

Newcastle Diocesan Synod

Budget Consultation Paper 2017 – 2019

*To be considered at a meeting
of the Newcastle Diocesan Synod to be held
on Tuesday 11th October 2016 at 6:00pm at
St John's Church, St John's Terrace, North Shields NE29 6HS*

Welcome to the Budget Consultation for 2017 which includes indicative projections for 2018 and 2019. The Synod is invited to engage with the consultation at this stage and the involvement of members will help to inform the work of the Finance Group and the Bishop's Council when they come to make decisions on the budget to be presented for approval at the Diocesan Synod to be held on Saturday 26th November.

2017 sees the introduction of some important changes to funding streams from the National Church and we are called to respond to the challenges and opportunities presented by these changes. As a result, this consultation document includes proposals to help us transition to new arrangements and new methods of allocating and accounting for the way in which we use our resources to support mission and ministry throughout the Diocese.

To help to lead you through this document you will see that it is divided into **five sections**:

- SECTION ONE:** A narrative for the proposed budget (see pages **3** to **11**)
- SECTION TWO:** A narrative about the proposed distribution of National Church Funding (see pages **12** to **14**)
- SECTION THREE:** An illustration of the proposed Parish Share allocation to deaneries (see pages **15** to **17**)
- SECTION FOUR:** A detailed analysis of the proposed budget (pages **18** to **27**)
- SECTION FIVE:** Basic information about the Indices of Multiple Deprivation 2015 per deanery and parish (see pages **28** to **31**)

This document has been produced by Church House, North Shields NE29 6HS
Telephone 0191 270 4100 www.newcastle.anglican.org/synod

If you have any questions about the document please contact:

Diocesan Secretary, Shane Waddle (s.waddle@newcastle.anglican.org) or
Diocesan Accountant, John Hall (j.hall@newcastle.anglican.org)

Newcastle Diocesan Board of Finance. A Company Limited by Guarantee and a Registered Charity. Registered in England number 650977. Registered office: Church House, St John's Terrace, North Shields NE296HS.

Newcastle Diocesan Synod

Diocesan Board of Finance

Budget consultation for 2017

This **draft 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.

This draft budget is shared with members of the Diocesan Synod, Deanery Finance Officers, Area Deans and Lay Chairs as part of a consultation exercise to help to shape the budget which will be presented to the Diocesan Synod at its meeting to be held on 26 November. At that meeting the Synod has the choice of accepting or rejecting the budget.

BUDGET CONSULTATION

1. The timetable for the budget consultation is 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
Friday 11 November	Bishop's Council	Decision making
Saturday 26 November	Diocesan Synod	Decision making

BUDGET CONSULTATION OVERVIEW

2. This budget consultation for 2017 is presented to you following meetings of the Finance Group (13 Sept.), Bishop's Council (20 Sept.), Deanery Finance Officers (28 Sept.), and the Bishop's Staff Team (29 Sept.). The table on the next page sets out key income and expenditure and highlights the deficit we would have if we did not benefit from National Church funding. Key aspects are:

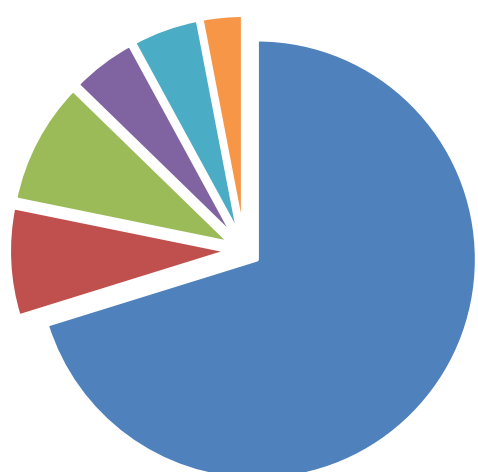
- a net Parish Share increase of **+ 1.00%** (equivalent to £50,000)
- assumption that parishes will make a 100% contribution to parish share
- total expenditure, including a transfer to the Strategic Mission Fund, is **£7,487,229** (2016 was £7,369,144)

	Draft Budget 2017	Budget 2016	Change	Change %
Net Parish Share Request ^A	4,930,160	4,881,346	48,814	1.00%
Other Income ^B	1,169,617	1,070,263	99,354	9.28%
TOTAL INCOME^{C (A+B)}	6,099,777	5,951,609	148,168	2.48%
Parish Ministry & Housing ^D	5,278,699	5,084,810	193,889	3.81%
Other Expenditure ^E	1,991,292	1,964,956	26,336	1.34%
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

3. 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 in the future

INCOMING RESOURCES

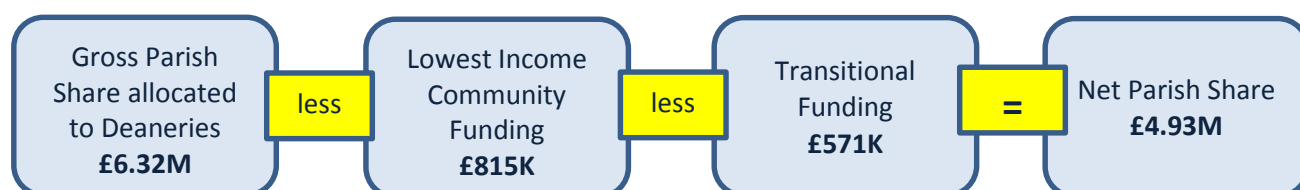
- a) **Parish Share:** This is the main source of income for NDBF. For 2017 the Finance Group has proposed an increase of **1.00%** lifting the net income from Share to **£4,930,160** (2016 was £4,881,346). Without the income from the Archbishops' Council the gross Parish Share request would be **£6,317,611**.

Changes for 2017

- b) 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. Newcastle Diocese is recognised as a diocese with below average income per capita. Newcastle is to be a recipient of the new **lowest income communities funding** (LICF). This new funding represents a significant reduction to the previous Selective Allocation and, to help to introduce 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) The new funding arrangements introduce a change of policy in the way that Parish Share is allocated to deaneries. The allocation of Parish Share for 2017 has been calculated as follows:



How is this different to previous years? In previous years the sum allocated to deaneries 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 those no longer benefitting from the Selective Allocation. A more detailed explanation is set out in **SECTION TWO** (see page 12).

- d) The formula used to allocate Parish Share to deaneries remains the formula agreed by the Diocesan Synod. This is weighted: (a) 70% towards parish income;

(b) 15% to attendance; and (c) 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 to the deaneries is illustrated in **SECTION THREE** (see page 15).

Other incoming resources

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

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

- f) **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).

- g) **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 +4.3% at £168,900 (2016 was £161,900).

- h) **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).

- i) **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).

- j) **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 **SECTION 4**.

The Board of Finance (NDBF) funds **36** 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 ⁴	2	1.60	1.20	+0.40
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 ⁵	1	0.50	0.50	0.00
Continuing Ministerial Development ⁶	1	0.50	0.50	0.00
Pastoral Care and Counselling ⁶	1	1.00	1.00	0.00
Local Ministry Development ⁷	1	1.00	1.00	0.00
Vocations ⁸	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	36	25.78	25.60	+0.18

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 the Allchurches Trust grant funding (EIG)
- 3 Heritage Lottery Funding resources 0.64 of one post.
- 4 Includes a new part-time (3 days per week) post
- 5 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.
- 6 These posts are resourced from grants made available from Lord Crewe Trustees
- 7 This post was a fixed term appointment for five years and comes to an end in May 2017
- 8 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: +4.47%

Total budget for Parish Ministry is £4,633,735 (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 anticipated 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 £629,964 (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: +6.5%

Total cost for Supporting Ministry is £600,149 (2016 budget was £563,653)

Staffing

Supporting Ministers	10.5 FTE
Administrative Support	0.6 FTE
TOTAL RESOURCE	11.1 FTE for 18 paid posts (2016 was 10.9FTE)

New items for 2017 include a part-time post within Communications, additional support for Inspired North East as well as including activity costs within Evangelism and Children & Youth (*previously included under Task Groups*). Funding for one post, Local Ministry Development (LMD), comes to an agreed end in 2017 and the post will cease. 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.

New work in 2017 includes a three day Leading Your Church into Growth (LYCiG) conference for 20 parishes (clergy and lay representation). Much of the expenditure for this conference has been met in 2016 through legacy and trust funding but 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 RTP grant	£ 105,300
Newcastle Education Board grant	£ 152,250
Boards and Committees	£ 25,900
Grants and Allocations (discretionary)	£ 61,100
National Church (-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 £25K which will be funded from 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. We provide additional resource to LRTP due to the fact that the Training Partnership is housed at Church House, North Shields.
- **£30K (-12.3%) to Benwell Christian Shop (Cornerstone)** (2016 was £34K) 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 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: £146K in 2017

- To help to resource various activities, the budget assumes that £146,003 will be 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** (*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:
 - **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. Our first Peer Review is scheduled to take place on **1 December 2016**

Application of the Lowest Income Communities Fund

9. The Bishop's Council asked the Strategic Development Group (**SDG**) to consider the application of the Lowest Income Communities Fund (**LICF**) from 1 January 2017 and to recommend proposals to the Bishop's Council and thus Diocesan Synod.
10. The Bishop's Staff Team (**BST**) had already recommended the use of the Indices of Multiple Deprivation (IMD) 2015¹ as a recognised measure to identify parishes to receive support from the fund. In the main, the funding would be allocated using the overall IMD score for each parish which 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.
11. The BST suggested that the parishes falling within the top 15% of most deprived neighbourhoods of England should receive LICF support.

Defining the recipients of LICF

12. Taking account of the steer from the BST, the SDG considered three questions:
- i. Which parishes should be the recipients of Lowest Income Communities Funding? (*what is the definition?*)
 - ii. How will we distribute the money to those parishes?
 - iii. What will we put in place to ensure the money invested in the parishes ensures mission and growth?

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

13. The SDG agreed to the suggestion from the BST to focus on the parishes within the top 15% of most deprived neighbourhoods using the overall IMD score as the measurement. **Additionally**, to help to address rural concerns, the SDG also considered those areas falling within the top 15% of most deprived neighbourhoods for ‘*geographical barriers*’, i.e. our rural areas. The SDG agreed that parishes should receive LICF support where a deanery has a significant proportion of its population living within the neighbourhood affected by a deprivation arising from ‘geographical barriers’.

Distributing LICF

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

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

£734,283	allocated to parishes falling within top 15% of most deprived areas
£81,587	allocated to parishes with geographical deprivation (also relates to deanery population)
£815,870	Total LICF in 2017

16. The SDG discussed several options on how to distribute LICF ranging from block grants through to tapering support (i.e. applying greater support to those areas with most deprivation). 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

17. The SDG is yet to consider the measures that will be needed to ensure LICF is used to promote mission and growth in our areas of low income. However, rather than introduce new work streams to measure outcomes the proposal is to utilise **and** strengthen existing good practice. The **Mission Action Planning (MAP)** process is recognised across the diocese and nationally as a successful tool for mission. Enhancements to ensure parishes complete the process and are evaluated on the outcomes could form the basis on which to measure **spiritual, numerical and missional** growth.

Proposed Apportionment of Parish Share to Deaneries

18. **SECTION THREE** (see pages 15 to 17) 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 (see para C on page 5); **STEP 2** allocates the LICF funding (see para 15 above); **STEP 3** allocates transitional funding (see para 2 on page 12). At **STEP 4** a capping mechanism is illustrated which could help to smooth the funding changes by restricting Parish Share increases to deaneries by a form of mutual support which effectively limits reductions to Share for some deaneries.

THIS TABLE FORMS PART OF THE BUDGET CONSULTATION FOR 2017

SECTION THREE

	STEP 1 starting point	STEP 2 allocating low income communities funding				STEP 3 allocating transition funding			STEP 4 agreeing some mutual support (capping) across deaneries			
		£734,285	£81,587			£571,582						
Deanery	Total Gross Share Request for 2017	low income communities funding (LICF)	Rural Allocation from low income communities (LICF)	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 transition 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	518,268	103,670		414,598	-5.5%	0	414,598	-5.5%	13,205	427,803	-11,106	-2.5%
Newcastle Central	1,029,086	46,230		982,856	25.7%	150,977	831,879	6.4%	-22,611	809,268	27,367	3.5%
Newcastle East	383,571	122,074		261,497	-15.8%	0	261,497	-15.8%	26,600	288,097	-22,373	-7.2%
Newcastle West	654,729	235,263		419,466	-15.8%	0	419,466	-15.8%	42,840	462,306	-36,034	-7.2%
Tynemouth	815,937	137,845		678,092	2.2%	0	678,092	2.2%	0	678,092	14,377	2.2%
Bellingham	169,779	0	31,373	138,406	4.0%	0	138,406	4.0%	-608	137,798	4,660	3.5%
Corbridge	472,783	0		472,783	22.4%	61,692	411,091	6.4%	-11,174	399,917	13,524	3.5%
Hexham	431,419	0		431,419	36.6%	95,312	336,107	6.4%	-9,136	326,971	11,057	3.5%
Alnwick	584,565	9,325		575,240	38.6%	133,797	441,443	6.4%	-11,999	429,444	14,522	3.5%
Bamburgh & Glendale	263,805	0	23,268	240,537	14.2%	16,353	224,184	6.4%	-6,094	218,090	7,375	3.5%
Morpeth	591,979	79,878		512,101	9.9%	16,241	495,860	6.4%	-13,479	482,381	16,312	3.5%
Norham	293,924	0	26,946	266,978	32.6%	52,827	214,151	6.4%	-5,821	208,330	7,045	3.5%
LEPs	107,766	0		107,766	80.9%	44,383	63,383	6.4%	-1,723	61,660	2,085	3.5%
	6,317,611	734,285	81,587	5,501,739	12.7%	571,582	4,930,157	1.0%	0	4,930,157	48,811	1.0%

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

STEP 1 Calculates the gross parish share distribution using existing Parish Share methodology (see paragraph d page 6)

STEP 2 Reduces the gross parish share by the amount of low income communities funding (LICF) allocated to parishes within a deanery (see SECTION 2, pages 12-14)

STEP 3 Limits the increase to Parish Share by allocating transition funding which results in a maximum deanery change of 6.4% (see SECTION 2 pages 12-14)

STEP 4 Introduces, effectively, some mutual support, by limiting the reduction to Parish Share to lessen the impact of the funding changes for other deaneries.

The result, in this illustration, is that the overall request to a Deanery is capped at a maximum of 3.5%. The overall change to Parish Share from 2016 to 2017 is 1.0%

THIS TABLE FORMS PART OF THE BUDGET CONSULTATION FOR 2017

SECTION THREE

Low Income Communities Funding (LICF) recipients

The table to the right 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 parish share contributions 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.

ParishCo de	Parish_Local_Name	Deanery	Parish Population	IMD_rank (across the CofE 1 is most deprived 12599 is least deprived)	Weighted allocation	per head of pop
250129	ELSWICK ST STEPHEN AND ST PAUL	West	5,372	30	19,880.00	3.70
250114	BYKER: ST ANTHONY	East	5,563	55	20,270.00	3.64
250117	BYKER :ST MICHAEL WITH ST LAWRENCE	East	5,174	75	18,556.00	3.59
250116	BYKER : ST MARTIN	East	4,921	111	17,369.00	3.53
250136	NEWCASTLE: ST MATTHEW & ST MARY	West	1,447	137	5,024.00	3.47
250141	BENWELL TEAM AND SCOTSWOOD TEAM	West	20,088	250	68,617.00	3.42
250123	COWGATE: ST PETER	West	8,450	260	28,382.00	3.36
250121	WALKER : CHRIST CHURCH	East	9,525	269	31,451.00	3.30
250160	TYNEMOUTH, PERCY: ST JOHN	Tynemouth	9,652	270	31,320.00	3.24
250005	BLYTH: ST MARY	Bedlington	9,127	379	29,097.00	3.19
250146	NEWBIGGIN HALL: ST WILFRID	West	9,057	518	28,359.00	3.13
250132	Newcastle : ST PHILIP and ST AUGUSTINE	West	8,507	556	26,153.00	3.07
250236	WOODHORN W NEWBIGGIN: ST BARTHOLOMEW	Morpeth	6,318	596	19,063.00	3.02
250237	SEATON HIRST ST JOHN AND ST ANDREW	Morpeth	18,578	691	52,882.00	2.85
250102	NEWCASTLE : ST ANN	Central	1,836	726	5,121.00	2.79
250007	CAMBOIS: ST PETER	Bedlington	947	876	2,587.00	2.73
250118	BYKER : ST SILAS	East	6,263	907	16,757.00	2.68
250164	WALLSEND: ST LUKE	Tynemouth	9,256	950	24,241.00	2.62
250096	KENTON: THE ASCENSION	Central	12,490	1000	31,997.00	2.56
250016	HORTON: ST MARY VIRGIN	Bedlington	6,990	1012	17,509.00	2.50
250122	BYKER ST MARK & WALKERGATE ST OSWALD	East	7,219	1030	17,671.00	2.45
250124	DENTON: HOLY SPIRIT	West	11,716	1086	28,012.00	2.39
250023	SLEEK BURN: ST JOHN	Bedlington	7,295	1161	17,028.00	2.33
250140	SUGLEY: HOLY SAVIOUR	West	7,612	1182	17,335.00	2.28
250178	CHEVINGTON: ST JOHN THE DIVINE	Alnwick	4,200	1212	9,325.00	2.22
250166	WILLINGTON: ST MARY THE VIRGIN	Tynemouth	23,700	1423	51,271.00	2.16
250020	NEWSHAM: ST BEDE	Bedlington	9,791	1503	20,623.00	2.11
250150	BILLY MILL	Tynemouth	7,783	1522	15,952.00	2.05
250157	BALKWELL: ST PETER	Tynemouth	7,558	1566	15,061.00	1.99
250015	WESTSLADE	Bedlington	8,693	1688	16,826.00	1.94
250093	Fawdon	Central	4,850	1712	9,112.00	1.88
250229	CRESSWELL AND LYNEMOUTH	Morpeth	4,354	1754	7,933.00	1.82
250133	NEWCASTLE: HOLY CROSS	West	7,650	1857	13,501.00	1.76
			271,982		734,285	

SECTION THREE

Lowest Income Communities Funding (LICF) for rural areas: recipients

The parishes listed below are those rural parishes that will benefit from LICF for rural areas.

This distribution is set out in SECTION TWO (see page 12)

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	

NEWCASTLE DIOCESAN BOARD OF FINANCE

BUDGET 2017 - 2019

VERSION

printed on

04/10/2016

SUMMARY

	ACTUALS 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £	BUDGET 2019 £
INCOME					
Parish share requested	4,797,392	4,881,346	4,930,160	5,028,763	5,129,338
Parish Share Shortfall	(380,696)	-	-	-	-
PARISH SHARE RECEIVED	4,416,696	4,881,346	4,930,160	5,028,763	5,129,338
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	108,900	111,078	113,300
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	7,341,226	7,390,448	7,439,523
EXPENDITURE					
Parish ministry costs	4,383,274	4,435,619	4,633,735	4,696,444	4,786,213
Housing & Glebe costs	545,848	619,191	629,964	643,517	658,600
Supporting Ministers	502,675	563,653	600,149	566,250	577,638
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	687,509	694,739	659,347
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	7,269,991	7,328,197	7,417,947
TRANSFERS					
In - Mission Development Fund	70,583	79,000	57,000	40,000	5,000
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)	(159,495)	(54,063)
Out - Clergy Pensions adjustment	-	-	-	-	-
Total transfers	91,786	(223,375)	(71,235)	(62,252)	(21,575)
(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					
PARISH MINISTRY					
	ACTUALS 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £	BUDGET 2019 £
EXPENDITURE					
PARISH MINISTRY: STIPENDS & EXPENSES					
Parish Clergy (incl Archdeacons)	3,956,871	3,985,166	3,560,180	3,631,384	3,704,011
Other Clergy (Training posts)			512,708	522,962	533,421
Apprenticeship Levy	-	-	15,000	15,300	15,606
STIPENDS (INCLUDING ONCOSTS)	3,956,871	3,985,166	4,087,888	4,169,646	4,253,039
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	4,292,488	4,376,738	4,462,673
Newcastle Uni Chaplain (1.0 FTE)	35,804	39,603	40,081	40,883	41,700
Northumbria Uni Chaplain (1.0 FTE)	37,231	39,776	40,321	41,127	41,950
Police Chaplain (0.5 FTE)	18,938	22,502	22,539	22,990	23,450
Voluntary Chaplains	2,218	3,000	4,000	4,080	4,162
CHAPLAINCY COSTS	94,191	104,881	106,941	109,080	111,261
Archdeacons' Expenses	21,496	20,000	21,800	22,236	22,681
Archdeacons - Secretarial (1.0 FTE)	25,015	25,522	26,159	26,682	27,216
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	55,109	56,211	57,335
Associate Director of Ordinands (0.6 FTE)	-	-	22,297	22,743	23,198
Expenses	2,836	3,900	3,600	3,672	3,745
Support for Ordinands	84,710	100,000	100,000	100,000	100,000
ORDINATION & SELECTION TRAINING	87,546	103,900	125,897	126,415	126,943
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	4,633,735	4,696,444	4,786,213

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)	(108,900)	(111,078)	(113,300)
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)	(152,400)	(155,298)	(158,254)
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	84,016	85,696	87,410
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	94,167	96,050	97,971
TOTAL EXPENDITURE	545,848	619,191	629,964	643,517	658,600

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	14,175	14,459	14,748
ADMIN SUPPORT	13,541	13,790	14,175	14,459	14,748
LOCAL EVANGELISM ADVISER					
Salary & oncosts (1.00 FTE)	37,817	42,035	42,161	43,004	43,864
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	51,104	51,804	52,740
COMMUNICATIONS OFFICER					
Salary & oncosts (1.60 FTE)	45,007	45,880	64,755	66,050	67,371
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	85,005	86,645	88,318
PARTNERS' OFFICER					
Salary & oncosts (0.33 FTE)	11,704	12,836	13,025	13,286	13,551
Expenses	678	1,206	1,000	1,000	1,000
PARTNERS' OFFICER	12,382	14,042	14,025	14,286	14,551
CHURCH IN SOCIETY OFFICER					
Salary & oncosts (0.50 FTE)	17,650	19,252	19,091	0	0
Expenses	586	1,384	450	0	0
Activities		-	0	0	0
CHURCH IN SOCIETY OFFICER	18,236	20,636	19,541	0	0
PARISH GIVING OFFICER					
Salary & oncosts (1.00 FTE)	36,708	37,357	37,938	38,697	39,471
Expenses	3,858	5,130	4,620	4,712	4,807
Activities			500	600	620
PARISH GIVING OFFICER	40,566	42,487	43,058	44,009	44,897
DDO'S - CHILDREN / YOUTH WORK					
Salary & oncosts (1.67 FTE)	50,249	63,030	64,225	65,510	66,820
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	81,725	83,710	85,720

CMD ADVISER						
Salary & oncosts	(0.50 FTE)	11,017	19,252	19,609	20,001	20,401
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	80,142	81,745	83,380
PASTORAL COUNSELLING & CLERGY SUPPORT						
Salary & oncosts	(1.00 FTE)	35,296	37,449	38,317	39,083	39,865
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	49,017	49,997	50,997
RURAL AFFAIRS ADVISER						
Salary & oncosts	(0.33 FTE)	960	12,836	13,145	13,408	13,676
Expenses			750	750	765	780
RURAL AFFAIRS ADVISER		960	13,586	13,895	14,173	14,456
INTERFAITH & ETHNIC RELATIONS ADVISER						
Salary & oncosts	(0.50 FTE)	24,257	23,940	24,326	24,813	25,309
Expenses		2,587	2,880	2,700	2,750	2,800
INTERFAITH & ETHNIC RELATIONS ADVISER		26,844	26,820	27,026	27,563	28,109
SPIRITUALITY ADVISER						
Salary & oncosts	(0.33FTE)	8,768	19,252	13,325	13,592	13,863
Expenses		394	1,300	1,300	1,326	1,353
Activities				500	500	500
SPIRITUALITY ADVISER		9,162	20,552	15,125	15,418	15,716
LOCAL MINISTRY DEVELOPMENT OFFICER						
Salary & oncosts	(1.00 FTE for part year)	35,326	38,637	22,600	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	25,400	0	0
INSPIRED						
Salary & oncosts	(1.30 FTE)	24,304	36,350	49,111	50,093	51,095
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	76,611	78,143	79,706
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
BUDGET 2017 - 2019

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	600,149	566,250	577,638
ALL SUPPORTING MINISTERS Stipend/Salary, NI & Pension (10.9 FTE)	352,604	421,896	435,803	401,994	410,034
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	600,149	566,250	577,638

NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2017 - 2019

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 BUDGET 2017 - 2019					
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	75,417	76,925	78,464
Admin staff - Salaries & oncosts (7.10 FTE)	199,714	226,245	258,596	259,364	214,551
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	344,413	346,897	303,835
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	16,403	16,731	17,066
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	46,543	47,474	48,423
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	483,256	487,603	447,155
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	40,802	41,618	42,450
Expenses & activities	28,546	-	3,100	3,162	3,225
HR SERVICE	28,546	37,500	43,902	44,780	45,676

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	32,194	32,838	33,495
Expenses & Training	10,364	9,000	15,270	13,500	13,770
SAFEGUARDING	38,565	34,100	47,464	46,338	47,265
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 NI 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	1,046,593	1,061,005	1,032,938

DEPRIVATION RANKINGS FOR OVERALL IMD 2015 SCORE

SECTION FIVE

(where rank 1 is the most deprived parish in England through to rank 12599 which is least deprived)

Parish Name	Parish Population	% of deanery population	IMD_rank (out of 12599 parishes in England)
Alnwick Deanery			
ST. JOHN, CHEVINGTON	4,200	11.5%	1212
AMBLE	6,321	17.3%	2858
WHITTINGHAM AND EDLINGHAM WITH BOLTON CHAPEL	1,235	3.4%	3746
EMBLETON	1,210	3.3%	3993
RENNINGTON AND ROCK	277	0.8%	3993
LONGFRAMLINGTON WITH BRINKBURN	1,159	3.2%	4516
ST. MICHAEL AND ST. PAUL, ALNWICK	8,349	22.9%	5363
SHILBOTTLE	2,040	5.6%	7417
UPPER COQUETDALE	3,954	10.8%	7921
WARKWORTH	1,661	4.6%	9272
ACKLINGTON	544	1.5%	9825
ST. JOHN THE BAPTIST, ALNMOUTH	426	1.2%	10453
LESBURY	985	2.7%	10453
FELTON	2,139	5.9%	10587
HOWICK	127	0.3%	12083
LONGHOUGHTON	1,840	5.0%	12083
Bamburgh & Glendale Deanery			
DODDINGTON	159	1.7%	2751
KIRKNEWTON	625	6.7%	2947
CHATTON WITH CHILLINGHAM	411	4.4%	3072
ILDERTON	132	1.4%	3103
INGRAM	130	1.4%	3103
BELFORD	1,360	14.5%	3430
BAMBURGH	534	5.7%	3494
ST. HILDA, LUCKER	357	3.8%	3671
EGLINGHAM	591	6.3%	3933
NORTH SUNDERLAND	1,996	21.3%	4318
ELLINGHAM	322	3.4%	4534
BEADNELL	490	5.2%	4633
SOUTH CHARLTON	132	1.4%	5640
WOOLER	2,147	22.9%	7642
Bedlington Deanery			
ST. MARY, BLYTH	9,127	6.8%	379
CAMBOIS	947	0.7%	876
HORTON	6,990	5.2%	1012
ST. JOHN, SLEEKBURN	7,295	5.4%	1161
NEWSHAM	9,791	7.3%	1503
WEETSLADE	8,693	6.5%	1688
CHOPPINGTON	9,583	7.1%	2617
ST. CUTHBERT, BLYTH	12,029	8.9%	2714
SEGHILL	10,438	7.8%	4372
CRAMLINGTON	28,779	21.4%	4421
BEDLINGTON	10,408	7.7%	6070
KILLINGWORTH	15,323	11.4%	6276
DELAVAL	5,003	3.7%	8491

DEPRIVATION RANKINGS FOR OVERALL IMD 2015 SCORE

SECTION FIVE

(where rank 1 is the most deprived parish in England through to rank 12599 which is least deprived)

Parish Name	Parish Population	% of deanery population	IMD_rank (out of 12599 parishes in England)
Bellingham Deanery			
FALSTONE WITH GREYSTED AND THORNEYBURN	615	8.7%	3998
HORSLEY WITH BYRNES	332	4.7%	3998
ST. JOHN, OTTERBURN	658	9.3%	3998
ELSDON	270	3.8%	3449
CHOLLERTON	771	10.8%	4755
BIRTLEY	239	3.4%	4964
SIMONBURN	196	2.8%	4725
WARK	739	10.4%	4725
BELLINGHAM	1,448	20.4%	5696
THOCKRINGTON	103	1.4%	5564
CORSENSIDE	534	7.5%	5904
ST. OSWALD IN LEE WITH ST. MARY BINGFIELD	610	8.6%	7134
ST. PETER, HUMSHAUGH	593	8.3%	7780
Corbridge Deanery			
BLANCHLAND WITH HUNSTANWORTH	263	0.9%	4014
ST JOHN HEALEY	199	0.7%	4525
SHOTLEY	373	1.3%	4525
EDMUNDBYERS AND MUGGLESWICK	288	1.0%	4743
MATFEN	644	2.2%	5095
WHITTONSTALL	226	0.8%	5173
STAMFORDHAM	1,097	3.7%	5196
SLALEY	721	2.4%	5984
ST. MARY MAGDALENE, PRUDHOE	10,845	36.4%	7096
OVINGHAM	2,013	6.8%	7199
MICKLEY	1,042	3.5%	10435
ST. JAMES, RIDING MILL	975	3.3%	10501
HEDDON THE WALL	1,708	5.7%	10759
CORBRIDGE WITH HALTON AND NEWTON HALL	4,041	13.6%	11081
ST. PETER, BYWELL	3,084	10.4%	12164
WYLAM	2,243	7.5%	12428
Hexham Deanery			
NINEBANKS AND CARRSHIELD	450	1.6%	2445
ALSTON MOOR	2,714	9.4%	3489
HALTWHISTLE	4,332	15.0%	4657
ALLENDAL	2,023	7.0%	5034
BELTINGHAM WITH HENSHAW	1,186	4.1%	5507
GREENHEAD	468	1.6%	5507
WHITLEY	641	2.2%	5984
ST. CUTHBERT, HAYDON BRIDGE	2,124	7.4%	6492
ST. JOHN LEE	1,779	6.2%	6986
WARDEN	1,204	4.2%	7549
HEXHAM	11,895	41.3%	7975

DEPRIVATION RANKINGS FOR OVERALL IMD 2015 SCORE

SECTION FIVE

(where rank 1 is the most deprived parish in England through to rank 12599 which is least deprived)

Parish Name	Parish Population	% of deanery population	IMD_rank (out of 12599 parishes in England)
Morpeth Deanery			
WOODHORN WITH NEWBIGGIN	6,318	9.4%	596
SEATON HIRST ST JOHN AND ST ANDREW	18,578	27.7%	691
CRESSWELL AND LYNEMOUTH	4,354	6.5%	1754
ASHINGTON	9,592	14.3%	3445
BOTHAL AND PEGSWOOD	3,401	5.1%	3473
ULGHAM	3,132	4.7%	4923
BOLAM	363	0.5%	4978
HARTBURN WITH MELDON	408	0.6%	4978
MITFORD	851	1.3%	5074
CAMBO	488	0.7%	5325
NETHERWITTON	196	0.3%	5329
KIRKWHELPINGTON w KIRKHARLE & KIRKHEATON	540	0.8%	5673
HEBRON	388	0.6%	7590
STANNINGTON	1,287	1.9%	7847
MORPETH	15,145	22.6%	7887
WHALTON	495	0.7%	8398
LONGHORSLEY	1,073	1.6%	8497
WIDDRINGTON	166	0.2%	8938
ST. JOHN LONGHIRST	310	0.5%	11878
Newcastle Central Deanery			
ST ANNE NEWCASTLE	1,836	1.8%	726
THE ASCENSION KENTON	12,490	11.9%	1000
ST. NICHOLAS NEWCASTLE UPON TYNE (Cathedral)	540	0.5%	1241
St John the Baptist	1,952	1.9%	1252
FAWDON	4,850	4.6%	1712
NEWCASTLE ST. ANDREW	3,657	3.5%	2608
CHRIST CHURCH NEWCASTLE UPON TYNE	4,257	4.1%	2707
GOSFORTH ST. HUGH	7,147	6.8%	3125
NEWCASTLE ST. LUKE THE EVANGELIST	1,908	1.8%	3374
ST. BARNABAS AND ST. JUDE NEWCASTLE UPON TYNE	3,804	3.6%	5572
JESMOND	4,749	4.5%	6570
CHRIST THE KING IN THE DIOCESE OF NEWCASTLE	17,272	16.5%	9376
KINGSTON PARK	6,959	6.6%	10108
ST. NICHOLAS GOSFORTH	9,355	8.9%	10427
THE HOLY TRINITY JESMOND	2,717	2.6%	11000
ALL SAINTS GOSFORTH	7,586	7.2%	12046
ST. HILDA NEWCASTLE UPON TYNE	5,542	5.3%	12108
ST. GEORGE NEWCASTLE UPON TYNE	8,276	7.9%	12140
Newcastle East Deanery			
ST. ANTHONY, BYKER	5,563	6.5%	55
ST. MICHAEL WITH ST. LAWRENCE BYKER	5,174	6.1%	75
ST. MARTIN BYKER, NEWCASTLE-UPON-TYNE	4,921	5.8%	111
WALKER	9,525	11.1%	269
ST. SILAS, BYKER	6,263	7.3%	907
BYKER ST. MARK AND WALKERGATE ST. OSWALD	7,219	8.4%	1030
ST. MARY MAGDALENE LONG BENTON	7,095	8.3%	2264
LONG BENTON	14,106	16.5%	5519
ST. GABRIEL, HEATON NEWCASTLE-UPON-TYNE	16,235	19.0%	7189
ST. FRANCIS, HIGH HEATON NEWCASTLE UPON TYNE	9,384	11.0%	10637

DEPRIVATION RANKINGS FOR OVERALL IMD 2015 SCORE

SECTION FIVE

(where rank 1 is the most deprived parish in England through to rank 12599 which is least deprived)

Parish Name	Parish Population	% of deanery population	IMD_rank (out of 12599 parishes in England)
Newcastle West Deanery			
ELSWICK ST STEPHEN AND ST PAUL	5,372	4.2%	30
ST. MATTHEW WITH ST. MARY NEWCASTLE UPON TYNE	1,447	1.1%	137
THE BENWELL TEAM AND SCOTSWOOD TEAM	20,088	15.8%	250
ST. PETER COWGATE	8,450	6.7%	260
NEWBIGGIN HALL	9,057	7.1%	518
NEWCASTLE ST. PHILIP AND ST. AUGUSTINE	8,507	6.7%	556
THE HOLY SPIRIT DENTON	11,716	9.2%	1086
HOLY SAVOIR, SUGLEY	7,612	6.0%	1182
HOLY CROSS NEWCASTLE UPON TYNE	7,650	6.0%	1857
NEWBURN	9,743	7.7%	2190
ST. JAMES AND ST. BASIL, FENHAM	9,584	7.6%	2416
WHORLTON	11,514	9.1%	4581
CHAPEL HOUSE	5,018	4.0%	11257
PONTELAND	11,077	8.7%	11771
Norham Deanery			
ANCROFT	385	2.1%	1986
HOLY ISLAND	180	1.0%	1986
SCREMERSTON	580	3.2%	2162
LOWICK AND KYLOE	1,055	5.8%	2513
FORD AND ETAL	481	2.6%	2751
ST. JOHN THE EVANGELIST, SPITTAL	2,840	15.6%	2803
CORNHILL	340	1.9%	3075
NORHAM AND DUDDO	1,381	7.6%	3075
BRANXTON	173	1.0%	3103
CARHAM	242	1.3%	3103
TWEEDMOUTH	6,036	33.2%	4417
BERWICK HOLY TRINITY AND ST. MARY	4,462	24.6%	5286
Tynemouth Deanery			
PERCY TYNEMOUTH	9,652	6.4%	270
WALLSEND ST. PETER AND ST. LUKE	9,256	6.1%	950
WILLINGTON TEAM PARISH	23,700	15.7%	1423
BILLY MILL	7,783	5.2%	1522
ST. PETER, BALKWELL	7,558	5.0%	1566
ST. MARK, SHIREMOOR	9,618	6.4%	2591
NORTH SHIELDS	14,781	9.8%	2825
CULLERCOATS TYNEMOUTH	9,407	6.2%	4811
ST. JOHN WALLSEND	11,159	7.4%	5439
EARSDON AND BACKWORTH	5,630	3.7%	7919
MARDEN WITH PRESTON GRANGE	6,458	4.3%	9857
ST. PETER, MONKSEATON	14,811	9.8%	9888
TYNEMOUTH PRIORY	5,914	3.9%	10404
ST. GEORGE, CULLERCOATS	6,528	4.3%	10658
ST. MARY, MONKSEATON	8,467	5.6%	12483