



The Church of England  
Diocese of Ely

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# Annual Report 2023

Published 19 June 2024  
Ely Diocesan Board of Finance

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# 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 Dagmar

Dear Friends

This Report once again demonstrates the enormous amount of work undertaken through the Ely Diocesan Board of Finance (EDBF) and Ely Diocesan Board of Education (EDBE) Teams, Committees and Councils who work for every congregation, church, church school, parish, benefice and Bishops Mission Order (BMO). Much of this work is often largely unseen, but we would all notice if it wasn't done!

So I would like to express my sincere thanks to all of you who have contributed in this way, for your commitment and your generosity in supporting and sharing in our mission to...

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

...so that together we may engage, grow and deepen our faith and our service.

We are grateful that after the dark days of the pandemic, we are continuing to see congregations growing, and we rejoice in confirmations of diverse groups of people of all ages as parishes celebrate with them this milestone on their journey of faith.

We have been enriched by the ordinations of new Deacons and Priests as well as admissions of new Licensed Lay Ministers (LLMs). Our church schools, run on Christian principles for all, continue to educate over 15,000 students of all faiths and none [note they are not faith schools but community schools], and the Parish School Covenant was launched in the past year to aid schools and their local parish churches to work together well. We have continued to keep safeguarding at the heart of all we seek to do.

The year has also been characterized by debates across the Diocese and nationally around the blessing of same-sex couples, and this topic is likely to occupy us for the foreseeable future as we seek to find a way forward for all within one church.

Thank you to all of you who are sharing in and enabling our work by financial giving. While there is no room for complacency, there is much generosity to be thankful for. We also remain grateful for the solid financial and asset management from our staff and committees, which helps to keep us on a sound financial footing.

In his Foreword last year, Bishop Stephen referenced the outbreak of war in Ukraine. While that war with its horrors continues, full-blown war has also erupted in the Middle East focussed on Gaza, not to mention other troubled parts of the world such as Sudan or the Horn of Africa which suffer horrific violence, though this is much less known. The economic effects of these wars continue to put increasing pressures on our communities, and often disproportionately on our poorer communities, affected by price rises of many of the basics. I commend all those of you engaged in food banks, warm hubs, advice centres, breakfast clubs for children, homelessness ministry, etc – all those ministries through which we witness to God's deep love and care, and to the hope that is within us through our risen Lord.

Last year began a time of transition, with Bishop Stephen re-joining us after his time as Acting Bishop of Lincoln and then leaving in the summer to become the Bishop of Lincoln. During this time of Vacancy-in-See, I am hugely grateful to the team that supports me, and indeed to all of you who support God's mission up and down the Diocese, keeping the prayers going, not least for the person called by God to be the next Bishop of Ely.

Part of our mission is to have a pastoral and a prophetic role, and both are rooted in the profound faith and hope in God's faithfulness to humanity, expressed in Jesus' life, ministry, self-giving and resurrection.

Regarding Christian hope in challenging situations, it was Dietrich Bonhoeffer who noted while in prison:

*There are people who think it's unreal and there are others who think it's not Christian to hope for a better future on earth and to prepare for it.*

*They believe chaos, disorder and catastrophe to be the meaning of current events, and they respond by withdrawing, whether simply to escape the world or to shirk responsibility for carrying on for the building up of future generations.*

*Maybe tomorrow will be the last day in which case we shall gladly let go of our work for a better future. But not until then!*

*The kingdom of God has come!*

Of this we must never lose sight, in and amidst all the necessary facts and figures of this Report, for it is at the heart of Jesus' proclamation whose commission to us is coupled with the promise to be with us always, to the end of the age. (Matthew 28:18-20)

Thank you to all of you living and sharing this active hope.



**The Right Revd Dr Dagmar Winter**  
**Acting Bishop of Ely**

# Diocesan Strategy - Living Ely2025

The Rev'd Iain Osborne, Deputy Director of Strategy

During the year we continued to support the Diocese in its implementation of our ten-year Strategy, [People Fully Alive: Ely2025](#).

An important milestone was the development of Development Plans in each Deanery. The legal process relating to the location of churches and parishes invites Deaneries to develop five-yearly plans, and the Bishop invited Deaneries to use this process also to consider their future missional plans in the round and in the light of Ely2025.

Most Deaneries developed plans through a combination of consultation with parishes and discussions in Deanery Synods. Key themes of most Deanery Plans are development of ministry with children and young people, the value of lay ministry, and local agendas for deeper collaboration between parishes and benefices.

Deanery plans also highlight strategic issues for the Diocese to consider. In recognition of these issues and that we move towards the end of the ten-year period covered by Ely2025, we have created more capacity for strategy development by establishing a new senior post to work on Strategy, which is 50% funded by the national church.

This new role will also help the Diocese of Ely bid for national funding of missional work. The Rev'd Iain Osborne took up this post of Deputy Director of Strategy in January 2024. Iain began by inviting contributions from across the Diocese on a range of future-looking topics in preparation for our next Bishop and our future Diocesan Strategy. Iain is also supporting Bishop's Council to strengthen its capacity to steer and assure implementation of the Strategy in the future.

# Safeguarding Team

Rebecca Boswell, Diocesan Safeguarding Advisor (DSA)

The Diocese of 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.

## Safeguarding Team

Rebecca Boswell - Diocesan Safeguarding Advisor (DSA)

Sharon Gage - Assistant Diocesan Safeguarding Advisor (ADSA)

Sarah King - Safeguarding Training and Parish Support Co-ordinator

Kelly Nott - Safeguarding Training Administrator

Lisa Pearson - Assistant Diocesan Safeguarding Advisor (ADSA)

Jackie Williamson - Safeguarding Administrative Support

Over 2023, Team members have continued to work in a hybrid capacity. The Team is looking forward to the move to the new Diocesan Office at Etheldreda House during 2024. The Team will have a dedicated office in the new building.

## Policy and Practice Guidance

All safeguarding work within the Diocese is undertaken within the context of Statutory and House of Bishop's Policy and Practice Guidance. The following Practice Guidance Documents have been published or updated during the last 12 months:

- *Safeguarding Practice Reviews (July 2023) Code of Practice*
- *Safeguarding Guidance for Local Ecumenical Partnerships (Sept 2023) Due Regard*

It is noted that all current safeguarding Guidance is issued by the House of Bishops under either:

**Section 5 of the Safeguarding and Clergy Discipline Measure 2016** requires all authorised clergy, bishops, archdeacons, licensed readers and lay workers, churchwardens and parochial church councils to have “**due regard**” to Safeguarding Guidance issued by the House of Bishops. A duty to have “**due regard**” to Guidance means that the person under the duty is not free to disregard it but is required to follow it unless there are cogent reasons for not doing so. ‘Cogent’ for this purpose means clear, logical and convincing.

...or...

### **Safeguarding Code of Practice Measure 2021**

The Safeguarding Code of Practice Measure came into force in March 2022, it replaces and strengthens the duty to have ‘**due regard**’ to House of Bishops’ Safeguarding Guidance with a **duty to comply** with the requirements in a new safeguarding code of practice (the Code); and expands the list of “relevant persons”, being those who must comply with the new Code’s requirements.

Failure by a member of the clergy to have “**due regard**” or follow their **duty to comply** to House of Bishops’ Safeguarding Guidance is an act or omission which may constitute misconduct under the Clergy Discipline Measure 2003. Failure by a Reader or lay worker to have due regard to House of Bishops’ Safeguarding Guidance would be grounds for the revocation of that Reader’s or lay worker’s licence by the Bishop, and failure by a churchwarden or parochial church council could result in an

investigation being carried out by the Charity Commission and the churchwarden or PCC members being disqualified as charity trustees.

Each piece of House of Bishops' safeguarding guidance that was in place on 1 March 2022 remains in place with a duty to have **“due regard”** until that guidance is replaced by safeguarding Code of Practice.

## Safeguarding Referrals and Requests for Advice

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

Year	Number of Contacts
2016	109
2017	131
2018	158
2019	188
2020	177
2021	215
2022	248
2023	239

There were 239 contacts in 2023, a decrease of 4% on the previous year.

## Risk Assessments and Church Safety Plans

The church welcomes all, including those individuals who pose a potential risk to other people. Central to all safeguarding work are the holistic assessment of risk and the development of effective strategies to manage any identified risk. These are often complex, involving liaison with partner agencies in the community, such as probation and police.

In 2023, the National Safeguarding Team produced new practice guidance and templates to support consistent and transparent approaches to risk assessment and risk management across church bodies. Previously a variety of terms were being used when referring to worship or safeguarding agreements, but in order to ensure consistency across the church the term Church Safety Plan (CSP) has now been adopted. Developing the safety plan will utilise the risk assessment which has been undertaken by the Safeguarding Team, exploring directly “what are we worried about.” The safety plan will be formulated from “what can we do,” with common language used across the two documents, to outline what the church body will do to support safe worship and the action required by the individual.

The subject of the CSP participates in this process and the Plans are regularly reviewed and monitored. Where statutory agencies are involved, they participate in this process. The purpose of CSPs is to protect all within the church community, including the subject. All new cases are now assessed using this template and any annual reviews of the safeguarding agreements are now being converted into the new CSP.

Of the 20 CSPs in place across the Diocese at the end of 2023, 10 are subject to the new Church Safety Plans and 10 are under the old Safeguarding Agreements. These remaining 10 agreements will be updated into CPS's when they are due for review in 2024.



## Safer Recruitment and People Management

All church officers<sup>1</sup> working with or in relation to children or adults who are vulnerable are required to be recruited in accordance with the Church of England’s Safer Recruitment and People Management Guidance (2021).

During 2023 1,558 DBS checks were undertaken across the Diocese, in comparison with 2022 when there were 2,105.

The Ely Diocesan Board of Finance (DBF) has continued to fund the administrative costs for parishes undertaking DBS Disclosures. Parish costs are also met by the DBF for undertaking digital identity verification for disclosures, which was made available to parishes during 2023. Parish Safeguarding Officers are now able to undertake digital identity verification, for the purpose of verifying an individual’s identity, as part of an application for a DBS check which makes the process far simpler for both the parish and the individual for whom the check is being requested.

Year	DBS Disclosures
2016	999
2017	1,192
2018	1,692
2019	1,525
2020	1,082
2021	1,379
2022	2,105
2023	1,558

Where safeguarding information is disclosed on a DBS certificate or Confidential Declaration, this must be assessed by the Safeguarding Team who will make a recommendation regarding the individual’s appointment.

## Safeguarding Training

The safeguarding training modules which apply mainly to employees and volunteers in our parishes are: *Basic Awareness* and *Foundations*, *Safer Recruitment and People Management* and *Raising Awareness of Domestic Abuse* all of which are available online via the Church of England Training Portal. For individuals who have a lack of access or confidence in accessing online training, it is possible for clergy or PSOs to offer local sessions by running the online training to small groups and the Safeguarding Team offer support and materials to do this. Parishes have expressed that this has worked well in supporting volunteers to access the training.

The Safeguarding Team continue to deliver the national *Leadership* and *Parish Safeguarding Officer’s Induction* training. The training is delivered virtually or face to face. The majority of participants express that they prefer the convenience of accessing the training from home while some others have expressed a preference for face-to-face training. The Safeguarding Team will continue to deliver both virtual and face-to-face training over 2024.

Individuals who have been personally affected by safeguarding issues have reflected that they have found attending safeguarding training problematic and distressing and, in those cases, additional support has been put in place to enable the person to access the training and in circumstances where training with support has not been possible, an exemption has been given.

<sup>1</sup> 1 A “Church Officer” is anyone appointed/elected by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid.

Ely Safeguarding Team also deliver local bespoke training, briefing and workshops including Churchwardens' Safeguarding Briefings and DBS Workshops. Further local training is being developed in relation to supporting Church Safety Plans, case recording and risk assessment.

Module	2021	2022	2023
Basic Awareness	1,210	1,507	1,354
Foundation (online)	731	1,057	1,196
Leadership	344	386	419
Safer Recruitment	282	229	213
Domestic Abuse	268	1,111	759
Parish Safeguarding Officer Induction	20	20	31

## 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 the Diocesan Safeguarding Team. Lisa Pearson works one day per week for the Cathedral as Cathedral Safeguarding Advisor.

## Diocesan Safeguarding Advisory Panel (DSAP)

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

## Support to Parishes

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

The Safeguarding Team works with Parishes to support their compliance with House of Bishop's 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 2023.

## Parish Safeguarding Dashboards and Hubs

The Parish Safeguarding Dashboard software is funded by the DBF and is available free of charge to all parishes. At the end of 2023 78% of parishes were registered with the Dashboard in comparison with 74% at the end of 2022 and we continue to advocate that all parishes register for a Dashboard. This will be particularly important for parishes in the implementation of the National Safeguarding Standards and Quality Assurance Framework.

The developers of Safeguarding Dashboards have been working on a new set of tools to help parishes with safer recruitment and people management. These include supporting parishes by maintain DBS and training records, developing role description, tracking safer recruitment and ongoing people management.

The Diocese of Ely was one of the first two Dioceses to launch the Safeguarding Hubs in December 2022 and 57 parishes were using the Hubs at the end of 2023.

## Looking Ahead in 2024

### Changes to Role Titles in Safeguarding Team

Following recommendations from the Independent Inquiry into Child Sexual Abuse (IICSA) the role of Diocesan Safeguarding Advisor will be changed to Diocesan Safeguarding Officer during 2024. This recommendation was because there has been variation with the Church around the distribution of safeguarding responsibilities and accountabilities, including the role of the bishop in this regard, and the overall supervision and quality assurance arrangements for the work of a safeguarding advisor. The recommendation highlighted the need to change the role from Safeguarding Advisors to Safeguarding Officers, who will have independent responsibility for and oversight of key safeguarding tasks, and whose work will be professionally supervised, and quality assured by the National Safeguarding Team (NST). The diocesan bishop will retain the responsibility for suspension of clergy and licensed lay ministers.

In the Ely Safeguarding Team, Sarah King held the title of Diocesan Safeguarding Officer for some years pre-dating the IICSA. To avoid confusion, Sarah's title has now been changed to Safeguarding Training and Parish Support Co-ordinator.

## National Safeguarding Standards and Quality Assurance Framework

Implementation of the Church of England's Safeguarding Standards and Quality Assurance Framework, October 2023<sup>2</sup> (the Standards hereafter) will be the primary strategic focus of safeguarding in the Diocese of Ely and Ely Cathedral over the next three years.

Strategic planning around the Standards will also be informed by the recommendations arising from the quality assurance work already undertaken by the Diocese and Cathedral in the Survivor Care Review 2022<sup>3</sup> and local and national recommendations arising from the Past Cases Review 2<sup>4</sup>. Planning will also contemporaneously incorporate any changes to or new legislation and statutory guidance relating to safeguarding, local Safeguarding Children's and Adults Safeguarding Partnership Board Procedures or publication of new House of Bishop's Safeguarding Code of Practice. Recommendations and learning arising from National and Local Safeguarding Practice Reviews during the three-year cycle will also be included where relevant.

A sub-group of the DSAP has been convened to undertake the implementation and planning in relation to the Standards.

For parishes the primary focus for implementing the Standards will be through the Parish Safeguarding Dashboards and Hubs. In order to support parishes in this work a series of Workshops are planned throughout 2024 by the Safeguarding Team and Clearly Simpler the developer of the software tools.

## Independent Safeguarding Audit Programme

The Independent Inquiry into Child Sexual Abuse (IICSA) recommended that the Church of England continue the Independent Safeguarding Audit Programme. The Church has made a public commitment that its dioceses and cathedrals will take part in an independent safeguarding audit programme. This will enable the Church as a whole to be transparent and accountable to wider society in respect of its safeguarding activity.

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<sup>2</sup> The Church of England Safeguarding Standards and Quality Assurance Framework (October 2023)

<sup>3</sup> Diocese of Ely - Review of Responding to and Supporting Survivors and Victims: An analysis of Strengths, Challenges and Areas for Improvement (July 2022)

<sup>4</sup> Past Cases Review 2, National Report (October 2022)

The audits will provide clear, evidence-based recommendations for Church bodies to incorporate into their future planning. By implementing these recommendations, the ultimate, and most important, beneficiaries will be those children and vulnerable adults who are protected from abuse, or responded to well if abuse has taken place. The audits matter because they will help Church bodies bring their ministry of hope and healing to the vulnerable. The Diocese of Ely and Ely Cathedral's Independent Safeguarding Audit will take place between the 2-6 February 2026.

## Future of Church Safeguarding Programme

The Future Church Safeguarding Programme was set up to recommend how to make safeguarding within the Church of England fully independent. Professor Alexis Jay (OBE) was appointed by the Archbishop of Canterbury and the Archbishop of York with terms of reference to independently:

- provide options and recommendations for how a new independent safeguarding and scrutiny body might be formed and how it should operate
- make any recommendations for how further independence of safeguarding might be achieved
- make any other recommendations that are necessary or appropriate

Professor Jay expects to complete her report for the Archbishops of Canterbury and of York in early 2024 and will publish her report herself to ensure full transparency.

### Professor Jay said:

*“The need to introduce a genuinely independent safeguarding model for the Church of England as soon as possible cannot be overstated. The views of those with recent experience of abuse, people who work or volunteer within the church, and others who have had cause to engage with the existing processes must inform this process if it is to be truly independent, fair, impartial, and effective”.*

# Mission and Ministry

Revd Peter Leech, Director of Mission and Ministry

The core priorities of the Department, agreed by Bishop's Council, remain to Engage, Grow and Deepen through focussing on:

- Strengthening support for parishes to enable them to engage in mission [*Engage*]
- Nurturing confident leaders [*Grow*]
- Working with parishes and deaneries to enable: sustainable local ministry and mission, effective missional planning and the development of new models of ministry [*Deepen*]

Over the past year we have internally restructured the Mission and Ministry team to enable greater collaboration and improve efficiency and effectiveness. In order to achieve the priorities set, we have focussed our work around eight main workstreams.

## Developing our capacity for learning and equipping through the Online Christian Learning.

We have learnt that we need to be delivering training in a way that is accessible to all across the Diocese. Open Christian Learning is our learning portal which allows people to access appropriate elements of training in their own time – thereby not only increasing accessibility but also increasing the capacity of the training team.

An important feature of this learning are the facilitated learning groups, which allow people to meet together with a trained facilitator to explore ways of applying their learning and also access support as needed. We have been working hard to create an attractive, easy to access platform as we move to deliver much of our training in this way. Exciting partnerships have emerged that allow us to host material developed from trusted individuals and organisations.

Our annual Leading your Church into Growth conference continues to help support parishes as they seek to plan for growth. It follows a simple set of principles which have been found to work both nationally and in our own Diocese too.

## Equipping people for a mixed-ecology of ministry to lead a mixed-ecology of church.

We are called to embrace a mixed-ecology of church and we have recognised that with this comes a need to find and develop new ministerial pathways that will equip and empower others.

Our Authorised Lay Leadership pathway aims to support multi-parish benefices in identifying and training individuals and teams who can be the 'point of contact' in a parish.

Our chaplaincy programmes continue to grow and develop. We have a growing number of Anna Chaplains and have recently celebrated our first Authorised Chaplaincy Assistants who bridge the gap between the parish and school. The School Chaplain training is in partnership with Ridley College.

Catalyst training for youth and children's leaders is funded through the National Church and enables us to deliver high quality, affordable training to parishes. We continue to seek to equip the church of today and tomorrow.

## Developing the work of the Bishop's Advisors and their workstreams.

The Bishop's Advisors hold significant portfolios across the Diocese, and we seek to develop workstreams that support the parishes.

The portfolios below name just a few that have either been developed already or are in the process of becoming detailed workstreams which will play a significant part in feeding into the effectiveness of the Mission and Ministry Department.

- Racial Justice
- Self-Supporting Ordained Ministry (SSOM)
- New Housing
- Deliverance Ministry
- Wellbeing
- Spirituality
- Gypsy, Traveller and Romany Community
- Urban Estates
- Rural Ministry
- Disability
- Retired Clergy

## Delivering the Children, Youth and Schools Action Plan which seeks to build commitment, creativity, capability and confidence.

Children, Youth, Families and Schools work continues to be a priority for us. Linking with the Diocese's Education Team as well as the national initiatives that are emerging, we are seeking to equip leaders who will lead parishes in this key priority area.

Our Parish-School Covenant provides an important relational basis for conversations between the parish and the local school. Initially designed for church schools, we are currently revising it for use between non-church schools and their parishes (initiated by popular request).

We continue to support parishes who are wanting to employ children/youth leaders/ministers and are developing a suite of resources to aid this. The Hubs continue to develop as an effective way of supporting local parishes and we are exploring ways that these can grow across the Diocese.

Wider training plans seek to focus on the areas of opportunity for parishes and potential growth, for example: intergenerational worship, welcoming children and a focus on the under 5's. Hearing the voice of children and young people is an important part of the life of the church. The Children, Youth, Families and Schools team are developing resources to help parishes encourage the voice of the child/young person at key moments in its life: Vacancy, PCC (Parochial Church Council) decision making and Visioning.

## Increasing the number of vocations by resourcing parishes, simplifying processes and developing vocational accompaniment.

Helping people respond to God's call is a central aspect of the work of the church. We have heard the comments made through the Deanery Development Planning process that our practices are, at times, overly complicated and insufficiently focussed. We started a review which includes hearing from the 'lived experience' of those who have been through the lay and ordained discernment process. We are seeking to simplify and streamline the ways we work, ensuring that they are appropriately accessible.

We have developed the vocational accompaniment we offer by increasing our complement of trained Assistant Diocesan Directors of Ordinands and Vocations Advisors as well as equipping Lay Selection Vocations Advisors, all of whom will journey with individuals.

We recognise that most vocational exploration happens (quite rightly) in the local parish and so we are developing resources that parishes can use to explore vocations (in its broadest sense) with individuals.

### Improving our communications and our effectiveness in sharing good practice.

We have identified the need to improve our communication with the local parishes. Our Development Officer for Communications and our Administration Team play a key role in this. Sharing Good News Stories is encouraging for everyone and offers the opportunity to share good practice and new ideas to help others develop. The weekly [Ministry Mailing email](#) newsletter continues to be our key way of sharing what is happening across the Diocese.

### Developing the Ministerial Development Review (MDR) process and improving our Continuing Ministerial Development (CMD) offer.

The new Ministerial Development Review (MDR) process is underway and a number of lay and ordained reviewers have been trained to carry them out. Emerging themes feed into the Continuing Ministerial Development (CMD) programme. Work is being undertaken to ensure that the programme is broad in terms of content and effective in its application at parish level. We are also looking to formalise CMD opportunities for our Licensed Lay Ministers and Authorised Lay Ministers.

### Integration of the Changing Market Towns (CMT) Project.

2023 saw the integration of the Changing Market Towns (CMT) Project with the Mission and Ministry Department. There has always been good collaboration between the two teams and the focus for the integration is on sustainability. As the funding from the National Church comes to a close at the end of 2025, we seek to find ways of continuing to support all that has been fruitful over the years. This will inevitably mean identifying alternative avenues of funding for some of the work and learning from the Project as we seek to engage with the National Church for further funds to finance key areas of development across the Diocese.

Monthly departmental monitoring and reviews ensure that we continue to be focussed on the delivery of the priorities through the various workstreams in such a way that impact is felt at local level.

# Education

**Sarah Conant, Interim Diocesan Director of Education (until 1 April 2024)**

Our ten-year Strategy, [People Fully Alive: Ely2025](#) and the [Diocesan Board of Education \(DBE\) Measure 2021](#) continued to drive our work in 2023. We remain indebted to the work of all our school leaders, wider staff, clergy and the essential voluntary foundation governors without whom our schools could not function.

The Education Team activities can be described through the four Ely2025 'pillars' that frame the priorities. If further detail is required (for example specific data) please do contact the Department on [education@elydiocese.org](mailto:education@elydiocese.org)

Our work with all schools and those responsible for our schools is aligned with the DBE Measure 2021. Depending on the type of school our input varies. This includes overseeing the running of our Multi Academy Trusts (MATs), DEMAT (Diocese of Ely Multi-Academy Trust) and ACT (Agape, Courage, Thoughtfulness Multi-Academy Trust), our three stand-alone academies, and our maintained schools. However, we are equally committed to all the 84\* church schools and one community school.

[\*Note: One Local Authority (LA) maintained church school was closed in September 2023 due to being unsustainable].

## Pillar 1: System Leadership

**Pillar 1-our priority is to nurture confident Leadership at a system and local level.**

September 2023 saw the establishment of the second Diocesan [MAT-ACT](#). The Multi Academy Trust currently has two schools (Buckden and Great Wilbraham) and is due to take on two more (Burrough Green and St Michaels) in 2024. This is the first new MAT since DEMAT was established in 2013. DEMAT now has 40 schools having taken on Little Thetford as an academy in September 2023.

The opening of a second Multi Academy Trust is in line with the Department for Education (DfE) Strategic Plan for Cambridgeshire, which supports the Diocese working to provide its schools with options to join church MATs. The Diocesan Director of Education (DDE) continues to liaise with both Local Authorities on matters relating to schools with regular meetings with the DfE to discuss the education landscape and future stable structure options for our church schools (federation or academisation).

The addition of the Head of Stewardship role to the team has ensured that actions on the Governance Audit Action Plan are being met through close liaison with local governing bodies, supporting governance leaders, governor training [four sessions in November-December 2023, with 41 governors trained] and providing both support and guidance to Trustees across the Diocese.

Governors are also supported in their recruitment process for appointing new head teachers by the Education team with six head teachers recruited in 2023. We support our head teachers through regular conference opportunities as well as bespoke support when required.



## Pillar 2: School Performance & Innovation, and Pillar 3: Christian Distinctiveness & Community Support

**Pillar 2: Our priority is to advocate for learners and pupils of those of all faiths and none attending church schools, by knowing and insisting that provision is as strong as possible (good or better) as defined by the Ofsted and SIAMS (J1) evaluative frameworks.**

**Pillar 3: Ensure that our schools and our central diocesan presence is delivering the Church of England's Vision for Education.**

Our core business is to support schools with Statutory Inspection of Anglican and Methodist Schools (SIAMS), through preparation for inspection and the development of the Religious Education (RE) curriculum and collective worship. 20 schools had bespoke SIAMS preparation support, with 20 schools attending SIAMS conferences. Attendance at RE and collective worship training has been 181 people and on balance attendance equates to 22 people at RE network meetings. In 2023 there were 14 successful SIAMS inspections in the Diocese. Under the old framework all were good or better with four being excellent. Under the 2023 schedule the six inspected schools have received a J1 grading.

The Diocese of Ely's membership on the Cambridgeshire, Peterborough and Rutland SACRES (Standing Advisory Council on Religious Education) has ensured that we have been instrumental in the development of the new local syllabus launched in September 2023. We provide training to help embed it into school curriculums.

Non-church schools have been offered RE training at no charge through working with Learning Partnerships who provide Continuing Professional Development (CPD) opportunities across the region.

As a Diocese, we have encouraged schools to demonstrate courageous advocacy with the awarding of diocesan trophies to pupils who display the characteristics of being aware of and combating social injustice. The awards are celebrated on the Diocesan website.

Our team of Ely Diocese Regional Advisors (EDRAs) completed 264 visits (virtual and face to face) during 2023 providing support to schools whilst monitoring school performance under the terms of the DBE Measure 2021. Heads were surveyed and the vast majority find the visits both useful and supportive. The visits enable us to be able to collect data that is fundamental in designing our approach to how schools can be supported in the future.

There were 37 Ofsted inspections across the Diocese in 2023, the majority with successful good outcomes (83.7%). The Education Team's leaders attend every Ofsted inspection and SIAMS feedback, as well as offering support during the inspections.

## Pillar 4: Sustainable Resourcing-Asset Management, Finance, Building & Estate

In terms of Pillar 4 our priorities are to ensure that provision remains financially viable at school, Responsible Body and trust level, the purpose for which money was promised is honoured, and that our trusts, buildings and estate remain well managed and fit-for-purpose.

With 16 VA (Voluntary Aided) schools we have SCA (School Condition Allocation) funding of £442,767 and DFC (Devolved Formula Capital) funding of £109,943, so total capital funding for VA schools was £552,709 in financial year 2023/24. This was allocated to projects across the schools with a focus on keeping schools warm and dry whilst looking to reduce their carbon footprints. In 2023 we were awarded [Salix](#) funding of £1.5M to be spent by 2025 for large projects to further enhance this area of school building work. As at May 2024 the Salix project is at risk due to rising technical and supplier costs.

# Changing Market Towns

The Venerable Hugh McCurdy, Chair of the Changing Market Towns Board (ending Easter 2024)

## Lever Five: Target support to key areas

In our Diocesan Strategy, [People Fully Alive: Ely2025](#), we wrote that we will “*target money and other resources where there is the greatest need and the greatest opportunity*”. Over the last nine years a significant way in which this has been delivered has been through Changing Market Towns. Funding came from the National Church matched by Diocesan resources. The intention was to fund local initiatives to help each church engage in new ways with their communities and begin to grow.

Funding was initially for five years. Some aspects of the Project started early, while other areas took time to set-up. Covid then hit, which put a stop to many of the activities - including the emerging Fresh Expressions of Church and work in the local schools.

Throughout 2023 we have continued to identify where to invest the residual funds and where the greatest impact can be had. This meant that we engaged with each Market Town Leader and asked them to produce a plan for their community - we named this phase of the Project as a Reset.

In each location, we asked for clear goals, outcomes and what resources would be required to achieve those objectives. We needed to be sure that the money we had invested, and were still able to invest, would be fruitful and sustainable. We continue to rejoice and give thanks to God for the significant impact the Project has had on transforming the Market Towns.

Four significant factors came into play during 2023.

1. The Board would have a new chair after Easter 2024.
2. We commissioned, through the Bishop's Council, an independent consultant to review the project and see what we and the wider church could learn. John Truscott who is conducting the research will be reporting back to the Board and Bishop's Council in summer 2024.
3. Revd Jon Randall's appointment to lead the Project was time limited and by the summer of 2024 he would return to full time parish ministry.
4. Oversight of the work would be integrated with Mission and Ministry.

This is my last Report as I step down as Chair of the Changing Market Towns (CMT) Board at Easter (2024) as I finally retire. It has been a huge privilege to work with so many able people over the last nine years: the central operations team as well as all the gifted CMT workers and local leaders.

Thank you for all you have given over the years to helping Changing Market Towns.

## Further Information

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

# Giving

Martin Kenward, Projects and Development Officer

**Lever 5: It could be argued that ‘giving’ underpins all five Levers. The most relevant Lever, however, is probably ‘Target support to key areas’.**

## Parish Giving Scheme

The Parish Giving Scheme (PGS), first launched in the Diocese in September 2017, provides a regular giving service at no cost to parishes.

By the end of 2023, 165 communities (or 54%) were registered for the scheme, with a combined total of 2,384 givers representing 34% of the c.7,000 Tax Efficient Planned Givers in the Diocese. Of these 2,384 givers, 88% had Gift Aided their giving and 49% 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) resilient regular, inflation-proofed giving, (ii) faster recovery of gift aid and (iii) an easing of the administrative burden on Treasurers / Gift Aid Officers. Across the 165 registered communities, the average weekly gift via the PGS (excluding Gift Aid) was £19.25.

In 2024, initiatives are continuing to encourage more churches to join the PGS so that they can benefit from regular giving, crucially keeping pace with inflation.

## Digital Giving

The popularity of Digital Giving through use of online donation platforms and contactless card readers continued to increase in 2023.

At least 148 communities had active digital giving accounts (of any kind) in 2023, representing 42% of churches in the Diocese. The total value of digital giving transactions (donations / payments) increased by 44% from £161,784 (2022) to £233,554 (2023). The average gift amounts in 2023 were £7.96 for contactless donations and £44.10 for online donations.

Back in 2022, the Diocese took part in the Digital Giving Rollout project, which forms part of the National Giving Strategy. This national project aims to see 50% of parishes equipped with digital giving and to give out 2,000 devices and 1,000 online giving accounts. The Diocese was offered and distributed 43 devices in November 2022.

Regular reporting is in place to monitor the effectiveness of these 43 devices / accounts and the growth in income. In 2023, there were 7,133 contactless transactions and 165 online transactions, with the value of donations totalling £64,010 (contactless) and £8,319 (online). The average annual value of contactless donations per device was £1,488.

Late in 2023, the Diocese purchased a small number of contactless donation devices to loan out on a ‘try before you buy’ basis to encourage more churches to embrace digital giving.

## Further Information

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

# Communications & Database

James Owen, Communications Consultant

Jackie Williamson, Data Officer and Diocesan Electoral Roll Officer

## Prayer Calendar

The Prayer Calendar continued throughout 2023. The Senior Chaplain to the Bishop of Ely edits the Calendar, Jackie Williamson ensures it is available on the [Diocesan website here](#).

## Website

The Diocesan website is the main online repository for information. During any given month over 5,000 individual users may visit the website. Each Diocesan department remains focussed on ensuring information is updated in a helpful and timely way for those seeking it.

## The Diocesan Directory

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

## Statistics for Mission and Return of Parish Finance

The [Church House Research and Statistics team](#) request that Statistics for Mission and Return of Parish Finance forms are submitted each year by all parishes. In nearly all cases this information was submitted directly by parish role holders to the Online Returns Portal in 2023. At the time of publication, the percentage of Statistics for Mission Returns was circa. 80% and the percentage returns for the Return of Parish Finance replies was at 34%.

## Database Management and Enhancement

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

In 2023 access for parish role holders was further developed, as were the processes built into the database to improve efficiency for diocesan users in accessing information.

## Social Media Channels

Diocesan social media channels are used to share knowledge and learning to help support parishes in their work. The Communications team, supported by the addition of a Communications Officer within the Mission and Ministry Team, were able to greatly increase the information and news output during 2023. This will continue through 2024 and beyond to support the sharing of knowledge and good news stories among and between our parishes and worshipping communities.

## Learn more

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

# Finance Committee

Canon Tim Walters, Chair

The result for 2023 was a surplus of £211,101 compared to a budgeted surplus of £12,572. The surplus arose mainly due to income receipts from both ministry share and investments being more than anticipated and by expenditure being kept under control. The surplus will be added to the general fund reserves. The Diocese of Ely has faithful and generous giving by parishes and people that responded by maintaining their donations in increasingly difficult circumstances.

Ministry Share receipts increased by £186,560 (3.3%) from 2022. The overall collection rate was 94.9% with 7 of 15 Deaneries managing to pay in full. A complete list of parish payments can be found on the Diocese of Ely website at the end of this booklet.

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

General Unrestricted for the year ended 31 December 2023

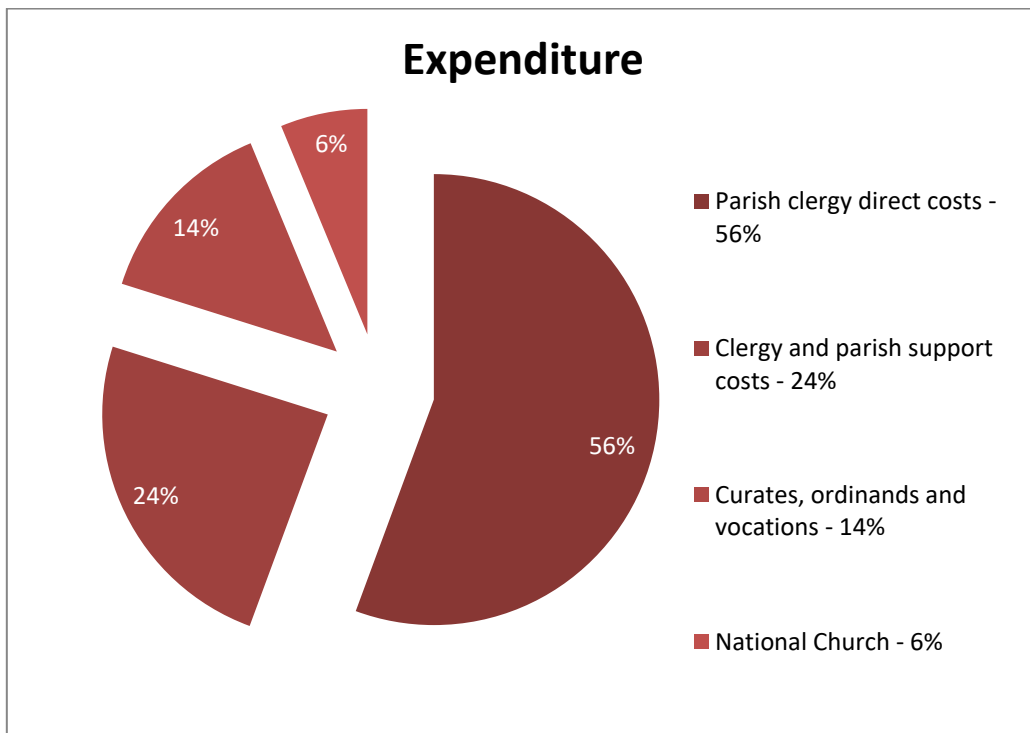
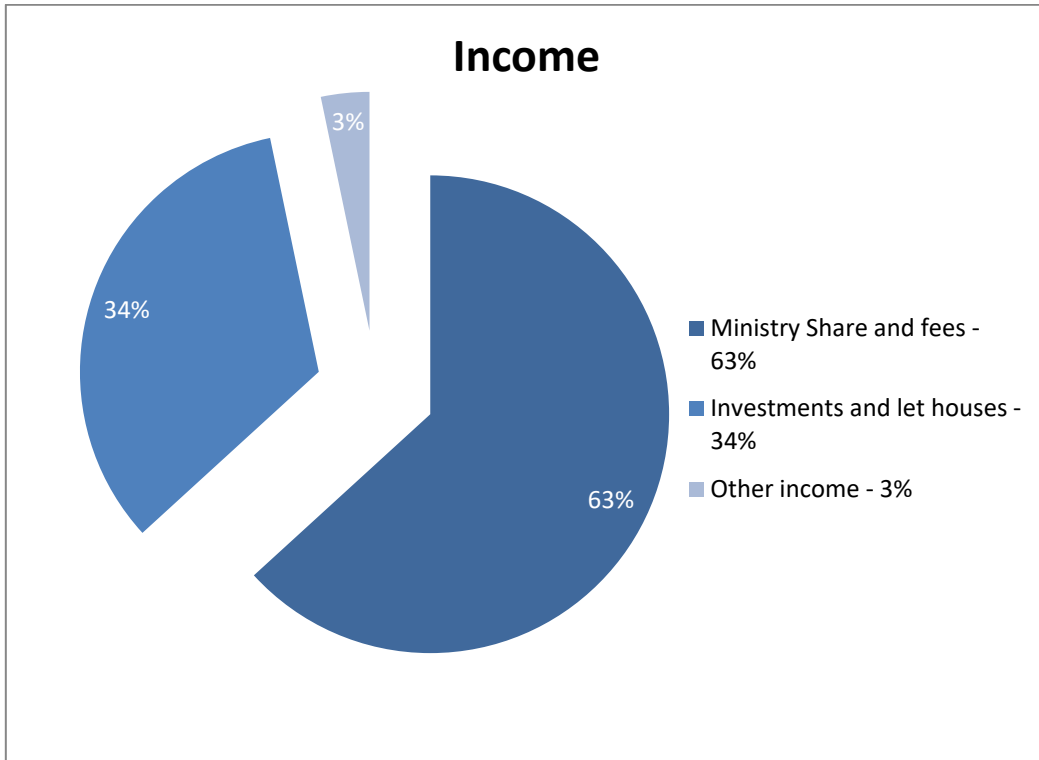
Income (£'000)	2022 Actual	2023 Actual	2023 Budget
<b>Ministry Share *</b>	5,497	5,771	5,723
<b>Parish fees</b>	322	296	300
<b>Total</b>	<b>5,819</b>	<b>6,067</b>	<b>6,023</b>
<b>Investment income and let houses</b>	2,992	3,215	3,039
<b>Other income</b>	242	314	305
<b>Total</b>	<b>9,052</b>	<b>9,956</b>	<b>9,367</b>

Expenditure (£'000)	2022 Actual	2023 Actual	2023 Budget
<b>Parish clergy direct costs</b>	5,263	5,221	5,092
<b>Clergy and parish support costs</b>	2,036	2,253	2,365
<b>Contribution to National Church</b>	586	586	586
<b>Curates, ordinands and vocations</b>	1,223	1,304	1,283
<b>Pension deficit &amp; other costs</b>	12	21	29
<b>Total</b>	<b>9,120</b>	<b>9,385</b>	<b>9,355</b>

<b>Surplus / (Deficit) for the Year (£'000)</b>	(68)	211	13
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\* The difference between ministry share in the accounts and the report is the deanery rebate for deaneries completing 100%

## 2023 Actual Income and Expenditure



# Finance Department

Lorraine Orbell, Financial Controller

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

## Ministry Share Administration

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

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

## Parochial Fees

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

## Clergy

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

## Gift Aid

The [team provide guidance](#) and support with submission to HMRC of Gift Aid claims on behalf of smaller Parishes and the reimbursement of the tax refunded to Parishes. In 2023 Gift Aid of £604,922.75 was reclaimed from HMRC to parishes, relating to 8,996 donors.

## Trusts

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

## Schools Fund

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

## Just Giving and Other Platforms

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



# Assets Sub-Committee

Francis Burkitt, Chair Assets Sub-Committee

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

The Sub-Committee spent 2023 focussing on improving the ethical, responsible and sustainable nature of our portfolio of stocks and shares, and reviewing the ESG (Environmental, Social and Governance) credentials of our fund managers. In this regard, the Sub-Committee was pleased with three of its managers and will continue to use them, being; CCLA (which stands for "Churches, Charities and Local Authorities", and which has a particularly close relationship with the Church of England), EdenTree (a specialist Responsible & Sustainable fund manager) and Rathbones (a leading charities fund manager). However, the Sub-Committee did not feel that our fourth fund manager met our standards and so we removed our investments from it and allocated them around the other three managers. The Diocese holds no fossil fuel, oil or mining investments, and shortly after the end of the year was awarded 'gold' (the highest level) status by Operation Noah, a Christian charity that monitors ethical investments.

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

The Diocese's investment strategy is to produce a steady and growing income stream to help fund the ministry of priests and support the Diocese's other activities, whilst at the same time preserving or growing the capital value in real terms. Our income derives from dividends on our stocks and shares and (for the Stipends Fund) from rent from our glebe land. Only income can be disbursed; all capital gains must be re-invested, and the capital cannot be spent.

2023 has been another challenging year for Investment Managers. Continued conflicts around the globe, particularly in Ukraine, and, through the winter months, the Gaza conflict have meant that global markets have been significantly more volatile throughout the period.

Income in 2023 was £3.1m, an increase of approximately 15% from the 2022 level. The capital value is of less immediate interest as we cannot touch it: the value rose from the December 2022 level of £101m to £108m.

The Assets Sub-Committee comprises seven members: two are *ex officio* (the Chair and Vice-Chair of the Finance Committee) and the rest are appointed by the Finance Committee, including the Chair, Canon Francis Burkitt. Canon Tim Walters retains his *ex officio* membership of the Sub-Committee, as Chair of Finance Committee and members were pleased to welcome back Canon Brian Atling, who, through an agreement to become Vice Chair of the Finance Committee, once again became an *ex officio* member of the Sub-Committee. At the end of the year, we sadly said goodbye to Mr Edmund Thornhill after the completion of his second three-year term as a member. The other appointed members are Revd Nigel Pearson, Mrs Caroline Crane and Mr Nick Pratt. The Sub-Committee will consider whether to appoint an additional member, or whether it has sufficient members and skills for the time being. All meetings are attended by the Diocesan Secretary and by the Glebe and Investments Officer, Jon Green.

# Houses Sub-Committee

The Revd Canon Becky Dyball, Chair

Management of the properties has continued to present challenges for staff and contractors alike. Supply of materials has continued to improve over the period, however prices remain volatile. This continues to apply significant pressure on budgets for both repair and capital work.

The capital programme has continued at a lower level of activity. The Committee reviewed an earlier decision to demolish an existing parsonage and build a new property on the site. It had been intended that the ability to sell part of the garden with a permission for an additional building plot would allow us to recoup some of the costs. However, when the project for the parsonage was tendered, prices received put the cost of the building above the final value of the finished house making the project uneconomic. As a result, the house will now be sold and a new property will be acquired, when required, in the future. Elsewhere, other activity in the capital programme during the year was relatively low. A new curate's house was acquired in the north of the Diocese and was occupied at Petertide, while a replacement parsonage was purchased in central Cambridge.

During the year, work to facilitate 14 new occupancies was carried out. This number was again above the long-term average number of move-ins that the Committee expects to be responsible for. As a result, there was additional pressure on other parts of the housing budget. The Committee is grateful to the Diocese's Finance Committee, with which the Property Manager has worked very closely, to monitor and control the maintenance and improvement costs.

Following the passing by Synod of a resolution declaring a climate crisis, the Houses Committee has begun the work to ensure that the housing stock operated at a reduced level of carbon emission, with a target of "net zero" emissions by 2030. This is a significant challenge and the Housing team, in co-operation with teams from other regional Dioceses and staff at the central bodies are working to identify and address the major issues towards reduction of carbon emission. Following the completion of a project in mid-2023 the Committee is working with the central church to identify a further property in the portfolio which could be seen as a pilot, in order to gauge the potential overall costs of upgrading the portfolio. It is hoped that funding will be approved by the central church to allow work to start on the scheme later in 2024 and our experience will be relayed back to the central church in mid-2025.

The Committee 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. Also, thanks to our teams of contractors who have continued to provide us with such a high level of service and workmanship under considerable pressure.

# Church Buildings and Pastoral Department (CBPD)

Geoffrey Hunter, Head of Church Buildings and Pastoral Department

## Pastoral

The Bishop of Ely, Chair (from July 2023 the Acting Bishop of Ely) (Diocesan Mission and Pastoral Committee)

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

Sally Gilson, Pastoral Secretary

## Deanery Development Planning

The refreshment of the Ely2025 Strategy at Deanery level continued via Deanery Development Planning. By autumn 2023, 14 deaneries had submitted plans which were reported to Bishop's Council in October (2023).

The range of topics covered was immense, but significant themes recurred:

- Developing a Greater Cambridge strategy, linking north and south to increase resources and make greater impact
- Defining a strategy for children, young people and schools.
- Clarify our deployment and Ministry Share strategy
- Supporting parishes in work to grow their income
- More work on "models" for achieving sustainability in very small churches and multi-parish benefices,
- Improving access to training for ordained and lay ministry
- Growing our support for clergy and lay leaders' wellbeing
- Refining our Rural multi-parish benefice strategy
- Strategy for growing churches in areas of new housing

Some of this work will be pursued in Deaneries, with the overarching themes being addressed by Bishop's Council, Mission and Pastoral Committees and our Deputy Director of Strategy.

## Mission and Pastoral Committees:

These committees met in both archdeaconries at least three times in the year; much of the work involved refining Deanery Development Plans. Some of the other significant developments were:

- The creation of an interim common tenure clergy post to serve the Cambridge homeless community.
- Formation of a Mission Area in the South and West Leightonstone benefices so that 14 parishes can share the employment of a Children and Families Minister.
- Reviewing the BMOs (Bishops' Mission Orders) at Alconbury Weald and Christ Church, Huntingdon.
- Monitoring the appointment of 12 new incumbents to vacant benefices.

## Diocesan Advisory Committee

**The Very Revd Mark Bonney, Chair**

**Mr Geoffrey Hunter, Secretary**

**Mr John Morgan, Assistant Secretary**

In 2023, the Diocesan Advisory Committee held six meetings alternating remote and face-to-face, the latter being held in church buildings around the Diocese.

The committee considered 145 faculty applications, deciding 58 cases in meetings (Recommend - 53; Not Object - one; Not Recommend - four) and delegating 36 to DAC members and/or DAC visiting parties. Feedback was given to parishes concerning the remainder of applications. During the year, 111 List B applications were approved by the Archdeacons.

In respect of net-zero, the committee supported the recommendation to strengthen the committee with a Net-Zero Specialist Advisor and to recruit a Net-Zero Advisor and Net-Zero Officer to the Church Building and Pastoral Department. The number of net-zero cases considered by the committee will be recorded during 2024.

The Diocesan Advisory Committee was reappointed in 2023 and comprises seventeen full members including the Chair and the Archdeacons (*ex officio*), plus 10 specialist members.

## Church Uses Committee

**Mr John Thackray, Chair**

**Mr Geoffrey Hunter, Secretary**

The Church Uses Committee met three times in 2023. Two urban church buildings were put forward for closure during the year, at Woodston (Peterborough) and the Abbey Church in Cambridge. Both have found a lot of initial interest from worshipping communities of other Christian denominations and this has been pursued through the year. Such use is regarded by the Church Commissioners as preferable to re-purposing for non-worship use.

The planning application for the ruin at Denton was withdrawn on the advice of the district planning department and re-submitted with some amendments and additional information according with their advice. It is very much hoped that this will be determined in 2024, enabling the closure and sale of this building.

Two independent structural reports were undertaken on the church at Guyhirn, both of which concluded that the structural movement in the building is not as fundamental as was advised at the time of closure in 2004, which will reduce the cost of repairing the building. The Chair has also worked to identify costings for other repair works at the church and also the relocation of the war memorial. With clearer costings in place for the repairs needed to this building, it now opens the real possibility of selling the church for re-use during 2024.

# Etheldreda House

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

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

Throughout 2023 the Team continued to work on the move to our new premises, having obtained approval from Bishop’s Council to acquire a new site and after engaging a main contractor to commence the building work during the year (2023). At the time of publication of this Report (June 2024), the Diocese was delighted to have taken occupancy on the new building on the Lancaster Way Business Park, which is called Etheldreda House.

Relocating the offices to Etheldreda House was at zero cost to parishes (not a penny of Ministry Share was used) or normal Diocesan running expenses. The business utilised restricted funds that have accumulated over the years in the Diocesan Pastoral Account (DPA) from property sales, which can only be spent on Diocesan buildings.

Etheldreda House provides modern and high calibre offices and training facilities for staff and parish users alike and is already proving to be popular with those users who have accessed the facilities.

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

King’s Ely continues to occupy what was the Retreat and Conference Centre and by the end of the summer (2024), will have taken full occupancy of the entire former site at Bishop Woodford House. Diocesan staff and visitors now only having access to working premises at Etheldreda House.

## Finding Etheldreda House

You can find out how to reach us at Etheldreda House via the [Contact Us section of the Diocesan website](#).

# Ministry Share 2023 By Deanery

Combined Parish Payments Received per Deanery by 29 February 2024.

Deanery	Adjusted Net Request	Paid for 2023	Percentage Paid 2023
<b>Bourn</b>	£290,160	£262,463	90%
<b>Cambridge North</b>	£720,079	£704,438	98%
<b>Cambridge South</b>	£1,033,940	£1,033,940	100%
<b>Ely</b>	£300,120	£300,120	100%
<b>Feltwell and Fincham</b>	£170,957	£125,612	73%
<b>Fordham and Quy</b>	£278,095	£269,759	97%
<b>Granta</b>	£441,325	£441,325	100%
<b>Huntingdon</b>	£540,757	£540,757	100%
<b>March</b>	£284,694	£203,716	72%
<b>North Stowe*</b>	£557,101	£557,101	100%
<b>Shingay</b>	£288,689	£271,838	94%
<b>St. Ives</b>	£304,878	£304,878	100%
<b>St. Neots</b>	£310,960	£310,960	100%
<b>Wisbech Lynn Marshland</b>	£260,289	£167,587	64%
<b>Yaxley</b>	£309,893	£282,918	91%
<b>Total</b>	<b>£6,146,686</b>	<b>£5,832,191</b>	<b>95%</b>

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

# Ministry Share 2023 By Parish

Parish Payments Received by 29 February 2024

## Cambridge Archdeaconry

Bourn Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Barton	£17,986	£17,986	100%
Caldecote	£10,744	£10,744	100%
Comberton	£36,056	£36,056	100%
Coton	£12,861	£12,861	100%
Dry Drayton	£14,707	£14,707	100%
Gt. & Lt. Eversden	£10,968	£10,968	100%
Hardwick	£22,564	£22,564	100%
Harlton	£11,362	£11,362	100%
Haslingfield	£26,243	£26,243	100%
Toft	£12,441	£12,441	100%
<b>Subtotal</b>	<b>£175,934</b>	<b>£175,934</b>	<b>100%</b>
Bourn	£15,195	£15,195	100%
Boxworth	£5,029	£5,029	100%
Caxton	£8,691	£8,691	100%
Conington	£3,559	£3,559	100%
Croxton	£3,556	£3,556	100%
Elsworth	£6,299	£6,299	100%
Eltisley	£7,129	£7,129	100%
Graveley Papworth	£3,912	£3,912	100%
Kingston	£7,031	£7,031	100%
Knapwell	£1,782	£1,782	100%
Lolworth	£3,559	£3,559	100%
Longstowe	£3,324	£3,324	100%
Papworth Everard	£11,578	£11,578	100%
Toseland	£1,782	£1,782	100%
Yelling	£4,102	£4,102	100%
Deanery Shortfall / (Over Allocation)	£27,697	£0	0%
<b>Subtotal</b>	<b>£114,227</b>	<b>£86,530</b>	<b>76%</b>
<b>Total</b>	<b>£290,160</b>	<b>£262,463</b>	<b>90%</b>

Cambridge North Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Cambridge The Ascension	£73,290	£74,560	102%
Fen Ditton	£24,893	£25,324	102%
Good Shepherd Chesterton	£63,811	£64,917	102%
Holy Cross	£13,403	£14,000	104%
Holy Sepulchre / All Saints	£129,082	£112,843	87%
Horningsea	£6,000	£6,104	102%
St. Andrew Chesterton	£78,561	£79,924	102%
St. Andrew the Less	£67,657	£67,657	100%
Orchard Park	£51,640	£51,640	100%

St. Clement	£5,077	£5,165	102%
St. George Chesterton	£30,462	£30,990	102%
St. Mary the Great	£99,212	£100,933	102%
St. Matthew	£66,074	£66,074	100%
Teversham	£3,516	£3,577	102%
Deanery Shortfall/ (Over Allocation)	£7,402	£730	10%
<b>Total</b>	<b>£720,079</b>	<b>£704,438</b>	<b>98%</b>

Cambridge South Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Cherry Hinton St John the Evangelist	£78,646	£78,646	100%
Cherry Hinton St. Andrew	£55,081	£55,081	100%
Grantchester	£25,429	£25,429	100%
Holy Trinity	£157,634	£157,634	100%
St. Barnabas	£152,204	£152,204	100%
St. Benedict	£78,136	£78,136	100%
St. Botolph	£20,825	£20,825	100%
St. James	£52,761	£52,761	100%
St. Mark	£50,955	£50,955	100%
St. Martin	£56,840	£56,840	102%
St. Mary the Less	£81,301	£81,301	100%
St. Paul	£76,312	£76,312	100%
St. Philip	£74,247	£74,247	100%
Trumpington	£78,646	£78,646	100%
Deanery Over Allocation	£5,077	£5,077	100%
<b>Total</b>	<b>£1,033,940</b>	<b>£1,033,940</b>	<b>100%</b>

Fordham and Quy Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Ashley w Silverley	£5,836	£5,119	88%
Bottisham	£17,103	£17,103	100%
Brinkley	£3,249	£3,249	100%
Burrough Green	£3,328	£3,328	100%
Burwell	£55,486	£55,486	100%
Carlton	£2,197	£2,197	100%
Cheveley	£15,368	£15,368	100%
Chippenham	£6,331	£6,331	100%
Dullingham	£4,499	£4,499	100%
Fordham	£10,410	£10,410	100%
Fulbourn	£43,402	£43,402	100%
Great Wilbraham	£11,356	£11,357	100%
Isleham	£8,656	£8,656	100%
Kennett	£571	£571	100%

Kirtling	£7,381	£7,381	100%
Little Wilbraham	£7,618	£0	0%
Lode w Longmeadow	£9,692	£9,692	100%
Quy	£7,395	£7,395	100%
Reach	£4,942	£4,942	100%
Snailwell	£2,889	£2,889	100%
Stetchworth	£4,132	£4,132	100%
Swaffham Bulbeck	£14,984	£14,984	100%
Swaffham Prior	£13,088	£13,088	100%
Westley Waterless	£2,195	£2,195	100%
Wicken	£3,540	£3,540	100%
Woodditton w Saxon	£12,445	£12,445	100%
<b>Total</b>	<b>£278,095</b>	<b>£269,759</b>	<b>97%</b>

Granta Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Babraham	£6,029	£6,029	100%
Balsham	£18,431	£18,431	100%
Bartlow	£6,107	£6,107	100%
Castle Camps	£5,187	£5,187	100%
Duxford	£8,446	£8,446	100%
Great Shelford	£45,049	£45,049	100%
Harston	£14,145	£14,145	100%
Hauxton	£4,940	£4,940	100%
Hildersham	£8,034	£8,034	100%
Hinxton	£6,067	£6,067	100%
Horseheath	£6,080	£6,080	100%
Ickleton	£12,686	£12,686	100%
Linton	£68,222	£68,222	100%
Little Shelford	£67,352	£67,352	100%
Newton	£6,258	£6,258	100%
Pampisford	£5,514	£5,514	100%
Sawston	£59,529	£59,529	100%
Shudy Camps	£5,915	£5,915	100%
Stapleford	£27,094	£27,094	100%
The Abingtons	£17,128	£17,128	100%
West Wickham	£7,247	£7,247	100%
West Wratting	£7,169	£7,169	100%
Weston Colville	£6,989	£6,989	100%
Whittlesford	£21,707	£21,707	100%
<b>Total</b>	<b>£441,325</b>	<b>£441,325</b>	<b>100%</b>

North Stowe Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Cottenham & Rampton	£70,666	£70,666	100%
Girton	£44,908	£44,908	100%
Histon	£84,388	£84,388	100%
Impington	£35,977	£35,977	100%
Landbeach	£12,202	£12,202	100%
Longstanton	£30,639	£30,639	100%
Madingley	£9,796	£10,000	102%
Milton	£77,306	£77,306	100%
Oakington	£58,631	£60,000	102%

Over	£30,645	£30,645	100%
Swavesey	£30,639	£30,639	100%
Waterbeach	£43,208	£43,208	100%
Willingham	£15,258	£16,000	105%
Deanery Shortfall / (Over Allocation)	£12,838	£10,522	82%
<b>Total</b>	<b>£557,101</b>	<b>£557,101</b>	<b>100%</b>
Bar Hill	£46,778	£46,778	100%
Pathfinder Church Northstowe	£7,970	£8,000	100%

Shingay Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Abington Pigotts	£5,780	£5,780	100%
Arrington	£5,196	£5,196	100%
Barrington	£19,821	£19,821	100%
Bassingbourn	£33,448	£33,448	100%
Croydon	£3,523	£3,523	100%
Fowlmere (4 Churches Benefice)			
Foxton (4 Churches Benefice)			
Thriplow (4 Churches Benefice)			
Shepreth (4 Churches Benefice)			
The Four Churches Benefice	£61,839	£61,839	100%
Guilden Morden	£16,977	£16,977	100%
Litlington	£13,815	£13,815	100%
Melbourn	£32,727	£26,203	80%
Meldreth	£29,338	£26,414	90%
Orwell	£23,624	£23,624	100%
Steeple Morden	£16,655	£16,655	100%
Tadlow	£3,829	£0	0%
Wendy w Shingay	£5,359	£5,359	100%
Whaddon	£6,997	£6,997	100%
Wimpole	£9,760	£6,186	63%
<b>Total</b>	<b>£288,689</b>	<b>£271,838</b>	<b>94%</b>

## Huntingdon & Wisbech Archdeaconry

Ely Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Chettisham	£3,848	£3,848	100%
Coveney	£3,248	£3,248	100%
Ely	£98,111	£98,111	100%
Haddenham	£7,303	£7,303	100%
Little Downham	£12,695	£12,695	100%
Little Thetford	£7,414	£7,414	100%
Littleport St. George	£40,660	£40,660	100%
Mepal	£6,396	£6,396	100%
Soham	£50,004	£50,004	100%
Stretham	£15,225	£15,225	100%
Stuntney	£4,468	£4,468	100%
Sutton	£24,306	£24,306	100%
Wentworth	£2,139	£2,139	100%



Wilburton	£13,181	£13,181	100%
Witcham	£4,002	£4,002	100%
Witchford	£7,119	£7,119	100%
<b>Total</b>	<b>£300,120</b>	<b>£300,120</b>	<b>100%</b>

Feltwell and Fincham Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Barton Bendish	£1,946	£1,946	100%
Beachamwell	£0	£0	0%
Boughton	£3,002	£3,002	100%
Methwold	£5,746	£5,746	100%
Wereham	£3,684	£3,684	100%
West Dereham	£3,889	£3,889	100%
Whittington	£3,004	£3,004	100%
Wretton	£3,350	£3,350	100%
Bexwell	£2,915	£2,915	100%
Crimplesham	£1,201	£1,201	100%
Denver	£11,504	£11,504	100%
Ryston	£2,301	£2,301	100%
Downham Market	£29,211	£29,211	100%
Hilgay & Ten Mile Bank	£1,004	£0	0%
Stradsett	£3,993	£1,996	50%
Feltwell	£4,787	£4,787	100%
Hockwold	£4,504	£4,504	100%
Northwold	£4,797	£4,797	100%
Southery	£5,774	£5,774	100%
Weeting	£1,001	£1,001	100%
West Norfolk Priory Group	£31,001	£31,001	100%
Fincham	NP		
Marham	NP		
Runcton Holme	NP		
Shouldham	NP		
Shouldham Thorpe	NP		
Stow	NP		
Tottenhill	NP		
Watlington	NP		
Wimbotsham	NP		
Wormegay	NP		
Deanery Shortfall/ (Over Allocation)	£42,345	£0	
<b>Total</b>	<b>£170,957</b>	<b>£125,612</b>	<b>73%</b>

Huntingdon Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Abbots Ripton	£5,144	£5,144	100%
Alconbury	£17,859	£17,859	100%
Barham	£1,082	£1,082	100%
Brington	£4,004	£1,500	37%
Buckworth	£2,345	£2,345	100%
Bythorn	£3,911	£1,951	50%
Covington	£4,685	£4,685	100%
East Leightonstone	£69,366	£50,000	72%
Easton	£4,153	£4,153	100%
Fen Drayton w Fenstanton	£42,011	£42,011	100%

Godmanchester	£70,186	£70,186	100%
Great Catworth	£12,578	£5,758	46%
Great Gidding	£4,803	£4,803	100%
Great Stukeley	£5,964	£5,964	100%
Hamerton	£1,958	£1,958	100%
Hartford	£29,753	£29,753	100%
Hemingford Abbots	£20,655	£20,655	100%
Hemingford Grey	£61,569	£61,569	100%
Hilton	£12,038	£12,038	100%
Houghton w Wyton	£32,010	£32,010	100%
Huntingdon Parish	£42,622	£42,622	100%
Huntingdon Christchurch	£42,662	£42,662	100%
Keyston	£2,765	£10	0%
Kimbolton	£38,632	£38,632	100%
King's Ripton	£2,217	£2,217	100%
Leighton Bromswold	£3,910	£3,910	100%
Little Stukeley	£2,757	£2,757	100%
Molesworth	£3,911	£3,911	100%
Old Weston	£2,765	£0	0%
Spaldwick	£4,406	£4,406	100%
Stow Longa	£1,459	£1,459	100%
Tilbrook	£6,761	£6,761	100%
Upton	£1,029	£1,029	100%
Winwick	£1,959	£1,959	100%
Deanery Shortfall/ (Over Allocation)	£23,173	£12,998	56%
<b>Total</b>	<b>£540,757</b>	<b>£540,757</b>	<b>100%</b>

March Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Chatteris	£51,479	£25,740	50%
Christchurch	£7,068	£7,068	100%
Doddington	£14,118	£14,118	100%
Manea	£9,693	£9,693	100%
March St John	£27,361	£20,600	75%
March St Mary	£17,330	£5,836	34%
March St Peter	£38,726	£22,646	58%
March St Wendreda	£35,015	£28,014	80%
Welney	£5,973	£5,973	100%
Whittlesey Team	£63,811	£45,908	72%
Wimblington	£14,118	£14,118	100%
Deanery Contribution	£0	£4,000	
<b>Total</b>	<b>£284,694</b>	<b>£203,716</b>	<b>72%</b>

St Ives Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Bluntisham	£20,314	£20,314	100%
Broughton	£4,875	£4,875	100%
Bury	£20,722	£20,722	100%
Colne	£20,314	£20,314	100%
Holywell	£20,314	£20,314	100%

Oldhurst	£6,173	£3,221	52%
Pidley	£6,095	£6,095	100%
Ramsey St. Mary (Team)	£7,496	£7,496	100%
Ramsey Team	£44,428	£44,428	100%
Somersham	£42,658	£42,658	100%
St. Ives	£60,943	£60,943	100%
Upwood (Team)	£9,019	£9,019	100%
Warboys	£30,470	£30,470	100%
Wistow	£4,875	£4,875	100%
Woodhurst	£6,182	£3,093	50%
Deanery Contribution	£0	£6,041	
<b>Total</b>	<b>£304,878</b>	<b>£304,878</b>	<b>100%</b>

St Neots Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Abbotsley	£7,975	£7,975	100%
Buckden	£48,286	£48,286	100%
Diddington	£2,225	£2,225	100%
Everton	£10,056	£10,056	100%
Gamlingay	£40,223	£40,223	100%
Great Gransden	£18,977	£18,977	100%
Great Paxton	£10,382	£10,382	100%
Great Staughton	£29,812	£29,812	100%
Hail Weston	£8,569	£8,569	100%
Little Gransden	£10,939	£10,939	100%
Little Paxton	£34,114	£34,114	100%
Little Staughton	£6,690	£6,690	100%
Offord D'Arcy w Cluny	£6,518	£6,518	100%
Southoe	£2,719	£2,719	100%
St. Neots w Eynesbury	£59,687	£59,687	100%
Waresley	£8,179	£8,179	100%
Deanery Shortfall/ (Over Allocation)	£5,611	£5,611	100%
<b>Total</b>	<b>£310,960</b>	<b>£310,960</b>	<b>100%</b>

Wisbech Lynn Marshland Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Clenchwarton	£9,534	£6,360	67%
Elm	£7,419	£4,500	61%
Emneth + Marshland St. James	£16,374	£2,717	17%
Friday Bridge	£6,334	£4,000	63%
Gorefield	£6,931	£5,870	85%
Leverington	£10,005	£6,000	60%
Newton-in-the-Isle	£6,339	£60	1%
Outwell	£7,597	£4,400	58%
Southea w Parson Drove	£6,838	£6,838	100%
Terrington St. Clement	£30,072	£12,028	40%
Terrington St. John	£5,828	£517	9%
Tilney All Saints	£6,144	£3,584	58%

Tilney St. Lawrence	£5,772	£932	16%
Tydd St. Giles	£5,624	£7,000	124%
Upwell St. Peter	£11,102	£7,800	70%
Walpole St. Peter	£13,394	£10,000	75%
Walsoken	£30,391	£18,000	59%
West Walton	£9,235	£8,500	92%
Wiggenhall St. Germans	£8,368	£6,994	84%
Wiggenhall St. Mary Magdalene	£7,504	£2,000	27%
Wisbech St Augustine	£18,818	£18,818	100%
Wisbech St Peter & St Paul	£22,391	£22,391	100%
Wisbech St. Mary	£8,277	£8,277	100%
<b>Total</b>	<b>£260,289</b>	<b>£167,587</b>	<b>64%</b>

Yaxley Deanery	NET Request (2023)	Paid for 2023	Percentage (%) Paid
Alwalton	£16,097	£17,097	106%
Chesterton	£3,250	£3,250	100%
Elton, All Saints	£12,136	£12,136	100%
Farcet	£4,474	£4,474	100%
Fletton	£2,679	£2,679	100%
Folksworth	£11,045	£11,045	100%
Glatton	£10,988	£10,988	100%
Haddon	£5,444	£5,444	100%
Hampton	£55,000	£55,000	100%
Holme	£6,858	£6,858	100%
Morborne	£1,000	£1,000	100%
Orton Goldhay	£19,388	£20,038	103%
Orton Longueville	£21,767	£21,767	100%
Orton Waterville	£21,767	£21,767	100%
Sawtry	£18,000	£18,000	100%
Stanground	£28,539	£28,539	100%
Stilton	£15,721	£15,721	100%
Woodston	£0	£0	0%
Yaxley	£27,116	£27,116	100%
Deanery Shortfall / (Over Allocation)	£28,626	£0	0%
<b>Total</b>	<b>£309,893</b>	<b>£282,918</b>	<b>91%</b>

# ely2025

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## 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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