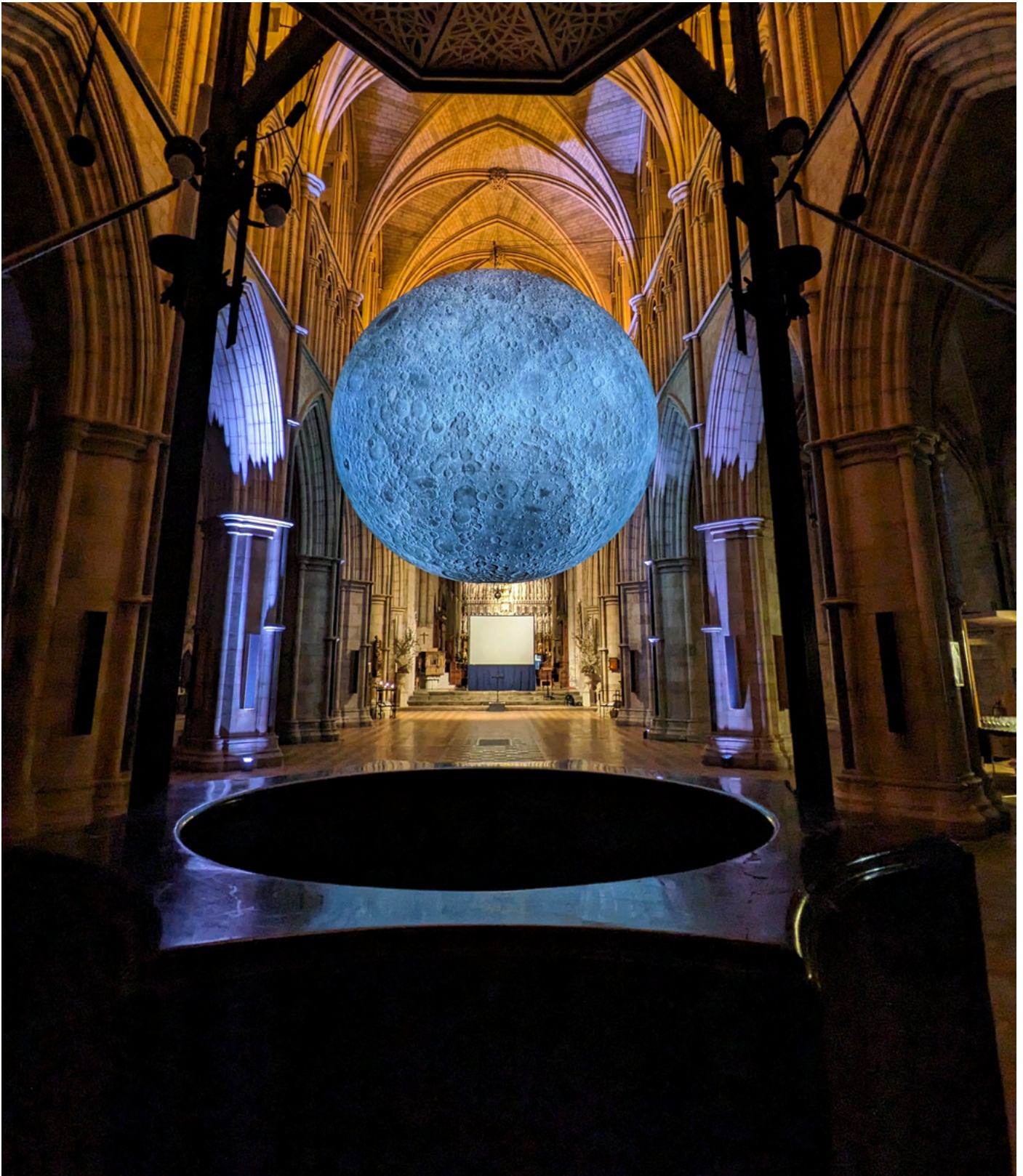


SOUTHWARK

◆ CATHEDRAL ◆

The Dean's Report 2024



The Dean's Report

The Very Reverend Dr Mark Oakley

At the beginning of June I will have been Dean of Southwark for six months. I was only here, however, for one month of 2023 and so Michael Rawson, who was Interim Dean, has kindly written a report to cover the past year. You may also wish to look at our Annual Report and Consolidated Accounts which can be viewed on our website.

The first thing I want to do here, though, is to thank you for such a kind, generous, and supportive welcome. Although I have worked in a cathedral before, I have never been a Dean, and, of course, certain things have changed since I was at St Paul's due to the implementation of the Cathedrals Measure (2021). So, I have had lots to learn.

The role of Dean is a juggling act. You are the Rector of a parish, a local ambassador for the Cathedral, the Chief Executive of a Charity, and the senior priest of the Diocese. It makes life colourful and varied, occasionally challenging and exhausting, and it is only possible with the support, cooperation, and kindness, of colleagues and congregation alike.

I am truly and deeply grateful to you for helping me to get my bearings as I learn, slowly but surely, how to inhabit the role, hopefully for the benefit of the Cathedral and the parish we love.

The second thing I must do is to report just how amazing I believe our Cathedral community is. I am overwhelmed by the commitment of all our volunteers and Friends, the faithfulness of the congregation both at the cathedral and at St Hugh's, the efficiency of our vergers, the dedication of all who work in Montague Chambers, the quality of our musicians, the thoughtful engagement of those who serve on Chapter and our many committees, the excellence of our schools and our work with children, the energy of our enterprises, and the vibrancy of our ecumenical and international partnerships.

I said at the Chrism Mass that I think I am the luckiest Dean in the world to have the clergy colleagues that I do, such is their wisdom, experience, sense of fun, and untiring commitment to the Cathedral. I am also more than aware of our

Bishop's love and support of the Cathedral, and am hugely grateful to him, the senior staff of the Diocese, and many of the parish clergy for their support and advice. As I have been out and about, meeting local workers and community leaders, I have been struck at how much the Cathedral is held in their affection too.

South of the Thames

I have never worked south of the Thames before and – I love it! I love the diversity, the positive and fun spirit that is often in the air, the rich history as it jostles with the demands of the present, and the pride of those who have lived and worked in the area for many years. It's important that we don't forget the realities of Southwark, though. It is a densely populated borough with a population of 314,000. Almost half the community belongs to an ethnic minority, including the largest Black African population in the UK.

It also has some of the highest areas of poverty and deprivation in the UK, with 25,700 children living in poverty (as high as one in three in some wards). Health issues are prevalent in the borough: 55,000 adults have a mental health condition, 41% of children in Year 6 are obese, and there is the second highest level of sexually transmitted infections and HIV in England. Air pollution and poor housing conditions are amongst the worst in England.

These stark figures are symptoms of huge inequalities. Southwark is also an economically active borough with a thriving business sector. Despite pockets of deprivation, there are also affluent wards and notable development and regeneration projects. Some of these projects have proved controversial because of a lack of input from the local community in their design, an inadequate supply of affordable housing and workplaces, and disruption to the local economy.

What is the Cathedral's vocation in and to such a community? How do we reflect, hear, and serve, those who live and work here, especially those who are struggling? These are important questions.



A vision for the future

In March, the Chapter went to the Royal Foundation of St Katharine in Limehouse to spend time thinking about our vision and priorities for the next five to ten years. We invited an external facilitator, so we were all able to speak freely, and to hear each other too. I made many notes, and I invited Chapter members to write to me with their subsequent reflections a few days later, once the conversation had begun to settle in them. I then took my own thoughts to Chapter, outlining the beginnings of a way forward that we can all commit to. I want to share these with you too.

The Chapter was able to clarify its vision for the Cathedral as:

Making Space for Love with heart, mind, and soul

This vision resonates with us because:

1. It is based on the Gospel. When Jesus is asked (Matthew 22: 34-40) which is the greatest commandment, he answers that it is to love God with all the heart, soul and mind.
2. It takes up the comments of local people at recent Living Bankside receptions, following talks by Michael Rawson and me, that the cathedral has a vocation 'to keep the heart healthy' in a busy city that can be distracted, competitive, violent, and anonymous.
3. There is a conscious and continuous agency about it. We are actively wanting to 'make space'.
4. There is a generosity and implicit humility to this vision. We are wanting to allow space for other people – for all the animals to find space in the ark – but we are also willing to be changed by such inclusion, allowing new friends to challenge our thinking, organisation, and praying.
5. At a time when many are feeling excluded from the church because of its continued discrimination against the LGBTQ+ community, it continues our belief that God is love, and that love in all its diversity should always have space made for it, so that all can flourish in their faith and lead lives of integrity.
6. By identifying 'heart, mind, and soul' we are committing ourselves to three clear pathways for our mission as a cathedral. See below.
7. It connects well to the Diocesan call to be 'Christ centred and outward focused'. To love with heart, mind, and soul, is Christ's primary invitation to us. To do this by making space is to keep our focus beyond ourselves.
8. We shouldn't lose our commitment to be 'inclusive, faithful and radical'. This refreshed vision is simply another way of saying it, and in our communications we can still refer to these

important words as defining markers for who we are as a Cathedral.

9. The pathways opened up by focusing on 'heart, mind, and soul', take up the priorities identified in the Congregational Consultation (p.37) as a new Dean was being sought. Heart – 'to encourage a commitment to social justice and to the inclusive nature of the Cathedral' and 'good pastoral care'. Mind – 'to be involved in education and to the "thinking life" of the Cathedral'. Soul – 'a commitment to high quality of liturgy', 'development of the inner life and spirituality' and 'commitment to the choral tradition and support of the arts'.
10. The pathways also channel the aspirations contained in the profile (p.35), published as a new Dean was being looked for. 'Partnership building', 'putting people at the heart of our life', 'growth', and 'our buildings' – these are all about 'making space'. 'Theological impact' is captured in 'mind and soul'. Hopefully the prioritisation that can begin with agreeing the pathways will also make 'financial growth' and 'raising the profile' possible.
11. It is distinct from other cathedral vision statements.
12. In conversations, the staff support such a vision, and this is important as they will need to live and breathe it.

Pathways for realising our vision

'Beloved, let us love one another, because love is from God; everyone who loves is born of God and knows God' (1 John 4,7)

The word 'love' is used in many superficial and saccharine flavoured ways today. This might mean we are reluctant to use it, in case we look like we are buying into these. Instead, we should reclaim the word, and show how it is central to Christian belief and practice. What Christ meant by the word is so urgently needed in our society. To focus on love, when the Church is too often known for division and disagreement, and discrimination, is instead a positive articulation of what we believe about God, the life of faith, and the dignity of all.

The three pathways in which we agree to make space for love of God and neighbour in this vision, focus on:

THE HEART

Southwark Cathedral will work to keep the heart healthy in London.

This entails living and embodying our values, including, kindness, hospitality, justice, and community. It means prioritising support, partnership with, and encouragement of, charitable bodies and projects that keep vulnerable and overlooked people at the heart of our locality and society. Social justice is a non-negotiable commitment of our Christian faith.

This means re-committing energy to our partnership with Robes and, in the light of many conversations I have had with congregation members and staff, exploring new such partnerships that will meet the needs of contemporary London and may take up some of the themes that Southwark Cathedral has pursued in the past.

All our communications, internal and external, our meetings and our individual and collective behaviour are to be done with sensitivity and in the spirit of the bishop's request that we 'speak well of each other'.

As a beacon of hope, Southwark Cathedral will be known for helping to keep the human heart healthy in London by looking out of itself and staying centred in its faith by upholding human dignity, the celebration of diversity, and the integrity of creation. Because demand is so great, it will be necessary to focus on areas of need we wish to concentrate on, maybe having an annual theme. This would then feed into some of the visitor engagement programme, wider decision making, and fresh partnerships.

'A Christian', said St Augustine, 'is a mind through which Christ thinks, a heart through which Christ loves, a voice through which Christ speaks, and a hand through which Christ helps'.

THE MIND

Southwark Cathedral will help people to live faithfully and think critically.

This entails developing the learning ministry of the Cathedral with an educational programme. Primarily it needs to focus on Christian formation, of inviting people to grow in faith by questioning

and studying together. Baptism is for life.

We need to continue resourcing the Christian journey of our congregation, providing opportunities for those searching to explore the Christian faith, preparing people to make Christian commitment in baptism and confirmation, and encouraging debates, study mornings and talks that help relate Christian belief to contemporary life and society.

It would also entail taking the minds of children and young people seriously, asking where we might be failing them, and agreeing a strategy to reach out to children, young people, and younger adults, so that they are all able to explore Christian belief and practice through their own reflecting and questioning.

Southwark Cathedral will be known for helping people to live faithfully and think critically. 'My growth depends on my walls coming down' (Evelyn Underhill).

THE SOUL

Southwark Cathedral will be a school for the soul.

Southwark has long had a clear and decisive emphasis on attending to the quality of liturgy. This should continue.

To focus on the soul means taking our inner life seriously, ensuring there are opportunities to learn how to pray, to understand the liturgy better, to be attentive as to the real inclusivity of the liturgy and whether young people, for instance, or the disabled, are able to participate as God wants them to as his children.

There needs to be an exploration of our 'worshipper engagement'. It will mean supporting our musical tradition and looking at ways it serves our mission. It will also mean continuing our engagement with art, poetry, and other enterprises that feed the soul. There also might be more exploration of health and wholeness – study days, for instance, on mental health, therapeutic healing, reconciliation or such things as anger management or conflict resolution. Perhaps a programme for the wellbeing of local workers might be offered for lunchtimes.

'Keeping an inner freedom is essential. We need to be aware of who it is or what it is that we are truly answerable to, rather than assuming that our final judges are those who happen to have power and influence in our immediate context.' (Rowan Williams).

We will continue to learn from ecumenical friends and international partnerships, both food for our Cathedral soul. Southwark Cathedral will be known for being a school for the soul, a place to learn and develop the life of faith, as well as a place that welcomes refreshment for our inner life from other sources and traditions – so dialogue with other faiths will also be a priority here. Visitors should leave knowing about our spiritual life and faith.

A vision so clear, fears become irrelevant.

All the above is not so much 'change' as building on the past and being alert to our current context and belief in our vocation as a Cathedral in this time and place.

Making space for love, with heart, mind, and soul, will need to translate into an achievable strategy, a working environment, routines, structures and behaviour, as well as in our daily outreach and mission.

We are setting our compass without added complication, with boldness and ambition, aiming for a territory rather than a head of a pin. Such a vision will set destination and direction, and this will be enabled by decision-making, building coalitions, and achieving team alignment. We should be focused on outcomes more than mere output.

The Cathedral feels ready for a renewed sense of purpose and a clarified plan for our work. We must make our vision so clear, that our fears become irrelevant. I look forward to hearing your thoughts on this as we begin to shape a detailed way forward.

"Teacher, which commandment in the law is the greatest?" He said to him, 'You shall love the Lord your God with all your heart and with all your soul and with all your mind.' This is the greatest and first commandment. And a second is like it: 'You shall love your neighbour as yourself.' (Matthew 22. 36-39)

The Interim Dean's Report

The Reverend Canon Michael Rawson

Time never stands still at Southwark Cathedral. 2023 was certainly no exception and we experienced some significant goodbyes and hellos.

Who we said goodbye to

We were delighted that our Precentor, Canon Andrew Zihni was appointed as Dean of Gloucester, and we celebrated Andrew and Lloyd's time with us in March, before witnessing his installation in April.

Following a wonderful celebration of Andrew Nunn and Mark Charlton's Civil Partnership in June, we bade a poignant farewell to them at the beginning of July with a whole series of services and events, marking their wonderful commitment and ministry to the Cathedral community since 1999. We are delighted to hear that they are thoroughly enjoying retirement in Yorkshire.

Marie Tims retired as Dean's PA at the same time, and we are grateful for her 22 years loyal service of the Cathedral.

Toyin Tukasi, our Cathedral Accountant, also left for pastures new and we very much appreciate her many years of work as part of the Cathedral family.

Canon Jay Colwill left in October after over five years as Missioner, and Interim Sub Dean from last summer. We were so pleased that he was appointed Senior Chaplain of St Michael's Church in Paris, and wish him and Jo a fruitful ministry there.

It was with great sadness that we learned of the death of Bishop Karowei, Bishop of Woolwich, on 8 September, following a long illness. The Cathedral hosted a series of vigils and his funeral, celebrating his ministry and commending him to the love of God. May he rest in the peace of the Risen Christ.

At the end of the year Justine Horseman-Sewell, our Chief Operating Officer and David Edgar, our Chief Finance Officer, announced that they would both be leaving in early 2024 to pursue exciting new roles. We are grateful to Justine for all her work especially in enabling us to be registered with the Charity Commission as part of the Cathedrals Measure of 2021. Although David was not long with

us at the Cathedral, he streamlined and set up new systems in the finance department which will allow for more efficient financial management. Plans are well in hand for recruiting new people to these roles in 2024.

Who we welcomed to the Cathedral

It has been a real joy to welcome new members to the Cathedral clergy team. In September Canon Kathryn Fleming joined us as Precentor with many years of cathedral experience at Coventry and is exercising a ministry of encouragement and hospitality among us.

Following an extensive consultation process, Chapter worked hard with the staff team to produce a Statement of Needs for the appointment of a new Dean and we were so fortunate that the Reverend Canon Dr Mark Oakley was appointed and joyfully installed on Advent Sunday. His leadership, preaching and teaching have been very well received and are very much appreciated.

The Bishop also appointed Canon Roxanne Eversley as Canon Librarian and Dean of Cultural Diversity in the Diocese and we are enjoying getting to know her.

Record of names

Here we record the names of members of staff who have left us during the year and welcome those who have arrived.

Those who left us were:

- Tony Aarons
- Marie Tims
- Toyin Tukasi

And those who arrived:

- Alfie Roche
- Zoe Rouse
- Sharda Rozena
- Roxane Bourgeois
- Cristina Guerrero
- Jonathan Wood
- Emily Harris
- Wilder Irvin
- Raul Saavedra

We also lost several members of the Cathedral community.

The following were amongst those who died in the year:

- Ray Denvil
- Bill Rathbone
- Bob Reiss
- Cathy Walker
- Tony Winter
- Janice Breslin

Our mission and ministry for the year

The mission and ministry of the Cathedral continued as ever during a year of change with the daily round of worship at the heart of all we do, together with special services and events including celebrations for the Coronation of HM King Charles III in May, the 75th anniversary commemoration of Windrush, the heritage and mudlarking Day and the Robes SleepOut. We hosted the Museum of the Moon in October and welcomed over 40,000 people through our doors.

Our overseas links with Zimbabwe, Rouen and Bergen continued to flourish through regular contact and building relationships, as well as

our more local focus on ministry with our sister churches. Work continues to be undertaken with our congregation and staff team about becoming more sustainable on our journey to Net Zero Carbon and we applied for the Rocha Silver Eco Church award at the end of the year.

Following repairs to the Queen Elizabeth Room the new location for the shop is proving to be very popular with visitors and congregation members, with a greatly expanded offer, and is a real asset to the Cathedral. We are so grateful to the team who made the move possible.

The Friends of Southwark Cathedral have continued to be a source of encouragement as they financially support our mission, including the Christmas trees and lights, the refurbishment of silverware and the commissioning of the Southwark Service by the composer Nico Muhly to celebrate Andrew Nunn's ministry at Southwark.

Finally, I would like to thank members of the congregation and our amazing volunteers and staff team for your kindness, understanding, encouragement and prayers during the six months I served as Interim Dean. I could not have done it without your support, and I am very grateful indeed to be part of such a wonderful Cathedral community.



In memory of Bishop Karowei
27 June 1958 – 8 September 2023

Safeguarding

The Reverend Canon Kathryn Fleming

I took over the safeguarding lead from Canon Jay Colwill on his departure in October and I am really grateful to have inherited something which was in such good order.

In spite of the changes in Chapter and clerical lead in this area, we have had fabulous ongoing support from our Cathedral Safeguarding Officers, the safeguarding administrator and from the diocesan safeguarding team. However, we can never be complacent in this area of our work and need both constant vigilance and the enhancement of our culture and practice.

Summary of the year

We marked Safeguarding Sunday for the first time in November and formally commissioned our Cathedral Safeguarding Officers (CSOs), giving thanks for their work and committing ourselves to being a place where safeguarding is at the heart of all we do.

Inevitably, some concerns have arisen during the year, but we continue to draw upon the expertise of the diocesan safeguarding team.

I meet regularly with Pamela Chisholm and we are also grateful to John Stafford who was appointed as Deputy Diocesan Safeguarding Advisor in late autumn. We have reported concerns as necessary to the Charity Commission. We have also conducted a Past Cases Review. Further details are in the annual report.

I am hugely indebted to our team of Cathedral Safeguarding Officers: Helen Quintrell, Jill Tilley and Cherry James, and we continue to meet regularly to discuss concerns, look at training, and to put into action the remaining recommendations from the SCIE audit.

I also appreciate the outstanding administrative support from Emily Halton as Safeguarding Administrator and the invaluable assistance which Sharda Rozena, as Volunteers Officer, provided during Emily's sick leave.

We were very busy in 2023 with safeguarding training and DBS checks. We have done 61 DBS checks. Regarding training, our staff and volunteers have been trained in the following: Foundations – 163. Leadership – 5. Senior Leadership – 1.

Preventing Domestic Abuse – 13. Safer Recruitment – 2. We are most grateful for our trainers, Helen Quintrell and Jill Tilley, for all this work, and to all of you for your participation in making the Cathedral an even safer place.

I would like to thank the team for all the support which has made such a difference to me as a newcomer. They are endlessly wise, kind, patient and available.

Safeguarding officers

Finally, I would like to end this report by reminding everyone that if you have a safeguarding concern, no matter how small or seemingly insignificant, please be in touch with one of the Cathedral Safeguarding Officers. Their contact details are on posters at the west end of the nave, in the Mandela Porch, in the Song School, in the Vestry, as well as on the Cathedral website and the weekly newsletter.

Cherry James

Cathedral Office on 020 7367 6700

Email: cherry.james@southwark.anglican.org

Jill Tilley

Cathedral Office on 020 7367 6700

Email: jill.tilley@southwark.anglican.org

Helen Quintrell

Cathedral Office on 020 7367 6700

Email: hmqmc3@gmail.com

Finance Report

Daniel Chumbley, Chair of the Finance Committee

2023 was a successful year financially for the Cathedral as its income rose by 16% to £2.75m. This allowed us to reduce our 2022 deficit by 77% to £30,276.

Summary of the year

The ongoing deficit was not unexpected given the current economic conditions, high energy prices (ours rose by over 20%), and a large increase in prices which has increased costs for everyone and reduced disposable incomes.

Everyone has worked hard to keep budgeted expenditure to planned levels, but we passed on historically higher pay rises to our staff to ensure that salaries keep up with price rises, continued to meet our commitment to pay the London Living Wage and dealt with a significant rise in the cost of repairs and maintenance on our property portfolio which led to higher expenditure overall than 2022.

We have made good progress in planning a multi-year property repairs and maintenance programme to ensure we invest for the long term and established a working group to support management in considering wider sources of funding to support our mission and ensure we can meet continuing cost demands in the future.

All of this is taking place in the context of poor economic forecasts in 2024.

Our commercial activities and our welcome to visitors

Southwark Cathedral enterprises increased its profits in 2023 thanks to the re-launching of the Cathedral Shop and a program of major events which included.

We continue to attract a considerable range of visitors who might not otherwise come inside our historical building with a varied programme of talks, music events, book launches and topical discussion. This included the Museum of the Moon, which was visited by 42,000 people and generated net income of £98k.

We are also pleased that we are able to offer refreshment and hospitality in our Café via our

trading partners Comptoir Gourmand . This produces a small amount of income for us in circumstances where the trading environment for the catering and restaurant industry has never been harder.

Donations

We continue to be thankful for the huge generosity of all those that give to the Cathedral via our planned giving scheme. There are a number of our ways that individuals can give to the Cathedral and the details are below.

The past 4 years has seen a swift move to a cashless society which was accelerated by many retailers and others encouraging us to use bank cards and other devices to pay for things during the pandemic. This presented the Cathedral with a challenge in continuing to attract donations and how we invited visitors to give at a collection or more generally.

We have introduced contactless donation points to encourage giving by other means and we are grateful to our stewards for encouraging donations via card payment devices during our services.

We have also secured an external grant to help us employ additional staff members as Cathedral welcomers because evidence from other Cathedrals shows that this increases the income from visitors as they are encouraged to give more.

This initiative will also allow us to continue our commitment not to charge for entry. In 2024 we will be moving to the Parish Giving Scheme.

Our sister charities

We are also grateful to our sister charities, the Deans Fund and the Southwark Cathedral Development Trust (SCDT) who's charitable purpose is to support us and who continue to give income and capital donations through the year.

SCDT helped us realise our ambition to develop the Cathedral Shop and has helped us with ongoing enabling work towards ensuring the Harvard Chapel is accessible to all.

We are also thankful to the Friends of Southwark Cathedral who kindly donated £30,000. We look forward to working with those charities in 2024 on a range of projects where funding support is needed.

Investing for the future

The year also saw significant and necessary spending on the upkeep of the Millennium Buildings, which will soon be a quarter of a century old, to help preserve the heritage of the Cathedral and make it fit for the future as well as ensuring we take a longer term view on how we manage the property which we own to house some of our staff.

We are also grappling with emergency costs to All Hallows Church. Significant time and energy is being spent to decide how best to manage this site which has been an ongoing challenge for over a decade.

The Cathedral is focussed on exploring new sources of income and funding to avoid over-reliance on limited sources.

The finance committee has welcomed new members this year to help us revitalise our commitment to careful financial stewardship which remain challenging in uncertain economic times.

Supporting the Cathedral

We are grateful to all who have contributed to the life and mission of the Cathedral in 2023 in so many ways.

Southwark Cathedral is an independent charitable organisation and receives no regular direct funding from government or other external bodies.

The future of the Cathedral depends upon continued financial support. This is particularly important given the challenges we continue to face. We could not exist without the generosity of our funders, donors and supporters. If you can, please consider:

Setting up a regular donation – regular ongoing support helps us to plan and sustain our care of this great Cathedral for the future. [cross refer to our planned giving scheme information/are we mentioning the Parish Giving Scheme]

Making a one-off donation – historic buildings always need of support; from medieval stonework to or educational programmes, to maintaining our lovely garden – your gift will always make a difference.

Leaving a gift in your will – a legacy gift is one of the most effective ways you can support the Cathedral. Legacy gifts can be directed to support a chosen area of our work, or can be given free of restriction to enable them to be used where they are needed most.

Supporting our music – ask for a one-off donation to be used to support the Cathedral choir, our organ and all the music that you hear and experience at the Cathedral.

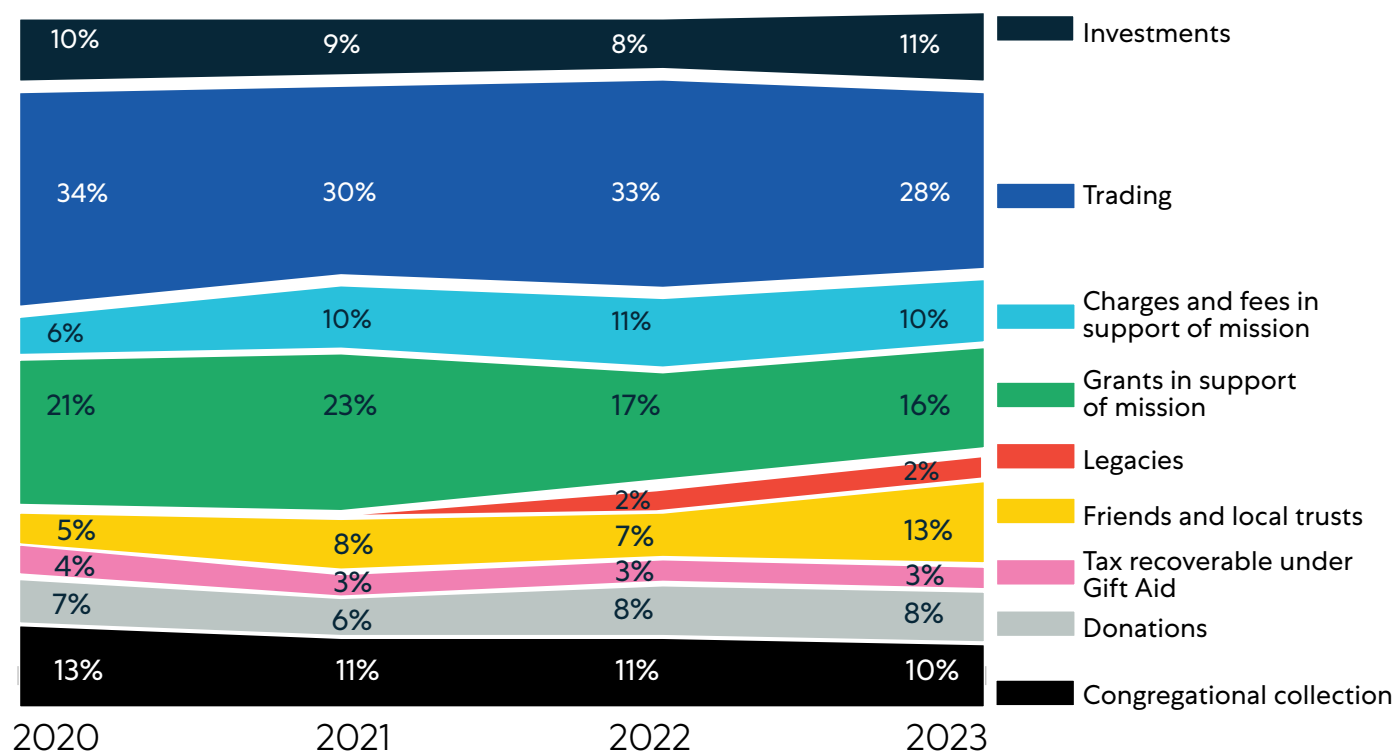
Encourage learning and our young people – ask for a donation to be used to support educational activities and our work with young people.

Becoming a volunteer – join our team of committed and loyal volunteers to play a vital part in the day-to-day running of this busy and thriving place.

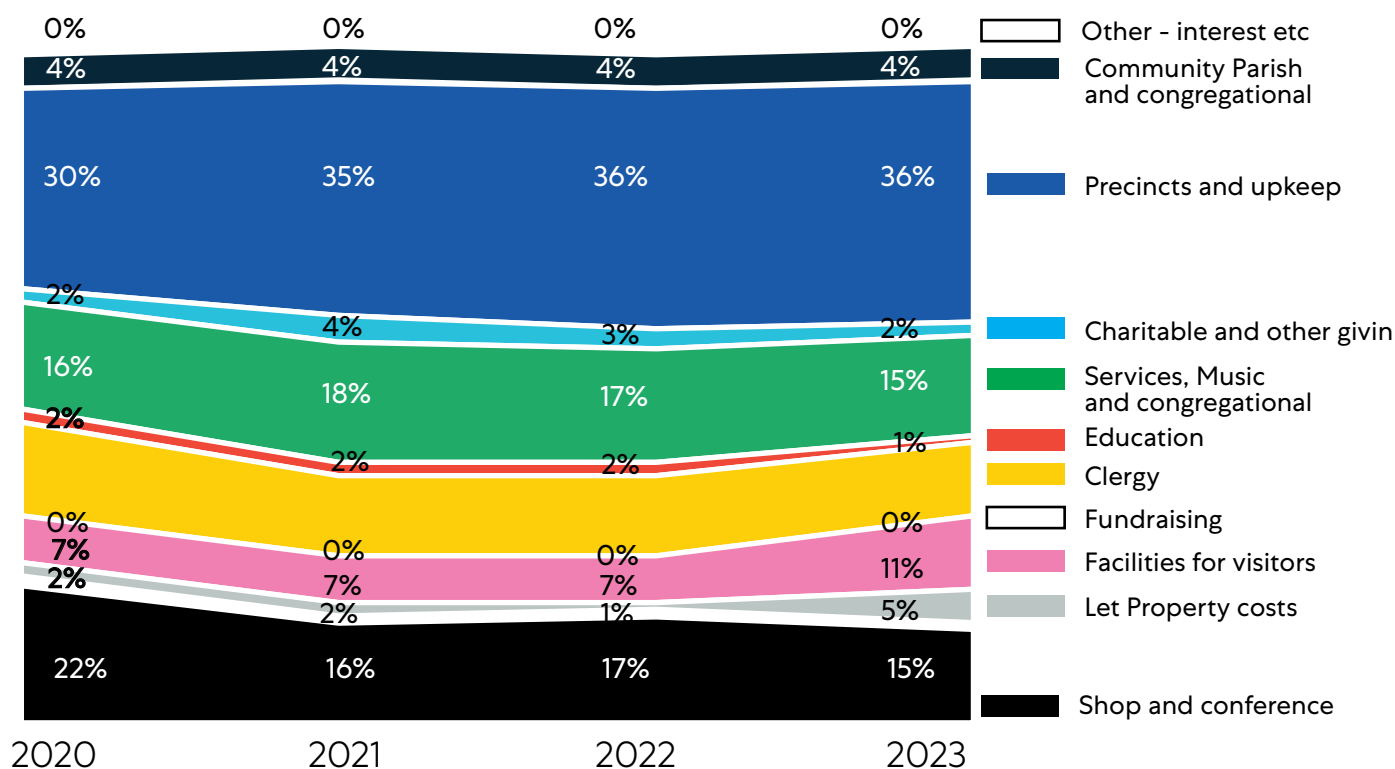
Joining the Friends of Southwark Cathedral – sign up to support us, make new friends and enjoy events through the year.

To find out more about how you can support the Cathedral, please visit our website:
<https://cathedral.southwark.anglican.org/support-us/>

Income breakdown



Expenditure breakdown



Music

Ian Keatley, Organist and Director of Music

Our Cathedral Choir continues to flourish. The number of choristers has grown significantly during the past year.

Southwark is one of a number of English cathedrals that does not enjoy the luxury of a choir school. This enables our music team to reach out far and wide to engage with ethnically and socio-economically diverse communities in south London. Choral music sits at the very heart of the worshipping life of Southwark Cathedral.

Our cathedral music department works with over 80 children on a daily/weekly basis and with approximately 160 chorister and probationer parents representing local communities.

I regularly visit schools to give talks, lead assemblies and run auditions whilst building professional relationships to reflect our commitment to maintaining an inclusive and outward-facing cathedral community.

The *raison d'être* for any cathedral choir is of course the daily services of Choral Evensong and the Sunday morning Eucharist. Whilst our musicians serve the worshipping cathedral community, they also serve the wider community and Diocese.

Diocesan Outreach Project

Our music department has just launched its new Diocesan Outreach Project. The project includes a number of headline events in this its first year.

- During the week of prayer for Christian Unity, I invited the choir of St George's RC Cathedral, Southwark, to sing with our choir at an ecumenical Evensong. We were delighted to welcome clergy and members of the community from St George's for hospitality following the service.
- Our Sub-Organist, Simon Hogan, is hosting a number of organ workshops for Diocesan parish organists this year.
- We have hosted a special cathedral organ day for schools across the Diocese. We aim to fill the nave with school children and play children's film music very loudly on the cathedral organ. Over 200 children signed up.
- In June of this year, I will direct a grand diocesan choral Evensong with a nave full

of singers from Diocesan Parish Choirs. An impressive number of choirs have already signed up to sing with our cathedral choir including: Croydon Minster; St Michael and All Angels, Croydon; St Alfege, Greenwich; St Mary's, Battersea; St Peter's Streatham and St Mary the Virgin, Wimbledon.

Cathedral Music Trust

In November of this year, we will host the Cathedral Music Trust for an Evensong with our Cathedral Choir to celebrate the future of cathedral music. This follows their first visit in 2022 which provided an opportunity to showcase Southwark Cathedral as a centre of musical and liturgical excellence supporting and educating children representing a widely diverse ethnic and socio-economic demographic reflecting our strong commitment to inclusion and diversity.

We hosted the Cathedral Music Trust together with friends, supporters, and Ambassadors Alexander Armstrong and Anna Lapwood. We look forward to hosting Cathedral Music Trust ambassadors, trustees, funding partners and benefactors again in November.

New Southwark Service

We commissioned the new Southwark Service (by generous donation of the Friends of Southwark Cathedral) last year.

The new set of canticles, by renowned composer Nico Muhly, was premiered by the Cathedral Choir in July 2023. Nico Muhly travelled over to London from New York City to work with the choristers in the weeks leading up to the world premiere.

On Advent Sunday our Cathedral Great Choir sang alongside the altos, tenors and basses of the Choir of St John's College, Cambridge, for the Installation of The Very Revd Dr Mark Oakley as our new Dean.

As usual both Choirs gave their annual concerts during the year.

On Good Friday the Cathedral Choir sang the Duruflé Requiem (with string players from the London Symphony Orchestra and English National Opera) with some Passiontide music in the first half and, in December, Part One of Handel's MESSIAH (with the Chameleon Arts Orchestra) and other Christmas music.

The Merbecke Choir

The Merbecke Choir under its Director, Emily Elias, continues to flourish, regularly singing concerts and Compline in the Cathedral.



Streaming Team

Tony Piper

We continue to stream Morning Prayer each day as well as our 11am Choral Eucharist each Sunday. In addition, from Easter Day 2023 to Easter Day 2024 we streamed an extra 77 Services.

Team

4 people - Tony, Maggie, Guy, Sharon

556 Hours Volunteered (includes ~50 hours of ongoing improvement works by Tony)

Statistics

YouTube

- 106.9k views
- 17.7k watch hours
- 2.3k subscribers
- +637 subscribers

Facebook

- 9.2k followers

Comparable viewing stats not available

Donations

From 2 June 23 – 31 March 24, the code was used 81 times, of which 71 were unique scanners.

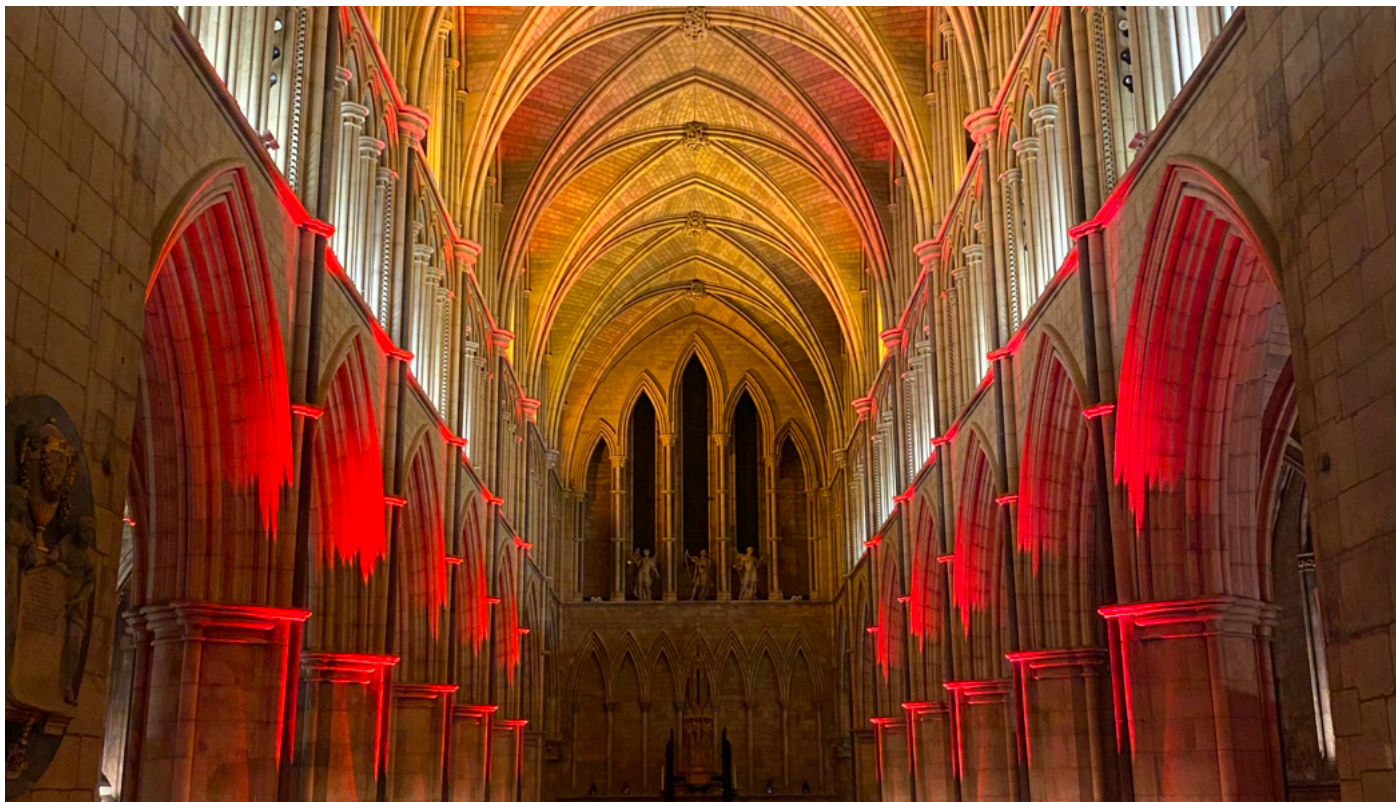
This generated 68 total donations, of which 31 were unique donors. This amounted to £697, £416 of which was eligible for Gift Aid.

Highlights

- Installation of the Dean
- New Dean Intro video
- Andrew Nunn farewell
- Cathedral Carol Service
- Eucharist and Farewell to Andrew Nunn
- The Dean's First Sermon
- +Bishop Karowei's Funeral (16.1k)
- +Bishop Karowei's Service of Songs (2.4k)

Southwark Cathedral Enterprises Limited

Richard Holman, Chair



Southwark Cathedral Enterprises Ltd, the Cathedral's commercial arm, had a successful year in 2023, as the steady recovery from the ravages of the pandemic continued.

Total revenue rose by 12% to £824K and the company's contribution to the Cathedral was £419K, an improvement of £83K (25%) on 2022.

Events and hires

Rose Harding continued to star, bringing in a wide array of prestigious events, including high profile memorial gatherings for Vivienne Westwood and Hilary Mantel, which attracted many prominent people from, respectively, the fashion and literary worlds.

The legal profession has also found the Cathedral a congenial location for social events and we have catered for Slaughter & May and for the barristers of Brick Court Chambers.

The Society of Authors returned in 2023, as did the US Embassy departmental drinks reception, and we are very pleased that both have already booked for 2024.

The most regular hirers have been Fever Up's Candelight concerts, of which 28 took place in the Cathedral in 2023.

The success of our events is due, in no small measure, to our group of excellent catering partners, who enabled us to exceed the budget target for commission last year.

New starter

We have been pleased to welcome Cristina Guerrero as Events & Enterprises Assistant. Her main responsibility is the management of conference room hires, income from which was steady at £100K during 2023. Lettings have included Cancer Research UK, an NHS Trust and the Ford Institute.

The Cathedral Shop

After delays due to the need for substantial repair work in the Queen Elizabeth II Room, the new shop finally launched in time for the Christmas trade. Our huge thanks to Grant Tripp, who oversaw the design and managed the works and then the move, and to Alfie Roche who has brought great enthusiasm to his role as shop manager. The new location is much more visible to visitors, which gives us some freedom to experiment with new products.

Comptoir Gourmand

Our partners, Comptoir Gourmand, have established themselves very well in the Café. They provide a friendly, reliable service and an attractive food offering to the congregation, visitors and staff and we are working with them on ways in which they can expand their operations on the Cathedral site.

The Board of Enterprises

The Board of Enterprises is very appreciative of the commitment and sheer hard work of everyone who works on generating commercial income for the Cathedral. The team has benefited from great support from Justine Horseman Sewell and David Edgar. I would also like to thank my fellow non-executive directors, Jessica Kingsley, Grant Tripp and Hanif Barma, for the time and expertise that they have contributed over the past year.

Although 2024 has started well, and we are optimistic about the outlook for the rest of the year, there is still considerable uncertainty about the impact of the development works at Minerva House, particularly on the Café.



Learning Centre

Emily Harris, Learning Centre Manager

We had a busy, productive and successful year managed by our part-time Learning Centre Manager, Emily Harris leading a team of eight dedicated volunteers.

Requests for visits are returning to pre-pandemic levels and we were visited by a mix of regular visitors, schools new to us, church and community schools.

Teachers continued to value our high quality, curriculum-linked learning offer and particularly commented on the skills, knowledge and enthusiasm of session leaders and the engagement of the students.

Partnerships and Projects

We continued to develop a strong partnership approach to our work. In the autumn we supported a second project with the Worshipful Company of Glaziers, this year themed around serious youth violence and forgiveness, with workshops led by Operation Forgiveness.

This culminated in another beautiful and thought-provoking stained-glass window designed by Year 9 students from local secondary schools. Over the school holidays we collaborated with the Southwark Heritage Centre to deliver a 'Kids' Digs' archaeology day during the British Festival of Archaeology and with the Old Operating Theatre to deliver family learning sessions that explored our shared monastic past.

We also continued to work closely with the Southwark Diocesan Board of Education supporting teacher CPD and collaborating on another very successful Journey to the Manger event for 140 Year 2 students.

Donors and Grants

We are blessed to have a small group of individual donors who support our work and to them we extend our very grateful thanks.

While our main income is from school visits, in 2023 we received grants from the Cathedral, the Worshipful Company of Launderers and a project grant from the St Olave's Foundation to set up a bursary scheme to enable some free visits from

Southwark Borough schools with high proportions of students eligible for Pupil Premium. For these external supporting funds, we extend our sincere gratitude.

Looking ahead

Our strategic focus for 2023-24 is building a sustainable and resilient service that can continue to offer a high-quality education programming that meets the needs of schools, young people and families.

Recruitment of new volunteers remains a priority. We are looking for volunteers who have time in the week to work with school groups, who have experience in teaching and learning and who enjoy working as part of a close-knit, friendly team.

Teacher feedback

The children thoroughly enjoyed their visit and the whole trip was well organised and ran smoothly.

Adults leading sessions were very supportive. A great day.

We all really did have a fantastic day, and we cannot wait to come back next year. What was discussed on the visit was used in the Friday's lesson – such a fantastic teaching tool.

The tour was informative, interactive and interesting, and the children were engaged all the time.





Visitor numbers

Primary: 2,739

Secondary: 359

Adults (teacher CPD): 52

Families: 149 parent/guardians and 105 children

Total: 3,404

Visitor Engagement

Jon Dollin, Head of Visitor Engagement

The Visitor Engagement department had a busy 2023 hosting over 90 events ranging from talks, poetry readings, photography, theatre, and concerts with over 15,000 attendees coming to the Cathedral just for events alone.

Programme of talks

Our programme of talks grew from strength to strength throughout 2023, from acclaimed historians Dr Ian Mortimer and Dr Tracy Borman, to lesser known or up and coming historians and social commentators.

These talks covered a wide range of subjects, from historical figures and events, to social issues impacting society today, to theology and poetry, and from cats (in homage to resident moggy Hodge), to an evening with BBC journalist and presenter Ros Atkin who explained to a packed Cathedral how to explain things! All are welcome to attend these talks and it is evident that a diverse audience attends although work is still to be done to raise awareness to all sectors of the community and promote broader engagement.

Cultural events

The Visitor Engagement team also hosts a range of cultural events, such as photography evenings for professional and amateur photographers to test their skills after hours (normally by candlelight), outdoor theatre taking place in the Cathedral churchyard to celebrate our connection with Shakespeare and other Tudor and Stuart theatre, and art workshops concentrating on religious art such as Iconography or Illuminated Manuscripts.

We also hosted our first Mudlarking and Heritage Craft Day, over 2500 visitors enjoyed engaging with mudlarks, archaeologists, colleges, museums and charity organisations, who raised awareness of the River Thames, be it the history or the ecology or the history of Bankside.

We were also joined by several master craftspeople who brilliantly displayed their skills ranging from stone carving to beekeeping. It really was a wonderful day, and we look forward to it coming back in 2024.

Museum of the Moon

2023 was dominated by the installation of the 7m x 7m Museum of the Moon by artist Luke Jerram. Over 40,000 visitors came to marvel at the moon in the Cathedral in just 20 days. The installation was accompanied by a programme of events which included music, talks, photography, and comedy all looking at space and science.

We were delighted to be able to secure organist Anna Lapwood who launched her latest album Luna to a packed Cathedral. Astronaut Tim Peake also launched his latest book Space: The Human Story under the Moon, again to a full Cathedral. Geo-political author and journalist Tim Marshall delivered a fascinating talk about how space is being carved up for financial reasons by the superpowers.



(c) WBacon Photography

Photographer Andy Saunders who has been commissioned by NASA to remaster the photographs taken by astronauts during the Apollo missions delivered a highly visual and fascinating talk prior to his exhibition with actor Tom Hanks,

and we were delighted to host a morning of space themed Lego workshops for families with The Brick People.

Other events included a night of comedy with Science Show Off and an engaging talk by Royal Observatory and TV astronomer Tom Kerss who then led a moongazing session from the Cathedral courtyard allowing visitors to use his telescopes. It was a brilliant 3 weeks, and it was a delight to see the Cathedral so full of people from different backgrounds many for the first time.

Hope in the face of persecution

For two weeks in November situated in the Sanctuary we were delighted to display a series of paintings that show hope in the face of persecution. A group of Christian women from northern Nigeria created self-portraits to process the trauma they've experienced because of violent attacks.

The paintings contained tears of gold: a sign of how tragedy can be transformed into hope through the love of God. Alongside the self-portraits, visitors were also able to view portraits of these courageous women created by artist Hannah Rose Thomas. The paintings were created as part of a trauma healing programme run in northern Nigeria by Open Doors, a charity supporting persecuted Christians around the world.

Tours and walks

We also ran several tours for booked groups. These must be booked in advance and are led by our experienced volunteer Guides, lasting around 60-90 minutes. We offer several different themed tours, including a general history of the Cathedral, an architectural tour, specialist-stained glass tour, 'Women of Southwark' tour and Theatrical Connections tour. Shorter 'Drop-In' tours are also available for visitors upon arrival, should the trained tour guides be onsite.

There are also several specialist walks of the local area available which can be booked by individuals or families. These include a potted history of Bankside, local theatrical connections, and a Charles Dickens Southwark walk. These are facilitated by our volunteer guides and can be booked in advance by groups.

In Summer, we also ran a fortnightly programme of local area walks that can be booked by the public as part of our commitment to adult learning, with a clear focus on the local area.

Pricing is kept quite low to make these walks as accessible as possible. We also use other individuals or organisations to facilitate walks on more specialist subjects such as burial grounds of Southwark and our hugely popular River Thames foreshore walks.



(c) Steve Cross

The Friends of Southwark Cathedral

Kate Dean, Secretary



The Friends had another interesting and busy year in 2023. There were numerous opportunities for members to meet together with illustrated lectures, our annual quiz, social gatherings and special services, and our continuing programme of pilgrimages.

Pilgrimage

At the beginning of the year the pilgrimage began at Southwark and ended at St Albans Cathedral after which we moved to Guildford Cathedral, travelling along the Rivers Wey and Thames bringing our pilgrimage year to an end in October when we arrived at our home Cathedral.

Friends of Cathedrals

The Chair and Director of the Friends attended the biennial conference of the Friends of Cathedrals and Greater Churches held in October at Hereford Cathedral. It was an excellent weekend full of supportive and inspirational lectures and opportunities to meet representatives from other Friends organisations.

Requests for funding

The Trustees met 4 times and were pleased to receive a range of requests for funding from the Cathedral.

In the financial year the Friends funded the Easter and Christmas flowers as well as the Easter Eggs gifts for the congregation, the refurbishment of the Processional Cross together with the Cathedral and Verger's Staves, and the Christmas lights which provided a warm and festive welcome to visitors during Advent and Christmas.

There was also a small grant given for resources for the Cathedral garden which supported the work towards the Bronze Eco-Award. A particularly special commitment was commissioning the Southwark Service dedicated to our outgoing Dean, Andrew Nunn. This setting has been performed at a number of special Services since its premier performance in July. A total of nearly £30,000 was given in grants to the Cathedral last year.

Throughout the year we welcomed new members and it has been valuable to have the opportunity to illustrate the work of the Friends throughout the Cathedral inviting visitors to join the Friends thereby giving an ongoing commitment to the Cathedral.

Volunteers

Sharda Rozena, Volunteers Officer

We have a fantastic team of 337 volunteers across 30 different roles at Southwark Cathedral.

The volunteers enable us to keep the Cathedral running and operating smoothly and efficiently in a manner of different ways from welcoming visitors and giving tours, to pastoral support and flower arranging.

Volunteer recruitment

In the last year, and since appointing a new Volunteers Officer in April, we have recruited 64 volunteers in roles such as Day Chaplains, Youth Xpress Leaders, Learning Centre, Welcomers, Reception, Heritage Events and in the Serving team.

We have also recruited volunteers in new roles like conservation cleaning and as finance assistants. We have also introduced a placement scheme with the University of Leicester for an art, heritage and museum student looking for work experience in a Cathedral setting.

The volunteers are vital in everything we do, and we have been able to ensure they are updated about Cathedral news and updates through regular monthly newsletters.

Volunteer trips

We have also introduced volunteer trips to other heritage sites (visiting a range of places in London including the Royal Opera House and Shakespeare's Globe). And we have provided the volunteers with relevant training for their roles, including Dementia and Autism awareness training.

Volunteer Thanksgiving Choral Evensong

Alongside the annual volunteer party, we have introduced a Volunteer Thanksgiving Choral Evensong as a special occasion to specifically celebrate the skills, enthusiasm and support that the volunteers provide to the team at Southwark Cathedral on a daily basis.



Mothers' Union

Jill Tilley, Secretary of the Mothers' Union

Southwark Cathedral with St Hughs' Branch is part of a global movement working to develop communities, support family life in all its diversity, advocate for change and build a future where everyone thrives.

Prayer

Prayer plays a significant part in the life of the Mothers' Union. A Quiet Day was held at St. Andrew's Church Coulson led by the Rev'd Esther Foss in February and a World Day of Prayer was held on 3rd March. Midday prayers are held on the 4th Wednesday of every month in the Harvard Chapel and the Cathedral with St. Hughs' Branch prepared and led the prayers on Wednesday 26th April.

Events

The Annual Festival Service was held in the Cathedral on the 15th July, attended by members of our branch, one of whom carried the banner and two other members were Eucharistic Ministers.

The Southwark Diocese Wave of Prayer was held on 31st August – 2nd September and the Southwark Cathedral with St Hughs' Branch led the prayers on 31st August in the Harvard Chapel during which we prayed for dioceses in the UK and around the world.

On 28th September the funeral of Bishop Karowei was held at the Cathedral and was attended by members from the Cathedral and across the Diocese.

On November 5th two new members were admitted to the Mothers' Union during the Morning Eucharist. At his installation as Dean on December 3rd Mark Oakley was welcomed to the Cathedral, on behalf of the Mothers' Union, by the Branch Leader and Branch Secretary.

Branch meetings were held across the year where we share information and decide on future events.

Support and fundraising

A cake sale was held by the Mothers' Union on the 19th March, Mothering Sunday. The monies raised were divided between DEC Turkey and Syria Earthquake Appeal and the Bishop's Lent Appeal.

Two members attended the Diocesan Council meeting in October at St. Francis, Horley. The speaker's topic was Dementia. Members continue to support the 'Tea at Two' sessions and continued ongoing knitting for babies admitted to the Neonatal Unit at the Evelina Children's Hospital.

In November the Cathedral and St. Hugh's both participated in the Red Chair Project 'A Place for Them' standing against gender-based violence and abuse, organised by the Christian Network to End Domestic Abuse.

Both the Cathedral and St. Hugh's displayed an empty chair covered in red fabric to act as a symbol of the absence of the many women who have been killed through gender-based violence.



Unity Group

Frances Hiller, Chair

Ecumenism journeys on. It journeys with Jesus, not 'my Jesus against your Jesus', but with our Jesus.

Pope Francis

The Cathedral Unity Group, which is an informally constituted group responsible to and reporting to Chapter under the auspices of the Sub-Dean, is responsible for ecumenical outreach. It organises and encourages participation in ecumenical activities locally, nationally and internationally. The Group has met on several occasions during the past year.

Local ecumenical activity

Unity Forum

This group brings together members of Southwark Cathedral, St George's Cathedral and St Olav's Norwegian Church. The group met on one occasion. It is hoped that the successful pilgrimage between the three churches in 2019 will be repeated in the near future.

Robes Project

Reports are received at each meeting from members of the Project who are also members of the Unity Group. The problem of homelessness continues to grow, exacerbated by the economic situation and also the big reduction in properties available to rent. Southwark Cathedral again provided volunteers for the Night Shelter at Christ Church, Blackfriars. 20 guests were moved on to the next stage.

Cross of Nails

Southwark Cathedral has been a member of the ecumenical Community of the Cross of Nails since 2020, and sees responding to injustice through prayer and action as central to its mission. In this context Southwark Cathedral continues to work in partnership with the Clewer Initiative.



In April the Friends of Southwark Cathedral went on pilgrimage to Dresden. This included a visit to the Frauenkirche, also a member of the Community of the Cross of Nails, which has been completely rebuilt following the bombing of Dresden in 1945. Here the group prayed the Litany of Reconciliation, and on Sunday attended worship, which included the confirmation of four young people.

The CCN Litany of Reconciliation is prayed in the Cathedral every Friday at Morning Prayer and at noon.

Southbank Churches

Canon Michael Rawson has continued to represent us at meetings of this group, which includes representatives of local Lutheran, Roman Catholic, Anglican and Baptist churches. The Ecumenical Good Friday walk brought together Christians from these churches, finishing with a short service at Waterloo Station

International Ecumenical Activity

Rouen and Bergen

Individual personal friendships have helped to maintain the relationships with our link Cathedrals in Bergen and Rouen through the past year. A group from Southwark Cathedral visited Rouen in October, where we experienced the warm hospitality of our hosts. Following Mass in the Cathedral, at which members of the group took an active part in the service, an updated Charter was signed by members of both groups. Plans are being made for a return visit. We have also participated together in two online Lectio Divina sessions.

A group from Bergen Cathedral visited in May, taking part in a varied and interesting programme, ending with a meeting to discuss other aspects to explore during future exchanges. A return visit is being planned.

Building bridges is the work of ecumenism, and so the Unity Group continues to work towards building bridges that everyone can cross. Friendship lies at the very heart of this work.

The Cathedral School of St Saviour and St Mary Overie

Filiz Scott, Headteacher

Here at Cathedral Primary School we take pride in our commitment to providing a high-quality education while fostering a nurturing and inclusive environment.

With a motto inspired by John's Gospel, "Life in all its fullness," the school community works collaboratively to ensure that all pupils are happy, engaged, and passionate about learning.

We are a small 1-form entry school, where everyone knows each other by name. This family-like environment allows staff to provide personalised support and guidance to all pupils. The children benefit from this close-knit community; they develop strong relationships with their peers and feel a sense of belonging where they can develop confidence and resilience. It is a place where every child is valued and every pupil makes an important contribution to the life of the school.

At Cathedral Primary School, we are proud of our pupils' remarkable academic achievements. Through the dedication and passion of our staff, pupils consistently attain high standards of academic performance. This achievement was recognised during our recent Ofsted inspection, where we were rated 'outstanding,' a testament to the hard work and commitment of our entire school community.

A key distinguishing feature of Cathedral Primary School is our strong Christian ethos. Many parents choose our school because of this. Every school day begins with collective worship, setting a positive tone and allowing pupils and staff to reflect together. Our worship is centred around various themes, currently focusing on Mark's Gospel and later on Science and Faith. We are privileged to have members of the clergy from Southwark Cathedral and St. Hughes leading our worship every Thursday, enriching the spiritual experience for our children.

Our school shares a strong partnership with Southwark Cathedral, further enhancing our Christian ethos. Canon Michael Rawson, serving as the vice-chair of our Governing Body, ensures

a close connection between the school and the cathedral, in addition a number of our governors have links to Southwark Cathedral. This year our pupils have had the opportunity to audition for the cathedral choirs, providing them with a unique and enriching experience. We are grateful for the unwavering support we receive from the cathedral community.

Like every school, Cathedral Primary School faces challenges, particularly in terms of funding. However, we are fortunate to have a supportive parent community who assist us in various voluntary capacities, including reading with children and accompanying classes on educational visits. The generosity of parents, children, and local businesses is evident in our library, which is filled with a wide range of donated books, enabling our pupils to enjoy reading widely.

Our dedicated staff and governing body consistently prioritise the well-being and learning of our children, ensuring they receive the best possible education. We are grateful for the support of our parent and cathedral communities, which enables us to provide a unique and enriching educational experience. As the Headteacher of Cathedral Primary School, I am honoured to work alongside such a committed team and to witness the positive impact we have on our pupils' lives. Thank you for your continued support.



St Olaves Grammar School

Andrew Rees, Headteacher

It has been another busy and successful year at St Olave's Grammar School. We are pleased that our relationship with Southwark Cathedral remains so strong, especially being one of three Foundation Schools.

Our annual Service of Thanksgiving and Commemoration took place last May in the splendid setting of Southwark Cathedral.

The Right Reverend Dr Rosemarie Mallet, Bishop of Croydon, gave an inspiring address to a packed cathedral of guests, including the Mayor of Southwark, the Mayor of Bromley, governors, students, staff, parents and Old Olavians.

The outgoing Senior Prefect Team and members of staff read the traditional verses before the whole cathedral resounded to the final hymn, Jerusalem.

I hope that, particularly for our Year 13s, this will have been a memorable and emotional occasion to look back on in years to come. Our chaplain, Revd Dr Julie Bowen played a vital and excellent organising this wonderful occasion.

The Very Revd Andrew Nunn, Dean of Southwark gave his last welcome, before he retired as Dean in July 2023. Andrew has been involved with St Olave's for over two decades and we wish him well in the future.

As a school, we are committed to making a significant contribution to the common good of the local community.

We have developed our outreach provision through a network of local primary schools. We run interactive and challenging sessions to support Year 5 pupil premium students at Darrick Wood Junior, Manor Oak, Chelsfield Primary, Tubbenden Primary, Midfield Primary, St Mary Cray Primary and St Paul's Cray Primary Schools.

The interdisciplinary activities of our programme aim at boosting pupils' confidence and resilience when solving a mathematical problem and enhancing their literacy skills when expressing themselves in different subject languages. We also hope it will improve self-esteem, motivation for learning and allow pupils to encounter new experiences.

Looking at our contribution to the wider world, we hosted our annual Festival in aid of charitable causes at the end of 2023. Pupils decided to raise money to support the charities: 'Long Covid Kids' and 'Refuge'. We raised the amazing sum of £7800 through events, such as Cabaret and Festival, and we hope this will help these wonderful charities enormously.



Stay in Touch

Thank you for reading this report. We hope the information you have read has helped you find out more about our life and work. Please do keep in touch with us using the follow channels.

Website

www.southwarkcathedral.org.uk

Social Media

For all the latest news and events, follow us on social media.



Southwark Cathedral



@southwark_cathedral



@southwarkcathed

Newsletter

We send out a weekly round up of What's On at the Cathedral, including the latest news from our Cathedral community.

You can sign up to hear from us on our website.

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