



The Church of England
Diocese of Ely

Annual Report 2017

Published 13 June 2018

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

God has given us a great vision to pray to be visible and generous people of Jesus Christ. Our hope and desire is to be fully alive in him. We are led by three imperatives: to engage in our communities and help God's kingdom grow; to grow as disciples and as confident witnesses and ministers of the gospel; and to deepen in our life of holiness and profound worship which anchors us in the depths of God's love. We have five active levers for delivery and mutual support.

In fewer than a hundred words I have been able to articulate the diocesan strategy because that's the easy part! I do not in any way under-estimate the prayer, energy and passion which went into the creation of the strategy; it has been in operation now for nearly three years. It captured much that we were already committed to and focused our minds on our transformation in Christ which will lead to growth, to further discipleship development across the Diocese and to become a blended diocese of faithful and high-quality patterns of church, both traditional and fresh expressions. We sought God's blessing and grace to reposition ourselves in the living stream of the Holy Spirit.

We are well and truly in that stream as we seek as the whole people of God to grow more deeply into the character and full stature of Christ. This report is full of the evidence of this, through helpful development, commitment and endeavour. We are also being honest, however, about what we have not yet set our shoulder to, or what has not worked so far. This is very important. There are some things that we have already discerned need to take more time. Other things have to stop to make way for a more purposeful use of our energy and resources. Some activities have just had their day. The strategy is never a done deal. It is a focusing of our wider culture, the lens through which we look at our mission and ministry. It is the patient and persistent living out of our choices as God's people to grow and extend our reach so that we proclaim his love, so that everything wrought on Calvary bears fruit in the transformation of lives and whole communities. We shall be implementing the strategy up to 2025 and beyond. We shall be discerning and learning all the way.

We shall be measuring outcomes, too. This will involve numbers and figures, of course. I want to be able to gauge the effectiveness of our ministry and mission across everything that we do. In education we have been too ready to be led by fairly crude metrics rather than by the vision of the flourishing of the whole child. You know how much I love 'flourishing' and being 'vivid'. It is no surprise, therefore, that I want us more accurately to measure the soft outcomes

which enable us to measure what we value, and not value what we measure. We do this by capturing the stories of what God is doing - as we are in this annual report - and joining in by sharing the good news at every level, both one-to-one and many-to-many through our digital platforms. Today's teenagers are the most connected generation ever. I want us all to learn just how connected we could be in knowing God and one another, all united in the authority of our baptism to share the word of God. When we do that, we know ever more deeply that we should never despair when we fail because God's strength is revealed in our weakness. What is more, we shall have tried to be fruitful friends of Jesus.

I am very proud of our parishes, of the Cathedral, of our chaplaincies, our schools, and of the support work of diocesan staff. I rejoice over the commitment to servant leadership and to prophetic engagement. It thrills my heart that we have launched the Way of Life and that Dwelling in the Word is catching on all over the Diocese. I am delighted that we are producing the resources which enables small congregations to be the vivid communities of the Word that I wrote about in *Imagining the Future*. I am deeply blessed in my fellow priests and my lay colleagues. I am feeling more alive by simply rehearsing what I have written in prayer and thanksgiving. I trust that all readers of this report will be encouraged and hopeful as we look on another year of God's grace and goodness.



*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.

Ely2025 – a Review and Assessment of Progress

It is two and half years since Ely2025 was launched. Following an update to Bishop's Council, we again reflect here on the progress we have made (up to March 2018).

Below is a summary of what activity we had identified in our Strategy. Activities are arranged by Lever and by whether that activity has been achieved, partially achieved or not achieved/started.

Nurture a confident people of God

Achieved

- Establish a Diocesan Way of Life
- Develop 'whole life' discipleship
- Promote small discipleship groups
- Advice to parishes to support people to discover and explore faith
- Bible study material such as Lent and Advent courses
- Learn from and be inspired by links with the global Church
- Schools work
- Dwelling in the word (to help us listen to one another and to God)

Not Achieved/Started

- Training in evangelism - faith sharing

Develop healthy churches and leaders

Achieved

- Grow the number of people exploring vocations (lay and ordained)
- Increase the Safeguarding support and training provided to parishes
- Develop collaborative ministry
- Refresh clergy and laity through ministerial training and development

- Reshaping the future by using the opportunities in a vacancy to think afresh
- Extend the number of Fresh Expressions (now Blended Church)
- Create Bishop's Mission Orders to support new forms of Church
- Encourage Church Plants outside Cambridge
- Produce a Resource Manual for parishes
- Support congregations in new housing developments
- Review the place of market towns
- Parish Development Action Plans
- Encourage parishes to attend 'Mission-Shaped Ministry' programmes or 'Leading your Church into Growth'
- Develop lay leadership

Not Achieved/Started

- Support Churches to help them grow
- Define manageable roles for clergy
- Help lift the burden of administration
- Ask parishes to undertake mission audits
- Establish new ways of working together in Deaneries

Serve the Community

Achieved

- Support the ongoing work in our schools (formal and informal)
- Create new Church Schools
- Develop good relationships with ecumenical partners at all levels
- Work with the marginalised and vulnerable, particularly the homeless
- Assist with community reconciliation and resilience

Not Achieved/Started

- Build on existing work through foodbanks, debt counselling and credit unions
- Encourage community engagement and work with local and national partners
- Support the development of pre-school ministry
- Support the introduction of parenting and relationship courses
- Develop a network of school chaplains
- Produce resources for school governors
- Join the public debate on the 'Common Good'

Re-Imagine our buildings

Achieved

- See the church building as a place where people can encounter God
- Provide greater clarity about the future of our buildings by producing advice sheets for PCCs on creating chapels of ease, closing churches and related matters
- Enable buildings to serve their local community apart from Sunday worship and other services
- Help church buildings adapt to serve the needs of today's church

Not Achieved/Started

- Conduct a buildings audit across the Deaneries

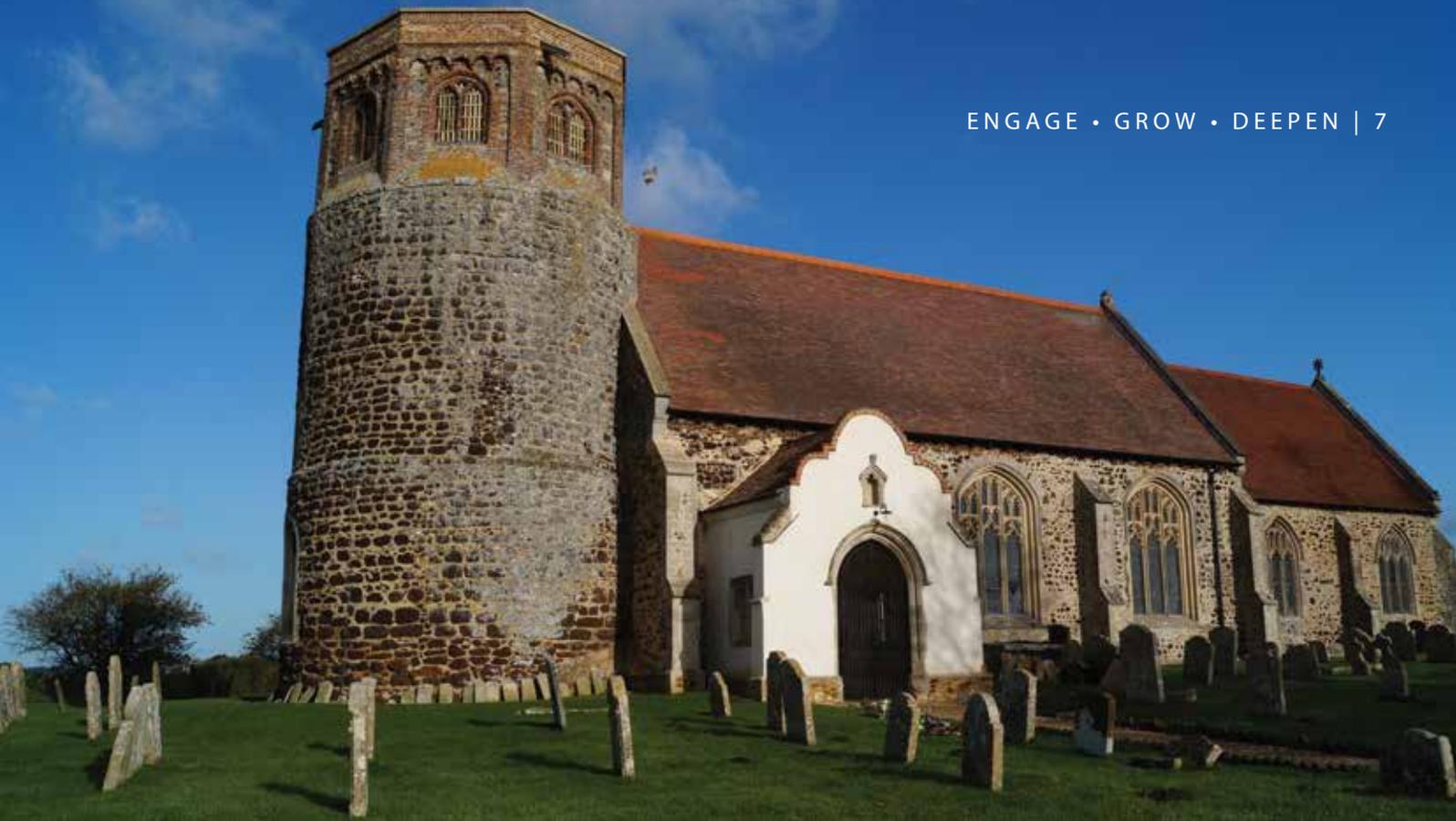
Target support to key areas

Achieved

- Remodel the budget process from January 2017
- Introduce zero-based budgeting to enable intentional spending
- Give greater clarity to congregations on the cost of ministry
- Highlight areas of financial vulnerability
- Establish the Ely2025 Mission Fund (consisting of the Local Mission Project Fund and the Growth Fund).
- Develop interim ministry - lay and ordained
- Develop procedures for better recruitment of clergy
- Pastoral Reorganisation in line with Deanery Plans

Not Achieved/Started

- Define the term 'special measures'
- Support churches in that category
- Establish a deployment plan incorporating clergy and laity
- Advice on how to appoint
 - Deanery youth workers
 - Leaders of fresh expressions
 - Children's and family's workers,
 - School chaplains
 - Administrators



Church Buildings and Pastoral Department (CBPD)

Head of Department: Frances Godden Deputy Diocesan Secretary;
DAC and Pastoral Secretary; Trusts Officer

Department staff: Geoffrey Hunter (Church Buildings Consultant),
Sue Dickinson (DAC and Grants Officer), Sally Gilson (Administrator)

The work of the Church Buildings and Pastoral Department is overseen and managed by the Deputy Diocesan Secretary, who also acts as Trusts Officer for the Diocese. The Department's work 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 (ADMPC) (acting for and on behalf of the Bishop's Council as the Diocesan Mission and Pastoral Committee (DMPC)) and the Diocesan Board of Patronage.

These committees are dedicated to **developing** healthy churches, **servicing** the community, **re-imagining** our buildings, and **targeting** support to key areas throughout our deaneries, benefices and parishes.

With respect to trusts work, a comprehensive review of all Episcopal, Diocesan and Parochial trusts has been commissioned and more information pertaining to this will be made available as this work progresses during 2018 and 2019. The intention is that from this review we can identify and action the necessary legal steps required to more efficiently employ these charitable funds to help support our churches and parishes as they seek to realise the vision in Ely 2025.

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

Chair: The Very Revd Mark Bonney
DAC Secretary: Frances Godden

2017 saw the six-yearly re-formation of the DAC. Richard Halsey retired as Chairman, to be succeeded by the Dean of Ely, The Very Rev'd Mark Bonney. The opportunity was taken to review the working practices of the Committee, to bring them more in line with current practices, including the electronic dissemination of meeting papers. Specialist members now advise the DAC remotely in most cases and are not required to attend all meetings, unless a particular matter concerning their specialism is to be discussed.

The DAC considered 197 cases in the year and issued 84 certificates of recommendation. In total, 84 faculties and 125 List B authorisations were granted.

The DAC continues to receive regular requests for visits to discuss the installation of facilities to enable broader uses of church buildings, in particular WCs, kitchens or kitchenettes, clearing space for gathering/milling, and the provision of level access.

During the year the Church Buildings Consultant undertook over 70 visits at the request of the parishes. The DAC has approved a number of cases for the installation of modern energy-saving technologies, including air source heat pumps and LED lighting systems. In cases where churches have proposed older technologies, this has required very careful justification.

The DAC annual study day visited churches in the Cambridge Archdeaconry, looking at two 'facilities' projects at Great Wilbraham and Great Abington. The Committee also visited the church at Haslingfield to see the repair and conservation of the Wendy monument, damaged by vandals in 2016.

During 2017 the Church Buildings and Pastoral Department arranged four study days for parishes, the first exploring the possibilities now afforded by churches tourism, followed by three separate study days looking at developing, funding and running re-ordering projects in church buildings. The Department also contributed to the Churchwardens' training day in September, with a talk about the Online Faculty System and grant applications.

In response to high demand from parishes, Sue Dickinson's role was altered during 2017 to focus more on helping churches to get grant funding. We were delighted to appoint Sally Gilson to fill the administrative role previously carried out by Sue. During the year, Sue visited eight churches to give initial advice on potential grant applications and commented on several more draft applications.

Several churches received grant awards from Garfield Weston, Cambridgeshire Historic Churches Trust and the Church Buildings Council, and Cherry Hinton and Swavesey were successful in being awarded substantial repairs grants from the Heritage Lottery Fund under the last rounds of the Places of Worship Scheme.

Looking forward to 2018, we will welcome a Historic England-funded Historic Church Buildings Support Officer who will work specifically with churches seeking funding for major repairs. During the latter part of 2017 we worked closely with the Allchurches Trust to shape a grant bid for funding for the Diocesan Buildings Audit, partnering with the Judge Business School. We expect to be able to implement the project in 2018.



Members of the DAC visiting one of our churches.

Churches Uses Committee (CUC)

Chair: The Revd Canon Brian Atling

Secretary: Geoffrey Hunter

The Churches Uses Committee continued its work to re-purpose closed church buildings. Most of the long-standing cases have moved forward through the process. At Tadlow a new custodian has been agreed in principle, subject to the agreement of the Charity Commission. The churches at Prickwillow, Denton and Guyhirn have all had revised schemes submitted to their respective local planning authorities.

A new chair of the CUC will be appointed during 2018, and the constitution and membership updated and revised.

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

Chair: The Bishop (DMPC);

Archdeacons (ADMPCs)

Pastoral Secretary: Frances Godden

In this Diocese, the Bishop's Council acts as the DMPC, which is a statutory body established under the Dioceses, Pastoral and Mission Measure 2007 and undertakes work arising under the Mission and Pastoral Measure 2011. The DMPC'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.

The work of the DMPC is largely delegated to the ADMPCs for Cambridge and Huntingdon and Wisbech. The written constitutions and membership of both the DMPC and ADMPCs were revised and updated during 2017 and are expected to come into effect during 2018 following formal adoption by the Diocesan Synod.

Each ADMPC met three times during 2017. The statutory processes required when undertaking pastoral reorganisation are complex and lengthy. Three Pastoral Orders were made, and one Pastoral Scheme, along with 23 suspensions or resuspensions of presentation. Two suspensions were lifted with the priests in charge being made incumbent of their benefices. An additional 14 proposals requiring a Pastoral Scheme or Order were under consideration or being progressed by the Pastoral Secretary.

A significant amount of material relating to the process and legalities of pastoral reorganisation, patronage, suspensions and the Church Representation Rules has been written and added to the Diocesan website, including helpful flowcharts and summaries of process.

The work of the ADMPCs is expected to increase over the coming year as the committees consider the best provision of resources and support throughout the Diocese within the vision of Ely 2025 during these challenging but exciting times of change and growth. The proposed simplification of some of the processes and rules relating to this work due to be introduced by the Mission and Pastoral Amendment Measure in 2018 is eagerly awaited.



Communications and Database

Head of Communications: James Owen

Data Officer and Diocesan Electoral Roll Officer: Jackie Cox

Prayer Calendar

The production of the Prayer Calendar continued throughout 2017, compiled through contributions from the Senior Chaplain to the Bishop of Ely and the Bishop's Officer for Growing Vocations. The method by which it is compiled and presented was refined in 2017 to provide a more consistent and reliable format and to allow daily prayers to be more reliably added to the diocesan website.

Diocesan Directory

The production of the Diocesan Directory was impacted by the General Data Protection Regulation. This puts greater emphasis on a data subject's rights, which meant publishing certain personal contact details in a directory required additional data subject consent.

There will be a Directory of Ely Churches in 2018 that will include information on our churches and key figures connected to the parish, once we have established a baseline for what information we are permitted to share this will be made available for download.

Database Management

Throughout 2017 the Diocesan database saw continued improvements following significant revision in 2016. The database is maintained so that we hold accurate information on both the structures of the Diocese (such as what churches, parishes, benefices and deaneries we have), and of the people who work within the Diocese, such as our Licensed and Lay colleagues and those on the PCCs.

Improvements were made to the way staff access information, helping to ensure an individual's data is protected with robust access permission groups.

Access to data and the ability to download information from the database is now also highly controlled, with users having only specific permissions to be able to download information appropriate to their position.

Online Course Booking

Throughout late 2017 we developed an online booking platform for Safeguarding courses. This platform connected the website to the database allowing people to book onto a course and for that to link to their database record. This was deployed in early 2018 and the expectation during 2018 is that this feature will also be rolled-out to the Mission and Ministry training courses that are available.

It is hoped that significant time benefits will be realised by administering training in this way, enabling diocesan staff to spend more time working on other areas. It is also hoped that being able to book online will make it easier for those in the parishes to have visibility of and register onto available courses provided by the Diocese.

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 2017 we had a 76% return rate for Statistics for Mission. Thank you those who helped by returning this information. It is put to good use by the Diocese to help structure our plans to ensure growth for the church in our region.

The Return of Parish Finance figures provide information on the income, expenditure and giving figures. In 2017 (to date as returns come back well into 2018) we have received 50% of these forms.

The Diocesan team works throughout the year to issue parishes with the information they need to complete the administrative aspects of running a parish and this includes mailings on Electoral Roll and APCM meeting packs; Directory Update Forms and the Prayer Calendar.

A total of c.2,000 letters were issued in 2017 to gather this information. It is hoped that for 2018, with the improvement in contact information we hold, that we shall be able to move towards emailing reminders, rather than posting them.

Website Enhancements

The website's structure and layout saw further refinement over 2017 and this will continue throughout 2018.

We have provided further clarity through the "About Us" section surrounding the structure of the Diocese and improved the diocesan mapping tool. The website also now provides clear access to Parish (2011) Census, Mission Statistics and Parish Finance dashboards under the "Supporting Parishes" section.

In 2018 we will be focussing on improving the search and navigation features of the site.

Social Media Channels



Twitter and Facebook followers continued to climb in 2017 and the website regularly has in excess of 200 visitors a day.

Facebook followers climbed to 976 and Twitter followers grew to 3,476. A "Bishop of Ely" Facebook page was also launched at the close of the year to help support the Bishop's online reach.

Social Media Campaigns

The Diocesan Communications team and Cathedral Development team jointly managed two large social media campaigns throughout 2017.

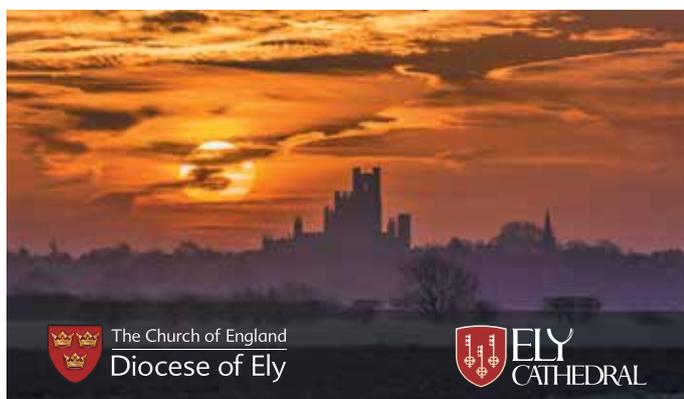
The **#LiveHolyWeek** campaign was viewed by 108,168 people, reached 290,122 people and saw engagement with 2,766 people.

The **#aChristmasMiracle** campaign sought to engage with the wider community and its online content was viewed by 2,086,976 people, reached 6,117,289 people (the number of users who saw the posts), generated click throughs of 221,808 (the number of people who actively clicked a post, many of which were directed to A Church Near You to find a local church service to them) and engaged (comments, likes & shares) with 216,887 people.

We look forward to working with the Cathedral team more in 2018.

Parish Passes

The Cathedral has long provided “Parish Passes” to Electoral Roll members within the Diocese so that they can gain free access to the Cathedral.



The Head of Communications and the Data Officer, working with the Cathedral, revised these passes from a simple white card to a far more engaging pass. Over 6,000 new cards were issued to parishes through this exercise and our hope is that they were well received.



General Data Protection Regulations (GDPR)

The General Data Protection Regulations came into effect on 25 May 2018. This resulted in significant effort to review Ely Diocesan Board of Finance (EDBF) compliance. The Head of Communications and Head of Glebe and Investments were the core team reviewing the EDBFs compliance.

The process to ensure compliance started in mid-2017, continuing through into 2018. This involved both ensuring the EDBF was compliant, while also providing as much support as could be made available to the parishes.

Finance

Finance Committee

Chair: The Revd Canon Brian Atling

The result of 2017 was a surplus of £122,000 compared to a budget surplus of £59,000 which allowed us to transfer a further £120k into the Ely2025 Mission Fund for new parish growth initiatives in 2018 and onwards. The Diocese of Ely has a sound financial base to carry forward our 'People Fully Alive: Ely2025' strategy for growth. Faithful and generous giving by parishes and people is at the heart of this position.

Ministry Share receipts increased by £139,000 (2.7%) over 2016. The overall collection was 98.6% with 11 out of 15 deaneries paying in full. A full list of parish payments can be found at the end of this Report.

Ely Diocesan Board of Finance Summary

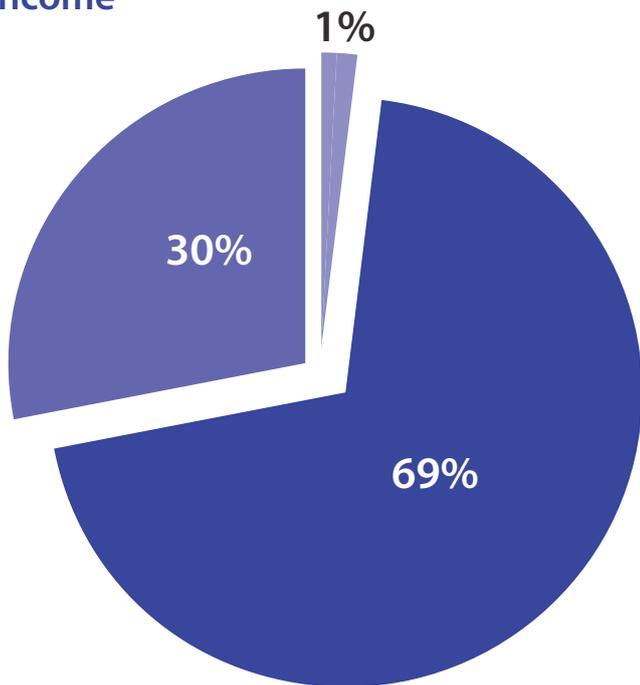
General Unrestricted Funds for the year ended 31 December 2017

Income (£000)	2016 Actual	2017 Actual	2017 Budget
Ministry Share*	5,236	5,375	5,387
Parish fees	346	337	345
Total	5,582	5,712	5,732
Investment income and let houses	2,231	2,524	2,482
Archbishops' Council	63	0	60
Other Income	112	113	101
Total	7,988	8,349	8,375
Expenses (£000)			
Parish clergy direct costs	5,040	4,887	5,213
Clergy and parish support costs	1,262	1,432	1,422
Contribution to National Church	545	570	570
Curates, ordinands and vocations	670	737	799
Other investment in the future	257	294	313
Pension deficit and other costs	62	307	0
Ely2025	14	120	0
Total	7,850	8,347	8,316
Surplus (Deficit) for the Year	138	2	59

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

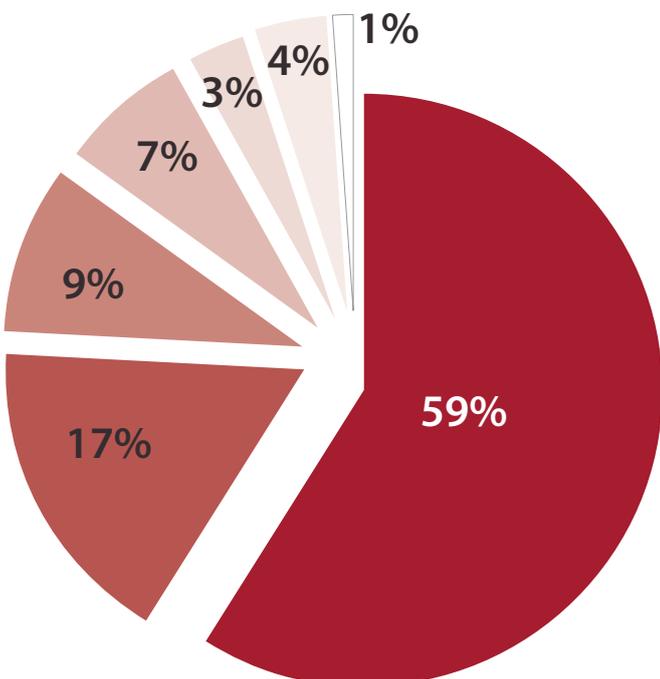
2017 Actual Income and Expenditure

Income



-
- Ministry Share and fees - 69%
 - Investments & let houses - 30%
 - Other income - 1%
 - Archbishops' Council - 0%
-

Expenditure



-
- Parish Clergy direct costs - 59%
 - Clergy & Parish support costs - 17%
 - Curates, ordinands and vocations - 9%
 - National Church - 7%
 - Other investment in the future - 3%
 - Pension deficit & other costs - 4%
 - Ely 2025 - 1%
-

Diocesan Assets Sub-Committee

Chairman: Francis Burkitt

The Assets Sub-Committee manages the Diocese's investment portfolio, the majority of which is represented by land (agricultural, development and amenity) and securities (stocks, share and bonds). It aims to produce a steady and growing income stream to help fund the ministry of priests and support the Diocese's other activities, whilst at the same time preserving or growing the capital value in real terms. All capital gains are re-invested.

Membership

During the year, Sir Hugh Duberly stood down as Chair (though he has agreed to remain on the sub-committee) and Mr Donald Lester stood down from membership of the sub-committee. The sub-committee took the opportunity to thank both Sir Hugh and Mr Lester for their significant contribution over the last 25 years to the work involved in the oversight of the Diocese's assets. Mr Nick Pratt, Mr Edmund Thornhill and Mrs Caroline Crane joined the sub-committee as new members, and Mr Francis Burkitt was appointed Chairman.

Land

There has been downwards pressure on rental levels, and this is expected to continue into 2018. Glebe rental income was £466,048 which, when added with income from separate glebe reserves of £6,598, made a total of £472,646 (2016: £497,500). The sub-committee seeks, where appropriate and possible, to obtain planning permission on its low-yielding landholdings, sell the land at its then-higher value, and reinvest the proceeds in higher-yielding securities. During the year (and mainly towards the end of it) a number of parcels of glebe land were sold in this way, realising c.£12 million, which was reinvested in the securities portfolio.

Securities

2017 saw a continuation in volatility of markets across the world. Despite setbacks in the UK economy during the opening quarter, the FTSE100 saw strong returns over the period and global markets strengthened over the second half. Income from securities was £1,933,480 (2016: £1,771,000). The rises in markets and the addition of the funds realised from the glebe land sales meant that at 31st December 2017 the securities portfolio stood at £50,817,500 (2016: £37,793,900). It is managed by a number of external fund managers.

Summary

Total investment income was £2,406,100 (2016: £2,268,500), a rise of 6%. In addition, the income from the separate endowments for our schools was £126,000 (2016: £126,000) and £8,101 was earned in interest on bank deposits.

Houses Sub-Committee

Chair: The Revd Simon Talbott

Secretary: Stella Green

2017 was an extremely busy year for the management of the housing stock of the Diocese. The ongoing capital programme saw the purchase of new houses in Brampton and Cambridge and contracts were agreed for the provision of properties in the new townships of Alconbury Weald and Northstowe. During the year, 13 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 2017 realised a total of £2,235,500.

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

During the year Sir Hugh Duberly and Mr Donald Lester stood down from their membership of the committee. The members of the committee thank both Sir Hugh and Mr Lester for their significant contribution over the last 25 years to the work involved in the oversight of Diocesan housing.

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.

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



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.

In many respects our work embodies the core purpose of the 'People Fully Alive: Ely2025' Strategy for Growth. For example, in 2017 our pupil numbers grew by over 1,000, and regardless of school type, the Diocese has remained equally obligated to over 15,000 children in 85 Voluntary Aided, Voluntary Controlled and Academy schools, serving 25,000+ parents and employing 3,000 staff who make up our Diocesan Church School communities across a 1,508 square mile catchment area.

In 2017 another new Church primary school was opened on the new development of Northstowe, with our new large secondary at Alconbury Weald entering into pre-opening design phase in Huntingdon. The Diocese also teamed up with the Spring Common Academy Trust under whose leadership we bid for and won the right to open a new Special School to be co-located on Alconbury Weald.

Collectively, our schools remain strong academic performers, with delivery founded upon strong Christian principles. The successes of 2016 were repeated in 2017, with several of our primary schools listed in the top ten schools in Cambridgeshire for the achievement of their pupils at the end of Key Stage 2, with some listed in the top 10% of all schools nationally. St Bede's remains one of the most sought after and successful secondary schools in the locality.

Of course, whilst this is cause for celebration, we do not limit our ambitions to raw test results and league tables or rest on our laurels, but focus on educating for the whole child regardless of background or circumstances; not least in tackling the national gap in unequal outcomes for learners from different socio-economic backgrounds. For example, although the whole region has room for improvement, in closing this achievement gap 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 2017 we have invested heavily in closing this gap.

In the face of ongoing funding shortages and upheaval in the sector in 2017, we have remained committed to preserving our Church School heritage for future generations and as with 2016 much of the year was spent protecting, nurturing and growing our footprint – including the restructuring of schools in clusters within the family of the Diocese of Ely Multi-Academy Trust.

Last year, a key event for the Diocesan Board of Education (DBE) 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.

These paper-based promises have subsequently been lived-out and delivered in 2017, with (for example) all schools completing a formal training programme on 'Understanding Christianity', and a new vision and structural plan for the education department completed, approved and rolled out. It is important to reiterate this refreshed vision which can be summarised as promoting educational excellence everywhere for everyone, regardless of faith or Church School type. The Diocese has a statutory duty in this respect in relation to protecting the legally prescribed founding principles of each Church School as described in each school's founding documents.

In our Church Schools in 2017 this was lived out in the deeply Christian foundation for the vision as seen explicitly in:

- the pursuit of 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; and
- within our wider educational contexts in the community, human flourishing that can inspire what the school is and does, particularly in our more vulnerable communities.

Many will recognise this as having the vision of 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'.

In the 2017 educational landscape of increasingly narrow governmental success measures, it has been important to protect a vision that embraces excellence and academic rigour, but sets them in a wider framework. The training received by schools has worked this out theologically and practically through four over-arching characteristics which

now permeate the DNA of our work:

- Wisdom
- Hope
- Community
- Dignity

The vision thus remains determinedly for the common good of the local community and its environment around the school, whether national, regional or local. Church Schools are deeply Christian community schools, that explicitly:

- remain hospitable to diversity;
- respect freedom of religion and belief;
- encourage others to contribute from the depths of their own traditions and understandings; and
- invite collaboration, alliances, negotiation of differences, and the forming of new settlements to serve the flourishing of a healthily plural society and democracy, together with a healthily plural educational system.

To realise this ambition in 2017 and beyond in an increasingly fragmented educational system, with (for example) local authorities being deemed by central government to no longer be running schools and having a narrower remit within a 'school-led-approach', the Diocese has increasingly stepped up to work in parallel with the local authority and other support agencies as a system leader in education.

To this end in 2017 the Diocese has continued to embrace the opportunity to directly run church schools through the Diocese of Ely Multi-Academy Trust (DEMAT), particularly where local communities themselves or governmental agencies have deemed it in the best interests of children and communities for us to do so. We have also taken every opportunity to meet regularly with Ministers and senior Department of Education (DfE) Officials and to strengthen working relationships with our Local Authority. For example, in 2017 Andrew Read took up a place as a Diocesan representative on the *Children and Young People's Committee*, Cambridgeshire and Peterborough's Council committee with delegated responsibility for Children's Services across the locality.

In 2017 DEMAT received a full and detailed Ofsted Review inspection of all its activities, and we were delighted that the Trust's deeply Christian system leadership was seen as having a strong impact. The Eastern Area Regional Director of Ofsted concluded that: *"The quality of education in many of the Trust's schools is improving. The rate of this improvement is increasing"* and *"The Diocese of Ely has a wholehearted commitment to improving the life chances of pupils across schools within the Trust, however small the school and whatever its starting point"*.

During the inspection, inspectors pointed out that 96% of children were seeing their life chances improved by virtue of their school being a member of DEMAT. This was a great

testament to the very hard work of the 1,000 staff who lead, teach and support provision in all DEMAT schools. A shortened link to the report on the Ofsted website has been created: see <https://tinyurl.com/DEMATOFSTED>

A significant continuing development for 2017 was thus the legitimised ongoing expansion of DEMAT, with the majority of joining schools self-opting to convert to membership of the Trust, armed with firm plans to create self-sustaining local operational collaborative clusters supported by central DEMAT services.

Following the Ofsted review and with numerous review visits to see its academies in action during 2017, the Department for Education and Regional Schools Commissioner's (RSC) Office recognised that the trust is effective and has good capacity to grow in 2018 onwards. With many schools in 2017 submitting formal intentions to join in 2018 - DfE permitting - over half of the Church Schools in the Diocese will be or have submitted plans to become an academy by Easter 2018. This innovation and foresightedness would be no surprise to our forebears: The history of Church School survival in our locality bears testament to the importance of constructively embracing change as a means to protect our founding values and purpose for future generations. In 2017 Trustees worked hard to make this vision a viable reality and the Diocese remains grateful for their critical work.

Necessarily there has been a continued demand for greater hands-on support for Voluntary Aided and Voluntary Controlled schools that remain under the umbrella of the Local Authority. Our work to support the much-valued head teachers, teachers and support staff in these schools remains a core focus of our efforts. Key to this has been the work of a team of practising head teachers and consultants who worked throughout 2017 with the small core central team to ensure that all schools received a termly visit from an Ely Diocesan Regional Adviser (EDRA). Such advisers made over 100 visits to schools in 2017, ensuring that the majority of our schools remain in regular contact with the Diocese. A significant number of schools were also visited multiple times by members of the central team during the year, proportionate to their needs.

In 2017 a large majority of our schools (represented by head teachers, other school leaders and governors) also attended seminars to discuss the future structure of Church schooling in the light of the new school-led approach to locality leadership, and in March (2017) our annual education conference was very well attended by school leaders and governors where many of these 'big-issues' were debated within a strong collective commitment to strengthen our collective resolve and 'keep-the-fires-burning', with worship led by Bishop David.

In 2016 the Diocese continued to strengthen links with the four stand-alone academies - St Bede's, Bourn, All Saint's and Buckden - all of which continue to flourish under

strong leadership. The two inter-church (Anglican-Catholic) academies of St Bede's and All Saint's remain a much-valued ecumenical part of our church school family, with the Diocesan Director of Education and Chair of the Diocesan Board of Education sitting on the inter-church board of trustees at St Bede's and All Saint's, March.

Our schools continued to perform well during inspection, although a small number have struggled under the new Ofsted framework. These have been given nurturing and intensive support through the MAT. As in 2016, supporting the professional development of all staff in schools has remained high profile in 2017. Over the course of the year, the Diocese arranged and hosted numerous development courses.

Eight schools and academies were inspected by Ofsted in the 2017 academic year. Six maintained or improved their grades for overall effectiveness. Six schools that were previously judged to be good maintained their good grades.

Nineteen 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, three schools were judged to be below good for overall effectiveness, nine were judged good and seven were considered outstanding.

As with 2016, the work of all our Governors has remained instrumental in our schools' successes over 2017. In particular, the contribution of our ordained and lay Foundation Governors remains of significant importance and we remain very grateful for their work and commitment in an increasingly challenging role. We will be continuing to develop our work-streams to focus on protecting and nurturing support for such colleagues, and will be working hard to further assist the vital work of voluntary leaders in this vital area in 2018.

The work undertaken in 2017 has thus continued to build on that planned in 2016, ensuring that the Diocesan capacity to be a central leader in educational activity and thinking across the region remains strong. 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.



Ministry

Council for Ministry

Chair: The Ven Hugh McCurdy, Archdeacon of Huntingdon & Wisbech, **Director:** The Revd Canon Linda Church

2017 was an exciting year with growth in the provision and take-up of training and learning opportunities. Over 10,500 guided learning hours were undertaken by nearly a 1,000 people.

- Each of the three Bishop's Study days were attended by approximately 100 Clergy and LLMs
- 49 people attended the College of Preachers workshop at Chesterton
- 26 people attended the 2017 Parish Administration day led by Andy Bagwell, bringing the total people who have undertaken this workshop to 90 (over the two years it has been running).

Continued Ministerial Development (CMD)

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

We are investing in our Lay and Ordained colleagues with funding for courses, conferences and retreats. We also invested significantly in Leadership Development.



Leadership

Tutor: Karin Horowitz

A new Leadership course began in 2017 with ten candidates. The Action Learning Sets continue to meet and following some candidates leaving the Diocese, a restructure has resulted in 43 people attending six Action Learning Sets, including two evening sessions in Cambridge and Ely. Karin also undertakes 1:1 coaching. "Leading from the Second Chair" was attended by 14 people and interest is such that a further workshop is arranged for 2018.

The Riverside Leadership Programme in London Diocese was attended by six candidates and five people attended the CPAS Mentoring course, enabling us to have a team of mentors available if required.

Shared Ministry/Leadership

Linda Church was part of the National Steering Committee during 2017 which organised and delivered a conference at Hayes, Swanwick called 'Bread, Fish and Expectancy'. This centred around the theme of sharing ministry to grow disciples. The Diocese of Ely was represented by two ministry teams, one rural and one urban to help identify good practice and share expertise.



Initial Ministerial Education (IME)

Director: The Revd Canon Linda Church, **IME2 Officer:** The Revd Canon Dr Jessica Martin, **Administrator:** Jennie Woolston

Seven Deacons and 20 Curates took part in the IME Phase 2 Programme in 2017. Several LLMs who are in training or have recently been licensed joined in for some of the sessions.

Ministerial Development Review

Director: The Revd Canon Linda Church, **Administrator:** Angie Beavis

We continue to receive positive feedback from both Reviewers and Reviewees taking part in our Ministerial Development Review (MDR) process.

It continues to be a tool to:

- enable clergy reflection (Year B & C)
- act as a health and well-being check (Year A)
- serve as an ongoing development opportunity of the person in role.

There are 102 Clergy in the system, with 28 Year A and 74 Year B & C reviews undertaken in 2017. We remain grateful to those who conscientiously fulfil the role of Reviewer.

Vocations

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

The Vocations webpages were updated significantly in 2017. These now have more emphasis that everyone has a vocation, a calling to God's fullness of life, and are not limited to thinking about church-based roles.

With an awareness leaflet and two self-help booklets to explore vocation ("Becoming Fully Alive" and "Who Me Yes Me"), an integrated approach called "Vocational Living" has been developed. This stresses the opportunity God gives us to find our purpose, in living out being 'fully alive', tying to the Diocesan Strategy Ely 2025.

Vocations course

The Vocations course was developed to be a gateway and preparation for the church-based Ministries of LLMs and Ordination, but open to all. It ran for the first time in September (2017), with 14 candidates. The course will be run three times a year, and 22 candidates signed-up to start in January (2018). A student version of the course was also prepared for 2018.

A general Vocations course has been developed for use at parish or deanery level. This will be launched in the latter half of 2018.

The monthly support group for those considering vocation continued throughout the year and online Facebook support groups have been launched.

Vocational input to baptisms and confirmations is being developed and vocational leaflets have been drafted. Following review, these will be trialled with Clergy.

Rob Taylor, Bishop's Officer for Growing Vocations, has visited parishes, Deanery Chapters and Synods to speak about Vocations and will be developing a follow-up programme to enhance the impact and encourage further vocational discussions.

Training for Licensed Lay Ministers (Readers) and Occasional Preachers

Ministry Training Officer: The Revd Canon Nick Moir

Licensed Lay Ministers (Readers)

Six Licensed Lay Ministry (LLM) candidates completed their training in July (2017) and were admitted as Readers on 7th October.

Ten candidates began their training for 'traditional' LLM on the ERMC (Eastern Region Ministry Course) in September (2017). They are engaging in two years of ministerial and theological formation, completing a Certificate in Theology, Ministry and Mission, validated under the University of Durham Common Awards scheme. Most of their study takes place alongside Ordinands at the ERMC evening class in Cambridge.

A new pathway for a Children and Families' specialism for LLM was also developed by Debbie Hill, Diocesan Children's Adviser, working in conjunction with Linda Church and Ridley Hall.

A further three candidates were selected for LLM training via this route and began their two-year Diploma course in September. Another candidate was recommended for Pioneer LLM and is training at Ridley Hall (with one module via the ERMC).

Occasional Preachers

In February 2017 the Diocese held the second annual training day for Occasional Preachers, attended by 15 candidates.

In this ministry, the Bishop delegates to incumbents the authorisation to preach, where there is evidence of a good grounding in biblical and theological understanding. Some additional training in preaching and a training/working agreement is also put in place, agreed between the incumbent and candidate.

Authorised Lay Ministry (ALM)

Co-ordinator (up to Easter

2018): The Revd Steve Rothwell

Co-ordinator (from Easter 2018):

Lisa Tulfer, Bishop's Officer for Lay Learning and Formation

Administrator: Jennie Woolston

43 people began their Authorised Lay Ministry (ALM) training in 2017, attending five ALM training courses:

- Children's' Ministry (4)
- Youth Ministry (4)
- Pastoral Assistants (10)
- Worship for Today (11)
- Baptism Ministry ALM (14) - the newest course, developed by Debbie Hill and Olivia Coles.

The elements required to become a fully Authorised Lay Minister include the ALM module itself, attendance of the "Growing as a Discipleship" course and relevant Safeguarding training.

Those who initiated their ALM courses in 2017 may each be at various stages on their pathway, with some having finished, while others may take longer depending on their circumstances.

In early 2018, Steve Rothwell stepped down from co-ordinating the ALM scheme and passed this responsibility to Lisa Tulfer. Lisa has issued the first of the new quarterly email newsletters for ALMs which was sent out in early December (2017).

Growing as a Disciple

Course Co-ordinator:

The Revd Janet Glover

Administrator: Jennie Woolston

Ranging from 19 years of age to 84, over 300 people have completed the Growing as a Disciple course in the Diocese. At present, a further 12 groups of people are either already meeting or are planned.

Clergy and LLMs are increasingly using the course for their own congregations, stirring-up people in their faith and encouraging them to ask how they can serve God in a more active way.

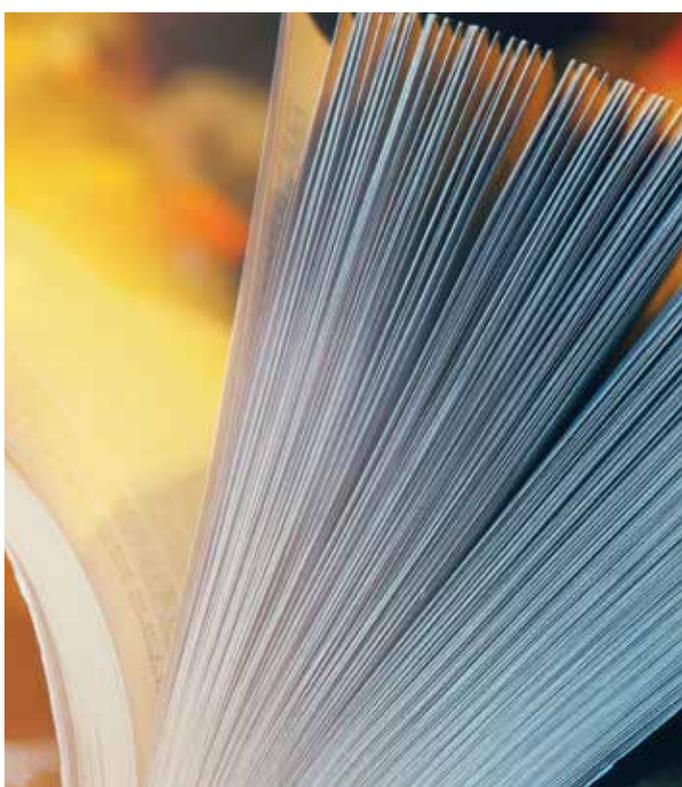


While part of the Authorised Lay Ministry (ALM) training, the course is open to everyone. Each session is a mixture of input, group discussion and reflective worship. Groups delve into the Bible to appreciate God's story of salvation and his purposes for us, to deepen faith and to grow in confidence to express their faith in their communities and workplaces.

Lay Learning and Formation

Bishop's Officer for Lay Learning and Formation: Lisa Tulfer

(Lisa was appointed to this post in October 2017)



Wisbech Learning Community (WLC)

The brief Lisa was given was to create a learning community based at Wisbech, which would serve to make learning at all levels more accessible, particularly in the north of the diocese and the Fens.

'Accessible' is defined not only in terms of geography (to respond to the difficulties of travelling to Cambridge or Ely, from this area) but also in terms of modes of delivery, with an intentionally less formal/academic approach.

It is part of an aspiration to grow more vocations in the Fens and to provide contextual, local learning and training to support those vocations. The choice of the word 'community', rather than, for example, 'centre', emphasises the idea of learning as transformational in the lives of people, rather than simply a building or a course.

The WLC is envisioned as having many strands including:

- community learning (first aid courses, adult literacy etc)
- lay learning (including; Growing as a Disciple, the Vocations Course and ALM training)
- ways into more academic learning (including access courses and potentially training for LLM or ordination)
- cross-diocesan working (with the three dioceses that have boundaries nearby)
- Ecumenical opportunities.

One of the first activities as part of the Wisbech Learning Community will be Stories on the Street, a programme for community engagement created by Mosaic Creative in collaboration with the Mothers' Union.

Sunday Morning Resources

Churchwardens have responded enthusiastically to the prospect of an online off-the-peg resource of lectionary-based sermons. A trial in early 2018 will be followed by the full launch of the resource later in the year.

Way of Life

The Ely Diocesan 'Way of Life' emerged from the Ely2025 Strategy – specifically the desire to 'raise the spiritual temperature of the Diocese' and nurture a confident people of God. Envisaged as a means of supporting people in shaping a rule of life, the *Way of Life* web pages provide a suite of resources for all ages.

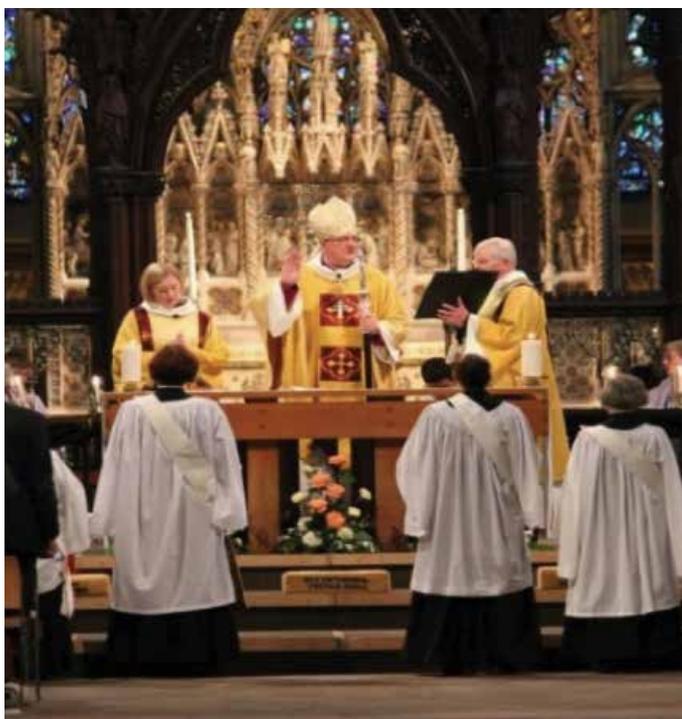
Material for a range of six-week introductions was produced, designed for a variety of groups (adult groups such as PCCs, home groups, study groups and people who have done the

'Growing as a Disciple' course, as well as youth groups, or families). All versions interpret the same themes, in ways which are suitable for their intended participants.

All versions of the six-week introductions are available to download from the Diocesan website, as well as being available as printed booklets.

The *Way of Life* material is supplemented by three additional web pages:

- Shaping YOUR *Way of Life*
- Further Resources
- Events



Ordinands

Director of Ordinands: The Revd Canon Anna Matthews
Secretary: Gina Mead

Throughout 2017, 18 Ordination candidates were referred to Revd Canon Anna Matthews, Diocesan Director Ordinands. Of these, one Ordination candidate chose to defer and two chose not to progress further.

14 candidates were accepted for LLM training, including three Family and Children's Ministers, and one candidate was accepted under the Pioneer label. 10 people were ordained as priests and six ordained as deacons at Petertide in 2017.

There are 28 ordinands in training at seven different colleges and courses, although the majority of ordinands remain

local, training at either Ridley Hall, Westcott House, or ERM (Eastern Region Ministry Course).

National changes to the funding of ordination training introduced in September 2017 are likely to have an impact on the sector, reducing the amount of funds available for the training of older ordinands. In Ely we remain committed to enabling ordinands to train on the pathway that is most appropriate for them.

Clergy Wellbeing

Bishop of Huntingdon: The Right Revd Dr David Thomson

The Clergy Wellbeing Forum has continued to meet regularly. We responded to the 2016 clergy survey by acting to support local discussion about, and understanding of, the clerical role, to encourage more admin support as well as "time wisdom" and to put more "clergy handbook" materials online.

We have initiated a series of leaflets on wellbeing in general, counselling support and spiritual refreshment. A theological reflection on the theme is in near final form.

There is a national move towards a "clergy covenant" and our aim is to be at the forefront of this and to continue our strong involvement with the work of Sheldon in this area.

Resilience in Conflict

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

Eleven people attended a 'Resilience in Conflict' taster workshop in which Ruth introduced the cohort to the concept of walking towards conflict. The group also thought about their own style of dealing with conflict and discussed some tools of conflict analysis that they might find useful when dealing with issues that may arise in their role. The taster session led to a three-day course which was held at St George's, Chesterton.

Ruth has also carried out work with parishes and individuals, this involved two longer interventions with parishes lasting several months; two mediations and coaching for two clergy. She also ran an evening shared conversation for a deanery synod.

Self-Supporting Ministry (SSM) Bishop’s Officer for Self-Supporting Ministry: The Revd Jenny Gage

Growth in Vocations

“Self-Supporting Ministry: the gift of flexible priesthood” - this 16-page A5 booklet was produced by Jenny Gage, working with the Revd Dr Rob Taylor. It is envisaged that the booklet will be part of Vocations events and available generally throughout the diocese to raise the profile of Self-Supporting Ministry (SSM).

Ministerial Training and Development

The first national meeting of SSM Officers was held in October 2017 at Shallowfield House, Staffordshire. The second meeting of the East Anglian SSM Officers was held in November 2017. Both were opportunities to discuss with colleagues how we support SSMs and how we might raise the profile of Self-Supporting Ministry in our dioceses and nationally.

Clergy Roles and Wellbeing

One-to-one conversations with SSMs and part-stipendiary curates were held to discuss issues such as:

- managing the transition from curacy to associate priest
- whether SSM status will continue to be the way forward
- balancing demands of secular work
- parish involvement
- IME2
- personal life



Licensed Lay Ministers (LLMs)

Warden of Readers: Steve Mashford

Following the 150-year celebration of Readers and the Eastern Region Day & Triennial Service in 2016, 2017 was relatively quiet.

At the annual licensing service in October (2017), LLM numbers were increased with seven LLMs being admitted and licensed and four being transferred in from outside the diocese.

At the end of December (2017), total LLM numbers, including those LLMs now with PTO (Permission To Officiate) stood at 162. 50% of these were under 70, 18% were under 60 and we now have three under 40.

Below is a breakdown of the age profile over the four sub-warden areas we have within the Diocese of Ely, including a column identifying the number of those under 70 years of age.

Sub-Warden /Age Range	<40	40-59	60-69	70-79	80+	Overall Total	Total under 70
Cambridge North		5	19	9	7	40	24
Cambridge South		9	9	16	5	39	18
Huntingdon	2	6	12	20	1	41	20
Wisbech	1	6	13	18	4	42	20
Total	3	26	53	63	17	162	82

We now need to give those who have given many years' service to lay ministry time to retire and encourage and mentor the new breed of LLMs seeking this vocation.

This year has seen the development of the role of LLM, including three specialisms alongside the national Reader role. These are:

- LLM - Pioneer Minister
- LLM - Children and Family Minister
- LLM - Youth Minister.

These roles are created to support the Diocesan Strategy - People Fully Alive: Ely2025. Most directly they support:

- the Strategy Lever 'Growing Confident People of God'
- the vision of Shared Ministry, the 50/50 'Blended' economy and growing disciples.

As part of the 'Growing as a Disciple' course, there are several LLMs leading and facilitating its delivery.

The next 'Party with a Purpose' is on Thursday 20th September 2018, but in the meantime, people can sign up for the Vocations Course by contacting us via: vocations@elydiocese.org.

Retired Clergy

Diocesan Retired Clergy Officer: The Revd Canon David Pritchard

The retired clergy officers (Revd Canon David Pritchard, Revd Canon Chris Barber, Revd Roger Bowen, Revd Canon Robert Sibson) met in January with the Bishop, the Director of Ministry and the Widows Officer (Mrs Joan Cameron). As well as reviewing the work and needs of the retired clergy and their families, the meeting kept in mind the Diocesan levers to Nurture, Develop, Serve, Re-imagine and Target.

There was a good attendance at the Diocesan training events and workshops. In addition, 35 people attended the Study Day led by the Revd Canon Dr Jessica Martin, and 30 attended the first Conference for retired clergy. The main speaker at this conference was the Diocesan Secretary, Paul Evans, who thanked the retired clergy for the important part they play in the life of the diocese, noting: "without you, we would be in very serious trouble on Sundays and in taking funerals".

The response to the conference was positive, with one attendee commenting: "we were being told important things about our Diocese and being invited to feel part of it.....do make it an annual thing".

The 2017 Articles of Enquiry included questions about what retired clergy do, how they operate and how the Rural Deans, Synods and Chapters appreciate and affirm them. Although there was much positive feedback, several of the respondents seemed to know little about the retired clergy in their parishes.

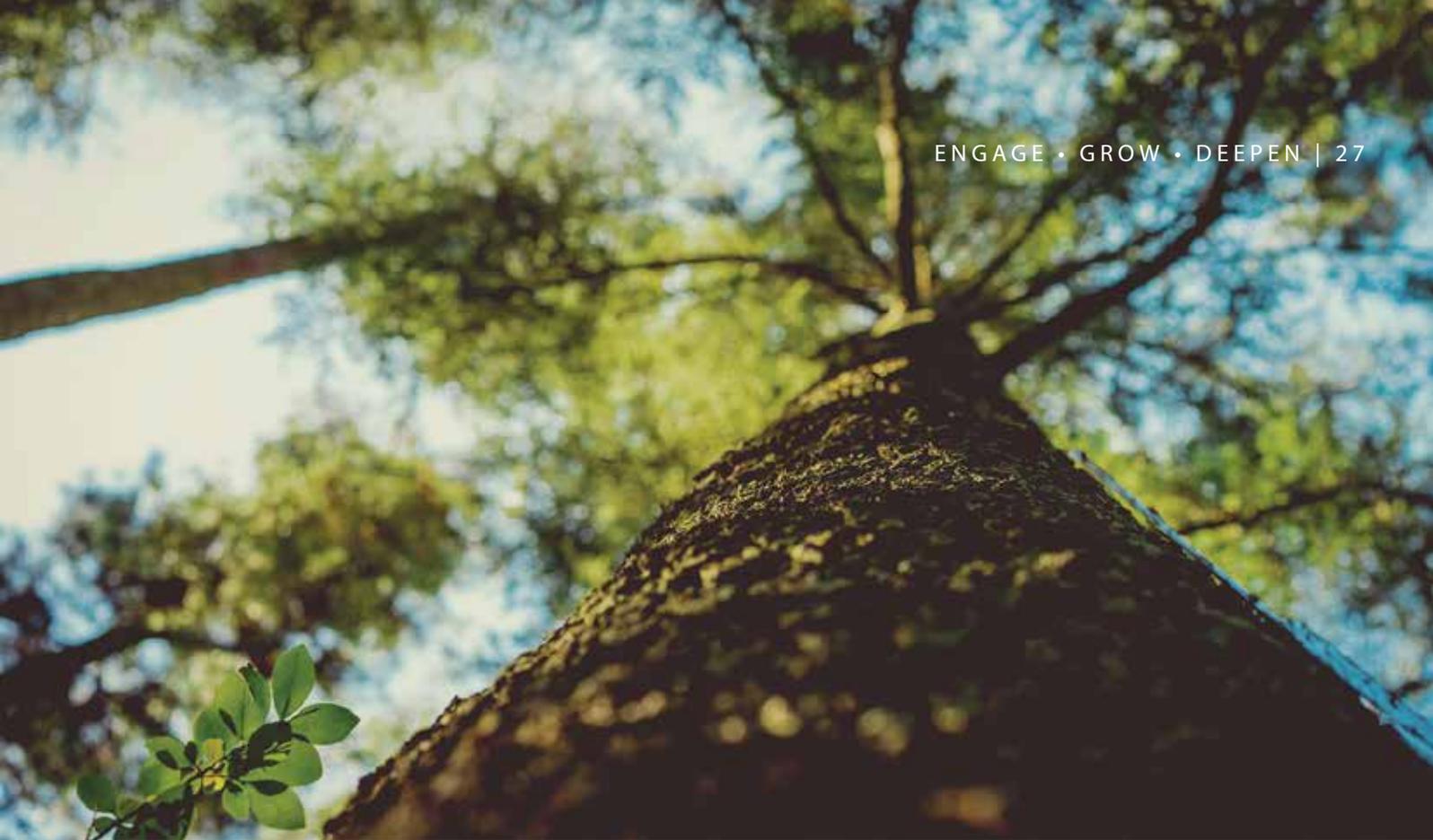
One hundred and five people attended the Annual Gathering Eucharist and lunch which was held in Ely Cathedral on June 1st (2017). The Right Revd Dr David Thompson, Bishop of Huntingdon, presided and the Director of Ministry, the Revd Canon Linda Church, preached.

In September (2017), David Pritchard spoke to the Area Deans about retired clergy arrangements in the Diocese. This was both a useful and informative exercise, and worth repeating.

The Ely Fringe and the Cambridge Branch of the Retired Clergy Association continued to hold bi-monthly meetings for their members.

Looking Ahead

The Bishop of Ely has asked that we meet with the Archdeacons to consider how the Diocese might best 'deploy' retired clergy to support the needs of the parishes in the current challenging climate. This discussion will bear in mind the CofE Ministry Division's work on developing a letter of understanding for retired clergy. In 2018, the Study Day and Conference will be open to all clergy families



Mission

The Pioneer Exchange

The Pioneer Exchange launched in autumn 2017, appointing six paid Pioneer Partners to rural and market town Blended Economy parishes.

This is a unique scheme under the umbrella of Church of England Ministry Experience Scheme (CEMES).

A weekly learning group led by a Project Mentor has enabled teaching, discussion, prayer and support. A film made by the Pioneer Partners, shown at Bishops' Council and the Council for Mission revealed some really encouraging stories of vocational learning and a positive impact on the local parish.

Mel Takac (Pictured) - Pioneer Partner in the Three Rivers Group said:



"The Pioneer Exchange is helping me to discover my gifts, to discover my future vocation and to discover my part in furthering God's kingdom in this specific time and place. The training team and the Clergy and congregation at my placement have been wonderful, I have truly struck gold, and I am really looking forward to seeing what God is going to do in these places."

Fresh Expressions



- Ten new Fresh Expressions of church emerged across the Diocese in 2017
- The community of St Etheldreda - a new monastic community - was relaunched
- Annual Diocesan Blended Conference a great success with 100 attending

Working with Secondary Schools

In 2017, Natasha Clark was appointed as Secondary Schools Co-ordinator for the Diocese – a role that will restart connections between churches and young people. The **Thrive Huntingdon** project was subsequently developed to create a partnership between churches and secondary schools in Huntingdon. Thrive Huntingdon is a new youth and secondary schools project between the Diocese and Huntingdon deanery that aims to connect with young people where they are and create new youth communities in the region.

Thrive is currently operating two main programs:

- mentoring; and
- a youth café.

Ely 2025 Growth Fund

Thirteen Growth Awards were made in 2017, with the total committed now at £453,000 (over three years). Of these:

- four had a concern for social justice
- two were in areas of rural isolation

Seventeen Local Mission Project Fund Awards were made, totalling £34,449. One of these awards included running a CAP Debt course and follow-up for members of the Cambridgeshire Deaf Churches. This led to closer working with the Cambridgeshire Deaf Association.

Working with Children & Families

A new Licensed Lay Ministers (LLM) course was offered in conjunction/partnership with Ridley Hall.

Juliette, from Chatteris, was one of 11 delegates on the "Children's Authorised Lay Ministry (ALM)" course in February 2015. She was invited to apply to be one of the new Licensed Lay Ministers for Children and Families with funding offered by the Diocese to complete a two-year diploma in Theology, Mission and Ministry at Ridley Hall Cambridge, starting in September 2017.

Training included:

- Connecting Children to God with Rachel Turner
- Messy Hospitality with Lucy Moore

Some headline numbers:

- Messy Church has grown by 23% - now with 54 messy churches
- There are now 73 toddler groups in Ely diocese

Making the most of Baptism



The Revd Olivia Coles started work in a part-time capacity in the role of Baptism+ Co-ordinator.

This role will assist churches develop their relationship with baptismal candidates and their families through a series of different pathways.

A new Baptism ALM (Authorised Lay Ministry) course was run, with 36 people attending. From this, 17 people went on to gain full ALM authorisation.

The Children's Society in the Diocese of Ely

The relationship between The Children's Society and the Diocese of Ely continued to grow during the year. This was helped by a number of opportunities to promote the importance of church support for the vital work of the charity, for example:

- a presentation to Diocesan Synod in March 2017
- attendance at the Diocesan Festival and Admission of Churchwardens in May 2017
- giving talks to church groups, Mothers' Union branches and at Christingle services
- the Christingle social media video featuring Bishop Stephen, produced by the Diocese and Cathedral communications teams, was seen by over 13,000 people.



Getting new spaces ready for young people. 180 people came to see the new youth resources.

Working with Young People

Throughout 2017, the Diocese of Ely saw a significant growth in the numbers of those involved in Youth Ministry training and partnership events.

There was greater engagement from churches in the plans for schools-based Youth Mission looking ahead to 2018.

Methwold received a Growth Fund award and was one of four places in the Diocese where a new youth worker was appointed.

The growth in the relationships held with many volunteer and paid Youth Workers around the Diocese resulted in the launch of three youth hubs and the appointment of eight youth champions.

All seeking to serve local young people and churches to accelerate growth by means of training and equipping leaders and by encouraging the effective discipleship of young people aged 11-18 years.

Highlights included...

- 250 people attended the free public seminars offered on Young people & mental health
- Youth ALM training numbers grew from zero in year one, to 16 by year three.



Soul Survivor arrived in Ely Diocese in 2017 with several churches taking their young people along.

World Links

Vellore (Church of South India)

A small party from Cambridgeshire Ecumenical Council (CEC) visited Vellore to join in the 70-years centenary celebrations. During the visits, the covenant between CEC and Vellore was considered for renewal and warmly endorsed.

It was proposed that a commitment to the environment be expressed in the new agreement, due to a shared concern over the environment. This was highlighted in a conference opened by the Vellore Bishop at the Kassam Agricultural Institute in February. The keynote address was given by Dr Matthew Koshy, Director of the CSI Synod department for Ecological Concerns.



Visit to the Nordkirch to celebrate 500 years of reformation

Kigali (Rwanda)

It was a joy in October to welcome Bishop Louis and a team from the Diocese of Kigali to Ely. The team also included Canon Antoine (Principal of the Theological College) and Dorcas (the Co-ordinator of Mothers Union).

The trip included discussions at Lambeth Palace, visits to Fresh Expressions of Church in Wisbech and HMP Whitemoor.

Highlights

- 22 candidates are at present supported to train at Kigali Theological College (KATC)
- a summer placement in Kigali was started as part of curate training
- a group of retired teachers visited Kigali in June to support the work in schools



Nordkirche (Northern Germany)

Four members of the clergy were invited to share with a group of pastors from the Nordkirch Lutheran Church in Germany, in this year the 500th anniversary of Luther.

Experiences of Lutheran faith and practice and patterns of ministry in the German Church were described and discussed.

Environment

Clare Redfern, the Diocesan Environment Co-ordinator, has started providing regular updates for churches on environmental matters. You can contact Clare to learn more on clare.redfern@elydiocese.org

Local Mission

New Housing

The New Housing group met throughout the year to consider good practice and learning. Paul Mumford, Head of Planning at South Cambs District Council presented to the group in November which was particularly helpful.

In October, Ermine Street Church Academy was officially opened by Bishop Stephen on Alconbury Weald.

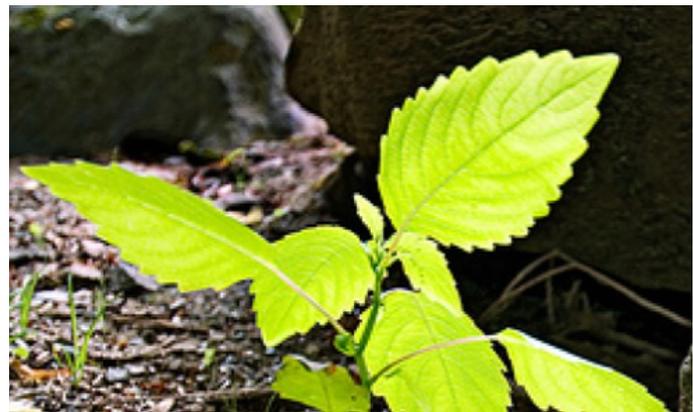
Over 2017 Mike Booker, Bishop's Change Officer for Market Towns, has been investing time to get to know towns and their parish churches, listening, meeting people and working on plans to draw on Diocesan and national Church of England resources to make a significant difference.



Outline approval was gained in December from the Church Commissioners Strategic Investment Board for nearly £2 million of investment from the Church of England's Strategic Development Fund.



Rachel Hilditch talking about the ongoing work at Hampton.



Market Towns

The Changing Market Towns project is a major part of the response of the Diocese of Ely to the challenge to target resources to key areas.

The main elements of the plan involve:

- Working with market towns as "towns" – not only through parishes, benefices and deaneries
- New engagement with a range of needs across Fenland towns, with seven new Changing Market Towns workers being appointed
- Each new role will be shaped to the needs and opportunities of the specific town
- Increased operations management support to free clergy for strategic mission.
- New church plants, drawing on the skills and strengths of larger churches in the Diocese.
- Multiple new Fresh Expressions of Church.
- Training and support at all levels, with a particular focus on the learning community being developed in Wisbech.

Rural Mission & Ministry

The Rural Mission & Ministry group held a morning meeting looking at Fresh Expressions of Church in a rural context. This was led by the Revd Pete Atkins, with Revd Alison Myers, Revd Nigel Pearson and the Ven Hugh McCurdy also participating.

Multi-Cultural Conversations

The Dean of Pembroke, the Revd Dr James Gardom, supported by the Director of Mission, initiated conversations across ecumenical & multi-cultural boundaries.

This led to the Bishop of Ely being asked to speak at the RCCG City of David Church congregation and a prayer walk that took place from Cambridge to Ely Cathedral - supported by the Mayor of Cambridge and a variety of churches.

Spirituality

Spiritual Direction is an important part of support for church leaders and a team has met monthly to consider six or seven requests each time. Directors from within the Diocese were involved with weeks of accompanied prayer in Wisbech and Cambridge.

'Thy Kingdom Come' was well supported across the Diocese, notably in St Ives and at a joint beacon event at Great St Mary's, Cambridge.

In July we helped organise and host a prayer day in the Cathedral that over 100 people attended.

Homelessness

The Cambridge Churches Homelessness Project continues to grow with over 300 volunteers, 30 leaders and 56 homeless people accommodated last year.

The Anglican Pioneer Minister, the Revd Jon Canessa, is at the heart of this work. Working with Winter Comfort, Jimmy's Night Shelter and HOPE Cambridge, as well as the local churches, Jon offers space and support to explore faith.

On one trip, Jon took six homeless people to Eyam, a small village in the Peak District made famous in medieval times by its response to plague.

The plague arrived in the village in an infested package of cloth ordered by the village tailor. The villagers chose to isolate themselves from surrounding communities to prevent the spread of the disease. No-one was allowed into or out of the village.

Of its 350 inhabitants, 260 died, but who knows how many thousands were saved in nearby settlements by this extraordinary act of sacrifice.





Mothers' Union

President, Diocese of Ely Mothers' Union: Susan Baker

Helping mothers bloom, families flourish and communities thrive.

In 2017, Mothers Union (MU) activities continued to support the Diocesan Levers:

- Nurture a Confident People of God, and
- Serve the Community.

Nurturing a Confident People of God – Praying our Faith

Discipleship and Faith. Thursday Prayer is held monthly in Ely Cathedral and Little St Mary's, Cambridge. The theme for 2017 was Love in Action and there were over 200 attendances over the year.

Three Quiet Days were held, with over 35 attendees. In October the Quiet Day theme linked Christ's teaching with



the work of Mary Sumner, answering God's call to help women and families.

This was excellent preparation for 2018's theme, – 'In the Footsteps of Mary Sumner'.



Twenty people attended a Pilgrimage Walk in Ely Cathedral in October led by the Revd Canon Dr Vicky Johnson, who encouraged us to be open to our feelings and instincts during this time of prayer.

In December Ely Diocesan MU held a silent vigil and Banner Witness in Ely Cathedral. We remembered and prayed for those who suffer in the UK and worldwide, joining the worldwide campaign for the "16 Days of Activism against Gender Violence".



Our Overseas' Links

We continued to pray daily for MU members around the world and especially in December for our Link Dioceses as part of a worldwide Wave of Prayer.

Life is challenging for members in Nigeria, Zambia, and South India and their many activities are an inspiration to us.

MU members sent £4,119 straight to the Worldwide and Special Relief Funds at Mary Sumner House, and therefore direct to where the help is most needed.



Serve the Community – Faith in Action



Away From It All Holidays

Caravan holidays were provided in Hunstanton for six families from this Diocese, so that 12 adults and 14 children were able to have time away from the stress of their family life.

Supporting Parents

Sue Squires Dutton was appointed in September as a Family Worker in Orchards School. This is an exciting new project, being a partnership between the Mothers' Union and The Diocese of Ely as part of their Market Towns Project. The aim is to support parents and build up a faith community around the school, through an afterschool club and Fresh Expressions.



Sue Squires Dutton Family Worker & Susan Baker Diocesan President

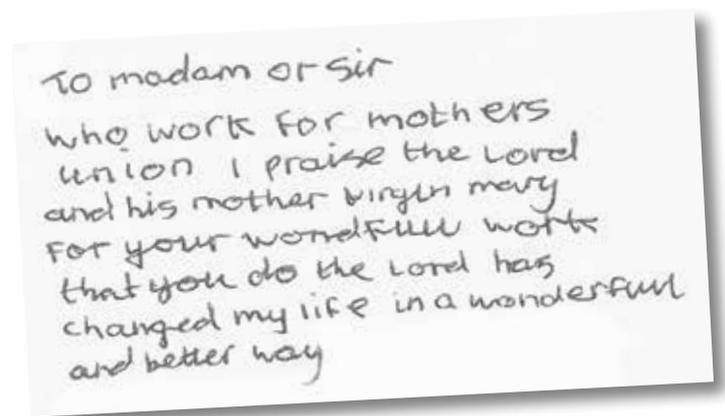
Knitting and Sewing Projects

- 18 bags of knitted items went to Christian Hope
- Twiddle muffs: 22 were delivered to J3 ward at Addenbrooke's hospital, 10 given out by special request, 13 to Lily House, Ely. Ten twiddle muffs are awaiting a home.
- 20 teddies are being knitted with the intention of finding homes in the Orchard School, Wisbech.

Working with those in Prison - Littlehey Prison

Ten men have regularly attended the monthly Coffee and Chat morning. Volunteers continue to attend a service in the prison chapel each month.

At Christmas, a large bag of Selection Box chocolates was delivered to the Visitors' Centre for children visiting over the festive period.





Highlights from 2017

- Alice Leadbeter's 100-mile marathon around the Diocese raising awareness of MU and then running the London Marathon for MU, raising just over £4,000
- Our Family Worker Sue's appointment in Wisbech in partnership with the Diocese and the church.
- Fundraising - a total £9,670 was raised for a variety of projects in the UK and worldwide
- Dorcas, an MU worker in Kigali visited us in October
- 79 individual gift bags went to everyone in a hostel or refuge in the Diocese at Christmas
- Invited to display MU work at Ely Diocesan Festival and Churchwardens' Day and Bishop's Study Days
- The Midsummer Garden Party in Bishop Stephen's garden

Continuing Projects

- Knitting and sewing projects
- Emergency toiletry packs for Chestnut House, Addenbrookes
- Mother and Baby tents at County Shows
- Working to support clergy and our local communities

Looking forward to 2018

- Family, Faith, Fun monthly leaflets to help families develop faith in the home.
- Stories on the Street (Church and Community Mobilisation Process) Pilot in the Diocese of Ely
- Worldwide President's visit in June
- Planning for new trustees and officers in 2019
- Support for families in this Diocese and worldwide.



Registered Charity Number 251394



Parish Giving Scheme

Projects and Development Officer: Martin Kenward

The Diocese of Ely launched the Parish Giving Scheme (PGS) in 2017, initially with a pre-launch targeting a small number of parishes. The scheme was fully launched prior to September 2017, during which four Roadshows were held around the Diocese.

At the time of writing, the Diocese of Ely is one of 24 Dioceses participating in the PGS.

By the end of 2017, 30 parishes (including our targeted 'early adopters') were active in the scheme, with a combined total of 270 active donors. Of these 270 active donors, 70% had Gift Aided their donations. 64% had committed in principle to increase their gift annually in line with inflation.

Across the 30 active parishes, the average weekly gift (excluding Gift Aid) via the PGS was £23.02. The average in the Diocese for all giving was £14.28 (excluding Gift Aid).

Plans to extend the rollout of the PGS in 2018 include working through Deaneries to promote the Parish Giving Scheme and to answer questions. Martin is also available to attend benefice or team meetings, and to visit individual parishes. Please contact martin.kenward@elydiocese.org for further information.

Importantly, the PGS will be promoted / publicised within the broader context of discipleship and mission, as commended by General Synod through *Giving for Life*. This holistic approach will include *inter alia* the Gift Aid Small Donations Scheme (GASDS), digital giving and legacies.



Bishop Woodford House - Retreat and Conference Centre

Warden: Tim Shorey

Deputy Warden: Ron Blackmore

For the Diocesan Retreat & Conference Centre 2017 was a successful year both spiritually and financially.

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 Serving the Community, enabling those wishing to play increasingly important roles within lay ministry to expand and strengthen their relationship with our Heavenly father.
- Re-imagining the best use of the assets at the Retreat House within the spirit of the Re-Imagine our buildings lever, we are also carrying out research into the possibility that the retreat premises can not only deliver profits, but might also facilitate major savings in support costs relating to Ministry and Mission as part of the Target Support lever.

What our customers say:

- *Thank you very much for welcoming us and looking after us again. It's been a lovely spiritually uplifting time again with you and all of my SEER friends. I hope to be back again next year - Shaun, Diocese of Southwark*
- *A wonderful, welcoming place – a retreat from business and a chance to write without interruptions. Well looked after. Jennie, Cambridge*
- *Very calming and warm welcome and prayers for our conference group. Philip, North Yorkshire*
- *Calm & Tranquil - Stephen & Jill, Whittlesford*
- *Wonderfully cared for – especially understanding on vegan food options, thank you – Janey, Bishopston*
- *Great Hospitality, caring attitude, beautiful garden, peaceful, happy atmosphere. A great place for a “carers break” – Linda, Soham*

20 Bishops' Advisory Panels

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

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

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

9 House-led retreat days

**Roughly 28,000 cups of
coffee served!**



Safeguarding

Diocesan Safeguarding Adviser (DSA): Rebecca Boswell

The Ely Safeguarding team seeks to contribute to 'People Fully Alive: Ely 2025' in its strategic aims of developing healthy churches and serving the community.

We aspire to strengthen and integrate concepts of 'safeguarding' and 'protecting the vulnerable' within the culture and everyday practice of all those working, volunteering or worshipping across the Diocese.

This preventative aspect of our work includes raising awareness of the various ways in which abuse may be manifested, the processes by which it should be managed and how it may impact on survivors. The Safeguarding team provides advice, guidance and leadership whenever concerns arise about the possible abuse of a child or adult at risk.

All aspects of work by the Ely Safeguarding team are consistent with House of Bishops' policies and practice guidance. Local strategies and practice guidance are based on these and endorsed by the Diocesan Safeguarding Liaison Group (DSLGL). During 2017, five new policy and guidance documents relevant to safeguarding have been published, these are:

- Promoting a Safer Church; House of Bishops policy statement (2017)
- Responding Well to Domestic Abuse (2017)
- Safeguarding Training & Development Practice Guidance (2017);

- Responding to, assessing and managing concerns or allegations against church officers: Practice guidance (2017)
- Key roles and responsibilities of church office holders and bodies: Practice guidance (2017)

Safeguarding Referrals in 2017

There were 129 referrals in 2017 which represents an increase of 16% on 2016 (when there were 109). This increase may be attributed to the increased levels of safeguarding training across the Diocese and the publicity surrounding past safeguarding failures across the church and other institutions.

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

Primary Category of Referral	Child	Adult
Sexual Abuse	4	
Non-current sexual abuse	2	5
Physical	7	3
Emotional	7	5
Neglect	2	3
Domestic Abuse		5
Financial		

Category of Referral	Child
DBS or Confidential Declaration Information	9
Information about an adult who may pose a risk of harm	22
General safeguarding issues/advice	35
Enquiries from Statutory Agencies	4
Allegations about current or former clergy, parish employees or volunteers	16

Risk Assessments and Safeguarding Agreements

Central to all safeguarding work are the holistic assessment of risk and the development of effective strategies to manage any identified risk. These are often complex, involving liaison with partner agencies in the community, such as probation and the police. Many alleged and convicted perpetrators of abuse move from place to place and thus inter-diocesan and inter-agency co-operation is essential in seeking to protect the vulnerable.

During 2017, ten Safeguarding Agreements were in place. These relate to the reviewing of known, historical cases and newly reported cases. The subject of the Agreement participates in this process and the Agreements are regularly reviewed and monitored. The purpose of such Agreements is to protect all within the church community, including the subject.

Disclosure and Barring Service (DBS)

The Diocesan Safeguarding Officer (DSO) has responsibility for ensuring that all relevant staff, volunteers and members of congregations have appropriate DBS checks completed. During 2017, 1,153 DBS checks were undertaken across the Diocese, which represents an increase of 17% from 2016, when 989 were undertaken. These checks are an essential part of ensuring the safety of all participating in church community activities.

Safeguarding Training

The Safeguarding team began to deliver the Church of England's 'Practice Guidance: Safeguarding Training and Development' 2016 (hereafter referred to as 'the Guidance') in January 2017.

The Safeguarding team has delivered the full range of currently available National Church of England training modules.

In the main, the modules which apply to employees and volunteers in our parishes are: C0 Basic Awareness (online or face-to-face), C1 Foundation and C2 Leadership. To reach the majority of volunteers, training modules have been delivered at evenings and weekends. The C3 (Clergy and Lay Ministers), S1 (Safer Recruitment) and S3 (Domestic Abuse) modules have been delivered at the Diocesan Office on a mixture of weekday and weekend dates.

Numbers trained in each safeguarding module in Ely Diocese during 2017:

Module	Candidates
C0 Basic Awareness (online)	816
C0 Basic (face-to-face)	19
C1 Foundation	645
C2 Leadership	344
C3 Clergy and Lay Ministers	171
S1 Safer Recruitment	173
S3 Domestic Abuse	93

The Guidance widened the requirements for safeguarding training considerably and to support the delivery of the programme, a part-time Assistant Diocesan Safeguarding Adviser, Sharon Gage, was appointed in October 2017. We are fortunate in also having appointed a part-time Administrative Assistant who has responsibility for arranging all aspects of training sessions and keeping our training database. Our small group of volunteer trainers continues to contribute by co-delivering some courses.

In December 2017, the C1 Foundation Online training module was released, which will reduce the resource required from the Safeguarding team. While far more convenient for many people to access, there are also those in our churches who are unable to access the internet, or who would prefer to attend face to face training. We propose a mixed training offer of online and face-to-face for training of C1 during 2018.

We recognise the commitment required by those attending this training, the majority of whom are volunteers and therefore want to make the training as convenient and local as possible, while making the best use of available resources.

Diocesan Safeguarding Liaison Group (DSLGL)

The Independent Safeguarding Audit undertaken by the Social Care Institute for Excellence in 2016 made several recommendations in relation to the DSLGL. Foremost amongst these were the frequency of meetings, to ensure a better sense of continuity, a shift of emphasis from looking at casework to setting and monitoring strategic plans, and a strengthening of the Group's quality assurance role in relation to safeguarding work.

In January 2017 the Safeguarding team, together with our Independent Chair of the DSLGL, devised our first formal Strategic Plan for 2017–2018. Priority is given 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.

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

The Independent Chair of the DSLGL, Katharine Jeary, who was appointed in July 2016 resigned the role in December 2017.

Katharine drove the changes described above and the Safeguarding team wish to express their gratitude for her professional expertise and support. The vacancy was advertised nationally and at the time of writing, a new Independent Chair, Jon Chapman, was appointed. He will take up office from March 2018.

Past Cases Review

During 2016 a review was started by the National Safeguarding Team of all dioceses in relation to the Past Cases Review (PCR) of 2009 and its continuing legacy. The Ely Diocesan Safeguarding Adviser (DSA) completed a screening questionnaire and interview in 2016 and answered further information requests towards the end of 2017.

On the basis of the information reviewed by the DSA at the end of 2017 it appears likely that the PCR will need to be re-done, in whole or in part in the Diocese of Ely.

Independent Inquiry into Child Sexual Abuse (IICSA)

The Church of England is a Core Participant in the Independent Inquiry. The Inquiry confirmed that the first public hearings relating to the Church of England will be held in March 2018 specifically in relation to the Diocese of Chichester.

The Diocese of Ely, along with all other dioceses, responded to one formal information request from the Inquiry during 2017.

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 DSAs, the DSO and the DSLGL's Independent Chair are all active in their respective regional and National Church safeguarding fora.

The Ely Safeguarding 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 agenda.

Ministry Share 2017 By Deanery*

Parish Payments Received by 9 April 2018

Deanery	Ministry Share (Adjusted Net Request)	Received to Date (by 9 April 2018)	Percentage Paid
Bourn	£279,710	£279,710	100.0%
Cambridge North	£441,128	£441,791	100.2%
StAG*	£136,975	£119,811	87.5%
Cambridge South	£873,958	£873,958	100.0%
Ely	£304,444	£282,242	92.7%
Feltwell and Fincham	£148,338	£148,338	100.0%
Fordham and Quy	£360,864	£344,651	95.5%
Granta	£454,704	£440,946	97.0%
Huntingdon	£450,556	£450,556	100.0%
March	£247,791	£247,791	100.0%
North Stowe	£521,476	£521,641	100.0%
Shingay	£250,906	£250,906	100.0%
St. Ives	£266,123	£266,123	100.0%
St. Neots	£318,947	£318,947	100.0%
Wisbech Lynn Marshland	£228,173	£218,373	95.7%
Yaxley	£264,870	£264,870	100.0%
Total	£5,548,966	£5,470,656	98.6%

*Denotes other Diocesan area

Ministry Share 2017 By Parish

Parish Payments Received before 9 April 2018

CAMBRIDGE ARCHDEACONRY

BOURN	Ministry Share Net Request	Paid to 9 April 2018	Percentage Paid
Barton	£15,230	£15,230	100%
Bourn	£20,438	£20,438	100%
Boxworth	£5,994	£5,994	100%
Caldecote	£8,094	£8,094	100%
Caxton	£10,718	£10,718	100%
Comberton	£29,915	£29,915	100%
Conington	£4,585	£4,585	100%
Coton	£12,560	£12,560	100%
Croxton	£4,803	£4,803	100%
Dry Drayton	£13,383	£13,383	100%
Elsworth	£5,787	£5,787	100%
Eltisley	£8,050	£8,050	100%
Graveley Papworth	£3,600	£3,600	100%
Gt. & Lt. Eversden	£8,633	£8,633	100%
Hardwick	£17,092	£17,092	100%
Harlton	£9,897	£9,897	100%
Haslingfield	£20,629	£20,629	100%
Kingston	£9,006	£9,006	100%
Knapwell	£2,753	£2,694	98%
Longstowe	£4,165	£3,606	87%
Papworth Everard	£11,218	£11,218	100%
Toft	£9,762	£9,762	100%
Toseland	£1,951	£1,951	100%
Yelling	£4,156	£4,156	100%
Deanery Contribution	£3,913	£4,532	
<i>Cambourne</i>	£33,380	£33,380	100%
CAMBRIDGE NORTH			
Camb. The Ascension	£51,192	£51,192	100%
Fen Ditton	£21,786	£21,786	100%
Good Shepherd Chesterton	£53,299	£53,299	100%
Holy Cross	£9,593	£9,593	100%
Horningsea	£4,579	£4,579	100%
St. Andrew Chesterton	£67,084	£67,084	100%
St. Andrew the Less	£56,686	£56,686	100%
St. Clement	£1,030	£1,693	164%
St. George Chesterton	£26,603	£26,603	100%
St. Mary the Great	£76,755	£76,755	100%
St. Matthew	£54,725	£54,725	100%
Teversham	£7,581	£7,581	100%
Deanery Contribution	£10,215	£10,215	
<i>Holy Sepulchre/All Saints</i>	£136,975	£119,811	87%
CAMBRIDGE SOUTH			
Cherry Hinton St John the Evangelist	£66,316	£66,316	100%
Cherryhinton St. Andrew	£34,086	£31,000	91%
Grantchester	£22,995	£22,995	100%
Holy Trinity	£135,706	£135,706	100%
St. Barnabas	£132,565	£132,565	100%
St. Benedict	£49,229	£49,229	100%
St. Botolph	£21,007	£21,007	100%
St. James	£42,942	£42,942	100%
St. Mark	£41,845	£41,845	100%
St. Martin	£69,644	£69,644	100%
St. Mary the Less	£71,628	£71,628	100%
St. Paul	£63,068	£63,068	100%
St. Philip	£59,449	£59,449	100%
Trumpington	£63,500	£65,000	102%
Deanery Contribution	-£21	£1,565	
FORDHAM & QUY DEANERY			
Ashley w Silverley	£4,892	£4,892	100%
Bottisham	£17,258	£17,258	100%
Brinkley	£3,417	£3,417	100%
Burrough Green	£3,449	£3,449	100%
Burwell	£52,538	£52,538	100%
Carlton	£2,254	£2,254	100%
Cheveley	£13,089	£13,089	100%
Chippenham	£13,018	£13,018	100%
Dullingham	£4,564	£4,564	100%
Fordham	£22,487	£22,487	100%
Fulbourn	£41,717	£41,717	100%
Great Wilbraham	£10,894	£10,894	100%
Isleham	£18,705	£18,705	100%
Kennett	£1,230	£1,230	100%
Kirtling	£6,184	£6,184	100%
Little Wilbraham	£7,135	£7,135	100%
Lode w Longmeadow	£9,548	£9,548	100%
Quy	£7,289	£7,289	100%
Reach	£4,680	£4,680	100%
Snailwell	£6,240	£6,240	100%
Soham	£48,218	£32,000	66%
Stetchworth	£4,226	£4,226	100%
Swaffham Bulbeck	£14,417	£14,417	100%
Swaffham Prior	£12,908	£12,908	100%
Westley Waterless	£2,338	£2,343	100%
Wicken	£9,475	£9,475	100%
Woodditton w Saxon	£10,431	£10,431	100%
Deanery Contribution	£8,263	£8,263	

GRANTA	Ministry Share Net Request	Paid to 9 April 2018	Percentage Paid
Babraham	£5,283	£5,283	100%
Balsham	£22,238	£22,238	100%
Bartlow	£5,026	£5,026	100%
Castle Camps	£5,036	£5,036	100%
Duxford	£17,677	£17,677	100%
Great Shelford	£49,285	£49,285	100%
Harston	£13,806	£13,806	100%
Hauxton	£5,704	£5,704	100%
Hildersham	£10,132	£10,132	100%
Hinxton	£12,609	£12,609	100%
Horseheath	£5,025	£5,025	100%
Ickleton	£25,253	£25,253	100%
Linton	£57,189	£57,189	100%
Little Shelford	£67,276	£64,886	96%
Newton	£5,675	£5,675	100%
Pampisford	£6,433	£6,433	100%
Sawston	£31,152	£31,152	100%
Shudy Camps	£5,012	£5,012	100%
Stapleford	£30,203	£30,203	100%
The Abingtons	£19,588	£19,588	100%
West Wickham	£7,051	£7,051	100%
West Wrating	£8,828	£8,828	100%
Weston Colville	£7,728	£7,728	100%
Whittlesford	£18,809	£18,809	100%
Deanery Contribution	£12,685	£1,317	
NORTH STOWE			
Cottenham	£58,397	£58,397	100%
Fen Drayton	£4,583	£4,583	100%
Girton	£44,910	£44,910	100%
Histon	£77,762	£77,762	100%
Impington	£33,190	£33,190	100%
Landbeach	£11,244	£11,244	100%
Lolworth	£4,414	£4,414	100%
Longstanton	£27,110	£27,110	100%
Madingley	£7,858	£7,858	100%
Milton	£62,008	£62,008	100%
Oakington	£50,037	£50,037	100%
Over	£27,110	£27,110	100%
Rampton	£5,030	£5,030	100%
Swavesey	£25,002	£25,002	100%
Waterbeach	£39,106	£39,106	100%
Willingham	£29,217	£29,217	100%
Deanery Contribution	-£165	£0	
<i>Bar Hill</i>	£14,665	£14,665	100%
SHINGAY			
Abington Piggotts	£4,835	£4,835	100%
Arrington	£7,030	£7,030	100%
Barrington	£19,087	£19,087	100%
Bassingbourn	£29,238	£29,238	100%
Croydon	£3,378	£3,378	100%
*Fowlmere (The Four Churches Benefice)			
*Foxton (The Four Churches Benefice)			
Guilken Morden	£14,772	£12,000	81%
Litlington	£12,048	£12,048	100%
Melbourn	£28,291	£28,291	100%
Meldreth	£25,419	£25,419	100%
Orwell	£15,088	£15,088	100%
*Shepreth (The Four Churches Benefice)			
Steeple Morden	£14,608	£13,045	89%
Tadlow	£3,332	£3,332	100%
The Four Churches Benefice	£53,826	£53,826	100%
*Thriplow (The Four Churches Benefice)			
Wendy w Shingay	£4,675	£4,675	100%
Whaddon	£5,941	£5,941	100%
Wimpole	£9,340	£9,340	100%
Deanery Contribution	£0	£4,336	

*Ministry share returned within The Four Churches Benefice submission.

Ministry Share 2017 By Parish

Parish Payments Received before 9 April 2018

HUNTINGDON AND WISBECH ARCHDEACONRY

ELY	Ministry Share Net Request	Paid to 9 April 2018	Percentage Paid
Chettisham	£7,089	£3,000	42%
Coveney	£2,886	£2,886	100%
Ely	£107,499	£107,499	100%
Haddenham	£15,865	£9,303	59%
Little Downham	£18,375	£18,375	100%
Little Thetford	£11,523	£10,370	90%
Littleport St. George	£40,558	£40,558	100%
Mepal	£10,738	£10,738	100%
Stretham	£13,190	£13,190	100%
Stuntney	£5,383	£2,692	50%
Sutton	£28,567	£28,567	100%
Wentworth	£3,312	£2,054	62%
Wilburton	£15,699	£15,699	100%
Witcham	£8,811	£8,811	100%
Witchford	£15,949	£8,500	53%
Deanery Contribution	-£1,000	£0	
FELTWELL & FINCHAM			
Barton Bendish	£1,746	£1,746	100%
Beachamwell	£3,762	£3,762	100%
Bexwell	£5,402	£5,031	93%
Boughton	£2,629	£2,629	100%
Crimplisham	£3,289	£3,289	100%
Denver	£11,571	£11,571	100%
Downham Market	£25,698	£25,698	100%
Feltwell	£4,548	£4,548	100%
Fincham	£2,044	£2,044	100%
Hilgay & Ten Mile Bank	£6,677	£6,677	100%
Hockwold	£4,815	£4,815	100%
Marham	£2,617	£2,617	100%
Methwold	£5,024	£5,024	100%
Nordelph	£881	£881	100%
Northwold	£5,102	£5,102	100%
Runton Holme	£4,231	£4,231	100%
Ryston	£2,017	£2,017	100%
Shouldham	£3,887	£3,887	100%
Shouldham Thorpe	£1,441	£1,441	100%
Southery	£4,933	£4,933	100%
Stow	£8,501	£8,501	100%
Stradsett	£3,412	£3,412	100%
Tottenhill	£294	£600	204%
Watlington	£13,511	£13,511	100%
Weeting	£2,388	£2,388	100%
Wereham	£3,308	£3,308	100%
West Dereham	£3,491	£3,491	100%
Whittington	£2,543	£2,543	100%
Wimbotsam	£5,411	£4,924	91%
Wormegay	£608	£660	109%
Wretton	£2,557	£2,557	100%
Deanery Contribution	£0	£500	
HUNTINGDON			
Abbots Ripton	£6,116	£6,116	100%
Alconbury	£11,094	£11,094	100%
Barham	£889	£889	100%
Brinton	£3,099	£3,099	100%
Buckworth	£1,710	£1,710	100%
Bythorn	£3,098	£3,098	100%
Covington	£3,792	£3,792	100%
East Leightonstone	£60,359	£60,359	100%
Easton	£3,422	£3,422	100%
Fenstanton	£30,122	£30,122	100%
Godmanchester	£63,531	£63,531	100%
Great Catworth	£9,966	£9,966	100%
Great Gidding	£3,398	£3,398	100%
Great Stukeley	£10,306	£4,471	43%
Hamerton	£1,373	£1,373	100%
Hartford	£25,790	£25,790	100%
Hemingford Abbots	£11,791	£11,791	100%
Hemingford Grey	£66,809	£66,809	100%
Hilton	£10,896	£10,896	100%
Houghton w Wyton	£27,743	£27,743	100%
Huntingdon All Saints	£24,121	£24,121	100%
Huntingdon St. Barnabas	£5,262	£5,262	100%
Huntingdon St. Mary	£6,830	£6,830	100%
Keyston	£2,103	£2,103	100%
Kimbolton	£31,719	£31,719	100%
King's Ripton	£1,534	£1,534	100%
Leighton Bromswold	£3,099	£3,099	100%
Little Stukeley	£2,606	£2,606	100%
Molesworth	£3,099	£3,099	100%
Old Weston	£2,155	£2,155	100%
Spaldwick	£3,994	£3,994	100%
Stow Longa	£1,264	£1,264	100%
Tilbrook	£5,477	£5,477	100%
Upton	£500	£500	100%
Winwick	£1,341	£1,341	100%
Deanery Contribution	£147	£5,982	

MARCH	Ministry Share Net Request	Paid to 9 April 2018	Percentage Paid
Chatteris	£42,864	£42,864	100%
Christchurch	£5,717	£5,717	100%
Doddington	£11,835	£11,835	100%
Manea	£7,831	£7,831	100%
March St John	£25,019	£25,019	100%
March St Mary	£15,998	£15,998	100%
March St Peter	£32,021	£32,021	100%
March St Wendreda	£31,303	£28,303	90%
Welney	£4,835	£4,835	100%
Whittlesey Team	£58,597	£58,597	100%
Wimblington	£11,730	£11,730	100%
Deanery Contribution	£40	£3,040	
ST. IVES			
Bluntisham	£17,887	£17,887	100%
Broughton	£4,238	£4,238	100%
Bury	£18,012	£18,012	100%
Colne	£17,794	£17,794	100%
Holywell	£17,657	£17,657	100%
Oldhurst	£5,298	£5,298	100%
Pidley	£5,298	£5,298	100%
Ramsey St. Mary (Team)	£4,875	£4,875	100%
Ramsey Team	£40,255	£40,255	100%
Somersham	£37,082	£37,082	100%
St. Ives	£53,509	£53,509	100%
Upwood (Team)	£7,846	£7,846	100%
Warboys	£26,489	£26,489	100%
Wistow	£4,238	£4,238	100%
Woodhurst	£5,375	£5,375	100%
Deanery Contribution	£270	£270	
ST. NEOTS			
Abbotsley	£6,946	£6,946	100%
Buckden	£46,220	£46,220	100%
Diddington	£2,500	£2,500	100%
Everton	£13,547	£13,547	100%
Eynesbury	£23,064	£23,064	100%
Gamlingay	£30,274	£30,274	100%
Great Gransden	£16,528	£16,528	100%
Great Paxton	£10,455	£10,655	102%
Great Staughton	£25,228	£25,228	100%
Hail Weston	£9,578	£9,578	100%
Little Gransden	£9,527	£9,527	100%
Little Paxton	£25,750	£26,250	102%
Little Staughton	£4,914	£4,914	100%
Offord D'Arcy w Cluny	£5,600	£5,600	100%
Southoe	£3,518	£3,518	100%
St Neots Deanery	£11,603	£10,903	94%
St. Neots	£66,640	£66,640	100%
Waresley	£7,057	£7,057	100%
WISBECH & LYNN MARSHLAND			
Clenchwarton	£8,195	£8,195	100%
Elm	£938	£938	100%
Emmeth & Marshland St. James	£14,484	£7,387	51%
Friday Bridge	£1,170	£1,170	100%
Gorefield	£6,549	£6,549	100%
Leverington	£14,522	£12,500	86%
Newton-in-the-Isle	£6,813	£6,813	100%
Outwell	£5,766	£5,766	100%
Southea w Parson Drove	£6,467	£6,467	100%
Terrington St. Clement	£27,067	£27,067	100%
Terrington St. John	£2,794	£2,794	100%
Tilney All Saints	£587	£587	100%
Tilney St. Lawrence	£2,576	£2,576	100%
Tydd St. Giles	£7,501	£7,501	100%
Upwell St. Peter	£8,807	£7,152	81%
Walpole St. Peter	£11,564	£11,564	100%
Walsoken	£27,712	£27,712	100%
West Lynn	£2,915	£2,400	82%
West Walton	£8,053	£8,053	100%
Wiggenhall St. Germans	£3,472	£3,472	100%
Wiggenhall St. Mary Magdalene	£1,583	£1,560	99%
Wisbech St Augustine	£18,315	£18,315	100%
Wisbech St Peter & St Paul	£27,496	£27,496	100%
Wisbech St. Mary	£10,841	£10,841	100%
Deanery Contribution	£1,987	£3,500	
YAXLEY			
Alwalton	£19,108	£19,108	100%
Chesterton	£3,027	£3,027	100%
Elton, All Saints	£4,402	£4,402	100%
Farcet	£3,818	£3,818	100%
Fletton	£5,924	£5,924	100%
Folksworth	£9,763	£9,763	100%
Glattton	£9,376	£9,376	100%
Haddon	£4,500	£4,500	100%
Hampton	£24,509	£24,509	100%
Holme	£8,583	£8,583	100%
Morborne	£830	£830	100%
Orton Goldhay	£22,149	£22,550	102%
Orton Longueville	£19,527	£19,527	100%
Orton Waterville	£19,357	£19,529	101%
Sawtry	£22,699	£22,699	100%
Stanground	£22,049	£22,049	100%
Stilton	£14,147	£14,147	100%
Woodston	£3,805	£3,805	100%
Yaxley	£39,193	£39,193	100%
Deanery Contribution	£8,103	£7,531	

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.

Registered Office: Diocesan Office, Bishop Woodford House, Barton Road, Ely, CB7 4DX

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