

Ripon Cathedral

GROWING GOD'S KINGDOM



RIPON  
CATHEDRAL



## An introduction from the Dean

*Growing God's Kingdom* has been the vision and strategy of Ripon Cathedral since 2016. In keeping us true to our calling of carrying on Christ's mission, and by providing a structure for the setting and implementing of priorities, it has been incredibly effective in delivering improved cathedral resilience and vibrant mission.

This booklet is produced to mark the launching of the revised version of *Growing God's Kingdom*. It contains a very brief account of some of the achievements over the last six years, along with the revised mission areas and some key priorities. It describes the chapter committees which will develop and direct the specific areas of mission.

The first version of *Growing God's Kingdom* followed extensive consultation and prayer. This revised version is just the same. Chapter began the process early in the autumn of 2021 with a 24-hour residential meeting in a diocesan retreat house. It has been helped by members of the committees and the cathedral council. And it takes great delight in publishing the fruits of this reflection, review and prayer at the launch event for Ripon Cathedral's 1350<sup>th</sup> Celebrations.

In seeking to continue Christ's work of transforming this world, we are inspired by our founding patron, St. Wilfrid of Ripon. This remarkable 7<sup>th</sup> century Anglo-Saxon missionary bishop built the first church on the site of our present cathedral church. He did so with great boldness and purpose, resourcing the church generously for mission. The crypt of that first church remains, a symbol of the faithfulness of both God and his church in this place, through all the ups and downs of 1350 years of history.

The Chapter and I launch this revised version of *Growing God's Kingdom* with a great sense of gratitude for what God has achieved through Ripon Cathedral in recent years, and with the certain hope that he will continue to use us in service in the coming years.

The Ripon Cathedral Prayer, written to complement *Growing God's Kingdom*, has now become a familiar element of many of our services and meetings. Please, can I encourage you to support *Growing God's Kingdom* by using it frequently.

With my gratitude and best wishes,

Dean John

## Growing God's Kingdom: achievements since 2016

Ripon Cathedral has an exciting vision and bold plan for serving the city of Ripon, the Bishop and Diocese of Leeds, and the people of Yorkshire and beyond: *Growing God's Kingdom*.

*Growing God's Kingdom* was first published in 2016 by the Chapter, the cathedral's governing body. This followed 18 months of consultation with over 1,000 people. By God's grace and with the committed support of many people (financial and practical), this has led to remarkable progress within the cathedral over four broad areas of mission:

- ✘ growing our worshipping community;
- ✘ promoting our spiritual and built heritage;
- ✘ serving the diocesan bishop in mission;
- ✘ engaging with the issues and needs of the world.

Since 2016, we have seen developments in worship and music, with many new people joining the cathedral community. In 2017, we succeeded in eliminating a structural deficit in our operating accounts which went back 41 years. Stronger finances have enabled growth in our capacity for mission and given an ability to address a serious backlog in the maintenance of our properties. This strengthened position led to increased resilience which stood up well to the testing times of the COVID-19 pandemic.



A clear vision and strategy have enabled us to secure grants from the Church Commissioners and other bodies. These grants have equipped us with the capital to carry out successful conservation projects on the cathedral, both internal and external. They have also enabled an expansion of our staff team, making possible numerous developments, including better engagement with schools; improved communications, marketing, and fundraising and more routine maintenance. All of this strengthens our welcome to visitors and pilgrims, our service of the Bishop and diocese, and our partnership with organisations locally and regionally. The cathedral is now well known for the good work done through Cathedral Community Connections (C3) and the Ripon Cathedral Rural Forum.

Ripon Cathedral Renewed, our major development project, has overcome incredible obstacles to find a solution for our desperate need of new facilities and the ability to better present our wonderful treasures. Much has been achieved, often unseen, which has laid the foundation for future success in coming years.

Other mostly unseen but significant achievements over the last six years have included a very affirming SCIE Safeguarding Audit in 2021. This noted the positive culture and able leadership in safeguarding. Another hidden achievement, in January 2022, was our Association of English Cathedrals Peer Review of Chapter's governance and leadership. The Review Report celebrated the transformational progress made over recent years with *Growing God's Kingdom*. It encouraged us to keep on the same course. This we are determined to do.



## Growing God's Kingdom: 2022 to 2027

Chapter, supported by its committees and the cathedral council, spent the autumn of 2021 reviewing the achievements of *Growing God's Kingdom*. Like our peer reviewers, it judged that we need to continue with the same course as recent years, but with renewed focus and some new priorities.

The four existing areas of mission remain, presented slightly differently, but there is a significant additional one - our response to the challenge of climate change. Our understanding of, and engagement with, God's gift of creation is central to our discipleship. There are many dimensions to this area of mission: what we believe, how we care for the environment and reduce our carbon footprint, what we do as a cathedral community and what we ask of regional and national leaders. We have decided, however, to call it Carbon Net Zero. This is an attempt to acknowledge the considerable challenge, delivered to us by the General Synod, to become carbon neutral by 2030. Making any progress on this will require it to be an absolute priority, impacting on all areas of mission.

The main mission areas of *Growing God's Kingdom* are now:

### ✘ Growing the Worshipping Community

Ripon Cathedral is first and foremost a living church. We seek to be Jesus-shaped: a place of vibrant worship growing confident Christians; a place of safety, teaching and nurture for an increasingly diverse range of people; and a place for exploration and growth in faith and service.

### ✘ Being a Mother Church of the Diocese and proclaiming the Good News of the Kingdom to the region

The cathedral is the seat of the Bishop of Leeds, a place for his teaching, the proclamation of the Gospel and a centre of learning. With its sister cathedrals of Bradford and Wakefield, it is one mother church in a trinity of mother churches for the diocese.

### ✘ Promoting, Developing and Conserving our Spiritual and Built Heritage

The cathedral is a place that promotes the Christian faith to all who enter it or visit it virtually. It speaks of the Christian faith through its rich spiritual and built heritage, conserving and interpreting its heritage for the benefit of all.

### ✘ Responding to Human Need in Loving Partnership

The cathedral works with others to strengthen the community and further justice, peace, and reconciliation, engaging with charities and partners in the region to support the relief of need, social care, and justice. It will be a place that fosters wellbeing at the heart of its community and faces challenges together with others.

### ✘ Carbon Net Zero: Striving to Safeguard the Integrity of Creation

The cathedral strives to be sustainable across all areas of its mission, living responsibly and within its resources as part of God's world. It promotes a Christian perspective on the care of God's creation and environment.



## Some Key Priorities

Over a period of five years (2022-2027) we have a range of overarching short- and longer-term priorities to work towards. Our Kingdom priorities will:

- ✘ provide opportunities for everyone to experience excellence in worship and to develop in faith;
- ✘ encourage more people to participate in worship and engage in the life of the cathedral;
- ✘ safeguard all who have contact with the cathedral, ensuring it is a safe place in which all may respond to God's call to life in its fullness;
- ✘ support the mission of the Bishop including the provision of education for all;
- ✘ create a cathedral precinct that is fit for purpose for current and future needs;
- ✘ develop a visitor experience that allows everyone to enjoy the cathedral and discover something new about Christian faith and heritage;
- ✘ continue to work in partnership across the city, diocese, and region, collaborating with a wide range of organisations and sections of society;
- ✘ reduce the impact that our work has on God's earth as we aspire to be carbon net zero by 2030.

## Values

Running through all our work is the thought that Jesus longed for each person to enjoy life in its fullness. To help us do this we have adopted the same values as the diocese.

- ✘ **Loving**  
So we have known and believe the love that God has for us. God is love, and those who abide in love abide in God, and God abides in them (1 John 4:16).
- ✘ **Living**  
I came that they may have life, and have it abundantly (John 10:10).
- ✘ **Learning**  
Jesus went out again beside the lake; the whole crowd gathered around him, and he taught them (Mark 2:13).



## Committees for delivering the Strategy

As with the first phase of Growing God's Kingdom, each area of mission has a committee to further its work, most chaired by a Chapter member. Chapter sets the terms of reference for each, appoints the chair, agrees the membership and works with members to establish the priorities and the action plan. Monitoring progress is then done routinely.

To help us deliver this strategy we have been fortunate to have the support of many people who work with us through our committees. These committees are:

### ✘ **Worship & Music**

Oversees and implements the parts of the strategy relating to worship, liturgy and music.

Planning worship to support the growth agenda, reviewing the services and music, ensuring excellence and diversity in our offering and working with the diocese to provide a mother church to support the mission of the Bishop.

Key Priorities:

- ✘ Drive forward excellence and diversity in music
- ✘ Encourage recruitment into the choir and sustain the choral tradition
- ✘ Explore the potential for alternative forms of worship to engage a more diverse congregation
- ✘ Provide opportunities for everyone to engage with the music
- ✘ Develop partnerships with external music groups
- ✘ Maintain opportunities for people to engage with worship online
- ✘ Work with various partners to provide a range of services to celebrate their communities





### ✘ Church Growth

Oversees a warm welcome to newcomers to the cathedral community, complementing the work of the Worship & Music Committee and enabling people to put down roots and flourish among us. Providing creative opportunities for everyone to understand Christianity, to come to faith and, through worship, grow in faith.

Providing pastoral support to those in need.

Key Priorities:

- ✘ Continue to build a community around the congregation
- ✘ Develop the work to engage with children, young people and families
- ✘ Maintain and seek to develop pastoral care
- ✘ Create effective information for enquirers into Christianity
- ✘ Develop a holistic pattern of courses for people to grow in faith

### ✘ Education & All Age Learning

Oversees the provision of educational opportunities for children and adults to learn about the Christian faith and the heritage of the cathedral, utilising the cathedral as a place to explore suitable topics and subjects.

Working to provide a range of opportunities for children, families and adults of all ages and abilities to discover more about the cathedral and engage with the Christian faith and how it relates to the issues of today.

Key Priorities:

- ✘ Develop and maintain an effective education strategy which covers all areas of the cathedral's mission
- ✘ Help people engage with the faith and walk with them on their journey
- ✘ Work with the Music Department to support excellence and diversity in music
- ✘ Ensure that a range of educational opportunities is offered to develop understanding of our spiritual and built heritage
- ✘ Attract a larger and more diverse range of visitors to the cathedral
- ✘ Develop ways to help and lead the community on sustainability, living responsibly and the Christian perspective on climate change



### ✘ Welcome, Pilgrimage and Heritage

Oversees the ministry of welcome and hospitality to all who come to the cathedral.

Working to promote the cathedral as a place to visit and enjoy as a visitor, pilgrim, or worshipper. Provide somewhere to discover something new about the Christian faith and help visitors explore the cathedral's incredible heritage. Supporting the volunteers who provide the welcome and information to our visitors.

Key Priorities:

- ✘ Promote the cathedral and its faith and heritage to visitors and pilgrims
- ✘ Build on the legacy of the 1350th celebrations
- ✘ Provide training opportunities for guides, welcomers, chaplains and staff
- ✘ Use the opportunities of Ripon Cathedral Renewed – a project to deliver a 21st-century cathedral – to improve the visitor experience
- ✘ Commission an interpretation strategy
- ✘ Provide opportunities for people to volunteer with the cathedral in a range of roles, including digital opportunities



### ✘ Buildings & Fabric

Oversees the management, maintenance and repair of the cathedral and its estate and ensures suitable collections management for the objects in the care of the cathedral.

Working to provide suitable plans for the maintenance and repair of each property over the short and long term. Working with other committees to ensure that the buildings provide the facilities needed for the ministry of the cathedral.

Key Priorities:

- ✘ Develop maintenance plans for each property
- ✘ Implement improvements across the properties to reduce the carbon footprint
- ✘ Ensure that there is suitable accommodation for all cathedral departments
- ✘ Ensure compliance with all regulations concerning buildings and their use
- ✘ Lead the project to develop a comprehensive inventory
- ✘ Create plans for the future of the cathedral hall
- ✘ Deliver the Ripon Cathedral Renewed project





### ✧ Development

Oversees the communications about and marketing and funding of the cathedral to support and extend its mission.

Working to develop and monitor progress with a strategy for securing the financial resources of the cathedral and its mission both now and in the future.

Key Priorities:

- ✧ Deliver traditional and social media campaigns that cover all areas of the mission and increase those engaging with the cathedral
- ✧ Maintain a state-of-the-art website, up to date and relevant across all areas of the cathedral
- ✧ Evaluate and enhance the current eNews provision
- ✧ Promote the 1350th celebrations and build upon its legacy for a wide and diverse audience
- ✧ Support the fundraising of the cathedral, promoting events, memberships and projects
- ✧ Assist other committees in the promotion of their work

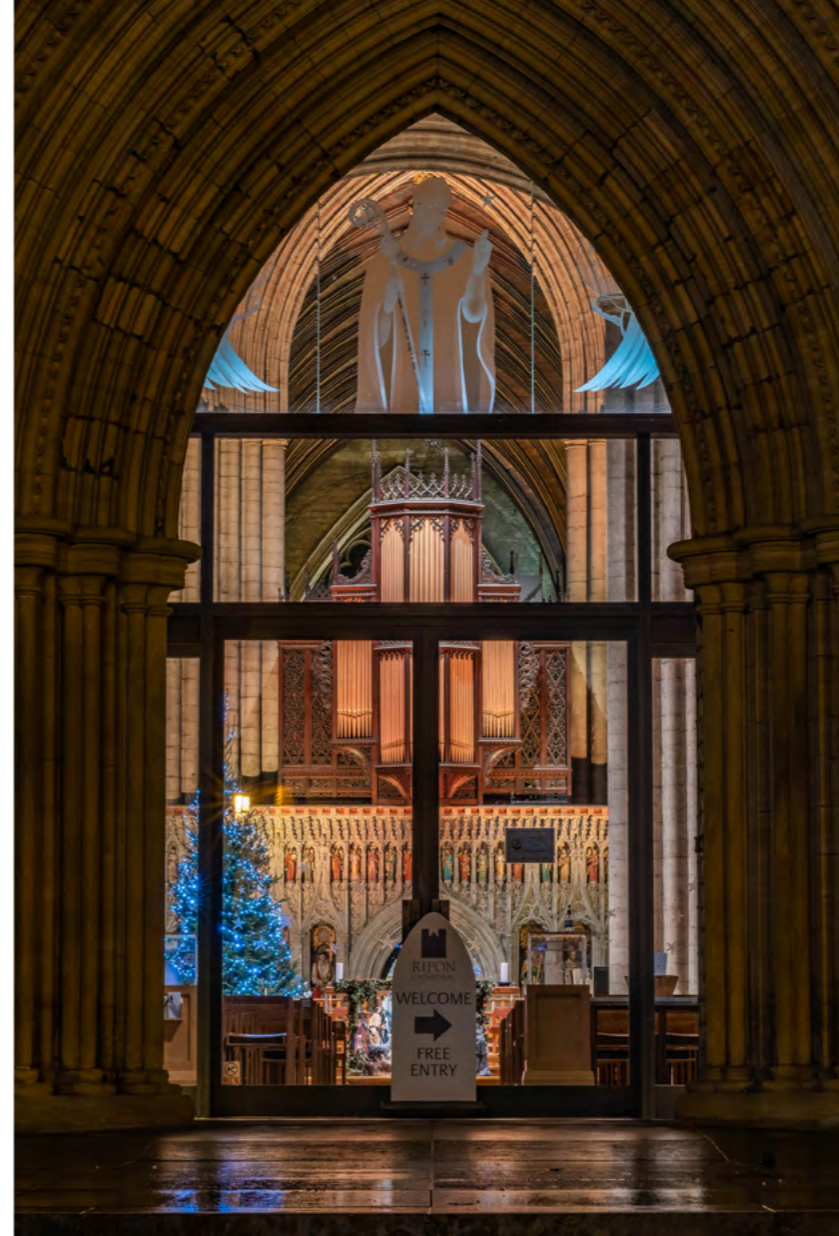
### ✧ Net Zero & Environment

Recommends plans to reduce the carbon footprint of the cathedral, its estate, and operations to net zero by 2030 and promotes a more sustainable culture across all areas of mission.

Working across the various committees to promote the environmental agenda and to encourage greener thinking in all areas of our mission and individual commitment. Working with the buildings committee to support the development of improvements to all properties to reduce their carbon footprint.

Key Priorities:

- ✧ Develop an effective strategy that covers all areas of the cathedral's mission
- ✧ Achieve the A Rocha ECO church silver award
- ✧ Assist with the development of plans for each property to reduce its energy usage
- ✧ Recommend proposals to increase the biodiversity of the churchyard and Ailcey Hill
- ✧ Explore the potential for green procurement
- ✧ Explore the potential for the Ripon Cathedral Renewed project to ensure the new building has net zero at its heart
- ✧ Explore plans for energy generation across the cathedral estate



### Cross Cutting Areas of Work

There are parts of mission that cut across all areas of the work of the cathedral but without these, we cannot deliver the strategy. Each area will work to an action plan to ensure it supports the strategy.

#### People

The flourishing of people is at the heart of everything we do. We will ensure that our people are supported, safe, given development opportunities and we will care about their wellbeing.

#### Safeguarding

Safeguarding is embedded in our culture and involves everyone in its delivery. We will ensure that anyone who encounters the cathedral is safe and their voice can be heard.

#### Finance

The cathedral will work in a financially sustainable way, developing income streams to support the delivery of its mission.

#### Partnerships

The cathedral will work with a wide range of organisations to help support the communities around us, including the city, diocese and region, those in rural communities and the military.

#### Compliance

We will ensure that all areas of our work are compliant with relevant legislation.





## RIPON CATHEDRAL PRAYER

Creator God, you reveal your love for us in Jesus  
and sustain us by your Holy Spirit,  
by your grace, open our eyes to your presence and our ears to your call,  
that united with our patrons St. Peter and St. Wilfrid  
and in the whole community of Ripon Cathedral  
we may serve your will and see your kingdom grow in this City and Diocese,  
through Jesus Christ our Lord. Amen



## RIPON CATHEDRAL

Liberty Courthouse, Minster Road

Ripon, North Yorkshire HG4 1QS

T: +44 (0) 1765 603 462

E: [postmaster@riponcathedral.org.uk](mailto:postmaster@riponcathedral.org.uk)

[www.riponcathedral.org.uk](http://www.riponcathedral.org.uk)



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