

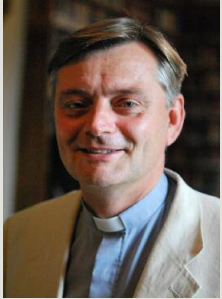
Rochester
CATHEDRAL
Growing in Christ since AD604

Annual Report 2018





Introduction



This Annual Report for 2018 covers a period of intense activity and change. You will see just how much has been achieved in terms of the Development Plan and in supporting the overall Diocesan strategy, Called Together, as we seek to grow disciples, enrich communities, and resource mission and ministry. There has been a significant turnover of staff, on the floor of the Cathedral and at Garth House. With this has come the opportunity to

review and refresh how we do things and many policies and procedures have been revised and rewritten.

It was once said to me that a single person doesn't change an organisation, but culture and good people do. This year we have experienced an immense shift towards changing the prevailing culture of the Cathedral, especially around safeguarding. New policies and tighter governance have helped to create a more robust and healthier organisation, but this has only been made possible by the hard work of good people. There is still more to be done and there is no room for complacency; we remain on a journey of learning together. Nevertheless, a significant step has been taken and I am extremely grateful to all those who have been diligently involved.

The Music Department has been greatly blessed by the dedication and skill of our Interim Director, Adrian Bawtree. Adrian has been a calming and reassuring presence, helping to improve best practice and the quality of the music. He has been an exceptional colleague and we wish him well as he returns to Canterbury Cathedral. Our thanks also to the 'big sister' for agreeing to release Adrian at a crucial time for Rochester. We look forward to building on Adrian's legacy and that of Jeremy Lloyd, the Assistant Director, who was appointed this year and who has equally helped to set a new tone.

As ever, the commitment of staff and hundreds of volunteers enables the Cathedral to remain open and function safely as a place of welcome and worship. I'm extremely grateful for the way people seem always prepared to go the extra mile and give of themselves. Increased activity, and at times a shortage of staff, has meant we have been stretched to the limit, but, as ever, the challenges have drawn people together as a community, committed to all that is good in our common life under God.

Lord, for all that has been – Thanks. For all that shall be – Yes.

The Very Reverend Dr Philip Hesketh AKC

Dean of Rochester

Rochester Cathedral: Growing in Christ since AD604

The primary purpose of Rochester Cathedral is to be a centre of Christian worship and mission; it is the seat of the Bishop of Rochester and the mother church of the Diocese of Rochester. Everything we do is rooted in prayer and worship.

Development Plan

The Cathedral community continued to work towards the five **Key Aims** of our Development Plan:

- 1 Grow our communities through prayer, worship and action
- 2 Develop opportunities for personal and spiritual growth
- 3 Strengthen our engagement with our partners and stakeholders through listening and collaboration
- 4 Maintain and improve our historic buildings, spaces, monuments and collections
- 5 Become a more sustainable and resilient organisation

These are underpinned by prayer, with a particular aspect of the Plan being a focus each day at Morning Prayer in the Cathedral.

There is a period of silent prayer each morning from 7.30am followed by a short reading from the Rule of St Benedict.



Highlights of 2018

Key Aim 1

Grow our communities through prayer, worship and action

Numbers worshipping at the Cathedral increased significantly from 2017:

Attendances at midweek and Sunday services all saw large increases in worshippers and the number of people receiving Communion during Christmas shot up.

Numbers of **families, young people and children** worshipping at the Cathedral continued to grow.

Sunday Club

The Sunday Club welcomed a steady flow of new members, from birth onwards, with over 40 active regular members, average weekly attendance of 15–25 children, and contact with over 30 families. Increasingly, parents chose to stay with their children and join in with activities and worship, enabling whole families to worship together.

Sunday Club offers varied activities for different age groups, with worship in alternate months and on Easter Day and Pentecost. Highlights of 2018 included: pancake making; Palm Sunday Stations of the Cross with a donkey; Easter egg hunt; picnic; summer races;

Christmas crafts; Christmas party; and a sensational Nativity Play on Christmas Eve, involving a cast of 36 children, alongside the Rochester Cathedral Children's Choir.

Ibasha, a small group for 15–20-year olds, meets monthly for food, fellowship, friendship and fun.

Rochester Cathedral Children's Choir

The Children's Choir continued to grow and flourish under the direction of Coral Roberts, singing on occasions with and without the Cathedral choirs.

Family activities

Family activities attracted many children and adults to the Cathedral:

- Toddler/pre-school activity trails throughout the year
- Family activities e.g. brass rubbing during school holidays
- Family Fun Day, with a performance by Rochester Cathedral Children's Choir – over 200 children and adults attended.



Parishes, community groups and others

- Three deaneries accepted invitations to ‘Tour, Tea and Evensong’ in the autumn
- **Opening Doors to Dementia:** all-day event in conjunction with the diocesan dementia support network, including launch by the Mayor of Medway of Dementia-Friendly Rochester
- **Knit and Natter in Baby Loss Awareness Week** (October). The Cathedral was coloured pink and blue as part of the Wave of Light during Baby Loss Awareness Week.

Visitors

- Numbers of visitors increased by 8%
- 1,154 people enjoyed spotlight tours
- Live interpreters engaged with 3,800 adults and children.

School visits

- 10,432 children came on school visits
- Medway Schools carol services brought 1,293 children from 27 schools over three days in December.

The Cathedral hosted events which drew large numbers from the wider community.

Graduations

- Over 11,500 people attended 12 graduation ceremonies
- Canterbury Christchurch University
- University of Greenwich
- University of Kent.

Concerts

- G4
- The Sixteen
- Rochester Choral Society
- Gravesham Choral Society
- The King’s School, Rochester
- Sutton Valence Choral Society
- Tunbridge Wells Male Voice Choir
- Abigail’s Footsteps – Queen tribute charity concert.

The Cathedral choirs joined in concerts with The Sixteen and performed Part 1 of Handel’s *Messiah* with carols in December.

Exhibitions

- **The 70,273 Project** hanging quilts with pairs of red crosses, commemorating 70,273 people with disabilities murdered during the Holocaust
- **Bridge Works** the history of Rochester Bridge from the Roman era to present day
- **Open Studios** summer art exhibition
- **Beyond Divine Light** photography by Clive Tanner.



Remembrance-tide exhibitions, during the national commemoration of the centenary of the Armistice:

- ***There But Not There*** Perspex 'Tommy' figures and name blocks commemorating all the Old Roffensians who died in WW1 (listed on the memorial in the Lady Chapel)
- ***Knitted poppies*** More than 7,000 knitted poppies – many knitted in the Cathedral at weekly poppy pop-ins. The project was co-ordinated with Medway Fun Palace and the Royal Engineers Museum as part of the international *100,000 Poppies* initiative.

Friends of Rochester Cathedral

- Membership exceeded 900, aiming for 1,000
- Highlights included a Murder Mystery Evening which raised over £1,000 and the annual St Andrew's Day lunch.

Online presence and mission grew by:

- New website, launched in January
- More extensive use of social media including Twitter, Facebook and Instagram reaching over 7,000 digital users.



Key Aim 2

Develop opportunities for personal and spiritual growth

Worship and prayer

Over 1,200 services in the Cathedral, including:

- Installations of the Bishop of Tonbridge, two new residentiary canons, 10 honorary canons and a new Archdeacon of Rochester
- Schools' services – The King's School, Medway schools and Rochester diocesan schools
- Remembrance Sunday service commemorating the centenary of the Armistice
- Special service in October with the Archbishop of Canterbury
- St George's Day Parade – Medway Towns uniformed groups
- Plough Service celebrating agriculture in Kent
- Ordination of deacons and priests
- Licensing of lay ministers
- Mayor-making service
- Masons of West Kent
- Wisdom Hospice
- Royal Engineers.

Thy Kingdom Come

During the days of prayer between Ascension Day and Pentecost, the Cathedral hosted prayer stations and displays from the deaneries of the Diocese and 15 schools, prompting and helping visitors to pray.

Baptism, confirmation and communion

- Three adults and one teenager from the Cathedral congregation were baptized and/or confirmed on Easter morning
- Five children and one adult were admitted to Holy Communion in June.

Pastoral and spiritual care

- 20 volunteer chaplains (retired clergy and lay ministers) assisted the resident clergy, to ensure that prayer and spiritual support are available for all in the Cathedral.

Cryptonite

Launched at Pentecost, these monthly café-style events with a spiritual angle, attracted 20–50 people, including some via Facebook Live.



A Seat at the Table

Meeting monthly, this is a worship and spiritual safe space for members of the LGBTQI+ community to nurture Christian faith and discipleship.

Adult learning

We offered varied programmes for different groups through the year, including:

- Pilgrim courses on Christian discipleship and the creeds
- Lent/Easter course exploring the Christian story through art
- Joint training for Library & Education volunteers together, exploring the library collection and linking with school visits
- Dementia Friends training led by the Cathedral's Anna Chaplain
- Safeguarding training for all staff and volunteers.

Volunteers

We now have over 350 active volunteers and continued to recruit new volunteers throughout the year, for many different roles. As well as offering role-specific training, we held two events specially to thank all our volunteers – a summer drinks party in the Garth and pre-Christmas Evensong, mince pies and drinks in the Crypt.

Vocations

Several members of the congregation began or continued exploring vocations to lay or ordained ministry, and the Cathedral's ordinand completed his first year of part-time training. A former member of the Cathedral congregation was amongst those ordained in September.

The 'Being a Community' group was set up as part of the Diocesan strategy exploring a Rhythm of Life (10–15 members).





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#LED2PRAY

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Key Aim 3

Strengthen our engagement with our partners and stakeholders through listening and collaboration

Thy Kingdom Come

The Cathedral co-ordinated a prayer diary of over 300 events around the Diocese between Ascension Day and Pentecost, joining and supporting parishes, deaneries, chaplaincies and church schools in prayer for the growth of God's kingdom.

Diocesan schools

- The Cathedral's learning team worked closely with the Diocesan Board of Education, particularly with the annual Diocesan Schools Festival for three days in June, attended by 1,001 Year 6 pupils
- The MASH (Medway Anglican School Heads) Festival for Year 2 children was reinstated after a three-year gap and was attended by five schools.

Ecumenical and Inter-Faith

- Churches Together in Medway held quarterly prayer meetings in the Crypt and annual *Saints Alive* event on All Saints Eve
- Cathedral clergy worked with churches in Rochester Deanery; other Christian denominations through Churches Together in Medway; other faith leaders and communities through Medway Inter-Faith Action.

Partnership working in education

- We continued our schools' programmes linked with Guildhall Museum and Rochester Castle
- Working with the Huguenot Museum we organised Christmas activities involving 60 children from a hard-to-reach area of Medway
- Science, Technology, Engineering & Maths were hosted in partnership with the Rochester Bridge Trust
- Teacher training days were hosted in partnership with Medway Council and other Medway heritage partners
- We hosted a meeting of Education Officers from South Eastern Cathedrals
- Events and exhibitions throughout the year gave opportunities to work with numerous local heritage partners and community groups, including: the Huguenot Museum, Medway Council Heritage team, Nucleus Arts, Medway Libraries and the Rochester Bridge Trust
- For most of the year, the Crypt Treasury hosted 'Bridge Works', an exhibition about Rochester Bridge, created by the Rochester Bridge Trust.

Rochester Festivals

- The Sweeps, Summer Dickens and Dickensian Christmas Festivals brought record numbers of visitors to the Cathedral – nearly 14,000 in total
- Lay ministers from around the Diocese helped with prayer stations/spiritual craft activities, inside and outside the Cathedral
- We hosted Morris dancing as part of the Sweeps Festival
- We joined other local partners to deliver schools workshops as part of the Summer Dickens Festival
- We hosted the first Wine Garden of England Wine Festival in celebration of Gundulf – Festal Evensong and blessing of the wine harvest, reception and special dinner in the crypt.

Civic events and partnerships

- On several occasions we welcomed the Mayor of Medway for special services and events in the Cathedral
- Our clergy were involved in many civic and community events (e.g. Armed Forces Day)
- During Volunteers Week in June, we hosted an event in the Crypt, with other local volunteer organisations, celebrating volunteering in Medway.

Outreach

- A sponsored sleepover in the Cathedral in February raised over £3,000 for the Church Urban Fund
- The Sunday Club organised the collection of toys from the congregation at the annual Toy Service in November; these were donated to local families in Strood

- Outreach via the Rochester Cathedral Children's Choir extended musical participation in the Cathedral to a wider variety of local schools than those historically represented in the Cathedral choirs.

Cathedral community

The Cathedral continued to be well-supported throughout the year by its worshipping communities and by:

- The Rochester Cathedral Trust
- Friends of Rochester Cathedral
- The Rochester Cathedral Business Guild
- The College of Canons
- The Cathedral Council.



Key Aim 4

Maintain and improve our historic buildings, spaces, monuments and collections

Textus Roffensis

From October, the Cathedral's own *Textus Roffensis* was exhibited in 'Anglo-Saxon Kingdoms', a major international exhibition at The British Library.

Library

- More volunteers joined the Library team, bringing considerable and varied expertise
- A volunteer conservator restored the entire collection of books belonging to Dean Samuel Reynolds Hole, in anticipation of the commemoration, in 2019, of the 200th anniversary of his birth
- Work continued on the mammoth task of cataloguing the Library, following its refurbishment.

Architectural research

- A three-year graffiti survey was completed, with over 7,000 graffiti photographed, dating from the 12th to the 21st century. This huge dataset enabled identification of the locations of medieval shrines and revealed that the west façade of the building was painted with biblical scenes in the 13th century; this helps our understanding of how the masons built the Cathedral in the 12th century.



- In June an article entitled 'Pictorial and symbolic graffiti at Rochester Cathedral' was featured in *Archaeologia Cantiana*, the journal of the Kent Archaeological Society. More articles will follow
- The Cathedral's Research Guild continued to make all of its work freely available to an academic standard; much of it published in academic journals and/or presented at conferences. As a result, the Cathedral and its collections are increasingly featured in local, national and international academic publications.

Cloister Garth

Thanks to a generous grant from the Garfield Weston Foundation, much work was done to explore the feasibility of developing the Cloister Garth and Chapter House areas, with a focus on learning, conservation, access and sustainability.

Key Aim 5

Become a more sustainable and resilient organisation

Finance, Risk and Audit

In response to the Cathedrals Working Group report, the Finance Committee was reshaped as Finance, Risk and Audit. The Committee works in conjunction with the board of Rochester Cathedral Enterprises Ltd to ensure robust budgeting and forward planning, including:

- Regular finance updates to the Cathedral Council, College of Canons and Cathedral Community Forum and end of year accounts and budgets
- Continuous monitoring and reporting of cash flow to ensure financial stability.

Estate

Chapter adopted a protocol for managing property transactions, to help it to discharge its duty to manage the Cathedral's property prudently and responsibly.

The Rochester Bridge Trust took a lease for five years of St. Andrew's House, the former Tea Rooms, and very generously carried out substantial works of improvement.

Safeguarding

Chapter continued to work closely with the Diocese on safeguarding matters. Under its auspices: the Cathedral Safeguarding Officer is shared with the Diocese, and Chapter is represented on the Bishop's

Safeguarding Advisory Panel and the Diocesan Safeguarding Executive Committee. All volunteers completed basic awareness safeguarding training and additional training has been undertaken by clergy, Chapter members and staff.

Café in the Crypt

The Café opened in February. Staffed by volunteers, it became popular as both a café and meeting place, helping the Cathedral's ministry of hospitality and generating useful income.

Rochester Cathedral Trust

The Trust continued to support the work of the Cathedral. During the year the Trust held three fundraising concerts, a quiz night, a fundraising nave dinner and made specific appeals for the Music Endowment and a number of smaller projects. Grants in 2018 for the Music Endowment totalled £71,630 with an additional support of £21,000 towards the running costs of the Cathedral's music department. In total the Trust received over £255,000 during 2018 and was able to make grants to the Cathedral of almost £193,000. Of particular note was a pledge of £100,000 from the Henry Oldfield Charity towards the cost of the restoration of the Cathedral's southern presbytery pinnacle.

Governance and Staffing

Chapter

The Venerable Simon Burton-Jones ceased to be a member of Chapter when in July he was consecrated Bishop of Tonbridge, and in September was installed as The Rt Revd Simon Burton-Jones in a different stall in the Quire.

In September, Chapter also welcomed The Revd Canon Sue Brewer and The Revd Canon Chris Dench as residentiary canons, alongside their other roles in the Diocese.

College of Canons

Katrina Barnes and The Revd Canon Chris Stone retired (and remain Canons emeritus).

The following were appointed Honorary Canons:

- The Revd Mark Barker
- The Revd Alyson Davie
- The Revd Jeremy Blunden
- The Revd Pamela Ive
- The Revd Matthew Buchan
- The Revd Rachael Knapp
- The Revd Mandy Carr
- The Revd Sarah Partridge
- The Revd Gary Colville
- The Revd Nick Reid

Cathedral Council

Father Francis Kemsley (Prior of Aylesford Priory) and Canon Barbara Lloyd joined the Cathedral Council during the year. The Revd Canon Chris Stone retired and, sadly, Peter Marchand died in November.

Cathedral Chaplain

The Revd Alisoun Francis was appointed as Cathedral Chaplain in January 2018.

Staff

We said goodbye to several staff members during the year. Claire Innes-Hopkins, Daniel Auckland, Lisa Parish, James Norrey, Lisa Johnson, Jill Pembroke and Melanie Shales all left the Cathedral.

New staff appointed during the year were: Rebecca Peachey (Visitor Experience & Enterprise Manager); Alison Day (Education Officer), Karen McKenzie (Events Officer), Marilyn Tyler (Project Officer), Sandy Struben (Volunteer Manager), Adrian Bawtree (Interim Director of Music), Jeremy Lloyd (Assistant Director of Music), Graham Huckstepp (Head Gardener), Andrew Cooper and Adam Jarman (Choral Scholars) and Christopher Solly and Helena Orrom (Assistant Vergers).

Governance: Cathedrals Working Group

The Church of England's national Cathedrals Working Group published a report, which was debated at General Synod in July. The report proposes significant changes to the governance and operation of English cathedrals. The Chapter and individual members of the Cathedral community responded to the consultation. Chapter is broadly in favour of the recommendations and has begun to implement changes to bring Rochester Cathedral into line with the proposals.



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