

# A VISION FOR

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# 2025



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*The House of God: A place of prayer, learning, and welcome*





## IN 2025 WORCESTER CATHEDRAL WILL BE

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A community welcoming everyone to share our amazing heritage

A place of breadth and depth in worship and prayer

A place of learning, discipleship, and nurture.

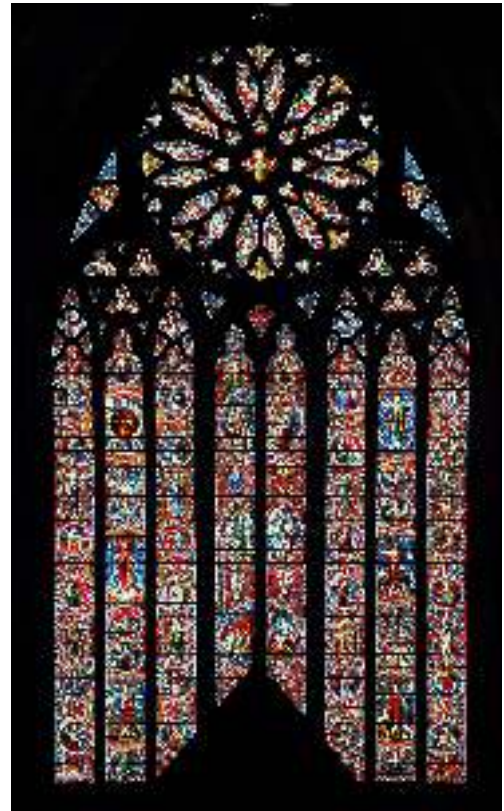
A catalyst for campaigning and raising awareness on the environment and social justice

A resilient organisation with stable finances

## INTRODUCTION

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I am delighted to introduce A Vision for Worcester Cathedral 2025. The Chapter began work in 2019 on a new document, to succeed Renewal and Development: A Strategic Framework for Worcester Cathedral 2015-2020. The pandemic and lockdown interrupted that work, but also brought new insights and ideas which need to be included in our vision for the future: about our online ministry, about how we welcome visitors into the Cathedral, about our need for more resilient finances.



This is a vision for the next few years. The pandemic has reminded us that the 'best-laid plans' will not anticipate what those years may hold. We may find ourselves in a very different world in 2025 from what is envisaged here. Nonetheless, we need some vision, some hope, some sense of direction. 'Where there is no vision, the people perish' (Proverbs 29. 18 AV). This is an invitation to the whole Cathedral Community to embrace this vision. Together we can make Worcester Cathedral ever more visibly a place of prayer, learning, and welcome.

Peter Atkinson, Dean  
July 2021

## **OUR VALUES**

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At the heart of everything we do lies the commitment, as a Christian community inspired by our Benedictine heritage, to prayer, learning, and welcome; and promoting the values of love, compassion, justice, and freedom.

## **WHAT THIS MEANS**

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### **Prayer**

Prayer is offered here, morning and evening, every day of the year. We pray for the people of the diocese of Worcester, for the city, the nation, and the world.

We worship God to the best of our abilities. We strive for beauty, integrity, and authenticity, whether the service is large or small.

### **Learning**

We seek to grow in our Christian faith. We expect to be prompted and encouraged each day to learn from the wisdom of the past and the insights of the present, with perspectives from inside and outside the Church.

We are mindful of our heritage and the tremendous history of the Cathedral. We long to share these rich resources with everyone who comes here, young or old.

### **Welcome**

We carry Christ's love into the world, working with others for the good of all people. We welcome with dignity and respect everyone who enters this building. We are committed to the safeguarding of children and adults at risk of harm.

We will ensure that the Cathedral a house of peace, a comfortable space, where anyone – whatever their belief or background – may find a place to think, pray, or wonder.

## **IN 2025 WORCESTER CATHEDRAL WILL BE A COMMUNITY PROUD TO SHARE THE AMAZING QUALITY AND HERITAGE OF THE CATHEDRAL**

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This means:

- The Cathedral will be a focus for the diocese of Worcester, promoting the vision of the diocese, and celebrating our international, ecumenical, and inter-faith partnerships.
- The Cathedral's historic significance for the city and the nation will be promoted in collaboration with local tourist organisations, raising the profile of city and county across the world.
- Local businesses, arts and community projects will be supported and celebrated, and we will work in partnership with the University of Worcester, colleges, schools, and Worcester's civic and community organisations.
- We will celebrate our skills - including singing, stonemasonry, ringing, and guiding - more widely.
- There will be events and exhibitions to encourage new visitors. We will not overload our programme, but favour quality over quantity.
- Our publicity, website, and social media presence will be bold, engaging, and imaginative.
- The Cathedral and its environment will be attractive and accessible, our facilities clean and well-maintained, encouraging people to come in and to enjoy their time here.



## IN 2025 WORCESTER CATHEDRAL WILL BE A PLACE OF BREADTH AND DEPTH IN WORSHIP AND PRAYER

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This means:

- The welcome we offer will enable visitors to feel 'at home' and find the Cathedral a source of celebration, peace, and consolation.
  - The congregations at our regular services will be increasingly include people of all ages, and children's activities will be more thoroughly integrated with the rest of the Cathedral community.
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- Worship will be characterised by the highest standards of liturgy, music, bellringing, and flower-arranging.
  - Organ music will be provided for services in the nave by restoration of the instrument in the south transept.
  - Complementary forms of worship will be developed alongside the choral tradition, connecting with people at different stages of faith.
  - Social media and livestreaming will be deployed to enable access to services across the world. The use of social media and livestreaming will be developed to connect with people at home and abroad.

## **IN 2025 WORCESTER CATHEDRAL WILL BE A PLACE OF LEARNING, DISCIPLESHIP, AND NURTURE**

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This means:

- Opportunities will be provided for formal and informal learning, including
  - Discipleship courses including preparation for baptism and confirmation.
  - Theological & spirituality courses.
  - Coordinated programme for retreats, quiet days, meditation.
  - Basic Christianity courses using the cathedral's history, heritage, culture and community.
  - Coordinated series of lectures and talks.
  - Discussions on local and global issues.
  - Signposting and interpretation around the building and gardens to explain, explore, inspire.
  - Showcasing and opening up our internationally significant library and archives.
- Establishing the Undercroft as a hub of learning and community engagement.
  - Learning is embedded in the life of the Cathedral, and it becomes a place people associate with learning.
  - A vibrant and engaging learning programme for education groups is thriving.
  - The expertise and specialisms that are represented throughout the Cathedral are actively utilised for the benefit of the wider community.
  - Community groups and local business recognise the Cathedral and the Undercroft as welcoming and inspiring space that will benefit their learning and development goals.





## IN 2025 WORCESTER CATHEDRAL WILL BE A CATALYST FOR CAMPAIGNING AND AWARENESS ON THE ENVIRONMENT AND SOCIAL JUSTICE

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For the environment, this means:

- Creating a prophetic voice for environmental campaigning and awareness.
  - Education and awareness-raising of global and local eco-issues.
  - Partnering with other local/regional voices.

- Working towards Eco-Church Gold Standard award and achieving net zero carbon emissions by 2030

For social justice, this means:

- Developing a forum/community within the cathedral for social justice to 'identify, learn, act and pray', coordinating our approach to mission & giving.
- Championing/raising awareness of current involvement/hosting local organisations for the vulnerable (Homelessness, foodbank etc).
- Becoming a Safe Place that provides a welcome for all, including disabilities.

## **IN 2025 WORCESTER CATHEDRAL WILL BE A RESILIENT ORGANISATION WITH STABLE FINANCES.**

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This means:

- Ensuring governance is well structured and in line with the Cathedrals Measure 2021 with:
  - Strong financial controls.
  - An embedded culture of safeguarding.
  - A developing and lasting partnership with other organizations.
  - 'Strong friends' prepared to invest in and support the Cathedral.
  - A new role for the College of Canons.
- Managing and controlling revenue and expenditure by:
  - Achieving a balanced annual budget for unrestricted funds.
  - Developing a healthy mix of income generation streams, increasing them in real terms annually to match aspirations.
  - Training staff to understand their role in the broader financial context.
  - Clarifying the future of the Old Palace.
- Projects and capital expenditure are in balance; specifically:
  - The restricted fabric fund achieves and maintains a £1million balance.
  - Major projects are fully funded and achieve full cost recovery.
- Increasing staff and volunteer resources to improve staff engagement and performance, by:
  - Ensuring staff are based in a good working environment that supports efficient team working and provides staff development opportunities.
  - Facilitating opportunities for work/volunteer experience.





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A place of breadth and depth in worship and prayer

A place of learning, discipleship, and nurture.

A catalyst for campaigning and raising awareness on the environment and social justice

A resilient organisation with stable finances



## A VISION FOR WORCESTER CATHEDRAL IN 2025

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