



The Church of England
Diocese of Ely

Annual Report 2020

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Ely Diocesan Board of Finance

We pray to be generous and visible people of Jesus Christ

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

To engage fully and courageously with the needs of our communities, locally and globally, to grow God's church by finding disciples and nurturing leaders to deepen our commitment to God through word, worship and prayer.

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Foreword from Bishop Stephen

We faced a terrible year in many ways during 2020, the period of this report. I returned to work under lockdown which was strange enough. However, with no symptoms of the Covid19 virus, I have just got on with life as it came, just like most of you. The burden we all carry is of the loss and terrible suffering of those who were afflicted by the virus. Our prayers are for those who died, for their loved ones and for those still living with long-Covid. As time goes on, we remember those who are being affected by new variants of the virus and we long for the full vaccination of all adults.

Having spent some months of the year on sick leave, I want to thank Bishop Dagmar, then so new to the role as Bishop of Huntingdon, for stepping up so bravely and to lead alongside the archdeacons and the rest of the senior team. I am not at all nervous that they managed so well without me!

I want to pay a particular tribute to our schools. By that I mean all our church academies and maintained schools, as well as our sister community schools of all types. The commitment of head teachers, teachers, TA's and other support staff has been extraordinary under huge pressure. Some already disadvantaged children and young people have faced particular difficulties; but the majority of children have been well-served by in-person and on-line learning. No one should pretend that it has not been a struggle to be away from friends and co-learners; but even exam-level young people have done remarkably well in the circumstances. Thank you to Andrew, Adrian and all those in the DBE and DEMAT teams who have so ably encouraged and supported at every level. Thank goodness, too, for our significant army of governors and other supporters.

The level of professionalism and imagination displayed by our teaching colleagues has been manifest across our parishes and benefices. Even technophobes like me have set to work to develop on-line platforms for worship, outreach and study. This has revealed just how much mission and pastoral care go hand in hand. I have participated in a wide range of online services, led imaginatively by lay ministers as well as by clergy. Telephone links have re-connected with isolated elderly parishioners who have not felt as close to church in years. Others have joined us for the first time and want to continue to participate in online worship. A mixed ecology for the future beckons. I pray with thanksgiving and hope that the lessons we have learned will stick with us as we plan for the future.

I also want to acknowledge that people, especially the clergy, are very weary after months and months of challenging and changing demands. I hope that I shall be able to tell readers in the next report that congregations will have made allowances for the clergy and other ministers to take some rest. We all will need time to lament as well as display hope.

In spite of the pandemic, people are still coming forward in good numbers to test a vocation to lay or ordained ministries. I am very grateful to all in the Ministry and Mission department for their dedication and perseverance in preparing individuals, providing training and keeping fresh expressions alive and well under all the constraints of the pandemic. I particularly rejoice over multiple ordinations which Bishop Dagmar and I officiated at around Michaelmas and the licensing of new LLMs by +Dagmar in October.

Our change programme in our market towns has faced some delays and challenges because of the series of lockdowns; but there has continued to be healthy developments in all of the towns covered by Stage 1 of the programme. I applaud parish priests, operations managers, family and children's workers who have still achieved so much. This has been possible because of the work of

the Holy Spirit and the dedication and leadership of Canon Mike Booker, working with Adam Evans, Martin Kenward and the whole team.

I am very grateful indeed that our financial situation has held up remarkably. This is due to the generosity and discipleship of so many in our parishes and deaneries. I wish to bless all our sacrificial givers, not least those who have moved onto the Parish Giving Scheme. I appreciate fully the hard work to raise Ministry Share when there has been no income from lettings and events. I congratulate deanery and parish treasurers for all their wisdom and dedication. I also applaud Jon and Stella Green for their seamless selling of excess housing which has helped reduce our deficit. Of course, I want also to thank Canon Brian Atling as Chair of the EDBF and Francis Burkitt, Chair of our Assets Sub-Committee. Alongside Paul Evans, our Diocesan Secretary, special thanks go to Lorraine Orbell, our Finance Director who has done an outstanding job as always. I am also grateful to Sarah Hewitt who from her home in Ely has single-handedly ensured that the clergy have received their stipends!

I reserve my last remarks to thanks Rebecca Boswell and the whole Safeguarding Team for their meeting all the requirements of the Past Cases Review as well as remaining vigilant and supportive whenever any safeguarding issue is raised. They are also delivering an ambitious level of training across the Diocese to ensure that we are all alert to safeguarding issues and that we are keen supporters of parish safeguarding officers. I am sorry that no parties were permitted in 2020 in my garden and especially regret not being able to celebrate the unsung work of parish safeguarding officers. I hope that the parties can begin again before too long.

The evidence of the Annual Report is that we are sticking to our strategy in spite of the external challenges we are facing. The comfortable world of wealthier nations has been made to think hard as we have faced our mortality and the contingencies of our lives. We have discovered how much we need love and good relationships; how much we rely on the God who comes to us and breaks down the barriers we erect; how much we need to pray to be the visible and generous people of Jesus Christ. This has been revealed in all our work with food banks and in support of street homeless people. Maybe we have been given a fresh insight into what it might mean to be fully alive in Christ Jesus.

Yours ever in Christ,



The Right Revd Stephen Conway
Bishop of Ely

Ely2025: People Fully Alive

The Rt Revd Dr Dagmar Winter, Bishop of Huntingdon

The Ely2025 Programme Board had its last meeting under the chairmanship of Archdeacon Hugh McCurdy in June 2020. By October (2020), as part of a reorganisation, it became the Ely2025 Strategy Implementation Group (SIG), with a wider brief:

Serving the Vision and Mission of Ely2025

- bearing in mind variously declining and thriving churches, missional communities and chaplaincies
- bearing in mind the financial situation
- bearing in mind the effects of COVID-19.

The Ely2025 Strategy Implementation Group (SIG) is tasked with:

- carefully preparing and recommending strategic decisions to the Bishop's Council
- overseeing and supporting the coordination of the work of Diocesan bodies and officers to serve the common vision and mission
- communicating these purposes in engaging ways.

The October (2020) meeting discussed:

- details of scope of a Deanery Development Planning process
- criteria and a process for lifting the moratorium on clergy appointments
- proposals for the development of the Mission and Ministry team in order for it to contribute effectively to delivery of the Diocesan vision.

The year saw the resignation of Rob Needle from the group due to availability, noted with both regret and thankfulness for what he had contributed. The Head of Communications was added to the group, tasked with reviewing and making recommendations with regard to clear communication. In order to diversify its membership, SIG also invited a current Curate to become a member of SIG. Sincere thanks are due to Martin Kenward for his invaluable support as Secretary of SIG.

The November (2020) meeting continued discussion on Deanery Development Planning and also spent time clarifying the strategic context and priorities up to 2025. In the final meeting of the year, progress reports concerned the Archdeacons' listening to Deaneries and Deanery Development Planning, the Changing Market Towns Project, the newly formed Buildings Oversight Board (BOB), chaired by Archdeacon Hugh McCurdy, and the restructuring of the Department of Development, Mission and Ministry.

Looking ahead, it is increasingly clear that the work of SIG needs to look beyond 2025 and prepare for a delivery plan for Ely2030.

Safeguarding Team

Rebecca Boswell, Diocesan Safeguarding Adviser (DSA)

The Ely Safeguarding Team seeks to contribute to 'People Fully Alive: Ely2025' 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.

The COVID-19 pandemic has made 2020 an unprecedented year and the report indicates how the Safeguarding Team have adapted and responded to the pandemic within the various areas of our work.

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. As interim national practice guidance in response to COVID-19 has been issued, it has been incorporated and disseminated by the Safeguarding Team.

Safeguarding Team

- Rebecca Boswell, Diocesan Safeguarding Adviser (DSA)
- Sharon Gage, Assistant Diocesan Safeguarding (ADSA)
- Sarah King, Diocesan Safeguarding Officer (DSO)
- Kelly Nott, Safeguarding Training Administrator
- Lisa Pearson, Assistant Diocesan Safeguarding (ADSA)
- Jackie Williamson, Safeguarding Administrative Support (DBS checks)

The team have all worked remotely from March 2020 until the end of the year. Two team members were furloughed during the year.

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. Responses to referrals can include the provision of advice, internal casework management and/or referral onwards to statutory agencies.

There were 177 referrals in 2020 which represents a 6% decrease from 2019 when there were 188. This slight fall can be attributed to the closures of churches during lockdowns.

Risk Assessments and Safeguarding Agreements

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 the police.

At the end of 2020 there were 18 Safeguarding Agreements in place, with three pending. 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 new Church of England Standard Risk Analysis and Assessment Template (STRAAT) and all new cases are now assessed using this template. Plans to reassess existing Safeguarding Agreements using the new STRAAT over 2020 were paused due to the pandemic. The Agreements that were not reassessed using the STRAAT

were reviewed on a regular basis during the year. With public health guidance permitting, this work will be completed over 2021.

Safer Recruitment

All church officers are required to be recruited in accordance with the Church of England's Safer Recruitment Practice Guidance 2016. One part of this process is the Disclosure and Barring Service Check (DBS). During 2020, 1082 DBS checks were undertaken across the Diocese, in comparison with 2019 where there were 1525. The Disclosure and Barring Service issued interim guidance in relation to COVID-19 allowing DBS checks to continue to be processed with a virtual check of identity documents. This enabled parishes and the Safeguarding Team to ensure that new requests for checks and renewals could be undertaken without delay during 2020.

The Diocesan Safeguarding Officer manages all the DBS accounts in parishes across the Diocese. Where 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. There have been 12 such assessments over 2020.

Safeguarding Training

As a result of COVID-19, all face-to-face training ceased in March 2020.

The modules which apply mainly to employees and volunteers in our parishes are: Basic Awareness and Foundation both of which are available online via the Church of England Training Portal.

The Safeguarding Team adapted the Leadership module and began to deliver this virtually from May 2020. The National Safeguarding Team (NST) updated the Leadership module, specifically for virtual delivery in July 2021. The Safeguarding Team began delivering this version from November 2020 when team members returned from furlough.

Safer Recruitment has been delivered virtually since June 2020 and Responding Well to Domestic Abuse from November 2020. There has been no NST update of the Safer Recruitment and Domestic Abuse training materials, so the Safeguarding Team continued to offer adaptations of existing national training materials to ensure that people can access appropriate training for their roles.

Virtual safeguarding training has received a positive response from most participants, who appreciate the convenience of accessing the training from home. However, the fact that fewer numbers of people can be trained per virtual course has increased the workload of the team.

The table below includes the 2019 training figures for comparison.

Module	2019	2020
Basic Awareness	1,544 (online)	877 (online)
Foundation (online)	922 (online and face to face)	538 (online)
Leadership	517 (face to face)	471 (virtual)
S1 Safer Recruitment (virtual)	107 (face to face)	71 (virtual)
S3 Domestic Abuse (virtual)	125 (face to face)	113 (virtual)

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.

Diocesan Safeguarding Liaison Group (DSLGL)

Ely DSLGL has strong multi-agency and inter-departmental representation which allows robust discussion on safeguarding issues, drawing on a wide range of professional experience and expertise. It is also a supportive group, offering advice, 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 DSLGL.

Past Cases Review

During 2016, the Church of England's National Safeguarding Team undertook a reassessment of the work undertaken by Dioceses during the 2009 Past Cases Review (PCR). On the basis of the information reviewed, the Ely Diocesan Safeguarding Team concluded that the 2009 PCR should be repeated and subsequently welcomed the recommendation and guidance of the Independent Scrutiny Team to undertake a new full review.

Independent Reviewers have completed the reviewing of files, including the Cathedral records. The final report is now under completion.

Support to Parishes.

The Safeguarding Team has worked throughout the year to continue with the advice and support we offer to parishes in relation to safeguarding concerns, safer recruitment, good practice and training. We have had two 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 the high 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 Safeguarding Policy and Practice Guidance. Parishes who, for a range of reasons, are at risk of not having 'due regard' are offered Focussed 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 2020.

The Safeguarding Dashboard software is available free of charge to all parishes. The feedback regarding the Dashboard from Parishes has been very positive, with PSOs reporting that it makes their role more straightforward and manageable. 193 parishes are currently using the Dashboard and we continue to encourage all remaining parishes to register for the Dashboard.

Independent Inquiry into Child Sexual Abuse (IICSA)

The Independent Inquiry into Child Sexual Abuse (IICSA) published its Investigation report into the Anglican Church in England and Wales in October 2020. The Report focused on common themes and issues identified in all three hearings, which included the main public hearings in July 2019 and case studies into Bishop Peter Ball and the Diocese of Chichester held in 2018.

The Report makes eight principal recommendations about a range of issues including the Church's response to victims and survivors. There is also a recommendation regarding the structure of safeguarding within the Church of England and the implementation of independent oversight. There are also important recommendations regarding revision of the Clergy Discipline Measure, information sharing between Churches and statutory partners, and external auditing of the Church's safeguarding work.

The Church of England's initial response to the Report stated:

"The report makes shocking reading and while apologies will never take away the effects of abuse on victims and survivors, we today want to express our shame about the events that have made those apologies necessary. The whole Church must learn lessons from this Inquiry."

A more detailed response to the Report including plans for implementation of the recommendations will be made in 2021.

Priority areas

The Safeguarding Team's Strategy 2019-2022 identifies three specific priorities. These are 'to learn from the past and implement that learning', 'to ensure that office holders, lay staff and volunteers are supported in effective and consistent safeguarding practice' and 'to develop a quality assurance framework for safeguarding activity.'

A key area for development is reviewing how we respond well to survivors including purchasing additional training for the safeguarding team and seeking independent quality assurance in this area.

It is expected that both the completion of the Past Cases Review and recommendations arising from it and the recommendations arising from the IICSA will be the foundation when reviewing the Safeguarding Strategy.

Department of Development, Mission and Ministry

Andrew Read, Interim Director of Development, Mission and Ministry

In 2015 we collectively embraced the Diocesan strategy, People Fully Alive, with a number of promises, two of which were to – “Nurture a confident people of God” and “Develop healthy churches”. In 2020 we were required to embrace that promise in ways that were unimaginable in 2015 and unprecedented in modern times. And yet despite the sadness and trauma, the significant challenges, and the uncertainties facing us all, ordained clergy, lay ministers and committed congregations served in ways previously unimaginable and yet in full commitment to our core Christian principles and faith.

The Diocese is indebted to the work of all in our deaneries, benefices and parishes and we hold those who have suffered both physically and mentally in our collective prayers and thoughts.

A full summary of the breadth and depth of the experiences of 2020 cannot be fully covered here, but the activity of the Department of Development, Ministry and Mission is reported using conventional headings, albeit that such work was tailored to constraints and opportunities of the pandemic period, which covered 9 months of the 2020 reporting period. Looking back, what is remarkable is just how much was still achieved in terms of ongoing work, alongside the huge effort to support parishes in their coping with the circumstances.

Staff Changes in 2020

In the summer, we said a fond farewell to the Revd. Canon Linda Church, following a distinguished period as Director of Development, Mission and Ministry (DMM). Linda’s compassion, ministerial experience and missional passion will be greatly missed and all in the Diocese wish her all the best in her retirement to Norfolk with her husband. In December we also said farewell to Natasha Clark (Development Officer: Youth and Families) who is now following her own vocations pathway as a chaplain a little further afield in Australia. We wish them both well for the future.

During the middle of the first pandemic lockdown, Andrew Read stepped in as Interim Director of DMM in addition to his existing role as Diocesan Director of Education (DDE). This accelerated the intentional integration of our education-based community mission with our 15,000+ pupils in our Church schools, into our mainstream missional thinking – not least with regard to our commitment to Growing Faith and the embedded front-line work of schools in our parishes and communities. To this end we also welcomed Sally Batchelder into the DMM administrative team, working in parallel with her Education Team role, to embed more integrated cross-area administrative systems.

Alongside the critical work to protect existing work and provide parish support in the pandemic, a full review of the activities of the department was undertaken in autumn 2020, focussed on seeking ways to build on the legacy of Linda’s work as we continue the successes and lessons of the Ely2025 Strategy for Growth for the next five years. These positive changes were taken forward for implementation in 2021.

Training Overview

Clearly, 2020 was a challenging year to provide training, however, once the initial 3-week planned lockdown was extended, it quickly became clear that we would have to look for alternative delivery methods. The DMM team quickly reacted to offer online learning and resources, and it is a credit to both them and our clergy colleagues how quickly and smoothly the transition occurred. Despite the challenges the team delivered (in addition to the training outlined below) 3,786 training hours to

855 delegates, and it has been interesting to note that many have indicated a preference for online learning to be a format retained, at least in part, in the future. Throughout 2020 our partnership work with Training Education Institutions (TEIs) has remained of much value with ERMC, Westcott and Ridley Hall responding flexibly to the circumstances faced.

Ordination Training

The Ordinands and Vocations team ran three highly successful vocations courses, with 58 people attending. Despite frequently changing guidelines regarding meetings and worship, we ordained 20 deacons in the cathedral, while a further 12 priests were ordained in four churches around the Diocese, over three days. Although each ordinand was only able to bring 5 guests, the events were live streamed which allowed local congregations to take part in the services. 16 candidates were successful at Bishops' Advisory Panels (BAPs) in being selected for ordination training.

In September 2020 20 Ordinands began training, bringing the total number for all stages of the ordination training process to 45. This is a remarkable achievement in the circumstances, and cause for prayerful thanks.

This success owes itself to the dedication of the Revd. Dr Megan Daffern as Diocesan Director of Vocations (DDOV), and the support of a wider Vocations Team which in 2020 comprised 9 Assistant DDOVs (ADDOs), 11 Diocesan Advisors, 37 Vocations Advisors and 6 others in supporting roles of various forms. These team members are invaluable in supporting trainees on their vocational pathways. Carried forward into 2021 we had a further 117 people exploring their vocations in some form, with a view to potential further ministerial ordained or lay calling.

In 2020 and despite lockdown, 20 curates were ordained as deacons and 6 curates were signed off from the IME2 programme in readiness for their next post. The support of the Revd. Steve Rothwell as IME2 Officer and our committed training incumbents in their crucial supervisory role is critical in this post ordination phases, particularly given the constrained circumstances of much of the year.

Lay Ministry

During 2020 we remained indebted to Steve Mashford as Warden of Readers, Revd Cannon Nick Moir in a training capacity alongside his busy Parish commitments, and the work of many others who contributed to the diverse training routes that supported 23 Licensed Lay Ministers (LLMs) in their journeys, setting a further 8 on the LLM pathway for 2021. Licensed, Authorised and Local Contextual Lay Ministry continues to be hugely important within the Diocese, and we are extremely grateful for the committed individuals called in this form: by the end of 2020 we had 150 Licensed Lay Ministers (LLMs) and 151 Authorised Lay Ministers (ALMs) serving in our parishes.

Lay Ministry adds capacity in many specialist areas, such as the excellent Children and Families Ministry roles developed by Debbie Hill, in which four new practitioners qualified in 2020. Similarly, Lauren Randall's excellent work led to the first cohort of LLMs trained in Wisbech through the Fenland Learning Community being licensed in October. 2020 also witnessed the launch of the increasingly popular Foundations for Ministry course. Lauren hosted a weekly online study group for those on the course to support the use of the online study materials. Such broad provision was ably supported in 2020 by Revd Janet Sutton in her role as Evangelism Coach.

Children, Youth and Families

The growth of children, youth and family's engagement in church remains critical to the future and became doubly important in 2020 as families struggled with the circumstances of lockdown. Consequently over 2020 a major focus for our work was to move online quickly and offer as much support as possible. Throughout the latter half of the year Development Officers offered practical support to the parishes for their work with children, young people and their families, designing and regularly updating templates for safer working online, in liaison with the Safeguarding Department and promoting their use. Separate website pages were set up offering specific support to Children

and Young People's Leaders which received a high number of hits. This included specific resources developed in partnership with the Education team to support parishes with bereavement and the mental health challenges faced by children and young people; examples included a new Facebook page entitled 'Hope from Home'; a Pinterest page with collated resources and webinars and supporting papers for 'Best Practice: Principles for Supporting Children & Young people through bereavement in the Community'. Children and Families' leaders found support from the move online to a regular 'Zoom', meeting weekly at first and later fortnightly, the group met twenty-one times in 2020. Other resources created and used included a rewrite of the 'Family Way of Life' for COVID times (seven sessions for families to explore the word of God at home, using resources they would have readily available), and two new retreat sessions for the Children, Young People and Families' leaders themselves for their own renewal and resilience. Resource mailings were dispatched with an increased frequency during this time to provide ideas for clergy and Children and Families' leaders for the major festivals. The ingenuity, creativity and determination of our Diocesan Children and Families' leaders over this period was inspiring and hugely valued.

Fresh Expressions of Church and Pioneer Ministry

Through the sterling work of the Revd Mark Rodel and the Revd Phil Marsh, and despite the pandemic in the summer of 2020, fresh expressions and the ongoing renewal of inherited church continued over this time. For example, the Diocese successfully concluded a process of exploration and consultation with the making of a Bishop's Mission Order (BMO) for 'Table' – a fresh expression of church established in Downham Market. In the autumn, the same process began with the Cambridgeshire Deaf Church. Despite restrictions, our final joint delivery of the 'Mission-Shaped Ministry' course with the Diocese of St Edmundsbury and Ipswich was completed and, like so many of our other activities, moved from in-person to online delivery. Teams from both Dioceses continued to develop more up-to-date ways of introducing individuals and teams to the fresh expressions approach and opportunities for further collaboration. Towards the end of 2020 a Mission Initiatives Register was created, containing over 200 supported parish projects. A social justice network was also established with the Revd Dr Jenny Gage.

Following a successful pioneer network gathering in person just before the first lockdown where the group identified its core values, our pioneer network gatherings continued online monthly. Pioneer support also included extensive 1:1 coaching, mentoring and supervision of our current pioneer practitioners as well as pioneers in training, both lay trainees and pioneer ordinands, and the accompaniment of a number of people as they explored various forms of vocation, including seeing five candidates successfully through the national pioneer panel.

Parish Development and Interim Support

At the head of the year Mark and Phil continued to visit Deanery Synods and chapters, leading to parish engagements working with Parochial Church Council (PCC) leadership teams and congregation away days. COVID understandably restricted this work but they continued to support parishes and deaneries by request where it has been possible to do so. Towards the end of 2020 this capacity for supporting parishes was deployed in conjunction with the Archdeacons to focus support on particular groups of parishes according to need. In-person placements have developed from this support approach, such as in Whittlesey and the Ely Villages, with both Mark and Phil committing significant proportions of their time to 'front-line' ministry.

COVID saw our cluster of churches involved in Partnership for Missional Church (PMC) face the adaptive challenge of moving from meeting face-to-face as a learning community to meeting online. 2020 was the second year of PMC which has involved looking for partnerships within each church's local community. COVID had an impact on this very practical stage of the process. Over the year, however, churches have reported either new partnerships forming or a wider engagement with their community during COVID which encourages exploring further partnerships in the future.

Support for Retired Clergy and PTOs

The contribution of retired clergy remains an integral and much valued component of Diocesan ministry, and we were again grateful for the ongoing co-ordinating work of the Revd Canon David Pritchard in this period. During 2020 we had 233 retired clergy living within the Diocese, 179 of whom hold Permission to Officiate (PTO): Four of these also act as Rural Deans. Despite COVID, in 2020 retired clergy officiated at Sunday services, baptisms, funerals and weddings, additionally leading study groups, acted as Vocations Advisors and led Ministry Development Reviews. All members of clergy were quick to adapt to the changes forced upon our communities, and we are extremely grateful for the flexibility of those holding PTO in supporting their colleagues and communities over such a difficult period.

Operational Support

The contribution of the administrative team in supporting both central team and parish ministry has proven essential during the turbulence of 2020. The work of Sally Batchelder and Denise Thompson, Zoe Cutter and Wendy Ivey, plus their further colleagues has enabled the Department to control costs and work efficiently at a time when working hours were variable and new technological approaches were required. Their contribution has been critical to the positive successes outlined elsewhere in this report.

Education

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

In a year of unprecedented demand on our schools due to the pandemic, it is with a mix of joyful thanks and some sadness that we report on the best and the worst of times for our dedicated front-line services. Throughout this period, it has been a privilege to serve as the Diocesan Director of Education and trustee of the Diocese of Ely Multi Academy Trust (DEMAT), where the vision and mission of the Diocesan Board of Education (DBE), Bishop's Council and Diocesan Synod has been 'lived out' through the extraordinary and selfless commitment of all the staff and leaders in our schools, academies and trusts, and the central Diocesan Education team.

2020 again demonstrated the extent to which Diocesan Church Schools remain a powerful and growing expression of our Anglican mission for those of all faiths and none, serving the common good. Our work remains central to change Lever Three of the Diocesan Strategy, Ely 2025, to 'serve communities'. **The Diocese expresses its sincere thanks to all staff, volunteers, learners, school leaders and clergy and other ministers who gave so much during this period.**

Covering the full extent of this community service is impossible in this report. Suffice to say that all our schools remained open to key workers and vulnerable learners across the entirety of 2020, including the holiday periods, serving the full 1,500 square mile learner catchment area across four local authorities. Our schools and academies were responsible for providing over a quarter of pandemic educational provision for primary-aged children and their families, not just in home education and in-school provision for key workers and vulnerable children, but also in food distribution for vulnerable families and working closely with wider support services during the crisis.

Throughout this time centrally employed Diocesan officers had a key role to play, not just supporting school leaders, but also working with system leaders at local and national level in strategic planning and crisis management. For example, guidance resources produced by the team were used by over 4,000 practitioners beyond the Diocese, including new bereavement support materials. The DDE chaired over 60 meetings with local system leaders to support the Director of Children's Services in the important council-led aspects of support of schools and academies and attended weekly national meetings as Deputy Chair of the Association of Diocesan Directors of Education. The Diocesan team were pleased to play their part in such a way; a contribution subsequently publicly recognised by the Council's Children and Young People's Committee.

In parallel with the COVID support function, the DBE maintained its oversight of provision for 15,000 learners involving over 3,000 committed staff and 1,000 governors and volunteers. Whilst remaining one of the lowest funded regions in 2020 despite a new funding formula, the state invested £70M+ into our schools, of which we were collectively responsible for obtaining best value for money in the name of distinctively Christian education. Roughly half our schools are academies and half are maintained schools. We remain equally committed to both, with DEMAT holding the direct line-management responsibility for most of the academies, in parallel with three trusts covering four stand-alone academies. The local authority remains accountable for the line-management of the 43 voluntary controlled and voluntary aided maintained schools (with governors remaining the employers of the 17 VA schools).

Our own Diocese of Ely Multi Academy Trust (DEMAT) played a critical part in giving a strong apparatus for pandemic delivery and support and continued to thrive as a community over 2020, despite COVID. At the start of the year, we reconfigured the leadership structures of the delivery of DBE duties, moving the DDE to an overarching Group CEO and trustee position, and appointing and welcoming Adrian Ball as our new MAT CEO. Adrian came from a leading East Anglian Trust,

chaired by the then Minister for Schools, Lord Agnew. This new configuration has made it easier for the DBE to maintain full oversight of the trust, stand-alone academies and all maintained schools. As part of this wider integration, the DDE also stepped into an additional interim role as Director of Mission and Ministry. This facilitated a further intentional integration of the education function of the Diocese into the Diocese's mainstream mission and ministry work. The administrative operational function of the education team, led by Sally Batchelder, continued to be critical in our work, particularly in the context of the extensive performance, demographic and other thematic data analysis required across the locality.

St Bede's (a joint Anglican and Catholic secondary school), under the strong leadership of Alistair Day, Governors, and the Inter-Church Trust, continued to perform as one of the strongest secondaries locally. We also continue in the pre-opening phases of a 'second' St Bede's in the Eastern Gateway alongside the ongoing new DEMAT secondary to be created in Alconbury in North Huntingdon. Both key regional economic development areas. Whilst COVID has caused significant delays, we continue with DfE approved plans to open these two new secondaries by 2030, tripling our church-based secondary provision in the locality.

Despite the extreme circumstances the focus of the central team continued as planned, albeit in a new form during the pandemic. This is described below.

In terms of support for school and academy performance, Christine Page expertly co-ordinated over 370 visits by professional officers to maintained schools and stand-alone academies under our *Ely Diocese Regional Advisors* (EDRA) scheme, with the school improvement advisors from DEMAT working directly with academies in the MAT. This work feeds into a centralised assimilation of risks and successes in terms of the quality of educational provision given across all our schools regardless of type or location. This advisor work is in addition to the numerous visits and communications with schools and academies by all officers. Clearly towards the end of the year this work was predominantly conducted via virtual methods.

Ofsted visits in this period were a mixture of full 'normal' inspections and COVID-sensitive remote inspections. These totalled 5 graded inspections and 7 monitoring visits, with those graded represented as 2 good or better and 2 requiring improvement. These outcomes matched out monitoring expectations based on visits to schools and academies.

The appointment of the Revd Sue Martin as Bishop's Officer for School Mission has continued to prove instrumental in enabling the new Parish School Covenant to be developed further, following the successful pilot in 2019. This celebration of our ministers and church-to-school partnerships has had a delay due to COVID and the lockdown arrangements for schools. Such success underpins the Growing Faith aspiration that we champion across the Diocese, in strategic partnership with the Diocesan Mission and Ministry Directorate.

In terms of schools and academies and their Christian distinctiveness (a statutory responsibility of the DBE), the inspection of our schools under Section 48 inspection schedule of Statutory Inspection of Anglican and Methodist Schools (SIAMS) resulted in 13 schools being inspected in the academic year 2019-2020, before inspections were suspended in March 2020. A further ten schools were due to be inspected in the Spring and Summer terms of 2020. Further suspension of the regime due to COVID means that 19 due inspection will be inspected in 2021/22.

Under the new inspection regime, 7 of our schools have been graded excellent, fifteen good, 4 as requires improvement, and 0 (zero) ineffective. This brings an *ongoing* profile of our schools to 36% excellent, 52% good, with 12% requiring improvement. This positive profile of external inspection is encouraging, and in part a result of increased levels of support for schools and governors. Our focus for 2021 remains in supporting the areas of development for the schools requiring improvement and those schools due for inspection in 2021+.

Work in Governance encompasses several elements within the Education Team – support and work with Foundation Governors in Local Authority and single academy schools, liaison with the

MAT Governance Lead, Admissions across all VA and former VA schools and Buildings support for VA Local Authority Schools.

Our circa 550 regular and 450 Foundation Governors remain a key priority for 2020, with the Education Team actively supporting this challenging role including the production of new formal guidance for the nomination of Foundation Governors, the removal of Foundation Governors and the role of ex-officio Governors. Recruitment of new governors remained a challenge over this period, although a total of 15 new Foundation Governors were ratified by the DBE, and promotional work remained of importance. Training for Governors continued during the pandemic through remote means, providing induction and SIAMS training sessions for all.

One key aspect of our statutory roles is to continue to support high quality Religious Education, which is inspected formally in Voluntary Aided (VA) schools and former VA academies via the aforementioned SIAMS process. A development priority in 2020, ably led and supported by Caroline Vinall, was the teaching and learning of world religions and 'world views' in taught RE. This is particularly important in schools where there are no RE specialists. As a result, a diocesan-wide programme to support all our diocesan schools was launched using the Emmanuel Project (EP), a scheme of work created by our near neighbours, the Diocese of St Edmundsbury and Ipswich and approved by the National Society. This complements the ongoing use and training of Understanding Christianity. Despite the pandemic, over 50 schools have taken up the scheme.

In terms of admissions, in mid-July 2020 the Church of England Education Office issued guidance to amend those Admissions Policies of VA schools and former VA academies with faith criteria in their oversubscription criteria. These changes were facilitated by the Diocese, and, in total, 8 of the 17 VA schools and 7 of the 15 former VA academies made in-year variations for faith criteria in their Admissions policies.

Finally, the Diocese of Ely is statutorily responsible for overseeing the distribution of Government-allocated funding for the maintenance of school property owned by the Diocesan Board of Finance, and in 2020 we carefully allocated circa £750K of capital funding to VA schools via a process that facilitated the prioritisation of need. In addition to this resource management, the DDE attended to the 47+ educational trusts held under the custodianship of the Diocese, ably assisted by Jennifer Stannett in the Finance Department.

The Diocesan Board of Education met 3 times as a full board in 2020, with additional meetings between individual members conducted throughout the period. In such meetings all aspects of the Education team's work were discussed through a formal agenda, with members robustly assessing the performance of the Diocese against its statutory duties, overall vision and aims and objectives.

Changing Market Towns

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

Adam Evans, Strategic Programme Manager

Martin Kenward, Projects and Development Officer

Janet Sutton, Evangelism Coach

2020 saw the Changing Market Towns project face its most significant challenges to date. The fantastic growth in attendance at physical activities seen throughout 2019 dropped off to zero with the lockdown in April. In a year dominated by the pandemic, the people in the project have responded with creativity and vigour, pivoting delivery into the digital sphere.

The impact of COVID-19 on the Changing Market Towns Project, like society more broadly, has been profound. In the first 18 months, the project was able to track the substantial early impact through repeatable and reliable metrics such as physical attendance, giving and occasional offices. Applying trend analysis of the data showed that the project was broadly on track or ahead of attendance targets, and also on track to achieve the overall project objectives.

Sustainability was to be achieved through two avenues:

- leveraging the increasing physical attendance, into a deepening of faith demonstrated through an increase in giving, thus leading to self-sustaining funding model.
- training of volunteers to begin to take on leadership roles as a route to sustainability.

The COVID-19 lockdown paused the physical attendance at all project activities overnight, and there is some continued discussion as to whether they will ever return to a pre-lockdown 'normal'. The initial response to the lockdown by the project workers was impressive. Many locations were able to pivot operations to the digital sphere and have not only continued to operate as normal, but have also unlocked new audiences and increased their reach. Some activities that could not be replicated in the digital arena were paused, and some of those workers involved in these have lent their skills in other areas. This shift in the focus of activity has enabled very significant church commitment to addressing food poverty in a number of settings. In a few situations, the project was focused on specific personal interactions and attendance. Where the activity was unable to continue, modify or be translated into the digital sphere, then a few workers were furloughed. (NB: The project took advantage of the Government's financial support scheme for furloughed staff in these cases).

As society explores reawakening after the worst of the pandemic, so too the project is working closely within each local context to understand the best pathway back to numerical and spiritual growth. There are still 3 years of funding remaining available to the project. In a few locations, early appointments mean that the end of funding is a little closer than this, but elsewhere there is scope for the work in some towns to continue for longer. In particular, appointments were made during the year in March, Huntingdon, and St Neots, as the final expansion of the project into the Ouse Valley towns continued.

The focus of the project team is now to sustain and embed the new mission activity and fresh expressions of church that are growing across the market towns of the Diocese as a result of the investment and energy that the project has enabled."

Giving

Martin Kenward, Projects and Development Officer

'Giving' underpins all five Levers of the Diocesan Strategy, with the most relevant being '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 2020 despite the temporary closure of churches and suspension of public worship. Indeed, PGS growth in the Diocese of Ely was markedly better than the average rate of growth across all participating dioceses.

By the end of 2020, 117 (or 38%) of the 307 Diocese of Ely parishes were active in the scheme, with a combined total of 1,628 donors representing 20% of the c.8,000 Tax Efficient Planned Givers (TEPG) in the Diocese. Of these 1,628 donors, 91% had Gift Aided their donations and 60% 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 117 active parishes, the average weekly gift via the PGS (excluding Gift Aid) was £18.58. The average in the Diocese for all giving was £15.50 (excluding Gift Aid).

In 2021, initiatives are being taken to increase and maximise the number of churches and TEPG using the PGS.

Digital Giving

An 'upside' to the COVID-19 pandemic has been a sharp rise in Digital Giving through use of online donation platforms and contactless card readers.

The number of Digital Giving accounts held by Diocese of Ely parishes increased by 159% from 69 (2019) to 179 (2020). By the end of 2020, 59% of parishes had a Digital Giving account with SumUp, Give a Little, GoodBox, Thyngs or GWD. The number of Digital Giving transactions increased by 149% from 1,058 (2019) to 2,632 (2020). The value of Digital Giving transactions increased by 333% from £11,238 (2019) to £48,644 (2020).

In 2021, opportunities are being taken to encourage churches without an online donation platform or contactless card reader to sign up for one or both Digital Giving solutions. As new patterns of church develop post-pandemic, it will be important to offer regular and occasional worshippers, as well as visitors, secure and safe options for making their gift.

The Diocesan free card reader initiative – first launched in October 2019 – remains open to any church that has yet to avail itself of this offer.

Retreat House and Conference Centre

Ron Blackmore, Facilities Manager

As with many retreat houses and other hospitality businesses, COVID-19 has had a marked and dramatic effect on their ability to trade. The 'House' closed in March 2020, and although it was hoped this would be for only a 12-week period, the ongoing pandemic caused it to remain closed as a Retreat House and Conference Centre.

During the summer it was let on an initial 12-month lease, with an extension option, to King's Ely as a Medical Centre and Isolation Unit. This enabled the school to reopen with the appropriate facility for residential students.

Rental income is being received for this arrangement and negotiations are ongoing for a longer lease term.

Communications and Diocesan 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 England and Wales. In most cases, this information is entered directly on the Church of England Online Returns Portal by parish role holders.

Requests were delayed in 2020 due to the pandemic, but by the end of 2020, 86% of Diocese of Ely parishes had submitted their Statistics for Mission returns.

The Return of Parish Finance replies provide information on the income, expenditure and giving figures for each parish. These are generally returned during Q1 and Q2 of the following year to which they apply, at the time of writing, the return rate for 2020 data was c.30%.

Prayer Calendar

Production of the Prayer Calendar continued throughout 2020. The Senior Chaplain to the Bishop of Ely edits the Calendar, with Jackie Williamson ensuring it is available on the diocesan website. During 2020, the Prayer Calendar was also made available as daily email sign-ups.

The Diocesan Directory and Parish Portal

The Diocesan Directory was revised in mid-2020 and remains accessible via the “Contact us” section of the website as a PDF. To ensure Data Protection Regulations are met and due regard is given to personal data protection, the Directory remains limited in the personal data that is shown.

Database Management

The Diocesan database is maintained so that office teams can access accurate information on the people who work within the Diocese, it also serves to maintain a record of the structures of the Diocese, such as our churches, parishes, benefices and deaneries.

Access to data is strictly controlled, with users having specific permissions to access and edit information appropriate to their role. We continue to develop Reports that help colleagues monitor and maintain the accuracy of information.

During 2020, Diocesan teams also supported the National People Project, which seeks to standardise and improve the information the National Church institutions (NCIs) hold.

Website

The Diocesan website remains the main online repository for information. During any given month, some 200,000 pages may be viewed by visitors. At the peak during July 2020, 267,000 pages were viewed during the month. Each Diocesan department remains focussed on ensuring information is updated in a helpful and timely way for visitors seeking it.

Social Media Channels

The Diocesan social media channels are generally used by the Communications Team to share knowledge and learning tools, to help support and empower parishes in their work.

A consequence of the pandemic has been a vast increase in user knowledge and understanding of social media, as people adapted to remote working. Live-streaming through Facebook, YouTube, Zoom and other platforms helped our communities stay connected and the Communications Team shared a wide variety of learning resources to help support our parishes.

There has been a quantum shift in how parishes use digital tools to engage with their communities when physical attendance was restricted, and it is expected that this will continue for many parishes in the future, maximising accessibility to church activities to those otherwise unable to attend physically.

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.

Mothers' Union

Hazel Williams MBE, Ely Diocesan Mothers' Union President

The past year has been a challenge; as, in common with everyone else, we battle with the problems caused by COVID-19 and subsequent lockdowns, so our Mothers' Union (MU) theme – Building Hope and Confidence - has been a comfort and benefit to our members. Despite the limitations, we have continued to pray and provide opportunities and materials, both old and new, to encourage hope and confidence to all in the Diocese of Ely and beyond.

Trustee and branch meetings have happened in a different way, but Zoom has enabled many members who would have had difficulty in physically attending to take part in Thursday Prayer. All members now receive a hard copy of the service, including the talk, to read at home.

The 16 days of Activism Against Domestic Violence and Gender Abuse campaign was supported again this year and included a display in Ely Cathedral, although because of lockdown no vigil could take place. However, MU involvement has widened and a Global Day was held for the first time including a virtual coffee morning and special service particularly to pray for victims of this area of special concern.

We continue to support the Mothers' Union partnership with The Clewer Initiative and raise awareness of Modern-Day Slavery.

Members have continued to support Mothers' Union initiatives in the Diocese and worldwide. Despite restrictions, fundraising efforts were often quite innovative including Jo Wibberley, an MU member, completing a 700 mile sponsored ride on a static cycle in her garden. We have given more goods to support the hostels and refuges with rehoming of those in need. The three Women's Refuges within the Diocese have been extremely busy, as more family breakdowns were precipitated by the lockdown. We now also support three hostels for young people, in Peterborough, Ely and (for girls only) Cambridge, as well as a homeless project in Wisbech. Many branches have also supported their local care homes, particularly at Easter and Christmas.

With enforced time at home, knitters and sewers have been busy. Many joined local "Scrubs for the NHS" groups, and we helped provide Addenbrooke's Hospital with "Belongings" bags, when it was found that deceased patients' items were being put in black plastic bags during the height of the pandemic. Patients often do not have a suitable bag, so this will be an ongoing project.

Thankfully five families were able to "get away" in the autumn half-term week on our Away From It All holidays, having had them postponed from earlier in the year.

During 2020 our communication has become even more important. Our monthly Diocesan Newsletter was expanded to include more news, prayers and reflections. The monthly Family Faith Fun Activity Sheets have been a great resource for members, to be shared with families, parishes and schools. Our MU page on the [Diocese of Ely website](https://www.dioceseofely.org.uk/) is regularly updated as well as our MU Facebook page (<https://www.facebook.com/MUElyDiocese/>) and everything is directly posted to those who do not use the internet. Some of our services and prayer meetings and branch meetings were held via Zoom and posted on our YouTube Channel, to enable those members who could not join in at a set time to be able to see the videos.

We ran a "Life During Lockdown" Photo Competition where members were invited to submit up to three photos of something that meant something to them throughout this time. To enable us to share the photos we set up a YouTube Channel so members could see an online video of the pictures taken, which has been greatly enjoyed.

Sadly, our immediate past president, Susan Baker died in the autumn (2020). A fund, named the "Susan Baker Family Fund" has been set up her memory. The initial donation of £2,000 was given

in her memory by family and friends. We will continue to raise funds to be used to help children and families in need, and continue her vision of helping those whose lives have met adversity.

Our thanks go to our Bishops, the Chapter at Ely Cathedral and other clergy who have supported the Mothers' Union throughout the year. It has been a very different year from any we have ever known but members have continued to support those who required it in many ways, *living* the theme of 'Building Hope and Confidence'.

Houses Sub-Committee

The Revd Canon Simon Talbott, Chair

2020 has been a complicated year for the management of the housing stock of the Diocese. The effects of the pandemic on the clergy appointments process meant that the ability of clergy to move and the ability of the Committee and contractors to carry out work was intermittent. All usual programmes were suspended, and the committee members focused on ensuring emergency repairs were carried out and, when possible, houses were prepared to the best of our ability for clergy moving into the Diocese. The capital programme was curtailed, but the Committee were still able to see completion of the new parsonage at Ramsey and a new house in Soham was purchased for a new 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 2020 realised a gross value of £3,516,000. Despite the pandemic, work to facilitate 8 new occupancies were carried out.

During the pandemic, the government initiated a number of significant changes to the legislation governing residential tenancies. Particularly surrounding the notice period landlords were required to give. While welcoming the additional security given to tenants, the extension of the notice period meant the Diocese found that it was not able to offer empty property for rental and as a result has had to forgo a level of income from an otherwise valuable source.

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.

The Diocesan Assets Sub-Committee

Francis Burkitt, Chair

Terms of Reference

The Finance Committee delegates to its Assets Sub-Committee the responsibility for managing the Diocesan's investment portfolio. About two-thirds of the capital value is invested in stocks, shares and bonds (which provide the majority of the annual income), and the balance is in glebe land within the Diocese (agricultural, amenity and held for development). The agreed 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 at least in line with inflation. Only income can be disbursed; all capital gains must be re-invested.

Investment Performance

2020 was, of course, dominated by the effects of the pandemic on financial markets. Thankfully, the fall in the capital value of our investments was short-lived, and over the year they rose in value from £59.6m to £60.5m. The recovery has continued in to 2021 and, at the time of writing this report in May, the value stood at £66.3m, which is a great tribute to our four fund managers, albeit boosted by new investments we made with the proceeds of land sales. However, there was a severe fall in income, almost entirely due to the fact that so many companies within our portfolio needed to stop paying dividends in order to save cash during the pandemic. As a result, for the first time in recent memory, our annual investment income fell and, regrettably, it fell severely: by 12.5%, from £2.4m in 2019 to £2.1m in 2020. Because we are not allowed to touch our capital, this could not be made up from capital.

Our landholdings are an important part of the overall portfolio and, thanks to our tenants, we suffered no loss of rent. We made a number of land sales, mostly towards the end of the year, and most of the proceeds were reinvested in stocks and shares shortly after the year-end.

Responsible and Sustainable Investment

During the year, the Sub-Committee paid particular attention to ensuring that our investments are managed in the most responsible and sustainable manner possible (also called 'ethical investing' or Environmental, Social and Governance). We have four fund managers. CCLA invests our funds in accordance with the guidance of the Church of England's Ethical Investment Advisory Group (EIAG). EdenTree Investment Management is part of the charity Allchurches Trust and is one of the leading specialists responsible for sustainable fund management boutiques in the UK; it argues that in some ways it goes above and beyond the EIAG's guidance. Although our other two fund managers – Brown Shipley and Rathbones – are not specialist ethical investors, the Sub-Committee is satisfied that they apply appropriate 'screening' to our portfolios, and that they are improving their own internal approach to ethical investing. It is worth noting that each of our four fund managers actively engage with the management of the companies in which they invest our funds, including voting on shareholder resolutions, in a manner designed to improve the responsible and sustainable behaviour and practices of those companies.

Governance and Management

The Sub-Committee has eight members: the Chair and Vice Chair of Finance Committee are *ex officio*, plus six other members chosen for their specialist knowledge and experience, and whose time and contribution is invaluable and gratefully received. The Diocesan Secretary and the Glebe and Investments Officer attend all meetings.

Members are appointed by the Finance Committee; they serve a 3-year term and are eligible for re-appointment. The Revd Nigel Pearson's term of office ended in December 2020, and we were delighted that he agreed to serve for a further term and was re-appointed by the Finance Committee.

Finally, the Sub-Committee is, as always, extremely grateful for the hard work and support of Jon Green, the Glebe and Investments Officer, whose knowledge of the portfolio and diligent stewardship of it is vital to the Sub-Committee and the Diocese.

Finance

Finance Committee

The Revd Canon Brian Atling, Chair

The result for 2020 was a deficit of £217,905 compared to a budgeted surplus of £11,413, which arose mainly due to reduced income receipts from both ministry share and investments as a result of the impact of the pandemic. Expenditure was kept under control and use made of government assistance where possible through the furlough scheme. 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 £89,000 (1.6%) from 2019. The overall collection rate was 94.2% with 7 out of 15 Deaneries still managing to pay in full. A complete list of parish payments can be found at the end of this booklet.

Ely Diocesan Board of Finance Summary (excluding Market towns)

General Unrestricted for the year ended 31 December 2020

Income (£'000)	2019 Actual	2020 Actual	2020 Budget
Ministry Share *	5,692	5,603	5,882
Parish fees	287	292	325
Total	5,979	5,894	6,207
Investment income and let houses	2,900	2,503	2,912
Other income	143	175	111
Ely 2025	0	177	0
Total	9,022	8,750	9,230

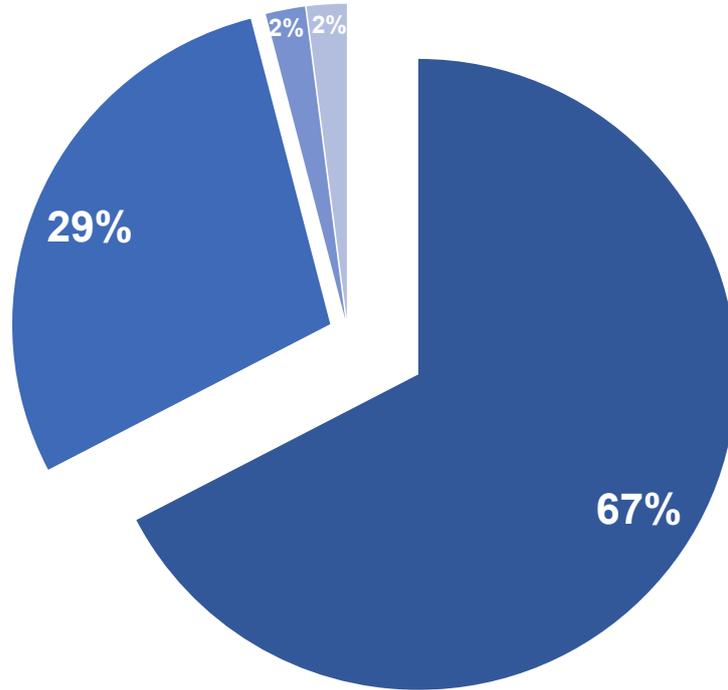
Expenditure (£'000)	2019 Actual	2020 Actual	2020 Budget
Parish clergy direct costs	5,332	5,204	5,433
Clergy and parish support costs	1,905	1,703	1,853
Contribution to National Church	618	618	618
Curates, ordinands and vocations	966	1,167	992
Other investment in the future	226	204	312
Pension deficit & other costs	13	72	10
Total	9,059	8,968	9,218

Surplus / (Deficit) for the Year	(37)	(218)	11
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* The difference between ministry share in the accounts and the report is the deanery rebate for deaneries completing 100%

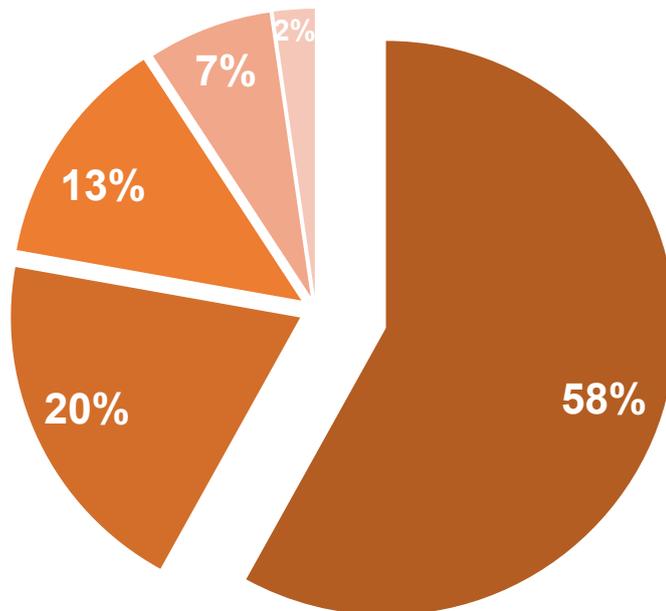
2020 Actual Income and Expenditure

Income



- Ministry Share and fees - 67%
- Investments and let houses - 29%
- Other income - 2%
- Ely 2025 - 2%

Expenditure



- Parish clergy direct costs - 58%
- Clergy and parish support costs - 20%
- Curates, ordinands and vocations - 13%
- National Church - 7%
- Other investment in the future - 2%

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, baptisms 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 2020 Gift Aid of c.£697,000 was reclaimed from HMRC, relating to over 11,800 donations.

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.

Church Buildings and Pastoral Department (CBPD)

Geoffrey Hunter, Head of CBPD

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 best the needs of their local communities.

In the latter part of 2020 two further bodies were brought into being.

The Buildings Oversight Board is an umbrella body set up to ensure that the different bodies above are able to work in support of one another, and also ensuring that important matters raised at the level of the statutory committees have an effective communication line to the Diocese's Strategy Implementation Group.

The Diocesan Environmental Task Group was formed in response to General Synod's call in February 2020 for all dioceses to work towards becoming net zero carbon by 2030.

Buildings

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

The Very Revd Mark Bonney, Chair

Geoffrey Hunter, DAC Secretary

Sue Dickinson, Assistant DAC Secretary and Grants Officer

Poppy Crooks, Church Buildings Advice Assistant

During 2020 the DAC "met" six times. Only the January meeting was face to face, with all subsequent meetings held via an agreed remote working protocol, involving a collaborative online Google doc. This system has proved effective and convenient for members.

DAC casework reduced considerably during the early stages of the pandemic, but by the summer had recovered to levels similar to, or even higher than, those in previous years. During 2020 140 cases for Faculty consent were considered by the DAC, and 114 notifications of advice were issued. The ratio of applications to notifications increased from 71% in 2019 to 81% in 2020. 101 cases were granted List B consent, a 23% increase on the previous year. The number of Faculties granted by the Diocesan Registry fell from 101 in 2019 to 75 in 2020. In part this may be due to changes in List B (which also explains the increase in List B casework).

All DAC casework transferred onto the Online Faculty System (OFS) at the start of the pandemic. The team had to offer significant levels of support to parishes in their first ventures onto the OFS. By the end of the year there were 266 users registered on the OFS (a 28% increase).

The types of cases coming forward for consideration remain very similar to previous years, but with a marked increase in requests for telephone lines. The Diocesan Chancellor responded to this by issuing a practice direction dispensing with the need for a Faculty for new telephone lines.

Churches Uses Committee (CUC)

The Revd Canon William Burke, Chair

Geoffrey Hunter, Secretary and Head of CBPD

The Churches Uses Committee (CUC) continued its work to re-purpose closed church buildings. With no credible interest in the church at Guyhirn, by the end of the year the Church Commissioners had committed to publishing a scheme for demolition of that church. The sale of the church at Prickwillow stalled while planning permission was awaited, still not granted by the end of the year due to the ongoing pandemic, but with no reason to expect the sale will not complete when planning permission is granted. The same situation pertains to the ruined church in Denton.

REACH Ely

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

Ely2025 Levers - Re-imagining our buildings

The advent of the pandemic put this project in an interesting place, with one of its primary focuses being around the use of church buildings by their communities – all of which abruptly ceased in March 2020 and had not resumed by the end of the year.

The *Audit of Church Buildings and Communities* was delayed by the lockdown, and then re-shaped to respond to the pandemic. Questions were revised to reflect both the pre- and post-pandemic positions. Questions were also incorporated to gather baseline data for the work of the Diocesan Environmental Task Group and to make the information more useful for the proposed Deanery Planning exercise to take place in 2021. The audit went live in December 2020.

Further case studies were published in 2020 and the full list can be found on the Judge Business school website here: <https://www.jbs.cam.ac.uk/faculty-research/centres/social-innovation/reach-ely/case-studies/>

Grant Funding

Holly Isted, Historic Church Buildings Support Officer

Sue Dickinson, Assistant DAC Secretary and Grants Adviser

In March 2020 the National Lottery Heritage Fund (NLHF) suspended its main grants programmes to support only previous grant-funded projects; all new applications submitted for the March deadline were returned unassessed. Other grant schemes took similar action leaving funding for major repairs to church buildings (those with costs over £50,000) almost impossible to find. PCCs were advised to concentrate on smaller phases of work and maintenance, but with fundraising activities suspended, and those grant organisations which remained open receiving a dramatic increase in applications, large scale works have generally been put on hold.

Throughout 2020, numerous COVID-19 emergency grants schemes appeared, but with very short deadlines. Whilst Places of Worship were technically eligible to apply, in practice the criteria were more appropriate to secular organisations with paid staff. As a result, churches which normally raise income from heritage, tourism or community activities were generally the most successful, leaving small volunteer led PCCs unable to compete. One notable exception was the COVID-19 Heritage at Risk Emergency Grants from Historic England, which was part of the first Cultural Recovery Fund. This focused on repairs to listed buildings, awarding grants of up to £25,000 on projects costing no more than £30,000. Not surprisingly the scheme was oversubscribed,

particularly from churches. The application process had very short deadlines during the summer when many architects and contractors were still furloughed. But with the support of Holly Isted and Sue Dickinson, the quick work of some architects and the admirable determination of churchwardens and other volunteers, this Diocese received a total of just under £400,000 spread across 20 churches.

Other successes in 2020 included the PCC at St Andrews, Soham who (eligible as a previous grantee) received a grant of £9,900 from the NLHF's COVID Emergency Fund and 11 churches benefited from a total of £35,250 awarded by the Headley Trust in October. In addition, the team at Wisbech St Peter's and St Paul's, who were close to submitting a second phase NLHF application, were allowed to apply. They were awarded £363,300 for urgent repairs, new works and heritage engagement activities.

It continues to be a worrying situation for many of our listed buildings, particularly the 27 currently on the Heritage at Risk Register and 33 highlighted as vulnerable. Holly and Sue continue to support parishes wherever possible in identifying and applying for grants, publishing the latest details of grant schemes on the website and in the quarterly Church Heritage newsletter. 2021 looks to be another challenging year; the NLHF has returned, but church repair projects are far from a priority for them, so the focus continues to be on smaller projects, stitch in time repairs and maintenance. There are, however, great opportunities for welcoming people back into our buildings and reaching out to the wider community; from improving our digital presence to taking advantage of domestic tourism, this could be a year to focus on what we do in our spaces and widening the range of people we involve.

Pastoral

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

The Bishop of Ely, Chair (DMPC)

The Venerable Hugh McCurdy, Archdeacon of Huntingdon and Wisbech and the Venerable Dr Alex Hughes, Archdeacon of Cambridge (ADMPCs)

Sally Gilson, Pastoral Secretary

The start of the first lockdown in March 2020 saw a short pause in some of the work of the Archdeaconry Mission and Pastoral Committees, when the Church Commissioners put a hold on publishing new pastoral schemes until the summer. From July onwards work picked up again, carried out via the Zoom videoconferencing platform.

4 Pastoral Schemes were completed (compared to 5 in 2019), along with 5 Bishop's Pastoral Orders (2 in 2019), 12 Suspensions or Re-suspensions (11 in 2019), and 11 suspensions were lifted (36 in 2019).

Ministry Share 2020 By Deanery

Parish Payments Received by 29 February 2021

Deanery	Adjusted Net Request	Paid for 2020	Percentage Paid 2020
Bourn	£272,934	£272,934	100%
Cambridge North	£660,026	£660,026	100%
Cambridge South	£970,580	£970,580	100%
Ely	£383,957	£282,153	73%
Feltwell and Fincham	£161,159	£124,373	77%
Fordham and Quy	£334,084	£311,951	93%
Granta	£474,633	£447,743	94%
Huntingdon	£533,642	£533,642	100%
March	£269,371	£225,085	84%
North Stowe	£527,617	£527,617	100%
Bar Hill	£15,962	£15,962	100%
Shingay	£273,273	£242,956	89%
St. Ives	£289,112	£279,581	97%
St. Neots	£338,366	£338,366	100%
Wisbech Lynn Marshland	£245,513	£169,400	69%
Yaxley	£299,037	£299,037	100%
Total	£6,049,265	£5,701,407	94%

Ministry Share 2020 By Parish

Parish Payments Received by 29 February 2021

Cambridge Archdeaconry

Bourn Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Barton	£16,690	£16,690	100%
Caldecote	£10,014	£10,014	100%
Comberton	£32,300	£32,300	100%
Coton	£13,426	£13,426	100%
Dry Drayton	£14,566	£14,566	100%
Gt. & Lt. Eversden	£9,620	£9,620	100%
Hardwick	£20,511	£20,511	100%
Harlton	£10,694	£10,694	100%
Haslingfield	£23,769	£23,769	100%
Toft	£10,504	£10,504	100%
Bourn	£20,438	£20,438	100%
Boxworth	£6,429	£6,429	100%
Caxton	£11,084	£11,084	100%
Conington	£4,589	£4,589	100%
Croxton	£4,803	£4,803	100%
Elsworth	£7,828	£7,828	100%
Eltisley	£9,296	£9,296	100%
Graveley	£4,378	£4,378	100%
Papworth			
Kingston	£9,006	£9,006	100%
Knapwell	£3,119	£3,119	100%
Lolworth	£4,405	£4,405	100%
Longstowe	£3,518	£3,518	100%
Papworth Everard	£14,052	£14,052	100%
Toseland	£2,713	£2,713	100%
Yelling	£5,184	£5,184	100%
<i>Cambourne</i>	£0	£0	
Total	£272,934	£272,934	100%
Cambridge North Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Camb. The Ascension	£63,333	£63,333	100%
Fen Ditton	£23,007	£23,007	100%
Good Shepherd Chesterton	£59,494	£59,494	100%
Holy Cross	£10,432	£10,432	100%
Holy Sepulchre / All Saints	£121,759	£121,759	100%
Horningsea	£5,277	£5,277	100%
St. Andrew Chesterton	£72,601	£72,601	100%
St. Andrew the Less	£62,531	£62,531	100%
Orchard Park	£27,000	£27,000	100%
St. Clement	£3,926	£3,926	100%

St. George Chesterton	£29,954	£29,954	100%
St. Mary the Great	£91,760	£91,760	100%
St. Matthew	£60,820	£60,820	100%
Teversham	£6,457	£6,457	100%
Deanery Shortfall/ (Over Allocation)	£21,675	£21,675	100%
Total	£660,026	£660,026	100%
Cambridge South Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Cherry Hinton St John the Evangelist	£74,111	£74,111	100%
Cherryhinton St. Andrew	£42,343	£42,343	100%
Grantchester	£22,859	£22,859	100%
Holy Trinity	£147,853	£147,853	100%
St. Barnabas	£144,135	£144,135	100%
St. Benedict	£73,620	£73,620	100%
St. Botolph	£15,232	£15,232	100%
St. James	£48,520	£48,520	100%
St. Mark	£41,823	£41,823	100%
St. Martin	£66,844	£66,844	100%
St. Mary the Less	£76,345	£76,345	100%
St. Paul	£71,603	£71,603	100%
St. Philip	£64,543	£64,543	100%
Trumpington	£74,111	£74,111	100%
Deanery Shortfall / (Over Allocation)	£6,639	£6,639	100%
Total	£970,580	£970,580	100%
Fordham and Quy Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Ashley w Silverley	£5,670	£5,770	102%
Bottisham	£16,829	£16,829	100%
Brinkley	£6,718	£6,718	100%
Burrough Green	£6,773	£2,500	37%
Burwell	£54,312	£54,312	100%
Carlton	£4,492	£3,369	75%
Cheveley	£15,182	£10,182	67%
Chippenham	£14,760	£4,000	27%
Dullingham	£9,140	£9,140	100%
Fordham	£25,076	£25,076	100%
Fulbourn	£42,827	£42,827	100%
Great Wilbraham	£11,184	£11,184	100%
Isleham	£20,859	£20,859	100%
Kennett	£1,371	£1,371	100%
Kirtling	£7,164	£7,164	100%
Little Wilbraham	£7,325	£7,325	100%

Lode w Longmeadow	£9,537	£9,537	100%
Quy	£7,286	£7,286	100%
Reach	£4,838	£4,838	100%
Snailwell	£6,959	£6,959	100%
Stetchworth	£8,397	£8,397	100%
Swaffham Bulbeck	£14,400	£14,400	100%
Swaffham Prior	£12,880	£12,880	100%
Westley Waterless	£4,591	£3,513	77%
Wicken	£3,434	£3,434	100%
Woodditton w Saxon	£12,081	£12,081	100%
Total	£334,084	£311,951	93%

Granta Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Babraham	£6,540	£6,540	100%
Balsham	£23,949	£23,949	100%
Bartlow	£5,817	£5,817	100%
Castle Camps	£5,817	£5,817	100%
Duxford	£13,631	£9,369	69%
Great Shelford	£52,189	£52,189	100%
Harston	£13,489	£13,489	100%
Hauxton	£5,709	£5,709	100%
Hildersham	£10,376	£10,376	100%
Hinxton	£9,371	£9,371	100%
Horseheath	£5,817	£5,817	100%
Ickleton	£19,594	£19,594	100%
Linton	£66,207	£66,207	100%
Little Shelford	£66,353	£66,353	100%
Newton	£5,879	£5,879	100%
Pampisford	£6,965	£6,965	100%
Sawston	£38,567	£38,567	100%
Shudy Camps	£5,817	£5,817	100%
Stapleford	£27,487	£27,487	100%
The Abingtons	£22,890	£13,867	61%
West Wickham	£9,599	£4,630	48%
West Wrattling	£9,903	£4,951	50%
Weston Colville	£9,866	£6,183	63%
Whittlesford	£20,133	£20,133	100%
Deanery Contribution	£12,668	£12,668	100%
Total	£474,633	£447,743	94%

North Stowe Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Cottenham & Rampton	£66,929	£66,929	100%
Girton	£42,950	£42,950	100%
Histon	£79,878	£79,878	100%
Impington	£34,054	£34,054	100%
Landbeach	£11,534	£11,534	100%
Longstanton	£29,018	£29,018	100%
Madingley	£8,042	£8,042	100%
Milton	£70,924	£70,924	100%

Oakington	£53,975	£53,975	100%
Over	£29,018	£29,018	100%
Swavesey	£29,016	£29,016	100%
Waterbeach	£40,138	£40,138	100%
Willingham	£29,018	£29,018	100%
Total	£527,617	£527,617	100%

Shingay Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Abington Pigotts	£5,457	£3,001	55%
Arrington	£4,906	£4,906	100%
Barrington	£18,721	£18,721	100%
Bassingbourn	£31,101	£31,101	100%
Croydon	£3,337	£3,337	100%
Fowlmere (4 Churches Benefice)			
Foxton (4 Churches Benefice)			
Thriplow (4 Churches Benefice)			
Shepreth (4 Churches Benefice)			
The Four Churches Benefice	£58,563	£58,563	100%
Guilden Morden	£16,082	£6,310	39%
Litlington	£13,084	£13,083	100%
Melbourn	£30,847	£30,847	100%
Meldreth	£27,716	£22,727	82%
Orwell	£22,451	£22,451	100%
Steeple Morden	£15,898	£4,737	30%
Tadlow	£3,627	£3,627	100%
Wendy w Shingay	£5,075	£5,075	100%
Whaddon	£7,260	£5,322	73%
Wimpole	£9,147	£9,147	100%
Deanery Shortfall / (Over Allocation)	£3,123	£3,123	100%
Total	£273,273	£242,956	89%
Bar Hill	£15,962	£15,962	100%

Huntingdon & Wisbech Archdeaconry

Ely Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Chettisham	£7,708	£3,000	39%
Coveney	£3,185	£2,274	71%
Ely	£116,856	£116,856	100%
Haddenham	£17,399	£5,500	32%
Little Downham	£19,975	£15,980	80%
Little Thetford	£12,615	£7,000	55%
Littleport St. George	£44,094	£29,746	67%
Mepal	£11,673	£7,537	65%
Soham	£51,945	£36,945	71%
Stretham	£14,338	£14,338	100%
Stuntney	£5,853	£4,779	82%
Sutton	£31,423	£18,000	57%
Wentworth	£3,601	£1,102	31%

Wilburton	£17,162	£10,600	62%
Witcham	£9,578	£6,705	70%
Witchford	£17,311	£1,793	10%
Deanery Shortfall/ (Over Allocation)	£759	£0	0%
Total	£383,957	£282,153	73%
Feltwell and Fincham Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Barton Bendish	£1,889	£1,889	100%
Beachamwell	£3,869	£0	0%
Boughton	£2,914	£2,914	100%
Methwold	£5,527	£5,527	100%
Wereham	£3,574	£3,574	100%
West Dereham	£3,773	£3,773	100%
Whittington	£2,918	£2,918	100%
Wretton	£3,259	£3,259	100%
Bexwell	£4,965	£2,230	45%
Crimplesham	£3,694	£3,694	100%
Denver	£13,125	£13,125	100%
Ryston	£2,232	£2,232	100%
Downham Market	£28,482	£26,920	95%
Hilgay & Ten Mile Bank	£7,402	£400	5%
Stradsett	£3,782	£1,891	50%
Feltwell	£5,041	£5,041	100%
Hockwold	£5,337	£1,592	30%
Northwold	£5,640	£4,202	75%
Southery	£5,470	£4,500	82%
Weeting	£2,581	£981	38%
Fincham	£2,265	£2,265	100%
Marham	£2,901	£2,901	100%
Nordelph	£1,077	£1,077	100%
Runcton Holme	£4,694	£4,694	100%
Shouldham	£4,307	£4,307	100%
Shouldham Thorpe	£1,698	£1,698	100%
Stow	£9,428	£6,821	72%
Tottenhill	£3,652	£0	0%
Watlington	£14,906	£5,500	37%
Wimbotsham	£5,407	£4,704	87%
Wormegay	£4,000	£500	13%
Deanery Shortfall/ (Over Allocation)	£-8,648	£-754	95%
Total	£161,159	£124,373	77%
Huntingdon Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Abbots Ripton	£4,825	£4,825	100%
Alconbury	£17,024	£14,471	85%
Barham	£1,525	£1,525	100%
Brington	£3,708	£3,708	100%
Buckworth	£2,227	£2,227	100%
Bythorn	£3,709	£3,709	100%
Covington	£4,444	£4,444	100%
East Leightonstone	£65,324	£56,920	87%
Easton	£4,237	£4,237	100%
Fen Drayton w Fenstanton	£39,783	£39,783	100%
Godmanchester	£66,467	£66,467	100%
Great Catworth	£11,929	£11,929	100%
Great Gidding	£4,586	£4,586	100%
Great Stukeley	£5,600	£5,600	100%
Hamerton	£1,900	£500	26%
Hartford	£28,176	£28,176	100%
Hemingford Abbots	£15,608	£15,608	100%
Hemingford Grey	£62,294	£62,294	100%
Hilton	£11,400	£11,400	100%
Houghton w Wyton	£30,312	£30,312	100%
Huntingdon Parish	£40,363	£40,363	100%
Huntingdon Christchurch	£38,472	£38,472	100%
Keyston	£2,561	£2,561	100%
Kimbolton	£38,323	£38,323	100%
King's Ripton	£2,110	£2,110	100%
Leighton Bromswold	£3,708	£3,708	100%
Little Stukeley	£2,593	£2,593	100%
Molesworth	£3,709	£3,709	100%
Old Weston	£2,620	£2,620	100%
Spaldwick	£1,080	£1,080	100%
Stow Longa	£1,682	£1,682	100%
Tilbrook	£6,765	£6,765	100%
Upton	£984	£603	61%
Winwick	£1,862	£1,862	100%
Deanery Shortfall/ (Over Allocation)	£1,731	£14,469	836%
Total	£533,642	£533,642	100%
March Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Chatteris	£47,949	£47,949	100%
Christchurch	£6,594	£6,594	100%
Doddington	£13,259	£9,902	75%
Manea	£9,033	£9,033	100%
March St John	£26,186	£17,763	68%
March St Mary	£17,073	£17,073	100%
March St Peter	£36,209	£8,492	23%
March St Wendreda	£33,105	£33,105	100%
Welney	£5,578	£5,578	100%
Whittlesey Team	£61,243	£56,455	92%
Wimblington	£13,141	£13,141	100%
Total	£269,371	£225,085	84%
St Ives Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Bluntisham	£19,239	£19,239	100%
Broughton	£4,616	£4,616	100%
Bury	£19,623	£19,623	100%
Colne	£19,330	£19,330	100%

Holywell	£19,237	£13,218	69%
Oldhurst	£5,771	£5,771	100%
Pidley	£5,771	£5,771	100%
Ramsey St. Mary (Team)	£7,150	£7,150	100%
Ramsey Team	£42,021	£42,021	100%
Somersham	£40,397	£40,397	100%
St. Ives	£58,088	£58,088	100%
Upwood (Team)	£8,542	£8,542	100%
Warboys	£28,856	£28,856	100%
Wistow	£4,616	£4,616	100%
Woodhurst	£5,855	£2,342	40%
Total	£289,112	£279,581	97%

St Neots Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Abbotsley	£7,552	£7,552	100%
Buckden	£51,851	£51,851	100%
Diddington	£2,718	£2,718	100%
Everton	£9,521	£9,521	100%
Eynesbury	£20,000	£20,000	100%
Gamlingay	£38,219	£38,219	100%
Great Gransden	£17,971	£17,971	100%
Great Paxton	£11,584	£11,584	100%
Great Staughton	£27,762	£27,762	100%
Hail Weston	£10,111	£10,111	100%
Little Gransden	£10,359	£10,359	100%
Little Paxton	£28,692	£28,692	100%
Little Staughton	£5,383	£5,383	100%
Offord D'Arcy w Cluny	£6,086	£6,086	100%
Southoe	£3,825	£3,825	100%
St. Neots	£70,397	£70,397	100%
Waresley	£7,746	£7,746	100%
Deanery Shortfall/ (Over Allocation)	£8,590	£8,590	100%
Total	£338,366	£338,366	100%

Wisbech Lynn Marshland Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Clenchwarton	£9,270	£6,185	67%
Elm	£2,055	£2,055	100%
Emneth+Marshland St. James	£13,526	£2,266	17%
Friday Bridge	£2,586	£2,586	100%
Gorefield	£6,421	£4,494	70%
Leverington	£17,680	£5,000	28%
Newton-in-the-Isle	£7,072	£650	9%
Outwell	£5,999	£4,538	76%
Southea w Parson Drove	£6,834	£6,834	100%
Terrington St. Clement	£30,028	£30,028	100%
Terrington St. John	£3,934	£319	8%
Tilney All Saints	£1,269	£1,269	100%
Tilney St. Lawrence	£5,636	£2,706	48%

Tydd St. Giles	£7,831	£7,831	100%
Upwell St. Peter	£9,699	£7,763	80%
Walpole St. Peter	£13,114	£4,016	31%
Walsoken	£30,264	£18,592	61%
West Walton	£9,465	£9,465	100%
Wiggenhall St. Germans	£7,669	£6,387	83%
Wiggenhall St. Mary Magdalene	£3,468	£0	0%
Wisbech St Augustine	£19,777	£14,500	73%
Wisbech St Peter & St Paul	£21,731	£21,731	100%
Wisbech St. Mary	£10,184	£10,184	100%
Total	£245,513	£169,400	69%

Yaxley Deanery	NET Request (2020)	Paid for 2020	Percentage (%) Paid
Alwalton	£19,951	£19,951	100%
Chesterton	£3,122	£2,810	90%
Elton, All Saints	£10,255	£10,255	100%
Farcet	£4,316	£4,316	100%
Fletton	£6,210	£4,183	67%
Folksworth	£10,616	£10,616	100%
Glatton	£9,130	£9,130	100%
Haddon	£5,200	£5,200	100%
Hampton	£39,143	£39,143	100%
Holme	£4,293	£4,293	100%
Morborne	£950	£950	100%
Orton Goldhay	£24,119	£24,119	100%
Orton Longueville	£20,613	£20,613	100%
Orton Waterville	£20,613	£20,613	100%
Sawtry	£14,916	£14,916	100%
Stanground	£27,433	£27,433	100%
Stilton	£15,489	£15,489	100%
Woodston	£2,321	£2,139	92%
Yaxley	£38,927	£33,627	86%
Deanery Shortfall / (Over Allocation)	£21,419	£29,241	137%
Total	£299,037	£299,037	100%

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

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