



# Diocese of Newcastle

## Budget consultation 2019



# Budget Consultation: Overview

## Timetable

- a) In 2018 the budget consultation was brought forward to help deaneries with their own budget planning and the consultation for 2019-2021 follows a similar pattern with a consultation which commences at the Finance Synod on 24<sup>th</sup> July which runs through to September. This is a consultation and you are encouraged to share your views about our diocesan priorities and how these are resourced.
- b) The 2019 budget consultation is framed around the following timetable:

Date	Group	
Tuesday 3 July	NDBF & Bishop's Council	Budget shaping
Thursday 12 July	Finance Group	Budget shaping
Tuesday 24 July	Finance Synod	Consultation commences
24 July to 10 September	Open to consultation	Budget shaping
Thursday 13 September	Finance Group	<b>Review consultation</b>
Tuesday 18 September	NDBF & Bishop's Council	<b>Review consultation</b>
Wednesday 19 September	The Bishop's Staff Team	<b>Review consultation</b>
Thursday 4 October	Diocesan Finance Group	<b>Final consideration</b>
<b>Saturday 20 October</b>	<b>Diocesan Synod</b>	<b>Decision making</b>

The timetable sets out some key dates and, where appropriate, these can be supplemented by other meetings across the diocese. Please let us know if you would like someone to attend a meeting in your area or with a particular group to help you with this consultation.

## Indications for Parish Share 2019

- c) Indicative Parish Share figures for 2019 are not included as part of this consultation document.
- In 2018 the Parish Share request was **£4,998,498**.
  - At the time of publishing this document the minimum funding requirement via Parish Share in 2019 would be **£4,776,795**. This is subject to change over the period of consultation.

## Engaging with the consultation

- d) The Finance Group, as sub Group of the Bishop's Council and Board of Finance, is responsible for drawing together a draft budget for the Bishop's Council and Board of Finance. You are invited to engage with the consultation process and should you wish to offer comments or proposals for the Finance Group to consider please address these, by 10<sup>th</sup> September, to:

E-mail: [info@newcastle.anglican.org](mailto:info@newcastle.anglican.org)

Post: Budget 2019 Consultation, Church House, St John's Terrace,  
North Shields NE29 6HS

This consultation document has been prepared and circulated by the Diocesan Secretary on behalf of the Diocesan Finance Group of the Bishop's Council and Board of Finance.

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This paper forms the start of the consultation about a budget for 2019 to resource the ministry and mission activities across the Diocese of Newcastle, an area framed by the Rivers Tweed and Tyne with 237 churches in 170 parishes serving a population of some 818,000. The diocesan budget also includes our contribution to the national work of the Church of England which is resourced through the Archbishops' Council.

The proposals have, in the main, used the contingency budget for 2018 as a starting point. The contingency budget was agreed at a meeting of the Diocesan Synod held on 28<sup>th</sup> April. The main change is that the contingency budget had a £167K deficit whereas the proposal in this consultation is for a balanced budget.

The consultation period runs to 10<sup>th</sup> September to allow the Finance Group to consider submissions and make recommendations to the Bishop's Council and Board of Finance which meets on 18<sup>th</sup> September.

A final budget paper will then be prepared for the inaugural meeting of the new Diocesan Synod which meets on 20<sup>th</sup> October

growing church bringing hope.



### Key points for the 2019 consultation:

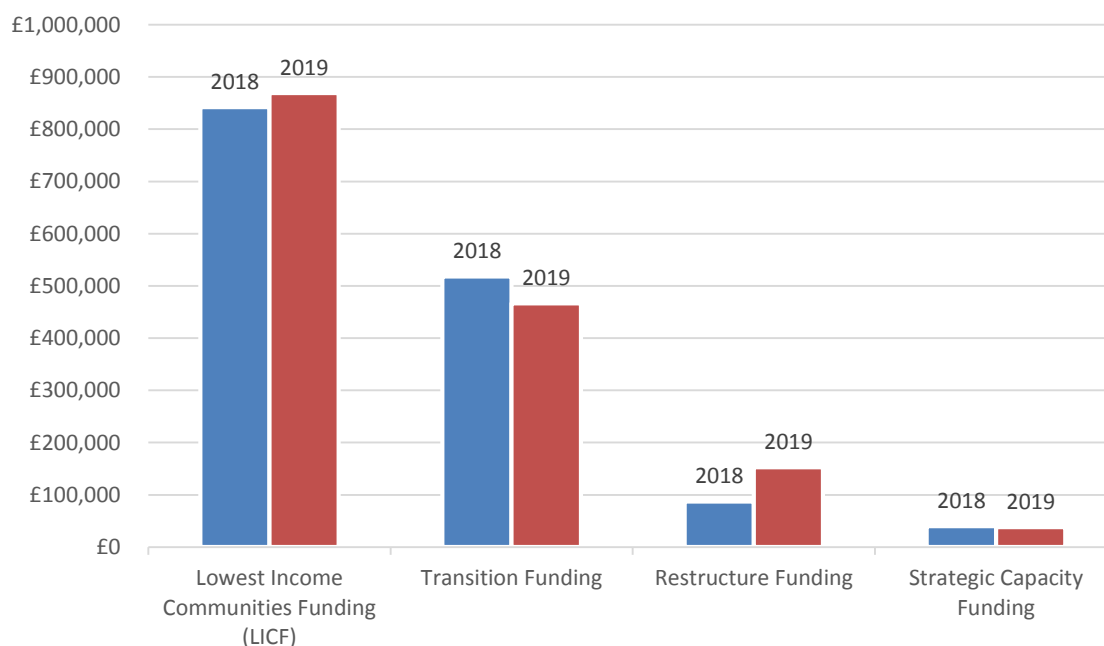
- A decision about what represents the Diocesan Synod's **priority funding** and what, if anything, is the Synod's **discretionary funding**.
- A steer about the minimum stipendiary (paid) ministry resource for 2019 (see page 14 for a table of paid ministry deployment).
- How much should be requested via the Parish Share request for 2019? This paper assumes a **minimum requirement of £4,776,795** which is a +5.02% increase on the forecast Parish Share contribution in 2018 of £4,548,603.
- A commitment to a balanced budget requiring the Diocese to manage activity expenditure in line with income and therefore a need for those contributing to make a **100%** contribution to the parish share asked of them and allocated to them by their Deanery Synod.
- What is our position on grant funding to partner bodies and our Task Groups?
- How much, if anything, should we set aside within our Strategic Mission Fund in 2019 to help resource future projects<sup>1</sup>. This investment supports mission initiatives across the diocese and the diocesan contribution towards our first Resource Church.

<sup>1</sup> Projects funded from our Strategic Mission Fund for local and wider diocesan mission initiatives including, but not exclusively, Strategic Development Funding applications with the National Church.

## Incoming resources

### National Church Funding

1. Since 2017 the National Church, that is the Archbishops' Council<sup>2</sup> and the Church Commissioners<sup>3</sup>, has made significant changes to the way in which central funding is distributed. The new funding arrangements identified other dioceses which were in greater need of central funds and, as a result, the Diocese of Newcastle is one of the dioceses receiving less money than it did through the arrangements in place in 2016 and it is fair to recognise that concern has been expressed across the Diocese about the impact of these funding changes.
2. 2019 will be the third year of the national funding changes and will see the Diocese lose a further £50K of transition funding (see **para b**). That said, overall funding from the National Church will be greater than 2016 due to the Diocese receiving support from new funding streams. In 2019 we will receive **£1.526M** of funding from the National Church via the following funding streams:
  - a. Lowest Income Communities Funding (LICF)
  - b. Transitional Funding
  - c. Restructure Funding
  - d. Strategic Capacity Funding



#### a. Lowest Income Communities Funding (LICF)

**£868.9K** [2018 was £842K]

The National Church distributes this funding for mission in communities with the lowest incomes. It goes to those dioceses which have the greatest number of people living in these communities. Twenty-five dioceses receive Lowest Income Communities Funding. The funding does not go directly to parishes.

<sup>2</sup> <https://www.churchofengland.org/about/leadership-and-governance/archbishops-council>

<sup>3</sup> <https://www.churchofengland.org/about/leadership-and-governance/church-commissioners>

## Incoming resources

To identify the recipient dioceses the National Church uses income data from HMRC and benefit data from within the Indices of Multiple Deprivation (IMD) to work out average income figures for all dioceses. Our diocese is one of twenty-five with an average income below the average for all dioceses and, as such, this levers in support via a grant from the **Lowest Income Communities Fund (LICF)**.

We use this funding to support the cost of the paid ministry (stipendiary ministry) deployed in our most deprived parishes. This is achieved by using LICF to reduce the parish share request. We use population data together with data from the Indices of Multiple Deprivation (IMD) 2015<sup>4</sup> to help to identify parishes that will receive support from the fund. The overall IMD score for each parish comprises the following domains:

In line with 2017 and 2018, it is proposed that the incoming LICF grant for 2019 be split as follows:

- **90%** to support the ministry in the parishes which fall within the 15% most deprived neighbourhoods of England using the overall IMD score; and
- **10%** to support the ministry in the 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.

For 2019 the split would be as follows:

£782,010	to benefit 34 parishes falling within top 15% of most deprived areas
£86,890	to benefit 23 parishes with geographical deprivation
<b>£868,900</b>	<b>Total Lowest Income Communities Funding in 2019</b>

The balance of LICF Funding received in the last two years but, due to vacancies in the recipient areas, was not spent is held within a designated fund. Proposals that are being introduced in 2018 enable us to use the balances to help resource additional time limited ministry posts which will be fully or part funded from the LICF designated fund. In 2019 these additional posts will include:

- **1** fully funded three year full-time interim stipendiary ministry at Seaton Hirst (Morpeth Deanery). NB: This is in addition to the substantive post for Seaton Hirst.
- **3** part-funded<sup>5</sup> three year full-time Missioner Posts (1.0FTE in Denton, 1.0FTE in Newbiggin Hall & Cowgate and 1.0FTE in Percy Main & Balkwell).

### b. Transitional Funding

**£466.3K** [2018 was £517.9K]

Due to the funding changes from the National Church some dioceses, like us, are receiving less money than we did through the arrangements in place in 2016. The National Church is providing transitional funding to dioceses receiving less funding than they used to and we are a recipient of this funding.

2019 is the third year of our ten year transition which reduces the amount of funding the Diocese of Newcastle receives from the National Church. For each year of the

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<sup>4</sup>[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/465791/English\\_Indices\\_of\\_Deprivation\\_2015\\_-\\_Statistical\\_Release.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/465791/English_Indices_of_Deprivation_2015_-_Statistical_Release.pdf)

<sup>5</sup> These posts are funded from the Lowest Income Communities Fund (LICF) and Restructure Funding both of which are funds provided by the National Church.

## Incoming resources

transition the Diocese receives an annual reduction in the amount of transition funding, equivalent to about £50K to £60K per annum which is equivalent to the amount required for a full-time stipendiary post or a +1.0% change to Parish Share. The transition is illustrated as follows:

2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
£571K	£518K	£466K	£408K	£348K	£290K	£230K	£170K	£110K	£49K
Yr1	Yr2	Yr3	Yr4	Yr5	Yr6	Yr7	Yr8	Yr9	Yr10

In 2018 transition funding was used to reduce the impact of Parish Share increases due to the changes in National Church funding arrangements. As a result seven of our twelve deaneries were helped with transition funding:

Deanery	Transition funding in 2018 (£)
Alnwick	132.7K
Bamburgh & Glendale	14.5K
Corbridge	53.2K
Hexham	112.4K
Morpeth	3.5K
Newcastle Central	140.9K
Norham	60.6K

### c. Restructure Funding

**£152.8K** [2018 was £87K]

This funding has been made available to fund strategic work to help the diocese transition to a position where it is less reliant on National Funding. The use of this money has been agreed with the National Church and in 2019 the money will:

- fully fund the post of Director of Discipleship & Ministry for Mission; and
- part-fund **3.0** full-time Missioner Posts (two Children & Family Missioner posts in Newcastle West Deanery and one Community Missioner in Tynemouth Deanery).

### d. Strategic Capacity Funding

**£38.3K** [2018 was £40.1K]

The National Church has awarded the diocese a three-year funding arrangement to increase strategic capacity. The money we receive part-funds (70%) of the three-year post of *Transformation and Strategy Programme Manager*.

## Other funding from the National Church Funding

3. In addition to the funding set out above the National Church is also contributing to the following activities:

### a. Strategic Development Funding: Resource Church Project

As part of a £27M drive to create 100 new churches the National Church has awarded the diocese £2.6M to establish our first Resource Church for the Diocese of Newcastle. This is our first Strategic Development Funding award and is a 5 year project to help

## Incoming resources

revitalise and bring growth to the church in all parts of our diocese. See page 8 for further information about the diocesan contribution to this project.

### b. Church Commissioners: Bishops' working costs

The Church Commissioners:

- Pay for the Diocesan and Suffragan Bishop and the Bishop's Chaplain and administrative staff at the Bishops' offices (NB: *the Diocesan Board of Finance provides housing for the Suffragan Bishop and the Bishop's Chaplain, including Council Tax and Water Rates*).

### c. Cathedral working costs

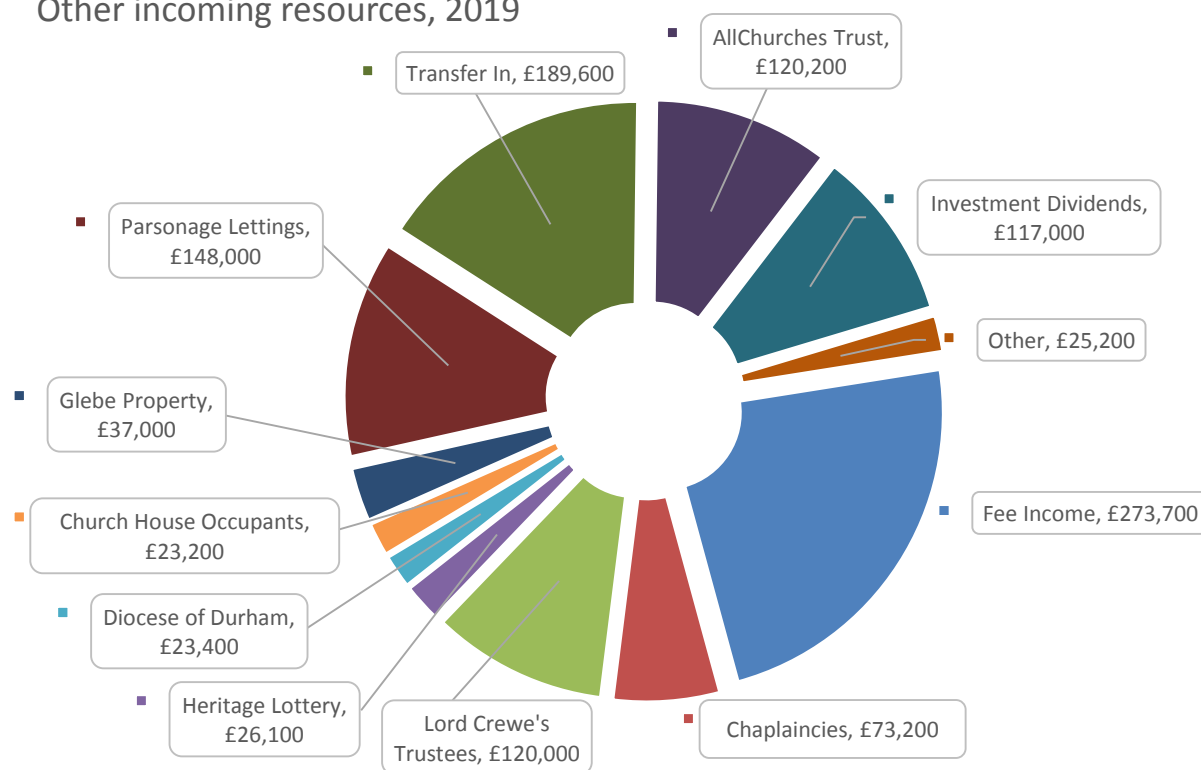
The Church Commissioners:

- Pay for the Dean of the Cathedral and two clergy (Residentiary Canons)
- The Cathedral provides housing for the Dean and 2 Residentiary Canons.

## Other incoming resources

4. A total of **£1.177M** other income [2018 was £1.075M] is generated from a variety of sources summarised in the chart below:

Other incoming resources, 2019



## Is there scope to increase income from other sources?

### Rental income from vacant parsonages/vicarages:

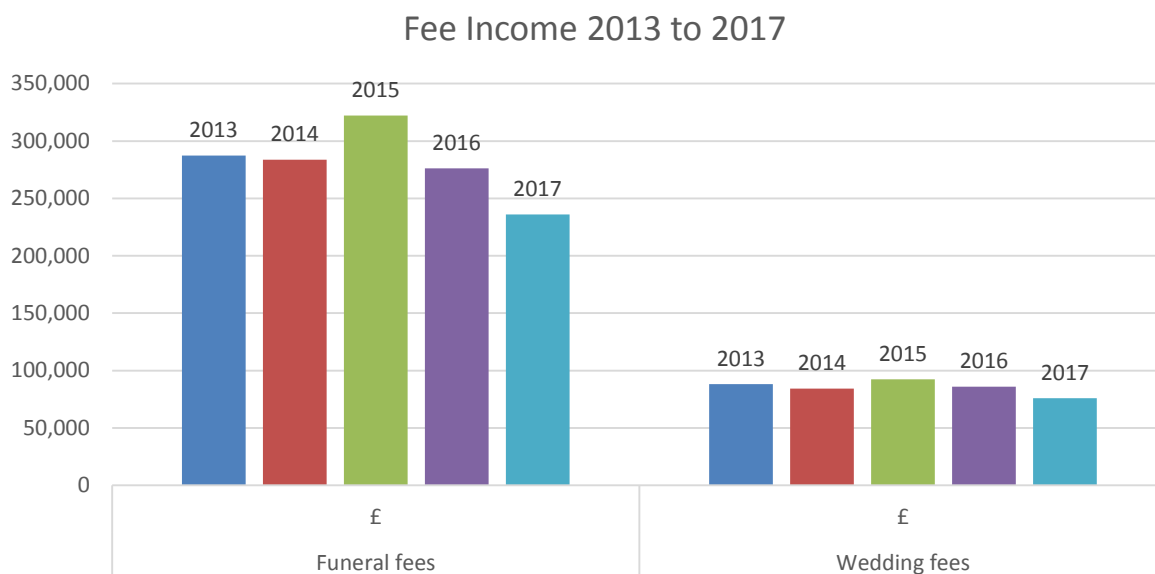
The budgeted income in 2018 is £148k. Actual performance in 2017 was strong at £175k and our forecast outturn for 2018 is currently ahead of the £148K budget target. Assuming a

## Income and Expenditure

similar number of properties continues to be available for rent in 2019 there is potential to increase the budget target by £25k to £30k.

### Fee income for funerals and weddings:

Is there potential to increase the number of Church of England funeral services in 2019? The table below sets out the fee income received for the period 2013-2017. To increase income by **+£20K** we would need to conduct an additional 194 services (*in 2017 518 marriages took place, 1,252 funerals in church and 896 funerals at a crematorium*).



## Let's look at the investment in new/future ministry

5. Our vision for growing church bringing hope has five priority aims, all of which seek to help spiritual, missional and numerical growth across the Diocese.

One aim that we are working to:

*We value the place of Newcastle city centre in the Diocese and will invest in the life of the city, engaging with civic life, seeking continued growth in areas of inherited strength, and developing fresh expressions to engage with areas of opportunity.*

Had the following goal:

*In 3 years' time, church life in Newcastle city will be more engaged, vibrant, and growing - engaging with students, city workers and the vulnerable, growing congregations, and planting at least one community exploring new forms of worship.*

With the following action:

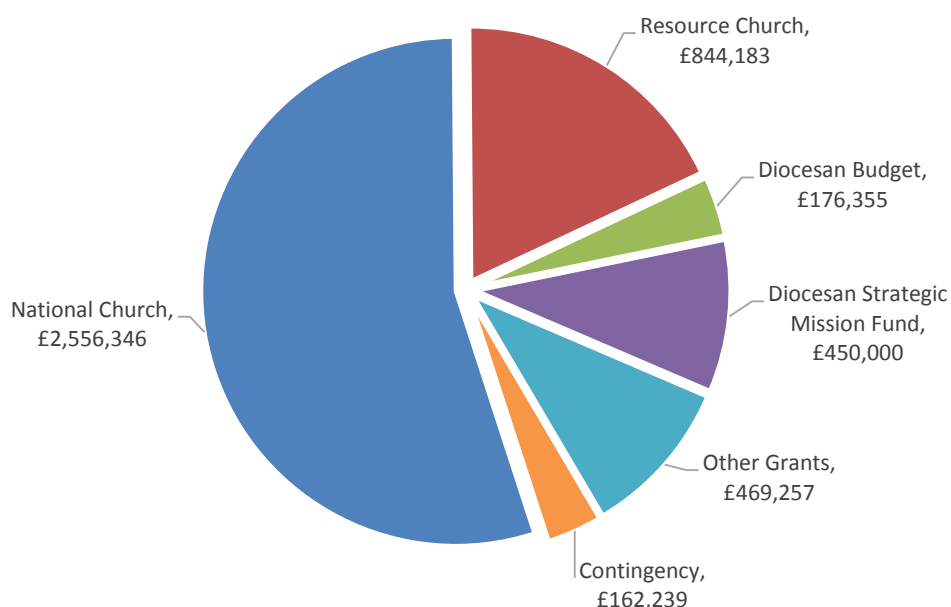
*In year 1, we will explore the idea of a resource church: conversations, scoping, planning.*

6. As a result of the work with the above aim, goal and action the idea of a resource church was developed into our first bid for national Strategic Development Funding and on 11th July we were able to share the exciting news that our first bid had been awarded a significant investment of £2.6M by the National Church. As a result we can proceed with our plans to establish a Diocesan Resource Church which will become a catalyst for spiritual, numerical and missional growth across the diocese.



## Expenditure

7. This is good news but the investment from the National Church requires some local investment too and throughout our public consultations about establishing a diocesan resource church concerns were raised about the cost implications, particularly to Parish Share at a time when many felt that parish finances were constrained. So let's look at the impact on our budget going forward and how the Resource Church Project is to be funded over the next five years:



8. Excluding the contingency sum the total commitment from the Diocesan Board of Finance over five years is forecast to be £626K **or** 14% of the total sum **or** £125K per annum. To help put this contribution into context, when the Diocese places a full-time training curate it is making an investment of circa £50K per annum or £200K over a four year curacy.
9. Looking at the costs another way: where we have a full-time stipendiary minister and a full-time stipendiary curate the diocesan investment in stipendiary ministry over a four year period is circa £400K per place.
10. The placing of curates across the Resource Church Project will be part of the Diocesan contribution included above. At the time of writing this paper it may be helpful to highlight where the Diocese is currently investing in training curates:

Alnwick, St Michael (Deanery: Alnwick)	Chapel House (Deanery: NCL West)	Gosforth, All Saints (Deanery: NCL Central)	NCL, St George & St Hilda (Deanery: NCL Central)
Ashington, Holy Sepulchre (Deanery: Morpeth)	Christ Church St Anne (Deanery: Tynemouth)	Heaton, St Francis (Deanery: NCL East)	Seghill (Deanery: Bedlington)
Benwell & Scotswood (Deanery: NCL West)	Cramlington (Deanery: Bedlington)	Heaton St Gabriel (Deanery: NCL East)	Wallsend St Luke (Deanery: Tynemouth)
Berwick (Deanery: Norham)	Cowgate St Peter (Deanery: NCL West)	Killingworth (Deanery: Bedlington)	Willington Team (Deanery: Tynemouth)
Bothal & Pegswood (Deanery: Morpeth)	Cullercoats St George (Deanery: Tynemouth)	Monkseaton St Peter (Deanery: Tynemouth)	
Byker, St Martin (Deanery: Newcastle East)	Delaval (Deanery: Bedlington)	Morpeth (Deanery: Morpeth)	

## Expenditure

11. The Resource Church project includes the placing of training curates (called *resource curates*) at the Resource Church **and** at other churches across the diocese. The diocesan costs for this project follows the established practice of how training curates are placed and funded by the diocese.
12. The National Church is contributing 55% of the costs and the Resource Church itself will need to build a strong congregation of some 400-500 people and contribute £844K or 18% of the forecast cost over the five year period.

## Budget Priority Areas

13. For 2019 the proposal is to keep to the five main themes established for the 2018 budget to support and deliver the diocesan vision for **growing church bringing hope**:



To begin it would be fair to acknowledge that the emerging budget for 2019 is challenging. The starting point for this consultation is to use the contingency budget agreed by the Synod on 28<sup>th</sup> April 2018 which made significant expenditure savings to the budget originally agreed for 2018.

At the time of writing this consultation paper the Parish Share receipts for the period 1 January to 30 June were available and highlighted a **£71K** shortfall in receipts had we followed the same trend in receipts that we experienced in 2017. In terms of year-on-year cash we have received **£27.3K less** than at the same point in 2017. This position, when added to other known reductions in income, has a significant impact on our ability to resource activities in 2019.

As a result, we have looked at the impact on the Parish Share request using a variety of scenarios/options. The starting point is defining the priority activities that need to be funded in 2019 and for which the Diocesan Synod, via the Board of Finance, has a responsibility.

The **priority** activities are suggested as:

- Sufficient funding for 85.0FTE of the 101.8FTE permanent stipendiary posts which assumes 16.8FTE will be vacant at any one time. (see page 14)
- Sufficient funding for 18.5FTE stipendiary curates.
- Our financial contribution to the National Church activities which is set by the General Synod.
- Funding **21.22FTE** employed posts through Church House which includes support for parishes as well as our legal and governance obligations as an employer and charity. (see page 15)
- The part-funding of **5.5FTE** posts based at Church House or within partner institutions. Our contribution to these posts enables us to achieve more through our partnership with others. (see page 15)
- A maximum 2.0% uplift to stipend and salaries wef April 2019.

## Expenditure

- **No** inflation increase on budget headings except where anticipated and beyond our control.
- New work which is fully funded: 3.0FTE Missioners and 1.0FTE interim ministry post.
- A contribution to the work of the Diocesan Education Board of £100K (2018 was £137.5K).

*The Diocesan Education Board shares its staffing resource with the Diocese of Durham via the Joint Education Team. The Team has a staffing complement of 8 plus two staff who are grant funded. The staffing cost in 2018 is £420K plus other costs of £48K both of which are shared 50:50 with Durham. In addition the Board has legal and governance costs of £17K which it must meet itself.*

- Investing £100K into our Strategic Mission Fund to help us resource ongoing and future projects across the diocese.

The above priority activities total **£7.481M** and would require a minimum income requirement from Parish Share of **£4,776,795** to fund these activities. This amount would be **+5.02%**<sup>6</sup> higher than the forecast Parish Share receipt in 2018 of £4,548,603<sup>7</sup>. This represents a challenging cash increase of **£228,192**.

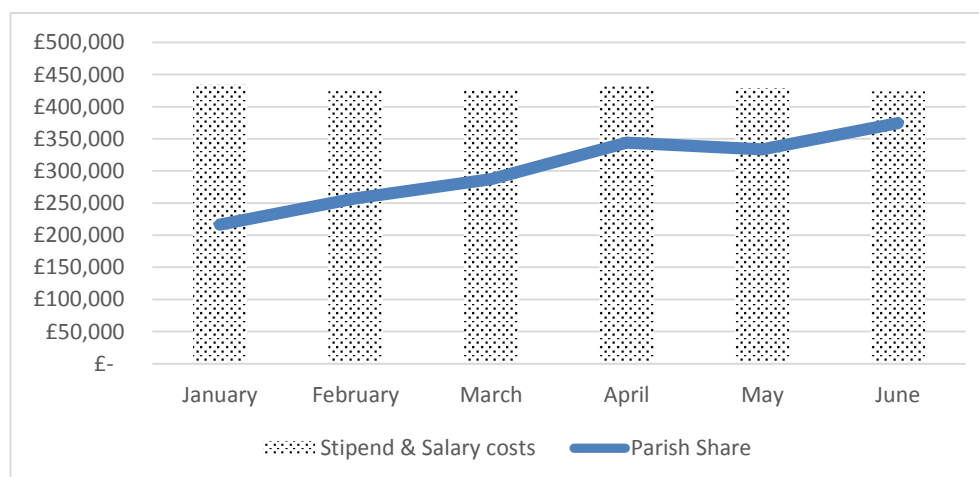
### 14. Cash Flow considerations

While thinking about our priority areas it is also important that we consider our cash flow projections. Page 16 sets out the forecast based on the assumptions in this paper:

- The challenge of maintaining a minimum reserves requirement due to the way in which expenditure falls and Parish Share contributions are made;
- That at no point in 2019 will the reserves requirement be met. The position improves throughout the year but remains below the requirement in December 2019.

#### Why are cash flow considerations so important?

The chart below illustrates the actual expenditure on stipend and salary costs for the period 1 January to 30 June 2018. The blue line shows the Parish Share received in the period is significantly below the amount expended. The Finance Group is concerned that the level of cash reserves is below the reserves requirement.



<sup>6</sup> 2017 receipt was **£4,546,961** (source NDBF Published Financial Statements 2017)

<sup>7</sup> CPI at May 2018 was 2.4% (source Office for National Statistics)

## Overview of budget headings

### Changes to the contingency budget agreed by the Diocesan Synod on 28 April<sup>8</sup>

<p><b>Investing in today's ministry</b></p>	<p>Minimum Parish Share requirement is <b>£2.429M</b> (2018 £2.320M) Reduction of funding to resource permanent stipendiary ministry from 87.0FTE to <b>85.0FTE</b>. Overall reduction to the budget heading is <b>£20.6K</b></p>
<p><b>Building capacity for tomorrow's church</b></p>	<p>Minimum Parish Share requirement is <b>£1.233M</b> (2018 £1.179M) Includes additional 3.0FTE fully funded children and families missioner posts plus 1.0FTE interim ministry. Overall increased expenditure is <b>+£194K</b></p>
<p><b>Bringing hope through partnership</b></p>	<p>Minimum Parish Share requirement is <b>£0.119M</b> (2018 £0.229M) Reduction to the grant made available to the Diocesan Education Board from £137,500 to <b>£100,000</b> and removal of all grant funding, totalling <b>£46.8K</b> to: Task Groups; Cathedral; NECAT; Together Newcastle; Alnmouth Friary; Industrial Mission; Shepherds Dene.</p>
<p><b>Legal &amp; governance supporting our mission</b></p>	<p>Minimum Parish Share requirement is <b>£0.437M</b> (2018 £0.395M) Includes increase in National Church activities via apportionment and nationally published/agreed costs for legal advisory (Chancellor and Registrar).</p>
<p><b>Supporting a growing church</b></p>	<p>Minimum Parish Share requirement is <b>£0.459M</b> (2018 £0.431M) Reduction in income and some expenditure (a time limited post ending in 2019) together with a move from a deficit budget to a balanced budget result in an increase with this heading.</p>
<p><b>Transfer to strategic mission fund</b></p>	<p>Minimum Parish Share requirement is <b>£0.100M</b> (2018 £0.093M) Proposal to transfer £100K to our own Strategic Mission Fund to help to fund existing and new projects across the diocese for spiritual, missional and numerical growth.</p>

<sup>8</sup> Figures for 2018 in brackets represent 93% of the original Parish Share request made for 2018. The contingency budget adopted by the Synod forecast a 93% collection of the requested amount. The contingency budget had a deficit of £167K

### Options for consideration and consultation

#### 15. Should our priorities budget include investment into our Strategic Mission Fund?

The suggested priority activities include a proposed investment of £100K to our Strategic Mission Fund to help to fund the diocesan commitment to the Resource Church Project and to strengthen our financial ability to help deliver other new projects.

**potential -£100K**

#### 16. Should our budget include grant funding to partner organisations?

Grants totalling £46.8K are excluded from the proposed priority activities. In 2018 the following grants were made: Shepherds Dene £5K; Together Newcastle £10K; St Nicholas Cathedral £4K; Alnmouth Friary £2.7K; NE Churches Acting Together £9K; Northumbria Industrial Mission £2.6K; and Diocesan Task Groups £13.5K.

**potential + £46.8K**

#### 17. Are there other options we should consider?

Regretfully, it is not possible to rehearse all options through this paper. Are there options that you would wish us to consider which have not been addressed in the paper? If so, please let us know the options you wish to put forward.

#### 18. What should be the change to the Parish Share request in 2019?

The minimum funding requirement to deliver the priority areas is £4,776,795 which would result in a +£228,192 cash increase (or +5.02%) on the forecast Parish Share receipt for 2018. If the Synod requested this amount and parishes were unable to respond with a 100% contribution to Share the diocesan cash reserves would be further reduced. This is a significant risk given the cash reserves are forecast to be below the reserves requirement throughout 2019 (see page 16). Should the Synod seek an amount higher than the minimum funding requirement and, if so, what should that request be?

**potential change greater than +5.02%**

## Breakdown of paid ministry posts

### Overview of paid ministry posts

<b>Paid ministry posts</b>	<b>2019 FTE</b>	<b>2018 FTE</b>	<b>Change</b>
<b>Funded by the Church Commissioners</b>			
Bishop of Newcastle	1.00	1.00	0.00
Bishop of Berwick	1.00	1.00	0.00
Dean of Newcastle Cathedral	1.00	1.00	0.00
Residentiary Canons (Newcastle Cathedral)	2.00	2.00	0.00
Bishop's Chaplain and Adviser	1.00	1.00	0.00
<i>Sub total: funded by the Church Commissioners</i>	<i>6.00</i>	<i>6.00</i>	<i>0.00</i>
<b>Posts funded from Parish Share<sup>1</sup></b>			
Archdeacons	2.00	2.00	0.00
Alnwick Deanery	7.70	7.70	0.00
Bamburgh & Glendale Deanery	4.00	5.00	-1.00
Bellingham Deanery	3.00	3.50	-0.50
Corbridge Deanery	5.90	5.90	0.00
Hexham Deanery	7.00	8.00	-1.00
Morpeth Deanery	9.70	9.70	0.00
Norham Deanery	4.50	5.00	-0.50
Bedlington Deanery	11.00	11.00	0.00
Newcastle Central Deanery	13.50	13.50	0.00
Newcastle East Deanery	9.00	9.00	0.00
Newcastle West Deanery	12.50	14.00	-1.50
Tynemouth Deanery	14.00	14.70	-0.70
Training curates	18.50	18.00	+0.50
<i>Sub total: posts funded from Parish Share</i>	<i>122.30</i>	<i>127.00</i>	<i>-4.70</i>
<b>Posts funded by other sources</b>			
Children & Families/Community Missioner	3.00	0.00	+3.00
Interim Minister Seaton Hirst	1.00	0.00	+1.00
<i>Sub total posts partly funded by other bodies</i>	<i>4.00</i>	<i>0.00</i>	<i>+4.00</i>
<b>Total paid ministry posts</b>	<b>132.30</b>	<b>133.00</b>	<b>-0.70</b>

#### Notes

1 Of the **101.8FTE** permanent paid (stipendiary) ministry posts allocated to deaneries the proposed Parish Share would fund **85.0FTE**. Therefore the budget assumes a vacancy rate of **16.5%**. This rate excludes House for Duty and self-supporting appointments.

## Breakdown of diocesan posts

### Overview of diocesan posts

For 2019 the Board of Finance (NDBF) will have **29.88FTE** posts across a range of activities.

Areas of work	Posts	2019 FTE	2018 FTE	Change
<b>funded from Parish Share</b>				
Diocesan Secretary	1	1.00	1.00	0.00
Finance & Accounting	3	2.60	2.60	0.00
Administration/Reception ( <i>see note 1</i> )	4	3.70	3.70	0.00
DMPC & DAC	2	1.60	1.60	0.00
Property	2	2.00	2.00	0.00
Safeguarding	3	1.33	1.33	0.00
Human Resources	2	0.80	1.00	<b>-0.20</b>
Communications	2	1.60	1.60	0.00
Adviser in Local Evangelism	1	1.00	1.00	0.00
Children & Youth Team	1	1.67	1.67	0.00
Church in Society Officer	0	0.00	0.50	<b>-0.50</b>
Vocations	2	1.10	1.10	0.00
Initial Ministerial Education (IME2) ( <i>see note 2</i> )	1	0.50	0.00	<b>+0.50</b>
Interfaith & Ethnic Relations	1	0.49	0.53	<b>-0.04</b>
Continuing Ministerial Development	1	0.50	0.50	0.00
Rural Affairs	1	0.33	0.33	0.00
Caretaker (Church House)	1	1.00	1.00	0.00
<i>Sub total: posts funded from Parish Share</i>	<b>28</b>	<b>21.22</b>	<b>21.46</b>	<b>-0.24</b>
<b>part funded by Parish Share and other funding</b>				
Programme & Strategy Manager ( <i>see note 3</i> )	1	0.80	1.00	<b>-0.20</b>
Stewardship ( <i>see note 4</i> )	2	1.20	1.20	0.00
Inspired North East ( <i>see note 5</i> )	1	1.00	1.00	0.00
Chaplain: Newcastle University ( <i>see note 6</i> )	1	1.00	1.00	0.00
Chaplain: Northumbria University ( <i>see note 7</i> )	1	1.00	1.00	0.00
Chaplain: Northumbria Police ( <i>see note 8</i> )	1	0.50	0.50	0.00
<i>Sub total posts partly funded by other bodies</i>	<b>7</b>	<b>5.50</b>	<b>5.70</b>	<b>-0.20</b>
<b>fully funded from other sources</b>				
Director Discipleship & Ministry for Mission ( <i>see note 9</i> )	1	1.00	1.00	0.00
Support to Director ( <i>see note 9</i> )	1	1.00	1.00	0.00
Partners (PICA) ( <i>see note 10</i> )	1	0.33	0.33	0.00
Pastoral Care & Counselling ( <i>see note 11</i> )	1	0.50	1.00	<b>-0.50</b>
Spirituality ( <i>see note 11</i> )	1	0.33	0.33	0.00
<i>Sub total: posts funded from other sources</i>	<b>5</b>	<b>3.16</b>	<b>3.66</b>	<b>-0.50</b>
<b>Total posts resourced through NDBF</b>	<b>39</b>	<b>29.88</b>	<b>30.82</b>	<b>-0.94</b>

Notes to the above

- 1 Restructured in 2017 includes reception and front office staff plus 1.0FTE support to Archdeacons
- 2 This post was previously provided by Durham DBF and the NDBF met 50% of the costs.
- 3 A three year post 70% Funded from the National Church Institutions through Strategic Capacity Funding
- 4 Part funded by Allchurches Trust
- 5 Heritage Lottery Funding resources 0.50 of one post with anticipated end date of 31 July 2019
- 6 Part funded by Newcastle University
- 7 Part funded by Northumbria University
- 8 Part-funded by Northumbria University
- 9 Wholly funded from the National Church Institutions from Restructure Funding (for three years wef Oct 2017)
- 10 Wholly funded from the Partners in Community Action Fund
- 11 Wholly funded from a grant made available by the Lord Crewe's Trustees

	<b>Jan-19</b>	<b>Feb-19</b>	<b>Mar-19</b>	<b>Apr-19</b>	<b>May-19</b>	<b>Jun-19</b>	<b>Jul-19</b>	<b>Aug-19</b>	<b>Sep-19</b>	<b>Oct-19</b>	<b>Nov-19</b>	<b>Dec-19</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cash b/f</b>	<b>1,509,292</b>	<b>1,323,379</b>	<b>1,180,348</b>	<b>1,069,078</b>	<b>1,017,518</b>	<b>955,021</b>	<b>935,220</b>	<b>974,524</b>	<b>882,642</b>	<b>900,997</b>	<b>923,794</b>	<b>968,897</b>
Revenue income - Parish Share	227,123	270,004	301,767	361,475	350,540	393,234	452,340	321,154	431,391	435,833	458,139	773,796
Revenue income - Transition Funding	38,862	38,862	38,862	38,862	38,862	38,862	38,862	38,862	38,862	38,862	38,862	38,862
Revenue income - LICF	72,408	72,408	72,408	72,408	72,408	72,408	72,408	72,408	72,408	72,408	72,408	72,408
Revenue income - other	98,278	98,278	98,278	98,278	98,278	98,278	98,278	98,278	98,278	98,278	98,278	98,278
Revenue expenditure	-622,584	-622,584	-622,584	-622,584	-622,584	-622,584	-622,584	-622,584	-622,584	-622,584	-622,584	-622,584
<b>Cash c/f</b>	<b>1,323,379</b>	<b>1,180,348</b>	<b>1,069,078</b>	<b>1,017,518</b>	<b>955,021</b>	<b>935,220</b>	<b>974,524</b>	<b>882,642</b>	<b>900,997</b>	<b>923,794</b>	<b>968,897</b>	<b>1,329,657</b>
Reserves Requirement	1,867,751	1,867,751	1,867,751	1,867,751	1,867,751	1,867,751	1,867,751	1,867,751	1,867,751	1,867,751	1,867,751	1,867,751
<b>Performance Against Reserves Requirement</b>	<b>-29%</b>	<b>-37%</b>	<b>-43%</b>	<b>-46%</b>	<b>-49%</b>	<b>-50%</b>	<b>-48%</b>	<b>-53%</b>	<b>-52%</b>	<b>-51%</b>	<b>-48%</b>	<b>-29%</b>