



The Church of England
Diocese of Ely

Annual Report 2016

Published 6 June 2017

Ely Diocesan Board of Finance

We pray to be generous and visible people of Jesus Christ.

Nurture a confident people of God

Develop healthy churches

Serve the community

Re-imagine our buildings

Target support to key areas

TO ENGAGE FULLY AND COURAGEOUSLY WITH THE NEEDS OF OUR COMMUNITIES, LOCALLY AND GLOBALLY

TO GROW GOD'S CHURCH BY FINDING DISCIPLES AND NURTURING LEADERS

TO DEEPEN OUR COMMITMENT TO GOD THROUGH WORD, WORSHIP AND PRAYER.

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Foreword from Bishop Stephen

Most of my trustee experience over the last thirty years has involved reading annual reports, mostly, however, to comb the financial accounts and see what the bottom line is. In more recent years, it has been a requirement of all charities to also set out their primary objectives and give an account of its activities through the year. Even so, I wonder how many of us more than skim those pages still, to get to the money.

The Diocese of Ely Annual Report defies that model. We have a report of the year's purposes and activities. These are all within the framework set by Ely 2025 which is exciting and very varied, but all around the compelling story of what God is doing with the Church and with us as part of that movement of Jesus.

Lots of people have taken up opportunities for training as disciples and leaders. Clergy have been engaged in conflict resilience training and in the Riverside leadership project. In the consultation about the draft Strategy in 2015, 'training, training, training' was the clear aspiration and now we are responding generously both as providers and participants. It is wonderful but not surprising, therefore, that we have more LLMs in training and a steady stream of ordinands coming forward.

The Annual Report is devised to see our common purpose and ambition set out according to the levers of the Strategy. This enables us to build a picture of how we are pulling things together in a transparent and rigorous way, and in a way that lets us capture some sense of the progress we are making. The Synod agreed to a three percent increase in parish share for this year that we are in. The corollary of this is that we all get to see how we are using the resource intentionally and accountably. We are seeking always to be good stewards of all resources. I am glad that Bishop David is taking a lead on the Generous Giving project which you will read more about in next year's Report.

At the heart of the Strategy is the invitation to share in a Way of Life for the people, parishes and networks of the Diocese which makes us accountable to one another for our life of prayer and praise. I have put spirituality under mission deliberately, so that we rejoice in the inner and outer of the same thing: because we have died and our life is hidden with Christ in God, we can be the heart on the outside for Him – in our schools and parishes and our networks of younger adults, youth and children.

I am so thankful that we are working towards being a genuinely blended Church in which we celebrate traditional patterns alongside and often interwoven with fresh expressions. We have the great commission of which we are reminded particularly between Easter and Pentecost to draw people to the gospel. I am looking forward to Thy Kingdom Come becoming a key feature of our Annual Report in the future.

I take this opportunity to thank Bishop David, the Archdeacons, Paul Evans and all my colleagues for making so much of this activity possible. Most of all, I thank you who are members of the Diocesan Synod and our wider church family for responding so generously to God's invitation to be fully alive in Him.



*The Right Revd
Stephen Conway*

Bishop of Ely

A handwritten signature in black ink that reads "Stephen Conway". The signature is written in a cursive, flowing style.

People Fully Alive: Ely2025

In recent years the house I live in has suffered from some movement - it's not quite what it was. Cracks have appeared in the plaster work and one corner seems to have moved rather dramatically. For those who have not seen my house, let me describe it to you.

Essentially, there is the main house and coming away from the front is a small extension. Originally built at the same time as the main house it has now become detached, literally making a break from the main structure!

Tests have been done and it has been discovered that the foundations for the extension aren't sufficiently deep - hence the movement.

These things happen and in time the problem will be rectified. The main structure is sound, but some parts have been found inadequate and need renewing as conditions surrounding the house change (such as changes in the soil as the ground gets drier). Those who know about these things have come in and told me that the foundations need to be deeper and that part of the house will have to be rebuilt.

For me it has become something of a parable for us as a Diocese. As the ground in which we work, the society around us, has changed, so we are called to adapt to the new circumstances. I believe this is what we are seeking to do with our Diocese. We are seeking to adapt to the changing circumstances we find ourselves in and to shape the church for the future.

As I have discovered, foundations are important and 2016 has been a year in which we have laid the foundations for A People Fully Alive: Ely2025.

Upon strong and stable foundations, a reshaped, renewed church can be built. Just like with my house, most of the foundations are in place and not everything has to change, just some parts. And again, like my house, we build upon what we have inherited.

Shortly after the Diocesan Synod approved the Strategy in autumn 2015, a resource manual was produced to help parishes reflect on what God was doing in their midst and what He was calling them to do in the future.

Every parish was sent a copy and an updated version can be found on the diocesan website here - <http://www.elydiocese.org/about/our-strategy-ely-2025/resources-and-support>

Other parts of the foundations include:

- The appointment of The Revd Rob Taylor to help parishes as they re-imagine what it means to discover a vocation. This may be a vocation to teaching, business or some form of ministry in the Church of England - lay or ordained.
- The appointment of The Revd Canon Mike Booker to assist the ministry in our market towns.
- Preparing for the appointment of someone to work with parishes as they engage with baptism families.
- Developing lay leadership, including the possibility of creating a greater number of parish administrators.
- Appointing someone to work with all forms of lay ministry including Churchwardens, Authorised Lay Ministers, Licensed Lay Ministers and those countless numbers of people who just use their gifts to serve the local congregations.
- Improving communications across the Diocese, especially in the quality and content of information coming out from the Diocesan Office. The constantly improving website is a key element of this.
- Starting work on "A Way of Life" for us as a Diocese.
- Producing the Lenten Bible study material on Philippians - All Loves Excelling.
- Exploring Generous Giving as a way of helping parishes make the most of their finances.
- Supporting the ever expanding Diocese of Ely Multi Academy Trust.
- Developing and enhancing our commitment to Safeguarding
- Creating the Ely Growth Fund to help parishes as they undertake new approaches in mission.

These are just some of the things we undertook in 2016 so that People Fully Alive would be built on strong foundations.

More details of all these things can be found within the following pages of this Annual Report.



*Hugh McCurdy
Archdeacon of Huntingdon and Wisbech*

*Chair of the working group that produced
A People Fully Alive: Ely 2025*





Safeguarding

Diocesan Safeguarding Adviser (DSA): Rebecca Boswell

Diocesan Safeguarding Officer (DSO): Sarah King

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 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 handled and how it may impact on survivors. The complementary, responsive work of the Team is to provide advice, guidance and leadership whenever concerns arise about the possible abuse of a child or vulnerable adult of any age.

Safeguarding referrals to the Team in 2016

In 2013 there were 55 referrals made to the (then) Bishop's Safeguarding Adviser. During 2016 this number rose to 109. At this stage it is not possible to be certain of the reasons for this increase, but it may indicate an increasing willingness to 'think the unthinkable' and to raise issues of concern and seek professional guidance.

Each referral is unique and has differing, sometimes far-reaching consequences for all concerned. Some may involve short-term consultation or advice, whilst others may require in-depth, inter-agency investigation.

The following table shows the 109 new referrals to the DSA during 2016 by their primary category.

Primary Category	Number of new referrals
Allegations against an identified person	39
Safeguarding concerns raised by congregation member	12
Re person convicted of offences against children	9
Re information on DBS or Confidential Declaration	10
Re conduct issues (staff/volunteer/congregation)	5
Requests for information from police	4
Re known, ongoing cases	4
General safeguarding issues (events to be held, etc.)	26

During 2016 there were a further 15 referrals to the DSA which involved information-exchange with other dioceses or were national cross-boundary cases.

During 2016 one church employee was convicted in relation to downloading indecent images.

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 statutory social care authorities and the police. Many alleged and convicted perpetrators of abuse move from place to place and thus thorough inter-diocesan and inter-agency cooperation is essential in seeking to protect the vulnerable.

During 2016 the DSA compiled nine formal Safeguarding Agreements relating to newly reported cases or to the reviewing of known, historical cases. The subject of the Agreement participates in this process and the requirements of the Agreement are subsequently monitored. The purpose of such Agreements is to protect all within the church community, including the subject him/herself.

Disclosure and Barring Service (DBS)

The DSO has responsibility for ensuring that all relevant staff, volunteers and members of congregations have appropriate DBS checks completed. The DBS checking procedures are now available online but a large proportion are completed with the DSO. During 2016, 975 were applied for in the Diocese. These checks are an essential part of ensuring the safety of all participating in church community activities.

Safeguarding Training

During 2016 the National Safeguarding Team circulated its 'Safeguarding Learning and Development Framework' which details the types and levels of safeguarding training to be delivered by each diocese to all clergy, laity and volunteers within the church.

A timetable for delivery of the new training modules was also included. This area of work will be subject to national audit at some stage. The resourcing implications of delivering this schedule and the increased requirements upon those to be trained have caused concern and prompted debate among

the majority of dioceses.

The Ely Safeguarding Team is seeking to face this challenge, attending 'training for trainers' courses for the new modules and beginning to fulfil the commitments of the 'Learning Framework'. The National Team was reviewing the document in December 2016 and any changes will be reflected in the Ely Team's Strategic Plan 2017.

There are clearly resourcing issues to be faced. The lead trainer is the DSO, assisted by the DSA and our small group of volunteer trainers continues to contribute by delivering some courses, for which the Ely Team is very grateful.

The Ely Team also expresses its appreciation for the 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.

Diocesan Safeguarding Management Group (DSMG)

During 2016 the National Church required that each diocese should appoint an independent lay Chair to its DSMG. In July 2016 Canon Janet Perrett, Ely's DSMG Chair, stood down after many years of much-appreciated service in that role. The new Independent Chair, Katharine Jeary, was appointed from September 2016.

Ely DSMG 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 and guidance on policy and practice matters. During 2016 the DSMG assisted particularly with the challenges of preparation for the Ely safeguarding audit and the implications of the new training requirements. Ely Safeguarding Team is very grateful for all the contributions to its work made by diocesan and partner-agency members of the DSMG.

Past Cases Review

During 2016 a review was undertaken by the Church's National Safeguarding Team of all dioceses in relation to the Past Cases Review of 2009 and its continuing legacy. The Ely DSA completed a screening questionnaire and interview as part of that review. The responses of all dioceses are being considered currently, and we await a decision about how this process will be taken forward.

Social Care Institute for Excellence Audit (SCIE), July 2016

In line with the National Church's policy of auditing safeguarding work within each diocese, Ely underwent this process in July 2016. The Social Care Institute for Excellence were the auditors. Their written report was received in September 2016. Whilst the majority of the report was positive, there were also constructive pointers to areas for improvement.

Following the audit, for example, new Complaints and Whistleblowing policies were compiled and published and changes were made to the safeguarding website. Other issues will be addressed in the Team's 2017 Strategic Plan. The outcomes of the audit were verbally presented by the DSA and the DSMG Independent Chair to the Bishop's Council and to the Diocesan Synod in the autumn 2016.

The Audit report can be viewed on the Diocesan website at www.elydiocese.org/safeguarding/social-care-institute-for-excellence-audit-report.

Independent Inquiry into Child Sexual Abuse (IICSA)

The Church of England is a Core Participant in the Independent Inquiry. The Inquiry has confirmed that the first public hearing relating to the Church of England will be held in March 2018. The Diocese of Ely, along with all other dioceses, has responded to four formal information requests from the Inquiry during 2016. The scope of information required has necessitated considerable research of historical records in relation to the criteria. In 2017 the Inquiry plans to undertake further research into how the Church of England has implemented safeguarding policies.

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 Local

Safeguarding Children Board (LSCB). The DSO is the diocesan representative on the Local Adult Safeguarding Board Training Group and is also a member of the LSCB's Local Practice Group Planning Committee.

The DSA, the DSO and the DSMG's Independent Chair are all active in their respective regional and National Church safeguarding fora. During 2016 the National Safeguarding Team produced a raft of consultation documents on revised or new policies and procedures, followed by meetings to discuss the changes. Useful, strong links have been developing between Ely and the National Team, which regularly provides helpful, timely advice.

Looking forward

Whilst continuing all the work outlined above, during 2017 the Ely Safeguarding Team plans to give priority to three specific strategic areas. These are:

- to learn from the past and to implement that learning
- to ensure that office holders, lay staff and volunteers are supported in effective and consistent safeguarding practices
- to develop a quality assurance framework for safeguarding activity.

Finance

Finance Committee

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

The result of 2016 was a surplus of £138,000 compared to a budget surplus of £51,000 which allowed us to transfer a further £14,000 into the Ely 2025 fund for new parish growth initiatives in 2017 and onwards. The Diocese of Ely has a sound financial base to carry forward our 'People Fully Alive' strategy for growth. Faithful and generous giving by parishes and people is at the heart of this position.

Ministry Share receipts increased by £65,000 (1.3%) over 2015. The overall collection was 98.5% with 11 out of 15 deaneries paying in full. A full list of parish payments can be found at the end of this Report.

Ely Diocesan Board of Finance Summary

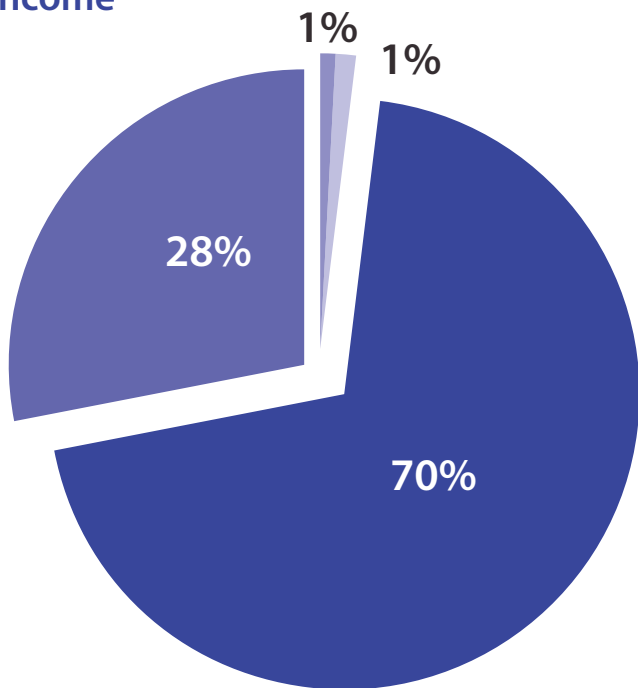
General Unrestricted Funds for the year ended 31 December 2016

Income (£000)	2015 Actual	2016 Actual	2016 Budget
Ministry Share	5,171	5,236*	5,237
Parish fees	341	346	369
Total	5,512	5,582	5,606
Investment income and let houses	2,235	2,231	2,121
Archbishops' Council	63	63	60
Other Income	147	112	101
Total	7,957	7,988	7,888
Expenses (£000)			
Parish clergy direct costs	4,948	5,040	5,209
Clergy and parish support costs	1,298	1,262	1,167
Contribution to National Church	528	545	545
Curates, ordinands and vocations	722	670	655
Other investment in the future	175	257	255
Non recurring restructuring costs	0	62	6
Ely2025	200	14	0
Total	7,871	7,850	7,837
Surplus (Deficit) for the Year	86	138	51

* The difference between the figure for ministry share shown here and at the back of this report comprises the deanery rebate for deaneries completing 100% of their share.

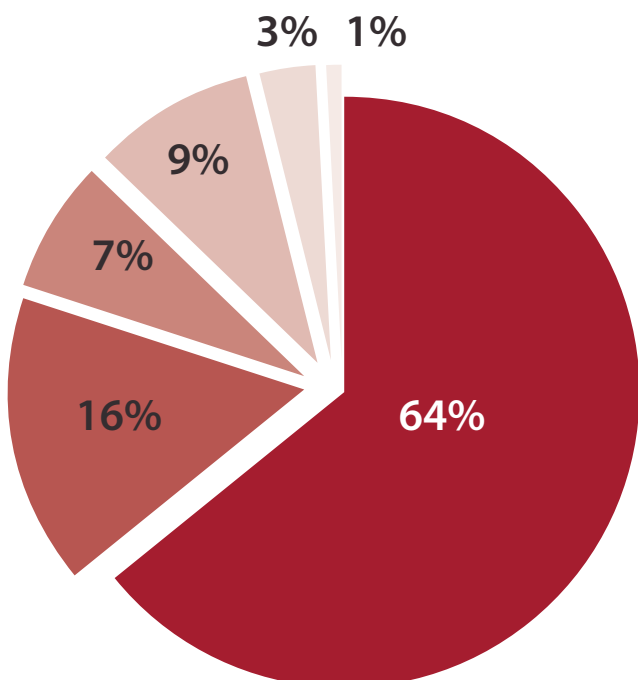
2016 Actual Income and Expenditure

Income



-
- Ministry Share and fees - 70%
 - Investments & let houses - 28%
 - Other income - 1%
 - Archbishops' Council - 1%
-

Expenditure



-
- Parish Clergy direct costs - 64%
 - Clergy & Parish support costs - 16%
 - Curates, ordinands and vocations - 7%
 - National Church - 9%
 - Other investment in the future - 3%
 - Non recurring restructuring costs - 1%
 - Ely 2025 - 0%
-



Ministry

Council for Ministry

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

Director: The Revd Canon Linda Church

2016 has seen further growth in the provision and take up of training and learning opportunities. The Training Booklet offered 50 pages of a variety of events for both clergy and lay people. We remain committed to holding more shared learning.

For example, 57 attended the Parish Administration course, 29 attended the Multi-congregation Ministry and around 250 attended Professional Conduct Days, including Retired Clergy.

Continued Ministerial Development (CMD)

Director: The Revd Canon Linda Church, **Administrator:** Jennie Woolston

The CMD programme continued in 2016, both through the regional CMD programme and by supporting clergy and licensed lay ministers in training days and retreats.

During 2016 we supported lay and ordained colleagues with £25,000 of funding, plus £26,000 on leadership development.

Initial Ministerial Education (IME)

Director: The Revd Canon Linda Church, **IME Officer:** The Revd Canon Jessica Martin
Administrator: Jennie Woolston

Jessica Martin took over as IME Officer in September 2016. During 2016 ten Deacons and 20 Curates took part in the IME Phase 2 programme. A number of recently licensed LLMs (Licensed Lay Ministers) also joined them for some of the sessions. Nine Training Incumbents attended the Regional Supervision Skills and five Year 3 Curates joined a 24 hour Regional Retreat on 'Moving into Incumbency'.

Ministerial Development Review (MDR) Director: The Revd Canon Linda Church, Administrator: Angie Beavis

During 2016 we said goodbye to The Revd John Fellowes, The Revd Huw Jones, The Revd John Binns and Richard Turpin as Reviewers and welcomed on board The Very Revd Peter Judd, The Revd Canon Sue Wyatt, The Revd Canon Wendy Thomson, Dr John Fells and Dr Fiona McCullough.

We have continued to review the paperwork and the effectiveness of the 'review'. During 2016 there were 124 members on the MDR register (this included three College Chaplains). 118 reviews were held with six deferred until 2017.



Vocations Bishop's Officer for Growing Vocations: The Revd Dr Rob Taylor

Vocations has undergone significant changes in 2016 - with Kate Aylmer's move to concentrate on the selection of LLM candidates and the appointment of a full-time Bishop's Officer for Growing Vocations. This new post is tied to the Ely 2025 Strategy, encouraging engagement with a broad understanding of Vocation, which will lead to more candidates coming forward for Church-based ministries.

During 2016, two Parties with a Purpose (encouraging candidacy for LLM ministry) were held - one in time for the 2016 selections and one in preparation for the 2017 selections. These two events saw nearly 60 people find out more about LLM ministry and led to a number of candidates applying for selection.

The Revd Anna Matthews and her team continued working with and putting forward candidates for Ordination.

2016 Vocation Figures

LLM

- Total Number of new LLM Enquirers: 17
- Number of Candidates interviewed for LLM Training: 8
- Number of Candidates deferred for re-selection: 3
- Number of Candidates selected for LLM Training: 5 (3 from 2015 and 2 from 2016 enquirers)

Ordinands

- Total Number of Ordinand Enquirers: 20
- Of which Withdrawn: 3
- Of which paused: 2
- Of which selected for DDO: 8
- Of which working with VA: 7

Since the arrival of the new Bishop's Officer, Rob Taylor, several initiatives and an overhaul of the present Vocation Advisors System have begun.

To raise the profile of Vocations, a new daily item was introduced into the Diocesan Prayer Diary. Its themes cover various occupations and some of the wider aspects of God's Calling in our lives to "Life in all its fullness".

A support group for those considering vocation, who attended the "Party with a Purpose" in November 2016, was started and it is envisaged to continue to meet in 2017. It meets monthly and will provide opportunities for questions and requests, enabling support all the members, regardless of how their vocation works out.

2017 offers scope for many new developments in Vocation, not least with the appointment of full time administrative support for Anna and Rob.



Training for Licensed Lay Ministers (Readers) and Occasional Preachers

Ministry Training Officer: The Revd Canon Nick Moir

Seven Licensed Lay Ministry candidates completed their training in July 2016 and were admitted as Readers in October. Six began their training in September 2016 and one has resumed. Most complete two years of ministerial and theological formation with ERM (Eastern Region Ministry Course), completing a Certificate in Theology, Ministry and Mission validated under the University of Durham Common Awards scheme. We expect another six or seven candidates to be admitted and licensed in October 2017.

During 2016 we held the first training for Occasional Preachers. This is a new Authorised Ministry where the Bishop delegates authority to incumbents to allow Occasional Preachers to preach, where there is evidence of a good grounding in biblical and theological understanding, some existing training in preaching and a training/working agreement in place (which has been negotiated between the incumbent, candidate and the Ministry Training Officer). During 2016, six occasional preachers received letters of authorisation from their incumbents and a further 12 began or continued the process.

Authorised Lay Ministry (ALM)

Vocations Team: The Revd Steve Rothwell

Participants on ALM modules go on to be authorised as lay ministers once they have successfully completed the Disciples for Growth course. From 2016, all ALMs are authorised and re-authorised within Deaneries for a term of four years.

The breakdown of participants in each module run in 2016 is as follows (the figures in brackets indicate the number of participants who received authorisation certificates in 2015):

- Pastoral Assistants: 15 (4)
- Youth Ministry 9: (1)
- Children's Ministry: 9 (2)
- Worship for Today: 10 (5)

2016 included a new module on Lay Chaplaincy in Schools and ten people completed this training (four have received their authorisation). Many participants will receive their authorisation certificate in 2017, or are yet to complete the Disciples for Growth course.

Some people participate in training without going on to be authorised due to their own circumstances. For example they may belong to a different church denomination, or there is a vacancy in their parish or they do not wish not to be authorised.

Growing as a Disciple

This ten-session course, whilst part of the Authorised Lay Ministry (ALM) training, is open to everyone. Each two hour session is a mixture of input, group discussion and reflective worship. Here we delve into the Bible to appreciate God's big story of salvation and His purposes for us, to deepen faith and grow in confidence to express our faith in our communities and workplaces.

Groups are limited to ten people to enable good interaction. We have been experimenting with various formats for different contexts: two Saturdays with six evenings in Wisbech; in Granta deanery we combined sessions over five Saturdays to fit with work schedules; St Neots Deanery have run three ten-week courses so far and one incumbent is using it post-confirmation for working mothers.

Since its launch in 2015 nearly 200 people have done the course and feedback has been positive. For some, the journey through the Old Testament has been a new experience. But for many it has refreshed faith and inspired others to consider lay ministry training or, vitally, to offer their gifts to their churches and communities.

A further 15 groups are being planned for this year and we are grateful to those clergy, and the faithful group of LLMs, who have led groups.

Ordinands

Director of Ordinands:

The Revd Canon Anna Matthews

Secretary: Ben Webb

Ten deacons and 11 priests were ordained in 2016. There are 28 ordinands in training at 10 different colleges and courses. Of the Ely ordinands in training, 58% are classed as young vocations (under 32 at the time of starting training). The national figure is around 25%.

One third of the Ely ordinands in training are women: a vocations day for young women was held at the beginning of 2017 and a number of those who attended are now engaged in the Diocesan discernment process.

Coaching and Mentoring

Two work-coaches have worked alongside six clergy and a team of eight mentors have supported newer clergy in their transition from curacy or into a post from another Diocese.

Resilience in Conflict

Bishop's Officer for Resilience in Conflict: The Revd Ruth Adams

We are continuing to roll out a programme for all clergy and lay leaders. This year a course was held for Authorised Lay Ministers in Waterbeach on a Saturday and was attended by 16 people. Eight members of the clergy signed up for the course held in January, February and March 2016.

An additional course on three Saturdays for lay people was attended by 14 candidates.

Ruth Adams has worked with a number of clergy and PCCs involved in potential conflict situations.

Self-Supporting Ministry (SSM)

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

This year Jenny Gage has worked with the 12 SSM curates and SSM colleagues to support the development of role descriptions and working agreements. Jenny also supported IME2 (Initial Ministerial Education – Phase 2) sessions to help inform reflections from the SSM experience.

Leadership

Tools for Leadership

Karin Horowitz

In 2016 an evening course for Lay People attracted 11 people, a day course for Clergy a further 12 candidates. There are two action learning sets running bringing the total to six sets.

Riverside Programme

Six clergy were invited by the Director of Ministry from the Diocese of London to take part in the programme, focussing on leadership for change.

A Year in the Life of Licensed Lay Ministers (LLMs) Warden of Readers: Steve Mashford

2016 began with the return of Bishop David to the Diocese of Ely. With it came "Party with a Purpose" which people from across the Diocese were invited to discuss the vocation of LLMs (Readers). There was a fantastic turn-out, with over 30 people coming and searching for a vocation in this ministry. From this group, 10 went forward for selection.

2016 also marked the celebration of 150 years of Reader Ministry. On 5th May, Ascension Day, a group went to All Souls, Langham Place, to celebrate this anniversary in the presence of H.R.H. The Duke of Edinburgh, the Patron of the Central Readers Council. There was in the region of 650 people in attendance, representing every Diocese in the Church of England and Wales.

The anniversary marked the date that the office of Reader was revived for a second time at a meeting of Archbishops and Bishops at Lambeth Palace on Ascension Day, 1866. An archdeacon had seen the scope for greater service from the laity and as the Bishop of London put it at the time; *'Every day convinces me more and more that some such organisation is necessary to reach the great mass of people'*.

The key prompt for this was the inability of the church to cater for the growing population, from nine million in 1801 to 20 million in 1861 and not just the sheer numbers, but the increasing concentration in cities.

The debate centred not on the need for what we now call LLMs, but on their role. The early Readers were teachers and catechists working in Sunday Schools and organising activities for young people. They also lectured to adults and ran Bible classes and would appear as leaders of worship in mission halls or in the open air.

Today the Diocese has 152 LLMs, evenly split between both men and woman. On 26th August 2016 we also celebrated the 100th birthday of our oldest Reader, Genesta Harris. A fantastic achievement from someone whose 100 years has spanned two thirds of the 150 years of Reader ministry.

Readers in the Eastern Region

To further celebrate the 150 Year Anniversary, a vision of 'Blue scarves' taking over the city of Ely was realised. On 29th October, over 240 Readers came from the Dioceses of Ely, Peterborough, Norwich, Chelmsford, Ely and Ipswich and St Albans for a day of celebration at Ely Cathedral. This brought Readers together from what we now refer to as the Eastern Region.

There were various workshops in the morning on subjects including "Ministry to and by the elderly", "A Biblical View of Lay Ministry" and "The work of Prison Chaplains". The afternoon saw a service of Celebration in Ely Cathedral. It was quite fitting for this to be hosted in Ely due to our Diocese being one of the original to start this revival and this gathering

Triennial Service

In October 2016 we also celebrated our Triennial Service. Held in Ely Cathedral, all of our LLMs come to be re-licensed and we had an excellent turnout of over 100 LLMs. This annual service is also a time to admit and license the newly trained LLMs and those joining us from other Dioceses. We also celebrate those who have completed three years since being licensed with the John Hullock award. Lastly, we also celebrate those who have completed 25 years' service.

I think we can truly say that LLM (Reader) ministry is Fully Alive in 2016 as we also look forward to 2025. Not only does this include the varied ministry that they carry out, but also Reader involvement in leading courses such as the 10-week 'Growing Disciples' course, developed in this Diocese.





Education

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

Diocesan church schools remain a powerful and growing expression of our Anglican mission for those of all faiths and none, serving the common good. Regardless of church school type, the Diocese remains equally obligated to the 14,000 children, 25,000+ parents and 3,000 staff who make up our Diocesan church school communities across a 1,500 square mile catchment area.

In a typical school week over 15,000 children and adults attend at least three collective acts of worship in each school. Ensuring that our schools retain their Christian distinctiveness remains a key priority of the Diocese of Ely Board of Education team.

Our schools remain strong academic performers, with delivery founded upon strong Christian principles. In the 2016 results, four schools were listed in the top ten schools in Cambridgeshire for the achievement of their pupils at the end of Key Stage 2. In addition, a number of

our schools received letters from the Secretary of State congratulating them on the improvement in the results of their disadvantaged pupils.

In the face of funding shortages and huge upheaval in the sector in 2016, we have remained determined to preserve our Church school heritage for future generations and much of the year was spent protecting, nurturing and growing our footprint.

A key event for the Diocesan Board of Education (DBE) in 2016 was the launch of the Church of England's *Vision for Education; Deeply Christian, Serving the Common Good (GS 2039); July 2016*. This prompted a refreshing of the DBE Education Vision for 2016 onwards, reflecting and delivering the key messages described in the Church of England's vision statement.

Our refreshed Vision can be summarised as promoting educational excellence everywhere for everyone. In our church schools the **deeply Christian** foundation for this vision will be seen explicitly in;

- High academic expectations
- High quality learning in RE and across all areas of the National Curriculum
- Authentically Christian worship sensitive to those of other faiths or none
- A strong Christian ethos, sensitive to those of other faiths or none.
- In our wider educational contexts in the community, in human flourishing that can inspire what the school is and does.

The vision has **life in all its fullness** (John 10:10) at its heart, embracing the spiritual, physical, intellectual, emotional, moral and social development of children and young people equipping pupils and teachers with the capacity to wrestle with the big questions of meaning such as 'Who am I?', 'Why am I here?', 'What do I desire?' and 'How then shall I live?'. It is about 'educating the whole person' - what the 1988 Education Reform Act sees as physical and intellectual development united with spiritual, moral, social and cultural development.

This vision embraces **excellence and academic rigour**, but sets them in a wider framework. This is worked out theologically and educationally through four over-arching characteristics which permeate the DNA of our vision for education:

- Wisdom
- Hope
- Community
- Dignity

The vision is thus for the **common good** of the whole human community and its environment, whether national, regional or local. It explicitly:

- is hospitable to diversity
- respects freedom of religion and belief
- encourages others to contribute from the depths of their own traditions and understandings
- invites collaboration, alliances, negotiation of differences, and the forming of new settlements in order to serve the flourishing of a healthily plural society and democracy, together with a healthily plural educational system.

To realise this ambition in 2016 and beyond and with local authorities no longer deemed to be running schools and

having a narrower remit, the Diocese has increasingly taken the place as a system leader in education.

In short, our aim is to secure transformational outcomes for young people by combining academic rigour with a rounded approach to personal development.

Necessarily our support in 2016 has demanded greater hands-on support for voluntary aided and voluntary controlled local authority schools, directly running church schools through the Diocese of Ely Multi Academy Trust (DEMAT) and meeting much more regularly with Ministers, senior Department of Education (DfE) Officials and liaising with the Local Authority.

Our work to support the much-valued head teachers, teachers and support staff in our schools remains the core focus of our efforts. Key to this is the development of systems leadership which is based on the Christian principles.

Head teachers and consultants work with the central team to ensure that all schools receive a termly visit from an Ely Diocesan Regional Adviser (EDRA). Such advisers made over 150 visits to schools in 2016, ensuring that the majority of our schools remain in regular contact with the Diocese. A significant number of schools have been visited multiple times by members of the central team during the year, proportionate to their needs.

Ninety per cent of schools (represented by head teachers, other school leaders and governors) have also attended seminars to discuss the future structure of Church schooling in the light of the government's intentions to convert all schools to academies.

A significant continuing development for 2016 and the next year has been the ongoing expansion of the Diocese of Ely Multi-Academy Trust (DEMAT). Following more than 20 review visits to see its academies in action and ongoing reviews of the capacity of the Trust to offer support, the Department for Education and Regional Schools Commissioners (RSC) Office has recognised that the trust is effective and has good capacity to grow.

This was an important ratification of the hard work of the Trust, executive officers and head teachers in 2016. In fact, the Trust grew to 24 schools by December 2016, with six further schools also approved to join – thus bringing the

Trust's size to 31 (including a new free school) by spring 2017 and a turnover more than £26 million per year.

The strategy going forward is to ensure that the schools in the DEMAT family continue to get high quality support in all areas of their functionality. This is defined in a new operational handbook for 2016, including a forensic strategy for monitoring and ensuring school improvement continues, irrespective of the status of the school. Over 2016 the DEMAT operational team grew further in order to provide more experienced and knowledgeable support for a growing portfolio of schools. This is a bespoke service for each school as we recognise that the schools have different priorities depending on location and need and one model does not fit all.

Currently there are another ten church schools wanting to join DEMAT for whom we are undertaking due diligence, with several community schools wishing to explore what joining DEMAT would look like for them.

In 2016 the Diocese continued to strengthen links with the four stand-alone academies - St Bede's, Bourn, All Saints and Buckden – all of which continue to flourish under strong leadership. The two inter-church (Anglican-Catholic) academies of St Bede's and All Saints remain a much-valued ecumenical part of our church school family, with the Diocesan Director of Education (DDE) now sitting on the Board of the National Methodist Family of Schools (MAST).

Supporting the professional development of all staff in schools has remained high profile. Over the course of the year, the Diocese arranged and hosted numerous development courses, particularly emphasising the importance of resilient leadership and the contribution of all individuals to a greater whole.

Nine schools and academies were inspected by Ofsted in the 2016 academic year. Eight maintained or improved their grades for overall effectiveness. Three schools that were previously judged to be good maintained their good grades.

Sixteen schools and academies were inspected according to the national framework for the Statutory Inspection of Anglican and Methodist Schools (SIAMS), in which the focus is on evaluating the effect that the Christian ethos of the church school has on the children and young people who attend it. Of these, no schools were judged to be below good for overall effectiveness, eight were judged to be good and eight were considered to be outstanding.

The work of all our Governors has remained instrumental in our schools' successes over 2016. In particular, the contribution of our ordained and lay Foundation Governors remains of significant importance. We have continued to

develop our work-streams that focus on protecting and nurturing such support, and will be working hard to further assist the vital work of voluntary leaders in this vital area.

The work undertaken in 2016 thus continues to build the Diocesan capacity to be a central leader in educational activity and thinking across the region. With the pace of change driven by a national policy of local determinism, it is vital that the Diocese continues to rise to the challenge of providing strong Christian-based educational leadership in this way.

This work will continue in 2017, with a growing emphasis on local collaboration and strengthening links between the church and the local communities so that schools can lie at the heart of the parishes and communities that they serve.

Mission

Council for Mission

Chair: The Right Revd Dr David Thomson, Bishop of Huntingdon

Director: The Revd Canon Peter Wood

Mission Funding

A new higher level start-up fund for mission was initiated in 2016. The first two recipients of this new Growth Fund included support for the pioneering work done through Jon Canessa among the homeless and new housing near Cambridge train station as well as support for a Children and Families Worker in Somersham.

Twelve projects were supported by the Local Mission Project Fund (LMPF), with over £17,000 given as LMPF grants. Project recipients included three Messy Churches and three Youth based projects, others included support for Parish Nursing and Mission weeks.

In 2016 Clare Redfern began supporting us and took on the mantle of Diocesan Co-ordinator for the Environment. The Revd Jon Canessa also became the Bishop's Officer for Homelessness.

As part of helping churches put into practice the Diocesan strategy – "People Fully Alive; Ely 2025", the Mission department, alongside Ministry, increased the numbers of training opportunities it offered.

Kigali

In June 2016, a small group under the leadership of the Director of Mission visited Kigali in order to further the Diocesan link. This included forging new parish links, learning more about the need for theological training and seeing the work we have supported in terms of archive research. Thanks to the fund-raising support from members of Ely Diocese, 83 bicycles and one motorbike were purchased to support the work of the catechists and pastors. Preparation was also made for curates to visit in the future as part of their training.

Social Justice

Diocesan Social Justice

Co-ordinator: The Revd Jes Salt

We seek to obey the biblical exhortation to 'have regard for the weak'. Foodbanks remain an area where many of our churches are involved. Sadly, the need for foodbank services in the Diocese continues to increase.

While many of our churches provide support for their local foodbank centre, in 2016 over 30% of the Diocese reported that they do not. We are continuing to engage with other agencies such as Christians Against Poverty (CAP) and the Church Urban Fund (CUF), who are looking to meet the need, as well spread the gospel across the range of social need.

Social action is often worked out ecumenically and there is an increasing awareness of the need to ensure that the work in the different social need areas such as food relief, debt and homelessness has begun to be more closely co-ordinated.



The Children's Society

The aim of The Children's Society is to give every child in this country the greatest possible chance in life. It does this by working with children suffering from multiple and serious disadvantages and by campaigning and lobbying for legislative and policy changes to tackle the causes of such disadvantages.

The Diocese of Ely is piloting a new form of partnership between churches and The Children's Society with the aim of providing effective and sustainable support to the charity whilst also making its work and campaigns central to the church community.

The new model has been developed and successfully implemented at St Andrew's, Stapleford and it is hoped it can be rolled out across the Diocese and beyond.

Cambs Deaf Churches Review

2016 was another busy year for Deaf Church. Sunday Services are being signed monthly by a committed group of volunteers in BSL (British Sign Language) at Hemingford Grey, St. Barnabas Cambridge, Soham and Downham Market.

Monthly Bible studies in BSL are well attended in Cambridge and Huntingdon, where we have been looking at the Old Testament and discovering God's story of love and grace throughout history.

We held services in BSL to celebrate Easter and Christmas, both were well attended and provided an opportunity to invite others who don't usually come. A Harvest Festival in BSL was held in Downham Market with Deaf Christians from throughout the East of England.

Deaf church members also attended New Wine and Greenbelt Festivals, as well as the GoSign Festival in BSL - all provided opportunities for fellowship with other Deaf Christians and to be encouraged in their faith.

We have seen Jesus change our lives and our prayer is that members of the wider Deaf community will be touched by God as we seek to serve them and share his love.

Spirituality

Spirituality Adviser: The Revd

Canon Jane Keiller

During 2016, the team of 'matchers' continued to find spiritual directors for those seeking someone to accompany them in prayer. The team meets monthly and deals with approximately seven requests each time.

Spiritual directors from within the Diocese have been involved with several weeks of accompanied prayer and recognising that such events can bear fruit, we are currently working on a new scheme which we hope will make them more widely available in the future.

In July 2016 we hosted and helped organise another prayer day in the cathedral – 'Living in God's Time'. The Revd Canon Anna Matthews was the guest speaker and over a hundred people attended. The opportunity to receive teaching and space to pray in such a beautiful setting was very much appreciated and we were encouraged by the numbers attending.

Young Children and Training

Children's Adviser: Debbie Hill

Spring 2016 saw the delivery of a new revised Authorised Lay Ministry Course for those working with children. Nine people completed the course with several going on to become lay ministers.

A Core Skills Course was offered at St John's the Evangelist, Cambridge, where eight people trained. A Collective Worship Training day was also delivered for School Heads, Deputy Heads and Children's Workers, as well as clergy going into schools.

Forty people gathered to hear Ronni Lamont share her experience of how to engage effectively with children, using the structure of collective worship imaginatively and by experimenting with the creation of their own assemblies.

New in 2016 was the course 'Refreshing and Casting Vision' - devised by Debbie Hill (Children's Adviser) and Rachael Heffer (Youth Adviser) - for working with church based children and youth teams to review their work with children and young people. This evening course enabled churches to strategically consider the journey of a child from birth through to becoming a young adult. It provides opportunities to consider what the church is offering and whether that provides sufficient opportunity for growth and the development of faith and gifts of each young disciple, with some practical resources to support development.



Two training events were offered ecumenically with GenR8 and URC Eastern Synod. Starting in January 2016, the Big Picture event gave 40 delegates the opportunity to step back and reflect on their own ministry in working with children.

This was followed in the Autumn with a Train Up event entitled 'Encounter' where 70 delegates were offered the opportunity of 14 workshops, including a specific stream for working with under five's.



Messy Churches



There are currently 69 Messy Churches in the Cambridgeshire Region, with 54 held in Church of England churches. There were eight new Messy Churches, started in 2016. Messy Churches meet in churches, halls and schools at different times of the week or month, responding to the different needs of the community.

They all offer a Welcome, Creative Session, Celebration and a Meal together. Although these are interpreted in different ways, each welcomes those in their community, particularly young families, to grow in faith in an engaging and relevant way.

Debbie Hill says: "Throughout 2016 I was delighted to visit 12 Messy Churches and advise several more how to access Local Mission Project funding and how to set-up a new Messy Church in order to effectively engage with the local community". To find out more, please contact Debbie at debbie.hill@elydiocese.org"

Our Youth - Reflecting on 2016

Youth Adviser: Rachael Heffer

2016 brought significant growth to the relationships held with many volunteers and paid Youth workers in the Diocese. This resulted in an increase in engagement with Diocesan Youth-focused events and training and in the in-roads made for partnership, training and enabling churches in their engagement with 11-18 year olds.

Engagement with young people and secondary schools

The Diocese of Ely has a desire to work with young people in secondary schools and mobilise clergy and lay volunteers to engage more with their teenagers in local schools. Therefore a new role for the Huntingdon area - Secondary Schools Coordinator - was agreed as a full time post.

Youth Event Partnerships

Working in partnership with a wide range of youth agencies, Rachael Heffer has encouraged the growing participation of many youth groups and young people. This was seen within the youth events delivered by the Cambridge Youthwork Collective (a group of partnering Youth agencies) working with Hope Revolution and others across the Eastern Region.

Youth events, some of which were funded by the Local Mission Project Fund, included; 'Carve a Heart' (an alternative Halloween event), Live & Amped, Night of Champions and Worship Services. These attracted many young people from across the Diocese of Ely.



Training

Four Seminars based around issues of Youth Mental Health attracted over 400 people during 2016. Parents, teachers, clergy, youth workers, GPs and police gathered to look at topics around "Loneliness & Depression amongst young people", "Bereavement", and "Challenging the culture of Pornography amongst young people".



In 2016, ten Leaders joined the new Youth Ministry ALM training course. Led by Rachael they were also encouraged to attend the Cambridge-based Youth Evangelism Conference (YEC). This one-day conference is organised by YFC, Hope, the CofE, Alpha and other youth agencies and attracted over 200 Youth leaders from across the Diocese of Ely.

Resources

Two new resources were developed during 2016 in partnership with youth agencies and local youth practitioners. The intention is to equip youth leaders with increased confidence and provide the tools to engage and disciple young people effectively.

Limitless Leaders

A five-session framework to train leaders in Youth Ministry and discipleship was prepared ready for launch in April 2017. A website containing written sessions by 35+ Youth practitioners is also under development and can be found at www.myyouthworklife.org

Recognising the value of the Grandparental figure as an impactful and much-needed influence within young people's lives, work commenced on creating a Grandparents Resource. The aim is that such a resource will equip those of grandparent age in our churches and communities with ideas and confidence to journey alongside young people in their families and communities in order to enhance their exploration of life and faith.



Vocations



2016 saw the ongoing development of **The Pioneer Exchange** Scheme for launch in 2017. This aims to encourage those exploring their sense of vocation and calling with an interest in Youth Ministry. Two of the six placements will have a Youth focus and encourage those Interns to experience Youth Ministry in both a traditional and blended church context.

Growth Funding

A number of Churches applied to Local Mission Project Funding (LMPF) or started considering what Growth Funding could look like within a Youth context. Plans were initiated to put more Youth Workers in place and establish deanery-based Youth Hubs. These plans aim to accelerate the growth in youth activity across the Diocese and support those involved in leading and discipling teenagers through networked input, resourcing and Youth Adviser input.

Fresh Expressions of Church

Adviser for Fresh Expressions of Church and Young Adults: The Revd Ed Olsworth-Peter

Fresh Expressions of Church have continued to grow with at least 15 new churches starting in 2016. In addition there were also a number of embryonic Fresh Expressions that started which is hoped will mature over time.

In autumn 2016, the Mission Department commissioned some research into the Fresh Expressions of Church within the Diocese of Ely and from this the following was learnt:

- There is a positive picture and a developing pioneer landscape in the Diocese.
- New people are attending Fresh Expressions of Church, indicating growth. However, there is work to be done to help pioneers connect more frequently with teenagers and seniors
- Building on the large numbers of families attending Fresh Expressions in areas such as discipleship and inter-generational mission and ministry is required
- Investing more in leadership training for both new and experienced pioneers.
- Map and support the development of existing Fresh Expressions to foster maturity and sustainability
- Help pioneer projects become 'church' in a holistic way, while still being appropriate to their context.

It is anticipated that this research will become an annual piece of work.

'Blended'

A Fresh Expressions of Church Conference for the Diocese of Ely, called Blended, was launched in October 2016. About 100 people attended, with engaging key note addresses from Dr Rowan Williams and Dr Michael Moynagh.

Workshops focused on the rural context, pioneer ministry and a 'how-to guide' to Fresh Expressions. It was also an opportunity to hear from seven parishes in the Diocese who are all exploring what it means to be a Blended Economy of Church, where traditional and new forms of church are working together.

The decision was taken to make this an annual event and in 2018 the Diocese of Ely will be hosting the National Fresh Expressions Conference in Ely Cathedral.



Training

Training to help people explore and grow as pioneers was delivered through the Mission Shaped Ministry course, which is run ecumenically, seeing the largest year group to date of 46 people (18 from the Diocese of Ely).

A new learning opportunity called "Emerging Pioneers" was also launched as a way to provide local facilitated conversation and pioneer project development. This took place in a number of locations across the Diocese.

Coaching and supervision for pioneer mission and ministry was also given on a one-to-one basis. The Mission Department have engaged with thinking from national research about contemporary perceptions Christianity and hosted a successful evening led by Rachel Jordan-Wolf, National Adviser for Mission and Evangelism, looking at the "Talking Jesus" research published in October 2015.

Young Adults

The Archdeacons' Articles of Enquiry for 2016 revealed that local churches engage most with young adults at weddings, at church events and as parents. Therefore a logical start point is to assist parishes in making more of these missional encounters.

Throughout 2016, research was conducted into the cultural trends of millennials, those aged 18-35, to understand better how the local church can meet the needs of this generation. From this, a Young Adult Strategy for Mission and Ministry was developed which was presented to Bishop's staff in early 2017.



Mothers' Union

Mothers' Union-President: Susan Baker

2016 was a special year for Mothers' Union as we celebrated 140 years of faithful witness since Mary Sumner founded the charity in 1876. Celebrations included our 140th Anniversary Garden Party. Thank you to Bishop Stephen for hosting us in a beautiful garden, which included a special sponsored walk raising just under £1,500.

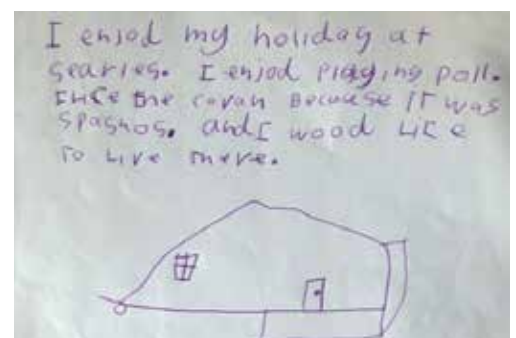
Away From It All Holidays

Because of this "140th year" it was decided to allocate more funds to Away From it All Holidays. During 2016, six holidays were organised for nine adults and 17 children. We already have funds in the budget for the following year and plan to increase the number of holidays we offer.

One family was a Mum, Nan and seven children and we had to book two caravans to accommodate them. Feedback was sent by the referring Head Teacher and shows how special the £15 per child pocket money is too.

Mum says: *"It was amazing. It worked so well for us as a family. I haven't been on holiday for six years and it was the first time ever for most of my children. It was also fantastic that the children were able to buy mementoes of their holiday. It made it a really special trip for us all. Thank you."*

The Head Teacher added: *"As for the impact in school, I was talking to some children about their holidays and one of the children from the family was there. They were able to talk about their holiday when the other children were talking about theirs. They weren't different any longer and what a fantastic feeling that must be!"*



Working with those in Prison

Throughout the year members support the prisoners at HMP Littlehey in a variety of ways. Anywhere from three to 22 men attend a Coffee and Chat morning once a month for those who are elderly or who have no visitors. Seven volunteers on a rota attend a service in the prison chapel each month, sharing worship together.

Mothers' Union runs a weekly Bible Study and Godly Play session for between four and 16 men. At Christmas a large bag of Selection Box chocolates were delivered to the Visitors' Centre for children visiting over the festive period.

Supporting Parents

A new project for 2016 was to provide shoe boxes containing essential toiletries, tea and coffee for parents who arrive suddenly at the Sick Children's Trust, Addenbrookes Hospital, with a poorly child.

Members have reached out to these parents and 45 boxes were provided, as well as a small gift at Easter and Christmas.

Our Overseas' Links

Ely Diocese is linked in prayer with Lusaka in Zambia, Shyogwe in Rwanda, Ika & Sokoto in Nigeria and Karimnagar in India (as well as through our diocesan links with Kigali in Rwanda and Vellore in India).

Zambia celebrated 80 years of Mothers' Union and Rwanda 50 years in 2016. Members sent £4,118 to the Worldwide and Special Relief Funds sending funds via Mary Sumner House direct to where the help is most needed using the network of Mothers' Union workers in their local communities.



Discipleship and Faith

New for 2016 was a second group meeting for monthly Thursday Prayers. Established in Little St Mary's, Cambridge, it follows the format of those held over many years each

month at Ely Cathedral. This brings total attendances to about 240 during the year. Four 'Quiet Days' were held around the Diocese on the themes 'Women in the Bible' led by Rev Pam and 'Taking in...Giving out' led by our Chaplain Rev Valerie, with nearly 80 attendees.

Campaigning

The Diocese of Ely's Mothers' Union held a Silent Vigil outside Ely Cathedral with a prayer vigil in St Catherine's Chapel to raise awareness of the 16-days of Activism Against Gender-Based Violence.



The use of press releases, daily tweets, Facebook and prayer trees in many churches supported the campaign.

Mothers' Union continues to support our local refuges and hostels with often a close relationship being developed between Mothers' Union branches and their local centres. At Christmas 79 gift bags were given to those in a hostel or refuge.

Continuing work

- Knitting and sewing projects
- Mother and Baby Tents at County Shows supporting 120 in 2016
- Fund Raising - £25,619 was raised for a variety of projects here and worldwide
- Support for Parent and Toddler Groups
- Cookery Book for Food Banks – new microwave format.

Looking forward to 2017

- Support for refugees
- A new, refined Constitution
- Supporting families in the Wisbech area
- Church and Community Mobilisation Process Pilot in Ely Diocese
- A local member running in the London Marathon for Mothers' Union and using this to raise awareness and funds.

Empowered by your Spirit, may we be united in prayer and worship, and in love and service reach out as your hands across the world. In Jesus' name. Amen

Bishop Woodford House - Retreat and Conference Centre

Chairman:

Timothy F Burgess MBE JP

The Diocesan Retreat and Conference Centre continues to play a key role for hospitality and in meeting Ministry and Mission's accommodational needs. 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 Ely2025 five Levers of Change.

- The various Retreat courses are focussed on Lever 3 (Serving the Community) enabling those wishing to play increasingly important roles within lay ministry to expand their knowledge and strengthen their relationship with our Heavenly Father.
- More than ever in 2016, the Bishop's Council have been aware of the strategic importance of the premises occupied by the Retreat.
- Re-imagining the best use of these assets within the spirit of Lever 4 (Re-imagine our buildings), the Council is carrying out research into the possibility that the retreat premises could not only deliver profits, but might also facilitate major savings in support of costs relating to Ministry and Mission as part of Lever 5 (Target support to key areas).

The Hospitality Team are poised and proactive in delivering the services and accommodation to a high standard, with an emphasis on the needs of the Diocese to be of value for money.

The Retreat and Conference Centre has strong bookings for 2017 and remains open to new initiatives from Bishop's Council for the best way ahead.

**18 Bishops' Advisory
Panels hosted in 2016**

**179 private days of
reflection
community/business
meetings held**

**73 Diocesan office events
held at the Retreat House**

**95 catering events
delivered to the Diocesan
offices**



Church Buildings and Pastoral Department (CBPD)

Head of the Church Buildings and Pastoral Department (CBPD)

Deputy Diocesan Secretary, DAC and Pastoral Secretary:

Frances Godden, Church Buildings Consultant : Geoffrey Hunter

Department Administrator: Sue Dickinson

It was an eventful 2016 for our Church Buildings and Pastoral Department (CBPD), with the arrival of an entirely new team in April. Their details can be found under the Church Buildings and Pastoral section on the Diocesan website.

The work of the Department covers a wide remit, feeding into a number of Diocesan bodies, including:

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

These committees are committed to **re-imagining our buildings** and **developing healthy churches** throughout our deaneries, benefices and parishes.

The Diocesan Advisory Committee for the Care of Churches (DAC) **Chair:** Richard Halsey (to December 2016) **The Very Revd Mark Bonney** (from December 2016), **Secretary:** Jane Logan (to April 2016); Frances Godden (from April 2016)

The DAC and its officers are committed to enabling parishes realise the potential of their buildings so that they can be re imagined in line with the Diocesan strategy for growth, **People Fully Alive:** Ely 2025

On 1 January 2016, the new simplified Faculty Jurisdiction Rules 2015 come into force (details on the Diocesan and Church Care websites). During the year, 95 List B consents were issued for a variety of works, including roofing repairs, installation of roof alarms, sound systems and pollarding in churchyards.

Over the course of the year, the DAC and its standing committee met six times, each considering on average 28 cases, resulting in 128 formal notifications of DAC advice and 66 faculties.

The range of works varied from major reordering and provision of toilet and kitchen facilities to overhauling bells and organs and new window designs.

Metal theft from churches has also been a recurring problem and the CBPD provides ongoing advice on prevention and what to do after a theft.

Site visits by DAC members and officers also featured prominently throughout the year. Between April and December, Geoffrey Hunter, Church Buildings Consultant, made more than 50 visits, advising on a diverse range of matters from faculty applications to rebuilding church halls.

Sue Dickinson, Department Administrator, has also visited multiple parishes offering support and advice on grant applications.

Geoffrey has been working on the building audit proposal which was one of the recommendations coming out of **People Fully Alive**. The intention is to identify both the scale of the challenges we face with our buildings and the opportunities we have yet to take. Churches will be hearing

more about this in 2017.

The DAC's sexennium came to an end in December, along with the retirement of its longstanding chair. The Diocese pays tribute to Richard Halsey's dedication and tireless contribution to the work of the DAC during his six-year tenure as chair.

November's Bishop's Council approved, without opposition, a radical re-working of the DAC and its operational structure as together we strive with renewed energy to re-imagine our buildings – this took effect from January 2017.

A decision was also taken to sign-up to the Online Faculty System, which will be rolled out during 2017.

Closed Churches Uses Committee **Chair:** The Revd Canon Brian Atling

During 2016 the Closed Churches Uses Committee (CCUC) had eight churches on its agenda at; Guyhirn, Silverley, Denton, Woolley, Prickwillow, South Runcton, Southery and Tadlow.

The Committee met three times in 2016. The futures of the former churches at Guyhirn and Prickwillow continue to be of prime concern and highlight some important issues encountered when considering church closures.

At Guyhirn the challenge has been to create a scheme for conversion of the building, which will be viable. The CCUC, District Council and (we are sure) local residents, all wish to see the Grade II listed building retained and repaired. It is hoped that a scheme for three residential units will be both viable and acceptable to the planners.

At Prickwillow, we received a proposal to put the former church building over to a mixture of commercial and community use. However, the viability of the proposal as presented to CCUC was not proven and the Committee has instead pursued the less risky option of residential conversion.

The Committee has noted that most of the proposed commercial and community uses at Prickwillow would have been compatible with the continued use of the building as a church. In cases where the local community wishes to engage with a church building in this way, it is important that they are given the opportunity to do so in advance of formal closure, working in partnership with the congregation. The Festival Churches initiative, coming from Church House, fits with this very well.

Two additions to the CCUC agenda in 2016 were the churches at Tadlow and South Runcton, both Grade II* listed historic buildings.

At Tadlow the church is cut off from its 80 parishioners by the busy B1042. A village meeting had not been able to raise assistance from the local community for the church. The Grade II* medieval building has an unusually complete set of furnishings by the famous Victorian architect, William Butterfield. As such, it is not suitable for conversion to housing or any other use which would require interior subdivision. Conversations are ongoing with a national preservation body about keeping the building open, maintained and available to the local community.

The church at South Runcton is completely cut-off from its local community by the re-routing of the A10. The church was a picturesque ruin for some centuries and was drawn in that state by the famous Norwich School artist John Sell Cotman. Shortly after, in 1839, the church was rebuilt in the Neo-Norman style, unusual in Norfolk. Like Tadlow, the church is well hidden from the road by trees. Being on the principal route from Cambridge to the coast, close to Kings Lynn and the mainline station at Watlington, the CCUC hopes an appropriate new use will emerge.

Each ADMPC met three times during 2016. Two Pastoral Orders were made and one Pastoral Scheme, along with 16 suspensions or resuspensions of presentation.

Our new Pastoral Secretary has been working to produce clear and reassuring guidance for all involved with these complex processes. Throughout this, we aim to **build healthy churches** and **re-imagine our buildings** during these challenging but exciting times of change and growth.

Diocesan Mission and Pastoral Committee/Archdeaconry Mission and Pastoral Committees (DMPC) Chair: Archdeacons Pastoral Secretary: Frances Godden

The Bishop's Council is the Diocesan Mission and Pastoral Committee (DMPC), which is a statutory body established under the Dioceses, Pastoral and Mission Measure 2007.

The Diocesan Mission and Pastoral Committee's functions include:

- reviewing arrangements for pastoral supervision and care in the Diocese;
- preparing strategies or proposals for making better provision for the cure of souls, which may include reorganisation, and making recommendations to the Bishop; and
- carrying out responsibilities in relation to the future of churches no longer required for public worship.

In this Diocese, the work of the DMPC is largely administered at Archdeaconry level (ADMPC) and for each it is the Archdeacon who is the Chair.

Houses Sub-Committee

Chairman: The Revd Simon Talbott

2016 was an extremely busy year for the management of the housing stock of the Diocese. The ongoing capital programme saw the purchase of new parsonage houses for the Benefices of Bourn, Doddington and Soham. New houses were provided in St. Ives, Hampton and Linton.

During the year, 16 houses were brought up to minimum standards at new occupancy. Elsewhere, the Diocese was able to complete the sales of a number of properties no longer required for clergy occupation. Sales of property during 2016 realised a total of £3,292,500.

The letting of vacant houses to private tenants during interregna continues to provide an important addition to Diocesan funds. I would like to thank our Property Manager, Stella Green, for her work in the year to ensure a generous, timely response to issues raised by clergy and other occupants of our houses.

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.

Diocesan Assets Sub-Committee

Chairman: Sir Hugh Duberly

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

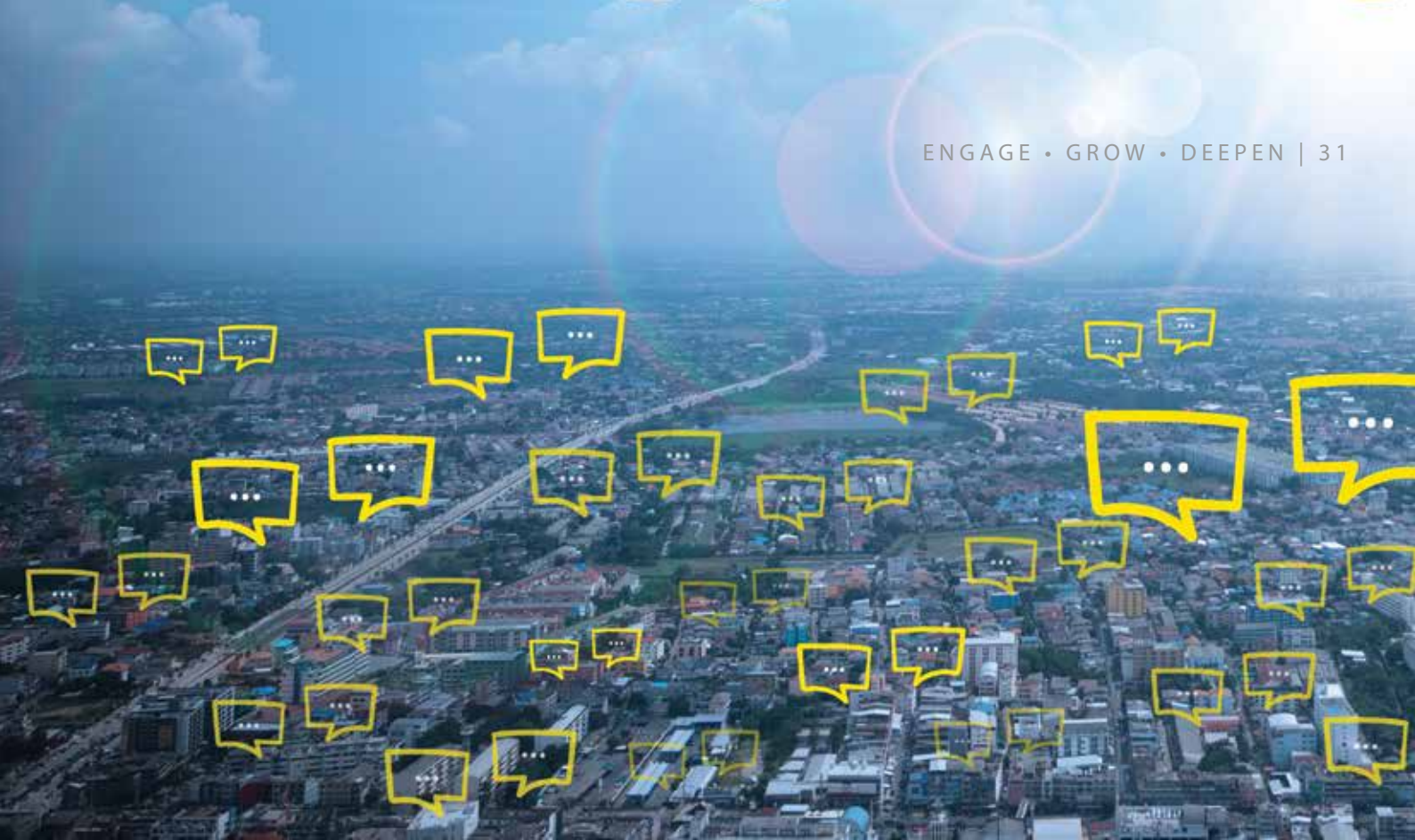
2016 saw a continuation in volatility of markets across the world. Despite setbacks in the main world markets during the opening three quarters of the year, an upturn in the value over the final quarter of the year saw the value of the investment portfolio recover.

At 31st December 2016 it was £37,685,000, compared with £35,852,000 at 31st December 2015. The Board's total investment income rose to £1,771,000 compared with £1,702,000 in the previous year. This increase represented a rise of 4.1%.

In addition to these investment funds, the income from the endowments for our schools was £126,000 compared with £125,000 in 2015 and £6,000 was earned in interest on bank deposits during the period. The Committee aims to increase the levels of income achieved from the main corporate and glebe investment portfolios in future years.

Glebe rental income for the year was £491,450 which when added with income from separate glebe reserves of £6,000 made a total of £497,450 compared with £467,539 for the year 2015. While issues affecting rental levels have lessened in the latter months of the year, pressure on rental levels is expected to remain during 2017.

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



Communications and Database

Head of Communications: James Owen
Data Controller: Jackie Cox

Database Management

Throughout 2016 the Diocesan database was regularly updated and improved. The database is maintained so that the Diocese holds accurate information on areas of Diocesan life to support our teams and parishes.

In 2016 we added Safeguarding and Training modules to the main database. This allows the teams to track and report accurately on the safeguarding and training needs of our parishes and the wider Diocese.

Significant strides were also made in delivering a platform to support the Church Buildings and Pastoral Department. In 2017 we expect this to be fully deployed, improving the speed of access and visibility of information for those teams.

Diocesan Directory

To improve the accuracy of the information we are permitted to share, the Diocesan Directory was not published in the latter half of 2016. This was due to the age of the information we hold and the relatively low (50%) return of information received from parishes in that year, leading to concerns about accuracy. During 2017, the return of Directory forms by parishes, updating their information and specifying what areas can be made public, will allow us to publicise an updated directory in the latter half of the year.

Prayer Calendars

The Prayer Calendar was adjusted following the appointment of the Head of Communications and a new Bishop's Officer for Vocations for the Diocese. However, throughout 2016 it maintained a two-monthly production cycle. Following the appointment of the Bishop's Officer for Vocations, we now

include a daily vocational prayer. We would expect to review the Prayer Calendar format following the arrival of the newly appointed Bishop's Chaplain in September 2017.

Statistics for Mission and Return of Parish Finance

The Research and Statistics Department at Church House request each year that Statistics for Mission and Return of Parish Finance forms are completed by all parishes in England and Wales. Each Diocese supports the National Church by trying to gather this information.

Information gathered informs the National Church and wider Diocese on trends within the Church of England. The Statistics for Mission returns are also used to update Electoral Roll figures and our understanding of those attending church.

In 2016 there was a return rate of 86%, so thank you to all those who submitted this information. It is put to good use by the Diocese to inform our Strategy, *People Fully Alive: Ely 2025* and to structure our plans to ensure strong growth for the church in our region.

The Return of Parish Finance figures provide information on income, expenditure and giving figures. In 2016 we received 85% of these forms back and thank parishes for their time and efforts in doing this.

The Diocesan team works throughout the year to provide support for parishes with the information they need to complete the administrative aspects of running a thriving parish. This includes mailings on Electoral Roll and APCM meeting packs, Directory Update Forms and the Prayer Calendar.

A total of approximately 2,000 letters were issued through 2016 to gather this information (which included reminders for those failing to do so). It is hoped that for 2017, with the improvement in contact information we hold, we can move towards emailing reminders, rather than posting them.

Website and Database Integration

Towards the end of 2016 we began work to improve the integration of the database with the Diocesan website. This will increase the access to church and people information for visitors to the website. We will continue to improve this integration throughout 2017.

Website Enhancements and Social Media

The website's structure and layout saw continual refinement

over 2016 and this will continue throughout 2017 as we improve visibility and access to information.

In 2016 we used mapping software to create an interactive map to help website visitors locate a church near them and to contact people associated with that church.

We also worked to bring forward more information such as people associated with a parish church, parish dashboards, parish spotlight and where that parish sits within the wider Diocese (i.e. the Benefice, Deanery, Archdeaconry).

All of this is intended to help parishes access the information they need to help them thrive.

Twitter and Facebook followers continued to climb in 2016 and the website regularly sees in excess of 200 visitors a day.

In 2017 we plan to increase our Facebook activity and work more closely with Ely Cathedral to build on the 2016 Christmas #ChristmasAtEly and Easter #LiveHolyWeek music campaign. These initiatives saw potential viewing figures exceed 340,000 and 1,000,000 people for the Christmas and Easter campaigns respectively.



Next Steps

Through 2017 the Communications Management Group will meet on three occasions to discuss and agree the communication priorities on which the Diocesan Communications team should be focussing.

The two-way flow of communication will continue to be reviewed and improved to leverage the good-will and untapped support from lay people in the Diocese to enhance communications and support the Diocesan vision.

A robust and deliverable communications strategy will be developed in time for submission to the November Synod, focussing on a strategy to support the delivery of the Diocesan Strategy – *People Fully Alive: Ely 2025*



Ministry Share 2016 By Deanery

Parish Payments Received before 17 March 2017

Deanery	Ministry Share (Adjusted Net Request)	Received to Date (before 17 March 2017)	Percentage Paid
Bourn*	£267,599	£264,003	98.7%
Cambridge North	£395,171	£395,171	100.0%
STAG	£132,936	£132,936	100.0%
Cambridge South	£848,304	£848,304	100.0%
Ely	£295,483	£267,474	90.5%
Feltwell & Fincham	£153,819	£140,158	91.1%
Fordham & Quy	£398,021	£398,021	100.0%
Granta	£441,233	£441,233	100.0%
Huntingdon	£437,396	£437,396	100.0%
March	£240,237	£240,237	100.0%
North Stowe	£500,626	£500,626	100.0%
Bar Hill	£14,233	£14,233	100.0%
Shingay	£243,687	£243,687	100.0%
St. Ives	£266,466	£244,867	91.9%
St. Neots	£309,863	£309,863	100.0%
Wisbech & Lynn Marshland	£221,307	£207,954	94.0%
Yaxley	£256,809	£256,809	100.0%
Total	£5,423,190	£5,342,973	98.5%

* Shortfall due to a correction relating to the Parish of Conington

Ministry Share 2016 By Parish

Parish Payments Received before 17 March 2017

CAMBRIDGE ARCHDEACONRY

BOURN	Ministry Share Net Request	Paid to 17 March 2017	Percentage Paid	GRANTA	Ministry Share Net Request	Paid to 17 March 2017	Percentage Paid
Barton	£15,260	£15,260	100%	Babraham	£4,593	£4,593	100%
Bourn	£20,435	£20,435	100%	Duxford	£17,056	£17,056	100%
Boxworth	£5,461	£5,461	100%	Great Shelford	£48,574	£48,574	100%
Caldecote	£7,599	£7,599	100%	Harston	£13,968	£13,968	100%
Cambourne	£33,380	£33,380	100%	Hauxton	£5,710	£5,710	100%
Caxton	£10,733	£10,733	100%	Hinxton	£12,152	£12,152	100%
Comberton	£29,938	£29,938	100%	Ickleton	£24,202	£24,202	100%
Coton	£12,550	£12,550	100%	Little Shelford	£67,022	£67,022	100%
Croxton	£4,813	£4,813	100%	Newton	£5,595	£5,595	100%
Dry Drayton	£13,509	£13,509	100%	Pampisford	£6,318	£6,318	100%
Eltisley	£7,642	£7,642	100%	Sawston	£27,042	£27,042	100%
Elsworth	£2,291	£2,291	100%	Stapleford	£31,221	£31,221	100%
Gt. & Lt. Eversden	£8,563	£8,563	100%	Whittlesford	£18,535	£18,535	100%
Graveley Papworth	£2,275	£2,275	100%	Balsham	£21,494	£21,494	100%
Hardwick	£16,731	£16,731	100%	Bartlow	£4,747	£4,747	100%
Kingston	£9,001	£9,001	100%	Castle Camps	£4,358	£4,358	100%
Knapwell	£2,461	£2,461	100%	The Abingtons	£18,689	£18,689	100%
Longstowe	£3,429	£3,429	100%	Hildersham	£10,066	£10,066	100%
Papworth Everard	£10,158	£10,158	100%	Horseheath	£4,798	£4,798	100%
Toft	£9,789	£9,789	100%	Linton	£55,021	£55,021	100%
Toseland	£1,657	£1,657	100%	Shudy Camps	£5,332	£5,332	100%
Yelling	£3,819	£3,819	100%	West Wickham	£6,379	£6,379	100%
Harlton	£9,776	£9,776	100%	West Wrattling	£8,422	£8,422	100%
Haslingfield	£20,116	£20,116	100%	Weston Colville	£7,140	£7,140	100%
CAMBRIDGE NORTH				Deanery Contribution	£12,799	£12,799	100%
Holy Cross	£9,311	£9,311	100%	NORTH STOWE			
St. Andrew Chesterton	£66,132	£66,132	100%	Conington	£4,755	£4,755	100%
St. Andrew the Less	£55,021	£55,021	100%	Cottenham	£56,672	£56,672	100%
St. Clement	£897	£897	100%	Fen Drayton	£4,700	£4,700	100%
St. George Chesterton	£25,821	£25,821	100%	Girton	£43,586	£43,586	100%
St. Mary the Great	£74,498	£74,498	100%	Histon	£75,921	£75,921	100%
St. Matthew	£53,074	£53,074	100%	Impington	£32,395	£32,395	100%
Camb. The Ascension	£49,686	£49,686	100%	Landbeach	£10,913	£10,913	100%
Good Shepherd Chesterton	£51,731	£51,731	100%	Lolworth	£4,036	£4,036	100%
STAG - Holy Sepulchre/All Saints	£132,936	£132,936	100%	Longstanton	£25,600	£25,600	100%
CAMBRIDGE SOUTH				Madingley	£7,625	£7,625	100%
Holy Trinity	£131,607	£131,607	100%	Milton	£60,180	£60,180	100%
St. Barnabas	£128,659	£128,659	100%	Oakington	£48,539	£48,539	100%
Cherry Hinton St. Andrew	£32,933	£31,683	96.2%	Over	£25,600	£25,600	100%
St. Benedict	£47,316	£47,316	100%	Rampton	£4,816	£4,816	100%
St. Botolph	£20,392	£20,392	100%	Swavesey	£23,002	£23,002	100%
St. James	£41,677	£41,677	100%	Waterbeach	£37,918	£37,918	100%
Cherry Hinton St John the Evangelist	£64,361	£64,361	100%	Willingham	£31,322	£31,322	100%
St. Mark	£49,797	£49,797	100%	Bar Hill	£14,233	£14,233	100%
St. Martin	£67,574	£67,574	100%	SHINGAY			
St. Mary the Less	£69,463	£69,463	100%	Abington Piggotts	£4,407	£4,407	100%
St. Paul	£59,430	£59,430	100%	Barrington	£18,241	£18,241	100%
St. Philip	£54,045	£54,045	100%	Arrington	£6,721	£6,721	100%
Trumpington	£58,750	£60,000	102.1%	Bassingbourn	£30,876	£30,876	100%
Grantchester PCC	£22,299	£22,299	100%	Croydon	£3,228	£3,228	100%
FORDHAM & QUY				Guilden Morden	£12,820	£12,820	100%
Burwell	£50,502	£50,502	100%	Litlington	£10,440	£10,440	100%
Chippenham	£12,405	£12,405	100%	Melbourn	£29,613	£29,613	100%
Fordham	£21,446	£21,446	100%	Meldreth	£26,607	£26,607	100%
Isleham	£17,841	£17,841	100%	Orwell	£14,419	£14,419	100%
Kennett	£1,144	£1,144	100%	Steeple Morden	£12,665	£12,665	100%
Reach	£4,499	£4,499	100%	Tadlow	£2,824	£2,824	100%
Snailwell	£5,947	£5,947	100%	The Four Churches Benefice (Fowlmere, Foxton, Shepreth and Thriplow)	£51,582	£51,582	100%
Soham	£46,268	£46,268	100%	Wendy w Shingay	£4,048	£4,048	100%
Swaffham Bulbeck	£13,987	£13,987	100%	Whaddon	£6,270	£6,270	100%
Swaffham Prior	£12,523	£12,523	100%	Wimpole	£8,926	£8,926	100%
Wicken	£9,058	£9,058	100%				
Bottisham	£16,755	£16,755	100%				
Fen Ditton	£21,491	£21,491	100%				
Fulbourn	£40,475	£40,475	100%				
Great Wilbraham	£10,575	£10,575	100%				
Horningsea	£4,423	£4,423	100%				
Little Wilbraham	£6,922	£6,922	100%				
Lode w Longmeadow	£9,263	£9,263	100%				
Quy	£7,077	£7,077	100%				
Teversham	£7,355	£7,355	100%				
Ashley w Silverley	£4,546	£4,546	100%				
Brinkley	£6,532	£6,532	100%				
Burrough Green	£4,461	£4,461	100%				
Carlton	£3,542	£3,542	100%				
Cheveley	£12,167	£12,167	100%				
Dullingham	£8,136	£8,136	100%				
Kirtling	£5,746	£5,746	100%				
Stetchworth	£6,147	£6,147	100%				
Westley Waterless	£3,868	£3,868	100%				
Woodditton w Saxon Street	£9,692	£9,692	100%				

Ministry Share 2016 By Parish

Parish Payments Received before 17 March 2017

HUNTINGDON AND WISBECH ARCHDEACONRY

ELY	Ministry Share Net Request	Paid to 17 March 2017	Percentage Paid	MARCH	Ministry Share Net Request	Paid to 17 March 2017	Percentage Paid
Chettisham	£6,820	£2,500	36.7%	Chatteris	£41,044	£41,044	100%
Coveney	£4,554	£4,554	100%	Doddington	£11,376	£11,376	100%
Ely	£103,355	£103,355	100%	Manea	£7,444	£7,444	100%
Haddenham	£15,388	£5,386	35.0%	March St John	£25,019	£25,019	100%
Little Downham	£17,668	£17,668	100%	March St Mary	£15,307	£15,307	100%
Little Thetford	£11,054	£8,843	80.0%	March St Peter	£30,615	£30,615	100%
Littleport St. George	£39,004	£39,004	100%	March St Wendreda	£30,087	£30,087	100%
Mepal	£10,325	£10,325	100%	Christchurch	£5,434	£5,434	100%
Stretham	£12,682	£12,682	100%	Welney	£4,597	£4,597	100%
Stuntney	£5,177	£2,589	50.0%	Whittlesey Team	£58,042	£58,042	100%
Sutton	£27,475	£27,475	100%	Wimblington	£11,272	£11,272	100%
Wentworth	£3,083	£2,515	81.6%	ST. IVES			
Wilburton	£15,075	£15,075	100%	Bluntisham	17,354	17,354	100%
Witcham	£8,471	£8,471	100%	Broughton	4,105	4,105	100%
Witchford	£15,353	£7,034	45.8%	Bury	17,444	17,444	100%
FELTWELL & FINCHAM				Colne	17,276	17,276	100%
Methwold	£4,829	£4,829	100%	Holywell	17,144	17,144	100%
Northwold	£4,906	£4,906	100%	Oldhurst	5,135	5,135	100%
Wretton	£2,463	£2,463	100%	Pidley	5,135	5,135	100%
Feltwell	£4,407	£4,407	100%	Ramsey Team	37,401	37,401	100%
Hockwold	£4,628	£4,628	100%	Ramsey St. Mary (Team)	6,342	6,342	100%
Whittington	£2,463	£2,463	100%	St. Ives	51,599	30,000	58.1%
Weeting	£2,268	£2,294	101.1%	Somersham	35,945	35,945	100%
Barton Bendish	£1,674	£1,674	100%	Upwood (Team)	7,606	7,606	100%
Beachamwell	£3,607	£3,607	100%	Warboys	25,653	25,653	100%
Bexwell	£5,176	£4,000	77.3%	Woodhurst	5,135	5,135	100%
Crimplesham	£3,174	£3,174	100%	Wistow	4,105	4,105	100%
Boughton	£2,525	£2,525	100%	ST. NEOTS			
Denver	£11,073	£11,073	100%	Abbotsley	£6,877	£6,877	100%
Downham Market	£24,800	£24,800	100%	Buckden	£46,360	£46,360	100%
Fincham	£1,959	£1,959	100%	Diddington	£2,500	£2,500	100%
Hilgay	£5,347	£5,347	100%	Everton	£13,480	£13,480	100%
Marham	£2,509	£2,509	100%	Eynesbury	£21,965	£21,965	100%
Nordelph	£893	£893	100%	Gamlingay	£29,402	£29,402	100%
Runcton Holme	£4,234	£4,234	100%	Great Gransden	£16,365	£16,365	100%
Ryston	£1,934	£1,934	100%	Great Paxton	£10,150	£10,150	100%
Shouldham	£3,725	£3,725	100%	Great Staughton	£24,364	£24,364	100%
Shouldham Thorpe	£1,381	£1,381	100%	Hail Weston	£9,300	£9,300	100%
Southery	£4,739	£4,739	100%	Little Gransden	£9,284	£9,284	100%
Stow	£8,421	£8,421	100%	Little Paxton	£25,000	£25,000	100%
Stradsett	£3,293	£3,293	100%	Offord D'Arcy w Cluny	£5,500	£5,500	100%
Ten Mile Bank	£1,098	£0	0%	St. Neots	£66,640	£66,640	100%
Tottenham	£3,294	£0	0%	Southoe	£3,300	£3,300	100%
Watlington	£17,511	£13,000	74.2%	Waresley	£6,880	£6,880	100%
Wereham	£3,171	£3,171	100%	Little Staughton	£4,750	£4,750	100%
West Dereham	£3,349	£3,349	100%	St Neots Deanery	£7,747	£7,747	100%
Wimbotsham	£5,359	£5,359	100%	WISBECH & LYNN MARSHLAND			
Wormegay	£3,608	£0	0%	Clenchwarton	£9,306	£7,136	76.7%
HUNTINGDON				Terrington St. Clement	£25,581	£25,581	100%
Abbots Ripton	£5,991	£5,991	100%	Terrington St. John	£2,680	£2,680	100%
Alconbury	£10,458	£10,458	100%	Tilney All Saints	£562	£562	100%
Barham	£863	£863	100%	Tilney St. Lawrence	£2,496	£2,496	100%
Brampton	£53,258	£53,258	100%	Walpole St. Peter	£10,683	£10,683	100%
Brinton	£3,038	£3,038	100%	West Walton	£7,713	£7,713	100%
Buckworth	£1,612	£1,612	100%	Wiggenhall St. Germans	£3,328	£3,328	100%
Bythorn	£3,068	£3,068	100%	Wiggenhall St. Mary Magdalene	£1,516	£1,516	100%
Covington	£3,681	£3,681	100%	West Lynn	£2,702	£2,400	88.8%
Easton	£3,322	£3,322	100%	Elm	£898	£2,000	222.7%
Ellington	£2,997	£2,997	100%	Emneth+Marshland St. James	£13,863	£5,156	37.2%
Fenstanton	£29,234	£29,234	100%	Friday Bridge	£1,122	£1,122	100%
Godmanchester	£62,895	£62,895	100%	Gorefield	£7,523	£7,523	100%
Grafham	£2,997	£2,997	100%	Leverington	£13,917	£12,000	86.2%
Great Catworth	£9,769	£9,769	100%	Newton-in-the-Isle	£6,287	£6,287	100%
Great Gidding	£3,204	£3,204	100%	Outwell	£5,353	£5,353	100%
Great Stukeley	£9,362	£9,362	100%	Southea w Parson Drove	£7,649	£7,855	102.7%
Hamerton	£1,295	£1,295	100%	Tydd St. Giles	£6,771	£6,771	100%
Hartford	£24,996	£24,996	100%	Upwell St. Peter	£8,320	£6,756	81.2%
Hemingford Abbots	£11,673	£11,673	100%	Walsoken	£25,433	£25,433	100%
Hemingford Grey	£66,140	£66,140	100%	Wisbech St. Mary	£13,577	£13,577	100%
Hilton	£10,785	£10,785	100%	Wisbech St Peter & St Paul	£26,492	£26,492	100%
Houghton w Wyton	£26,946	£26,946	100%	Wisbech St Augustine	£17,535	£17,535	100%
Huntingdon All Saints	£21,893	£21,893	100%	YAXLEY			
Huntingdon St. Barnabas	£5,121	£5,121	100%	Alwalton	£21,698	£21,698	100%
Huntingdon St. Mary	£6,196	£6,196	100%	Chesterton	£2,930	£2,930	100%
Keyston	£2,061	£2,061	100%	Elton, All Saints	£3,927	£4,227	107.6%
Kimbolton	£30,789	£30,789	100%	Farcet	£3,471	£4,471	128.8%
King's Ripton	£1,425	£1,425	100%	Fletton	£5,937	£6,137	103.4%
Leighton Bromswold	£3,038	£3,038	100%	Folksworth	£9,469	£9,469	100%
Little Stukeley	£2,366	£2,366	100%	Glatton	£8,943	£8,943	100%
Molesworth	£3,038	£3,038	100%	Haddon	£4,500	£4,500	100%
Old Weston	£1,500	£1,500	100%	Holme	£8,591	£8,591	100%
Spaldwick	£3,878	£3,878	100%	Morborne	£830	£830	100%
Stow Longa	£1,230	£1,230	100%	Orton Longueville	£18,901	£18,901	100%
Tilbrook	£5,317	£5,317	100%	Orton Waterville	£18,822	£18,822	100%
Upton	£544	£544	100%	Sawtry	£22,050	£22,700	102.9%
Winwick	£1,264	£1,264	100%	Stanground	£20,048	£22,048	110.0%
				Stilton	£14,136	£14,136	100%
				Woodston	£3,807	£3,807	100%
				Yaxley	£32,266	£35,266	109.3%
				Orton Goldhay	£21,940	£22,672	103.3%
				Hampton	£19,631	£20,631	105.1%

ely2025

People Fully Alive

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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