

Annual Report

2024 - 2025



Cathedrals' Workshop
Fellowship



UNIVERSITY OF
GLOUCESTERSHIRE

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Welcome from the Chair

As I reflect on the year covered by this report, I do so with a strong sense of confidence in the direction and resilience of the Cathedrals' Workshop Fellowship. This Annual Report covers the financial year ending 31st July 2025 and marks a point of consolidation, signalling a return to a settled and forward looking reporting cycle following a period of significant organisational change.

A major milestone in recent years has been the successful establishment of the Cathedrals' Workshop Fellowship as an independent charity.



This achievement was made possible through the leadership of Jackie Molnar, who served as Chair during much of that transition, and through the work of Frances Cambrook, whose role as Executive Director was instrumental in securing charity registration in August 2023. I would also like to acknowledge Michael Sheppard, who took up the role of Executive Director in June 2024. Together, they have built upon strong foundations and have led the organisation through a period of stabilisation and renewed focus.

This has been a year shaped by transition at Board level. As Jackie's tenure as Chair concluded, I had the privilege of stepping into the role of Chair of Trustees, supported earlier in the year by Alison Evans as Interim Co Chair. I am deeply grateful to them both for their leadership and commitment, and I extend my sincere thanks to all member cathedrals for their continued confidence in the organisation and its mission.

During the year, the Cathedrals' Workshop Fellowship continued to benefit from the support of valued partners, including the Benefact Trust, the Vinehill Trust, the Worshipful Company of Masons and the Headley Trust. Trustees also gave careful and considered attention to matters arising from the serious allegations concerning Hamish Ogston. Extensive legal, ethical and sector advice was sought, and decisions were taken with due regard to trustee responsibilities and duty of care to trainees and member cathedrals. Following this process, the Trustees concluded that the continuation of programmes, including those supported by the Vinehill Trust, was essential to meet our obligations and safeguard the future of heritage

craft training. The organisation remains fully committed to the highest standards of integrity, transparency and accountability.

We were pleased to welcome Lichfield Cathedral, St Paul's Cathedral and Wells Cathedral as members, strengthening the collective commitment across cathedrals to sustaining craft skills for the future. Their involvement reflects continued confidence in the Cathedrals' Workshop Fellowship as a trusted partner in education and training.

As the organisation enters its twentieth year, it does so with assurance. Building on nearly two decades of high-quality training and achievement, the Cathedrals' Workshop Fellowship is well placed to continue supporting excellence in stonemasonry and other heritage craft skills, essential to the care, repair and conservation of our cathedrals and the wider historic environment.

I hope this report provides a clear and measured account of the year's activity and achievements, and I look forward to the work ahead as the organisation continues to grow in strength and purpose.

Carolyn Bruce

Chair of the Trustees, Cathedrals' Workshop Fellowship

Chief Operating Officer, Chester Cathedral

Welcome from the Executive Director



The year covered by this report, ending 31st July 2025, has been one of consolidation, growth and renewed ambition for the Cathedrals' Workshop Fellowship. Following a period of significant organisational change, this year marks a return to confident delivery, with clear progress across education, partnerships and long-term sustainability.

With the transition to charitable status embedded, the focus throughout the year has been firmly on strengthening core operations and delivering high quality outcomes. Governance, financial

management and organisational systems have continued to mature, providing a stable platform from which the organisation has expanded activity, secured new funding streams and developed strategic partnerships across the heritage sector. Collectively, this has been a genuinely transformational year.

I would like to acknowledge the work of Frances Cambrook, who served as Executive Director until June 2024, and whose leadership during the transition to charitable status established a strong foundation. It has been a privilege to build on that work alongside Karen Powell, Academic Programme Manager, and the wider staff and tutor team as the organisation has moved into its next phase.

Education and training remain at the heart of the Cathedrals' Workshop Fellowship's mission. During the year, we continued to support trainees across multiple levels, maintaining high standards of delivery and strong progression outcomes. Our foundation degree provision has continued to demonstrate its value, with excellent retention within the sector, reflecting both the vocational strength of the programme and the ongoing demand for skilled heritage craft professionals.

Alongside this, the continued development of the Foundation Certificate in Stonemasonry has strengthened early career pathways, supporting apprentices and employers at a critical stage in skills development. Together, these programmes now provide a coherent

educational journey spanning Levels 3 to 5, contributing directly to workforce resilience across cathedral workshops and the wider conservation sector.

The year also saw continued strengthening of the organisation's membership and partnerships, including the welcoming of Wells Cathedral into membership. This growth reflects increasing confidence in the Cathedrals' Workshop Fellowship as a national coordinating body for heritage craft education, supported by productive relationships with funders, professional bodies and sector partners.

As the organisation enters its twentieth year, it does so from a position of confidence. With secure foundations, a clear strategic direction and a strong reputation for educational quality, the Cathedrals' Workshop Fellowship is well placed to respond to the evolving needs of cathedrals and the wider heritage sector. The year ahead will focus on building on this momentum and continuing to deliver high quality education and training.

I would like to thank all those who contribute to the work of the organisation, including our members, funders, trustees, staff, tutors and trainees. It is their collective commitment that underpins the achievements of this year, and I look forward to working together as we continue to support the next generation of heritage craft professionals.

Michael Sheppard
Executive Director
Cathedrals' Workshop Fellowship

Who we are

The Cathedrals' Workshop Fellowship is a registered charity whose members are fourteen Anglican cathedrals. Established in 2006, the organisation exists to deliver and support specialist craft training and education on behalf of its members, ensuring that the skills required to care for cathedral buildings are sustained for future generations.

The Cathedrals' Workshop Fellowship has been privileged to hold the patronage of King Charles III since 2005, reflecting His Majesty's long-standing commitment to the conservation of historic buildings and traditional craft skills.

Aims and Objectives

The aim of the Cathedrals' Workshop Fellowship is to support the development of craft skills by providing education and training for the craftspeople who conserve, maintain and repair cathedrals and historic buildings.

The charitable purposes of the organisation, as set out in its governing document, are:

- the advancement of education through the provision and support of education and training in stonemasonry and other craft skills, particularly in relation to the conservation, maintenance and preservation of cathedrals and historic buildings
- the advancement of culture and heritage through the preservation, conservation and repair of cathedrals and historic buildings

Activities

To deliver these aims, the Cathedrals' Workshop Fellowship undertakes the following core activities:

- delivery of the Level 3 Foundation Certificate in Stonemasonry
- delivery of the Foundation degree in Applied Historic Building Conservation and Repair at Levels 4 and 5
- support for apprentices and trainees at various stages of their career progression within the heritage sector
- facilitation of collaboration between member cathedrals to share resources, knowledge and expertise

2024 to 2025 Highlights of the Year



Achievements and Performance

The year to 31st July 2025 marked a period of stable delivery and consolidation for the Cathedrals' Workshop Fellowship following the transition to charitable status in the previous year. Throughout the reporting period, the organisation maintained consistent operations across its network of member cathedrals, ensuring continuity of education and training during a time of organisational change.

Training activity continued across the Foundation Certificate in Stonemasonry and the Foundation degree in Applied Historic Building Conservation and Repair. These programmes combined practical, workshop based training with structured academic study, supporting trainees to develop the technical and professional skills required for long term careers in heritage conservation. Retention within the sector remained strong, reflecting ongoing demand for specialist skills.

Alongside delivery, the year saw important progress in programme development and quality assurance. The design and validation of a new stained glass conservation pathway within the Foundation degree was completed in collaboration with cathedral studios and specialist partners, ensuring readiness for launch in the following academic year. This work strengthened the educational offer while maintaining consistent academic and professional standards.

The organisation also demonstrated resilience in its operational performance. The reporting period marked the completion of a managed transition from consultant based delivery to directly employed staff, with continuity maintained throughout. Governance structures and operational groups functioned effectively.



Membership of the organisation continued to strengthen, with Wells Cathedral joining the network during the year. This reflected growing confidence in the Cathedrals' Workshop Fellowship as a national coordinating body for heritage craft education.

In May 2024, the organisation was further honoured by confirmation that His Majesty King Charles III accepted Patronage of the Cathedrals' Workshop Fellowship, reflecting the national significance of its work in supporting heritage craft training and the care of historic buildings.

Welcome to New Members

Lichfield Cathedral

Lichfield Cathedral joined the Cathedrals' Workshop Fellowship as a member during the period following the organisation's transition to charitable status and is formally acknowledged in this report as part of the Fellowship's continuing development.



The cathedral's membership reflects a renewed commitment to the conservation of historic fabric and the re-establishment of craft training through the creation of a new Works Yard and the resumption of stonemasonry training. As part of its engagement with the CWF, Lichfield Cathedral has recruited two stonemasons into its works department, strengthening local capacity while contributing to the wider skills network supported by the Cathedrals' Workshop Fellowship.

This partnership demonstrates a shared commitment to sustainable conservation and to the long term

safeguarding of traditional craft skills. By investing in training alongside capital works, Lichfield Cathedral is helping to ensure that specialist skills remain embedded within cathedral workshops and available to future generations.

Simon Warburton, Chief Operating Officer of Lichfield Cathedral, described the collaboration as *"a significant collaboration for Lichfield Cathedral as we embark on a transformative journey"*, highlighting the importance of combining long established craftsmanship with contemporary approaches to conservation.

St Paul's Cathedral

Although St Paul's Cathedral joined the Cathedrals' Workshop Fellowship during the previous reporting period, its membership forms an important part of the organisation's current development and is therefore noted here.

Membership reflects St Paul's Cathedral's commitment to strengthening traditional craft skills as part of a refreshed long-term programme of works. With support from the Fellowship's craft training activity, the cathedral is developing a renewed Works department and workshop facilities within its historic precincts, reinforcing the role of in-house skills in the care and conservation of the building.

This collaboration supports a strategic approach to workforce development, including the use of apprenticeships and the development of a more diverse team of craft professionals. Through engagement with the Fellowship, St Paul's Cathedral is strengthening links across the cathedral network while contributing to the collective safeguarding of specialist heritage skills.

Rebecca Thompson, Director of Property at St Paul's Cathedral, described the partnership as part of a wider review of long-term works and resourcing, noting the importance of training and skills development in ensuring the sustainable conservation of the cathedral.



Wells Cathedral

Wells Cathedral joined the Cathedrals' Workshop Fellowship as an Associate Member during the reporting period, strengthening the Fellowship's presence in the South West and supporting the development of heritage skills training in the region.



The partnership aligns with Wells Cathedral's major conservation programme at Vicars' Close, supported by the National Lottery Heritage Fund. Through membership of the Fellowship, the cathedral is developing in house training capacity within its Works Department, including the reintroduction of apprenticeships for the first time in many years. This enables trainees to gain practical experience within the context of an

active conservation programme while contributing directly to the care of the cathedral and its wider estate.

The collaboration supports a long-term approach to workforce development, embedding training alongside capital works and extending skills development beyond the Vicars' Close project to other areas of the cathedral precinct. Through engagement with the Fellowship, Wells Cathedral is strengthening its ability to sustain specialist craft skills while contributing to the national network of cathedral-based training.

The Very Reverend Toby Wright, Dean of Wells Cathedral, welcomed the partnership as a transformative step, highlighting the value of apprenticeships in supporting the long-term care of the cathedral's fabric while investing in the next generation of craftspeople.

Foundation Certificate in Stonemasonry

The introduction of the Foundation Certificate in Stonemasonry marked a significant development in the Cathedrals' Workshop Fellowship's training provision. Designed and delivered by the Fellowship in collaboration with its member cathedrals, the programme provides a specialist Level 3 pathway tailored specifically to the cathedral environment and the heritage masonry sector.

As with the Fellowship's Foundation degree in Applied Historic Building Conservation and Repair, the Foundation Certificate is validated by the University of Gloucestershire, ensuring academic rigour, quality assurance and national

recognition. The programme offers a cathedral focused alternative to standard NVQ Level 3 routes, supporting progression from college-based Level 2 education into work-based heritage practice.

The first cohort of trainees commenced the programme in January 2024, with a second cohort following in the subsequent academic year. Across the two intakes, trainees from multiple member cathedrals have progressed through a curriculum developed in collaboration with sector specialists to reflect the practical, professional and contextual requirements of working in cathedral settings. Engagement and commitment across both cohorts have been strong, with trainees applying learning directly within their workshop environments.

A curriculum designed for cathedrals

The Foundation Certificate has been structured to provide a broad and relevant skillset aligned to the realities of working in cathedral and heritage environments. The curriculum combines technical masonry skills, conservation principles, professional practice and

FOUNDATION CERTIFICATE IN STONEMASONRY 2024

AT A GLANCE

Start January 2024
Completion December 2024
Number of 7 stonemasons
Represented by Worcester, York, Gloucester, Salisbury, Lichfield, Durham

PROGRAMME FOCUS

- ✓ Banking Masonry Skills
- ✓ Workplace and Study Skills
- ✓ Conservation Principles
- ✓ Fixing Masonry Skills
- ✓ Architecture & Archaeology
- ✓ Work-Based Heritage Projects

UNIQUE LEARNING EXPERIENCES

Practical conservation & fixing modules held at **UNESCO World Heritage Site** (🏰)
Specialist-led workshops across Worcester, Gloucester and Canterbury Cathedrals
Tailored to heritage environments—aligned with Level 3 NVQ but cathedral-specific

LOOKING AHEAD

- Programme completion December 2024
- Full course review planned for early 2025
- Recruitment underway for the next cohort (starting September 2024)

supported work-based learning, ensuring that trainees develop both practical competence and contextual understanding. While aligned to Level 3 standards, the programme is intentionally contextualised to cathedral practice. Skills and knowledge are developed within live heritage settings, enabling trainees to apply learning directly to historic fabric and the complex challenges of conservation work.

Practical workshops and live learning



Teaching and assessment are delivered through a series of workshops hosted at member cathedrals, allowing trainees to apply learning within authentic heritage contexts. Sessions have included professional skills development, technical masonry training and conservation practice, with opportunities to undertake supervised work on historic fabric as part

of the learning process. This approach demonstrates the distinctive nature of the Foundation Certificate, combining specialist tuition with access to live heritage environments. Opportunities of this kind are rare at Level 3 and represent a key strength of cathedral-based training.

“The development of the Foundation Certificate represents a major step in supporting early career craftspeople. The programme strengthens cathedral teams while providing trainees with the confidence, skills and understanding needed for long term careers in heritage conservation.”

- Michael Sheppard, Executive Director and FCert Academic Programme Manager

Trainee feedback has highlighted the value of learning delivered within working cathedrals, with particular emphasis on the relevance of technical instruction and the opportunity to apply new approaches directly within their own workshops.

With two cohorts now completed, the Foundation Certificate has moved from initial implementation into an established programme. Evaluation has informed refinements to delivery, and the Certificate now forms a core part of the CWF’s early career training pathway.

Michael Sheppard
Foundation Certificate in Stonemasonry; Academic Programme Manager

Foundation degree in Applied Historic Building Conservation and Repair

The Foundation degree programme that began in September 2023 progressed into the second year of study during the period from September 2024 to July 2025. The students had visited six Cathedrals' Workshop Fellowship member cathedrals during their first year and were anticipating another full and enriching year of study. The second year of the programme builds on the first through modules, workshops, visits and assessments designed to support further development in critical thinking alongside more advanced knowledge and understanding of their craft.

The workshop structure of the Foundation degree programme enables students to visit all Cathedrals' Workshop Fellowship member cathedrals by the time their studies are complete. During 2024 to 2025, three-day study workshops were hosted by Canterbury, Exeter, Gloucester, York, Winchester, Chester and Lichfield Cathedrals.

The cohort consisted of six stonemasons, five working in cathedral workshops and one employed by a heritage conservation company. Through the study workshops, the students were able to gain valuable insight into how the Works Teams and Conservation



Departments operate at the host cathedrals. These insights into cathedral craft practice were supported through tours, talks and practical demonstrations delivered by cathedral architects, archaeologists, conservators and other members of the Works Teams.

External speakers also made important contributions to the programme, delivering masterclasses, lectures and tours on subjects including building conservation, heritage building monitoring and evaluation, architectural styles and conservation techniques such as rope access.

Throughout the year the students completed practical and written assessments across six modules, supporting both professional and academic development. Practical assessments included carving projects as well as conservation and work based projects undertaken within their workplaces over several months. Online tutorials were used extensively to support students during these extended projects, with module leaders working closely alongside workbased tutors. Many of these work based tutors are alumni of the Foundation degree programme and form an important part of the teaching team.

Assessments also included written reports on the architecture and archaeology of historic buildings, enabling students to demonstrate the knowledge gained through classroom sessions and field study visits. These visits included a number of cathedrals and historic sites such as Bristol Cathedral, Wells Cathedral, Rochester Cathedral, Selby Abbey and Southwell Minster.

In March 2025 the Foundation degree students joined other Cathedrals' Workshop Fellowship trainees on a field study visit to Notre Dame Cathedral and the Basilica of Saint Denis in Paris. The opportunity to meet some of the craftspeople involved in the restoration of Notre Dame and to observe the work at close quarters during a guided roof tour provided a rare and memorable insight into a major international conservation project.

All six students successfully completed their studies and were recognised at a Cathedrals' Workshop Fellowship graduation ceremony held at Chester Cathedral in September 2025. Alumni attended in support of the graduating students in their roles as module leaders, work based tutors, line managers and colleagues.

The continuing involvement of programme alumni in teaching, mentoring and assessment activities remains a distinctive strength of the Cathedrals' Workshop Fellowship. Their participation supports the development of new trainees while also helping the organisation to maintain and develop its distinctive approach to heritage conservation work based learning.

Karen Powell
Foundation degree in Applied Historic Building conservation and Repair; Academic Programme Manager

Apprentice Workshop - Lichfield

In early 2024, Lichfield Cathedral hosted an Apprentice Workshop bringing together apprentices from across the cathedral network on stonemasonry and joinery pathways. The event provided an opportunity for apprentices to meet, share experience and build professional connections as part of the Cathedrals' Workshop Fellowship's wider approach to skills development.



The workshop reinstated a long standing tradition of bringing apprentices together, reflecting the CWF's commitment to collaboration and to supporting development beyond the immediate workplace. The programme combined presentations on cathedral organisation and fabric with practical activities, offering insight into how craft skills are applied within live conservation environments.

Feedback from apprentices highlighted the value of the event in strengthening understanding of cathedral practice and in building confidence through peer connection. Participants noted the benefit of seeing how skills are applied in different settings and of engaging directly with experienced professionals from across the network.

The workshop demonstrated the Fellowship's commitment to supporting apprentices through shared learning and professional development opportunities, complementing formal training provision and contributing to the long-term resilience of cathedral craft teams.

Apprentice Workshop – Notre Dame



As part of its commitment to providing high quality and distinctive learning experiences, the Cathedrals' Workshop Fellowship supported an international study visit to Notre Dame Cathedral in Paris for a group of trainees drawn from cathedral workshops across the network. The visit was made possible through the generous support of the Worshipful

Company of Masons.

The study visit provided trainees with rare access to the ongoing conservation and restoration works at Notre Dame following the fire of 2019, including areas not ordinarily accessible. Participants were able to observe the scale and complexity of a major international conservation project and to engage directly with conservation approaches, materials and methodologies being employed in the care of a globally significant historic building.



The visit demonstrated the Fellowship's ability to create meaningful learning opportunities beyond the immediate workplace, complementing formal training and contributing to professional development and confidence. It also reflected the importance of long standing partnerships in enabling international skills sharing and sector collaboration.

"This visit provided an exceptional opportunity for trainees to develop their understanding of large-scale conservation and to see first-hand the achievements of craftspeople working at the highest level."

- Michael Sheppard, Executive Director

Apprentice Profiles

Keeping Craft Alive at York Minster

Harriet Bailey - Stonemason



For Harriet Bailey, living in York - home to one of the UK's most magnificent gothic cathedrals - proved life changing. It was seeing the work of the York Minster masons that first sparked her interest in heritage craft, and that spark quickly grew into a passion. Alongside York Minster's in house workshop practice, her development has been shaped by cathedral specific training delivered through the Cathedrals' Workshop Fellowship, which provides the structured heritage and conservation context supporting craft teams across the

network.

"I was inspired to learn a practical skill that would make me employable wherever I went. Discovering stonemasonry through York Minster showed me that this craft could be a lifelong vocation."

Harriet's drive to master her craft led her to the Foundation degree in Applied Historic Building Conservation and Repair, a step she describes as transformative. Through the Cathedrals' Workshop Fellowship, she has deepened her knowledge of historic structures and learned how to read the stories that buildings tell.

"I now understand the Minster so much better I know why it looks the way it does, and I have the skills to judge how replacements and repairs should fit within its architectural story."

A key highlight of Harriet's learning journey has been the combination of academic study and practical, on-site work. She credits the Architecture and Archaeology modules in particular with developing her ability to assess buildings sensitively and accurately - skills she applies every day at York Minster.

Her growth has been supported by hands on experience and close working relationships with colleagues. Day to day mentoring and the sharing of knowledge on site have been central to her development.

"I've grown in confidence through managing small projects independently. Learning from mentors and asking questions on site has helped me pick up the tips and techniques that only come from experience."

Like many CWF trainees, Harriet values the opportunity to visit other cathedrals. Workshops across England gave her fresh perspectives on architectural styles and conservation challenges.

"Building a mental picture of English cathedral architecture has been invaluable. Seeing how different cathedrals developed similar styles in unique ways helped me understand our national heritage more deeply."



A particular highlight was visiting Canterbury Cathedral, where Harriet explored the scaffolding at Christ Church Gate while the heraldry was being painted.

"I didn't know much about heraldry before, so it was fascinating to ask the conservation painters about their work and decisions."

Harriet's proudest moment came during the Carving module - her first real introduction to the art of carving. She describes it as the moment when everything clicked.

"I felt truly myself when carving. Understanding the shapes and flow was deeply satisfying."

Taking her learning further, Harriet co organised a clay casting workshop at York Minster for CWF trainees from northern cathedrals, under the guidance of tutor David Willett. She describes it as a joyful and meaningful experience that brought peers together to share and celebrate skills.

Balancing academic work with the practical demands of cathedral life has not been without challenges. Harriet admits that managing deadlines at the end of the course was stressful, but she has gained lasting skills in managing pressure and prioritising tasks.

For Harriet, stonemasonry and heritage craft work offer something that feels increasingly rare and precious in today's fast paced world.

"Craft work is core to humanity but is under threat in our hyper digital world. I hope by working in heritage craft we help keep our souls alive as we weather the storm of technological change."

Looking ahead, Harriet is committed to continuing her journey at York Minster. She encourages anyone considering the Foundation degree to prepare carefully and understand the commitment, while recognising the opportunities it offers.

"Get to know your building and get experience where you can. This is a demanding course, but it opens up a world of learning, community and craftsmanship that will shape your future."

Harriet's story reflects the essence of the Cathedrals' Workshop Fellowship's mission: nurturing skilled, thoughtful craftspeople who will protect and preserve our cathedrals for generations to come.



Broadening Horizons, Building Skills at York Minster

Emma Waitzmann - Stonemason

Emma Waitzmann's path through the Cathedrals' Workshop Fellowship Foundation degree has been about much more than developing practical skills. It has been a journey of personal growth, academic achievement, and discovery, both within the walls of York Minster and further afield.



Emma joined the programme with clear goals in mind. She wanted to deepen her technical skills as a cathedral stonemason and to challenge herself academically, particularly as a dyslexic learner. Inspired by colleagues who spoke highly of their own experiences, she recognised the programme as both demanding and rewarding.

Alongside York Minster's in house workshop practice, her development has been supported by cathedral specific training delivered through the Cathedrals' Workshop Fellowship, providing a structured heritage and conservation framework shared across the cathedral network.

"I saw it as a great opportunity. I wanted to develop my practical and academic skills to become a more rounded stonemason."

Throughout her time with the CWF, Emma embraced every opportunity to learn. From the outset, assignments supported the development of essential conservation techniques, including 1:1 setting out, zinc templating and squeeze casting for carving projects. Alongside this practical development came a growing awareness of the planning, research and communication required to conserve historic buildings effectively.

"I gained a deeper understanding of how much planning goes into conservation. Researching archives, understanding the building's fabric and communicating with professionals are all part of the process."



The course also strengthened Emma's confidence and communication skills. Working within the York Minster team, she learned through mentorship and daily problem solving on site, with colleagues playing a key role in her development.

"I've learned so much from the team at York. Seeing the different ways people approach their work and finding what suits me has been invaluable."

Visiting other cathedrals through the Fellowship was another highlight. These experiences broadened Emma's appreciation of England's architectural heritage and connected her to the wider CWF network.

"Studying with other cathedral teams has been amazing. Sharing ideas, exploring history, and learning from different approaches was so rewarding."

A standout experience where Emma was inspired by lectures delivered by Alex Woodcock and encouraged to explore architectural history in greater depth.

"Understanding the full history of a building helps you better engage with conservation projects."

Back at York Minster, Emma found her true calling during the Carving module. Experiencing carving for the first time, she describes it as a defining moment.

"I felt truly myself when carving. Understanding the shapes and flow was deeply satisfying."

She also took pride in co organising a clay casting day at York Minster for fellow CWF trainees. Learning and sharing together, it became one of her most meaningful moments on the course.

Balancing study and work brought challenges. Managing heavy workloads and tight deadlines tested Emma's organisation and resilience, while engaging with architects and archaeologists pushed her beyond her comfort zone.

"I learned the importance of good communication and preparation. Those skills will stay with me."

Emma's career has since taken on an international dimension. She has applied her skills at Christchurch Cathedral in New Zealand and is currently based in Bamberg, Germany, working with Monolith Bildhauerei und Steinrestaurierung GmbH on conservation projects. While broadening her skills globally, she remains committed to cathedral craftwork and hopes to return to a cathedral team in the UK.

"I want to keep developing as a stonemason in the heritage sector. There's nothing quite like working on such historic and meaningful buildings."

For those considering the foundation degree, Emma offers enthusiastic encouragement.

"It's a fantastic opportunity to gain a deeper understanding of cathedral work and develop personally and professionally. You meet incredible people, gain academic skills and become part of a valuable network."

Emma's journey demonstrates the breadth of opportunity created through the Cathedrals' Workshop Fellowship, from learning within cathedral workshops to contributing to conservation projects internationally.



Where Are They Now?

From Cathedral to Company

Tom Francis - Stonemason and Company Director



Tom Francis' career in stonemasonry and conservation demonstrates how training

through the Cathedrals' Workshop Fellowship can support progression beyond cathedral workshops and into senior roles within the commercial heritage sector. Having completed the Foundation degree in Applied Historic Building Conservation and Repair, Tom has gone on to establish himself as a business owner and conservation professional working on nationally significant projects.

Tom entered the programme following encouragement from his then employer, Adam Stone. Although he already had experience as a commercial stonemason, he was keen to deepen his understanding of traditional methods and conservation practice through engagement with cathedral based training.

"I wasn't previously aware of the CWF, but the more I investigated, the more I got excited. The chance to return to the traditional roots of the craft was very appealing."

During the programme, Tom found the balance between academic study and practical application transformative. He particularly valued the Architecture and Archaeology

modules, taught by Alex Woodcock, which he continues to draw on in his professional practice.

“Alex was a brilliant teacher and his enthusiasm was infectious. I still use what I learned to help clients understand a building’s history and to plan sensitive interventions. It gave me confidence when speaking to clients and professionals alike.”



Practical workshops delivered across cathedral sites also had a lasting impact. Visits to Winchester and Canterbury Cathedrals, alongside training in hot lime techniques, strengthened Tom’s understanding of conservation principles that now underpin his work.

“It helped me see why certain methods are better suited to historic buildings. Understanding lime mortars and how they interact with different stones and environments is now core to my work.”

Tom’s success on the programme marked an important milestone. As the first participant from a commercial background to complete the Foundation Degree, and to do so with Distinction, his achievement demonstrated the relevance of the Fellowship’s training beyond cathedral workshops.



“It was a lot of hard work but very much worth it. The course gave me the grounding and confidence I needed to move forward in my career.”

Following completion of the degree, Tom progressed to the role of Project Manager, overseeing conservation work and developing leadership experience. In 2022, he co founded Summit Stonemasons Ltd, expanding his practice into business ownership and the delivery of complex heritage projects.

Today, Tom leads a growing company undertaking conservation work for clients including the National Trust. Alongside large scale contracts, he has established a dedicated workshop space, combining commercial conservation with bespoke stone carving.

"The Foundation degree gave me more than technical knowledge. It taught me how to present myself professionally, how to talk to clients and how to manage complex heritage projects."



Tom also credits the programme with developing skills beyond the technical, including public speaking and professional communication, which now support his engagement with architects, heritage professionals and clients.

Looking ahead, Tom continues to grow his business while maintaining a strong connection to hands on craft practice. His advice to those entering the heritage sector reflects the breadth of training he values.

"Be as diverse as you can be. Learn everything - carving, fixing, mortar repair - because every project is different. The more you know, the more opportunities you will have."

Tom's career illustrates how the Cathedrals' Workshop Fellowship supports long term progression and impact across the heritage conservation sector, with graduates contributing skills, leadership and enterprise well beyond their original training contexts.

Staff and Tutors

The staff and cathedral tutor team of the Cathedrals' Workshop Fellowship play a central role in the effective operation of the organisation and in the delivery of its education and training programmes. During the financial year from August 2024 to July 2025, this team supported the continued delivery of both the Foundation Certificate in Stonemasonry and the Foundation degree in Applied Historic Building Conservation and Repair, maintaining high standards of practice, assessment and academic quality across the network.

This reporting period followed a year of organisational transition and the introduction of financial year reporting. During this time, continuity of delivery was maintained through the combined efforts of staff, tutors and cathedral based colleagues. Frances Cambrook served as Executive Director during the early part of this period, supporting stability and transition, with Michael Sheppard taking up the role in June 2024. Together with Karen Powell, Academic Programme Manager, and Meredith de Winter, Academic Administrator, the staff team ensured consistent academic administration, coordination and support for trainees and partner cathedrals throughout the year.

Alongside directly employed staff, the Cathedrals' Workshop Fellowship relies on a wide network of cathedral based tutors, assessors and specialist contributors. These craftspeople play a vital role as work based tutors and members of assessment teams, sharing expertise, supporting trainee development and embedding learning within live cathedral environments. Their contribution is essential to the distinctive nature of the organisation's programmes and to the integration of training within working workshops.

Collectively, the commitment and professionalism of staff and tutors during the year ensured the smooth running of programmes, supported trainee progression and safeguarded educational quality during a period of consolidation and growth. Their work underpins the Cathedrals' Workshop Fellowship's ability to deliver specialist training that is both academically rigorous and firmly grounded in cathedral practice.

The CWF staff team includes:



Frances Cambrook

Executive Director until June 2024

Foundation degree Module Leader



Michael Sheppard

Deputy Director until June 2024,
Executive Director from June 2024.

Academic Programme Manager;
Foundation Certificate,
Foundation degree Module Leader,
Foundation Certificate Module Leader



Karen Powell

Academic Programme Manager
Foundation degree

Foundation Certificate Module Leader,
Foundation degree Module Leader



Meredith de Winter

Academic Administrator

The CWF tutor team includes:



James Bayliss

Gloucester Cathedral
Foundation degree
Module Leader,
Foundation Certificate
Module Leader



John Crump

Canterbury Cathedral
Foundation Certificate
Module Leader



Darren Steele

Worcester Cathedral
Foundation degree
Module Leader (until
July 2025)



Alex Woodcock

External Consultant
Foundation degree
Module Leader (until
July 2025)



Gary Price

Salisbury Cathedral
Foundation degree
Module Leader



Heather Newton

Canterbury Cathedral
Foundation Certificate
Module Leader



John David

York Minster
Foundation degree
Module Leader (until
July 2025)



Victoria Darley

York Minster
Foundation Certificate
Module Leader



Ross Lovett

Winchester Cathedral
Foundation degree
Module Leader



Craig Mace

Lincoln Cathedral
Foundation Certificate
Module Leader

Tutor Team News

Supporting the Next Generation with Experience and Expertise

The Cathedrals' Workshop Fellowship continued to benefit from the commitment, expertise and professionalism of its tutor team during the year to July 2025. This period included both the strengthening of teaching capacity and the marking of significant transitions, reflecting the maturity of the programmes and the long standing contribution of individuals who have shaped the Fellowship since its inception.

Welcoming new expertise to the Foundation degree

During the year, Ross Lovett joined the tutor team to support delivery on the Foundation degree in Applied Historic Building Conservation and Repair. Ross brings extensive sector experience from his role as Head Mason at Winchester Cathedral, where he has played a leading role in the care, repair and conservation of one of England's most significant historic buildings.



Ross has taken on responsibility for teaching Historic Ornamental Carving at Level 5, contributing specialist expertise grounded in live cathedral practice. His approach combines technical excellence with thoughtful mentoring, supporting trainees as they refine advanced skills and develop confidence in design, judgement and execution. His appointment reflects the Cathedrals' Workshop Fellowship's continued commitment to practitioner led teaching at the highest level.

Acknowledging long standing service and retirement

During the reporting period, Darren Steele retired from his role as module leader for Work Based Project 1 at Level 4 on the Foundation degree. Darren has worked with the Cathedrals' Workshop Fellowship from its earliest years and has made an outstanding contribution to the development of the programme and its trainees.

Over many years, Darren shared his knowledge, experience and insight generously, guiding trainees through the practical and professional demands of work based learning. His teaching



supported the development of fixing skills, project management capability and professional judgement, and his calm, consistent approach has had a lasting impact on many who have progressed through the programme. The Cathedrals' Workshop Fellowship holds Darren's vision, commitment and support in the highest regard, and extends its sincere thanks for his exceptional service.

Change within the Architecture and Archaeology provision

The year also saw the unfortunate departure of Alex Woodcock from his role as module leader for Architecture and Archaeology on the Foundation degree, due to personal reasons. Alex, a former Exeter cathedral mason, published author and architectural historian, worked with the Cathedrals' Workshop Fellowship for several years and was highly regarded by trainees for his ability to connect academic understanding with practical craft experience.



Alex's contribution to the programme has been significant, and he will be greatly missed as a module leader. The Cathedrals' Workshop Fellowship extends its thanks to him for his dedication, scholarship and the lasting influence of his teaching.



During the 2024 to 2025 academic year, the Architecture and Archaeology modules across both the Foundation Certificate and Foundation degree were supported by Jonathan Clark, archaeologist to Lincoln Cathedral and Ripon Cathedral. The Cathedrals' Workshop Fellowship is grateful to Jonathan for stepping in during a challenging period and for ensuring continuity of teaching and academic support for trainees.

Founding vision and ongoing contribution

The reporting period marked the conclusion of John David's role as module leader for Level 4 Setting Out and the Level 5 Work Based Project 2. John is one of the original founding visionaries of the Cathedrals' Workshop Fellowship, involved from its inception in shaping both the ambition and the educational ethos of the organisation.

With an international reputation in setting out and nearly fifty years of experience at York Minster, John's influence on the CWF has been profound. His teaching, leadership and technical authority have helped define the rigour, credibility and standing of the programmes, and his contribution has been pivotal to their long term success.



While stepping back from formal module leadership, John continues to support the Cathedrals' Workshop Fellowship through assessment activity, mentoring and the guidance of new module leaders and senior teaching staff. His insight, judgement and generosity in sharing knowledge remain invaluable, and the organisation looks forward to continuing to benefit from his involvement as the programmes evolve.

Building the tutor team for the Foundation Certificate in Stonemasonry

The launch of the Foundation Certificate in Stonemasonry marked a significant development for the Cathedrals' Workshop Fellowship. Establishing a strong and credible tutor team was a priority, ensuring that the new programme was delivered to the same high standards as the Foundation degree.



A group of experienced cathedral based practitioners and sector specialists was brought together to support delivery across the programme. Drawing on expertise from cathedral workshops and the wider heritage sector, the tutor team provided subject specialist teaching aligned to the realities of working on historic fabric and within live conservation environments.

This collaborative approach ensured that trainees entering the Foundation Certificate benefited from practitioner led teaching, grounded in cathedral practice and supported by academic oversight. The successful establishment of the tutor team during the year has laid strong foundations for the continued development of the programme as it becomes an established part of the Cathedrals' Workshop Fellowship's training pathway.

Alumni contributing as Work Based Tutors and assessors

An important and distinctive strength of the Cathedrals' Workshop Fellowship's approach is the growing involvement of alumni who continue their engagement by contributing as Work Based Tutors and assessors. These individuals bring the dual perspective of having progressed through the programmes themselves and of working day to day within cathedral workshops, ensuring that learning remains grounded in current practice and real working environments.

During the reporting period, a number of former trainees supported student learning and assessment activity across the programmes. Their contribution plays a vital role in bridging formal teaching and workplace practice, reinforcing standards, supporting trainee confidence and embedding learning within live conservation contexts.

The involvement of alumni in these roles reflects the long term impact of the Cathedrals' Workshop Fellowship's training model. It demonstrates the development of skilled practitioners who not only progress within the sector, but who also contribute back to the education and support of future generations of cathedral craftspeople.

Staff Profile

Frances Cambrook - A Legacy of Leadership in Heritage Craft Education

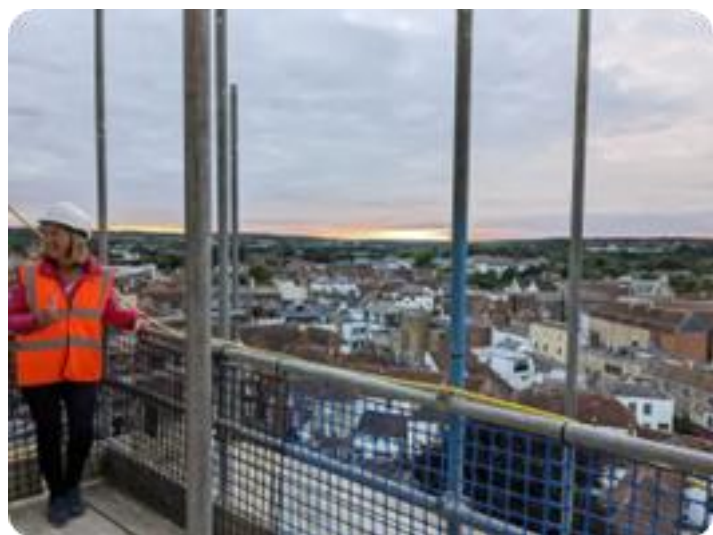


In 2024, the Cathedrals' Workshop Fellowship marked the end of an extraordinary chapter as Frances Cambrook stepped down from her role as Executive Director, concluding sixteen years of remarkable service to the CWF and a distinguished career in higher education and heritage craft training spanning more than thirty years.

Frances joined the CWF in 2008, bringing with her extensive experience in work-based learning and qualification development. Throughout her career, she had worked at the intersection of vocational education and higher education, specialising in the creation and delivery of programmes that blended academic study with professional practice. She is also a Fellow of the Higher Education Academy, demonstrating her long-standing commitment to excellence in teaching and learning.

When she arrived at the CWF, Frances quickly became central to its development. Initially supporting the organisation as part of a government-funded skills development initiative, she worked with the original eight cathedral members to create the CWF's first validated qualification - a Foundation degree in Personal and Professional Development in Stonemasonry. This early work was instrumental in establishing cathedral crafts as higher-level skills worthy of academic recognition.

By 2011, Frances had taken on an increasingly hands-on role. She became the programme leader and lead tutor for the Foundation degree, supporting students directly while also training and mentoring the team of tutors delivering the course across the



CWF's cathedral workshops. Her dedication to nurturing the teaching team as well as the students laid the foundations for the successful academic community the CWF enjoys today.

In parallel to her teaching and programme management duties, Frances also took responsibility for the CWF's growing organisational needs. She played a vital role in developing fundraising strategies to secure project funding, enabling the organisation to expand its work and offer more opportunities to students across the UK. Frances' work on income generation, governance and partnership building ensured that the CWF was able to thrive and meet its charitable aims.

In 2015, Frances oversaw a major milestone as the CWF entered a formal Collaborative Partnership with the University of Gloucestershire. Through her leadership, the Foundation degree was revalidated and expanded to create the current FdA in Applied Historic Building Conservation and Repair, now offering three craft pathways. This marked the start of a period of growth and consolidation that saw the CWF become an increasingly important part of the national heritage skills landscape.



Her appointment as Executive Director in 2020 was a natural progression. In this role, Frances provided strategic leadership and oversaw significant organisational change, including the successful transition of the CWF to an independent charity. Her leadership during this complex period was widely recognised across the membership for its clarity, vision and collaborative spirit.

Carolyn Bruce, Chair of Trustees, remarked:

"Frances has been the driving force behind the remarkable evolution of the CWF. Her unwavering commitment, innovative thinking and tireless dedication have shaped the organisation's future and left an indelible mark on its history."

Frances also led the design and validation of the CWF's newest qualification, the Foundation Certificate in Stonemasonry, which welcomed its first students in 2024. This new programme, like the Foundation degree, is validated by the University of Gloucestershire and ensures that the CWF continues to provide progressive, tailored training that meets the needs of cathedral workshops and early-career craftspeople.

Karen Powell, Academic Programme Manager, reflected on Frances' influence on students and alumni:

"So many heritage craftsmen and women have benefitted from Frances' work. Through her leadership and support, they were given new professional opportunities that have shaped their careers."

Michael Sheppard, Executive Director and Academic Programme Manager, added:
"It has been a privilege to work alongside Frances. Her passion for heritage, boundless energy and professionalism have shaped the success of the CWF. Frances' legacy will continue to benefit the sector for years to come."

Throughout her tenure, Frances balanced strategic leadership with close personal engagement. She remained highly visible to staff and students, regularly attending workshops and study trips, supporting assessment processes, and ensuring that quality and the student experience remained central to everything the CWF delivered.

Reflecting on her time at the Fellowship, Frances said:

"I have had the most amazing time. Watching students - often from practical backgrounds - take on and thrive in academic study has been inspiring. The CWF has come a long way, and I am honoured to have helped it reach this point. The next few years promise to be equally exciting."

Although stepping down from her executive role, Frances' association with the CWF will continue. After a short break, she will return in an advisory capacity, supporting the team to maintain the highest standards of academic and operational quality.

As Frances embarks on her next chapter, the entire CWF community expresses its deep gratitude for her extraordinary contribution. Her influence and vision have shaped the CWF into the organisation it is today, and her legacy will continue to be felt for many years to come - in the trainees she supported, the tutors she mentored, and the heritage crafts she championed.

Work based Training in Historic Environments

The Cathedrals' Workshop Fellowship exists to support the transmission of specialist craft skills within working historic environments. Central to this mission is an approach to education that is embedded within cathedral workshops and on live conservation projects, where learning takes place under the supervision of experienced craftspeople.

This model aligns closely with national policy direction on skills, technical education and workforce development, which increasingly emphasises high quality work based learning, progression routes linked to employment, and the value of employer led provision. Within the heritage sector, these principles are particularly relevant, as competence is developed through sustained practice rather than short term or simulated experience.



Work based learning within a cathedral context is not simply a matter of location. It is shaped by continuity, responsibility and judgement. Trainees develop skills while contributing to the care of complex historic buildings that are in constant use. The rhythm of daily work, the demands of conservation standards and the expectations of a professional workshop environment all form part of the learning process.

Working in this way enables trainees to understand materials, tools and techniques in direct relationship to the buildings they serve. Stone, timber, glass and metal are

encountered not as abstract subjects but as integral elements of historic fabric, each carrying evidence of past workmanship and decision making. This reflects wider policy recognition that technical skills are most effectively developed in real settings where quality, accountability and long term outcomes matter.

Cathedral workshops also provide an environment in which knowledge is shared across generations. Experienced craftspeople pass on not only technical skills but also professional values, working practices and an understanding of risk, responsibility and care. This supports

the development of occupational competence and professional judgement, both of which are central to current approaches to skills standards and assessment.

The presence of trainees within cathedral workshops strengthens the workshops themselves. Training activity supports succession planning, reinforces professional standards and helps ensure that specialist skills remain embedded within organisations responsible for the care of significant heritage assets. In this way, the approach delivers public benefit that extends beyond individual progression to the long term stewardship of nationally important buildings.

By situating education within active conservation settings, the Cathedrals' Workshop Fellowship supports a form of learning that reflects both the realities of heritage practice and the direction of national skills policy. It recognises that craft skills develop through doing, observing and reflecting within real contexts, and that place is an essential part of how professional capability is formed.

Communications and Development Report

Overview

During the financial year from August 2024 to July 2025, the Cathedrals' Workshop Fellowship continued to develop its communications and development activity in support of organisational resilience, visibility and future growth. This period marked a further stage in the transition to fully in house delivery of communications, building on systems and approaches established during the previous year.

Communications activity during the year focused on maintaining a clear, consistent and authentic organisational voice, supporting engagement with trainees, member cathedrals, funders and sector partners, and ensuring that the work of the Cathedrals' Workshop Fellowship was visible and accessible across professional and public audiences.

Transition to in house communications delivery

Following the completion of external marketing support in 2023, responsibility for communications and digital activity has been managed internally. This approach has enabled closer alignment between communications, programme delivery and organisational priorities, ensuring that content accurately reflects the work of the charity and responds flexibly to emerging opportunities and challenges.

The move to in house delivery has supported greater coherence across platforms, improved responsiveness, and ensured that communications are closely connected to the lived experience of training, teaching and partnership working across the cathedral network.

Building capability and consistency

Throughout the year, communications activity supported core organisational objectives, including the promotion of education and training programmes, the visibility of partnerships and funding support, and the wider advocacy of heritage craft skills. Digital platforms continued to be used to share updates, celebrate achievements and highlight the value of cathedral based training within the heritage sector.

Rather than focusing on volume or reach alone, emphasis was placed on clarity, relevance and tone, ensuring that communications reflected the professionalism, integrity and expertise of the Cathedrals' Workshop Fellowship. This approach has helped to reinforce trust with existing stakeholders while strengthening the organisation's profile with new audiences.

Engagement and reach

While the period included preparation for a new website and future brand refresh, engagement across digital channels remained steady, with continued interest in training activity, programme developments and partnership work. Communications supported recruitment, stakeholder awareness and relationship building, and contributed to wider conversations within the heritage and conservation sector.

Given the transition to a new website and evolving digital infrastructure, detailed comparative analytics are not reported for this period. However, overall engagement trends indicate sustained and growing awareness of the Cathedrals' Workshop Fellowship and its role in supporting heritage skills and education.

The coming period will see communications and development activity enter a new phase, supporting the organisation's strategic ambitions. Priorities include the launch of a refreshed website and brand identity, the expansion of content that reflects trainee journeys and sector impact, and closer integration between communications, development activity and strategic partnerships.

The Cathedrals' Workshop Fellowship remains committed to delivering communications that are purposeful, authentic and aligned with its mission, supporting both organisational sustainability and the wider recognition of heritage craft skills as a vital part of the UK's cultural landscape.

Financial Review

Overview

The financial statements for the year ended 31st July 2025 reflect a period of stable delivery, consolidation and careful stewardship for the Cathedrals' Workshop Fellowship. During the year, the CWF continued to operate as a grant funded education charity with established systems for managing multi year training programmes, supporting trainees, and safeguarding restricted funds in line with funder requirements.

The figures referenced in this section are drawn from the audited financial statements of the Cathedrals' Workshop Fellowship, which are available in full as part of the statutory accounts.

Financial summary

Summary of financial position for the year ended 31st July 2025

	£
Total incoming resources	1,173,773
Total expenditure	638,000
Net movement in funds	535,773
Total funds at year end	540,000
of which restricted funds	399,000

Income and funding model

Income received by the Cathedrals' Workshop Fellowship during the year was predominantly derived from multi year grants and bursaries awarded in support of education and training activity. In accordance with charity accounting requirements, grant income is recognised once funding conditions are met, even where delivery spans more than one financial year.

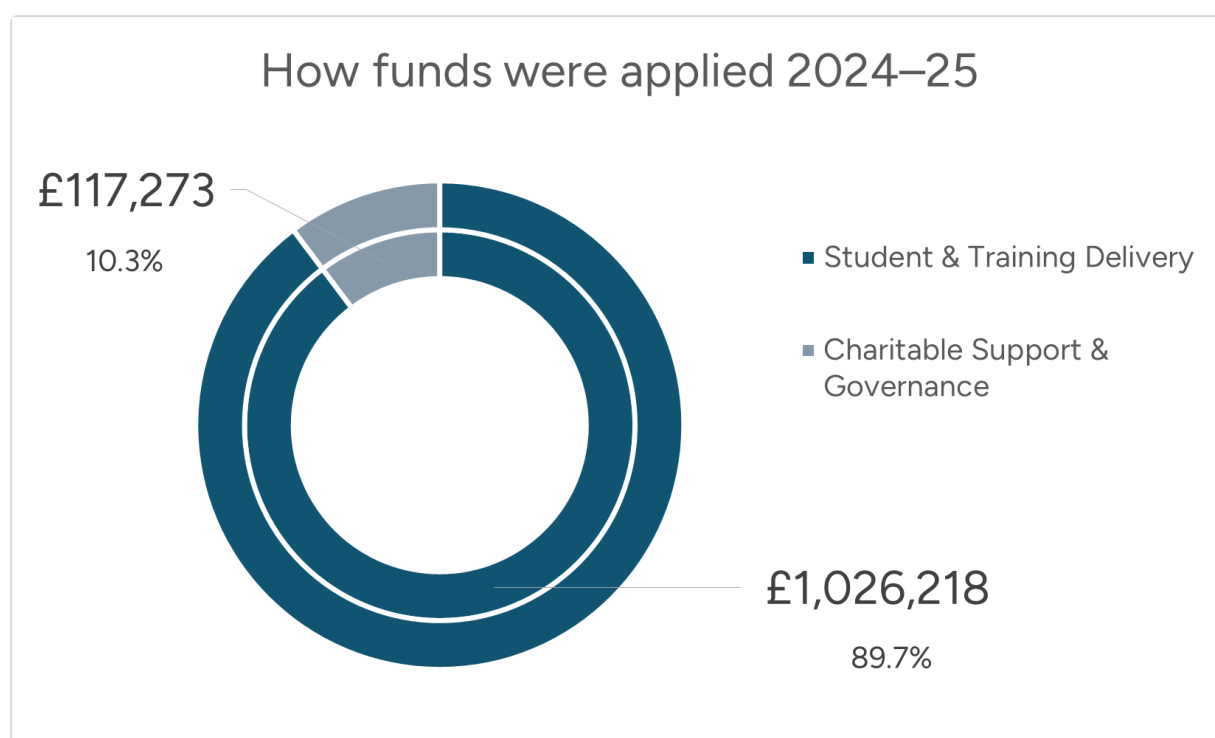
As a result, reported income includes funding committed to future delivery periods. This approach provides funders with a single, transparent delivery partner and enables member cathedrals to focus on the delivery of high quality craft training, while the Cathedrals' Workshop Fellowship manages grant administration, compliance and reporting centrally.

Membership subscriptions and other unrestricted income continue to provide an important contribution towards core organisational costs and governance activity.

Application of funds

Expenditure during the year was primarily applied to charitable activity, including trainee bursaries, tutor fees, assessment costs and programme delivery across the Cathedrals' Workshop Fellowship's education provision. Support and governance costs were carefully controlled, reflecting the organisation's commitment to directing most resource towards education and training outcomes.

Expenditure levels reflect planned delivery profiles rather than short term fluctuations, with funds released in line with agreed training milestones and programme schedules.



Illustrative summary of expenditure for the year ended 31 July 2025. Most of the expenditure relates to restricted funds applied to charitable activity. Full details are provided in the audited financial statements.

Reserves and financial position

The reported surplus for the year does not represent free or uncommitted funds. Most reserves held at year end are restricted and allocated to named trainees or scheduled training activity to be delivered in future periods. These funds will be released progressively as programmes continue.

Unrestricted reserves remain in line with the Trustees' reserves policy, providing appropriate cover for core costs and supporting organisational resilience without holding excessive free cash. The Cathedrals' Workshop Fellowship ended the year with a strong liquidity position, sufficient to meet short term obligations and support ongoing delivery commitments.

The Cathedrals' Workshop Fellowship enters the next financial year in a stable position, with secured grant funding supporting future trainee intakes and ensuring continuity of learning while new funding applications are developed.

The Trustees will continue to review opportunities to strengthen unrestricted income, including consideration of the membership offer and modest diversification of fundraising activity, while maintaining strong cost discipline and proportional support expenditure.

Overall, the financial position at year end reflects an organisation that is responsibly managed, transparent in its use of funds, and focused on ensuring that every pound entrusted to the Cathedrals' Workshop Fellowship is applied effectively in support of heritage craft training.

Funding Partnerships and Stewardship

The Cathedrals' Workshop Fellowship is grateful for the support of its funding partners, whose investment enables the delivery of specialist, work based training across cathedral workshops and heritage settings.

The Vinehill Trust

The reporting period marked the conclusion of the five year Craft Training Project supported by the Vinehill Trust. This programme played a significant role in strengthening cathedral workshop training during the post pandemic recovery period, enabling sustained investment in trainees, early career development and shared learning across the network.

The Cathedrals' Workshop Fellowship extends its sincere thanks to the Vinehill Trust for its generosity and commitment over the life of the project. The experience of delivering this project has strengthened the organisation's approach to partnership working, governance and ethical oversight of trainee provision.

Current and Ongoing Funding Partners

The reporting period reflected a growing and intentionally diversified funding base. The Benefact Trust provided significant support for curriculum development and programme delivery, including sustainability focused teaching and the continued embedding of the Foundation Certificate in Stonemasonry. The Worshipful Company of Masons continued its valued support through an annual grant contributing to core costs, alongside targeted assistance to individuals completing higher level study. The Headley Trust provided essential support to enable trainees at Durham Cathedral to continue their training, contributing directly to individual progression and workshop sustainability.

As the Craft Training Project concluded, the Cathedrals' Workshop Fellowship entered a new phase of partnership working, with ongoing relationships with trusts, livery companies and charitable funders central to sustaining delivery and future cohorts of trainees.



Trustees

The year to 31st July 2025 marked the first full year of operation under the charitable structure of the Cathedrals' Workshop Fellowship, following its registration as a Charitable Incorporated Organisation. This transition represents an important milestone in the organisation's development and provides a clear foundation for future delivery.

The Board of Trustees comprises Chief Operating Officers from member cathedrals. This structure has proven effective in ensuring that governance remains closely aligned with the operational realities of cathedral life and the care of complex historic buildings. Trustees bring experience in heritage conservation, cathedral management and organisational leadership, enabling informed strategic oversight grounded in practical understanding.

The transition from the previous governance arrangements ensured continuity of leadership while embedding the Cathedrals' Workshop Fellowship's charitable purpose and long term mission. This supported stability during a period of organisational change and maintained focus on education, training and the support of cathedral craft teams.

Alongside the Board of Trustees, several operational groups support effective governance and delivery, providing focused oversight in key areas of the organisation's work.

The Finance and Development Group, chaired by Matthew Hall of Worcester Cathedral, supports the Board of Trustees in its oversight of financial management, policy development and fundraising activity, contributing to financial sustainability and strategic planning.

The Education and Training Group, chaired by David Colthup of York Minster, supports structured discussion and coordination on education and training matters, bringing together programme leads and stakeholders to inform decision making by the Board of Trustees.

The HR and Safeguarding Group, chaired by Jackie Molnar of Salisbury Cathedral, supports the Board of Trustees in ensuring good practice in human resources and safeguarding, and that staff and trainees are appropriately supported.

Together, the Board of Trustees and the operational groups provide a strong and effective governance framework, enabling the Cathedrals' Workshop Fellowship to remain responsive, well governed and focused on its charitable purpose. As the organisation enters the next reporting period, priority will be given to maintaining high quality delivery, strong governance and financial resilience, with future development guided by the new Strategic Plan and shaped by capacity, partnership and the needs of member cathedrals.

The following trustees represent our member cathedrals:



Canterbury Cathedral

Kathryn Beldon



Chester Cathedral

Carolyn Bruce
Chair of the Trustees



Durham Cathedral

Guy Sampson



Exeter Cathedral

Catherine Escott



Gloucester Cathedral

Theo Platt



Lincoln Cathedral

Melissa Tetley



Lichfield Cathedral

Simon Warburton



Salisbury Cathedral

Jackie Molnar
Chair of HR and
Safeguarding Group



St Paul's Cathedral

Emily MacKenzie



Winchester Cathedral

Alison Evans



Worcester Cathedral

Matthew Hall
Chair of Finance and
Development Group



York Minster

David Colthup
Chair of Education and
Training Group

Reference and Administrative Details

The following information provides the formal reference details for the Cathedrals' Workshop Fellowship for the reporting period.

Charity name

Cathedrals' Workshop Fellowship

Charitable status

Charitable Incorporated Organisation

Charity registration number

1199959

Registered office

c/o Cathedrals' Workshop Fellowship
York Minster
Deangate
York
YO1 7HH

Independent auditor

UNW LLP
Chartered Accountants
Citygate
St James' Boulevard
Newcastle upon Tyne
NE1 4JE

Trustees serving during the period

Alison Evans (resigned 12 November 2024)
Kathryn Beldon (resigned 13 February 2025)
Carolyn Bruce (Chair)
Edwin Colthup
Catherine Escott (resigned 29 March 2025)
Matthew Hall
Emily MacKenzie
Jacqueline Molnar
Theo Platt (resigned 24 October 2024)
Guy Sampson (appointed 16 April 2025)
Melissa Tettey (appointed 16 April 2025)
Simon Warburton (appointed 16 April 2025)



