



The Church of England
Diocese of Ely

Annual Report 2018

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Ely Diocesan Board of Finance

We pray to be generous and visible people of Jesus Christ.

Nurture a confident people of God

Develop healthy churches

Serve the community

Re-imagine our buildings

Target support to key areas

TO ENGAGE FULLY AND COURAGEOUSLY WITH THE NEEDS OF OUR COMMUNITIES, LOCALLY AND GLOBALLY

TO GROW GOD'S CHURCH BY FINDING DISCIPLES AND NURTURING LEADERS

TO DEEPEN OUR COMMITMENT TO GOD THROUGH WORD, WORSHIP AND PRAYER.

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Foreword from Bishop Stephen

As a Diocese we are seeking to be People Fully Alive, as we pray to be generous and visible people of Jesus Christ. We are seeking to do this as we engage with our communities locally and globally, as we grow in faith, and as we deepen in knowledge and love of our Lord Jesus Christ. The aim is that all we do and are should be part of our seeking to live the Way of Life and grow in holiness; we love because God first loved us. We seek to be fully alive, and for that life to exist, as Irenaeus wrote, in the vision of God.

That is the vision. The strategy, as we know, is structured around five levers of change. These are to 'Nurture a confident people of God', to 'Develop healthy churches', to 'Serve the community', to 'Re-imagine our buildings' and to 'Target support to key areas'. The report which follows is a snapshot of all the ways in which the life of the Diocese during the last year was directed towards helping us, by grace, to seek to realise that vision.

2018 was a year when we saw significant change. Bishop David and Jean retired in October; the departures from the Mission Department of Peter Wood, Ed Olsworth-Peter and Rachael Heffer meant we needed to reflect on the shape of that department, and especially its close connection to Ministry, and the teams have now been brought together under Linda Church's leadership. Even in the midst of this change, we were delighted to host the National Fresh Expressions Conference in Ely in November. Our vision for a Blended economy of traditional and fresh expressions of church has now been taken-up nationally, and that is exciting to see.

New discipline and focus was brought to our efforts to deliver the strategy with the establishment of the Programme Management Office, incorporating Communications and the Changing Market Towns project. The award in the summer of Strategic Development Funding from the Church Commissioners for that project provided us with both enormous possibility and equal challenge – we are seeking nothing less than the transformation of whole communities according to the vision of the Kingdom of God. We are seeking communities fully alive in Christ. It is encouraging to see the fruits this is already bearing across the Diocese, and we are all learning lessons about how we might be more purposeful and rigorous in what we do; and about how we assess the outcomes of what we are doing. We need to find more opportunities for mutual learning and mentoring, for sharing of good news and good practice, as we engage, grow and deepen in faith together.

One of the most important ways in which we serve our communities is through the Diocesan family of schools, as we educate over 15,000 children. These are challenging times for the education sector and especially for small and rural schools. Our vision of People Fully Alive is as true for children as for adults – we want our children and young people to know life in all its fullness, and we want to serve the common good, and especially in some of our most challenged communities. I led the House of Bishops unanimously to sponsor the Growing Faith agenda to support children as witnesses and disciples of Jesus in their own right at home, in church and at school with their families. That agenda is already beginning to be addressed.

Towards the end of last year, a group from the Diocese took part in the first meeting of the cohort of our Strategic Learning Community, organised by the national church. In those two days we recognised how far we have come with the Ely 2025 and how much there is yet to do. We focussed particularly on the need to 'raise the spiritual temperature', the imperative that undergirds the whole of our common life of faith and discipleship. All our work and activity as a Diocese only has value if it is rooted in our daily turn to Christ and in our desire to grow in holiness and into deeper relationship with God.

We do all this together, as lay and ordained colleagues, in all the places we are set across the Diocese, in parishes, schools, chaplaincies, fresh expressions and the cathedral. I am immensely grateful for all the work that is done to sustain and grow the life of the church, to maintain and re-imagine our buildings, to make our churches safe places for everyone who might come to them, as companions together with Christ to whom we look as faithful companion and fellow traveller and in whom we seek and find life in all its fullness.



*The Right Revd
Stephen Conway*

Bishop of Ely

A handwritten signature in black ink that reads "Stephen Conway". The signature is written in a cursive, flowing style.

ely2025 – a Review

The Ven Hugh McCurdy, Archdeacon of Huntingdon and Wisbech, Co-Chair of the Ely 2025 Project Board

A friend of mine has a new car. One feature of this new car is its ability to “read” the road. The camera on the windscreen somehow reads the street signs and tells you what speed you should be doing, if you are too close to the car in front and if you are veering over a white line. For example, if you forget to indicate whilst overtaking and you cross the white line, the car will bleep and steer you back to the centre of the road. The car likes to travel between the white lines, it likes to keep to the designated route.

One of the advantages of People Fully Alive: Ely 2025, is that it gives us not only a direction of travel, but provides the equivalent of the white lines - we operate within those lines. Ely 2025 sets the boundaries and establishes the parameters along which we work.

In this Annual Report you will read about the major work that is being done as we continue the Ely 2025 journey. Some highlights that my colleagues will touch on later in this Report include:

- REACH Ely; a project led by Geoffrey Hunter, Church Buildings Consultant, re-imagining our buildings
- Our successful Changing Market Towns bid and the investment we are making in under-resourced areas of our Diocese
- The extraordinary amount of targeted training events the Ministry and Mission teams have delivered, with ever increasing numbers of people attending
- The new provision of 'Sunday Morning Resources' for those leading a Service of the Word
- The work the Mission team have been supporting, including Starting Rite and Thrive.

To pursue my earlier metaphor of “driving” for Ely 2025, 2018 also had a bump in the road when Ed Olsworth-Peter (Fresh Expression of Church and Young Adults Adviser) announced that he was moving to another post. Shortly after that, Peter Wood (Director of Mission), also announced that he too was leaving to move back to Scotland. At the same time Rachael Heffer, (Youth Adviser) also left for a new role. This meant that the Mission team was severely depleted, with the inevitable slow-down in much of what could be delivered.

However, this did provide us with the opportunity to reshape the Departments of Mission and Ministry and create one Team, under the leadership of the Revd Canon Linda Church. Both Departments had been working together, so it made sense to formally recognise this. We now also look forward to welcoming the new Mission Lead for Fresh Expressions and the new Mission Lead for Inherited Church.

The direction of travel remains the same, the lines set by Ely 2025 continue and in 2019 we look forward to the journey picking up speed once again.



The Ven Hugh McCurdy

*Archdeacon of
Huntingdon and
Wisbech*

A handwritten signature in black ink that reads "Hugh McCurdy". The signature is written in a cursive, flowing style.



Safeguarding

Diocesan Safeguarding Adviser (DSA): Rebecca Boswell

The Ely Safeguarding Team seeks to contribute to 'People Fully Alive: Ely 2025' in its strategic aims of developing healthy churches and serving the community. We aspire to strengthen and integrate concepts of 'safeguarding' and 'protecting the vulnerable' within the culture and everyday practice of all those working, volunteering or worshipping across the Diocese.

This preventative aspect of our work includes raising awareness of the various ways in which abuse may be manifested, the processes by which it should be managed and how it may impact on survivors. The Safeguarding Team provides advice, guidance and leadership whenever concerns arise about the possible abuse of a child or adult at risk and in relation to allegations against church officers and where there are concerns in relation to adults posing a risk within congregations.

All aspects of work by the Ely Safeguarding Team are consistent with House of Bishops' policies and practice guidance. Local strategies and practice guidance are based on these and endorsed by the Diocesan Safeguarding Liaison Group. During 2018 two new policy and guidance documents relevant to safeguarding have been published, these are:

- Parish Safeguarding Handbook (2018)
- Responding to Safeguarding Concerns or Allegations that relate to Children, Young People and Vulnerable Adults practice guidance (2018)

Safeguarding Referrals in 2018

There were 158 referrals in 2018 which represents an increase of 22% on 2017 when there were 129. This rise may be attributed to the increased levels of safeguarding training across the Diocese, the ongoing publicity surrounding past safeguarding failures across the church and other institutions and the Independent Inquiry into Child Sexual Abuse of which the Church of England is a Core Participant.

Referrals may result in the provision of consultation and advice, internal casework management and/or referral onwards to statutory agencies. Many cases involve more than one category of harm. For example, a child who has been physically harmed may also be subject to emotional harm. In those cases, we have identified a primary category for recording purposes.

Primary Category of Referral	Child	Adult
Sexual Abuse	3	3
Non-current Sexual Abuse	2	10
Physical	2	2
Emotional	4	0
Neglect	4	13
Domestic Abuse	0	5
Financial	0	1
Spiritual	0	2

Source of Referral	
DBS or Confidential Declaration Information	18
Information about an adult who may pose a risk of harm	21
General safeguarding issues/advice	57
Enquiries from Statutory Agencies	1
Allegations about current or former clergy, parish employees or volunteers	11

Risk Assessments and Safeguarding Agreements

Central to all safeguarding work is the holistic assessment of risk and the development of effective strategies to manage any identified risk. These are often complex, involving liaison with partner agencies in the community, such as probation and the police. Many alleged and convicted perpetrators of abuse move from place to place and thus inter-diocesan and inter-agency co-operation is essential in seeking to protect the vulnerable.

During 2018, 18 Safeguarding Agreements were in place. These relate to the reviewing of known, historical cases

and newly reported cases. The subject of the Agreement participates in this process, and the Agreements are regularly reviewed and monitored. Where statutory agencies are involved, they participate in this process. The purpose of such Agreements is to protect all within the church community, including the subject.

Disclosure and Barring Service (DBS)

The Diocesan Safeguarding Officer (DSO) has responsibility for ensuring that all relevant staff, volunteers and members of congregations have appropriate DBS checks completed. During 2018, 1719 DBS checks were undertaken across the Diocese, which represents an increase of 49% from 2017, when 1153 were undertaken. These checks are an essential part of ensuring the safety of all participating in church community activities.

Safeguarding Training

The Safeguarding Team began to deliver the Church of England's 'Practice Guidance: Safeguarding Training and Development' 2016 (hereafter referred to as 'the Guidance'), in January 2017.

The safeguarding team continues to deliver the full range of currently available National Church of England training modules.

In the main, the modules which apply to employees and volunteers in our parishes are: C0 Basic Awareness (online or face-to-face), C1 Foundation (online or face-to-face) and C2 Leadership. To reach most volunteers, those modules have been delivered at evenings and weekends within Deaneries across the Diocese. The C3, S1 and S3 modules have been delivered at the Diocesan Office on a mixture of weekday and weekend dates.

Module	Candidates 2018
C0 Basic Awareness (online)	1149
C0 Basic (face-to-face)	62
C1 Foundation	870
C2 Leadership	524
C3 Clergy and Lay Ministers	121
S1 Safer Recruitment	101
S3 Domestic Abuse	107

We recognise the commitment required by those attending this training, the majority of whom are volunteers, and therefore want to make the training as convenient and local as possible, whilst making the best use of available resources.

Diocesan Safeguarding Liaison Group (DSLGL)

Ely DSLGL has strong multi-agency and inter-departmental representation which allows robust discussion on safeguarding issues, drawing on a wide range of professional experience and expertise. It is also a supportive group, offering advice and guidance on policy and practice matters. The Ely Safeguarding Team is very grateful for all the contributions to its work made by Diocesan and partner-agency members of the DSLGL.

The Independent Chair of the DSLGL, Katharine Jeary, who was appointed in July 2016, resigned the role in December 2017. A new Independent Chair, Jon Chapman, was appointed in March 2018.

Past Cases Review

During 2016, a review was started by the Church of England's National Safeguarding Team of all dioceses in relation to the 2009 Past Cases Review (PCR) and its continuing legacy.

On the basis of the information reviewed, the Diocesan Safeguarding Team concluded that the 2009 PCR should be repeated. The Diocese of Ely subsequently welcomed the recommendation and guidance of the Independent Scrutiny Team to undertake a new Review.

The Diocese of Ely recruited four Independent File Reviewers who began Phase One of the Review in September 2018. They reviewed all personnel files held regarding Licensed Clergy, Lay Parish Staff and Volunteers and employees of the Ely Diocesan Board of Finance.

Phase One of the Review was completed in October 2018. Following additional guidance from the National Safeguarding Team, Phase Two of the Review began in February 2019. Phase Two will review in more detail all files identified as requiring further consideration.

An Interim Report was produced by the Independent Review Team following Phase One, which contains further recommendations for the Diocese to consider, all of which will be implemented as part of this continual improvement process.

Parish Focussed Support

A planned framework has been agreed for the Safeguarding Team to work with parishes to support their compliance with House of Bishops' Safeguarding Policy and Practice Guidance. Parishes which are at risk of not having 'due regard' will be provided with 'Focussed Support'. This process brings together the Safeguarding Team and parish in a coordinated response to help parishes overcome their difficulties. An action plan will be agreed, and ongoing support and challenge provided directly by the Safeguarding Team. This process is primarily supportive but may escalate, according to levels of parish engagement. This process was trialed in 2018 and feedback has been positive. This process will be fully launched during 2019 following completion of the Past Cases Review.

Independent Inquiry into Child Sexual Abuse (IICSA)

The Church of England is a Core Participant in the Independent Inquiry. The first public hearings relating to the Church of England were held during 2018. The Diocese of Ely, along with all other dioceses, responded to one formal information request from the Inquiry during 2018. Further hearings in relation to the national and wider Church are scheduled to take place between 1-12 July 2019.

Looking beyond the Diocese

The essence of the Safeguarding Team's work is promoting the safety of vulnerable people within the church community. Everyone is also subject to society's legislative framework and the Ely Safeguarding Team seeks to strengthen community liaison, whilst also putting forward the perspectives of Church of England safeguarding policies and practice. The DSA represents the Voluntary Sector on the Local Safeguarding Children Board (LSCB).

The three DSAs, the DSO and the DSLGL's Independent Chair are all active in their respective regional and National Church safeguarding fora.

Ely Safeguarding Team also expresses its appreciation for the contribution to safeguarding work of all Parish Safeguarding Officers, who provide a helpful 'front-line' link in their parishes and keep safeguarding issues on local agendas.



Ministry

Head of Department: The Revd Canon Linda Church

During 2018 the Ministry Department offered a wide range of training and development opportunities. The majority of our work falls under the Diocesan strategy levers to 'Nurture a confident people of God' and 'Develop healthy churches', the imperatives of our work being growing and deepening discipleship and equipping leaders.

Training Lay and Ordained

An estimated 8,000 hours of training involving 970 attendees was delivered. This included; Leadership support and development; Bishop's study days and IME2 (curate training programme) which consists of monthly sessions and an annual retreat. In 2018 Linda Church returned to run this programme, assisted by Jessica Martin and Judith Gretton-Dann. The Diocese has 29 curates in training, four of whom are Pioneers. We have 29 Licensed Lay Ministers (LLMs) in training, which includes 14 (from 2017) and 15 from the 2018 intake.

The Diocese had 29 candidates for ordination training in colleges in 2018. At Petertide 2018, five curates were ordained Priest and nine candidates were ordained Deacon. We are grateful to

the Revd Canon Anna Matthews for all her work with these and other individuals. Anna stepped down from her role as Diocesan Director of Ordinations (DDO) at the end of 2018. The Revd Dr Megan Daffern was appointed to cover this role and started in April 2019 as Diocesan Director of Ordinands and Vocations.

We have seen a rise in the number of people being trained for Licensed Lay Ministry, candidates being trained in conjunction with ERM (Eastern Region Ministry Training Course) and at Ridley Hall, Cambridge. Two significant changes from previous years include the development of new specialised forms of LLM training: 'LLM Pioneer', 'LLM Children and Family' and 'LLM Youth'.

The second innovation in 2018 concerned the localisation of training. This has been long requested and finally, alongside the Changing Market Towns project, we have started training at the Wisbech Learning Community. Five Licensed Lay Ministers are being trained there under the Revd Canon Nick Moir's supervision.

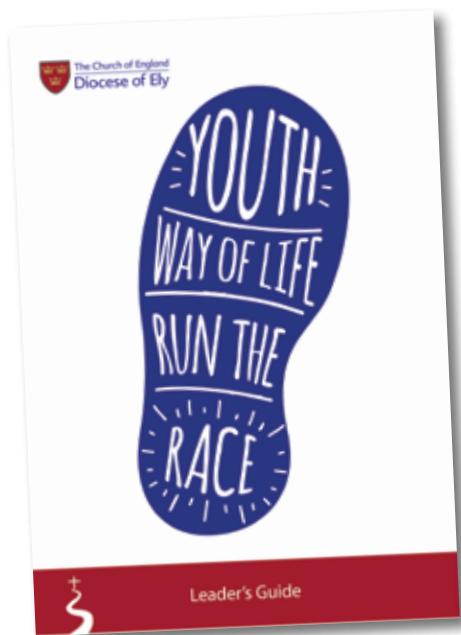
In 2018, we also trained 22 people in the Diocese to become Occasional Preachers.

Resource Provision

In 2018 we launched 'Sunday Morning Resources'!

This suite of materials is designed to be used by Churchwardens and others who are asked to lead worship but are not authorised to preach. Based on the lectionary readings for the Sunday, each resource consists of a homily based on the Gospel reading, which is designed to be read out in the "sermon slot" in the service.

The homilies have been written by clergy and LLMs/ Readers licensed in the Diocese of Ely and are intended to be suitable for a wide range of contexts. At the request of the Churchwardens, the homilies are accompanied by suggestions for the intercessions, tied into the theme of the sermon, with suggestions for suitable hymns and songs. Some contributions also provide suggestions for all-age worship.



Way of Life

1800 copies of our *Way of Life* resources were distributed in 2018. It is still early days, but we have heard of imaginative and creative uses of the material. You can find out more on the Diocesan website at www.elydiocese.org.

New Forms of Ministry

In 2018, alongside the new specialist LLM training routes, we have worked on developing pathways for a new form of ordained ministry which is called Local Contextual Ministry.

The aim of this is to create a more flexible route into ordination for those whose primary calling is the community in which they live and will continue to live in. We see this route as being attractive to older candidates for whom a five or six year selection and training process may not be necessary. These people will serve as assistant priests, working alongside, and to, a full-time stipendiary minister.

We have adapted the national selection criteria for candidates for ordination and will be working with local incumbents as well as Diocesan Selectors as we continue to develop this route into ministry.

We have also been working with one of our Rural Deans exploring what 'focal Ministry' may look like in a multi-parish context. This will again be local, and the discernment process will be between candidate, parish representatives and the Diocese. It is envisaged that this role will concentrate on providing pastoral care as well as supporting the clergy by acting as additional 'eyes and ears'. However, we recognise that ministry is conducted by all those who attend church and with the national church we have begun to promote **Everyday Faith**. Everyday Faith enriches that which we are already doing with the *Way of Life* and with Growing as a Disciple towards Nurturing a confident people of God.

Staff Changes

We thank Jennie Woolston, who left the Team during 2018, for her service as both Secretary to Director of Ministry and as Department Administrator. Denise Thompson was appointed to this post in January 2019.

Mothers' Union

Ely Diocesan Mothers' Union President: Hazel Williams

The Annual General Meeting was held at the start of the Spring Diocesan Festival Day in April, entitled 'Walking Together'. The main topics were a pictorial review, under the themes from the Diocesan Strategy: 'Nurturing a Confident People of God' and 'Serving the Community,' and, moving forward, looking at new initiatives. There was also an update on elections and a speaker on supporting Baptism Families.

A 'Thinking Day' was held in February to take part in training and planning to roll-out a new Mothers' Union (MU) initiative MULO (Mothers' Union Listening, Observing, Acting).

A second Diocesan day was held in the Autumn at which members were inspired by reports on MULO and on a community faith in action course, 'Stories on the Street', which had been held in Wisbech. There was also an update on Safeguarding and training on GPDR. New Trustees and Officers were introduced and the day ended with a Commissioning Service for the trustees who would serve in the 2019-2021 triennium and those holding office, led by our patron, Bishop Stephen.

Lynne Tembey, Worldwide President of Mothers' Union spent two days in the Diocese of Ely in June, visiting local projects and meeting members. This included visiting the After School Club run by the MU family worker in Wisbech, as well as visiting one of a number of the parent and toddler groups across the Diocese organised by MU members.

Members have worked to support Mothers' Union initiatives in the Diocese and worldwide including practical support for women's refuges, hostels and local hospitals, arranging holidays for those in need and continuing work in prisons. Two days of quiet reflection were held and a silent vigil and banner witness in support of sixteen Days of Activism Against Gender Violence. Communication continues through our magazine, Grapevine, as well as monthly newsletters and our MU Facebook page. We are looking to continue and expand our work in local communities in 2019.

The on-going support of our Bishops, the Dean and Chapter of Ely Cathedral and other senior clergy has enabled us to maintain a high profile for the Mothers' Union in the Diocese and our President is an *ex officio* member of the Diocesan Synod. We continue to enjoy good working relationships with the staff at the Diocesan Office and with the Diocesan Retreat House.





Mission

2018 was a time of change for the Mission Department. April saw the departures of our Fresh Expressions of Church & Young Adult Adviser, and our Youth Adviser, both of whom were recruited to national roles in their respective fields. The Director of Mission also departed in the summer of 2018 following relocation to his native Scotland. We thank them all for the valuable contribution they made whilst at the Diocese.

For the remainder of the year, the staff in Mission continued to work to raise the spiritual temperature in the Diocese. One of the main focuses for the Baptism+ Coordinator was to try and connect the dots with baptism families work and Under 5's ministry across the Diocese. An effective way this can be done is through **Starting Rite**, a five-week course which builds relationships with parents of babies under one year. It is also a fantastic tool to help parents think about Christian spiritual nurture for their babies and to connect with their own life journeys, including considering what baptism means to them.

In 2018 the Diocese established five new resource hubs with *Starting Rite* equipment which can be used and shared across parishes and deaneries. This brings the total number of hubs to six, increasing our capacity to resource and train new leaders to run the course across the Diocese.

Thrive Youth Work

Thrive Youth Work is a Christian youth project that is committed to inspiring growth in young people by providing relevant and relational support. This is done by training local volunteers to engage with and support young people in secondary schools and local communities.

Thrive Mentoring

Thrive Mentoring is an in-school support programme that offers early-intervention pastoral support. The mentors partner with a young person on a short-term basis and help them develop independent skills to cope with issues such as low self-esteem, confidence and anxiety.

Currently there is a team of seven mentors from local churches who are supporting students on a weekly basis in our local secondary schools.

In 2018 **Thrive** opened two new youth cafes in the Huntingdon area, each staffed by a team of volunteers from local churches. There are now three after-school youth cafes each week, seeing 45 young people in total.

Thrive Extra launched in 2018. This is an opt-in group at the end of a cafe for young people who want to ask questions and explore the Christian faith. Through this group, fifteen young people who have never previously attended church began to explore the question of "Who is Jesus?" Seven of these young people have taken home a youth bible so that they can keep exploring in their own time!

The Children's Adviser continued to offer ALM training and develop the Messy Church network, with two new Messy Churches established in the year, bringing the total in our Diocese to 54.

Go Deeper! a spring training day with Lucy Moore, founder of Messy Church, looked at how to effectively disciple and grow faith and offered two discipleship tools to help assess progress and move forward in our Messy Churches. Representatives from Messy Churches across the Cambridgeshire area met with a Church Army researcher to contribute to the 'Playfully Serious' Report, due to be published in early 2019, examining how Messy Churches are discipling their members.

The Mission Department also supported the 'Celebrate Market Town Churches' event and National Anglican Fresh Expressions Festival 2018 entitled the 'Blended Festival'. The Festival was overseen by Ed Olsworth-Peter, formally Fresh Expression of Church and Young Adults Adviser at the Diocese, but locally run by two teams of largely lay representatives of both Fresh Expression and inherited churches from across the Diocese. It was an extremely successful event, with more than 500 participants. Additional thanks from the organisers go to those teams in the Bishops' and Diocesan Offices who gave their time, energy and resources to support this event.

A New Future for Mission and Ministry

In autumn 2018, considerable thought was given to the future of the two Departments of Mission and Ministry. Both had been operating closely together over the previous few years and were formally brought together as a joint Mission & Ministry Department following the last Bishop's Council of 2018. Linda Church was appointed by the Bishop as the Head of Development for Mission and Ministry.

Partnership for Missional Church: The Revd Canon Mike Booker

Partnership for Missional Church (PMC) is a challenging three-year process that involves deep listening to God, the people of the congregation and the wider community, and then exploring God's preferred future for each church in the light of that. Training and facilitation has been provided by staff from the Church Mission Society, the organisation overseeing delivery of PMC in England.

Nine churches from within the Diocese of Ely have been joined by one from the Diocese of Norwich to form a cluster and undertake the journey together. The cluster met three times in 2018, clergy gathering first, for a day, then joined for a second day by lay teams from each church that is taking the process forward, a total of approximately 50 people.

Woven through the PMC process are spiritual practices, designed to make listening to God and talking about God part of the natural life of each church. In this first year, the most prominent of these was Dwelling in the Word: starting all meetings and planning events with time to read, listen to and share insights from one key passage, Luke 10:1-12.

Between cluster meetings, significant work has been done, investigating the needs and resources of the local community and listening in depth to the congregation through a series of interviews. Each church also gathered around a timeline, bringing together memories and shared understanding of the church's history as a way of understanding more fully their context and starting point.

This is a challenging process to follow, which will leave no awkward issue un-addressed as the first year's focus on listening leads on in the next year to exploring the future possibilities God has for each church.



Bishop Woodford House - Retreat and Conference Centre

Warden: Tim Shorey

Deputy Warden: Ron Blackmore

The Diocesan Retreat & Conference Centre continues to be a well-used resource within the Diocese and the wider church and community. Our work within the Diocese has increased and we are pleased to provide facilities and hospitality for a number of meetings for various Diocesan departments.

In addition to our regular programme of events, 2018 saw an increase in bookings with the Association of Sandplay Therapists, Cambridgeshire County Council Early Years Team and The Third Order, Society of St Francis.

We continue working with the Ministry Division of The Archbishops' Council to host the Bishops' Advisory Panels. Our partnerships with the Retreat Association and the Creative Arts Retreat Movement are firmly established and our Deputy Warden is the Chair of Archway - the Association of Christian Retreat Houses.

The Centre has a strong part to play in the changing needs of the Diocese and has developed a meaningful contribution to three of the Ely 2025 five Levers of Change;

- The various Retreat courses are focussed on Serving the Community - enabling those wishing to play increasingly important roles within lay ministry to expand and strengthen their relationship with our Heavenly Father.
- Re-imagining the best use of the assets at the Retreat House is within the spirit of Re-imagine our buildings.
- We are looking at ways that the Retreat House premises can not only deliver profits but might also facilitate major savings in support costs relating to Ministry and Mission as part of the lever to Target support to key areas.

2018 was a successful year both spiritually and financially for the Retreat House. Below are some headline figures:

22 Bishops' Advisory Panels
179 private days of reflection
community/business
meetings held
51 Diocesan office events
72 catering events delivered
to the Diocesan offices
9 House-led retreat days
288 days of residential group
retreats
That's roughly 28,000 cups of
coffee served!



Church Buildings and Pastoral Department (CBPD)

Head of Department: Frances Godden Deputy Diocesan Secretary; DAC and Pastoral Secretary; Trusts Officer

The work of the Church Buildings and Pastoral Department is overseen and managed by the Deputy Diocesan Secretary, who also acts as Trusts Officer for the Diocese.

The Department's work covers a wide remit feeding into several Diocesan bodies, including the Diocesan Advisory Committee for the Care of Churches (DAC), the Churches Uses Committee (CUC), both Archdeaconry Mission and Pastoral Committees (acting for and on behalf of the Bishop's Council as the Diocesan Mission and Pastoral Committee) and the Diocesan Board of Patronage.

These committees are dedicated to developing healthy churches, serving the community, re-imagining our buildings, and targeting support to key areas throughout our deaneries, benefices and parishes.

Buildings

The Diocesan Advisory Committee for the Care of Churches (DAC)

Chair: The Very Revd Mark Bonney

DAC Secretary: Frances Godden

Church Buildings Consultant:

Geoffrey Hunter

DAC and Grants Officer:

Sue Dickinson

Administrator: Sally Gilson

2018 was a busy year for the DAC. During eight meetings throughout the year the DAC considered 61 cases and issued 77 notifications of advice recommending works to the Chancellor. In total, 117 faculties (compared to 84 in 2017) and 113 List B authorisations were granted. Use of the Online Faculty System has grown in number and confidence, and the team hosted a number of training days for parishes to familiarise themselves with the system and processes. With 140 registered users so far, we hope these numbers will continue to grow as the system enables the team to process matters more efficiently.

The DAC continues to receive regular requests for visits to discuss the installation of facilities to enable broader uses of church buildings, in particular WCs, kitchens or kitchenettes, clearing space for gathering/socialising, and the provision of level access. In total 30 site visits were made by DAC members, and many more by staff throughout the year. One particularly prominent case which addressed all these matters was the re-ordering of Ss Peter & Paul Bassingbourn, which was taken to a public hearing of the Consistory Court.

Many of the issues seen in other re-ordering cases were explored by the Chancellor in detail; for Bassingbourn, for example, the fate of fixed seating and the type of chairs that should replace pews that have been removed. The judgement at Bassingbourn has given the DAC a lot of useful pointers to help them advise Parochial Church Councils better on how to approach their re-ordering.

On a much smaller scale, the DAC also recommended an exemplar of rural re-ordering at Brington in Huntingdonshire, where major improvements will be made to the heating, and new, but basic, WC and kitchen facilities are to be installed for a few tens of thousands of pounds. The DAC hopes that projects like this will be an inspiration to other churches in the Diocese and show what is possible within the current funding climate.

The DAC annual tour took place on 11 June. We visited five churches to the west of Huntingdon and considered issues such as the impact of extended facilities, a new sound system, and how best to repair and secure an important lectern.

A number of parishes sought help and advice on making grant applications for a variety of works, ranging from small grants for roof alarms to helping prevent lead theft (which has continued to blight our Diocese this year), to larger programmes of repair, or the installation of new facilities. Notable successes include Swavesey and Cherry Hinton, both of which have now secured grants of over £200,000 under the final round of the Heritage Lottery Fund's Grants for Places of Worship Programme to tackle large scale repairs and to bring the history and heritage of their buildings to a wider range of people.

Churches Uses Committee (CUC)

Chair: The Revd Canon Brian Atling (until 31 March 2018);

The Revd Canon William Burke (from 1 April 2018)

Secretary: Geoffrey Hunter, Church Buildings Consultant

The Churches Uses Committee, having had its membership and constitution updated in June, continued its work to re-purpose closed church buildings. Most of the long-standing cases have moved forward through the process. At Tadlow the Charity Commission has agreed to the vesting of the church building with a preservation trust and the pastoral process to achieve what is now underway. The long-closed church at Guyhirn was finally put on the market for conversion into three residences. The disposal of the church at Prickwillow was held up for over a year while bat surveys were carried out. In April the Revd Canon Brian Atling was succeeded as chair of the committee by the Revd Canon William Burke, Rural Dean of Fincham and Feltwell.

Re-imagining our buildings: REACH Ely

Project lead: Geoffrey Hunter, Church Buildings Consultant

Autumn 2018 finally saw the launch of this important project, part of the Diocesan Strategy lever to 'Re-imagine our buildings'. REACH Ely, which stands for 'Reimagining Churches as Community Assets for the Common Good', is a three-year project that investigates the community value of church buildings and how this relates to success in the missional life of the church.

Timur Alexandrov has been appointed as post-doctoral research fellow to work on this project at Cambridge Judge Business School. The resulting data will be used to provide tools for churches to use to identify the opportunities existing in their local communities. The project has the generous support of Allchurches Trust and Historic England, without which it would not be possible for us to undertake such a thorough investigation. More information is available on Cambridge Judge Business School's website: <https://www.jbs.cam.ac.uk/faculty-research/centres/social-innovation/reach-ely/>.



Historic Church Buildings and Heritage at Risk

Historic Church Buildings Support Officer: Holly Isted

In 2017 there were eight churches listed on Historic England's 'Heritage at Risk Register'. During 2018 one was removed thanks to successive projects supported by the Heritage Lottery Fund (now called National Lottery Heritage Fund).

Five churches were added to the register and included in the 2018 published list; since then a further nine have been added to the register. Many of these churches have been identified by our new Historic Church Buildings Support Officer, Holly

Isted, who joined the department in April 2018 and whose position is part-funded by Historic England. A key part of Holly's role is to support 'at risk' and vulnerable churches, providing advice on repairs, community engagement, open and welcome churches and, more commonly, funding, which continues to be the biggest barrier to making necessary repairs. Recent changes to major grant sources will see an increase in competition and the level of professionalism expected in projects.

Since joining the team, Holly has:

- Given advice to over 50 churches, worked closely with 23 which are either 'at risk' or considered to be vulnerable.
- Helped to bring in over £150,000 of grant funding for our churches (grants from the National Lottery Heritage Fund, Cambridgeshire Historic Churches Trust, National Churches Trust).
- Delivered two environment-focussed training workshops.
- Become a member of the Ride and Stride National Committee (as part of role to support Cambridgeshire Historic Churches Trust)
- Been awarded a £6000 grant by The National Lottery Heritage Fund to deliver training on church maintenance and conservation cleaning during 2019/2020.

Pastoral

Diocesan Mission and Pastoral Committee (DMPC) / Archdeaconry Mission and Pastoral Committees (ADMPC)

Chair: The Bishop (DMPC);

Archdeacons (ADMPCs)

Pastoral Secretary:

Frances Godden

Assistant to the Pastoral

Secretary: Sally Gilson

In this Diocese, the Bishop's Council acts as the DMPC, which is a statutory body established under the Dioceses, Pastoral

and Mission Measure 2007 and undertakes work arising under the Mission and Pastoral Measure 2011. The DMPC's functions include:

- reviewing arrangements for pastoral supervision and care in the Diocese;
- preparing strategies or proposals for making better provision for the cure of souls, which may include reorganisation, and making recommendations to the Bishop; and
- carrying out responsibilities in relation to the future of churches no longer required for public worship.

The work of the DMPC is largely delegated to the ADMPCs for Cambridge and Huntingdon and Wisbech. The written constitutions and membership of both the DMPC and ADMPCs were updated and adopted by Diocesan Synod in June 2018, providing some much-needed clarity as to the role and functions of these bodies.

Each ADMPC met three times during 2018. The statutory processes required when undertaking pastoral reorganisation are complex and lengthy, and this largely remains the case despite efforts introduced by the Church Commissioners during 2018 to simplify and shorten the procedure in some cases.

The Pastoral Secretary, Archdeacons and a number of Rural Deans attended training in London pertaining to the changes made to the Mission and Pastoral Measure 2018, some of which are more significant than others and the full implications remain to be seen.

During 2018 three Pastoral Schemes, one Pastoral Order and one new Bishop's Pastoral Order were made, along with eight suspensions or resuspensions of presentation. A great deal of work was also undertaken with respect to the reorganisation of the Fincham and Feltwell deanery, which was considered at a hearing by the Church Commissioners following objections made by some local people to the proposals. The Diocese made a strong case for the genuine need for change, and the Schemes were approved, bringing some welcome certainty and a fresh start for those areas affected.

An additional 15 proposals requiring a Pastoral Scheme or Order were matters under consideration or in progress by the Pastoral Secretary, much arising from the Changing Market Towns initiative, which seeks to emphasise a 'one town: one leader' approach. This work will continue throughout 2019 and beyond.

Trusts

Trusts Officer: Frances Godden

A comprehensive review of all Diocesan and Parochial trusts was undertaken throughout 2018, with the assistance of a consulting solicitor who reviewed over 900 files and produced reports and recommendations for each. From here the intention is to identify and, where requested, help to action the necessary legal steps required to more efficiently employ these charitable funds to help support our churches and parishes as they seek to realise the vision of Ely 2025.

Due to the considerable volume of work generated by this exercise, the reports will be rolled out to parishes via the accounts team from Q2 2019, with initial legal support offered to parishes by Frances Godden (a qualified charity, education and ecclesiastical lawyer) as appropriate.



Secretariat: Synod, Board & Committee Elections

Deputy Diocesan Secretary: Frances Godden

2018 saw the end of the current terms of Diocesan Synod and the Bishop's Council and Standing Committee, as well as other statutory boards and committees including the Vacancy in See Committee, Houses Committee, and Ely Diocesan Board of Education.

Each of these bodies is constituted slightly differently, made up of ex officio, appointed and elected members. The Deputy Diocesan Secretary oversaw the processes of re-election and appointment for each, and we are grateful to all outgoing, continuing and new members who give so generously of their time and expertise.

We welcome, in particular, two new vice-presidents of Diocesan Synod: the Revd Canon Alison Myers, who was elected Chair of the House of Clergy, and Canon Simon Kershaw, elected Chair of the House of Laity. The Standing Orders which govern Diocesan Synod went under review towards the end of 2018 and are due to be revised and updated over the course of 2019.



Programme Management Office

Strategic Programme Manager: Adam Evans

Early in 2018, the Programme Management Office was established, incorporating the activities of the Communications Team, Projects and Development Officer and associated Administrative support into one team at the Diocesan Office.

Adam Evans joined the Diocese in April 2018 as Strategic Programme Manager. Fully funded by the Strategic Development Unit at Church House, the role is part of a cohort of similar roles in 22 dioceses (so far) across the country.

The primary focus of this role is to bring additional programme and project management skills to the Diocesan Office, to support the centrally funded Changing Market Towns project and other activities related to the Ely 2025 Strategy.

Offering structured support to a range of projects and activities, the Programme Management Office provides the functions of Strategic Programme Management, Communications, Projects & Development and central Changing Market Towns functions to ensure improved levels of effectiveness working to help support Ely 2025.

The Programme Management Office also provides secretarial services to the Changing Market Towns Board and Delivery Group and the Ely 2025 Board, through the analysis of performance data to enable improved deployment of resources.



Changing Market Towns

Bishop's Change Officer for Market Towns: The Revd Canon Mike Booker

Changing Market Towns represents the primary expression of the fifth lever of change laid out in the Diocesan strategy to Target support to key areas.

The market towns of the Diocese, established communities with populations between 8,000 and 35,000 people, have been identified as priority areas for investment and for missional activity.

Following the approval of outline plans by the Church of England's Strategic Investment Board in 2017, a full project plan was submitted and received approval in June 2018. £2.15 million was granted from the Strategic Development Fund, to be matched over the course of five years by a similar amount from Diocesan resources.

The main elements of the plan involve:

- Encouraging community engagement and the creation of multiple Fresh Expressions of Church across Wisbech, March, Chatteris, Littleport and Ramsey. Changing Market Towns workers will be appointed in each of these towns to lead in this.
- Supporting church plants in Huntingdon and Downham Market to complement the work of existing parish churches.
- Developing confidence and releasing gifts through the establishment of the Wisbech Learning Community.
- Enabling effective working in each town through the appointment of Operations Managers.
- Carrying out pastoral reorganisation to allow town clergy to focus their energies on whole towns.
- Inspiring all market town churches through training and mutual support.
- Backing up local mission with an enhanced Diocesan team working from the Programme Management Office.

Eight appointments were made in 2018, with five appointees taking up post in 2018 and three in January and February 2019. These appointments include Operations Managers serving Wisbech, March, Chatteris, Ramsey and Littleport, Changing Market Towns Workers in Wisbech, Ramsey, Chatteris and Littleport and an Educational Lead at the Wisbech Learning Community.

Christ Church Huntingdon, the first church plant, began its life as a new worshipping community in September. An initial 'planting team' of 26 people of all ages came from St Andrew the Great, Cambridge. Those worshipping at Christ Church Huntingdon has since grown by approximately 50 more people of all ages.

A high point of the year was the Celebrating Market Town Churches day in October, with Bishop Graham Cray as the main speaker, which gathered over 150 people from across the Diocese.

A combined budget of more than £4.3m has been committed to the first five years (Phase 1) of the Changing Market Towns project. A bid and project plan for Phase 2 – commencing mid-2020 – is in preparation for submission to the Church Commissioners in Autumn 2019.

An exciting component of Phase 2 is the Schools Singing Programme, which aims to introduce children and their families to the worshipping life of local parish churches and to help them begin their journey to faith.

 **CHANGING**
market towns 



Parish Giving Scheme

Projects and Development Officer: Martin Kenward

The Diocese of Ely launched the Parish Giving Scheme (PGS) in 2017, initially with a pre-launch targeting a small number of parishes. The scheme was fully launched in September 2017, when Roadshows were held around the Diocese.

At the time of writing, the Diocese of Ely is one of 26 Dioceses participating in the PGS.

Throughout 2018 opportunities were taken to promote and publicise the PGS. This was delivered by working through our Deaneries, as well as attending benefice or team meetings and visiting individual parishes.

By the end of 2018, 60 (or 19%) of the 321 Diocese of Ely parishes were active in the scheme, with a combined total of 621 donors representing 9% of the c.7,100 Tax Efficient Planned Givers (TEPG) in the Diocese. Of these 621 donors, 93% had Gift Aided their donations and 62% had committed in principle to increase their gift annually in line with inflation.

In 2019, initiatives will be taken to increase and maximise the number of churches and TEPG using the PGS. Across the 60 active parishes, the average weekly gift via the PGS (excluding Gift Aid) was £22.75. The average in the Diocese for all giving was £14.03 (excluding Gift Aid).

Parishes that have joined the scheme are seeing real benefits in terms of (i) increased regular giving, (ii) inflation-proofed giving, (iii) faster recovery of gift aid and (iv) reduced administration for the Treasurer or Gift Aid Officer.



HOME

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CATEGORIES



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CATEGORIES

CARD READERS

Card Readers

The Give A Little donation app has been specially developed in collaboration with Parish Buying to ensure that church goers and visitors can make donations to your church with total ease. The basic version is free of charge. How it works In just two simple steps someone can ...

With a hand-held card reader, people can pay for wedding fees, hall hire, concert tickets, or even just tea and coffee. A card reader is a small device which works alongside a smart phone or tablet. To watch some short videos on how they can be used in your church please ...

[READ MORE: GIVE A LITTLE DONATION APP](#)

[READ MORE: CARD READERS](#)

Contactless Giving (Card Readers)

Projects and Development Officer: Martin Kenward

In April 2018, hand-held contactless card readers became available for parishes to buy at a discount through the national Parish Buying service. In 2019, subject to certain criteria, the Diocesan Office plan to offer every church in the Diocese a free card reader.

Nationally, there are now over 400 churches using card readers for a variety of purposes, from wedding fees and hall hire payments, to café charges and donations. As the technology continues to develop, the National Stewardship Team continue to test other types of card payment solutions.

Card terminals can be used to take contactless payments, Apple Pay, and Google Pay, as well as Chip and PIN.

By the end of 2018, 19 Diocese of Ely parishes had registered an account with *SumUp*, one of the two initial providers of card readers through Parish Buying. (Figures for the other provider *iZettle* are not available). By offering every church a free card reader, we aim to increase significantly the number of registered accounts held across the Diocese.

Learn more on the Parish Buying website: <https://www.parishbuying.org.uk/>



Communications and Database

Head of Communications: James Owen

Statistics for Mission and Return of Parish Finance

The Church House Research and Statistics team request that Statistics for Mission and Return of Parish Finance forms are submitted each year by all parishes in England and Wales.

Every Diocesan Office supports the National Church by encouraging parishes to supply this information. Amongst other purposes, it helps parishes, dioceses and the national church form a better understanding of the spiritual and financial health of our churches and plays an important role in determining where additional resources might be required.

In 2018, the Diocesan Office received back from parishes a 95% return for Statistics for Mission. Thank you to those who returned their information, it is put to good use by the Diocese to help structure our plans for the growth of the church in our region. The Return of Parish Finance replies provide information on the income, expenditure and giving figures for each parish. These are generally returned during Q1 and Q2 of

the following year to which they apply, at the time of writing, the return rate was over 25%.

The Diocesan team works throughout the year to help direct parishes to the information they need to complete the administrative aspects of running a parish. This includes direct mailings for updating Electoral Roll and APCM information.

Parishes are also directed to the excellent resources on the Parish Resources website, which is managed by the National Church of England team and which is the primary online resource for supporting parishes in their administrative duties.

Prayer Calendar

The production of the Prayer Calendar continued throughout 2018. The Senior Chaplain to the Bishop of Ely, who edits the Prayer Calendar, has sought feedback on the future style and content and this will inform a revision to the calendar towards the middle of 2019.

Diocesan Directory

The Diocesan Directory was revised following the implementation of the General Data Protection Regulation in May 2018. This resulted in an electronic version being made available via the Diocesan website in December 2018.

Following the visitations and APCMs, which will help inform the Diocese of any people changes in our parishes, an updated directory will be produced. It is expected this will be an annual revision during the summer months. There remains no plan to print the directory due to the high costs of doing so, but digital copies will be available.

Database Management



Throughout 2018 the Diocesan database saw continued improvements. The database is maintained so that Diocesan office teams can access accurate information on the people who work within the Diocese, such as our licensed and lay colleagues and those on the PCCs. It also serves to maintain a record of the structures of the Diocese, such as our churches, parishes, benefices and deaneries - particularly if this changes due to pastoral reorganisation.

Further improvements were made to the way staff access information, helping to ensure an individual's data is protected with controlled access permission groups. Access to data and the ability to download information from the database is strictly controlled, with users having only specific permissions to be able to download information appropriate to their position.

Significant improvements were made to the reporting functions of the database, notably for the Safeguarding team. This allows the team to quickly and easily target training to individuals in need.

Looking ahead, more focus will be spent on ensuring the appropriate departments and staff have the access and editing permissions to ensure information on the database is maintained, for the benefit of all.

Website Enhancements

In the final quarter of 2018, funding was approved to redesign the Diocesan website. The decision was taken to move the site to a joint platform used by several other dioceses. Work will continue into 2019 with an envisaged go-live date mid-year. The new site will be designed with the users at the forefront of the design and with a much improved search function.

Social Media and Online Channels

In August 2018 a Digital Evangelism Manager was appointed to support and implement further engagement of the Diocesan Strategy. This appointment recognises the increasing importance digital channels play in reaching and engaging with the community.

Work began with an analysis of the social media platforms used by the central Diocesan teams, as well as reviewing the needs, expectations and existing skills that exist around the whole Diocese.



The Diocesan team now has the resources to spend more time promoting the activities of the Diocese and its churches through, particularly, Facebook where audience engagement is currently highest amongst the channels used by the Diocese. During 2018 this has helped increase the number of our followers, climbing from c.870 to c.1,100, and our page likes from c.920 to c.1,130.

Our use of targeted Facebook boosts to promote specific Diocesan vacancies has regularly seen our reach exceed 5,000 people, with minimal financial input. Our most popular video over the year was “Ordinations to the Sacred Priesthood 2018”, which was viewed by 11,952 people. In addition to Facebook, our Twitter followers now number 3,676.

The Communications Team will continue to review the statistics behind our use of social media to ensure we manage our time resources effectively. In addition, a key component of our time will be invested in supporting parishes with the tools and guidance on how they can make best use of their own social media channels.

Additional online platforms

A further resource is SoundCloud which was trialled to assess the effectiveness of podcasts to disseminate short interviews sharing real life experiences. Continuing review and judgements will be made by the team to assess the return on time investment from this, and all activity, to ensure our time is spent to the maximum benefit of our parishes.

Further digital resources will be explored to help support the raising of the spiritual temperature in the Diocese, promoting the resources being developed by other teams such as *Way of Life*.

Looking ahead

In 2019 our aim is to build further confidence and understanding of the use of social media channels amongst teams in the Diocese Office and our parishes across the Diocese.

This will be supported by identifying 'Communication Champions' in each Deanery who will help support on-the-ground best-practice and inspire their local church communities to use online media as effectively as possible for the communities in which they live. We look forward to hearing from the Deaneries through the stories they are sharing on their online channels.

This will be complemented by the Diocesan Communications Team continually sharing ideas, news and support, either directly or as a conduit for the materials coming from the central team at Church House, London.



Education

Chair of the Diocesan Board of Education: The Ven Dr Alex Hughes
Chair of the Diocese of Ely Multi-Academy Trust: Canon Peter Maxwell
Director of Education (DDE): Andrew Read

Diocesan Church Schools remain a powerful and growing expression of our Anglican mission for those of all faiths and none, serving the common good.

In the face of mounting levels of challenge in the context of public-sector austerity and the ever-increasing requirements placed on schools to replace retracting community services, our church schools and academies do a remarkable job. We have been, as they say, 'stepping up'. As a result our schools remain a significant and important Diocesan lever within an increasingly secular public square, servicing around one quarter of learning provision across the region.

To achieve this, we remain much blessed with the incredible commitment of our volunteer governors, and hard-working school leaders, teachers and wider support staff, to which the Diocese remains indebted. Similarly, our appreciation of, and work with, local clergy and church volunteers remains a critical ingredient of our work.

Attendance at the Education Department's annual conference in March was near to representing 100% of all our Church schools, with school and church based leaders benefiting from the inspiration of the Chief Education Officer for the Church of England. This collective sense of belonging and core purpose will see us well into an uncertain future.

In many respects therefore, our collective work embodies the core purpose of the 'People Fully Alive: Ely 2025' Strategy for Growth. With parental choice remaining a mainstay of government education policy, it is a cause for celebration that so many parents choose to send their children to a Church school, with the increases in pupil numbers seen over the last two years sustained into 2018.

The Diocese remains equally obligated to over 15,000 children in 85 Voluntary Aided, Voluntary Controlled and Academy schools, serving over 25,000 parents and employing over 3,000 staff who make up our Diocesan Church School communities, serving a 1,508 square mile catchment area.

We were delighted that in 2018, our Diocesan contribution was recognised with a visit by the Secretary of State for Education to one of our academies, St Andrew's Church School in Soham. This was the very first visit by the Minister on his first day in post. Gratifyingly, the visit has repeatedly been referenced by him in later policy speeches in the context of the very challenging questions he was asked by the children regarding the impact of plastics in the environment!



The Diocese of Ely Multi-Academy Trust (DEMAT) continues to flourish, with roughly half of Church schools now in the Trust. Two-thirds of these have independently opted to join DEMAT – many on good or outstanding Ofsted grades. A third of schools have joined as sponsored schools having been identified by Ofsted or the DfE as being in a period of turbulence or vulnerability. In these cases, the DfE asked the Trust to take on and nurture such schools back to full strength, and it is remarkable to report that in the last two years DEMAT has lifted six of these schools back to Ofsted 'good' – more than any other local provider. These successes mark a continuation of strong performance since the positive Ofsted Review. Ninety-six percent of children have seen their life chances sustained or improved by virtue of their school being a member of DEMAT. This is a great testament to the very hard work of the 1,000 plus staff who lead, teach and support provision in all DEMAT schools. A significant continuing development for 2018 was thus the ongoing expansion of DEMAT, with a strong emphasis on supporting schools to create self-sustaining local operational collaborative clusters supported by central DEMAT services.

Our work as a Diocesan team is equally focused on our maintained local authority run Church Schools. With the retraction of local services, necessarily there has been a continued demand for greater hands-on support for

Voluntary Aided and Voluntary Controlled schools. This year saw the appointment of further part-time school performance officers and a Bishop's Officer focussed on developing school Mission. Our work to support the much-valued head teachers, teachers and support staff in these schools thus remains a core focus of our efforts. Key to this has been the work of an additional team of practising head teachers and consultants who worked throughout 2018 with the central team to ensure that all schools received a termly visit from an Ely Diocesan Regional Adviser (EDRA).

Such officers and advisers made over 100 visits to local authority Voluntary Aided (VA) and Voluntary Controlled (VC) church schools in 2018, ensuring that, alongside our academies, the majority of our schools remain in regular contact with the Diocese. A significant number of schools were also visited multiple times by the Diocesan Director of Education (DDE) and members of the central team during the year, proportionate to their needs. Every school experiencing Ofsted inspections received face-to-face support from Diocesan officers during the inspection event, ensuring practical professional advice was available in addition to critical wellbeing and pastoral support.

In 2018 the Diocese continued to strengthen links with the four stand-alone academies - St Bede's, Bourn, All Saint's and Buckden – all of which continue to flourish under strong leadership. The two inter-church (Anglican-Catholic) academies of St Bede's and All Saint's remain a much-valued ecumenical part of our church school family, with the Diocesan Director of Education and Chair of the Diocesan Board of Education sitting on the inter-church board of trustees at St Bede's and All Saint's, March.

Such commitment extends beyond the Church School sphere, involving in equal measure system-wide work with our local community schools and education system. The DDE continues to have an active formal role on the Council's Children and Young People's Committee (the board with devolved responsibility for children and young people in Cambridgeshire), and has recently taken up the Chair of the Virtual School for Looked After Children, of which meetings are held at the Diocesan offices. The Diocese has seen a 100% rise in the number of individuals taken into local authority care over the last four years, currently comprising around 850 young people.

In 2018 our recently opened primary schools continued to thrive and grow, including those serving the parents in new housing developments in Alconbury and Northstowe. These schools have become centres of such communities, establishing a visible and powerful sign of commitment by the Church to these growing settlements. Aply supported by the clergy of the new communities, the schools are also serving as centres for worshipful activity and wider community use. Collectively, our schools remain strong academic performers, with delivery founded upon strong Christian principles.

Our secondary provision continues to flourish, with an aim to grow provision to better reflect the national average of 3% of secondary provision being provided by Church schooling; in the Diocese it is around 1.5%. In 2018 a two-pronged approach has been pursued with great success: to put final plans to a new and large Church secondary school at Alconbury Weald, and to support the opening of a second St Bede's inter-church secondary school.

Following extensive work with planners and designers in 2018, Alconbury Weald Church Academy will now open on an expanded 15 acre site, and include the Diocese's first sixth form college. As joint trustees with the East Anglian Catholic Diocese we have continued to work with St Bede's to open a second inter-church school, which remains one of the most sought after and successful secondary schools in the locality. Following a successful Free School bid, this is now a firm prospect; finding an appropriate school location that will complement existing local provision remains our biggest challenge. The further development of both these projects will form a core part of our work in 2019.

The academic successes of 2016 and 2017 have carried into 2018, with several of our primary schools again listed in the top ten schools in Cambridgeshire for the achievement of their pupils at the end of Key Stage 2, with some listed in the top 10% of all schools nationally.

Our schools continued to perform well during formal inspection. Our schools are inspected twice; through the Office for Standards in Education (Ofsted), which generally focuses on evaluating the extent to which leadership delivers high academic standards, and through the Statutory Inspection of Anglican and Methodist Schools (SIAMS), which generally focuses on evaluating the impact of a Church School's Christian vision.

If comparing school and academy performance in Ofsted inspections to national averages, in 2018 our schools compare well, with the percentage currently rated as good or better comparing favourably to national averages. Similarly, in SIAMS the percentage currently rated as good or better is comparable to national averages. Where schools are rated as less than good in either case, the Diocese remains highly proactive in working with the DfE, local authority and school leaders to improve outcomes.

Whilst this is all cause for celebration, our schools and academies do not limit their ambitions to raw test results and league tables or rest on their laurels but focus on educating for the whole child regardless of background or circumstances; not least in tackling the national gap in unequal outcomes for learners from different socio-economic backgrounds. Across all schools of all types in our region this remains a significant challenge.

In the face of ongoing funding shortages and continued upheaval in the sector in 2018, we have remained committed to preserving our Church School heritage for future generations and much of the year was spent protecting, nurturing and growing our provision in the face of very significant challenges. This included working with the National Church and DfE on a strategy for small rural schools.

So, in our Church Schools in 2018 our work was again lived out in the deeply Christian foundation for the vision as seen explicitly in:

- the pursuit of high academic expectations;
- high-quality learning in RE and across all areas of the National Curriculum;
- authentically Christian worship sensitive to those of other faiths or none;
- a strong Christian ethos, sensitive to those of other faiths or none; and
- within our wider educational contexts in the community, human flourishing that can inspire what the school is and does, particularly in our more vulnerable communities.

The forthcoming 2019 educational landscape is likely to remain very challenging, and it will remain important to protect a vision that embraces excellence and academic rigour but sets them in a wider framework. This will work-out theologically and practically through four over-arching characteristics which persist in the DNA of our work: Wisdom; Hope; Community; Dignity. The vision thus remains determinedly for the common good, at a national, regional and local level.

Finance

Finance Committee Chair: The Revd Canon Brian Atling

The result of 2018 was a surplus of £222,000 compared to a budget surplus of £2,000 which allowed us to transfer a further £200,000 into the Ely 2025 fund for new parish growth initiatives in 2019 and onwards. The Diocese of Ely has a sound financial base to carry forward our 'People Fully Alive'; Ely 2025 strategy for growth. Faithful and generous giving by parishes and people is at the heart of this position.

Ministry Share receipts increased by £151,000 (2.7%) over 2017. The overall collection was 98.7% with 12 out of 15 Deaneries paying in full. A full list of parish payments can be found at the end of this Report.

Ely Diocesan Board of Finance Summary

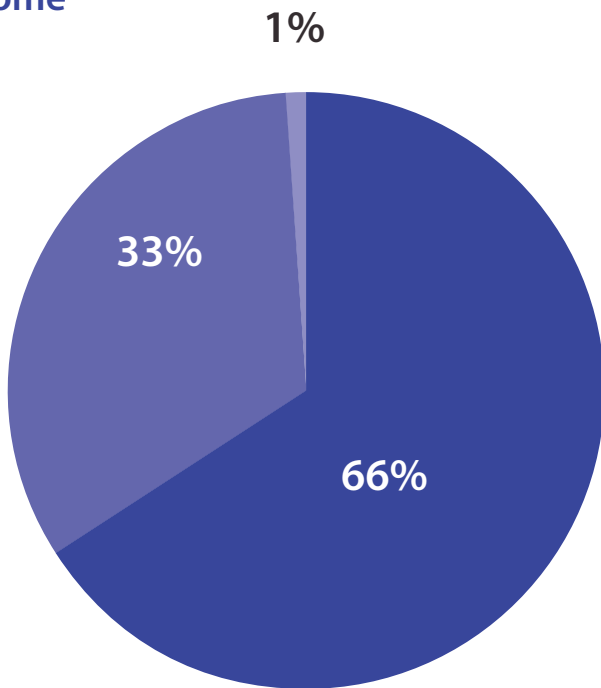
General Unrestricted for the year ended 31 December 2018 (excluding Market towns)

Income (£'000)	2017 ACTUAL	2018 ACTUAL	2018 BUDGET
Ministry Share*	5,375	5,369	5,515
Parish fees	337	329	345
Total	5,712	5,698	5,860
Investment income and let houses	2,524	2,902	2,664
Archbishops' Council	0	0	60
Other Income	113	114	101
Total	8,349	8,714	8,685
Expenditure (£'000)			
Parish clergy direct costs	4,887	5,067	5,434
Clergy and parish support costs	1,432	1,729	1,441
Contribution to National Church	570	593	590
Curates, ordinands and vocations	737	818	841
Other investment in the future	294	284	373
Pension deficit & other costs	307	0	5
Ely 2025	120	200	0
Total	8,347	8,693	8,683
Surplus (Deficit) for the Year	2	21	2

*The difference between Ministry Share in the Accounts and the Report is the Deanery rebate for deaneries completing 100%

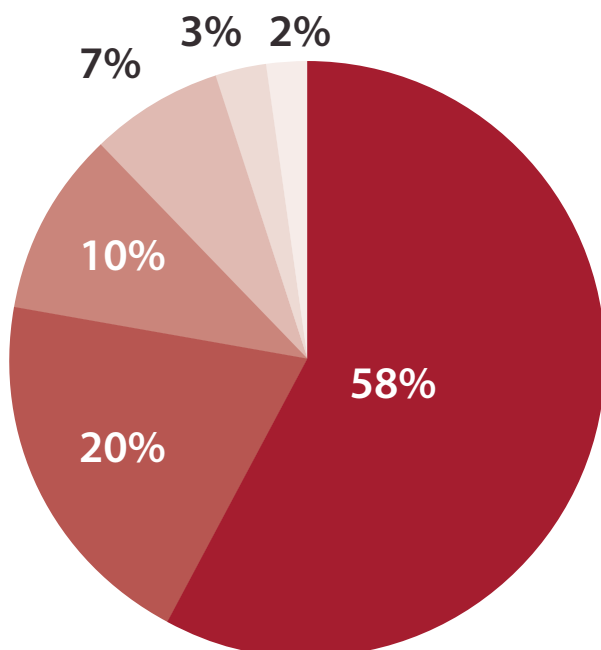
2018 Actual Income and Expenditure

Income



- Ministry Share and fees - 66%
- Investments & let houses - 33%
- Other income - 1%

Expenditure



- Parish Clergy direct costs - 58%
- Clergy & Parish support costs - 20%
- Curates, ordinands and vocations - 10%
- National Church - 7%
- Other investment in the future - 3%
- Ely 2025 - 2%

Houses Sub-Committee

Chairman: The Revd Simon Talbott

2018 was an extremely busy year for the management of the housing stock of the Diocese. The ongoing capital programme saw the completion of purchases of new houses in Alconbury Weald and Northstowe. New houses were purchased in Huntingdon and Stanground for curates, and contracts were agreed for the provision of a new property in Ely.

During the year, work was undertaken at 13 houses to bring them up to a good standard for new occupants.

Elsewhere, the Diocese was able to complete the sales of a number of properties no longer required for clergy occupation. Sales of property during 2018 realised a gross value of £2,385,000.

The letting of vacant houses to private tenants during interregna continues to provide an important addition to Diocesan funds.

We continue to ensure we provide the most appropriate housing we can as directed by the Pastoral Plan and that all our occupiers receive a level of service that allows them to focus entirely on their ministry.

I would like to thank our Property Manager, Stella Green, for her work in the year to ensure a generous, timely response to issues raised by clergy and other occupants of our houses.

Diocesan Assets Sub-Committee

Chairman: Francis Burkitt

The Assets Sub-Committee manages the Diocesan's investment portfolio, the majority of which is represented by land (agricultural, development and amenity) and securities (stocks, share and bonds). The Assets Sub-Committee is a sub-committee of the Finance Committee. It operates under a Scheme approved by Diocesan Synod. It aims to produce a steady and growing income stream to help fund the ministry of priests and support the Diocese's other activities, whilst at the same time preserving or growing the capital value in real terms. All capital gains are re-invested.

Membership

The Chair and Vice-Chair of the Finance Committee are *ex officio* members of the Assets Sub-Committee. Other members are drawn from the Diocese to give a spread of geographic representation and of experience in managing financial and landholding investments. New members are proposed by the Sub-Committee to the Finance Committee for approval. The term of office for non-*ex officio* members is three years and there is no limit on how many times a member may be re-appointed.

Early in the year the Finance Committee confirmed the election of Mr Francis Burkitt as Chairman of the Committee. Mr Burkitt is also a member of the Diocesan Finance Committee and, as a member of the Bishop's Council, is also a Trustee and Director of the Board of Finance. At the end of the year Sir Jeremy Bagge retired from the Committee. The Chairman and Members of the Committee took the opportunity to thank Sir Jeremy for his work in the management of Diocesan assets over the last 20 years.

Land

There has been downwards pressure on rental levels and this is expected to continue into 2018. Glebe rental income was £443,538 which, when added with income from separate glebe reserves of £6,730, made a total of £450,268 (2017: £472,646).

The sub-committee seeks, where appropriate and possible, to obtain planning permission on its low-yielding landholdings, sell the land at its then-higher value, and reinvest the proceeds in higher-yielding securities. During the year a number of sales were agreed for parcels where planning permission had been granted, but completion was delayed into 2019. Additionally, a number of parcels of glebe land were sold which were not expected to be able to achieve planning permission. The proceeds were reinvested in the securities portfolio.

Securities

2018 saw a continuation in volatility of markets across the world. After seeing a strengthening of markets during the second quarter, the FTSE100 echoed uncertainty seen in the other main global markets throughout the remainder of the year, resulting in reductions of the index levels at the end of the year. Income from securities was £2,183,813 (2017: £1,933,480). The reductions in markets meant that at 31st December 2018 the securities portfolio stood at £49,171,840 (2017: £50,817,500). It is managed by a number of external fund managers.

Summary

Total investment income was £2,579,437 (2017: £2,406,100), a rise of 7%. In addition, but of concern, the income from the separate endowments for our schools fell slightly to £112,000 (2017: £126,000) and £9,023 was earned in interest on bank deposits.



Ministry Share 2018 By Deanery*

Parish Payments Received by 31 March 2019

Deanery	Ministry Share (Adjusted Net Request)	Received to Date (by 31 March 2019)	Percentage Paid
Bourn	£255,252	£255,252	100.0%
Cambridge North	£460,211	£462,732	100.5%
StAG *	£140,609	£140,609	100.0%
Cambridge South	£901,842	£905,168	100.4%
Ely	£313,830	£270,510	86.2%
Feltwell and Fincham	£152,944	£159,651	104.4%
Fordham and Quy	£387,320	£377,320	97.4%
Granta	£468,823	£468,823	100.0%
Huntingdon	£469,636	£469,636	100.0%
March	£255,338	£241,672	94.6%
North Stowe	£515,055	£515,055	100.0%
Shingay	£258,956	£258,956	100.0%
St. Ives	£273,976	£273,976	100.0%
St. Neots	£328,810	£328,810	100.0%
Wisbech Lynn Marshland	£235,190	£218,308	92.8%
Yaxley	£274,412	£274,412	100.0%
Total	£5,692,202	£5,620,888	98.7%

*Denotes other Diocesan area

Ministry Share 2018 By Parish

Parish Payments Received before 31st March 2019

CAMBRIDGE ARCHDEACONRY

BOURN	Ministry Share (Net Request)	Paid to 31 March 2019	Percentage Paid
Barton	£15,517	£15,517	100%
Bourn	£20,438	£20,438	100%
Boxworth	£6,045	£6,045	100%
Caldecote	£8,724	£8,724	100%
Caxton	£10,718	£10,718	100%
Comberton	£30,498	£30,498	100%
Conington	£4,589	£4,589	100%
Coton	£12,824	£12,824	100%
Croxton	£4,803	£4,803	100%
Dry Drayton	£13,697	£13,697	100%
Elsworth	£6,968	£6,968	100%
Eltisley	£9,000	£9,000	100%
Graveley Papworth	£3,888	£3,888	100%
Gt. & Lt. Eversden	£8,922	£8,922	100%
Hardwick	£17,984	£17,984	100%
Harlton	£10,170	£10,170	100%
Haslingfield	£21,498	£21,498	100%
Kingston	£9,006	£9,006	100%
Knapwell	£2,939	£2,939	100%
Lolworth	£4,405	£4,405	100%
Longstowe	£3,568	£3,568	100%
Papworth Everard	£12,320	£12,320	100%
Toft	£9,939	£9,939	100%
Toseland	£2,153	£2,153	100%
Yelling	£4,636	£4,636	100%
Cambourne	£0	£0	0%
CAMBRIDGE NORTH			
Camb. The Ascension	£52,727	£52,727	100%
Fen Ditton	£22,448	£22,448	100%
Good Shepherd Chesterton	£54,898	£54,898	100%
Holy Cross	£9,881	£9,881	100%
Horningsea	£4,716	£4,716	100%
St. Andrew Chesterton	£69,122	£69,122	100%
St. Andrew the Less	£59,257	£59,257	100%
St. Clement	£2,058	£2,058	100%
St. George Chesterton	£29,271	£29,271	100%
St. Mary the Great	£83,634	£83,634	100%
St. Matthew	£55,887	£57,255	102%
Teversham	£5,961	£5,961	100%
Deanery	£10,362	£11,505	
Holy Sepulchre/All Saints	£140,609	£140,609	100%
CAMBRIDGE SOUTH			
Cherry Hinton St John the Evangelist	£70,252	£70,252	100%
Cherryhinton St. Andrew	£37,538	£37,538	100%
Grantchester	£22,270	£22,270	100%
Holy Trinity	£139,765	£139,765	100%
St. Barnabas	£136,540	£136,540	100%
St. Benedict	£51,318	£51,318	100%
St. Botolph	£14,906	£21,004	141%
St. James	£45,109	£45,109	100%
St. Mark	£40,751	£40,751	100%
St. Martin	£70,434	£70,434	100%
St. Mary the Less	£71,574	£71,574	100%
St. Paul	£65,703	£65,703	100%
St. Philip	£65,394	£62,624	96%
Trumpington	£70,285	£70,285	100%
Deanery	£2	£0	
FORDHAM & QUY DEANERY			
Ashley w Silverley	£5,228	£3,728	71%
Bottisham	£17,172	£17,172	100%
Brinkley	£6,343	£6,543	103%
Burrough Green	£6,376	£4,000	63%
Burwell	£53,563	£53,563	100%
Carlton	£4,275	£4,525	106%
Cheveley	£13,988	£11,776	84%
Chippenham	£13,716	£13,716	100%
Dullingham	£8,698	£8,798	101%
Fordham	£23,692	£23,692	100%
Fulbourn	£42,540	£42,540	100%
Great Wilbraham	£11,111	£11,111	100%
Isleham	£19,707	£19,707	100%
Kennett	£1,295	£1,295	100%
Kirtling	£6,608	£6,608	100%
Little Wilbraham	£7,276	£7,276	100%
Lode w Longmeadow	£9,737	£9,737	100%
Quy	£7,435	£7,435	100%
Reach	£4,771	£4,771	100%
Snailwell	£6,575	£6,575	100%
Soham	£49,198	£39,198	80%
Stetchworth	£7,990	£8,240	103%
Swaffham Bulbeck	£14,702	£14,702	100%
Swaffham Prior	£13,163	£13,163	100%
Westley Waterless	£4,326	£3,020	70%
Wicken	£9,751	£9,751	100%
Woodditton w Saxon	£11,145	£11,145	100%
Deanery	£6,940	£13,534	

GRANTA	Ministry Share (Net Request)	Paid to 31 March 2019	Percentage Paid
Babraham	£5,670	£5,670	100%
Balsham	£22,700	£22,700	100%
Bartlow	£5,297	£5,297	100%
Castle Camps	£5,297	£5,297	100%
Duxford	£18,578	£18,578	100%
Great Shelford	£50,420	£50,420	100%
Harston	£13,752	£13,752	100%
Hauxton	£5,715	£5,715	100%
Hildersham	£10,234	£10,234	100%
Hinxton	£12,858	£12,858	100%
Horseheath	£5,297	£5,297	100%
Ickleton	£26,576	£26,576	100%
Linton	£60,292	£60,292	100%
Little Shelford	£65,118	£65,118	100%
Newton	£5,766	£5,766	100%
Pampisford	£6,624	£6,624	100%
Sawston	£33,436	£33,436	100%
Shudy Camps	£5,298	£5,298	100%
Stapleford	£29,369	£29,369	100%
The Abingtons	£20,706	£20,706	100%
West Wickham	£7,857	£7,857	100%
West Wrating	£9,145	£9,145	100%
Weston Colville	£8,396	£8,396	100%
Whittlesford	£19,256	£19,256	100%
Deanery	£15,166	£15,166	100%
NORTH STOWE			
Cottenham	£58,352	£58,352	100%
Girton	£44,877	£44,877	100%
Histon	£77,806	£77,806	100%
Impington	£33,170	£33,170	100%
Landbeach	£11,236	£11,236	100%
Longstanton	£27,338	£27,338	100%
Madingley	£7,853	£7,853	100%
Milton	£62,245	£62,245	100%
Oakington	£50,861	£50,861	100%
Over	£27,338	£27,338	100%
Rampton	£5,045	£5,045	100%
Swavesey	£26,476	£26,476	100%
Waterbeach	£39,052	£39,052	100%
Willingham	£28,286	£28,286	100%
Deanery	£0	£0	
Bar Hill	£15,120	£15,120	100%
SHINGAY			
Abington Piggotts	£5,172	£5,172	100%
Arrington	£5,217	£5,217	100%
Barrington	£19,672	£19,672	100%
Bassingbourn	£30,003	£30,003	100%
Croydon	£3,143	£3,143	100%
*Fowlmere (The Four Churches Benefice)			
*Foxton (The Four Churches Benefice)			
Gulden Morden	£15,233	£15,233	100%
Litlington	£12,394	£12,394	100%
Melbourn	£29,224	£29,224	100%
Meldreth	£26,257	£26,257	100%
Orwell	£18,182	£18,182	100%
*Shepreth (The Four Churches Benefice)			
Steeple Morden	£15,037	£15,037	100%
Tadlow	£3,435	£3,435	100%
The Four Churches Benefice	£55,478	£55,478	100%
*Thriplow (The Four Churches Benefice)			
Wendy w Shingay	£4,807	£4,807	100%
Whaddon	£6,339	£6,339	100%
Wimpole	£9,363	£9,363	100%
Deanery	£0	£0	

*Ministry share returned within The Four Churches Benefice submission.

Italics denote other Diocesan area

Ministry Share 2018 By Parish

Parish Payments Received before 31st March 2019

HUNTINGDON AND WISBECH ARCHDEACONRY

ELY	Ministry Share (Net Request)	Paid to 31 March 2019	Percentage Paid	MARCH	Ministry Share (Net Request)	Paid to 31 March 2019	Percentage Paid
Chettisham	£7,301	£3,000	41%	Chatteris	£44,674	£44,674	100%
Coveney	£3,018	£3,018	100%	Christchurch	£6,025	£6,025	100%
Ely	£110,699	£110,699	100%	Doddington	£12,334	£12,334	100%
Haddenham	£16,341	£2,572	16%	Manea	£8,252	£8,252	100%
Little Downham	£18,922	£18,922	100%	March St John	£25,178	£25,178	100%
Little Thetford	£11,837	£3,400	29%	March St Mary	£16,500	£16,500	100%
Littleport St. George	£41,768	£41,768	100%	March St Peter	£33,488	£33,488	100%
Mepal	£11,057	£11,057	100%	March St Wendreda	£32,238	£18,572	58%
Stretham	£13,582	£13,582	100%	Welney	£5,095	£5,095	100%
Stuntney	£5,544	£2,772	50%	Whittlesey Team	£59,283	£59,283	100%
Sutton	£29,488	£29,488	100%	Wimblington	£12,225	£12,225	100%
Wentworth	£3,411	£1,070	31%	Deanery	£45	£45	100%
Wilburton	£16,088	£16,088	100%	ST. IVES			
Witcham	£9,074	£9,074	100%	Bluntisham	£18,328	£18,328	100%
Witchford	£16,418	£4,000	24%	Broughton	£4,374	£4,374	100%
Deanery	£-718			Bury	£18,589	£18,589	100%
FELTWELL & FINCHAM				Colne	£18,364	£18,364	100%
Barton Bendish	£1,833	£1,833	100%	Holywell	£18,224	£18,224	100%
Beachamwell	£3,950	£3,950	100%	Oldhurst	£5,468	£5,468	100%
Bexwell	£5,673	£4,935	87%	Pidley	£5,468	£5,468	100%
Boughton	£2,768	£2,768	100%	Ramsey St. Mary (Team)	£6,778	£5,000	74%
Crimplesham	£3,454	£3,454	100%	Ramsey Team	£39,825	£41,603	105%
Denver	£12,150	£12,150	100%	Somersham	£38,270	£38,270	100%
Downham Market	£26,990	£26,990	100%	St. Ives	£54,934	£54,934	100%
Feltwell	£4,777	£4,777	100%	Upwood (Team)	£8,097	£8,097	100%
Fincham	£2,147	£2,147	100%	Warboys	£27,337	£27,337	100%
Hilgay & Ten Mile Bank	£7,011	£7,011	100%	Wistow	£4,374	£4,374	100%
Hockwold	£5,056	£4,256	84%	Woodhurst	£5,546	£5,546	100%
Marham	£2,748	£2,748	100%	Deanery	£0	£0	
Methwold	£5,274	£5,274	100%	ST. NEOTS			
Nordelph	£926	£926	100%	Abbotsley	£7,154	£7,154	100%
Northwold	£5,351	£5,351	100%	Buckden	£47,600	£48,800	102%
Runcton Holme	£4,448	£4,448	100%	Diddington	£2,575	£2,575	100%
Ryston	£2,118	£2,118	100%	Everton	£13,953	£13,953	100%
Shouldham	£4,082	£4,082	100%	Eynesbury	£23,756	£23,756	100%
Shouldham Thorpe	£1,514	£1,514	100%	Gamlingay	£31,182	£31,182	100%
Southery	£5,180	£5,180	100%	Great Gransden	£17,024	£17,024	100%
Stow	£8,935	£8,935	100%	Great Paxton	£10,974	£10,974	100%
Stradsett	£3,583	£3,583	100%	Great Staughton	£26,300	£26,300	100%
Tottenhill	£3,459	£3,459	100%	Hail Weston	£9,578	£9,578	100%
Watlington	£14,186	£14,186	100%	Little Gransden	£9,813	£9,813	100%
Weeting	£2,507	£2,507	100%	Little Paxton	£27,000	£27,000	100%
Wereham	£3,473	£3,473	100%	Little Staughton	£5,100	£5,100	100%
West Dereham	£3,666	£3,666	100%	Offord D'Arcy w Cluny	£5,768	£5,768	100%
Whittington	£2,671	£2,671	100%	Southoe	£3,623	£3,623	100%
Wimbotsham	£5,699	£4,784	84%	St Neots	£66,640	£66,640	100%
Wormegay	£3,788	£3,788	100%	Waresley	£7,339	£7,339	100%
Wretton	£2,686	£2,686	100%	Deanery	£13,431	£12,231	
Deanery	£-9,159	£0		WISBECH & LYNN MARSHLAND			
HUNTINGDON				Clenchwarton	£8,540	£5,476	64%
Abbots Ripton	£6,301	£6,301	100%	Elm	£1,072	£1,072	100%
Alconbury	£11,456	£11,456	100%	Emmeth & Marshland St. James	£10,345	£7,000	68%
Barham	£916	£916	100%	Friday Bridge	£1,339	£1,339	100%
Brington	£3,232	£3,232	100%	Gorefield	£6,976	£6,976	100%
Buckworth	£1,815	£1,815	100%	Leverington	£14,327	£11,000	77%
Bythorn	£3,232	£3,232	100%	Newton-in-the-Isle	£7,187	£7,187	100%
Covington	£3,906	£3,906	100%	Outwell	£5,987	£5,987	100%
East Leightonstone	£62,021	£62,021	100%	Southa w Parson Drove	£6,897	£6,897	100%
Easton	£3,524	£3,524	100%	Terrington St. Clement	£29,353	£29,353	100%
Fen Drayton	£4,582	£4,582	100%	Terrington St. John	£3,200	£2,000	62%
Fenstanton	£31,026	£31,026	100%	Tilney All Saints	£671	£671	100%
Godmanchester	£64,166	£64,166	100%	Tilney St. Lawrence	£2,979	£2,979	100%
Great Catworth	£10,392	£10,392	100%	Tydd St. Giles	£8,047	£8,047	100%
Great Gidding	£3,610	£3,610	100%	Upwell St. Peter	£8,082	£6,563	81%
Great Stukeley	£7,051	£7,051	100%	Walpole St. Peter	£12,291	£12,291	100%
Hamerton	£1,481	£1,481	100%	Walsoken	£30,041	£30,041	100%
Hartford	£26,562	£26,562	100%	West Lynn	£2,864	£2,864	100%
Hemingford Abbots	£15,975	£15,975	100%	West Walton	£8,250	£8,250	100%
Hemingford Grey	£63,410	£63,410	100%	Wiggenhall St. Germans	£3,974	£3,974	100%
Hilton	£11,006	£11,006	100%	Wiggenhall St. Mary Magdalene	£1,809	£1,809	100%
Houghton w Wyton	£28,576	£28,576	100%	Wisbech St Augustine	£20,926	£16,500	79%
Huntingdon All Saints	£33,785	£33,785	100%	Wisbech St Peter & St Paul	£28,848	£28,848	100%
Huntingdon St. Barnabas	£5,420	£5,420	100%	Wisbech St. Mary	£11,185	£11,185	100%
Huntingdon St. Mary	£0	£0	0%	Deanery			
Keyston	£2,232	£2,232	100%	YAXLEY			
Kimbolton	£32,670	£32,670	100%	Alwalton	£19,972	£19,972	100%
King's Ripton	£1,579	£1,579	100%	Chesterton	£3,024	£3,024	100%
Leighton Bromswold	£3,232	£3,232	100%	Elton, All Saints	£7,890	£7,890	100%
Little Stukeley	£3,135	£3,135	100%	Farcet	£4,200	£4,200	100%
Molesworth	£3,232	£3,232	100%	Fletton	£6,104	£6,104	100%
Old Weston	£2,231	£2,231	100%	Folksworth	£10,056	£10,056	100%
Spaldwick	£4,014	£4,014	100%	Glattton	£9,846	£9,846	100%
Stow Longa	£1,302	£1,302	100%	Haddon	£4,950	£4,950	100%
Tilbrook	£5,641	£5,641	100%	Hampton	£29,387	£29,387	100%
Upton	£553	£553	100%	Holme	£8,583	£8,583	100%
Winwick	£1,447	£1,447	100%	Morborne	£850	£850	100%
Deanery	£4,922	£4,922	100%	Orton Goldhay	£22,838	£22,838	100%
				Orton Longueville	£19,805	£19,805	100%
				Orton Waterville	£19,516	£19,516	100%
				Sawtry	£23,381	£23,381	100%
				Stanground	£24,254	£24,254	100%
				Stilton	£14,581	£14,581	100%
				Woodston	£2,155	£2,155	100%
				Yaxley	£43,020	£43,020	100%
				Deanery			

ely2025

People Fully Alive

Ely Diocesan Board of Finance

A Company Limited by Guarantee registered in England and Wales with company number 142183 and a charity registered in England and Wales with charity number 245456.

Registered Office: Diocesan Office, Bishop Woodford House, Barton Road, Ely, CB7 4DX

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