



The Church of England
Diocese of Ely



Annual Review 2024

Ely Diocesan Board
of Finance (EDBF)

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Published June 2025





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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Introduction to this Review

This publication is produced annually by the Ely Diocesan Board of Finance (EDBF) as a review of work undertaken throughout the previous calendar year.

It is structured around the core departmental workstreams of the EDBF and its staff, but includes inter-connected activities from across the whole Diocese.

It serves to provide a less formal and more accessible overview of activities than that of the statutory “Annual Report & Accounts”.

This year (published in 2025 covering activities from 2024) we have sought to improve the layout to help improve its readability on previous years.

Previous Annual Reviews (formerly referred to as Annual Reports), can be found on the Diocesan website here - elydiocese.org/edbf-annual-reviews/

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

Foreword from Bishop Dagmar

The Right Revd Dr Dagmar Winter is the Bishop of Huntingdon and currently [June 2025] Acting Bishop of Ely.

Dear Friends,

An important milestone for the Ely Diocesan Board of Finance (EDBF) in 2024 was the opening in April of the new Diocesan Office and Training Centre, aptly called Etheldreda House. It quickly proved to be a most pleasant space to work, to meet, to learn and train, with flexible meeting rooms of various sizes, and both permanent and hot desks for staff. It has all the technology for hybrid working installed, which is enabling more efficient and collaborative ways of working. We are grateful to Adam Evans (he has since left us) who was the chief project manager for the construction.

The building was the brainchild of Diocesan Secretary Paul Evans who completed his eleventh and final year with us in 2024. Sadly, he was unwell for most of that year, leading to his ill health retirement by the end of the year. We are indebted to him for his commitment to the Diocese over the years and for his leadership of the EDBF. In early 2025, there was opportunity to thank him in a Service of Choral Evensong in the Cathedral, and there was also a staff farewell, fittingly in Etheldreda House.

During Paul's illness in 2024, Brian Atling, formerly Chair of EDBF, and Tim Walters, current Chair of EDBF, both stepped up significantly, with Brian taking on the lion share of the Diocesan Secretary role. I am very grateful to them both.



Another notable departure, albeit in early 2025, was that of our Diocesan Safeguarding Adviser, Rebecca Boswell, who led the Safeguarding Team for over nine years, steering us with kindness and the necessary rigour through the required changes in culture and practice of Safeguarding. We have much to be thankful for, with much of her work and care in the background unseen by most.

In turn, others have joined and will be joining the staff at Etheldreda House. I am grateful and hugely appreciative how, not least after the disappointment of the non-appointment of a Diocesan Bishop in the summer, the team has pulled together.

You will read more about their various activities in the following pages. While the front-line of ministry in our Diocese runs through parishes and schools, EDBF's staff support and enable that ministry in so many different ways. Those they support and train include stipendiary, self-supporting and "retired" clergy, all those exploring a vocation to ordained or lay ministry, licensed lay ministers and authorized lay ministers, churchwardens (especially with church buildings), parish treasurers, PCCs, governors, teachers and headteachers of our church schools, and many others.



There is much reason for encouragement and with the right Spirit among us, we shall continue and grow in our discernment and understanding of God's mission up and down the Diocese of Ely, and in our determination to be part of this mission.

"For we are what he has made us, created in Christ Jesus for good works, which God prepared beforehand to be our way of life." (Eph 2:10)

Handwritten signature of The Rt Revd Dr Dagmar Winter.

The Rt Revd Dr Dagmar Winter
The Bishop of Huntingdon
Currently Acting Bishop of Ely

Welcome from the Diocesan Secretary

Jon Green, Acting Diocesan Secretary

I am very pleased to welcome you to this Annual Review of the Ely Diocesan Board of Finance's (EDBF) activities during 2024.

My first duty is to pay tribute to Canon Paul Evans, who sadly stepped down as Diocesan and Synod Secretary at the end of 2024, after 11 years of service to the Diocese. I would like to express my sincere thanks for his dedicated service, wise counsel, and leadership throughout his time with us.

2024 has been a busy and productive year across the EDBF. This Review outlines the work of our staff across the various departments and beyond. Each department plays a vital role in supporting the wider mission of the Church in our parishes, schools, and communities. The EDBF exists to serve and support the tremendous efforts made every day by clergy, lay leaders, churchwardens, PCCs, volunteers, and congregations across the Diocese. We hope this Review gives a clear sense of that commitment in action.

Finally, I would like to extend my heartfelt thanks to the Diocesan staff and to the many members of our boards, committees, and working groups. Their energy, expertise, and faithful support remain essential to all we do.



Diocesan Strategy

Revd Iain Osborne, Acting Bishop's
Senior Chaplain and Strategy Advisor



During the year, we continued to support the Diocese in delivering its ten-year strategy, *People Fully Alive: Ely 2025*. This included assisting with the implementation of Deanery Development Plans written in 2023.

Key themes across these plans include developing ministry with children and young people, affirming the value of lay ministry, and enabling deeper collaboration between parishes and benefices.

In the early part of the year, a major focus was clarifying strategic themes and gathering supporting materials to inform the thinking of a new diocesan bishop. It was anticipated that the new bishop would refresh or replace the current strategy, which was designed to run through to 2025.

When we learned in July 2024 that the appointment of a new diocesan bishop would be delayed by at least sixteen months, we shifted focus to supporting our key missional priorities over the next two to three years. This included prioritising areas such as new-build communities, children and youth ministry, and the health and wellbeing of churches and their leaders.

This work has been designed to align with the funding priorities of the Strategic Mission and Ministry Investment Board (SMMIB), which oversees the Church Commissioners' Diocesan Investment Programme.

ely2025

However, due to capacity constraints within the senior team – particularly the vacancies in both the Diocesan Bishop and Diocesan Secretary roles – we were unable to make a substantive funding bid.

Following confirmation that the Bishop's role would remain unfilled, we submitted a bid for interim leadership support. Although this was unsuccessful, the Church Commissioners provided some funding, which we are now using to resource administrative support in selected deaneries.

We also made significant progress in strengthening diocesan governance and strategic oversight.

Key developments included:

- Introducing a new scheme of delegation to clarify accountabilities;
- Establishing a Trustee Assurance Group, made up of EDBF Trustees, which reports directly to the Council/Board;
- Amending the Audit Committee's reporting line to ensure greater Council engagement in risk assurance;
- Improving the scheduling and coordination of governance business.

In early 2024, I began working as Director of Strategy within the EDBF team. In November that year, this role came under the oversight of the Bishop's Office, when I also stepped into the role of Acting Bishop's Senior Chaplain. Combining these responsibilities as Acting Bishop's Senior Chaplain and Strategy Advisor has helped to strengthen the links between strategic planning and episcopal leadership. (Revd Iain Osborne, Acting Bishop's Senior Chaplain and Strategy Advisor)

Safeguarding

Lisa Pearson, Assistant Diocesan Safeguarding Advisor

The Diocese of 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 good safeguarding practice within the culture of all those working, volunteering or worshipping across the Diocese.



This review provides a brief summary of the department's activities throughout 2024. For a fuller review of activities, you can access the Safeguarding Annual Report via the Safeguarding pages on the Diocesan website ([click here](#)).

Safeguarding Team

- Rebecca Boswell: Diocesan Safeguarding Advisor (DSA). [Note: Rebecca departed her role in early 2025]
- Sharon Gage: Assistant Diocesan Safeguarding Advisor (ADSA)
- Lisa Pearson: Assistant Diocesan Safeguarding Advisor (ADSA) and Ely Cathedral Safeguarding Adviser
- Jacqueline Jugg: Assistant Diocesan Safeguarding Advisor (ADSA) recently appointed, initially on a 6-month contract.
- Sarah King: Safeguarding Training and Parish Support Co-ordinator
- Kelly Nott: Safeguarding Training Administrator
- Jackie Williamson: Safeguarding DBS Administrative Support

Team Working Practices

Throughout 2024 the team continued to work in a hybrid capacity, with increased time spent in the new Diocesan Office at Etheldreda House.

Policy and Practice Guidance

All safeguarding work in the Diocese is undertaken in line with statutory requirements and the House of Bishops' Policy and Practice Guidance.

In February 2025, General Synod approved two key Codes of Practice: "Managing Safeguarding Concerns and Allegations" and "Reporting Safeguarding Concerns and Allegations". An implementation period will allow time for training before the go-live date of 1 September 2025.

In January 2025, The National Safeguarding Team (NST) revised the Learning and Development Framework. A significant update is the Domestic Abuse Awareness training becoming mandatory for everyone working with children, young people, or vulnerable adults.

The Parish Safeguarding Handbook is being revised by the NST and will be launched as a toolkit linked to the Safeguarding Dashboard, it will also be available as an App by the end of 2025.

Safeguarding Referrals

Safeguarding Advisers offer advice and guidance in relation to concerns or allegations against church officers and risks posed by individuals within congregations. Referrals include disclosures by survivors (past or present), concerns involving those with prior convictions, welfare concerns and safer recruitment applications.



In 2024, 254 contacts were logged on the safeguarding database MyConcern. 137 related to general advice and signposting. Other themes included mental health, domestic abuse and adult conduct and behaviour. Fewer than five (5) contacts were managed under the Allegations Against Church Officers guidance.

Risk Assessments and Church Safety Plans

The church welcomes all, including those who may pose a risk to others. Assessments and Church Safety Plans (CSPs) identify and manage identified risks.

Currently 18 CSPs are in place across the Diocese.

During 2024 all previous safeguarding agreements were reviewed and transitioned into the nationally approved CSPs. CSPs are informed by a risk assessment addressing “what are we worried about”. The subject of the CSP participates in the process. Where applicable, statutory agencies are involved and plans are regularly reviewed.

Safer Recruitment and People Management

All church officers* working with children or vulnerable adults must be recruited according to the Church of England’s Safer Recruitment and People Management Guidance (2021).

[* a “church officer” is anyone appointed/elected by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid]

The Ely Diocesan Board of Finance continues to fund the administrative cost of DBS Disclosures for parishes, including the digital identity verification process introduced in 2024. Parish Safeguarding Officers can also complete the identity verification.

Where safeguarding information is disclosed on a DBS certificate or Confidential Declaration, the Safeguarding Team assess suitability for appointment.

Safeguarding Training

Mandatory safeguarding training modules include Basic Awareness, Foundation, Safer Recruitment and People Management, and Raising Awareness of Domestic Abuse. All are available online via the Church of England Training Portal.

For those unable to access online learning, clergy or PSOs (Parish Safeguarding Officers) can deliver sessions locally using the online modules.

The Safeguarding team also delivers national Leadership and PSO Induction training. The team can be contacted to discuss options with any individuals who may find the training distressing.

Additional bespoke training includes; Churchwardens' briefings, DBS Workshops, Dashboard training, Managing Risk for CSP Reference Group members and Safer Working Practice.

Safeguarding Training (delivered between 2021-2024)

| Module/Year | 2021 | 2022 | 2023 | 2024 |
|---------------------------------------|-------|-------|-------|-------|
| Basic Awareness | 1,210 | 1,507 | 1,354 | 1,301 |
| Foundation (online) | 731 | 1,057 | 1,196 | 1,122 |
| Leadership | 344 | 386 | 419 | 334 |
| Safer Recruitment | 282 | 229 | 213 | 357 |
| Domestic Abuse | 268 | 1,111 | 759 | 826 |
| Parish Safeguarding Officer Induction | 20 | 20 | 31 | 24 |



Ely Cathedral

The Service Level Agreement (SLA) between the Ely Diocesan Board of Finance (EDBF) and the Chapter of Ely Cathedral was renewed in June 2024, continuing the provision of safeguarding advice and support for a further three years.

Diocesan Safeguarding Advisory Panel (DSAP)

The Ely Diocesan Safeguarding Advisory Panel (DSAP) benefits from strong multi-agency and inter-departmental membership - providing guidance, quality assurance, and support on safeguarding matters.

Support to Parishes

The Safeguarding Team provides regular advice and support to parishes on safeguarding concerns, recruitment, best practice, and training.

Four (4) virtual Parish Safeguarding Officer (PSO) meetings were held in 2024, featuring external speakers including the Disclosure and Barring Service, Domestic Abuse and Sexual Violence Group and the Local Authority Designated Officer (LADO). The team also offers monthly Parish Safeguarding Officer (PSO) drop-in sessions.

Since 2018, Parishes requiring targeted support due to non-compliance with House of Bishop's Safeguarding Policy and Practice Guidance have been offered Parish Focussed Support (PFS).

In January 2025 and in partnership with Mission and Ministry, monthly Team around the Parish (TAP) meetings will be held to co-ordinate better responses to a parish's identified needs.

Parish Safeguarding Dashboards and Hubs

The EDBF funds the Parish Safeguarding Dashboard software, free for all parishes. This tool is key to delivering the National Safeguarding Standards and Quality Assurance Framework.

At the end of 2024, 90.4% of parishes were registered, up from 78% in 2023.

New Dashboard tools are in development to help parishes manage DBS, training and safer recruitment tasks.

National Safeguarding Standards and Quality Assurance Framework

Implementation of the Church of England's Safeguarding Standards and Quality Assurance Framework continues to be the primary strategic focus of safeguarding in the Diocese of Ely and Ely Cathedral, ahead of the INEQE audit (scheduled for the 2-6 February 2026). Diocesan, Cathedral and joint Audit Preparation Groups have now been set-up.

For parishes the primary focus will be through the Parish Safeguarding Dashboards and Hubs. To support parishes, a series of workshops were delivered by the Safeguarding team and Clearly Simpler (the developer of the software tools) in 2024.

Looking Ahead in 2025

We anticipate the appointment of a new Head of Safeguarding, who will assume a more strategic leadership role.

Following recommendations from the Independent Inquiry into Child Sexual Abuse (IICSA), the Church continues its Independent Safeguarding Audit Programme. Joanne Fowler has been appointed as the Safeguarding Lead for the East Anglia region.

In February 2025, the National Safeguarding Team (NST) will have concluded its review of clergy referenced in the Makin Review.

At General Synod in February 2025, The Future of Church Safeguarding was debated (stemming from the Jay and Wilkinson Reports). Synod approved a revised version of Model Three, which will develop an external scrutiny body and transfer most NST functions to an independent employer.

The Team plan to develop further support for parishes such as an annual Parish Safeguarding Officer (PSO) conference and additional bespoke workshops shaped by Parish feedback and referral trends.

Mission and Ministry

Revd Peter Leech,
Director of Mission and Ministry

Across 2024, the Mission and Ministry team have witnessed God at work across the Diocese. This includes increases in vocational exploration, a greater number engaging with training and ministerial development, and growing parish support activity. To meet this new and exciting growth, the department has restructured its working methods to enhance capacity in order to continue to serve the Diocese effectively.



Our work continues to focus on three strategic priorities:

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

Lay Ministry

Revd Dr Julie Norris, Director of Lay Ministry

2024 brought changes to the team supporting Lay Ministry. Our Ministry Training Officer moved to a new role, and we were joined in November (2024) by Niamh Colbrook as Lay Development Officer, working across Licensed Lay Ministers (LLMs) and Authorised Lay Ministers (ALMs).

Niki Whitby became our Selection Officer for Licensed Lay Ministers (LLMs) and was appointed Assistant Diocesan Director of Lay Ministry in December 2024.

Three (3) LLMs trained in Ely were admitted and licensed in October. Two (2) others transferred-in from other dioceses to be licensed with us. Although the numbers are quite small, it reflects reduced vocational discernment during the Covid period. Currently, 8 LLMs are training for 2025, 10 for 2026, and 8 have already been selected for training in September 2024.

The new Authorised Chaplain Assistant (ACA) course produced its first four (4) ACAs. 39 ALMs were authorised in 2024, this included 30 ALM specialisms and 9 Chaplains. Roles included Children and Families (4), Pastoral Assistants (9), Preachers (11), Worship Leaders (5), and Youth Ministers (1). Five (5) Anna Chaplains and one (1) Coordinator were also authorised.





An observation from 2023 is that approximately 45–50% of LLM candidates now come through ALM training. Many cite the "Growing as a Disciple" course as key to their journey. A new 15-week Diocesan course, Introduction to Theology for Ministry, is replacing the ERMFC Foundation for Ministry Course for Preacher ALMs.

Children, Youth, Families and Schools (CYFS)

Ruth New, Development Officer: Children and Families

2024 saw strong progress in Children, Youth, Families and Schools (CYFS), with an emphasis on Competence, Confidence, Creativity, and Commitment. These align with both national priorities (doubling the number of children and young people in churches by 2030) and local priorities to grow younger and more diverse.

Grow - *Nurturing confident leaders*

Training included Youthscape Essentials, Catalyst [five (5) new projects in cohort one, six (6) more in cohort two], and Authorised Chaplaincy Assistant courses (developing a link between parishes and schools with a regular presence within school). Additional events included paediatric and mental health first aid training, Bishop's Study Days, and training for curates and incumbents.

A second "And Breathe" retreat with Ridley Hall focused on volunteer wellbeing. A celebration and commissioning service at the Cathedral honoured all serving children and youth ministries.

Deepen - Working with parishes and deaneries to enable sustainable ministry and mission, effective missional planning and new models of ministry.

The team supported parishes through vision-setting workshops, pastoral supervision, and one-to-one coaching. Launchpad (a five-session programme with individual coaching) helped seven (7) incumbents build strategy for children and youth work.

A second cohort is planned for 2025. The 'Being Intergenerational' event also drew strong interest.

Engage - Strengthening support for parishes to enable them to engage in community mission.

Hubs and forums for U5s, Godly Play, and those working in Intergenerational settings all supported local networking. The Evolve online forum (for children's ministry) remained active. The Parish-School Covenant project, developed with the Education Team, strengthened parish-school relationships. Website development provided easier access to resources and toolkits.

The team also supported recruitment of children/youth workers. Plans for 2025 include a third Catalyst cohort, Launchpad cohort two, the annual retreat, and a new conference in September.

Ordained Ministry

Revd Dr David Newton, Diocesan Director of Ordinands

Our new Diocesan Director of Ordinands (DDO), the Revd Dr David Newton, began in early 2024 and has developed the team of Assistant DDOs. Six candidates were sent to panel (all approved), a reduced number due to the handover period and pandemic effects. In 2025, 17 candidates are due at panel.

Twelve new deacons were ordained at Petertide 2024. Bishop's Council approved a new visa policy enabling more international candidates, with two ordained at Candlemas 2025. IME2 (Initial Ministerial Education Phase 2) training for curates, led by the Revd Steve Rothwell, continues to adapt to modern ministry needs. There are currently 31 curates (a mix of stipendiary and self-supporting/non-stipendiary) in the Diocese.



*Nurturing
Confident
Leaders*

Changing Market Towns (CMT)

Mike Kelly, Changing Market Towns (CMT) Project Lead and Youth & Families Development Officer

The Changing Market Towns (CMT) project continues to receive support from both the National Church and the Diocese.

As external funding concludes in 2025, efforts have shifted to continue to invest in the locations where we are seeing churches reaching out, as well as creating opportunities for people to explore faith and take the next step on their discipleship journey.

Following the 2023 Reset process, local teams focused on identified outcomes. A new Board Chair was appointed in Easter 2024, and a Project Impact Report will soon be available online. Jon Randall stepped down as Project Leader in mid-2024, with Mike Kelly continuing to lead as integration progresses. Notable staffing changes included the appointment of a Sports and Wellbeing Youth Missioner in Littleport.

The Diocese remains thankful for all CMT workers and leaders, whose ministry continues to make a real difference in their communities.

*Targeting
support
to key
areas*



Giving

Martin Kenward, Mission and Ministry Programme Manager



PARISH GIVING SCHEME

Parish Giving Scheme (PGS)

By the end of 2024, 182 communities (60%) were registered, with 2,479 givers (35% of the Diocese's estimated 7,000 tax efficient planned givers). Of these, 90% had Gift Aided their giving and 49% opted for annual inflation-linked increases. PGS has eased administrative burdens and improved financial resilience, with an average weekly gift of £19.52 (excluding Gift Aid). More churches are being encouraged to join in 2025.

Digital Giving

Digital giving **rose by 20% in 2024** to £280,372, with 154 communities (50%) having active accounts. Average gifts were £8.00 (contactless) and £40.09 (online). A Diocese-led loan scheme allowed churches to trial contactless devices - every participating church went on to purchase one.



Cornerstone

Cornerstone, a new free tool from the National Giving Team, was piloted in March Deanery with support from the Diocese. Cornerstone is an online tool that supports a church to understand and improve its giving practice and generous culture. The process involves an in-person workshop, giving dedicated time for church leaders to explore their giving culture. Cornerstone includes a range of pathways, with easy to access resources and supportive templates and tools, and a free grants database.

Bishop's Advisors

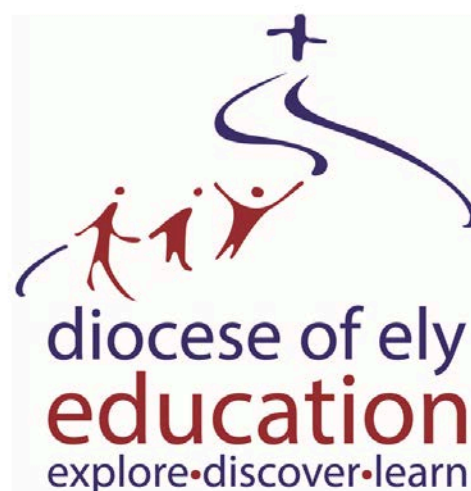
The Bishop's Advisors - most of whom act in a voluntary capacity or on-top of a post they already hold - continue to play a vital role in key strategic areas.

Each Advisor leads a specific area of development, supported by workstreams and working groups to ensure effective implementation.

Education

Jon Young,
Diocesan Director of Education

Our work in 2024 continued to be guided by the ten-year strategy - *People Fully Alive: Ely2025* - and by the Diocesan Board of Education (DBE) Measure 2021. We remain indebted to the work of all our school leaders, wider staff, clergy and the essential volunteer foundation governors without whom our schools could not function.



The Education Team activities can be described through the four (4) Ely2025 'Pillars' that frame the Priorities.

If further detail is required (e.g. specific data) please do contact the Team on education@elydiocese.org.

Our work with all schools and those responsible for our schools is aligned with the DBE Measure 2021. Depending on the type of school, our input varies, this includes overseeing the running of our Multi Academy Trusts (MATs).

- **Diocese of Ely Multi-Academy Trust (DEMAT)**: 39 schools, circa 7,000 pupils
- **Agape, Courage, Thankfulness Multi-Academy Trust (ACT)**: 4 schools, circa 900 pupils
- Our **Single Academy Trusts (SAT)**: 3 schools, circa 1300 pupils.
- Our **Voluntary Aided (VA)** - 15 schools, circa 3000 pupils - and **Voluntary Controlled (VC)** - 22 schools, circa 3800 pupils - maintained schools.

We are equally committed to all our eighty three* (83) church schools.

[*There are 82 church schools in the Diocese of Ely, DEMAT also maintains one (1) school in the Diocese of St Edmundsbury and Ipswich.]

“I have come so you may have life in all its fullness.” John 10:10



Pillar 1: Our Priority is to Nurture Confident Leadership at a System and Local level.

- ACT Multi Academy Trust doubled in size when it took on two more schools in September 2024 (Burrough Green and St Michael's).
- DEMAT has 39 schools.

The Diocesan Director of Education (DDE) continues to liaise with Local Authorities and the DfE (Department for Education) to discuss the education landscape and future stable structure options for our church schools (federation or academisation).

The Head of Stewardship continues to ensure that actions on the Governance Audit Action Plan are being met, through close liaison with local governing bodies, supporting governance leaders, governor training [14 sessions were held in 2024, training 103 governors, an increase from 41 governors trained in the previous year] and providing both support and guidance to Trustees across the Diocese.

Governors are also supported by the Education team in their recruitment process for appointing new head teachers. The team supported four headteacher recruitments, resulting in three new headteacher appointments in 2024. We support our head teachers through regular conference opportunities as well as bespoke support when required.

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

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

Our core business is to support schools with Statutory Inspection of Anglican and Methodist Schools (SIAMS), through preparation for inspection and the development of the Religious Education (RE) curriculum and collective worship. 20 schools had bespoke SIAMS preparation support. Attendance at RE and collective worship training (22 sessions) has increased in 2024 to 468 people, from 181 people in 2023. In 2024 there were 16 successful SIAMS inspections in the Diocese. 100% of the inspected schools have received a J1 grading.

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

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

As a Diocese, we have encouraged schools to demonstrate **courageous advocacy** with the awarding of diocesan trophies to pupils who display the characteristics of being aware of and combating social injustice. The awards are celebrated on the Diocesan website and certificates are printed and sent out to be awarded to the children. Where possible, someone from the team will attend a special assembly to celebrate the achievement and present the certificate.

The Parish School Covenant continued to be a focus for the Education team, in partnership with Mission and Ministry. With support from the Officer for Schools Mission, 49 schools (58.3%) have been able to create a Parish School Covenant Statement in collaboration with their parish, giving them a solid foundation for continued partnership.

Our team of Ely Diocese Regional Advisors (EDRAs) completed 226 visits (virtual and face to face) during 2024 providing support to schools whilst monitoring school performance under the terms of the DBE Measure 2021. Heads were surveyed and the vast majority find the visits both useful and supportive. The visits enable us to be able to collect data that is fundamental in designing our approach to how schools can be supported in the future.

There were 20 Ofsted inspections across the Diocese in 2024, 18 of which had successful good outcomes, with the remaining two (2) being graded outstanding.

The Education Team's leaders attend every Ofsted inspection and SIAMS feedback, as well as offering support during the inspections.

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

Our priorities are to ensure that provision remains financially viable at school, responsible Body and Trust level, the purpose for which money was promised is honoured, and that our trusts, buildings, and estate remain well managed and fit-for-purpose.

With 15 VA (Voluntary Aided) schools we have:

- School Condition Allocation (SCA) funding of £444,608
- Devolved Formula Capital (DFC) funding of £90,821

Therefore, total capital funding for VA schools was £535,429 in financial year 2024/25. This funding was allocated to projects across the schools with a focus on keeping schools warm and dry whilst looking to reduce their carbon footprints.

In 2023 we were awarded Salix funding of £1.5M to be spent by March 2025 for large projects to further enhance this area of school building work. Due to technical constraints, prohibitive financial costs, consent risks and wider financial risk to the Diocese, it was decided to stop our involvement in the Salix project in March 2025.

Communications & Database

The specialist communications functions within the Ely Diocesan Board of Finance (EDBF) are met by the role of 'Development Officer: Communications' (based in the Mission and Ministry Department) and a part-time 'Communications Consultant' (formally Head of Communications at the EDBF).



The role of 'Data Officer and Diocesan Electoral Roll Officer' supports, among other areas, the accuracy and upkeep of the Diocesan database. The database is hosted, maintained and developed by an external company.

Prayer Calendar

The Prayer Calendar continued throughout 2024. The Senior Chaplain to the Bishop of Ely edits the Calendar, the Data Officer and Diocesan Electoral Roll Officer ensures it is available on the Diocesan website here - elydiocese.org/prayer-calendar

Website

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

The Diocesan Directory

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

Statistics for Mission and Return of Parish Finance

The Church House Research and Statistics team request that Statistics for Mission and Return of Parish Finance forms are submitted each year by all parishes. In nearly all cases this information was submitted directly by parish role holders to the Online Returns Portal in 2024. The percentage of Statistics for Mission Returns was 82%, the percentage returns for the Return of Parish Finance replies was at 29% (as of 12 May 2025).

Database Management and Enhancement

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

Social Media Channels

Diocesan social media channels are used to share knowledge and learning to help support parishes in their work. The Communications team continued a high volume of output during 2024. This will continue through 2025 and beyond to support the sharing of knowledge and good news stories among and between our parishes and worshipping communities.



Finance Committee

Canon Tim Walters, Chair

The result for 2024 was a deficit of £312,688 compared to a budgeted deficit of £37,192. The deficit arose mainly due to income receipts from both ministry share and investments being less than anticipated but was contained by expenditure being kept under control. The deficit will be deducted from the general fund reserves.



The Diocese of Ely has faithful and generous giving by parishes and people that respond but who are finding it increasingly difficult maintaining their donations in the current financial climate.

Ministry Share receipts increased by £203,476 (3.5%) from 2023. The overall collection rate was 93.6% with 7* out of 15 Deaneries managing to pay in full. A complete list of parish payments can be found on the Diocese of Ely website at the end of this booklet.

*Note: Five (5) deaneries are shown as 100% paid on the table on page 45. Cambridge North and Cambridge South are included in the figure of seven (7) due to retentions by the Ephesian Fund of which some elements contributed to Ministry Share for other parishes in the Diocese.



Ely Diocesan Board of Finance Summary
(excluding Market towns)
General Unrestricted for the year ended 31 December 2024

| Income (£'000) | 2023 Actual | 2024 Actual | 2024 Budget |
|-------------------|--------------|--------------|--------------|
| Ministry Share * | 5,771 | 5,873 | 5,992 |
| Parish fees | 296 | 258 | 300 |
| Total | 6,067 | 6,131 | 6,292 |
| Investment income | 3,215 | 2,979 | 3,027 |
| Other income | 314 | 327 | 449 |
| Total | 9,596 | 9,437 | 9,768 |

| Expenditure (£'000) | 2023 Actual | 2024 Actual | 2024 Budget |
|----------------------------------|--------------|--------------|--------------|
| Parish clergy direct costs | 5,221 | 5,192 | 5,272 |
| Clergy and parish support costs | 2,253 | 2,486 | 2,536 |
| Contribution to National Church | 586 | 592 | 610 |
| Curates, ordinands and vocations | 1,304 | 1,469 | 1,337 |
| Pension deficit & other costs | 21 | 11 | 50 |
| Total | 9,385 | 9,750 | 9,805 |

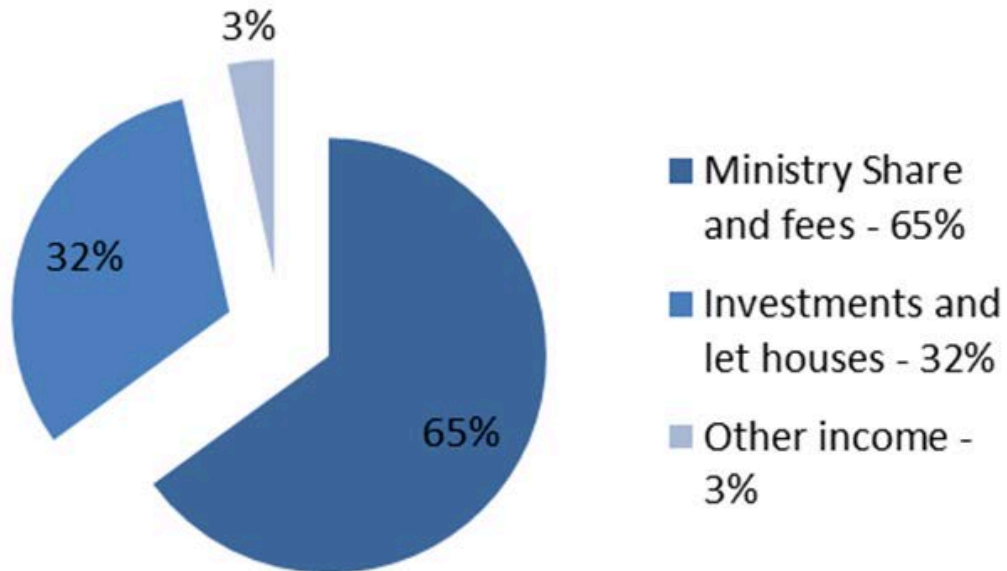
| | | | |
|---|------------|--------------|-------------|
| Surplus / (Deficit) for the Year (£'000) | 211 | (313) | (37) |
|---|------------|--------------|-------------|

* The difference between Ministry Share in the Accounts and the Review is the deanery rebate for deaneries completing 100%

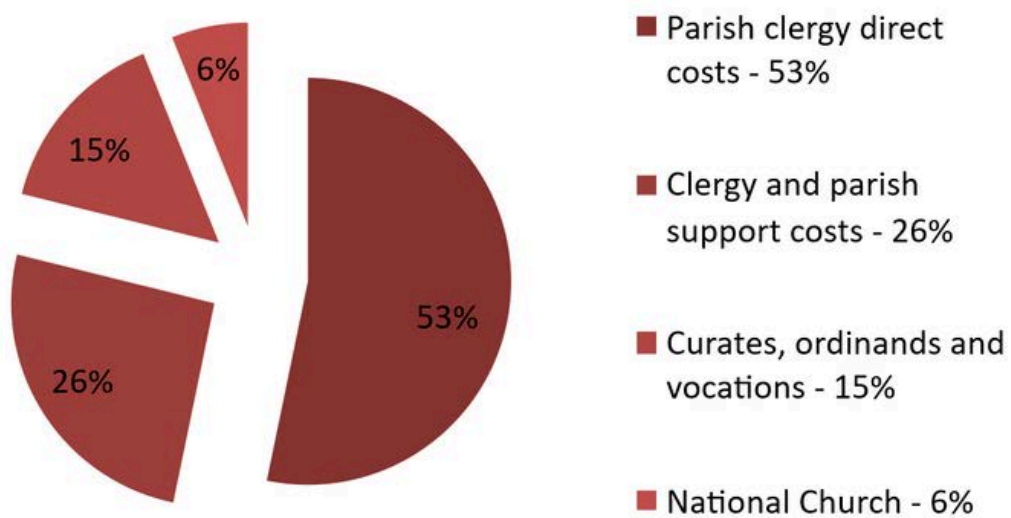
* Includes £510,482 of receipts and £39,001 of grants paid vis the Ephesian Fund

2024 Actual Income and Expenditure

Income



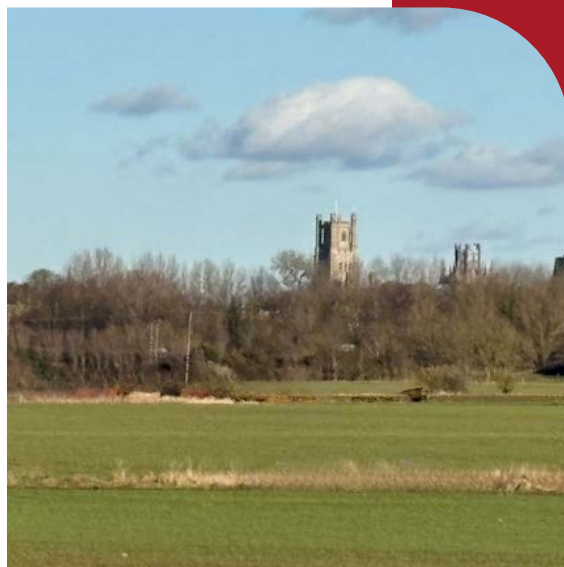
Expenditure



Finance Department

Lorraine Orbell, Financial Controller

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



Ministry Share Administration

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

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

Parochial Fees

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

Clergy

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

Gift Aid

The team provide guidance and support with submission to HMRC of Gift Aid claims on behalf of smaller Parishes and the reimbursement of the tax refunded to Parishes. In 2024 Gift Aid of circa £473,357 was reclaimed from HMRC to parishes, relating to over 7,936 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.



Assets Sub-Committee

Francis Burkitt,
Chair Assets Sub-Committee

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



The Sub-Committee spent 2024 focussing on improving the oversight of the operation of its Investment Managers. The Diocesan Board of Finance (DBF) is required to ensure that the managers it engages all make returns that match or exceed the targets set for them; that the overall portfolio operates with as much of the intrinsic risk minimised as possibly can be; and that the Diocese's high ethical investment standards are complied with. The three managers currently retained by the DBF (CCLA, Rathbones and EdenTree) each has a different principle focus of their investment strategies. These differences mean that the overall portfolio naturally spreads the distribution across US, UK and European equity markets, meaning it is not overly exposed to any part of the global market system. The Sub-Committee has now retained Cantab, a well-respected local firm, to analyse the performance of its three Investment Managers and help the Sub-Committee, and Cantab's first report was received during the year; this was positive and did not show any concerns.

In addition, the Sub-Committee continued to oversee the management the Glebe Land, all of which is held by Stipends Fund, for which we use Carter Jonas, Jolliffe Daking and Maxey Grounds as land agents. A number of agricultural tenancies were renewed; a small number of modest land sales were achieved. However, a number of larger sales of land that had the benefit of planning permissions for residential development were delayed by a loss of confidence in markets by smaller building companies. There now appears to be some confidence returning to the markets and it is now more likely that the sales will complete successfully. However, the delay has contributed to the DBF seeing a downturn in its anticipated income over the period. We also progressed the appointment of land promotion and development partners on a small number of larger initiatives.

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

2024 was a very challenging year for Investment Managers. Continued conflicts around the globe, particularly in Ukraine, and continued hostilities in Gaza and the wider middle east have meant that global markets have been significantly more volatile throughout the period. Additionally in the latter half of the year uncertainties about the outcome of the US Presidential election saw the main markets fall back in value, meaning most major investment managers saw a decrease in value of their funds over the year.

Income in 2024 was £3.2m, which was an increase from the 2023 level of 3%. The capital value is of less immediate interest as we can't touch it: the value increased slightly on the 2023 level from £108m to £109m.



The Sub-Committee comprises seven members.

- Two (2) are ex officio (the Chair and Vice-Chair of the Finance Committee) the rest are appointed by the Finance Committee, including the Chair, Canon Francis Burkitt.
- Canon Tim Walters retained his ex officio membership of the Sub-Committee, as Chair of Finance Committee while, going into 2025
- A vacancy in the position of Vice-Chair of Finance Committee means that the Sub-Committee will have a vacancy until the position is filled. This is expected to be completed in the coming months.
- The other appointed members are the Revd Nigel Pearson, Mrs Caroline Crane and Mr Nick Pratt.

The Sub-Committee will consider whether to appoint an additional member, or whether it has sufficient members and skills for the time being.

All meetings are attended by the Diocesan Secretary and by the Glebe and Investments Officer, Jon Green.

Houses Sub-Committee

Chair: Revd Canon Becky Dyball /
Revd Diane Kutar

The Diocesan Houses Sub-Committee manages clergy housing across the Diocese. Membership includes ex-officio members (the Archdeacons of Cambridge and of Huntingdon & Wisbech, the Chair and Vice Chair of the Finance Committee), four appointees by the Finance Committee, and elected clergy and lay representatives. As of the end of 2024, vacancies remained for some representative roles.



Housing Portfolio

As of 31 December 2024, there were 151 houses in the clergy housing portfolio: 100 parsonages and 51 Diocesan Board of Finance (DBF) owned properties. Of these, 79 are in the Cambridge Archdeaconry and 72 are in the Huntingdon & Wisbech Archdeaconry. 121 houses were clergy-occupied, 19 rented privately, and 11 were empty.

Capital Schemes

Two types of capital projects are in place:

- **Replacement Schemes:** Initiated when a house is unsuitable due to size, location, or condition. Replacements may involve purchasing or building new properties. These schemes were more common in previous decades when they were undertaken to modernise the housing stock and to release some of the value attached to the Diocese's larger older parsonage houses.
- **Minor Capital Works:** Includes occupant-requested changes (e.g. creating study space or modern layouts) and essential upgrades during times of interregnum. Development works may involve securing planning permission to sell part of a site.

Funding & Planning

Capital works are funded through the Diocesan Pastoral Account, historically aligned with five-year Deanery Pastoral Plans.

Repairs and Maintenance

The 2024 maintenance budget was £1,194,000, covering:

1. Day-to-day repairs;
2. Pre-occupancy upgrades/preparation;
3. Quinquennial survey repairs;
4. Statutory charges (Council Tax, insurance, water).

Repairs

A total of 791 work orders were issued in 2024, 452 of which were occupant-reported repairs. Works were carried out at 17 properties in preparation for clergy occupancy - exceeding the annual budgeted average of 12 but completed within budget.

Property Transactions and Projects

- Sales: £3,610,000
- Purchases: £1,900,000

The surplus repaid 2023 loans used to purchase two Cambridge properties.

One other property was sold rather than redeveloped; another had planning consent secured for part of the garden which will be sold in the future.

Rentals

Rental income of vacant clergy houses brought in £325,500 in 2024 with associated costs of £54,350. An additional £58,000 was paid by the DBF in rents, costs and management fees for other properties related to other specific diocesan projects.

Net Zero and Sustainability

The Committee is working towards “net-zero” emissions by 2030, with a secondary target for all homes to achieve EPC (Energy Performance Certificate) rating of “C”. A demonstrator project is underway on a vacant home in South Cambridgeshire, part-funded by £37,000 from the national church, to trial full decarbonisation.

Governance Update

In December (2024), the Revd Canon Becky Dyball stepped down as Chair and was succeeded by the Revd Diane Kutar for 2025–2027. Canon Dyball will remain a member.

Acknowledgements

The Committee thanks Property Manager Stella for her dedicated support to clergy and occupants, and our contractor teams for their continued high service levels.



Church Buildings and Pastoral Department (CBPD)

Geoffrey Hunter, Head of Church Buildings and Pastoral Department



Pastoral Department

- Bishop of Ely, Chair: Diocesan Mission and Pastoral Committee.
- Archdeacon of Huntingdon & Wisbech and Archdeacon of Cambridge: Archdeaconry Mission and Pastoral Committees.
- Pastoral Secretary: Philippa Pearson.

Mission and Pastoral Committees

These committees meet in both archdeaconries at least three times in the year and membership consists of Assistant and Rural Deans, Deanery Lay Chairs and others by invitation including the Diocesan Director of Mission and Ministry, the Head of Church Buildings and Pastoral Department.

Regular matters discussed include updates of Pastoral Schemes and Orders, Vacancies and Appointments, Suspension of Presentations, Bishop's Mission Orders (BMOs), updates on Deanery Development Planning, reports from the Church Uses Committee and the casework of the Church Building Support Officers.





Some of the key developments were:

- Consideration of church growth, particularly in new housing developments areas, and creating new growth in rural areas. Churches which had experienced growth of more than 10% found that, although there was no single factor behind the growth, there were some common factors.
- Bishop's Pastoral Order (BPO) to hold the benefices of Alwalton and Chesterton; and Christ Church, Orton Goldhay and Orton Malborne in plurality was completed and came into effect on 1 March 2024. A BPO to hold the benefices of South Leightonstone; and West Leightonstone in plurality came into effect on 01 July 2024.
- A Pastoral Scheme that created a new benefice for 'The Isle of Ely Villages Team' and 'The Ely Team' came into effect on 1 December 2024.
- The Revd Iain Osborne, Deputy Director of Strategy gave a presentation on the Strategy and tactics to grow the Kingdom of God and avoid waste.
- Vacancies and appointments for both archdeaconries presented some challenges with no pattern in applications which discerns why some vacancies were successful, but others failed. Many dioceses are operating with vacancy rates above 15%, Ely overall has a vacancy rate around 12%.
- The length of service of Pioneer curacies has changed from five years to four.
- Ministry Share receipts are given at meetings to help understand the importance of the financial situation of each parish.

Church Buildings

Net Zero Carbon

In March 2024 a Net Zero Carbon Officer joined the department, working closely with the Diocesan Environment Officer.

Energy Footprint Tool (EFT)

The Energy Footprint Tool (EFT), an annual return for churches reporting energy consumption, was an early area of focus. EFT returns increased from 28% of churches in 2023 to 75% in 2024.

Eco Church

The first Eco Church Support Zoom Session took place, with 40 attendees and with Ely Cathedral and A Rocha as key presenters.



During the course of the year, 17 churches registered for Eco Church, six churches achieved a Bronze award and five achieved Silver.

Diocesan Environmental Task Group

Three meetings of the Diocesan Environmental Task Group were convened.

Annual total location-based emissions for the Diocese during 2023 was calculated by Arup as being 5,933 (tCO₂e) for all in-scope buildings and work-related travel.

This was made up of:

- 33% schools;
- 30% churches and church halls;
- 19% housing;
- 4% cathedrals;
- 13% work-related travel.

Net Zero Carbon (NZC) Action Plan

The Diocese of Ely Net Zero Carbon (NZC) Action Plan was reviewed with Senior Staff.

The Diocesan Advisory Committee (DAC) NZC sub-committee was established to review DAC cases with a NZC connection – with three meetings taking place reviewing 16 (principally heating) cases.

Church Buildings Support Officers

In January 2024 our Historic Church Buildings Support Officer (HCBSO), Holly Robinson, was joined by the newly created position of Church and Community Support Advisor (CCSA), Samuel Pedlar.

This increased the level of advice and support provided to parishes across the Diocese in areas including:

- Quinquennial Inspection Reports;
- Routine maintenance and repairs;
- Heritage at Risk and vulnerable assessments;
- Project planning and procurement rules;
- Fundraising and grant applications;
- Community consultation and engagement;
- Governance and Festival Churches;
- PCC support - skills audit, setting up Friends/Action/Project groups;
- ECBMP.

A majority of Parochial Church Councils (PCCs) in the Diocese have received support either through one-off enquiries or longer-term sustained support. The latter tends to be focused on churches on the Heritage at Risk Register, which now totals 30 in this Diocese with at least another 2 expected to be added in 2025.

There are 19 churches identified by Historic England as being in a vulnerable condition.

A majority of the support relates to grants and/or building local capacity in order to be able to apply for grants. 11 churches reported that a combined total of just over £400,000 was secured in grants during 2024 thanks to support from the HCBSO. This includes a grant of £210,000 from the National Lottery Heritage Fund for St Giles, Cambridge.



30 Diocesan churches were on the Heritage at Risk Register in 2024

In addition to grants, the hands-on support provided by both the CCSA and HCBSO has also led to churches developing new models of sustainable governance, building Friends, Action, and Project groups, and having better plans for the long-term care and maintenance of their church buildings.

A new Church Buildings Support Network was piloted with six (6) successful virtual meetings. This will be developed further by the CCSA in 2025 alongside a programme of training and support for the Ely Church Buildings Management Partnership (ECBMP), including in-person training sessions on Compliance and Heritage Skills.

Diocesan Advisory Committee (DAC)

The Very Revd Mark Bonney, Chair. Mr Geoffrey Hunter, Secretary

The Diocesan Advisory Committee (DAC) held six meetings in 2024. These were a mix of remote and in-person, including in church buildings around the Diocese, with the November meeting held at Etheldreda House.

The committee considered 131 Faculty applications, deciding 67 cases in meetings (Recommend 64; Not Object 3) and delegating 13 to DAC members and/or DAC visit parties. Feedback was given to parishes concerning the remainder of applications. During the year, 149 List B applications were approved by the Archdeacons.

The Diocesan Advisory Committee comprises of eighteen full members including the Chair and the Archdeacons (ex officio), plus ten specialist members.

Church Uses Committee (CUC)

Mr John Thackray, Chair. Mr Geoffrey Hunter, Secretary

During the year the Church Uses Committee (CUC) met three times. The agenda contains a small number of difficult sites, some of which have been in 'use-seeking' for a decade or more.

In August (2024) a sale was agreed on the closed church at Guyhirn, previously proposed for demolition having failed to find a buyer on three previous occasions. The buyer would need to obtain planning permission for their proposed conversion of the church building before the sale can be completed. The equally challenging church at Denton looked to be about to receive planning permission as the year drew to a close – if that is confirmed, we might hope to see both sites sold during 2025. The other two main sites the Committee is working on are the Abbey Church in Cambridge, and St Augustine's, Woodston (Peterborough).

There have been two changes to CUC working practices during 2024. The Church and Community Support Adviser (Samuel Pedlar) has been working to turn around some of the churches previously thought to be heading on to the CUC agenda, with notable early success at Old Weston and Newton in the Isle, and ongoing engagement with several other struggling churches. Late in 2024, the new Pastoral Secretary (Philippa Pearson) was appointed and she will also act as Secretary to the CUC from 2025 to help ensure better liaison between the CUC and Pastoral Committees.

Ministry Share 2024 By Deanery

Combined Parish Payments Received per Deanery by 31 May 2025.

| Deanery | Adjusted Net Request (£) | Paid for 2024 (£) | Percentage Paid 2024 (%) |
|-------------------------------|--------------------------|-------------------|--------------------------|
| Bourn | £301,713 | £273,720 | 91% |
| Cambridge North | £760,308 | £741,691 | 98% |
| Cambridge South | £1,074,548 | £1,047,547 | 98% |
| Ely | £314,837 | £299,837 | 95% |
| Feltwell and Fincham | £176,836 | £127,352 | 72% |
| Fordham and Quy | £345,458 | £331,614 | 96% |
| Granta | £458,662 | £458,662 | 100% |
| Huntingdon | £550,147 | £533,453 | 97% |
| March | £296,766 | £207,154 | 70% |
| North Stowe* | £579,623 | £579,623 | 100% |
| Shingay | £300,201 | £252,723 | 84% |
| St. Ives | £317,073 | £317,073 | 100% |
| St. Neots | £323,317 | £323,317 | 100% |
| Wisbech Lynn Marshland | £270,919 | £161,755 | 60% |
| Yaxley | £322,742 | £322,742 | 100% |
| Total | £6,449,334 | £6,035,664 | 94% |

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

Ministry Share 2024 By Parish

Parish Payments Received by 31 May 2025

Archdeaconry of Cambridge

| Bourn Deanery | Net Request | Paid for 2024 | Percentage Paid |
|-------------------------|-------------|---------------|-----------------|
| Barton | £18,709 | £18,709 | 100% |
| Caldecote | £11,333 | £11,333 | 100% |
| Comberton | £37,293 | £37,293 | 100% |
| Coton | £12,946 | £12,946 | 100% |
| Dry Drayton | £15,488 | £15,488 | 100% |
| Gt. & Lt. Eversden | £11,266 | £11,266 | 100% |
| Hardwick | £23,609 | £23,609 | 100% |
| Harlton | £11,994 | £11,994 | 100% |
| Haslingfield | £27,329 | £27,329 | 100% |
| Toft | £12,952 | £12,952 | 100% |
| subtotal | £182,920 | £182,920 | 100% |
| Bourn | £15,195 | £15,195 | 100% |
| Boxworth | £5,024 | £5,024 | 100% |
| Caxton | £8,683 | £8,683 | 100% |
| Conington | £3,555 | £3,555 | 100% |
| Croxton | £3,555 | £3,555 | 100% |
| Elsworth | £6,293 | £6,293 | 100% |
| Eltisley | £7,122 | £7,122 | 100% |
| Graveley | £3,902 | £3,902 | 100% |
| Papworth | £7,024 | £7,024 | 100% |
| Kingston | £1,780 | £1,780 | 100% |
| Knapwell | £1,780 | £1,780 | 100% |
| Lolworth | £3,555 | £3,555 | 100% |
| Longstowe | £3,312 | £3,312 | 100% |
| Papworth Everard | £11,567 | £11,567 | 100% |
| Toseland | £1,780 | £1,780 | 100% |
| Yelling | £4,097 | £4,097 | 100% |
| Papworth Team Shortfall | £32,349 | £4,356 | 13% |
| subtotal | £118,794 | £90,801 | 76% |
| Total | £301,713 | £273,720 | 91% |

| Fordham and Quy Deanery | Net Request | Paid for 2024 | Percentage Paid |
|-------------------------|-------------|---------------|-----------------|
| Ashley w Silverley | £6,924 | £2,513 | 36% |
| Bottisham | £17,786 | £17,786 | 100% |
| Brinkley | £7,175 | £7,175 | 100% |
| Burrough Green | £7,256 | £7,256 | 100% |
| Burwell | £57,704 | £57,704 | 100% |
| Carlton | £4,853 | £4,853 | 100% |
| Cheveley | £15,995 | £15,995 | 100% |
| Chippenham | £13,580 | £6,000 | 44% |
| Dullingham | £9,937 | £9,937 | 100% |
| Fordham | £23,200 | £23,200 | 100% |
| Fulbourn | £45,137 | £45,137 | 100% |
| Great Wilbraham | £11,811 | £11,811 | 100% |
| Isleham | £19,297 | £19,297 | 100% |
| Kennett | £1,273 | £1,273 | 100% |
| Kirtling | £6,574 | £6,574 | 100% |
| Little Wilbraham | £7,923 | £7,923 | 100% |
| Lode w Longmeadow | £10,080 | £10,080 | 100% |
| Quy | £7,691 | £7,691 | 100% |
| Reach | £5,139 | £5,139 | 100% |
| Snailwell | £6,438 | £6,438 | 100% |
| Stetchworth | £9,126 | £9,126 | 100% |
| Swaffham Bulbeck | £15,208 | £15,208 | 100% |
| Swaffham Prior | £13,611 | £13,611 | 100% |
| Westley Waterless | £4,853 | £3,000 | 62% |
| Wicken | £3,682 | £3,682 | 100% |
| Woodditton w Saxon | £13,207 | £13,207 | 100% |
| Total | £345,458 | £331,614 | 96% |

| Shingay Deanery | Net Request | Paid for 2024 | Percentage Paid |
|---------------------------------------|-------------|---------------|-----------------|
| Abington Pigotts | £5,989 | £5,989 | 100% |
| Arrington | £5,464 | £5,464 | 100% |
| Barrington | £20,613 | £20,613 | 100% |
| Bassingbourn | £34,786 | £34,786 | 100% |
| Croydon | £3,664 | £3,664 | 100% |
| Fowmere (The Four Churches Benefice) | | | |
| Foxton (The Four Churches Benefice) | | | |
| Guilden Morden | £17,657 | £4,184 | 24% |
| Litlington | £14,320 | £14,320 | 100% |
| Melbourn | £34,036 | £27,250 | 80% |
| Meldreth | £30,509 | £10,990 | 36% |
| Orwell | £24,569 | £24,569 | 100% |
| Shepreth (The Four Churches Benefice) | | | |
| Steeple Morden | £17,296 | £17,296 | 100% |
| Tadlow | £3,982 | £0 | 0% |
| The Four Churches Benefice | £64,315 | £64,315 | 100% |
| Thriplow (The Four Churches Benefice) | | | |
| Wendy w Shingay | £5,573 | £5,573 | 100% |
| Whaddon | £7,277 | £7,277 | 100% |
| Wimpole | £10,152 | £6,434 | 63% |
| Total | £300,201 | £252,723 | 84% |

| Cambridge North | Net Request | Paid for 2024 | Percentage Paid |
|---------------------------|-------------|---------------|-----------------|
| Camb. The Ascension | £78,136 | £78,136 | 100% |
| Fen Ditton | £26,133 | £26,133 | 100% |
| Good Shepherd Chesterton | £66,988 | £66,988 | 100% |
| Holy Cross | £14,350 | £14,700 | 102% |
| Holy Cross | £7,597 | £7,597 | 100% |
| Holy Sepulchre/All Saints | £137,677 | £116,298 | 84% |
| Horningsea | £6,291 | £6,291 | 100% |
| St. Andrew Chesterton | £82,475 | £82,475 | 100% |
| St. Andrew the Less | £67,521 | £67,521 | 100% |
| Orchard Park | £53,960 | £53,960 | 100% |
| St. Clement | £5,329 | £5,329 | 100% |
| St. George Chesterton | £31,985 | £31,985 | 100% |
| St. Mary the Great | £104,154 | £104,154 | 100% |
| St. Matthew | £69,047 | £69,212 | 100% |
| Teversham | £3,911 | £3,911 | 100% |
| Deanery Payment | £4,754 | £7,001 | 147% |
| Total | £760,308 | £741,691 | 98% |

| Granta Deanery | Net Request | Paid for 2024 | Percentage Paid |
|-----------------|-------------|---------------|-----------------|
| Babraham | £5,849 | £5,849 | 100% |
| Balsham | £17,619 | £17,619 | 100% |
| Bartlow | £6,097 | £6,097 | 100% |
| Castle Camps | £5,751 | £5,751 | 100% |
| Duxford | £7,780 | £7,780 | 100% |
| Great Shelford | £46,074 | £46,074 | 100% |
| Harston | £25,779 | £25,779 | 100% |
| Hauxton | £10,178 | £10,178 | 100% |
| Hildersham | £7,448 | £7,448 | 100% |
| Hinxton | £6,072 | £6,072 | 100% |
| Horseheath | £5,481 | £5,481 | 100% |
| Ickleton | £13,227 | £13,227 | 100% |
| Linton | £65,944 | £65,944 | 100% |
| Little Shelford | £67,724 | £67,724 | 100% |
| Newton | £11,555 | £11,555 | 100% |
| Pampisford | £3,186 | £3,186 | 100% |
| Sawston | £57,961 | £57,961 | 100% |
| Shudy Camps | £6,277 | £6,277 | 100% |
| Stapleford | £27,164 | £27,164 | 100% |
| The Abingtons | £16,750 | £16,750 | 100% |
| West Wickham | £6,728 | £6,728 | 100% |
| West Wratting | £7,441 | £7,441 | 100% |
| Weston Colville | £6,961 | £6,961 | 100% |
| Whittlesford | £23,615 | £23,615 | 100% |
| Total | £458,662 | £458,662 | 100% |

| Cambridge South | Net Request | Paid for 2024 | Percentage Paid |
|--------------------------------------|-------------|---------------|-----------------|
| Cherry Hinton St John the Evangelist | £80,976 | £80,976 | 100% |
| Cherry Hinton St. Andrew | £60,446 | £60,446 | 100% |
| Grantchester | £26,144 | £26,144 | 100% |
| Holy Trinity | £162,277 | £135,276 | 83% |
| St. Barnabas | £155,173 | £155,173 | 100% |
| St. Benedict | £80,451 | £80,451 | 100% |
| St. Botolph | £21,465 | £21,465 | 100% |
| St. James | £54,845 | £54,845 | 100% |
| St. Mark | £52,286 | £52,286 | 100% |
| St. Martin | £62,643 | £62,643 | 100% |
| St. Mary the Less | £83,702 | £83,702 | 100% |
| St. Paul | £79,344 | £79,344 | 100% |
| St. Philip | £77,081 | £77,081 | 100% |
| Trumpington | £80,976 | £80,976 | 100% |
| Deanery Payment | £3,261 | £3,261 | 100% |
| Total | £1,074,548 | £1,047,547 | 97% |

| North Stowe Deanery | Net Request | Paid for 2024 | Percentage Paid |
|------------------------------|-------------|---------------|-----------------|
| Cottenham & Rampton | £73,493 | £73,493 | 100% |
| Girton | £46,717 | £46,717 | 100% |
| Histon | £87,890 | £87,890 | 100% |
| Impington | £37,501 | £37,501 | 100% |
| Landbeach | £12,695 | £12,945 | 102% |
| Longstanton | £32,034 | £32,034 | 100% |
| Madingley | £10,250 | £10,500 | 102% |
| Milton | £80,467 | £80,467 | 100% |
| Oakington | £60,900 | £60,900 | 100% |
| Over | £32,034 | £32,034 | 100% |
| Swavesey | £32,034 | £32,034 | 100% |
| Waterbeach | £52,500 | £52,500 | 100% |
| Willingham | £18,481 | £18,481 | 100% |
| Deanery Contribution | £2,626 | £2,126 | 81% |
| Total | £579,623 | £579,623 | 100% |
| Bar Hill | £47,902 | £47,902 | 100% |
| Pathfinder Church Northstowe | £8,284 | £9,500 | 115% |

Payments made via the Ephesian Fund
Payments received from the Ephesian Fund

Ministry Share 2024 By Parish

Parish Payments Received by 31 May 2024

Archdeaconry of Huntingdon and Wisbech

| Ely Deanery | Net Request | Paid for 2024 | Percentage Paid |
|-----------------------|-------------|---------------|-----------------|
| Chettisham | £3,848 | £3,848 | 100% |
| Coveney | £3,378 | £3,378 | 100% |
| Ely | £104,748 | £104,748 | 100% |
| Haddenham | £7,501 | £7,501 | 100% |
| Little Downham | £13,203 | £13,203 | 100% |
| Little Thetford | £7,710 | £7,710 | 100% |
| Littleport St. George | £42,286 | £42,286 | 100% |
| Mepal | £6,652 | £6,652 | 100% |
| Soham | £52,507 | £37,507 | 71% |
| Stretham | £15,834 | £15,834 | 100% |
| Stuntney | £4,464 | £4,464 | 100% |
| Sutton | £25,278 | £25,278 | 100% |
| Wentworth | £2,210 | £2,210 | 100% |
| Wilburton | £13,650 | £13,650 | 100% |
| Witcham | £4,164 | £4,164 | 100% |
| Witchford | £7,404 | £7,404 | 100% |
| Total | £314,837 | £299,837 | 95% |

| Feltwell and Fincham Deanery | Net Request | Paid for 2024 | Percentage Paid |
|------------------------------|-------------|---------------|-----------------|
| Barton Bendish | £1,975 | £1,975 | 100% |
| Beachamwell | £4,247 | £0 | 0% |
| Boughton | £3,047 | £3,047 | 100% |
| Methwold | £5,551 | £5,551 | 100% |
| Wereham | £3,739 | £3,739 | 100% |
| West Dereham | £3,889 | £3,889 | 100% |
| Whittington | £3,049 | £3,049 | 100% |
| Wretton | £3,400 | £3,400 | 100% |
| Boxwell | £2,959 | £2,959 | 100% |
| Crimplesham | £1,219 | £1,219 | 100% |
| Denver | £11,676 | £11,676 | 100% |
| Ryston | £2,335 | £2,335 | 100% |
| Hilgay & Ten Mile Bank | £1,043 | £0 | 0% |
| Downham Market | £29,648 | £29,648 | 100% |
| Stradsett | £4,153 | £2,077 | 50% |
| Feltwell | £4,858 | £4,858 | 100% |
| Hockwold | £4,571 | £4,571 | 100% |
| Northwold | £4,869 | £4,869 | 100% |
| Southery | £6,005 | £6,005 | 100% |
| Weeting | £1,018 | £1,018 | 100% |
| Fincham | £0 | £0 | |
| Marham | £0 | £0 | |
| Runcton Holme | £0 | £0 | |
| Shouldham | £0 | £0 | |
| Shouldham Thorpe | £0 | £0 | |
| Stow | £0 | £0 | |
| Tottenhill | £0 | £0 | |
| Watlington | £0 | £0 | |
| Wimbotsham | £0 | £0 | |
| Wormegay | £0 | £0 | |
| West Norfolk Priory Group | £31,465 | £31,465 | 100% |
| Deanery Shortfall | £42,118 | £0 | 0% |
| Total | £176,836 | £127,352 | 72% |

Payments made via the Ephesian Fund
Payments received from the Ephesian Fund

| Huntingdon Deanery | Net Request | Paid for 2024 | Percentage Paid |
|--------------------------|-------------|---------------|-----------------|
| Abbots Ripton | £5,350 | £5,350 | 100% |
| Alconbury | £18,574 | £18,574 | 100% |
| Barham | £1,125 | £1,125 | 100% |
| Brington | £4,164 | £2,000 | 48% |
| Buckworth | £2,438 | £2,438 | 100% |
| Bythorn | £4,116 | £3,080 | 75% |
| Covington | £4,873 | £4,873 | 100% |
| East Leightonstone | £72,214 | £52,052 | 72% |
| Easton | £4,319 | £4,319 | 100% |
| Fen Drayton w Fenstanton | £43,692 | £43,692 | 100% |
| Godmanchester | £72,992 | £72,992 | 100% |
| Great Catworth | £13,252 | £7,500 | 57% |
| Great Gidding | £4,995 | £4,995 | 100% |
| Great Stukeley | £6,202 | £6,202 | 100% |
| Hamerton | £2,037 | £2,037 | 100% |
| Hartford | £30,943 | £30,943 | 100% |
| Hemingford Abbots | £21,376 | £21,376 | 100% |
| Hemingford Grey | £64,137 | £64,137 | 100% |
| Hilton | £12,519 | £12,519 | 100% |
| Houghton w Wyton | £33,289 | £33,289 | 100% |
| Huntingdon Parish | £44,326 | £44,326 | 100% |
| Huntingdon Christchurch | £5,842 | £5,842 | 100% |
| Keyston | £2,876 | £10 | 0% |
| Kimbolton | £40,177 | £40,177 | 100% |
| King's Ripton | £2,305 | £2,305 | 100% |
| Leighton Bromswold | £4,066 | £4,066 | 100% |
| Little Stukeley | £2,868 | £2,868 | 100% |
| Molesworth | £4,066 | £4,066 | 100% |
| Old Weston | £2,876 | £0 | 0% |
| Spaldwick | £4,583 | £4,583 | 100% |
| Stow Longa | £1,517 | £1,517 | 100% |
| Tilbrook | £7,031 | £7,031 | 100% |
| Upton | £1,070 | £1,070 | 100% |
| Winwick | £2,037 | £2,037 | 100% |
| Deanery Contribution | £1,899 | £20,060 | 1057% |
| Total | £550,147 | £533,453 | 97% |

| March Deanery | Net Request | Paid for 2024 | Percentage Paid |
|-------------------|-------------|---------------|-----------------|
| Chatteris | £35,088 | £35,088 | 100% |
| Chatteris | £19,088 | £19,088 | 100% |
| Christchurch | £7,426 | £7,426 | 100% |
| Doddington | £14,830 | £14,830 | 100% |
| Manea | £10,184 | £10,184 | 100% |
| March St John | £28,204 | £23,993 | 85% |
| March St Mary | £17,699 | £7,699 | 43% |
| March St Peter | £40,179 | £7,933 | 20% |
| March St Wendreda | £36,932 | £22,159 | 60% |
| Weinay | £6,276 | £6,276 | 100% |
| Whittlesey Team | £66,032 | £37,650 | 57% |
| Wimblington | £14,829 | £14,829 | 100% |
| Total | £296,766 | £207,154 | 70% |

| St. Ives Deanery | Net Request | Paid for 2024 | Percentage Paid |
|------------------------|-------------|---------------|-----------------|
| Bluntisham | £21,126 | £21,126 | 100% |
| Broughton | £5,070 | £5,070 | 100% |
| Bury | £21,551 | £21,551 | 100% |
| Colne | £21,126 | £21,126 | 100% |
| Holywell | £21,126 | £21,126 | 100% |
| Oldhurst | £8,441 | £3,275 | 51% |
| Pidley | £6,339 | £9,505 | 150% |
| Ramsey St. Mary (Team) | £7,796 | £7,796 | 100% |
| Ramsey Team | £46,204 | £46,204 | 100% |
| Somersham | £44,364 | £44,364 | 100% |
| St. Ives | £63,378 | £63,378 | 100% |
| Upwood (Team) | £9,380 | £9,380 | 100% |
| Warboys | £31,688 | £31,688 | 100% |
| Wistow | £5,070 | £5,070 | 100% |
| Woodhurst | £6,414 | £6,414 | 100% |
| Total | £317,073 | £317,073 | 100% |

| St. Neots Deanery | Net Request | Paid for 2024 | Percentage Paid |
|-----------------------|-------------|---------------|-----------------|
| Abbotsley | £8,294 | £8,294 | 100% |
| Buckden | £50,222 | £50,222 | 100% |
| Diddington | £2,314 | £2,414 | 104% |
| Everton | £10,458 | £10,458 | 100% |
| Gamlingay | £41,831 | £41,831 | 100% |
| Great Gransden | £19,736 | £19,736 | 100% |
| Great Paxton | £10,798 | £11,848 | 110% |
| Great Staughton | £31,017 | £31,017 | 100% |
| Hail Weston | £8,913 | £8,913 | 100% |
| Little Gransden | £11,376 | £11,376 | 100% |
| Little Paxton | £35,478 | £41,289 | 116% |
| Little Staughton | £6,958 | £6,958 | 100% |
| Offord D'Arcy w Cluny | £6,681 | £6,681 | 100% |
| Southoe | £2,828 | £3,447 | 122% |
| St. Neots w Eynesbury | £62,074 | £62,074 | 100% |
| Waresley | £8,506 | £8,506 | 100% |
| Deanery Contribution | £5,835 | £-1,745 | -30% |
| Total | £323,317 | £323,317 | 100% |

| Wisbech Lynn Marshland Deanery | Net Request | Paid for 2024 | Percentage Paid |
|--------------------------------|-------------|---------------|-----------------|
| Clenchwarton | £9,857 | £3,500 | 36% |
| Elm | £8,266 | £4,250 | 51% |
| Emmeth + Marshland St. James | £16,541 | £3,275 | 20% |
| Friday Bridge | £6,543 | £1,500 | 23% |
| Gorefield | £7,044 | £5,966 | 85% |
| Leverington | £10,431 | £5,000 | 48% |
| Newton-in-the-Isle | £6,718 | £0 | 0% |
| Outwell | £7,752 | £4,081 | 53% |
| Southea w Parson Drove | £7,185 | £7,185 | 100% |
| Terrington St. Clement | £20,000 | £20,000 | 100% |
| Terrington St. Clement | £12,316 | £12,316 | 100% |
| Terrington St. John | £6,104 | £517 | 8% |
| Tilney All Saints | £6,495 | £1,217 | 19% |
| Tilney St. Lawrence | £5,970 | £900 | 15% |
| Tydd St. Giles | £5,906 | £7,250 | 123% |
| Upwell St. Peter | £11,363 | £8,526 | 75% |
| Walpole St. Peter | £13,621 | £6,000 | 44% |
| Walsoken | £31,061 | £12,000 | 39% |
| West Walton | £9,445 | £8,500 | 90% |
| Wiggenhall St. Germans | £9,109 | £7,850 | 86% |
| Wiggenhall St. Mary Magdalene | £7,869 | £0 | 0% |
| Wisbech St Augustine | £19,402 | £10,000 | 52% |
| Wisbech St Peter & St Paul | £23,322 | £23,322 | 100% |
| Wisbech St. Mary | £8,600 | £8,600 | 100% |
| Total | £270,919 | £161,755 | 60% |

| Yaxley Deanery | Net Request | Paid for 2024 | Percentage Paid |
|-------------------|-------------|---------------|-----------------|
| Alwalton | £16,758 | £18,052 | 108% |
| Chesterton | £3,219 | £3,219 | 100% |
| Elton, All Saints | £12,605 | £13,275 | 105% |
| Farcat | £4,472 | £4,472 | 100% |
| Fletton | £2,676 | £2,818 | 105% |
| Folksworth | £11,034 | £11,621 | 105% |
| Glatton | £11,538 | £12,738 | 110% |
| Haddon | £5,667 | £5,968 | 105% |
| Hampton | £57,234 | £63,713 | 111% |
| Holme | £7,179 | £7,679 | 107% |
| Morborne | £1,000 | £1,000 | 100% |
| Orton Goldhay | £20,315 | £21,395 | 105% |
| Orton Longueville | £22,638 | £23,842 | 105% |
| Orton Waterville | £22,638 | £23,842 | 105% |
| Sawtry | £18,892 | £19,192 | 102% |
| Stanground | £28,511 | £30,029 | 105% |
| Stilton | £15,721 | £16,558 | 105% |
| Woodston | £0 | £0 | |
| Yaxley | £34,322 | £36,139 | 105% |
| Deanery Shortfall | £26,325 | £7,192 | 27% |
| Total | £322,742 | £322,742 | 100% |





The Church of England
Diocese of Ely

Ely Diocesan Board of Finance

A Company Limited by Guarantee registered in England and Wales with company number 142183 and a charity registered in England and Wales with charity number 245456.

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