

St Edmundsbury Cathedral



A thousand years of God's love in Suffolk

Minutes of the **APCM** meeting held via Zoom on 28 April 2021 at 6:30pm

Dean Joe Hawes as Chairman began the meeting with a prayer. Joe welcomed two new members of staff to the meeting, Tim Parsons as Director of Music and Claire Cachelin as Learning Manager.

Present: There were 82 members of the Cathedral community online (names on file)

1. **Apologies:** Andy Ellis, Sherril Furnell, Jane Leung, Susan Loxton, Anita Rooney, Janet Simmonds, Ted Simmonds, Susie Sloane, James Stark, Felicity Stemp, Stephne Van Der Toorn.
2. **Presentation of the Cathedral Master Plan 2020-2030**

Dean Joe presented the ten year Master Plan which was the result of a lot of consultation, prayer and refinement. It is an overview of the strategic vision and statement of objectives rather than an operational plan. It has been shared with the Bishop's Council and Bishop's staff meeting as well as the Cathedral Staff, Deanery Synod and Cathedral Congregation. It is important to have a vision so that we can have a sense of direction of travel. Our resulting values of **Faith, Welcome, Compassion** and **Confidence** underpin all that we are. They lead to four areas of work: **Worship, Mission, Hospitality** and **Sustainability**.

Worship – we aim to utilise technology, strengthen our relationships to recruit, engage and harmonise. We aim to enhance our choral tradition, develop our front row, create an orchestra, create a regional music hub, set up a music foundation, develop new worshipping communities and enhance existing diocesan and county services.

Mission – we plan to develop learning, not just education but life-long learning, to facilitate this we need to develop an online presence and work for the common good. We will continue to cook ready meals for food banks and the homeless. We plan to open up the story of St Edmund, St Benedict, the Abbey and Magna Carta. We need to build our relationships with other faiths and communities especially in the light of Black Lives Matter.

Hospitality – in partnership with West Suffolk Council and the Abbey of St Edmund we aim to attract more visitors to Bury St Edmunds and West Suffolk, opening up more pilgrimage routes. Through Arts and Culture we shall build on existing riches to enhance our offering, ultimately attracting more volunteers for an increased visitor experience.

Sustainability – we are a small cathedral, therefore we must make sure that our buildings work and continue to serve the Diocese. We need sustainable finances and a solid set of reserves and to begin an endowment fund. **EcoStEds** is a new group

looking at reducing the Cathedral carbon footprint to net zero. Recruitment – staff work long hours and are under pressure, staff and volunteers deserve dignity, wellbeing and safeguarding. We need to protect our legacy of records, using traditional skills. All of this has to be under-pinned by Prayer, following the Benedictine tradition. A thousand years of God's love in Suffolk.

Questions - who was involved in the consultation process – S-JA responded – staff and congregation were polled for their top four values. Specific departments were consulted in more detail eg the music team. Unfortunately wider consultation was adversely effected by COVID lockdown. How to share with the wider congregation? Maybe an evening together with a glass of wine to discuss – this will be an ongoing process. What about the parish? We are a parish church. How do we define our parish? How can we be a better parish church with our diverse geographical make-up? What might diversity of services look like for our young people (eg in their twenties) our choral tradition does not appear to attract young people. Would like to see Time and Talents utilized more, with an orchestra and re-introducing poetry groups. Feedback from the break-out groups generated a wealth of questions and suggestions which have been captured in a separate document (APCM Feedback 2021).

- 3. Finance report 2020** given by Mark Pendleton who is the Chair of the Diocesan Board of Finance as well as the Chair of the Cathedral Board of Finance. Thanks were expressed to his predecessor - Michael Shallow. All financial information is available in the Annual Report. Mark noted that it has been a tough and challenging year where everyone has stepped up, staff, congregation, volunteers and visitors. Thanks were expressed to the Dean, Chapter and Clergy and all those who have sought and awarded grants. We are a resilient institution, in a stronger position than most. We are therefore able to look forward to plan ahead. Core funding is received from the Church Commissioners. Grants, including the Government Furlough scheme have enabled us to reduce our eventual actual loss to £2526. Our property strategy includes the future letting of the West Wing of the Deanery and Clopton Cottage. Our financial health is better than a few years ago, but there is little slack. Mark looked forward to implementing the Master Plan.

Liz Steele – the planned giving target was £150,000 before lockdown, pleasingly this was exceeded with a final total of £151,787 – thanks expressed for all planned giving. The Parish Giving scheme has 68 members, 26 people pay using the weekly envelope, 87 are still paying by standing order. The two Electronic Giving boxes have raised £22,000 since their introduction. Last year £7625 was given in this way. An extra electronic box has been ordered for the Lego table. Please contact Liz Steele: lizsteele@stedscathedral.org if you wish to switch to planned giving.

Question - does 100% of planned giving go to the Cathedral? – Yes and Gift Aid is paid speedily as well. Weekly envelopes will they continue? Yes, we shall always keep all three methods of payment.

- 4. Dean's report** – 2020 a year like no other! Instead of concerts, parties, exhibitions we were closed. None of this could happen. Instead a year of online worship, pastoral care by phone, online music offerings, difficult online choir rehearsals,

endless grant applications. Where are we now and what have we learned? **Worship** – online is here to stay – we must keep improving it. We have new choir members and a new Director of Music. A new taste of heaven. How to renew Sunday worship, Matins and Evensong. How to renew diocesan and county services. Choral recruitment is hard but has been happening. Need to recruit more lay clerks and choral scholars. We need to develop the St Edmundsbury Singers (a unique Cathedral Ladies choir) and re-introduce the Youth Chorale. Where is prayer in all this? The Gift of the rule of St Benedict via the Run with Joy course is recommended to all. The online Prayer wall should be extended to the lay community for us to pray with daily. Learning new ways of praying - eg lectio divina and the nightly Examen. Our new Learning Manager will engage with young families, children and schools. Financial resilience is needed via the corporate patron scheme. Increase planned giving. We need to develop Enterprises including refurbishing the shop. Increasing our marketing and events programme. Building free reserves and starting to build capital. The Cathedral and Diocese to continue to work together. The Canon Theologian is looking at lifelong learning, and an Edmund Institute. In the public forum we are part of the Abbey of St Edmund Heritage Partnership. Supporting Sally Gaze and serving rural parishes. Looking forward to a Platinum Jubilee of HM Queen and a festival of Suffolk in 2022. Some of the postponed Abbey of St Edmund Millenium events can at last take place in 2022.

Group Feedback: We can be a cliquey group of people. We don't all know each other. Should we wear badges at coffee? Coming out of the pandemic, how do we reassure visitors and the congregation that the Cathedral is a safe place to come to. We do have a COVID safe mark – may need to publicise this better. Should the service return to 10am on Sunday so that people can get home for lunch? The community of meeting for coffee after a service has been missing which is curtailed by the later service time of 11am. If we have a greater variety of services, maybe we can have an extra service before 11am. Zoom Coffee and Croissants at 9:15am has been successful – can this continue? Would a younger congregation like an earlier service? Why not move round the cathedral to sit somewhere new to encourage getting to know more people. Is the timing of Evensong right? People who work cannot always attend at 5:30pm. One day a week why not have a different time of Evensong. What is to be done about the recent Race statement and Cathedral action following Black Lives Matter?

As above in Item 2, feedback from the break-out groups generated a wealth of questions and suggestions which have been captured in a separate document (APCM Feedback 2021).

Church of England & systemic racism – Revd Ben Edwards stated our aim is to encounter, engage and educate. This is a journey – but firstly we want to educate ourselves about systemic racism. There will be opportunities to engage and discuss the issues in a safe place.

Hope into Action – Geoffrey House, Caroline Baker and Matthew Vernon are working on this and are planning to report back soon. Contact Matthew Vernon: canon.pastor@stedscathedral.org if you came to the original meeting or are now interested in knowing more about this scheme.

EcoStEds – a sustainable audit is being planned for the Cathedral.

5. **Minutes:** The Minutes of 20 October 2020 were approved.
6. **Electoral Roll officer:** Thanks were extended to David Eaton who was reappointed unanimously. David reported that Electoral Roll has 347 members. The Roll at October had 346, the net increase of one member is represented by seven deaths (RIP) and eight additions.
7. **Re-Election of Churchwardens:** **Terry Stark** and **Barbara Pycraft** were re-elected and greatly thanked for continuing in their roles as Churchwardens since first appointed on 1 Jan 2021.
8. **Elected members of Forum:** Matthew Vernon gave thanks for the service of Leslie Olive and Charles Hamel-Cooke who had completed 3 years of service. **Louise Martin, Paul Elkin, Gray Elkin and Doreen Young** were elected to continue on Forum for a further 3 years. **Karen Smith** and **Margaret Steavenson** were elected for period of 3 years. Vice-Chair of Forum to be decided between Terry Stark and Barbara Pycraft.
9. **Lay and Clergy observers** to Thingoe Deanery Synod for 3 years from 2018: **Lorna Brook, Margaret Ellis, Liz Steele, Michael Wilde** and **Catriona Brinkley** plus a member of Clergy.
10. **Representatives to Churches Together:** **Pam Pitts** was re-appointed.
11. **Representatives to World Day of Prayer Committee:** **Jane Leung** and **Mandy Alderman** were re-appointed.
12. **AOB** - Vote of thanks to Dean Joe for his enthusiasm and steering us through a difficult year.

The meeting finished with prayers at 8.16 pm.

Louise Martin/Apr 2021