



The Church of England
Diocese of Ely

Annual Report 2019

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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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Ely2025 Programme Board

The Venerable Hugh McCurdy, Archdeacon of Huntingdon and Wisbech
The Venerable Dr Alex Hughes, Archdeacon of Cambridge

The Ely 2025 Programme Board amalgamates the former Council for Ministry and Council for Mission, following the creation of the combined Department for Development, headed by the Revd Canon Linda Church.

The new Board includes lay and ordained elected members of Bishop's Council and is strengthened by the inclusion of two independent members from other Dioceses. We are grateful to the Archdeacon of Norwich, the Ven Karen Hutchinson, and the Director of Mission and Ministry from St Edmundsbury and Ipswich, the Revd Canon Dave Gardner.

In 2019 the Board met three times. The primary focus is to track the progress and direction of the Department of Development, specifically with respect to three of the Diocesan Strategy, Ely 2025: People Fully Alive Levers for Change:

- Nurture a Confident People of God,
- Develop Healthy Churches
- Target support to key areas

We have also established a sub-committee to oversee the Ely2025 Growth Fund. Over 2019, the Growth Fund supported a number of projects and the sub-committee received updates from those projects. The Growth Fund was created by using budget surpluses generated in 2017 and 2018.

In early 2019, both the Director of Mission and the Fresh Expressions Officer departed the Diocese for new roles leaving the Growth Fund almost entirely allocated. A pause on any allocation of these funds was put in place until the summer of 2019, when two new colleagues, Phil Marsh, Development Officer for Inherited Church and Mark Rodel, Development Officer for Fresh Expressions and Pioneer Ministry, who would assume responsibility for overseeing its day-to-day operation, would be welcomed to the Diocese. As it became apparent that the Diocesan budget was unlikely to be in surplus in 2019, the decision was made to close the grant window for the remainder of 2019.

It is early days for the new Board, and we have spent most of 2019 working with the Department for Development to create a programme that is workable, achievable and has identified milestones. With so many prescribed tasks, such as training curates, and so many initiatives coming from the national church, we can't do everything all at once. By establishing clear workstreams our hope is to know what we can deliver and when, and what will have to wait.

Finally, as joint Chairs of the new Board we would like to thank Martin Kenward, Projects and Development Officer, for his invaluable support to us as we chair the board, and to Adam Evans, Strategic Programme Manager, for his work on the Growth Fund.



Safeguarding Team

Rebecca Boswell, Diocesan Safeguarding Adviser (DSA)

The Ely Safeguarding Team seeks to contribute to People Fully Alive: Ely 2025 in its strategic aims of developing healthy churches and serving the community. We aspire to strengthen and integrate concepts of 'safeguarding' and 'protecting the vulnerable' within the culture and everyday practice of all those working, volunteering or worshipping across the Diocese. This preventative aspect of our work includes raising awareness of the various ways in which abuse may be manifested, the processes by which it should be managed and how it may impact on survivors. The Safeguarding Team provides advice, guidance and leadership whenever concerns arise about the possible abuse of a child or adult at risk and in relation to allegations against church officers and where there are concerns in relation to adults posing a risk within congregations.

All aspects of work by the Ely Safeguarding Team are consistent with House of Bishops' policies and practice guidance. Local strategies and practice guidance are based on these and endorsed by the Diocesan Safeguarding Liaison Group. During 2019, new policy and guidance documents relevant to safeguarding have been published, these are:

- Training and Development Practice Guidance (2019)
- Safer Environment and Activities Practice Guidance (2019)
- Code of Safer Working Practice (2019)
- Guidance: Identifying and Reporting Safeguarding Serious Incidents to the Charity Commission: Guidance for DBFs, PCCs and Religious Communities (August 2019)

The Ely Safeguarding Team

Rebecca Boswell is the Diocesan Safeguarding Adviser (DSA) and Sarah King is the Diocesan Safeguarding Officer (DSO). There are two part-time Assistant Diocesan Safeguarding Advisers, Sharon Gage and Lisa Pearson. In brief, the DSAs hold responsibility for all safeguarding casework, policy and practice, and the DSO manages the safeguarding training programme, offers support to Parish Safeguarding Officers and manages the work relating to Disclosure and Barring Service checks (DBS). There are two part-time Administrative Assistant positions, Jackie Cox supports DBS and Kelly Nott supports the safeguarding training programme.

Safeguarding referrals in 2019

There were 188 referrals in 2019 which represents an increase of 19% on 2018 when there were 158. This increase may be attributed to the growth within our parishes, increased awareness of staff and volunteers who have attended safeguarding training across the Diocese and the ongoing publicity surrounding past safeguarding failures across the church and other institutions and the Independent Inquiry into Child Sexual Abuse.

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



Primary Category of Referral	Child	Adult
Sexual Abuse	15	4
Physical	5	2
Emotional	2	2
Neglect	9	0
Domestic Abuse	2	11
Financial	0	1
Spiritual	0	1
Health and Welfare	7	33

Other reasons for referral
DBS or Confidential Declaration Information
Information about an adult who may pose a risk of harm
General safeguarding issues/advice
Enquiries from Statutory Agencies
Allegations about current or former clergy, parish employees or volunteers

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 2019 there were 21 Safeguarding Agreements in place with three further pending. Over 2019, three Agreements ended. Safeguarding Agreements relate to the reviewing of known, historical cases and newly reported cases. The subject of the Agreement participates in this process, and the Agreements are regularly reviewed and monitored. Where statutory agencies are involved, they participate in this process. The purpose of such Agreements is to protect all within the church community, including the subject. All Safeguarding Agreements are now informed by the new Church of England Standard Risk Analysis and Assessment Template (STRAAT). Two members of the Safeguarding Team attended training in 2019 in relation to this Risk Assessment process. All new cases are now assessed using this template. All existing Safeguarding Agreements will be reassessed using the new STRAAT, at the point of review over 2020.

Safer Recruitment

All church officers are required to be safely recruited in accordance with the Church of England's Safer Recruitment Practice Guidance 2016. One aspect of the safer recruitment process is the Disclosure and Barring Service Check (DBS). During 2019, 1,525 DBS checks were undertaken across the Diocese. The Safeguarding Team 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 as to the individual's appointment. There have been 21 such assessments over 2019.

Safeguarding Training

The Safeguarding Team began to deliver training under the Church of England's 'Practice Guidance: Safeguarding Training and Development' 2016 (hereafter referred to as 'the Guidance') in January 2017. The Guidance and all training materials were reviewed and updated in 2019 and the Safeguarding Team is delivering all of the currently available training modules.

A significant change within the revised guidance is that the C3 module for licensed clergy and lay ministers has been discontinued, those individuals are now required to complete Basic, Foundation and Leadership Training, as detailed below.



In the main, the modules which apply to employees and volunteers in our parishes are: Basic Awareness (C0) (online or face-to-face) Foundation (C1) (Online or face-to-face) and Leadership (C2). We recognise the commitment required by those attending this training, the majority of whom are volunteers, and therefore we try to make the training as convenient and local as possible, while making the best use of available resources. To reach most volunteers, those modules are delivered at evenings and weekends within Deaneries across the Diocese. The Safer Recruitment (S1) and Domestic Abuse (S3) modules are delivered at the Diocesan Office on a mixture of weekday and weekend dates.

The training cycle is three-yearly and those repeating training are required to refresh their training at the highest level previously trained. For example, a member of clergy who has completed Basic, Foundation and Leadership will be required to repeat the Leadership module only after three years. A volunteer in a parish who has completed Basic training only, will be required to repeat the Basic module again after three years. The specialist modules must be repeated every three years for those who are required to attend this training.

Numbers trained in each safeguarding module in the Diocese of Ely during 2019:

Module	Candidates 2019
C0 Basic Awareness (online)	1,544
C1 Foundation	922
C2 Leadership	417
C3 Clergy and Lay Ministers	100
S1 Safer Recruitment	107
S3 Domestic Abuse	125

In May 2019 we began offering workshops in DBS administration for Parish Safeguarding Officers. In addition, during 2020 we will also offer workshops in Safer Recruitment.

Ely Cathedral

There is a Service Level Agreement (SLA) between the Ely Diocesan Board of Finance (EDBF) and the Chapter of Ely Cathedral. This covers the terms of the provision of safeguarding advice and support to the Cathedral by the Diocese of Ely Safeguarding Team. In November 2019, Lisa Pearson, Assistant DSA in the Diocesan Team was seconded to Ely Cathedral for one day per week.

Diocesan Safeguarding Liaison Group (DSLG)

The Diocesan Safeguarding Liaison Group (DSLG) 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. The Diocese of Ely Safeguarding Team is very grateful for all the contributions to its work made by Diocesan and partner-agency members of the DSLG.

Past Cases Review

During 2016, a review was started by the Church of England's National Safeguarding Team of all dioceses in relation to the 2009 Past Cases Review (PCR) and its continuing legacy. Based on the information reviewed, the Diocesan Safeguarding Team concluded that the 2009 PCR should be repeated, the Diocese of Ely subsequently welcomed the recommendation and guidance of the Independent Scrutiny Team to undertake a new review.

The Diocese is now at the final stages of the repeat PCR and a final report will be completed during 2020.



Individuals who wished to make representations to the PCR2 process or who need to come forward with information or make any disclosures regarding church related abuse are encouraged to make direct contact with the Safeguarding Team.

However, recognising that this may not feel safe for those with a lived experience of abuse from within the church, a dedicated telephone helpline - **0800 80 20 20** - operated independently from the church by the NSPCC, has been set up.

Anyone can use the helpline to provide information or to raise concerns regarding abuse within the Church of England context; whether they are reporting issues relating to children, adults or seeking to whistle blow about poor safeguarding practice.

Parish Focussed Support

The Safeguarding Team works with Parishes to support their compliance with House of Bishops' Safeguarding Policy and Practice Guidance. Parishes who, for a range of reasons, are at risk of not having 'due regard' are provided with Focussed Support. This process brings together the Safeguarding Team and Parish in a coordinated response to help parishes overcome their difficulties. An action plan will be agreed, and ongoing support and challenge provided directly by the Safeguarding Team. This process is primarily supportive but may escalate, according to levels of parish engagement. Eight parishes have been supported in this way during 2019.

Safeguarding Dashboard

Safeguarding in the Church of England has changed considerably in recent years and is likely to continue changing in the foreseeable future.

New policies and procedures are making churches safer, but they have also brought a significant increase in the amount of administration for Parish Safeguarding Officers. Safeguarding Dashboards is addressing this challenge by making safeguarding administration simpler for everyone. The Diocese of Ely has purchased the License for the Safeguarding Dashboard software and it is available free of charge to all parishes within the Diocese of Ely.

Independent Inquiry into Child Sexual Abuse (IICSA)

The Church of England is a Core Participant in the Independent Inquiry. The first public hearings relating to the Church of England were held during 2018 and further hearings were heard in July 2019.

In May 2019 the Inquiry published Case Studies regarding the serious failings in Chichester Diocese and the Peter Ball case. The Conclusion to that Report states:

"The Church of England should have been a place which cared for and supported victims of child sexual abuse. The investigations into the Diocese of Chichester and the events surrounding Peter Ball revealed several serious failings in its response to allegations against both clergy and laity alike. From the early 1990s there were inadequate safeguarding structures and policies in place at a national level and, as a result, at a diocesan level." The Anglican Church Case Studies: 1. The Diocese of Chichester 2. The response to allegations against Peter Ball, Investigation Report, May 2019.

The House of Bishops response to that statement was published on 17 May 2019:

"At this week's meeting of the House of Bishops, Archbishop Justin asked every one of us to read and study the full report in detail and we are absolutely committed to this. The Church has failed survivors and the report is very clear that the Church should have been a place which protected all children and supported victims and survivors. We are ashamed of our past failures, have been working for change but recognise the deep cultural change needed takes longer than we would like to achieve. We welcome the recommendations ... "It is absolutely right that the Church at all levels should learn lessons from the issues raised in this report and act upon them".



The IICSA have made a range of recommendations in relation to safeguarding practice within the Church of England and there is a planned implementation programme in relation to these.

Priority areas

The Safeguarding Team's current Strategy 2019-2022 identifies three specific strategic areas as 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.'

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.

Looking beyond the Diocese

The essence of the Safeguarding Team's work is promoting the safety of vulnerable people within the church community. Everyone is also subject to society's legislative framework and the Ely Safeguarding Team seeks to strengthen community liaison, whilst also putting forward the perspectives of Church safeguarding policies and practice. The DSA represents the Voluntary Sector on the Cambridgeshire and Peterborough Safeguarding Children Partnership Board. The DSAs, the DSO and the DSLG's Independent Chair are all active in their respective regional and National Church safeguarding fora.

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



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)

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 is central to change Lever Three of the Diocesan Strategy, Ely 2025, for growth to 'serve communities', working across a 1,500 square mile learner catchment and four local authorities, with church schools and academies educating 26% of local primary-aged children, and providing one of the highest performing inter-church secondary academies in the country.

Throughout 2019 it has again been a privilege to serve as the Diocesan Director of Education and CEO of the Diocese of Ely Multi Academy Trust (DEMAT), to deliver the vision and Church Mission of the Diocesan Board of Education (DBE), Bishop's Council and Diocesan Synod.

In 2019, the DBE maintained its oversight of 87 institutions, providing for more than 15,000 learners and involving over 3,000 staff and 1,000 governors and volunteers. Whilst still one of the lowest funded regions in 2019, 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.

Ongoing success in both DEMAT and St Bede's inter-church academy trust has resulted in government invitation to open a new secondary school in each. These are underway, pending final approval through formal consultation processes.

None of this would have been possible without the commitment of special people. February 2020 saw the sad and premature passing of Judith Skelton. Following a successful career as a teacher and head in London, she served the Diocese as a head teacher in our local authority and academy schools, and across 2019 as Head of School Performance in the Diocesan team - from which she retired in September. Her relentless dedication and focus, supporting the staff and children of our church schools, was an inspiration. She gave her time and advice generously, honestly and with sensitivity. She will be much missed as a colleague and a friend, and our prayers and best wishes go to her husband Malcolm and her wider family.

Christine Page has now ably succeeded Judith as Head of School Performance. Both Judith and Christine typify the professional and missional depth of commitment of all our Diocesan leadership teams, school staff and governing bodies, from multiple and stand-alone academy trusts to our Voluntary Aided (VA) and Voluntary Controlled (VC) maintained schools. All are united in giving their time generously, putting the children first, with many colleagues having served in our schools and academies over a prolonged period and in a wide variety of contexts. Once working in our family of schools and academies we are blessed that most want to stay, flourish and forge a career.

Much of what you read in this report reflects the accrued 'dividend' from such commitment and dedication in circumstances where, often against the odds, our schools and academies continue to provide a high quality of provision to our communities. As a result, many parents of all faiths and none choose to travel from out-of-catchment so their children can attend a church school.

Our collective success is evident in the reported and externally inspected performance matrices of our schools and academies, not just in the academic outcomes, but also the personal development, wellbeing and spiritual nurturing of our young people.



For example:

By the age of eleven at the end of Year 6 (Key Stage 2), the average number of learners in each school or academy working at or above age-related expectations was at or above national averages in Mathematics, Reading, and Writing respectively, with the large majority of all learners making good progress given their starting points. Similarly, the majority of our youngest children met age-related expectations in early reading development (Phonics). This success came to both large and small schools with, for example, DEMAT's All Saints Academy in West Norfolk, statistically one of the highest performing primaries in the whole of Norfolk in 2019, despite its small size.

Under the excellent leadership of Alistair Day and his team, our inter-church secondary school St Bede's out-performed most other local secondaries, achieving an average GCSE grade of 6 (six), which is significantly higher than national norms.

The success of all our schools and academies is reflected in the outcomes of our external Ofsted inspections, with most graded 'Good' or better for leadership and management and a large majority graded as 'Good' or better overall.

Our schools do not just achieve well in academic subjects, because an equally strong emphasis is placed on the care, personal and spiritual development of our young people. Consequently, we do well when Ofsted judges those aspects related to personal development and wellbeing. For example, an impressive 95% of our schools and academies are graded as 'Good' or better for 'behaviour and personal development'.

Similarly, in the Statutory Inspection of Anglican and Methodist Schools (SIAMS) focusing on Christian Distinctiveness, our schools and academies do very well, with 88% of schools or academies being graded as 'Good' or better overall; over a third are graded 'Outstanding' or 'Excellent'. This is significant, because in September 2019 the National Church introduced a new and more demanding inspection schedule, ably coordinated in the Diocese by Caroline Vinall as Senior Inspections Officer. Those schools and academies inspected under this new regime have done equally well, with the percentage being graded as 'Good' or better remaining high. This is a reassuring testament to the fact that our schools and academies are maintaining and strengthening their Christian Distinctiveness. The hard work and much valued support received from our clergy and licensed lay preachers have contributed significantly to this, not least through their demanding leadership of collective worship and the faith development activities undertaken in our schools.

The appointment of Revd Sue Martin as Bishop's Officer for School Mission has also proven instrumental in this regard, enabling the new *Church School Covenant* to be piloted successfully in 2019. This celebration of our clergy and church-to-school partnerships, will be rolled-out in 2020. Such success underpins the *Growing Faith* aspiration that we champion across the Diocese, in strategic partnership with the Diocesan Development Office.

Of course, we are not complacent, with some schools still subject to fluctuations in their fortunes and certain learner groups faring better than others. Our challenges mirror those of the nation, with indicators of social injustice evident where the achievement of those from the 25% lowest income backgrounds typically compares less well than to those from more affluent families. This opportunity inequality persists within and not just across areas of our Diocese, including for example, within the boundaries of Cambridge City. In 2019 we continued to work hard with our schools and academies, under the strong governance monitoring brief of our various academy trustees, foundation governors and the overarching DBE, to address this national issue. In fact, at a local level overall child poverty increased in the Diocese over 2019, with over 14% of children in our region deemed to be living in poverty, coupled with a growing gap between rich and poor. Over 2019 the Diocese maintained a significant role in Government programmes to help address this issue, with DDE membership of the governments regional 'Opportunity Area' Strategic Board.

Despite this success and because of only recent modest funding adjustments, all our schools remain significantly challenged financially, and 2019 was a particularly tough year. The inflationary costs of running our schools and academies has continued to exceed the funding provided. The unequal effect



of funding formulae is felt most acutely in our smaller schools and in the provision for children with additional learning needs. As a consequence, 2019 was a year when both the number of headteachers running more than one school, and the number of joint year classes increased. Similarly, significant work was undertaken to develop further new shared resourcing between schools and academies to meet the ever-increasing demand for this vulnerable group at a time when local authority services are decreasing. This trend will continue into the foreseeable future, as our local authorities grapple with the unpalatable truth that there is not enough funding to go around.

Our direct support for the buildings, property and estate owned by the Diocese continued, made available through 60+ trust deeds for the use of our voluntary aided maintained schools and academies. In 2019, and on a careful needs-led basis, we distributed over half a million pounds worth of capital funding (set against a match funding requirement of 10% from schools) for capital repair and investment. Despite this seemingly large amount, our schools and academies still struggle. Many depend on the Victorian buildings and accommodation originally intended for temporary use; our site and business managers do a magnificent job in challenging circumstances. Over this period a further significant but confidential sum was re-distributed, again on a needs-led basis, to those schools who benefit from the 40+ school-specific education foundations of which we are custodian. Both this and the aforementioned capital funding trusts are ably administered by Jennifer Stannett, following a strict and fair system of approval involving DDE signoff.

Our schools frequently came together for different reasons in 2019, through multi-academy trust and VA and VC school meetings, conferences and other network gatherings. Working together like this remains an important and necessary characteristic of our close collaborative partnership with and between church schools and academies. Diocesan officers and advisors visited all schools on-site at least three times over the year, with some schools receiving many more on a needs-led basis. Maintaining high quality relationships, backed with open lines of communication in term-time and holidays, proved a critical element of our work. In addition, senior education staff met with the Department for Education, Local Authority and academy trust chairs and VA and VC governors to discuss individual school and academy performance, challenges and needs. Continued decentralisation of national education structures over 2019 further placed the Diocese in the vanguard of regional system leader in terms of ensuring local effectiveness, structure, governance and oversight of education provision. This has necessitated additional trips to London to meet with senior government and church officials, including Government Ministers and local MPs, and an increasingly important role for the DDE as a member of the Council's overarching Children and Young People's committee.

Throughout the year, DEMAT continued to grow purposefully with a total of 40+ schools choosing to join the Multi Academy Trust (MAT) family by the end of 2019. To date, a nationally unprecedented seven adopted 'sponsored' schools have been lifted out of special measures by DEMAT.

In the autumn of 2019, the DBE and DEMAT trustees reviewed the strategic and operational structure of Diocesan education activity, with a focus on ensuring executive leadership structures are best placed to sustain the success achieved to-date. A key component of this review concerned the fact that since 2013 the roles of DDE and DEMAT CEO have co-existed within a single post. However, the size of DEMAT (a £30M operation) and the ever-broadening system role of a Diocesan Director of Education, has made this increasingly challenging for one person.

Consequently, in late 2019 it was decided to restructure the DDE post. A new overarching and strategic 'Group CEO' role for the current DDE was created, with a new DEMAT CEO appointed to be responsible for the day-to-day running of DEMAT under the watching-brief of the Group CEO/DDE and Diocesan appointed MAT trustees. Successful from a large field applicants, in September Adrian Ball was appointed as our new DEMAT CEO. As the well-respected previous Chief Operating Officer of Lord Agnew's successful *Inspiration Trust*, Adrian brings a wealth of expertise to this role.



This new arrangement provides a strong executive structure for the future delivery of the many Diocesan statutory responsibilities and missional aspirations. Due to this, and the incredible work of all schools, the trusts clergy and central teams, we thus enter the new decade knowing that distinctly and deeply Christian educational provision remains a core strength of the Diocese of Ely.



Department of Development: Mission and Ministry

The Revd Canon Linda Church, Head of Development: Mission and Ministry

2019 saw the formal coming together of the Department of Mission and Department of Ministry to form the Department of Development. This affirmed our vocation to promote and enable learning throughout our Diocese primarily to fulfil the Diocesan Strategy, People Fully Alive: Ely 2025 Levers - "Nurture a confident people of God" and "Develop healthy churches".

Staff Changes in 2019

During 2019 we said farewell to Gina Mead, (former Secretary to the Director of Ordinands and Vocations), who retired; to Lisa Tulfer, (former Bishop's Officer for Lay Learning and Formation), who moved on to new endeavours and to Olivia Coles, (Baptism+ Coordinator), who left to concentrate on her parish role.

During 2019 we welcomed:

- Revd Dr Megan Daffern as Diocesan Director of Ordinands and Vocations (DDOV)
- Revd Mark Rodel as Development Officer: Fresh Expressions and Pioneer Ministry
- Revd Phil Marsh, as Development Officer: Inherited Church
- Revd Steve Rothwell as Curate (IME2) Training Officer for Curates and Licensed Lay Ministers.

We have a newly formed Administration Team comprising:

- Denise Thompson as Senior Administrator and PA to Head of Development
- Wendy Ivey as Administration Assistant
- Zoë Cutter as Secretary to the Diocesan Director or Ordinands and Vocations (DDOV).

It was Q3 of 2019 when the Department was fully staffed, so this Report reflects that some time during the year was invested in developing the team.

A training overview

During the year, the team led 7,512 training hours, involving 1,331 attendees. The Clergy Ministerial Development Reviews have continued, successfully completing 118 reviews. Three clergy colleagues have benefitted from extended study and 60 clergy were in peer-support action learning-sets and supervision during 2019.

Development Officer: Inherited Church and Development Officer: Fresh Expressions and Pioneer Ministry

The Revd Mark Rodel, Fresh Expressions and Pioneer Ministry, and the Revd Phil Marsh, Inherited Church, have visited Deanery Synods and chapters, leading to parish engagements working with Parochial Church Council (PCC) leadership teams and congregation away days. Working with parish initiatives and resources already in place, their aim is to help churches to recognise and celebrate their endeavours.

They have worked with the Growth Fund to revise and refresh the Growth Fund project process to leverage better the learning from the investments, both for individual parishes and the Diocese, and have redesigned the Terms of Reference, application and accompaniment for new projects moving forward.



Partnership for Missional Church

Partnership for Missional Church continues and the primary investment has been in aiding the individual parishes with learning and engagement with the process. Working with the Archdeacons and the Diocesan Director of Education, Mark Rodel has begun to contribute to the development of a deployment strategy for new communities.

Training Authorised Lay Minister (ALM)

Revd Phil Marsh is overseeing the Authorised Lay Minister (ALM) process for training of new ALMs and the process for auditing and re-authorising of ALMs. Phil has begun to trial a number of learning communities to further invest in our ALMs. He is also reviewing the working agreements and a system of review for the deployment of ALMs in parishes.

Pioneer Network

Revd Mark Rodel has begun to develop a Pioneer Network, connecting ALM, LLM, other lay and ordained pioneers, as well as those exploring a Pioneer Vocation. This has involved gatherings as well as establishing a social media group for support and conversation between gatherings.

Mark has been investing in the discernment, development and deployment of Pioneer Ministers through 1:1 conversations and supervision, participating in student learning review conversations at Ridley Hall and working with members of the Faculty there to explore enhancing the pioneer curriculum to better serve our priorities for Pioneer Ministry.

Diocesan Director of Ordinands and Vocations (DDOV)

The Revd Dr Meghan Daffern reports that during 2019 13 candidates attended Bishops' Advisory Panels and 16 candidates attended the newly designed Diocesan Local Contextual Ordained Ministry pathway selection days, all after periods of discernment with our Diocesan Directors of Ordinands (DDOs).

In September 2019 26 Ordinands began training, bringing the total number in training to 41. During the year 12 priests were ordained at Petertide and 13 deacons were ordained in three ordinations during Lent, Petertide, and Michaelmas.

The wider Vocations Team has been increased in size, cohesiveness and resourcing, growing the number of Vocations across the Diocese, as well as providing resources for the 100+ candidates who are exploring their vocations. Vocations courses restarted in September (2019) and now run termly in different locations in the Diocese, with around 29 people attending each course.

Warden of Readers

Steve Mashford, Diocesan Warden of Readers reports that a highlight of the year was the triennial re-licensing service of Licensed Lay Ministers on the 5th October at Ely Cathedral.

This service saw 100+ "Blue scarves" processing into the Cathedral, followed by the Bishop of Ely and the Bishop of Huntingdon. The service was very well attended by supporters of those being re-licensed, and also by those supporting the 13 people being Admitted and Licensed after their two years' training.

Those licensed include our first two LLM Children and Families Ministers, serving in Chatteris and Ely. The Diocese can be proud that we have people being called to these ministries, demonstrating our commitment to both lay and ordained ministry.

Curate (IME2) Training Officer

Steve Rothwell reported that the training schedule for IME2, which includes all curates in their first three years plus newly licensed LLMs, provides wide-ranging experience for developing skills and raising awareness for the trainee ministers within the Diocese of Ely. The programme looks to equip

curates and LLMs to provide the ministry needed to implement the strategic vision of the Diocese for the future of the Church.

30 curates completed the IME2 programme in 2019.

The training is a mix of practical application such as guidance on church regulations, marriage law, and the imparting of good practices in the occasional offices. It also raises the awareness of current issues in the church and across society, such as inclusivity, mental health and well-being. In 2019 the recently ordained Local Contextual Ordained Ministers were also integrated into the training.

Development Officer for Children and Families

Debbie Hill reports that the licensing of our first two Children and Families' Licensed Lay Ministers comes after a two-year diploma course at Ridley Hall.

Nine people attended the annual Children's Authorised Lay Ministry course in the Spring. Colleagues from the Church Pastoral Aid Society (CPAS) also spent three days training nineteen children and families' and young people's workers in how to mentor people effectively, with the aim of building a network of skills.

Debbie, with Canon Jan Payne, offered three sessions training 55 churchwardens (in vacancy) how to deliver effective All-Age Worship. Two occasional seminars were also offered on managing challenging behaviours and how to develop faith practices at home.

Several parishes ran Starting Rite courses, facilitated by the establishment of six geographic hubs in 2018, where the supporting resources can be borrowed. During the year the Revd Olivia Coles also created a Starting Rite Facebook page which has attracted a national following and produced a new Baptism Toolkit, ready for dissemination.

Diocesan Development Officer: Young People

Natasha Clark reports on *Thrive Youth Work*, which saw new groups started during 2019 and a new Thrive project hub launched. In September the team launched Thrive Wisbech in partnership with the Thomas Clarkson Academy and the Changing Market Towns Project. The lead worker on this project has been offering mental health support to students in school and is working with partners to contextualise the project to the Wisbech community.

In Huntingdon, Thrive has partnered with two local Anglican churches to run discipleship groups for young people. These communities have been thriving, with young people and their families connecting with and learning about the gospel for the first time.

The team offered a variety of training opportunities for youth leaders in 2019, including the Mental Health First Aid course, Church Pastoral Aid Society (CPAS) Mentoring Training Course, various seminars with specialist partners such as Romsey Mill, as well as helping to deliver the annual Youth Evangelism Conference. These were well attended and have helped equip our youth workers with the skills to engage with young people in challenging contexts.

Through the Youth Worker Fellowship, in 2019 the team hosted a series of informal events where youth workers could connect and share thoughts with colleagues. This is a simple way of saying thank you and helping to develop a peer-support network across Cambridgeshire.

Wisbech Learning Community (WLC): Educational Lead

Lauren Randall reported that Licensed Lay Ministry (LLM) training through the Eastern Region Ministry Course (ERMC) continued. This included an open day for a prospective cohort with five current and five prospective students.



Lauren has met and given talks to local groups, both from the church and local community, to help keep the WLC community driven. These meetings included:

- March Deanery Synod, where there was good engagement and interest for courses and vocations, as well as offers of help for volunteering in training
- Wisbech Churches Together, creating wider church links.
- Presentations to St Peter's Parochial Church Council, Wisbech to help encourage local ownership.

New developments in 2019 include the Theological Foundations Course where the WLC is collaborating with the Diocese of St Albans and the ERMC to create a course that can be accessed easily online to fill the gap between the Diocesan discipleship course (Growing as a Disciple) and the Level 4 Theology and Ministry offered to LLMs in training. This will be ready in September 2020.

Further support includes:

- Growing as a Disciple, Chatteris, with six regular attendees
- Funeral and Bereavement Authorised Lay Ministry Course with between 2 and 10 attendees
- Sunday Morning Resources production
- Working with Occasional Preachers, Student Support, and ongoing support for local people in leadership roles.
- Support for the Cinnamon Network Leadership Training with WLC, run in early 2020. Here there was good attendance (25 people), including people coming to Wisbech from Cambridge and Yaxley. This was a super event in promoting Wisbech as a training venue, with positive feedback that the day was useful, with the learning benefiting the further ministries of those who attended.

Spirituality Advisory Group

The Revd Canon Jane Keiller, Spirituality Adviser, reports that a major task of the Spirituality Advisory Group was completed this year with the launch of the "Guidelines and Safeguarding Guidelines for Spiritual Directors". This has been important for the update of the Directory of Spiritual Directors, which is now almost complete, together with an updated system for bringing in new applicants to the network.

The matching team continues to meet ten times during the year, and during 2019 dealt with about 74 enquiries from those seeking spiritual accompaniment.

A 'Ways of Praying' course was held at Powchers Hall on a number of Saturday mornings. It is hoped that this will form the basis of a prayer course that could be more widely used across the Diocese. Spiritual Directors from within the Diocese led a week of accompanied prayer in Wisbech and a month of accompanied prayer during Advent in Cambridge.

Retired Clergy

The Revd Canon David Pritchard, Bishop's Adviser for Retired Clergy, reports that there are currently 220 retired clergy in the Diocese, of whom 162 have Permission to Officiate (PtO). Retired clergy support parishes in different ways including officiating at Sunday services, funerals, baptisms and weddings; leading study groups and as Vocations Advisers and Ministry Development Reviewers. Six retired clergy also serve as Rural Deans.



Retreat & Conference Centre

Tim Shorey, Warden

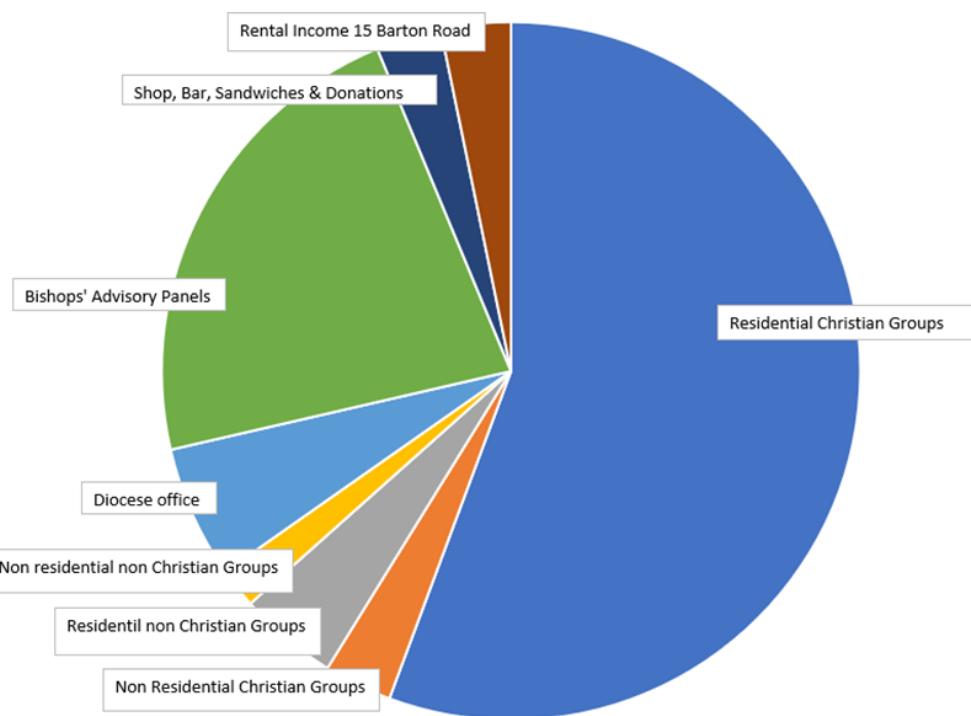
Ron Blackmore, Deputy Warden

The Diocesan Retreat & Conference Centre continues to be a well-used resource within the Diocese, the wider Church and the community. The work within the Diocese has increased and the team are pleased to provide hospitality for many meetings for various Diocesan departments and local church groups.

In addition to the regular programme of events, 2019 saw a strengthening of the work with the Cambridgeshire County Council Early Years Team and the Dioceses of Peterborough, Norwich and St Albans.

The team continued to work with the Ministry Division of The Archbishops' Council to host the Bishops' Advisory Panels. Partnerships with the Retreat Association and the Creative Arts Retreat Movement are firmly established and continue to provide bookings. In 2019 they started working with Charter Travel, offering accommodation for choirs visiting Ely Cathedral from America.

2019 was a successful year, both spiritually and financially. The chart below demonstrates how the different revenue streams in 2019 contributed to the overall income:



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

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



Changing Market Towns

The Revd Canon Mike Booker, Bishop's Change Officer for Market Towns
Adam Evans, Strategic Programme Manager

2019 saw the Changing Market Towns (CMT) project move from being a proposal to an active project, working to transform churches and communities across several key market towns in the Diocese. This is the largest single expression of the commitment of Ely 2025 to target support to key areas, drawing in funding from the Church Commissioners' Strategic Development Fund, as well as significant Diocesan investment.

Changing Market Towns outreach workers have been appointed to work in Wisbech, March, Chatteris, Ramsey and Littleport. By the end of 2019, seven workers were in post, with one more still to be recruited. Each has a specific area of specialism: children's and families' work, youth work, community action, or music and the arts. Strong links have been developed with local schools in many cases. The exact nature of the role in each town reflects local needs and opportunities, but all are working to express the determination of the Diocese to engage with communities, grow the church across a whole range of different expressions and deepen commitment to the community as an expression of Christian discipleship. Each worker works closely with the member of clergy identified as the town leader, ensuring a co-ordinated approach to mission across the whole town.

Four Operations Managers have been appointed to support the implementation of the project across the towns, enabling town parishes to enhance community engagement and develop new patterns of working, while also developing accurate recording of local activity. Operations Managers and CMT outreach workers meet as cohorts on a monthly basis for training and support and market town clergy meet termly to work on mission theology in partnership with staff from Ridley Hall.

In close partnership with the rest of the project, the Wisbech Learning Community has started to develop culturally-relevant, locally delivered training and theological education. The Baptism+ Co-ordinator has delivered training in Wisbech, March and Whittlesey and developed baptism resources to enable effective follow-up from the significant number of annual baptisms across market towns. Thrive youth work in Huntingdon has been brought into the governance structures of CMT, with Thrive Wisbech launched in September (2019).

The focus of the work through the year has been to engage with communities and to multiply new missional activities that will provide the basis for on-going discipleship and the growth of Fresh Expressions of church. This has led to an increase in people being involved in missional activities. In addition to work with parish churches, two church plants have been supported by the project. Christ Church Huntingdon has grown from an initial planting team of 26 people to become a regular worshipping community of near 100. In Downham Market, a Lay Pioneer has been undertaking preparatory work for the launch of *Table*, a new Christian community, in 2020.

The development of Changing Market Towns has been supported by a central diocesan team to ensure smooth running and effective measurement, together with an Evangelism Coach whose role is to work directly with town teams, ensuring that the many new community contacts lead to new faith and church growth. In preparation for the expansion of CMT from 2020 onwards, work has been undertaken in partnership with the Archdeacon of Huntingdon and Wisbech and the relevant deaneries to create a single parish in Huntingdon and a team ministry in St Neots, making future whole-town working significantly more effective.

Governance

To ensure the CMT project is managed appropriately and with sufficient financial safeguards, a formal governance structure was established early in the project. Each town team reports progress through monthly reports, submitted by the Operations Managers, to the central project team. Each month, the town leaders and Operations Managers meet together with the central project team in Delivery Group meetings. In addition, the frontline outreach workers all meet monthly, sharing stories of success, challenges faced and best practice. These processes enable all project related staff the opportunity to engage and support each other and continue to move the project forward.

Quarterly, the project reports to a Project Board, whose membership include senior Diocesan leadership, external non-executive directors and representatives from the Strategic Development Unit from Church House, London. This breadth of scrutiny provides support and challenge to the project team, while ensuring assurance to the funding providers.

The final level of scrutiny is with an Annual Review conducted by the Church Commissioners. For 2019, this occurred in early January 2020 where the project was given four (from four) green status markers for: 'Vision & Project Design', 'Outcomes', 'Delivery', and 'Overall Status'. The project was described by the Commissioners as an exemplar project amongst the 51 Strategic Development Fund projects awarded to date.



Giving

Martin Kenward, Projects and Development Officer

Parish Giving Scheme (PGS)

The Diocese of Ely launched the Parish Giving Scheme (PGS) in 2017, initially with a pre-launch targeting a small number of parishes. The scheme was fully launched in September 2017, when roadshows were held around the Diocese. At the time of writing, the Diocese of Ely is one of 28 Dioceses participating in the PGS.

Throughout 2019, opportunities were taken to promote and publicise the PGS. This was delivered by working through our deaneries, as well as attending benefice or team meetings and visiting individual parishes.

By the end of 2019, 97 (32%) of the 306 Diocese of Ely parishes were active in the scheme, with a combined total of 1,278 donors representing 15% of the c.8,300 Tax Efficient Planned Givers (TEPG) in the Diocese. Of these 1,278 donors, 92% had 'Gift Aided' their donations and 61% had committed in principle to increase their gift annually in-line with inflation.

In 2020, initiatives will be taken to increase and maximise the number of churches and TEPG using the PGS. Across the 97 active parishes, the average weekly gift via the PGS (excluding Gift Aid) was £19.36. The average in the Diocese for all giving was £14.50 (excluding Gift Aid).

Parishes that have joined the scheme are seeing real benefits in terms of:

- increased regular giving
- inflation-proofed giving
- faster recovery of Gift Aid
- reduced administration for the Treasurer or Gift Aid Officer.

Contactless Giving (Card Readers)

In 2018, hand-held contactless card readers became available for parishes to buy at a discount through the national Parish Buying service. Nationally, there are now over 1,900 churches using card readers for a variety of purposes, from wedding fees and hall hire payments, to café charges and donations. The technology is fast-evolving, and a significant step forward has been the availability of affordable devices which can encrypt and store transactions where no mobile signal or Wi-Fi is available at the point of transaction.

In October 2019, the Diocese of Ely launched an initiative to offer every church in the Diocese a free card reader. In doing so, we aimed to significantly increase the number of registered card reader accounts held across the Diocese.

By the end of 2019, more than 100 parishes had expressed interest in this Diocesan offer. As of December 2019, 58 parishes had a registered card reader account and 33 card reader devices were active. The number of card reader transactions in December 2019 was 237, with an average donation of £7.81. Cumulative totals for 2019 were 584 and £6.45 respectively.

The Diocesan offer of a free card reader remains open and initiatives will be taken throughout 2020 to increase the number of registered accounts.



Houses Sub-Committee

The Revd Simon Talbott, Chairman

2019 was an extremely busy year for the management of the housing stock of the Diocese. The ongoing capital programme saw the completion of purchases of new houses in Cambridge for the benefice at St Mary the Great and the house at Faracet was prepared for the new Stanground and Faracet Benefice. Additionally, work was commenced on the construction of a new house at Ramsey, plus completing the purchase of a newly built house for a curate in Ely.

Elsewhere, the Diocese was able to complete the sales of a number of properties no longer required for clergy occupation. Sales of property during 2019 realised a gross value of £1,580,000. At the end of the year three properties had sales agreed subject to contract, two of these have completed since the end of the year.

During 2019, works were undertaken at 25 houses to bring them up to minimum standards for new occupants. When combined with the other operations of the Property Department, this represented a level of work significantly above the expected operational and budgeted level.

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

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

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

Assets Sub-Committee

The Finance Committee delegates to its Assets Sub-Committee the responsibility for managing the Diocesan's investment portfolio, the majority of which is represented by land (agricultural, development and amenity) and securities (stocks, share and bonds).

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 in real terms. Only income can be disbursed; all capital gains must be re-invested.

The year saw a continuation of steady growth in income, which grew by about £200,000, from £2.6m to £2.8m, slightly exceeding budget. The annual rate of growth, at 7.7%, was in-line with the average annual rate of growth for the last decade.

Asset value is of secondary importance to the income that it produces, but the year was above-average in that respect. Asset value rose by about £9 million (or 12.2%), from £80m to £89m. This was driven by stock market gains (about two-thirds of the rise) and the sale of land for development purposes (about one-third of the rise; the sale proceeds were re-invested in the stock market). The proceeds from the sale of land in the south of the Diocese were invested with EdenTree Investment Management, a specialist ethical fund manager that is owned by Allchurches Trust, a not-for-profit grant-giving charity that is closely aligned to the Church of England.

The Sub-Committee met four times. The Sub-Committee and Glebe & Investments Officer are advised by a number of external professional advisers, both in regard to day-to-day matters and the more strategic ones.

During the year, a particular focus of the Sub-Committee was on its ethical policy as regards the financial portfolio; as well as ethical, this area is sometimes also referred to as ESG (Environmental, Sustainable, Governance) and RI (Responsible Investor). As part of that focus, two of our existing fund managers were closely questioned on their ethical approach. The Sub-Committee will continue to focus on this area through 2020.

After over 20 years' service, Andrew Pym retired from the Assets Sub-Committee at the end of the year. His wise counsel will be greatly missed, and he was thanked warmly for his long and experienced contribution to the health of EDBF's finances.



Church Buildings and Pastoral Department (CBPD)

Geoffrey Hunter, Head of Department

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

- Diocesan Advisory Committee for the Care of Churches (DAC)
- Churches Uses Committee (CUC)
- both Archdeaconry Mission and Pastoral Committees (acting for and on behalf of the Bishop's Council as the Diocesan Mission and Pastoral Committee)
- Diocesan Board of Patronage.

These Committees all carry out statutory functions with the aim of enabling the church to work and adapt to best fit the needs of their local communities.

Staff changes in 2019

In July 2019, Frances Godden left the Diocese of Ely to work for a law firm. Frances had been both Diocesan Advisory Committee (DAC) and Pastoral Secretary, in addition to being Deputy Diocesan Secretary. In the wake of Frances's departure, Geoffrey Hunter was appointed as Head of Department and also to the role of DAC Secretary. The other statutory role, Pastoral Secretary, was taken on by Sally Gilson.

Sue Dickinson's role continues with her advisory role on grants for church development works, while also taking on some of the more complex DAC casework. Holly Isted continues in her role of Historic Church Buildings Support Officer, with assistance from Historic England.

Additional support was recruited in the form of an apprentice, Poppy Crooks. Poppy is the first Historic Environment Advice Assistant Apprentice to be appointed in the country. Her training is funded through the National Church Institutions' apprenticeship levy funding. Poppy has oversight of the Online Faculty System and issuing of List B consents.

Buildings

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

The Very Revd Mark Bonney, Chair

Geoffrey Hunter, DAC Secretary

Sue Dickinson, DAC and Grants Officer

Poppy Crooks, Church Buildings Advice Assistant

2019 was a busy year for the DAC. During eight meetings throughout the year the DAC considered 181 cases and issued 129 notifications of advice (NoA) (compared to 77 NoAs in 2018) recommending works to the Chancellor. In total, 101 faculties and 78 List B authorisations were granted.

Poppy Crooks is now in charge of running the Online Faculty System (OFS) and issuing List B consents. Use of the OFS has continued to grow in number and confidence and the team hosted a number of training days for parishes to familiarise themselves with the system and processes. With 192 registered users by the end of 2019, we hope these numbers will continue to grow as the system enables the team to process matters more efficiently.



The DAC continues to receive regular requests for visits to discuss the installation of facilities to enable broader uses of church buildings, in particular WCs, kitchens or kitchenettes, clearing space for gathering/socialising, and the provision of level access. In total 32 site visits were made by DAC members, and many more by staff throughout the year.

In response to requests from parishes and architects, the Chancellor of the Diocese published a practice direction, generally permitting the digging of trial holes in churchyards for the assessment of foundations and drains. This enables the development of projects to move forward quickly, rather than needing to await faculty consent before the nature of below-ground problems can be fully understood.

The DAC annual tour for 2019 took place on 26 June. The team visited four sites in Cambridge. At Great St Mary's members inspected the solar panel installation on the south aisle roof and saw newly revealed historic graffiti on the 17th century organ case. Members were able to see the 2016/17 major re-ordering at Holy Trinity for the first time, as well as the equally ambitious, but very different re-ordering project at St Clement's, completed during 2019. The tour finished with a very informed tour of Jesus College Chapel, led by the College Archivist.

In September, disaster struck in Wimbotsham when the parish church was severely damaged by fire. The cause of the fire is unknown, but the PCC is working closely with the department to decide how to approach repairing and re-imagining their building. This is the first major church fire in the Diocese since an arson attack in 2010.

Churches Uses Committee (CUC)

The Revd Canon William Burke, Chair

Geoffrey Hunter, Secretary and Head of Church Buildings and Pastoral

The Churches Uses Committee (CUC) continued its work to re-purpose closed church buildings. Most of the long-standing cases have moved forward through the process. The closed church at Prickwillow found a buyer who wishes to convert it to an artists' studio and exhibition space, plus two self-contained flats for resident artists. Marketing of the long-closed church at Guyhirn was less successful, with no buyer found. The future of Guyhirn church is now in the hands of the Church Commissioners, with demolition a distinct possibility.

REACH Ely

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

Ely 2025 Levers - Re-imagining our buildings

During 2019 the project team has completed 39 scoping case studies of churches in the Diocese. The purpose of these case studies is to identify where churches are, and are not, being successful in engaging with their local communities to support the ongoing sustainability of their church buildings, and what are the factors determining success.

Case studies were identified across all deaneries, including urban, market town and a variety of rural locations. The project team gave 14 presentations at Deanery Synod meetings during the year, introducing the project and preparing deaneries and parishes for the further work to be done at parish level during 2020.

The published case studies 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/>



Historic Church Buildings and Heritage at Risk

Holly Isted, Historic Church Buildings Support Officer

In 2019 a total of 11 churches were added to Historic England's 'Heritage at Risk Register' with an additional one (1) identified as 'vulnerable'. This brings the total number of 'at risk' church buildings in this Diocese to 28, with four more currently awaiting assessment.

As competition for grants increases, particularly for projects over £250,000, and it becomes more difficult to recruit volunteers who are able to take on the challenge of leading projects and writing grant applications, the likelihood is that more buildings will be added to the register.

The new scheme from the National Lottery Heritage Fund (NLHF), previously the Heritage Lottery Fund, was launched at the beginning of 2019, marking the end to specialised grants including those for Places of Worship. It is too soon to measure what impact this will have, but grant applications from churches have declined with many 'at risk' churches now recorded as having no agreed solution for the future. Whilst larger projects are struggling to find support, this Diocese has had success with smaller applications, in particular at Feltwell. Here the PCCs Faith in Flint wall repair project not only received support from the NLHF but also saw a huge surge in local community support.

Holly Isted, Historic Church Buildings Support Officer, has given advice to approximately 150 churches this year, primarily on grant applications and maintenance. The lack of funding for major projects has highlighted the importance of regular maintenance and stitch-in-time repairs. In 2019 Holly organised a successful Society for the Protection of Ancient Buildings (SPAB) Faith in Maintenance workshop at St James' church Little Paxton, thanks to support from the NLHF. In addition to maintenance, two conservation cleaning workshops were also delivered. Training has been well received, but the biggest barrier to implementing the learning is volunteer numbers (and age) and funds. Volunteer recruitment and new approaches to training in order to reach a wider range of people are a focus for the next year.



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

2019 has been a busy year for both Cambridge and Huntingdon & Wisbech Archdeaconry Mission and Pastoral Committees (ADMPCs), acting on behalf of the Diocesan Mission and Pastoral Committee (Bishop's Council).

During 2019, five Pastoral Schemes were made, two Bishop's Pastoral Orders, a Bishop's Mission Order for Orchard Park and 11 suspensions or resuspensions of presentation were completed. 36 suspensions of presentation were also lifted, either by Pastoral Scheme or Bishop's Pastoral Order.

In January 2019, two Pastoral Schemes came into effect in the Fincham and Feltwell Deanery, resulting in five new benefices being created. In April, another major reorganisation was completed in Huntingdon. During December, the parish of West Lynn was transferred to the Diocese of Norwich.

2020 will see a lot of work continuing in reviewing deanery plans, ensuring the best pastoral supervision and care is in place throughout the Diocese, and making appropriate recommendations for reorganisation to the Bishop.



Communications and Diocesan Database

James Owen, Head of Communications

Jackie Cox, 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.

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

In 2019, over 90% of parishes in the Diocese of Ely returned their Statistics for Mission. This information is used by the Diocese to structure plans for the growth of the church in our region. It also allows the central statistics team to produce the Statistics for Mission Dashboards, available to all parishes, to help them track changes over time.

The Returns of Parish Finance replies provide information on the income, expenditure and giving figures for each parish. These are generally returned during Q1 and Q2 of the following year to which they apply, at the time of writing, the return rate was over 40%.

The Diocesan team works throughout the year to help direct parishes to the information they need to complete the administrative aspects of running a parish. This includes direct emails for updating Electoral Roll and Annual Parochial Church Meeting (APCM) information.

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

Prayer Calendar

The production of the Prayer Calendar continued throughout 2019. The Senior Chaplain to the Bishop of Ely edits the calendar. In late 2019, the daily prayer was returned to the front page of the Diocesan website following a delay when the new website went live. In early 2020 the daily prayer will also be available for people to subscribe to daily emails.

The Diocesan Directory

The Diocesan Directory was initially revised following the implementation of the General Data Protection Regulation in May 2018. In 2019 work commenced to ensure adequate permissions were received from those holding Permission to Officiate to be included. Looking towards 2020 the same exercise will be undertaken in connection with including Licensed Lay Minister contact information.

The Directory will typically be revised annually after the completion of the Annual Parochial Church Meetings (APCMs) and Church Warden Visitation services so it can reflect any annual changes.



Database Management

Throughout 2019 the Diocesan database saw ongoing improvements to usability and functionality. The database is maintained so that Diocesan office teams can access accurate information on the people who work within the Diocese, for example our licensed and lay colleagues. It also serves to maintain a record of the structures of the Diocese, such as our churches, parishes, benefices and deaneries - particularly if information changes due to pastoral reorganisation.

Access to data and the ability to download information from the database is strictly controlled, with users having specific permissions to be able to access and edit information appropriate to their position or role.

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

Looking ahead work will continue to develop reports that help colleagues monitor and maintain the accuracy of the information.

Website Enhancements

During Q1 and Q2 of 2019, significant work was done to migrate the website from the old platform onto a new service. This new service is a joint endeavour between (at the time of writing), circa 17 dioceses and cathedrals in order to capitalise and share the development costs of being on the same core platform.

The new website went live in Q3 of 2019, providing what is hoped is a more intuitive structure and much improved search functions. Through 2020 further developments will go live from the developer, greatly enhancing the user experience and ability to access information quickly and appropriately.

Social Media Channels

Throughout 2019 work was ongoing to engage with the wider Diocese through the social media channels, chiefly Facebook.

The continued use of targeted Facebook boosts to promote specific Diocesan vacancies regularly saw our reach exceed 5,000 people, with minimal financial input. This approach helped support the teams recruit to key posts within the Changing Market Towns project and internal Ely Diocesan Board of Finance (EDBF) appointments.

During the year, a self-sustaining 'Ely Diocese Digital Network' Facebook group was created to help the key digital users across the Diocese share knowledge, questions and best practices.

Work will continue centrally to support the sharing of material through social channels and encouraging parishes to use these digital channels themselves as appropriate to their local context and resources.

Learning more

Those wishing to improve their use of communications channels, specifically in the ever growing world of digital media, are encouraged to look for the Learning Labs resources on the Church of England website.



Mother's Union

Hazel Williams MBE, Ely Diocesan President

January 2019 marked the beginning of a new Triennium with new trustees, chaplain and president. A new Safeguarding Officer was appointed who has worked in conjunction with the Diocese of Ely and the staff at Mary Sumner House. The Annual General Meeting was held at the start of the Spring Diocesan Festival Day.

A second Festival Day was held in the Autumn at which a Mother's Union (MU) member spoke of their visit to Shyogwe, one of the link dioceses in Rwanda. Bishop Dagmar Winter, the newly appointed Bishop of Huntingdon also spoke about her faith journey, and Susan Baker gave a report of the first MU Worldwide Council to be held outside the UK. The Kigali Choir who were visiting the Diocese at that time, joined in the worship at the end of the meeting, making a memorable finale to the day.

Members attended Bishop Dagmar's consecration at St. Paul's Cathedral and a bus full of members from the Diocese met the new MU Worldwide President at Coventry Cathedral at a "Thy Kingdom Come" service. The MU General Meeting in Portsmouth was another occasion for members across Britain and Ireland to meet together.

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

Members continue to support Mothers' Union initiatives in the Diocese and worldwide. In particular, they are looking to continue the work in local communities in 2020. Four task groups focus on different areas.

Praying Our Faith

The theme for 2019 has been, Mothers' Union Listen, Observe, Act and Praying our Faith, this has been used as the centre of our work. A new venture is a Monthly Prayer Diary, encouraging prayer for individuals and aspects of the work of the MU in the Diocese of Ely. Two Quiet Days were held, and monthly Thursday Prayer now takes place at two other venues as well as Ely cathedral.

The Wave of Prayer, Lady Day and Mary Sumner Day enable us to worship as others are doing across the world. Contact is maintained with Indoor members who can no longer attend meetings and our Clergy Liaison Officer sends information to new parish clergy.

Campaigns have included continued support for the worldwide campaign on *16 Days of Activism against gender and domestic violence* and *Action Against Modern Slavery*.

Faith in Action

Members in the Diocese of Ely have been putting their Faith into Action in so many ways this year and seeking to follow Object 5 to "help those whose lives have met with adversity". The aim is to give a hand UP, not a handout.

Prison Support

At the request of the Prison Authorities, the MU have run two Relationships Courses during the year. These have been very well received and there is always a waiting list for the next course. Members attend the service at Littlehey Prison each month and spend time chatting to the residents over coffee.



We also run the monthly “Coffee and Chat” for inmates who don’t get visitors or who are elderly. At Christmas, cards and gifts are provided for the inmates and their families.

Parenting

A Facilitators Course was held in Wisbech for Teaching Assistants and School-based Family Workers, with four people completing the first stage. Several members are trained facilitators, and many use the skills they learn within their own churches.

Away From it All Holidays (AFIA)

In 2019 we were able to offer holiday breaks at a caravan park in Hunstanton to 14 families (25 adults and 40 children) Referrals came from across the Diocese from professionals working with these families. We also provide the children with some pocket money.

Wisbech Project 1 - Family Worker at Orchards Academy

This project is part of the Changing Market Towns Initiative in the Diocese. The Wisbech Family Worker has made a tremendous difference within the school. Their coffee mornings have gone from strength to strength and other initiatives have come from them. “Fun and Faith” is an after school club for children. A “Starting Rite” course was held for mums and their babies, which led to “Mum’s the Word”, a course exploring faith, following which four mums asked to be confirmed. The Family worker has also attended the Parenting Facilitators Course, gaining full accreditation.

Wisbech Project 2 - Stories On The Streets

This now comes under the MU umbrella name of *Metamorphis*. This course was open to people in Wisbech interested in revitalising the community in Wisbech, and many have gone on to start groups and be involved in outreach.

“Little Fishes” is a Toddler Group, while a further “Fun and Faith” is being held at another school. Many of the participants are now involved with services and ALM Ministry in the Parish Church, helping with school assemblies and taking services out to care homes. A presentation about the project was well received at a fringe meeting of the General Synod.

Local Projects

2019 saw an unprecedented number of items collected for our many projects and enthusiastically for our Christmas Giving.

We currently support three Women’s Refuges, two Hostels for the Homeless (one just for young women) and have recently started liaising with one of the District Councils to support re-homing of clients.

Enthusiastic knitters have made many blankets and hats for new-born babies, twiddle muffs and mats for dementia patients, blankets and clothing for the refuges, hostels and to be sent overseas with Christian Hope International. One branch made blankets of 25 squares to celebrate 25 years since the genocide in Rwanda.

We support the Sick Children’s Trust at their base in the Rosie Hospital, Addenbrookes, Cambridge, by providing emergency toiletries packs for parents who have arrived with a sick child, and who have arrived without any luggage.

During the summer months, members organised Parent and Baby Tents at four Country Shows.



Fundraising and Communication

There are several ways in which our Group communicates and engages with members, as well as promoting and informing others on a local, national and worldwide level.

A monthly Diocesan Newsletter and bi-annual Diocesan Magazine “Grapevine” is circulated to all members. Branches also receive the monthly Family Faith Fun Activity Sheets to be shared with families in their parishes. Families Worldwide, our MU prayer diary is distributed through branches.

Our MU page on the Diocese of Ely website is regularly updated and we have also added new prayer and event resources. The Newsletters and other relevant items are posted on the MU Facebook page which continues to attract interest, both locally, nationally and overseas.

MU e-cards, diaries and calendars are well received and on the back of every card is a message to help promote the work of the Mothers’ Union. Our noticeboard in Ely Cathedral is kept up-to-date and the MU leaflets often have to be restocked.

MU had a display at the Cathedral Harvest Festival for the Edward Bear Parent & Toddler Group, which meets for worship time with praise, activity and stories, for under 5s parents or carers. A successful Summer Afternoon Tea Party and Fundraising Event was held in St Mary’s Church, Ely, with a speakers and stalls.

Diocesan Members are not members of the branch structure and so receive their information individually by e-mail or post. They also have the opportunity to attend a special afternoon tea and a lunch at Bishop Woodford House, Ely.



Finance

Finance Committee

Revd Canon Brian Atling ACIB, FIMtg, DipTheo, Cert Theo, MA, Chair

The result of 2019 was a deficit of £37,377 compared to a budget surplus of £8,071 which arose mainly due to necessary increased expenditure on safeguarding and the cost of preparing parsonage houses for a higher than normal number of clergy move-ins. The Diocese of Ely has a sound financial base to carry forward our strategy for growth, People Fully Alive: Ely 2025. Faithful and generous giving by parishes and people is at the heart of this position.

Ministry Share receipts increased by £323,000 (6.0%) over 2018. The overall collection was 98.2% with 12 out of 15 Deaneries paying in full. A full list of parish payments can be found at the end of this booklet.

Ely Diocesan Board of Finance Summary General Unrestricted for the year ended 31 December 2019
(excluding Market towns)

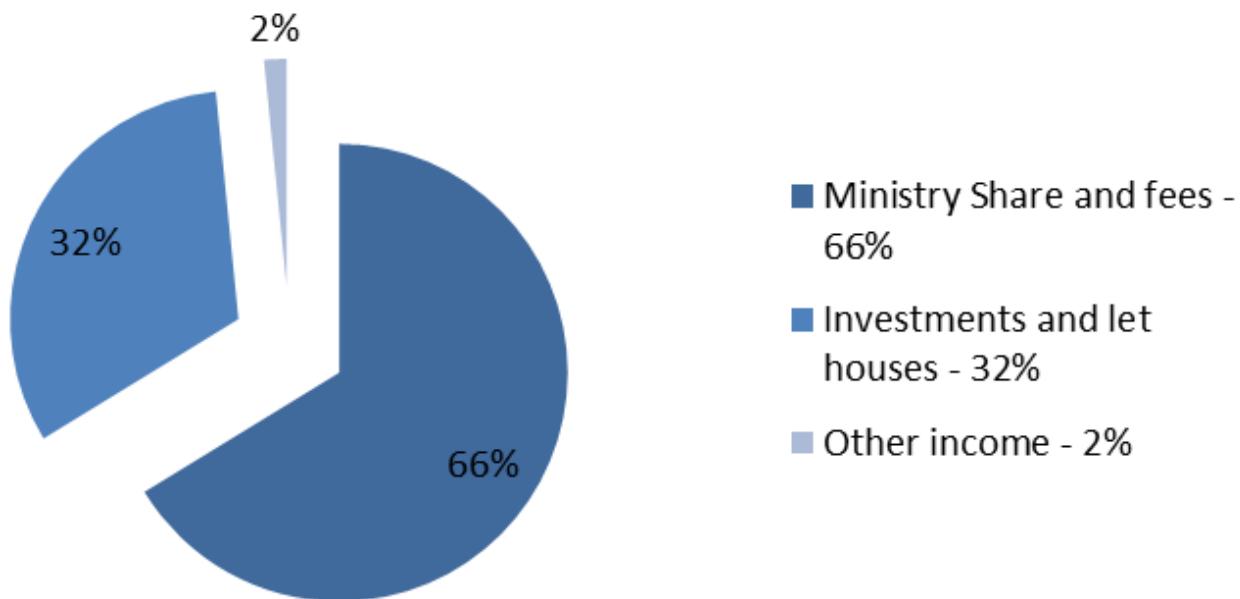
Income (£'000)	2018	ACTUAL	2019	ACTUAL	2019	BUDGET
Ministry Share *	5,369		5,692		5,671	
Parish fees	329		287		345	
Total	5,698		5,979		6,016	
Investment income and let houses	2,902		2,900		2,863	
Archbishops' Council	0		0		0	
Other income	114		143		111	
Total	8,714		9,022		8,990	
Expenditure (£'000)						
Parish clergy direct costs	5,067		5,332		5,439	
Clergy and parish support costs	1,729		1,905		1,641	
Contribution to National Church	593		618		611	
Curates, ordinands and vocations	818		966		963	
Other investment in the future	284		226		318	
Pension deficit & other costs	0		13		10	
Ely 2025	200		0		0	
Total	8,693		9,059		8,982	
Surplus / (Deficit) for the Year		21		(37)		8

* The difference between ministry share in the accounts and the report is the deanery rebate for deaneries completing 100%

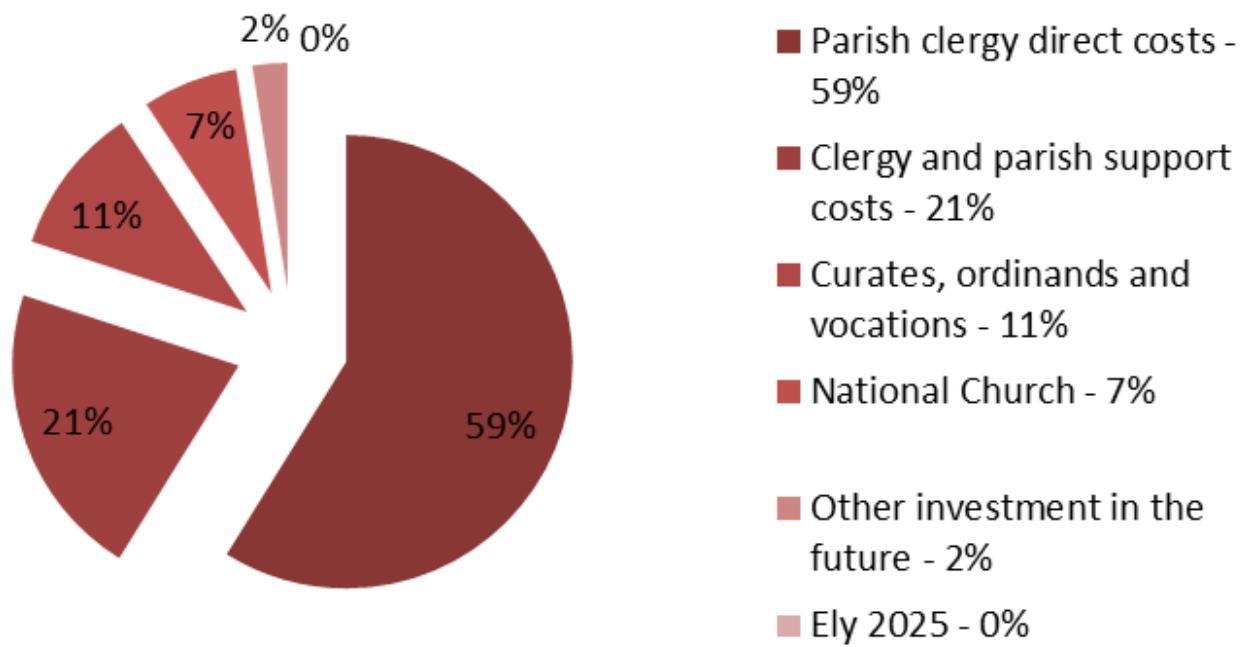


2019 Actual income and Expenditure

Income



Expenditure





Finance Department

Lorraine Orbello, 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 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 work 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 2019, Gift Aid of £762,000 was reclaimed from HMRC relating to over 14,000 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.

Ministry Share 2019 By Deanery

Parish Payments Received by 29 February 2020

	Adjusted Net Request	Paid up to 29 February 2020	Percentage (%) paid
Bourn	£265,584	£265,584	100.0%
Cambridge North	£645,506	£645,506	100.0%
Cambridge South	£946,904	£946,904	100.0%
Ely	£374,425	£306,930	82.0%
Feltwell and Fincham	£157,036	£145,738	92.8%
Fordham and Quy	£325,654	£325,654	100.0%
Granta	£483,065	£483,065	100.0%
Huntingdon	£521,659	£521,659	100.0%
March	£263,064	£263,064	100.0%
North Stowe	£514,795	£515,604	100.2%
Bar Hill	£15,574	£15,574	100.0%
Shingay	£266,666	£266,666	100.0%
St. Ives	£282,010	£282,010	100.0%
St. Neots	£331,722	£331,722	100.0%
Wisbech Lynn Marshland	£242,193	£211,394	87.3%
Yaxley	£282,112	£282,454	100.1%
Total	£5,917,968	£5,809,528	98.2%

Ministry Share 2019 By Parish

Parish Payments Received by 29 February 2020

Cambridge Archdeaconry

BOURN	Net Request	Paid to 29 February 2020	Percentage Paid
Barton	£16,138	£16,138	100.0%
Caldecote	£9,447	£9,447	100.0%
Comberton	£31,286	£31,286	100.0%
Coton	£13,112	£13,112	100.0%
Dry Drayton	£14,094	£14,094	100.0%
Gt. & Lt. Eversden	£9,345	£9,345	100.0%
Hardwick	£19,124	£19,124	100.0%
Hartlon	£10,485	£10,485	100.0%
Haslingfield	£22,959	£22,959	100.0%
Toft	£10,273	£10,273	100.0%
Bourn	£20,438	£20,438	100.0%
Boxworth	£6,254	£6,254	100.0%
Caxton	£10,922	£10,922	100.0%
Conington	£4,589	£4,589	100.0%
Croxton	£4,803	£4,803	100.0%
Elsworth	£7,626	£7,626	100.0%
Eltisley	£9,037	£9,037	100.0%
Graveley Papworth	£4,284	£4,284	100.0%
Kingston	£9,006	£9,006	100.0%
Knapwell	£3,032	£3,032	100.0%
Lofworth	£4,405	£4,405	100.0%
Longstowe	£3,538	£3,538	100.0%
Papworth Everard	£13,693	£13,693	100.0%
Toseland	£2,646	£2,646	100.0%
Yelling	£5,050	£5,050	100.0%
Cambourne	£0	£0	0.0%
CAMBRIDGE NORTH			
Cambridge The Ascension	£58,682	£58,682	100.0%
Fen Ditton	£22,432	£22,432	100.0%
Good Shepherd Chesterton	£57,039	£57,039	100.0%
Holy Cross	£10,178	£10,178	100.0%
Holy Sepulchre/All Saints	£143,661	£143,661	100.0%
Horningssea	£4,905	£4,905	100.0%
St. Andrew Chesterton	£71,195	£71,195	100.0%
St. Andrew the Less	£61,013	£61,013	100.0%
Orchard Park	£22,000	£22,000	100.0%
St. Clement	£2,949	£2,949	100.0%
St. George Chesterton	£29,204	£29,204	100.0%
St. Mary the Great	£86,884	£86,884	100.0%
St. Matthew	£58,255	£58,255	100.0%
Teversonham	£6,461	£6,461	100.0%
CAMBRIDGE SOUTH			
Cherry Hinton St John the Evangelist	£72,311	£72,311	100.0%
Cherry Hinton St. Andrew	£38,429	£38,429	100.0%
Grantchester	£22,288	£22,288	100.0%
Holy Trinity	£143,682	£143,682	100.0%
St. Barnabas	£140,637	£140,637	100.0%
St. Benedict	£72,305	£72,305	100.0%
St. Botolph	£15,084	£15,084	100.0%
St. James	£47,364	£47,364	100.0%
St. Mark	£40,778	£40,778	100.0%
St. Martin	£66,766	£66,766	100.0%
St. Mary the Less	£74,511	£74,511	100.0%
St. Paul	£68,173	£68,173	100.0%
St. Philip	£62,937	£62,937	100.0%
Trumpington	£72,310	£72,310	100.0%
FORDHAM AND QUY			
Ashley w Silverley	£5,477	£2,807	51.3%
Bottisham	£16,865	£16,865	100.0%
Brinkley	£6,492	£6,670	102.7%
Burrough Green	£6,542	£5,578	85.3%
Burwell	£52,939	£52,939	100.0%
Carlton	£4,336	£4,514	104.1%
Cheveley	£14,666	£14,666	100.0%
Chippenham	£14,077	£14,077	100.0%
Dullingham	£8,824	£9,002	102.0%
Fordham	£24,139	£24,139	100.0%
Fulbourn	£41,741	£41,741	100.0%
Great Wilbraham	£10,908	£10,908	100.0%
Isleham	£20,079	£20,079	100.0%
Kennett	£1,320	£1,320	100.0%
Kirding	£6,921	£6,921	100.0%
Little Wilbraham	£7,138	£7,138	100.0%
Lode w Longmeadow	£9,558	£9,558	100.0%
Quy	£7,304	£7,304	100.0%
Reach	£4,716	£4,716	100.0%
Snaillwell	£6,699	£6,699	100.0%
Stetchworth	£8,106	£8,283	102.2%
Swaffham Bulbeck	£14,430	£14,430	100.0%

Swaffham Prior	£12,921	£12,921	100.0%
Westley Waterless	£4,434	£3,177	71.7%
Wicken	£3,352	£3,352	100.0%
Woodditton w Saxon	£11,672	£11,672	100.0%
GRANTA			
Babraham	£6,095	£6,095	100.0%
Balslham	£23,108	£23,108	100.0%
Bartlow	£5,568	£5,568	100.0%
Castle Camps	£5,568	£5,568	100.0%
Duxford	£19,451	£19,451	100.0%
Great Shelford	£51,425	£51,425	100.0%
Harston	£13,654	£13,654	100.0%
Hauxton	£5,709	£5,709	100.0%
Hildersham	£10,304	£10,304	100.0%
Hinxton	£13,074	£13,074	100.0%
Horseheath	£5,568	£5,568	100.0%
Ickleton	£28,008	£28,008	100.0%
Linton	£63,363	£63,363	100.0%
Little Shelford	£66,244	£66,244	100.0%
Newton	£5,841	£5,841	100.0%
Pampisford	£6,795	£6,795	100.0%
Sawston	£35,945	£35,945	100.0%
Shudy Camps	£5,568	£5,568	100.0%
Stapleford	£28,456	£28,456	100.0%
The Abingtons	£21,823	£21,823	100.0%
West Wickham	£8,729	£8,729	100.0%
West Wrating	£9,474	£9,474	100.0%
Weston Colville	£9,092	£9,092	100.0%
Whittlesford	£19,640	£19,640	100.0%
NORTH STOWE			
Cottenham & Rampton	£64,972	£64,972	100.0%
Girton	£45,798	£45,798	100.0%
Histon	£79,400	£79,400	100.0%
Impington	£33,851	£33,851	100.0%
Landbeach	£11,466	£11,466	100.0%
Longstanton	£28,174	£28,174	100.0%
Madingley	£7,994	£7,994	100.0%
Milton	£67,153	£67,153	100.0%
Oakington	£52,403	£52,403	100.0%
Over	£28,174	£28,174	100.0%
Swavesey	£28,257	£28,257	100.0%
Waterbeach	£39,813	£39,813	100.0%
Willingham	£28,150	£28,150	100.0%
Bar Hill	£15,574	£15,574	100.0%
SHINGAY			
Abington Pigotts	£5,324	£5,324	100.0%
Arrington	£5,373	£5,373	100.0%
Barrington	£20,261	£20,261	100.0%
Bassingbourn	£31,101	£31,101	100.0%
Croydon	£3,246	£3,246	100.0%
Fowlmere (Four Churches Benefice)			0.0%
Foxton (Four Churches Benefice)			0.0%
Shepreth (Four Churches Benefice)			0.0%
Thriplow (Four Churches Benefice)			0.0%
The Four Churches Benefice	£57,142	£57,142	100.0%
Guiden Morden	£15,690	£15,690	100.0%
Litlington	£12,766	£12,766	100.0%
Melbourn	£30,098	£30,098	100.0%
Meldreth	£27,043	£27,043	100.0%
Orwell	£18,661	£18,661	100.0%
Steeple Morden	£15,489	£15,489	100.0%
Tadlow	£3,539	£3,539	100.0%
Wendy w Shingay	£4,952	£4,952	100.0%
Whaddon	£6,330	£6,330	100.0%
Wimpole	£9,650	£9,650	100.0%

Huntingdon & Wisbech Archdeaconry

ELY	Net Request	Paid to 29 February 2020	Percentage Paid
Chettisham	£7,520	£3,500	46.5%
Coveney	£3,107	£3,107	100.0%
Ely	£114,020	£114,020	100.0%
Haddenham	£16,960	£3,000	17.7%
Little Downham	£19,490	£19,490	100.0%
Little Thetford	£12,345	£12,345	100.0%
Littleport St. George	£43,022	£43,022	100.0%
Mepal	£11,389	£11,389	100.0%
Soham	£50,682	£45,682	90.1%
Stretham	£13,990	£13,990	100.0%
Stuntney	£5,711	£2,855	50.0%
Sutton	£30,600	£7,500	24.5%
Wentworth	£3,513	£1,087	30.9%
Wilburton	£16,572	£13,098	79.0%
Witcham	£9,346	£9,346	100.0%
Witchford	£16,899	£3,500	20.7%
FELTWELL AND FINCHAM			
Barton Bendish	£1,847	£1,847	100.0%
Beachamwell	£3,869	£0	0.0%
Boughton	£2,843	£2,843	100.0%
Methwold	£5,531	£5,531	100.0%
Wereham	£3,576	£3,576	100.0%
West Dereham	£3,775	£3,775	100.0%
Whittington	£2,750	£2,750	100.0%
Wretton	£2,866	£2,866	100.0%
Bexwell	£4,842	£4,842	100.0%
Crimplesham	£3,606	£3,606	100.0%
Denver	£12,811	£12,811	100.0%
Ryston	£2,232	£2,232	100.0%
Downham Market	£27,790	£24,254	87.3%
Hilgay & Ten Mile Bank	£7,221	£3,300	45.7%
Stradsett	£3,690	£3,690	100.0%
Feltwell	£4,919	£4,919	100.0%
Hockwold	£5,206	£5,206	100.0%
Northwold	£5,507	£5,507	100.0%
Southery	£5,335	£5,335	100.0%
Weeting	£2,519	£2,519	100.0%
Fincham	£2,210	£2,210	100.0%
Marham	£2,830	£2,830	100.0%
Nordelph	£1,053	£1,053	100.0%
Runceton Holme	£4,580	£4,580	100.0%
Shouldham	£4,202	£4,202	100.0%
Shouldham Thorpe	£1,659	£1,659	100.0%
Stow	£9,199	£9,199	100.0%
Tottenham	£3,563	£1,800	50.5%
Watlington	£14,257	£7,611	53.4%
Wimbotsham	£5,285	£5,285	100.0%
Wormegay	£3,902	£3,902	100.0%
HUNTINGDON			
Abbots Ripton	£6,635	£6,635	100.0%
Alconbury	£12,033	£12,033	100.0%
Barham	£948	£948	100.0%
Brington	£3,393	£3,393	100.0%
Buckworth	£1,906	£1,906	100.0%
Bythorn	£3,394	£3,394	100.0%
Covington	£4,043	£4,043	100.0%
East Leightonstone	£63,734	£63,734	100.0%
Easton	£3,648	£3,648	100.0%
Fen Drayton	£5,007	£5,007	100.0%
Fenstanton	£33,858	£33,858	100.0%
Godmanchester	£64,807	£64,807	100.0%
Great Catworth	£10,913	£10,913	100.0%
Great Gidding	£3,790	£3,790	100.0%
Great Stukeley	£7,395	£7,395	100.0%
Hamerton	£1,555	£1,555	100.0%
Hartford	£27,495	£27,495	100.0%
Hemingford Abbotts	£16,034	£13,799	86.1%
Hemingford Grey	£64,146	£60,717	94.7%
Hilton	£11,116	£11,116	100.0%
Houghton w Wyton	£29,581	£29,581	100.0%
Huntingdon All Saints	£33,887	£33,887	100.0%
Huntingdon St. Barnabas	£5,471	£5,471	100.0%
Huntingdon St. Mary	£0	£0	0.0%
Huntingdon Christchurch	£38,472	£38,472	100.0%
Keyston	£2,343	£2,343	100.0%
Kimbolton	£33,817	£33,817	100.0%
King's Ripton	£1,659	£1,659	100.0%
Leighton Bromswold	£3,393	£3,393	100.0%
Little Stukeley	£3,282	£3,282	100.0%
Molesworth	£3,394	£3,394	100.0%
Old Weston	£2,382	£2,382	100.0%
Spaldwick	£4,210	£1,798	42.7%
Stow Longa	£1,348	£1,348	100.0%
Tilbrook	£5,839	£5,839	100.0%
Upton	£574	£574	100.0%
Winwick	£1,519	£1,519	100.0%

MARCH			
Chatteris	£46,329	£46,329	100.0%
Christchurch	£6,311	£6,311	100.0%
Doddington	£12,799	£12,799	100.0%
Manea	£8,645	£8,645	100.0%
March St John	£25,681	£25,681	100.0%
March St Mary	£16,823	£16,823	100.0%
March St Peter	£34,909	£34,909	100.0%
March St Wendreda	£33,201	£33,201	100.0%
Welney	£5,337	£5,337	100.0%
Whittlesey Team	£60,344	£60,344	100.0%
Wimblington	£12,685	£12,685	100.0%
ST. IVES			
Bluntnisham	£18,769	£18,769	100.0%
Broughton	£4,505	£4,505	100.0%
Bury	£19,146	£19,146	100.0%
Colne	£18,783	£18,783	100.0%
Holywell	£18,769	£18,769	100.0%
Oldhurst	£5,631	£5,631	100.0%
Pidley	£5,631	£5,631	100.0%
Ramsey St. Mary (Team)	£4,875	£4,875	100.0%
Ramsey Team	£43,095	£43,095	100.0%
Somersham	£39,416	£39,416	100.0%
St. Ives	£56,678	£56,678	100.0%
Upwood (Team)	£8,340	£8,340	100.0%
Warboys	£28,156	£28,156	100.0%
Wistow	£4,505	£4,505	100.0%
Woodhurst	£5,713	£5,713	100.0%
ST. NEOTS			
Abbotsley	£7,369	£7,369	100.0%
Buckden	£50,600	£50,600	100.0%
Diddington	£2,652	£2,652	100.0%
Everton	£9,337	£9,337	100.0%
Eynesbury	£20,969	£20,969	100.0%
Gamingay	£37,348	£37,348	100.0%
Great Gransden	£17,535	£17,535	100.0%
Great Paxton	£11,303	£11,303	100.0%
Great Staughton	£27,088	£27,088	100.0%
Hail Weston	£9,866	£9,866	100.0%
Little Gransden	£10,107	£10,107	100.0%
Little Paxton	£28,000	£28,000	100.0%
Little Staughton	£5,253	£5,253	100.0%
Offord D'Arcy w Cluny	£5,938	£5,938	100.0%
Southoe	£3,732	£3,732	100.0%
St. Neots	£68,689	£68,689	100.0%
Waresley	£7,558	£7,558	100.0%
WISBECH LYNN MARSHLAND			
Clenchwarton	£9,646	£9,646	100.0%
Elm	£1,102	£2,000	181.5%
Emneth+Marshland St. James	£12,817	£6,000	46.8%
Friday Bridge	£1,381	£1,381	100.0%
Gorefield	£7,006	£7,006	100.0%
Leverington	£14,794	£3,500	23.7%
Newton-in-the-Isle	£7,258	£7,258	100.0%
Outwell	£6,274	£6,274	100.0%
Southoe w Parson Drove	£7,149	£7,149	100.0%
Terrington St. Clement	£29,565	£29,565	100.0%
Terrington St. John	£3,331	£1,350	40.5%
Tilney All Saints	£673	£673	100.0%
Tilney St. Lawrence	£2,952	£2,952	100.0%
Tydd St. Giles	£8,237	£8,237	100.0%
Upwell St. Peter	£8,437	£6,851	81.2%
Walpole St. Peter	£12,329	£12,329	100.0%
Walsoken	£30,455	£20,455	67.2%
West Lynn	£2,820	£2,800	99.3%
West Walton	£8,223	£8,223	100.0%
Wiggenhall St. Germans	£4,077	£4,077	100.0%
Wiggenhall St. Mary Magdalene	£1,833	£1,833	100.0%
Wisbech St Augustine	£21,517	£21,517	100.0%
Wisbech St Peter & St Paul	£29,223	£29,223	100.0%
Wisbech St. Mary	£11,096	£11,096	100.0%
YAXLEY			
Alwalton	£19,951	£19,951	100.0%
Chesterton	£3,124	£3,124	100.0%
Elton, All Saints	£9,803	£9,803	100.0%
Farset	£4,319	£4,319	100.0%
Fletton	£6,212	£6,212	100.0%
Folksworth	£10,359	£10,359	100.0%
Glatton	£10,137	£10,137	100.0%
Haddon	£5,200	£5,200	100.0%
Hampton	£34,265	£34,265	100.0%
Holme	£4,183	£4,183	100.0%
Morborne	£900	£900	100.0%
Orton Goldhay	£23,533	£23,533	100.0%
Orton Longueville	£20,105	£20,105	100.0%
Orton Waterville	£20,112	£20,112	100.0%
Sawtry	£23,363	£23,363	100.0%
Stanground	£26,679	£26,679	100.0%
Stilton	£15,018	£15,018	100.0%
Woodston	£2,266	£2,266	100.0%
Yaxley	£42,925	£42,925	100.0%
Cambourne	0	0	0.0%

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.

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