



Annual Review 2023-24





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The Dean's Overview

Foreword by the Dean

In every area of our mission, we have been seeing encouraging progress; we at Ripon Cathedral are delighted to share the good news of this review with you. Ripon Cathedral Annual Review 2023-24 reminds us of the aspirations of our vision strategy, Growing God's Kingdom 2022-27.

As a cathedral we are part of the Anglican Diocese of Leeds and the wider universal church. While keen to serve people of all faiths and none, our primary calling is to follow Christ's example and continue his mission of furthering God's kingdom upon earth. We are therefore keen to grow as a church, supporting the people and communities of the diocese and region.

We seek to do this with five main strategic mission areas within Growing God's Kingdom 2022-2027:



- i. Growing the Worshipping Community
- ii. Being a Mother Church of the Diocese of Leeds and Proclaiming the Good News of the Kingdom to the Region
- iii. Promoting, Developing and Conserving our Spiritual and Built Heritage
- iv. Responding to Human Need in Loving Partnership
- v. Carbon Net Zero: Striving to Safeguard the Integrity of Creation

The reports and photos within this review, taken over the 12 months to August 2024, provide an illustration of how God has blessed our efforts, providing us with huge encouragement and confidence in his faithfulness to us as we look to the future.

In the area of Growing the Worshipping Community, we have continued to see the numbers of worshippers rise - we saw record numbers attend services at both Christmas, (as featured in The Times and The Church Times) and Easter. The weekly congregations have continued to grow with an average age which continues to get lower - we don't want fewer older people, just many more younger ones! Nurture, spiritual nourishment for people of all ages (the Lent programme was an exceptionally good example of this), and pastoral care (a strengthening pastoral care team is providing essential ministry) are all important for this.



Sustaining our offer of much-appreciated bereavement courses and providing attractive events for children and families are to be celebrated.

Music is important to Growing the Worshipping Community. A good deal of growth results from the wonderful renaissance being enjoyed by our choir - actually, it is being enjoyed by us all! Under the inspiring leadership of Dr Ronny Krippner, supported by a talented music staff including our outstanding lay clerks, over 60 choristers and yet more choral scholars are receiving a first-class musical education, and enhancing our worship. This glorifies God and feeds our souls.

Choral music is central to the life and worship of the cathedral, but there is much more music which helps people to feel better about themselves and the world. We are offering a growing number of concerts - a successful Christmas Concert with our choir and Ripon's St Ceclia Orchestra will now become an annual fixture - and concerts offering a broadening spectrum of styles of music have been drawing people across our threshold for the first time. I believe that this, in helping people to enjoy life and feel more fulfilled, is resulting in increased engagement with the community and helping to further the kingdom.

Being a Mother Church to the Diocese is central to the mission of a cathedral. Our education programme for schools across the diocese is an important way in which we support the mission of our bishop, The Bishop of Leeds. It is also one way in which we are proclaiming the Good News of the Kingdom to the region. In 2023, the hard work and determined outreach of our education team led to them exceeding their target of attracting 1,000 school children on curriculum-based visits.

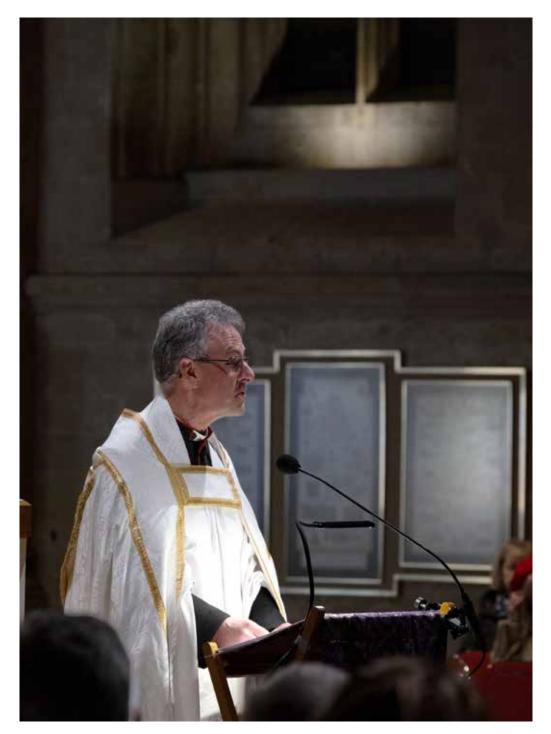
In recent years, being a cathedral has involved much behind-the-scenes work in the implementation of the new Cathedrals Measure. This took effect here in August 2023. Effective mission requires sound governance, and we now have a structure in which the Chapter alone is the corporate body. Also, by virtue of the measure, the cathedral is a charity regulated by the Charity Commission. The new Ripon Cathedral Consultative Council and the College of Canons are extremely helpful bodies, drawing in wise and helpful stakeholders from across the whole region.

As a mother church, the cathedral seeks to set an excellent example in safeguarding. Seeing the care of all, especially children and vulnerable adults, as a gospel imperative, we seek to sustain a healthy culture through the rigorous implementation of policies and effective administration.

We were delighted that Amanda Anderson joined us in August 2023, bringing invaluable experience from both Bradford and Durham cathedrals. We are only sorry that, due to family circumstances, she left us in July 2024. In 11 months, however, she has established what was a new role here at Ripon and has developed our administration and operations enormously. We are extremely grateful to her as we engage in the recruitment of her successor. We are pleased that Sarah Godfrey, Administrative Officer, and Charlotte Stewart, Governance Officer, are now very settled and supporting well-established staff in doing a tremendous job.

Promoting, Developing and Conserving our Spiritual and Built Heritage - it is impossible to think of Ripon Cathedral without gaining a mental picture of the magnificent minster building which has its origins going back over 1300 years. St. Wilfrid's 7th century crypt is the oldest built fabric of all England's cathedrals. It reminds us that this ancient church is sanctified by the prayers of a vast number of generations, going back through the ups and downs of world history.

It is this building which speaks so powerfully to people today, both of the Christian faith which inspired it and sustains it, and of the outstanding God-given skills in architecture, construction, art and music. People of faith and those of no religious conviction feel better about themselves and the world by visiting the cathedral. It raises spirits



and opens for many a glimpse of heaven. This is helped by the quality of welcome, interpretation and spiritual support provided by our amazing teams of volunteer welcomers, guides and chaplains. Yet again over the year, we have been blessed with record numbers of visitors and pilgrims.

The sustained challenge, of course, is to maintain the cathedral and ancillary buildings, all of which are well utilised in different ways (housing, offices, meeting space, museum, shop). We are helped in this by our outstanding architect, Oliver Caroe, and equally outstanding archaeologist, Jonathan Clarke, not to mention the brilliant advice and encouragement received from our Fabric Advisory Committee (FAC - a statutory body which is essentially the cathedral's planning committee). Analysis of the recent Quinquennial Inspection of the cathedral will provide Chapter with a clear list of conservation priorities for the next several years.

Another challenge is keeping up with the maintenance of the rest of our estate, which includes other significant heritage properties, such as Minster House which contains The Deanery. The appointment of our new facilities manager, lan Pollitt, is already making a noticeable difference. His oversight and a slightly larger Chapter budget for maintenance is already showing welcome results. There is a long way to go, however, before a significant backlog is dealt with. At the same time, we acknowledge the impressive contribution of both our caretakers who have retired through this I2-month period - Rob Emmett and Malcolm Compton. We pray for Rob as he contends with cancer.

The ongoing need to fund repairs, maintenance and conservation, illustrates why the strengthening of the cathedral's financial sustainability is crucial. Chapter's budget needs to be greater to enable the right level of maintenance and conservation. The delivery of our development project, Ripon Cathedral Renewed, is essential for the long-term sustainability of the cathedral, as well as the enhancement of the city. The absence of essential spaces and facilities - secure choir rehearsal space, toilets, storage, refectory, and cathedral shop - makes the present flourishing mission more challenging for staff and volunteers, as well as those who visit and use the cathedral. It also prevents us from looking to the second phase of Ripon Cathedral Renewed, the enhancement and conservation of outstanding areas of the cathedral which are now closed to visitors or inaccessible to those with mobility issues . The encouraging thing is that the majority of people see this clearly and support our efforts - in an additional engagement early in 2024, 77% of respondents indicated their support.

Responding to Human Need in Loving Partnership goes to the heart of how the Church sustains a Christ-like ministry in the world. It provides life-changing



opportunities for service by which we show the love of our Lord, not least in caring for the poor and marginalised. Locally, within the city and surrounding villages, Cathedral Community Connections (C3) facilitates our partnerships with charities which have transformational influence on those calling upon their services. C3's activity includes: working with the Refugee Council to provide help and a welcome to Afghan families of former UK Forces translators relocating to Ripon, hosting a tea party for the HELP charity's volunteers with The Walled Garden and delivering the cathedral congregation's weekly food donations to Ripon Salvation Army Food Bank.

In the rural region in which the cathedral is set, we work constructively to respond to rural issues and opportunities through the developing work of the Ripon Cathedral Rural Forum. The pages below show the breadth of discussion that has taken place over the last year, including an opportunity for our members (regional bodies from every sector, represented by senior personnel) to meet the newly elected Mayor of York and North Yorkshire, David Skaith.

Carbon Net Zero: Striving to Safeguard the Integrity of Creation became the fifth main strand of mission when Growing God's Kingdom was revised in 2022. This move helped to communicate something of the urgency of this significant area of mission. The Chapter's Carbon Net Zero Committee, chaired by David Elsy, and including Canon Matthew representing Chapter, has undertaken a significant scoping exercise to identify ways in which the cathedral and its estate can become carbon net zero within the foreseeable future. Chapter made substantial funds available for this work, with welcome support from the Friends of Ripon Cathedral.

The congregation's Environment Committee does much to encourage us to see responsible care of the planet as an essential dimension of Christian discipleship. Their exhibitions and education events always leave people feeling hopeful and motivated.

I do hope you enjoy this Annual Review and get an insight into the remarkable ways in which God is working in and through Ripon Cathedral to further His kingdom for the benefit of city, diocese and region.

With my very best wishes

Dean John



Letter from Bishop Nick

When Jesus approached certain people at their place of work and asked them to follow him, they clearly had no idea where this journey might lead. Yet, along the way they had to confront themselves (their strengths and weaknesses), their motivations, their prejudices, and their limited view of God. We take it for granted that this group of odd people faced both miracle and misery and that the church grew out of their costly experience. Yet, the existence of the church through all the changes of history and culture sometimes seems like a miracle in itself.

Perhaps the key word in this is 'change'. Ripon Cathedral is being bold in seeking to build its life and outreach, but with physical resources that are not fit for the world of 2024. Change must come and change always comes at cost. The project to make the buildings fit for the present and future are vital. I think Ripon is the only cathedral in England that does not have toilets.

I deeply admire the life, worship and witness of this place and its people. The music and worship are inspiring; the locus of the cathedral as a place of meeting and serious conversation proves its importance day after day. Rural initiatives - in which wisdom and experience can be shared - help shape a vision for what 'the common good' might look like in North Yorkshire and further afield in the Diocese of Leeds. Visitors and pilgrims enter a physical space that speaks of that constant change - of times, culture, societal norms, and so on – that builds upon and from the past. St Wilfrid might be surprised by the sight of modern Ripon, but he would recognise the spiritual roots of a place that 'holds' communities and individuals searching for meaning and love and mercy in a challenging world.

2023 brought challenges to Ripon Cathedral; but it also held a holy space for anyone who entered in and touched the life and worship of this community. Long may this continue – through both challenge and the change that any living body demands.

The Rt Revd Nicholas Baines Bishop of Leeds

Highlights from 2023-2024

Growing the Worshipping Community

- Achieved a 16% increase in annual worship attendees and record digital participation of over 20,000 for our advent service via YouTube
- Initiated an organ scholar programme for those aged 16 and 17 in connection with Ripon Grammer School and recruited two scholars
- Successful recruited five new bell ringers in the national Ring for the King initiative which included the youngest member of the Yorkshire Society of Change ringers
- Continued recruitment of choristers at 17 local schools, enabling a record number of choristers to be part of the choir including 24 boys and 31 girls at the end of the summer term 2024
- Recorded a CD and delivered a choir tour in summer 2024 to Regensburg, Waldsassen and Munich, singing to audiences of over 600 per venue and achieving several standing ovations
- Held a successful Summer Organ Festival with a record attendance of 416 attendees, an increase of over 10% on the previous year
- Ran two successful Bereavement Courses led by the pastoral team giving critical support to help people move through the stages of bereavement
- A committed pastoral care team regularly visited people unable to come to the cathedral, enabling people to remain connected to the cathedral community and providing spiritual support to them in their own homes
- Established the Growth Committee which in its first year has helped shape and steer our work in the areas of church growth (numerical and spiritual), pastoral care, C3, outreach and the Eco Committee



Ripon Cathedral Choir received standing ovations during its summer tour of Bavaria, under the leadership of Director of Music, Dr Ronny Krippner.







Being a Mother Church of the Diocese and Proclaiming the Good News of the Kingdom to the Region

- Worked with 3716 children from 18 schools via learning and education visits during the academic year
- Supported 37 schools through their attendance at the Year 6 Leavers Service
- Hosted ordinations for deacons and priests for the whole Diocese of Leeds
- The Dean continued to be an active member of the Board of the Diocese of Leeds, the Diocesan Synod (both governing how the Church operates in the area), Diocesan Safeguarding Advisory panel and the Bishop's Staff Meeting
- Celebrated a member of the cathedral community receiving the Gold Eco Award and taking on the role of an Eco Mission Enabler for the Diocese of Leeds
- Established the Ripon Cathedral Rural Ministry Forum to support clergy and lay leaders in rural contexts across the Diocese
- St Wilfrid's Procession continued to bring all parts of the community together to remember Wilfrid.
- Hosted many civic services for the city and region, including the installation of the Mayor of Ripon
- Dean John gave a blessing at an Inauguration Service at Menwith Hill

Promoting, Developing, and Conserving our Spiritual and Built Heritage

- Welcomed 101,415 visitors in 2023 with group tours continuing to be popular
- Launched our new website in September and implemented a new digital strategy including updated video content and refreshed social media
- Hosted performances for the Ripon Theatre Festival in July for the third year
- Expanded our Lifelong Learning activities via the Autumn Lecture Series, which included lectures on the Anglo-Saxon foundation of the cathedral, Wilfred Owen, the ethics of war and memorials. A further D-Day series of lectures was also produced in May 2024, presented by the Revd Lt Col Nicholas Mercer
- Hosted two pilgrimages to the cathedral and encouraged members of the public to pick up their Pilgrim Passport when visiting the cathedral
- Worked with Ripon Cathedral Fabric Advisory Committee and progressed a project to enhance the Anglo-Saxon Crypt as a place for personal prayer
- Carried out a two-month period of additional engagement for Ripon Cathedral Renewed to identify areas for creative thinking and potential adjustments to the north side plans, while ensuring they align with the cathedral's overall requirements
- Placed on hold our desire to open up new areas of the cathedral and sustain our built heritage within the cathedral, because of ongoing delays to the Ripon Cathedral Renewed project
- Invested in a new fire alarm system and engaged new health and safety advisors to protect the cathedral's built heritage, and those within its sacred walls
- The cathedral architect presented the updated Quinquennial Report to Chapter, outlining key areas for investment in the cathedral and wider estate









Responding to Human Need in Loving Partnership

- In the local city and area, the cathedral continued to be supported by C3 (Cathedral Community Connections) to develop partnerships and events with local charities which have a transformational influence on their beneficiaries
- Played a major role in running the annual Sights and Sounds of Ripon which invites over 40 charities and local services to showcase their work at the cathedral
- Worked with the Refugee Council to provide help and welcome to Afghan families of former UK Forces translators relocating to Ripon, and helped to host a concert by The Sanctuary Singers who offered a musical glimpse of the life of a refugee
- Hosted a tea party for the HELP charity's volunteers using the facilities of The Walled Garden, enabling us to help two of our partner charities at once!
- Sponsored the accommodation of a young tenant at the Ripon YMCA
- Delivered the cathedral congregation's food donations every week to Ripon Salvation Army Food Bank - the cathedral is their most consistent donor
- Hosted the annual face to face meeting of 25 local volunteer agencies at Thorpe Prebend House
- Promoted volunteering to all ages through events, presentations, cathedral publications and social media
- Recruited a new Children and Families Officer in support of church growth; engagement with children and local schools also continued with a dedicated team of volunteers

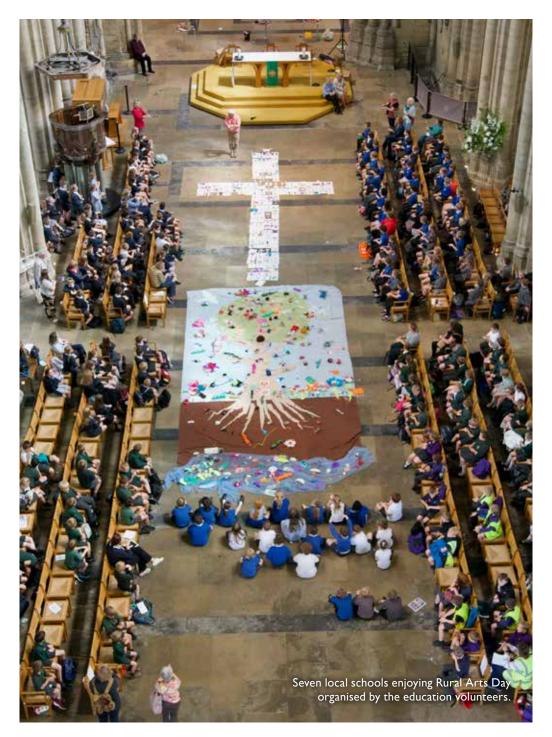
Ripon Cathedral Rural Forum

Ripon Cathedral's Rural Forum works with over 30 regional organisations (including representatives from town councils, Swinton Estate, Yorkshire Water, Askham Bryan College, Yorkshire Agricultural Society and the NFU) to strengthen community partnerships and address local rural issues.

- Held discussions on animal welfare, sustainable farming, food security, connectivity and transport. Guest speakers included representatives from the young adult demographic who outlined their contribution to the rural economy as employees
- Hosted the newly elected Mayor for York and North Yorkshire Combined Authority at one of his first meetings with regional bodies
- Established the Ripon Cathedral Rural Housing Forum to bring together interested parties with the aim of overcoming the obstacles to small scale developments which provide housing for local people
- Welcomed a record number to the annual Plough Sunday Service where the pork rolls served in advance were once again appreciated!







Carbon Net Zero: Striving to Safeguard the Integrity of Creation

The cathedral's Eco Action Group continued to progress and delivered a range of projects and engagement events throughout the year.

- Worked with the cathedral architect in preparing applications to be submitted to the local planning authority and the Cathedrals Fabric Commission for England for permission to install PV solar panels on the cathedral roof
- Showcased the Lent Eco Festival four films with environmental messages including, Brother Sun Sister Moon (Franco Zefferelli, 1972) and The Letter (Pope Francis, 2022)
- Delivered a recycled art workshop on the Earth Day theme 'Planet vs Plastics', followed by a public exhibition in the cathedral
- Worked with the wider clergy team to deliver a special Earth Day service on climate change and God's creation
- Supported a Christian Aid exhibition around COP 28, which reminded visitors of the devastating effects of climate change on our neighbours in the global south
- Hosted an Eco Church stall at the Sights and Sounds of Ripon event, talking to people about the cathedral journey to net carbon zero by 2030 and the impact of our own personal carbon footprint
- Attended Ripon Together Environmental Strategy Meetings, feeding into wider Ripon City environmental objectives
- Two members of the Eco Action Group became joint Parish Environment Officers for Ripon Cathedral and Joint Area Environment Champions for Ripon Deanery for 2024-25.

Ripon Cathedral Renewed

Many of you will know, the cathedral lacks fundamental facilities to cater for the growing needs of a wide and varied group of cathedral users. Furthermore, it is vital to have these on flat ground as near as possible to the cathedral. With a new annex to include upgraded maintained, public toilets, Ripon Cathedral Renewed aims to improve the whole area of Minster Gardens and Stonemason's Yard, making it more welcoming to visit with a net increase in publicly accessible green space and greater biodiversity through new mixed planting.

Following continued and constructive collaboration with planners from North Yorkshire Council, Dean and Chapter took the decision in January to pause the planning application for the proposed north side development for a few months.

During this time, the cathedral produced an updated leaflet about the proposed plans answering the most frequently asked questions with sign posting to further information.

Alongside the leaflet, the team:

- Offered over 500 hours of drop-in opportunities for people to see our proposals
- Organised 22 facilitated drop-in sessions with 17 reports written from discussions held
- Received over 900 comments, via written cards, online submissions and letters
- Held 12 meetings with local organisations as well as worshippers and cathedral volunteers from the city and region

We were thankful to everyone who participated in the engagement and were heartened by the feedback which showed a 77% approval rate for the project's progress. We heard the diverse opinions and concerns about the proposed plans and were grateful for the opportunity to engage in meaningful and constructive conversations with so many individuals and groups.

With the key concerns raised, we shared a series of posts via social media to go further into the rationale behind the location, the need and the benefits. During this time the RCR Steering Group has reviewed all the submissions and conversations continue with the experts and the planning officers to consider next steps.



Safeguarding

Safeguarding continues to be at the heart of everything at Ripon Cathedral. Our safeguarding culture was further supported in 2023-24 by the recruitment of Canon Claire, who became the cathedral safeguarding lead. The cathedral has also invested further in safeguarding training for all staff and volunteers, with support from the Diocese of Leeds. Further procedural updates will be implemented later in 2024, and preparations have begun for an internal safeguarding audit, supported by an external safeguarding consultant.

Cathedral Finances

Income 2023

In August 2023 after two years of work behind the scenes, the Cathedrals Measure was implemented at Ripon Cathedral, making the Chapter a modern charity regulated by the Charity Commission and Church Commissioners.

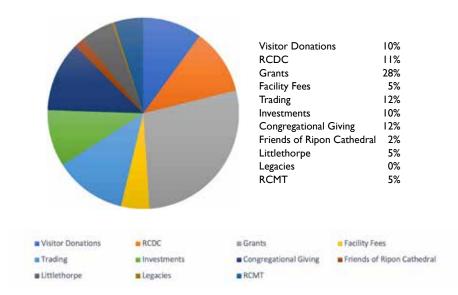
We wish to thank everyone for the ongoing and generous support throughout 2023-24 without which we would not have been able to continue with our mission and ministry.

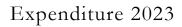
The main sources of finance have been from voluntary donations and investment income. Funds have been raised through grant applications and include the Church Commissioners Sustainability Fund and Benefact Trust.

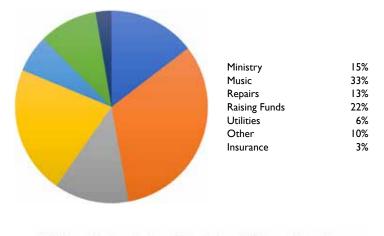
Ripon Cathedral had a positive financial year in 2023, with total income rising by 3.5%, visitor donations growing by 4% and service collections growing by a healthy 12%. General visitors continued to exceed expectations throughout the year, finishing 2023 as the third highest number since 2008.

At the beginning of 2023 we saw the start of a recovery in our investment portfolio, by the end of 2023 our portfolio had risen by \pounds 577,887 to \pounds 4,733,838. The Investment Committee of Chapter continues to monitor closely both the risk profile and returns of the investment portfolio.

We finished 2023 with an unrestricted deficit of \pounds 37,000. If we had not made provisions for approved expenditure, we would have finished the year with an operating surplus of approximately \pounds 38,000. All additional grants received during the year were classed as restricted income.







Ministry Music Repairs Raising Funds Utilities Other Insurance





The Friends of Ripon Cathedral

The Friends hosted a series of events in 2023 including a visit to see the treasures of the Brotherton Library in Leeds and a summer lunch in Coxwold prior to a visit to Newburgh Priory. Lectures included one by Bishop Toby of Bradford on how faith communities will be able to contribute to Bradford's City of Culture activities in 2025.

The Friends continued to sponsor the cathedral's autumn lecture series with Canon Professor Joyce Hill presenting exciting new research on St Wilfrid.

A new format for the AGM attracted a record attendance beginning with evensong in the cathedral, worshipping with the superb singing of the expanding group of choristers. Following this a light buffet supper was held in Thorpe Prebend - an opportunity to meet socially - before the necessary formal business of the AGM. The evening concluded with a presentation and a question and answer session by our Diocesan Bishop, the Rt Revd Nick Baines.

We continued to support the cathedral with a preliminary grant to investigate solar panel provision on the roof of the building, in keeping with Chapter's commitment to reduce carbon emissions. A further grant provided funds to be spent over five years to purchase sheet music for the choristers and lay clerks. At the end of 2023 the Friends held unrestricted reserves totalling \pounds 206,665.

Further information about the Friends 2023 Annual Report & Accounts, future events and how to become a Friend are on the Friends section of the cathedral website - https://riponcathedral.org.uk/community/#friends

Thorpe Prebend Trust

Thorpe Prebend House, a heritage building, continues to be a valuable community resource, available for hire and the base for the Development and Education departments. School visits to the education space continue to increase and its use for church growth and community events has also developed over 2023-24 year.

Ripon Cathedral Development Trust

The mission of the Trust is to provide financial assistance to Ripon Cathedral through fundraising events, a patrons programme, legacies and donations and grant applications from cultural and heritage grant making trusts.

The Trust was fortunate to receive grants during 2023-24 from the Church Commissioners Sustainability Fund in support of a website development, which launched in September. A further grant was also awarded by the Church Commissioners in support of a Finance Officer and Facilities Manager. The Benefact Trust provided grant support for Education and Family Learning activities. Donations were also received from the Norton Freeman Charitable Trust and the Ingleby Charitable Trust as part of the wind-up of that Trust.

A music appeal was launched to provide additional support for chorister training and development and a grant from Cathedral Music Trust was secured towards the role of Cathedral Administrator.

The Spring and Christmas Fayres continued to develop, raising over £50,000 towards the mission, heritage conservation, music, education programme and running costs of the cathedral. In October, the Wilfrid Banquet also raised a further £25,000.

The patrons programme continued to develop, including new events at Littlethorpe Manor, hosted by Trustee, Christin Thackray, a trip to Dunesforde Vineyard and a lovely patrons Christmas lunch at Rudding Park. Patrons were also hosted by the Dean and Mrs Dobson at Minster House after the Christmas Carol Concert. Further art and poetry events and a trip to Bolton Abbey, hosted by former Chair, Nicholas Mercer are all booked for 2024.

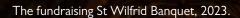
The Cathedral's Inventory Project has also progressed, with recommendations made by the project consultants on inventory systems for all partner cathedrals involved in the project. Phase 2 of the project is currently being assessed.

Throughout the year, the Trust also continued to support the Ripon Cathedral Renewed project and cathedral music. At the end of 2023 the Trust held unrestricted reserves totalling \pounds 127,918 and restricted funds of \pounds 187,829.



Ripon Cathedral Music Trust

2023/24 was a very significant year for music at Ripon Cathedral. The Music Trust continued to support the music of Ripon Cathedral including Project Phoenix and pledged support for the choir tour to Bavaria in July 2024. This has enabled the number of choristers to increase to 24 boys and 31 girls plus 8 choral scholars at the end of the summer term 2024. This growth in numbers has been matched by the growth in quality, all achieved by virtue of a hard-working music department. The value of the portfolio finished the year at \pounds 1,700,818



Advent 2023.

Harpist Lucinda Taylor rehearsing for one of our free Thursday lunchtime concerts.

Volunteers set off on the Yorkshire Three Peaks Challenge raising funds for the choir.

A knitted tank, created by Ripon Community Poppy Project, marking the 80th anniversary of D-Day. Plant stall at the Spring Show.

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