

**Slides supporting Agenda items 6; 10; 12 and 14**

**Newcastle Diocesan Synod, 9<sup>th</sup> March 2024**

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# Agenda item 6

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# Questions

## The Revd Canon Ian Flintoft (General Synod Member) to ask:

*Given:*

- i) our reliance on the ministry of retired stipendiary clergy to take a number of Sunday services; and*
- ii) that the amount received by retired stipendiary clergy as payment for Sunday services has not increased in recent years, and*
- iii) that this amount compares unfavourably with the payment offered by a number of other dioceses [Blackburn £40, St Albans £62, Worcester £40.91, Guildford £47],*

*what plans are in place to review these payments?'*

***The Archdeacon of Northumberland to respond.***

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## Agenda item 10

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# Safeguarding

# Collaboration with Sunderland University

How can the Newcastle Diocese Safeguarding Team better support Incumbents, Parish Safeguarding Officers and Churchwardens in the effective implementation of Church of England safeguarding policy in practice?



# Dr Lesley Deacon and Dr Matt Durey

The purpose of the report is to share initial findings from a mixed methods research study aimed at understanding the experiences of Incumbents, Parish Safeguarding Officers and Church Wardens (with safeguarding responsibilities) in implementing safeguarding policy in practice, within the Diocese of Newcastle.



THE CHURCH  
OF ENGLAND

— DIOCESE OF NEWCASTLE —



**University of  
Sunderland**



# What did they find?

- Differences based on positions.
- Increased burden of bureaucracy and responsibility.
- Disparity in how training is perceived.
- Trust has not yet been established for survivors.

# Considerations

- Can a cultural shift be supported in terms of embedding safeguarding more into sermons and day-to-day life of the church?
- How can trust be built for survivors?
- How can conceptual understanding of risk in terms of safeguarding be further developed?
- Can paid roles be created to take on more administrative work?





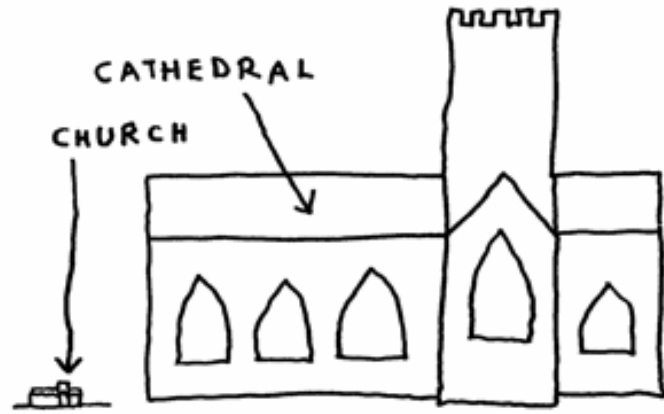
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## Agenda item 12

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# Newcastle Cathedral

# CATHEDRALS



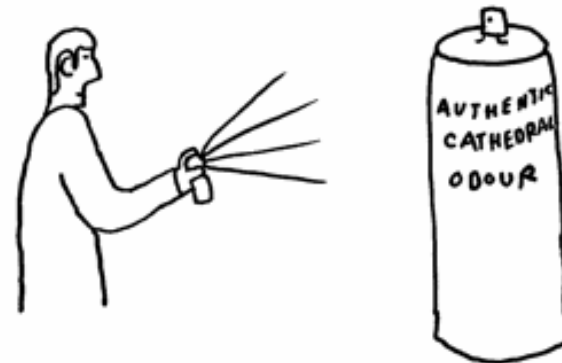
A CATHEDRAL IS LIKE A CHURCH,  
BUT ON A GRANDER SCALE



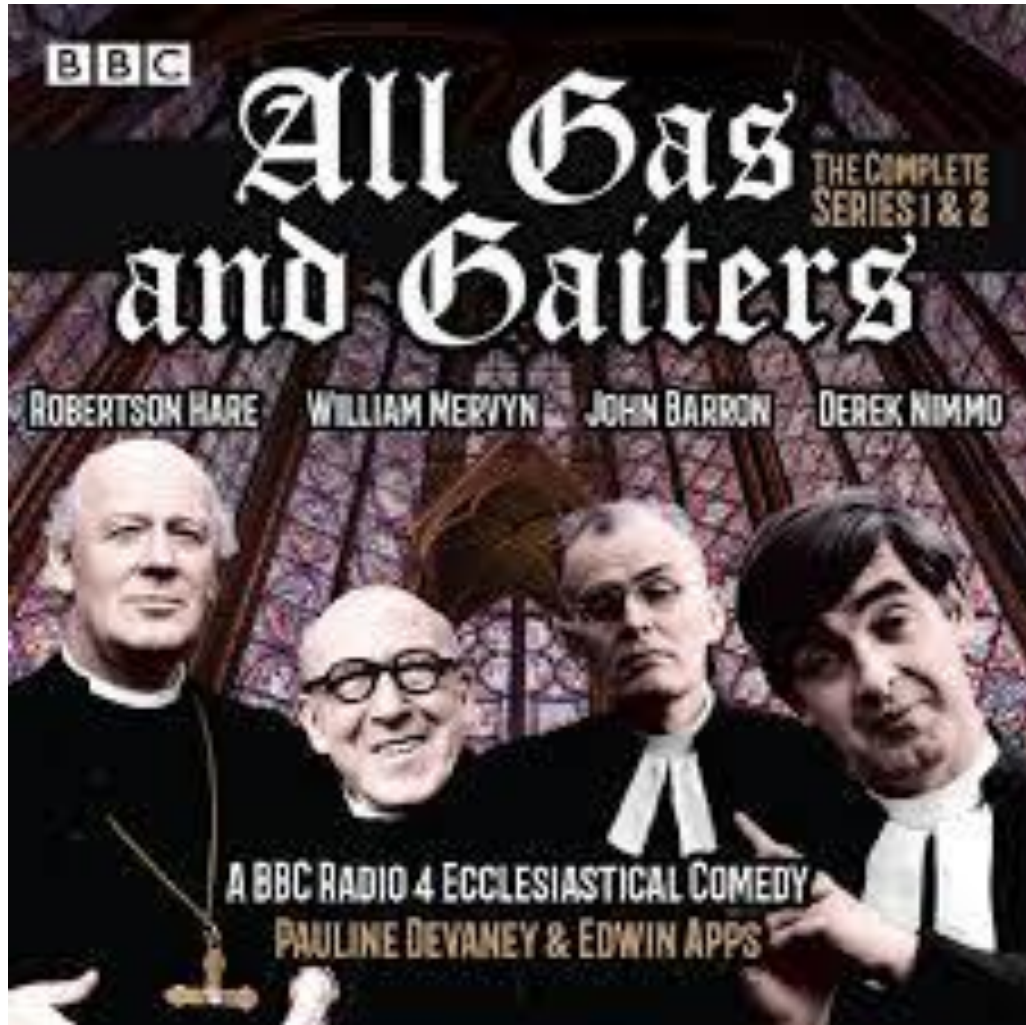
PEOPLE COME FROM ALL OVER  
THE WORLD TO RECORD THE  
ARCHITECTURAL FEATURES  
WITH THEIR CAMCORDERS



IT COSTS A FORTUNE TO MAINTAIN  
A CATHEDRAL, SO YOU HAVE TO  
PAY TO GO IN



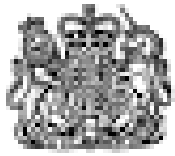
BUT IN RETURN THE STAFF DO  
ALL THEY CAN TO MAKE  
YOUR VISIT ENJOYABLE



# Mother Church?



To what extent is it right to talk of Newcastle Cathedral as the Mother Church?



## Cathedrals Measure 2021

NO. 1

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A Measure under the Church of England Assembly  
(Powers) Act 1918

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### **Duty to have due regard to cathedral's ecclesiastical purpose**

A person on whom a function is conferred by or under this Measure must, in exercising that function, have due regard to—

- (a) the fact that the cathedral is the seat of the bishop and a centre of worship and mission, and
- (b) the importance of each cathedral's role in providing a focus for the life and work of the Church of England in the diocese.



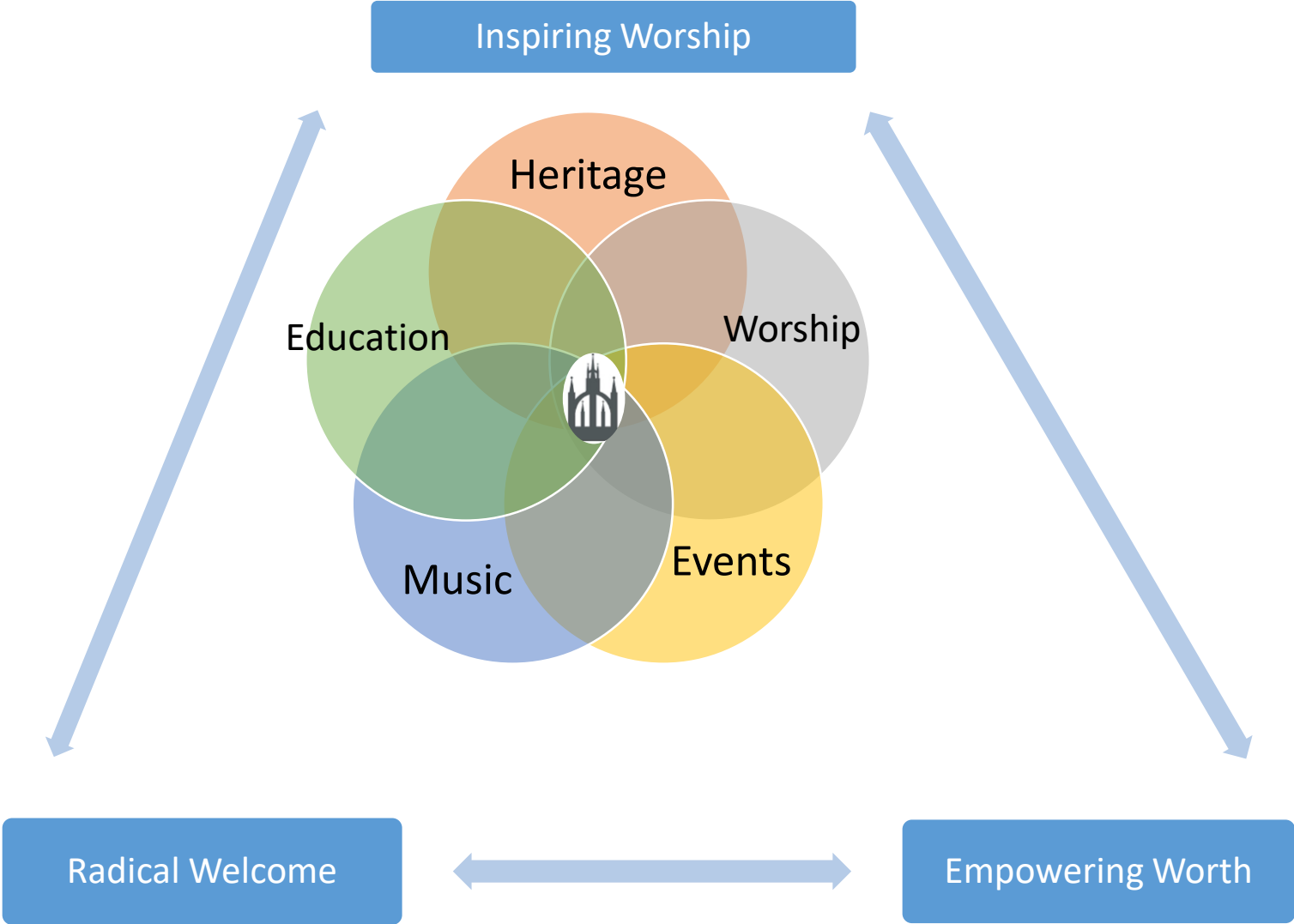
To what extent do you currently see  
Newcastle Cathedral as:

a centre of worship and mission?

a focus for the life and work of the  
Church of England in the diocese?



# What is Newcastle Cathedral? What is its identity?

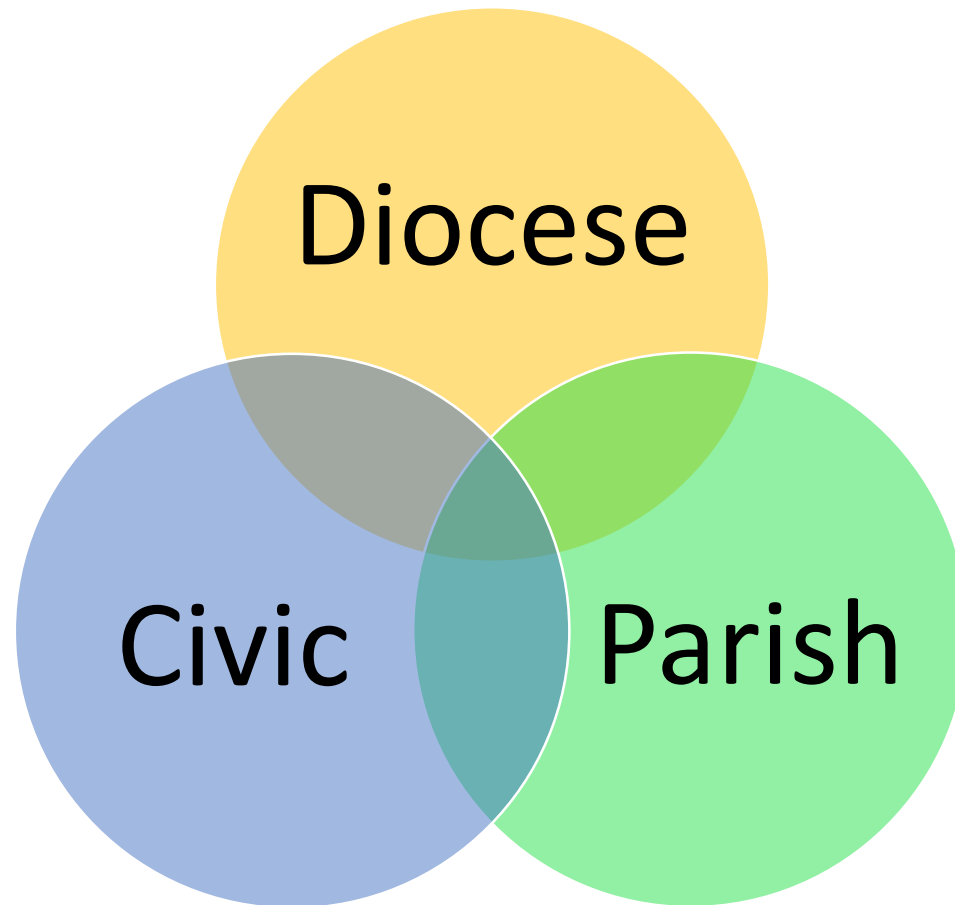


# Lantern Initiative

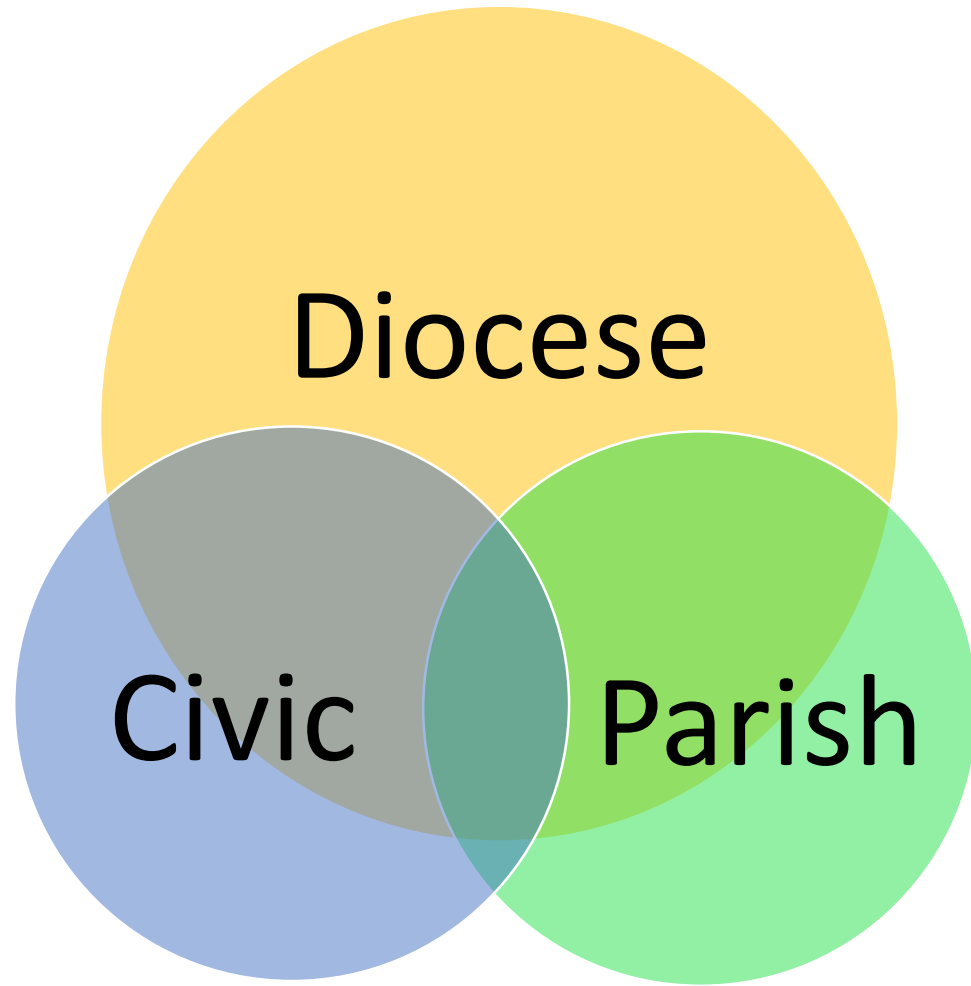




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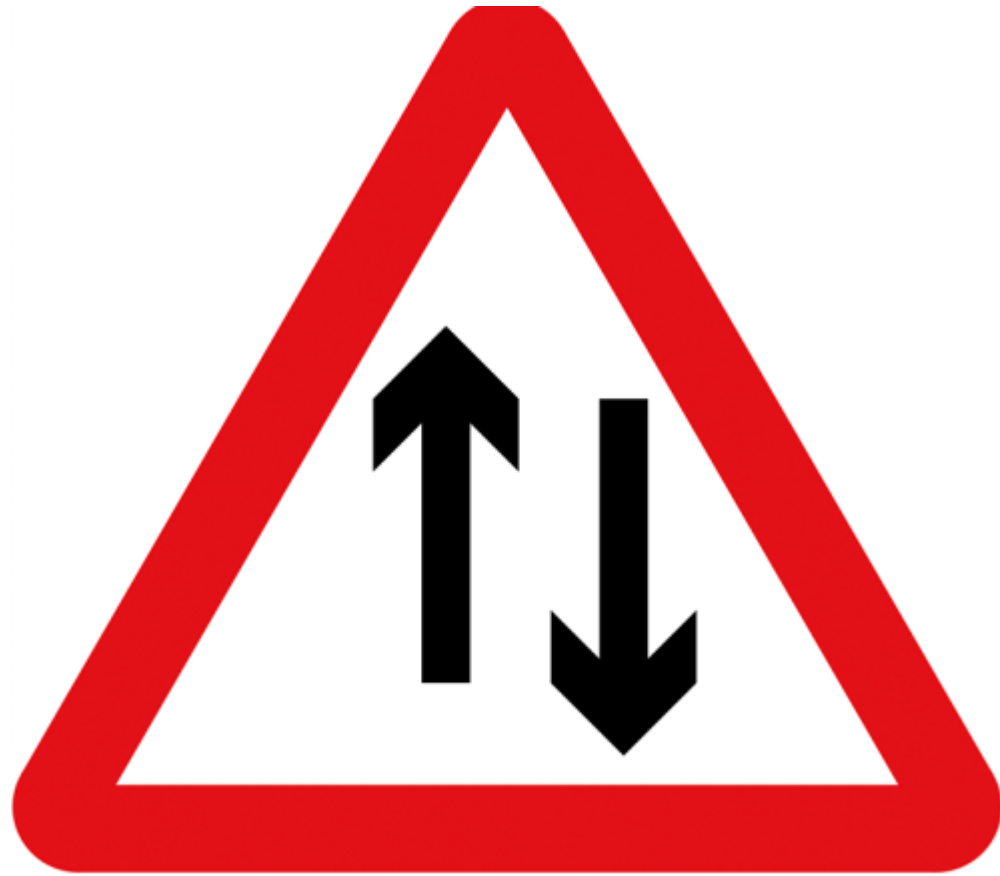


**How would you like this Cathedral to resource you?**

THE  
COMMON  
SPACE













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## Agenda item 14

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# Finance Update



# 2023 Year End Position

- Net unrestricted operating deficit of £265k
- Net unrealised unrestricted gain on investments of £197k
- Overall unrestricted deficit of £68k

# 2023 Parish Share

- Parish share received
  - £3.825m vs £3.847m in 2022 (£22k less)
  - £3.825m vs £3.881m offered (£56k less)
  - Parishes contributed 99% of what they had offered earlier in the year
- Pre Covid
  - 2019 parish share received was £4.38m
  - 12.7% drop in parish share received
- Post Covid
  - Had the 2019 parish share receipt increased year on year by RPI we would have received £5.4m in 2023
  - In real terms we have therefore seen a drop in share of £1.58m

# 2023 Expenditure

- Overall expenditure was £631k under budget
  - Mainly due to ‘people’ savings (vacancies)
  - Reduction in actual pension cost compared to the budget led to £292k saving (a higher rate had been included in the budget)
  - £209k of savings within clergy posts mainly due to timing differences in clergy leaving and new appointments starting.
  - £147k was saved within staff costs due to staff vacancies.
  - These savings are not projected to continue

# 2023 Cash

- As at the 31<sup>st</sup> December we had £4.01m in unrestricted cash
- By the end of 2024 we forecast unrestricted cash of £3.178m provided £300k of savings are made in year

# 2024 Savings: update

- Work is ongoing to identify savings.
- To date, savings of £275k have been identified, including:
- £125k of in year savings and additional income identified
  - Reduction in clergy pension costs. This follows a reduction in employer contributions some of which has been used to increase stipends by +6% in 2024 whilst maintaining a net saving of £24k.
  - Reduction in the number of paid curates this coming Petertide.
  - Impact of reduction to inflation and additional earnings from CCLA
- A further £150k one-off staff employer pension saving included – this is a one year only impact

# Estate of the late Bishop Alec Graham

# A significant legacy and a once in a lifetime gift

- In accordance with the Will, the Diocesan Society is the beneficiary and holds the bequest for the benefit of the Newcastle Diocesan Board of Finance.
- This is a complex Estate and the realising of assets has taken time.
- At the end of October 2022 an investment portfolio of **£2.0m** was transferred from the Estate. In the intervening period we have worked with the Investment Manager, Brewin Dolphin, to ensure the portfolio meets our ethical investment policy. At December 2023 this portfolio was valued at **£2.24m**.
- In 2022, cash was received to the value of £700k. A further £1.37m was received in 2023. At December 2023 the cash received from cash assets and the sale of property together with interest earned was **£2.15m**.
- The Executors are continuing to realise the assets and remaining investments held in the Estate.
- Trustees of the Diocesan Society and the Board of Finance have received regular updates on progress with the Estate.

# The use of this significant bequest

- As a once in a lifetime bequest there is an opportunity to invest in mission and ministry activities for the longer-term.
- Proposals will be brought forward for the Synod to consider, debate and agree a way forward.