

# A Vision for Worcester Cathedral in 2025

*Strapline: 'A [SOMETHING] place of prayer, learning, and welcome'*

## In 2025 Worcester Cathedral will be

- 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
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## Our Values

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

### What this means:

#### 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.

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## **Our Aims**

**In 2025 Worcester Cathedral will be a community proud to share the amazing quality and heritage of the Cathedral**

This means:

- 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.
  - The Cathedral will be a focus for the diocese of Worcester, promoting the vision of the diocese, and celebrating the world-wide relationships and ecumenical partnerships we cherish.
  - 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.
  - There will be events and exhibitions to encourage new visitors. We will not overload our programme, but favour quality over quantity.
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**In 2025 Worcester Cathedral will be a place of breadth and depth in worship and prayer**

This means:

- Visitors will feel warmly welcomed and 'at home' and find the Cathedral a source of celebration, peace and consolation.
- Staff and volunteers will feel fully included in the worshipping life of the Cathedral.
- Children's provision will be a thriving hub of fun, thoroughly integrated into the life of the Cathedral community.
- A strong core of younger adults will bring vibrancy to our worshipping communities, engaged through activities and groups.

- 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.
  - Informal styles 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.
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### **In 2025 Worcester Cathedral will be a place of learning, discipleship, and nurture**

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.
  - Our Values will be embedded: a commitment to Prayer, Learning, and Welcome with a focus on
    - 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.
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### **In 2025 Worcester Cathedral will be a catalyst for campaigning and awareness on the environment and social justice**

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.

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.
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### **In 2025 Worcester Cathedral will be a resilient organisation with stable finances.**

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.
- 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.