



PORTSMOUTH CATHEDRAL

**THE CATHEDRAL CHURCH OF
ST THOMAS OF CANTERBURY
PORTSMOUTH**

ANNUAL REPORT AND AUDITED ACCOUNTS

YEAR ENDED 31 DECEMBER 2024

Charity Number 1207410

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Preface

This year's Annual Report and Audited Accounts have been produced in accordance with the Charities Statement of Recommended Practice (SORP) FRS 102. It also complies with guidance issued by the Association of English Cathedrals. A copy of the charity regulations may be found online at the gov.uk website.

A simplified version of the accounts is, as usual, being made available at the Annual Parochial Church Meeting this year, this will go together with this report of the activities of the Cathedral and its various groups.

To reduce printing costs, this formal version of the report will be made available on the Cathedral website: www.portsmouthcathedral.org.uk. Paper and large print copies can be made available for those who wish to have them; please ask for a copy from the Cathedral Office, telephone: 023 9289 2963, email: info@portsmouthcathedral.org.uk

The key message from this annual report is that the Cathedral is still struggling to achieve the important sustainability indicator of income being greater than expenditure. Owing to the receipt of several legacies during 2024, for which we are very grateful, the accounts indicate that we have made a surplus. However, without these one-off legacies we would have been in deficit. We cannot expect these circumstances experienced in 2024 will repeat themselves in 2025. Therefore, it is vital that we now seek to increase our ongoing income whilst continuing to manage costs tightly to move towards a long-term self-sustaining position. (See page 16 for more details).



The Very Reverend Dr Anthony Cane

Dean of Portsmouth

Cathedral Vision

Portsmouth Cathedral: a beacon and safe haven, anchored in Jesus Christ.

For centuries Portsmouth Cathedral has been a beacon for people on land and at sea, helping them navigate the passage of time with faith and confidence in God. It is a building of greatness and simple enduring beauty, and a lively, inclusive, and compassionate community which has a positive impact on the lives of people in its own parish, as well as the City and Diocese of Portsmouth.

Underpinning all activities is our Vision and Strategy. Launched in 2020, with six separate, but interdependent strands, it remains central to the work of the Cathedral as we seek, as a Cathedral community, to live out our mission.

The Cathedral remains focused on the conservation of the fabric for current and future generations. The team continue to work towards their goal of achieving carbon net zero by 2030 with further steps taken in recent years to reduce our carbon footprint. We are currently undergoing the exciting project of developing our Estates Masterplan for the next 15+ years and have appointed the highly experienced Buttress Architects to lead this process. The project brief is to create an estates masterplan which supports Chapter's vision to centre our story as The Cathedral of the Sea, redevelops our precinct to be more invitational, ensures our spaces are as flexible as possible to meet demand, contributes to the Church of England Net Zero goals, and generates more revenue. This is therefore an important time in our next phase of development.

The masterplan consultation & design will largely take place in April & May 2025 with the parameter plans and final adopted masterplan expected by September of 2025. This work is largely funded by a generous grant from the Church Commissioners Sustainability Fund and involves a wide range of stakeholders within the Cathedral, our existing communities, external agencies, disengaged audiences and more.

In the following pages we highlight our work relative to each objective and how progress has been made to help realise our vision to be 'a beacon and safe haven, anchored in Jesus Christ.'

As a reminder, the six objectives with their current progress measures, (which are being reviewed in early 2025) are:

- **Worship and Music**

We are committed to offering worship to God on behalf of the whole community, and to serving the needs of many individuals, groups, and organisations. With excellence in music, imaginative use of space, nurturing the gifts of all and using the rich resources of liturgy – both traditional and contemporary – the worship at Portsmouth Cathedral will continue to draw people to God, reflect the beauty of Christ and invite all-comers to a deeper experience of the sublime.

- PM1: Attendance at services, both in the Cathedral and virtually
- PM2: Engagement with community organisations through worship
- PM3: Outreach events involving music

- **Growing and Learning**

We are whole-hearted in seeking to grow in faith, learning, and participation, enabling encounter with the living God for all ages through education, nurture and the arts. We seek to be bold and inclusive in nourishing the existing Cathedral community and drawing new people into it. We are working to inspire our visitors through creative engagement, and to embed learning and feedback in all that we do.

- PM1: Engagement with schools
- PM2: Adults participating in introductory Christianity courses
- PM3: Number of community art projects

- **Diocese and Community**

We will resource and build up the overlapping communities the Cathedral serves, from our own parish and worshipping community to the parishes of the Diocese, and to our visitors and pilgrims. We will work with our Bishop and Diocesan colleagues to be a Cathedral connected with and relevant to the whole Diocese. We will enable visitors and pilgrims to experience more than they expected, whether spiritually, emotionally, or intellectually.

- PM1: Cathedral Ministry Team preaching, teaching, and officiating across the Diocese
- PM2: Parish visits to the Cathedral
- PM3: Quality of visitor and pilgrim experience

- **Building and Heritage**

We will conserve and harness the potential of our buildings, treasures and environment entrusted to our care. We will ensure the conservation and development of the Cathedral itself as a place of worship and divine encounter, while maximising the use of all of our buildings to improve income streams and engage wider audiences with the life and work of the Cathedral.

- PM1: The Cathedral's Trip Advisor rating
- PM2: Items identified from our Quinquennial Inspection
- PM3: Donation box income

- **Partnership and Engagement**

We are committed to being an outward-looking community, working to identify and overcome barriers to participation. We are working to widen engagement with the Cathedral and its significance, including its spiritual life, and to develop mutually beneficial partnerships. We will build a culture of social responsibility and contribute to the common good of the City of Portsmouth, the Isle of Wight, and South-East Hampshire.

- PM1: New partnerships and shared projects
- PM2: Support for local foodbanks and other charities
- PM3: Extent of Fairtrade and locally sourced products for events

- **Finance and Sustainability**

We will build a financially sustainable Cathedral with the resources to offer inspiring worship, learning, community, external engagement, and social justice. We will carefully manage our finances, embed a culture of stewardship, transparency, and accountability in all our activities, while taking hold of opportunities to grow income innovatively and ethically.

- PM1: Cathedral expenditure does not exceed income
- PM2: Congregational giving
- PM3: Community confidence in the way finances are managed

Achievements and Performance in 2024 and a forward look to 2025

Worship and Music

We have continued to develop our worship offerings to encourage new members and wider engagement with our local community. We have had particular success with **Pompey Sundays** where congregational numbers grew (395 children and 345 adults across the whole year). We have also seen an increase in the number of baptisms in the Sunday services (4) and children admitted to communion (9). At the end of the year, we achieved our highest attendance figures across Advent/Christmas since 2019.

We have continued to have high numbers of Funerals and Memorial services – an important ministry to the parish and Cathedral community – with many others attending from around the city and region

Pompey Tots continues to offer welcome to parents/carers/babies and toddlers with several baptisms' requests in and from this community. Overall, in 2024 we baptised 13 under 18s and saw a significant rise in the numbers of adult baptisms this year (11).

Our first Sunday of term in January 2024 featured a new Portsmouth tradition—the **Blessing of the Sea**—an Orthodox rite used at Epiphany. Cathedral Reader, Kitty Price preached on the theme and clergy, choir and congregation headed to the Hotwalls at the end of the service to bless the sea and to take to the waters!

Our **Compline during Lent and Advent** runs directly on from the Advent/Lent course is now classed as a Fresh Expression. Our new for 2024 **Pet Blessing Service** engaged 70 people and 30 pets with new faces in the congregation. At Easter we had Christine Smith as our preacher for Maundy Thursday and Good Friday and our outdoor **Easter Garden** offered colour and a visual focus outside South Doors for all who passed by throughout the Easter season until Pentecost. We introduced two **Songs of Praise** services over the summer as a new offering for Sunday evenings when we had no visiting choir. These drew in newcomers and visitors.

During 2024 we implemented new social media management software allowing for more sustained social marketing for regular services including Choral Evensong and Sunday Services.

At the end of 2024 we recorded a total of 133 choir members of which 29 were boys and 33 were girls. Our worship was also supported by 17 visiting choirs during the year. Our Juniors helped lead the Crib Services in 2024 and we now have bumper number of both boys and girls attending our feeder choirs on Mondays and Thursdays.

We had a series of opportunities to **Come and Sing** with the Cathedral in 2024. A large number of singers joined us for Stainer's Crucifixion on **Good Friday** and we held an **Easter Carol Service** on Sunday 14 April. Philip Stopford led an afternoon preparing for a special Summer Evensong on Sunday 21 July.

Our first **Cathedral Sing!** 2024 project was to work with children in **Leigh Park** over a number of weeks and our senior choristers went to sing with and for them at **St Alban's** Church at the end of term. We are grateful to our partner school Portsmouth Grammar School (PGS) for their support. We welcomed nearly

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80 children to join with our Cathedral Choir to sing a special Evensong for **St Cecilia's Day** in November. All the children enthusiastically joined in with the Psalm, Magnificat, anthem and final rousing rendition of Vaughan Williams The Old 100th!

Our annual performance of Handel's *Messiah* was the centre piece of a new weekend of **Early Music Festivities**. We were joined by *Red Priest* who presented a workshop to over 250 local school children before a splendid evening concert. The Sunday services were accompanied by Sackbuts, Cornetts and Viols! Most impressive of all however was all the Soprano solo lines in *Messiah* being taken by our own Cathedral Choristers alongside former members of the Cathedral Choir on alto, tenor and bass.

We broadcast '**Sunday Worship**' on BBC Radio 4 to mark DDay80 led by Canon Jo, The Dean and The Chaplain of The Fleet alongside Musicians of His Majesty's Royal Marines Band. This programme is listened to by about one million listeners across the UK and the world. After a hearty breakfast the choir then sang for our Civic D-Day Service. We were also asked to form a choir of junior singers from Portsmouth schools based on a core of our own youngest choristers for the live **BBC One National Commemoration of D-Day80** on Southsea Common on 5 June in the presence of The King and Queen as well as Prime Minister Rishi Sunak. In addition, one of our boy choristers, was selected to read a 1944 testimony of Trevor Baker (a child witness of D-Day preparations in Portsmouth).

We hosted international organist Roger Sayer, who attracted the largest audience in many years for an organ concert when he played the music of Gustav Holst and the score of the movie *Interstellar* by Hans Zimmer. We were also honoured to be the opening cathedral for this year's Gabrieli ROAR Tour across eleven cathedrals in England. We welcomed nearly 200 young people to come and sing alongside the Cathedral Choir, The Gabrieli Consort and Players. The music was a selection of cheery and boisterous carols as would have been sung in parish churches across the nation in the 18th Century—a particular favourite was *While Shepherds Watched Their Flocks* by Night to the tune of Ilkley Moor Baht 'at.

Our senior boy and girl choristers, ably supported by our Lay Clerks and Choral Scholars, recorded a delightful selection of 18 Advent and Christmas carols for the **BBC Music magazine**. The CD recording has just been released, and 40,000 copies were sent to shops and subscribers across the world!

Additional funding has been applied for to enable a concerted effort to bring our Music Outreach under an overarching brand including a refresh and relaunch of the nationally recognised Cathedral Sing Programme, amongst others.

We remain grateful to the Portsmouth Cathedral Choir Association who raise funds which are used to support the pastoral side of the choir, for example team building end of term treats, but also directly supporting some choristers who would otherwise not be able to join us on trips such as choir tours. Being able to support choristers, ensures our choirs remain as inclusive as possible.

Looking forward to 2025

We intend to continue with opportunities (such as a pet blessing service) to reach out to and grow the number of people on the margins who attend the Cathedral. We will develop evensong invitations to local residents and community groups and Seafaring/Marine charities to encourage them to join us.

In terms of our music plans we are looking forward to a summer Radio 3 live broadcast of choral evensong. We will also be plotting further visits to churches across the Diocese and repeating our come and sing and

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Cathedral Sing! activity from 2024. We will also be hosting another internationally renowned organist to build on the success of last year's event.

We are trialling a 'Messy Messiah' this year involving several local schools in our performance including dance and art. Our own choirs remain at the heart of the performance.

In terms of communications, we will build upon successes of video content produced in previous years to engage online and attract new audiences.

Growing and Learning

There have been several opportunities for adult learning and growth provided during the year. These included:

- **Cathedral Institute – Singing the Lord's Song** – 6 sessions on music and worship in January 2024
- the 6-week **Pilgrim course** for enquirers and seekers in Lent 2024.
- **Lazarus Raised** – A 5-week Lent course based on the Lazarus Raised art exhibition in cathedral during Lent and Holy Week 2024 with 15 participants
- **The Word is Near** – new for 2024 – a weekly Bible study/discussion group
- **Exploring the Bible – new series for 2024** – made up of short courses on different books of the Bible with 18 participants
- **Lazarus Raised Art Exhibition** which included 2 evening events:
 - Talk on the art of Garrick Palmer's Lazarus series by the Chancellor (15 attended)
 - Evening Q and A with Rebecca Crow (Jack House Gallery, (20 attended)

We were pleased to welcome several adults from other local parishes to join some of these sessions.

Other events put on by the Institute included the third Robert Dolling lecture delivered by Michael Wear, a former faith adviser to Barack Obama, on 'The Spirit of our Politics', a lecture by Professor Stephen Schneck on 'Faith, Social Justice, the U.S. Election and America's role in the World' and a seminar on the ethical and theological issues around the Assisted Dying Bill led by David Carpenter.

The number of children visiting the Cathedral through booked in school visits and workshops increased significantly in 2024 (525 children visited through school visits and workshops January to Dec 2024). In addition to that, 241 children were reached through outreach workshops including one whole school collective worship (420 children) led by Canon Harriet on Ash Wednesday

Canon Harriet leads collective worship regularly at St Jude's C of E Primary School and St George's Beneficial C of E Primary School. St Jude's C of E Primary held their Easter and harvest services at the Cathedral

In July 2024, 1333 Year 6 children attended the **Diocesan School Leavers' services and workshops**, over 4 days. The Learning and Schools Officer worked with the Diocesan education team to organise the workshops based on the theme "Gamechangers". The children contributed to an art installation based on and inspired by the Game-Changing creativity of Anthony Gormley. This was created and grew over the four days.

In December 2024 we organised an Advent themed art exhibition by children from our local schools. This was an imaginative use of space (clear quire and art hung to enhance aspects of building) – helping people see things differently – and ended with a candlelit eucharist

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Half term family activities were introduced in February May and October half terms. Themes were – The Building, Boats and Fishes and Saints and Lights. 150 children plus adults engaged with these events over the year.

Looking forward to 2025

We intend to hold a **new nurture course or group for new Christians** and are planning exploring spirituality days. We are currently seeking funding for a large-scale canvas labyrinth that can be used for spirituality workshops in the nave. We will continue to offer Lent and Advent courses, Word is Near and Exploring the Bible.

We are in discussion and planning for a pilot project of 2 termly discussion evenings including food, drink and topical/quirky faith related subjects. We will make a funding application for this in the summer

We will create a Lent and Holy Week art exhibition and associated Lent course, including an artist talk, sequence of music and words (**Nicholas Mynheer Sarum Cycle**). We are also looking to work with artists to engage them and our visitors and possibly to commence an artist in residence scheme.

We intend to continue to increase the number of schools visiting for tours and workshops (January 2025 to June 2025 – 556 children booked in for visits). We will hold the Diocesan School Leavers' services and workshops again with the theme Tri wonder

We will also repeat the **Art in Advent** schools' exhibition aiming to increase the number of schools participating in the project

We are also planning at least one conference for older secondary age pupils.

Diocese and Community

The Cathedral has continued to support the Diocese through hosting of key services such as **ordinations** and the **Chrism Eucharist**. Invitations to parishes are sent out regularly and groups welcomed when prayed for at Evensong

October 2024 also saw a revival of the **Legal Service** being hosted here, with collaboration and goodwill from the Resident Judge, HHJ Michael Bowes, and the High Sheriff of Hampshire, with sponsorship from four local law firms. The Dean preached, and students from two schools took part leading the intercessions. Judge Michael has offered to go to do 6th form talks for these as a follow-up.

Two major civic services continued as part of our annual offering: the **City Service** (with the newly elected Lord Mayor and other councilors in attendance) and the **Seafarers Service** with its procession down to the Solent. This year the latter particularly highlighted the work of the Royal National Lifeboat Institute in its bicentennial year.

As regards our **non-liturgical visitors**, we welcomed 16,843 visitors in 2024. This was lower than the previous year, but there were fewer events in the summer of 2024, than in 2023. We also hosted 42 different events over the year, which help us engage with those who may not choose to join for a service as well as generate valuable commercial income.

As a tester in the summer of 2024, we ran a series of **specialist tours**. We then ran a limited number in late Autum/Winter. These hour-long paid tours focus on a specific interest in the building, such as stained glass. These were well received by visitors, with 39 attending over all our tours. We are now running

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specialist tour Tuesdays in 2025, with one tour being run each month. This adds to the portfolio of tours we can offer visitors, led by our dedicated volunteer guides.

A new **brass rubbing trail** was launched for the Easter school holidays 2024. This was another way to share knowledge about our building with a younger audience and the wider community. The trail has since been run a few times in the building, such as over summer and Christmas. 40 brass rubbing packs have been sold from the shop.

Funding was granted by NHLF for the new area for interpretation, retail and welcome in the south transept. Since then we have been working on the project, with consultations finished just before Christmas.

Looking forward to 2025

During 2025 we will develop a **pilgrim visitor trail/pack** including spiritual guide/trail of the Cathedral, and a pilgrim token. We will also be replacing the bookmarks with service times with cathedral postcards available at services for visitors and those interested.

The Precentor and Chancellor will be working on **improving our hospitality to parishes visiting** – to link in with the pilgrim offer above. More generally we will be working on re-introducing quiet days / spirituality days to expand provision for parishes. We are also looking at reviving cathedral placements for curates from around the Diocese – and for those on fast-track discernment needing a breadth of church experience.

As regards visitor experience the NHLF project will work to **create a combined visitor / welcome desk** plus shop and heritage space for our visitors, to enhance their experience. We hope to launch this space in late 2025. We are looking into how we can improve the recording of visitor numbers as part of that project.

We plan to launch new visitor leaflets in early 2025 and a new guidebook, a large part of our new interpretation project, is due to launch at the end of 2025. Additionally, an activity book, created in partnership with Designed by Esther, is planned to launch in Spring of 2025.

We look forward to the introduction of new **Visitor Experience Assistants**, to support our team of volunteers during peak times.

Building and Heritage

The Cathedral continues to embrace the **Church of England's 2030 net zero carbon programme**. Several projects were scoped during the year and a funding bid was submitted to the national church for funding to support the implementation of these.

In 2024, the Cathedral commissioned a Heating Feasibility Study with support from the Church Commissioners, the Friends and the PCDT. The findings of this study will be used to evaluate the best options for replacing our ageing heating system and boilers. The planned lighting feasibility study will now be included within the master planning process.

As at the end of 2024 our **carbon footprint monitoring** continued to show a reduction in our total emissions to 82.67 tonnes for the Cathedral building and Cathedral House. This was an 11.08% reduction in

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comparison to the emissions in 2022. Projects and improvements have continued to reduce our emissions, and more are planned.

During 2024 we commissioned and received a **Conservation Management Plan** for the Cathedral and this will inform the ongoing maintenance and repairs as well as future Quinquennial inspections undertaken by the Cathedral Architect.

Over the year we undertook works including repairs to the west end roofs to address water ingress and of two damaged windows in the Ambulatory. The upper part of the Nave wall (south) was repointed and statutory inspections and routine maintenance of equipment and plant carried out. Unfortunately, the **Tree of Heaven**, *Ailanthus altissima*, in the Memorial Garden was found to be diseased. It was felled, on the advice of the City's Arboricultural Officer, in the late autumn together with major pruning of a weeping willow to ensure the safety of those working and visiting the garden.

The last review we received on **Trip Advisor** dates from 2023 and at that time we had a 4.5-star rating overall, with 233 reviews. However, we have more recent, and numerous reviews on Google, where we have a score of 4.6 from 679 reviews. We have been disappointed to note that our overall rating in the city has gone down by 2 points to #17 in the city.

Looking forward to 2025

Our buildings and heritage will be the significant focus of our master planning work which will complete in 2025.

In relation to our visitor offer, we aim to increase frequency of TripAdvisor reviews to same level as Google and to create more robust funnels to increase TripAdvisor reviews, specifically around heritage and sightseeing visitors. Our overall target will be to bring our Trip Advisor rating to same or better (in the city) than 2 years previously.

Partnership and engagement

The Cathedral's profile has been raised through 2024 especially across civic and community organisations working with Shaping Portsmouth (hosting their Business Leader's Forum), Hampshire Chamber of Commerce and more. The Head of Development is regularly invited to present at events for the city and sector, raising our profile as a charity and civic centre.

We have strengthened our deep-rooted partnership with the **Mary Rose Trust** through our NLHF project where a member of their team is seconded to the Cathedral 1 day per week. We have also in turn collaborated on projects at the Mary Rose Museum, taking our community into the Museum Community – projects like '**Anchored in the Community**' as well as our very successful music fundraising event '**Carols at the Mary Rose**'. This partnership project has also led us to build stronger relationships with the City Museums Service and the National Museum of the Royal Navy.

We have partnered with Portsmouth City Council and their outreach teams to provide overflow **rough sleeper provision** in Becket Hall when the outdoor temperature dips below freezing. Hot food has been provided by cathedral volunteers. This work will be ongoing when the need arises

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We were privileged to exhibit the **Speak their Name Suicide Memorial Quilt** in partnership with Speak their Name – as well as the exhibition itself this included special evensong with blessing of the quilt and also two “vigil” gatherings – attended by approx. 30 people, some of whom made their first visit to the cathedral and have returned to other events and services

Pompey Sundays have also supported community engagement through their visit to Southsea Community Garden for a talk, and with a visit by Portsmouth Library of Things.

Portsmouth Music Hub is now using the cathedral again for their special schools’ carol service.

We organised a **Fairtrade Breakfast** in Fairtrade fortnight, celebrating the 30th anniversary of the Fairtrade Foundation with a display of Fairtrade goods and renewal of commitment to sustainability

The Christmas fair supported outreach to local charities including the Roberts Centre by offering free charity stalls at the fair and also by providing free tickets through the centre for children to visit Santa’s Grotto. The fair was run by approximately 50 volunteers and generated circa £6000. The Christmas fair supports our Cathedral Church and Choir Association, as well as supporting the work of the Roberts Centre, our link Diocese in Ghana, Sunyani as well as the Portsea Men’s Shed and Veteran’s Outreach Support.

Through our events programme we were pleased to be working again with **Love Southsea Markets** on a partnership project to host creative and makers markets in the Cathedral.

The Cathedral had explored producing similar events without the partnership of Love Southsea, but the value in partnering our two brands, as well as their wealth of experience of managing and marketing these events, outweighed any benefits in producing these events on our own. We were pleased to continue our relationship with Love Southsea to produce these events as well as the opportunity to explore new projects in the future. Not only does this provide a sustainable revenue stream for the Cathedral, it also opens our doors to new and returning audiences.

In a similar vein, we worked with **Future Folk**, a local folk music promoter to host intimate folk concerts in the Quire. This is an area the Cathedral has previously explored, but the unique knowledge and experience Future Folk has in this area helped increase our reach as an organisation to new local audiences, many of which is their first time of visiting the cathedral. Whilst this new event not only increased our audience reach, it has also proved financially positive, with little staff resourcing required to produce.

We have continued our successful partnership on **Yoga with Kat Waters**. We now have a core-group of regular attendees, as well as new people throughout the year.

Looking forward to 2025

The Cathedral’s profile will continue to be raised through engagement in civic, community, cultural and corporate networking activities across the city. We will continue to develop strategic community engagement and partnerships with foodbank, Portsmouth city council rough sleeper provision and Portsmouth Pride.

Our NLHF project will continue to strengthen our ties with the **Mary Rose Trust** as well as other heritage bodies, and with the city as the initial exhibition celebrates the City’s Centenary in 2026. We hope to work

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this year on new shared projects with the cultural sector and bid for funding from Arts Council England as well as the National Lottery Community Fund for our community & arts work.

Our Visitor Experience Manager will be working with the **University of Portsmouth** School of Area Studies, Sociology, History, Politics and Literature on a work experience programme as part of their undergraduate course. This will provide experience for students to work at a heritage building.

We will also continue the yoga partnership and will host a handful of 'special' yoga sessions on significant awareness days during 2025.

Finance and Sustainability

The total expenditure of the Cathedral to deliver its mission and vision in 2024 was £1,247,204 (as taken from the management accounts). Unfortunately, ordinary income is not yet keeping up with expenditure even though cost control is very tight. The **underlying operating deficit for 2024 was higher than expected but** was mitigated by the receipt of several legacies for which we are very grateful. During 2025 we will continue our drive to become a truly sustainable organisation where income exceeds expenditure to enable flexibility in future years. This must be the focus of our work across departments and income streams.

Congregational giving was once again boosted in 2024 by our annual **Season of Generosity** bringing in an additional £3,000. A new stewardship communication was launched to give termly updates to those who financially support the Cathedral to update them on work being undertaken – initial feedback has been positive with 99.5% of recipients opting to receive this in hard copy.

Events to steward our donors have also increased this year, with a summer event to update on the NLHF project, and a carols event in December both engaging over 75 donors at each, with the latter being part of engagement in the **Big Give Christmas Challenge**. This match funding campaign raised over £8,000 across a single week.

During 2024 we retendered **Cathedral IT and telephony** to ensure best use of Cathedral's financial resources and time. We will migrate to the new provider in the first quarter of 2025.

We also started work to introduce a new customer relationship management (CRM) and diary management system to join up processes within the Cathedral, reduce financial outgoings for a range of software including the previous booking / scheduling software and enable management of rotas and information to be held centrally.

A major focus of work in 2024 was the **development of commercial income** to support other income as listed above. We restructured some staff roles, and our new Head of Marketing and Events developed a revised events strategy, picking up on the learnings from the past three years. Whilst we have had some positive projects, staff resourcing to produce such events continues to be an issue. We have therefore built upon the partnership and commercial hire relationships we have been building over the past 12 months. These include events such as the Silent Discos, Gin and Rum Festivals and other large scale music concerts, all of which bring in significantly more income than internal events, with reduced staff resourcing. We will continue to develop this strategy as we explore more new types of events and better understand what does and doesn't work in our special venue.

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As part of the new strategy and general staff feedback several issues with our event and calendar systems were identified. Part of this issue was using software not specifically tailored to our specific needs, as well as multiple systems for individual areas of work. We have now implemented ChurchSuite, specifically addressing many issues, as well as allowing a more seamless workflow and centralising all aspects of bookings, services and events happening in the Cathedral.

During 2024 we saw increased commercial bookings such as the **Silent Disco**, with whom we have multiple bookings over the next two years with a sustainable revenue generation model. The **Gin and Rum Festival**, another new event where we will be hosting a professional touring festival that has already been hosted at several other Cathedrals, and **London Concertante Candlelight Concerts**. We were pleased to welcome a large-scale touring concert that resonates with our existing audiences as well as drawing in new.

Our revised events strategy highlighted the revenue opportunities being missed with our then bar and refreshment offering. This was still being operated in a less than professional setup, and therefore we were unable to charge industry-standard pricing. This has now been developed through new equipment including **bar serving counters and drinks refrigeration**. Whilst these improvements were made with funding from the CSF, they have already covered their costs within their first 3-events of usage. This investment has shown that improving our offering and making more professional experience for customers and clients increases revenue and income.

Looking forward to 2025

Our focus for 2025 needs to be on developing and increasing income from all sources.

In 2025 we are hoping to increase the capacity of the Development team (supported by a grant bid), to be able to refresh and continue our congregational and regular giving campaigns. Plans are also in place for collaboration with other Cathedrals on 'Community Giving' to complement congregational giving. Stewardship will also continue to increase with this additional resource, and we will continue to develop ways to thank and engage with our donors across the year.

In the back office, work will transfer to the new IT system enabling reductions in cost; ending the use of the current HR software used for recording leave information. This will include further training for staff and volunteers to enable confident use of this software and further developments to make use of abilities within it to develop our engagement with our community. We hope that use of the automated features within the software will free up staff time and resources.

The Challenges Ahead

Given the Cathedral's limited budget, we aim to focus fundraising activities on repairing and maintaining the building, whilst also securing funds for ongoing activity. The Conservation Management Plan delivered in 2024 is a critical document that will inform the master plan for the care and renewal of the Cathedral and Precinct. The ultimate aim is to conserve the fabric while generating the funds required from our own activities.

The Masterplan process will cement the Cathedral's place in the wider city, Diocese and community. It will help in forming partnerships with other organisations. By prioritising fundraising efforts and progressing the creation and delivery of a comprehensive masterplan, the Cathedral can ensure its long-term viability and cultural significance.

Our People

We remain grateful to all those members of our staff, volunteers and wider community who enable us to deliver each year to such a high standard across such a wide variety of activity. Without their generosity, gifts and experience, the Cathedral would be unable to achieve all it has.

2024 saw a significant shift in membership of the Cathedral Chapter, with Emma Broome, Richard Smout, David Carpenter and Mary Makin all coming to the end of their terms of office. Grateful thanks are due to each of these for their wisdom and support, which for Mary included chairing our Finance Committee and Emma being our first ever Senior Non-Executive Member under the 2021 Cathedrals Measure. We also said farewell to Canon Dr Anthony Rustell after ten years on Chapter and as a residentiary canon while fulfilling his Diocesan role as Head of Mission, Discipleship and Ministry. Anthony is now Priest-in-charge of St Martin's, Dorking, which means that we also said goodbye and thank you to the whole Rustell family with thanks for their manifold contributions to cathedral life – including Katharine, Elizabeth and John singing in the choir. Anthony's wife Georgianna is generously continuing to serve on the Cathedral's Finance Committee.

We were delighted to welcome new members of Chapter, with David King taking on the Chair of Finance role, and Mark Emerton our Senior Non-Executive Member. Pippa Bostock and Santosh Mathew are the other new members, collectively bringing an impressive range of skills and experience to their Chapter responsibilities.

On the lay staff, CP Robinson began as our Head of Development and Fundraising in January, Clare Brown joined as an Administrative Assistant (Events) in February, and Susannah Dora Majlati as Finance Assistant in April. Susannah was replacing Clare Martin (who moved to Somerset). Carolyn Owens and Chris Flatman began as Administrative Assistants, following the departure of Kelly Cooper, and Pam Todd moving to a different (nationally funded) role on Cathedral governance.

Other departures included Jemima Crayden (Head of Events) and Mark Wainwright (Lay Clerk). We said farewell to the 2023/2024 organ and choral scholars in July and welcomed the new cohort in September. Bertie Cradock began as Verger and Precincts Officer as maternity cover for Malina Green. Once again, we are grateful to Maria Kidd for stepping up into the Acting Head Verger role. Finally, Josh Pratt began as Marketing Apprentice in May.

After five years of dedicated service, our COO Richard Abraham moved on to new challenges. Over that period Richard played a key role in helping to guide us through Covid, and to improve our financial position, supporting our overall mission and ministry, including care of the fabric. Towards the end of his tenure he secured a grant to enable a master planning and feasibility study towards renewing the Cathedral precinct to improve access, outreach and financial sustainability – work that will provide a fitting legacy of his time with us.

Financial overview summary

Whilst significant progress has been made since 2019 to reduce the underlying operating deficit, the Cathedral has yet to consistently achieve Performance Measure one from the Vision and Strategy; namely “PM1: Cathedral expenditure does not exceed income.” Increased revenue or decreased activity continue to be, either jointly or separately, the solution.

It is vital that our teams and supporters know the challenges of our financial position as we seek to achieve long term financial sustainability. The table below highlights the underlying income versus expenditure metric and shows how legacies have been so helpful but also have masked the underlying ongoing challenge.

Annual Accounts	2021	2022	2023	2024
Income excluding legacies	£1,270,940	£1,032,467	£1,210,888	£1,176,868
Expenditure excluding depreciation	-£1,283,520	-£1,067,005	-£1,290,886	-£1,420,728
Operating Deficit	-£12,580	-£34,538	-£79,998	-£243,860

Legacies Received	£2,250	£23,150	£4,718	£60,401
Deficit after Legacies	-£10,330	-£11,388	-£75,280	-£183,459

Legacies receivable	£0	£0	£143,534	£436,343
Fixed Asset Additions	£117,609	£31,968	£6,120	£0
Gain on Investments	£210,286	-£91,547	£886,554	£24,450
Depreciation	-£40,472	-£46,081	-£91,703	-£4,201
Surplus/deficit as per Annual Accounts	£277,093	-£117,048	£869,225	£273,133

We remain fully focused on reducing spending and growing income to support the mission. This needs to come from a variety of sources, including the congregation, events and commercial activity, visitors and fundraising.

Donations and fundraising

We are truly grateful to everyone who has contributed over the last year to our income. We know there are many individuals who give faithfully and regularly to support the Cathedral’s work. This planned giving is vital to our financial health and enables us to plan work effectively.

We also recognise the donations made as one offs, small or large, by those in the building visiting, attending services or giving online. Without such donations we would not be able to continue.

We are continuing to engage with our supporters to thank them and help them understand how their donations are used.

In 2024, we were grateful to receive support from funding bodies for our work in particular areas as follows:

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- Learning & Engagement from **The Jerusalem Trust**
- Music Outreach from the **Portsmouth Postcode Lottery**
- Sustainability, Masterplanning and Staffing from the **Church Commissioners' Cathedral Sustainability Fund**
- Heritage and Community from the **National Lottery Heritage Fund**

These are in addition to other funders whose generosity supports the overarching Cathedral mission:

- The Benefact Trust
- The Friends of Portsmouth Cathedral
- Hampshire & Isle of Wight Community Foundation

There are, of course, other trusts and foundations and individual supporters including many who wish to remain anonymous. We would like to express our gratitude to everyone of these people / organisations.

We are honoured to have been remembered by members of our community who felt moved to leave a gift to our work in their wills. We are grateful for the generosity of those who choose to remember us in this way. Such gifts safeguard our future and afford us the opportunity to better preserve our work for future generations. In 2024 we received legacies from:

- Fenella Wilkinson
- Canon Alan Wilkinson
- The Rev'd (Robert) John Friars
- Shirley Coward

RIP

Investment Policy

Chapter aims to keep a portfolio of investments that adopts a balanced approach to risk. The attainment of long-term objectives requires the acceptance of a level of investment risk, which manifests itself primarily in the fluctuation of the capital value.

Chapter holds its investments with CCLA. The funds, required to be invested in accordance with the Statement of Ethical Investment Policy issued by the Church of England Advisory Group, had a challenging year in terms of performance given fluctuation in stock markets with a net gain on investment for the year of £24,450, as at 31 December 2024. Income from these investments was £40,666 for 2024 (£41,466 in 2023, £41,652 in 2022, £42,723 in 2021, £44,335 in 2020 and £57,245 in 2019). Responsibility for the management of this policy rests with Chapter, but it is advised by its Finance Committee on certain investment matters.

Reserves Policy

Reserves are needed both to maintain the level of the Cathedral's current activities and to enable the completion of long-term projects. Maintaining general and designated reserves protects the Cathedral against a sudden deterioration in its financial results caused by, for example, a significant drop in income or a major repair project. It also provides a resource in the event of long-term planning or restructuring. Chapter has designated those reserves represented by investments, identified in these accounts as

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'Investment Property' and 'Other Investments' and as of 31 December 2024 valued at £735,000 and £1,277,572, in the following manner:

- to retain, until such time as needed, a reserve of at least six months of ordinary activity (£650,000) to protect the Cathedral's operations.

Chapter has designated an amount of unrestricted funds, equal to the net book value of the tangible fixed assets, to reflect the fact that these funds are not readily realised and are utilised operationally. Whilst the general fund shows a net current asset position of £44,635, given that the designated fund holds in excess of £1,277,572 in readily realisable investments, Chapter is content that any liabilities that can reasonably be forecast, over the foreseeable future, can be met as they arise.

Risk Management

Chapter has identified the major risks to which it may be exposed and has set in place systems and procedures to mitigate them. There are sound internal controls in force to safeguard the Cathedral's assets. Suitable accounting policies and practices are established and appropriate, and required insurance is held. Budgets are set annually and measured monthly against actual outcomes.

The principal risks are articulated in our risk register. After various mitigating actions, no risks remain unacceptably high, but four risks remain a concern and these are:

- Insufficient funds being available to continue to run the cathedral
- A safeguarding incident
- Congregational giving reducing
- Staff / key volunteer turnover jeopardising the effectiveness of the organisation.

We continue to extend and review our risk register and involve Finance Committee in this process.

Our Public Benefit

The Cathedral not only serves the local community daily in its religious and charitable work and funding, including provision of space at reduced rates for many charitable organisations, but it is a resource in the promotion of religion, music, culture and heritage. Within this Annual Report, there is a description of activities that deliver these core public benefits.

Governance and Structure

The Cathedral became a charity on 12 March 2024 with the title of “Cathedral Church of St. Thomas of Canterbury Portsmouth” (Registration number: 1207410).

Portsmouth Cathedral is governed by the Chapter, a group of appointed and elected individuals. They are supported by the Finance Committee, Nominations Committee, Fabric Advisory Committee, and the College of Canons. The Portsmouth Cathedral Development Trust is an independent registered charity which undertakes fundraising for major developments at Portsmouth Cathedral.

Operational Management. To oversee operations and financial management between Chapter meetings, a Senior Management Team (SMT) comprising the Dean, Canons Chancellor and Precentor and the COO meet at least bi-weekly except over the summer months and Christmas/New Year period. Chapter has approved a terms of reference for SMT.

Recruitment of Trustees. In preparation for the new Measure, Chapter formed a Nominations Committee and granted a terms of reference for its work on 23 November 2022. The retired senior civil servant, Canon Sir David Normington, GCB, agreed to be chair of this Committee, which is tasked with providing nominees for appointment or election to Chapter and its committees. The Committee is tasked with providing a rolling renewal of Chapter and committee members on a three-year cycle.

The Chapter of the Cathedral:

The Chapter must have between 9 and 12 members. The Dean is chair of Chapter and has a casting vote. There are two further executive members of Chapter and these are the two Residentiary Canons of the Cathedral *ex officio*. The Bishop, after consulting the Chapter, must appoint one of the non-executive members who is not a residentiary canon. This individual is, by virtue of that appointment, the senior non-executive member of the Chapter. The members of the Chapter appoint the other non-executive members who are not residentiary canons with the prior approval of the Bishop. There must be more non – executive than executive members and there must be more lay than clergy members amongst the non-executive members. One non-executive member of Chapter must have recent and relevant financial experience and becomes the Chair of the Finance Committee.

Two of the non-executive members may be elected at the Annual Parochial Church Meeting from— (a) the persons who are included on the church electoral roll of the Parish, and
(b) the persons who are included on the non-worshipping community roll

The Vicar of the Parish is *ex officio* the Dean, whilst the Residentiary Canons are appointed by the Bishop with the approval of the Dean.

New members of Chapter receive briefing from the Chief Operating Officer and are also encouraged to attend external training provided by the Association of English Cathedrals (AEC). There is specific training provided by the Church Commissioners and the AEC for Deans.

The Cathedrals Measure 2021 requires that it shall be the duty of Chapter to direct and oversee the administration of the affairs of the Cathedral and to:

- ☐ Order the worship and promote the mission of the Cathedral;

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- ☐ Formulate, after consultation with the Bishop, proposals in connection with the general direction and mission of the Cathedral;
- ☐ Prepare an annual budget for the Cathedral;
- ☐ Prepare the annual report and audited accounts and such other reports as may be requested or required;
- ☐ Submit to the College of Canons the annual report and audited accounts prepared as aforesaid;
- ☐ Keep under review the Constitution and Statutes of the Cathedral and consider any proposals for their revision, undertaking necessary statutory consultation as required;
- ☐ Manage all property vested in the Cathedral and the income accruing from it and, in particular, ensure that necessary repairs and maintenance in respect of the Cathedral and its contents and other buildings and monuments are carried out, and
- ☐ Perform such other functions as may be prescribed.

Cathedrals Measure 2021

The Cathedrals Measure 2021 brought cathedrals under the jurisdiction of the Charity Commission for the first time. The Cathedral's new Constitution and Statutes came into effect on 11 December 2023 and the Cathedral became a Registered Charity (number 1207410) on 12 March 2024. Chapter members are trustees within the meaning of the Charities Act 2011.

While we were not required to do so under the previous Measure, the Cathedral has, for years, voluntarily published its annual accounts, welcoming comment and scrutiny.

Chapter is the ultimate decision-making body of the Cathedral and responsible for all strategic matters. A list of Chapter members is shown on page 22.

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Staff and volunteers

Chapter is assisted in the day-to-day implementation of its decisions by a team of paid staff led by the Chief Operating Officer, together with numerous volunteers. The policy on the remuneration of all paid staff is determined by Chapter.

Finance Committee

The Constitution requires the setting up of a Finance Committee, with the function of advising Chapter in connection with its responsibilities in the field of financial, investment and risk management along with audit oversight. Chapter receives and acts on the guidance and the advice given to it by the Finance Committee. Chapter appoints the members of this Chapter sub-committee, following advice from the Nominations Committee.

The Members of the Finance Committee are listed on page 21

Fabric Advisory Committee

Under the Care of Cathedrals Measure 1990, the Fabric Advisory Committee (FAC) is responsible to the Cathedrals Fabric Commission for England and considers applications from Chapter in regard to proposed development of and changes to the Cathedral's fabric.

There are eight voting members of the Fabric Advisory Committee: four appointed by the Cathedrals' Fabric Commission for England after consultation with Chapter, and four by Chapter after consultation with the Commission. The members appoint a Chair from among their own number. The Dean and Chief Operating Officer attend meetings on behalf of Chapter, and other Chapter members are free to attend; no members of Chapter have a vote. The Cathedral Archaeologist and the Cathedral Architect have, under Section 4 of the Care of Cathedrals Measure 1990, a duty to attend meetings, although neither has a vote.

Members of the Fabric Advisory Committee are listed on page 23.

College of Canons

Under the new Constitution and Statutes, the College remains in place. It no longer has any responsibility for the governance of the Cathedral, but remains a highly important group in the life of the Cathedral.

Members of the College of Canons are listed on page 23.

Portsmouth Cathedral Development Trust (PCDT)

The Trust was formed originally in the 1980s and exists principally to receive funds from appeals made on the Cathedral's behalf and to make grants to the Cathedral in accordance with the terms of the trust deed and the relevant appeal.

The Trust presently holds funds arising from such appeals and releases them to the Cathedral under the terms of the trust deed.

As a separate charity (Registered Number 295024) with its own body of trustees, PCDT prepares its own annual accounts, which are submitted to the Charity Commission. PCDT is chaired by Nigel Atkinson Esq, HM Lord-Lieutenant of Hampshire.

Members of the PCDT are listed on page 23.

Legal and Administrative Details

Members of the Chapter (Trustees)

The Very Reverend Dr Anthony Cane, *Dean of Portsmouth*

The Reverend Canon Harriet Neale-Stevens, *Canon Chancellor, and Vice Dean*

The Reverend Canon Dr Joanna Spreadbury, *Canon Precentor*

The Reverend Canon Nicholas Ralph,

Head of Mission and Social Transformation, Diocese of Portsmouth

The Reverend Canon Dr Anthony Rustell,

Director of Ministry & Mission, Diocese of Portsmouth (to 7 December 2024)

Emma Broome, Senior Non-Executive Member *(to 21 September 2024)*

Mark Emerton, Senior Non-Executive Member *(from 22 September 2024)*

Mary Makin, Chair of Finance *(to 21 September 2024)*

David King, Chair of Finance, *(from 22 September 2024)*

Richard Smout *(until 27 February 2024)*

David Carpenter *(to 8 September 2024)*

Alexandre Lochrane *(elected)*

Canon Ronald Rabbetts *(elected new term from 23 May 2024)*

In attendance

The Chief Operating Officer *until 21 January 2025*

The Dean's Executive Assistant as secretary

The Finance Officer

Members of the Senior Management Team

The Very Reverend Dr Anthony Cane, *Dean of Portsmouth (Chair)*

The Reverend Canon Harriet Neale-Stevens, *Canon Chancellor and Vice-Dean*

The Reverend Canon Dr Joanna Spreadbury, *Canon Precentor*

Richard Abraham, *Chief Operating Officer until 21 January 2025*

In attendance

The Dean's Executive Assistant as secretary

Members of the Finance Committee

Mary Makin, Chair of Finance *(to 21 September 2024)*

David King, Chair of Finance *(from 22 September 2024)*

Paul Mitchell

Georgianna Rustell

Darrell Cox

Philip Sturdy

In attendance

The Dean

The Chief Operating Officer as secretary

The Finance Officer as assistant secretary

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FOR THE YEAR ENDED 31 DECEMBER 2024

LEGAL AND ADMINISTRATIVE DETAILS (CONTINUED)

Members of the Fabric Advisory Committee

Jane Jones-Warner (*Chair to 4 June 2024*)

David English

Chris Wood

Mel Howse

Mark Bowen

Ryan Stock

Tareq Teba

In attendance: The Dean
The Cathedral Architect
The Cathedral Archaeologist
The Chief Operating Officer as *Secretary to the FAC*
The Dean's Executive Assistant as *Assistant Secretary to the FAC*

Members of the Nominations Committee

Canon Sir David Normington – Chair

The Very Reverend Dr Anthony Cane, *Dean of Portsmouth*

Paul Quinn

Margaret Scott

Alex Lochrane – Chapter (non-exec)

In attendance: The Chief Operating Officer
The Dean's Executive Assistant as secretary

College of Canons

The Venerable Stephen Daughtery

The Venerable Kathryn Percival

The Revd Canon Bob White

The Revd Canon Will Hughes

The Revd Canon Karina Green

The Venerable Peter Sutton

The Revd Canon Peter Hall

The Revd Canon Tom Kennar

The Revd Canon Julie Price

The Venerable Andrew Hillier KHC RN

The Revd Canon Andrew Sheard (*from September 2024*)

The Revd Canon Annie McCabe (*from September 2024*)

The Revd Canon Richard England (*from September 2024*)

The Revd Canon Susie Collingridge (*from September 2024*)

Canon Neil Pugmire

Canon John Gwynn

Canon Graham Salter

Canon Sir David Normington

Canon Sarah McCarthy-Fry

Canon David Bennison (*until October 2024*)

Canon Adrian Jordan

Canon Robert Solomon

Canon Bradley Albuery

Canon Ronald Rabbetts

Canon Sheila Picton

Canon Stuart Forster (*until October 2024*)

Canon Margaret Chappell

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Chief Operating Officer (*until 21 January 2025*)

Mr Richard Abraham

Cathedral Organist and Master of the Choristers

Dr David Price

Cathedral Architect

Mr Simon L. Ablett
Ablett Architects
Kingfisher House
21–23 Elmfield Road
Bromley, Kent, BR1 1LT

Archaeological Consultant

Mr Alfred Hawkins
Curatorial Office
2nd Floor Waterloo Block
HM Tower of London
London, EC3N 4AB

Bankers

Lloyds Bank
2–4 Palmerston Road
Southsea
Hampshire, PO5 3QH

Investment Managers

CCLA
Senator House
85 Queen Victoria Street
London, EC4V 4ET

Solicitors

Vacant

Auditor

Lewis Brownlee (Chichester) Limited
Chartered Accountants
Registered Auditors
Appledram Barns
Birdham Road
Chichester,
West Sussex,
PO20 7EQ

Following a merger with the Chichester office of Sheen Stickland on 16 December 2024, Lewis Brownlee (Chichester) Limited were appointed as auditors and offer themselves for re-appointment by the members of Chapter.

Trustees of the Portsmouth Cathedral Development Trust

Nigel Atkinson Esq – Chairman
The Very Reverend Dr Anthony Cane – Dean (ex officio)
Mrs Susan Sheldon JP
Mrs Krysia Butwilowska
Colonel (Ret'd) Jonathan Lloyd MBE

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LEGAL AND ADMINISTRATIVE DETAILS (CONTINUED)

Chapter is responsible, under requirements laid down by the Church Commissioners under the powers given to them under Section 30 of the Cathedrals Measure 2021 for:

- preparing and publishing an annual report and audited accounts which give a true and fair view of the financial activities for each financial year and of the assets, liabilities, and funds at the end of each financial year of the Cathedral and its connected entities;
- stating that they have complied, in all material respects, with these regulations or describing which regulations have not been complied with and giving reasons for the non-compliance;
- selecting suitable accounting policies and then applying them consistently;
- making judgements and estimates that are reasonable and prudent;
- keeping proper accounting records, from which the financial position of the Cathedral can be ascertained with reasonable accuracy at any time; and
- safeguarding the assets of the Cathedral and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by Chapter on 8 April 2025 and signed as authorised on its behalf by:



The Very Reverend Dr Anthony Cane – Dean of Portsmouth

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REPORT OF THE INDEPENDENT AUDITORS TO THE CHAPTER OF THE CATHEDRAL CHURCH OF ST THOMAS OF CANTERBURY PORTSMOUTH FOR THE YEAR ENDED 31 DECEMBER 2024

We have audited the financial statements of the Chapter of the Cathedral Church of St Thomas of Canterbury Portsmouth ("the Chapter") for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cashflow statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

This report is made solely to the Cathedral Chapter, as a body, in accordance with the regulations made under Section 30 of the Cathedrals Measure 2021, and in accordance with the Charities Act 2011. Our audit work has been undertaken so that we might state to the Chapter those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Cathedral Chapter as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements;

give a true and fair view of the state of the Chapter's affairs as at 31 December 2024, of its incoming resources and application of resources for the year then ended;

have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

have been prepared in accordance with the requirements of the Accounting and Reporting Regulations for English Anglican Cathedrals, as specified by the Church Commissioners under section 30 of the Cathedrals Measure 2021, and the Statement of Recommended Practice, as specified by the Charities Act 2011.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the members of Chapter for the financial statements

The members of the Chapter are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the members of Chapter are responsible for assessing the Cathedral's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they intend to liquidate the Cathedral or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISA's (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is listed below:

Enquiry of management, those charged with governance and the entity's solicitors around actual and potential litigation and claims.

Auditing the risk of management override of controls including through testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business.

A description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Conclusion relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The members of Chapter are responsible for the other information. The other information comprises the information included in the Annual Report of the Chapter. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine

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whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matter on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which we report to you if, in our opinion:

sufficient accounting records have not been kept by the Chapter; or

the financial statements are not in agreement with the accounting records and returns; or

we have not received all the information and explanations we require for our audit.

Lewis Brownlee (Chichester) Ltd

LEWIS BROWNLEE (CHICHESTER) LIMITED

CHARTERED ACCOUNTANTS

REGISTERED AUDITORS

APPLEDRAM BARNES

BIRDHAM ROAD

CHICHESTER

WEST SUSSEX

PO20 7EQ

Dated 9 May 2025

Statement of Financial Activities

		General Fund	Designated Fund	Restricted Fund	Endowment Fund	Total 2024	Total 2023
	Note	£	£	£	£	£	£
Income and endowments from:							
Donations and legacies	2	700,858	-	3,204	-	704,062	380,134
Grants receivable in support of mission	3	46,452	-	601,699	-	648,151	646,161
Charitable activity income	4	57,190	-	-	-	57,190	66,590
Trading and fundraising	5	223,239	-	-	-	223,239	196,225
Investments	6	39,184	-	1,476	-	40,660	41,466
Other income	7	310	-	-	-	310	28,565
Total Income		<u>1,067,233</u>	<u>-</u>	<u>606,379</u>	<u>-</u>	<u>1,673,612</u>	<u>1,359,141</u>
Expenditure on:							
Raising funds	8	129,545	-	247,422	-	376,967	327,207
Ministry	9	450,562	-	219,198	-	669,760	649,735
Cathedral and precincts upkeep	10	227,420	-	46,493	-	273,913	306,738
Education and outreach	11	43,051	-	61,238	-	104,289	92,789
Total Expenditure		<u>850,578</u>	<u>-</u>	<u>574,351</u>	<u>-</u>	<u>1,424,929</u>	<u>1,376,469</u>
Net income before net investment gains		216,655	-	32,028	-	248,683	(17,328)
Gain on revaluation of investment property	14	-	-	-	-	-	260,000
Gain on investments	14	-	23,246	-	1,204	24,450	91,769
Gain on property revaluation	14	-	-	-	-	-	534,785
Net income/(expenditure)		<u>216,655</u>	<u>23,246</u>	<u>32,028</u>	<u>1,204</u>	<u>273,133</u>	<u>869,226</u>
Transfer between funds		<u>(383,451)</u>	<u>383,451</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net Movement in funds		<u>(166,796)</u>	<u>406,697</u>	<u>32,028</u>	<u>1,204</u>	<u>273,133</u>	<u>869,226</u>
Total Funds brought forward	19	<u>211,431</u>	<u>5,817,907</u>	<u>54,271</u>	<u>52,586</u>	<u>6,136,195</u>	<u>5,266,969</u>
Total Funds carried forward	19	<u>44,635</u>	<u>6,224,604</u>	<u>86,299</u>	<u>53,790</u>	<u>6,409,328</u>	<u>6,136,195</u>

The notes numbered 1 to 24 form part of these financial Statements

Balance Sheet

	Note	General Fund £	Designated Fund £	Restricted Fund £	Endowment Fund £	Total 2024 £	Total 2023 £
FIXED ASSETS							
Investment assets							
Investments property	14	-	735,000	-	-	735,000	735,000
Other investments	14	-	1,223,782	-	53,790	1,277,572	1,303,123
Tangible Fixed Assets							
Property	15	-	3,805,000	-	-	3,805,000	3,805,000
Fixtures, fittings and equipment	16	-	8,012	-	-	8,012	12,212
TOTAL FIXED ASSETS		-	5,771,794	-	53,790	5,825,584	5,855,335
CURRENT ASSETS							
Stock		29,948	-	-	-	29,948	29,701
Debtors	17	20,176	436,343	28,560	-	485,079	238,685
Cash at bank and in hand		94,371	16,467	57,739	-	168,577	63,916
TOTAL CURRENT ASSETS		144,495	452,810	86,299	-	683,604	332,302
LIABILITIES DUE WITHIN ONE YEAR							
Creditors: amounts falling due within one year	18	(99,860)	-	-	-	(99,860)	(51,442)
NET CURRENT ASSETS		44,635	452,810	86,299	-	583,744	280,860
TOTAL NET ASSETS		44,635	6,224,604	86,299	53,790	6,409,328	6,136,195
FUNDS							
Endowment fund	19	-	-	-	53,790	53,790	52,586
Restricted funds	19	-	-	86,299	-	86,299	54,271
Designated funds	19	-	6,224,604	-	-	6,224,604	5,817,907
General fund	19	44,635	-	-	-	44,635	211,431
		44,635	6,224,604	86,299	53,790	6,409,328	6,136,195

The notes numbered 1 to 24 form part of these financial Statements

Approved by Chapter and authorised for issue on 8th April 2025



Anthony Cane - Dean



David King - Chair of the Finance Committee

Cashflow Statement

	2024	2023
	Total funds	Total funds
	£	£
Cash flows from operating activities (note 24)		
Net cash (used in) operating activities	14,001	(113,240)
Cash flows from investing activities		
Investment income received	40,660	41,466
Purchase of tangible fixed assets	-	(6,120)
Purchase of investments	-	-
Proceeds from sale of investments	50,000	30,000
Net cash provided by investing activities	90,660	65,346
Change in cash and cash equivalents in year	104,661	(47,894)
Cash and cash equivalents at the beginning of the year	63,916	111,810
Cash and cash equivalents at the end of the year	168,577	63,916

The notes numbered 1 to 24 form part of these financial statements

Notes to the Financial Statements

1. ACCOUNTING POLICIES

Basis of preparation

The accounts have been prepared in accordance with The Accounting and Reporting Regulations for English Anglican Cathedrals dated December 2018 as specified by the Church Commissioners under Section 30 of the Cathedrals Measure 2021; and The Charities SORP (FRS 102) second edition, effective January 2019, and the Charities Act 2011.

The Cathedral is a registered charity, and a public benefit entity as defined in FRS102. The accounts are presented in pounds sterling, which is the functional currency of the Cathedral, and rounded to the nearest pound.

Going concern

Chapter has reviewed the funding available to the Cathedral, particularly the level of reserves available in relatively liquid form, together with the expected future cashflows for the foreseeable future, being a period of at least 12 months from the balance sheet date. Chapter considers that there are no material uncertainties over the Cathedral's financial viability and that, accordingly, it is appropriate to prepare the accounts on a going concern basis.

Income and endowments

All incoming resources are included in the Statement of Financial Activities (SoFA) when the Cathedral is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

For donations, legacies and grants to be recognised, the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the income and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity, and it is probable that they will be fulfilled.

Investment income is earned through holding assets for investment purposes as outlined in the notes to the accounts. It is included when the amount can be measured reliably. Interest and dividend income is recognised as the Cathedral's right to receive payment is established.

Income from the letting of investment property is recognised on an accruals basis, in accordance with the terms of the rental agreement.

Income from the sale of goods in the Cathedral shop is recognised at the point of sale when ownership of the goods transfers to the customer.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that settlement will be required and the amount can be reliably measured. Expenditure is classified under the following headings:

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1. ACCOUNTING POLICIES (Continued)

- Costs of raising funds comprise the costs of commercial trading and their associated support costs
- Costs of ministry comprise costs of clergy housing, services, music and their associated support costs
- Costs of Cathedral precincts and upkeep comprise maintenance, insurance, utilities and their associated support costs
- Costs of education and outreach comprise educational activities, charitable giving and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred .

Support costs and governance costs

Support costs are those that assist the work of the Cathedral and include office costs, governance costs, and administrative payroll costs. They are incurred directly in support of expenditure on the activities of the Cathedral. Where support costs cannot be directly attributed to particular headings, they have been allocated to cost of raising funds and expenditure on charitable activities on a consistent basis as set out below:

- Salaries, recruitment, and training costs – apportioned based on time analysis by employees and use of resources
- Administration – apportioned based on approximate use of resources
- Information technology – apportioned based on approximate use of resources
- Governance costs – apportioned based on approximate use of resources

Fixed assets

In accordance with the Accounting and Reporting Regulations for English Anglican Cathedrals, no value is attributed in the balance sheet for the Cathedral as it is an inalienable and historic building for which no reliable cost information or conventional valuation basis is available.

The Regulations also require that no value is attributed on the balance sheet to heritage assets included in the Cathedral's statutory inventory acquired before 31 December 2018 and maintained in accordance with the Care of Cathedrals Measure 2011, because information on their historical cost is not available. The statutory inventory comprises items of architectural, archaeological, artistic or historical interest.

Investment property is held at open market value.

Properties held for Cathedral use are initially recognised at cost. During the year ended 31 December 2023, these properties were revalued to their open market value. For the year ended 31 December 2024, we checked the value with a local agent.

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Revaluations are undertaken with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using market value at the end of the reporting year. Market values are determined from market evidence usually undertaken by professional qualified valuers.

Changes in market value are recognised in "gains/losses on property revaluation" in the SoFA.

Enhancing works to property, office equipment, fixtures and fittings and other equipment above a threshold of £5,000 are capitalised at cost.

Depreciation is calculated to write off the cost or valuation less estimated residual value of all tangible fixed assets (other than the deemed cost adopted on transition to FRS102) by equal annual instalments over their expected useful economic lives. The rates generally applicable are:

- Property enhancements	5%
- Fixtures and fittings	20%
- Other equipment	33⅓%

Investments

Investments are recognised initially at historic cost, which is normally the transaction price excluding transaction costs. Subsequently, they are measured at market value with changes recognised in 'net gains/(losses) on investments' in the Statement of Financial Activities.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid, net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term, highly liquid investments with a short maturity of three months or less from the date of acquisition.

Creditors and provisions

Creditors and provisions are recognised when the Cathedral has a present obligation resulting from a past event that is expected to result in the transfer of funds to a third party, and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount, after allowing for any trade discounts due.

Stocks

Retail stocks in the Cathedral shop are stated at the lower of cost and net realisable value.

Pension Schemes

The pension costs recognised in the Statement of Financial Activities represent the amounts payable to defined contribution pension schemes.

Funds

Unrestricted funds – general

Unrestricted funds are spent or applied at the discretion of Chapter in furtherance of the ministry of the Cathedral. Where necessary, unrestricted funds can be used to supplement expenditure made from restricted funds.

Unrestricted funds – designated

Designated funds represent funds earmarked by Chapter for a specific purpose. They may be undesignated at Chapter's discretion.

Restricted funds

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Cathedral for particular purposes. Information on each restricted fund is set out in note 19 of these financial statements.

Endowment funds

Permanent endowment funds are funds where the donor has specified that the donation must be retained as capital or where the Cathedral has solicited endowment funds as part of a fundraising appeal. Income arising from the capital may be expended subject to any donor restrictions or restrictions arising from the fundraising appeal. Expendable endowment funds are funds where the donor has specified that the donation is capital in nature but has granted Chapter discretion to expend that capital. The income arising from the capital may be expended subject to any donor restrictions.

Further specific information is given in notes 19 to 21.

Estimation uncertainty and judgements

The preparation of the financial statements requires Chapter to make judgements, estimates and assumptions about the carrying amount of assets and liabilities. The nature of estimation means that the actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements:

The identification of certain properties as investment properties rather than held for cathedral use

Areas of estimation uncertainty that have the most significant risk of causing a material adjustment to the carry amount of assets and liabilities within the next financial year are:

- Valuation of investment property and valuation of properties held for Cathedral use

Chapter uses the valuation performed by its independent valuer as the basis for market value of these properties.

Further details are given in notes 14 and 15.

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2 DONATIONS AND LEGACIES 2024

	Unrestricted	Restricted	Endowment	2024
	Funds	Funds	Fund	Total
	£	£	£	£
Congregational collections and giving	110,014	-	-	110,014
Donations	63,890	3,004	-	66,894
Tax recoverable under Gift Aid	30,210	200	-	30,410
Legacies	496,744	-	-	496,744
Total	700,858	3,204	-	704,062

DONATIONS AND LEGACIES 2023

	Unrestricted	Restricted	Endowment	2023
	Funds	Funds	Fund	Total
	£	£	£	£
Congregational collections and giving	119,269	-	-	119,269
Donations	71,158	3,800	-	74,958
Tax recoverable under Gift Aid	37,455	200	-	37,655
Legacies	148,252	-	-	148,252
Total	376,134	4,000	-	380,134

3 GRANTS RECEIVABLE IN THE COUSE OF MISSION 2024

	Unrestricted	Restricted	Endowment	2024
	Funds	Funds	Fund	Total
	£	£	£	£
Church Commissioners grants	-	528,764	-	528,764
Other revenue and capital grants	46,452	72,935	-	119,387
Total	46,452	601,699	-	648,151

GRANTS RECEIVABLE IN THE COUSE OF MISSION 2023

	Unrestricted	Restricted	Endowment	2023
	Funds	Funds	Fund	Total
	£	£	£	£
Church Commissioners grants	-	556,070	-	556,070
Other revenue and capital grants	37,378	52,713	-	90,091
Total	37,378	608,783	-	646,161

4 CHARITABLE ACTIVITY INCOME

	2024	2023
	Total	Total
	Funds	Funds
	£	£
Fees and charges arising in the course of Mission	57,190	66,590
All funds are unrestricted in the current and preceding year.		

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5 TRADING AND FUNDRAISING 2024

	Unrestricted Funds	Restricted Funds	Endowment Fund	2024 Total Funds
	£	£	£	£
Income from fundraising events and appeals	43,606	-	-	43,606
Gross income from shop and other trading activities	49,591	-	-	49,591
Income from lettings of cathedral and other buildings	130,042	-	-	130,042
Total	223,239	-	-	223,239

TRADING AND FUNDRAISING 2023

	Unrestricted Funds	Restricted Funds	Endowment Fund	2023 Total Funds
	£	£	£	£
Income from fundraising events and appeals	25,024	-	-	25,024
Gross income from shop and other trading activities	52,600	-	-	52,600
Income from lettings of cathedral and other buildings	118,601	-	-	118,601
Total	196,225	-	-	196,225

6 INVESTMENTS INCOME 2024

	Unrestricted Funds	Restricted Funds	Endowment Fund	2024 Total Funds
	£	£	£	£
Income from investments	39,184	1,476	-	40,660

INVESTMENTS INCOME 2023

	Unrestricted Funds	Restricted Funds	Endowment Fund	2023 Total Funds
	£	£	£	£
Income from investments	40,019	1,447	-	41,466

7 OTHER INCOME

	2024 Total Funds	2023 Total Funds
	£	£
Other income	310	28,565

All funds are unrestricted in the current and preceding year.

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8 RAISING FUNDS 2024

	Unrestricted Funds	Restricted Funds	Endowment Fund	2024 Total Funds
	£	£	£	£
Gross costs of shop and other trading activities	30,190	-	-	30,190
Costs of fundraising events and appeals	56,731	219,493	-	276,224
Maintenance of and repairs to other buildings	13,063	-	-	13,063
Investment management costs	5,900	-	-	5,900
Support costs	23,661	27,929	-	51,590
Total	129,545	247,422	-	376,967

RAISING FUNDS 2023

	Unrestricted Funds	Restricted Funds	Endowment Fund	2023 Total Funds
	£	£	£	£
Gross costs of shop and other trading activities	27,750	-	-	27,750
Costs of fundraising events and appeals	15,486	214,181	-	229,667
Maintenance of and repairs to other buildings	13,057	-	-	13,057
Investment management costs	3,311	-	-	3,311
Support costs	24,038	29,384	-	53,422
Total	83,642	243,565	-	327,207

9 MINISTRY 2024

	Unrestricted Funds	Restricted Funds	Endowment Fund	2024 Total Funds
	£	£	£	£
Clergy stipends and working expenses	-	141,900	-	141,900
Clergy housing costs	53,156	-	-	53,156
Clergy support costs	44,888	105	-	44,993
Services and music	305,338	21,502	-	326,840
Support Costs	47,180	55,691	-	102,871
Total	450,562	219,198	-	669,760

MINISTRY 2023

	Unrestricted Funds	Restricted Funds	Endowment Fund	2023 Total Funds
	£	£	£	£
Clergy stipends and working expenses	-	123,895	-	123,895
Clergy housing costs	52,675	-	-	52,675
Clergy support costs	41,444	4,777	-	46,221
Services and music	260,492	59,927	-	320,419
Support Costs	47,933	58,592	-	106,525
Total	402,544	247,191	-	649,735

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10 CATHEDRAL AND PRECINCTS UPKEEP 2024

	Unrestricted	Restricted	Endowment	2024
	Funds	Funds	Fund	Total
	£	£	£	£
Maintenance and interior upkeep	77,039	-	-	77,039
Cathedral Insurance	38,369	-	-	38,369
Other costs	72,625	-	-	72,625
Support costs	39,387	46,493	-	85,880
Total	227,420	46,493	-	273,913

CATHEDRAL AND PRECINCTS UPKEEP 2023

	Unrestricted	Restricted	Endowment	2023
	Funds	Funds	Fund	Total
	£	£	£	£
Maintenance and interior upkeep	80,747	19,883	-	100,630
Cathedral Insurance	35,340	-	-	35,340
Other costs	53,319	28,518	-	81,837
Support costs	40,016	48,915	-	88,931
Total	209,422	97,316	-	306,738

11 EDUCATION AND OUTREACH 2024

	Unrestricted	Restricted	Endowment	2024
	Funds	Funds	Funds	Total
	£	£	£	£
Educational activities	3,014	20,537	-	23,551
Charitable and other giving	6,557	3,574	-	10,131
Other costs	2,026	-	-	2,026
Support costs	31,454	37,127	-	68,581
Total	43,051	61,238	-	104,289

EDUCATION AND OUTREACH 2023

	Unrestricted	Restricted	Endowment	2023
	Funds	Funds	Funds	Total
	£	£	£	£
Educational activities			-	
Charitable and other giving	10,098	1,000	-	11,098
Other costs	952	-	-	952
Support costs	31,955	39,061	-	71,016
Total	44,916	47,873	-	92,789

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12 SUPPORT COSTS

2024

	Raising Funds	Ministry	Cathedral and Precinct	Education and Outreach	2024 Total Funds
	£	£	£	£	£
Salaries, recruitment, and training costs	31,734	63,278	52,827	42,185	190,024
Administration	11,355	22,642	18,902	15,095	67,994
IT	6,828	13,614	11,366	9,076	40,884
Governance costs	1,673	3,337	2,786	2,224	10,020
	51,590	102,871	85,881	68,580	308,922

Included within governance costs above are auditor's remuneration for 2024 of £8,100 plus VAT

2023

	Raising Funds	Ministry	Cathedral and Precincts	Education and Outreach	2023 Total Funds
	£	£	£	£	£
Salaries, recruitment, and training costs	20,075	40,031	33,419	26,687	120,212
Administration	26,287	52,415	43,758	34,943	157,403
IT	5,557	11,082	9,252	7,388	33,279
Governance costs	1,503	2,997	2,502	1,998	9,000
	53,422	106,525	88,931	71,016	319,894

Included within governance costs above is auditor's remuneration for 2023 of £7,500 plus vat

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STAFF COSTS	2024				2023
				£	£
	Salary costs were as follows:				
	Salary costs			583,109	511,044
	Social security costs			49,050	43,472
	Pension costs			34,421	27,426
				666,580	581,942
					2024
		Stipend	Levy	NIC	Total
		£	£	£	£
Stipends					
The Very Reverend Anthony Cane	41,751	182	3,777	8,513	54,233
The Reverend Canon Harriet Neale-Stevens	33,082	155	3,027	8,868	45,131
The Reverend Canon Joanna Spreadbury	33,082	133	2,521	6,810	42,546
	95,700	425	9,325	24,191	141,900
					2023
		Stipend	Levy	NIC	Total
		£	£	£	£
Stipends					
The Very Reverend Anthony Cane	39,477	171	3,464	8,909	52,021
The Reverend Canon Joanna Spreadbury	31,435	134	2,494	7,127	41,192
The Reverend Canon Kathryn Percival	15,577.24	77	1,404	3,574	20,633
The Reverend Canon Harriet Neale-Stevens	9,212	40	797	0.00	10,048
	95,701	425	8,159	19,611	123,895

The stipends of the Dean and the above Residentiary Canons were paid directly from the Church Commissioners along with the related costs set out above. The remuneration of, and pension provision for, Clerical members of the Chapter are paid in accordance with scales laid down annually by the Church Commissioners, the Archbishops' Council and the Church of England Pensions Board.

Two other Canons, Nicholas Ralph and Anthony Rustell were remunerated by the Diocese of Portsmouth. Anthony Rustell's wife is a member of the Cathedral's Finance Committee with responsibility for Risk and Audit, for which she receives no reimbursement.

Expenses of £3,337 (2023 – £3,718) were reimbursed to members of Chapter.

Planned giving donations of £7,812 (2023 £10,783) and other donations of £5,165 (2023-£6,325) were received from related parties during the year.

There was an average of 10 (2023: 10) full time and 15 (2022: 13) part time paid staff including clergy paid by the Church Commissioners but excluding the Cathedral Choir. The full time equivalent of the same group in 2024 was 21 (2023: 18).

The aggregate remuneration of Key Management Personnel in 2024, including all benefits, was £249,362 (2023: £195,306). This group is defined as the remunerated members of Chapter and the Chapter Clerk/COO.

One member of staff was paid emoluments of more than £60,000 (2023: none).

The Dean is also a trustee of the Portsmouth Cathedral Development Trust, which is not considered to be a related party of the Cathedral. During the year there were no donations (2023: £0) received from the PCDT.

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14	INVESTMENTS	2024	2023
		Total	Total
		Funds	Funds
	Investment Property	£	£
	Market value brought forward	735,000	475,000
	Reclassification	-	345,000
	Revaluation	-	(85,000)
		735,000	735,000

The investment property was revalued by Chapter in 2023. The revaluation was carried out by Eddison's Chartered Surveyors in November 2023. Desktop valuations have confirmed the valuation is still reasonable.

	2024	2023
	Total	Total
	Funds	Funds
	£	£
Other investments		
Market value brought forward	1,303,123	1,241,354
Disposals at proceeds	(50,000)	(30,000)
Gain on revaluation	24,450	91,769
	1,277,573	1,303,123
Total investments	2,012,573	2,038,123

Split of investments between funds:

	2024	2023
	£	£
Endowment – Friends of Cathedral Music	53,790	52,586
Designated – Groves legacy including Investment Property 84 Penny Street	1,613,783	1,640,537
Designated – Tangible Fixed Assets Investment Property Flat 1	345,000	345,000
	2,012,573	2,038,123

Investments are held in pooled managed funds as follows:

	2024	2023
	£	£
Property (directly owned)	735,000	735,000
CBF CoE Investment Fund Income Shares	1,111,974	1,135,845
CBF CoE Property Fund Income Shares	165,599	167,278
	2,012,573	2,038,123

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15	PROPERTY	Unrestricted Funds £	2024 Total Funds £
	Cost or deemed cost		
	At 1 January 2024	3,805,000	3,805,000
	Reclassification	-	-
	Disposals	-	-
	At 31 December 2024	3,805,000	3,805,000
	Depreciation		
	Accumulated at 1 January 2024	-	-
	Charge for the year	-	-
	Disposals	-	-
	At 31 December 2024	-	-
	Net Book Value		
	At 31 December 2024	3,805,000	3,805,000
	At 31 December 2023	3,805,000	3,805,000

The properties above are all freehold and applied for Cathedral use. All properties (excluding the Cathedral itself) were revalued by an independent valuer, Eddison's Chartered Surveyors, in November 2023 at a total value of £3,805,000. The basis of the valuation was open market value having regard to any special assumptions or circumstances. The carrying amount of these assets under the historical cost model would be £2,996,749.

16	Fixtures & Fittings £	Other Equipment £	Total £
Cost			
At 1 January 2024	13,917	4,848	18,765
Additions	-	-	-
Disposals	-	-	-
At 31 December 2024	13,917	4,848	18,765
Depreciation			
Accumulated at 1 January 2024	4,356	2,196	6,552
Charge for the year	2,585	1,616	4,201
On disposals	-	-	-
At 31 December 2024	6,941	3,812	10,753
Net Book Value			
At 31 December 2024	6,976	1,036	8,012
At 31 December 2023	9,561	2,651	12,212

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17 DEBTORS 2024

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	2024 Total Funds £
Invoiced debtors	5,507	28,560	-	34,067
Prepayments	1,391	-	-	1,391
Accrued income	449,621	-	-	449,621
	<u>456,519</u>	<u>28,560</u>	<u>-</u>	<u>485,079</u>

2023

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	2023 Total Funds £
Invoiced debtors	6,633	69,710	-	76,343
Prepayments	-	-	-	-
Accrued income	159,383	2,959	-	162,342
	<u>166,016</u>	<u>72,669</u>	<u>-</u>	<u>238,685</u>

18 CREDITORS: amounts falling due within one year 2024

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	2024 Total Funds £
Trade creditors	11,371	-	-	11,371
Social security and other taxes	18,412	-	-	18,412
Other creditors	70,077	-	-	70,077
	<u>99,860</u>	<u>-</u>	<u>-</u>	<u>99,860</u>

2023

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	2023 Total Funds £
Trade creditors	25,750	-	-	25,750
Social security and other taxes	2,481	-	-	2,481
Other creditors	23,211	-	-	23,211
	<u>51,442</u>	<u>-</u>	<u>-</u>	<u>51,442</u>

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19 ANALYSIS OF NET MOVEMENTS IN FUNDS

	Total Funds	Income	Expenditure	Gains	Transfers	Total Funds
	01.01.24					31.12.24
	£	£	£	£	£	£
Endowment funds						
FOC Music - Choir Scholarship	52,586	-	-	1,204	-	53,790
Restricted funds						
Church Commissioners Stipends	-	141,900	(141,900)	-	-	-
Church Commissioners S28 grant	-	167,240	(167,240)	-	-	-
Cathedrals Sustainability Fund	(131)	219,624	(219,493)	-	-	-
<u>Fabric</u>						
National Lottery Heritage Fund	-	58,880	-	-	-	58,880
Building & Heritage Fund	17,701	-	-	-	-	17,701
<u>Music</u>						
Michael James Ogan Scholarship	182	-	(182)	-	-	-
FoCM - Choir Scholarship	00	1,476	(1,476)	-	-	-
Cathedral Sing	10,741	1,800	(10,694)	-	-	1,847
Cathedrals Music Trust	9,000	-	(9,000)	-	-	00
<u>Education and Outreach</u>						
Support For Education	-	2,000	(2,000)	-	-	-
The Jerusalem Trust	8,537	10,000	(18,537)	-	-	-
<u>Other</u>						
AEC Bursary	-	255	(255)	-	-	-
QARNNS - Chapel of Healing	6,771	-	-	-	-	6,771
Sunyani Fund	1,470	3,204	(3,574)	-	-	1,100
Total restricted fund	54,271	606,379	(574,351)	-	-	86,299
Unrestricted funds						
General fund	211,431	1,067,233	(850,578)	-	(383,451)	44,635
Designated fund - William Groves legacy	1,640,537	-	-	23,246	(50,000)	1,613,783
Designated fund - Legacies	-	-	-	-	436,343	436,343
Designated fund - Tangible Fixed assets	4,162,212	-	-	-	(4,201)	4,158,011
Designated fund - Lunch Club	15,158	-	-	-	1,309	16,467
Total unrestricted funds	6,029,338	1,067,233	(850,578)	23,246	-	6,269,239
Total funds	6,136,195	1,673,612	(1,424,929)	24,450	-	6,409,328

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19 ANALYSIS OF NET MOVEMENTS IN FUNDS 2023

	Total funds 01.01.23	Income	Expenditure	Gains	Transfers	Total funds 31.12.23
	£	£	£	£	£	£
Endowment fund						
FoCM – Choir Scholarship	48,028	-	-	4,558	-	52,586
Restricted funds						
<u>Church Commissioners</u>						
Stipends	-	123,895	(123,895)	-	-	-
Section 23 grant	-	175,952	(175,952)	-	-	-
Church Commissioners Legal Fees Grant	-	4,777	(4,777)	-	-	-
Cathedrals Sustainability Fund	-	251,446	(251,577)	-	-	(131)
<u>Fabric</u>						
Southwest Doors – crowdfunding	13,619	-	-	-	(13,619)	-
Let the Building Speak	4,082	-	-	-	(4,082)	-
Building & Heritage Fund	-	-	-	-	17,701	17,701
Friends Support Heating Feasibility Study	-	3,000	(3,000)	-	-	-
LPOW Heating Feasibility Study	-	2,959	(2,959)	-	-	-
<u>Music</u>						
Other support for music	860	-	(860)	-	-	-
Michael James Organ Scholarship	-	2,000	(1,818)	-	-	182
FoCM – Choir Scholarship	-	1,447	(1,447)	-	-	-
Church Choir project	-	20,154	(20,154)	-	-	-
Cathedral Sing	6,035	13,100	(13,394)	-	5,000	10,741
Cathedral Music Trust	13,934	13,500	(13,434)	-	(5,000)	9,000
<u>Education and Outreach</u>						
Pop-Up Cathedral	349	-	(349)	-	-	-
Friends Support for Education	2,000	1,000	(3,000)	-	-	-
Other Support for Education	2,000	-	(2,000)	-	-	-
The Jerusalem Trust	10,000	-	(1,463)	-	-	8,537
Monks project	1,000	-	(1,000)	-	-	-
<u>Other funds</u>						
All Churches Trust Hope Beyond	7,500	-	(7,500)	-	-	-
Chapel of Healing & Reconciliation	6,771	-	-	-	-	6,771
Sunyani Fund	1,470	1,000	(1,000)	-	-	1,470
Memorial garden	759	-	(759)	-	-	-
Grant towards Volition costs	4,000	-	(4,000)	-	-	-
Other restricted funds	207	-	(207)	-	-	-
Other items arising in 2021	1,320	-	(1,320)	-	-	-
Other items arising in 2022	80	-	(80)	-	-	-
Total restricted funds	75,986	614,230	(635,945)	-	-	54,271
General funds	93,514	744,911	(740,524)	-	113,530	211,431
Designated fund W. Groves legacy	1,668,326	-	-	87,211	(115,000)	1,640,537
Designated fund Tangible fixed assets	3,368,010	-	-	794,785	(583)	4,162,212
Designated funds Lunch Club	13,105	-	-	-	2,053	15,158
Total unrestricted funds	5,142,955	744,911	(740,524)	881,996	-	6,029,338
Total funds	5,266,969	1,359,141	(1,376,469)	886,554	-	6,136,195

Further information on each of the above funds is given in note 21.

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20	TRANSFERS BETWEEN FUNDS	Unrestricted Funds £	Restricted Funds £	Total Funds £
	2024			
	Expenditure repaid to unrestricted funds	-	-	-
	2023			
		-	-	-
21	DESCRIPTION OF FUNDS			
	Endowment funds			
	Friends of Cathedral Music – Choir Scholarship	This a capital fund to be retained permanently. Income arising from the fund is to be applied to a restricted income fund for a choral scholarship.		
	Restricted funds			
	Church Commissioners grants	The Church Commissioners grants are as described in note 20. The stipend grant represents the payment of stipends by the Church Commissioners directly. No cash is received by Chapter.		
	National Lottery Heritage Fund	Grant for refurbishment of visitor welcome		
	Building and Heritage Fund	Formed to consolidate existing funds related to buildings and heritage		
	Michael James Organ Scholarship	Funds solicited towards the costs of an Organ Scholar		
	Friends of Cathedral Music – Choral Scholarship	Restricted income fund arising from the related endowment. The income is to be spent on providing a Choral Scholarship.		
	Cathedral Sing project	Funds solicited towards the named project		
	Cathedral Music Trust	Funds from the Cathedral Choirs Emergency Fund towards the costs of the Cathedral Choirs		
	Support for Education	Contribution to the costs of educational activities		
	The Jerusalem Trust	Contribution to the costs of educational activities		
	QARNNS – Chapel of Healing and Reconciliation	This fund represents monies raised to fund improvements and enhancements to the chapel of healing and reconciliation.		
	Sunyani Fund	Funds, raised from events and congregational giving, used to support the St. Anselm's Cathedral and Diocese of Sunyani, Ghana.		
	AEC Bursary	Travel bursary for CMT meeting		
	Designated funds			
	William Groves legacy	Funds originally arising from the legacy of William Groves and earmarked by Chapter for longer term application.		
	Legacies	Legacies received to be used for special purposes		
	Tangible fixed asset	Funds represented by operational fixed assets and not readily realisable		
	Lunch Club	Funds raised by the Cathedral Lunch Club		
	General fund	These funds are unrestricted and available for the Cathedral's use.		

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22 CAPITAL COMMITMENTS

There were no material amounts contracted for but not provided for at 31 December 2024 or 31 December 2023.

23 PENSION SCHEMES

Portsmouth Cathedral participates in the Pension Builder Scheme section of CWPF for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

CWPF has two sections:

1. the Defined Benefits Scheme
2. the Pension Builder Scheme, which has two subsections;
 - a. a deferred annuity section known as Pension Builder Classic, and,
 - b. a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable **(2024: £36,483 2023: £32,202)**.

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2025, the Board chose to grant a discretionary bonus of 6.7% to both pensions not yet in payment and pensions in payment in respect of service prior to April 1997; and a bonus on pensions in payment in respect of post April 2006 service so that the pension increase was 2.7% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2024. There is no requirement for deficit payments at the current time.

The next valuation is due as at 31 December 2025.

For the Pension Builder 2014 section, the valuation revealed a surplus of £8.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, Portsmouth Cathedral could become responsible for paying a share of the failed employer's pension liabilities.

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24	RECONCILIATION OF NET MOVEMENT IN FUNDS TO OPERATING TO OPERATING CASHFLOW	2024
		Total
		Funds
		£
	Net expenditure/(income) excluding investment gains and losses	280,307
	Investment income	(40,660)
	Operating (deficit)/surplus	239,647
	Depreciation charges	4,201
	Increase in stocks	(247)
	Increase in debtors	(246,394)
	Increase in creditors	16,794
	Net cash inflow from operations	14,001