

PORTSMOUTH CATHEDRAL

The Very Reverend Dr Anthony Cane BA MPhil PhD
Dean of Portsmouth

3 October 2019

Dear Cathedral congregation

Back in June I wrote an open letter about forthcoming staff appointments at the Cathedral, two of which were at that point being advertised in the *Church Times* and elsewhere (Chief Operating Officer/Chapter Clerk and Canon Chancellor and Vice Dean). As you know, these appointments have now been made. Richard Abraham has made an excellent start as COO. Kathryn Percival, who is to be installed as Canon Chancellor and Vice Dean on Sunday 15 December at 6.00pm, was able to participate in a recent Chapter awayday. This event was about the development of a shared strategy and vision for the years leading up to the centenary of the Cathedral, Diocese and City in 2027. We are currently working on the timetable for a consultation process, as we would love to have your input on the future direction of the ministry and mission of the Cathedral!

My June letter mentioned the possibility of funding from the Church Commissioners, through the Cathedrals Sustainability Fund, for a Head of Fundraising and Events. Our application was successful, and we are now advertising this position: the interviews will be on 14 November. In the application pack, I write, 'Underlining our commitment to grow in service to our diocese, city and beyond while ensuring long term sustainability, we are looking for an outstanding Head of Fundraising and Events with the drive, experience, skills and flair to transform the Cathedral's income generation.' I look forward to welcoming such a person to the Cathedral!

Where clergy staffing is involved, so is the provision of a house for them to live in. The appointment process for a new Canon Chancellor focussed attention on the unsuitability of the house currently allocated to that post. The current house, purchased in 2003, was always recognised by Chapter as less than ideal, with a need to upgrade when funds allowed. Chapter has now decided to invest in a property more suitable for current and future clergy of the Cathedral. This is a significant strategic decision (which I think future Chapters will be grateful for) and therefore it is important to set out the key reasons for it:

The house is in the wrong place, not sufficiently close to the Cathedral for ease of working. It does not meet national agreed criteria for clergy properties. The study is tiny, off the main lounge and completely inadequate for clergy purposes (e.g. pastoral work). Legal covenants on the property mean there is little the Cathedral can do to make it a suitable clergy staff house (i.e. we cannot turn the garage into a study for clergy to work and receive visitors).

An update will be provided as sale and purchase progress.

The final area to cover in relation to staffing is that we currently have, or will shortly have, an unusual number of vacancies amongst the lay staff. Tim Burnett, for example, has moved to the East Midlands and so has left his Liturgy and Music post. Nicky Taylor, Finance Officer, will be leaving at the end of October in order to pursue a further professional qualification. I am extremely grateful to both of them for the fine work they have done for the Cathedral, and likewise grateful to existing staff – and to our dedicated volunteers - who are working beyond the call of duty whilst interim arrangements are made (including the management of the Cathedral shop) and we make further appointments.

With my prayers and best wishes, *Anthony Cane*

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