



Newcastle Diocesan Board of Finance Budget Proposal for 2024

Introduction

1. The consultation for the 2024 budget began on 11 September and closed on 23 October. Each of the 183 Parish Share Units (comprising either a Parochial Church Council or a District Church Council) was requested to respond to a consultation about Parish Share. A copy of the request is included at **ANNEX A**.
2. 171 responses have been received to date (a 93.4% response rate). The responses to the consultation are summarised at paragraphs 16-20 and at **ANNEX B**.
3. Responses were shared with all Deanery Finance Officers at a meeting in early November.
4. The consultation response is summarised as:
 - 117 PCC/DCCs responded positively and increased their 2023 Share offers by a total of **£160,114**.
 - 28 PCC/DCCs felt unable to increase and held their offer at the 2023 level.
 - 26 PCC/DCCs lowered their 2023 offer by a total of **£180,113**.

Progress with Deanery Planning

5. In October 2022 the Archdeacons launched a Deanery Planning Toolkit and each Deanery Development Group was provided with a good amount of information, including financial and demographic data about all twelve deaneries. The Toolkit was designed to help each deanery to identify ministry needs and help develop a sustainable model of ministry across the deanery and wider diocese.
6. All deaneries responded to the request to submit a plan in June 2023 and the Archdeacons are continuing to work with each Deanery Development Group to progress the initial plans.

The impact of COVID and the use of a baseline

7. The diocesan budgets for 2021; 2022; and 2023 have used the 2020 Parish Share Offer as a baseline to help to track financial recovery from the COVID pandemic and, more recently, the cost of living crisis.
8. The outcome of the Parish Share offers made for 2024 shows that only one deanery is above its 2020 baseline. The significance of this is that the combined offers for 2024 are £634,201 below the total amount offered in 2020. **ANNEX C** sets out the baseline for each deanery and illustrates the gap between the baseline and the 2024 offer.

What are the main elements of the budget for 2024?

10. The total Parish Share offered for 2020, which was £4,496,185, was used, once again, as the **baseline** on which parishes were asked to consider their 2024 Parish Share offers. The budget proposal continues to be shaped around the following areas:

a) Resourcing Parish Ministry

○ Ministry for Today

To resource our cohort of paid and unpaid ordained and lay ministry serving parishes, working in universities, in schools, hospitals and other institutions. This ministry is supported through the provision of continuing ministerial formation (CMF), spiritual direction, counselling and wellbeing in addition to, where eligible, a provided house, a clergy stipend (monthly payment) and pension arrangements.

○ Tomorrow's Church

To continue to serve our communities we need to grow vocations to ordained and lay ministry. This requires an investment in people and the investment requires resource. This area of the budget funds the clergy stipend for curates in training posts, their housing needs and pension arrangements, our training and development responsibilities (for both ordained and lay ministry) as well as the work of with children and young people and our generous giving team.

b) Partnership Working

In previous years this has customarily included contributions to the work of the Board of Education, social responsibility, Shepherds Dene, the Cathedral and ecumenical work (such as NECAT¹ and NIM²) and Interfaith.

Since the 2021 budget the gap between Parish Share offered and the 2020 baseline has meant that no contributions have been possible to the Board of Education or partnership organisations of NECAT, NIM and Alnmouth Friary.

A grant of £25,000 has been secured from a local charity which enables us to fund social action activities with partner organisations including Transforming Communities Together Tyne to Tweed (formerly Together Newcastle).

c) Support for Parish Ministry

○ Legal and Governance

We have responsibilities with safeguarding training, policies and casework; we need to support the church planning (faculty) process through the Diocesan Advisory Committee (DAC), and mission and pastoral activities through the Diocesan Mission & Pastoral Committee (DMPC). The Registrar's costs, other legal work and the contribution each diocese is required to make towards the Church of England's national responsibilities (£377k) are included within this budget area.

○ Supporting a Growing Church

Resourcing parish ministry needs the support of finance, human resources, communications and administration. This budget area resources staff who are employed by the Newcastle Diocesan Board of Finance.

11. Ministry Deployment:

- The current deployment of paid ministry is set out at **ANNEX D**. The full allocation of paid parish posts is 90.45FTE³ of which 17.5FTE are vacant at the time of writing.
- Of the 90.45FTE paid parish posts the proposed budget will fund 80FTE. As a result, the proposed budget assumes 10.45FTE vacancies, a vacancy rate of 11.6%.

¹ NECAT, North East Churches Acting Together

² NIM, Northumbria Industrial Mission

³ FTE is full-time equivalent

- The budget proposal includes other paid ministry including 18.5FTE paid curates in training (of which 2 are funded from the generosity of Ely Diocese⁴) and other posts funded from external sources, including a 1.0FTE Pioneer Minister funded from the generosity of Oxford Diocese⁵.
 - The 2024 budgeted cost of stipend, pension and national insurance costs of 80.0FTE incumbent status clergy; 18.5FTE curates in training; and 2.0FTE Archdeacons is **£4.1M**. This excludes housing costs and training/development expenditure.
12. Supporting our ordained and lay ministry are 38 paid posts (18 full time and 20 part-time) engaged by the Board of Finance (see **ANNEX E**). The full-time equivalent is 28.53FTE (22.83FTE are fully funded from Parish Share). These posts include administration, finance, property, safeguarding, communications and project work together with chaplaincies and ministry support (vocation, formation and training).
13. Inflation changes have been built into the budget as follows:
- a) Stipends and salaries +4.5% with effect from April 2024
 - b) CPI assumption of +4.5% (which is in line with current inflation of 4.7%⁶) has been applied to housing costs, office costs, glebe property costs and legal and other fees.
14. A summary breakdown of the budget proposal is set out at **ANNEX F**.

Consultation with parishes

15. To help inform the budget proposal for 2024 each of the 183 Parish Share Units was asked to respond to one of three statements about their offer for Parish Share in 2024 and to give indications about expectations for 2025 and 2026.
16. Responses were received from 171 of the 183 parish share units (see ANNEX B for a more detailed summary by deanery). Active dialogue is in place with the 12 parish share units which were yet to respond. The results of the consultation are summarised below:
- **117** (2023 was 58) PCCs felt able to offer more than their 2023 offer, 97 of which increased their Share offer by +6.4% or more.
 - **28** (2023 was 82) PCCs were unable to offer an increase but would offer the same as they offered in 2023 (had they increased by +6.4% this would have meant a **£29,097** increase)
 - **26** (2023 was 33) PCCs felt they needed to lower their offer in 2024.
17. The total increase in Share offer from the 117 parish share units who offered an increase was **£160,114**. The impact from 28 parish share units holding at their 2023 level and 26 parish share units offering less in 2024 is an overall reduction in Share offers for 2024 of **£19,999**.

⁴ The Diocese of Ely has funded the stipend, pension and employer national insurance for two curates in training. This funding was for three years. Training posts extend to up to four years and the full costs of these curates fall to the Board of Finance from July 2024.

⁵ The Diocese of Oxford has provided funding for this post for 4 years.

⁶ CPIH at October 2023 was 4.7%

	Number	Value £
Number which offered an increase	117	160,114
Number which offered same as 2023	28	0
Number which dropped their offer	26	180,113
Awaiting a response	12	
TOTALS	183	19,999

18. While slow post pandemic recovery, congregational decline and the cost of living crisis are the main causes for the drop in Share offers there are other factors affecting the 2024 outcome. In one place this includes a theological concern in response to the General Synod's work with Living in Love and Faith.

Forecast for 2025 and 2026

19. The consultation sought to understand expectations about Parish Share offers for 2025 and 2026. Unfortunately, most felt unable to provide a forecast for 2025 or 2026. This may highlight a fragility within parishes or lack of confidence rather than a reluctance to share a forecast.

Budget Deficit

20. The total Share offered, including estimates⁷, was **£3,861,984**. The responses to the consultation and the estimates for those who have not responded, together with inflationary changes, reductions in national and other external funding results in a significant budget deficit of **£1,136,575** for 2024.

21. When the Finance Group met on 9th November and considered the outcome of the consultation the Group expressed its concern at setting a budget with such a significant deficit. While the contingency arrangements have a sufficient sum to fund the deficit in 2024 the contingency fund would be completely exhausted.

22. The Board of Finance met on the 23rd November where it was agreed that a further **£300,000** of savings would need to be found in 2024 for the budget to be acceptable. This would reduce the proposed deficit from **£1,136,575** to **£836,575**. A budget deficit of **£836,575** is not sustainable. Therefore, the Board also agreed that further reductions to the deficit would need to be sought during **2025** and **2026** to try to reach a balanced budget position in three years.

23. The table below sets out the movements in the contingency fund in 2023 and the estimated drawdown required in 2024 if savings of £300,000 are achieved.

Contingency Fund balance at 1 Jan 2023	£1,822,351
<i>Less 2023 budgeted call on contingency</i>	(965,467)
<i>Less 2023 forecast net shortfall on Parish Share offers</i>	(43,207)
<i>Plus forecast outturn improvement</i>	£336,700
<i>Plus property sales receipts in 2023</i>	£68,635
Contingency Fund balance at 31 December 2023 (forecast)	£1,219,012
<i>Less Proposed drawdown required to support parishes in 2024</i>	£836,575
Balance remaining at December 2024	£382,437

⁷ Estimates for the 12 parish share units who have not yet responded are based on their 2023 offer.

24. If savings of £300,000 are achieved then there will be £382,437 remaining within the Diocesan Contingency Fund as at the end of 2024.

Conclusion

25. The outcome of the consultation is such that there is little scope to identify and agree significant savings at this late stage. The Board of Finance has instructed the Diocesan Secretary and Interim Head of Finance to seek to find £300,000 of savings during 2024 in order to reduce the deficit from £1.136m to £836k.

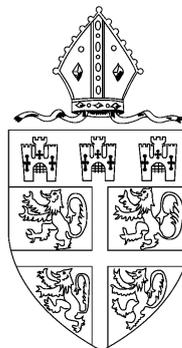
26. The Board expects to begin to consider how the £300,000 of savings will be achieved when it meets in early February 2024.

Resolution

27. The Chair of the Board of Finance will move that the Synod, sitting as the Diocesan Board of Finance, resolve as follows:

- a) that the budget be approved; or
- b) that the budget be referred back to the Standing Committee.

Shane Waddle, Diocesan Secretary
24th November 2023



ANNEX A

PCC Secretary/PCC Treasurer
Parish of [place name]

Our ref: SW/1182/250145

11th September 2023

Budget 2024: consultation with [name of] PCC

This letter sets out the budget consultation for 2024 and what the Board of Finance needs from your PCC to help to draw together a budget proposal for the Diocesan Synod for consideration when it meets on 25th November. The Board is also seeking information from your PCC to help with forecasting and planning for 2025 and 2026. Your PCC's help with this forecasting would be appreciated by the Board and will also help other parishes across the diocese with planning.

For this year's budget consultation we have worked with Deanery Finance Officers to bring forward the timescale in order to give your PCC greater opportunity to reflect on the responses it will give and also so that the consultation begins before the annual [Generosity Week](#) which takes place between 24th September to 1st October.

Please reply to this consultation by **Monday 23rd October**.

Pathways to Generosity

Recently, all deaneries completed and submitted a deanery plan. The plans have shown that encouraging financial generosity is a priority for many churches, and an area in need of development. We know that, for some, talking about money can be difficult and, for others, knowing where to begin on a practical level can be a barrier to getting started.

To help parishes overcome some of these challenges, the Generous Giving Team has created 'Pathways to Generosity,' a comprehensive toolkit designed to help to make life easier. Printed copies were distributed to every parish in July and the toolkit is also available to download from the diocesan website [using this link](#).

Parish Share Explained

Parish Share is the financial expression of what it means to be part of God's mission in this part of the Church of England. Every year, parishes are asked to support the cost of mission and ministry across the Diocese of Newcastle and this annual consultation is your PCC's opportunity to be part of the budget setting process.

Parish Share is used to further mission and ministry in each and every parish by helping to fund the cost of ministry. The cost of ministry is the expenditure needed to provide parish ministry. This includes support costs, both local (diocesan) and national (wider church). It supports the ministry we receive today and the ministry the parish will receive in the future from those currently in training and those in the process of discerning their future ministry.

Last year our Generous Giving Team published a comprehensive booklet called ‘*Parish Share Explained*’ and this is available to view online or to download from the diocesan website [using this link](#).

Reminder of budget arrangements following the COVID pandemic

In agreeing the budgets for 2021, 2022 and 2023 the Diocesan Synod recognised and responded to the financial challenges parishes faced as a direct result of the COVID pandemic. The Synod agreed financial support to help parishes with parish share in 2021, 2022 and 2023. This help was in the form of a contingency fund, resourced from the sale of diocesan assets. The assets were property no longer required for ministry.

In 2023 £607,697 of contingency support was made available to support parishes. An additional drawdown from the contingency fund of £301,265 has also helped to fund inflationary increases within the 2023 budget bringing the total support to £908,962.

As a result of the above, the contingency fund is nearly exhausted and I trust your PCC will understand that this was a short-term arrangement that cannot continue. The Diocesan Synod will, of course, need to consider what, if any, contingency can be provided in 2024 and it is therefore important that your PCC’s response to this budget consultation is received to help to inform the Synod’s consideration and decision.

To help to monitor the support from the contingency fund your Parish Share for 2020 has been used as a baseline. We hope this has also helped to assist your PCC in making its Share Offers in 2021, 2022 and 2023. The table below sets out the Share arrangement for your PCC for 2020 to 2023.

	2023 Share Offer	2022 Share Offer	2021 Share Offer	2020 Share Offer
PCC Share offer/request				
Support from Contingency Fund				
Total Share for Year				

Since 2020 the diocesan stipend and salaries for employees (which makes up the majority of the budget) of the Board of Finance have increased as follows:

2023 +5.0% **2022** +4.0% **2021** +2.0%

Inflation

In the last twelve months we have all been subject to increased cost of living pressures. At the same time inflation has increased and at the time of writing this letter inflation is at 6.4% (CPIH, July 2023) and this is the figure we are using for this consultation.

Request from your PCC

Your PCC is requested to consider the contribution it can make towards ministry and supporting costs in 2024 and to provide some information about the PCC’s current year expectation and its forecast for 2025 and 2026. Please respond to questions **1, 2 and 3** below:

Question 1

1. Your Parish Share offer in 2023

For 2023, [name of] PCC offered **£[insert offer]**.

At 31st August 2023 the Board of Finance has received **£[insert received to date]** towards this offer.

- (a) Please confirm the amount your PCC expects to have paid in Parish Share by the end of 2023.
- (b) Is your PCC be able to offer a further contribution to Parish Share in 2023?

Question 2

2. Your Parish Share offer for 2024

[name of] PCC is asked to respond to one of the following three statements (a, b or c) about the expectations for Parish Share in 2024.

At a meeting of the [name of] PCC held on _____ the PCC agreed:

- a) to increase its 2023 Parish Share Offer in line with the July 2023 CPIH. The result of this is an offer of **£[insert figure]** for 2024.
- b) to increase its Parish Share offer for 2024 above the July 2023 CPIH and has agreed an offer of £_____ for 2024.
- c) to offer £_____ as its contribution to Parish Share in 2024. In reaching this decision the PCC took the following factors into account:

Question 3

3. Your expectations about Parish Share for 2025 and 2026

To help all parishes with future planning please provide an indication of what your PCC expects its Parish Share offer will be for 2025 and 2026.

i. 2025: _____

ii. 2026: _____

What happens to the responses?

We will share your PCC response with your Deanery Finance Officer, the Board of Finance and the Diocesan Synod in order to help prepare the budget proposal for 2024. Your response will also help us to provide forecasts for the budget in 2025 and 2026. If we need further information about your response we will liaise with you and your Deanery Finance Officer.

Please return your response by post to Candis Carr, Administrative Assistant at Church House or by e-mail to candis.carr@newcastle.anglican.org

Please contact our Interim Head of Finance, Tom Royle (t.royle@newcastle.anglican.org), if you or your PCC would like any assistance or further information to help with this request.

Thank you in advance for your help with this budget consultation. Please let us have your response by **Monday 23rd October** at the latest.

Yours sincerely

Shane Waddle
Diocesan Secretary

A copy of this letter has been shared with your Priest in Charge, Deanery Officers and your Archdeacon.

ANNEX B

Deanery	Number of Parish Share Units	Number holding at their 2023 offer	Number increasing their 2023 offer	Value of increase to 2023 offer	Number lowering their 2023 offer	Value of reduction to 2023 offer	Number yet to provide a response
Alnwick	18	2	14	14,241	1	4,196	1
Bamburgh & Glendale	14	4	10	10,424	0	0	0
Bellingham	13	1	8	4,679	1	900	3
Corbridge	17	2	12	15,091	2	8,768	1
Hexham	15	4	8	5,447	2	13,000	1
Morpeth	20	4	13	16,333	1	5,000	2
Norham	12	2	10	13,768	0	0	0
Bedlington	13	4	8	20,554	1	5,000	0
Newcastle Central	20	3	10	14,041	6	27,432	1
Newcastle East	9	0	3	8,648	5	63,217	1
Newcastle West	14	1	9	11,055	3	26,000	1
Tynemouth	18	1	12	25,833	4	26,600	1
TOTAL	183	28	117	160,114	26	180,113	12
TOTAL Archdeaconry Lindisfarne	109	19	75	79,983	7	31,864	8
TOTAL Archdeaconry Northumberland	74	9	42	80,131	19	148,249	4

Summary of consultation responses per deanery and archdeaconry at 21/11/2023

This chart shows that one deanery (Norham) has a total parish share offer in 2024 greater than the parish share offer in 2020 (offers for 2020 were made pre pandemic).

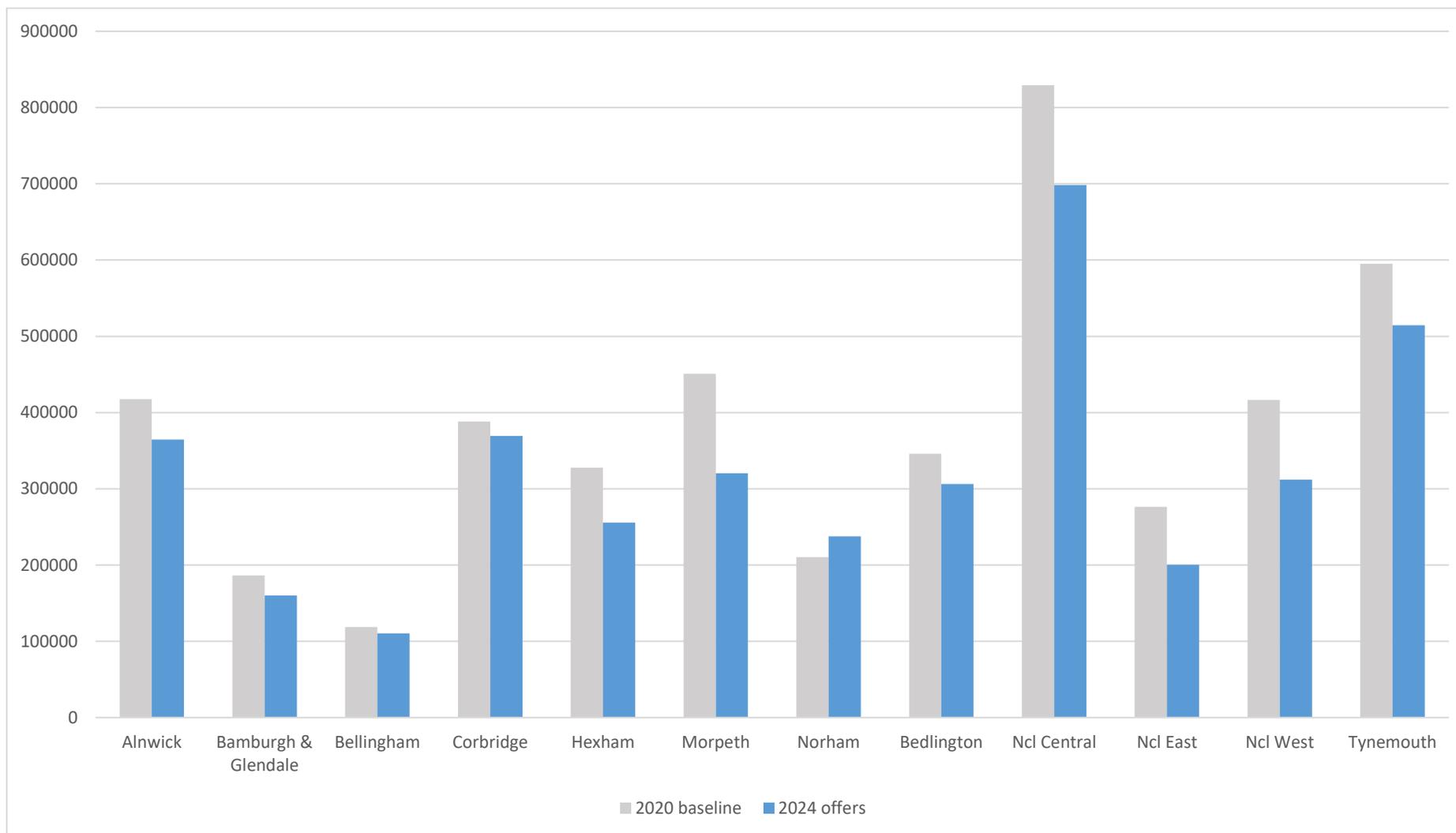


Chart showing parish share offers 2020 (the baseline) next to parish share offers for 2024.

Paid ministry posts	2024 FTE	2023 FTE	Change
Funded by the Church Commissioners			
Bishop of Newcastle	1.00	1.00	0.00
Bishop of Berwick ^{see note 1}	1.00	1.00	0.00
Dean of Newcastle Cathedral	1.00	1.00	0.00
Residentiary Canons (Newcastle Cathedral)	2.00	2.00	0.00
Bishop's Chaplain and Adviser ^{see note 1}	1.00	1.00	0.00
<i>Sub total: funded by the Church Commissioners</i>	<i>6.00</i>	<i>6.00</i>	<i>0.00</i>
Posts funded from Parish Share			
Archdeacons	2.00	2.00	0.00
Training curates (stipendiary) ^{see note 2}	18.50	19.00	-0.50
<i>Sub total diocesan posts funded from Share</i>	<i>20.50</i>	<i>21.00</i>	<i>0.50</i>
Alnwick Deanery	6.00	6.50	-0.50
Bamburgh & Glendale Deanery	4.00	4.00	0.00
Bellingham Deanery	2.00	2.00	0.00
Corbridge Deanery	5.30	5.70	-0.40
Hexham Deanery	7.00	7.00	0.00
Morpeth Deanery	7.65	7.90	-0.25
Norham Deanery	4.50	4.50	0.00
Bedlington Deanery	10.00	10.00	0.00
Newcastle Central Deanery	11.50	11.50	0.00
Newcastle East Deanery	8.00	9.00	-1.00
Newcastle West Deanery	10.50	10.50	0.00
Tynemouth Deanery	14.00	14.00	0.00
<i>Sub total: parish posts funded from Share</i> ^{see note 3}	<i>90.45</i>	<i>92.60</i>	<i>-2.15</i>
Posts funded by other sources (time limited)			
Children & Families/Community Missioners	1.60	1.60	0.00
Pioneer Minister: SENT BMO ^{see note 4}	1.00	1.00	0.00
Beyond Youth ^{see note 5}	2.80	0.00	+2.80
City Centre Chaplaincy ^{see note 6}	0.50	0.50	0.00
Newcastle St Thomas (Resource Church) ^{see note 7}	2.00	2.00	0.00
<i>Sub total posts partly/fully funded by other bodies</i>	<i>7.90</i>	<i>5.10</i>	<i>+2.80</i>
Total paid ministry posts	124.85	124.70	+0.15

The table sets out the current allocation/or deployment of paid posts at 31st December 2023. This includes vacant appointments where decisions on future ministry are yet to be agreed.

Note 1: posts funded by the Church Commissioners. The Diocese of Newcastle is responsible for housing.

Note 2: the Diocese of Ely has 2.0FTE of the 19.0FTE stipendiary curate cohort. This ends July 2024.

Note 3: Of the **90.45FTE** parish posts funded from Parish Share the proposed budget will fund **80.0FTE**. The proposed budget assumes that 10.45FTE posts will be vacant in the year. This is a vacancy rate of **11.6%**. The paid clergy cohort and vacancy rate excludes House for Duty ministry, self-supporting appointments and all curates in training.

Note 4: the Diocese of Oxford funds this post. This arrangement is for 4 years.

Note 5: The Lord Crewe's Trustees are funding 3 posts for this three year project based in Ashington.

Note 6: The City Centre Chaplaincy is locally funded and an element (0.5FTE) of the priest based at St Andrew's.

Note 7: The Leader and Associate are funded by Strategic Development Funding to October 2024.

ANNEX E

Areas of work	Full-time posts	Part-time posts	2024 FTE	2023 FTE	Change
funded from Parish Share					
Diocesan Secretary	1	0	1.00	1.00	0.00
Safeguarding	2	1	2.40	2.00	+0.40
Finance & Accounting	2	1	2.48	2.48	0.00
DMPC & DAC	0	2	1.20	1.20	0.00
Property	2	0	2.00	2.00	0.00
Programme & Strategy Manager	0	0	0.00	0.80	-0.80
Communications (our half of joint team)	0	4	1.80	1.90	-0.10
Administration/Reception (see note 2)	2	4	4.42	3.62	+0.80
Caretaker (Church House)	1	0	1.00	1.00	0.00
Director Mission & Ministry	1	0	1.00	1.00	0.00
Children & Youth Team (see note 3)	2	0	2.00	2.30	-0.30
Initial Ministerial Education (IME2) (see note 4)	0	1	0.50	0.50	0.00
Lay Ministry Development Officer	1	0	1.00	1.00	0.00
Intern Ministry Officer (see note 5)	0	0	0.00	0.50	-0.50
Diocesan Director of Ordinands	1	0	1.00	0.69	+0.31
Interfaith & Ethnic Relations	0	1	0.53	0.53	0.00
Chaplain: Newcastle University	0	1	0.50	0.50	0.00
Sub total: posts funded from Parish Share	15	15	22.83	23.02	-0.19
partly funded from other bodies					
Rural Churches for All (ceased March 2023)	0	0	0.00	0.20	-0.20
Church Buildings Support Officer (see note 6)	1	0	1.00	0.00	+1.00
Chaplain: Northumbria University (see note 7)	1	0	1.00	1.00	0.00
Chaplain: Northumbria Police (see note 8)	0	1	0.50	0.50	0.00
Sub total posts partly funded by other bodies	2	1	2.50	1.70	+0.80
fully funded from other sources					
Generous Giving (see note 9)	0	3	1.80	1.80	0.00
Continuing Ministerial Formation (CMF) (note 10)	1	0	1.00	1.00	0.00
Spirituality (see note 10)	0	1	0.40	0.30	+0.10
Sub total: posts funded from other sources	1	4	3.20	3.10	+0.10
Total posts resourced through NDBF	18	20	28.53	27.82	+0.71

Notes to the above

1. Human Resources guidance to support the Board as employer has been outsourced to a third-party provider.
2. Includes reception and front office staff plus 1.0FTE support to 2 Archdeacons and HR Administration
3. Each full-time officer spends proportion of time working in parishes. Part-time role is linked to a clergy parish priest.
4. A full-time post shared 50:50 with the Diocese of Durham.
5. Post vacant, under review.
6. Principally funded from the National Church: Buildings for Mission Fund. (2 year post)
7. Northumbria University parts funds this appointment.
8. 50% funded by Northumbria Police
9. Fully funded by Benefact Trust (formerly Allchurches) and National Church Institutions
10. Fully funded by Lord Crewe's Trustees

NDBF 2024 Budget Summary

Description	2023 Budget	2024 Budget	Variance	Variance %
INCOME				
Parish Share:				
- Parish offers	£3,888,488	£3,861,984	-£26,504	-0.68%
- PLUS Diocesan Contingency Fund	£607,697	£634,201	£26,504	4.36%
- EQUALS Parish Share baseline	£4,496,185	£4,496,185	£0	0.00%
National Church:				
- Lowest Income Communities funding	£1,018,283	£1,053,414	£35,131	3.45%
- Lowest Income Communities funding (Oxford)	£50,000	£50,000	£0	0.00%
- Transitional funding	£183,501	£117,148	-£66,353	-36.16%
- Restructure funding	£110,041	£0	-£110,041	-100.00%
- Other	£21,411	£65,989	£44,578	208.21%
TOTAL National Church	£1,383,235	£1,286,551	-£96,684	-6.99%
Grants	£242,089	£263,053	£20,964	8.66%
Other donations	£101,638	£67,670	-£33,968	-33.42%
Clergy fees	£286,423	£286,423	£0	0.00%
Chaplaincies	£56,110	£62,029	£5,919	10.55%
Rental of houses	£427,754	£406,521	-£21,233	-4.96%
Rental of offices & Glebe rents	£61,922	£52,375	-£9,547	-15.42%
Investment dividends & bank interest	£161,630	£224,851	£63,221	39.11%
Recharges	£22,687	£34,591	£11,904	52.47%
Other income	£0	£125,397	£125,397	
Total Income	£7,239,673	£7,305,646	£65,973	0.91%
EXPENDITURE - Resourcing Parish Ministry				
Clergy stipend & NI	£3,224,388	£3,340,389	-£116,002	3.6%
Clergy pension	£967,239	£763,539	£203,700	-21.1%
Vacancy costs	£13,621	£17,739	-£4,118	30.2%
Housing costs	£694,266	£789,122	-£94,856	13.7%
Council tax & water	£36,693	£36,703	-£10	0.0%
Appointment & relocation grants & removals	£146,280	£152,863	-£6,583	4.5%
Training & development - Parish Ministry	£101,606	£106,178	-£4,572	4.5%
Activities & expenses - Parish Ministry	£58,750	£57,049	£1,701	-2.9%
TOTAL Resourcing Parish Ministry	£5,242,843	£5,263,582	-£20,740	0.40%
EXPENDITURE - Support for Ministry				
Staff salary, NI & pension	£1,330,066	£1,587,362	-£257,297	19.3%
Activities & expenses - Support	£195,984	£215,679	-£19,695	10.0%
Training & development - Support	£3,720	£3,887	-£167	4.5%
Office & governance costs	£214,213	£232,138	-£17,925	8.4%
Legal & other fees	£138,842	£140,983	-£2,141	1.5%
TOTAL Support for Parish Ministry	£1,882,825	£2,180,049	-£297,224	15.79%
EXPENDITURE - Other				
Partnership working	£9,000	£34,000	-£25,000	277.8%
Contributions to National Church	£418,622	£376,524	£42,098	-10.1%
Glebe property costs	£14,820	£15,487	-£667	4.5%
Houses rental costs	£104,481	£100,710	£3,771	-3.6%
TOTAL Other Expenditure	£546,923	£526,721	£20,202	-3.69%
Total Expenditure	£7,672,591	£7,970,352	-£297,762	3.9%
Designated fund transfers	£81,653	£162,332	-£80,679	98.8%
SURPLUS/(-DEFICIT)	-£351,265	-£502,374	£151,110	43.02%
ADDITIONAL SAVINGS TO BE FOUND IN YEAR		£300,000	£300,000	0.0%
CONTINGENCY FUND REQUIREMENT INC SAVING	£908,962	£836,575	£72,387	-8%