



Diocese of Newcastle

Budget proposal 2020



'look I am doing a new thing. It springs forth, can you not perceive it?'

Isaiah 43 Verse 19

We are in a really exciting yet challenging place in our journey. All over our diocese, God is at work and extraordinary things are happening. Incredible things are emerging in our city centre: in May our Cathedral announced its *Common Ground in Sacred Space* heritage project had been awarded £4.2M from the National Lottery Heritage Fund; and in October the Diocesan Resource Church based at St Thomas the Martyr was launched. In the West Tyne, *God's Tent* is being pitched each month at different locations enabling children and families to explore God in the rich variety of our outdoor space with worship, activities and discussion. Our work with Church Schools through the Diocesan Board of Education has an impact on over 13,000 pupils. Our Joint Education Team is supporting the major changes in education and the challenges for all schools to help children achieve their full potential. Equipping clergy to serve our Church and Community Schools across three local authorities is a key objective of the Team's work.

In June fifteen men and women were ordained as priests and deacons. The nurturing of new vocations to both ordained and lay ministry is a key part of our mission as we help to bring Good News to people and the communities we serve today, tomorrow and in the future. Underlying all of this, and this new landscape, is the imperative to find a new way of expressing our life together. We are not called to do more of the same with less resource. We are called to do something new, and something different. A new partnership between lay and ordained. A new way of acting as a church – *'look I am doing a new thing'*

The budget consultation has helped to discern the choices that will be supported across our diocese to help us live out our calling to share in God's mission.



Setting the scene

‘There are key points in the journey of our lives which have significance. There are moments when an opportunity appears which is significant, exciting, probably frightening, and the choices we make at those moments really matter – they have consequences.’ This was the opening of the Presidential Address to the Diocesan Synod held in Rothbury on 11th May within which Bishop Christine shared a favourite poem called *Annunciation* by Denise Levertov which expresses, so powerfully, that moment when the Archangel came to Mary.

In her address to the Synod Bishop Christine set out that we are at a Kairos moment in our life as a diocese, where we are seeing glimpses of a new landscape and where there is a real sense of hope and expectancy. We have reached a point where we can say yes to God, and mean it. The choice is ours and we need to have a courage to respond to God’s call to us all.

The traditional funding from the National Church that we have been accustomed to receiving has changed and 2020 will be the fourth year of a transition to new national funding arrangements. This is tough and it doesn’t help, but we know this is not the only cause of this situation. We’ve been struggling with our finances for many, many years. Theoretically we have just over 100 stipendiary posts but we can’t fund that number. We get by, by having an ever increasing vacancy rate.

Our best estimate is that we believe we should have the capacity to fund 80 full-time equivalent substantive stipendiary (paid) posts and it will take us three years to reach this target. With this number we hope we would not have to rely on long vacancies to balance our budget, and will be able to think and pray about where the precious posts should be deployed. We could, if we were to choose, see this drop in the number of stipendiary posts in the negative but we really don’t have to do that. The realism about facing up to our financial challenges gives us an amazing opportunity to move into the future with energy and with faith.

The budget proposal set out in this paper provides us with an opportunity to move forward with an affordable budget informed by the responses from individual parishes.

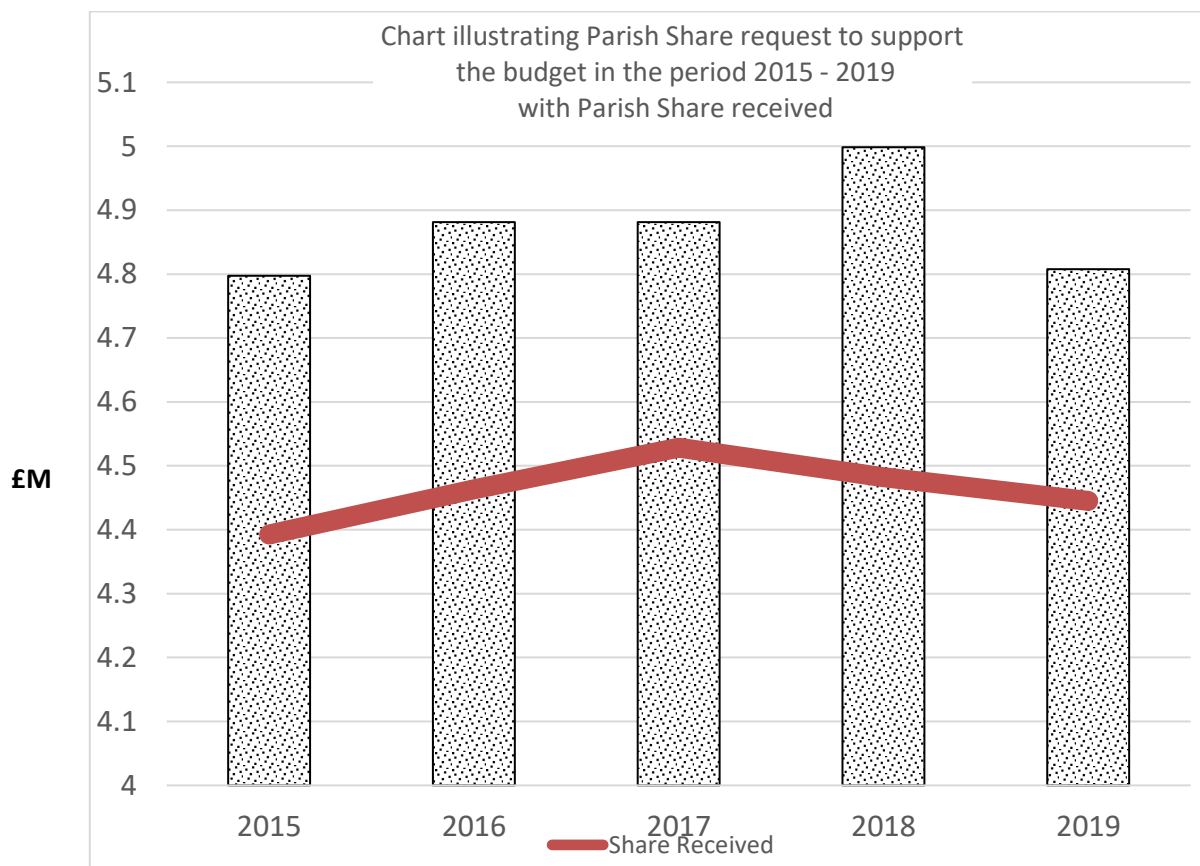
growing church bringing hope.



Shaping the budget proposal

What is different with this budget proposal?

For at least the past 18 years the budget agreed by the Synod has sought to achieve levels of Parish Share which have not, in the event, proved to be achievable. Parish Share receipts have plateaued at around £4.5million and in 2019 the forecast receipt, at the time of writing, is £4.44million. This is a shortfall of £390,000 on the request agreed by the Diocesan Synod in October 2018. Recognising this has been the driver in seeking to establish an affordable baseline for 2020 which can help us to move towards longer term budget planning and a more sustainable balanced budget by 2022.



When the Diocesan Synod met in September the estimated outturn for 2019 parish share was *less than* the amount achieved in 2018. At that point it seemed sensible to work on the basis that as a diocesan family we ought to be able to deliver at least the same amount of parish share in total in 2019 as we had in 2018. The Synod agreed.

The Synod therefore agreed to seek the support from parishes for a budget of **£7,169,000** with a parish share request of **£4,572,000**. This recognised the inescapable impact of inflation and represented a +2.0% increase on the total contributed in 2018. The letter sent to parishes is attached at **ANNEX A**.

Budget consultation

Outcome of the consultation following the September Diocesan Synod

Of the 192 parish share units 128 responded. 105 supported the budget the Synod was minded to approve and 21 were unable to offer their support. 64 parish share units have not yet responded which may reflect on the tight timescale that was offered.

This consultation has been enriched through listening and the sharing of thoughts, concerns, fears and, yes, even joy around finances. Thank you to all who have participated.

Responses to the consultation have also helped us to update the estimated parish share outturn for 2019. Regretfully, it has not improved sufficiently to guarantee that the amount received in 2018 can be achieved again in 2019. This is disappointing but it does reflect the reality of the situation.

As a result, the 2020 budget proposal is based on an uplift from the forecasted 2019 parish share receipt. The proposal has used information from the consultation to help to provide a methodology¹ for calculating a total parish share request for 2020 as follows:

- for those who supported the budget increase we have assumed a +2.0% uplift to the Share they are expected to contribute in 2019;
- for those who were unable to offer support we have assumed they can contribute the same again in 2020 (as they did in 2019) unless notified otherwise;
- where there was no response we have assumed a +1.0% increase to the Share that they are forecast to contribute in 2019 unless notified otherwise.

The outcome of the above methodology is a total parish share request in 2020 of **£4,496,184**. This is 1.7% **less than** the amount required to fund the budget that the Synod was minded to approve. It provides an additional £51,312 to the total forecast Share receipt for 2019.

The consultation documents have been clear that if parishes were unable to afford a higher contribution to Parish Share then the Synod would need to find new income *or* expenditure savings. This level of Parish Share in 2020 plus other current income (see **ANNEX B**) would mean a deficit budget of **£74,636**. This deficit can only be met by drawing down from diocesan investments.

In considering the above the Board of Finance recognised:

- the impact on parish morale caused by longer vacancies and the need to increase the vacancy rate to 18%;
- the effect on morale of either deferring or withholding stipend/salary increases;

and

- the amount proposed for each deanery (see page 6) is the minimum amount which will need to be allocated and collected in full;
- if deaneries are able to contribute more than the minimum this would help to reduce the amount to be drawn down from diocesan investments.

¹ The consultation recognised that, under the Chairmanship of Robin Brims, we are currently reviewing the method of allocating Parish Share and second round consultations are scheduled to start in January 2020. Please be assured the methodology for the proposed allocation in 2020 has been shared with the Chair.

Budget proposal

Having recognised the above, the Board of Finance proposes a budget of **£7,187,877** with a parish share request of **£4,496,184**. A detailed breakdown is attached at **ANNEX C**. In outline, this would fund:

- **82.0FTE** of the current 100.3FTE permanent stipendiary posts (*see ANNEX D*).
- **15.5FTE** stipendiary curates
- Our contribution to the National Church activities (this is set by the General Synod)
- **25.26 FTE** employed posts (either fully or partly funded from Parish Share) and our legal and governance obligations as employer and charity (including chaplaincies and support roles for parishes where the Diocesan Board of Finance is the employer). (*see ANNEX E*).
- a **£100,000** contribution to the work of the Diocesan Education Board (2019 was £100K);
- a stipend/salary envelope to allow of a maximum of +2.0% from April 2020

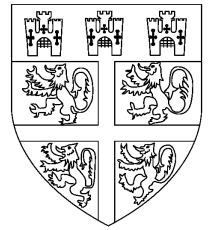
But it also:

- Maintains a further freeze for all budget headings except where anticipated expenditure is beyond our control.

Allocations to the deaneries

Using the methodology set out on page 5 the proposed request for 2020 is divided as follows. These are the minimum requests to deaneries. Any deanery able to offer more would help to reduce the deficit and the amount to be drawn down from diocesan investments:

| Deanery | Minimum Proposed Parish Share Request in 2020 £ |
|--|--|
| Alnwick | 416,794 |
| Bamburgh and Glendale | 184,962 |
| Bedlington | 331,155 |
| Bellingham | 114,637 |
| Corbridge | 385,133 |
| Hexham | 323,596 |
| Morpeth ^A | 451,132 |
| Newcastle Central ^B | 800,875 |
| Newcastle East | 272,315 |
| Newcastle West | 416,652 |
| Norham | 208,807 |
| Tynemouth ^C | 590,126 |
| Total Parish Share Request 2020 | 4,496,184 |
| Notes to the above: | |
| A: Morpeth Deanery Allocation includes the Local Ecumenical Partnership (LEP) at St Margaret's Pegswood | |
| B: Newcastle Central Allocation includes the Local Ecumenical Partnership (LEP) at St John's Kingston Park | |
| C: Tynemouth Allocation includes the Local Ecumenical Partnership (LEP) at Battle Hill | |



To PCC Secretaries, PCC Treasurers, Incumbents, Priests-in-Charge, Team Rectors
Copied to: Area Deans, Deanery Lay Chairs, Deanery Finance Officers and Deanery Synod Secretaries

16th October 2019

Dear friends

Diocesan Synod: Budget 2020

On Saturday 28th September 2019 the Diocesan Synod met at Newcastle Cathedral and within its business:

- (i) approved the enclosed Diocesan Environmental Policy; and
- (ii) considered the budget consultation and came to a consensus on a budget proposal for 2020 which it is minded to agree when it meets again on 23rd November 2019, having received input from parishes as requested below.

Environmental Policy

Establishing an Environmental Policy has been a key piece of work to help us as we begin to look at what we need to do to address our responsibilities for helping to protect and sustain God's precious Kingdom.

The recently appointed Bishop's Advisor on the Environment, the Revd Mark Nash-Williams is drawing together an Environmental Working Group and he would be keen to hear from people willing to bring their gifts, skills and passion to this Group. This also includes him being signposted to people who may be encouraged to join. The Synod expressed a real desire to see young people engaged and active within this Group.

Mark can be contacted by e-mail at: environment@newcastle.anglican.org

Budget Consultation

In July 2019 a budget consultation document for 2020-22 was issued and the Diocesan Synod met in Open Forum at Kingston Park to begin to discuss three options which were offered for consultation.

The consultation document which supported the Open Forum, paper **DS19 10**, is available from the website [using this link](#)

The Open Forum was well attended and included members of the Diocesan Synod and parish representatives who were keen to know more about how the diocese is funded. Many ideas and issues were raised at the Synod and noted. Following Synod written comments were also invited, although responses were limited in number. A consistent message has been about affordability. Parishes have told us that they will struggle to offer and achieve increases to Parish Share, particularly any increase above inflation.

The budget consultation was debated at the September Diocesan Synod and members were able to offer and share their views and aspirations.

- A recording of the debate is available on our website at www.newcastle.anglican.org/synod
- The debate was supported by a discussion document, paper **DS19 16** which is available [using this link](#)

The aim of the debate was for Synod to reach a consensus on the budget for 2020 which it would be minded to approve when it reconvenes on 23rd November 2019. To help it reach a decision Synod has asked that all parishes, through their parochial church councils (or standing committees) be asked whether they will support the budget proposed for the diocese. The responses from parishes will help to shape the budget proposal the Synod is asked to approve.

This is a key moment and you are invited to help the budget process by responding to the request from the Diocesan Synod. Replies are requested no later than Wednesday 6th November 2019.

The Synod has recognised two key points:

- (i) that although there is a desire to be aspirational and to achieve more there is little appetite to have increases to Parish Share which are above inflation; and
- (ii) that both the budget approved by Synod and the amount of Parish Share requested are realistic and deliverable.

Synod has therefore looked at the total sum actually collected in 2018 (*this was £4,482,000*) and considers it reasonable to use this as a starting point from which to base any increase for 2020. However, in doing so, there is an important assumption – that the total parish share contribution in 2019 at least equals the amount collected in 2018 and every effort is being made to achieve this. Recognising the inescapable cost of inflation, not least the need to protect clergy stipends and the need to set a realistic Parish Share, the Synod is minded to seek an additional **£90,000** (which would be equivalent to +2%) in 2020.

In practice a +2.0% increase means that overall the total amount of parish share requested in 2020 (£4,572,000) will be significantly *less* than the total request in either 2019 or 2018. However, it will be critical for this to be met in full and for every parish to play its part. Allocations will be made to deaneries in the normal way, and deaneries will continue to have

an important role to play both in determining achievable allocations to parishes and in ensuring these are fulfilled.

If you feel able to support the budget the Synod is minded to approve this will provide a budget in 2020 of **£7,169,000** compared to **£7,520,000** in 2019. As a result, the Board of Finance will need to achieve expenditure savings of £146,000 or find new income to sustain the paid clergy cohort that was planned for 2020. Further details are contained in papers DS19 10 and DS19 16.

When Synod debated the budget consultation members heard that parishes cannot be expected to promise in advance to pay the full request for Parish Share. This presents a real difficulty for the Synod and the Board of Finance. Each and every time a priest is appointed to a parish we make a promise about the stipend and support that we will be making available. Whether that support is connected to a stipend, the maintenance of the house, the ongoing development of the priest or simply the removal and relocation costs associated with the arrival the commitment is set. But to be faithful to the commitment we make to those who serve us, we need to rely on income from a variety of sources, including Parish Share which funds, by far, the major part of these costs.

It is important to note from paper DS19 16 that the Board of Finance aims to achieve a total contribution from parishes in 2019 which is at least the same as the total achieved in 2018. This is important because any shortfall will mean that further savings will be required in the current year which will in turn impact on our starting point in 2020. If your parish is forecasting that it will not meet its request in 2019 it would help us to know the Share the parish is expecting to contribute and how the parish plans to fulfil the resulting shortfall. Please contact the Finance Manager, Phil Ambrose, at Church House (tel: 0191 270 4100 or e-mail: p.ambrose@newcastle.anglican.org)

The request to parishes

The Synod requests each Parochial Church Council (or its Standing Committee) be asked to indicate whether it would support the budget the Synod is minded to agree.

A proforma response is enclosed overleaf to indicate the response from your parish.

The Synod reconvenes on 23rd November and therefore would you please return your response by no later than Wednesday 6th November 2019. Responses can be sent by post or e-mailed to s.waddle@newcastle.anglican.org

All good wishes

Canon Shane Waddle
Diocesan Secretary

Diocesan Synod

Budget Consultation 2020

Response from the parish of

[insert name of parish in the space above]

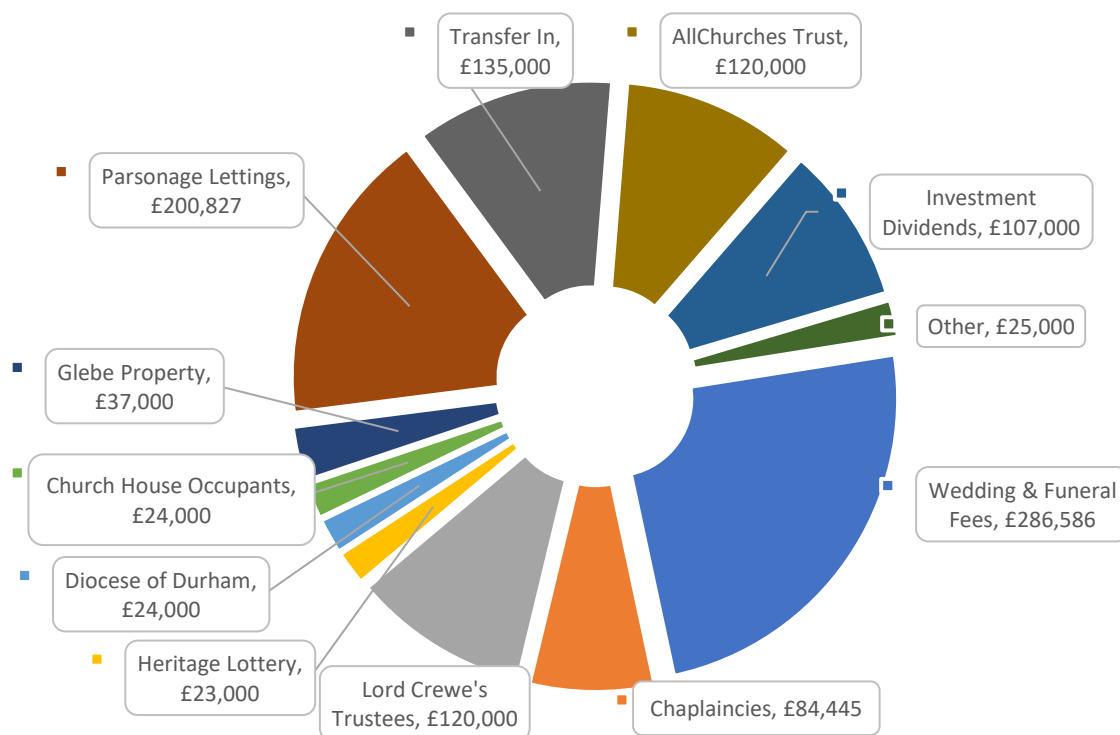
| | | |
|---|-----|----|
| Will your parish support the budget increase that the Synod is seeking to achieve? | YES | NO |
| If NO what additional contribution to Parish Share in 2020 is your parish able to offer? | £ | |

The Synod reconvenes on 23rd November and therefore would you please return your response by no later than Wednesday 6th November 2019. Responses can be sent:

- by post to Church House, St John's Terrace, North Shields NE29 6HS; or
- by e-mail to s.waddle@newcastle.anglican.org

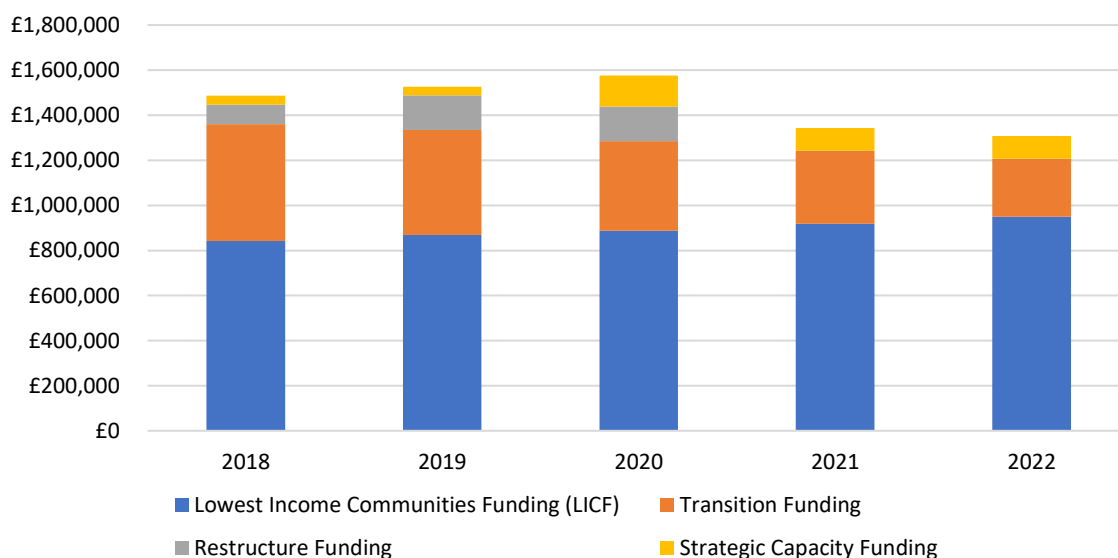
Income from other sources

A total of **£1.186 million** other income [2019 was £1.177million], including income from parsonage lettings, wedding and funeral fees, income towards diocesan posts and income from other charitable organisations is budgeted to be achieved in 2020 as set out below.



What about income from the National Church?

We are grateful recipients of funding from the National Church. 2020 will be the fourth year of a ten year programme introducing changes to National Church funding. Total funding from the National Church in 2020 is projected to be £1.556million via the following funding streams:



(i) Lowest Income Communities Funding (LICF); (ii) Transitional Funding; (iii) Restructure Funding; and (iv) Strategic Capacity Funding.

Lowest Income Communities Funding (LICF)

£887,700 [2019 was £868,900]

The National Church distributes this funding for mission in communities with the lowest incomes. Funding is awarded to those dioceses which have the greatest number of people living in these communities and twenty-five dioceses receive Lowest Income Communities Funding. The funding does not go directly to parishes but to support the paid ministry in 57 parishes across the diocese. See **Annex A** for the method of distribution.

Transitional funding

2020 is the fourth year of a ten year transition which reduces the transition funding the Diocese of Newcastle receives from the National Church. For each year of the transition the Diocese receives an annual reduction, equivalent to about £50,000 to £60,000 per annum, 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 | £397K | £324K | £257K | £200K | £120K | £70K | £20K |
| Yr1 | Yr2 | Yr3 | Yr4 | Yr5 | Yr6 | Yr7 | Yr8 | Yr9 | Yr10 |

Strategic capacity funding and restructure funding

Two streams of funding are assisting the transition to new funding models from the National Church. *Strategic capacity funding* is helping to resource the fixed-term post of Transformation and Strategy Programme Manager. *Restructure funding* is helping us to develop and deliver changes to patterns of ministry including, but not limited to, new work on authorised lay ministry.

What about other funding from the National Church?

In addition to the funding set out above the National Church will also contribute to the following activities:

Strategic Development Funding: Resource Church Project

As part of a £27 million pound drive to create 100 new churches the National Church awarded the diocese **£2,600,000** to establish our first Resource Church. This is our first award from Strategic Development Funding. The five year project is already underway and will help to revitalise and bring growth to the church in all parts of our diocese. The congregation of the Resource Church itself will need to raise and contribute **£844,000** over the five year period towards the project cost.

The wider diocese is expected to share some of the project cost and the total commitment from the Diocesan Board of Finance over five years is forecast to be £626,000 or 14% of the total sum (or **£125,000 per annum**). This is funded primarily through the deployment of posts at the Resource Church. To help put this into context, when the Diocese places a full-time training curate at the Resource Church or in a parish it is making an investment in the region of £61,000 per annum or approximately £244,000 over a four year curacy.

Church Commissioners: Bishops and their 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*).

Cathedral working costs

The Church Commissioners:

- Pay for three clergy at the Cathedral (the Dean and two Residentiary Canons)
- The Cathedral provides housing for the Dean and the two Residentiary Canons

Lowest Income Communities Funding (LICF)

We use this funding to support the cost of the paid ministry (stipendiary ministry) deployed in our most deprived parishes. We use population data together with data from the Indices of Multiple Deprivation (IMD) 2015¹ to help to identify parishes that will receive support from the fund. In line with 2017, 2018 and 2019 it is proposed that the incoming LICF grant for 2020-2022 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 2020 the split would be as follows:

£798,911 to support ministry in 34 parishes with greatest deprivation

£88,768 to support ministry in 23 rural parishes with greatest geographical deprivation

£887,679 Total Lowest Income Communities Funding in 2020

The balance of the LICF grant received in the last three years but, due to vacancies in the recipient areas, was not spent is held within a designated fund. These balances are spent in the defined areas and have helped to introduce new, time limited, ministry posts which are fully or part funded from the LICF designated fund. In 2020 these additional posts will include:

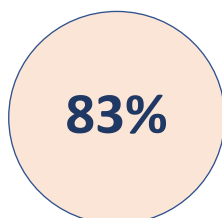
- The continuation of **1** fully funded three year full-time interim stipendiary ministry at Seaton Hirst (Morpeth Deanery). NB: This is in addition to the substantive post for Seaton Hirst. (wef Sept. 2018)
- 3** part-funded² three year full-time Missioner Posts (1.0FTE in Denton, 1.0FTE in Newbiggin Hall & Cowgate and 1.0FTE in Percy Main & Balkwell).

¹https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/465791/English_Indices_of_Deprivation_2015_-_Statistical_Release.pdf

² These posts are funded from the Lowest Income Communities Fund (LICF) and Restructure Funding both of which are funds provided by the National Church.

ANNEX C

For the proposed budget our work is shaped using five priority areas to support mission and ministry throughout our parishes, our diocese and the wider Church of England which together help to deliver a vision for **growing church bringing hope**. The five priority areas are:



- **59%** of the budget resources the ministry we have in place for today including stipendiary, house for duty and self-supporting ministries and chaplaincies.
- **24%** of the budget resources the ministry we are investing in for the future, including ordained and lay ministry.

Newcastle Diocesan Board of Finance
2020 Budget Summary

| Investing in today's ministry | | | | |
|--------------------------------------|------------------|------------------|-------------------|-------------------|
| | 2019 | 2020 | Difference | Difference |
| | Budget | Budget | | |
| Income | £ | £ | £ | % |
| Parish share | 2,414,235 | 2,666,109 | 251,874 | 10.43% |
| National church | 1,378,685 | 1,302,995 | -75,690 | -5.49% |
| Clergy fees | 291,507 | 286,586 | -4,921 | -1.69% |
| Grants & contributions | 107,743 | 107,893 | 150 | 0.14% |
| Chaplaincies | 74,118 | 84,445 | 10,327 | 13.93% |
| Glebe rents | 37,000 | 37,000 | 0 | 0.00% |
| Stipend dividends | 55,000 | 55,000 | 0 | 0.00% |
| Total Income | 4,358,288 | 4,540,028 | 181,740 | 4.17% |
| Expenditure | | | | |
| Stipends/salaries, NI, pension | 3,551,900 | 3,452,475 | -99,425 | -2.80% |
| Council tax/water | 26,513 | 28,212 | 1,699 | 6.41% |
| Housing costs | 537,331 | 542,884 | 5,553 | 1.03% |
| CMD Activities | 31,725 | 30,900 | -825 | -2.60% |
| Relocation/grants | 92,000 | 92,000 | 0 | 0.00% |
| Transport/activity expenses | 20,127 | 17,044 | -3,083 | -15.32% |
| Chaplaincy - Northumbria Police | 12,500 | 12,500 | 0 | 0.00% |
| Grants - Readers Board | 8,750 | 8,750 | 0 | 0.00% |
| Contingency/miscellaneous | 77,442 | 77,442 | 0 | 0.00% |
| Total expenditure | 4,358,288 | 4,262,207 | -96,081 | -2.20% |
| Surplus/-deficit | 0 | 277,822 | 277,822 | |

| Building capacity for tomorrow's church | | | | |
|--|------------------|------------------|-----------------|----------------|
| Income | | | | |
| Parish share | 1,315,363 | 1,059,324 | -256,039 | -19.47% |
| National church | 149,693 | 127,801 | -21,892 | -14.62% |
| Grants & contributions | 104,081 | 127,308 | 576 | 0.55% |
| Rents | 148,000 | 200,827 | 52,827 | 35.69% |
| Fund transfers in | 159,144 | 124,192 | -34,952 | -21.96% |
| Total income | 1,876,281 | 1,639,452 | -259,481 | -13.83% |
| Expenditure | | | | |
| Stipends/salaries, NI, pension | 1,172,788 | 1,074,074 | -98,714 | -8.42% |
| Council tax/water | 16,848 | 16,848 | 0 | 0.00% |
| Housing costs | 90,000 | 65,110 | -24,890 | -27.66% |
| Training & development | 105,823 | 105,273 | -550 | -0.52% |
| Relocation/grants | 108,000 | 108,000 | 0 | 0.00% |
| Transport/activity expenses | 86,581 | 76,045 | -10,536 | -12.17% |
| National training | 171,938 | 171,937 | -1 | 0.00% |
| Pooling 2017/18 | 24,303 | 76,213 | 51,910 | 213.60% |
| Fund transfer out | 100,000 | 0 | -100,000 | -100.00% |
| Total expenditure | 1,876,281 | 1,693,500 | -182,781 | -9.74% |
| Surplus/-deficit | 0 | -54,048 | -76,700 | |

| Bringing hope through partnership | | | | |
|---|----------------|----------------|-------------------|-------------------|
| | 2019 | 2020 | Difference | Difference |
| | Budget | Budget | £ | % |
| | £ | £ | £ | % |
| Income | | | | |
| Parish share | 165,383 | 102,604 | -62,779 | -37.96% |
| Grants & contributions | 10,000 | 10,000 | 0 | 0.00% |
| Funds transfers in | 10,491 | 10,701 | 210 | 2.00% |
| Total income | 185,874 | 123,305 | -62,569 | -33.66% |
| Expenditure | | | | |
| Stipends/salaries, NI, pension | 34,624 | 25,888 | -8,736 | -25.23% |
| Council tax/water | 426 | 0 | -426 | -100.00% |
| Transport/activity expenses | 4,024 | 2,991 | -1,033 | -25.67% |
| Grants, social responsibility & task groups | 146,800 | 135,150 | -11,650 | -7.94% |
| Total expenditure | 185,874 | 164,029 | -21,845 | -11.75% |
| Surplus/-deficit | 0 | -40,725 | -40,725 | |

| Supporting a growing church | | | | |
|------------------------------------|----------------|----------------|-----------------|-----------------|
| Income | | | | |
| Parish share | 475,468 | 382,621 | -92,847 | -19.53% |
| Grants & contributions | 92,091 | 66,012 | -26,079 | -28.32% |
| Funds transfers in | 20,000 | 0 | -20,000 | -100.00% |
| Rents | 23,606 | 24,297 | 691 | 2.93% |
| Investment income | 52,000 | 52,000 | 0 | 0.00% |
| Total income | 663,165 | 524,930 | -138,235 | -20.84% |
| Expenditure | | | | |
| Stipends/salaries, NI, pension | 421,730 | 391,334 | -30,396 | -7.21% |
| Council tax/water | 3,193 | 0 | -3,193 | -100.00% |
| Training & development | 3,720 | 3,720 | 0 | 0.00% |
| Transport/activity expenses | 65,360 | 67,292 | 1,932 | 2.96% |
| Running costs | 150,229 | 149,335 | -894 | -0.60% |
| Total expenditure | 644,232 | 611,681 | -32,551 | -5.05% |
| Surplus/-deficit | 18,933 | -86,751 | -105,684 | -558.20% |

| Legal & governance supporting our mission | | | | |
|--|----------------|-----------------|-----------------|----------------|
| Income | | | | |
| Parish share | 436,616 | 285,526 | -151,090 | -34.60% |
| Total income | 436,616 | 285,526 | -151,090 | -34.60% |
| Expenditure | | | | |
| Stipends/salaries, NI, pension | 98,523 | 102,404 | 3,881 | 3.94% |
| Transport/activity expenses | 27,847 | 26,858 | -989 | -3.55% |
| National church costs | 211,896 | 211,897 | 1 | 0.00% |
| Governance & legal | 27,190 | 24,584 | -2,606 | -9.58% |
| Chancellor fees | 8,390 | 9,753 | 1,363 | 16.25% |
| Registrar fees | 62,770 | 80,963 | 18,193 | 28.98% |
| Total expenditure | 436,616 | 456,459 | 19,843 | 4.54% |
| Surplus/-deficit | 0 | -170,934 | -170,934 | |

| | | | | |
|---|------------------|------------------|-----------------|---------------|
| All workstreams income | 7,520,224 | 7,113,241 | -429,634 | -5.71% |
| All workstreams expenditure | 7,501,291 | 7,187,877 | -313,414 | -4.18% |
| All workstreams surplus/-deficit | 18,933 | -74,636 | | |

| Paid ministry posts | 2020 FTE | 2019 FTE | Change |
|---|-----------------|-----------------|---------------|
| Funded by the Church Commissioners | | | |
| 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> |
| Posts funded from Parish Share¹ | | | |
| Archdeacons | 2.00 | 2.00 | 0.00 |
| Training curates (stipendiary) | 15.50 | 18.50 | -3.00 |
| <i>Sub total diocesan posts funded from Share</i> | <i>17.50</i> | <i>20.50</i> | <i>-3.00</i> |
| Alnwick Deanery | 7.70 | 7.70 | 0.00 |
| Bamburgh & Glendale Deanery | 3.50 | 4.00 | -0.50 |
| Bellingham Deanery | 3.00 | 3.00 | 0.00 |
| Corbridge Deanery | 5.90 | 5.90 | 0.00 |
| Hexham Deanery | 7.50 | 7.00 | +0.50 |
| Morpeth Deanery | 9.20 | 9.70 | -0.50 |
| Norham Deanery | 4.50 | 4.50 | 0.00 |
| Bedlington Deanery | 11.00 | 11.00 | 0.00 |
| Newcastle Central Deanery | 13.00 | 13.50 | -0.50 |
| Newcastle East Deanery | 8.75 | 9.00 | -0.25 |
| Newcastle West Deanery (see note 2) | 12.00 | 12.50 | -0.50 |
| Tynemouth Deanery | 14.00 | 14.00 | 0.00 |
| <i>Sub total: parish posts funded from Share (see note 1)</i> | <i>100.30</i> | <i>101.80</i> | <i>-1.75</i> |
| Posts funded by other sources (time limited) | | | |
| Children & Families/Community Missioner | 3.00 | 3.00 | 0.00 |
| Interim Minister Seaton Hirst | 1.00 | 1.00 | 0.00 |
| <i>Sub total posts partly funded by other bodies</i> | <i>4.00</i> | <i>4.00</i> | <i>0.00</i> |
| Total paid ministry posts | 127.80 | 132.30 | -4.75 |

Notes:

The table sets out the allocation/deployment of paid posts at 15th November 2019.

Note 1: Of the **100.3FTE** parish posts funded from Parish Share the proposed budget will fund **82.0FTE**. The proposed budget therefore assumes a vacancy rate of **18%**. The parish clergy cohort and vacancy rate excludes House for Duty and self-supporting appointments.

Note 2: The allocation to Newcastle West of 12.00FTE includes the full-time appointment at Fenham St James & St Basil. The Dame Allan's Schools contribute circa £10,000 per annum towards the cost of the incumbent in acknowledgement of the chaplaincy provided to the School.

ANNEX E

| Areas of work | Full-time posts | Part-time posts | 2020 FTE | 2019 FTE | Change |
|--|-----------------|-----------------|--------------|--------------|--------------|
| funded from Parish Share | | | | | |
| Diocesan Secretary | 1 | 0 | 1.00 | 1.00 | 0.00 |
| Finance & Accounting | 2 | 1 | 2.60 | 2.60 | 0.00 |
| Administration/Reception (<i>see note 1</i>) | 2 | 2 | 3.70 | 3.70 | 0.00 |
| DMPC & DAC | 0 | 2 | 1.16 | 1.60 | -0.44 |
| Property | 2 | 0 | 2.00 | 2.00 | 0.00 |
| Safeguarding | 0 | 3 | 1.33 | 1.33 | 0.00 |
| Human Resources | 0 | 2 | 0.80 | 0.80 | 0.00 |
| Communications | 1 | 1 | 1.60 | 1.60 | 0.00 |
| Adviser in Local Evangelism | 0 | 1 | 0.50 | 1.00 | -0.50 |
| Children & Youth Team (<i>note 2</i>) | 1 | 2 | 1.60 | 1.60 | 0.00 |
| Continuing Ministerial Development (<i>note 2</i>) | 0 | 1 | 0.50 | 0.50 | 0.00 |
| Initial Ministerial Education (IME2) (<i>note 3</i>) | 0 | 1 | 0.50 | 0.50 | 0.00 |
| Rural Affairs (<i>note 2</i>) | 0 | 1 | 0.30 | 0.30 | 0.00 |
| (NEW) Adviser for Pioneer Ministry (<i>note 4</i>) | 0 | 1 | 0.17 | 0.00 | +0.17 |
| (NEW) Lay Training Development (<i>note 5</i>) | 0 | 1 | 0.60 | 0.00 | +0.60 |
| Vocations | 0 | 1 | 0.80 | 1.10 | -0.30 |
| Interfaith & Ethnic Relations | 0 | 1 | 0.49 | 0.49 | 0.00 |
| Chaplain: Newcastle University (<i>note 6</i>) | 0 | 1 | 0.50 | 1.00 | -0.50 |
| Caretaker (Church House) | 1 | 0 | 1.00 | 1.00 | 0.00 |
| Sub total: posts funded from Parish Share | 10 | 22 | 21.15 | 22.12 | -0.97 |
| partly funded from other sources | | | | | |
| Canon Director of Mission & Ministry (<i>note 7</i>) | 1 | 0 | 1.00 | 1.00 | 0.00 |
| Support to Canon Director (above) (<i>see note 7</i>) | 0 | 1 | 0.21 | 0.21 | 0.00 |
| Programme & Strategy Manager (<i>see note 8</i>) | 0 | 1 | 0.80 | 0.80 | 0.00 |
| (CEASED) Inspired North East (<i>see note 9</i>) | 0 | 0 | 0.00 | 1.00 | -1.00 |
| (NEW) Rural Churches for All (<i>see note 10</i>) | 0 | 1 | 0.60 | 0.00 | +0.60 |
| Chaplain: Northumbria University | 1 | 0 | 1.00 | 1.00 | 0.00 |
| Chaplain: Northumbria Police (<i>see note 11</i>) | 0 | 1 | 0.50 | 0.50 | 0.00 |
| Sub total posts partly funded by other bodies | 2 | 4 | 4.11 | 4.51 | -0.40 |
| fully funded from other sources | | | | | |
| Stewardship (<i>see note 12</i>) | 0 | 2 | 1.20 | 1.20 | 0.00 |
| (NEW) Chaplain King Edward Morpeth (<i>note 13</i>) | 0 | 1 | 0.17 | 0.00 | +0.17 |
| Partners (PICA) | 0 | 0 | 0.00 | 0.30 | -0.30 |
| Spirituality (<i>see note 14</i>) | 0 | 1 | 0.30 | 0.30 | 0.00 |
| Sub total: posts funded from other sources | 0 | 4 | 1.97 | 1.80 | -0.13 |
| Total posts resourced through NDBF | 12 | 30 | 26.93 | 28.43 | -1.50 |

Notes to the above

1. Includes reception and front office staff **plus** 1.0FTE support to 2 Archdeacons
2. Two posts in Children & Youth; Rural and CMD are posts held by stipendiary clergy in parish posts
3. A full-time post shared 50:50 with the Diocese of Durham.
4. A new post to support pioneer development (1 day of a 6 day working week)
5. A new post to support lay development (fixed term) arising from programme for Setting God's People Free
6. Newcastle University previously funded 50% of a full-time post. New post is 50% fully funded from Parish Share
7. 75% funded from Restructure Funding from the National Church (time limited)
8. A three-year post 70% Funded from the National Church Institutions through Strategic Capacity Funding
9. Funding for this role ceased wef July 2019, the end of the three-year project.
10. 95% funded from Heritage Lottery Funding (wef July 2019)
11. Chaplaincies part-funded by the institution within which they are located
12. Fully funded by Allchurches Trust
13. Fully funded by donors via Morpeth Parish
14. Fully funded by Lord Crewe's Trustees