

Budget 2017: Covering note

At a meeting of the Bishop's Council on 12th November the Directors of the Board of Finance reached a decision on the budget to be presented to the Diocesan Synod and the proposed budget is set out in the attached paper.

The proposal is different to the budget presented at the consultative meeting of the Synod held on 11th October and the changes reflect the outcomes of the consultation process.

- a) The main change is that the proposed budget includes no change to the net amount requested through the Parish Share system in 2017¹. Members may recall that the consultation began with a proposed +1.5% change, adjusted for the consultative Synod to a proposed +1.0% change and adjusted again in light of the consultation to **0%**.
- b) To achieve this change the Directors have: **(i)** agreed to remove the additional proposed post for Communications; **(ii)** increased the target for rental income from vacant properties; and **(iii)** drawn from the Mission Development Fund to resource most of the additional post within Inspired North East. This latter post been agreed on a **time limited** period.

In addition:

- c) In setting the allocation to the deaneries the Directors have proposed a different approach to Local Ecumenical Partnerships (LEPs) and have limited the amount of transitional funding and mutual support available to LEPs. The result is that the Parish Share request for LEPs is to increase by +10%.
- d) The Directors will carry out a thorough review of expenditure during the 2018 budget process in order that the 2018 budget, and beyond, will meet the diocesan strategic objectives.
- e) The Directors also considered the allocation of Parish Share for 2017 and, in light of the proposed changes set out in points *a* and *b* above they have proposed a cap to be applied to changes arising within the allocation of Parish Share of +2.5%.

The Directors of the Board of Finance have therefore proposed that:

- the Parish Share request for 2017 be held at £4,881,346
- the Parish Share increase in 2017 requested from each deanery does not exceed +2.5%

If you have a question or query about the attached paper and wish to raise your question or query before the meeting on 26th November please contact me on **07775 037 121** or e-mail **s.waddle@newcastle.anglican.org**

Shane Waddle

Diocesan Secretary, 17 November 2016

¹ The proposed budget is for the net parish share request to remain the same as 2016 recognising that the funding changes within the overall model do result in +/- changes to deanery allocations but the overall result is no change in the total requested.

Diocese of Newcastle: Diocesan Synod

Diocesan Board of Finance

Proposed Budget for 2017

This **proposed budget** is for the General (*Unrestricted*) Fund of the Newcastle Diocesan Board of Finance (NDBF). This is the fund through which many transactions are directed including the receipt of Parish Share contributions and the payment of clergy stipends, clergy housing costs and diocesan administration. The NDBF holds a number of designated, restricted and endowment funds which are not included in this draft budget. Figures for income and expenditure are shown gross.

The proposed budget for 2017 is presented to the Diocesan Synod for approval.

How this proposal was reached

1. The budget consultation for 2017 has included a meeting of Deanery Finance Officers (28 Sept) and a consultative meeting of the Diocesan Synod (11 Oct) together with meetings of the Bishop's Council, the Finance Group and the Bishop's Staff Team. The timetable for the budget consultation was as follows:

Date	Group	
Thursday 13 September	Finance Group	Budget shaping
Tuesday 20 September	Bishop's Council	Budget shaping
Wednesday 28 September	Deanery Finance Officers	Budget shaping
Thursday 29 September	The Bishop's Staff	Budget shaping
Tuesday 11 October	Finance Synod	Budget shaping
Wednesday 12 October	Finance Steering Group	Budget shaping
Wednesday 2 November	The Bishop's Staff	Budget shaping
Thursday 3 November	Finance Group	Decision making
Saturday 12 November	Bishop's Council	Decision making
Saturday 26 November	Diocesan Synod	Decision making

Key changes that arose in the consultation were:

- a **zero** change to the net Parish Share request
- a request that parishes will make a **100%** contribution to parish share
- total expenditure, including a transfer to the Strategic Mission Fund, is **£7,462,880** (2016 was £7,369,144)

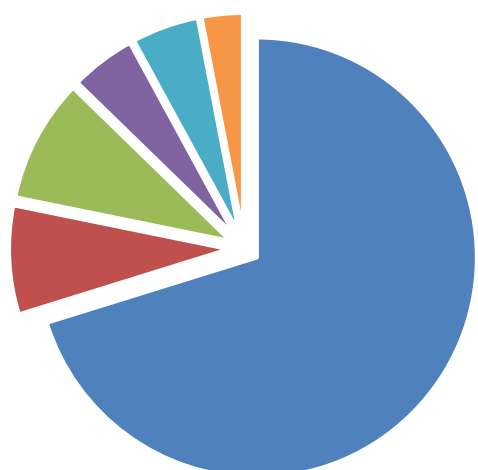
The table below sets out key income and expenditure and highlights the deficit we would have if we did not benefit from National Church funding.

	Draft Budget 2017	Budget 2016	Change	Change %
Net Parish Share Request ^A	4,881,346	4,881,346	0	0.00%
Other Income ^B	1,194,082	1,070,263	123,819	11.57%
TOTAL INCOME^{C (A+B)}	6,075,428	5,951,609	123,819	2.08%
Parish Ministry & Housing ^D	5,263,699	5,084,810	178,889	3.52%
Other Expenditure ^E	2,006,292	1,964,956	41,336	2.10%
Strategic Mission Fund ^F	217,238	319,378	-102,140	-31.98%
TOTAL EXPENDITURE^{G (D+E+F)}	7,487,229	7,369,144	118,085	1.60%
OUR PRIMARY DEFICIT IS^(C-G)	1,387,452	1,417,535	-30,083	
Income from the Archbishops' Council	1,387,452	1,417,535	-30,083	-2.12%
FINAL Deficit/Surplus	0	0		

Table illustrating key income and expenditure

2. Key points on expenditure include:

Expenditure: Draft Budget 2017



- Parish Ministry incl Housing
- Supporting Ministers
- Administration & Legal
- National Church
- Boards, Committees, Task Groups and grants
- Strategic Mission Fund

78.3% is for the support of parish ministry (including ministry costs, stipends, housing and supporting ministers)

9.2% resources the administration and legal costs

4.8% supports the work of the Archbishops' Council in meeting its national responsibilities (including ordination training)

4.8% of expenditure helps to resource the Board of Education, Lindisfarne Regional Training Partnership (LRTP), Task Groups, grants to regional partnerships (such as Ecumenical work with NECAT) as well as our own Boards and Committees

2.9% is for the Strategic Mission Fund to help resource new mission initiatives across the diocese in the future

Changes for 2017

a) **Parish Share:** This is the main source of income for the Board of Finance. For 2017 the Board has proposed to hold the net Parish Share request at the 2016 level. This proposal is an outcome of the budget consultation which recognised that the funding shift arising from the allocation of incoming resources from the National Church will result in many parishes experiencing increases to their 2016 Parish Share request.

Without the income from the *National Church (Archbishops’ Council)* the amount requested through the Parish Share system would be **£6,268,798**.

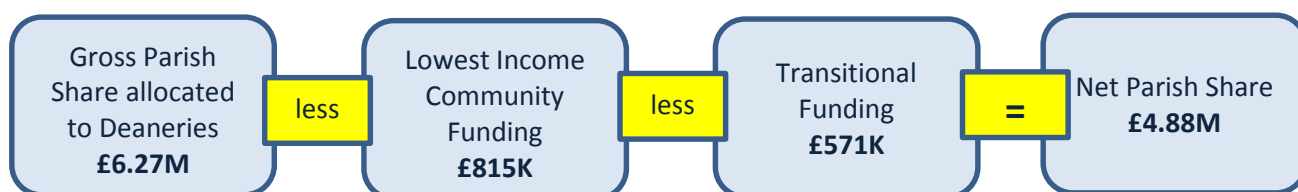
Therefore, the Board has proposed the net Parish Share request for 2017 be held at £4,881,346.

b) **National Church Funding:** As a result of the Church of England’s programme of **Renewal & Reform** (see www.churchofengland.org/renewal-reform.aspx) 2017 introduces changes to the way in which the *National Church* (the **Archbishops’ Council** and **Church Commissioners**) grant funding to dioceses. Our Diocese is recognised as a diocese with below average income per capita. As a result the Diocese is to be a recipient of the new **lowest income communities funding**. This new funding represents a significant reduction to the previous Selective Allocation. However, to help us to manage the change, the Diocese will benefit from **transitional funding**. For the triennium commencing 2017 the National Church funding is:

	2016	2017	2018	2019
Selective Allocation	£1,417,535	£0	£0	£0
Low Income Communities funding	£0	£815,870	£842,045	£868,900
Transitional funding	£0	£571,582	£517,941	£466,340
TOTALS	£1,417,535	£1,387,452	£1,359,986	£1,335,240

c) Application of National Church Funding

The new funding arrangements introduce a change of policy in the way that National Church funding is allocated. The allocation of Parish Share for 2017 has been adjusted to accommodate the policy change and allocation, as follows:



How is this different to previous years? In previous years the sum allocated to deaneries through the Parish Share system was the net Parish Share. This meant that all parishes benefited from the incoming Selective Allocation. The new funding must be used to target funding to defined parishes and the transition funding is used to help to smooth the changes for some of those no longer benefitting from the Selective Allocation.

A more detailed explanation is set out in **APPENDIX TWO** (see page 11).

d) **Updated data in the Parish Share System**

The formula used to allocate Parish Share to deaneries remains the formula agreed by the Diocesan Synod. This is weighted: (i) 70% towards parish income; (ii) 15% to attendance; and (iii) 15% to clergy points. Parish Share allocated to each deanery is re-worked every **three years**. In the intervening two years the inflation percentage figure for Parish Share is used to amend the total amount requested from each deanery.

2016 was the last year of the latest triennium using the statistics from 2010, 2011 and 2012. The deanery allocation for **2017** is based on the income and attendances for the years **2013, 2014 and 2015**.

The **proposed** apportionment of Parish Share to the deaneries is illustrated in **APPENDIX THREE** (see page 16).

New data, together with the change in the way funding is allocated within the model has caused some significant shifts to deanery allocations. As a result, it is proposed that increases are capped and that the cap is achieved through the distribution of transitional funding and mutual support between deaneries.

Therefore, the Board has proposed that the Parish Share increase requested from each deanery does not exceed +2.5%

NB: Local Ecumenical Projects (LEPs), of which we have three, are not included within this capped arrangement and the increase requested from LEPs is proposed at +10%. Proposed request in 2017 is £65,533 (2016 was £59,575).

e) **A transition budget for 2017**

In addition to the changes arising from *Renewal & Reform* the Diocese is in a period of transition. In the last twelve months the episcopal leadership has changed and the emerging goals to support a vision for *Growing Church Bringing Hope* need further shaping before they can be presented to Synod and then included in the budget.

As a result, through a thorough review of the budget, the 2018 budget and beyond will be aligned with our strategic objectives.

Therefore, the budget for 2017 is proposed as a transition into a new way of working but is not a fixed base for the next three years.

Other incoming resources

- f) **Clergy Fees:** NDBF receives a fee for services for weddings and funerals.

Budget 2017 +3.7% at £396K (2016 was £382K).

- g) **Chaplaincy Income:** We work in partnership with several institutions and contributions are received to help to fund the stipends of four of our clergy who work as chaplains. Two are based in the Newcastle Universities, one is the Police Chaplain and the fourth is a hospital chaplain.

Budget 2017 +0.8% at £72,550 (2016 was £71,950).

- h) **Rental Income:** NDBF receives rental income from its glebe assets and from parsonage houses (usually when there is an interregnum). Small contributions are also received from the partner organisations based at Church House (LRTP, Education and the Resources Centre) towards their occupancy costs.

Budget 2017 +16.3% at £188,365 (2016 was £161,900).

- i) **Investment Income:** Mainly dividends from our share investments with CCLA plus a relatively small amount of interest from deposits, bank accounts and loans to parishes.

Budget 2017 +2.8% at £118,000 (2016 was £114,810).

- j) **Grants:** We are confident that the Lord Crewe Charity will grant a further £120K in 2017. The Trustees ask us to ensure that the grant is used specifically to benefit our clergy and we link this to our expenditure on Clergy Counselling, Support for Clergy and to resource Continuing Ministerial Development expenditure. This budget line also includes another, smaller grant linked to the Houses budget, from Marshall's Charity and income from Heritage Lottery Funding (HLF) to help to fund the principal officer for Inspired North East.

Budget 2017 +19.5% at £171,464 (2016 was £143,500).

- k) **Other Income:** The largest amount within this heading is a grant from Winchester Diocese (£70,000). Winchester has generously provided support over many years and discussions are planned for autumn 2016 to explore the nature of future support from Winchester. Other sources of income include contributions from Newcastle Diocesan Society and Lindisfarne RTP towards staffing costs at Church House for support given by our Finance Team.

Budget 2017 -3.4% at £96,700 (2016 was £100,100)

EXPENDITURE

The **BUDGET** for **TOTAL SPEND** out of the **GENERAL FUND** in 2017 is **£7,269,991**.

Detailed line-by-line expenditure is included at **APPENDIX FOUR**.

The Board of Finance (NDBF) funds **35** posts across a range of activities.

Areas of work	Posts	2017 FTE	2016 FTE	Change
Diocesan Secretary	1	1.00	1.00	0.00
Finance & Accounting	3	2.60	2.80	-0.20
Administration/Reception	4	3.12	3.48	-0.36
DMPC & DAC	2	1.60	1.60	0.00
Property	2	2.00	2.00	0.00
Safeguarding ¹	2	0.77	0.56	+0.21
Human Resources	2	1.00	1.00	0.00
Stewardship ² & Parish Giving	2	2.00	2.00	0.00
Inspired North East ³	2	1.30	1.00	+0.30
Communications	1	1.00	1.20	-0.20
Children & Youth	3	1.67	1.67	0.00
Local Evangelism	1	1.00	1.00	0.00
Partners (PICA)	1	0.33	0.33	0.00
Church in Society ⁴	1	0.50	0.50	0.00
Continuing Ministerial Development ⁵	1	0.50	0.50	0.00
Pastoral Care and Counselling ⁵	1	1.00	1.00	0.00
Local Ministry Development ⁶	1	1.00	1.00	0.00
Vocations ⁷	1	0.60	0.60	0.00
Interfaith & Ethnic Relations	1	0.53	0.53	0.00
Spirituality	1	0.33	0.50	-0.17
Rural Affairs	1	0.33	0.33	0.00
Caretaker	1	1.00	1.00	0.00
Totals	35	24.68	25.60	-0.92

Notes to the above

- 1 Additional capacity within Safeguarding is through consultancy and access to administration
- 2 Project Manager for Developing Stewardship is a two year post (from Aug 16) funded through Allchurches Trust grant funding (EIG)
- 3 Heritage Lottery Funding resources 0.64 of one FTE post.
- 4 Funding for Church in Society was made available for five years to June 2016 from the Mission Development Fund. Funding going forward is direct from Parish Share.
- 5 These posts are resourced from grants made available from Lord Crewe Trustees
- 6 This post was resourced from Mission Development Funding for a fixed term for five years and due to end in May 2017
- 7 Associate Director of Ordinands (part-time) added Sept 2016. The Director of Ordinands (part-time) is currently resourced from the Bishop of Newcastle's budget

Parish Ministry Expenditure: +4.34%

Total budget for Parish Ministry is £4,628,236 (2016 budget was £4,435,619)

Comprised of

Clergy Stipends	109.0 FTE stipends within budget
Archdeacons	2.0 FTE
Associate Director of Ordinands	0.6 FTE
Chaplains (universities and police)	2.5 FTE
Administrative Support	1.0 FTE
TOTAL RESOURCE	115.1 FTE (2016 was 115.5 FTE)

Parish Ministry forms the largest proportion of the budget of which 91% is used to resource the direct costs of clergy and chaplains (stipends/salary, employers' national insurance and pension contributions):

- *The budget has provision to accommodate an uplift to the diocesan stipend of up to 1.5% with effect from 1 April 2017 (the current stipend is **£24,620 p.a.**).*
- *It is estimated that the cost, nationally, of providing a clergy pension for a cleric who is full-time will increase from £9,275 p.a. to **£9,353 p.a.** on 1 April 2017.*

The remaining 9% is used to resource relocation costs, provide curates' housing (for example, we often rent accommodation to house curates in training posts of which the average rent is £10,080p.a.), support to ordinands, support to vacant parishes, readers' costs and for certain working expenses. New items within this area for 2017 include the additional resource for vocations (Associate Director of Ordinands), training for lay development, an increase to the amount made available to resource deaneries (equivalent to £1K per deanery) and the implementation of the Parish Giving Scheme.

Housing & Glebe Expenditure: +1.7%

Total budget for Housing & Glebe is £629,682 (2016 budget was £619,191)

Staffing

Property Manager	1.0 FTE
Administrative Support	1.0 FTE
TOTAL RESOURCE	2.0 FTE for 2 paid posts (2016 was 2.0 FTE)

The bulk of the expenditure, **£508,088**, is for the maintenance, repair and insurance of **153** properties (equivalent to £3,320 per property). These are parsonages, team vicarages and diocesan houses. The balance of **£121K** covers staffing and IT, council tax and water charges for some diocesan houses, glebe costs and other miscellaneous items.

Supporting Ministry Expenditure: +3.1%

Total cost for Supporting Ministry is £581,033 (2016 budget was £563,653)

Staffing

Supporting Ministers	10.0 FTE
Administrative Support	0.6 FTE
TOTAL RESOURCE	10.6 FTE for 17 paid posts (2016 was 10.9FTE)

New items for 2017 include additional, time limited, part-time support for Inspired North East as well as including activity costs within Evangelism and Children & Youth (previously included under Task Groups). Resourcing for one post, Local Ministry Development (LMD), was for an agreed five year period which comes to an end in 2017. Working expenses for all officers and on costs for Council Tax and Water Charges for those posts with provided housing are included within the budget.

An additional post in Communications was included in the budget consultation but this proposal will not be taken forward at this time.

New work in 2017 resourced from legacy and trust funding includes a three day Leading Your Church into Growth (LYCiG) conference for 20 parishes (clergy and lay representation). The work will be delivered by our officers for Evangelism and Continuing Ministerial Development.

Administration & Legal Expenditure: +9.64%

Total budget for Administration & Legal is £687,509 (2016 budget was £627,087)

Staffing

Diocesan Secretary	1.0 FTE
Other Staff	9.1 FTE
Caretaker	1.0 FTE
TOTAL RESOURCE	11.1 FTE for 14 paid posts (2016 was 9.9 FTE)

The Administration budget includes the following areas:

- Staff employed by the Board of Finance, travel and training
- Legal and Statutory, costs including the cost of the Diocesan Registry

- Safeguarding costs (increased for 2017)
- Phone, postage, printing and stationery
- Annual audit, depreciation and miscellaneous
- IT costs
- Heating, lighting, cleaning and garden upkeep at Church House
- Church House repairs, maintenance, insurance and council tax
- Changes from the 2016 budget include the Project Manager for Developing Stewardship (1.0FTE on a two-year contract) to take forward emerging strategy for stewardship and funded from a grant from Allchurches Trust (EIG).

Other NDBF Expenditure: Grants & Allocations

Task Groups (Evangelism & Children & Youth moved to respective budget lines)	£ 15,000
Lindisfarne Regional Training Partnership (grant)	£ 105,300
Newcastle Diocesan Education Board (grant)	£ 152,250
Boards and Committees	£ 25,900
Grants and Allocations (discretionary)	£ 61,100
Our contribution to National Church activities (-1.2%)	£ 359,084

NOTES on GRANTS & ALLOCATIONS (-9.38% on 2016 budget)

A number of grants to institutions are recognised within the various expenditure figures shown above (NB: figures are rounded for this briefing).

- **£152K (+1.5%) to Newcastle Diocesan Education Board (NDEB)** (2016 was £150K). The Joint Education Team (JET) is a joint-working agreement between the Dioceses of Durham and Newcastle. Each diocese pays 50% of the joint-working costs. JET is based at Church House, North Shields and an outworking of this is that the NDEB also receives support with Human Resources, Communications and Finance all of which are funded by the NDBF. The NDEB budget for 2017 has a deficit of circa £26K which will be funded from NDEB reserves.
- **£105.3K (-4.7%) to Lindisfarne Regional Training Partnership (LRTP)** (2016 was £110.5K) The Dioceses of Durham and Newcastle work in partnership with LRTP and resource a significant proportion of the LRTP running costs. The NDBF provides additional resource to LRTP due to the fact that the Training Partnership is located at Church House, North Shields.
- **£30K (-12.3%) to Benwell Christian Shop (Cornerstone)** (2016 was £34K) This is a grant towards the manager's salary. This sum was previously included within Parish Ministry and our clergy stipends figure (the post was recognised within

the Newcastle West Deanery clergy numbers). The grant appears here because Cornerstone is an independent charity. (*The aims of the Cornerstone charity are to advance the Christian religion for the benefit of local inhabitants.*)

- **£12.5K (-16.67%) to Shepherds Dene Retreat House** (2016 was £15K): towards the running costs of the Retreat House.
- **£9K (no change) to North East Churches Acting Together (NECAT)** (2016 was £9K) - NECAT advances the Christian religion and promotes the churches' mission in North East England for the benefit of church members, local churches, the wider church and the public generally through identifying opportunities for prayer and worship.
- **£4K (no change) to St Nicholas Cathedral** (2016 was £4K) support towards costs for hosting diocesan services (such as the Ordination Service). Note: the Board of Finance also funds the stipend, on costs and expenses of the Canon Evangelist (the Revd Canon John Sinclair).
- **£3K (no change) to Alnmouth Friary** (2016 was £3K) towards the running costs of the Friary.
- **£2.6K (no change) to the Northumbrian Industrial Mission (NIM)**. (2016 budget was £2.2K net, latest shown gross) NIM organises the activities of three chaplains and 36 associate chaplains who engage directly with people in places of work.

TRANSFERS INWARDS from other FUNDS: £151K in 2017

- To help to resource various activities, the budget includes £151,003 as income transferred into the NDBF General Fund from the **Mission Development Fund**, the **EIG Fund** and the **Partners Fund** (PICA).

Allocation of Parish Share to Deaneries and National Church Funding

Introduction

1. The National Church has confirmed the quantum of funding available during the period 2017 to 2019 which the Archbishops' Council will be distributing from the funds managed by the Church Commissioners. Under the Renewal & Reform Resourcing the Future proposals the existing streams of 'Darlow' (Selective Allocation) funding and the Mission Development Funding will cease at the end of 2016. From January 2017 the amount of funding available for distribution to dioceses will be split 50:50 between:
 - **Lowest Income Communities Funding** (*allocated to dioceses by a formula to support mission in such communities*); and
 - **Strategic Development Funding**¹ (*for which dioceses may apply to help them invest in new growth opportunities*)
2. The shift to this 50:50 split together with the introduction of a new formula inevitably results in significant changes to some dioceses' funding compared to the existing arrangements. Therefore, the Archbishops' Council has agreed transition arrangements which are expected to last until 2025 to ensure the changes are made without unmanageable impact.
3. For Newcastle the position is as follows:

	2017	2018	2019
Low Income Communities funding	£815,870	£842,045	£868,900
Transitional funding	£571,582	£517,941	£466,340
TOTALS	£1,387,452	£1,359,986	£1,335,240

Peer Review

4. The new funding arrangements include the introduction of a Peer Review Process. The Peer Review seeks to ensure mutual accountability over how resources are being used and to facilitate shared learning between dioceses about their plans for mission, evangelism and discipleship.
5. The funding for the support and development of mission in the poorest communities is being distributed between dioceses on the basis of an objective means of allocation (*the new formula for Lowest Income Communities Funding*). It is for dioceses to decide how they distribute their funding in line with its purpose (and the legal obligations governing it). The Peer Review process started in 2016 and each diocesan leadership team will be asked to present their plans for the use of their funding, the anticipated outcomes and how these will be monitored.
6. Over time (at regular intervals), the peer review team will return to discuss with the leadership team how the funding for mission in the lowest income communities has been used and its impact. This will touch on:

¹ The Diocese of Newcastle is yet to make an application to the Strategic Development Fund. However, work carried out between June-November 2016 has included consultancy resourced from the **Strategic Capacity Fund**. The Church Commissioners granted financial support from this fund to help the Bishop and her Staff Team to develop the strategic vision and goals. The consultants were engaged by the Church Commissioners.

- **Evidence** provided by the diocese that it has spent its funding on mission in its poorest communities (e.g. areas where personal incomes are in the bottom quartile, parishes with highest levels of deprivation, areas of high unemployment, rural poverty etc.).
 - **Evidence** that the funding has helped to develop the mission and financial sustainability of the churches it has supported – and advance the overall strength of the diocese.
 - An **assessment** of the impact of any strategic development funding the diocese has received.
 - **Future plans** for the use of national funds.
 - **The capacity** of the diocese to deliver its mission and growth plans.
7. The main purpose of the review is to share learning (both ways) about the Church’s mission and its resourcing. The review will not normally impact on the quantum of funding allocated to dioceses. A review team may identify some concerns about a diocese (e.g. in relation to its financial health) which could prompt additional national Church assistance. Should the peer review team have very serious concerns about a diocese’s use of funding, the review team may recommend to the Council that some or all of it is withheld until the issues are resolved.
8. The first Peer Review for our Diocese is scheduled to take place on **1 December 2016**

Application of the Lowest Income Communities Fund

9. The distribution of the Lowest Income Communities Fund (*for ease of reference this is sometimes referred to as LICF within the remaining parts of this paper*) uses the Indices of Multiple Deprivation (IMD) 2015², a recognised measure, to help to identify parishes that will receive support from the fund. The the overall IMD score for each parish comprises the following domains:

- Income Deprivation
- Employment Deprivation
- Education, Skills and Training Deprivation
- Health Deprivation and Disability
- Crime
- Barriers to Housing and Services
- Living environment Deprivation

Each of the domains is based on a basket of indicators and the overall IMD score combines information from the seven domains.

10. The draft budget recommended that the incoming LICF grant be split as follows:
- **90%** to be applied to the parishes within the 15% most deprived neighbourhoods of England using the overall IMD score; and
 - **10%** to be applied to parishes within the 15% most deprived neighbourhoods using a geographical measure where the population of a deanery residing in those areas exceeds 15% of the deanery population.

11. For 2017 this would result in a split as follows:

£734,283	to parishes falling within top 15% of most deprived areas (34 parishes)
£81,587	to parishes with geographical deprivation (23 parishes)
£815,870	Total Lowest Income Communities Funding in 2017

²https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/465791/English_Indices_of_Deprivation_2015_-_Statistical_Release.pdf

12. The modelling thus far is to target support based on where the parish is ranked in terms of deprivation and the population of the parish.

Mission and Growth

13. The Strategic Development Group considered the measures to help beneficiaries of the Lowest Income Communities Funding to with the **Mission Action Planning (MAP)** process to demonstrate impact within their communities which support **spiritual, numerical and missional** growth by:

- Introducing transparency about the way in which the parish ministry is resourced including the amount of support from the National Church
- MAP agreed by PCC in consultation with 'adviser' with the process including: (i) reflection of diocesan strategy; (ii) smart objectives; (iii) growth-defined
- MAPS to be reviewed regularly with learning shared and celebrated

Proposed Apportionment of Parish Share to Deaneries

14. **APPENDIX THREE** sets out a proposed distribution. The modelling in the proposal uses four steps to set out the distribution.

- **STEP 1** distributes the gross Parish Share
This is the amount that would be requested without the funding we receive from the National Church.
- **STEP 2** allocates the lowest income communities funding
These are the amounts set out in **APPENDIX TWO** (tables on the next pages) for each parish which are added together to reach a figure for the amount of funding applied to the most deprived parishes within the deanery.
- **STEP 3** allocates transitional funding
This funding is to help us move to the new funding arrangements and has been applied to limit the increase to the Parish Share request for the deanery. The amount is not a per capita sum but an amount to ensure deanery increases are limited by as much as the funding will allow.
- **STEP 4** a capping mechanism
Transitional funding helps to limit the increase and the introduction of capping provides for some mutual support between the deaneries with the effect of limiting (capping) the change to the Parish Share request at +2.5%. This step was supported during the budget consultation.

APPENDIX TWO

Lowest Income Communities Funding recipients (90% of available funding)

The table below lists the parishes falling within the **top 15% most deprived areas of England** (Indices of Multiple Deprivation 2015). There are 12599 parishes in England. The parish ranked 1 is most deprived and the parish ranked 12599 is least deprived. The weighted allocation in the table provides a higher allocation per head of population to the most deprived areas.

The weighted allocation is the amount of national funding that is proposed to be applied towards the cost of ministry in the relevant parish. **This is a transparent amount and together with contributions from the parish in the form of Parish Share, the mission and ministry within the parish is resourced and supported.**

The latest Adding Value publication (see www.newcastle.anglican.org/mission-and-ministry/parish-resources.aspx) has an estimated cost of resourcing full-time ministry at £48,854.

Parish	Deanery	Parish Population	IMD_ rank	Weighted Allocation from Lowest Income Communities Funding 2017 (£734,283)	Weighted allocation per head of population
ELSWICK ST STEPHEN & ST PAUL	West	5,372	30	£ 19,763	£ 3.68
BYKER: ST ANTHONY	East	5,563	55	£ 20,151	£ 3.62
BYKER: ST MICHAEL WITH ST LAWRENCE	East	5,174	75	£ 18,447	£ 3.57
BYKER: ST MARTIN	East	4,921	111	£ 17,267	£ 3.51
NEWCASTLE: ST MATTHEW & ST MARY	West	1,447	137	£ 4,995	£ 3.45
BENWELL AND SCOTSWOOD TEAM	West	20,088	250	£ 68,214	£ 3.40
COWGATE: ST PETER	West	8,450	260	£ 28,216	£ 3.34
WALKER : CHRIST CHURCH	East	9,525	269	£ 31,266	£ 3.28
TYNEMOUTH, PERCY: ST JOHN	Tynemouth	9,652	270	£ 31,136	£ 3.23
BLYTH: ST MARY	Bedlington	9,127	379	£ 28,926	£ 3.17
NEWBIGGIN HALL: ST WILFRID	West	9,057	518	£ 28,193	£ 3.11
NEWCASTLE: ST PHILIP and ST AUGUSTINE	West	8,507	556	£ 26,000	£ 3.06
WOODHORN w NEWBIGGIN: ST BARTHOLOMEW	Morpeth	6,318	596	£ 18,951	£ 3.00
SEATON HIRST ST JOHN & ST ANDREW	Morpeth	18,578	691	£ 52,571	£ 2.83
NEWCASTLE: ST ANN	Central	1,836	726	£ 5,091	£ 2.77
CAMBOIS: ST PETER*	Bedlington	947	876	£ 2,572	£ 2.72
BYKER: ST SILAS	East	6,263	907	£ 16,659	£ 2.66
WALLSEND: ST LUKE	Tynemouth	9,256	950	£ 24,098	£ 2.60
KENTON: THE ASCENSION	Central	12,490	1000	£ 31,809	£ 2.55
HORTON: ST MARY VIRGIN	Bedlington	6,990	1012	£ 17,406	£ 2.49
BYKER ST MARK & WALKERGATE ST OSWALD	East	7,219	1030	£ 17,567	£ 2.43
DENTON: HOLY SPIRIT	West	11,716	1086	£ 27,848	£ 2.38
SLEEKBURN: ST JOHN*	Bedlington	7,295	1161	£ 16,928	£ 2.32
SUGLEY: HOLY SAVIOUR	West	7,612	1182	£ 17,233	£ 2.26
CHEVINGTON: ST JOHN THE DIVINE	Alnwick	4,200	1212	£ 9,270	£ 2.21
NEWCASTLE: ST JOHN THE BAPTIST	Central	1,952	1252	£ 4,310	£ 2.21
WILLINGTON TEAM: ST MARY THE VIRGIN	Tynemouth	23,700	1423	£ 50,970	£ 2.15
NEWSHAM: ST BEDE	Bedlington	9,791	1503	£ 20,502	£ 2.09
BILLY MILL	Tynemouth	7,783	1522	£ 15,858	£ 2.04
BALKWELL: ST PETER	Tynemouth	7,558	1566	£ 14,972	£ 1.98
WEETSLADE	Bedlington	8,693	1688	£ 16,727	£ 1.92
FAWDON	Central	4,850	1712	£ 9,058	£ 1.87
CRESSWELL & LYNEMOUTH	Morpeth	4,354	1754	£ 7,887	£ 1.81
NEWCASTLE: HOLY CROSS	West	7,650	1857	£ 13,422	£ 1.75
		<u>273,934</u>		£ 734,283	

APPENDIX TWO

Lowest Income Communities Funding; rural area recipients (10% of available funding)

The parishes listed below are the rural parishes that will benefit from the allocation of Lowest Income Communities Funding for rural areas.

This distribution is set out in paragraph 9 above. This distribution is targeted where the percentage of a deanery population living with a geographical deprivation exceeds more than 15%.

Parishes within three deaneries benefit from this distribution:

- Bellingham
- Bamburgh & Glendale; and
- Norham

Parish	Deanery	Population	IMD Geographic al ranking	Non weighted allocation	per capita
ILDERTON: ST MICHAEL	Bamburgh Glendale	132	12	£ 1,084.10	£ 8.21
INGRAM: ST MICHAEL	Bamburgh Glendale	130	12	£ 1,067.68	£ 8.21
BRANXTON : ST PAUL	Norham	173	12	£ 1,420.83	£ 8.21
CARHAM : ST CUTHBERT	Norham	242	12	£ 1,987.52	£ 8.21
EGLINGHAM: ST MAURICE	Bamburgh Glendale	591	16	£ 4,853.83	£ 8.21
FALSTONE WITH GREYSTEAD AND THORNEYBURN	Bellingham	615	20	£ 5,050.94	£ 8.21
HORSLEY WITH BYRNESS	Bellingham	332	20	£ 2,726.68	£ 8.21
OTTERBURN: ST JOHN THE EVANGELIST	Bellingham	658	20	£ 5,404.09	£ 8.21
CHATTON WITH CHILLINGHAM	Bamburgh Glendale	411	27	£ 3,375.50	£ 8.21
CORNHILL : ST HELEN	Norham	340	131	£ 2,792.39	£ 8.21
NORHAM: ST CUTHBERT	Norham	1,381	131	£ 11,342.02	£ 8.21
SOUTH CHARLTON: ST JAMES	Bamburgh Glendale	132	160	£ 1,084.10	£ 8.21
ELSDON: ST CUTHBERT	Bellingham	270	170	£ 2,217.48	£ 8.21
CHOLLERTON: ST GILES	Bellingham	771	181	£ 6,332.15	£ 8.21
KIRKNEWTON: ST GREGORY	Bamburgh Glendale	625	278	£ 5,133.07	£ 8.21
ELLINGHAM: ST MAURICE	Bamburgh Glendale	322	563	£ 2,644.56	£ 8.21
ANCROFT : ST ANNE	Norham	385	692	£ 3,161.97	£ 8.21
HOLY ISLAND : ST MARY THE VIRGIN	Norham	180	692	£ 1,478.32	£ 8.21
SCREMERSTON : ST PETER	Norham	580	1080	£ 4,763.49	£ 8.21
BEADNELL: ST EBBA	Bamburgh Glendale	490	1192	£ 4,024.32	£ 8.21
BIRTLEY: ST GILES	Bellingham	239	1322	£ 1,962.88	£ 8.21
SIMONBURN	Bellingham	196	1366	£ 1,609.73	£ 8.21
WARK: ST MICHAEL	Bellingham	739	1366	£ 6,069.34	£ 8.21
				£ 81,587.00	

APPENDIX THREE

	STEP 1	STEP 2				STEP 3			STEP 4			
	starting point	Allocation of lowest income communities funding				allocating transition funding			agreeing some mutual support (capping) across deaneries			
Deanery	Total Share Allocation without National Church Funding	£734,285	£81,587			£571,582						
		lowest income communities funding (see Appendix 2)	Rural Allocation from low income communities (see Appendix 2)	Parish Share request 2017 pre transition funding	Change to 2016 Parish Share request	Transition funding	Parish Share request 2017 net of transition funding	Change to 2016 Parish Share request	Mutual Support between deaneries to limit deanery increase	Parish Share request 2017 net of all national funding and mutual support	Change to 2016 Parish Share request in cash terms	Change to 2016 Parish Share request as a %
	A	B	C	D	E	F	G	H	I	J	K	L
Bedlington	514,264	103,061		411,203	-6.3%	0	411,203	-6.3%	12,676	423,879	-15,030	-3.4%
Newcastle Central	1,021,135	50,268		970,867	24.2%	148,795	822,072	5.1%	-20,623	801,449	19,548	2.5%
Newcastle East	380,607	121,357		259,250	-16.5%	0	259,250	-16.5%	23,433	282,683	-27,787	-8.9%
Newcastle West	649,670	233,884		415,786	-16.6%	0	415,786	-16.6%	37,770	453,556	-44,784	-9.0%
Tynemouth	809,633	137,034		672,599	1.3%	0	672,599	1.3%	0	672,599	8,884	1.3%
Bellingham	168,467	0	31,373	137,094	3.0%	0	137,094	3.0%	-628	136,466	3,328	2.5%
Corbridge	469,130	0		469,130	21.4%	62,886	406,244	5.1%	-10,191	396,053	9,660	2.5%
Hexham	428,085	0		428,085	35.5%	95,940	332,145	5.1%	-8,333	323,812	7,898	2.5%
Alnwick	580,089	9,270		570,779	37.6%	134,540	436,239	5.1%	-10,944	425,295	10,373	2.5%
Bamburgh & Glendale	261,767	0	23,268	238,499	13.2%	16,958	221,541	5.1%	-5,558	215,983	5,268	2.5%
Morpeth	587,405	79,409		507,996	9.0%	17,982	490,014	5.1%	-12,293	477,721	11,652	2.5%
Norham	291,653	0	26,946	264,707	31.5%	53,081	211,626	5.1%	-5,309	206,317	5,032	2.5%
LEPs	106,933	0		106,933	79.5%	41,400	65,533	5.1%	0	65,533	5,958	10.0%
	6,268,798	734,283	81,587	5,452,928	11.7%	571,582	4,881,346	0%	0	4,881,346	0	0%

There are four steps to the proposed distribution set out in the table above

STEP 1 Calculates the parish share distribution using existing Parish Share methodology without National Church Funding

STEP 2 Reduces the parish share by the amount of lowest income communities funding allocated to parishes identified within a deanery (see APPENDIX 2)

STEP 3 Limits the increase to Parish Share by allocating transition funding which results in a maximum deanery change of 5.1%.

STEP 4 Introduces a degree of mutual support between the deaneries by limiting the reduction to Parish Share to lessen the impact of the funding changes for other deaneries.

The result, in this proposal, is that the overall request to a Deanery is capped at a maximum of 2.5%. The overall change to Parish Share from 2016 to 2017 is 0%

NEWCASTLE DIOCESAN BOARD OF FINANCE

BUDGET 2017 - 2019

VERSION

printed on
11/11/2016

SUMMARY

	ACTUALS 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £	BUDGET 2019 £
INCOME					
Parish share requested	4,797,392	4,881,346	4,881,346	4,978,973	5,078,552
Parish Share Shortfall	(380,696)	-	-	-	-
PARISH SHARE RECEIVED	4,416,696	4,881,346	4,881,346	4,978,973	5,078,552
Parish Share Percentage	92.1%	100.0%	100.0%	100.0%	100.0%
Archbishops' Council Allocation	1,433,408	1,417,535	1,387,452	1,359,986	1,335,240
Occasional Office Fees received	413,421	382,000	396,000	399,960	403,960
Chaplaincy income	61,484	71,950	72,550	73,230	73,922
Glebe Rental Inc & Church Ho Rental Contribs	52,133	53,000	60,000	60,960	61,937
Parsonages Lettings income	122,151	108,900	128,365	130,932	133,551
Interest/Dividends received	115,581	114,810	118,000	119,710	121,448
Grants:					
Lord Crewe's Charity	120,000	120,000	120,000	120,000	120,000
Other grants	52,602	23,500	51,464	52,343	53,240
Other income received:					
Other Income	100,373	100,100	96,700	64,418	27,138
Total income received	6,887,849	7,273,141	7,311,877	7,360,512	7,408,988
EXPENDITURE					
Parish ministry costs	4,383,274	4,435,619	4,628,236	4,690,835	4,780,491
Housing & Glebe costs	545,848	619,191	629,682	643,230	658,307
Supporting Ministers	502,675	563,653	581,033	566,256	577,645
Task groups	22,018	30,000	15,000	15,000	15,000
Lindisfarne contribution	102,966	110,544	105,300	107,406	109,554
Education contribution	120,000	150,000	152,250	156,056	159,958
Other Boards and committees	77,996	87,811	87,000	82,518	78,046
Administration and Legal	593,863	627,087	688,057	695,298	659,918
National Responsibilities	351,196	363,469	359,084	366,266	373,591
Lay Staff Pension Deficit	(61,028)	62,392	-	-	-
Total expenditure	6,638,808	7,049,766	7,245,642	7,322,865	7,412,509
TRANSFERS					
In - Mission Development Fund	70,583	79,000	62,000	40,000	-
In - Partners	16,649	17,003	17,003	17,243	17,488
In - EIG Fund	-	-	72,000	40,000	10,000
In - Bequest Fund 1	4,554	-	-	-	-
Out - Strategic Mission Fund	-	(319,378)	(217,238)	(134,890)	(23,967)
Out - Clergy Pensions adjustment	-	-	-	-	-
Total transfers	91,786	(223,375)	(66,235)	(37,647)	3,521
(DEFICIT)/SURPLUS	340,827	-	0	0	(0)

NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2017 - 2019

PARISH MINISTRY

	ACTUALS 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £	BUDGET 2019 £
INCOME					
Archbishops' Lowest Inc. Comm. Funding	(1,433,408)	(1,417,535)	(815,870)	(842,045)	(868,900)
Archbishops' Transitional	-	-	(571,582)	(517,941)	(466,340)
Winchester Diocese	(69,770)	(70,500)	(70,000)	(37,500)	0
Stipends Dividends	(51,581)	(51,600)	(53,000)	(54,060)	(55,141)
Guaranteed Annuities	(2,825)	(2,800)	(2,800)	(2,800)	(2,800)
Clergy Fees	(413,421)	(382,000)	(396,000)	(399,960)	(403,960)
Part Time Chaplaincies	(12,817)	(11,250)	(11,250)	(11,250)	(11,250)
Grant for N/cle Uni Chaplain	(17,412)	(17,500)	(17,800)	(18,156)	(18,519)
Grant for N/bria Uni Chaplain	(18,755)	(18,200)	(18,500)	(18,824)	(19,153)
Grant for Police Chaplain	(12,500)	(25,000)	(25,000)	(25,000)	(25,000)
Trust Funds	(2,501)	(2,000)	(2,000)	(2,000)	(2,000)
Ordination Training Income	(4,196)	(4,200)	(4,200)	(4,242)	(4,284)
	(2,039,186)	(2,002,585)	(1,988,002)	(1,933,778)	(1,877,348)

PARISH MINISTRY		ACTUALS	BUDGET	BUDGET	BUDGET	BUDGET
		2015	2016	2017	2018	2019
		£	£	£	£	£
EXPENDITURE						
PARISH MINISTRY: STIPENDS & EXPENSES						
Parish Clergy (incl Archdeacons)		3,956,871	3,985,166	3,558,150	3,629,313	3,701,899
Other Clergy (Training posts)				509,740	519,935	530,333
Apprenticeship Levy		-	-	15,000	15,300	15,606
STIPENDS (INCLUDING ONCOSTS)		3,956,871	3,985,166	4,082,890	4,164,548	4,247,839
Vacant Parishes & Locums		13,180	16,000	16,000	16,320	16,646
Relocation Grants & Expenses		83,923	90,000	90,000	91,800	93,636
Readers' Costs		8,200	8,400	8,600	8,772	8,947
Curates Housing		70,078	58,000	80,000	80,000	80,000
Curates Housing Assistance		12,098	8,000	10,000	10,200	10,404
STIPENDS PLUS RELATED COSTS		4,144,350	4,165,566	4,287,490	4,371,640	4,457,473
Newcastle Uni Chaplain (1.0 FTE)		35,804	39,603	39,922	40,720	41,535
Northumbria Uni Chaplain (1.0 FTE)		37,231	39,776	40,162	40,965	41,785
Police Chaplain (0.5 FTE)		18,938	22,502	22,454	22,903	23,361
Voluntary Chaplains		2,218	3,000	4,000	4,080	4,162
CHAPLAINCY COSTS		94,191	104,881	106,538	108,669	110,842
Archdeacons' Expenses		21,496	20,000	21,800	22,236	22,681
Archdeacons - Secretarial (1.0 FTE)		25,015	25,522	26,103	26,625	27,158
Area Deans expenses		5,210	5,000	5,500	5,610	5,722
Widows Officer			400	350	357	364
Adviser Women's Ministry		824	800	800	816	832
Bishop's Visitor		399	550	500	510	520
OTHER STIPENDS & EXPENSES		52,944	52,272	55,053	56,154	57,277
Associate Director of Ordinands (0.6 FTE) Expenses		-	-	22,255	22,700	23,154
Support for Ordinands		2,836	3,900	3,600	3,672	3,745
		84,710	100,000	100,000	100,000	100,000
ORDINATION & SELECTION TRAINING		87,546	103,900	125,855	126,372	126,900
Initial Contribution to Parish Giving Scheme		-	-	20,000	-	-
Subscription to Parish Giving Scheme		-	-	12,000	12,000	12,000
Resourcing Deaneries		4,243	9,000	12,000	12,000	12,000
Lay Development & Adult Education		-	-	9,300	4,000	4,000
OTHER EXPENDITURE		4,243	9,000	53,300	28,000	28,000
TOTAL EXPENDITURE		4,383,274	4,435,619	4,628,236	4,690,835	4,780,491

NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2017 - 2019

HOUSES & GLEBE

	ACTUALS 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £	BUDGET 2019 £
INCOME					
Rent from Leasing of Properties	(122,151)	(108,900)	(128,365)	(130,932)	(133,551)
Rent from Glebe	(35,410)	(36,000)	(36,000)	(36,720)	(37,454)
Marshall's Charity	(7,720)	(7,500)	(7,500)	(7,500)	(7,500)
INCOME	(165,281)	(152,400)	(171,865)	(175,152)	(178,505)
LETTINGS					
Rental costs	8,572	9,225	6,000	6,150	6,304
LETTINGS	8,572	9,225	6,000	6,150	6,304
GLEBE PROPERTY MAINTENANCE COSTS					
Glebe Administration	18,902	14,350	14,709	15,077	15,454
GLEBE PROPERTY MAINTENANCE COSTS	18,902	14,350	14,709	15,077	15,454
PLANNED MAINTENANCE PROGRAMME					
Quinquennial Inspections & Repairs	108,496	157,439	167,326	171,509	175,797
OTHER PLANNED WORK					
Planned Building Maintenance	45,515	35,537	36,425	37,336	38,269
Annual Servicing Agreements	43,245	42,201	43,256	44,337	45,446
Routine Repairs / Improvements					
General Improvements					
Consultancy Fees	9,431	4,730	5,916	6,064	6,215
Ingoing Works (incl. Leased Properties)	43,215	61,846	58,800	60,270	61,777
GRANTS					
Archdeacons' Assessment	4,010	16,637	16,913	17,336	17,769
Decoration	5,910	17,649	16,730	17,148	17,577
INSURANCE & OTHER COSTS					
Insurance Premiums	55,286	59,000	60,000	60,000	61,200
Water Rates & Council Tax	23,922	16,840	13,000	13,325	13,658
Interregnum	8,014	4,569	8,139	8,342	8,551
Miscellaneous	6,659	9,000	9,000	9,000	9,000
PLANNED MAINTENANCE PROGRAMME	353,703	425,448	435,505	444,668	455,259
REACTIVE REPAIRS					
Repairs	73,955	77,642	79,583	81,573	83,612
REACTIVE REPAIRS	73,955	77,642	79,583	81,573	83,612
ADMINISTRATION					
Property - Salaries & Oncosts (2.0 FTE)	80,935	82,476	83,734	85,409	87,117
Expenses	4,758	4,050	4,151	4,234	4,319
IT Expenditure - Propman etc.	5,023	6,000	6,000	6,120	6,242
ADMINISTRATION	90,716	92,526	93,885	95,763	97,678
TOTAL EXPENDITURE	545,848	619,191	629,682	643,230	658,307

NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2017 - 2019

SUPPORTING MINISTERS

	ACTUALS 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £	BUDGET 2019 £
INCOME					
Activity income - Communications	(1,763)	(1,000)	(100)	(100)	(100)
Lord Crewe's Charity	(120,000)	(120,000)	(120,000)	(120,000)	(120,000)
Inspired North East	(44,882)	(16,000)	(43,964)	(44,843)	(45,740)
INCOME	(166,645)	(137,000)	(164,064)	(164,943)	(165,840)
ADMIN SUPPORT					
Salary & oncosts (0.56 FTE)	13,541	13,790	14,143	14,426	14,714
ADMIN SUPPORT	13,541	13,790	14,143	14,426	14,714
LOCAL EVANGELISM ADVISER					
Salary & oncosts (1.00 FTE)	37,817	42,035	42,093	42,935	43,794
Expenses	3,498	4,700	3,943	3,800	3,876
Activity expenses			5,000	5,000	5,000
LOCAL EVANGELISM ADVISER	41,315	46,735	51,036	51,735	52,670
COMMUNICATIONS OFFICER					
Salary & oncosts (1.00 FTE)	45,007	45,880	46,433	47,362	48,309
Expenses	1,703	1,950	3,000	3,000	3,000
Activity expenses	15,636	18,400	17,250	17,595	17,947
COMMUNICATIONS OFFICER	62,346	66,230	66,683	67,957	69,256
PARTNERS' OFFICER					
Salary & oncosts (0.33 FTE)	11,704	12,836	12,981	13,241	13,505
Expenses	678	1,206	1,000	1,000	1,000
PARTNERS' OFFICER	12,382	14,042	13,981	14,241	14,505
CHURCH IN SOCIETY OFFICER					
Salary & oncosts (0.50 FTE)	17,650	19,252	19,014	19,394	19,782
Expenses	586	1,384	450	0	0
Activities		-	0	0	0
CHURCH IN SOCIETY OFFICER	18,236	20,636	19,464	19,394	19,782
PARISH GIVING OFFICER					
Salary & oncosts (1.00 FTE)	36,708	37,357	38,035	38,796	39,572
Expenses	3,858	5,130	4,620	4,712	4,807
Activities			500	600	620
PARISH GIVING OFFICER	40,566	42,487	43,155	44,108	44,998
DDO'S - CHILDREN / YOUTH WORK					
Salary & oncosts (1.67 FTE)	50,249	63,030	64,138	65,421	66,729
Expenses	5,484	9,333	7,500	8,200	8,900
Activities			10,000	10,000	10,000
DDO'S - YOUTH WORK	55,733	72,363	81,638	83,621	85,629

CMD ADVISER						
Salary & oncosts	(0.50 FTE)	11,017	19,252	19,535	19,926	20,324
Expenses		3,225	3,124	3,100	3,162	3,225
Activity expenses						
Set up in-house course			10,000	16,000	16,320	16,646
Coaching			2,500	3,300	3,366	3,433
Reader CMD			4,300	4,000	4,080	4,162
Bridgebuilders			1,000	2,000	2,040	2,081
Clergy MDR - follow up			9,000	8,000	8,160	8,323
Sabbaticals			4,400	4,400	4,488	4,578
Academic grants			5,000	3,200	3,264	3,329
Clergy CMD			10,000	12,500	12,750	13,005
Other (including sub to NERLRC)		50,766	6,000	4,033	4,114	4,196
CMD ADVISER		65,008	74,576	80,068	81,669	83,303
PASTORAL COUNSELLING & CLERGY SUPPORT						
Salary & oncosts	(1.00 FTE)	35,296	37,449	38,158	38,921	39,700
Expenses		1,752	2,450	1,800	1,836	1,873
Activity expenses		5,031	6,450	8,900	9,078	9,260
PASTORAL COUNSELLING & CLERGY SUPPORT		42,079	46,349	48,858	49,835	50,832
RURAL AFFAIRS ADVISER						
Salary & oncosts	(0.33 FTE)	960	12,836	13,101	13,363	13,630
Expenses			750	750	765	780
RURAL AFFAIRS ADVISER		960	13,586	13,851	14,128	14,411
INTERFAITH & ETHNIC RELATIONS ADVISER						
Salary & oncosts	(0.50 FTE)	24,257	23,940	24,256	24,741	25,236
Expenses		2,587	2,880	2,700	2,750	2,800
INTERFAITH & ETHNIC RELATIONS ADVISER		26,844	26,820	26,956	27,491	28,036
SPIRITUALITY ADVISER						
Salary & oncosts	(0.33FTE)	8,768	19,252	13,281	13,547	13,818
Expenses		394	1,300	1,300	1,326	1,353
Activities				500	500	500
SPIRITUALITY ADVISER		9,162	20,552	15,081	15,373	15,670
LOCAL MINISTRY DEVELOPMENT OFFICER						
Salary & oncosts	(1.00 FTE for part year)	35,326	38,637	22,569	0	0
Expenses		3,802	2,750	1,800	0	0
Activity expenses		2,074	2,500	1,000	0	0
Adult Training & Education		1,097	2,450	0	0	0
LOCAL MINISTRY DEVELOPMENT OFFICER		42,299	46,337	25,369	0	0
INSPIRED						
Salary & oncosts	(1.30 FTE)	24,304	36,350	48,950	49,929	50,928
Expenses			2,500	2,500	2,550	2,601
Activity expenses		47,160	16,000	25,000	25,500	26,010
INSPIRED		71,464	54,850	76,450	77,979	79,539
RETIRED CLERGY						
Expenses			2,600	2,600	2,600	2,600
RETIRED CLERGY		0	2,600	2,600	2,600	2,600
ECUMENICAL OFFICER						
Expenses		327	800	800	800	800
ECUMENICAL OFFICER		327	800	800	800	800

NEWCASTLE DIOCESAN BOARD OF FINANCE
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SUPPORTING MINISTERS (continued)

	ACTUALS 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £	BUDGET 2019 £
HEALING ADVISER Expenses		400	400	400	400
HEALING ADVISER	0	400	400	400	400
DELIVERANCE MINISTRY Expenses	413	400	400	400	400
DELIVERANCE MINISTRY	413	400	400	400	400
WORLD DEVELOPMENT OFFICER Expenses		100	100	100	100
WORLD DEVELOPMENT OFFICER	0	100	100	100	100
TOTAL FOR SUPPORTING MINISTERS	502,675	563,653	581,033	566,256	577,645
ALL SUPPORTING MINISTERS Stipend/Salary, NI & Pension (10.9 FTE)	352,604	421,896	416,687	402,000	410,040
Expenses	28,307	43,757	38,763	37,401	38,514
Activity expenses	121,764	98,000	125,583	126,855	129,090
ALL SUPPORTING MINISTERS	502,675	563,653	581,033	566,256	577,645

NEWCASTLE DIOCESAN BOARD OF FINANCE
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TASK GROUPS

	ACTUALS 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £	BUDGET 2019 £
TASK GROUPS					
Botswana Link					
Children's Work (to Supporting Ministers)					
CMD					
Communications					
Deanery Development					
Development Group	22,018	30,000	15,000	15,000	15,000
Disability					
Discipleship					
Estates & Urban					
Evangelism (to Supporting Ministers)					
Higher Education					
Local Ministry Development					
More Link					
Poverty					
Tourism					
Vocations					
Worship/Liturgy					
Young People's Work (to Supp Ministers)					
TASK GROUPS	22,018	30,000	15,000	15,000	15,000

NEWCASTLE DIOCESAN BOARD OF FINANCE
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OTHER BOARDS & COMMITTEES

	ACTUALS 2014 £	BUDGET 2016 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £
CONTRIBUTIONS TO OTHER BOARDS					
Lindisfarne	102,966	110,544	105,300	107,406	109,554
Education Joint working	120,000	150,000	152,250	156,056	159,958
CONTRIBUTIONS TO OTHER BOARDS	222,966	260,544	257,550	263,462	269,512
BOARD & COMMITTEE EXPENSES					
Board & Committee Attendance	6,922	5,450	7,000	7,140	7,283
General Synod Members	9,866	7,350	9,500	9,690	9,884
Diocesan Synod	1,696	1,600	1,600	1,632	1,665
COMMITTEES, ETC					
Diocesan Advisory Committee	4,402	4,000	5,460	5,569	5,681
DMPC	2,153	650	1,000	1,020	1,040
Self Supporting Ministers Steering Group	-	1,340	1,340	1,367	1,394
BOARD & COMMITTEE EXPENSES	25,039	20,390	25,900	26,418	26,946
GRANTS & ALLOCATIONS					
Cornerstone	33,593	34,221	30,000	25,000	20,000
St Nicholas Cathedral	4,000	4,000	4,000	4,000	4,000
Shepherds Dene Retreat House	0	15,000	12,500	12,500	12,500
Alnmouth Friary	3,000	3,000	3,000	3,000	3,000
North East Churches Acting Together (NECAT)	10,471	9,000	9,000	9,000	9,000
Northumbria Industrial Mission	1,893	2,200	2,600	2,600	2,600
GRANTS & ALLOCATIONS	52,957	67,421	61,100	56,100	51,100
TOTAL EXPENDITURE	300,962	348,355	344,550	345,980	347,558

NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2017 - 2019

SUPPORT SERVICES

	ACTUALS 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £	BUDGET 2019 £
INCOME					
Investment Income and Interest	(64,000)	(63,210)	(65,000)	(65,650)	(66,307)
Rent (Resources Centre, etc)	(16,723)	(17,000)	(24,000)	(24,240)	(24,482)
Other Income	(17,645)	(18,000)	(16,000)	(16,160)	(16,322)
Sundry Fees	(1,673)	(1,600)	(1,600)	(1,616)	(1,632)
INCOME	(100,041)	(99,810)	(106,600)	(107,666)	(108,743)
ADMIN STAFF COSTS					
Diocesan Sec - Salary & oncosts (1.00 FTE)	70,544	74,275	75,151	76,654	78,187
Admin staff - Salaries & oncosts (7.10 FTE)	199,714	226,245	260,158	260,957	216,176
Travel & Subsistence	5,955	8,000	6,400	6,528	6,659
Training	3,231	4,000	4,000	4,080	4,162
ADMIN STAFF COSTS	279,444	312,520	345,709	348,219	305,183
OFFICE COSTS					
Telephone	4,132	4,250	4,000	4,080	4,162
Postage	5,111	5,000	5,200	5,304	5,410
Printing & Stationery	17,920	19,000	19,000	19,380	19,768
Other office costs	1,983	1,600	3,200	3,264	3,329
OFFICE COSTS	29,146	29,850	31,400	32,028	32,669
PREMISES					
General repairs & maintenance	22,176	22,500	20,000	20,400	20,808
Caretaker - salary & oncost (1.00 FTE)	15,854	16,200	16,355	16,682	17,016
Rates /Council Tax	2,752	2,850	2,980	3,040	3,100
Insurance	6,829	7,250	7,160	7,303	7,449
PREMISES	47,611	48,800	46,495	47,425	48,373
UTILITIES & OTHER COSTS					
Heating and Lighting	14,729	15,900	15,200	15,504	15,814
Water Rates	3,586	3,750	3,750	3,825	3,902
Cleaning and Gardens	1,689	1,300	1,500	1,530	1,561
Audit of Accounts	17,875	15,340	15,750	16,065	16,386
Depreciation	10,972	10,000	10,700	10,000	10,000
Miscellaneous	8,068	18,000	14,000	14,280	14,566
UTILITIES & OTHER COSTS	56,919	64,290	60,900	61,204	62,228
TOTAL ADMINISTRATION COSTS	413,120	455,460	484,504	488,876	448,453
IT EXPENDITURE					
Website development and maintenance	-	-	-	-	-
Database maintenance and development	6,917	2,000	2,500	2,550	2,601
Kingfisher maintenance	7,368	7,000	7,200	7,344	7,491
Hardware/Software maintenance	20,024	22,000	24,500	24,990	25,490
Miscellaneous	-	-	-	-	-
IT EXPENDITURE	34,309	31,000	34,200	34,884	35,582
HR SERVICE					
Staffing Salaries & oncosts (1.00 FTE)	-	37,500	40,662	41,475	42,305
Expenses	28,546	-	3,100	3,162	3,225
HR SERVICE	28,546	37,500	43,762	44,637	45,530

NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2017 - 2019

SUPPORT SERVICES (Continued)

	ACTUALS 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £	BUDGET 2019 £
SAFEGUARDING					
Safeguarding Adviser (0.56 FTE)	28,201	25,100	31,634	32,267	32,912
Expenses & Training	10,364	9,000	15,270	13,500	13,770
SAFEGUARDING	38,565	34,100	46,904	45,767	46,682
LEGAL & STATUTORY					
Chancellor's Fees	6,083	6,160	6,427	6,684	6,952
Registrar's Statutory Fee	26,846	28,483	32,453	33,751	35,101
Registrar's Supplementary Fee	16,214	15,448	14,620	14,912	15,211
VAT on Registrar's Fee	8,612	8,786	9,415	9,733	10,062
Employer's N I on Statutory Fee	3,054	3,250	3,732	3,881	4,037
Archdeacons' Visitations	351	400	400	400	400
Other Legal Fees	14,497	4,000	5,000	5,000	5,000
Disclosure Barring Service - DBS	3,666	2,500	6,640	6,773	6,908
LEGAL & STATUTORY	79,323	69,027	78,687	81,135	83,671
NATIONAL RESPONSIBILITIES					
National Church Responsibilities	185,909	191,244	197,385	201,333	205,359
National Training Contributions	151,340	154,897	161,699	164,933	168,232
Pooling	13,947	17,328	-	-	-
NATIONAL RESPONSIBILITIES	351,196	363,469	359,084	366,266	373,591
TOTAL EXPENDITURE	945,059	990,556	1,047,141	1,061,564	1,033,509