

Newcastle Diocesan Board of Finance

Budget for 2016

This **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 budget is presented to the Diocesan Synod following consultations throughout September and October. **At its meeting on 13th November the Bishop's Council considered a recommendation from the Finance Group and agreed the budget set out in this paper be presented to the Diocesan Synod for approval.**

The key change between the draft budget and the budget set out in this paper is the introduction of a designated **Strategic Mission Fund**.

BUDGET OVERVIEW

1. The draft budget for 2016 was presented to the Bishop's Council (21 September) and Diocesan Synod (6 October). Changes arising from the consultation are described at points 2 and 3 below. The table overleaf sets out the key income and expenditure to highlight the main incoming resources and expenditure. The key points to the 2016 budget are:
 - An increase to the Parish Share request of + **1.75%**.
 - The budget to be presented illustrating a full receipt of Parish Share (this removes the custom of presenting a budget with a less than 100% expected contribution to Parish Share)
2. **Minor changes** following the consultations have included:
 - Budget provision for Self Supporting Ministry Steering Group
 - Shepherds Dene: An uplift to the grant to Shepherds Dene (this now matches the grant awarded by Durham DBF for 2016)
 - Administration: change to the salary provision for the Diocesan Secretary
3. **Significant changes** following the consultation:
 - The addition of a **Strategic Mission Fund**
The budget no longer includes a surplus. The Finance Group proposed the creation of a designated Strategic Mission Fund to help to resource the Diocese when bidding for Strategic Development Funding.

Summary Budget 2016: Key Income and Expenditure

	Proposed Budget 2016	Budget 2015	Change	Change %
Parish Share Request (at 100%)	4,881,346	4,797,392	83,954	1.75%
Other Income	1,070,263	1,040,890	29,373	2.82%
TOTAL INCOME	5,951,609	5,838,282	113,327	1.94%
Parish Ministry & Housing	-5,080,031	-5,072,257	-7,774	0.15%
Other Expenditure	-1,969,735	-1,867,386	-102,349	5.48%
Strategic Mission Fund	-319,378	0	-319,378	
TOTAL EXPENDITURE	-7,369,144	-6,939,643	-429,501	6.19%
PRIMARY DEFICIT	-1,417,535	-1,101,361	-316,174	
Add Parish Share shortfall	0	-335,817	335,817	
TOTAL DEFICIT before Selective Allocation	-1,417,535	-1,437,178	19,643	1.37%
Income from the Archbishops' Council	1,417,535	1,433,408	-15,873	-1.11%
FINAL Deficit/Surplus	0	-3,770		

BUDGET: further detail

INCOMING RESOURCES

The BUDGET for TOTAL INCOME into the GENERAL FUND in 2016 is £7,273,141.

- a) **Parish Share:** The main source of income for the NDBF is Parish Share. For 2016 an increase of **1.75%** has been proposed by the Finance Group taking the gross income from Share up to **£4,881,346**. In a change from earlier years, the Parish Share contribution rate is presented as 100%. If actual receipts prove to be less than 100% this will reduce the sum which can be transferred to the designated fund for Strategic Mission.

The Parish Share in the proposed budget for 2016 would be apportioned to the deaneries as follows:

Alnwick	414,922	8.5%
Bamburgh & Glendale	210,715	4.3%
Bellingham	133,138	2.7%
Corbridge	386,393	7.9%
Hexham	315,914	6.5%
Morpeth	466,069	9.6%
Norham	201,285	4.1%
Bedlington	438,909	9.0%
Newcastle Central	781,901	16.0%
Newcastle East	310,470	6.4%
Newcastle West	498,340	10.2%
Tynemouth	663,715	13.6%
Local Ecumenical Partnerships	<u>59,575</u>	<u>1.2%</u>
TOTAL	<u>4,881,346</u>	<u>100.0%</u>

- b) The proportions of the overall total 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 is the final year for which the deanery allocation has been established using the statistics from **2010, 2011** and **2012**. (When the deanery allocation is carried out for 2017 the income and attendances for the years 2013, 2014 and 2015 will be used.) The formula is weighted: (a) 70% towards parish income; (b) 15% to attendance; and (c) 15% to clergy points.
- c) **The Archbishops' Council:** Newcastle Diocese is recognised as one of the less resourced dioceses and we have been advised that our incoming Selective Allocation from the Archbishops' Council for 2016 will be **£1,417,535**. New arrangements for the distribution of central funds to dioceses will be introduced in 2017.
- d) **Clergy Fees:** NDBF receives a fee for services for weddings and funerals but also in certain other circumstances. (Total income for 2016 is £382,000.)
- e) **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 universities, one is the Police Chaplain and the fourth is a hospital chaplain. (Total income for 2016 is £71,950.)

- f) **Rental Income:** NDBF receives rental income from its glebe assets, from parsonage houses when they are not occupied by diocesan clergy, usually when there is an interregnum. Small contributions are also received from the partner organisations based at Church House towards their occupancy costs. (Total income for 2016 is £161,900.)
- g) **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. (Total income for 2016 is £114,810.)
- h) **Grants:** We are confident that we will receive a further grant of £120,000 from the Lord Crewe Charity in 2016. We are asked to report to Lord Crewe each year on how we spend their grant money. They ask us to ensure that the grant is used specifically to benefit our clergy therefore we link it to our expenditure on Clergy Counselling, Support for Clergy and Continuing Ministerial Development expenditure. There will be another, smaller grant linked to the Houses budget, from Marshall's Charity, and some additional sums linked to the Inspired North East Project within Supporting Ministers. (Total income for 2016 is £143,500.)
- i) **Other Income:** The largest amount within this heading is a grant from Winchester Diocese (£70,500). Winchester has provided support over many years and this has, of late, been applied to stipends. The proposal for 2016 is to use part of this grant to help to fund the increased investment in the Joint Education Team. Other sources of income include contributions from Newcastle Diocesan Society and Lindisfarne RTP towards staffing costs at Church House. (Total other income for 2016 is £100,100.)

EXPENDITURE

The **BUDGET** for **TOTAL SPEND** out of the **GENERAL FUND** in 2016 is **£7,049,766**.

Parish Ministry Expenditure

Total cost in the budget for Parish Ministry is £4,460,840. Approximately 93% of this amount is used to pay for the direct costs of funding parish clergy and some supporting staff (stipends/salary, Employers' National Insurance and pension contributions):

Comprised of:

110.0	parish clergy
2.0	archdeacons
1.0	secretary
<u>2.5</u>	chaplains (universities and police)
115.5	TOTAL staffing within Parish Ministry

- The diocesan stipend is budgeted to increase from **£24,159** p.a. to **£24,620** on 1 April 2016, an increase of **1.9%**. This will bring the Newcastle stipend in line with the Regional Stipend Benchmark (set by the Central Stipends Authority).
- It is expected that the cost, nationally, of providing a clergy pension will increase from £9,093 p.a. to £9,275 p.a. on 1 April 2016.

The remaining 7% is used to resource relocation costs, curates' housing, support to ordinands, support to vacant parishes, readers' costs and for certain working expenses.

Supporting Ministers - Expenditure

Total cost for Supporting Ministers is £561,653.

£407,430 of this budget will resource direct employment costs (stipends/salaries, Employers' National Insurance and pension contributions). Staffing levels are as follows:

Supporting Ministers: Staffing (no change to 2015):

10.3	Supporting Ministers
0.6	Administrative Support
10.9	TOTAL staffing within Supporting Ministers

The 10.9 total staffing includes the following **17** paid posts:

• Local Evangelism Adviser		(1.00 FTE)
• Development Officer for Communications		(1.00 FTE)
• PARTNERS (PICA) Officer		(0.33 FTE)
• Church in Society Officer		(0.50 FTE)
• Parish Giving Officer		(1.00 FTE)
• Children & Youth Development Officers	(3 staff)	(1.67 FTE)
• Continuing Ministerial Development Adviser		(0.50 FTE)
• Pastoral Counselling & Clergy Support Officer		(1.00 FTE)
• Rural Affairs Adviser		(0.33 FTE)
• Interfaith & Ethnic Relations Adviser		(0.53 FTE)
• Spirituality Adviser		(0.50 FTE)
• Local Ministry Development Officer		(1.00 FTE)
• Inspired North East Officers	(2 staff)	(1.00 FTE)
• Admin Support		(0.56 FTE)

£154,223 is the balance of the Supporting Ministers' budget. This is used to resource activities, including Continuing Ministerial Development which is by far the largest, and also for working expenses and on costs for Council Tax and Water Charges for those posts with provided housing.

Housing & Glebe Expenditure

Total cost for Housing and Glebe is £619,191.

Staffing: (no change to 2015)

2.0 TOTAL staffing for Houses Department

Most of the expenditure, £486,475, is for the maintenance, repair and insurance of 153 properties. These are parsonages, team vicarages and diocesan houses.

The balance of £132,716 covers staffing and IT, council tax and water charges for some diocesan houses, glebe costs and other miscellaneous items.

Administration & Legal Expenditure

Total cost for Administration is £629,087.

Administration staff (*2015 was 9.1*)

1.0 Diocesan Secretary

7.9 Other staff

1.0 Caretaker

9.9 TOTAL staffing for Administration

The Administration budget covers the following areas:

- Staffing, travel and training
- Legal and Statutory, costs including the cost of the Diocesan Registry
- Safeguarding costs
- Phone, postage, printing and stationery
- Annual NDBF audit, depreciation and miscellaneous
- IT costs
- Heating, lighting, cleaning and garden upkeep at Church House
- Church House repairs, maintenance, insurance and council tax

Other NDBF Expenditure

Other expenditure not included in the sections above comes to £778,995. The breakdown is shown below:

Task Groups	£ 30,000
Lindisfarne RTP grant	£ 110,544
Newcastle Education Board grant	£ 150,000
Boards and Committees	£ 29,390
Grants and Allocations	£ 33,200
National Church	£ 363,469
Lay staff pension deficit	£ 62,392

TRANSFERS INWARDS from other FUNDS: £96,003 in 2016

The budget assumes that £96,003 will be transferred into the NDBF General Fund from the **Mission Development Fund** and the **Partners Fund** (PICA). This is to resource some of the employment costs within our team of Supporting Ministers.

The budget includes an amount that will be **transferred out** of the NDBF General Fund to a **designated Strategic Mission Fund** for work with the Strategic Development process.

NOTES on EXPENDITURE GRANTS

A number of grants to institutions are recognised within the various expenditure figures shown above.

- **£150K to Newcastle Diocesan Education Board (NDEB)**. The Joint Education Team is a joint-working agreement between the Dioceses of Durham and Newcastle. Each pays 50% of the joint-working costs and the financial records are recorded within the NDEB ledger. The request for 2016 represents a

significant increase which will provide sufficient resource for the Joint Education Team to meet their statutory responsibilities.

- **£110.5K to Lindisfarne Regional Training Partnership.** The Dioceses of Durham and Newcastle work in partnership with LRTP and resource a significant amount of the LRTP running costs.
- **£34K to Benwell Christian Shop** (Cornerstone). A grant to fund the manager's salary. This sum is included within our clergy stipends figure as the manager's post is recognised within the West Deanery clergy numbers. (*The aims of the Cornerstone charity are to advance the Christian religion for the benefit of local inhabitants.*)
- **£15K to Shepherds Dene Retreat House** towards the running costs of the Retreat House. This is £5K higher than the draft budget. However, this represents a return to a more modest level after grants of £20,000 per year for the last three years, 2013 to 2015.
- **£9K to North East Churches Acting Together (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 to St Nicholas Cathedral** towards costs for hosting diocesan services (such as the Ordination Service).
- **£3K to Alnmouth Friary** towards the running costs of the Friary
- **£2.2K to the Northumbrian Industrial Mission (NIM).** NIM organises the activities of 3 chaplains and 36 associate chaplains who engage directly with people in places of work.

SUMMARY

	ACTUALS 2014 £	BUDGET 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £
INCOME					
Parish share requested	4,714,882	4,797,392	4,881,346	4,978,973	5,078,553
Parish Share Shortfall	(374,547)	(335,817)	0	0	0
PARISH SHARE CONTRIBUTIONS RECEIVED	4,340,335	4,461,575	4,881,346	4,978,973	5,078,553
Parish Share Percentage	92.1%	93.0%	100.0%	100.0%	100.0%
National Church: Archbishops' Council Allocation	1,449,363	1,433,408	1,417,535	1,387,378	1,360,071
Occasional Office Fees received	379,452	365,000	382,000	385,820	389,678
Chaplaincy income	73,202	71,050	71,950	72,619	73,300
Glebe Rental Inc & Church Ho Rental Contribs	52,994	52,200	53,000	53,890	54,796
Parsonages Lettings income	108,537	98,400	108,900	111,000	113,142
Interest/Dividends received	111,691	111,726	114,810	116,474	118,165
Grants:					
Lord Crewe's Charity	120,000	120,000	120,000	120,000	120,000
Other grants	33,660	23,000	23,500	23,820	24,146
Other income received:					
Other Income	94,030	98,235	100,100	101,748	103,427
Total income received	6,763,264	6,834,594	7,273,141	7,351,722	7,435,278
EXPENDITURE					
Parish ministry costs	4,348,094	4,467,118	4,460,840	4,529,796	4,599,768
Housing & Glebe costs	616,705	605,139	619,191	638,022	656,259
Supporting Ministers	469,976	523,694	561,653	571,685	582,781
Task groups	25,254	30,000	30,000	30,000	30,000
Lindisfarne contribution	114,153	102,965	110,544	112,755	115,010
Education contribution	102,443	120,000	150,000	154,500	159,135
Other Boards and committees	39,225	44,683	62,590	58,578	54,177
Administration and Legal	589,182	592,348	629,087	646,314	660,536
National Responsibilities	350,228	351,196	363,469	370,738	378,153
Lay Staff Pension Deficit	102,422	102,500	62,392	62,000	62,000
Total expenditure	6,757,682	6,939,643	7,049,766	7,174,388	7,297,818
TRANSFERS					
Mission Development Fund (incoming)	68,055	79,000	79,000	50,000	20,000
Partners (incoming)	16,348	17,725	17,003	17,243	17,488
Bequest Fund (incoming)	5,808	4,554	0	0	0
Designated Strategic Mission Fund (outgoing)	0	0	(319,378)	(244,576)	(174,947)
Total transfers	90,211	101,279	(223,375)	(177,333)	(137,459)
(Deficit)/Surplus	95,793	(3,770)	0	0	0

NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2016 - 2018

PARISH MINISTRY

	ACTUALS 2014 £	BUDGET 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £
INCOME					
Archbishops' Council Allocation	(1,449,363)	(1,433,408)	(1,417,535)	(1,387,378)	(1,360,071)
Other Central Funds & Donations	(67,880)	(70,000)	(70,500)	(71,910)	(73,348)
Stipends Dividends	(50,574)	(49,800)	(51,600)	(52,632)	(53,685)
Guaranteed Annuities	(2,825)	(2,800)	(2,800)	(2,800)	(2,800)
Lord Crewe's Charity	(55,000)	(55,000)			
Clergy Fees	(379,452)	(365,000)	(382,000)	(385,820)	(389,678)
Part Time Chaplaincies	(13,147)	(11,000)	(11,250)	(11,250)	(11,250)
Grant for N/cle Uni Chaplain	(16,969)	(17,200)	(17,500)	(17,850)	(18,207)
Grant for N/bria Uni Chaplain	(18,086)	(17,850)	(18,200)	(18,519)	(18,843)
Grant for Police Chaplain	(25,000)	(25,000)	(25,000)	(25,000)	(25,000)
Trust Funds	(2,343)	(2,000)	(2,000)	(2,000)	(2,000)
Ordination Training Income	(4,116)	(4,300)	(4,200)	(4,242)	(4,284)
	(2,084,755)	(2,053,358)	(2,002,585)	(1,979,401)	(1,959,166)

PARISH MINISTRY: STIPENDS & EXPENSES

Gross Stipends	2,791,909				
Clergy & Training Posts		3,951,203	3,921,723	3,981,975	4,043,068
Other Clergy		95,596	97,664	99,617	101,610
Employer's National Insurance Contribs	209,079				
Clergy Pensions Contributions	986,397				
	3,987,385	4,046,799	4,019,387	4,081,592	4,144,678

STIPENDS & ONCOSTS

Vacant Parishes & Locums	12,639	20,000	16,000	16,320	16,646
Relocation Grants & Expenses	77,662	90,000	90,000	91,800	93,636
Readers' Costs	8,240	8,200	8,400	8,568	8,739
Curates Housing	50,866	62,000	58,000	59,160	60,343
Curates Housing Assistance	5,931	8,000	8,000	8,160	8,323

STIPENDS & RELATED COSTS

	4,142,723	4,234,999	4,199,787	4,265,600	4,332,366
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Newcastle Uni Chaplain (1.0 FTE)	37,512	38,480	39,603	40,395	41,203
Northumbria Uni Chaplain (1.0 FTE)	37,329	39,018	39,776	40,572	41,383
Police Chaplain (0.5 FTE)	20,332	21,905	22,502	22,952	23,411
Voluntary Chaplains	2,308	3,600	3,000	3,060	3,121

CHAPLAINCY COSTS

	97,481	103,003	104,881	106,979	109,118
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Archdeacons' Expenses	19,775	19,200	20,000	20,400	20,808
Archdeacons - Secretarial (1.0 FTE)		25,016	25,522	26,032	26,553
Area Deans expenses	4,865	5,000	5,000	5,100	5,202
Widows Officer		500	400	408	416
Adviser Women's Ministry	861	640	800	816	832
Bishop's Visitor	500	760	550	561	572

OTHER STIPENDS & EXPENSES

	26,001	51,116	52,272	53,317	54,384
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ORDINATION & SELECTION TRAINING

Directors of Ordinands expenses	3,625	3,000	3,900	3,900	3,900
Support for Ordinands	78,264	75,000	100,000	100,000	100,000

ORDINATION & SELECTION TRAINING

	81,889	78,000	103,900	103,900	103,900
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TOTAL EXPENDITURE

	4,348,094	4,467,118	4,460,840	4,529,796	4,599,768
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NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2016 - 2018

HOUSES & GLEBE

	ACTUALS 2014 £	BUDGET 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £
INCOME					
Rent from Leasing of Properties	(108,537)	(98,400)	(108,900)	(111,000)	(113,142)
Rent from Glebe	(31,279)	(35,000)	(36,000)	(36,720)	(37,454)
Marshall's Charity	(7,950)	(8,000)	(7,500)	(7,500)	(7,500)
INCOME	(147,766)	(141,400)	(152,400)	(155,220)	(158,096)
LETTINGS					
Upkeep of Leased Properties	6,083	9,000	9,225	9,548	9,882
LETTINGS	6,083	9,000	9,225	9,548	9,882
GLEBE PROPERTY MAINTENANCE COSTS					
Glebe Administration	19,067	14,000	14,350	14,852	15,372
GLEBE PROPERTY MAINTENANCE COSTS	19,067	14,000	14,350	14,852	15,372
PLANNED MAINTENANCE PROGRAMME					
Quinquennial Inspections & Repairs	170,118	153,598	157,438	162,948	168,651
OTHER PLANNED WORK					
Planned Building Maintenance	29,280	34,670	35,537	36,781	38,068
Annual Servicing Agreements	38,404	41,172	42,201	43,678	45,207
Routine Repairs / Improvements					
General Improvements					
Consultancy Fees	5,245	4,614	4,729	4,895	5,066
Ingoing Works (incl. Leased Properties)	46,472	60,338	61,846	64,011	66,251
GRANTS					
Archdeacons' Assessment	12,260	16,231	16,637	17,219	17,822
Decoration	8,888	17,219	17,649	18,267	18,907
INSURANCE & OTHER COSTS					
Insurance Premiums	56,574	58,500	59,000	60,180	60,180
Water Rates & Council Tax	9,526	16,262	16,841	17,178	17,521
Interregnum	6,771	4,458	4,569	4,729	4,895
Miscellaneous	236	9,233	9,000	9,000	9,000
PLANNED MAINTENANCE PROGRAMME	383,774	416,295	425,449	438,887	451,569
REACTIVE REPAIRS					
General Maintenance	107,302	75,748	77,642	80,359	83,172
REACTIVE REPAIRS	107,302	75,748	77,642	80,359	83,172
ADMINISTRATION					
Property - Salaries & Oncosts (2.0 FTE)	94,615	80,996	82,476	84,126	85,808
Expenses		3,500	4,050	4,131	4,214
IT Expenditure - Propman etc.	5,864	5,600	6,000	6,120	6,242
ADMINISTRATION	100,479	90,096	92,526	94,377	96,264
TOTAL EXPENDITURE	616,705	605,139	619,191	638,022	656,259

NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2016 - 2018

SUPPORTING MINISTERS

	ACTUALS 2014 £	BUDGET 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £
INCOME					
Activity income Communications	(1,730)	(1,500)	(1,000)	(1,000)	(1,000)
Lord Crewe's Charity	(65,000)	(65,000)	(120,000)	(120,000)	(120,000)
Inspired North East	(25,710)	(15,000)	(16,000)	(16,320)	(16,646)
INCOME	(92,440)	(81,500)	(137,000)	(137,320)	(137,646)
ADMIN SUPPORT					
Salary & oncosts (0.6 FTE)	0	13,518	13,790	14,066	14,347
ADMIN SUPPORT	0	13,518	13,790	14,066	14,347
LOCAL EVANGELISM ADVISER					
Salary & oncosts (1.0 FTE)	39,889	41,191	42,035	42,876	43,733
Expenses	3,769	4,314	4,700	4,700	4,720
<i>Further expenditure under Task Groups</i>					
LOCAL EVANGELISM ADVISER	43,658	45,505	46,735	47,576	48,453
COMMUNICATIONS OFFICER					
Salary & oncosts (1.0 FTE)	44,322	45,092	45,880	46,798	47,734
Expenses	1,640	2,400	1,950	2,200	2,200
Activity expenses	16,083	16,200	16,400	16,400	16,400
COMMUNICATIONS OFFICER	62,045	63,692	64,230	65,398	66,334
PICA DEVELOPMENT OFFICER					
Salary & oncosts (0.3 FTE)	12,148	12,590	12,836	13,093	13,355
Expenses	845	953	1,206	1,010	1,210
PICA DEVELOPMENT OFFICER	12,993	13,543	14,042	14,103	14,565
CHURCH IN SOCIETY OFFICER					
Salary & oncosts (0.5 FTE)	18,315	18,871	19,252	19,637	20,030
Expenses	1,311	1,300	1,384	1,384	1,384
Activities		200	0	0	0
CHURCH IN SOCIETY OFFICER	19,626	20,371	20,636	21,021	21,414
PARISH GIVING OFFICER					
Salary & oncosts (1.0 FTE)	36,090	36,716	37,357	38,104	38,866
Expenses	3,700	4,947	5,130	5,255	5,375
Activities	35				
PARISH GIVING OFFICER	39,825	41,663	42,487	43,359	44,241
DDO'S - CHILDREN / YOUTH WORK					
Salary & oncosts (1.7 FTE)	29,745	51,137	63,030	64,291	65,576
Expenses	3,027	5,500	9,333	9,426	9,521
<i>Further expenditure under Task Groups</i>					
DDO'S - YOUTH WORK	32,772	56,637	72,363	73,717	75,097

CMD ADVISER					
Salary & oncosts (0.5 FTE)	14,138	18,652	19,252	19,637	20,030
Expenses	1,950	1,500	3,124	3,186	3,250
Activity expenses					
Set up in-house course	2,550		10,000	10,200	10,404
Interim ministries	3,525	5,000	2,500	2,550	2,601
Reader CMD	4,834	2,500	4,300	4,386	4,474
Pre-retirement training		1,000	1,000	1,020	1,040
Clergy MDR - follow up	104	3,500	9,000	9,180	9,364
Sabbaticals	17,884	4,000	4,400	4,488	4,578
Academic grants	5,645	20,000	5,000	5,100	5,202
Clergy CMD		8,000	10,000	10,200	10,404
Other	11,032	7,600	6,000	6,120	6,242
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CMD ADVISER	61,662	71,752	74,576	76,068	77,589
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PASTORAL COUNSELLING & CLERGY SUPPORT					
Salary & oncosts (1.0 FTE)	35,625	36,713	37,449	38,198	38,962
Expenses	2,078	2,270	2,450	2,450	2,450
Activity expenses	4,533	5,475	6,450	6,100	6,450
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PASTORAL COUNSELLING & CLERGY SUPPORT	42,236	44,458	46,349	46,748	47,862
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RURAL AFFAIRS ADVISER					
Salary & oncosts (0.3 FTE)	13,546	1,935	12,836	13,093	13,355
Expenses	661	300	750	765	780
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RURAL AFFAIRS ADVISER	14,207	2,235	13,586	13,858	14,135
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INTERFAITH & ETHNIC RELATIONS ADVISER					
Salary & oncosts (0.5 FTE)	26,101	23,530	23,940	24,419	24,907
Expenses	2,503	1,873	2,880	2,880	2,880
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INTERFAITH & ETHNIC RELATIONS ADVISER	28,604	25,403	26,820	27,299	27,787
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SPIRITUALITY ADVISER					
Salary & oncosts (0.5 FTE)	18,094	18,877	19,252	19,637	20,030
Expenses	940	1,808	1,300	1,326	1,353
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SPIRITUALITY ADVISER	19,034	20,685	20,552	20,963	21,382
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LOCAL MINISTRY DEVELOPMENT OFFICER					
Salary & oncosts (1.0 FTE)	36,723	37,863	38,637	39,410	40,198
Expenses	2,965	3,123	2,750	2,805	2,861
Activity expenses	1,793	3,000	2,500	2,550	2,601
Adult Training & Education	1,224	2,700	2,450	2,499	2,549
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LOCAL MINISTRY DEVELOPMENT OFFICER	42,705	46,686	46,337	47,264	48,209
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INSPIRED					
Salary & oncosts (1.0 FTE)	35,002	37,801	36,350	37,077	37,819
Expenses	2,500		2,500	2,550	2,601
Activity expenses	12,362	15,000	16,000	16,320	16,646
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INSPIRED	49,864	52,801	54,850	55,947	57,066
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RETIRED CLERGY					
Expenses			2,600	2,600	2,600
In 2015 code was for Environmental		3,000			
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RETIRED CLERGY	0	3,000	2,600	2,600	2,600
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ECUMENICAL OFFICER					
Expenses	343	795	800	800	800
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ECUMENICAL OFFICER	343	795	800	800	800
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NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2016 - 2018

SUPPORTING MINISTERS (continued)

	ACTUALS 2014 £	BUDGET 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £
HEALING ADVISER Expenses	81	400	400	400	400
HEALING ADVISER	81	400	400	400	400
DELIVERANCE MINISTRY Expenses	321	400	400	400	400
DELIVERANCE MINISTRY	321	400	400	400	400
WORLD DEVELOPMENT OFFICER Expenses		150	100	100	100
WORLD DEVELOPMENT OFFICER	0	150	100	100	100
TOTAL FOR SUPPORTING MINISTERS	469,976	523,694	561,653	571,685	582,781
ALL SUPPORTING MINISTERS Stipend/Salary, NI & Pension (10.9 FTE)	359,738	394,486	421,896	430,334	438,941
Expenses	28,634	35,033	43,757	44,238	44,885
Activity expenses	81,604	94,175	96,000	97,113	98,955
ALL SUPPORTING MINISTERS	469,976	523,694	561,653	571,685	582,781

NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2016 - 2018

TASK GROUPS

	ACTUALS 2014 £	BUDGET 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £
TASK GROUPS					
Botswana Link					
Children's Work					
CMD					
Communications					
Deanery Development					
Development Group	25,254	30,000	30,000	30,000	30,000
Disability					
Discipleship					
Estates & Urban					
Evangelism					
Higher Education					
Local Ministry Development					
More Link (Norway)					
Poverty					
Tourism					
Vocations					
Worship/Liturgy					
Young People's Work					
TASK GROUPS	25,254	30,000	30,000	30,000	30,000

NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2016 - 2018

OTHER BOARDS & COMMITTEES

	ACTUALS 2014 £	BUDGET 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £
CONTRIBUTIONS TO OTHER BOARDS					
Lindisfarne	114,153	102,965	110,544	112,755	115,010
Education Joint working	102,443	120,000	150,000	154,500	159,135
CONTRIBUTIONS TO OTHER BOARDS	216,596	222,965	260,544	267,255	274,145
BOARD & COMMITTEE EXPENSES					
Board & Committee Attendance	5,290	3,700	5,450	5,559	5,670
General Synod Members	7,295	7,000	7,350	7,497	7,647
Diocesan Synod	1,182	1,400	1,600	1,632	1,665
Resourcing Deaneries	4,109	9,000	9,000	9,180	9,364
COMMITTEES, ETC					
Diocesan Advisory Committee	3,526	4,410	4,000	4,080	4,162
DMPC	151	750	650	663	676
Supporting Ministers Steering Group			1,340	1,367	1,394
BOARD & COMMITTEE EXPENSES	21,553	26,260	29,390	29,978	30,577
GRANTS & ALLOCATIONS					
St Nicholas Cathedral	4,000	4,000	4,000	4,000	4,000
Shepherds Dene Retreat House	0	0	15,000	10,000	5,000
Alnmouth Friary	3,000	3,000	3,000	3,000	3,000
North East Churches Acting Together (NECAT)	8,691	8,823	9,000	9,000	9,000
Northumbria Industrial Mission	1,981	2,600	2,200	2,600	2,600
GRANTS & ALLOCATIONS	17,672	18,423	33,200	28,600	23,600
TOTAL EXPENDITURE	255,821	267,648	323,134	325,833	328,322

NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2016 - 2018

SUPPORT SERVICES

	ACTUALS 2014 £	BUDGET 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £
INCOME					
Investment Income and Interest	(61,117)	(61,926)	(63,210)	(63,842)	(64,481)
Rent (Resources Centre, etc)	(21,715)	(17,200)	(17,000)	(17,170)	(17,342)
Other Income	(13,693)	(16,105)	(18,000)	(18,180)	(18,362)
Sundry Fees	(1,443)	(1,530)	(1,600)	(1,616)	(1,632)
INCOME	(97,968)	(96,761)	(99,810)	(100,808)	(101,816)
ADMIN STAFF COSTS					
Diocesan Sec - Salary & oncosts (1.0 FTE)	63,078	66,000	74,275	75,761	77,276
Director of Finance - Salary & oncosts	30,735	0	0	0	0
Admin staff - Salaries & oncosts (7.9 FTE)	227,663	213,600	288,845	294,622	300,514
Travel & Subsistence	2,055	3,927	8,000	8,160	8,323
Training	430	3,060	4,000	4,080	4,162
ADMIN STAFF COSTS	323,961	286,587	375,120	382,622	390,275
OFFICE COSTS					
Telephone	4,408	4,412	4,250	4,335	4,422
Postage	6,488	6,790	5,000	5,100	5,202
Printing & Stationery	18,483	20,000	19,000	19,380	19,768
Other office costs	8,255	2,226	1,600	1,632	1,665
OFFICE COSTS	37,634	33,428	29,850	30,447	31,056
PREMISES					
General repairs & maintenance	27,923	22,500	22,500	22,950	23,409
Caretaker - salary & oncost (1.0 FTE)	-	15,863	16,200	16,524	16,854
Rates /Council Tax	2,102	2,770	2,850	2,907	2,965
Insurance	7,537	8,473	7,250	7,395	7,543
PREMISES	37,562	49,606	48,800	49,776	50,772
UTILITIES & OTHER COSTS					
Heating and Lighting	13,724	15,974	15,900	16,218	16,542
Water Rates	3,514	3,431	3,750	3,825	3,902
Cleaning and Gardens	1,350	1,300	1,300	1,326	1,353
Audit of Accounts	15,036	14,810	15,340	15,647	15,960
Depreciation	11,879	9,000	10,000	10,000	10,000
Miscellaneous	773	14,910	18,000	21,760	22,195
UTILITIES & OTHER COSTS	46,276	59,425	64,290	68,776	69,951
TOTAL ADMINISTRATION COSTS	445,433	429,046	518,060	531,621	542,054
IT EXPENDITURE					
Website development and maintenance	1,764	1,393	2,000	2,040	2,081
Database maintenance and development	957	1,393	2,000	2,040	2,081
Kingfisher maintenance	5,913	6,430	7,000	7,140	7,283
Hardware/Software maintenance	19,079	21,466	22,000	22,440	22,889
Miscellaneous					
IT EXPENDITURE	27,713	30,682	33,000	33,660	34,333
HR ADVISER					
Contribution to Regional Service	28,605	31,000	0	0	0
HR ADVISER	28,605	31,000	0	0	0

NEWCASTLE DIOCESAN BOARD OF FINANCE
BUDGET 2016 - 2018

SUPPORT SERVICES (Continued)

	ACTUALS 2014 £	BUDGET 2015 £	BUDGET 2016 £	BUDGET 2017 £	BUDGET 2018 £
SAFEGUARDING					
Safeguarding Adviser	14,928	17,368	0	0	0
Expenses / Training		12,000	9,000	9,500	10,000
SAFEGUARDING	14,928	29,368	9,000	9,500	10,000
LEGAL & STATUTORY					
Chancellor's Fees	5,923	6,050	6,160	6,406	6,663
Registrar's Statutory Fee	25,303	26,846	28,483	29,907	31,403
Registrar's Supplementary Fee	17,360	16,214	15,448	15,757	16,072
VAT on Registrar's Fee	8,533	8,612	8,786	9,133	9,495
Employer's NI on Statutory Fee	2,858	3,070	3,250	3,380	3,515
Archdeacons' Visitations	319	430	400	400	400
Other Legal Fees	6,008	3,600	4,000	4,000	4,000
Disclosure Barring Service - DBS	6,199	7,430	2,500	2,550	2,601
LEGAL & STATUTORY	72,503	72,252	69,027	71,533	74,149
NATIONAL RESPONSIBILITIES					
National Church Responsibilities	183,768	186,109	191,244	195,069	198,970
National Training Contributions	166,460	165,087	172,225	175,670	179,183
NATIONAL RESPONSIBILITIES	350,228	351,196	363,469	370,738	378,153
TOTAL EXPENDITURE	939,410	943,544	992,556	1,017,052	1,038,689