

The Church of England

Diocese of Ely

Annual Report 2015

ely2025

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Foreword Bishop Stephen

When last year's Annual Report appeared, our Diocesan Strategy was still six months away from being launched. September 2015 saw its official inauguration, and its influence on diocesan life and policy is already being felt. I thank all those who have worked so hard to bring us to this point, and pay tribute especially to the Archdeacons.



Another auspicious event marked September. Bishop David came back to us after a year as Acting Bishop of St Edmundsbury and Ipswich. We are delighted to have him and Jean back in Ely and, with his customary energy, he has taken on a large portfolio for 'Wellbeing' in addition to a number of

other responsibilities.

Opportunities have arisen over the last year to forge deeper relationships with our links. The Archdeacon of Cambridge and I visited our colleagues in the Nordkirche in March 2015, and the summer brought a trip to our link diocese of Kigali in Rwanda. In the autumn, Alfred Arunkumar, Principal of Kasam Agricultural Institute in the Diocese of Vellore, was with us for several weeks, learning about local agriculture and sharing the experience of the South Indian context. It is a privilege to be involved with the lives of churches in such different settings and we continue to learn through these relationships.

We also benefit from relationships of service and generosity within the Diocese which attract little public attention, but which have enormous impact on local communities. It was therefore a great joy to present Etheldreda medals for the first time on 17th October to people whose contribution has been significant and sometimes life-changing. There will be a call for nominations for the 2016 awards very soon, and I urge you to think carefully about possible recipients.

There have been a number of comings and goings in the course of the year, and tributes to those who have retired or taken up new posts would occupy several pages. Among the new arrivals, I would like to mention Andrew Read, who has taken up a large challenge as Director of Education and will be grappling with some very serious policy decisions and changes now facing those responsible for schools and the formation of young people. The Diocese is



committed to maintaining and expanding its provision of primary and secondary education and to encouraging vocations to the teaching profession. I shall continue to be an advocate for the Church's role in supporting schools, both in my capacity as Chair of the National Society, and as Lead Bishop for Education in the House of Lords.

Vocations to ministry, lay and ordained, have become a prominent concern for the Church of England, and it is very gratifying to be able to report an increased number of candidates offering themselves for Licensed Lay Ministry. This is an incentive to more active work right across the area of vocations to match this with growth in vocations to ordained ministry, as we seek to align our own strategy with the National Church's strategy for renewal and reform.

It has been a great pleasure this year to be in parishes on Sundays and for special occasions and celebrations. You are to be congratulated for loving your buildings and for seeking to make them better adapted to welcoming worshippers often very different from those for whom they were built. I know that you are well supported by the Archdeaconry Mission and Pastoral Committees and the DAC, and that you will continue to receive assistance and encouragement when the new Assistant Diocesan Secretary and DAC Secretary takes up office.

I conclude with thanks to the Archdeacons of Huntingdon and Wisbech and Cambridge, the Diocesan Secretary, all the staff of the Diocesan Office and the Chairs of Diocesan Organisations whose hard work is represented in this Report. Good administration is essential to our strategy's vision for all of us: that we may be people fully alive in Christ.

A handwritten signature in cursive script, appearing to read 'Stephen Ely'.

engage . grow . deepen

ely2025

Strategy for growth 2015-2025

Sponsors: The Ven Hugh McCurdy and Paul Evans

The decision to consult widely across the diocese was taken late in 2014, with the consultation process occupying the first few months of 2015, closing at Easter.

The Archdeacons presented a draft strategy at a series of deanery roadshows, following which clergy, lay individuals, parishes, deaneries and others submitted suggestions to refine and expand the proposals. The very large number of consultation submissions was collected and analysed, without fee, by Cambridge University's Judge Business School, which produced an evidenced-based report in the spring.

Following further work, the strategy, *People Fully Alive: Ely 2025*, was launched at Ely Cathedral in September.

The strategy is underpinned by five 'levers of change' to set the overall direction of travel for our future work. The use of the analogue railway signalling analogy is no coincidence. It acknowledges the rich history of Christianity in the diocese at the same time as setting the route forward.

The levers, which must be deliberately pulled or released are for us to:

- Nurture a confident people of God
- Develop healthy churches
- Serve the community
- Re-imagine our buildings
- Target support to key areas

Following the launch, the Archdeacons, with support from diocesan staff, conducted further series of roadshows to explain the implications of the strategy to deaneries and parishes. The roll-out included produc-

tion of a Resource Manual that was distributed to all parishes, and early progress included identifying the need to appoint a Vocations post to help achieve the necessary increase in clerical vocations, a Bishop's Officer for Market Towns (where worshipping numbers have dwindled markedly in recent years), and a Church Buildings Officer to work with parishes on the review of their buildings.

Crucially, the diocese was able to create an Ely 2025 Fund of significant size to help parishes implement the strategy. Alongside that, the diocese sharpened its focus on running discipleship course, as well as establishing a deployment group and a cohort of Bishop's Vacancy Officers.

2015 set the agenda. 2016 is when our 10 years' work begins in earnest.

In the short term, members of the Bishop's staff team will take ownership of work streams devoted to each of the levers identified in the strategy, with clear timetables for initial delivery, and we must be clear about what is required from parishes and when. We shall start work on a buildings audit, continue to develop a Diocesan Rule of Life, produce additional discipleship resources and identify what support needs to be given to parishes deemed to have special needs.

It is proposed that parishes and deaneries should reflect on how they will Nurture a confident people of God and Develop healthy churches in the autumn of 2016, reporting to deanery synods by Easter 2017, focusing on discipleship and faith exploration.

NURTURE a confident people of God

Ministry

Council for Ministry

Chair: The Ven Hugh McCurdy, Archdeacon of Huntingdon and Wisbech

Director: The Revd Canon Linda Church

2015 has seen a growth by over 50 per cent in the take-up of training courses across the Diocese, for both lay and ordained colleagues. Looking to the future, we have begun to lay the foundations for further investment into localised training packages, which we intend to further develop in this current year.

Continued Ministerial Development (CMD)

Director: The Revd Canon Linda Church

Administrator: Jennie Woolston

The CMD programme continued this year, both through the Regional CMD programme, and by supporting clergy with grants to engage in training days, study and/or retreats. During 2015 approximately 40 clergy were assisted by some £10,000 of funding being made available. Much of this was used for retreats and study leave and for funding leadership and personal interventions in parishes.

In addition, further funding was made available to clergy to attend events organised by the Eastern Regional Training Partnership. These included New Posts Conference, Incumbency Skills, Managing Change, Pre-retirement and Rural Deans Consultation.

Initial Ministerial Education

Director: The Revd Canon Linda Church

Administrator: Jennie Woolston

In 2015, 10 deacons and 20 curates took part in the Initial Ministerial Education (IME) Phase 2 programme. This ongoing training is designed to inform, equip and support curates while they serve and learn in their parishes in line with the requirements from Ministry Division of Church of England.

The Ministry Team wishes to express its thanks to the IME tutors who give so generously of their time especially in the hours of planning.

Ministerial Development Review (MDR)

Director: The Revd Canon Linda Church

Administrator: Jennie Woolston

Training for our reviewers continued during 2015. Throughout the year we have run a series of training workshops to explain and run through the new MDR scheme paperwork to the clergy. A majority of clergy were able to attend one of the workshops but, given the complexity of getting everyone properly familiarised, it has resulted in some MDR reviews taking place later than usual.

The good news, however, is that all the training has now been completed, a new schedule of reviews has been drawn up and, by the end of 2016, all reviews will be back into a regular three-year pattern. We have 155 clergy on the MDR register and 26 reviewers – 11 Year A reviewers who are members of Bishop's Staff and Dean's staff and 15 Year B – seven lay people and eight clergy. We have invited College Chaplains to join the scheme, and this has been met with some enthusiasm, several having now joined in the Year A reviews.

The whole process of overhaul has been a major achievement and we thank everyone for their patience and encouragement.

Ordinands

Director of Ordinands: The Revd Anna Matthews

Secretary to DDO: Helen Griffiths

Nine deacons and 10 priests were ordained in 2015. There are 36 ordinands in training at nine colleges and courses, and there are over 80 people at various stages in the discernment process (either currently with a Vocations Adviser or seeing the DDO/ADDO) exploring ordained ministry.

Of the Ely ordinands in training, 64 per cent are



classed as young vocations (under 32 at the time of starting training). The national figure is around 25 per cent, although Ely Diocese remains in line with the low national figure for young women in training for ordained ministry. Of the ordinands currently in training, 64 per cent (across the age range) are men.

Growing as a Disciple Course

Director: The Revd Canon Linda Church
Discipleship Co-ordinator: The Revd Janet Glover
Administrator: Jennie Woolston

This 10-week course (originally nine weeks) was launched in 2015. The aim of the course is to increase knowledge of and confidence in scripture, to deepen faith through prayer and provide an appreciation of how the Bible speaks of our relationship with God, and his purpose for us.

Each session lasts two hours and is a mixture of input, group discussion, reflecting on experience and prayer.

In 2015 courses were attended by 49 candidates in Orton Longueville, Ely, St Ives, St Neots, Cambridge Chesterton, and Downham Market.

In October, we held a 'Discipleship Celebration' for all those people who had completed the course: 37 people attended a really uplifting service in the chapel of Bishop Woodford House, followed by a simple lunch. Our course facilitators also attended, and we thank them for their hard work during 2015 and into the new courses in 2016.

Four courses begin in April 2016, with a further four planned for the autumn: take-up has already been very good.

Vocations

Senior Vocations Adviser: vacant
Secretary to SVA: Helen Griffiths

In 2015, we welcomed the Revd Clifford Stocking, the Revd Dr Geoff Dumbreck and the Revd Judy Polkinhorn to the VA team. We sadly said goodbye to Kate Aylmer as Senior Vocations Adviser in November, and wished her well in her new rôle as LLM Selection Officer. A Vocations Officer post will be advertised in early 2016.

In 2015, numbers exploring vocations are:

- two are considering ALM
- 17 are considering LLM

- 31 are considering ordination
- seven are exploring generally
- Of the numbers above:
 - 11 were passed to the Diocesan Director of Ordinands to consider ordination
 - Three were recommended for LLM training, one was recommended to start training in 2016 and two were not recommended
 - Eight were paused or finished work with no further action needed
 - Five were sent MEF1a forms but did not return them
 - 27 continue to work with VAs.

Self-Supporting Ministry (SSMs)

Bishop's Adviser for Self-Supporting Ministry: The Revd Jenny Gage

During the past year, we have compiled a ministry database, noting whether clergy are stipendiary or self-supporting. I am gradually adding information on SSMs' other employment if appropriate. At the last count, of 217 clergy in the Diocese of Ely, there were 106 incumbents and 80 associate priests and curates (the rest are chaplains or work in academia etc). There are 62 SSMs, which is 29 per cent of the total, and 33 per cent of those in parish ministry. Of the 62 SSMs, 31 are women.

We are also trying to ensure that all SSMs have a Statement of Particulars, and that all SSMs at least negotiate a new Working Agreement when they are licensed to a new parish, whether as a curate or as an associate priest, and are assisted with this if they wish it.

As part of my rôle as SSM officer, I also attend most of the training for curates, and am enjoying getting to know them, not only the SSM curates, but also those who will be incumbents, as an understanding of the associate priest role is as necessary to them as to those who will fill it.

Authorised Lay Ministry

ALM Training Officer: Canon Jan Payne
Administrator: Jennie Woolston

It was not possible to begin the revised modules until 2016, although a lot of planning work was carried out behind the scenes in 2015, including meetings with

current course tutors, sourcing new tutors, new modules and the complete revision of older modules.

In addition, plans were put in hand for the re-authorisation of the cohort last licensed in 2011. It was agreed with our Rural Deans that re-authorisation services will be held in deaneries, continuing the 'local' theme of Authorised Lay Ministry.

The first of these services took place in Yaxley early in 2016 and was a wonderful occasion, reaffirming the decision to hold these locally.

Licensed Lay Ministry (Training)

Ministry Training Officer: The Revd Canon Nick Moir
Director of Ministry: The Revd Canon Linda Church

The new initial training programme continues in partnership with ERMC (the Eastern Region Ministry Course). Three candidates continued into their second year, while one has deferred for a year. Ten new candidates began their training in September, four of whom – with prior theological learning – will complete their training in one year.

The standard pathway for candidates is to complete 120 credits (under Common Awards, accredited by the University of Durham) and gain a Certificate in Theology, Ministry and Mission. They study Old & New Testaments, Church History, Doctrine, Ethics, Pastoral Care, Spirituality & Discipleship and a module entitled 'Foundations for Ministry & Worship' that includes the study of Anglicanism, worship & liturgy and preaching, as well as theological reflection on their placement experience. Evening classes are based in Chesterton, while the candidates also attended Saturday training days, together with LLM candidates from the Diocese of St Albans.

This has been a year of change in the leadership of ERMC. In the summer, the principal, Ian McIntosh, was appointed Head of Formation for the national Church; his successor is the Revd Dr Alex Jensen, formerly Senior Lecturer in Systematic Theology at Murdoch University, Western Australia. The diocese is represented on the ERMC Council by the Revd Canon Nick Moir.

A new canon law was passed requiring all Licensed Lay Ministers to undertake two Safeguarding Training Days prior to being licensed or re-licensed. We have received a good response from our LLMs: training began in 2015 and will continue throughout most of 2016.

Other training

Ministry Department initiated a series of other training and support programmes during 2015, covering parish leadership and development, mindfulness, leadership development training, and discipleship.

Riverside at St Jude's:

Six candidates were able to take part in the Riverside at St Jude's – a leadership programme run by St Melitus in the Diocese of London.

Feedback from the group has been very encouraging – training, content and speakers are of a very high standard.

Mindfulness Stress Reduction:

A group of eight people attended an eight-week programme led by Revd Canon Julian Bowers. Feedback was very positive and a taster session and course are planned for 2016.

Leadership Development:



Ten newly-appointed clergy began working with Karin Horowitz in September on a 10-month programme in Leadership Development. A series of Saturday morning seminars on parish leadership and development attracted some 30 people per session.

In addition, plans were put in place for the first diocese-wide discipleship course to be run from early 2015. This course, open to anyone, aims to form the basis from which candidates can move into ALM, LLM or ordained ministry.

Sensory Series

A mix of seven workshops and study mornings held between May and October included practical art days, mornings studying famous paintings, fragrances mentioned in the Bible and a music session at St Neots. Between 10 and 15 people attended each session.

When Words Fail

'Using creative activity as a means of ministry': this workshop, led by Liz Pinnock, one of our Licensed Lay Ministers, was well supported, attracting a group of 27 people. A further workshop has been organised for 2016.

Bishop's Study and Training Days

During 2015 we held three Study Days:

- Christenings and Funerals – led by Sandra Miller, Head of Projects and Development for the Archbishop's Council

A group of 50 clergy assembled in Over to hear the results of recent research undertaken by Sandra Molar, along with consumer feedback and examples of good practice.

- 'The Lawyers are Coming' – led by Stephen Borton and Luke Tatam from the Bishop of Ely's Registry in London, assisted by Ann Auger, a Superintendent Registrar from Cambridge.

The purpose of this training morning, held in October, was to discuss changes in marriage law following the commencement of the Immigration Act 2014. A group of 65 clergy attended.

- 'Preaching Grave with Clarity' – a training day held in December, led by Mike Thompson, from Ridley Hall, preaching Jesus according to Luke, and the great themes of Luke.

Further study days have been planned for 2016, the first in January (Early Good Friday, led by Bishop Gordon Mursell) being open to Ministers, Lay and Ordained.

Deliverance Team

The Revd Matthew Bradbury (Convener)

The team met twice in 2015 to review cases and discuss training. In spring it gave its annual update to Bishop Stephen and, in the autumn, it met to review cases and discuss training. The team budget was spent exclusively on fees for training courses (team members by-and-large bear the cost of attending call-outs on a pro bono basis). The team Convener continues to give IME phase 2 training on the Ministry of Deliverance issues.

Members of the Deliverance Team were active in ministry during the year, attending homes and individuals or giving detailed advice and guidance by telephone or email to the local minister.

Healing and Wholeness advisory group

Christian healing arises as we grow closer to Jesus and experience his peace ("shalom"). In the Bible, there are many examples of healing, including physical, relational and spiritual. There are also instances, in the Bible and in life today, where healing does not seem to occur. We lay this suffering at the foot of the cross.

Healing in the Christian community takes many forms. Historically, our churches were heavily involved in providing medical care to our local communities; a modern version of this is the Parish Nursing movement. There are also opportunities to make healing a focus of our worship together. This may occur through listening, remembering services, intercessions, ministry to people who cannot get to church as well as specific prayer with individuals, teaching, touch, anointing and Holy Communion. In these and numerous other ways, we seek to introduce or bring people closer to Jesus the healer.

Our aim as a group is to encourage our churches to be seen as places of healing and to facilitate this process. Approaches vary from the more sacramental to the overtly charismatic, and this is reflected in the diversity of books and publications highlighted below. We want to offer support to parishes as they explore the various aspects of the Christian healing ministry in their own unique situation.

The Healing Advisory Group is a resource of experienced, ecumenical practitioners who can offer help and guidance to parishes on various healing issues. We are keen to visit parishes for evening or day sessions on various aspects of the healing ministry, for instance:

- Teaching on the healing services
- Teaching and guidance on prayer ministry
- Training and guidance on listening skills
- Training and advice on issues of forgiveness and reconciliation

- Advice on healing and disability
- Advice regarding mental health issues
- Biblical reflection exploring the practical expressions of this ministry

Members of the group

- Alasdair Coles (doctor, hospital chaplain, Bishop's Adviser on Healing)
- Anne Aldridge (Chaplain, Ridley Hall, and Anglican minister)
- Deborah McVey (Chaplain, Addenbrooke's Hospital and URC minister)
- Ian Randall (Chaplain, Addenbrooke's Hospital, and Baptist Minister)
- Catherine Price (nurse and Parish Nurse)

Women's Ministry

Bishop's Adviser on Women's Ministry: The Revd Canon Dr Jessica Martin

During 2015, the Bishop's Adviser for Women's Ministry, with the Focus Group, put on the two-day course 'Taking Responsibility for Ourselves' facilitated by Hilary Cotton, which was found very helpful for those who attended, and contributed to some further thinking about patterns of ministry that assist the shapes of women's lives. The course took place in April and June 2015.

We also ran a Quiet Day in May 2015, centered on vocation and entitled 'Returning to your First Love'.

A 'Diocesan Audit' was prepared for 2015 and shared with senior staff, which looked at gender balances across different strands of ordained and lay ministry within the Diocese, as a basis for looking at how women's gifts may best be used in the service of God. This will be updated in 2016 now the new database is up and running.

In January 2016 a one-day course ran, 'After Hilary Cotton', which looked at how we might best discern and use our gifts in ordained ministry.

A meeting is planned for June 2016 which will look at how the 'wellbeing' agenda might support the particular circumstances of ordained women.

Resilience in Conflict

Bishop's Adviser for Resilience in Conflict: the Revd Ruth Adams

Administrator: Jennie Woolston

Resilience in Conflict training was held twice in 2015, once for rural deans and the second time for any clergy who wished to apply. The course aims to empower and encourage clergy so that they feel resourced and above all not alone in dealing with the normal and acute conflicts that they face in day to day life in their ministry.

Two further courses were run at the beginning of 2016, one for clergy and the other for licensed lay ministers. There were also training sessions held separately for curates as part of their IME training and for Vocations Advisers. Individual coaching, mediation and more extensive working within parishes continues to be delivered at the point of need.

Retired Ministry in the Diocese of Ely in 2015

Report from Canon David Pritchard
Retired Clergy Officer for the Ely Diocese

The annual gathering for retired clergy, spouses, widows and widowers was held on 28th May 2015 when Bishop John Flack preached at the Eucharist in the cathedral. The annual Study Day, arranged by the Ely Fringe, was led by Bishop John Taylor, and the Quiet Morning, arranged by the Cambridge and District Branch of the Retired Clergy Association (CBRCA), was led by the Archdeacon of Cambridge.

Throughout the year, bi-monthly local meetings were held by the CBRCA and the Ely Fringe on a variety of topics: the Pilling Report; Chaplains in World War I; Reflections on being a Dean; Dorothy Sayers; Rome and Pope Francis; John Clare; Faith under fire; Credit Unions.

Several retired clergy attended the annual meeting of the Retired Clergy Association held in June in Bury St Edmunds. In his report, the chairman, Bishop David Jennings, outlined plans to write to all diocesan and area bishops about the report 'Supporting the Ministry of Retired Clergy' published by the Archbishops' Council in June 2014. Suggesting that this report be discussed at senior staff meetings, Bishop David hopes the responses from dioceses will identify how pastoral care is given to retired clergy, how the skills of the retired clergy are known and used, what percentage of the fee for occasional offices is offered to retired clergy and what on-going training is available. His other line of enquiry concerns the way proposals for the Target Rents for those who belong to the Church's Housing Assistance for the Retired Ministry scheme are working out – initial proposals meant that some members would have to wait 50 years before reaching their designated target rents.

A recent enquiry by the Bishop of Huntingdon discov-

ered that there were now 159 retired clergy with Permission to Officiate (PTO) and 23 without PTO in the diocese. As the number of stipendiary posts decreases, the increase in numbers of clergy retiring into the diocese is opportune. The diocesan website now has a Retired Clergy page (Supporting People/Retired Clergy) which gives details and contact information about meetings of the CBRCA and the Ely Fringe. Other information will be added throughout 2016 with the aim of making this section of the website a valuable resource to retired and non-retired alike.

Assistant diocesan retirement officers Canon Chris Barber, Ven Richard Sledge, Revd Roger Bowen, with Mrs Elizabeth Walser, Widows Officer, and Mrs Mary Barber, are to be thanked for their continued work in supplementing the pastoral care of the retired clergy and their families that is provided by parishes and deaneries.

DEVELOP healthy churches

Mission

The Council for Mission:

Chair: Bishop David Thomson

Director of Mission: The Revd Canon Peter Wood

We pray to be...

With the launch of the Diocesan strategy the challenge for Mission Department was to help churches identify with what God was doing in order to better serve their locality and to grow the church.

To further this end the mission team welcomed the arrival of Revd Ed Olsworth-Peter from London as the Adviser for Fresh Expressions of Church and Young Adults. The strategic vision for the diocese is that by 2025 there be as many new Christian communities as existing ones.

As the team took shape, Rachael Heffer moved post to use her gifts in the role of Youth Adviser. In the Autumn, Gina Mead joined as the team administrator and Revd Jes Salt was licensed as part-time social justice co-ordinator with a particular focus on food banks and credit unions.

Overseeing all this development was Bishop David who took over as the Chair of the Council for Mission.

Local Mission

Spirituality

The Spirituality Advisory Group re-formed in 2015, and a new system was put in place to find spiritual directors for those who are seeking someone who will accompany them on their spiritual journey. Ninety-seven people were put in touch with a potential spiritual director.

A group of SDs worked with clergy in a deanery in May: then in October an Exploring Prayer Day in the cathedral was offered, which 70 people attended. Feedback was encouraging. One said: "I appreciated having a whole day to pray away from the busyness of life."

In November Lord Williams led a quiet day for the spiritual directors at Bishop Woodford House.



The Local Mission Fund

Twenty-three projects supported. Over £14,000 was given as mission grants.

Project recipients included

Five new Fresh Expressions of Church

Four craft-based groups

Three schools-based groups

Three for outreach publicity

Others included supporting Parish Nursing, a new café group and work with seniors etc.



Photo permissions obtained by Janet Tanton
flyingheron@btinternet.com

New Housing

Hampton and Cambourne continue to grow apace. Meanwhile plans are being made for ministry in Alconbury Weald and Northstowe.

The new housing group met four times in the year and gained insights from shared learning. This multi-disciplinary group looks at best practice in this context, shares latest developments in planning and informs diocesan policy.

Fresh Expressions of Church and Young Adults

The Revd Ed Olsworth-Peter continues the work of Dave Male and has built on the report from the Church Army Research Unit conducted in 2014. Research was conducted into new and emerging pioneer churches such as Mossy Church (using nature and creation) and Sweaty Church (physical learning). In order to encourage this sector of mission free places were offered on the Mission-Shaped Ministry Course. The course was run together with the Diocese of St Edmundsbury & Ipswich. Fourteen of the 29 participants were from Ely diocese.

The Archdeacons' Articles of Enquiry of 2015 revealed that of parishes that responded to the question, 86 per cent said that they had no engagement with young adults. This highlighted the need to help churches connect better with people in their 20s and 30s. At the same time it was recognised that there were some churches that had thriving student work and ministry to young adults.

Rural Mission & Ministry

The rural mission and ministry group has been exploring how it can best support mission and ministry in the changing and varied rural context in the Diocese of Ely. An estimated 58 per cent live in villages or hamlets in the diocese. A key part of the group's brief is to tell the stories of the worshipping communities of these villages.

Conversations in Mission

This half-termly Diocesan event continues to be hosted by Histon Church in the St Andrew's Centre. At least 10 different churches brought groups of people to engage in conversation around Mission and Risk-taking, Prayer, Servant Leadership, New Emerging Communities, Communications and Culture and Young People.

Ecumenical Matters

The Revd Sarah Gower took up the post of Anglican Ecumenical Officer at the beginning of November. Professor David Thompson from the United Reformed Church, who had served the diocese for the last few years as Ecumenical Adviser, stepped down.

Children and Young People

Children

Starting in January, the Children's Adviser conducted a diocese-wide consultation with children as part of the wider strategy process. This document was sent to schools and churches, and the response was considerable, thought-provoking and helped shape the subsequent formation of the Strategy.

Later in the year, two Messy Churches joined many others in the Cathedral for the official launch of the Strategy, Ely 2025. The children participated enthusiastically, hanging their prayer-shoes on the prayer trees, parading with flags they had designed and made themselves, and presenting the Bishop with the new

Strategy document.

The autumn saw a series of bite-size training sessions delivered ecumenically. Topics included Developing a Vision for your Work with Children, Reaching Un-churched Children, and Creative Prayer, and were well received, with 70 people attending across the three evenings.

The Children's Adviser also became Messy Church Regional Co-ordinator for the Cambridgeshire area. Several Messy Churches were visited as a result and new ones started during the year.

Youth

In the autumn of 2015 a new Youth Adviser was appointed to serve the churches and help to support, resource, train and network youth workers and youth volunteers around the diocese. In collaboration with the Cambridge Youthwork Collective and youth agencies such as Youth for Christ (YFC), Urban Saints, Scripture Union, CYM and others, a full training programme was drawn up, as well as termly gatherings offered for local church youth workers and volunteers within the diocese. Two new strands of youth work training (ALM and online training) were embarked upon to enhance confidence in engagement with young people in both the church and school context.

During the course of the year, a stream of youth-themed seminar evenings took place as part of the department's Public Issue Seminars. In 2015 the theme was Young People and Mental Health. This included topics such as Self-Harm and Eating Disorders, delivered in conjunction with specialist agencies, who presented to 60-90 teachers, parents, youth workers, GPs, social services workers on each occasion.

After 23 years of 'Rave in the Nave' and a total of 18,000 young people having attended the event over that time, a consultation period began in the Spring of 2015 to evaluate what the event would evolve into for the future and how it could become increasingly missional to connect with young people in the diocese.

Social Justice

Ely hosts the termly regional gathering of social responsibility officers. It played host to the national conference in October, which looked at the theme of social action and discipleship, where Bishop Stephen was a guest speaker.

Poverty and the disadvantaged remain key aspects for mission. Food banks have become an important player, nationally and locally, in providing emergency food relief to those in need. There are eight foodbank centres within the diocese and a further 19 distribution points. Almost every church (89 per cent) in Ely Diocese supports local food banks by the regular provision of food and other practical support such as manning one of the centres or distribution points.

The Deaf Community

To the regular monthly signed services at St James's, Hemingford Grey, St Barnabas, Cambridge, St Mary's, Godmanchester, and St Andrew's, Soham, was added St Peter's church in March.

As well as bible studies in British Sign Language, special events have been held to mark Easter, Harvest and Christmas.

We have also been developing contacts with deaf Christians from other areas such as Colchester and Norwich for fellowship and encouragement. After the Harvest Festival a car-load of food was taken to Jimmy's Night Shelter in Cambridge.

World Mission



'To engage fully and courageously with the needs of our communities, locally and globally.'

Kigali

In June there was a visit from Ely led by Bishop Stephen to Kigali to further develop the new link. The trip included visiting Gahini, the birthplace of the East African revival, and a particular highlight was hearing personal stories of reconciliation following the genocide. Bishop Stephen said at the farewell dinner: "It would be easy for Rwanda and its people to be defined by the terrible events of the 1994 genocide, but it is not: Rwanda is defined by hope, reconciliation and forgiveness."



Ely Diocese has also supported the collection, categorisation and promotion of the East African Revival documents in Kigali diocese.

Vellore

Eighteen people took part in a visit to Vellore led by Rev Paul Whittle (Moderator, URC Eastern Synod and Chair of the Cambridgeshire Ecumenical Council). A number were from diocesan schools and spent time in schools in Vellore, including teaching and making links. Others made links with different groups involved in ministry (pastors, evangelists, bible women, catechists)

On a visit to Cambridgeshire, Alfred Arunkumar, Director of the Agricultural Institute, Kassam, gave a presentation by Alfred to Diocesan Synod on the issue of environment

Throughout the year the Environment Group and the Vellore Link Group were working with the Diocese of Vellore and with Christian Aid to offer two conferences (in Cambridgeshire and in Vellore) on the effects of climate change in our regions. In December a special appeal was made for farmers in Vellore and surrounding areas whose lands were devastated by floods.

Germany, the NordKirche

Archdeacon Alex attended the Nordkirche ordinations, and there was reciprocal attendance at the Ely ordinations. The Bishop's Adviser for World Mission, Canon Fiona Brampton, participated in 'Walking together the Way of Justice' – a consultation held by the Nordkirche with all its global partners. This involved spending some time in different 'deaneries' of the Nordkirche, to observe the justice work that the church is engaged in, and some time in plenary meeting with all the global participants. Much of this focused on our partners' involvement with people escaping war, persecution or starvation from Syria, Africa, Eastern Europe and the Middle East.

The Environment Committee

It did not prove possible to convene a committee meeting in 2015, but there were several meetings between the Chair and the DEO, one attended by the Director of Mission and Canon Vicky Johnson of Ely Cathedral, who is on a national environment committee. The Chair attends the Diocesan World issues group meetings and ecumenical environment group meetings in Peterborough.

A 'Hope for the Future' event was held in Ely Cathedral to lobby MPs in advance of the General Election, which elicited more than 200

signatures. The Chair attended a conference in Coventry Cathedral entitled 'Reconciling a Wounded Planet': as a result an informal group of people, largely church-related, in Cambridge set up a meeting at Michaelhouse on 'Climate Change, Theology and Politics', which was addressed by Prof Richard Bauckham and Daniel Zeichner, MP for Cambridge. It was attended by over 40 people, and it is hoped to arrange a similar meeting this year.

The atmospheric monitoring programme run by Cambridge University continued to yield valuable data with equipment at Haddenham, Tilney All Saints and Glatton. One peer-reviewed paper was published.

SERVE the community

Education

Board of Education and Multi-Academy Trust

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

The Board of Education continues to fulfil its statutory duties as it supports the 84 existing church schools of the diocese, including the building of two new schools in areas with expanding housing development. September 2015 saw a change in Education Director, with Andrew Read succeeding Tricia Pritchard. Tricia's work has been much valued, and since his appointment Andrew has sought at every opportunity to build on her legacy.

The education landscape continued to go through an immense period of change in 2015, requiring the education team to be highly innovative in response. This



included further strengthening the senior management team through the appointment of two additional Deputy Directors – one for business planning and innovation, and another for Christian Distinctiveness. Further specialist appointments were made to the academies team, which continues to expand rapidly in order to strengthen the capacity to support the schools in its care.

The successful bid for Ermine Street Academy at Alconbury Weald was balanced by the closure of William Marshall Primary School at Welney in December 2015. Numbers at the school had been so reduced that it was no longer viable; however, staff and pupils were successfully relocated to similar church-empathetic contexts.

Our work to support the much-valued head teachers, teachers and supporting staff in our schools remains the core focus of our efforts. All but two of our schools have been visited at least once during the academic year and the vast majority of schools have been visited at least three times. Ninety per cent of schools (represented by head teachers and lead

governors) have also attended seminars to discuss the future structure of Church schooling in the light of the government's intentions to convert all schools to academies.

Fourteen schools and academies were inspected by Ofsted in the 2015 academic year. Three of the schools inspected, which had previously required improvement, improved their grades for overall effectiveness and are now good. Two schools that were previously judged to be good maintained their good grades.

Twenty-three schools and academies were inspected according to the national framework for the Statutory Inspection of Anglican and Methodist Schools (SIAMS), in which the focus is on evaluating the effect that the Christian ethos of the church school has on the children and young people who attend it. Of these, two schools were judged to be satisfactory for overall effectiveness, 12 were judged to be good and nine were considered to be outstanding.

The work of all our governors has been instrumental in our schools' successes over 2015. In particular, the contribution of our ordained and lay foundation governors remains of significant importance. The new post-holder in charge of Christian Distinctiveness will be working hard to further the support and focus of such valued individuals.

The Diocesan Board of Education met three times during the calendar year, after meetings of the School Development and Improvement Group, the Schools' Organisation and Resources Group, and the Standing Committee.

A significant continuing development has been the expansion of the academies programme. The Diocese of Ely Multi-Academy Trust (DEMAT) Board met four times in the 2015 academic year. These sessions were preceded by meetings of the four sub-committees: Finance and Estates, Personnel, Standards and Ethos, and Audit.

In the 2015 academic year, five schools converted to academies, two of which were sponsored as fast-track academies, with three being self-converters. This brought the number of schools in the Trust to 20 by the 31st December 2015, with a further five approved for joining in 2016. The DfE continues to be pleased with the Trust, with officers routinely visiting DEMAT schools on an ongoing basis to monitor the support given. Additionally, the Diocese has the four stand-alone academies – St Bede's Cambridge, Bourn, All Saints, March, and Buckden – all of which continued to flourish.

The two inter-church (Anglican-Catholic) academies of St Bede's and All Saints remain a much valued part of our church school family.

The following church primary schools were listed in the top 10 schools in Cambridgeshire for the achievement of their pupils at the end of Key Stage 2 in 2015: Little Thetford, Great & Little Shelford and Coton. In addition, a number of our schools received letters from the Minister of State congratulating them on the improvement in the Key Stage 2 results of their disadvantaged pupils.



Supporting the professional development of all staff in schools remains of high profile. Over the course of the year, the Diocese has arranged and hosted numerous development courses, particularly emphasizing the importance of system leadership and the contribution of all individuals to a greater whole. Partnerships have been established to facilitate this, with school-to-school support partnerships between Buckden and St Mary's, St Neots, and Wormegay/Runcton Holme with All Saints, Stoke Ferry, just two examples of many such arrangements.

The work undertaken in 2015 thus continues to build the Diocesan capacity to be more involved in the everyday support of our schools. With the pace of change driven by a national policy of local determinism, it is vital that the Diocese continues to rise to the challenge of providing strong Christian-based regional educational leadership. This work will continue into 2016, with a growing emphasis on local collaboration, and closer integration with

the Ely 2025 strategy for growth, strengthening links between the church and the local communities so that schools can lie at the heart of parishes and the communities they serve.

DIOCESAN ADVISORY COMMITTEE FOR THE CARE OF CHURCHES

Chair: Richard Halsey
DAC Secretary: Jane Logan

Each church stands as the visual reminder of God's love for us, witnessing to the Gospel of Jesus Christ in the midst of our villages and towns all day and every day. Each building is as unique as the community that built it, extended and re-ordered it and now worships within it.

In many places the church building has stood for centuries, loved and cared for by generation after generation. Inside each one you will find many treasures, not just in the worked stones, carved wood and stained glass, but in the evidence of hard work, generous care and determination to do the best to the Glory of God.

Those who look after their church buildings are assisted by the members of the DAC, who give freely of their time and expertise, not only attending DAC meetings but visiting churches throughout the Diocese looking at specific projects.

Members represent a highly-effective body of knowledge, assisting parishes to meet their obligations and the mission of the Church. In 2015, members turned out on 72 occasions to give advice at site visits, and many are asked for other guidance between meetings. In addition, Jude Johncock visited 15 churches to give advice to parishes prior to their coming to the DAC with a scheme. Matters discussed range from monuments and the repair of pew platforms to major repairs and re-orderings running into hundreds of thousands of pounds.

Of the 500 or so items discussed in 2015 members considered 53 possible re-orderings and extensions, nine memorials, 25 heating, lighting and electrical projects and the installation of wifi, and advice regarding damage caused by badgers.

Major works of re-ordering have taken place in 2015 at a number of church buildings including Hildersham, Huntingdon All Saints and Steeple Morden, and members look forward to visiting them in the future.

It is due entirely to the care and attention with which PCCs prepare their applications that the majority of items were dealt with on the first occasion that they appeared on the agenda. PCCs continue to strive to maintain and repair their church building while at the same time making alterations that will enhance the building and its use for future generations.

Some items do inevitably take a little longer, and some projects of repairs, reordering or extension will come before the committee on several occasions. For such items advice will also be sought from English Heritage, the Victorian Society, and the Society for the Protection of Ancient Buildings, the local authorities and the Church Buildings Council. The aim of the DAC is to find, with the parish, the best solution possible, recognising the needs of the parish while enhancing the building.

The DAC enjoys good relations with specialist advisers at Historic England and the Church Buildings Council, as well as officers of the amenity societies and the local authorities. Together their expertise was called upon on 87 occasions during the year for advice ranging from stained glass repair to design considerations of screens and extensions.

RE-IMAGINE our buildings

Closed Churches Uses Com-

Chairman: The Revd Canon Brian Atling

Progress is being made regarding the future of the buildings no longer required for worship but this inevitably is slow and members met three times during 2015.

Guyhirn St Mary Magdalene – Grade II

Planning permission has been given for housing on the glebe land behind the church and planning permission was granted in 2010 for the conversion of the church building to two dwellings. Unfortunately this has fallen through (for the fourth time) and the Church Commissioners are considering the options. Meanwhile, sadly, the building continues to deteriorate although it is kept wind and weathertight.

Prickwillow St Peter

A local group are hoping to acquire this mid-19th Century church building for use as a café and shop. A business plan has been prepared and the group are hoping to become a trust so that the future of the building can be assured.

Ruins

There are a number of ruined churches in the Diocese which are still consecrated and the Committee has been considering the future of these.

Miss Jane Logan



Finance

	2014 Actual *	2015 Actual	2015 Budget
INCOME	£000	£000	£000
Ministry Share	5,032	5,171	5,167
Parish Fees	366	341	350
	5,398	5,512	5,517
Investment income and let houses	2,149	2,235	2,110
Archbishops' Council	60	63	60
Other income	198	147	110
	7,805	7,957	7,797
EXPENSES			
Parish clergy direct costs	4,961	4,948	5,110
Clergy and parish support costs	1,222	1,298	1,165
Contribution to National Church	520	528	525
Curates, ordinands and vocations	707	722	708
Other investment in the future	172	175	248
Ely 2025	150	200	
	7,732	7,871	7,755
SURPLUS/ (DEFICITY) FOR THE YEAR	73	86	42
* 2014 figures have been restated under FRS102			
Research and development expenses	9,672	16,913	15,988

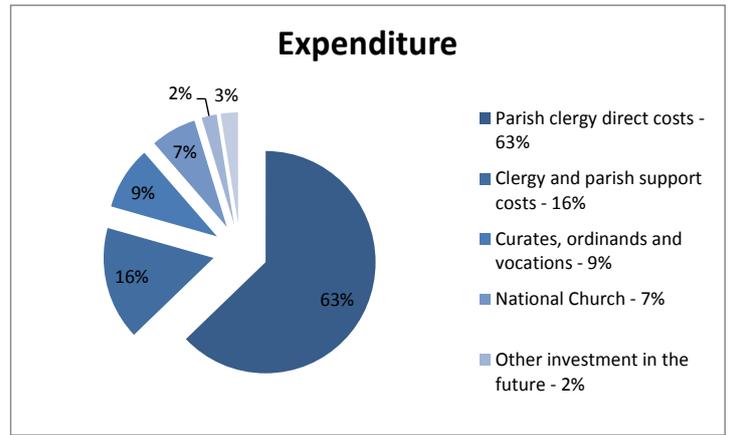
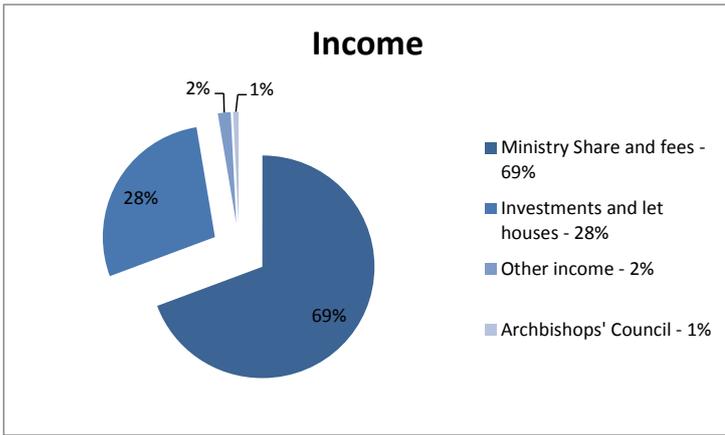
The result of 2015 was a surplus of £86,000, compared to a budget surplus of £42,000, which allowed us to transfer a further £200k into the Ely 2025 fund for new parish growth initiatives in 2016 and onwards.

The Diocese of Ely has a sound financial base to carry forward our 'People Fully Alive' strategy for growth. Faithful and generous giving by parishes and people is at the heart of this position.

Investment income, income from let houses and a reduction in overall running costs and some unbudgeted income accounts for the operative surplus.

Ministry Share receipts increased by £139,000 (2.8%) over 2014. The overall collection was 98.6% with 11 out of 15 deaneries paying in full.

A full list of parish payments can be found at the end of this booklet.



Diocesan Assets Sub-Committee

Chairman: Sir Hugh Duberly

The Sub-Committee monitors the management of Diocesan land and properties, as well as the investment portfolio.

2015 saw a continuation in volatility of markets across the world. A relatively strong performance in the first half of the year saw setbacks in the fourth quarter as concerns emerged about first Europe and then a slowdown in China.

Despite setbacks in headline values, the value of the investment portfolio as at 31st December 2015 was £35,852,000, compared with £33,169,000 at 31st December 2014.

Investment income rose to £1,702,000, compared with £1,608,000 in the previous year. This increase represented a rise of 5.8 per cent. The committee is looking to increase the levels of income achieved from the investment and glebe portfolios in future years to produce an increase in income of five per cent per year.

Glebe rental income for the year was £467,539, compared with £490,460 for the year 2014, a reduction of 4.6 per cent. Pressure on rental levels is expected to remain during 2016, though rent receipts are not expected to reduce further.

There is a significant gap between the income returns available from agricultural land and those achievable from financial-based assets, but there has been strong capital growth in the glebe portfolio. The committee will continue to ensure that the glebe and investments portfolios are managed to produce the maximum available resources for the work of the Diocese.

Communications

Chairman, Communications Reference Group: The Ven Hugh McCurdy

Interim Director of Communications:
Ian MacKellar

The early part of 2015 saw a concentration on internal matters, including new branding around the Bishop of Ely's three-coronet device, and the Big Thank-You and Etheldreda Medals, which were presented in the autumn by the Bishop of Ely to people recognised for their outstanding contributions to the life of the Diocese and its parishes. Bishop Stephen has indicated that, in spite of the retirement of Canon Alan Hargreaves, who initiated and administered the 2015 scheme, 2016 will bring a further round of recognition in the award of further Etheldreda Medals.

In the latter part of the year the focus turned outwards, with the launch of the 10-year diocesan strategy for growth, Ely 2025, at Ely Cathedral in September. Communication lies close to the heart of the success of the strategy, which will underpin much of the department's activity in the coming year and for a decade beyond. The strategy is an opportunity to look joyfully outwards, and its fruits are already being well received by the public media.

October saw the re-launch of the diocesan website in a crisp new design. It will take time to populate it with all the material that should be available there, but it is a cost-effective basis for both internal and external communication. It includes a confidential intranet that will become live during 2016. As each week passes more information is made available.

During that month the diocese also bade farewell to our previous Communications Manager, Sarah Williams. Graham Hayes, who designed and maintains the new website, also took temporary charge of day-to-day communications on a part-time basis. In addition, he has re-designed the Prayer Calendar in collabora-

tion with Dr Bridget Nichols, Chaplain to the Bishop of Ely.

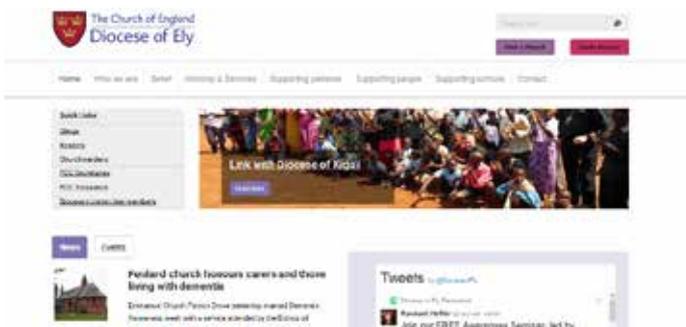
The latter part of the year also saw the start of re-establishing the diocese's contacts with key local journalists, an activity that will be built on during 2016 to emphasise the Church of England's focus at the heart of our communities in Cambridgeshire and West Norfolk. There is much good news coming from our parishes, and we are enthused to share it both with other parishes and with our wider communities.

We also intend to develop collaboration with neighbouring dioceses, such as that with Norwich, which brought us last Christmas's Nativity video and supporting booklets, which were enthusiastically received by parishes (and parents and children) across the diocese.

The Communications Reference Group, which supports and advises the professional communications team, has been strengthened to include clergy at all levels from curate to archdeacon. Plans are afoot to provide comparable lay membership during 2016.

Prayer C A L E N D A R

Prepared by Jackie Cox
Edited by Dr Bridget Nichols



ely2025



Houses Sub-Committee

Chairman: Revd Simon Talbott

2015 was an extremely busy year for the management of the housing stock of the Diocese. The ongoing capital programme saw the purchase of new parsonage houses for the Benefices of Watlington and Guilden Morden. A house in Ely was purchased for a clergy family assisting in the parish. During the year, 12 houses were brought up to minimum standards at new occupancy.

Elsewhere, the Diocese was able to complete the sales of a number of properties no longer required for clergy occupation. Sales of property during 2015 realised a total of £3,219,300.

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

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.

2015 was the final year in the current synodical cycle. Several sub-committee members have decided not to stand for re-election for the coming period. I would like to thank all those standing down for their service in the last four years. I look forward to welcoming representatives with the drive to shape clergy housing in the next four years.

Bishop Woodford house Retreat and conference centre

Chairman: Timothy F. Burgess JP

The Diocesan Retreat and Conference Centre continues to be a self-supporting resource used by both the diocese and the wider Church of England. Perhaps not surprisingly, the Retreat has suffered from the general economic situation with a slight drop in income in 2015, which has therefore made meeting targets and pursuing on-mission objectives difficult.

The enormously beneficial 'peppercorn' rent for the use of the Retreat has to be viewed in the context of a full repairing lease. This year, for example, repairs and maintenance of the former Warden's house have exceeded the rental income and are expected to do so again in the year ahead. Not surprisingly, given the cost of recruiting a new Warden and essential repairs to the roof, the Retreat Centre is reporting a deficit this year, and the additional costs were met by the reserves.

Our new Warden, appointed in July, supported by the Deputy Warden and key members of staff, has rekindled the team spirit, and together they are addressing the ongoing needs of the business in a prayerful and professional way.

The past year had seen some uncertainty about continuity of business from one valued user of the Retreat, but new contracts have now been agreed and, with advanced bookings at the highest levels for many years, the outlook for 2016 looks promising.

Safeguarding

Diocesan Safeguarding Adviser: Rebecca Boswell
Diocesan Safeguarding Officer : Sarah King

This report summarises the safeguarding work undertaken within the Diocese of Ely, highlights some key issues arising during 2015 and considers forward planning for 2016.

Personnel

The Bishop's Safeguarding Adviser, Yvonne Quirk, retired in October 2015 after many years of service to the Diocese. This role has now been retitled Diocesan Safeguarding Adviser (DSA) in accordance with national practice.

Rebecca Boswell joined the Diocese of Ely as DSA in December 2015. Rebecca had previously worked as a social worker and as Allegations Manager within the Local Authority Designated Officer Team at Cambridgeshire County Council.

Janet Perrett, the long-standing Chair of the Diocesan Safeguarding Management Group, has expressed her intention to stand down once a replacement has been found.

Safeguarding activity in relation to individual cases

The following figures are based upon the Diocese of Ely's response to the Church of England Safeguarding Audit 2015. The level of work in relation to individual cases and safeguarding enquiries appears to have remained largely consistent over 2015. There were 12 cases relating to allegations against a church officer. There were 22 new and ongoing file cases. There are currently five Safeguarding Agreements in place across the Diocese for known offenders or those who may pose a risk.

Policies and Procedures

The Diocese of Ely published and circulated fully-revised Safeguarding Policy and Procedures in October 2015. A Diocesan policy in relation to responding to safeguarding allegations relating to clergy, church officers, employees or volunteers was also agreed in October 2015. All Diocesan policies are compliant with national Church of England guidance.

Partnership Working

The Diocesan Safeguarding Management Group (DSMG) has representatives from across the Diocese and continues to have strong representation from statutory agencies, including social care, police, probation, health and education, and provides valuable support and guidance in relation to safeguarding work within the Diocese. Terms of Reference for the DSMG were revised in May 2015. Ely continues to host meetings of the Regional Safeguarding Group with representatives from six neighbouring dioceses and the Regional Adviser of the Methodist Church.

Sarah King continues to represent the Diocese on the Adult Safeguarding Board Training Group and the Local Practice Group Planning Committee of the Local Safeguarding Children Board. In 2016, Rebecca Boswell will be joining the Board of the Local Safeguarding Children Board as Voluntary Sector Representative. The work of the parish safeguarding co-ordinators is of great importance in safeguarding work across the Diocese, and a garden party was held at the Bishop's House to celebrate their important contribution.

Training

In 2015 House of Bishops Guidance required that all Licensed Lay Ministers undertake full safeguarding training prior to being re-licensed in 2016. Attendance at safeguarding training in 2015 included 186 licensed clergy, 15 clergy with Permission to Officiate and 75 Readers. It is estimated that 960 lay church officers have also attended safeguarding training. There are currently eight volunteer trainers assisting in the delivery of safeguarding training across the Diocese.

Disclosure and Barring Service checks

The Diocese launched the online DBS checking procedures in 2015. This means that all parishes are now required to subscribe to this system, which is overseen by Diocesan Safeguarding Officer. The Diocese applied for 1,032 checks during 2015: three of these were 'blemished' and required further assessment in relation to the roles applied for.

Looking forward

There is a comprehensive programme of work 'Towards a Safer Church Transformation Plan 2016' by the National Safeguarding Team of the Church of England to revise, update and develop policies and procedures in relation to safeguarding. The Diocese of Ely will be implementing in full the training programme of the Church of England Safeguarding Learning Development Framework, Practice Guidance 2016, as it is developed, which will standardise safeguarding training and development across the Church of England. We will also be responding to the Independent Inquiry into Child Sexual Abuse as required throughout 2016.



be audited by the Institute of Social Care Excellence in July 2016. All dioceses across the country will be audited over the next two years.

The outcome of the Independent Audit and National Church of England Programme will form the basis for future planning in relation to safeguarding work in the Diocese of Ely.

TARGET support to key areas

Mothers' Union

Diocesan President, Susan Baker

2015 continued to be a very busy year for the Mothers' Union in Ely Diocese. Members were involved in both local outreach and practical activity as well as being involved in supporting national awareness-raising campaigns.

A highlight of the year was that the Mothers' Union celebrated 125 years of active service in the diocese, and a special thanksgiving service was held at Ely Cathedral to celebrate this. During the service Susan Baker was re-commissioned as Diocesan President and others were commissioned as officers and trustees for the new triennium 2016-2018.

Also celebrated were Ros Wright and Beryl Water-son, members who were awarded Etheldreda Medals in recognition of their long-standing commitment and work for the Mothers' Union in this diocese.

During 2015 our Archdeaconry Vice-President (Cambridge), Jo Wibberley, undertook a mammoth cycle ride around the Cambridge Archdeaconry to draw parishes' attention to the work of the Mothers' Union. Cycling over 700 miles, she visited 147 churches and five redundant ones. And, as a result, a new venue for monthly Thursday Prayer has been made available in Little St Mary's, right in the heart of Cambridge. Congratulations to Jo for a great job done!

Also memorable in 2015 was the Mothers' Union involvement in the national campaign against gender-based violence. To raise awareness of the 16 Days of Activism against Gender-Based Violence, a prayer vigil was held on 26 November both in and outside Ely Cathedral. Prayer trees were erected in churches across the diocese, and prayers from the one in Ely Cathedral were presented on the last Sunday during morning service in the Cathedral.

A further national campaign the Mother's Union also participated in was that of Bye Buy Childhood, which aims to reduce the commercialisation and sexualisation of childhood. Commenting on the Bye Buy Childhood Report issued in 2015, Bishop David said: "Full marks to the Mothers' Union for not only launching the Bye Buy Childhood campaign, which has already made a big difference to children's lives, but for sticking to it and continuing to hold us and our government and businesses to account."

Other outreach and ongoing practical support provided by the Mothers' Union included:

- Collecting toiletries for local women's refuges

This ongoing support continues to benefit women in refuges across the diocese. One mum in Ely had been collecting toiletries all year for the refuge in Cambridge. Every two weeks a car-load of household



items is taken to Timestop in March for teens staying in the hostel there. At Christmas time, three car-loads were delivered to local refuges and selected gift sets taken to young women living at Whitworth House in Cambridge.

- Supporting those in prison and their families

Monthly tea/coffee mornings are held for men in HMP Littlehey who never have visitors. One man said how valuable it was to have “someone to talk to and not be judged”. A Bible Study course was also run and 150 Christmas cards given to the men who attend chapel. Seven Mothers’ Union members attend the prison chapel services on a rota.

- Sending families in need on ‘Away from it all Holidays’

During 2015, three families (eight children and five adults) were sent on a holiday to Searle’s in Hunstanton. Feedback is always positive and one family said: “We all had a lovely time. The kids got involved in all the clubhouse activities, and my son came third in a swimming race and got a certificate.” Another referer said of a different family: “The time away has really made a difference, and she has really moved forward and said the time away was a welcome and needed break after all the family has been through this year”.

- 25 large bin bags packed with knitting sent to Eastern Europe – all the items, clothes and blankets, had been lovingly and prayerfully knitted.

- Mother and baby tents at county shows

Some 100 families were welcomed at the tents and after the Fenland show Mum Jane said, “It was so nice to have a quiet place to change my daughter and she was so happy to have a quiet place to play and didn’t want to leave at all.”

- The last cookery books, originally produced for students, have been given to local food banks. A new microwave version is in production.

- Our more than 900 members fund-raised £7,717.27 to support worldwide projects, helping to support 384,972 people globally with training, development work and family support projects.

A key aspect of the Mothers’ Union work is the dedication to prayer. Each year, members continue this focus. All outreach activity is prayed for, and there is regular prayer for clergy and parishes.

Mothers’ Union links across the world were remembered in a Wave of Prayer event from 10 to 12 December. During the year two members visited link dioceses internationally. Paul Spalding visited Kigali and Shyogwe, and Ann Williams went to Kigali and Lusaka. Ann was particularly impressed with what she saw at first hand of the Mothers’ Union in Rwanda. These visits provided a real springboard for establishing and developing links with two of the new dioceses.



Looking forward, plans for 2016 include:

- Supporting refugees
- Providing practical support for families with very sick babies
- In response to Ely 2015, supporting clergy and parishes in developing their outreach to communities and Development Action Plans
- Reaching out to those areas of highest need in the diocese – providing more Away from It All Holidays and support for parents
- Spreading our vision of a world where God’s love is shown through loving, respectful and flourishing relationships – working in partnership with clergy and churches.

Ministry Share 2015 - Parish Payments

	Share £	Paid £			Share £	Paid £	
Bourn	230,890.71	230,890.69	100%	Ely	291,076.21	265,341.21	91%
Cambourne	35,873.05	35,873.05	100%	Fincham & Feltwell	149,736.65	124,296.53	83%
Cambridge North	380,983.63	380,983.63	100%	Huntingdon	431,192.64	431,192.64	100%
STAG	130,984.93	130,984.93	100%	March	236,583.40	227,659.90	96%
Cambridge South	835,684.13	835,684.13	100%	St Ives	262,624.83	262,624.83	100%
Fordham & Quy	381,228.37	381,228.37	100%	St Neots	298,523.66	298,523.66	100%
Granta	434,872.99	434,872.99	100%	Wisbech & Lynn Marshland	217,898.31	206,066.15	94%
North Stowe	493,409.43	493,409.43	100%	Yaxley	253,092.89	253,092.89	100%
Bar Hill	14,024.07	14,024.07	100%				
Shingay	240,106.77	240,106.77	100%				
Cambridge Archdeaconry	3,178,058.08	3,178,058.08	100%	Huntingdon & Wisbech	2,140,728.59	2,068,728.81	96.6%

Cambridge Archdeaconry

Bourn				Fordham & Quy				North Stow			
Barton	15,030.48	15,030.48	100%	Burwell	49,600.77	49,600.77	100%	Conington	4,685.37	4,685.37	100%
Bourn	19,289.22	19,289.20	100%	Chippenham	11,826.03	11,826.03	100%	Cottenham	56,687.84	56,687.84	100%
Boxworth	5,042.00	5,042.00	100%	Fordham	19,771.74	19,771.74	100%	Fen Drayton	4,700.00	4,700.00	100%
Caldecote	7,380.98	7,380.98	100%	Isleham	16,346.20	16,346.20	100%	Girton	42,943.70	42,943.70	100%
Caxton	10,136.46	10,136.46	100%	Kennett	2,244.95	2,244.95	100%	Histon	75,157.94	75,157.94	100%
Comberton	29,466.33	29,466.33	100%	Reach	4,418.66	4,418.66	100%	Impington	32,203.43	32,203.43	100%
Coton	12,594.39	12,594.39	100%	Snailwell	5,669.01	5,669.01	100%	Landbeach	10,753.41	10,753.41	100%
Croxton	4,411.62	4,411.62	100%	Soham	44,491.27	44,491.27	100%	Lolworth	4,042.68	4,042.68	100%
Dry Drayton	13,387.86	13,387.86	100%	Swaffham Bulbeck	13,993.86	13,993.86	100%	Longstanton	24,417.60	24,417.60	100%
Eltisley	8,253.87	8,253.87	100%	Swaffham Prior	12,823.00	12,823.00	100%	Madingley	7,551.91	7,551.91	100%
Elsworth	6,775.30	6,775.30	100%	Wicken	8,646.03	8,646.03	100%	Milton	59,297.47	59,297.47	100%
Gt. & Lt. Eversden	8,429.33	8,429.33	100%	Bottisham	16,755.00	16,755.00	100%	Oakington	47,828.81	47,828.81	100%
Graveley Papworth	3,115.00	3,115.00	100%	Fen Ditton	25,101.85	25,101.85	100%	Over	24,417.52	24,417.52	100%
Hardwick	16,381.00	16,381.00	100%	Fulbourn	40,492.79	40,492.79	100%	Rampton	7,361.95	7,361.95	100%
Kingston	9,219.76	9,219.76	100%	Great Wilbraham	10,576.25	10,576.25	100%	Swavesey	23,013.17	23,013.17	100%
Knapwell	2,216.75	2,216.75	100%	Horningsea	5,183.95	5,183.95	100%	Waterbeach	37,334.82	37,334.82	100%
Longstowe	2,906.39	2,906.39	100%	Little Wilbraham	6,925.19	6,925.19	100%	Willingham	30,863.41	30,863.41	100%
Papworth Everard	10,852.04	10,852.04	100%	Lode w Longmeadow	9,267.75	9,267.75	100%				
Toft	9,704.09	9,704.09	100%	Quy	7,077.00	7,077.00	100%	Bar Hill	14,024.07	14,024.07	100%
Toseland	1,313.23	1,313.23	100%	Six Mile Bottom	0.00	0.00					
Yelling	4,772.73	4,772.73	100%	Teversham	8,444.94	8,444.94	100%	Shingay			
Harlton	9,619.09	9,619.09	100%	Ashley w Silverley	4,333.50	4,333.50	100%	Abington Piggotts	4,342.00	4,342.00	100%
Haslingfield	19,776.79	19,776.79	100%	Brinkley	6,102.00	6,102.00	100%	Barrington	17,973.29	17,973.29	100%
Deanery Allocation	816.00	816.00	100%	Burrough Green	4,135.00	4,135.00	100%	Arrington	6,622.21	6,622.21	100%
Cambridge North				Carlton	3,261.00	3,261.00	100%	Bassingbourn	30,421.22	30,421.22	100%
Holy Cross	9,149.58	9,149.58	100%	Cheveley	11,601.70	11,601.70	100%	Croydon	3,181.00	3,181.00	100%
St. Andrew Chesterton	64,981.35	64,981.35	100%	Dullingham	7,613.32	7,613.32	100%	Fowlmere (4 Churches Ben)	0.00	0.00	
St. Andrew the Less	53,942.65	53,942.65	100%	Kirtling	5,476.71	5,476.71	100%	Foxton (4 Churches Ben)	0.00	0.00	
St. Clement	895.99	895.99	100%	Stetchworth	5,764.63	5,764.63	100%	Guilken Morden	12,630.32	12,630.32	100%
St. George Chesterton	25,371.26	25,371.26	100%	Westley Waterless	4,046.76	4,046.76	100%	Litlington	10,288.50	10,288.50	100%
St. Mary the Great	73,180.49	73,180.49	100%	Woodditton w Saxon	9,237.51	9,237.51	100%	Melbourn	29,177.56	29,177.56	100%
St. Matthew	53,810.00	53,810.00	100%	Deanery Allocation	0.00	0.00		Meldreth	26,216.18	26,216.18	100%
Camb. The Ascension	48,821.79	48,821.79	100%	Granta				Orwell	14,206.64	14,206.64	100%
Good Shepherd Chesterton	50,830.52	50,830.52	100%	Babraham	4,290.79	4,290.79	100%	Shepreth (4 Churches Benefice)	0.00	0.00	
Deanery Allocation	0.00	0.00		Duxford	16,566.63	16,566.63	100%	Steeple Morden	12,478.30	12,478.30	100%
St Andrew the Great				Great Shelford	48,226.34	48,226.34	100%	Tadlow	2,782.77	2,782.77	100%
Holy Sepulchre/All Saints PCC	130,984.93	130,984.93	100%	Harston	14,894.89	14,894.89	100%	The 4 Churches Ben (Thriplow)	50,824.77	50,824.77	100%
Cambridge South				Hauxton	6,387.23	6,387.23	100%	Wendy w Shingay	3,989.18	3,989.18	100%
Holy Trinity	133,782.07	133,900.50	100%	Hinxton	11,518.67	11,518.67	100%	Whaddon	6,177.49	6,177.49	100%
St. Barnabas	126,675.95	126,675.95	100%	Ickleton	23,515.12	23,515.12	100%	Wimpole	8,795.34	8,795.34	100%
Cherryhinton St. Andrew	40,004.76	32,003.84	80%	Little Shelford	69,344.71	69,344.71	100%	Deanery Allocation	0.00	0.00	0.0
St. Benedict	40,621.20	40,621.20	100%	Newton	6,192.37	6,192.37	100%				
St. Botolph	20,726.94	20,726.94	100%	Pampisford	6,073.17	6,073.17	100%				
St. James	41,034.73	41,034.73	100%	Sawston	25,128.87	25,128.87	100%				
Cherry Hinton St John	63,422.44	63,422.44	100%	Stapleford	35,162.79	35,162.79	100%				
St. Mark	50,621.40	50,621.40	100%	Whittlesford	17,812.26	17,812.26	100%				
St. Martin	68,689.95	68,689.95	100%	Deanery Contribution	0.00	0.00	100%				
St. Mary the Less	70,611.07	70,611.07	100%	Balsham	20,240.48	20,240.48	100%				
St. Paul	58,790.33	58,790.33	100%	Bartlow	4,539.64	4,539.64	100%				
St. Philip	49,132.31	49,132.31	100%	Castle Camps	4,072.15	4,072.15	100%				
Trumpington	48,903.00	50,935.77	104%	The Abingtons	17,652.00	17,652.00	100%				
Grantchester	22,667.99	22,667.99	100%	Hildersham	10,941.69	10,941.69	100%				
Deanery Allocation	0.00	5,849.72		Horseheath	4,499.64	4,499.64	100%				
				Linton	52,755.19	52,755.19	100%				
				Shudy Camps	5,117.61	5,117.61	100%				
				West Wickham	5,226.79	5,226.79	100%				

Huntingdon and Wisbech Archdeaconry

Ely				Huntingdon						St Neots		
	Share £	Paid £		Share £	Paid £		Share £	Paid £		Share £	Paid £	
Chettisham	6,719.00	3,000.00	44.6%	Abbots Ripton	5,816.59	5,816.59	100%	Abbotsley	6,778.94	6,949.26	102.5%	
Coveney	4,487.01	4,487.01	100%	Alconbury	10,153.34	10,153.34	100%	Buckden	43,790.00	44,890.00	102.5%	
Ely	101,839.55	101,839.55	100%	Barham	846.00	846.00	100%	Diddington	2,340.00	2,400.00	102.6%	
Haddenham	15,121.50	4,308.64	28.5%	Brampton	52,253.97	52,253.97	100%	Everton	13,166.84	13,497.66	102.5%	
Little Downham	17,409.41	17,409.41	100%	Brington	2,880.62	2,880.62	100%	Eynesbury	20,518.86	20,918.86	101.9%	
Little Thetford	10,865.96	10,866.00	100%	Buckworth	1,564.82	1,564.82	100%	Gamlingay	28,020.92	28,683.42	102.4%	
Littleport St. George	38,430.67	38,430.67	100%	Bythorn	2,950.00	2,950.00	100%	Great Gransden	15,727.64	16,123.14	102.5%	
Mepal	10,173.63	10,173.63	100%	Covington	3,608.95	3,608.95	100%	Great Paxton	9,657.37	9,905.00	102.6%	
Prickwillow	0.00	0.00		Easton	3,256.54	3,256.54	100%	Great Staughton	23,376.84	23,976.84	102.6%	
Stretham	12,495.89	12,495.89	100%	Ellington	1,771.39	1,771.39	100%	Hail Weston	8,786.75	9,000.00	102.4%	
Stuntney	5,101.93	2,551.00	50%	Fenstanton	28,805.35	28,805.35	100%	Little Gransden	9,059.04	9,284.00	102.5%	
Sutton	27,069.63	27,069.63	100%	Godmanchester	62,555.27	62,555.27	100%	Little Paxton	23,390.25	23,990.00	102.6%	
Wentworth	3,037.55	2,507.80	82.6%	Grafham	4,113.50	4,113.50	100%	Offord D'Arcy w Cluny	4,460.51	4,500.00	100.9%	
Wilburton	14,856.18	14,856.18	100%	Great Catworth	9,252.62	9,252.62	100%	St. Neots	65,356.25	66,640.00	102.0%	
Witcham	8,342.40	8,342.40	100%	Great Gidding	3,110.87	3,110.87	100%	Southoe	3,150.00	3,150.00	100.0%	
Witchford	15,125.90	7,003.40	46.3%	Great Stukeley	9,085.68	9,085.68	100%	Waresley	6,464.76	6,468.00	100.1%	
Deanery Allocation	0.00	0.00		Hamerton	1,257.00	1,257.00	100%	Little Staughton	4,419.67	4,500.00	101.8%	
Fincham & Feltwell				Hartford	24,744.46	24,744.46	100%	St Neots Deanery	10,059.02	3,647.48	36.3%	
Methwold	6,551.11	6,551.11	100%	Hemingford Abbots	11,612.36	11,612.36	100%					
Northwold	5,570.42	5,570.42	100%	Hemingford Grey	65,803.28	65,803.28	100%	Wisbech				
Wretton	1,474.37	1,474.37	100%	Hilton	10,795.98	10,795.98	100%	Clenchwarton	7,032.21	7,032.21	100%	
Feltwell	2,737.50	2,737.50	100%	Houghton w Wyton	26,959.04	26,959.04	100%	Terrington St. Clement	24,041.09	24,041.09	100%	
Hockwold	5,253.81	5,253.81	100%	Huntingdon All Saints	21,265.72	21,265.72	100%	Terrington St. John	2,389.11	2,389.11	100%	
Whitington	1,474.37	1,474.37	100%	Huntingdon St. Barnabas	4,967.20	4,967.20	100%	Tilney All Saints	3,804.00	500.00	13.1%	
Weeting	1,527.34	1,527.34	100%	Huntingdon St. Mary	6,151.92	6,151.92	100%	Tilney St. Lawrence	2,223.00	2,223.00	100%	
Barton Bendish	1,633.00	1,633.00	100%	Keyston	1,955.90	1,955.90	100%	Walpole St. Peter	13,407.80	13,407.80	100%	
Beachamwell	3,519.00	3,519.00	100%	Kimbolton	30,188.45	30,188.44	100%	West Walton	7,025.37	7,025.37	100%	
Bexwell	5,073.00	3,073.00	60.6%	King's Ripton	1,384.98	1,384.98	100%	Wiggenhall St. Germans	2,973.24	2,973.24	100%	
Crimplisham	3,096.15	3,096.15	100%	Leighton Bromswold	2,880.62	2,880.62	100%	Wiggenhall St. Mary Magdalene	1,866.00	1,350.00	72.3%	
Boughton	2,463.34	2,463.34	100%	Little Stukeley	2,294.63	2,294.63	100%	West Lynn	4,364.00	2,400.00	55.0%	
Denver	10,803.27	10,803.27	100%	Molesworth	2,880.62	2,880.62	100%	Elm	3,006.00	800.00	26.6%	
Downham Market	24,183.30	24,183.30	100%	Old Weston	2,000.00	2,000.00	100%	Emneth+Marshland St. James	13,796.75	12,327.00	89.3%	
Fincham	1,911.17	1,911.17	100%	Spaldwick	3,802.00	3,802.00	100%	Friday Bridge	2,072.91	1,000.00	48.2%	
Hilgay	5,217.00	5,217.00	100%	Stow Longa	1,202.66	1,202.70	100%	Gorefield	6,940.39	6,940.39	100%	
Marham	2,448.00	2,448.00	100%	Stukeley Meadows	0.00	0.00	0.0	Leverington	13,614.50	12,315.00	90.5%	
Nordelph	871.00	871.00	100%	Tilbrook	5,212.81	5,212.81	100%	Newton-in-the-Isle	6,184.40	6,184.40	100%	
Runcton Holme	4,129.57	4,129.57	100%	Upton	528.00	400.00	75.8%	Outwell	5,024.76	5,024.76	100%	
Ryston	1,887.00	1,887.00	100%	Winwick	1,226.50	1,226.50	100%	Southea w Parson Drove	7,729.77	7,729.77	100%	
Shouldham	3,633.97	3,633.97	100%	Deanery Allocation	53.00	180.97	341.5%	Tydd St. Giles	6,480.76	6,480.76	100%	
Shouldham Thorpe	1,347.05	1,347.05	100%				Upwell St. Peter	6,646.15	6,646.15	100%		
Southery	5,355.00	5,355.00	100%	St Ives			Walsoken	23,498.52	23,498.52	100%		
Stow	8,214.75	8,214.75	100%	Bluntisham	16,565.00	16,565.00	100%	Wisbech St. Mary	13,213.48	13,213.48	100%	
Stradsett	3,213.00	3,213.00	100%	Broughton	4,338.54	4,338.54	100%	Wisbech St Peter & St Paul	24,949.10	24,949.10	100%	
Ten Mile Bank	1,071.00	1,071.00	100%	Bury	18,440.00	18,440.00	100%	Wisbech St Augustine	15,615.00	15,615.00	100%	
Tottenhill	3,170.26	0.00	0.0	Colne	16,445.80	16,445.80	100%	Deanery Allocation		0.00		
Watlington	16,825.44	0.00	0.0	Holywell	16,365.00	16,365.00	100%					
Wereham	3,145.00	3,145.00	100%	Oldhurst	5,245.17	5,245.17	100%	Yaxley				
West Dereham	3,265.12	3,265.12	100%	Pidley	5,245.17	5,245.17	100%	Alwalton	21,697.07	21,697.07	100%	
Wimbotsham	5,227.92	5,227.92	100%	Ramsey Team	39,586.28	39,586.28	100%	Chesterton	2,787.12	2,787.12	100%	
Wormegay	3,444.42	0.00	0.0	Ramsey St. Mary (Team)	7,188.00	7,188.00	100%	Elton, All Saints	2,926.38	2,926.38	100%	
Deanery Allocation		0.00		St. Ives	51,885.41	51,885.41	100%	Farcet	3,153.47	3,153.47	100%	
March				Somersham	36,715.29	36,715.29	100%	Fletton	5,776.00	5,776.00	100%	
Chatteris	38,243.76	38,243.76	100%	Upwood (Team)	7,904.39	7,904.39	100%	Folksworth	9,230.02	9,230.02	100%	
Coates(Whittlesey Team)	0.00	0.00	0.0	Warboys	27,117.07	27,117.07	100%	Glatton	8,507.12	8,507.12	100%	
Doddington	11,250.66	11,250.66	100%	Woodhurst	5,245.17	5,245.17	100%	Haddon	4,500.00	4,500.00	100%	
Manea	7,216.98	7,216.98	100%	Wistow	4,338.54	4,338.54	100%	Holme	8,299.70	8,299.70	100%	
March St John	24,923.50	16,000.00	64.2%	Deanery Allocation	0.00	0.00		Morborne	830.00	830.00	100%	
March St Mary	15,342.72	15,342.72	100%				Orton Longueville	43,945.58	43,945.58	100%		
March St Peter	30,685.40	30,685.40	100%				Orton Waterville	17,103.35	17,103.35	100%		
March St Wendreda	30,099.25	30,099.25	100%				Sawtry	20,992.27	20,992.27	100%		
Pondersbridge (Whitt Team)	0.00	0.00					Stanground	18,078.75	18,078.75	100%		
Christchurch	5,268.74	5,268.74	100%				Stilton	14,149.49	14,149.49	100%		
Welney	4,455.56	4,455.56	100%				Woodston	3,715.90	3,715.90	100%		
Whittlesey Team	56,423.00	56,423.00	100%				Yaxley	29,340.87	29,340.87	100%		
Whittlesey St Mary (Team)	0.00	0.00					Orton Goldhay	21,507.45	21,507.45	100%		
Wimblington	11,146.83	11,146.83	100%				Hampton	14,753.35	14,753.35	100%		
Deaner Allocation	1,527.00	1,527.00	100%									

We pray to be generous and visible people of Jesus Christ

The Ely Diocesan Board of Finance is a company limited by guarantee.
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