolk, Surrey, Sussex, and many areas of London. We also had visitors from Northern Ireland, Scotland and Wales.

International visitors came once again from the USA, Australia and Canada, in search of ancestors, and we were also visited in 2024 by people from Austria, Brazil, China, the Czech Republic, East Timor, Estonia, Finland, France, Germany, Hong Kong, Hungary, India, Ireland, Italy, Japan, Latvia, Malta, Mexico, the Netherlands, New Zealand, Nigeria, North Macedonia, Pakistan, the Philippines, Poland, Portugal, Romania, Singapore, Spain, Sweden, and Switzerland.

The Visitors' Book and social media record so many lovely comments from people about: the welcome they received; the beauty and peace of the building; its wonderful features, music, services and events.



The Dean's Stall is carved

Volunteering

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

We are profoundly grateful for the unwavering dedication and care our volunteers have shown throughout 2024. Their contributions have been instrumental in advancing our mission to be more sustainable, visible, and accessible. They have also placed us in a good place for 2025's UK City of Culture.

This year, we have welcomed new volunteers across various facets of Cathedral life, including our expanding events programme, the dynamic Music Department, Sunday worship, and the Education and Visitors realm. Notably, the introduction of the 'Digital Champion' role has sought volunteers to enhance the Cathedral's online presence by promoting activities and engaging with the community through social media channels.

In June, during Volunteers' Week, we highlighted the invaluable contributions of our volunteers. Cyndy, one of our dedicated welcomers, shared her experiences of engaging with visitors and enriching their understanding of our heritage. Similarly, Anne Hilton, at the time a volunteer choir chaperone, reflected on the rewarding experience of supporting our young choristers and fostering a legacy of musical excellence.

Our commitment to community engagement was further exemplified through the Community Heritage Volunteer Project with Lapage Primary School. This initiative empowers Year 5 students to become guides, fostering active citizenship and interfaith understanding.

Additionally, the Cathedral's dedication to ethical practices was recognized when we were honoured as Fairtrade's 'Campaigner of the Month' in April, coinciding with the 30th anniversary of the Fairtrade logo in the UK. This accolade underscores our ongoing commitment to advocating for fair wages and ethical treatment of workers globally. This along with other environmental projects and initiatives relies on the passion of volunteers.

As we continue to grow, we remain in need of more volunteers to join our diverse teams. If you feel called to serve alongside us, please speak to one of the clergy or reach out to our churchwardens.

Finally, our heartfelt thanks go to Monica and Jenny for their exemplary oversight and pastoral support of our volunteers. Their dedication ensures that all are well-equipped and that any arising needs are met with grace and flexibility.

Worship

The Revd Pete Gunstone, Minor Canon for Worship and Nurture

During 2024, the worship and prayer continued to be offered for local, gathered, civic, and diocesan congregations of worshippers.

The Daily Office continued to be said and sung. Following a trial period of re-opening the building for Said Morning and Evening Prayer at 9am and 5:30pm, these reverted to being online only to reduce the necessary requirement and expenditure on staffing. Midday Prayer, introduced in the autumn of 2023, continued to be the in-person offering.

Visitors regularly received a personal invitation to join the clergy for Midday Prayer and they often did. On Sundays, Mondays and Tuesdays, Choral Evensong was sung. Chorister Compline, a short form of Night Prayer, was introduced on Thursdays at 6:15pm to provide a simpler form of sung prayer for the choristers, and now forms the fifth regular choral service of the week. All are warmly invited to join us for prayer on these occasions. Developing the corporate prayer of the Cathedral community is a strategic priority of the 2023 vision.

Sunday 10:30am Choral Eucharists (Congregational during choir holidays) continued to be livestreamed online, some of which included baptism and confirmations, and Bradford Cathedral was ‘clypped’ (hugged) after the Mothering Sunday service. Weekday Holy Days were also observed with a Choral Eucharist. 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 communion services took place on a Sunday at 8am (BCP), and on a Wednesday at 8:15am and 10:15am (CW).

Bradford Cathedral played a major role in the life of the Diocese of Leeds. We hosted various regular diocesan and episcopal area services and events, including the Diocesan Bishop’s Chrism Eucharist and Christmas Day service, the Collation and Installation of Canons, a Diocesan Choral Festival, and the Bradford Episcopal Area Ordination of Priests. In addition to these, we were privileged to host two very special services: the Diocesan 10th Anniversary Celebration service, attending by the Archbishop of York, and featuring the contributions of churches and communities from across the diocese; and the 30th anniversary of the ordination of women priests, led by the Revd Canon Sue Penfold, a 1994 Bradford ordinand, and the Rt Revd Anna Eltringham, Bishop of Ripon.

Other special services included: the Week of Prayer for Christian Unity service; a Holocaust Memorial Choral Evensong; a Service of Thanksgiving for the Life and Ministry of the late Rt Revd Colin Buchanan; a Candlemas Carol Service; the Legal Service; Healing Services in February and October; Racial Justice Sunday; a Prayer Vigil for International Peace; World Day of Prayer service; a Civic Service of Thanksgiving for the Lord Mayor; a Passiontide Choral Sequence; Coleridge’s Requiem; Saying Goodbye (in partnership with Mariposa International); Remembrance Sunday; Safeguarding Sunday; Cathedral Music Trust Celebration Sunday; the Advent Procession; the Festival of Nine Lessons and

Carols; and a variety of Christmas services for various Bradford organisations. The guest preacher for Holy Week was the Revd Canon Robin Gamble, and the programme included outreach in City Park and a special ‘From A Cross: Bradford’ service on Good Friday.

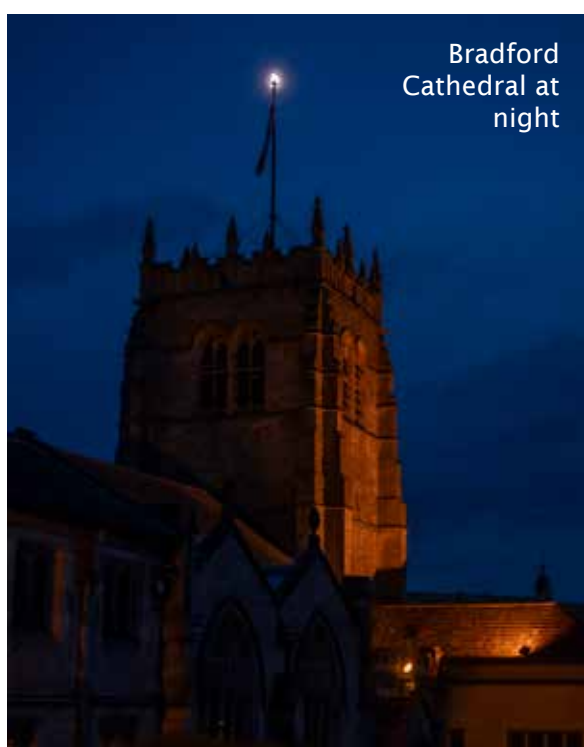
A significant change that took place during 2024 was ceasing to print weekly, customised, single-use service booklets for the Sunday 10:30am Eucharist. This took place in July 2024 in response to financial and staffing constraints, and in order to reduce our use and waste of resources. Whilst the use of a digital version was considered, it was not taken up as it would have not eliminated the need for printing, and would have increased the production requirement to two forms of the booklet. So, a series of seasonal reusable booklets was produced for Advent, Lent & Passiontide, Easter, and the Season of Creation, in addition to ‘flexitime’ Choral and Congregational Eucharist booklets (for use at any time). These are used alongside the weekly news sheet, a hymn book and bible for these services, which was the provision in place prior to the customised booklets being introduced in 2013. Customised booklets continued to be used when necessary, e.g. for the major feasts of the church and other special occasions. Whilst this has regrettably reduced the accessibility of service texts for some, it has enabled us to become more sustainable. It represents at least a 50% reduction in the resources spent preparing, printing, and disposing of all single-use service booklets (which formerly numbered some 100 for 10:30am and other services).

None of the above would be possible without the collegiality of voluntary and staff teams: church wardens; bible readers; intercessors; eucharistic assistants; the livestream 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.

Summary Cathedral Income and Expenditure

Simon Dennis, Director of Finance

Income	2024	2023
Cathedral Voluntary Giving		
Standing Orders	72,814	69,337
Partnership Envelopes	9,866	9,938
Gift Aid Tax recovery	24,780	26,715
One off donations	37,888	30,851
Patrons Scheme	2,939	4,728
General collections	6,957	6,300
Total Cathedral Giving	155,244	147,869
Grants	25,963	29,875
Unrestricted Legacies	104,953	9,000
Fees	3,175	3,101
Net Receipts: Concerts, Catering, Flowers, books	77,464	67,733
Interest and Dividends	30,079	25,296
Education work	3,548	2,856
Rental from property	28,106	20,969
	428,531	306,699
Church Commissioners' Grant (S23 and Sustainability Fund)	316,549	332,232
Church Commissioners' Grant Clergy costs	139,622	136,000
TOTAL INCOME	884,703	774,931



“ A fine cathedral in which to spend time and explore. I spent a peaceful half-hour in St. Aidan’s Chapel - a wonderful space in which to give myself fully to Jesus. I appreciated the sense of history and continuity of worship on this site. ”

Expenditure	2024	2023
Mission Giving**	14,762	15,286
Cathedral and Precinct expenses:		
Utilities	66,545	50,473
Insurance	18,949	17,235
Architect (non-project)	8,064	9,966
Administration	74,321	47,356
Worship	2,917	3,158
Music	43,546	39,367
Education	626	957
Advertising, Publicity & Diocesan costs	4,752	7,375
Festivals and Events	2,028	595
Hospitality	1,450	2,459
Fabric	21,398	22,037
Other Property costs:		
Rent, tax and utilities	19,929	13,940
Insurance	7,101	6,966
Alarm system	1,130	1,773
Repairs & maintenance	17,660	74,510
Depreciation	1,425	1,440
	306,603	314,893
Staff:		
Lay Salaries*	384,700	365,417
Clergy Expenses including moving costs	2,325	10,514
Clergy costs	139,622	113,256
	526,648	489,187
TOTAL EXPENDITURE	833,251	804,080
Surplus/(Deficit)	51,452	(29,149)

* 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

	2024		2023
		note	
Fixed Assets	176,917	1	178,342
Investments	416,384	2	407,067
Current Assets			
Stock	2,744		2,284
Debtors	68,472		88,817
Cash and Bank	522,268		481,418
	589,484	3	572,519
Total Assets	1,182,785		1,157,928
Current Liabilities			
Creditors	49,766		31,918
Accruals	108,857		72,683
	158,623	3	104,601
Net Asset values	1,024,163		1,053,327
FUND SUMMARY			
Endowment	69,410		67,857
Restricted	509,728		655,252
Designated	84,000	4	0
Unrestricted	361,025	5	330,218
	1,024,163		1,053,327

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. Designated funds of net current assets £84,000 set aside for future capital work
5. Unrestricted funds consist of fixed assets £176,917 and net current assets £184,108

Movement in major restricted funds in the year

Simon Dennis, Director of Finance

	Opening Balances	Grants & Donations	Expenditure	Revaluation	Closing Balances
Fabric Historic Investments	201,904			3,944	205,848
Choir and Music Historic Investments	155,714			3,506	159,220
Fabric and Property Restricted Funds	104,168	2,660	17,460		89,368
Sunday School Historic Funds	22,052			239	22,291
Sunday school and young people	9,946	600	4,528		6,018
Staffing Restricted Funds	50,527	524,332	574,859		0
Music Restricted Funds	83,077	35,596	107,203		11,470
Other funds	27,864	2,578	15,005	76	15,513
Total	655,252	565,766	719,055	7,765	509,728

“ Lived in Bradford all my life but never knew how great it is. ”



“ Down the generations from Henry and Sarah, married here in the late 1700s or early 1800s. Thank you for your faithfulness to our Lord and the preservation of Bradford Cathedral. ”



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