



The Church of England  
Diocese of Ely

---

# Annual Report 2022

Published 14 June 2023  
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.*

# Contents

Foreword from Bishop Stephen .....	4
Living Ely2025 .....	6
Safeguarding Team .....	7
Directorate of Education, Mission and Ministry .....	12
Education Department .....	12
Mission and Ministry Department .....	14
Changing Market Towns .....	16
Giving .....	17
Communications & Database .....	18
Finance Committee .....	19
Finance Department .....	21
Assets Sub-Committee .....	22
Houses Sub-Committee .....	23
Buildings .....	24
Pastoral .....	26
Project Lancaster .....	27
Ministry Share 2022 By Deanery .....	28
Ministry Share 2022 By Parish .....	29
Cambridge Archdeaconry .....	29
Huntingdon & Wisbech Archdeaconry .....	30

# Foreword from Bishop Stephen

As we review activity across the Diocese in 2022, we need to remind ourselves that we were still emerging from the Covid19 pandemic. Many churches were surprised by the continuing demand for live-streaming and Zoom services. In 2022, Russia invaded Ukraine and was completely unprepared for the valiant fight-back of the people of Ukraine and for the alliance in support of them. The war quickly had worldwide consequences which led to a fuel crisis, serious impact on world commodity markets, particularly in grain, food oil and vegetable products. The toxic mix of pandemic, war and blips in government fiscal policy led to soaring inflation and a cost of living crisis which we are still living through. After the dreadful fall in dividends from investments, there was some improvement but no return to pre-pandemic levels.

Just as people across the Diocese have generously welcomed refugees from Ukraine into their homes, so we have seen Christians working hard alongside all people of goodwill to support the work of food banks, the CAB, debt counsellors and benefit advisors. The Cambridge Churches Homelessness project was very active through the year as have other projects like those in Wisbech and elsewhere.

This the backdrop to our review. 2022 was a year of continuing sadness and separation for many. The psalms were a great resource to those of us in lament. Nonetheless, the review prompts much thanksgiving to God for God's love and abundance. We have refined and become quite expert in our online offer in worship, meeting, learning and training. Our education team did a remarkable job in supporting our brilliant schools through renewed inspection frameworks and in bringing on board new personnel within the Local Authority to shared working and deeper understanding. Very importantly, the Christian distinctiveness of our schools has been enhanced.

I am very excited by the Ely Learning Platform that Mark Rodel began developing and filling during 2022. This is going to be a huge resource going forward, facilitating the re-booting of online and in-person ministry development with discrete training packages in every area. There was an inevitable drop off in the numbers of people coming forward; but 2022 saw numbers pick up and the demand grow. Our Ely2025 Strategy to grow disciples and leaders was and is back on track. REACH Ely also produced the data from its research available to all churches about their buildings and how to adopt a much more integrated approach to ministry and the resource of our buildings.

We also saw a really significant re-boot of our Changing Market Towns project, working to focus on outcomes and to prepare for the full integration of this work going forward into Mission and Ministry with thanksgiving to God for successes and serious lessons learned.

Deanery planning has been seriously affected by the ongoing impact of the pandemic and it is fair to say that development and mission action planning was very patchy in 2022. Nevertheless, with full support from Hugh McCurdy and the M&M team, progress was made and provided a base line for positive development since. There can be no avoidance of the need for effective deanery planning. This is not just a numbers game but the genuinely bottom-up growth of our godly ambition locally for mission and numerical growth in all our churches.

Our giving and raising of money realistically to fund ministry share and our common life in Jesus Christ is the sacrament of seriousness. It is a huge testimony of the depth of discipleship of individuals and families that in a tough year for all the budget deficit recorded in the 2022 Accounts is so small and the percentage receipt of Ministry Share so high. Parishes entering the Parish Giving Scheme helped significantly. I praise God for the generous sacrifice made by so many in all

our parishes. I also applaud Canon Brian Atling in his final year as Chair of the EDBF and our Finance Team and the powerhouse of our Deanery Treasurers.

Back in 2012, I wrote in [Imagining the Future](#) that – on the basis of the meeting of the disciples with the risen Jesus on the Emmaus Road – with God there is always a future, just not the one that we may have assumed (see Luke 24.13-35). Fearful disciples became convinced of the resurrection and went back as witnesses into the place of risk and danger. In the [Ely2025 Fully Alive](#) strategy document we wrote about Jesus sending out the disciples in Luke 10 to be bearers of peace and proclaimers of the Kingdom of God. Our lament over Covid losses and struggles since we must take very seriously. Still, the 2022 review of our common life in Jesus and of our joining in his mission in the world provides signs of our living hope and of a certain boldness in preaching and responding to the Gospel for which I can only give heartfelt thanks and praise.

Yours ever in Christ,



**The Right Revd Stephen Conway**  
**Bishop of Ely**

# Living Ely2025

The Venerable Hugh McCurdy, Archdeacon Emeritus

## Delivery Oversight Board

In mid-2022 the Strategic Implementation Group underwent a number of changes.

These included:

- A renewed emphasis on co-ordination between different Departments
- A more expansive remit
- A focus on Delivery
- Greater connection to The Bishop's Council
- A change of name to the Delivery Oversight Board.

Membership was drawn primarily from Bishop's Council members who represent the breadth of the Diocese in terms of geographical location, gender and clergy/lay representation.

Heads of Department and other key Projects' Leads attended the meetings and reported back on their current work programmes.

Alongside those based in the Diocesan office, two other people were invited to report back - Jon Randall for the Changing Market Towns Project and Danny Driver for the Barnwell sports project. These two areas of ministry have their own Boards to report to and are part funded by the Church Commissioners, but it was felt that as both were key Projects for the Diocese they needed to be included in the Delivery Board's oversight.

The Delivery Oversight Board therefore has the following areas of work under its remit:

- Mission and Ministry
- Buildings Department (including REACH Ely)
- Communications
- Changing Market Towns
- Barnwell Sports Mission and Ministry Project
- Living Ely 2025 also known as Deanery Development Planning.

One benefit of meeting together in this way is that it is the only place where the Projects and Department heads come together and can hear from one another on what they are working on.

Peter Leech on behalf of Education, Mission and Ministry presented their current workstreams alongside a risk register. Other departments and projects were encouraged to do the same.

Therefore a major theme in 2023 will be how the Board can gain a better understanding of each Department and Projects work and how progress can be monitored effectively. This then needs to be communicated back effectively to the Bishop's Council as it seeks to prioritise the work of the Diocese.

To this end the Diocesan Secretary, along with Adam Evans, is producing a reporting framework that everyone can use.

It is hoped that a lay member of the Bishop's Council will become Chair of the Board during 2023.

# Safeguarding Team

Rebecca Boswell, Diocesan Safeguarding Advisor (DSA)

For the purposes of this publication, this is a summary of the Safeguarding Team's full Annual Report. The full Report from can be viewed on the [Safeguarding pages on the Diocesan website](#).

All aspects of work by the Ely Safeguarding Team are consistent with House of Bishops' Safeguarding Policy and Practice Guidance. Local strategies and practice guidance are based on these and endorsed by the Diocesan Safeguarding Liaison Group.

The Diocese of 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 good safeguarding practice within the culture of all those working, volunteering or worshipping across the Diocese.

## Safeguarding Team

Rebecca Boswell - Diocesan Safeguarding Advisor (DSA)

Sharon Gage - Assistant Diocesan Safeguarding Advisor (ADSA)

Sarah King - Diocesan Safeguarding Officer (DSO)

Kelly Nott - Safeguarding Training Administrator

Lisa Pearson - Assistant Diocesan Safeguarding Advisor (ADSA)

Jackie Williamson - Safeguarding Administrative Support

Over 2022, as COVID restrictions decreased, there has been more opportunity to work at the Diocesan Office where the Safeguarding Team have a dedicated office space. Team members now work in a hybrid capacity between home and office-based working.

## Policy and Practice Guidance

All safeguarding work within the Diocese is undertaken within the context of Statutory and House of Bishop's Policy and Practice Guidance.

The following [Practice Guidance Documents](#) have been published during the last 12 months:

- *Ukrainian Refugees (15.04.22)*

It is noted that all current safeguarding Guidance is issued by the House of Bishops under section 5 of the Safeguarding and Clergy Discipline Measure 2016.

Section 5 requires all authorised clergy, bishops, archdeacons, licensed readers and lay workers, churchwardens and parochial church councils to have "due regard" to safeguarding Guidance issued by the House of Bishops. A duty to have "due regard" to Guidance means that the person under the duty is not free to disregard it but is required to follow it unless there are cogent reasons for not doing so. 'Cogent' for this purpose means clear, logical and convincing. Failure by a member of the clergy to have "due regard" to House of Bishops' safeguarding Guidance is an act or omission which may constitute misconduct under the Clergy Discipline Measure 2003. Failure by a Reader or lay worker to have due regard to House of Bishops' Safeguarding Guidance would be grounds for the revocation of that Reader's or lay worker's licence by the Bishop, and failure by a churchwarden or parochial church council could result in an investigation being carried out by the Charity Commission and the churchwarden or PCC members being disqualified as charity trustees.

The Safeguarding Code of Practice Measure (Factsheet Appendix A) came into force in March 2022, it replaces and strengthens the duty to have 'due regard' to House of Bishops' safeguarding guidance

with a duty to comply with the requirements in a new safeguarding code of practice (the Code); and expands the list of “relevant persons”, being those who must comply with the new Code’s requirements. Each piece of House of Bishops’ safeguarding guidance that was in place on 1 March 2022 remains in place with a duty to have ‘due regard’ until that guidance is replaced by safeguarding Code of Practice.

## Safeguarding Referrals

The Safeguarding Advisors provide advice, guidance, and leadership whenever concerns arise about the possible abuse of a child or adult at risk, in relation to allegations against church officers and where there are concerns in relation to adults posing a risk within congregations. Referrals include but are not limited to: disclosures from survivors of abuse (both current and non-current), allegations against an identified person, issues concerning a person who has been convicted of offences against children, safeguarding and welfare concerns raised by or about a member of a congregation, conduct issues relating to a member of the clergy, laity or volunteer, information arising from DBS applications, and so on.

Year	Number of referrals
2016	109
2017	131
2018	158
2019	188
2020	177
2021	215
2022	248

There were 248 referrals in 2022, an increase of 15% on the previous year.

## Risk Assessments and Safeguarding Agreements

The church welcomes all, including those individuals who pose a potential risk to other people. Central to all safeguarding work are 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 police.

At the end of 2022 there were 21 Safeguarding Agreements in place across the Diocese. 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. All Safeguarding Agreements are now informed by the Church of England Standard Risk Analysis and Assessment Template (STRAAT) and all new cases are now assessed using this template.

In 2022 there were 5 new STRAAT assessments completed, although one of these is now closed as a result of no further action being taken by the police. Of the 21 Safeguarding Agreements currently in place across the Diocese, 11 of them are subject to the previous Risk Management Plans and 10 have been risk assessed using the 2019 National STRAAT model. All of the Safeguarding Agreements were reviewed on a regular basis during 2022. We are currently waiting for the new Practice Guidance framework to be published in 2023, which will provide updated guidance on the risk assessment process, including a new risk assessment template.

## Safer Recruitment and People Management

All church officers are required to be recruited in accordance with the Church of England’s Safer Recruitment and People Management Guidance (2021). The updated guidance introduced changes, including an increased focus on post-appointment support and management for staff and volunteers. This guidance also changed the requirement for DBS renewals from 5 to 3 yearly.

During 2022, 2105 DBS checks were undertaken across the Diocese, in comparison with 2021 where there were 1379. The significant increase is attributable to the change in renewal period and



parishes re-opening activities following the effects of the pandemic. The ability to undertake virtual ID checks which was made available during the pandemic was withdrawn during 2022, placing a greater burden on the Safeguarding team and Parish Safeguarding Officer's undertaking these checks where ID documents had to be viewed directly.

Year	DBS Disclosures
2016	999
2017	1192
2018	1692
2019	1525
2020	1082
2021	1379
2022	2105

The Diocesan Safeguarding Officer manages all the DBS accounts in parishes across the Diocese. Where safeguarding information is disclosed on a DBS certificate or Confidential Declaration, this must be assessed by the Safeguarding Team who will make a recommendation regarding the individual's appointment.

## Safeguarding Training

The safeguarding training modules which apply mainly to employees and volunteers in our parishes are: *Basic Awareness* and *Foundations, Safer Recruitment and People Management and Raising Awareness of Domestic Abuse* all of which are available online via the [Church of England Training Portal](#). The national Safer Recruitment and Domestic Abuse training moved to online only training on the Portal during 2022, those modules having previously been delivered by the Safeguarding Team.

The Safeguarding Team continue to deliver the national *Leadership and Parish Safeguarding Officers Induction* training. Virtual safeguarding training via Zoom implemented during the pandemic has continued with in person training re-starting from September 2022. Many participants feed back that they appreciate the convenience of accessing the training from home while others have expressed a preference for face-to-face training. The Safeguarding Team will continue to deliver both virtual and face to face training over 2023. However, the fact that fewer numbers of people can be trained per virtual course has increased the workload of the team.

Some people who have been personally affected by safeguarding issues have reflected that they have found attending safeguarding training problematic and distressing and, in those cases, additional supports have been put in place to enable the person to access the training and in circumstances where training with support has not been possible, a pass has been issued for the training module.

Ely Safeguarding Team also deliver local bespoke training, briefing and workshops including Churchwardens Safeguarding Briefings and DBS Workshops.

Module	2021	2022
Basic Awareness	1210	1507
Foundation (online)	731	1057
Leadership	344	386
Safer Recruitment	282	229
Domestic Abuse	268	1111
Parish Safeguarding Officer Induction	20	20

## Ely Cathedral

There is a Service Level Agreement between the Diocesan Board of Finance and the Chapter of Ely Cathedral agreeing terms of the provision of safeguarding advice and support to the Cathedral by Ely Diocesan Safeguarding Team. Lisa Pearson works for the Cathedral one day per week as Cathedral Safeguarding Advisor.

## National Casework Management System

The Diocese of Ely was part of the planning and development group for the adoption of a casework management system of the Church of England and one of the first cohort of Dioceses along with Ely Cathedral to adopt the new National Casework Management System and our instance 'went live' in July 2022. An immense amount of work was undertaken to digitise all existing paper safeguarding records and files and migrate that information onto the new system. The system has enabled more effective record keeping and management oversight in relation to safeguarding cases across the Diocese.

## Diocesan Safeguarding Advisory Panel (DSAP)

Ely DSAP 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, guidance and quality assurance on policy and practice matters. Ely Safeguarding Team is very grateful for all the contributions to its work made by diocesan and partner-agency members of the DSAP.

## Past Cases Review

The National Past Cases Review Overview Report was published in October 2022 and Ely Diocese published its [Executive Summary](#) at the same time.

Local recommendations identified from the Diocesan Report were addressed with an Action Plan overseen by a sub-group of the DSAP. In particular it was identified that further quality assurance would be of benefit to inform the development of the support and care offered to victims and survivors of abuse across the Diocese.

There are twenty-six recommendations arising from the National Overview Report, the majority of which are relevant to national safeguarding team workstreams within the Church of England. Where recommendations are relevant locally these will be incorporated into the next Strategic Safeguarding Plan 2023-26.

## Survivor Care Review

The Diocese of Ely is keen to demonstrate continuous improvement and development in its safeguarding measures and processes, and through the Diocesan Safeguarding Advisory Panel (DSAP), has undertaken an independent review of the identification and support afforded to victims and survivors.

An independent reviewer, [thirtyone:eight](#), was commissioned in March 2022 to undertake this Review. Throughout the process [thirtyone:eight](#) were particularly interested in speaking to those who have experienced survivor care through the Diocese of Ely to inform the Review.

The Diocese of Ely welcomed the findings of the Review, which identified Strengths, Aspirations, Challenges and Areas of Development. The Areas of Development identified a number of recommendations that will further improve upon the strong foundations of effective safeguarding processes that are already in place across the Diocese.

## Support to Parishes

The Safeguarding Team continues to provide advice and support to parishes in relation to safeguarding concerns, safer recruitment, good practice, and training. We have had four virtual Parish Safeguarding Officer (PSO) meetings over the year. Our PSOs have largely welcomed the convenience of a virtual meeting, and this has been reflected in high levels of attendance at these events. Ely Safeguarding Team note our appreciation for the vital contribution to safeguarding work by all PSOs.

The Safeguarding Team works with Parishes to support their compliance with House of Bishops' Safeguarding Policy and Practice Guidance. Parishes who, for a range of reasons, are at risk of not having 'due regard' are offered Focused Support. This process brings together the Safeguarding Team and Parish in a coordinated response to help parishes overcome their difficulties. Several parishes have been supported during 2022.

The Safeguarding Dashboard software is available free of charge to all parishes. Across the Diocese of Ely 74% of parishes are currently registered with the Dashboard in comparison with 60% at the end of 2021 and we continue to advocate that all parishes register for a Dashboard.

The developers of Safeguarding Dashboards have been working on a new set of tools to help parishes with safer recruitment and people management.

Safeguarding Hubs are being launched in four stages:

- Stage 1 - DBS and training records
- Stage 2 - Role descriptions
- Stage 3 - Safer recruitment
- Stage 4 - People management

The Diocese of Ely was one of the two Dioceses to launch the Safeguarding Hubs in December 2022.

## Priority areas

During 2023 the Safeguarding Team are keenly anticipating the publication of the final version of the National Church of England Safeguarding Standards and Quality Assurance Framework, as this document will inform the next Strategic Safeguarding Plan. It is also understood that planning is underway nationally for a further round of Safeguarding Audits of all Dioceses and reviewing those National Safeguarding Standards will form the basis of those audits in each Diocese.

The Safeguarding Team will continue to support parishes in accordance with House of Bishop's existing Safeguarding Practice Guidance including the implementation of new Safeguarding Code of Practice Guidance as it is published.

# Directorate of Education, Mission and Ministry

Canon Andrew Read, Director of Education, Mission and Ministry

In 2022 Sarah Conant and Peter Leech were newly appointed as Deputy Directors, becoming operationally responsible for the day-to-day management of the Education and Ministry and Mission Departments, with Andrew remaining strategically responsible for the integrated direction of both departments. Their appointment has been instrumental in accelerating the important work of the Education, Mission and Ministry department in a time of rapid change, continuing the careful use of the directorate's £1.4M combined annual budget spend.

Although we report below within the context of these two departments ('Education' and 'Mission & Ministry'), we continue to operate as a strategically integrated entity, seeking every opportunity to ensure that our contribution is greater than the sum of our constituent parts. Our delivery across 2022 continued to be focused on the ongoing strategic direction set by [Ely 2025: A Strategy for Growth – People Fully Alive](#). This Ely2025 directives of engaging, deepening and growing was delivered through our 'four pillars' of work, all of which apply across every aspect of both departments work, and which are used to frame the 2022 report below.

## Education Department

Sarah Conant, Deputy Director of Education

Over 2022 the Diocesan Board of Education (DBE), expertly chaired by Archdeacon Alex Hughes, met as statutorily required. This body holds the delegated governance responsibility with oversight of the work of the Education team. In 2022 a new DBE Measure came fully into legal force. Along with other modernising changes, it re-stated the position of the Board as a statutory committee of Bishop's Council, and updated and renewed the role of the Diocese as a sector system leader with statutory strategic oversight of all church schools and academies. These changes underwrite our existing commitment, support and monitoring of all Responsible Bodies tasked with the day-to-day operational responsibility for running our academies and schools. This includes all academy trusts, individual academies and maintained schools and the local authority. The activity of the education team reflected this expectation, with for example, the Director of Education (DDE) also remaining a member of the County Council's Children and Young People's Committee and Group CEO of the Diocese of Ely Education Trust, the umbrella trust 'owning' [DEMAT](#) and other Diocesan academy trust entities.

**In terms of Pillar 1:** 'Strengthening Leadership' our priority continued to be that of nurturing confident Leadership at a system and local level. We undertook this by advocating for, monitoring, challenging, and supporting those with accountability and responsibility for our local church school provision, through strong relationships and strategic partnerships with a menu of development opportunities where significant gaps exist as common need.

At a strategic level we strengthened our engagement with the Department for Education (DfE) which has been fundamental in understanding the Government's plans for all schools to become academies within the next 5 to 10 years, meeting them monthly to discuss the education landscape. The Diocese is a system leader within this context and over 2022 looked to create additional Multi Academy Trusts (MATs) to create options and homes for maintained and Standalone Academy Trust (SATs) church schools, alongside our existing and successful first trust 'DEMAT'.

Again, our relationships with many newly appointed Local Authority (LA) officers proved crucial in gaining detailed understanding of the challenges that schools continued to face. We thus also met regularly with the LA in 2022 and by advocating for, monitoring, challenging and supporting those with delegated accountability and responsibility for our church school provision, we continued to build on and further strengthen our relationships with school and academy leaders, supporting sustainable and high-quality school provision.

**In terms of Pillar 2:** 'School Performance & Innovation', we continued to focus on our priority to advocate for learners and pupils of those of all faiths and none attending church schools, by knowing and insisting that provision is as strong as possible (good or better) as defined by the [Ofsted](#) and [SIAMS](#) evaluative frameworks.

An important aspect of our leadership work continued to be appointing and supporting maintained school headteachers and foundation governors and appointing academy Trustees and Members. It is through such processes that overarching diocesan governance and trusteeship is exercised. Appointing, monitoring & providing a support programme for Headteachers, including wellbeing, with regular on-site school visits (we made over 150 visits to church schools in support of their leadership.) continued to be the strength of our school involvement in 2022 enabling a good understanding of school needs and challenges and thereby tailored support.

In 2022 the regulatory activity of Ofsted and SIAMS ([School Inspection of Anglican and Methodist Schools](#)) programmes continued post-COVID catchup. There were 20 Ofsted inspections and 4 SIAMS inspections in 2022, of which the majority went well and had positive outcomes. Where areas for development were highlighted in a school, the progress made by leadership teams in addressing them were developed further through our regular visits across the year. In 2022 Ofsted had a particular focus on curriculum development across all subjects, and had raised expectations in some specialist areas, such as phonics and reading, reflecting the need for residual learner catch-up still being a priority post COVID. SIAMS inspections were delayed due to COVID with schools being inspected after 7 years rather than at the 5-year point. Senior education team staff attended and engaged with all Ofsted and SIAMS inspections. Such work is also an integral component of monitoring and benchmarking curriculum outcomes, and the success a school or academy is having in maintaining Christian distinctiveness.

**In terms of Pillar 3:** 'Christian Distinctiveness and Community Support' our priorities were to ensure that our schools and our central diocesan presence delivered the Church of England's Vision for Education.

This was achieved by increasing and maintaining the integration of church school provision within the community mission of our parishes, for example by focusing and refining our aspirations & boundaries for our service for the common good and advocacy for social equality through education.

Across 2022 we continued to promote and support Christian Distinctiveness through visits, support with RE and collective worship. This all ensured that our schools and our central Diocesan team continued to play its part in delivering the school component of the Church of England's Growing Faith programme. Thus moving from 2022 into 2023, the work of a new Development Officer for School Mission (DOSM) has further built upon this, with the departing officer and new officer working across the education and mission and ministry teams to link parishes and schools together, through the parish- school covenant work and the development of an innovative and accredited School Chaplaincy development programme to enhance the school and parish work within our communities. Where appropriate we continued to take opportunities to sow the seeds of discipleship.

**In terms of Pillar 4:** Sustainable Resourcing (including asset management, finance, buildings and estate) our priorities have continued to ensure that provision remains financially viable at school, Responsible Body and trust level. This included continuing to ensure that the purpose for which

money was promised is honoured, and that our trusts, buildings and estate remain well managed and fit-for-purpose.

Our continued work with the LA continued to ensure strong understanding of school finances in the current educational climate of austerity and low funding. Work continued to review the complex school trust funds to ensure that they benefit as many of the 15,700 pupils in Diocesan schools as possible.

Across 2022 our building programme for schools ensured that government monies were intelligently spent to maintain the school assets with a focus on keeping warm and dry and developing carbon friendly properties.

## Mission and Ministry Department

### Revd. Peter Leech, Deputy Director, Mission and Ministry

As we have emerged from the Covid pandemic, the Mission and Ministry Department (along with all parishes within the Diocese) has engaged in an extended period of review as we seek to ensure that we are supporting and equipping parishes in the most appropriate way. We have learnt a lot over the past few years and are seeing new patterns of engagement emerging. As a team, and across 2022 we have been continuing to develop new ways of working which seek to improve communications and help us to work more effectively as we seek to support parishes.

The four 'Pillars' of the Education, Mission and Ministry Department has continued to underpin all that we do.

**In terms of Pillar 1:** Leadership Formation and Development, our priority continued to be one of nurturing confident leaders in all areas of Ministry life. Across 2022 we thus reviewed core aspects of such support, reforming [Ministerial Development Review \(MDR\)](#) arrangements for clergy, launching a new 2-year process. We sought to ensure that the MDR helpfully plays a key - and positive - role in the ministerial development of all called to lead. In parallel we carried out a review of the [Continuing Ministerial Development \(CMD\)](#) provision across the Diocese and introduced a new programme to be brought to fruition in 2023. This new CMD programme will tie in more closely with the MDR process, and will be easily accessible and relevant to all parishes.

We developed more support for lay leaders with training in supervision, revising the annual review process for Licensed Lay Ministers (LLMs) and increased access to ongoing learning opportunities. We also reviewed and enhanced the second phase of our Initial Ministry Education (IME2) programme in order to better support the rigours of future ministry. We have reviewed the vocational support offered and the discernment process.

The ongoing development of our Ely Learning Framework (ELF) provided through our Open Christian Learning portal remained a key element in ensuring that people have can access high quality, accessible and relevant learning opportunities.

In 2022 those involved in Children and Youth work across the Diocese were increasingly well supported in their roles through the development of 'Learning Hubs' across the Diocese. We are using this as a model for developing our capacity to support parishes in a wider range of areas over the coming year. We are also continuing to review the ministry pathways that are being offered: Anna Chaplaincy and the School Chaplaincy programmes being good examples, alongside the work that is developing with Local Leadership Teams.

The work of the Bishop's Advisors continued to progress in order to support work across a wide range of areas; further development of which will persist into 2023.

**In terms of Pillar 2:** Parish Innovation and Development Support, throughout 2022 the prioritised needs continued to be our work with parishes and deaneries to enable sustainable new models of ministry. Various Forums have also emerged to support the delivery of specific innovations in the area of Children and Families. As a consequence we remain ready to respond appropriately to the needs identified within the Deanery Development Planning process, not least those needs identified as a consequence of specific local context.

We also continued to find ways of supporting, facilitating and developing initiatives such as Pioneer Ministry, finding ways to respond to the huge amount of new housing and new community establishment, as well as identifying and equipping long-term support for authorised models of new leadership relevant for local contexts. Work was ongoing to prepare for the Ministry Experience Scheme (MES) to be launched in 2023. This will be hosted in Fletton and is an opportunity for 4 young adults to explore God's call on their lives.

**In relation to Pillar 3:** Community Mission the prioritised need continued to be to strengthen support for parishes to enable them to engage in community mission. The appointment of a Development Officer for School Mission at the end of the year has helped to begin to develop the Parish – Church School relationship. The re-establishment of the Parish – School Covenant is a key tool which will enable this work to take place.

We continue to find ways to support parishes as they seek to engage missionally through various forms of chaplaincy and ensuring good liaison with the Diocesan Environmental Task Group.

**In terms of Pillar 4:** Shared Administration, the prioritised need is to ensure efficient administration leading to more targeted use of resources. Over the year, we strengthened our communication pathways to parishes with the weekly Ministry Mailing and more effective use of social media. We sought to develop the 'sharing of stories' across the Diocese not only as a means of disseminating good practice, but also to provide a source of encouragement.

The developments we have seen within the database in 2022 now enable us to interrogate data, identify trends and plan future deployment of resources much more easily. Our effective and efficient administration team increases our ability to deliver support across all priorities and enables greater direct parish delivery.

# Changing Market Towns

Jon Randall, Project Leader for Changing Market Towns

Our fenland market towns have been and remain among the most challenging areas for mission and church growth.

## The Changing Market Towns (CMT) Project

The [Changing Market Towns \(CMT\) Project](#) commenced in 2018 with funding from both the [Strategic Development Fund \(SDF\)](#), London and the Diocese of Ely. Total funding is approximately £5.6 million and it is envisaged that this will be implemented over an initial 6-year period.

## A Project Reset

In common with other SDF projects a “project reset” was undertaken during 2022. As part of this process, a group of lay and ordained people from across the Project was established to look at the original Missional Design. The missional design group reconfirmed the original project design principles, but with three key additions:

- A renewed focus on prayer;
- To recognise and acknowledge the importance of working relationally, both ecumenically and with secular organisations, to make activities more fruitful;
- To set the aims and objectives more visibly within the parameters of the Diocesan Living Ely 2025 Strategy.

As part of the reset process, revised targets for a range of measures were agreed with each town. The measures include attendance at both inherited and Fresh Expressions with approximately two thirds of the anticipated growth to the end of initial project funding being in Fresh Expressions of Church (FXCs).

The reset process acknowledged the lessons learned and the wide variety of challenges which both individual towns and the project as a whole had faced. However, there was also a celebration of the Good News Stories as we recorded transformation for individuals and corporately across our towns and churches.

The reset was approved by both SDF and Bishop’s Council and there is a widespread confidence that the reset of the project maximises the potential for us to see both church growth and continuing transformation of our market towns in 2023 and beyond.

## Further Information

To read more about the work of the Changing Market Towns Project, please [visit the Diocesan webpages here](#).



# Giving

Martin Kenward, Projects and Development Officer

*“It could be argued that ‘giving’ underpins all five Levers of the Diocesan Strategy, [People Fully Alive: A Strategy for Growth - Ely2025](#). The most relevant Lever, however, is probably ‘Target support to key areas’”.*

## Parish Giving Scheme

Expansion of the [Parish Giving Scheme \(PGS\)](#), first launched in the Diocese in September 2017, continued throughout 2022.

By the end of 2022, 151 communities (or 50%) were registered for the Scheme, with a combined total of 2,148 givers representing 29% of the c.7,400 Tax Efficient Planned Givers (TEPG) in the Diocese. Of these 2,148 givers, 90% had Gift Aided their giving and 52% had committed in principle to increase their gift annually in line with inflation.

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. Across the 151 registered communities, the average weekly gift via the PGS (excluding Gift Aid) was £19.04.

In 2023, initiatives are continuing to increase and maximise the number of communities and TEPG using the PGS. We are also encouraging parishes to promote the new facility to make one-off gifts through the PGS.

## Digital Giving

The popularity of Digital Giving through use of online donation platforms and contactless card readers increased significantly in 2022.

141 communities (up from 107 in 2021) had active digital giving accounts (of any kind) in 2022, representing 41% of churches in the Diocese (34% in 2021). The total value of digital giving transactions (donations / payments) increased by 100% from £80,930 (2021) to £161,784 (2022). The average gift amounts in 2022 were £7.02 for contactless donations and £48.54 for online donations.

In 2022, the Diocese took part in the Digital Giving Rollout project, which forms part of the National Giving Strategy. This national project aims to see 50% of parishes equipped with digital giving and to give out 2,000 devices and 1,000 online giving accounts.

The Diocese was offered and distributed 43 devices in November 2022. Receiving churches were offered training and support in setting up and deploying their devices and online accounts. Regular reporting is in place to monitor the effectiveness of these devices / accounts and the growth in income. At the time of writing this report (mid-April 2023, covering approximately five months), there have been 2,168 contactless transactions and 67 online transactions, with the value of donations totalling £17,215 (contactless) and £1,779 (online). The current annualised prediction for total value of donations is £39,347, averaging £915 per device.

## Further Information

Further information on Giving in the Diocese of Ely can be found on the Diocesan website - [elydiocese.org/parish-support/parish-giving](http://elydiocese.org/parish-support/parish-giving).

# Communications & Database

James Owen, Head of Communications

Jackie Williamson, Data Officer and Diocesan Electoral Roll Officer

## Statistics for Mission and Return of Parish Finance

The [Church House Research and Statistics team](#) ask that Statistics for Mission and Return of Parish Finance forms are submitted each year by all parishes. In nearly all cases this information was submitted directly by parish role holders to the Online Returns Portal during 2022. At the time of publication of this Report, the percentage of Statistics for Mission Returns was at 79% and the percentage returns for the Return of Parish Finance replies was at 38%. You can read more about the [Statistics for Mission process here](#) and on the [Return of Parish Finance process here](#).

## Prayer Calendar

The Prayer Calendar continued throughout 2022. The Senior Chaplain to the Bishop of Ely edits the Calendar, with Jackie Williamson ensuring it is available on the Diocesan website. The Prayer Calendar can be accessed from the [Diocesan website here](#).

## The Diocesan Directory

The Diocesan Directory continues to be available to parishes via the Contact Us pages on the [Diocesan website here](#). The material in the directory is restricted from historic years due to Data Protection regulations. The Directory is updated annually, usually during the summer months.

## Database Management and Enhancement

The Diocesan database is primarily used to allow Diocesan Office and Bishops' Office staff to access information on the people who hold various roles within the Diocese, it also acts as a record of the parochial structures. Access to data is controlled, with users having specific permissions to access and edit information appropriate to their role.

In 2022 access to certain parish role holders was further developed, allowing controlled access to data based on an individual's Deanery, Benefice or Parish role. Among those role holders that now have access are Incumbents, Priests-in-Charge, Rural Deans, Deanery Lay Chairs and Parish Safeguarding Officers.

## Website

The Diocesan website is the main online repository for information. During any given month circa 6,000 individual users may visit the website. Each Diocesan department remains focussed on ensuring information is updated in a helpful and timely way for visitors seeking it.

## Social Media Channels

Diocesan social media channels (mainly Facebook during 2022) are used to share knowledge and learning to help support parishes in their work. Digital engagement by parishes with their local communities has increased enormously since 2019 (due to the pandemic effect). The Communications team will continue to work with other Diocesan departments to help share and distribute news and learnings through these channels while also looking to increase the platforms used to engage with audiences through 2022 and into 2023.

## Learning more

Those wishing to improve their use of communications channels, specifically in the area of digital media, are encouraged to look for the [Learning Labs resources on the Church of England website](#).

# Finance Committee

Canon Tim Walters, Chair

The result for 2022 was a deficit of £67,548 compared to a budgeted surplus of £19,738. The deficit arose mainly due to income receipts from both Ministry Share and investments being less than anticipated, although this was offset by expenditure being kept under control. The deficit will be drawn down from the general fund reserves utilising the surplus of £121,624 that arose in 2021.

The Diocese of Ely has faithful and generous giving by parishes and people that responded by maintaining their donations in the difficult circumstances of last year. Ministry Share receipts only reduced by £57,000 (1.0%) from 2021. The overall collection rate was 95.1% with 7 out of 15 Deaneries still managing to pay in full. A complete list of parish payments can be found on the [Diocese of Ely website](#) and at the end of this booklet.

## Ely Diocesan Board of Finance Summary (excluding Market towns)

General Unrestricted for the year ended 31 December 2022

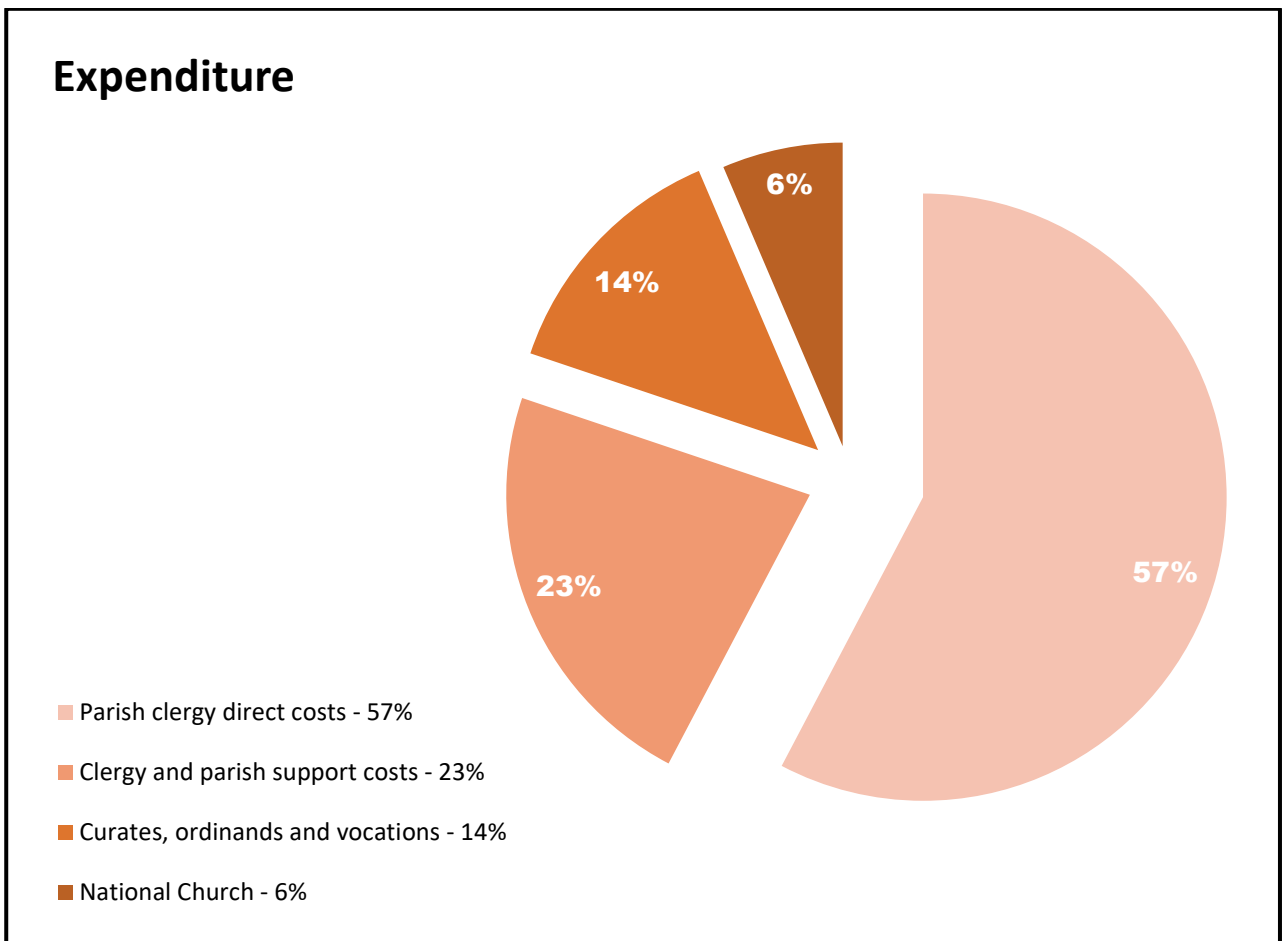
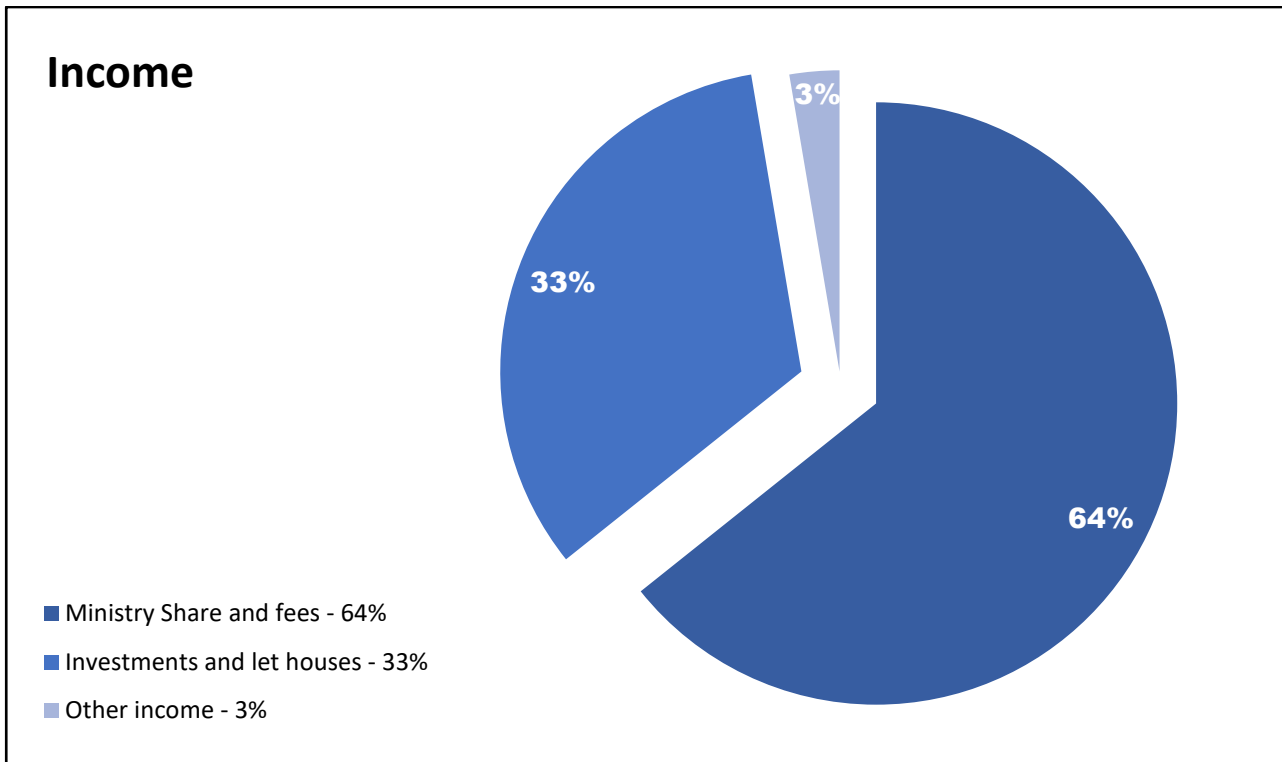
Income (£'000)	2021 Actual	2022 Actual	2022 Budget
<b>Ministry Share *</b>	5,554	5,497	5,689
<b>Parish fees</b>	304	322	300
<b>Total</b>	<b>5,858</b>	<b>5,819</b>	<b>5,989</b>
<b>Investment income and let houses</b>	3,121	2,992	3,070
<b>Other income</b>	158	242	243
<b>Total</b>	<b>9,137</b>	<b>9,052</b>	<b>9,303</b>

Expenditure (£'000)	2021 Actual	2022 Actual	2022 Budget
<b>Parish clergy direct costs</b>	5,145	5,263	5,060
<b>Clergy and parish support costs</b>	1,999	2,036	2,225
<b>Contribution to National Church</b>	609	586	628
<b>Curates, ordinands and vocations</b>	1,235	1,223	1,359
<b>Pension deficit &amp; other costs</b>	28	12	10
<b>Total</b>	<b>9,016</b>	<b>9,120</b>	<b>9,283</b>

<b>Surplus / (Deficit) for the Year (£'000)</b>	122	(68)	20
---	-----	------	----

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

## 2022 Actual Income and Expenditure



# Finance Department

Lorraine Orbell, Financial Controller

The work of the [Finance Department](#) involves overseeing the accounting functions, making sure everything runs smoothly, maintaining the accounting books and records for the Diocese and ensuring clergy, staff and suppliers are paid on a timely basis. The Finance team supports parishes in many ways, some of which are summarised below:

## Ministry Share Administration

The Ely Diocese Board of Finance is dependent on the receipt of [Ministry Share](#) contributions from parishes in order to pay clergy their stipends and other associated costs. The Finance Department support this undertaking by:

- Organising the collection, by direct debit, of Ministry Share
- Providing Parishes with a 2.5% discount in the following year on all payments they have made by direct debit in the previous year
- Giving Deaneries a 2.5% rebate if 100% of the requested Ministry Share is received
- Preparing the Ministry Share summary for publication on the website and submission to Church Commissioners.

## Parochial Fees

Parochial fees are legally payable fees for weddings and funerals. They are set by the General Synod, or, in some instances, by Parliament. The Finance team works with parishes to collect any Parochial Fees owed to the Ely Diocese Board of Finance. These collected fees are then offset as a credit against the costs of Clergy when determining the Deanery Ministry Share calculation.

## Clergy

The team organise the payment, by Clergy Payroll Services, of Clergy stipends and pension contributions for the Stipendiary Clergy posts in the Diocese. They also facilitate the payment of suppliers as well as housing and relocation costs for Clergy.

## Gift Aid

The [team provide guidance](#) and support with submission to HMRC of Gift Aid claims on behalf of smaller Parishes and the reimbursement of the tax refunded to Parishes. In 2022 Gift Aid of circa £617,844 was reclaimed from HMRC to parishes, relating to 9,908 donors.

## Trusts

The [team provides for the administration](#) of Parochial Church Council and other local Parish and Church School Trusts. The EDBF acts as custodian and often as the Managing Trustee for some 300+ Trusts. Assets can be held on behalf of Trusts in bank deposit accounts or in investment shares. Statements are prepared and sent out annually, detailing the income, expenditure and valuation of the investments held.

## Schools Fund

The team provides the administration of capital projects undertaken by the Church schools in the Diocese and funded by the Government Department for Education.

## Just Giving and Other Platforms

The team manage the Diocesan Just Giving website and administer reimbursements to Parishes for donated monies, inclusive of Gift Aid repayments from this and other providers.

# Assets Sub-Committee

## Francis Burkitt, Chair Assets Sub-Committee

The Finance Committee delegates to its Assets Sub-Committee the responsibility for managing the Diocese's investment portfolio. The purpose of these investments is to generate income for five uses being, in declining order of size: the Stipends Fund, the Board of Finance, the Board of Education, the Pastoral Account and a collection of small historic Trusts.

The Sub-Committee spent 2022-23 focussing on improving the ethical, responsible and sustainable nature of our portfolio of stocks and shares, and reviewing the ESG (Environmental, Social and Governance) credentials of our fund managers. In this regard, the Sub-Committee was pleased with three of its managers and will continue to use them, being [CCLA](#) (which stands for "Churches, Charities and Local Authorities", and which has a particularly close relationship with the Church of England), [EdenTree](#) (a specialist Responsible & Sustainable fund manager) and [Rathbones](#) (a leading charities fund manager). However, the Sub-Committee did not feel that our fourth fund manager met our standards, and so we removed our investments from it and allocated them around the other three managers. The Diocese holds no fossil fuel, oil or mining investments, and shortly after the end of the year was awarded 'gold' (the highest level) status by [Operation Noah](#), a Christian charity that monitors ethical investments.

In addition, the Sub-Committee continued to oversee the management the Glebe Land, all of which is held by Stipends Fund, for which we use Carter Jonas, Jolliffe Daking and Maxey Grounds as land agents. A number of agricultural tenancies were renewed; a number of modest-sized sales were made; and a number of larger initiatives were progressed.

The Diocese's investment strategy is 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. Our income derives from dividends on our stocks and shares and (for the Stipends Fund) from rent from our glebe land. Only income can be disbursed; all capital gains must be re-invested, and the capital cannot be spent.

2022 was one of the most challenging years in recent history for investment management. The continuation of the war in Ukraine, the significant and prolonged spike in the global cost of gas, and huge inflationary pressures both domestically and abroad, have meant that global markets have been significantly more volatile throughout the period.

Income in 2022 was £2.7m, down approximately 7% from the 2021 level. The capital value is of less immediate interest as we can't touch it: the value fell from the December 2021 level of £105m to £101m.

Sub-Committee membership is full. The Sub-Committee comprises seven members: two are *ex officio* (the Chair and Vice-Chair of the Finance Committee) and the rest are appointed by the Finance Committee, including the Chair, Francis Burkitt. At the end of the year the year, we sadly said goodbye to Canon Brian Atling when he stood down as Chair of Finance Committee in December [2022]. Canon Tim Walters retained his *ex officio* membership of the Sub-Committee, now as Chair of Finance Committee rather than Vice-Chair previously. Mr Nick Pratt was reappointed for a further three-year term from January 2023. The other appointed members are Rev. Nigel Pearson, Caroline Crane and Edmund Thornhill. All meetings are attended by the Diocesan Secretary and by the Glebe and Investments Officer, Jon Green.

# Houses Sub-Committee

The Revd Canon Becky Dyball, Chair

Management of the properties has continued to present challenges for staff and contractors alike as suppliers have continued to struggle to maintain a timely supply of materials and ready access to some spares. Global inflation levels for materials seen after the peak of the Covid Pandemic have shown no signs of slowing which has put significant pressure on budgets for both repair and capital budgets. During the year, work to facilitate 15 new occupancies was carried out.

The capital programme has continued at a lower level of activity. The Committee was able to obtain planning permission for the demolition of a house in the north of the Diocese, and the erection of a new parsonage plus an additional dwelling on the site. The sale of the additional site will offset some of the construction costs of the new parsonage. Also, planning permission was granted for a major refurbishment scheme to a property on the western edge of Cambridge. Work commenced in early 2023 and the house will be ready for the appointment of a new curate at Petertide 2023. In addition, spring 2022 saw completion of the purchase of a new house in central Cambridge for a curate.

Elsewhere, the Diocese was able to complete the sale of a number of properties which were no longer required for clergy occupation. Sales of property during 2022 realised a gross value of £2,613,000.

In Spring, the Diocesan Synod passed a resolution declaring a climate emergency and challenging the Houses Committee to ensure that the housing stock operated at a reduced level of carbon emission, with a target of “net zero” emissions by 2030. This is a significant challenge and the Housing team, in co-operation with teams from other regional Dioceses and staff at the central bodies are working to identify and address the major issues towards reduction of carbon emission.

2022 has been a year of some change in the membership of the Houses Sub Committee. Canon Simon Talbott stepped down to take up a position as the Bishop’s Senior Chaplain. Becky Dyball began her first term as sub-Committee Chair. The Ven Hugh McCurdy retired from his position as Archdeacon of Huntingdon and Wisbech at Easter. His successor, the Ven Richard Harlow, took his position on the sub-Committee after his appointment as Archdeacon of Huntingdon & Wisbech in September.

The Committee would like to thank our Property Manager, Stella, for her work in the year to ensure a generous, timely response to issues raised by clergy and other occupants of our houses. Also, thanks to our teams of contractors who have continued to provide us with such a high level of service and workmanship under considerable pressure.

# Church Buildings and Pastoral Department (CBPD)

Geoffrey Hunter, Head of Church Buildings and Pastoral Department

The Department's work covers a wide remit feeding into several Diocesan bodies, including the:

- Diocesan Advisory Committee for the Care of Churches (DAC)
- 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)
- Diocesan Board of Patronage.

These Committees each carry out statutory functions with the aim of enabling the church to work and adapt to fit the needs of their local communities. The department also administers the Diocesan Environmental Task Group (DETG).

## Buildings

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

The Very Revd Mark Bonney, Chair

Geoffrey Hunter, DAC Secretary

In 2022, the [Diocesan Advisory Committee](#) began working to the new hybrid format of six meetings per year, alternating remote and face-to-face, and was able to meet face-to-face in March for the first time since January 2020.

The committee considered a total of 102 Faculty applications, decided 78 and provided feedback to parishes concerning the remainder.

In addition 96 List B applications were approved with support from specialist members of the DAC. An amendment to the faculty rules issued during the year strengthened the focus on moving towards the 2030 net zero target. Examples include heating, where like-for-like replacement of fossil fuels boilers now require a Faculty whereas electric under-pew heating has been included in List B.

The DAC is continuing to follow the hybrid meeting format in 2023.

### Churches Uses Committee (CUC)

John Thackray, Chair

Geoffrey Hunter, Secretary and Head of CBPD

During 2022 the Churches Uses Committee met twice. Long-standing cases at Denton and Guyhirn saw continued slow progress. A planning application submitted to Huntingdonshire District Council remained unresolved at the end of the year, 4.5 years after it was first submitted. The church at Guyhirn, having failed to find a buyer after several marketing attempts, is now proposed for demolition.

Two more positive cases, at Tadlow and South Runcton, both continued on their journeys towards vesting with the Friends of Friendless Churches, whose assistance with these cases was hugely important.



The committee supported the undertaking of a community survey at Stuntney, which has, at least for the time being, revealed enough support to stave off closure there. During the year the PCC at Woodston reached the decision to close their church, which has significant repair issues. Given its suburban location, the Committee is optimistic that a new use can be found for this building.

## REACH Ely (Reimagining Churches as Community Assets for the Common Good)

**Geoffrey Hunter, Project Lead and Head of Church Buildings and Pastoral**

REACH Ely (Reimagining Churches as Community Assets for the Common Good) was a Project run from 2018 to 2022 to help communities make fuller use of their historic churches. The Project was implemented by the Diocese of Ely and Cambridge Judge Business School with the support of Benefact Trust (formally known as the Allchurches Trust) and Historic England.

This innovative research project in a church context provides an understanding of the relationship between communities and the wider use of church buildings as well as the contribution that churches make to the common good. The project determines community values, needs and opportunities that can be used in the most effective way to ensure a win-win outcome for communities and sustainable future of historic church buildings.

Full details on the findings and support materials can be found on the Diocese of Ely website here - [elydiocese.org/church-in-action/reach-ely](https://elydiocese.org/church-in-action/reach-ely).

## Diocesan Environmental Task Group (DETG)

**Geoffrey Hunter, Convenor**

During 2022 the Diocesan Environment Task Group (DETG) met three times. The most significant work in 2022 was around the Diocese's response to General Synod's Net Zero Carbon 2030 target, and the [Routemap](#) published in July 2022, which makes significant demands on every diocese to support the reduction in carbon use by churches, schools and all aspects of diocesan boards of finance. In July 2022, General Synod voted to set aside a substantial budget to support this work, planning for significant grant support to be available during 2023.

During the year more than fifty churches engaged with the Cambridgeshire Wildlife Trust Churchyards Conservation Awards. DETG plans to promote the environmental and missional opportunities inherent in churchyards alongside the Net Zero Carbon agenda.

Further information can be found on the Diocesan website here - [elydiocese.org/church-in-action/environment-and-sustainability](https://elydiocese.org/church-in-action/environment-and-sustainability).

## Historic Church Buildings Support

**Holly Isted - Historic Church Buildings Support Officer**

65 Quinquennial Inspections were completed in 2022: the condition of 31% of the churches had improved, 46% had seen some improvement, 9% had seen little or no change whilst 14% had deteriorated.

The 'some improvement' category tends to refer to church buildings where the overall condition has either remained the same or deteriorated slightly, despite the PCC carrying out repairs. This is likely due to the dwindling resources most PCCs have, both financial and human. Grants continue to be difficult to access; projects requiring more than £50,000 have struggled without significant match funding, or applications to the [National Lottery Heritage Fund](#) which has prioritised high quality heritage engagement activities over building repairs.

Three (3) churches were removed from the [Heritage at Risk Register](#) (HARR) in 2022, all benefiting from grants which no longer exist. Two (2) churches were added to the HARR while a further two (2) were awaiting assessment.

# Pastoral

**The Bishop of Ely, Chair (Diocesan Mission and Pastoral Committee)**

**The Venerable Canon Richard Harlow, Archdeacon of Huntingdon and Wisbech and the Venerable Dr Alex Hughes, Archdeacon of Cambridge (ADMPCs)**

**Sally Gilson, Pastoral Secretary**

## Deanery Development Planning

At the end of 2021 the Diocese relaunched the Deanery Development Planning cycle after the hiatus of the pandemic. The objectives were to assess how the parishes were emerging from the pandemic, and to discern the direction of mission and pastoral work needed in the next 5-10 years, using the framework provided by Ely2025.

National church data showed an average decline in regular attendance amounting to ~30% over the 2 years of the pandemic. This was 5 times the rate of decline noted in the previous 20 years. This early data was complicated by difficulties in collection, but the general trend was for churches to have lost more members in the child and young adult categories than in the older age groups.

The impact of these losses on our parishes needed to be assessed and imaginative strategies to reconnect with the missing communities and generations needed developing. In addition, the Diocese is expecting significant growth in new housing over the next 15 years, with potential increase in our diocesan population of 30% when the national average is expected to be just 5%. This significant shift requires early planning and resource allocation.

Deanery Development Planning is a grassroots endeavour. Each parish is invited to contribute their plans and aspirations, understanding their local context, capability and confidence; Deanery Planning Groups then assimilate the contributions and draw out common themes, expressing them in a document of a few pages. In 2023 these Deanery Development Plans will come to Bishop's Council, via the Archdeaconry Mission and Pastoral Committees (ADMPCs). Bishop's Council will then need to look at the resource implications both in terms of clergy deployment and the support that our Diocesan Mission and Ministry team can offer.

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

During 2022, Archdeaconry Mission and Pastoral Committees (ADMPCs) have spent considerable time and energy, supported by Archdeacon Emeritus, Hugh McCurdy, in resourcing, encouraging and refining the nascent plans.

Inevitably this has been an iterative process that has required flexible and diligent leadership with support from the pastoral team and other members of the Mission and Ministry department. Balancing the challenges faced by rural communities with ancient buildings and the general struggle with the cost of living against the mission imperative to grow new worshipping communities in areas of new housing or amongst under-represented groups is stretching our Deanery teams.

We are immensely grateful for the faith, courage and dedication that they give to shaping us to face the future with hope and clarity of purpose.

# Project Lancaster

Project Lancaster Team, Ely Diocesan Board of Finance (EDBF)

“Project Lancaster” is the name of the Diocesan Project working on facilitating the relocation of Bishop Woodford House (BWH) and Ely Diocesan Board of Finance (EDBF) staff from the current site on Barton Road, Ely, to the Lancaster Way Business Park, Witchford.

Throughout 2022 the Team has continued to work on the preparation for this move and at the time of publication of this report (June 2023), the Diocese has sought and obtained the required planning permissions for the new premises, agreed and signed the various contractual elements for what will be required and selected a preferred builder (the ‘contractor’) through a competitive Tender process to deliver the build.

After full consideration and sign-off through the appropriate Diocesan channels, and subject to agreeing final contractual elements, building will commence in late June (2023), with a planned completion date during the Spring of 2024.

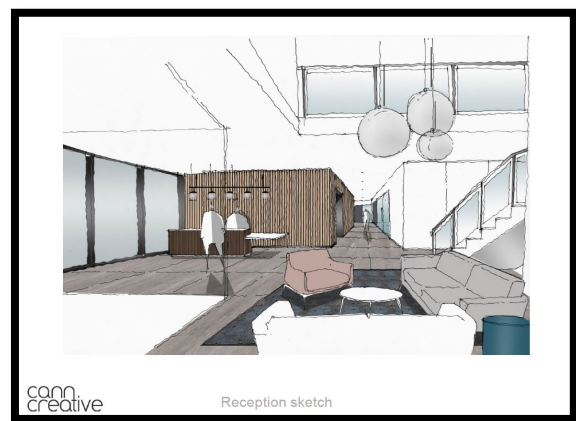
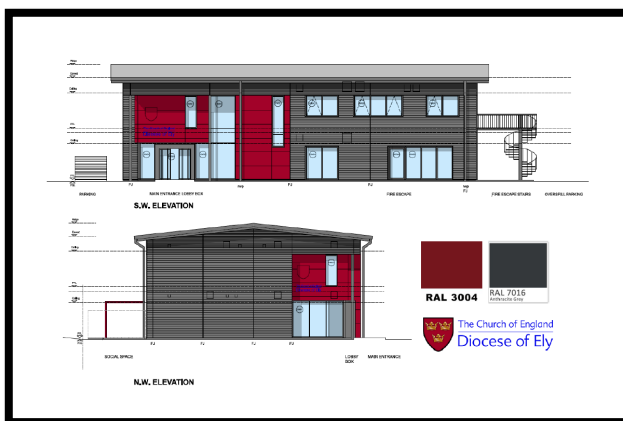
Once the core build element is complete, there will continue to be an extensive commissioning period to ensure that all the parts that will make the building an office for the use and benefit of the staff and wider Diocesan parish colleagues function as one would expect. During this period, EDBF staff will continue to have access to the Bishop Woodford House (BWH) site.

Thanks go to the many people who have worked tirelessly and professionally in enabling us to get to this stage.

Kings School Ely continues to occupy what was the Retreat and Conference Centre and the majority of Bishop Woodford House not still occupied by EDBF staff.

## Early draft visuals

Early draft visuals of the new building are included below. These are for illustrative purposes only and do not reflect the final designs.



# Ministry Share 2022 By Deanery

Combined Parish Payments Received per Deanery by 23 March 2023.

Deanery	Adjusted Net Request	Paid for 2022	Percentage Paid 2022
<b>Bourn</b>	£278,870	£250,315	90%
<b>Cambridge North</b>	£682,239	£682,239	100%
<b>Cambridge South</b>	£985,262	£985,262	100%
<b>Ely</b>	£287,800	£287,800	100%
<b>Feltwell and Fincham</b>	£163,953	£121,466	74%
<b>Fordham and Quy</b>	£297,838	£278,882	94%
<b>Granta</b>	£441,892	£412,913	93%
<b>Huntingdon</b>	£543,735	£543,735	100%
<b>March</b>	£273,632	£235,186	86%
<b>North Stowe*</b>	£535,424	£535,424	100%
<b>Shingay</b>	£277,570	£249,352	90%
<b>St. Ives</b>	£292,901	£292,901	100%
<b>St. Neots</b>	£298,435	£298,435	100%
<b>Wisbech Lynn Marshland</b>	£250,258	£163,553	65%
<b>Yaxley</b>	£303,973	£284,471	94%
<b>Total</b>	<b>£5,937,478</b>	<b>£5,645,631</b>	<b>95%</b>

\*Bar Hill and Pathfinder contributions are identified separately to that of North Stowe Deanery. Please see the Parish tables that follow for further information.

# Ministry Share 2022 By Parish

Parish Payments Received by 23 March 2023

## Cambridge Archdeaconry

Bourn Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Barton	£17,393	£17,393	100%
Caldecote	£10,073	£10,073	100%
Comberton	£33,843	£33,843	100%
Coton	£12,989	£12,989	100%
Dry Drayton	£14,382	£14,382	100%
Gt. & Lt. Eversden	£10,802	£10,802	100%
Hardwick	£21,163	£21,163	100%
Harlton	£10,383	£10,383	100%
Haslingfield	£24,517	£24,517	100%
Toft	£11,632	£11,632	100%
<i>Subtotal</i>	<i>£167,176</i>	<i>£167,176</i>	<i>100%</i>
Bourn	£15,198	£15,198	100%
Boxworth	£4,830	£4,830	100%
Caxton	£8,343	£8,343	100%
Conington	£3,415	£3,415	100%
Croxton	£3,513	£3,513	100%
Elsworth	£6,050	£6,050	100%
Eltisley	£6,831	£6,831	100%
Graveley	£3,513	£3,513	100%
Papworth	£6,758	£6,758	100%
Kingston	£1,708	£1,708	100%
Knapwell	£1,708	£1,708	100%
Lolworth	£3,415	£3,415	100%
Longstowe	£2,830	£2,830	100%
Papworth Everard	£11,124	£11,124	100%
Toseland	£1,708	£1,708	100%
Yelling	£3,903	£3,903	100%
Deanery Shortfall/ (Over Allocation)	£28,555	£0	0%
<i>Subtotal</i>	<i>£111,694</i>	<i>£83,139</i>	<i>74%</i>
<b>Total</b>	<b>£278,870</b>	<b>£250,315</b>	<b>90%</b>

Cambridge North Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Cambridge The Ascension	£68,390	£68,390	100%
Fen Ditton	£23,936	£23,936	100%
Good Shepherd Chesterton	£61,331	£61,331	100%
Holy Cross	£12,993	£12,993	100%
Holy Sepulchre / All Saints	£122,695	£122,695	100%
Horningsea	£5,484	£5,484	100%
St. Andrew Chesterton	£75,542	£75,542	100%
St. Andrew the Less	£65,056	£65,056	100%

Orchard Park	£39,213	£39,213	100%
St. Clement	£4,840	£4,840	100%
St. George Chesterton	£29,519	£29,519	100%
St. Mary the Great	£95,395	£95,395	100%
St. Matthew	£62,831	£62,831	100%
Teversham	£6,679	£6,679	100%
Deanery Shortfall/ (Over Allocation)	£8,336	£8,336	100%
<b>Total</b>	<b>£682,239</b>	<b>£682,239</b>	<b>100%</b>

Cambridge South Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Cherry Hinton St John the Evangelist	£75,206	£75,206	100%
Cherry Hinton St. Andrew	£50,074	£51,238	102%
Grantchester	£22,845	£22,845	100%
Holy Trinity	£150,026	£150,026	100%
St. Barnabas	£146,265	£146,265	100%
St. Benedict	£74,719	£74,719	100%
St. Botolph	£13,800	£13,800	100%
St. James	£49,735	£49,735	100%
St. Mark	£41,797	£41,797	100%
St. Martin	£54,725	£56,000	102%
St. Mary the Less	£77,474	£77,474	100%
St. Paul	£72,619	£72,619	100%
St. Philip	£66,156	£66,156	100%
Trumpington	£75,206	£75,206	100%
Deanery Shortfall / (Over Allocation)	£14,615	£12,175	83%
<b>Total</b>	<b>£985,262</b>	<b>£985,262</b>	<b>100%</b>

Fordham and Quy Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Ashley w Silverley	£5,609	£4,036	72%
Bottisham	£16,418	£16,418	100%
Brinkley	£3,160	£3,160	100%
Burrough Green	£3,328	£3,328	100%
Burwell	£53,276	£53,276	100%
Carlton	£2,172	£2,172	100%
Cheveley	£14,891	£14,891	100%
Chippenham	£12,557	£8,000	64%
Dullingham	£4,381	£4,381	100%
Fordham	£21,063	£21,063	100%
Fulbourn	£41,667	£41,667	100%
Great Wilbraham	£10,915	£10,915	100%
Isleham	£17,633	£17,633	100%
Kennett	£1,155	£1,155	100%

Kirtling	£7,088	£7,088	100%
Little Wilbraham	£7,288	£0	0%
Lode w Longmeadow	£9,305	£9,305	100%
Quy	£7,111	£7,111	100%
Reach	£4,745	£4,745	100%
Snailwell	£5,845	£5,845	100%
Stetchworth	£4,023	£4,023	102%
Swaffham Bulbeck	£14,048	£8,510	61%
Swaffham Prior	£12,565	£12,565	100%
Westley Waterless	£2,241	£2,241	100%
Wicken	£3,402	£3,402	100%
Woodditton w Saxon	£11,952	£11,952	100%
<b>Total</b>	<b>£297,838</b>	<b>£278,882</b>	<b>94%</b>

Granta Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Babraham	£6,257	£6,257	100%
Balsham	£18,095	£11,547	64%
Bartlow	£6,076	£6,076	100%
Castle Camps	£5,558	£5,558	100%
Duxford	£8,302	£8,302	100%
Great Shelford	£54,863	£32,431	59%
Harston	£14,057	£14,057	100%
Hauxton	£5,803	£5,803	100%
Hildersham	£7,274	£7,274	100%
Hinxton	£6,005	£6,005	100%
Horseheath	£5,770	£5,770	100%
Ickleton	£12,547	£12,547	100%
Linton	£66,322	£66,322	100%
Little Shelford	£65,801	£65,801	100%
Newton	£6,498	£6,498	100%
Pampisford	£5,517	£5,517	100%
Sawston	£56,939	£56,939	100%
Shudy Camps	£5,941	£5,941	100%
Stapleford	£26,401	£26,401	100%
The Abingtons	£16,061	£16,061	100%
West Wickham	£6,755	£6,755	100%
West Wrating	£6,765	£6,765	100%
Weston Colville	£6,849	£6,849	100%
Whittlesford	£21,438	£21,438	100%
<b>Total</b>	<b>£441,892</b>	<b>£412,913</b>	<b>93%</b>

North Stowe Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Cottenham & Rampton	£67,909	£67,909	100%
Girton	£43,680	£43,680	100%
Histon	£81,094	£81,094	100%
Impington	£34,575	£34,575	100%
Landbeach	£11,710	£11,710	100%
Longstanton	£29,443	£29,443	100%

Madingley	£8,165	£8,165	100%
Milton	£74,349	£74,349	100%
Oakington	£54,766	£54,766	100%
Over	£29,193	£29,193	100%
Swavesey	£29,443	£29,443	100%
Waterbeach	£40,663	£40,663	100%
Willingham	£29,693	£29,693	100%
Deanery Shortfall / (Over Allocation)	£741	£741	100%
<b>Total</b>	<b>£535,424</b>	<b>£535,424</b>	<b>100%</b>
Bar Hill	£16,197	£16,197	100%
Pathfinder Church Northstowe	£7,500	£7,500	100%

Shingay Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Abington Pigotts	£5,506	£5,506	100%
Arrington	£4,993	£4,993	100%
Barrington	£19,047	£19,047	100%
Bassingbourn	£32,143	£32,143	100%
Croydon	£3,386	£3,386	100%
Fowlmere (4 Churches Benefice)			
Foxton (4 Churches Benefice)			
Thriplow (4 Churches Benefice)			
Shepreth (4 Churches Benefice)			
The Four Churches Benefice	£59,551	£59,551	100%
Guilden Morden	£16,322	£6,367	39%
Litlington	£13,277	£13,277	100%
Melbourn	£31,457	£25,185	80%
Meldreth	£28,122	£25,320	90%
Orwell	£22,702	£22,702	100%
Steeple Morden	£16,042	£14,000	87%
Tadlow	£3,681	£0	0%
Wendy w Shingay	£5,150	£5,150	100%
Whaddon	£6,723	£6,723	100%
Wimpole	£9,467	£6,000	63%
<b>Total</b>	<b>£277,570</b>	<b>£249,352</b>	<b>90%</b>

### Huntingdon & Wisbech Archdeaconry

Ely Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Chettisham	£3,700	£3,700	100%
Coveney	£3,121	£3,121	100%
Ely	£89,552	£89,552	100%
Haddenham	£7,322	£7,322	100%
Little Downham	£12,205	£12,205	100%
Little Thetford	£7,126	£7,126	100%
Littleport St. George	£39,078	£39,078	100%
Mepal	£6,149	£6,149	100%
Soham	£48,186	£48,186	100%

Stretham	£14,634	£14,634	100%
Stuntney	£4,305	£4,305	100%
Sutton	£23,348	£23,348	100%
Wentworth	£2,058	£2,058	100%
Wilburton	£12,549	£12,549	100%
Witcham	£7,625	£7,625	100%
Witchford	£6,839	£6,839	100%
<b>Total</b>	<b>£287,800</b>	<b>£287,800</b>	<b>100%</b>

Buckworth	£2,254	£2,254	100%
Bythorn	£3,758	£3,758	100%
Covington	£4,502	£4,502	100%
East Leightonstone	£66,671	£50,861	76%
Easton	£3,991	£3,991	100%
Fen Drayton w Fenstanton	£40,372	£40,372	100%
Godmanchester	£67,447	£67,447	100%
Great Catworth	£12,087	£12,087	100%
Great Gidding	£4,615	£4,615	100%
Great Stukeley	£5,731	£5,731	100%
Hamerton	£1,914	£1,914	100%
Hartford	£28,592	£28,592	100%
Hemingford Abbots	£15,803	£15,803	100%
Hemingford Grey	£63,213	£63,213	100%
Hilton	£11,568	£11,568	100%
Houghton w Wyton	£30,761	£30,761	100%
Huntingdon Parish	£40,959	£40,959	100%
Huntingdon Christchurch	£41,044	£43,044	105%
Keyston	£2,659	£10	0%
Kimbolton	£37,112	£37,112	100%
King's Ripton	£2,131	£2,131	100%
Leighton Bromswold	£3,757	£3,757	100%
Little Stukeley	£2,650	£2,650	100%
Molesworth	£3,758	£3,758	100%
Old Weston	£2,659	£0	0%
Spaldwick	£4,249	£4,249	100%
Stow Longa	£1,403	£1,403	100%
Tilbrook	£6,494	£6,494	100%
Upton	£988	£988	100%
Winwick	£1,883	£1,883	100%
Deanery Shortfall/ (Over Allocation)	£1,758	£24,170	1375%
<b>Total</b>	<b>£543,735</b>	<b>£543,735</b>	<b>100%</b>

Feltwell and Fincham Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Barton Bendish	£1,869	£1,869	100%
Beachamwell	£3,927	£0	0%
Boughton	£2,883	£2,883	100%
Methwold	£5,526	£5,526	100%
Wereham	£3,538	£3,538	100%
West Dereham	£3,771	£3,771	100%
Whittington	£2,885	£2,885	100%
Wretton	£3,217	£3,217	100%
Bexwell	£5,096	£2,450	48%
Crimplisham	£3,655	£2,633	72%
Denver	£13,505	£11,005	81%
Ryston	£2,210	£2,210	100%
Downham Market	£28,085	£28,085	100%
Hilgay & Ten Mile Bank	£7,513	£0	0%
Stradsett	£3,839	£1,920	50%
Feltwell	£4,604	£3,298	72%
Hockwold	£4,695	£3,400	72%
Northwold	£4,614	£4,614	100%
Southery	£5,552	£5,552	100%
Weeting	£4,705	£4,705	100%
Fincham	£2,240	£2,240	100%
Marham	£2,945	£2,945	100%
Nordelph	£0	£0	0%
Runcton Holme	£4,679	£3,278	70%
Shouldham	£4,261	£4,261	100%
Shouldham Thorpe	£1,680	£0	0%
Stow	£9,525	£4,231	44%
Tottenhill	£3,707	£200	5%
Watlington	£14,911	£8,250	55%
Wimbotsham	£5,466	£2,000	37%
Wormegay	£4,060	£500	12%
Deanery Shortfall/ (Over Allocation)	£-5,209	£0	0%
<b>Total</b>	<b>£163,953</b>	<b>£121,466</b>	<b>74%</b>

March Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Chatteris	£49,230	£49,230	100%
Christchurch	£6,760	£6,760	100%
Doddington	£13,535	£13,535	100%
Manea	£9,270	£9,270	100%
March St John	£26,557	£15,823	60%
March St Mary	£17,205	£12,074	70%
March St Peter	£37,378	£22,380	60%
March St Wendreda	£32,988	£32,988	100%
Welney	£5,712	£5,712	100%
Whittlesey Team	£61,494	£53,912	88%
Wimblington	£13,502	£13,502	100%
<b>Total</b>	<b>£273,632</b>	<b>£235,186</b>	<b>86</b>

Huntingdon Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Abbots Ripton	£4,956	£4,956	100%
Alconbury	£17,161	£17,161	100%
Barham	£1,040	£1,040	100%
Brington	£3,795	£500	13%

St Ives Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Bluntisham	£19,521	£19,521	100
Broughton	£4,685	£4,685	100
Bury	£19,914	£19,914	100
Colne	£19,521	£19,521	100
Holywell	£19,518	£19,518	100
Oldhurst	£5,943	£2,729	46
Pidley	£5,857	£5,857	100
Ramsey St. Mary (Team)	£7,204	£7,204	100
Ramsey Team	£42,694	£42,694	100
Somersham	£40,994	£40,994	100
St. Ives	£58,564	£58,564	100
Upwood (Team)	£8,668	£8,668	100
Warboys	£29,281	£29,281	100
Wistow	£4,685	£4,685	100
Woodhurst	£5,855	£2,342	40
Deanery Shortfall/ (Over Allocation)	£0	£6,726	
<b>Total</b>	<b>£292,901</b>	<b>£292,901</b>	<b>100%</b>

St Neots Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Abbotsley	£7,664	£7,664	100%
Buckden	£44,659	£39,123	88%
Diddington	£2,138	£2,138	100%
Everton	£9,663	£9,663	100%
Gamlingay	£38,651	£38,651	100%
Great Gransden	£18,236	£18,236	100%
Great Paxton	£9,976	£9,976	100%
Great Staughton	£29,162	£29,162	100%
Hail Weston	£8,279	£8,279	100%
Little Gransden	£10,512	£10,512	100%
Little Paxton	£32,784	£32,784	100%
Little Staughton	£6,453	£6,453	100%
Offord D'Arcy w Cluny	£6,300	£6,300	100%
Southoe	£2,613	£2,613	100%
St. Neots w Eynesbury	£57,379	£57,379	100%
Waresley	£7,860	£7,860	100%
Deanery Shortfall/ (Over Allocation)	£6,105	£11,641	191%
<b>Total</b>	<b>£298,435</b>	<b>£298,435</b>	<b>100%</b>

Wisbech Lynn Marshland Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Clenchwarton	£8,760	£8,760	100%
Elm	£6,877	£2,500	36%
Emneth+Marshland St. James	£15,164	£2,517	17%
Friday Bridge	£5,837	£1,800	31%
Gorefield	£5,910	£6,145	104%

Leverington	£15,084	£5,000	33%
Newton-in-the-Isle	£7,201	£60	1%
Outwell	£7,125	£3,781	53%
Southea w Parson Drove	£5,919	£5,919	100%
Terrington St. Clement	£27,617	£27,617	100%
Terrington St. John	£5,418	£481	9%
Tilney All Saints	£5,760	£1,485	26%
Tilney St. Lawrence	£5,334	£783	15%
Tydd St. Giles	£6,635	£6,635	100%
Upwell St. Peter	£10,426	£7,000	67%
Walpole St. Peter	£12,324	£7,500	61%
Walsoken	£28,197	£18,000	64%
West Walton	£8,660	£8,000	92%
Wiggenhall St. Germans	£7,754	£5,300	68%
Wiggenhall St. Mary Magdalene	£6,987	£2,000	29%
Wisbech St Augustine	£17,339	£12,339	71%
Wisbech St Peter & St Paul	£20,760	£20,760	100%
Wisbech St. Mary	£9,173	£9,173	100%
<b>Total</b>	<b>£250,258</b>	<b>£163,553</b>	<b>65%</b>

Yaxley Deanery	NET Request (2022)	Paid for 2022	Percentage (%) Paid
Alwalton	£12,625	£16,125	128%
Chesterton	£3,200	£2,000	63%
Elton, All Saints	£11,744	£13,744	117%
Farcet	£4,387	£4,387	100%
Fletton	£2,573	£2,833	110%
Folksworth	£10,610	£10,610	100%
Glatton	£10,464	£10,464	100%
Haddon	£5,450	£5,450	100%
Hampton	£48,899	£50,000	102%
Holme	£5,693	£5,693	100%
Morborne	£1,000	£1,000	100%
Orton Goldhay	£24,475	£24,475	100%
Orton Longueville	£20,918	£20,918	100%
Orton Waterville	£20,918	£20,918	100%
Sawtry	£16,856	£16,856	100%
Stanground	£27,415	£27,415	100%
Stilton	£15,727	£15,727	100%
Woodston	£488	£488	100%
Yaxley	£35,369	£35,369	100%
Deanery Shortfall / (Over Allocation)	£25,162	£0	0%
<b>Total</b>	<b>£303,973</b>	<b>£284,471</b>	<b>94%</b>



# ely2025

---

## 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

Tel: 01353 652701  
[www.elydiocese.org](http://www.elydiocese.org)