



The Church of England  
Diocese of Ely

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# Statement of Needs

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The Church of England

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Diocese of Ely

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# Our prayer

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We praise and thank you, God of the journey,  
for all your gifts to us in the past.

We look to you as fellow traveller  
and faithful companion on the way ahead.

Strengthen us by your Holy Spirit  
and guide us

as we seek to discern who you are calling  
to be our new Bishop,

that together we may serve you  
as generous and visible people of Jesus Christ our Lord.

Amen.

# The Bishop we are seeking

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- will be a person of lively and generous faith, shaped, grown and fed by prayer and the scriptures, and theologically articulate; they will hold and proclaim clearly and publicly Christ crucified, risen, reigning and returning; they will read and love the scriptures and expect the Holy Spirit to be at work in their life.
- will be confident and hopeful in proclamation and action, inspiring and supporting the people of the Diocese of Ely for the work of ministry and the revealing of God's love in Jesus Christ.
- will be an evangelist and a pastor, a natural listener and communicator across the Diocese's different cultural contexts, from the university environment to the market town, from the new development to the rural parish.
- will have experience in and understanding of ministry and church growth both as it develops on the ground and as it must be nurtured at a strategic level.
- will be able to speak out clearly and with theological depth to the culture and in the public square on matters of faith, justice, human need and the care of creation, relating their discourse naturally and engagingly to the love and saving grace of Jesus.
- will be honest and grounded, a person of integrity, unafraid of difficult decisions yet able to prioritise; committed to transparency; consultative rather than autocratic; humble in leadership of a trusted team; attentive to the synodical voice yet a presence to be reckoned with; flexible and creative in dealing with fast-changing circumstances; diligent, present and accountable.
- will be committed to the structural and the theological work of building a safer church, and to walking with and responding to the voices of the vulnerable, the exploited and the marginalised, including survivors.
- will ordain women and men and will personally fully affirm and support the ministry of both, and may themselves be male or female.
- has worked and will continue to work constructively with the *Living in Love and Faith* process and will respond sensitively to the widely divergent views within the Diocese, both modelling and requiring honesty, openness, willingness to listen and humility, seeking common ground as we learn together how to live with difference and put into practice the mutual love to which we are called.



The Diocese has **15** Deaneries, **7** in Cambridge Archdeaconry and **8** in Huntingdon & Wisbech Archdeaconry.

# A portrait of the Diocese of Ely

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## A brief history

The area of Ely was part of the patrimony of Etheldreda. A religious house was founded by her in 673. Ely was subsequently endowed by King Edgar and others. The Diocese of Ely was created by Henry I in 1109. The boundaries of the Diocese remained largely unchanged for centuries until the creation of a diocese for Suffolk (the Diocese of St Edmundsbury and Ipswich) in 1914 and the addition of some parts of the Diocese of Norwich to Ely. With this change, the Diocese of Ely reached its current size.

## Our Deaneries & Parishes

### Introduction

In the modern era a detailed look at the human and financial resources in deaneries and parishes shows a mixed picture. There are areas of abundance where ministry flourishes, but others in which life and ministry are, for many, a real struggle. We highlight this by what follows.

### Maps & data

The Diocese has 15 deaneries, 7 in Cambridge Archdeaconry in the south, and 8 in Huntingdon & Wisbech Archdeaconry in the north. While there are some differences within each Archdeaconry there are also significant differences between them.

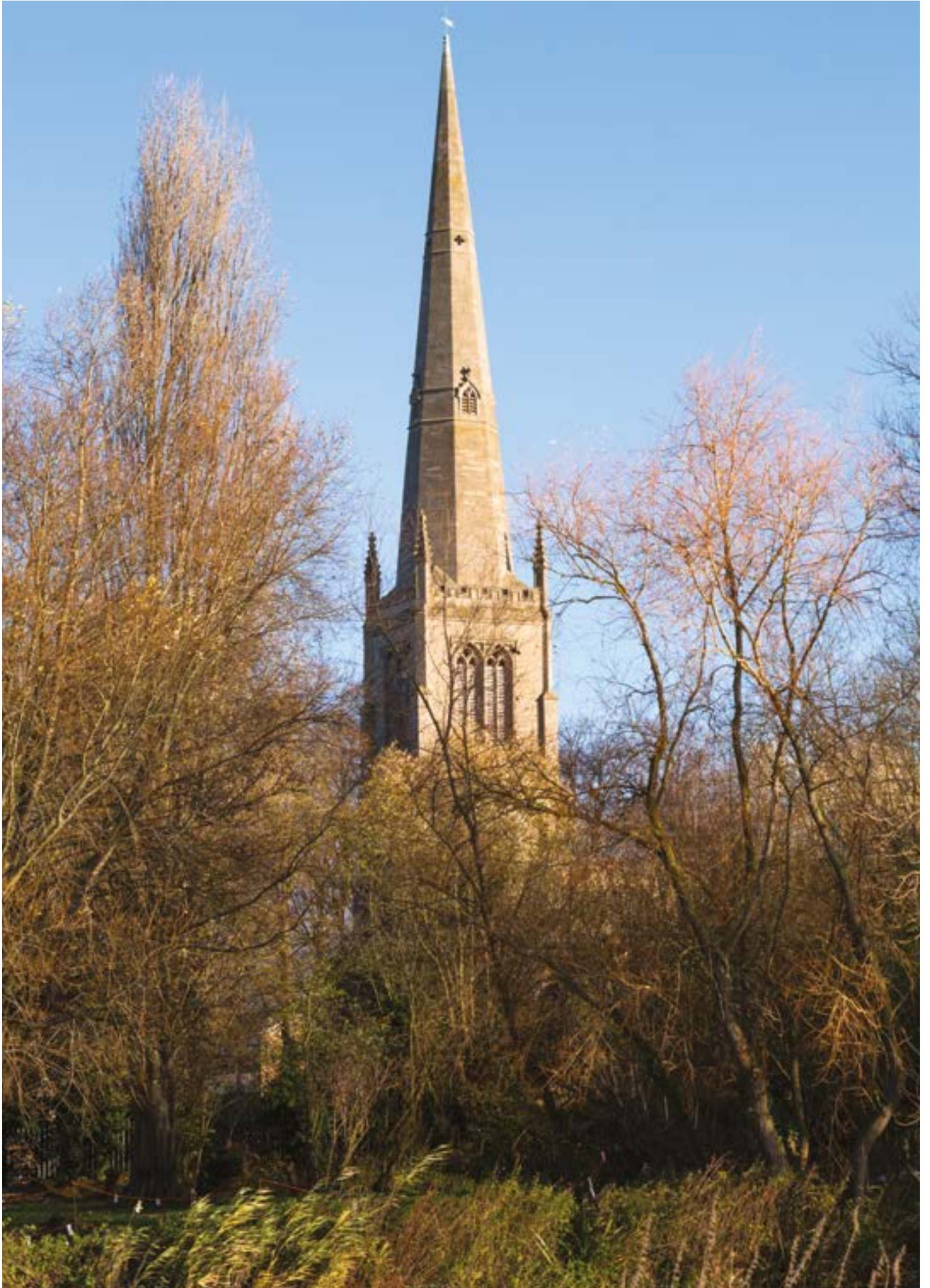
The Diocese has a full range of different sizes of benefices, many consisting of just one parish, but some with a great many more. There is a marked

difference in benefice size between the two Archdeaconries. The data is summarised in [Appendix 1](#).

Across a range of indicators including economic circumstances, the Archdeaconry of Huntingdon & Wisbech is considerably more deprived than Cambridge. The data is summarised in [Appendix 2](#).

But even within communities the disparities can be very marked. The 2021 report *Cambridgeshire's Vital Signs* by the Cambridgeshire Community Foundation notes that Cambridge itself is the most unequal city for distribution of wealth in England and Wales.

The 2021 Census also revealed marked differences across the Diocese in the Country of Birth data. These are summarised in [Appendix 3](#).





## Clergy & Lay Ministers

Our mission and ministry are delivered primarily through the clergy, lay ministers, teachers and volunteers who serve across our parishes, worshipping communities and schools.

Our Licensed Lay Ministers (LLMs)<sup>1</sup> serve in parishes, as chaplains in a variety of settings, lead study groups in different contexts, work with children and young people, exercise a caring ministry in their communities and workplaces and conduct funerals. Our Authorised Lay Ministers (ALMs) are lay people active in church life who have a particular vocation or interest and are trained and authorised in that ministry<sup>2</sup> in their locality. Many other lay people serve willingly as churchwardens, parish safeguarding officers and in numerous other unsung roles.

The numbers and distribution across our deaneries of clergy, lay ministers, churchwardens and parish safeguarding officers are shown in [Appendix 4](#).

## Women in ordained ministry

Our new Bishop will be someone who affirms fully in all respects the ministry of women, and can demonstrate such support. This goes beyond being willing merely to ordain women, though that is essential<sup>3</sup>. The Diocese of Ely has a strong track record of positively supporting and promoting the ministry of women. On the last

available data the Diocese of Ely has the highest proportion of female stipendiary clergy of any diocese and the second highest proportion of female clergy<sup>4</sup>.

The Diocese has 344 parishes and 4 mission initiatives operating under Bishops' Mission Orders. Of these, 9 (7 parishes and 2 BMOs) have passed resolutions under the House of Bishops declaration.

## Young people & children

The Diocese of Ely is committed to growing younger and more diverse congregations. An overview of ministry with children, young people and families in the Diocese shows a mixed picture; there are many good examples, but also significant parts of the Diocese that have little or no engagement with children or young people.

The Diocese aims to support local churches and to build confidence, commitment, creativity and competence in those that lead and volunteer in these areas. It is committed to supporting the relationships between parishes, schools and the local community and building opportunities for faith development and discipleship.

<sup>1</sup>Called Readers in some other Dioceses.

<sup>2</sup>The authorised ministries for which the Diocese presently offers training are: Pastoral Assistant, Children & Families, Youth & Families, Preachers, Church Musicians, Worship Leader, and Social Justice.

<sup>3</sup>The consultation conducted by the Vacancy in See Committee showed overwhelming support amongst responders for a Bishop who would ordain women.

<sup>4</sup><https://womenandthechurch.org/resources/a-report-on-the-developments-in-womens-ministry-in-2021/>



There are Growing Faith Champions and development officers leading the diocesan work. Our new Bishop will be committed to and will prioritise ministry with children, young people and families, will celebrate the ministry that exists and the vocation of those who lead and serve, and will promote innovative ways to re-imagine mission with children, young people and families. They will promote the safety and wellbeing of children and young people, and will listen deeply to their voices and support the work to embed these voices at every level of parish and diocesan life.

### **Church attendance**

We have drawn material from Statistics for Mission data to illustrate church attendance across the Diocese. This data is set out in [Appendix 5](#).

It is no secret that the Church of England as a whole faces challenges from the headwinds of secularism and a growing disengagement from faith. However the Diocese is in the fortunate position that the impact appears to have been lower here than in many other places.


## The implications for our new Bishop

In summary, the Diocese is not homogeneous. Parts of it are well-served by clergy, lay ministers and other lay people, with well-managed buildings, secure finances and sustainable patterns of mission. Other parts are struggling, and a number of deaneries rely on financial support from central diocesan funds to sustain stipendiary parish ministry. The consequent reduction of clergy posts and pastoral reorganisation has led to the creation of some large multi-parish benefices. It is difficult to recruit clergy to these areas, where public services and amenities are typically thin and over-stretched, and it can be difficult to find lay volunteers with the time and skills to fulfil church roles. Also, there is often a dearth of children and young people. Committed families may choose to travel, sometimes long distances, to find a church that meets their needs; and success in one place can precipitate decline elsewhere.

Meanwhile, central diocesan funds are applied to support initiatives in new housing developments, pioneer posts and church plants, and church revitalisation projects in selected areas of social deprivation, and our SDF-funded Market Towns project was designed to address difficulties and decline in Fenland towns. The pandemic hampered the progress of some projects. Some are attracting new disciples, but most are not yet making progress towards financial viability.

Our general corporate commitment is to secure sustainable ministry, worship and mission across the whole Diocese, but it is under threat. There are a wide range of different issues faced by the parishes and those ministering in the Diocese. Although the Diocese as a whole is well off (financially and in other ways), and there are booming areas, there are also places of real deprivation. Holding these together and forming coherent plans which meet the needs of all in the Diocese is and will continue to be a challenge.

Many parishes in the Diocese also face the issue of falling church attendance. The diocesan plan *Ely 2025: People Fully Alive*, now drawing to a close, has failed to reverse the decline in attendance. Our new Bishop will have to consider how to address the decline and whether a further period of centralised planning is likely to be the most effective tool to deploy.

A photograph of a desk with a laptop, a mobile phone, and a notebook, overlaid with a red tint. The laptop is on the left, the mobile phone is on the right, and the notebook is at the bottom. The text is centered in the lower half of the image.

**The Diocese of Ely**  
is very fortunate  
that its finances  
have been tightly-  
managed over  
many years.

## Diocesan Organisation & Finances

### Ely Diocesan Board of Finance

The Ely Diocesan Board of Finance Ltd (EDBF) holds the assets of the Diocese, employs its staff, and is responsible for its finances, working through teams and sub-committees responsible for each of the activities of the Diocese.

As well as a Diocesan Secretary, the EDBF employs other staff. They include the Director of Education, Ministry and Mission, those concerned with planning, programmes, and finances, the maintenance of church buildings and the work of the DAC, and Operations and Property Managers.

### Financial summary

In broad terms, the Diocese of Ely's income in 2024 is expected to be about £9.77 million against expenditure of about £9.97 million. Around £6 million of income will be raised by ministry share from parishes (essentially an unrestricted gift). The balance will mostly be generated by fees and investment income from historical glebe assets. These assets are largely invested in the Diocesan Stipends Fund and the income is restricted in its use to the payment of the clergy, a statutory obligation. All of the income is utilised each year in full with a balanced (or near balanced) annual budget. The diocesan draft budget for 2024 is included in [Appendix 6](#).

In spite of Ely's reputation as being a 'well off' Diocese with stable finances, there is no real deployable surplus save for the ability to redeploy resource through cutting the current programme of activities. Ministry Share collection rates are currently holding at a level of 95% of the 'request'. There are the obvious uncertainties about our giving base, not least around the possible withholding of Ministry Shares in the light of some possible

LLF outcomes, but the number of tax efficient planned donors remains reasonably steady. There are just over 7,300 such donors in a worshipping community of nearly 19,000 people.

### The implications for our new Bishop

The Diocese of Ely is very fortunate both to be relatively well-endowed and that its finances have been tightly-managed over many years. It has been in a position to pay its way and still retain significant reserves. We have been pleased to be able to fund two title curates in the Diocese of Newcastle over the last three years.

Our new Bishop will need to consult with Bishop's Council, the Ely Diocesan Board of Finance and the Diocesan Synod to consider whether past restrictions on clergy and staff pay with increases below the rate of inflation continue to be appropriate going forwards, and will also have to take part in national discussions as to whether in the light of the gospel the resources of the Diocese of Ely should be shared with other Dioceses, and if so, how.

## Relationships

### Schools

Since 2020, the work of the diocesan education team has been brought together with that of Ministry and Mission to promote cooperation and a joined-up approach. The Director of the Education, Ministry and Mission department is also the Director of Education and has two deputies. All three are members of the Bishop's senior staff team.

The Ely Diocese Education Committee is a subcommittee of the Bishop's Council and oversees 85 schools and academies, a number of multi-academy trusts and education charities, all serving a total of 16,000 learners in Cambridgeshire, Peterborough, Norfolk and Suffolk, covering a 1,508 square mile catchment area. This will increase to 87 schools and 17,500 learners by 2030 due to the opening of additional

secondary schools. Of the existing multi-academy trusts, the largest by far is the Diocese of Ely Multi-Academy Trust, which is responsible for 39 schools.

The work of the education team is directed by a 10-year strategy, launched in parallel with the overarching Diocese of Ely Strategy – *Ely 2025: People Fully Alive* – and meeting the national vision for education that all church schools and academies consistently deliver high-quality provision of a distinctly Christian character for those of all faiths and none.

It is hoped that our new Bishop will support the stated vision for our schools, academies and trusts, seeing them as key components in the delivery of the church's ministry and mission with a central place in diocesan operations.





## Universities

The Diocese is home to the University of Cambridge and Anglia Ruskin University. The universities employ about 15,000 or more staff and have 35,000 students. The Bishop of Ely is the Visitor to several colleges of the University of Cambridge, and licenses a number of College Deans and Chaplains.

Both universities are of great economic importance in the region. The University of Cambridge in particular has given rise to significant economic growth with a plethora of university-linked science parks.

## Theological Colleges

Ridley Hall, Westcott House and the Eastern Region Ministry Course are situated in Cambridge, and are part of the wider Cambridge Theological Federation, an ecumenical partnership of twelve institutions with over 300 students from 30 different countries.

## Prisons

HMP Littlehey and HMP Whitemoor are in the Diocese. The Bishop licenses chaplains to work in the prisons.

## Ecumenism

The Diocese of Ely is a member of Cambridgeshire Churches Together, the local forum for the oversight of ecumenical work and of our formal local ecumenical partnerships. Our overseas ecumenical link is the Diocese of Vellore in India.

## The Diocese of Peterborough

The City of Peterborough is close to the diocesan border between Peterborough and Ely, and some parishes in Peterborough itself and to its west are in the Diocese of Ely. We have friendly relationships with the Diocese of Peterborough and traditionally both Diocesan Bishops have been licensed as Assistant Bishops in each other's dioceses.

## Overseas links

The Diocese of Ely has overseas links with the Diocese of Kigali in Rwanda, the Nordkirche Church in Germany and the Diocese of Vellore in India. We have a prayerful and active concern for the events, needs and current landscape in these areas and in the wider world.<sup>5</sup>

<sup>5</sup>See [www.elydiocese.org/church-in-action/world-links](http://www.elydiocese.org/church-in-action/world-links) for links to further information about these links.

## National issues of importance in the Diocese

### Environment

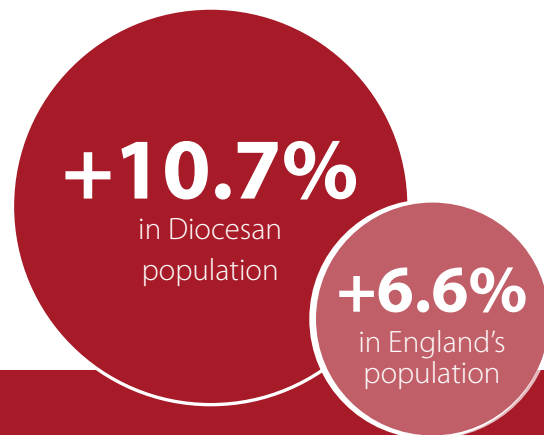
The Diocese has taken several steps to strive to safeguard the integrity of creation and sustain and renew the life of the earth:

- It is working on a net zero carbon action plan.
- Many parishes take part in the Eco Church scheme and have achieved awards.
- The Ely Diocesan Board of Finance has fully disinvested from all direct oil and mining companies. It has adopted an ethical investment policy to ensure that its investments are made in a way that is consistent with Christian values.
- The Diocesan Environmental Task Group advises and supports parishes in matters of the environment and sustainability. It has produced the Ely Diocese Eco-Plan, offered for use to parishes.

Much of the Diocese is low-lying land. Large areas from the Wash in the north down to Cambridge in the south are at risk of flooding with even quite modest rises in sea levels.

### Population growth

Like much of the East of England, the population of the Diocese of Ely is growing by more than the national average. Between the 2011 Census and the 2021 Census the population of the Diocese as a whole grew by 10.7% (from 725,906 to 803,364) compared with 6.6% for England as a whole.



The parts of the Diocese which showed particularly high population growth were:

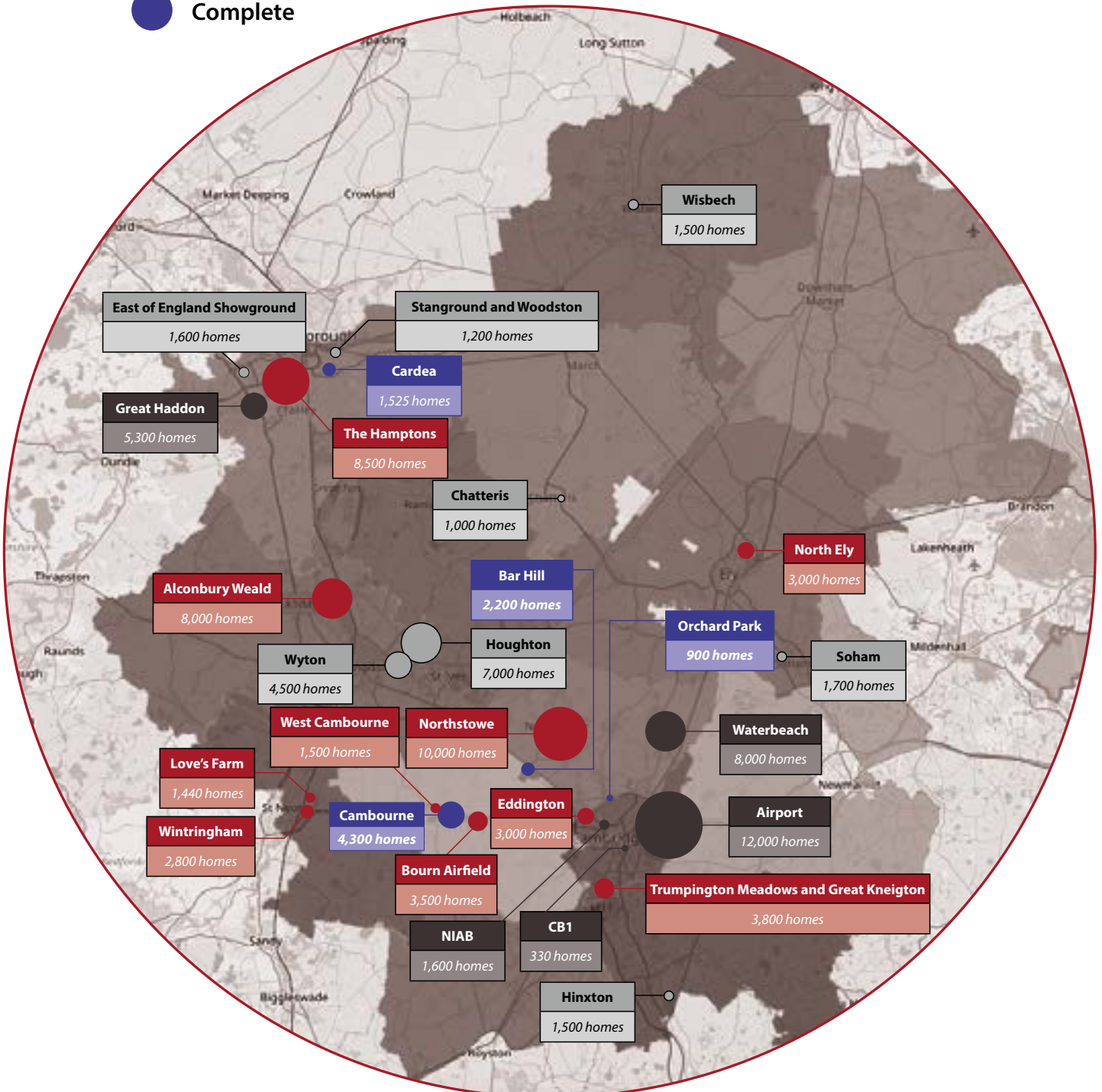
<b>Cambridge South</b> 15,988		<b>25.6%</b>
<b>Yaxley (near Peterborough)</b> 16,773		<b>21.7%</b>
<b>Bourn (near Cambridge)</b> 5,207		<b>18.7%</b>
<b>Huntingdon</b> 6,894		<b>11.9%</b>
<b>Cambridge North</b> 6,856		<b>9.8%</b>
<b>Wisbech Lynn Marshland</b> 5,151		<b>8%</b>



## New housing

Over the past 25 years there have been some major new housing developments within the Diocese of Ely and growth will continue over the next 25 years (at least). This is now a major feature of our Diocese and the scale of the challenge is huge.

- Under Consideration
- Imminent
- Underway
- Complete





On the basis of present information, we expect to see eight new developments grow to a population in excess of 10,000 people, six of which will approach or exceed 20,000, and a total diocesan population growth of around 250,000 (current diocesan population is approximately 800,000). In other words, we are facing a potential 31.25% growth in population over the next 20 years at a time when the projected UK population growth is only 5.8%.

Furthermore, in some places the emergence of major new housing developments will eclipse the

historic, largely rural pattern of parochial settings, changing the overall character of the Diocese from predominantly rural to increasingly urban and creating tensions between inherited expectations and future needs.

Unless the Diocese takes account of new developments in its strategic planning, opportunities will be missed or left to others, with major consequences for our long-term sustainability and the Church of England's profile and impact in the region.

## Healthcare

Among other hospitals in the Diocese, Addenbrookes, and Papworth Hospitals are on the huge and growing Cambridge Biomedical Campus south of Cambridge, an international hub for healthcare, research and innovation.

**Many of its large workforce find it hard to find suitable housing near to their work.**

## The implications for our new Bishop

All these issues, and the economic and social issues referred to earlier, give rise to obvious challenges and opportunities in public discourse as well as practical action. Our new

Bishop should be able to speak intelligently into public debates and to bring the gospel overtly and unashamedly to bear on matters being debated.





## Safeguarding

The Diocese of Ely Safeguarding Team consists of six professional full and part-time staff, with backgrounds in local authority, policing and social work. It works to strengthen and integrate good safeguarding practice within the culture of all those working, volunteering or worshipping across the Diocese. 74% of parishes have signed up to use the Parish Safeguarding Dashboard.

The team offer advice and among other priorities oversee an extensive training programme, supporting Safer Recruitment and People Management and participation in the National Casework Management System. The team is supported and advised by the Diocesan Safeguarding Advisory Panel, which also provides guidance and quality assurance on policy and practice matters.

The final version of the National Church of England Safeguarding Standards and Quality Assurance Framework will be fully implemented when it is available.

## Ely Cathedral

During 2023 the Cathedral has been celebrating 1350 years since St Etheldreda founded a joint monastery for men and women in the year 673. This early monastic heritage, along with the later foundation of a Benedictine house in the 11th century, inspires and feeds the current commitment to the worship and prayer that undergirds all that the Cathedral does and to which it witnesses.

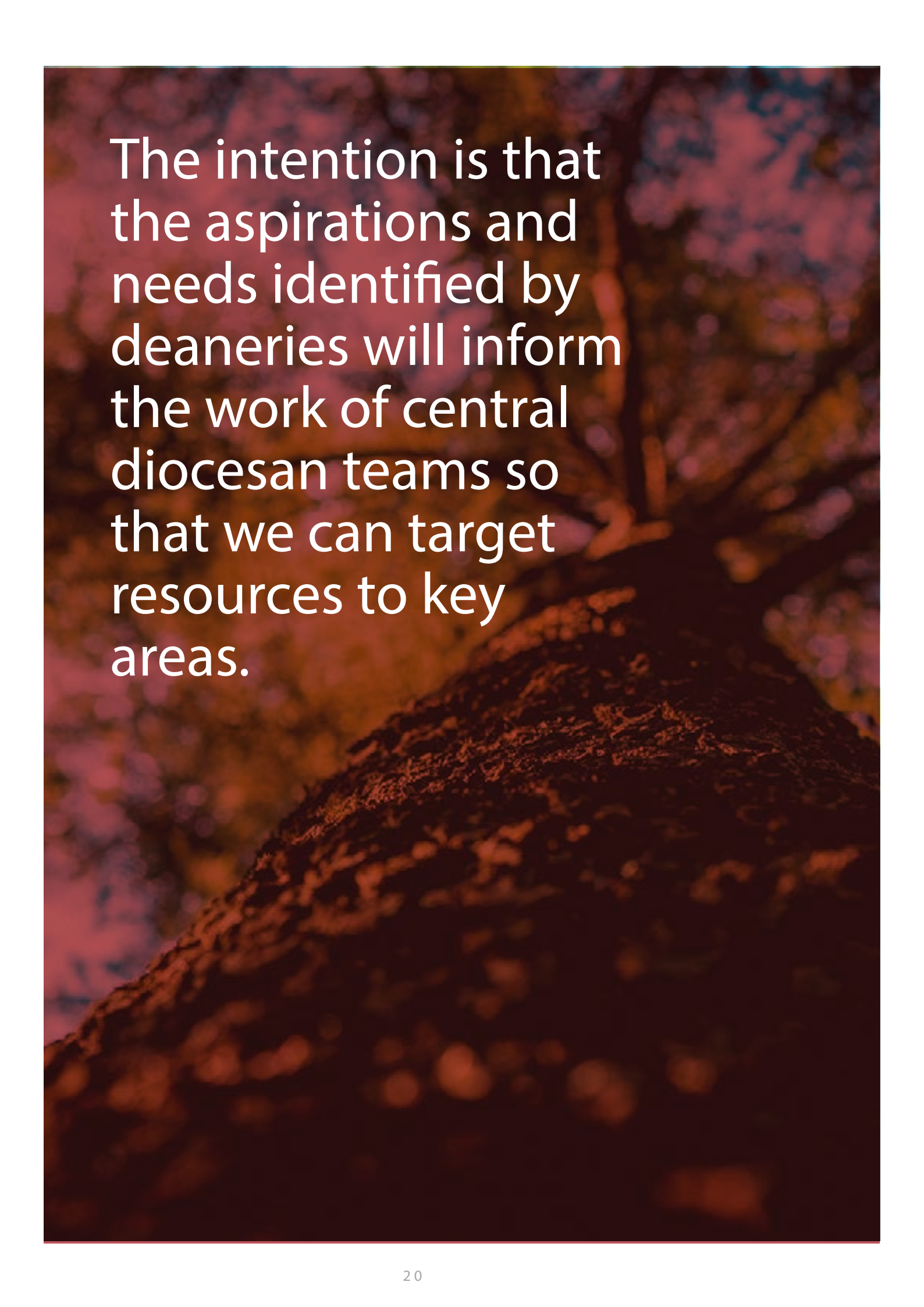
The Cathedral's core purpose is defined by the Cathedrals Measure 2021 'to be the seat of the Bishop, a centre of worship and mission, and to provide a focus for the life and work of the Church of England in the Diocese' and it rejoices in this as it seeks to fulfil its mission 'joyfully to proclaim the love of God in worship, outreach, welcome and care.'

The Cathedral is where the Bishop has ordained deacons and priests, and gathered the clergy and lay ministers for the Chrism Eucharist, regularly held Confirmations, and has held the annual gathering of the Licensed Lay Ministers. Archdeacons' Visitations have also, on occasion, taken place at the Cathedral. The Cathedral hosts training days and lectures organised by diocesan departments and itself runs courses and events for a wide cross-section of the community, and welcomes parishes and deanery groups for pilgrimages and visits to their Cathedral.

There has been a close, and much appreciated, relationship between the Bishop, and the Dean and Chapter and it is hoped that this can continue and be built upon. It is a joy that the Bishop lives next door to the Cathedral and has the opportunity to share in the rhythm of the daily prayer life of the Cathedral when they are able to do so.

More information about our Cathedral can be found here: <https://www.elycathedral.org/>





The intention is that the aspirations and needs identified by deaneries will inform the work of central diocesan teams so that we can target resources to key areas.

# The Future

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## Deanery development planning

At the time of writing, deaneries have produced development plans, which are being reviewed by relevant diocesan bodies. The plans cover areas such as ministry; effective structures and governance; management and use of buildings; patterns of worship ('mixed ecology'); children, young people and families; school and community engagement.

The intention is that the aspirations and needs identified by deaneries will inform the work of central diocesan teams so that we can target resources to key areas. Some priorities include the opportunity – and challenge – of building living Christian communities in our new housing developments; responding locally to the attenuation of the church's presence in communities, especially in the north of the Diocese; the need to widen our view of ministry and create new pathways for people to enter into authorised lay ministries; addressing the absence of children, young people

and families from many of our church communities; and seeking and taking opportunities for church grafts and plants. The variety of plans and the varying scope of their ambitions and needs highlight the very different character of different parts of the Diocese.

Separate but related strands of diocesan activity are looking at questions of deployment and finances, especially the use of central diocesan income streams to support ministry and mission in places where it is difficult to raise money for stipendiary ministry locally.



## Challenges and opportunities ahead

Certain major challenges are beginning to emerge from Deanery development planning and other discussions around the Diocese:

- Unless the Diocese takes account of new housing developments in its strategic planning, opportunities will be missed or ceded to others, with major consequences for our long-term sustainability and the Church of England's profile and impact in the region.
- There is a wide disparity in wealth and other resources across the Diocese, sometimes within quite a small locality such as Cambridge. This is reflected in the life of our churches. There is a significant existential threat in some places, so we need to galvanize support and implement strategies to ensure that trajectories of decline, which may be in part due to factors such as remoteness and deprivation, are not left unchecked and do not undermine our ambition and ability to be a living Christian presence in every community.
- We are, with some exceptions, struggling to reach families, children and young people with an attractive offer that brings them into the worshipping life of the church.





# Conclusion

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We are profoundly grateful to God for his love and care for the people of the Diocese of Ely over so many centuries and his provision for ministry here. We recognise how fortunate we are and have been, and seek to honour our inheritance by making more disciples for Jesus Christ.

In all things we pray and seek to be generous and visible people of Jesus Christ. As we go forward into the middle of the 21st century, we seek a Bishop who values and affirms the ministry of all God's people and who will lead us forward with joy in their heart, a deep love for Christ and his Word, and an overflowing generosity of spirit.



# Appendix 1

## The sizes of our Benefices

This appendix provides an analysis of the distribution of benefices of different sizes (measured by number of parishes in the benefice) based on the data for 303 parishes in the Diocese of Ely in Statistics for Mission 2021. In some cases, this data may conceal as much as it reveals: for example, in Cambridge North the parishes of Fen Ditton, Horningsea and Teversham are separate benefices but have a single vicar.

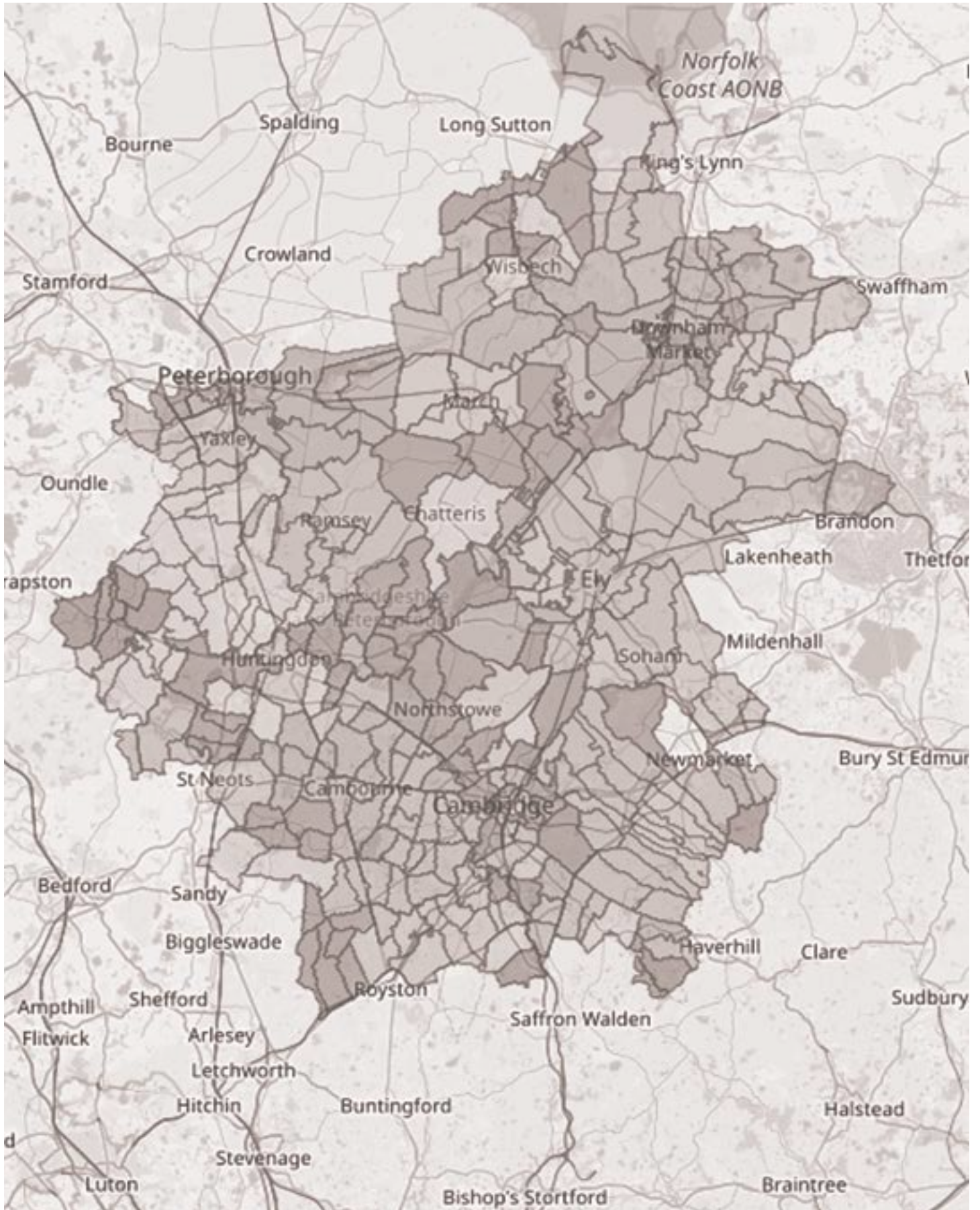
The headline conclusion of this analysis is that in very broad terms:

- About one-third (31%) of parishes are in a benefice which contains only one parish.
- About one-third (34%) of parishes are in a benefice which contains 2 – 5 parishes.
- About one-third (34%) of parishes are in a benefice which contains 6 or more parishes.
- Across the Diocese, nearly one-eighth of parishes (67 out of 303 or 12.2%) are in one of the three benefices which includes over 10 parishes.

The picture differs between the two Archdeaconries. In both Archdeaconries, the number of parishes which are in benefices of 6 or more parishes hovers near the average of 34% for the Diocese as a whole. However, in Cambridge Archdeaconry almost half (49%) of the parishes are in a single parish benefice, whereas in Huntingdon & Wisbech Archdeaconry half (50%) of the parishes are in a benefice which contains 2 -5 parishes.



Benefices and Parishes in the Diocese of Ely  
(illustrative purposes only)



# Appendix 2

## Deprivation across the Diocese

The Index of Multiple Deprivation provides small area measures of relative deprivation across the country. The data has been used to produce the following charts, with deaneries in the Huntingdon & Wisbech Archdeaconry at the top and in the Cambridge Archdeaconry below.

The data shows that in the Archdeaconry of Huntingdon & Wisbech when parishes are ranked using the Index of Multiple Deprivation:

- All the parishes in Wisbech Lynn Marshland, over 90% of the parishes in Fincham & Feltwell, and nearly 90% of the parishes in March are in the bottom 50% of parishes in England;
- All of these deaneries, and Yaxley as well, include parishes within the lowest 10% of parishes in England;
- Nearly 80% of the parishes in Wisbech Lynn Marshland are in the lowest 20% of parishes in England.

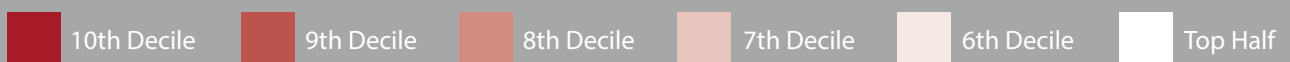
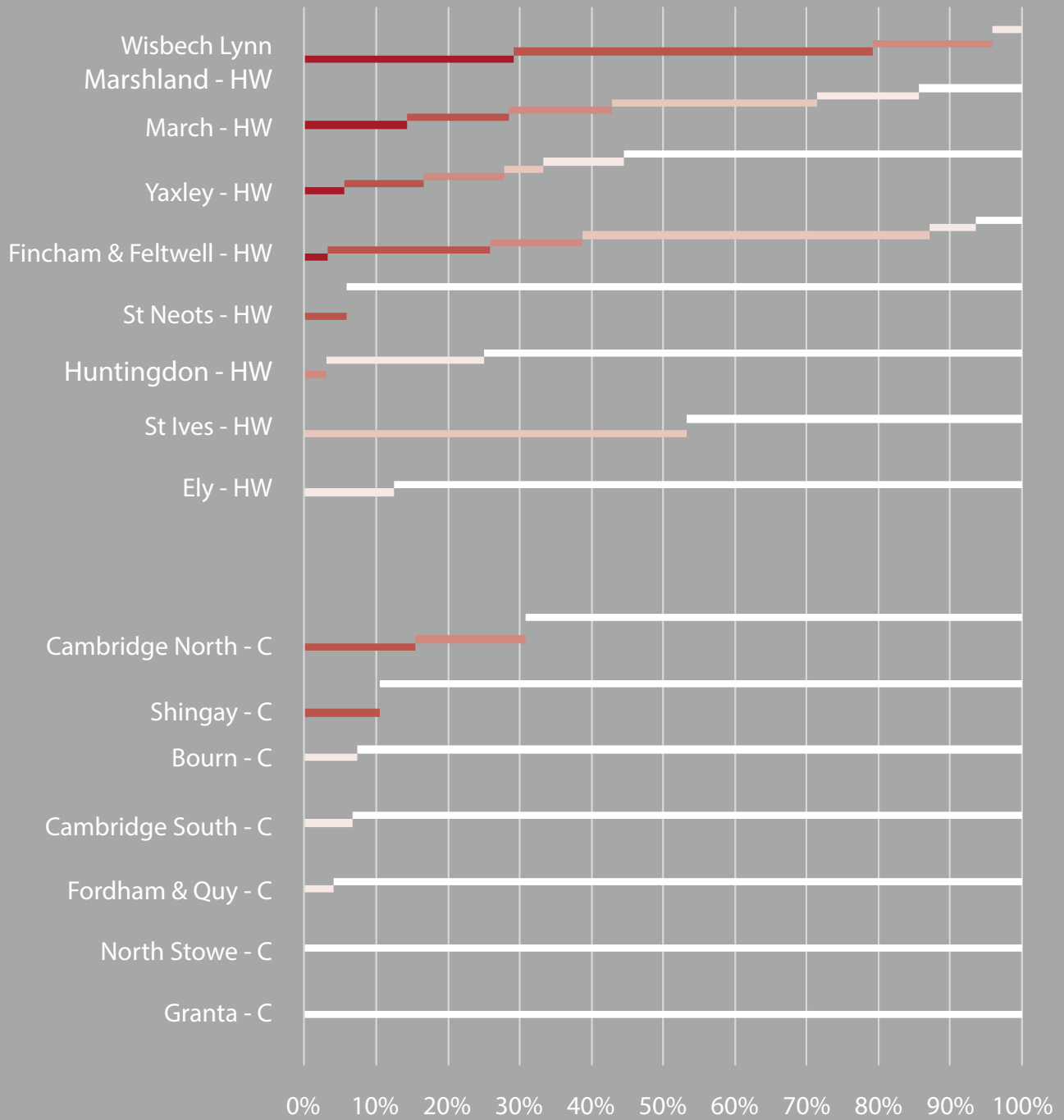
By contrast, in the Archdeaconry of Cambridge, although there are pockets of deprivation in Cambridge North and Shingay, nearly all the parishes are in the top half of parishes in England.

While not shown by this chart, several deaneries include parishes in the top 10% most advantaged parishes in England including North Stowe (about half the parishes), Granta (about two-fifths), Bourn (about one-third), St Ives (about one-third) and St Neots (about one-quarter).

## Deaneries in Diocese of Ely

### Analysis by reference to Index of Multiple Deprivation (IMD)

#### Proportion of Parishes in Lowest Five Deciles (2019 Data)

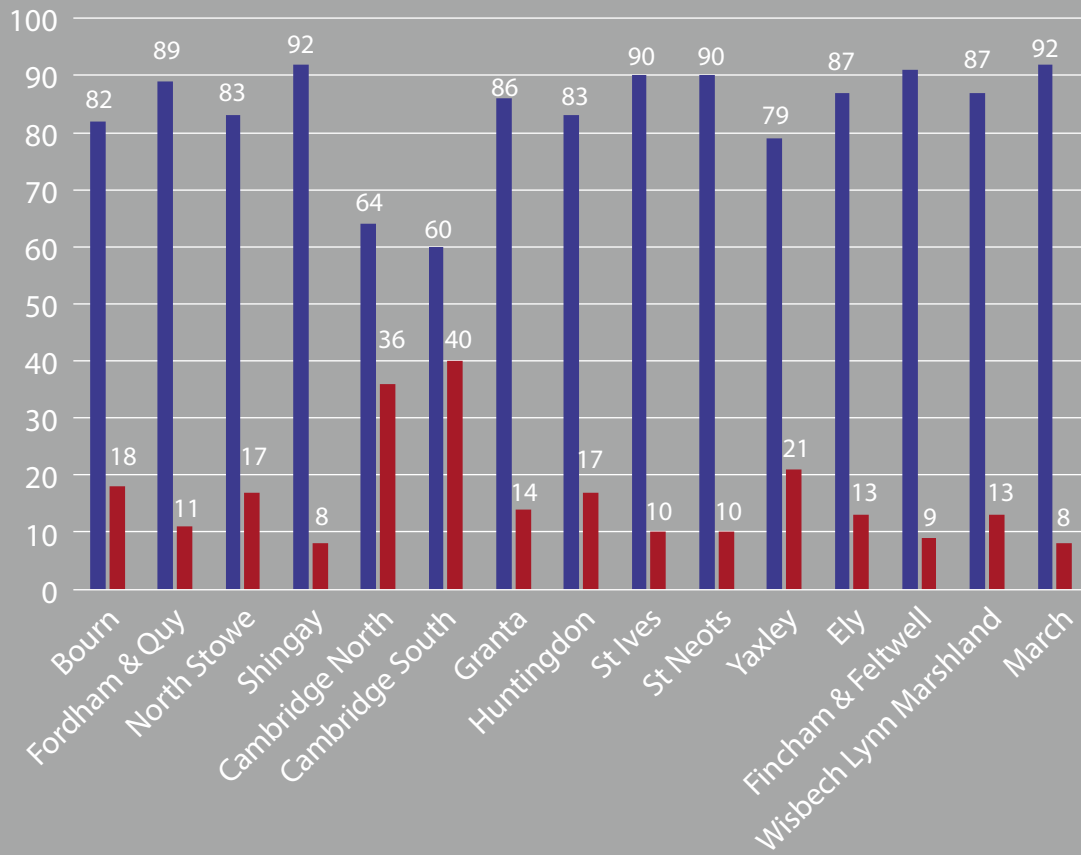


# Appendix 3

## Country of birth data

The data shows that beyond Cambridge and the Peterborough region, the rural deaneries have a native-born population in excess of 80% and, in several cases, of 90% or more. The combined data for Cambridge North and Cambridge South deaneries shows that in their populations only 62% were born in the UK.

## Population Place of Birth - Deanery by Deanery Census 2021



% Born in UK
  % Born outside UK

# Appendix 4

## Clergy, Lay Ministers, Church Wardens & Parish Safeguarding Officers

Deanery	Incumbents, Priests-in- Charge & Team Vicars	Chaplains	Assistant Curates (Associate Ministers)	Assistant Curates in title posts	Clergy with Permission to Officiate	Self Supporting Ministers	House for Duty Clergy
<b>HUNTINGDON &amp; WISBECH ARCHDEACONRY</b>							
Ely	5	2	3	2	26	4	
Fincham & Feltwell	5		1	1	9	3	
Huntingdon	7	5	2	4	12	5	
March	6			1	4	1	
St Ives	4		2	1	6	2	
St Neots	7		1	2	11	1	
Wisbech Lynn Marshland	5		1	1	5	2	
Yaxley	6		4	2	13		
<b>CAMBRIDGE ARCHDEACONRY</b>							
Bourn	5	1	3	1	7	5	
Cambridge North	10	24	7	7	19	11	
Cambridge South	12	27	14	7	16	15	1
Fordham & Quy	5		1	1	9	1	
Granta	10		3	2	9	3	4
North Stowe	8		7	2	12	6	
Shingay	3		1	2	6	3	
<b>TOTALS</b>	<b>98</b>	<b>59</b>	<b>50</b>	<b>36</b>	<b>164</b>	<b>62</b>	<b>5</b>



## STATEMENT OF NEEDS

Deanery	Licensed Lay Ministers	Licensed Lay Ministers in training	Authorised Lay Ministers	Authorised Lay Ministers in training	Church Wardens	Parish Safeguarding Officers
<b>HUNTINGDON &amp; WISBECH ARCHDEACONRY</b>						
Ely	16		10	7	27	15
Fincham & Feltwell	7		5	2	46	19
Huntingdon	14		5	4	44	22
March	12	1	8	4	25	8
St Ives	11	2	7	2	27	8
St Neots	8	1	7	1	23	10
Wisbech Lynn Marshland	8	2	16	2	37	9
Yaxley	11	1	15	4	33	12
<b>CAMBRIDGE ARCHDEACONRY</b>						
Bourn	8	1	8	3	33	11
Cambridge North	14		1		29	18
Cambridge South	13	1	5	2	27	17
Fordham & Quy	12		9	1	36	8
Granta	14	1	8	2	34	14
North Stowe	24		8	4	23	18
Shingay	14		1		28	7
<b>TOTALS</b>	<b>186</b>	<b>10</b>	<b>113</b>	<b>38</b>	<b>472</b>	<b>196</b>

# Appendix 5

## Church attendance

This material is drawn from Statistics for Mission for 2021 and earlier years, and covers the period 2010-19. The period 2010-19 is a 10-year period chosen because the years 2020-21 were severely distorted by the COVID-19 pandemic and we do not yet have the figures for 2022. As we lacked published data for 2022 during the preparation of this Statement of Needs, we do not have a clear picture yet of the extent to which the Diocese has 'bounced back' from Covid.

Looking at the figures for 2010-19, the overall picture is one of a gentle decline in church attendance. Average weekly attendance ('AWA') fell by 7.6%, average Sunday attendance ('ASA') by 12.4% and usual Sunday attendance ('USA') by 4.9%. This is against a background of an increasing population<sup>6</sup>.

The decrease in attendance by children has been a little less gentle. For children, AWA fell by 26.3%, ASA by 14.2% and USA by 10%<sup>7</sup>.

Over the same period, the electoral roll fell by 14.2%. There has been a steeper decline in occasional offices (funerals fell by 15.9%, baptisms and thanksgivings by 33.3%, and marriages by 47.1%). On occasional offices, our picture on baptisms and marriages is broadly in line with national trends but nationally the Church of England has seen a sharper fall in funerals<sup>8</sup>.

The following charts illustrate these figures.

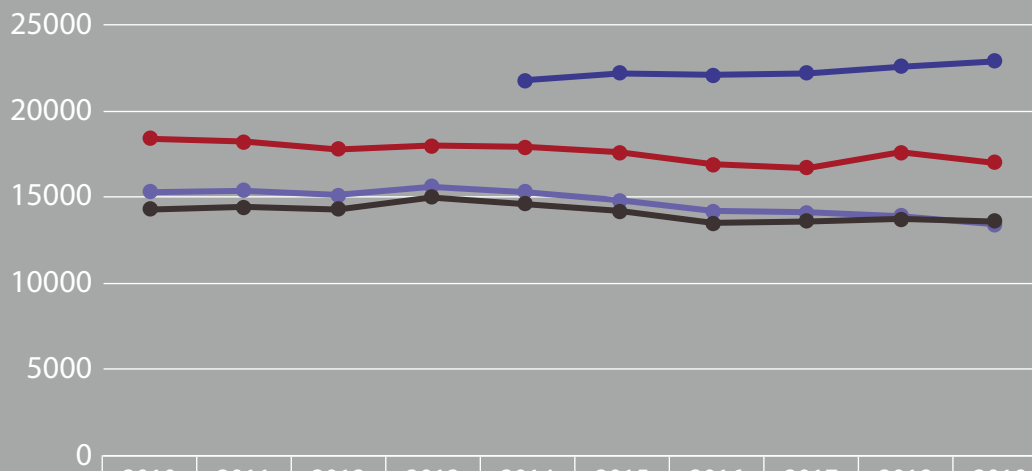
<sup>6</sup>The population of the Diocese of Ely grew by 10.7% between the 2011 Census and the 2021 Census.

<sup>7</sup>Children's AWA fell from 3800 to 2800, ASA from 2100 to 1800, USA from 2000 to 1800.

<sup>8</sup>Across the C of E, funerals fell by 32.2%, baptisms and thanksgivings fell by 36.8%, marriages fell by 45.6%.

## Worshipping Community, Weekly & Sunday Attendance (Total)

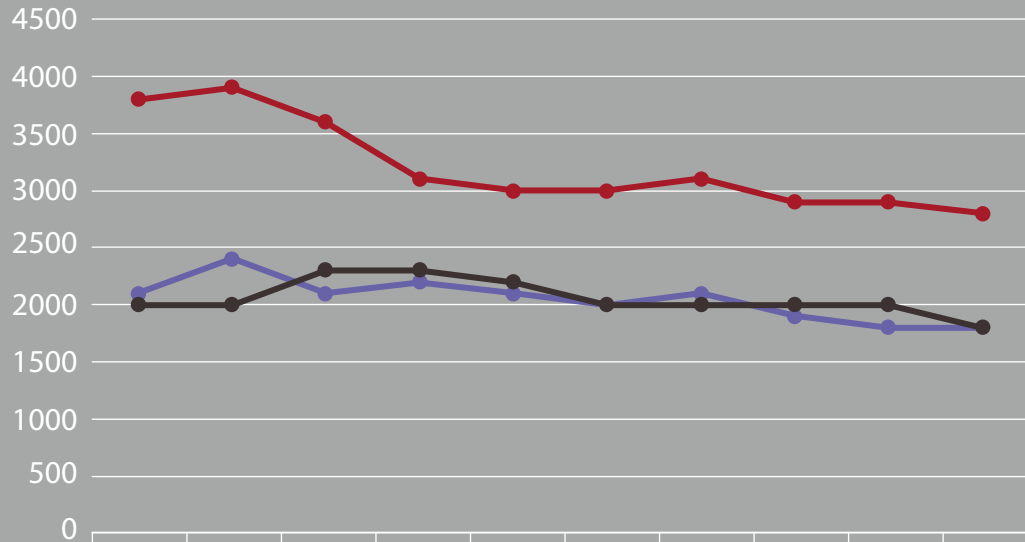
(2010 - 2019)



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>WC</b>					21800	22000	22100	22200	22600	22900
<b>AWA (Total)</b>	18400	18200	17800	18000	17900	17600	16900	16700	17600	17000
<b>ASA (Total)</b>	15300	15400	15100	15600	15300	14800	14200	14100	13900	13400
<b>USA (Total)</b>	14300	14400	14300	15000	14600	14200	13500	13600	13700	13600

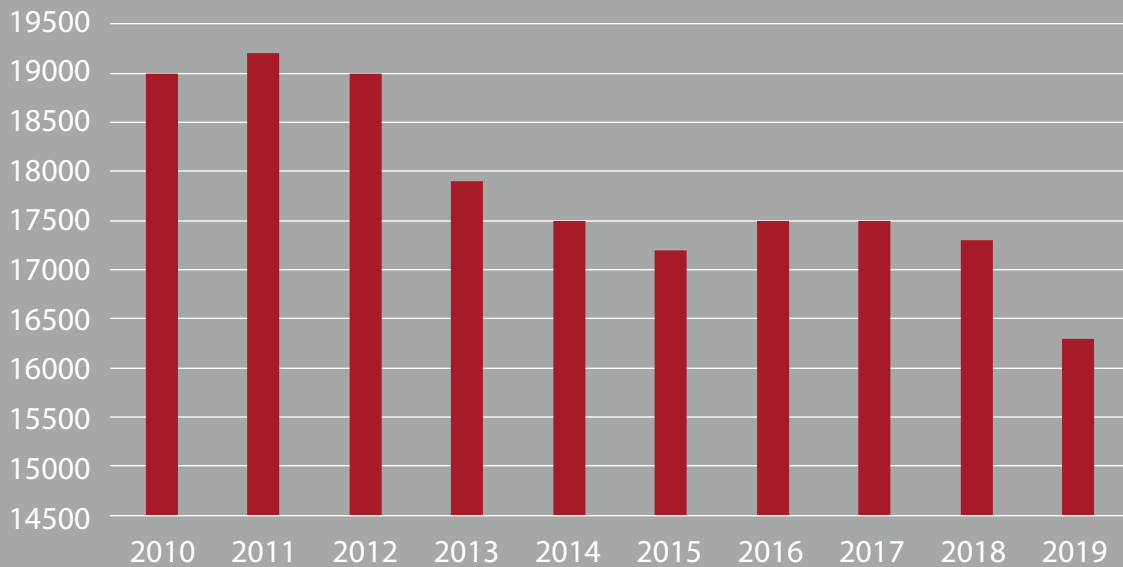
WC = Worshipping Community  
 ASA (Total) = Average Sunday Attendance (Total)  
 AWA (Total) = Average Weekly Attendance (Total)  
 USA (Total) = Usual Sunday Attendance (Total)

## Weekly & Sunday Attendance (Children) (2010 - 2019)

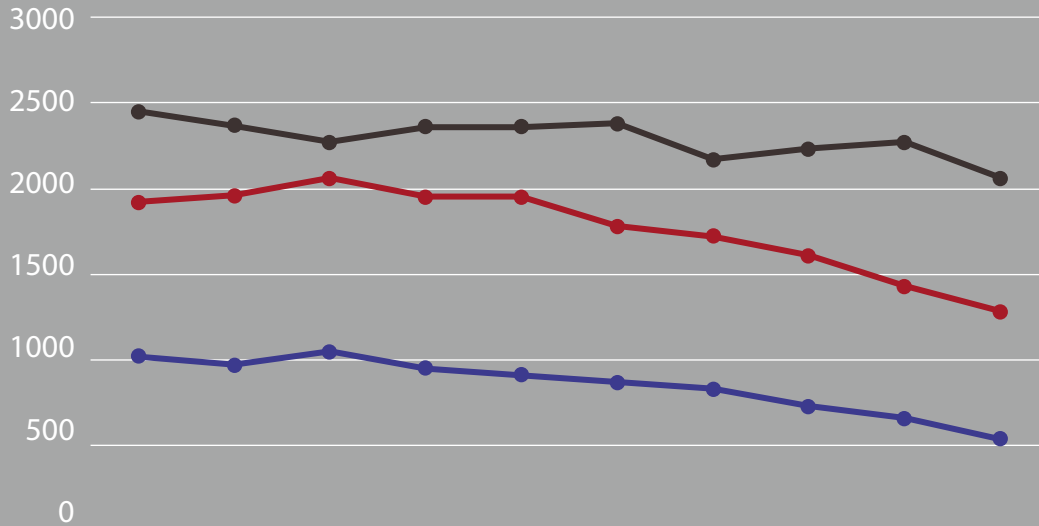


	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
AWA (Child)	3800	3900	3600	3100	3000	3000	3100	2900	2900	2800
ASA (Child)	2100	2400	2100	2200	2100	2000	2100	1900	1800	1800
USA (Child)	2000	2000	2300	2300	2200	2000	2000	13600	2000	1800

## Electoral Roll

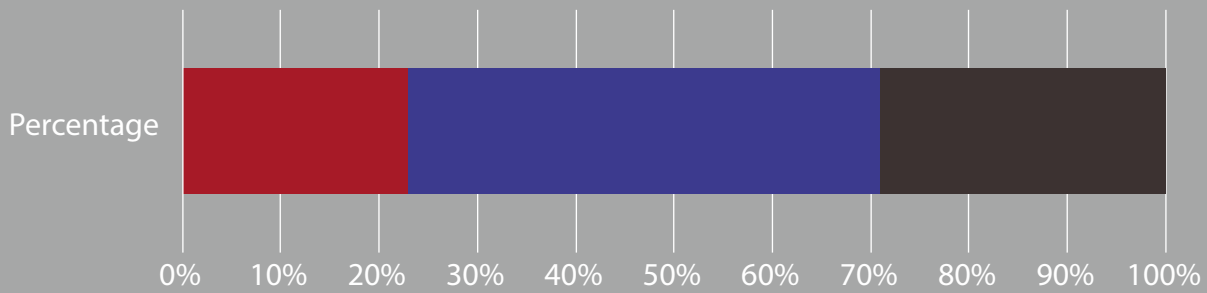


## Baptisms, Marriages & Funerals (2010-2019)



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>Funerals</b>	2450	2370	2270	2360	2360	2380	2170	2230	2270	2060
<b>Baptisms</b>	1920	1960	2060	1950	1950	1780	1720	1610	1430	1280
<b>Marriages</b>	1020	970	1050	950	910	870	830	730	660	540

## Worshipping Community: Age Distribution in 2019



	Percentage
<b>0-17</b>	23%
<b>18-69</b>	48%
<b>70 or over</b>	29%

## STATEMENT OF NEEDS

These figures are concerning in part, but there are also positive indicators.

- Information on the worshipping community has been gathered since 2014 and by 2019 our worshipping community had risen by 5%;
- Attendance at Christmas has undulated a little but is broadly unchanged though attendance at Easter has slipped (11.4%);
- There is some vibrancy in parish churches' engagement with children from Monday to Saturday who do not (or do not regularly) attend church on Sundays. In 2019 our AWA (children) was 56% higher than our ASA (children). By contrast, across the Church of England, the difference was 27.7%;
- We have a higher proportion of people aged 70 or over than all but seven dioceses, but at the same time we have a higher proportion of children and young people aged 0-17 than all but 5 dioceses;
- The resilience of Diocesan finances in the face of this gentle decline is a tribute to the generosity of our congregations and to the Diocesan leadership and staff with responsibility for financial matters;
- Over the period 2010-19, the Church of England as a whole has seen a materially greater percentage decline in weekly attendance<sup>9</sup>, Sunday attendance<sup>10</sup>, and Easter attendance<sup>11</sup>. The difference is too great to be accounted for by the Diocese's population having risen faster than England's<sup>12</sup>.

<sup>9</sup> A Across the C of E, total AWA fell by 19.6%; children's AWA by 42.3%.

<sup>10</sup> Across the C of E, total ASA fell by 19.1%, total USA by 14.8%; children's ASA by 27.6%, children's USA by 24.9%.

<sup>11</sup> Across the C of E, Easter attendance fell by 16.6%.

<sup>12</sup> The population of the England grew by 6.6% between the 2011 Census and the 2021 Census (from 53,012,456 to 56,489,800).

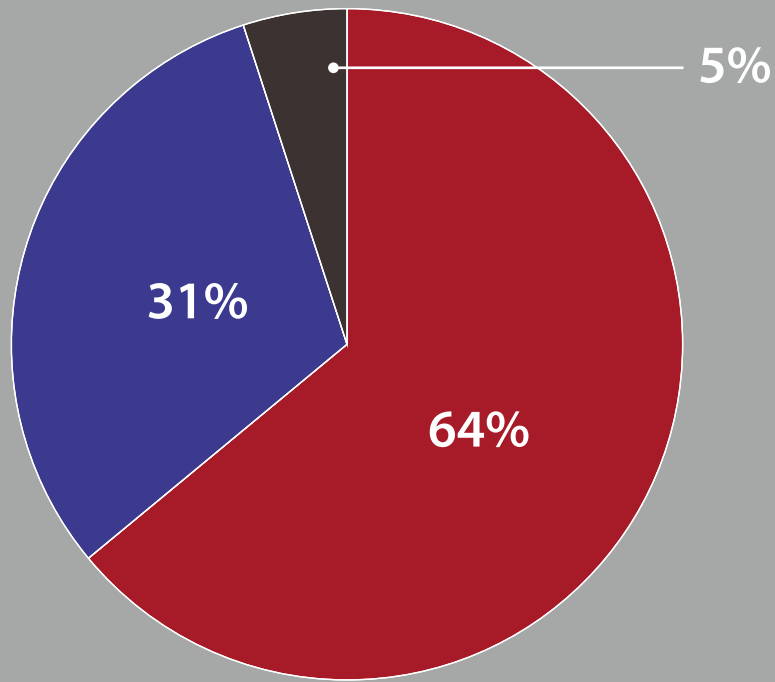
# Appendix 6

## Diocesan draft budget 2024

INCOME	2021 Actual	2022 Budget	2022 Actual	2023 Budget	2024 Budget
	£000s	£000s	£000s	£000s	£000s
<b>GIVEN BY PARISHES</b>					
Net Ministry Share received	5,554	5,689	5,497	5,723	5,992
Parish fees	304	300	322	300	300
	<b>5,858</b>	<b>5,989</b>	<b>5,819</b>	<b>6,023</b>	<b>6,292</b>
<b>INVESTMENT INCOME</b>					
Investment income (incl. Glebe, net of costs)	2,866	2,722	2,691	2,764	2,777
Property letting income (net of costs)	255	348	301	200	250
	<b>3,121</b>	<b>3,070</b>	<b>2,992</b>	<b>2,964</b>	<b>3,027</b>
<b>OTHER INCOME</b>					
	158	243	242	380	449
<b>TOTAL INCOME</b>	<b>9,137</b>	<b>9,303</b>	<b>9,052</b>	<b>9,367</b>	<b>9,768</b>

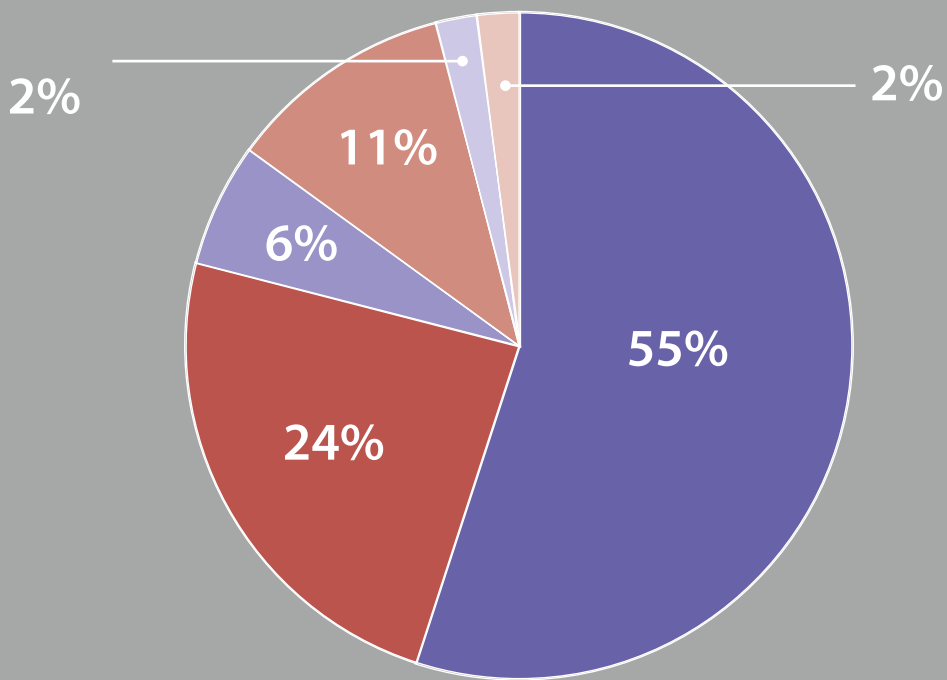
EXPENSES	2021 Actual	2022 Budget	2022 Actual	2023 Budget	2024 Budget
	£000s	£000s	£000s	£000s	£000s
<b>PARISH CLERGY DIRECT COSTS</b>					
	5,145	5,280	5,483	5,312	5,503
Local Support Costs	1,237	1,470	1,286	1,548	1,654
Diocesan Office Costs	654	598	617	665	700
<b>TOTAL LOCAL SUPPORT COSTS</b>	<b>1,890</b>	<b>2,069</b>	<b>1,903</b>	<b>2,213</b>	<b>2,354</b>
<b>CONTRIBUTION TO NATIONAL CHURCH</b>					
	609	628	586	586	610
<b>INVESTMENT IN THE FUTURE</b>					
	1,369	1,487	1,211	1,401	1,502
<b>TOTAL EXPENSES</b>	<b>9,014</b>	<b>9,463</b>	<b>9,184</b>	<b>9,512</b>	<b>9,969</b>
<b>(DEFICIT)/ SURPLUS</b>	<b>124</b>	<b>(160)</b>	<b>(131)</b>	<b>(145)</b>	<b>(201)</b>

### Income 2024



Ministry Share and Fees - £6.3m    Investments and lettings - £3.0m    Other income - £0.4m

### Expenditure 2024



Parish clergy direct costs - £5.5m    Total local support costs - £2.4m    National Church - £0.6m  
Curates, ordinands and vocations - £1.1m    Other investment in the future - £0.2m    Ely 2025 Programme Office - £0.2m





The Church of England  

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Diocese of Ely



The Church of England  
Diocese of Ely

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Diocese of Ely,  
Ely, Cambridgeshire, CB7 4DX

We pray to be generous  
and visible people of Jesus Christ

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