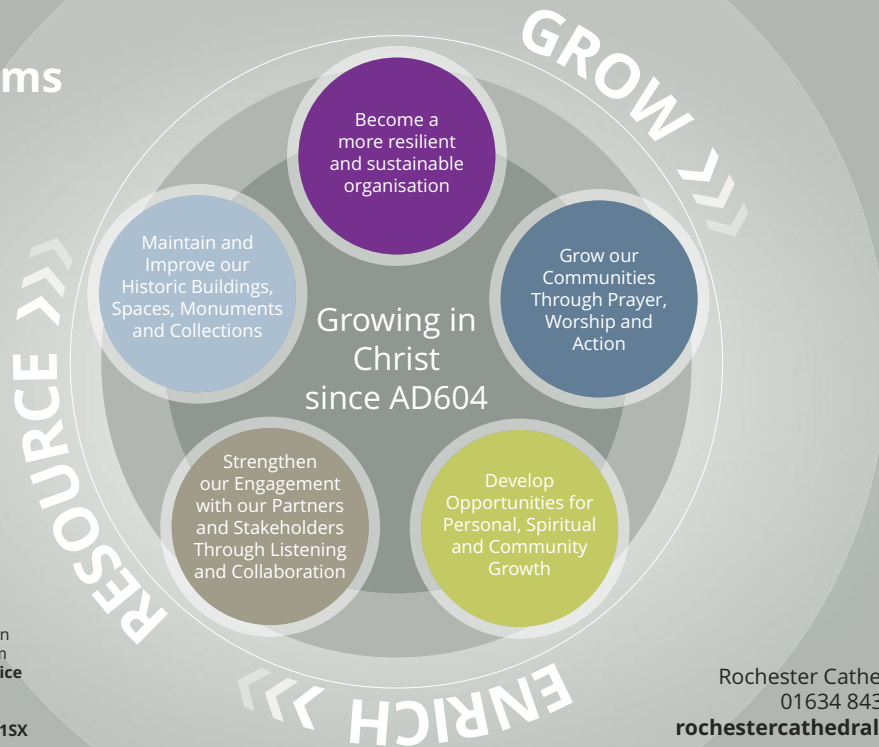


# Development Plan 2022 – 2023



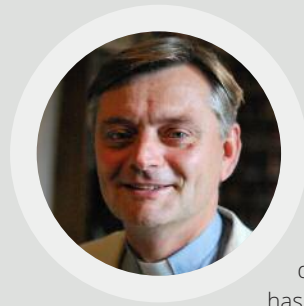
*Rochester*  
**CATHEDRAL**  
Growing in Christ since AD604

## Key aims



Full copies of the Development Plan are available from  
**The Chapter Office**  
Garth House  
The Precinct  
Rochester, ME1 1SX

Rochester Cathedral  
01634 843366  
[rochestercathedral.org](http://rochestercathedral.org)



**Rochester Cathedral** has sought witness to the love of God for over 1400 years. Here, down the centuries, the Christian faith has found expression through worship,

prayer and service. We continue to participate in God's love for the world today through mission and purposeful engagement. Our Development Plan seeks to enhance the Cathedral's desire to nurture human flourishing and become more Christ-like in our attitudes and daily living. The Cathedral Chapter has identified five key areas which will be our main focus as we recover from the Covid-19 pandemic and provide a springboard for future development.

The Development Plan recognises the importance the Cathedral plays in the lives of many people, of all faiths and of none, both as a historic landmark and as a holy place. It seeks to work alongside other partners and stakeholders in enabling the Cathedral to be a truly inclusive space which signposts the Kingdom of God.

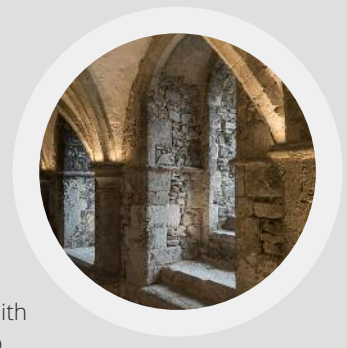
In the words of the psalmist, here is a "broad place where we may walk at liberty" and again, "He brought me into a spacious place because He delighted in me". In honouring its Benedictine roots, the Cathedral is a 'hospitable space' which seeks to provide a safe place to encounter the 'other' through story, stones, silence, music, movement and prayer. As the poet T. S. Eliot wrote:

*We must be still and still moving  
Into another intensity  
For a further union, a deeper communion*



It is a huge privilege to be Dean at a time of renewed energy and imagination in the life of the Cathedral. As we go forward we do so in the knowledge that others have trodden this way before and many will come after us. It is but a single moment in time, yet, this is our time to make a difference and to share God's love with those whom we meet through word and action. May God bless those who visit this house and all who labour in Christ's service.

The Very Reverend Dr Philip Hesketh AKC DL

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# Growing in Christ since AD604

Key Aim 1	Key Aim 2	Key Aim 3	Key Aim 4	Key Aim 5
<b>Become a more resilient and sustainable organisation</b>	<b>Grow our Communities Through Prayer, Worship and Action</b>	<b>Develop Opportunities for Personal, Spiritual and Community Growth</b>	<b>Strengthen our Engagement with our Partners and Stakeholders through Listening and Collaboration</b>	<b>Maintain and Improve our Historic Buildings, Spaces, Monuments and Collections</b>
Increase unrestricted reserves to a level in line with the published reserves policy (six months of ordinary activity)	Rebuild our congregations in the post Covid19 recovery period through the proclamation of the Kingdom	Ensure a worshipping life that is authentic, open, and accessible and which provides opportunities for personal spiritual growth for all	Support the Bishop of Rochester in his role and strengthen links with the Diocese	Improve the care and promotion of our collections
Ensure that governance systems, budgets and resources meet operational demands	Increase the numbers of pilgrims, tourists and other visitors visiting the Cathedral	Provide staff, volunteers and clergy with opportunities for personal development	Maintain and develop our civic role in Medway, the Diocese and across Kent	Ensure our buildings and spaces are accessible and are safe places for staff and visitors
Ensure that clergy and staff can work efficiently, are effectively deployed, and that morale and productivity is improved	Increase the numbers of people coming to the Cathedral to participate in learning programmes	Ensure that the health and wellbeing of staff, volunteers and clergy is given a high priority	Improve and grow our engagement with local communities	Restore, maintain, and improve our buildings, external spaces, facilities, and equipment
Secure a sustainable future for the Cathedral's music	Increase access for those currently under-represented or on the margins of the mainstream and challenge unjust structures	Provide opportunities for visitors to seek comfort and spiritual support at the Cathedral		Reduce our carbon footprint and strive to safeguard the beauty of creation
	Ensure that a culture of safeguarding is embedded in the Cathedral	Increase the number of parishes and community groups using the Cathedral to foster discipleship		