



The Church of England
Diocese of Ely

Annual Report 2021

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Ely Diocesan Board of Finance

We pray to be generous and visible people of Jesus Christ

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

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

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Foreword from Bishop Stephen

Dear Friends,

It is time again to express my thanks, encouragement and hope. I am very thankful to God and grateful to the parishes that in spite of Covid and other challenges we have seen a generous and consistent response to the payment of Ministry Share. I am well aware that this represents not only continued sacrificial giving, but also the embracing of the Parish Giving Scheme. I am working in another diocese alongside Ely which has yet to grasp the absolute necessity of generous giving to sustain our mission and ministry.

I am also thankful that the rest of our income which comes from our investments and which covers all central costs, training and curates, is being so well managed by our Assets Committee. As I keep saying, there is only one pot of the money, and it is all ours to be spent to serve the local church.

I am also glad that we have developed a robust culture of safeguarding under the leadership of Rebecca Boswell. Bishop Dagmar and I are enormously grateful for the dedication shown by her and her team to managing particular cases, risk, and really fine online and in-person training.

We are blessed in having a fine and increasingly integrated mission, ministry and education team, led by Canon Andrew Read. The team continues to cover all the traditional work encouraging and supporting ministerial training and providing professional support for our schools. It is also committed to assisting deaneries and parishes in their godly ambitions under the banner of deanery development planning.

This annual report properly highlights our original strategy document and its follow-up - [Living Ely2025](#). Implementation is obviously the key to any strategic direction. The pandemic has had a significant impact, both positively and negatively. Positively, we have learned a great deal about ourselves and our ministry through the commitment and imagination which has gone into supporting our communities and learning to worship online. The downside is both the slowing down of parish and deanery development and an acceleration of change which we had hoped might not happen so quickly.

I believe passionately that what we are undertaking in every deanery around development planning is vital for us to refresh how we see what God is doing among us so that we can join in. It is not at all about creating additional structures at deanery level: it is about the deanery supporting local plans in parishes and benefices and taking an overview of what change is needed now. To ask what impact we are looking for from any ambition we may have for Christ's Kingdom and what do we need to stop or postpone to give us the energy to move forward. So, I see deanery development planning to be the way to deliver the integrated and bottom-up delivery of being fully alive in the years ahead. We need joined-up thinking about ministry, mission, schools, chaplaincy, finance and buildings. We have begun to think about a just deployment strategy which makes sense in some very different contexts. As I keep saying, this is not just about the resource of our excellent stipendiary clergy, but just as much about the full economy of ministry, ordained and lay, locally-sourced and focal and widely deployable with oversight.

On the radio recently, I heard a woman speak about a painful hope. She was being very realistic about the cost of the pandemic in her life and the consequent sadness, loss and isolation she had felt. Nonetheless, she had hope for the future in restored and new relationships and in fresh opportunities for endeavour. The hope was painful in that the future was not going to be as she

thought it might be, but she still had confidence in possibility. As Christians, it is fine to acknowledge that hope is real but painful. Our salvation required a shameful and painful death after all.

I wish to applaud our slim parish support team for all their hard work, much of it conducted from home with a lot of other things going on, like home-schooling and swift up-skilling in terms of technology.

The Annual Report may carry lots of factual material and complex financial figures, but it also bears testimony to faithfulness and trust in the God who is with us always, until the end of the age.

Yours ever in Christ,



**The Right Revd Stephen Conway
Bishop of Ely**

Living Ely2025

Ely2025: People Fully Alive and the Strategic Implementation group
The Venerable Hugh McCurdy, Archdeacon of Huntingdon and Wisbech (in 2021),
Chair of the Delivery Oversight Board

Living Ely2025

In 2021 three publications were introduced by the Diocese under the generic title [Living Ely2025](#), with each publication having a slightly different audience in mind. These publications ask a series of provocative questions and urges people to contribute to the conversation.

- [Living Ely2025 - The Full Guide](#): This was the full document intended for all clergy and key church leaders across the Diocese of Ely.
- [Living Ely 2025 - PCC Guide](#): This is a summary of the full guide.
- **Living Ely 2025 - pocket booklet**: A small folded printed pocket guide aimed at individuals in each parish.

Our desire as a Diocese is that we have a wide-ranging discussion on the future of the church post pandemic, as well as facing the reality of being church at the end of the twenty first century and the beginning on the next century. We hope each local church will contribute to the Deanery discussions and in turn that each Deanery will inform the wider Diocesan conversations.

The full name for the Living Ely2025 publications is thus appropriately – [“Living Ely2025: Deanery Development Planning across the Diocese of Ely”](#).

Deanery Planning

In the past, “Deanery Planning” has often been seen as another name for Pastoral reorganisation - identifying ways in which the number of posts in the Deanery can be reduced. **Living Ely2025 is far greater than that.**

“Living Ely2025 starts with asking parishes to articulate their vision for mission and outreach in the community”.

Then it asks - what sort of ministry (both lay and ordained) do you need in order to fulfil your vision? The [Full guide](#) has a list of twenty (20) different ministries that could be developed in the parish and by the Diocese - there may well be others. It then asks a series of questions about what is affordable and what is sustainable into the future.

We recognise that much of our time, energy and concern is taken-up with our buildings, so there are questions around our buildings and how we want to see them used.

Finally, with fewer people volunteering for Parochial Church Council (PCC) membership, we ask about how the parishes are going to be governed in the future.

We recognise that none of us in the parish or the Diocese can do it all. Therefore we have to prioritise what is the most important:

- what will have the greatest impact?
- what must we do now?
- what will take time to prepare, so while perhaps important - we may have to say, *Yes, but not yet.*

The Strategic Implementation Group becomes the Delivery Oversight Board

In order to coordinate this work, the Strategy Implementation Group (SIG) realised it needed to review its Terms of Reference that now needed to be widened, while at the same time ensuring that the group focussed on delivery.

To realise this, it was suggested that the Strategic Implementation Group (SIG) change its name to the Delivery Oversight Board and eventually incorporate the work from the following areas so that all three of these major workstreams across the Diocese were co-ordinated:

- [Mission and Ministry](#)
- [Church Buildings Department](#)
- [Changing Market Towns Project](#)

The Delivery Oversight Board will do what it says on the tin; enable the different workstreams to work together and prioritise the work so that each area supports the desires and vision held by the parishes as expressed through their Deanery Development Plans.

It is ambitious and challenging but we know that it is also essential.

The final report went to The Bishop's Council in May 2022 and throughout 2022 we expect to report on how the Delivery Oversight Board has met and has started to respond to the parishes' and deaneries' desire to Live Ely2025 and beyond.

Safeguarding Team

Rebecca Boswell, Diocesan Safeguarding Advisor (DSA)

For the purposes of this publication, this is a summary of the Safeguarding Team's full Annual Report. The full Report from can be viewed on the [Safeguarding pages on the Diocesan website](#).

All aspects of work by the Ely Safeguarding Team are consistent with House of Bishops' Safeguarding Policy and Practice Guidance. Local strategies and practice guidance are based on these and endorsed by the Diocesan Safeguarding Liaison Group.

The Safeguarding Team

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

Policy and Practice Guidance

All safeguarding work within the Diocese is undertaken within the context of Statutory and House of Bishop's Policy and Practice Guidance. It is noted that safeguarding Guidance is issued by the House of Bishops under section 5 of the Safeguarding and Clergy Discipline Measure 2016. Section 5 requires all authorised clergy, bishops, archdeacons, licensed readers and lay workers, churchwardens and parochial church councils to have "due regard" to safeguarding Guidance issued by the House of Bishops. A duty to have "due regard" to Guidance means that the person under the duty is not free to disregard it but is required to follow it unless there are cogent reasons for not doing so. 'Cogent' for this purpose means clear, logical and convincing.

Safeguarding Referrals

The Safeguarding Advisors provide advice, guidance, and leadership whenever concerns arise about the possible abuse of a child or adult at risk, in relation to allegations against church officers and where there are concerns in relation to adults posing a risk within congregations.

Referrals include but are not limited to: disclosures from survivors of abuse (both current and non-current), allegations against an identified person, issues concerning a person who has been convicted of offences against children, safeguarding and welfare concerns raised by or about a member of a congregation, conduct issues relating to a member of the clergy, laity or volunteer, information arising from DBS applications, and so on. There were 177 referrals in 2020 which represents a 6% decrease from 2019 when there were 188. This slight fall can be attributed to the closures of churches during lockdowns. There has been a marked increase of 21% to 215 during 2021.

Risk Assessments and Safeguarding Agreements

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

At the end of 2021 there were 19 Safeguarding Agreements in place across the Diocese with a further two pending completion. The subject of the Agreement participates in this process and the Agreements are regularly reviewed and monitored. Where statutory agencies are involved, they participate in this process. The purpose of such Agreements is to protect all within the church community, including the subject. All Safeguarding Agreements are now informed by the Church of England Standard Risk Analysis and Assessment Template (STRAAT) and all new cases are now

assessed using this template. To date there have been 9 new risk assessments (STRAAT) completed, although the subjects of 3 of these chose to withdraw from the process in 2021.

Safer Recruitment and People Management

All church officers are required to be recruited in accordance with the [Church of England's Safer Recruitment and People Management Guidance \(2021\)](#). The updated guidance has introduced changes, including an increased focus on post-appointment support and management for staff and volunteers. This guidance has also changed the requirement for DBS renewals from 5 to 3 yearly.

During 2021, 1,379 DBS checks were undertaken across the Diocese, in comparison with 2020 where there were 1,082 (lower figure directly attributable to churches' closure during lockdown). The Disclosure and Barring Service issued interim guidance in relation to COVID-19 allowing DBS checks to be processed with a virtual check of identity documents.

The Diocesan Safeguarding Officer manages all the DBS accounts in parishes across the Diocese. Where safeguarding information is disclosed on a DBS certificate or Confidential Declaration, this must be assessed by the Safeguarding Team who will make a recommendation regarding the individual's appointment. There were 16 such assessments over 2021.

Safeguarding Training

As a result of COVID-19, all face-to-face training ceased in March 2020 and has continued to be delivered virtually over 2021. The modules which apply mainly to employees and volunteers in our parishes are: "Basic Awareness" and "Foundation" both of which are available online via the [Church of England Training Portal](#). Safer Recruitment was delivered virtually by the Safeguarding Team from June 2020 until July 2021 when an updated online training course, "Safer Recruitment and People Management" was published on the Church of England Training Portal. "Responding Well to Domestic Abuse" was delivered virtually by the Safeguarding Team from November 2020 to November 2021, when the updated "Raising Awareness of Domestic Abuse" online module was published on the Church of England Training Portal. Ely Safeguarding Team also deliver local bespoke training, briefing and workshops including Churchwardens Safeguarding Briefings and DBS Workshops.

Ely Cathedral

There is a Service Level Agreement between the Diocesan Board of Finance and the Chapter of Ely Cathedral agreeing terms of the provision of safeguarding advice and support to the Cathedral by Ely Diocesan Safeguarding Team. Lisa Pearson works for the Cathedral one day per week as Cathedral Safeguarding Advisor.

Diocesan Safeguarding Liaison Group (DSLGL)

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

Past Cases Review

The National Project Management Board noted a unanimous agreement to accept the Final PCR Report from the Diocese of Ely in November 2021. They commended the planned work to quality assure survivor engagement, partnership working and the strength of the Safeguarding team. The Board noted their belief that this was a thorough review and that the Reviewer made it clear they were impressed with the Diocese. They expressed that the improvements required in decision making will be aided by the National Casework Management System. (The Reviewers had recommended that a decision log process is maintained to ensure consistent decision-making, for

example with grant of PTO authority and visits to the Diocese of persons with Worship Agreements due to offending history). An independent review will be commissioned to quality assure the work of the Diocesan Safeguarding Team with victims and survivors and make any recommendations in order to assist in planning for the implementation of Responding Well to Victims and Survivors of Abuse by the Diocese in April 2022.

Support to Parishes

The Safeguarding Team continues to provide advice and support to parishes in relation to safeguarding concerns, safer recruitment, good practice, and training. We have had two virtual Parish Safeguarding Officer (PSO) meetings over the year. The Safeguarding Team works with parishes to support their compliance with Safeguarding Policy and Practice Guidance. Parishes who for a range of reasons are at risk of not having 'due regard' are offered Focussed Support. This process brings together the Safeguarding Team and parish in a coordinated response to help parishes overcome their difficulties. Several parishes have been supported during 2021.

The Safeguarding Dashboard software is available free of charge to all parishes. The feedback regarding the Dashboard from Parishes has been very positive, with PSOs reporting that it makes their role more straightforward and manageable. 60% of parishes are currently using the Dashboard and we continue to advocate that all parishes register for the Dashboard.

Priority areas

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

An action plan is now in place to address the recommendations made by the Past Cases Review and the further recommendations of a Panel convened from the Diocesan Safeguarding Liaison Group. The purpose of that Panel was to review the work undertaken by the Safeguarding Team in respect of individual casework recommendations highlighted by the Independent Reviewers.

A key area for development is reviewing how we respond well to survivors and we are seeking independent quality assurance in this area in preparation for the implementation of the new House of Bishops' Guidance in April 2022.

Ely Safeguarding Team have been part of the development group for the national safeguarding Casework Management System and are hoping to be a Phase 1 adopter of the system, alongside the Cathedral during 2022.

The team provide a full training offer of all currently available House of Bishops' safeguarding training courses with additional bespoke local training. All parishes are routinely reminded of the free safeguarding training available through the local Safeguarding Partnership Boards for Adults and Children.

The Safeguarding Team will continue to support parishes with embedding new House of Bishops' safeguarding guidance. This will also include ongoing advice and support to parishes in relation to their compliance with House of Bishops' Practice Guidance while noting that compliance is the responsibility of the Parochial Church Council in each parish.

Directorate of Education, Mission and Ministry

Mission & Ministry Department

Canon Andrew Read, Director of Education, Mission and Ministry

The founding principles of [People Fully Alive: A Strategy for Growth - Ely2025](#) continued to drive our work in 2021, particularly our collective commitment to the levers **Nurture a confident people of God** and **Develop Healthy Churches**.

The [Mission and Ministry \(M&M\) team](#) remain indebted to the work of deaneries, benefices and parishes to whom we work in service towards these collective aims. Over 2021 we were particularly thankful to all clergy and lay ministers who continued to work tirelessly despite the multiple challenges and accumulated fatigue of the preceding pandemic period.

Activity is presented in this short report through the 'Four Pillars' of M&M work that deliver the departments priorities, outputs and outcomes that were set out and approved by Bishop's Council in 2021, and which form our focus through to at least 2025. Much of that described below represents a concerted effort to support a programme of recovery from the disruption of 2020. If further detail is required (for example specific facts and figures) please do contact the department on ministry@elydiocese.org and we would be happy to supply.

Pillar 1: Leadership Formation & Development

In terms of *Pillar 1: Leadership Formation & Development* we continued to prioritise the nurturing of confident ministry leadership by developing vocational pathways that support mixed models of ministry.

We fostered renewed partnerships with deaneries and training partners to identify need and responded with a menu of development opportunities from early formation to continued Ministry development of licensed lay and ordained ministers of all types. This resulted in work to improve opportunities for the Continuing Ministerial Education (CME) of Ordained Ministry and inspiring pathways for Licensed Lay Ministry (LLM). In 2021 we re-worked an existing post in vacancy to create a sister role to the existing Director of Ordinands (DDO) role, in the form of a Director of Lay Ministry (DLM); both roles of which were tasked to move forward in harmony the training and development of all forms of authorised ministry.

Of course, this has gone hand-in-hand with the development of closer strategic partnerships with our training institutions and the creation and scoping of a new *Ely Learning Framework* (ELF) that will henceforth give progression and coherence to all developmental opportunities, from early discipleship through to post-ordination support. Our selection and training for ordination, and curate training programmes continued purposefully, providing a strong foundation for future years.

Pillar 2: Parish Innovation & Support

In terms of *Pillar 2: Parish Innovation & Support*, we supported the launch of the Archdeacons' Deanery Development Planning, particularly contexts where sustainable ministry has become (or is likely to become) challenging due to issues of sustainability.

Such work focussed on planning for spiritual and numerical growth - particularly through the post COVID re-engagement of children, young people and families - and helping to discern new models of inherited church through increasingly mixed models of ministry and supporting *Fresh Expressions*

and *Pioneer Ministry* in new communities. The collaborative nature of this work is leading to the prospect of transferable parish mission projects that have potential elsewhere.

Pillar 3: Community Mission

In terms of *Pillar 3: Community Mission*, we continued to work to a more intentional integration of church school provision within the community mission of our parishes and as a consequence better delivery of the wider *Growing Faith* agenda. The initial pilot of our Parish-School-Covenant was successfully completed and will form a strong component of 2022 as it is initially rolled out across all parishes with church schools. In addition, our mission initiatives register totalled over 300, reflecting the many ongoing programmes on offer across parishes, of which many exist for the common good.

Pillar 4: Administrative Efficiency

Finally, in *Pillar 4: Administrative Efficiency*, we continued to develop more efficient pooled administration, enabling us to be more targeted in the use of resources to reduce overheads and ensure best value for money. Over 2021 we successfully came in slightly under budget across the whole department. Such emphasis on being lean and effective in our delivery of services across all pillars is enabling greater resource prioritisation for direct parish delivery.

The work described above in all four areas reflects a concerted effort to collaboratively recover from the impact of the pandemic and move forward over the next four years with a determination to meet the vision set out back in 2015, albeit within the context of a post pandemic world.

Education Department

Canon Andrew Read, Director of Education, Mission and Ministry

[People Fully Alive: A Strategy for Growth - Ely2025](#) and a new statutory [DBE Measure](#) continued to drive our work in 2021. The education team and [Diocesan Board of Education \(DBE\)](#) remain indebted to the work of all our school leaders, wider staff, clergy and the essential voluntary foundation governors without whom our schools could not function.

Although much of our work in 2021 continued to be informed by post-pandemic recovery support - in a period where COVID infection was still much in evidence as a disrupting risk - the post lockdown opportunity to be back in our schools 'in person' was much welcomed.

In this short report, activity is described through the four 'pillars' that frame the priorities, outputs and outcomes that were set out and approved by Bishop's Council in 2021 in respect of the work of the newly integrated directorate of education, mission and ministry, and which form our focus through to at least 2025. If further detail is required (for example specific facts and figures) please do contact the department on education@elydiocese.org and we would be happy to supply.

Our advocacy and work with all schools includes regular representation and meetings with local and national government, delivering those aspects of the new [DBE Measure](#) which have placed a renewed emphasis on strong diocesan oversight governance of all schools and academies regardless of type. Thus, our influence although exercised differently depending on the type of school, was thus spread equally across all 85 church schools, to whom we remain equally committed. This includes overseeing the running of our [multi academy trust DEMAT](#), our four stand-alone academies, and our maintained schools through the councils Children and Young People's Committee. We also continued to support the opening of two new secondaries, delayed by the economic impact of the pandemic.

Pillar 1: System Leadership

In terms of *Pillar 1: System Leadership*, our priority to nurture confident leadership at a system and local level was also a strong focus, not least given the huge pressure faced by such colleagues over the preceding two years and the accumulated fatigue of COVID disruption and lock-down provision. By advocating for, monitoring, challenging and supporting those with delegated accountability and responsibility for our church school provision, we were able to build on and further strengthen our relationships with school and academy leaders, to continue supporting sustainable and high-quality school provision.

An important aspect of our leadership work remained that of appointing and supporting maintained school headteachers and governors and appointing academy Trustees and Members. It is through such processes that overarching diocesan governance and trusteeship is exercised. Appointing, monitoring & providing a support programme for Headteachers, including wellbeing, with regular on-site school visits proved critical to tailoring support and maintaining a good understanding of school needs and challenges.

In 2021 the regulatory authorities resumed their work following pandemic suspension, with [Ofsted](#) and [SIAMS](#) implementing new and reformed programmes that placed further demands on our schools with raised expectations reflecting the need for learner catch-up following such disruption. Our advocacy and support for those schools facing such inspection events was typified by diocesan staff attending and engaging with all Ofsted and SIAMS inspections. Such work is also an integral component of monitoring and benchmarking curriculum outcomes, and the success a school or academy is having in maintaining Christian distinctiveness.

Pillar 2: Parish Innovation and Support & Pillar 3: Community Provision

With both *Pillar 2: Parish Innovation and Support* and *Pillar 3: Community Provision*, the support of clergy in their important school related work continued as a priority throughout 2021, particularly in schools where additional pastoral support was necessary due to life events.

On a wider footing, our continued promotion and support of *Christian Distinctiveness* ensured that our schools and our central diocesan team played its part in delivering the Church of England's [Vision for Education](#) and [Growing Faith](#) programmes. This included increasing the integration of church school provision within the community mission of our parishes for the common good, implicitly also encompassing the power of education to redress social inequalities. Where appropriate we resumed opportunities to sow the seeds of discipleship, and further supported high quality collective worship and RE teaching through the lens of Christian beliefs and values.

Pillar 4: Sustainable Resourcing

Finally, our ongoing work to sustain and develop *Pillar 4: Sustainable Resourcing*, especially asset management, finance, property & estate management and meeting climate change commitments was led by a concerted catch-up on COVID delayed work to ensure that schools remained financially viable and compliant - all against a background of falling income and significant rising revenue and capital costs.

As part of this we completed a full review of all our properties, and our numerous educational trusts and foundations, all to ensure we protect such assets for future generations, whilst ensuring we maximised their use for the benefit of the 15,700 children attending our schools across the year.

Changing Market Towns

The Venerable Hugh McCurdy, Archdeacon Emeritus and Chair of the Changing Market Towns Project Board

2021 saw a number of changes in the [Changing Market Towns \(CMT\) project](#). The most significant was the departure of the Project Lead, the Revd Mike Booker. Mike wanted to reduce his hours and the Changing Market Towns Project Board (the “Board”) agreed to his request to step back from the Project.

The Board and the constituent members of the Changing Market Towns project expressed their gratitude to Mike for all that he had done. Mike was able to visit every community, take time to come alongside people and places and work creatively with those involved in the project. Mike’s role from the start was crucial and through this Report we wish to pay tribute to his work and express our grateful thanks for all he did.

Obviously, this left the Board with a dilemma. We knew that the Project was time-limited and we wondered who would be willing to come into the Project with only two to three years left of the initially funded timescale. If we appointed someone from outside the Project, then they would take time to settle in and contribute effectively.

A new Changing Market Towns Project Leader

We recognised that the Revd Jon Randall had all the gifts and experience the Project would require. Jon was an experienced incumbent, recently appointed to Huntingdon and before ordination worked for KPMG as a management consultant. Jon, however, did not wish to leave his parish (nor did we wish for him to) so it was agreed that Jon would be seconded to the Project for two and half days a week. Jon settled into the role immediately and has worked tirelessly since then.

Independent mid-term review

As the country began to re-open after the various lockdowns it became clear that much of what had been achieved in the first two years of the project was struggling. Like all our churches, people were slow to return to worship, many of the community initiatives seemingly had run their course and, more significantly, meaningful engagement with a number of people and been lost.

In light of these pressures and the fact that in some areas relationships were strained, the Board decided to commission an independent report to review the whole project. John Truscott was appointed and spent a number of weeks visiting many of the people and all the locations to discover what was happening. John Truscott is a self-employed consultant who has worked for a number of different church organisations.

His Report went to the Changing Market Towns Project Board in the Autumn (of 2021) and it was subsequently [published on the Diocesan website](#).

John Truscott commented very positively on a number of the early “successes” but was equally clear that something needed a radical overhaul. The Board agreed to a re-set of the Project. The re-set involves each Market Town reviewing what it is able to do, what it wants to do and then to set SMART goals (“Specific”, “Measurable”, “Agreed”, “Realistic”, “Time limited”).

This approach to ministry lies behind Mission Action Planning and Development Action Planning, so in theory, the Diocese has been operating this model for a number of years. However actually working with SMART goals is proving to be somewhat challenging in some of our locations. In the next Annual Report, covering the activities of 2022, we hope to be able to report fully on the SMART goals in each location and report on re-set that is currently ongoing.

Market towns that are formally within the CMT project

- Wisbech and Walsoken
- Downham Market
- March
- Chatteris
- Ramsey
- Huntingdon
- St Neots
- Littleport

Associated towns

- Soham
- Whittlesea
- Ely

Further Information

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

Giving

Martin Kenward, Projects and Development Officer

“It could be argued that ‘giving’ underpins all five Levers of the Diocesan Strategy, [People Fully Alive: A Strategy for Growth - Ely2025](#). The most relevant Lever, however, is probably ‘Target support to key areas’”.

Parish Giving Scheme

Expansion of the [Parish Giving Scheme \(PGS\)](#) first launched in the Diocese in September 2017 and continued throughout 2021, despite the disruption to ‘normal’ business and public worship caused by the pandemic.

By the end of 2021, 147 communities (or 49%) were registered for the scheme, with a combined total of 1,989 givers representing 27% of the circa 7,400 Tax Efficient Planned Givers (TEPG) in the Diocese. Of these 1,989 givers, 90% had Gift Aided their giving and 54% had committed in principle to increase their gift annually in line with inflation.

Parishes that have joined the scheme are seeing real benefits in terms of (i) increased regular giving, (ii) inflation-proofed giving, (iii) faster recovery of gift aid and (iv) reduced administration for the Treasurer or Gift Aid Officer. Across the 147 registered communities, the average weekly gift via the PGS (excluding Gift Aid) was £18.79. The average in the Diocese for all giving was £15.80 (excluding Gift Aid).

In 2022, initiatives are being taken to increase and maximise the number of communities and TEPG using the PGS.

Digital Giving

The popularity of Digital Giving through use of online donation platforms and contactless card readers increased in 2021.

103 churches actively used their digital giving account (of any kind) in each month in 2021, representing 34% of churches in the Diocese. The total number of digital giving transactions increased by 147% from 3,389 (2020) to 8,376 (2021). The total value of digital giving transactions (donations / payments) increased by 60% from £49,392 (2020) to £78,892 (2021).

In 2022, the Diocese will take part in the national Digital Giving Rollout project, which forms part of the National Giving Strategy. The project aims to see 50% of parishes equipped with digital giving and to give out 2,000 devices and 1,000 online giving accounts. This project will supersede the Diocesan free card reader initiative, first launched in October 2019.

Communications & Database

James Owen, Head of Communications and Jackie Williamson, Data Officer and Diocesan Electoral Roll Officer

Statistics for Mission and Return of Parish Finance

The [Church House Research and Statistics team](#) ask that Statistics for Mission and Return of Parish Finance forms are submitted each year by all parishes in England and Wales. In most cases this information submitted directly by parish role holders to the Church of England Online Returns Portal. At the time of publication, the percentage of Statistics for Mission Returns was at 72% and the percentage returns for the Return of Parish Finance replies was at 17% at time of printing. You can read more about the [Statistics for Mission process here](#) and on the [Return of Parish Finance process here](#).

Prayer Calendar

Production of the Prayer Calendar continued throughout 2021. The Senior Chaplain to the Bishop of Ely edits the Calendar, with Jackie Williamson ensuring it is available on the Diocesan website. The Prayer Calendar can be accessed from the [Diocesan website here](#).

The Diocesan Directory

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

Database Management and Enhancement

The Diocesan database is maintained so that staff can access accurate information on the people who work within the Diocese, it is also a record of the structures of the Diocese, such as the churches, parishes, benefices and deaneries. Access to data is strictly controlled. Users have specific permissions to access and edit information appropriate to their role. Database Reports are produced to help colleagues monitor and maintain the accuracy of information.

In 2021 access to certain key parish role holders was further developed, allowing controlled access to data on the Diocesan Database pertinent to their Deanery, Benefice or Parish roles. During 2022, this work will continue to help support parishes in their work.

Website

The Diocesan website remains the main online repository for information. During any given month in 2021, some 180,000 pages may be viewed by visitors. Each Diocesan department remains focussed on ensuring information is updated in a helpful and timely way for visitors seeking it.

Social Media Channels

The primary Diocesan social media channels are used to share knowledge and learning tools to help support parishes in their work. Digital engagement by parishes with their local communities increased enormously through 2020 and there remains a demand to maintain the learnings for how digital engagement can complement more traditional in-person gatherings. The Communications team will continue to work with other Diocesan departments to help share and distribute news and learnings through these channels.

Learning more

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

Mothers' Union

Hazel Williams MBE, Ely Diocesan Mothers' Union President

As in 2020, Covid continued to make a huge difference to our Mothers' Union (MU) branch meetings which are the base of our organisation. Towards the end of the year (2021) many did restart although some of our older members are reluctant to leave their homes. Wherever members are, they are able to pray for those in need of support.

We had a slight increase in membership to 640 members across the Diocese of Ely although some (where branches have closed), have become Diocesan members. This enables them to have monthly newsletters, prayers and other information e-mailed or posted directly, with large print copies available for those who need them. This has not prevented members to continue to be occupied at home.

The support of women's refuges and hostels has continued, with supplies of equipment for newly acquired homes and high street vouchers, to enable recipients to choose some things for themselves. We have a connection with the Baby Bank based in Fordham and as well as being providers we can also be a link for those who need their baby items. Knitting and sewing has continued and as care homes and hospitals were gradually able to accept items, they have been delivered. Mary's Child is a new charity we work with, based in Fenland and serving Peterborough. They work with homeless, refugees and families in need.

AFIA (Away from It All) holidays were able to provide five families with a break in Hunstanton during the Autumn half-term (2021). We also include pocket money for the children. One Quiet Day was held in the Autumn and Thursday Prayer, which takes place monthly in Ely Cathedral, is now both in-person and on Zoom.

Mothers' Union (MU) led toddler and carers worship groups began too. Ely MU Diocesan prayer leaflets were sent to members as well as Families Worldwide as well as to the new national magazine - Connected. Modern Day Slavery and 16 days of Activism Against Gender Violence continue to be campaigns that the Mothers' Union supports worldwide.

Communication has continued to be of great importance. As well as branches having contact with members in a variety of ways our monthly Diocesan Newsletter includes news, prayers and reflections. All of these are also on the MU page of the [Diocese of Ely website](#) as well as our [MU Facebook page](#). Our YouTube channel aids those members who could not join in at a set time to be able to see videos of Thursday Prayers and other events they were unable to attend.

Our thanks go to our [Bishops](#), the [Chapter at Ely Cathedral](#) and other clergy who have supported the Mothers' Union throughout the year. It is very much appreciated by members. It is wonderful that our notice board in the Cathedral has now been moved close to the west door so that everyone who enters can see it and the work of our organisation.

Houses Sub-Committee

The Revd Canon Simon Talbott, Chair

2021 has been a challenging year for the management of the housing stock of the Diocese. As the year progressed it became increasingly possible for clergy to move to posts which, in some instances had been held over from 2020. During the year, work to facilitate 16 new occupancies were carried out.

The capital programme remained muted, but the committee was still able to see completion of the purchase of a new parsonage at Holy Trinity Cambridge and a new house in Hampton Vale was purchased for a curate.

Elsewhere, the Diocese was able to complete the sale of a number of properties which were no longer required for clergy occupation. Sales of property during 2021 realised a gross value of £4,836,115.

In the final quarter of the year a relaxation of the additional regulations brought in during the main lockdown phases of the pandemic, to provide additional security to protect tenants from eviction, were removed. The effect of this change meant that the Diocese was able to relet some empty houses to private tenants again on fixed term contracts.

This year marks the end of the current triennial of committee operation. At the end of the year the Archdeacon of Huntingdon and Wisbech announced that he will be retiring at Easter. The committee would like to take the opportunity to thank him for 18 years of service and for the positive contribution he has made to clergy housing in the Diocese of Ely. In addition, Canon Talbott, who has also announced that he will stand down as chairman to allow him to take up another role in the Diocese. Members would like to thank him for his commitment and leadership in dealing with the issues faced during his tenure and to wish him success in his new role.

The committee is very pleased to welcome Rev Becky Dyball to the position of chair for the coming years.

The committee would like to thank our Property Manager, Stella, for her work in the year to ensure a generous, timely response to issues raised by clergy and other occupants of our houses. Also, thanks to our teams of contractors who have continued to provide us with such a high level of service and workmanship under considerable pressure.

Assets Sub-Committee

Francis Burkitt, Chair Assets Sub-Committee

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

The majority of the investments are in stocks and shares, managed by four external fund managers: [CCLA](#) (which has a particularly close relationship with the Church of England), [Edentree](#) (a specialist Responsible & Sustainable fund manager), [Rathbones](#) (a leading charities fund manager) and [Brown Shipley](#) (from its Cambridge office). We pay particular attention to the [Church of England's ethical guidelines](#) and hold our fund managers to account as much for their ESG [*Environmental, Social and Governance*] stance as for their investment management performance. In addition, the Stipends Fund holds all of the Diocese's glebe land, for which we use [Carter Jonas](#), [Jolliffe Daking](#) and [Maxey Grounds](#) as land agents.

The agreed strategy is to produce a steady and growing income stream to help fund the ministry of priests and support the Diocese's other activities, whilst at the same time preserving or growing the capital value in real terms. Only income can be disbursed; all capital gains must be re-invested, and the capital cannot be spent.

Events over 2021 severely tested our fund managers' ability to deliver on that strategy, as the year was characterised by intense volatility. Markets rose early in the year reflecting positive efforts of countries to roll out vaccination programmes to populations. However, markets fell back in the mid quarters of the year amid renewed concerns about the speed that the world economies could respond to the massive increased demand for raw materials and manufactured goods; of particular concern was the availability and cost of transport and logistics factors. In the final quarter of the year these concerns started to ease and markets ended the year at higher levels.

Our annual investment income derives from dividends on our stocks and shares and (for the Stipends Fund) from rent from our glebe land. Income in 2021 was a record high at £2.9m, but this was slightly flattered by a 'special dividend' from one of our investments which will not be repeated, so income may fall back slightly in 2022. The capital value is of less interest as we can't touch it, but it was pleasing to see it rise from £92m to £105m, driven partly by the rise in share prices over the year and partly by some judicious land sales (the proceeds of which were all re-invested, as required).

The year ended with seven members of the sub-committee: two are ex officio (the Chair and Vice-Chair of the Finance Committee) and the rest are appointed by the Finance Committee, including the Chair, Francis Burkitt. During the year, we sadly said goodbye to Sir Hugh Duberly, who took the decision to step down after an astonishing 25 years of dedicated service, and Mrs Caroline Crane was reappointed for a further term. The other appointed members are Revd Nigel Pearson, Nick Pratt and Edmund Thornhill. All meetings are attended by the Diocesan Secretary and by the Glebe and Investments Officer, Jon Green, to whom the Sub-Committee is, as ever, extremely grateful for all his hard work during the year in managing an extremely complex portfolio.

Regrettably, 2022 looks set to be another very challenging year. The horrors of the war in the Ukraine, looming inflation, low consumer confidence and the pressures on agriculture are all bound to have a negative impact on dividend income, rent and land values – indeed, stock markets have fallen since the start of the year. We believe that our investments are as well-positioned as they can be and that we have the right fund managers and agents, but we must be realistic and 2022 may be a difficult year.

Finance Committee

The Revd Canon Brian Atling, Chair

The result for 2021 was a surplus of £121,624 compared to a budgeted deficit of £953,691 (set when Covid restrictions were still in force). The surplus arose mainly due to income receipts from ministry share holding up much better than anticipated and an additional unexpected one-off investment income receipt. Expenditure was kept under control. The surplus will be returned to the general fund reserves to offset the deficit of £217,905 incurred in 2020. The Diocese of Ely has faithful and generous giving by parishes and people that responded by maintaining their donations in the difficult circumstances of last year.

Ministry Share receipts only reduced by £49,000 (0.8%) from 2020. The overall collection rate was 94.2% with 6 out of 15 Deaneries still managing to pay in full. A complete list of parish payments can be found on the Diocese of Ely website and at the end of this booklet.

Ely Diocesan Board of Finance Summary (excluding Market towns)

General Unrestricted for the year ended 31 December 2021

Income (£'000)	2020 Actual	2021 Actual	2021 Budget
Ministry Share *	5,603	5,554	4,725
Parish fees	292	304	300
Total	5,894	5,858	5,025
Investment income and let houses	2,503	3,121	2,486
Other income	175	158	216
Ely 2025	177	0	0
Total	8,750	9,137	7,728

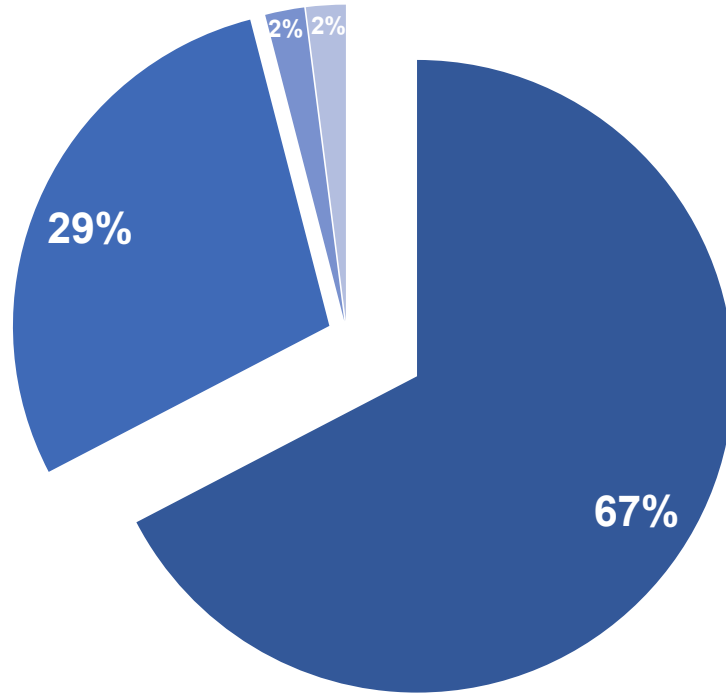
Expenditure (£'000)	2020 Actual	2021 Actual	2021 Budget
Parish clergy direct costs	5,204	5,145	4,872
Clergy and parish support costs	1,703	1,999	1,973
Contribution to National Church	618	609	618
Curates, ordinands and vocations	1,167	1,235	1,208
Other investment in the future	204	0	0
Pension deficit & other costs	72	28	10
Total	8,968	9,016	8,681

Surplus / (Deficit) for the Year (£'000)	(218)	122	(954)
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* The difference between ministry share in the accounts and the report is the deanery rebate for deaneries completing 100%

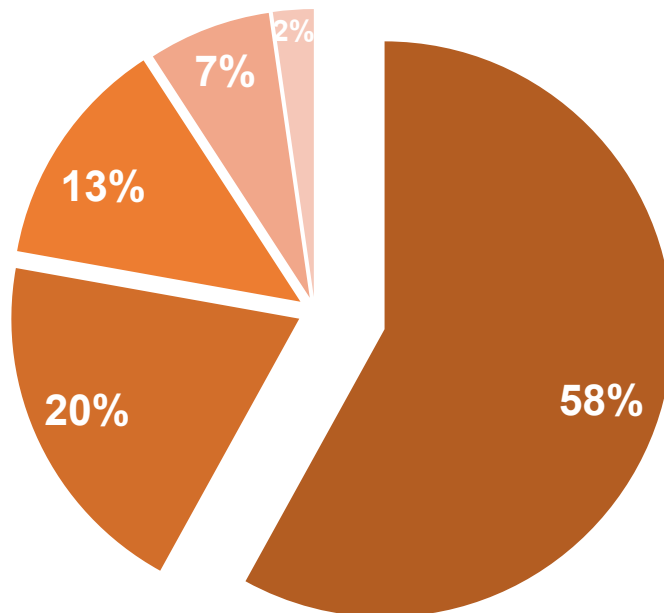
2021 Actual Income and Expenditure

Income



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

Expenditure



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

Finance Department

Lorraine Orbell, Financial Controller

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

Ministry Share Administration

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

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

Parochial Fees

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

Clergy

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

Gift Aid

The [team provides guidance](#) and support with submission to HMRC of Gift Aid claims on behalf of smaller Parishes and the reimbursement of the tax refunded to Parishes. In 2021 Gift Aid of circa £578,500 was reclaimed from HMRC to parishes, relating to over 9,833 donors.

Trusts

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

Schools Fund

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

Just Giving and Other Platforms

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

Church Buildings and Pastoral Department (CBPD)

Geoffrey Hunter, Head of Church Buildings and Pastoral Department

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

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

These Committees each carry out statutory functions with the aim of enabling the church to work and adapt to fit the needs of their local communities. The department also administers two Diocesan strategic committees - the Buildings Oversight Board (BOB) and the Diocesan Environmental Task Group (DETG).

Buildings

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

The Very Revd Mark Bonney, Chair

Geoffrey Hunter, DAC Secretary

Sue Dickinson, DAC and Grants Officer

Poppy Crooks, Church Buildings Advice Assistant

During 2021 the [Diocesan Advisory Committee \(DAC\)](#) continued its pandemic-related system of remote meetings, but re-introducing site visits under strict protocols as required by Covid regulations. It was planned for the DAC's first face-to-face meeting since the pandemic to take place in December (2021), but this had to be cancelled when the DAC Secretary contracted Covid. During 2021 the DAC agreed a revised format for working for 2022, based around a hybrid remote and face-to-face model. This includes greater use of existing powers of delegation to enable substantive decision-making in between formal meetings.

Churches Uses Committee (CUC)

John Thackray, Chair

Geoffrey Hunter, Secretary and Head of CBPD

The Churches Uses Committee (CUC) continued its work in trying to re-purpose closed church buildings. During 2021 the closed church at Prickwillow was sold, with planning permission in place for conversion to become an artist's studio with two residential flats. The ruined church at Denton continued a very slow progress through the planning consent process for residential conversion, still ongoing at the end of 2021, but without any reason to believe that planning will not be granted at the end of the process. The church at Guyhirn remained unresolved at the end of 2021, with the Commissioners still planning to publish a scheme for demolition, subject to further local consultation. During 2022 the churches at Tadlow and South Runcton are both expected to make significant progress towards their intended vesting with [Friends of Friendless Churches](#), which will see both buildings preserved as heritage assets and made available for public access and use. The Chair of the Committee, William Burke, left the Diocese of Ely in May 2021. Long-standing CUC member, John Thackray, kindly stood in as interim chair for the remainder of the year.

REACH Ely

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

2021 saw the publication of the final [REACH Ely](#) case studies of churches around the Diocese of Ely, and the launch of the online Church Buildings Audit. Churches' participation in the project was curtailed to some extent by the pandemic, and the audit questions were tailored to take account of the situation both before and during the pandemic. The analysis of responses to the audit was undertaken by the [Cambridge Judge Business School](#), which identified several significant additional outputs for the project, in particular:

- Assisting the 55 churches in the Diocese which are actively considering setting up a 'friends group'
- Putting in place guidance and process for the 27 churches wishing to move towards 'Festival' status
- Providing guidance and encouragement to churches to re-open buildings which had remained closed outside service times post-pandemic
- Promoting the replication of a number of areas of good practice identified during the audit
- Setting-up an online forum for churches to ask questions and offer help to their peers
- Making use of environmental data gathered during the audit to help churches meet the [2030 Net Zero Carbon target](#).

This final stage of the REACH project is planned to take place over the first three quarters of 2022.

Diocesan Environmental Task Group (DETG)

Geoffrey Hunter, Convenor

The [Diocesan Environmental Task Group](#) (DETG) was constituted during 2020. During 2021 the DETG met six times. Key areas of work during 2021 included the creation of [new pages on the Diocesan website](#), getting the agreement of the Diocesan Advisory Committee to a [new environmental policy](#), promoting participation in Ecochurch and the Cambridgeshire Churchyards Award and holding its first conference, on churchyards, in November (2021).

The June [Diocesan Synod](#) endorsed the work of the DETG and proposed the Diocese join the [Eco Diocese](#) scheme, which was achieved in November 2021. The DETG looks forward to further helping churches in the Diocese work towards their environmental goals.

Buildings Oversight Board (BOB)

The Ven Hugh McCurdy, Chair

Geoffrey Hunter, Secretary

The Buildings Oversight Board (BOB) was constituted during 2020. During 2021 BOB met five times. Its membership includes representation from [Diocesan Advisory Committee \(DAC\)](#), Churches Uses Committee (CUC) and [Diocesan Environmental Task Group](#) (DETG), as well as clergy and lay people from around the Diocese. Work during 2021 centred around the future of isolated rural church buildings. Expert speakers from around the country were invited to present evidence to the Board and a proposal for setting-up a church buildings trust has been put forward for consideration by [Bishop's Council](#).

Pastoral

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

The Bishop of Ely, Chair (DMPC)

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

Sally Gilson, Pastoral Secretary

Following a pause during 2020, the work of the [Archdeacon Mission & Pastoral Committees](#) (ADMPC) resumed during 2021, but continued to use the Zoom video-conferencing platform for meetings. Four [pastoral schemes](#) were completed in 2021 (the same as in 2020), along with one Bishop's Mission Order.

During 2021 the Church of England undertook a wholesale review of the [Mission and Pastoral Measure 2011](#) and the Diocese of Ely submitted its response in September (2021). The Archdeacon and officers took part in consultation workshops with staff from Church House, giving us the opportunity to feed back on ADMPCs' experience of running the processes laid out in the legislation.

It is expected that the ongoing [deanery planning exercise](#) will generate some new work for the pastoral committees, although this will be affected by the outcomes of the review of the [Mission & Pastoral Measure 2011](#).

Ministry Share 2021 By Deanery

Combined Parish Payments Received per Deanery by 9 March 2022.

Deanery	Adjusted Net Request	Paid for 2021	Percentage Paid 2021
Bourn	£272,751	£245,877	90%
Cambridge North	£660,025	£630,008	95%
Cambridge South	£969,881	£943,294	97%
Ely	£311,176	£311,176	100%
Feltwell and Fincham	£161,338	£116,859	72%
Fordham and Quy	£333,854	£315,189	94%
Granta	£456,495	£410,072	90%
Huntingdon	£535,412	£535,412	100%
March	£269,961	£253,871	94%
North Stowe (Bar Hill*)	£527,231 (£15,952)	£527,231 (£15,952)	100% (100%)
Shingay	£273,335	£250,965	92%
St. Ives	£288,607	£288,607	100%
St. Neots	£300,983	£300,983	100%
Wisbech Lynn Marshland	£246,220	£155,357	63%
Yaxley	£299,304	£278,637	93%
Total	£5,922,524	£5,579,222	94%

*Bar Hill contribution identified separately to that of North Stowe. Please contact the Diocesan Finance Department for further information.

Ministry Share 2021 By Parish

Parish Payments Received by 9 March 2022

Cambridge Archdeaconry

Bourn Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Barton	£16,814	£16,814	100%
Caldecote	£9,895	£9,895	100%
Comberton	£32,942	£32,942	100%
Coton	£12,972	£12,972	100%
Dry Drayton	£14,272	£14,272	100%
Gt. & Lt. Eversden	£10,406	£10,406	100%
Hardwick	£20,602	£20,602	100%
Harlton	£10,450	£10,450	100%
Haslingfield	£24,055	£24,055	100%
Toft	£11,040	£11,040	100%
	£163,448	£163,448	100%
Bourn	£15,064	£15,064	100%
Boxworth	£4,789	£4,789	100%
Caxton	£8,273	£8,273	100%
Conington	£3,385	£3,385	100%
Croxton	£3,480	£3,480	100%
Elsworth	£6,004	£6,004	100%
Eltisley	£6,768	£6,768	100%
Graveley	£3,491	£3,491	100%
Papworth	£6,700	£6,700	100%
Kingston	£1,672	£1,672	100%
Lolworth	£3,390	£3,390	100%
Longstowe	£2,812	£2,812	100%
Papworth Everard	£11,049	£11,049	100%
Toseland	£1,682	£1,682	100%
Yelling	£3,870	£3,870	100%
Deanery Shortfall / (Over Allocation)	£26,874	£0	0%
	£109,303	£82,429	75%
Total	£272,751	£245,877	90%

Orchard Park	£31,500	£31,500	100%
St. Clement	£4,402	£4,402	100%
St. George Chesterton	£19,251	£19,251	100%
St. Mary the Great	£91,638	£91,760	100%
St. Matthew	£61,891	£61,891	100%
Teversham	£6,419	£6,419	100%
Deanery Shortfall/ (Over Allocation)	£30,187	£48	0%
Total	£660,025	£630,008	95%

Cambridge South Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Cherry Hinton St John the Evangelist	£74,066	£74,066	100%
Cherryhinton St. Andrew	£42,245	£46,578	110%
Grantchester	£22,845	£22,845	100%
Holy Trinity	£147,480	£147,480	100%
St. Barnabas	£144,048	£144,048	100%
St. Benedict	£73,587	£73,587	100%
St. Botolph	£15,457	£7,010	45%
St. James	£48,491	£48,491	100%
St. Mark	£41,796	£41,796	100%
St. Martin	£66,842	£51,008	76%
St. Mary the Less	£76,299	£76,299	100%
St. Paul	£71,517	£71,517	100%
St. Philip	£64,502	£64,502	100%
Trumpington	£74,066	£74,066	100%
Deanery Shortfall / (Over Allocation)	£6,639	£0	0%
Total	£969,881	£943,294	97%

Cambridge North Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Cambridge The Ascension	£64,417	£64,417	100%
Fen Ditton	£22,993	£22,993	100%
Good Shepherd Chesterton	£59,999	£59,999	100%
Holy Cross	£8,288	£8,288	100%
Holy Sepulchre / All Saints	£118,715	£118,715	100%
Horningsea	£5,268	£5,268	100%
St. Andrew Chesterton	£72,566	£72,566	100%
St. Andrew the Less	£62,493	£62,493	100%

Fordham and Quy Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Ashley w Silverley	£5,668	£5,668	100%
Bottisham	£16,830	£16,830	100%
Brinkley	£6,716	£6,916	103%
Burrough Green	£6,773	£3,800	56%
Burwell	£54,277	£54,277	100%
Carlton	£4,516	£3,344	74%
Cheveley	£15,179	£11,779	78%
Chippenham	£14,866	£11,000	74%
Dullingham	£9,132	£9,332	102%
Fordham	£25,052	£25,052	100%
Fulbourn	£42,704	£42,704	100%
Great Wilbraham	£11,161	£11,161	100%
Isleham	£20,840	£20,840	100%
Kennett	£1,370	£1,370	100%

Kirtling	£7,158	£7,158	100%
Little Wilbraham	£7,320	£1,464	20%
Lode w Longmeadow	£9,538	£9,538	100%
Quy	£7,286	£7,285	100%
Reach	£4,835	£4,835	100%
Snailwell	£6,952	£6,952	100%
Stetchworth	£8,390	£8,590	102%
Swaffham Bulbeck	£14,401	£14,401	100%
Swaffham Prior	£12,881	£12,881	100%
Westley Waterless	£4,590	£2,593	56%
Wicken	£3,348	£3,348	100%
Woodditton w Saxon	£12,071	£12,071	100%
Total	£333,854	£315,189	94%

Granta Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Babraham	£7,385	£7,385	100%
Balsham	£25,080	£25,080	100%
Bartlow	£5,934	£5,934	100%
Castle Camps	£5,854	£5,854	100%
Duxford	£8,037	£8,037	100%
Great Shelford	£53,789	£33,618	62%
Harston	£13,512	£13,512	100%
Hauxton	£5,592	£5,592	100%
Hildersham	£10,643	£10,643	100%
Hinxton	£5,264	£5,264	100%
Horseheath	£5,368	£5,368	100%
Ickleton	£11,336	£11,336	100%
Linton	£65,033	£65,033	100%
Little Shelford	£64,423	£64,423	100%
Newton	£6,362	£6,362	100%
Pampisford	£4,950	£4,950	100%
Sawston	£41,488	£41,488	100%
Shudy Camps	£5,827	£5,827	100%
Stapleford	£25,498	£25,498	100%
The Abingtons	£22,367	£11,000	49%
West Wickham	£9,901	£6,259	63%
West Wrattling	£9,754	£5,840	60%
Weston Colville	£9,828	£2,500	25%
Whittlesford	£20,696	£20,696	100%
Deanery Contribution	£12,577	£12,577	100%
Total	£456,495	£410,072	90%

North Stowe Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Cottenham & Rampton	£66,880	£66,880	100%
Girton	£43,021	£43,021	100%
Histon	£79,866	£79,866	100%
Impington	£33,971	£33,971	100%

Landbeach	£11,533	£11,533	100%
Longstanton	£28,997	£28,997	100%
Madingley	£8,041	£8,041	100%
Milton	£70,830	£70,830	100%
Oakington	£53,936	£53,936	100%
Over	£38,997	£38,997	100%
Swavesey	£28,997	£28,997	100%
Waterbeach	£40,045	£40,045	100%
Willingham	£18,997	£18,997	100%
Deanery Shortfall / (Over Allocation)	£3,123	£3,123	100%
Total	£527,231	£527,231	100%
<i>Bar Hill</i>	<i>£15,952</i>	<i>£15,952</i>	<i>100%</i>

Shingay Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Abington Pigotts	£5,456	£4,000	73%
Arrington	£4,918	£4,918	100%
Barrington	£18,760	£18,760	100%
Bassingbourn	£31,670	£31,670	100%
Croydon	£3,334	£3,334	100%
Fowlmere (4 Churches Benefice)			
Foxton (4 Churches Benefice)			
Thriplow (4 Churches Benefice)			
Shepreth (4 Churches Benefice)			
The Four Churches Benefice	£58,528	£58,528	100%
Guilden Morden	£16,080	£9,310	58%
Litlington	£13,077	£13,077	100%
Melbourn	£30,829	£26,683	87%
Meldreth	£27,824	£27,824	100%
Orwell	£22,356	£22,356	100%
Steeple Morden	£15,991	£12,382	77%
Tadlow	£3,627	£3,627	100%
Wendy w Shingay	£5,072	£5,072	100%
Whaddon	£6,655	£6,655	100%
Wimpole	£9,160	£2,500	27%
Total	£273,335	£250,695	92%

Huntingdon & Wisbech Archdeaconry

Ely Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Chettisham	£4,081	£4,081	100%
Coveney	£3,088	£3,088	100%
Ely	£115,986	£115,986	100%
Haddenham	£7,186	£7,186	100%
Little Downham	£11,796	£11,796	100%
Little Thetford	£6,947	£6,947	100%
Littleport St. George	£38,315	£38,315	100%
Mepal	£5,957	£5,957	100%
Soham	£47,114	£47,114	100%

Stretham	£14,267	£14,267	100%
Stuntney	£4,642	£4,642	100%
Sutton	£23,348	£23,348	100%
Wentworth	£2,015	£2,015	100%
Wilburton	£12,277	£12,277	100%
Witcham	£7,364	£7,364	100%
Witchford	£6,793	£6,793	100%
Total	£311,176	£311,176	100%

Buckworth	£2,219	£2,219	100%
Bythorn	£3,701	£3,701	100%
Covington	£4,434	£4,434	100%
East Leightonstone	£65,542	£50,000	76%
Easton	£3,922	£3,922	100%
Fen Drayton w Fenstanton	£39,760	£39,760	100%
Godmanchester	£66,425	£66,425	100%
Great Catworth	£11,904	£11,904	100%
Great Gidding	£4,544	£4,544	100%
Great Stukeley	£5,645	£5,645	100%
Hamerton	£1,900	£1,900	100%
Hartford	£28,159	£28,159	100%
Hemingford Abbots	£15,563	£15,563	100%
Hemingford Grey	£62,255	£62,255	100%
Hilton	£11,393	£11,393	100%
Houghton w Wyton	£30,294	£30,294	100%
Huntingdon Parish	£40,338	£40,338	100%
Huntingdon Christchurch	£40,472	£40,472	100%
Keyston	£2,556	£10	0%
Kimbolton	£37,060	£37,060	100%
King's Ripton	£2,098	£2,098	100%
Leighton Bromswold	£3,700	£3,700	100%
Little Stukeley	£2,610	£2,610	100%
Molesworth	£3,701	£3,701	100%
Old Weston	£2,620	£1,000	38%
Spaldwick	£3,589	£3,589	100%
Stow Longa	£1,374	£1,374	100%
Tilbrook	£6,506	£6,506	100%
Upton	£983	£983	100%
Winwick	£1,853	£1,853	100%
Deanery Shortfall/ (Over Allocation)	£1,731	£23,433	1354%
Total	£535,412	£535,412	100%

Feltwell and Fincham Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Barton Bendish	£1,888	£1,888	100%
Beachamwell	£3,869	£0	0%
Boughton	£2,912	£2,912	100%
Methwold	£5,527	£5,527	100%
Wereham	£3,574	£3,574	100%
West Dereham	£3,773	£3,773	100%
Whittington	£2,914	£2,914	100%
Wretton	£3,250	£3,250	100%
Bexwell	£5,027	£2,250	45%
Crimplisham	£3,692	£3,692	100%
Denver	£13,305	£6,652	50%
Ryston	£2,232	£2,232	100%
Downham Market	£28,360	£28,360	100%
Hilgay & Ten Mile Bank	£7,402	£500	7%
Stradsett	£3,782	£2,891	76%
Feltwell	£4,660	£4,660	100%
Hockwold	£4,660	£1,390	30%
Northwold	£4,660	£4,660	100%
Southery	£5,470	£4,000	73%
Weeting	£4,660	£2,619	56%
Fincham	£2,263	£2,263	100%
Marham	£2,901	£2,401	83%
Nordelph	£0	£0	0%
Runcton Holme	£4,691	£3,286	70%
Shouldham	£4,304	£4,304	100%
Shouldham Thorpe	£1,697	£1,697	100%
Stow	£9,487	£4,214	44%
Tottenhill	£3,652	£200	5%
Watlington	£14,840	£8,050	54%
Wimbotsham	£5,439	£2,200	40%
Wormegay	£4,000	£500	13%
Deanery Shortfall/ (Over Allocation)	£-7,553	£0	0%
Total	£161,338	£116,859	72%

March Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Chatteris	£48,399	£48,399	100%
Christchurch	£6,655	£6,655	100%
Doddington	£13,345	£11,967	90%
Manea	£9,116	£9,116	100%
March St John	£26,354	£19,823	75%
March St Mary	£17,067	£17,067	100%
March St Peter	£36,901	£36,901	100%
March St Wendreda	£33,106	£33,106	100%
Welney	£5,629	£5,629	100%
Whittlesey Team	£61,102	£51,946	85%
Wimblington	£13,264	£13,264	100%
Deanery Shortfall/ (Over Allocation)	£-977	£0	0%
Total	£269,961	£253,871	94%

Huntingdon Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Abbots Ripton	£4,870	£4,356	89%
Alconbury	£16,963	£16,963	100%
Barham	£1,025	£1,025	100%
Brington	£3,700	£2,220	60%

St Ives Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Bluntisham	£19,227	£19,227	100%
Broughton	£4,614	£4,614	100%
Bury	£19,611	£19,611	100%
Colne	£19,223	£19,223	100%
Holywell	£19,376	£19,376	100%
Oldhurst	£5,768	£2,340	41%
Pidley	£5,768	£7,482	130%
Ramsey St. Mary (Team)	£7,093	£7,093	100%
Ramsey Team	£42,047	£42,047	100%
Somersham	£40,372	£40,372	100%
St. Ives	£57,667	£59,381	103%
Upwood (Team)	£8,536	£8,536	100%
Warboys	£28,839	£28,839	100%
Wistow	£4,614	£4,614	100%
Woodhurst	£5,853	£5,853	100%
Total	£288,607	£288,607	100%

St Neots Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Abbotsley	£7,548	£7,548	100%
Buckden	£51,819	£51,819	100%
Diddington	£2,090	£2,090	100%
Everton	£9,517	£9,517	100%
Gamlingay	£38,139	£38,139	100%
Great Gransden	£17,960	£17,960	100%
Great Paxton	£9,881	£9,881	100%
Great Staughton	£28,745	£28,745	100%
Hail Weston	£8,169	£8,169	100%
Little Gransden	£10,352	£10,352	100%
Little Paxton	£32,236	£32,236	100%
Little Staughton	£6,380	£6,380	100%
Offord D'Arcy w Cluny	£6,166	£6,166	100%
Southoe	£2,584	£2,584	100%
St. Neots w Eynesbury	£55,642	£55,642	100%
Waresley	£7,741	£7,741	100%
Deanery Shortfall/ (Over Allocation)	£6,015	£6,015	100%
Total	£300,983	£300,983	100%

Wisbech Lynn Marshland Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Clenchwarton	£8,414	£6,614	79%
Elm	£6,874	£2,100	31%
Emneth+Marshland St. James	£15,064	£2,500	17%
Friday Bridge	£5,779	£3,000	52%
Gorefield	£5,108	£5,108	100%
Leverington	£15,352	£5,000	33%

Newton-in-the-Isle	£6,506	£60	1%
Outwell	£8,314	£3,781	45%
Southea w Parson Drove	£5,195	£5,195	100%
Terrington St. Clement	£26,888	£26,888	100%
Terrington St. John	£5,932	£481	8%
Tilney All Saints	£5,415	£1,396	26%
Tilney St. Lawrence	£5,110	£750	15%
Tydd St. Giles	£6,828	£6,828	100%
Upwell St. Peter	£11,663	£8,200	70%
Walpole St. Peter	£12,273	£4,500	37%
Walsoken	£27,565	£19,500	71%
West Walton	£8,383	£3,500	42%
Wiggenhall St. Germans	£7,458	£3,650	49%
Wiggenhall St. Mary Magdalene	£6,820	£106	2%
Wisbech St Augustine	£17,295	£17,295	100%
Wisbech St Peter & St Paul	£20,164	£20,164	100%
Wisbech St. Mary	£7,819	£8,741	112%
Total	£246,220	£155,357	63%

Yaxley Deanery	NET Request (2021)	Paid for 2021	Percentage (%) Paid
Alwalton	£19,951	£15,000	75%
Chesterton	£3,130	£3,000	96%
Elton, All Saints	£10,244	£12,244	120%
Farcet	£4,316	£4,316	100%
Fletton	£6,210	£2,596	42%
Folksworth	£10,610	£10,610	100%
Glatton	£9,155	£10,555	115%
Haddon	£5,200	£6,200	119%
Hampton	£44,021	£46,821	106%
Holme	£4,291	£5,291	123%
Morborne	£950	£950	100%
Orton Goldhay	£24,104	£24,104	100%
Orton Longueville	£20,601	£20,601	100%
Orton Waterville	£20,601	£21,101	102%
Sawtry	£15,127	£17,000	112%
Stanground	£27,414	£27,414	100%
Stilton	£15,477	£15,477	100%
Woodston	£2,325	£500	22%
Yaxley	£39,159	£34,859	89%
Deanery Shortfall / (Over Allocation)	£16,419	£0	0%
Total	£299,304	£278,637	93%

ely2025

Ely Diocesan Board of Finance

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