



Headlines from a meeting of Chapter

The Interim Dean chaired a meeting of the Cathedral Chapter on the morning of Monday 20 July 2026.

- Joseph Patkai (Volunteer & Operations Manager) reported on **volunteering**. Joseph shared an overview of volunteer demographics and motivations and a summary of hours contributed and in what types of role. Chapter discussed survey results of those who have stopped volunteering at the Cathedral in recent years. This included information about what volunteers enjoy most, what prompted them to stop volunteering and whether they would recommend the Cathedral to others. Over 90% said that they would recommend us. Safeguarding culture and compliance was discussed, along with general developments over the past year. Chapter congratulated Joseph for his work and recorded its deep gratitude for the immense contribution of the Cathedral's volunteers.
- Jonathan Bell (Chief Operating Officer) reported on **staffing**. Jonathan reported that the Cathedral continues to attract and retain very good people, as evidenced by the eight roles filled in the previous 12 months. This is also true of the four governance roles filled. Staff turnover remains low, and the average length of service for staff is 7 years 8 months (compared to a national average of 3 years). Chapter congratulated the team on having eliminated the gender pay gap. Five years ago, this was 18% in favour of men, and worse than the national average. It is now statistically insignificant and far better than the national average. Chapter recorded its thanks to Rebecca Brown (HR & Safeguarding Administrator) for all her work in this area.
- Chapter recorded a decision taken between its meetings to **approve new arrangements for the parsonage in the benefice of Melbourn**, for which Chapter is the sole patron.
- Chapter received and discussed an update from the **Chapter Safeguarding Lead** and noted that the draft report from INEQE is now expected to be received around the end of July.
- Canon James Reveley, as Interim Dean, reported on **worship and ministry**, noting a joyful and busy period with many special services, along with larger numbers than usual (including children and young people) attending Sunday services.
- Jonathan Bell reported on **property, fabric, health & safety, legal and governance** matters. Temporary protection to clerestory windows on the south side of the presbytery have been completed. So, too, have improvements and replacements to rainwater goods on the north side. Scaffolding will therefore be dismantled very soon.
- The **Finance Committee** outlined recent financial performance. This is worse than hoped for and the forecast for the rest of the year has been adjusted downwards in line with this. The Committee reported its review of the performance of the Cathedral's investment managers, which was positive.
- On the recommendation of the **Audit & Risk Committee**, Chapter approved the 2025 annual report and accounts and reappointed the auditors.
- Chapter approved the assignment to Canon Robert Mackley of (a) the title of Canon Pastor and (b) the Black Hostelry as is residence, when he joins us in September.

The Cathedral Chapter plans to meet next on Monday 21 September 2026 (routine meeting) and Monday 19 October 2026 (special annual meeting with the Bishop).

Jonathan Bell
Chief Operating Officer & Chapter Clerk
21 July 2026