

**CHURCH OF IRELAND**

**General Synod**

**REPORTS  
2017**

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\* The reports of the Church of Ireland Clergy Pensions Trustee Limited (page 106) and the Church of Ireland Pensions Board (page 131) are incorporated into the Report of the Representative Church Body.

If you require the Book of Reports in another format, please contact the General Synod Office: tel: 01 497 8422 or email: [synod@rcbdub.org](mailto:synod@rcbdub.org)

**CHURCH OF IRELAND**

**THE REPRESENTATIVE CHURCH BODY**

**REPORT 2017**

# The Representative Church Body – Report 2017

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## THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

### Chairman

The Most Rev Dr Richard Clarke, Archbishop of Armagh



The Most Rev  
Dr Richard Clarke

### Committee Chairpersons

Executive	Mr Henry Saville* Canon Graham Richards (Deputy)†
Allocations	Canon Graham Richards
Investment	Mr Kevin Bowers‡
Property	Mr Keith Roberts§
Stipends	Mr William Oliver
Library and Archives	Dr Michael Webb
Legal Advisory	Mr Lyndon MacCann SC
Audit	Canon Graham Richards†

### Chief Officer and Secretary

Mr David Ritchie||

The Representative Church Body (RCB) was incorporated by Charter in 1870 under the provisions of the *Irish Church Act, 1869*. Its legal structure is that of charitable trustee or trust corporation with perpetual succession.

The main activities of the RCB involve management of investments, administration of trusts and deeds of covenant, payment of stipends and pensions, property and legal transactions and treasury management as well as supporting the core work of the Church by providing finance for the sustentation of the clergy and pensioners, training of ordinands, education, youth, communications etc. The RCB Library is the repository for the archives of the Church and the Library for the Church of Ireland Theological Institute and the Church at large. The committee structure is designed to reflect these activities and responsibilities.

### Office

Church of Ireland House  
Church Avenue  
Rathmines Dublin 6

Tel 01-4978422 Fax 01-4978821  
Email [office@rcbdub.org](mailto:office@rcbdub.org)  
Website <https://rcb.ireland.anglican.org>

### Library

Braemor Park  
Churchtown  
Dublin 14

Tel 01-4923979  
Fax 01-4924770  
Email [library@ireland.anglican.org](mailto:library@ireland.anglican.org)

\* elected September 2016 in place of Mr Robert Neill

† elected September 2016 in place of Mr Henry Saville

‡ elected September 2016 in place of Mr Henry Saville

§ elected September 2016 in place of Mr Robert Kay

|| took office 1 July 2016 in place of Mr Adrian Clements

## THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

In accordance with the Charter of Incorporation (1870) the Representative Body is composed of *ex-officio*, elected and co-opted members. The Charter provides that the *ex-officio* members shall be the archbishops and bishops, the elected members shall consist of one clerical and two lay representatives for each diocese or union of dioceses presided over by one bishop and the co-opted members shall consist of persons equal in number to the number of such dioceses for the time being. (See also *Constitution of the Church of Ireland*, Chapter X).

The Representative Body is composed of the following sixty members. The recorded attendance of each at the four meetings of the Representative Body held during the year 2016 is denoted by the figure placed before each name.

### A Archbishops and Bishops: *ex-officio* members (12)

- 4 The Most Rev Dr Richard Clarke, Archbishop of Armagh  
The See House, Cathedral Close, Armagh BT61 7EE
- 4 The Most Rev Dr Michael Jackson, Archbishop of Dublin  
The See House, 17 Temple Road, Dublin 6
- 3 The Most Rev Pat Storey, Bishop of Meath and Kildare  
Bishop's House, Moyglare, Maynooth, Co Kildare
- 3 The Rt Rev John McDowell, Bishop of Clogher  
The See House, Fivemiletown, Co Tyrone BT75 0QP
- 4 The Rt Rev Kenneth Good, Bishop of Derry and Raphoe  
The See House, 112 Culmore Road, Londonderry BT48 8JF
- 3 The Rt Rev Harold Miller, Bishop of Down and Dromore  
The See House, 32 Knockdene Park South, Belfast BT5 7AB
- 4 The Rt Rev Alan Abernethy, Bishop of Connor  
Bishop's House, 3 Upper Malone Road, Belfast BT9 6TD
- 4 The Rt Rev Ferran Glenfield, Bishop of Kilmore  
The See House, Kilmore, Cavan, Co Cavan
- 3 The Rt Rev Patrick Rooke, Bishop of Tuam  
Bishop's House, Breaffy Woods, Castlebar, Co Mayo
- 4 The Rt Rev Michael Burrows, Bishop of Cashel, Ferns and Ossory  
Bishop's House, Troysgate, Kilkenny
- 3 The Rt Rev Dr Paul Colton, Bishop of Cork, Cloyne and Ross  
The Palace, Bishop Street, Cork
- 4 The Rt Rev Kenneth Kearon, Bishop of Limerick and Killaloe  
Rien Roe, Adare, Co Limerick

**B Elected members (36)**

Every member elected, except to a casual vacancy, must retire from office on the first day of the third Ordinary Session of the Diocesan Synod after that member’s election (*Constitution of the Church of Ireland* Chapter X, Section 3). The date in brackets after each member’s name denotes the year in which that member is due to retire. Outgoing members are eligible for re-election provided they have not reached 74 years of age by 1 January preceding election.

- Armagh 3 Ven Terence Scott, The Rectory, 1 Churchwell Lane, Magherafelt, Co Londonderry BT45 6AL (2018)  
 3 Mrs Ethne Harkness, 134 Coagh Road, Stewartstown, Co Tyrone BT71 5LL (2019)  
 2 Mrs Jane Leighton, 14 Drumbeemore Road, Armagh BT60 1HP (2017)
- Clogher 2 Ven Brian Harper, 27 Craghan Road, Ballinamallard, Co Fermanagh BT94 2BT (2018)  
 1 Mrs Julie Parker, 1 Oakhill Avenue, Killyhevlin, Enniskillen, Co Fermanagh BT74 4EA (2019)\*  
 2 Mr John Keating, Kilturk West, Newtownbutler BT92 2BS, Co Fermanagh (2017)
- Derry and Raphoe 4 Rev Canon Henry Gilmore, The Rectory, Ramelton, Letterkenny, Co Donegal (2017)  
 2 Mr Robert Pollock, 77 Edenderry Road, Omagh, Co Tyrone BT79 0NP (2018)  
 1 Miss Elaine Sproule, 38 Evish Road, Strabane, Co Tyrone BT82 8NH (2019)†
- Down and Dromore 4 Ven Roderic West, The Rectory, 63 Lurgan Road, Banbridge, Co Down BT32 4LY (2018)  
 2 Mr Basil O’Malley, 182 Lurgan Road, Magheralin, Craigavon, Co Armagh BT67 0QP (2019)  
 - Vacant (2017)‡
- Connor 2 Ven SR McBride, The Vicarage, 10 Vicarage Gardens, Station Road, Antrim, Co Antrim BT41 4JP (2018)  
 1 Mrs Cynthia Cherry, 6 Rosevale, Antrim, Co Antrim BT41 1HA (2019)§  
 4 Mrs Pauline High, 26 Ballyvannon Road, Glenavy, Co Antrim BT29 4QJ (2017)
- Kilmore, Elphin and Ardagh 4 Rev Ian Linton, The Rectory, 8 Mullaghmenagh Avenue, Omagh, Co Tyrone BT78 5QH (2017)  
 3 Miss Maud Cunningham, Clonatumpher, Florencecourt, Enniskillen, Co Fermanagh BT92 1BA (2018)  
 1 Mrs Deborah Davitt, 36 Bothar An Corran, Ballymote, Co Sligo (2019)||
- Tuam, Killala and Achonry 4 Very Rev Alistair Grimason, The Deanery, Deanery Place, Cong, Co Mayo (2017)  
 3 Prof Paul Johnston, Luimnagh West, Corrandulla, Co Galway (2018)  
 1 Mr Julian Ellison, Ardagh Lodge, Newport, Co Mayo (2019)

\* elected September 2016 in place of Mr William Allen (retired September 2016)

† elected October 2016 in place of Mr Sydney Gamble (retired October 2016)

‡ arising from the retirement of Capt (now Rev) Colin Taylor (September 2015)

§ elected September 2016 in place of Mr Robert Kay (retired April 2016)

|| elected October 2016 in place of Mr Kenneth Davis (retired October 2016)

## The Representative Church Body – Report 2017

- Dublin and Glendalough 3 Ven David Pierpoint, The Vicarage, 30 Phibsborough Road, Dublin 7 (2018)  
4 Mr Robert Neill, Killegar Park, Enniskerry, Co Wicklow (2019)  
4 Mr Geoffrey Perrin, Barn Close, Ballybrack Road, Shankill, Co Dublin (2017)
- Meath and Kildare 3 Ven Leslie Stevenson, The Rectory, Portarlington, Co Laois (2018)  
3 Mr Ronald Colton, Highfield, Ballyduff, Tullamore, Co Offaly (2019)  
3 Mr Kevin Bowers, Springwood, 2 Narrowways, Bettystown, Co Meath (2017)
- Cashel, Ferns and Ossory 3 Very Rev Katharine Poulton, The Deanery, Kilkenny (2017)  
2 Mr William Galloway, Dean's Close, Annestown, Co Waterford (2018)  
3 Mrs Hazel Corrigan, Liscolman House, Tullow, Co Carlow (2019)
- Cork, Cloyne and Ross 4 Ven Adrian Wilkinson, The Rectory, Carrigaline Road, Douglas, Cork (2017)  
4 Mr Keith Roberts, Corran, Furney Road, Carrigaline, Co Cork (2018)  
2 Mrs Helen Arnopp, Ballea, Carrigaline Road, Carrigaline, Co Cork (2019)\*
- Limerick and Killaloe 2 Rev Patricia McKee Hanna, Seafield Cottage, Quilty, Co Clare (2017)  
1 Ms Yvonne Blennerhassett, "Manderley", Farmers Bridge, Ballyseedy, Tralee, Co Kerry (2018)  
3 Mr Roy Benson, Templehollow, Killaloe, Co Clare (2019)

### C Co-opted Members (12)

- 2 Ven Andrew Forster, The Rectory, 26 Circular Road, Dungannon BT71 6BE, Co Tyrone (2017)
- 1 Mr Terence Forsyth, 3 Hainault Lawn, Dublin 18 (2019)†  
2 Mr Samuel Harper, Cramer's Grove, Kilkenny, Co Kilkenny (2017)  
3 Mr Lyndon MacCann SC, 2 Knapton Terrace, Dun Laoghaire, Co Dublin (2018)  
2 Mr Tim McCormick, 13 Ontario Terrace, Dublin 6 (2017)  
4 Mr William Oliver, Exorna House, Castlerock, Co Londonderry BT51 4UA (2017)  
2 Mrs Judith Peters, The Deanery, Rosscarbery, Co Cork (2019)†  
1 Ms Hilary Prentice, Wayside Cottage, Drummin West, Delgany, Co Wicklow (2018)  
4 Canon Graham Richards, 32 St Alban's Park, Dublin 4 (2018)  
3 Mr Henry Saville, 22 Church Road, Boardmills, Lisburn BT27 6UP (2018)  
0 Mr David Smith, Knockleigha, Shaw's Bridge, Co Down BT8 8JS (2018)  
3 Dr Michael Webb, 2 Mount Salus, Knocknacree Road, Dalkey, Co Dublin (2019)†

The following co-opted members retire in May 2017:

Ven Andrew Forster  
Mr Samuel Harper  
Mr Tim McCormick  
Mr William Oliver

**Note** Two Honorary Secretaries of the General Synod are in attendance at meetings of the Representative Body.

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\* elected June 2016 in place of Mr John Stanley (retired June 2016)

† eligible to attend three meetings maximum due to triennial retirement as co-opted member (re-elected May 2016)

## COMMITTEES OF THE REPRESENTATIVE BODY

The Executive, Allocations, Investment, Property, Stipends, Library and Archives, Legal Advisory and Audit Committees are elected triennially from the members of the Representative Body. The current triennium for members and chairpersons ends in September 2019. Membership details, together with numbers of meetings held and record of attendances for the year 2016 are shown below.

### EXECUTIVE COMMITTEE

8 meetings

Mr Henry Saville\* - 8  
(Chair)



Mr Henry Saville

Most Rev Dr Richard Clarke	6	Ven Andrew Forster	6
Most Rev Dr Michael Jackson	5	Rev Canon Henry Gilmore	8
Rt Rev Dr Paul Colton	5	Ven Adrian Wilkinson	7
Canon Graham Richards	8	Mr Terence Forsyth	6
Mr Kevin Bowers†	2	Mr Lyndon MacCann SC	6
Mr Keith Roberts‡	1	Mr Geoffrey Perrin	7
Mr William Oliver	6	Dr Michael Webb	7

The Executive Committee has an overall responsibility to protect the interests of the Representative Body and its trusts, to consider and, if thought fit, to give approval to the recommendations of the subsidiary committees, to give formal approval to routine property and trust transactions, to formulate legislative proposals and policy for approval, to liaise with other central organisations and dioceses and to deal with all matters affecting the employment and remuneration of staff including specialist appointments where the Representative Body is a party to any contract of employment.

The Archbishops and the Chairpersons of the Allocations, Investment, Property and Stipends Committees are *ex officio* members of the Executive Committee. Mr Robert Neill was appointed as an Adviser to the Executive Committee following his retirement from the Chair in September 2016. During 2016 Mr Samuel Harper attended Executive Committee meetings as an Honorary Secretary of the General Synod.

#### Prayer read at the commencement of all Executive Committee meetings

*“Almighty God, we meet in your presence to exercise stewardship of the resources of this Church. Grant to us a clear mind and judgement in all things, a willingness to seek your will for the Church and an awareness of the trust and responsibility given to us. Guide us with your wisdom and lead us in the paths of truth. This we ask through Jesus Christ, our Lord. Amen.”*

\* appointed September 2016 in place of Mr Robert Neill (retired September 2016)

† appointed September 2016 in place of Mr Henry Saville (appointed to Chair, Executive Committee)

‡ appointed September 2016 in place of Mr Robert Kay (retired April 2016)



Canon Graham Richards

## ALLOCATIONS COMMITTEE

3 meetings

Canon Graham Richards - 3  
(Chair)

Most Rev Dr Richard Clarke	3	Ven Andrew Forster	3
Mr Kenneth Davis*	1	Mr Robert Neill†	1

The function of the Allocations Committee is to investigate requests for financial support and make recommendations to the Executive Committee or the Representative Body as appropriate, to maintain a ‘watching brief’ on the use and deployment of resources allocated to committees and organisations including their budgetary procedures and accounting policies, to anticipate financial pressures ahead and plan forward accordingly, to ensure that trust limitations are observed in the use of Representative Body funds and to co-ordinate with other financial bodies (Priorities Fund Committee, Investment Committee, Stipends Committee, Pensions Board etc).



Mr Kevin Bowers

## INVESTMENT COMMITTEE

6 meetings

Mr Kevin Bowers‡ - 5  
(Chair)

Mr Roy Benson	6	Mr Tim McCormick	5
Mr Terence Forsyth	6	Ms Hilary Prentice	3
Mr William Galloway§	2	Mr David Smith	4

The function of the Investment Committee is to oversee the invested funds of the Representative Body and other funds held in trust, to monitor portfolio and investment management performance, to maintain an appropriate level of reserves, to formulate lending policies and approve parochial and glebe loan applications, to advise with regard to investment policy and strategy and generally report to the Executive Committee or to the Representative Body as appropriate.

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\* retired October 2016 and replaced by Mrs Helen Arnopp in December 2016

† elected September 2016 in place of Mr John Stanley (retired June 2016)

‡ appointed September 2016 in place of Mr Henry Saville (appointed to Chair, Executive Committee)

§ elected September 2016 in place of Mr Kevin Bowers (appointed to Chair)

## The Representative Church Body – Report 2017

### PROPERTY COMMITTEE

5 meetings

Mr Keith Roberts\* - 5  
(Chair)



Mr Keith Roberts

Mr William Allen†	0	Mr Sam Harper	5
Mr Ronald Colton	5	Ms Pauline High‡	1
Miss Maud Cunningham	5	Mrs Jane Leighton	4
Mr Julian Ellison	2	Ven Roderic West	2

The function of the Property Committee is to process all matters affecting glebes, churches, parochial buildings and graveyards vested in the Representative Body in accordance with statutory responsibilities as laid down in the *Constitution of the Church of Ireland*, to manage the buildings directly under the control of the Representative Body, to co-ordinate with diocesan see house committees and care for see houses and all residences provided for the use of church officers, to care for all properties assigned by the Representative Body for the use and occupation of retired clergy and surviving spouses, to assist and provide guidance in the planning and disposal of redundant churches and the contents thereof, to provide technical support and advice to parishes and dioceses, to maintain property records and registers and generally to report to the Executive Committee or to the Representative Body as appropriate.

**Note:** Representatives of the dioceses who are members of the Representative Body are entitled to attend meetings of the Property Committee when relevant diocesan property matters are under consideration.

### STIPENDS COMMITTEE

2 meetings

Mr William Oliver - 2  
(Chair)



Mr William Oliver

Rt Rev Dr Paul Colton	2	Mrs Jane Leighton	2
Ms Hazel Corrigan§	1	Mr Basil O'Malley	1
Rev Canon Brian Harper	1	Mr Geoffrey Perrin	1
Prof Paul Johnston	2	Ven David Pierpoint	1

The function of the Stipends Committee is to make recommendations concerning Minimum Approved Stipends, mileage rates for locomotory expenses, and the remuneration, expenses and budgets for the episcopate and other church officers, to monitor changes in taxation and State legislation insofar as clerical remuneration matters are concerned, to investigate and make recommendations in relation to grant aid requests from dioceses for the support of the Ministry and the training of newly ordained clergy, to consult with dioceses and make recommendations to provide for the better maintenance of the Ministry generally, to monitor and report on the implementation of the recommendations of the Clergy Remuneration and Benefits Committee as approved by General Synod in 1990 and report to the Executive Committee or to the Representative Body as appropriate.

\* appointed September 2016 in place of Mr Robert Kay (retired April 2016)

† retired September 2016 and replaced by Mr Robert Pollock in December 2016

‡ elected September 2016 in place of Mr Keith Roberts (appointed to Chair)

§ elected September 2016 in place of Mr Kevin Bowers (appointed to Chair, Investment Committee)

## **LIBRARY AND ARCHIVES COMMITTEE**

3 meetings

Dr Michael Webb - 3  
(Chair)



Dr Michael Webb

Mrs Ethne Harkness	2	Rt Rev John McDowell	2
Prof Paul Johnston	2	Rt Rev Patrick Rooke	3
Advisory Members	–	Rev Canon Dr Maurice Elliott	2
		– Rev Dr Adrian Empey	2
		– Dr Kenneth Milne	3
		– Ven Robin Bantry White	3

The function of the Library and Archives Committee is to manage the RCB Library and its resources having regard to trusts and objectives, to maintain archives and Church records generally (including records of contents of churches and of church plate), to co-operate with the Theological Institute and Committees using the Library premises and to provide a cost-effective service to the Church and the public at large subject to the approval of the Executive Committee or the Representative Body as appropriate and budget limitations.

## **LEGAL ADVISORY COMMITTEE**

0 meetings

Mr Lyndon MacCann SC  
(Chair)



Mr Lyndon MacCann

Mr Anthony Aston SC	Rt Rev Dr Paul Colton
His Honour Judge Gerard Buchanan	Mrs Judith Peters
The Hon Mr Justice Declan Budd	Mr Andrew Walker

The function of the Legal Advisory Committee is to advise the Representative Body on any legal or trust matter which the Executive Committee or the Representative Body may properly refer to it.

**AUDIT COMMITTEE**

3 meetings

Canon Graham Richards\* - 1  
(Chair)



Canon Graham Richards

Mr Roy Benson	3	Ms Hilary Prentice	3
Mr Robert Pollock	3		

The Audit Committee’s primary function is to assist the Representative Body in fulfilling its oversight responsibilities by reviewing the financial statements, the systems of internal control, the audit process and the risk register. The Committee meets twice yearly with the auditors, PricewaterhouseCoopers, to review the scope of the audit programme prior to audit, the outcomes for the year when the audit is completed and any issues arising from the audit. The Committee reviews the risk register annually.

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\* appointed September 2016 in place of Mr Henry Saville (appointed to Chair, Executive Committee)

## REPORT ON THE YEAR 2016

The Representative Church Body (RCB) was established in 1870 as the charitable trustee of the Church of Ireland.

The RCB exists to safeguard resources, provide administrative services for parishes and facilitate the mission of the Church of Ireland. We are an all-island institution with offices in Dublin and Belfast, delivering investment, finance, property, payroll, legal, pension, library & archiving and Synod & committee services for the Church of Ireland.

The RCB reports to General Synod each year on the performance of its responsibility as trustee highlighting achievements and issues arising that are relevant to the wider Church.

### • Financial Performance

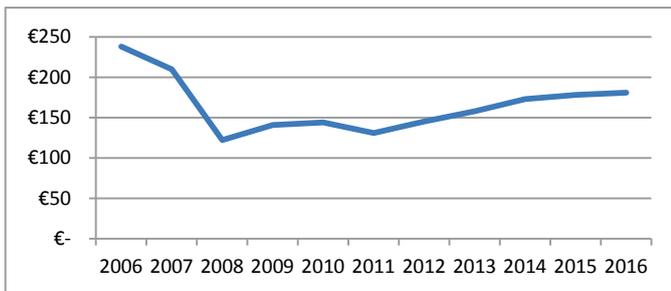
For 2016 the total funds available to the RCB increased by 1.3% to €188.6m (2015: €186.2m) including an increase in properties of €3.8m.

#### *General Funds*

The General Funds of the Church of Ireland are the unrestricted funds of the Church of Ireland; the returns from these funds are used to meet the cost of the services and allocations that we provide to the wider Church.

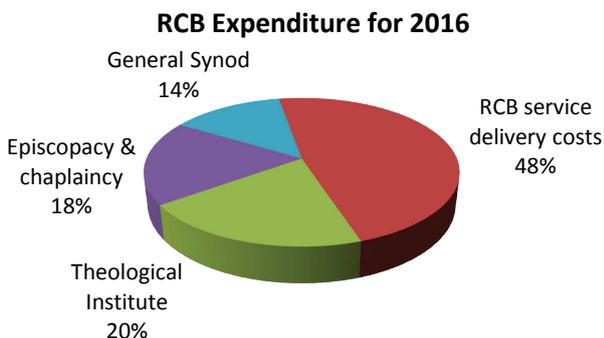
Over the last eight years our invested General Funds have recovered well from a trough of €122m at the end of 2008 reaching a market valuation of €180m (after financial instruments) at the end of 2016. Although in perspective General Funds were €238m at the end of 2006 just before the recession. This movement in General Funds is reflected in the graph below; it should be noted that these figures are not adjusted for inflation.

**General Funds – year-end valuations (€m) 2006-2016**



The returns generated by our general funds were used to cover the service delivery costs and allocations as detailed below (excluding any exceptional costs). RCB service delivery costs include costs incurred to provide investment services, clergy

payroll (stipends) services, pension administration, financial reporting, property management, legal services and library & archiving services.



During 2016 the RCB reviewed the Total Return methodology by which the RCB determines how much of our funds can be used to cover costs and allocations. Essentially Total Return takes forecast growth in capital and income to determine a sustainable withdrawal rate that is expected to meet our outgoings and at the same time preserve total capital over the long term. This review noted that despite the strong historical performance of General Funds the short-term economic forecast would predict much lower future returns. The review concluded that the RCB should seek to explore new income opportunities, seek cost efficiencies through the use of technology and to explore structural and process efficiencies to minimise our reliance on General Funds.

### ***RB Unit Trusts***

Parishes, Dioceses and other Church of Ireland institutions may purchase units in the RB Unit Trusts. At the end of 2016, the RCB held funds valued at €283m in trust for third parties. These funds are managed by the RCB investment team with the units paying bi-annual dividends. During 2016 the RB Unit Trusts paid total dividends of €8.1m (2015: €8.1m). These funds are held by the RCB under the terms of any applicable trust but where a parish or diocese purchases units without any trust restriction then the holder retains the absolute right to redeem their units at market value at any time.

### **• Property and Trusts**

Since disestablishment most of the real property of the Church of Ireland has been held in trust for parishes by the RCB. As trustee, the RCB safeguards the title documentation, reduces trustee liability and removes the need to maintain current trustees. The RCB does not levy any annual trustee service charge but may charge parishes a subsidised legal fee for transactions including vesting, letting and sale.

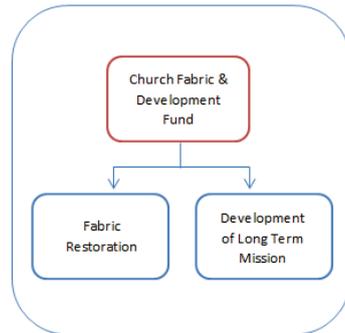
On 30 June 2016, the RCB was appointed trustee of the share portfolio of the former Church of Ireland College of Education (CICE) and of the campus at 96 Upper

Rathmines Road, Dublin. The RCB entered into a Letter of Intent with the Governors of CICE under which the RCB, as trustee of the Church of Ireland College of Education Fund Trust, agreed to provide an annual sum from the Trust towards the costs of delivering the Religious Education Certificate and other costs of the new Church of Ireland Centre in the Dublin City University (DCU) Institute of Education. On 8 August 2016 the RCB entered into a Licence Agreement with Alexandra College Dublin for the use of the site as boarding accommodation for a four year term with the option to extend until 30 June 2021. The RCB would like to take this opportunity to thank the Board of Governors of CICE for initiating and facilitating the transfer of the former CICE campus and assets to the RCB as trustee.

The Standing Committee of General Synod in January 2017 approved the regulations for administration of the Church Fabric and Development (CF&D) Fund. These regulations extend the application of central CF&D funds allowing those funds to be applied towards (i) a fabric purpose or (ii) a development purpose. It is expected that the RCB will support two or three pan-diocesan strategic initiatives that could be financed through this fund. The new regulations will allow parishes to access the capital of a local CF&D fund for development purposes. Applications for use of local CF&D funds require Select Vestry, Diocesan Council and RCB approval with priority given to applications supporting initiatives that:

- Develop church and mission which impacts the locality
- Are sustainable in the medium term (5-10 years)

Further details on the regulations governing the Church Fabric and Development Fund are at [www.ireland.anglican.org/parish-resources](http://www.ireland.anglican.org/parish-resources) under Parish Finances → Funding & Grants.



## • Organisational and staff development

We began the process this year of rethinking our organisation and how we service the wider Church. We conducted a staff survey so that we could begin to explore the culture, consider how to develop our organisational capacity and reflect on our management style. We also began a process to articulate the mission and purpose of the RCB. We initiated a manager training program to enhance management capability so that managers can develop their teams. The first module looking at leadership and self-awareness was completed in November 2016 and three further modules covering individual performance, team performance and employment law are planned for 2017.

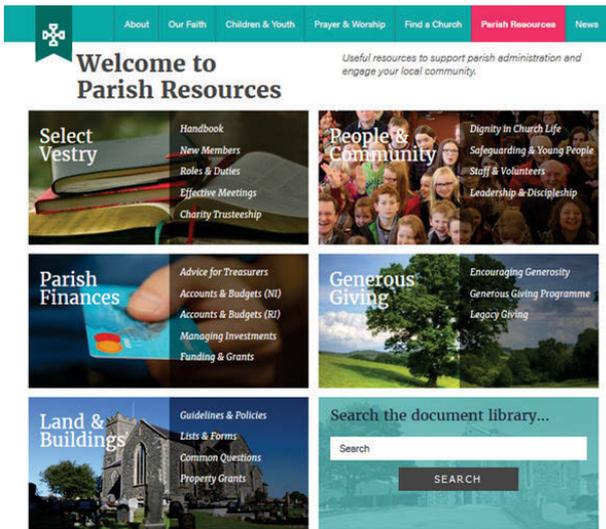
The Parish Resources initiative detailed below is an essential resource to deliver effectiveness and efficiency within the RCB and for the wider Church of Ireland. During 2017 we expect to expand further the delivery of web resources as well as introducing process improvements to both improve service delivery and facilitate cost containment.

- **Parish Resources**

During the year the RCB developed a new online resource for parishes and dioceses. Parish Resources can be accessed via the Church of Ireland homepage [www.ireland.anglican.org](http://www.ireland.anglican.org) or directly at [www.ireland.anglican.org/parish-resources](http://www.ireland.anglican.org/parish-resources). Resource materials are organised by topic such as Select Vestry; Parish Finances; Land & Buildings; People & Community; Generous Giving.

Parish Resources is a dynamic resource that will be added to and updated as new materials are developed. Currently, resources include the new Parish Handbook for use by Select Vestries; sample parish financial statements and related guidance; Dignity in Church Life and Safeguarding policies; property and grant forms; resources relating to giving and generosity. Whatever role you play in parish life, our hope is that this resource will support you as you serve the Church.

The RCB is grateful for the generosity of Allchurches Trust in support of this project.



- **Acknowledgements**

The membership of the Representative Body and its committees comprises clergy and lay volunteers who give generously of their time and expertise, without whom the work of the RCB could not be achieved.

The Representative Body and its committees acknowledge the dedication of the staff in Church of Ireland House Dublin, Church of Ireland House Belfast and in the RCB Library. In particular we would like to thank the following retiring staff: Adrian Clements, Chief Officer and Secretary General; Raymond Refaüssé, Librarian and Archivist, and Renée English, Child Protection Officer (Republic of Ireland).

## FINANCIAL AND OPERATIONAL REVIEW 2016

The accounts of the Representative Church Body commence on page 52.

- **Commentary**

- A) The Statement of Financial Activities (SoFA) of the Representative Church Body is shown on page 62.

The SoFA shows the income and expenditure, investment and currency gains, and losses and capital receipts or withdrawals of funds. The SoFA layout shows the income generated from General Funds and Parish, Diocesan and Other Trust Funds along with the costs of operations and distributions which support the wider Church.

The column showing RCB activities includes the central service, trustee and governance costs of the RCB. In the General Funds column these costs represent the charge out of costs from the RCB to General Funds, investment and currency gains and losses and the opening and closing value of funds.

The Parochial, Diocesan and Other Trust Funds column shows the income and expenditure relating to trusts, cash managed for the wider Church, Gift Aid claimed for and repaid to parishes, investment and currency gains and losses and opening and closing value of the funds.

### **RCB activities and General Funds**

General Funds' total funds increased in value by €2.42m to €188.60m. This is due to profits on the sale of investments being realised during the year and an increase in property reserves, which was partly offset by an unrealised loss on revaluation, an excess of expenditure over income and an unfavourable currency exchange.

### **Incoming resources**

Total income of €6.10m shows a decrease on the prior year of €0.38m (2015: €6.48m). Investment income of €5.67m shows a decrease of €0.24m (2015: €5.91m). The investment income in 2016 was impacted by a weakening in the sterling exchange rate and the exiting at the end of 2015 of an externally managed Global Equity Fund due to poor fund performance, which provided an income strategy. The Allocations Reserve was reinvested in General Funds during 2015, therefore, reserve income was nil in 2016 (2015: €0.12m). Sundry income of €0.17m includes €0.11m from Allchurches Trust to support specific projects. The RCB is most grateful for this support.

### **Resources expended**

Expenditure for 2016 shown in the SoFA is analysed in greater detail on page 73 (Note 5).

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The cost of generating funds includes payroll costs of investment management, legal and accounting services (which includes services made available to the wider Church), external fund management costs, other investment professional service costs and allocated overheads.

Charitable activities costs include payroll and allocated overheads charged to trust and property management, communications, education and the RCB Library.

Governance costs include payroll and allocated overhead costs to support General Synod, central committee expenses and episcopal electoral expenses.

Other operating costs are those relating to professional fees and pension payments for retired staff. Investment professional service fees have been reclassified to the cost of generating funds with a prior year restatement during 2016.

Total cost of operations of €3.49m shows a decrease of €0.04m on the prior year (2015: €3.52m). The decrease in cost of operations relates to a significant credit note for local authority rates received for Church House Dublin relating to overcharges in prior years, a decrease in external investment manager's fees, these savings have been partly off-set by an increase in payroll costs relating to cross over cover for the new Chief Officer, the resourcing of specific projects and an increase in depreciation charges as a result of existing owned properties being added to RCB fixed assets. A significant portion of other costs of operations is represented by actuarial and consultancy costs relating to clergy pensions.

The total of resources expended which are chargeable against General Funds of €2.92 has increased year on year by €0.03m (0.9%).

### **Allocations expended**

Allocations expended in the year of €3.65m (2015: €3.88m) shows a decrease on the prior year by €0.23m mainly due to the weakening in the sterling exchange rate. Underspend in allocations amounted to €0.20m for the year.

### **Special pension contributions and charges**

A once off payment of €0.32m has been provided for in the 2016 year-end financial statements. The amount relates to a payment to the defined contribution pension funds of individual clergy members, to reflect the value that might have been accrued in respect of 'employer' contributions for clergy serving beyond normal retirement age during the period from 1 June 2013 to 31 December 2016. Employer's contributions from 1 January 2017 are being paid by parishes to the defined contribution pension scheme.

### **General Funds gains and losses**

General Funds results for the year shown in the SoFA sees the total fund value of General Funds increasing by €2.42m (1.3%) to €188.6m (2015: €186.18m). This

increase is accounted for by realised gains on the sale of investments and an increase in property reserves, which was partly offset by an unrealised loss on revaluation, an excess of expenditure over income and an unfavourable currency exchange.

During the year €0.25m was transferred from General Funds to support the solvency of the staff defined benefit pension fund, which was closed to new entrants at 1 January 2007. On a once off basis this amount was reduced from the normal €0.35m commitment for the year 2016, due to the overpayment of employer's contributions in the prior year. The €0.35m normal contribution as part of the Funding Proposal commitment will continue in 2017. The reduced transfer was agreed with both the scheme trustee and the scheme actuary.

### **Parish, diocesan and other trust funds gains and losses**

Incoming resources in relation to the RB General Unit Trusts are represented by investment income, deposit income and Gift Aid refunded. All incoming resources, net of expenses and transfers to equalisation reserve, are distributed to parishes and dioceses. Total funds have increased by €17.68m (5.9%) to €314.9m (2015: €297.22m). This increase is accounted for by unrealised gains of €19.61m on investment revaluations and realised gains of €0.06m on sale of investments, which were partly off-set due to weaker sterling values at year end by €8.91m. Net capital inflows amounted to €6.91m (2015: €5.26m). New monies received during 2016 included €4.3m in relation to the Church of Ireland College of Education Fund Trust.

### **B) Balance Sheets**

The net assets shown in the Balance Sheets (page 64) belong to three separate fund groupings.

- RCB activities are the assets and liabilities which are used to provide services from the central Church. The net current balance on these is offset against General Funds.
- General Funds are the funds available for the operating expense of the RCB and for funding allocations. Total fund values increased by €2.42m to €188.60m as detailed above in General Funds.
- Parish, Diocesan and Other Trust funds investments and deposits income shown in the SoFA belongs to parishes, dioceses and sundry Church of Ireland trusts. Total fund values increased by €17.68m to €314.9m as detailed above in Parish, Diocese and Other Trust Funds.

### **• Allocations (page 62)**

Allocations budgeted for 2017 are provided for in 2016 as a reserve and will be drawn down in 2017. The amount provided is €3.87m and is gross of subventions. A detailed table of the 2017 budget is available on page 23. Allocations have been supported by a

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subvention from the Stipends Fund of €0.12m (2015: €0.12m). The Allocations Committee is most grateful to the Stipends Committee for this valuable support.

### • Total Return

The RCB has adopted a Total Return based approach to managing withdrawals from General Funds since 2012. For 2016 this set a long-term sustainable target return of 4% on invested fund assets. Total Return set a target withdrawal of 3.5% from the five-year average fund value to meet cost of operations and allocations, with 0.5% to be invested for asset growth. The actual withdrawal required to meet cost of operations, allocations and special pension payments net of other income exceeded the target by 1.0% at 4.5%. General Funds invested assets increased by 0.86% against the prior year, marginally ahead of the 0.5% target. Despite the past strong performance of General Funds invested assets since 2012, the forecast for future returns indicate a more challenging environment. During 2016 the RCB conducted a review of the Total Return approach and concluded that a sustainable target return of 3% on invested fund assets would be more appropriate going forward. The RCB remains committed to delivering the services required by the wider Church while seeking to encourage efficiency, best practice and the prudent management of costs. The table below presents the Total Return approach for year ended 31 December 2016.

<b>Total Return 2016</b>	<b>€m</b>
Permitted withdrawal from invested assets under Total Return	€5.39m
Other operating income	€0.41m
<b>Total incoming resources</b>	<b>€5.80m</b>
Cost of operations and allocations	€6.57m
Pension related costs	€0.57m
<b>Total withdrawal required</b>	<b>€7.14m</b>
<b>Excess withdrawal from invested assets</b>	<b>€1.34m</b>

Note: It is not intended that this table will reconcile back to the SoFA on page 62.

### • Staff pension scheme

At year end the actuaries to the staff pension scheme assess the solvency of the scheme as required under FRS102 and the results are set out in detail in Note 11. This shows that at 31 December 2016 the scheme remains in deficit, the amount of the deficit increased by €1.86m to €4.53m. This deficit is shown as a long-term liability in the Balance Sheet. Amongst the assumptions which have the most significant impact on the results is the discount rate. The discount rate is based on the market yield at the valuation date of high quality corporate bonds. For FRS102 the 2016 discount rate was set at 1.85% against the 2015 rate of 2.60%.

### • Currency translation rates

Year-end sterling balances have been translated into euro a rate of €1 = £0.8535 or £1 = €1.172 (2015: €1 = £0.737 or £1 = €1.356).

## ALLOCATIONS BUDGET PROVIDED FOR 2017

Allocations provide financial support for Church-wide activities. The detailed allocations analysis for 2017 with 2016 comparisons is provided overleaf. The table shows the net amounts to be allocated after taking into account income from endowment funds, the episcopal levy, the child protection levy and any other sources of funding which offset the costs of financing ministry and other central commitments.

The summary position of 2017 allocations budget is set out below and is net of subventions. Sterling balances have been exchanged at 0.8535 for 2017 budget and 2016 comparisons.

	<b>2017</b>		<b>2016</b>	
	€	%	€	%
A. Maintenance of the stipendiary ministry	1,289,309	34.4	1,231,871	33.1
B. Pension related costs	110,750	3.0	119,596	3.2
C. Training of ordinands	1,346,435	35.9	1,365,963	36.7
D. General Synod activities	986,997	26.3	996,240	26.7
E. Miscellaneous	16,000	0.4	11,015	0.3
	<u>3,749,491</u>		<u>3,724,685</u>	

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**2017 ALLOCATIONS BUDGET**

	2017 €	2016 €	2017 £	2016 £
<b>A. Maintenance of the stipendiary ministry</b>				
Episcopal Stipends and Expenses	1,125,387	1,133,893	636,881	622,466
less Episcopal Levy	(465,352)	(464,716)	(453,987)	(456,511)
	<u>660,035</u>	<u>669,177</u>	<u>182,894</u>	<u>165,955</u>
Deans of Residences/University Chaplains	95,530	91,487	134,485	135,708
Queen's University, Belfast, Bursar	-	-	15,544	15,379
C of I in Queen's University, Belfast	-	-	2,000	2,000
C of I in Trinity College, Dublin	3,000	3,000	-	-
Clerical Relief - Children's Allowances	46,000	41,000	25,000	25,000
- Central Church Fund	-	-	33,000	-
- Discretionary Grants	4,000	4,000	3,000	3,000
Stipends Related Costs	15,862	15,597	-	-
St Patrick's Cathedral, Dublin	1,000	1,000	-	-
	<u>825,427</u>	<u>825,261</u>	<u>395,923</u>	<u>347,042</u>
<b>B. Pension related costs</b>				
Clergy Pensions Fund	50,000	50,000	36,850	37,000
Supplemental Fund Benefits				
- Retired Clergy, Surviving Spouses	-	-	-	900
Discretionary Grants				
- Retired Clergy	-	-	10,000	13,000
- Surviving Spouses	-	-	5,000	8,500
	<u>50,000</u>	<u>50,000</u>	<u>51,850</u>	<u>59,400</u>
<b>C. Training of ordinands</b>				
Training of Ordinands	555,450	621,738	-	-
Theological Institute	883,560	836,400	-	-
Stipends Fund	(100,000)	(100,000)	(15,000)	(15,000)
Bishops' Selection Conference	25,000	25,400	-	-
	<u>1,364,010</u>	<u>1,383,538</u>	<u>(15,000)</u>	<u>(15,000)</u>
<b>D. General Synod activities</b>				
General Synod/Standing Committee	409,625	406,302	206,577	214,153
Board of Education	36,274	39,274	88,562	89,150
Church of Ireland Youth Department	-	-	145,000	145,000
Child Protection Officers	11,000	11,000	12,300	12,300
	<u>456,899</u>	<u>456,576</u>	<u>452,439</u>	<u>460,603</u>
<b>E. Miscellaneous</b>				
RCB Library	15,500	7,000	-	3,000
Regular Sunday Services in Irish	500	500	-	-
	<u>16,000</u>	<u>7,500</u>	<u>-</u>	<u>3,000</u>
	<u>2,712,336</u>	<u>2,722,875</u>	<u>885,212</u>	<u>855,045</u>

- **Commentary**

**A. Maintenance of the stipendiary ministry – €1,289,309**

The total cost of Group A is budgeted at €1,289,309 and is the cost relating to financing the episcopacy, university chaplaincy, clerical grants and stipends related costs.

The cost of financing the episcopacy is the largest part of this allocation. The episcopal costs are shared on a percentage basis between central Church and dioceses. Dioceses contribute to episcopal costs through the episcopal levy, which is calculated based on the number of cures multiplied by a percentage of Minimum Approved Stipend (MAS). Episcopal costs include stipend, pension, state taxes, travel costs, office and administration costs and financing cost of see houses.

The total gross episcopal costs are budgeted for 2017 at €1.87m (2016: €1.86m). The episcopal costs net of episcopal levy contributions are budgeted at €0.87m or 68% of Group A costs (2016: €0.86m or 70%). The episcopal levy for 2017 is set at 6.4% of MAS and sees a reduction from 6.5% in 2016. The episcopal levy for 2017 is budgeted to contribute €0.99m or 53.3% (2016: €1.08m or 54.8%) of the total episcopal costs. The cost per cure for 2017 is £1,802 and €2,399 (2016: £1,812 and €2,395). A more detailed breakdown of episcopal costs is shown on page 30.

Other amounts included in Group A support university deans of residence and children's and discretionary allowances paid to clergy.

**B. Pension related costs – €110,750**

The total cost of Group B is budgeted at €110,750 and is made up of Clergy Pensions Fund costs and discretionary grants to retired clergy and spouses.

Total support through allocations to the Clergy Pensions Fund for 2017 is budgeted at €50k and £37k. This represents the amount committed annually to the Fund as part of the long-term funding proposal to restore solvency over a ten-year period to 2023.

**C. Training of ordinands – €1,346,435**

Total costs budgeted for Group C represents the costs of training for the ministry. These costs include the running costs of the Theological Institute, training of ordinands costs and the cost of the selection process for entering training.

The total budgeted for 2017 shows a reduction of €0.01m to €1.35m on the 2016 budget of €1.36m. This decrease is due to lower student numbers giving rise to a reduction in total personal allowances and accommodation costs. These savings are partly offset by higher costs at the Theological Institute.

The training of ordinands includes the cost of student grants, student accommodation, fees paid to Trinity College Dublin and external lecturer fees. Married students in 2016/17 receive a personal grant of €7,970 and single student's grant is €6,210.

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Accommodation grants and travel allowances are provided to students in their final intern year. The total budgeted costs for 2016/17 of training of ordinands are €555,450 (2015/16: €621,738). For the academic year 2016/17 total student numbers are 27 ordinands in full-time training and 13 in part-time training.

The cost category Theological Institute includes the costs of running the Institute and includes academic, administration and facilities costs. The total budgeted for the academic year 2017/18 is €883,560 (2016/17: €836,400). Costs have increased by €47k, mainly due to a reduction in grant support for CME/Lay Training from the Priorities Fund and an increase in administration costs due to the provision for a part time academic administrator.

Extracts from the accounts of the Church of Ireland Theological Institute for the year ended 30 June 2016 are included as Appendix A (page 86).

### **D. General Synod activities – €986,997**

The General Synod budget of €986,997 is made up of costs relating to General Synod and its Standing Committee, the Boards of Education, the Church of Ireland Youth Department and the centrally funded portion of the Child Protection Officers.

Total costs show a marginal decrease on the prior year by €10k.

The cost of the Board of Education in the Republic of Ireland and the Church of Ireland Youth Department are supported by grants from the Irish government. The RCB on behalf of the Church of Ireland wishes to acknowledge its appreciation for this support.

### **E. Miscellaneous – €16,000**

The total cost of Group E is €16,000, and represents an allocation of €15,500 to the RCB Library. €500 is provided for the maintenance of the Irish language as part of regular Church of Ireland worship.

## **INVESTMENTS AND MARKETS**

### **• Economic Environment and 2017 Outlook**

Globally, growth rates have remained positive but below levels seen in previous cycles and crucially, below levels sufficient to improve living standards; this has engendered political instability. The policy response, thus far, has been fiscal restraint combined with ultra-easy monetary policy (zero rates and asset purchases). A shift is now underway towards a re-balancing of this approach; zero or negative rates were doing more harm than good while capital/infrastructure spending is now firmly on the agenda. Recent economic history (Japan in the 1990's and Obama 2009/10) suggests the benefits of such spending are modest and quite short lived, while the debt burden increases.

Obvious threats to more durable growth prospects come from increased economic nationalism in the form of tariffs or less free trade. Although employment indicators have

unambiguously improved over the decade, the changing nature and lack of real wage growth have been notable characteristics. A pick-up in inflation is currently being discounted due to the added stimulus in the US. China is also using fiscal policy to compensate for an over-leveraged banking system unwilling and unable to extend credit. Europe has notable elections that have the potential to give rise to further questioning of the structural integrity of the euro/EU. In Ireland growth will be slower as the unfavourable sterling exchange rate and slippage in the public finances take effect.

Diversification and a preference for real assets continue to be pursued in light of the above political, monetary, credit and inflationary risks.

- **Main Investment Asset Classes**

### ***Equities***

*“The stock market is a device for transferring money from the impatient to the patient” Warren Buffett*

With c.55% of global market capitalisation and over 70% of the world’s liquid stocks, the US stock market is pre-eminent and thus forms the basis of our valuation (and directional bias) for equities as a whole. Long term valuation metrics, such as the market value of stocks relative to the national income, are very extended. Thus, after an eight year run that has seen a tripling of the key S&P500 Index, caution is warranted despite some positive sentiment derived from belief in a ‘business friendly’ administration and the illogical allure of record high indices.

Valuations are much less stretched in Europe and Emerging Markets (EM). However, the former has ongoing political headwinds and suffers from excessive regulation. For EM, sensitivity to commodity prices and US trade policy, to some extent, justify modest valuations. Overall, the office believes a substantial underweight position in equities as a whole is appropriate.

### ***Interest Rates and Bonds***

Although there is an ongoing effort to try to exit zero rates and asset purchases, we believe interest rates will remain abnormally low for the foreseeable future. This is based on our assessment of the global economy combined with extreme levels of debt (c. \$200 trillion, about twice overall output). Thus the shorter end of bond markets is reasonably anchored, whereas longer dated bonds are vulnerable to a withdrawal of support from Central Banks. In Europe yield suppression (price distortion) from intervention is substantial whereas in the US, tapering of bond purchases and minor incremental rate increases, have allowed some price discovery (2.3% 10 year yield versus 0.2% in Germany). Although inflation is subdued, clearly European bonds offer no real yield while negative nominal yields (if owned) would represent a liability for funds. In this environment it may be necessary to seek out higher yielding bonds that carry a degree of credit risk and non-euro denominated bonds that carry currency risk (when not hedged). Also, a sub category of bond proxy or substitutes has been developed.

### ***Property***

The low rate environment has attracted capital back into property assets such that yields have compressed substantially. IPUT has out-performed its peer group, achieving a 100% total return to the RCB over 4 years, but still represents a solid 5% yield from a top quality portfolio. Although Office demand is very healthy, medium term threats from the Brexit outcome to corporate taxation competition poses risk to a very cyclical sector.

### ***Precious Metals/Gold***

When viewed as a currency or store of value, this asset has many advantages and has historically always come back into vogue following periods of monetary expansion. With all major currencies either explicitly or strongly implicitly, seeking devaluation, clearly there are strong arguments for a tangible and supply restricted asset, to once again become a strategic reserve. Also, the increased probability of political turbulence coupled with near zero interest on paper assets, lends support. While the price (and over-valuation) of conventional assets has increased substantially over the last 5 years, the Gold price has actually cheapened.

### ***Bond Proxies***

This category represents quoted securities that specialise in a single asset type (such as Solar or Wind energy) or business type (such as equipment leasing or SME lending) that distribute an income stream. Gearing is strictly limited and exposure to any one security is limited to 1%. This diversified pool of assets has delivered sustainable income streams of between 5% and 6% with modest capital and inflation linked distribution potential. Crucially they have acted more like bonds than equities in periods of market volatility.

- **Fund Valuations and Performances**

Valuations of the various portfolios as at 31 December 2016 along with three- and five-year fund performance figures are included as Appendix B (page 88).

- **General Funds Performance 2016**

Total return for the year was 4.7% versus the benchmark return of 5.1%. The Fund continues to maintain a defensive stance with approximately 45% exposure to equities versus the benchmark weight of 70% on account of elevated valuations in asset markets.

- **Unit Trusts**

The RB General Unit Trust (RI) delivered a total return for the year of 8.8% versus the benchmark return of 5.1%. Once again, this outturn was achieved despite a lower risk profile in equities relative to the benchmark.

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The RB General Unit Trust (NI) delivered a total return for the year of 20.9% versus the benchmark return of 19.8%. These higher returns were primarily impacted by the appreciation of the euro and the US dollar versus sterling after the Brexit vote, and highlight the benefit of the Fund's diversification across geographies and currencies.

The distribution rate for the RB General Unit Trust (RI) was maintained at 11.5c for the year, representing a yield of 2.93% at the end of 2016. The distribution for the RB General Unit Trust (NI) was also left unchanged at 10.3p for the year for an equivalent yield of 2.86%.

The financial statements for the RB General Unit Trusts (RI) and (NI) and extracts from the investment manager's reports for the year ended 30 June 2016 are set out in Appendix C (page 89).

- **Clergy Pensions Fund**

The Clergy Pensions Fund achieved a total return of 3.2% for the year versus the benchmark return of 2.6%. The passive element of the Fund managed by ILIM represented 46% of total assets at the end of 2016 compared to 72% at the end of 2015, with the change mainly attributable to an increase in cash holdings, actively managed equities and precious metals-related investments.

- **Environmental, Social and Governance (ESG) Review**

The RCB's ESG policy statement is included as Appendix D (page 100) and its Policy on Climate Change is included as Appendix E (page 102).

### **CLERGY REMUNERATION AND BENEFITS**

- **Minimum Approved Stipends (MAS) 2017**

The Standing Committee determines levels of MAS annually on behalf of the General Synod in accordance with Section 51(1) of Chapter IV of the *Constitution*. MAS levels are determined in September for the following year, taking into account economic data, conditions, earnings trends and indices at 30 June. Recommendations on MAS levels are initially brought to the Representative Body by the Stipends Committee, which considers movements in inflation and general earnings levels as well as the ability of parishes in both jurisdictions to pay.

*Republic of Ireland* – Average five year Consumer Price Index (CPI) inflation to 30 June 2016 reflected a cumulative figure that was double the average increase in MAS for the same period. In certain areas of lay employment media reports indicated substantial pay increases. It was apparent that these were mainly concentrated in the Dublin region and that outside of this general area the economy was still sluggish. As with UK inflation, Republic of Ireland year on year CPI rose from -0.1% at 30 June 2015 to 0.4% at 30 June 2016. MAS for the Republic of Ireland was increased by 1.75% in 2016.

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The Stipends Committee in considering the Republic of Ireland MAS recommendation for 2017 took into account the reporting of general wage increases nationally and the desire that MAS should not lag behind inflationary trends and increases in comparable employments thus avoiding the storing up of possible larger annual increases at some future date. The Committee concluded that an increase of 1.7% in MAS for the Republic of Ireland be recommended for 2017.

*Northern Ireland* – Although the average Consumer Price Index (CPI) for the 12 months to 30 June 2016 was 0.2% (0.6% to 30 June 2015), CPI rose from 0% at 30 June 2015 to 0.5% at 30 June 2016. Retail Price Index (RPI) figures showed a similar rise of 1% to 1.6%. There remained in place a UK government policy limiting pay rises for public sector workers to an average of 1%. Average earnings, despite low inflation figures, reflected a steady increase, as did Church of England stipends with an increase of 1.5% from 1 April 2016. MAS for Northern Ireland was increased by 2% in 2016.

In reviewing the Northern Ireland MAS the Stipends Committee took into consideration the increasing trend in inflation, Church of England stipend increases and, as in the Republic of Ireland, the concern to avoid possible above average increases in future years. It was therefore agreed to recommend a 1% increase in Northern Ireland MAS for 2017.

The Standing Committee received and agreed with a recommendation from the Representative Body that the rate of Minimum Approved Stipend for 2017 be increased by 1.7% in the Republic of Ireland and by 1% in Northern Ireland. Consequently, levels of Minimum Approved Stipend for 2017 are:

	2017	2016
Northern Ireland	£28,149	£27,870
Republic of Ireland	€37,480	€36,853

### • **Minimum Approved Stipends – Quinquennial Report**

The *Constitution of the Church of Ireland* requires that the Representative Body report every fifth year on the implementation of section 51 of Chapter IV and whether any amendment is expedient or necessary.

Since the last quinquennial report in 2012 statutory minimum stipends have increased from £26,008 to £28,149 (+8.23%) and from €36,219 to €37,480 (+3.48%). Over the same period inflation increased by 7.2% in the UK and by 1.2% in the Republic of Ireland.

Although inflation remains an important element in determining annual stipend increases, the Stipends Committee also takes account of average earnings growth in comparison with other sectors and national wage agreements (if existing) where applicable. In the period since 2012 the Republic of Ireland minimum stipend level remained static until 1 January 2016.

In Northern Ireland, since the last report, these comparators show increases ranging from 8% to 10%. Due to the economic downturn in the Republic of Ireland it was

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only in 2016 that earning comparators commenced increases again. This increase was approximately 2.2%.

The Representative Body is satisfied that no amendment to the *Constitution* is expedient or necessary at this time.

### • Episcopal costs

The breakdown of total episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€	€	£	£
	2017	2016	2017	2016
(1) Stipends together with state insurance costs	510,548	502,080	297,120	294,119
(2) Pension costs	109,910	108,071	58,817	49,683
(3) Offices of the Sees expenses	327,705	325,978	180,098	179,421
(4) See Houses and other costs	376,312	396,433	163,291	158,765
<b>Totals (gross)</b>	<b>1,324,475</b>	<b>1,332,562</b>	<b>699,326</b>	<b>681,988</b>
(5) Less endowment income	(228,247)	(226,209)	(39,402)	(39,402)
<b>Totals (net of income)</b>	<b>1,096,228</b>	<b>1,106,353</b>	<b>659,924</b>	<b>642,586</b>

*Note: Amounts are denominated in the currency relating to the jurisdiction of the See. For allocations purposes, amounts are denominated in the currency in which expenditure will occur.*

Notes relating to the figures above:

- (1) Gross stipend and employer's state insurance contribution.  
(ie costs that relate to the bishops on a personal basis)

Stipends are multiples of Minimum Approved Stipends as follows:

Archbishop of Armagh	2.45
Archbishop of Dublin	2.25
All Bishops	1.75

- (2) Contributions towards episcopal pensions.
- (3) Secretarial and office services and allowances relating to expenses of travel and hospitality.  
(ie costs that relate to the running of the office of the See)
- (4) Heating, grounds and house maintenance, insurance and service charges, secretary to the House of Bishops.  
(ie property maintenance and other costs that are shared across all the Episcopacies)
- (5) Income from investments and rent of See House lands.

• **Locomotory Allowances 2017**

During 2009 in the Republic of Ireland and 2010 in Northern Ireland substantial reductions were made by the respective Governments in the approved scales of allowances per km/mile. In view of the extent to which the locomotory allowance forms part of the total remuneration package for clergy, it was agreed that locomotory allowance rates remain at the rate applicable prior to the reduction in civil service rates. Subsequently each year since 2010 it was agreed to maintain this same locomotory allowance rate for the preceding year despite civil service rates remaining at their reduced level.

It was agreed by the Representative Body in 2016 that from 1 January 2017, the rate of locomotory allowances be set at the relevant revenue authority rates for each jurisdiction, plus an additional rate which would be subject to social insurance payments. The rates were designed such that the total levels of allowances payable would be equal to those payable in 2016 as follows:

		Northern Ireland
Per mile:	first 10,000 miles	45.00p
	over 10,000 miles	25.00p
Additional rates for allowances	up to 10,000 miles per annum	12.7p
	up to 15,000 miles per annum	5.6p
	over 15,000 miles per annum	3.9p
		Republic of Ireland
Per km:	first 6,437 km	59.07c
	over 6,437 km	28.46c
Additional rates for allowances	up to 13,105 km per annum	14.5c
	up to 17,073 km per annum	13.3c
	up to 19,305 km per annum	12.9c
	over 19,305 km per annum	12.2c

• **Children’s Allowances 2016/2017**

The Children’s Allowances Scheme is designed to assist clergy and surviving spouses with the cost of secondary school education or higher level education leading to primary qualifications including certificate, diploma and degree.

Grants are paid on a *per capita* basis, without any form of means test, in respect of each child as follows:

	Academic year starting 1 September 2016	
	Republic of Ireland	Northern Ireland
Over 11 attending secondary school	€600	£100
Third level students (up to age 23)	€300	£400
Eligible orphans	€600	£400

Grants may be paid in respect of a child under 11 years of age where that child is in residence at a boarding school or, in exceptional cases, in respect of a student who may be over age 23. In either case, grants are at the sole discretion of the Representative Body.

Grants are also available from other sources and a list of such possible sources is available on the Church of Ireland website at [www.ireland.anglican.org/about/education](http://www.ireland.anglican.org/about/education).

- **Clergy Car Loans**

Car loans for clergy are available from the RCB in accordance with the following formula, linked to the statutory Minimum Approved Stipend (MAS):

	New Cars	Used Cars
Maximum loan	MAS x 2/3	MAS x 1/2
Maximum term	4 years	3 years
Interest rate per annum	8%	8%

This ratio of maximum loan to minimum stipend is designed to maintain a reasonable relationship between borrowing capacity and ability to pay. At 31 December 2016 there were 51 loans outstanding with a total value of €324,731.

- **Central Church Fund – Removal (relocation) Grants**

Grant assistance is available to clergy towards the cost of moving household belongings to/from a rectory/curatage on a new appointment or retirement. Grants are generally not made to any one individual more frequently than at a three year interval other than in exceptional circumstances or on appointment as a Dean or Bishop/Archbishop.

The approved level for an individual relocation grant is limited to 2/3 of actual cost and is subject to a maximum of €4,000 or £2,000 in the case of moves within the island. In the case of moves to the island the maximums are €5,000 and £4,000.

With prior approval an equivalent grant amount may be paid towards the procurement of furniture in lieu of the cost of a move into the island. Claims for such grants must be supported by receipted documentation.

## **CLERGY PENSIONS**

There are three separate schemes providing pension benefits for Church of Ireland clergy.

Contributions in relation to service from 1 June 2013 onwards are held in the Church of Ireland Clergy Defined Contribution Scheme (Northern Ireland) and the Church of Ireland Clergy Defined Contribution Scheme (Republic of Ireland). The Clergy Pensions Fund holds assets to fund the pension benefits earned by clergy up to 31 May 2013.

The RCB acts as Sponsor of all three schemes.

- **The Church of Ireland Clergy Defined Contribution Schemes (NI and RI)**

Details of the operation of the schemes are set out in the members' handbooks and at:

Northern Ireland members: [www.zurich.co.uk/save/coiclergy](http://www.zurich.co.uk/save/coiclergy)

Republic of Ireland members: [www.zurichlife.ie/groups/aspire/60521399](http://www.zurichlife.ie/groups/aspire/60521399)

The annual reports of the scheme trustees are included in Appendix F (page 104).

***Clergy Defined Contribution Pension Scheme (NI)***

The Scheme rules were amended during 2016 to permit pension lump sums up to 100% of fund value. This change was made in the context of recent changes to the UK law on pension lump sums, combined with the fact that since the DC Scheme has only been receiving contributions since June 2013, clergy retiring in the near future will have accumulated a relatively small 'pension pot' in the DC Scheme and will typically have most of their service in the Clergy Pensions Fund. The RCB and the Scheme Trustee expressed concern that this change could in the long term create the potential for members to draw down large amounts of benefits in cash with detrimental tax or financial planning consequences, and accordingly the situation will be kept under review.

***Clergy Defined Contribution Pension Scheme (RI)***

The Scheme rules were amended during 2016 to permit contributions from clergy continuing in service after Normal Retirement Age, following Statute Ch IV of the General Synod 2016. It was confirmed that it was not necessary to amend the scheme rules for the Clergy Defined Contribution Pension Scheme (NI).

- **The Clergy Pensions Fund (Defined Benefit scheme)**

The annual report of the Church of Ireland Clergy Pensions Trustee Designated Activity Company (DAC), which in accordance with Chapter XIV of the *Constitution of the Church of Ireland* is the Trustee of the Clergy Pensions Fund, is included as Appendix G (page 106). The RCB is the sole member of the Trustee Company.

The Trustee converted from a Limited Company to a DAC during 2016 in accordance with the Companies Act 2014.

***Supplemental Fund and other funds***

The Church of Ireland Pensions Board administers the Supplemental Fund and certain other funds on behalf of the RCB. A report on the administration of these funds during the year ended 31 December 2016 is attached as Appendix H (page 147).

Further information on clergy pensions is available from:

The Pensions Administration Manager  
Church of Ireland House, Church Avenue, Rathmines, Dublin 6  
Email [pensions@rcbdub.org](mailto:pensions@rcbdub.org) Tel +353-(0)1-4125630

## PROPERTY AND TRUSTS

### • General

During the year some six parishes in Northern Ireland became the recipients of grants totalling £269,800 (ranging from £14,000 to £82,500) from the Listed Places of Worship Roof Repair Fund, which is a UK Government sponsored fund established to make listed places of worship weather tight, safe and open for use.

It has been another challenging year for the Church in its efforts to maintain the significant number of historic/listed buildings in its care. Continued support from Government and Local Authorities in the form of heritage investment schemes is critical to the conservation of buildings at risk. Many schemes are enabling job creation, through leveraging private capital for investment in labour intensive conservation projects to support the employment of skilled conservation professionals, craft workers and tradespeople. The level of funding for such projects remains at a low level and will need to be increased in the coming years to meet escalating input costs and ensure project viability. Increased funding would create additional employment and ensure development of skills necessary to preserve the built heritage of the Church for future generations.

In the Republic of Ireland, the issue of domestic water charges for all residential property connected to a public water supply or to public wastewater services continued to be controversial. However, under the Water Services (Amendment) Act 2016 domestic water charges were suspended for nine months, from 1 July 2016 to 31 March 2017 with no charging or billing of domestic customers during that period. An expert commission was established to make recommendations on a sustainable long-term funding model for domestic water and wastewater services. An Oireachtas Committee will then consider the recommendations and if the committee requests more time to complete its work or if the Government needs more time to consider the recommendations of the committee, it may result in the period of suspension of water charges being extended.

The property market in the Republic of Ireland has seen the average list price of houses rise by 8% during 2016. The lack of new housing stock in the right locations and strong demand would indicate little improvement in the situation facing buyers, with house prices forecast to increase by some 5% in 2017.

In the rental market, Government actions designed to deal with rapid increases in rents were further strengthened by the introduction of the Rent Predictability Measure which is designed to moderate the rises in rents where they are highest and rising by designating such areas as ‘Rent Pressure Zones’.

The property market in Northern Ireland continued to recover during 2016 with prices in many areas up 7% on average. It is anticipated that home values will increase in the region of 3% in 2017 due to supply of housing stock not meeting demand.

### • Roles and Responsibilities

As the legal owner of the vast majority of Church of Ireland properties held in trust for the Church, the RCB has both a statutory function as laid down in Chapter X of the

*Constitution of the Church of Ireland* and a general duty of care under the common law. Property transactions by their nature involve strategic, technical and legal issues which must be considered in great detail and processed with accuracy and technical certainty. The procedure for dealing with church property may appear cumbersome and bureaucratic from time to time, given the chain of decision making from Select Vestry through Diocesan Council and finally by the RCB in its corporate legal role. However, this is a consistent, careful and transparent process which reflects this duty of care to past, present and future generations and the legal responsibilities of trustees and custodians.

- **Title and Contract Issues**

Timely notification of potential property transactions taking account of the time which can elapse for procedural reasons is always helpful especially where a title, underlying trust, covenant or mapping problem emerges on investigation. It is important too that no implied contracts are entered into between local parish representatives and contractors or developers prior to formal approvals being given by the Representative Body and all legal formalities having been observed.

- **Church Fabric and Development Fund**

Since 1930, the Church Fabric Fund has been held for the repair of certain church buildings. The Fund is governed by Chapter X Part IV of the *Constitution of the Church of Ireland* and managed by the RCB. In May 2016, the General Synod approved amendments to the *Constitution*, renaming the fund as the ‘Church Fabric and Development Fund’, amending Section 20 to extend the scope of the Fund to include the development of initiatives supporting the long term mission of the Church, and specifying that income of the Fund post 1 July 2016 may be applied to this broader purpose. Rules to regulate the amended provisions have been approved by the Standing Committee of General Synod and are now in force. The changes allow the Fund to be used more widely than before, in order to more effectively serve the wider life, outreach and witness of the Church into the long term.

The amendments will:

- ❖ allow central funds to be used for:
  - the existing purpose of giving fabric grants for the restoration or repair of certain church buildings (the ‘*Fabric application*’); and
  - the development of the best examples of mission initiatives, and enable scaling of these initiatives across the whole island of Ireland, for the strategic benefit of the wider Church (the ‘*Central Development application*’); and
- ❖ provide parishes which have investments under the Church Fabric Fund provisions with access to their investments, allowing these funds to be used for the purposes of approved mission (the ‘*Local Development application*’).

There is no change in the Fabric application and it will continue to work in same way as before.

The Central Development and Local Development applications are now available to parishes. Their aim is to facilitate the strategic growth of the Church of Ireland, with the aim of encouraging existing excellence and offering opportunities for future creative initiatives.

The RCB will work together with other grant-awarding bodies within the Church of Ireland to ensure that the variety of grants awarded for different and similar purposes complement each other.

More detailed information, including the application criteria and application forms, can be found under ‘Funding & Grants’ at [www.ireland.anglican.org/parish-resources/parish-finances](http://www.ireland.anglican.org/parish-resources/parish-finances).

The Church Fabric and Development Fund has grown from the allocation of a minimum of 20% of the net proceeds arising from the majority of churches sold since 1930 to a capital fund of €6,128,877 and £987,185. Grants of €141,450 and £146,000 were allocated by the RCB from the income of the Fund on the recommendation of the Primate in 2016. Applications for grants, subject to criteria, are considered in March and October (details from Church of Ireland House, Dublin). A list of grants allocated during 2016 is included as Appendix I (page 155).

- **Marshal Beresford Fund**

Grants of €44,200 and £43,500 for repairs to churches were made from the Beresford Fund in 2016. The allocation of the income, in accordance with the trusts, is made by the Archbishop of Armagh who does so in conjunction with his recommendations for grant assistance from the Church Fabric and Development Fund. More information about the criteria, deadlines and application forms can be found on the main Church of Ireland website at [www.ireland.anglican.org/parish-resources](http://www.ireland.anglican.org/parish-resources).

- **The See House, Limerick**

The new See House for the United Dioceses of Limerick, Ardfert, Aghadoe, Killaloe, Kilfenora, Clonfert, Kilmacduagh and Emly, at Castletroy, Limerick is scheduled for completion in May 2017.

- **Stained Glass Windows (surveys)**

The professional survey of stained glass windows in the Church of Ireland by Dr David Lawrence, an expert in stained glass, has resulted in surveys being completed in: St Patrick’s Cathedral Dublin; Christ Church Cathedral Dublin; the Dioceses of Cork, Cloyne and Ross; Armagh; Clogher; Derry and Raphoe; Connor; Meath and Kildare; Cashel, Ferns and Ossory; Tuam, Killala and Achonry; Dublin and Glendalough; Kilmore, Elphin and Ardagh; Limerick, Ardfert, Aghadoe, Killaloe, Clonfert, Kilmacduagh and Emly. The survey in the Dioceses of Down and Dromore commenced in early 2016 with the work scheduled for completion by the end of 2017. When the survey is finalised, the majority of stained glass windows in the Church of Ireland will have been entered on the stained glass database (Gloine.ie).

The RCB has contributed €492,022 towards the project over the past 15 years. Funding of €241,842 was received from the Heritage Council, together with support from Allchurches Trust and the Northern Ireland Environment Agency.

The stained glass database (Gloine) which was launched in April 2008 is available at [www.gloine.ie](http://www.gloine.ie). The database enables the user to search by diocese, church, artist, studio, religious subject matter and date. A zoom and pan function on all images together with a search by map facility together with floor plans of the church buildings are also available on the website.

- **Churchyard and Graveyard Walls**

Potentially serious financial loss to parishes due to ageing walls surrounding churchyards and graveyards was again evident in 2016. Parishes are strongly advised to inspect walls regularly, to seek technical advice and to carry out preventative maintenance where possible. Parishes should be vigilant when any form of development takes place on adjoining or adjacent sites and ensure that buttresses, foundations and other supporting structures are not interfered with to the detriment of the churchyard or graveyard walls.

There were a number of collapses of graveyard walls during 2016 and such events will inevitably increase in the future as a result of the majority of the structures being in existence since the 1800s which, combined with increased levels of rainfall, can have major implications, particularly for retaining walls. The level of funding available from government or local authorities to assist in rebuilding walls that have collapsed is small in relation to overall reinstatement costs, often leaving parishes with a large financial burden.

- **Insurance**

Where church premises are occupied by a third party under a lease or licence agreement, it is obligatory that parishes obtain written confirmation from the insurance company of the occupant that they have a policy of public liability insurance in place. Parishes should not enter into arrangements with third parties to receive contributions towards public liability insurance costs, unless such arrangement has been discussed with and has received the sanction in writing of their insurance company.

It is imperative that parishes ensure all graveyards in their care are adequately covered by a policy of public liability insurance.

- **Safety and Parish Premises**

The attention of select vestries is drawn to current health and safety legislation in the Republic of Ireland and Northern Ireland, particularly in relation to the ‘occupier’s’ duty of care to visitors and recreational users of church property. It is imperative that each parish should have a formal Health and Safety Statement and that parish premises should meet the required standards.

- **Letting of Parish Lands**

Where parish lands are let under Conacre (tillage) and Agistment (grazing) Agreements, it is critical that such agreements are fully completed by both the Parish and the Tenant in order to comply with the regulations of the Department of Agriculture, Environment and Rural Affairs (NI) and the Department of Agriculture, Food and the Marine (RI). If following inspection by the relevant Department agreements are not in compliance with EU Regulations, financial penalties may be applied.

- **Local Property Tax (Republic of Ireland)**

The Local Property Tax (LPT) came into effect in the Republic of Ireland from 1 July 2013 and is a tax payable on the market value of residential property as determined on 1 May 2013. Residential property was scheduled for revaluation on 1 November 2016 but this has changed following the announcement in Budget 2016 that the revaluation date is being postponed until 1 November 2019. The amount of LPT due for 2017 depends on the value declared for the property on 1 May 2013 and the LPT rate being applied by the relevant Local Authority for 2017. Five Local Authorities have reduced their LPT rate, ranging from 3% to 15%.

Residential properties within parishes in the Republic of Ireland are not exempt under the Finance (Local Property Tax) Act, 2012 and parishes are liable to pay the Local Property Tax in respect of these properties.

LPT is collected by the Revenue Commissioners and is initially paid by the RCB to ensure compliance with Revenue deadlines. The tax is then collected from the parishes (the beneficial owners) through the dioceses during the year.

Parishes should consult the Revenue Commissioners website [www.revenue.ie](http://www.revenue.ie) for further information on the Local Property Tax.

- **Domestic Water Charges (Republic of Ireland)**

A new system of domestic water charges was introduced during 2015 for homes that are connected to a public water supply or to public wastewater services. However, under the Water Services (Amendment) Act 2016 domestic water charges were suspended for 9 months, from 1 July 2016 to 31 March 2017 with no charging or billing of domestic customers during that period. An expert commission was established to make recommendations on a sustainable long-term funding model for domestic water and wastewater services. An Oireachtas Committee will then consider the recommendations and if the committee requests more time to complete its work or, if the Government needs more time to consider the recommendations of the committee, it may result in the period of suspension of water charges being extended.

- **Domestic Waste Water Treatment Systems Registration (Republic of Ireland)**

The Department of the Environment introduced a Domestic Waste Water Treatment Systems charge under the Water Services (Amendment) Act, 2012. All domestic wastewater treatment systems have to be registered. This includes septic tanks, waste water tanks and treatment systems which are receiving, storing, treating or disposing of domestic waste water. It also includes all fittings and percolation areas associated with such tanks and systems and drains which are used to discharge waste water from premises, whether or not a receiving tank is present.

Domestic Waste Water Treatment Systems should have been registered by 1 February 2013. There is a registration fee of €50. Registration will last for five years and there will be no fee for second or subsequent registrations. An inspection scheme, for which there is no charge, commenced in 2013.

It is important for parishes to ensure that they register any Domestic Waste Water Treatment System located on parish property, as failure to do so could incur a fine of up to €5,000.

Select Vestries should consult the Department of Communications, Climate Action and Environment website [www.dccae.gov.ie](http://www.dccae.gov.ie) for further information on the registration and inspection system.

- **Energy Performance of Buildings - European Communities Regulations 2006**

**Northern Ireland (Energy Performance Certificate) and Republic of Ireland (Building Energy Rating Certificate)**

Section 7 of the European Communities Energy Performance of Buildings Directive (EPBD) requires that, when a building is constructed, sold or rented, a Certificate detailing its energy consumption must be made available to the prospective purchasers or tenants. These certificates in Northern Ireland are called *Energy Performance Certificates* and in the Republic of Ireland *Building Energy Rating Certificates*.

From 1 January 2009 all new and existing domestic dwellings, regardless of age must have an Energy Performance/Rating Certificate when being offered for sale or rent.

Energy Performance or Building Energy Rating Certificates are not required for:

- Places of Worship;
- Protected Structures/National Monuments;
- Buildings used for the purpose of carrying out religious activities;
- Temporary buildings and certain non-habitable agricultural and industrial buildings with low energy demand;
- Stand-alone buildings with a useful floor area of less than 50m<sup>2</sup>;
- If a building is to be demolished after sale.

The Certificate, when issued, will cover a property for a period of 10 years.

It is the responsibility of parishes to arrange for *Energy Performance Certificates* or *Building Energy Rating Certificates* to be obtained where required.

- **Built Heritage Investment Scheme 2017 (Republic of Ireland)**

The Minister for the Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs in October 2016 announced further funding for the Built Heritage Investment Scheme for 2017 for the repair and conservation of protected structures. The Scheme will continue to be administered by the Local Authorities and details are available on the website of each Local Authority.

- **Heritage Lottery - Grants for Places of Worship (Northern Ireland)**

Parishes in Northern Ireland may make application to the Heritage Lottery Fund (National Heritage Memorial Fund) for a grant to assist in the preservation and maintenance of a church. The Church of Ireland has benefited considerably from such grants in recent years. The project must be seen as being of particular importance to the national heritage and be

urgent in nature. Conditions applying to the terms of the grant include a requirement that the church building must be open for 40 days a year, apart from Sundays. Additionally, it should be ensured that the church will remain viable for a considerable period as there is a minimum ten year clawback period in respect of the grant.

The Places of Worship programme is for projects that involve **urgent** structural repairs to public places of worship that are listed A, B+, B, B1 or B2. As part of a repair project, funds are also given for work to encourage greater community use and engagement. Parishes can apply for a grant from £10,000 to £250,000.

Grants for Places of Worship projects must achieve the following outcomes:

**Outcome for heritage:**

With the grant, heritage will be in better condition.

**Outcome for communities:**

With the grant, more people and a wider range of people will have engaged with heritage.

**The Application process**

Grants for Places of Worship applications go through a two-round process. This is so that you can apply at an early stage of planning the project and get help in working out the scope of the work that you need to undertake before you submit your proposals in greater detail.

- At the first round, the Heritage Lottery Fund assess the application in three months, and then it goes to the next decision meeting.
- The development phase can take up to 12 months, depending on the complexity of your project.
- At the second round, the Fund will assess your application in three months and give you a decision.

It is recommended that you submit a project enquiry form before you apply.

**Decision meetings**

Decisions are made four times a year, by the Heritage Lottery Fund Committee (HLF) for Northern Ireland and you should contact the HLF office in Northern Ireland for information about meeting dates.

Formal approval must be sought from the relevant Diocesan Council and the Representative Body before an agreement may be entered into in respect of a grant.

Information may be obtained from [www.hlf.org.uk](http://www.hlf.org.uk) and [www.hlf.org.uk/looking-funding/our-grant-programmes/grants-places-worship-northern-ireland](http://www.hlf.org.uk/looking-funding/our-grant-programmes/grants-places-worship-northern-ireland).

• **Big Lottery Fund (Northern Ireland)**

The Big Lottery Fund makes grants from National Lottery funds. It has a number of programmes to which parishes in Northern Ireland may apply, depending on the level of funding required, type of work being carried out and eligibility criteria being met.

The *People and Communities Programme* funds works to buildings such as church halls, if they are used to bring improvements to the lives of people most in need in their communities, bringing them together to enjoy a wide range of charitable, community, educational, environmental and health-related activities. Grants can be between £30,000 and £500,000.

The *Awards For All Programme* makes smaller grants of between £500 and £10,000 to support local people bringing about positive changes in the community. This can include small improvements grants for premises.

Formal approval must be sought from the relevant Diocesan Council and the Representative Body before an agreement may be entered into in respect of a grant.

For more information about the available funding, criteria and making an application, see the Big Lottery Fund website [www.biglotteryfund.org.uk/northernireland](http://www.biglotteryfund.org.uk/northernireland).

- **Listed Places of Worship Grant Scheme (Northern Ireland)**

The Listed Places of Worship Grant Scheme was established in 2001 to provide grants towards VAT paid on eligible repairs and maintenance to listed buildings that are used principally as places of worship.

Full information and application forms may be obtained from [www.lpwscheme.org.uk](http://www.lpwscheme.org.uk) or contact:

Listed Places of Worship Grant Scheme,  
Topmark (LPOW), 160 Bath Street, Glasgow G2 4TB  
Tel: 0845 013 6601      Email: [dcms@topmarkadjusters.co.uk](mailto:dcms@topmarkadjusters.co.uk)

- **National Churches Trust (UK)**

The National Churches Trust Repair Grants Programme offers funds of £10,000 and above towards the cost of urgent and essential structural repair projects. A small number of grants are available at £40,000 and above. Projects must have a minimum estimated cost of at least £100,000 (including VAT and fees) to qualify. Information may be obtained from [www.nationalchurchestrust.org](http://www.nationalchurchestrust.org).

- **Allchurches Trust Limited**

Allchurches Trust Limited is a registered charity which seeks to promote the Christian religion. It provides grants to Christian churches for initiatives with an emphasis on heritage, care and the community. It supports projects for the repair of and improvement to historic buildings, preservation of heritage, and initiatives around training, mission and church growth. Grants are made from income derived from Allchurches Trust Limited's wholly owned subsidiary, Ecclesiastical Insurance Office Plc. Information, guidance on applying and the application form can be found on [www.allchurches.co.uk](http://www.allchurches.co.uk).

- **Historic Environment Fund (Northern Ireland)**

The Department for Communities (NI) launched the Historic Environment Fund in September 2016 to help support a range of initiatives to conserve and realise the potential of the historic environment. Through the Fund, Listed Buildings in Northern Ireland will benefit from £500,000 in total funding.

Following a public consultation the framework for the Fund has been organised under four themes: Heritage Repair; Heritage Regeneration; Heritage Revival and Heritage Research.

Heritage Repair, which aims to encourage the sustainability and preservation of the historic environment will include:

- Listed Building Repair
- Historic Monument Repair

Full details on how to apply to the Fund and the application form are available from the Department for Communities website at [www.communities-ni.gov.uk/articles/historic-environment-support](http://www.communities-ni.gov.uk/articles/historic-environment-support).

- **LEADER Funding (Republic of Ireland)**

LEADER is a European funding initiative which is managed by the Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs in Ireland. It enables local development by devolving decision-making to many different companies throughout rural areas in the Republic of Ireland. The name of the relevant company will vary depending on region; names commonly used are Integrated Local Development Company, Leader Company, Leader Partnership or a Local Action Group (LAG).

Each LEADER organisation administers a particular rural development fund and will have different priorities based on their local plan and the needs of the area. The Church of Ireland has benefitted from grants for building works which fall into relevant criteria, such as the upgrading of rural heritage and renewal and development works.

Information on the relevant local LEADER organisation and advice on making an application can be found on the National Rural Network website.

Further information on LEADER 2014-2020 is available on the Department of Housing, Planning, Community and Local Government website at [www.ahrrga.gov.ie/rural/rural-development/leader](http://www.ahrrga.gov.ie/rural/rural-development/leader).

For information on how to contact your local LEADER group and how to apply for funding: [www.pobal.ie/FundingProgrammes/LEADER/Pages/LEADER.aspx](http://www.pobal.ie/FundingProgrammes/LEADER/Pages/LEADER.aspx).

- **Architectural Heritage Protection for Places of Public Worship (Republic of Ireland) – Guidelines for Planning Authorities**

The text of the Guidelines is available on the Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs website at [www.ahrrga.gov.ie/heritage-publications](http://www.ahrrga.gov.ie/heritage-publications).

- **Church Buildings Sub-Committee**

The Church Buildings Sub-Committee was formed in September 2008 and performs the duties previously undertaken by the former Historic Churches Advisory Committee, whose functions were assigned to the RCB Property Committee. The Church Buildings Sub-Committee reports directly to the Property Committee and its membership comprises Ven TR West and Mrs J Leighton (both of whom are members of the Property Committee).

The Committee's principal function is to report to the Property Committee on applications received in respect of Forms of Certificates of Consent to Alterations, also known as the 'Blue Form'.

When submitting a Form of Certificates of Consent to Alterations, to enable the Church Buildings Sub-Committee to consider the matter fully, it is essential that it is accompanied by supporting documentation, for example, illustrations of proposed stained glass windows, the proposed wording for a memorial plaque, or plans for the reordering of a church.

During the year, the Church Buildings Sub-Committee recommended 43 applications. These included items such as the erection of memorial plaques, the installation of stained glass windows, the removal of pews, alterations to provide better access for the disabled, the installation of sound systems, general restoration works and the reordering of interiors of churches.

In the Republic of Ireland, in instances where a church is included in the List of Protected Structures, it is essential that parishes notify their Local Authority of any proposed alteration and gain the requisite agreement. Ecclesiastical Exemption in Northern Ireland means that Listed Building Consent is not required for internal alterations, but it is highly recommended that Department for Communities Historic Environment Division should be notified where a church is a Listed Building. In order to assist parishes, a step by step guideline is set out below on the procedures which should be followed in respect of any proposed alteration in both Northern Ireland and the Republic of Ireland, in order to comply with Church and State regulations.

***Northern Ireland***

- ❖ Appoint an Architect with expertise in the conservation of historic buildings.
- ❖ Establish if the church is a listed building.
- ❖ Where any alteration in the structure, ornaments, furnishings or monuments of a church (whether by introduction, alteration or removal) is being contemplated, a Form of Consent to Alterations (available from the RCB) should be completed and the approval of the Bishop or Ordinary obtained.
- ❖ Obtain the approval of the Diocesan Council and the Representative Body to any works involved in the church building development that is not covered by the Form of Consent to Alterations.

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- ❖ Alterations to churches are subject to the same planning requirements for obtaining planning permission as unlisted buildings but ‘The Ecclesiastical Exemption’ applies to the interior and therefore Listed Building Consent is not required but it is recommended that the Department for Communities Historic Environment Division should be consulted.
- ❖ Obtain the consent of the relevant Planning Authority to the proposed works, if applicable.
- ❖ Refer to the Department of Communities website at [www.communities-ni.gov.uk](http://www.communities-ni.gov.uk).

### ***Republic of Ireland***

- ❖ Appoint an Architect with expertise in the conservation of historic buildings.
- ❖ Establish if the church is listed as a Protected Structure under the Planning and Development Acts.
- ❖ Where any alteration in the structure, ornaments, furnishings or monuments of a church (whether by introduction, alteration or removal) is being contemplated, a Form of Consent to Alterations (available from the RCB) should be completed and the approval of the Bishop or Ordinary obtained.
- ❖ Obtain the approval of the Diocesan Council and the Representative Body to any works involved in the church building development that is not covered by the Form of Consent to Alterations.
- ❖ Obtain the consent of the relevant Planning Authority to the proposed works, if applicable.
- ❖ Refer to the Architectural Heritage Protection – Guidelines for Planning Authorities, ‘Places of Public Worship’ Chapter 5. The text of the Guidelines is available on the Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs website at [www.ahrrga.gov.ie/heritage/heritage-publications](http://www.ahrrga.gov.ie/heritage/heritage-publications).

Supplies of Forms of Certificates of Consent to Alterations may be obtained from the Property Department, Representative Church Body, Church of Ireland House, Rathmines, Dublin 6 (email [property@rcbdub.org](mailto:property@rcbdub.org)).

### **Advice Series on Built Heritage**

In the Republic of Ireland, the Department of the Arts, Heritage, Regional, Rural and Gaeltacht Affairs has also published an excellent advice series on the following aspects of Built Heritage:

- Access - Improving the Accessibility of Historic Buildings and Places
- Paving - Conservation of Historic Ground Surfaces
- Bricks - A Guide to the Repair of Historic Brickwork
- Conservation of Places of Worship
- Energy Efficiency in Traditional Buildings

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- Iron - The Repair of Wrought and Cast Ironwork
- Maintenance - A Guide to the Care of Older Buildings
- Roofs - A Guide to the Repair of Historic Roofs
- Ruins - The Conservation and Repair of Masonry Ruins
- Windows - A Guide to the Repair of Historic Windows

The above publications can be downloaded at [www.ahrrga.gov.ie/heritage/heritage-publications](http://www.ahrrga.gov.ie/heritage/heritage-publications) and filter under Built Heritage Advice Series.

### Website

The website set up by the Historic Churches Advisory Committee, [www.hc.ireland.anglican.org](http://www.hc.ireland.anglican.org) remains in operation and provides information on the care and maintenance of churches. The website is also linked to the Church of Ireland website [www.ireland.anglican.org](http://www.ireland.anglican.org).

## LIBRARY AND ARCHIVES

### • Summary

The principal focus of the Library's work continues to be the provision of resources for ministerial training by sourcing, accessioning and cataloguing new books and other reading materials; re-cataloguing the existing book stock; managing the borrowing facility; and providing study space.

During 2016 the work of cataloguing new books and converting the card catalogue of printed books to the online catalogue continued, providing universal access through the dedicated Library section on the Church of Ireland website at [www.library.ireland.anglican.org](http://www.library.ireland.anglican.org). By the end of 2016, the bibliographic details of some 48,650 books were available on the online catalogue.

Assisted by the IT Department, further progress was made to enhance the Library's online presence which has become clearer and more accessible via the new website, with direct links to a variety of information and with more facilities, including lists and indexes of archives and manuscripts available. This includes uploading pdf copies of the handlists to parish records – a project over halfway to completion. The development of the online search request facility and the secure payment system on the website has made it easier for researchers to request searches and order certified and digital copies. Since its introduction in January 2016, the Library has generated a modest but steady income from these services via the online facilities, which proved particularly beneficial in the light of the Brexit vote which saw a marked rise in the demand for certified copies of baptismal records.

The 'Archive of the Month' initiative continued to be valuable in introducing aspects of the collections to a wider audience, and in attracting media attention. In particular the re-launch of the online detailed List of Church of Ireland Parish Registers has generated over 7,000 hits since it was uploaded to the website in August. A list of 'Archive of the Month' titles is included as Appendix J (page 157).

## The Representative Church Body – Report 2017

Additional tranches of parish and diocesan records were transferred to the Library from local custody. The Library manages and makes available to researchers, records from 1,109 parishes, chapels of ease and chaplaincies, 20 dioceses and 20 cathedrals as well as 1,045 collections of ecclesiastical manuscripts and the non-current records of the General Synod and the RCB.

In addition the Library has continued to discharge its curatorial responsibilities for church plate and episcopal portraits, and for the management of publishing projects for Church of Ireland Publishing and editorial dimension of the *Church of Ireland Directory*.

### • **Donations received**

The RB allocated €7,000 and £3,000 for the purchase of books and conservation, and this was supplemented from accumulated resources. Welcome donations were received from:

APCK (€1,000);  
Cashel, Ferns and Ossory diocese (€800);  
Clogher diocese (€1,000);  
Cork, Cloyne and Ross diocese (€1,000);  
Dublin and Glendalough diocese (€2,000);  
The George Greene Memorial Fund (€220);  
Holy Trinity, Killiney parish Dublin (€200);  
The Irish Section of the Huguenot Society of Great Britain & Ireland (€100);  
Limerick, Killaloe and Ardfert diocese (€250);  
Tuam, Killala and Achonry diocese (€750).

### • **Accessions**

Books and periodicals were purchased to meet the requirements of those in training for ministry and the needs of the wider Church. In particular, continued purchasing was required to meet the needs of ordinands in the Church of Ireland Theological Institute. These purchases were augmented by donations of books from publishers, authors and from a number of individuals, notably the Rev Steven Brunn, the family of the late Donald Davidson, the Rev Jim Farrar, Mrs Ena Keye, Charles and Peter Pearson, Derek Rodgers, the Very Rev Victor Stacey and Canon Mark Wilson.

The principal archival accessions were records from 50 parishes. In addition there were small transfers of cathedral records from three cathedrals (Cashel, Killala and Trim) and diocesan records from two dioceses (Dublin and Tuam). There were 27 accessions of miscellaneous manuscript material, among which were sermons and theological papers of Canon J.R. Bartlett; the research notes and correspondence of Grace Lawless Lee, Huguenot historian and author; the architectural drawings of George McCaw; the diary of the Rev James Bartley of the Irish Church Missions; and the drawings and related papers of Dr Hugh Weir.

A list of accessions of archives and manuscripts to the Library during 2016 is included as Appendix K (page 158).

- **Ministerial Training**

In support of ministerial training, one of the core functions of the Library, induction sessions were provided for ordinands in the Theological Institute, for those in part-time training, and for students on the Foundation Year programme. On weekends when there was part-time training in the Theological Institute, the Library remained open until 7.30pm up to May 2016. For the academic term that commenced in September 2016 a new system for part-time students has been introduced on a trial basis whereby they can order books in advance of their study weekends in residence.

- **Cataloguing**

Work continued on converting the catalogue of printed books from cards to computer. Over 2,500 books were processed in 2016 including a large number of new books to provide for the required reading needs of various categories of Theological Institute students. Details of all catalogued books are available online through the Library website. Approximately 500 duplicate books were removed from the system, freeing up some valuable shelving space.

Records from 50 parishes were listed. The project to digitize, catalogue and make available online the Library's collections of architectural drawings of churches continued. The processing of drawings from the dioceses of Derry and Raphoe, and Dromore, and a portfolio of drawings of glebe houses and rectories was completed. The work which is undertaken for the RCB by architectural historian Dr Michael O'Neill was entirely funded from central sources in 2016. As a result the project is over half way to completion with some 5167 drawings of 652 churches and 70 glebe houses/rectories available at [www.archdrawing.ireland.anglican.org](http://www.archdrawing.ireland.anglican.org). The online resource is now contributing to generate modest income returns because some users are following up their free-view online by ordering digital prints of items of interest, several for inclusion in published works.

- **Conservation**

Five volumes of parish records, and ten reference books were repaired and rebound. Mr Henry Alexander generously arranged for the binding of the issues of the *Church of Ireland Gazette* and the *Church Review* for 2016.

- **Church Plate**

Progress continued to be made with the church plate inventory. Additional transfers of plate were received from local custody in Cashel Union (Cashel) and Stillorgan (Dublin) and some 874 pieces of church plate are in the Library's secure storage.

- **Community engagement**

In October 2016, the Library and Archives Committee hosted the seminar: "Keeping the Records Safe: A Career in Retrospect" in the Music Room of Christ Church Cathedral to mark the retirement and contribution of Dr Raymond Refaussé as Librarian and Archivist from 1984 to 2016. At the conclusion of this event Dr Refaussé was awarded the Distinguished Service Award by the Archives and Records Association of Great Britain and Ireland.

The Library collaborated with:

- The Board of the *Church of Ireland Gazette* by continuing to promote the digitization of the *Gazette* for the Decade of Centenaries, producing replica copies of the 28 April-5 May 1916 edition covering the 1916 Rising and of the 7 July 1916 edition covering the Battle of the Somme. Both were widely distributed and well received.
- The Irish Society for Archives and parish of St George and St Thomas (Dublin) by contributing to the seminar ‘Hidden Pages of the 1916 Rising’, in St George and St Thomas’s church, February 2016.
- The Irish Genealogical Research Society in updating the definitive *List of Church of Ireland Parish Registers* online, which was re-launched at a reception in St Audoen’s parish church by John McDonough, Director of the National Archives, August 2016.
- The Church of Ireland Theological Institute and Church of Ireland Publishing by hosting the launch of the seventh volume in the Braemor Series in the Library.

A presentation on the Library’s archival role was delivered by Library staff to the Armagh Clerical Union, while study sessions were facilitated for all student groups in the Theological Institute; students of the Library School and the Archives School at University College Dublin; and a group organized by the Ulster Historical Foundation.

An article by Dr Raymond Refaussé, ‘The Church of Ireland perspective on dying’, was published in a new book: Lisa Marie Griffith and Ciarán Wallace (eds), *Grave Matters, Death and Dying in Dublin 1500 to the Present* (Dublin, Four Courts Press, 2016).

#### • **Acknowledgement**

The Library and Archives Committee would like to put on record its deep appreciation of the long-time contribution of Dr Raymond Refaussé, Librarian and Archivist, who retired in June 2016.

### **DONATIONS AND BEQUESTS TO THE CHURCH OF IRELAND**

#### • **Trustee role of the Representative Church Body**

The RCB was incorporated by Charter to hold property and funds in trust for the Church. As a permanent trustee body it administers a large number of trusts donated or bequeathed for specific Church purposes, parishes and dioceses. The RCB, on behalf of the Church of Ireland, wishes to express its gratitude to all those who have made a donation or bequest in this way and are thus supporting the Church in the fulfilment of its work on an ongoing basis.

There is considerable advantage in donating or bequeathing in trust to a permanent trustee body such as the RCB (or the Church of Ireland Trustees in Belfast) rather than to local trustees. For instance, with a permanent trustee body there is no need to appoint new trustees from time to time.

Donations and bequests can be in the form of money, stocks and shares, securities, chattels, houses or lands or the whole or part of the residue of an estate. They can be left to the RCB in trust:

- for the general purposes of the Church of Ireland; or
- for any particular funds of the Church or any diocese or parish; or
- for any particular Church purpose.

The RCB applies funds arising from a specific donation or bequest strictly in accordance with the purposes declared in the trust instrument or Will. However, the Church of Ireland is in great need of unfettered funds to help finance its ongoing responsibilities – training ordinands, providing retirement benefits for clergy and their spouses and generally maintaining ministry. An unfettered donation or bequest can be given or left to the RCB in trust “for such charitable purposes in connection with the Church of Ireland as the Representative Body of the Church of Ireland may from time to time in its absolute discretion approve”, giving the Church the flexibility to finance its most pressing needs from time to time. (Please see suggested *Form of Bequest* below.)

- **Tax relief on charitable donations**

***Northern Ireland***

The Gift Aid scheme gives tax relief on charitable donations and is available to all taxpayers resident in Northern Ireland. Tax can be reclaimed on donations of any amount, provided the amount reclaimed does not exceed the total amount of tax paid that all Charities and Community Amateur Sports Clubs (CASCS) will reclaim on donations made by the donor in the relevant tax year. Information on how to avail of Gift Aid is available from Church of House, Dublin.

The total value of donations collected under Gift Aid on behalf of parishes in 2016 was £4,681,105 to which the income tax recovered by the RCB added £1,169,555 to give a total of £5,850,660 compared with £6,617,307 in 2015. It should be noted that parishes are increasingly adopting electronic accounting methods as an aid to SORP compliance and filing their own claims directly with HMRC.

From 6 April 2013, charities that receive small cash donations of £20 or less are able to apply for a Gift Aid style repayment, without the need to obtain Gift Aid Declarations for these donations, under the Gift Aid Small Donations Scheme (GASDS). The RCB assists parishes who wish to make claims through GASDS. The amount of small donations on which the repayment can be claimed is capped at £8,000 per tax year (as from 6 April 2016 – it was previously capped at £5,000), per church. The value collected under GASDS on behalf of parishes in 2016 was £433,757 to which the income tax recovered by the RCB added £108,439, to give a total of £542,197 compared with £561,245 in 2015. Information on how to claim under GASDS is available from Church of Ireland House, Dublin.

## ***Republic of Ireland***

Effective from 1 January 2013, tax relief for donations to approved bodies under Section 848A of the Taxes Consolidation Act 1997 is applied as follows:

- All donations of €250 or more from individuals (PAYE and Self-Assessed) are treated the same, with the tax relief in all cases being repaid to the charity.
- Tax relief is available at a blended rate of 31% in respect of all taxpayers, regardless of their marginal rate.
- An annual limit has been introduced of €1m per individual, being the amount which can be tax relieved under the scheme.

Further information is available from Church of Ireland House, Dublin.

### **• Form of Bequest**

The following suggested Form of Bequest grants the Representative Body, as Trustee, permission to invest in any investments or securities at its sole discretion. Circumstances may alter from time to time and this Form of Bequest gives the Trustee freedom to act in the best interests of the parochial or other fund concerned.

The Representative Body also recommends consulting a Solicitor to ensure that any bequests made under Will are valid and satisfy legal requirements.

“I GIVE, DEVISE AND BEQUEATH ..... [*here insert clear particulars of the benefaction ie, a particular sum of money, specific property, a share of the residue etc*] to the Representative Body of the Church of Ireland in trust for ..... [*here insert clear particulars of the object for which the benefaction is to be applied eg, parochial funds of the parish of ..... in the diocese of ..... or, as a perpetual endowment for the stipend of the incumbent of the parish of ..... in the diocese of ..... or, for such charitable purposes in connection with the Church of Ireland as the Representative Body of the Church of Ireland may from time to time in its absolute discretion approve*].

I direct that any funds received by the Representative Body in pursuance of this my Will may be invested in any investments or securities whatsoever in its sole discretion and in all respects as if it were absolutely and beneficially entitled thereto.”

### **• Donations, Bequests and Funds Received**

A full list of funds received by the RCB in 2016 on behalf of parishes, dioceses and special trusts is included as Appendix L (page 165).

### **• Trusts for Graves**

The RCB does not accept any trust for the provision, maintenance or improvement of a tomb, vault, grave, tombstone or other memorial to a deceased person unless a specific benefit will accrue to the parish concerned.

**MISCELLANEOUS AND GENERAL**

• **Deposit Interest (Rates)**

The rates of interest allowed or charged by the RCB are linked to the rates ruling from time to time in the money market. The following rates of interest were applied by the RCB in 2016:

QUARTER ENDED	€		£	
	Dr %	Cr %	Dr %	Cr %
31 March	3.50	0.20	2.00	0.50
30 June	3.50	0.10	2.00	0.50
30 September	3.50	0.07	1.75	0.45
31 December	3.50	0.05	1.75	0.35

These rates only apply to revenue balances to credit of diocesan and other accounts and not to permanent capital other than in cases where, for some reason, there may be a delay in making a long-term investment (eg proceeds of sales of glebes). Interest is calculated on daily balances and time weighted.

• **Inflation Statistics (5-year review)**

Year on year (December)	UK (CP Index)	Republic of Ireland (CP Index)
2012	2.7%	1.2%
2013	2.0%	0.2%
2014	0.5%	-0.3%
2015	0.2%	0.2%
2016	1.6%	0.0%

**RESOLUTIONS RECOMMENDED TO THE GENERAL SYNOD**

The Representative Body recommends that the following resolution be adopted by the General Synod:

**I. Allocations**

That the General Synod hereby authorises the Representative Body to make the following allocations from General Funds in 2017:

A. Maintenance of the Stipendiary Ministry	€ 1,289,309
B. Pension related costs	110,750
C. Training of ordinands	1,346,435
D. General Synod Activities	986,997
E. Miscellaneous	16,000
	3,749,491
	3,749,491

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**

**FINANCIAL STATEMENTS – PAGE 1**

**YEAR ENDED 31 DECEMBER 2016**

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**

**FINANCIAL STATEMENTS 2016**

**PAGE 2**

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**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**  
**EXECUTIVE COMMITTEE AND OTHER INFORMATION** **PAGE 3**

**CHAIRMAN**

- Mr HJ Saville

**MEMBERS (*ex officio*)**

- The Archbishop of Armagh
- The Archbishop of Dublin
- Canon GC Richards (Allocations Committee) (Deputy Chairman)
- Mr K Bowers (Investment Committee)
- Mr JK Roberts (Property Committee)
- Mr W Oliver (Stipends Committee)

**MEMBERS (elected)**

- Rt Rev Dr WP Colton
- Ven AJ Forster
- Rev Canon H Gilmore
- Ven AM Wilkinson
- Mr TH Forsyth
- Mr LJW MacCann
- Mr DG Perrin
- Dr MJT Webb

**BANKERS**

- Bank of Ireland  
College Green, Dublin 2
- Bank of Ireland  
Talbot Street, Dublin 1

**CUSTODIANS**

- Northern Trust  
Canary Wharf, London E14 5NT

**AUDITORS**

- PricewaterhouseCoopers  
One Spencer Dock, North Wall Quay, Dublin 1

**OFFICERS**

- Chief Officer and Secretary
- Head of Finance
- Head of Property and Trusts
- Head of Synod Services and Communications
- Head of Investments
- Senior Solicitor
- Mr D Ritchie
- Ms K Williams
- Mr TJ Stacey
- Mrs JM Maxwell
- Mr R Asher
- Mr M McWha

**OFFICE:** Church of Ireland House, Church Avenue, Rathmines, Dublin 6.

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**

**EXECUTIVE COMMITTEE REPORT**

**PAGE 4**

The Representative Body of the Church of Ireland is an incorporated trust established by royal charter to hold property and financial assets on behalf of the Church.

General Funds are used to support the general mission of the Church, with parish, diocesan and other funds held for the benefit of the particular Church entity which is the beneficial owner. The outcomes for the year ended 31 December 2016 for General Funds and for other trust funds are set out in the financial statements.

The sustainable target return from General Funds invested assets is currently set at 4%. During 2016 €7.15 million (4.8%) was withdrawn from General Funds to meet the cost of central Church operations (including special pension contributions) and support wider Church activities. This withdrawal at 4.8% is in excess of the longer term 3.5% target withdrawal from General Funds under the total return approach. During 2016 a review of the total return approach was conducted and concluded that a sustainable target return of 3% on invested fund assets would be more appropriate going forward. The RCB seeks to manage its withdrawal from General Funds prudently over the short and medium term to preserve capital for the present and future Church.

Funds held for the benefit of individual Church of Ireland trusts increased in value by €17.7m with receipts of new funds amounting to €6.9m. Distribution of income is made biannually from these funds and together with the refund of Gift Aid reclaimed for NI parishes amounted to €10m.

***Statement of Trustee’s Responsibilities***

The Representative Body, as Trustee, is responsible for preparing the annual report and the financial statements in accordance with the accounting policies of the Representative Body. In preparing the financial statements the Representative Body is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- disclose and explain material differences from applicable Accounting Standards;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that it will continue in business.

The Representative Body, as Trustee, confirms that it has complied with the above requirements in preparing the financial statements.

The Trustee is responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the organisation. It is also responsible for safeguarding the assets of the organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

*HJ Saville*  
Chairman, Executive Committee  
14 March 2017



## *Independent auditors' report to the Representative Body of the Church of Ireland*

### **Report on the financial statements**

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#### *Our opinion*

In our opinion, the Representative Body of the Church of Ireland's non-statutory financial statements (the "financial statements") for the year ended 31 December 2016 have been properly prepared, in all material respects, in accordance with the basis of preparation and accounting policies on pages 7 to 10 of the financial statements.

#### *Emphasis of matter - Basis of preparation*

In forming our opinion on the financial statements, which is not modified, we draw attention to the fact that the accounting policies used and disclosures made are not intended to, and do not, comply with the requirements of Generally Accepted Accounting Practice in Ireland.

#### *What we have audited*

The financial statements, included within the Annual Report, comprise:

- the balance sheet as at 31 December 2016;
- the statement of financial activities for the year then ended;
- the cash flow statement for the year then ended;
- the accounting policies; and
- the notes to the financial statements, which include other explanatory information.

The financial reporting framework that has been applied in the preparation of the financial statements is the basis of preparation and accounting policies on pages 7 to 10 of the financial statements.

In applying the financial reporting framework, the Representative Body (as Trustee) has made a number of subjective judgements, for example in respect of significant accounting estimates. In making such estimates, they have made assumptions and considered future events.

### **Responsibilities for the financial statements and the audit**

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#### *Our responsibilities and those of the trustee*

As explained more fully in the Trustee's Responsibilities Statement set out on page 4, the Trustee is responsible for the preparation of the financial statements in accordance with the basis of preparation and accounting policies on pages 7 to 10 of the financial statements and for determining that the basis of preparation and accounting policies are acceptable in the circumstances.

Our responsibility is to audit and express an opinion on the financial statements in accordance with International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

This report, including the opinion, has been prepared for and only for the Trustee as a body for governance purposes in accordance with our engagement letter dated 16 January 2017 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the Representative Body of the Church of Ireland, save where expressly agreed by our prior consent in writing.



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*What an audit of financial statements involves*

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland). An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of:

- whether the accounting policies are appropriate to the Representative Body of the Church of Ireland's circumstances and have been consistently applied and adequately disclosed;
- the reasonableness of significant accounting estimates made by the Trustee; and
- the overall presentation of the financial statements.

We primarily focus our work in these areas by assessing the Trustee's judgements against available evidence, forming our own judgements, and evaluating the disclosures in the financial statements.

We test and examine information, using sampling and other auditing techniques, to the extent we consider necessary to provide a reasonable basis for us to draw conclusions. We obtain audit evidence through testing the effectiveness of controls, substantive procedures or a combination of both.

In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

*PricewaterhouseCoopers*

PricewaterhouseCoopers  
Chartered Accountants and Registered Auditors  
Dublin  
15 March 2017

The significant accounting policies adopted by the Representative Church Body (RCB) are as follows:

(i) **Basis of preparation**

The RCB was incorporated by Royal Charter in 1870 under the provisions of the Irish Church Act, 1869. Its legal structure is that of charitable trustee or trust corporation with perpetual succession. The RCB undertakes the following activities:

- The administration of trusts together with the provision of investment and treasury management services. A charge is recovered from the beneficial owners of the investments under the RCB's management in respect of the costs incurred by the RCB in providing the investment and treasury management services.
- The provision of other management services including payroll services provided for the dioceses, property and legal services to parishes, dioceses and the wider Church, and the provision of support to the core work of the Church generally. The costs incurred by the RCB in providing these services are recovered from the investment income earned on investments managed by the RCB on behalf of the General Synod.

The financial information in relation to the activities of the RCB and the assets under its management is presented in columnar format in the Statement of Financial Activities (SoFA) on page 11 and the Balance Sheet on page 12.

- **RCB activities**

The SoFA represents the costs which are incurred directly by the RCB in providing investment, administrative, legal, property and other services to the dioceses and parishes of the Church of Ireland. A charge in respect of the costs of investment and treasury management services is recovered from the beneficial owners of the investments. Other costs are recovered from the investment income earned on investments managed by the RCB on behalf of the General Synod.

The column headed 'RCB Activities' on the Balance Sheet represents the assets and liabilities of the RCB. Church and other related property assets are held by the RCB as trustee on behalf of the wider Church, but the RCB is not the beneficial owner. Such assets are not reflected on the Balance Sheet.

- **General Funds**

The column headed 'General Funds' in the SoFA represents the investment income earned from investments which are under the management of the RCB but are held for the benefit of the wider Church of Ireland. The costs incurred by the RCB in the provision of investment and other services are recovered from the General Funds investment income earned. Allocations represent amounts expended on wider Church activities as detailed in Note 6.

The column headed 'General Funds' in the Balance Sheet discloses the assets which are under the management of the RCB, but which are held for the benefit of the wider Church of Ireland.

- **Parish, diocesan and other trust funds**

The column headed 'Parish, diocesan and other trust funds' in the SoFA shows the investment and deposit income earned from investments which are under the management of the RCB but which are beneficially owned by the dioceses, parishes and specific trusts. It also shows income tax reclaimed on behalf of parishes in Northern Ireland under the Gift Aid scheme. A charge to the beneficial owners is made in respect of investment and management services provided by the RCB.

The column under this heading in the Balance Sheet discloses, for information purposes, the assets which are under the management of the RCB, but which are beneficially owned by the dioceses, parishes and specific trusts.

- (ii) **Valuation of investments** – The RCB has classified investments as financial assets at fair value.

**Initial measurement**

Purchases and sales of financial assets (including investments, options and futures) are accounted for at trade date for financial statement purposes. Realised gains and losses on disposals of financial assets are calculated based on the difference between the average cost of the assets sold and the sale proceeds at the date of sale. Transaction costs for financial assets are recognised directly and included in the cost of the investment. Transaction costs associated with the disposal of a financial asset are offset against the sales proceeds received.

**Subsequent measurement**

After initial measurement the RCB measures financial assets at fair value, including financial instruments (put and call options and futures). Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction. On the last business day of the year when markets are open for business, the fair value of financial assets is based on their official closing prices on a recognised exchange. Both realised and unrealised gains and losses on arm's length transactions are recognised in the Statement of Financial Activities on page 11.

In the case of financial assets not traded on an exchange, fair value is determined using observable market data where it is available. These valuations are subject to review by the RCB to ensure the valuations used are appropriate.

- (iii) **Securities lending** – The RCB participates in a securities lending programme operated by the RCB's custodian, Northern Trust. The securities are loaned to external counterparties for a set period of time and in return the RCB recognises as income the fee received for the loaned securities. Under the terms of the securities lending agreement the RCB retains all the risks and rewards of ownership of the loaned securities.

- (iv) **Financial instruments** – Financial instruments are used as part of the RCB’s portfolio risk management strategy and as part of the portfolio investment return strategy. The use of financial instruments includes stock options and futures.

The stock options and futures are stated at market value at year end.

The market value of contract positions is recognised either as an invested fund asset or as a current liability in the Balance Sheet and gains and losses on the contract are recognised in the Statement of Financial Activities.

- (v) **Income recognition** – Income includes interest and dividends receivable during the financial year and, in the case of General Fund assets, reflects bought and sold interest on bond transactions in the accounting period and fees received from the stock lending programme.

- (vi) **Foreign exchange translation** – The Functional and Presentation currency of the RCB is euro. This is considered to be the currency of the primary economic environment.

Assets and liabilities in currencies other than the functional currency of the RCB are translated into euro at the exchange rates ruling at the balance sheet date. Transactions in currencies other than the functional currency of the RCB are translated into euro at the rates ruling at the transaction date. Gains and losses on foreign exchange transactions are recognised in the Statement of Financial Activities on page 11. Sterling is the most significant currency other than euro for transactional and balance sheet purposes, and at the year end the rate was €1 = £0.8535 (2015 €1 = £0.737).

- (vii) **Taxation** – The RCB has been granted charitable taxation status by the Revenue Commissioners and by HM Revenue and Customs in the tax jurisdictions of Ireland and the United Kingdom respectively. It is recognised as a charity under section 207 of the Taxes Consolidation Acts, 1997, with the registration number CHY2900, and under Section 505 of the Income and Corporation Tax Act 1988, under registration number XN45816.

Neither the RCB nor any other entity for which results are shown is generally chargeable to Irish and UK taxation on its income or capital gains. Withholding tax refunds received are recognised at the point when they are recovered.

- (viii) **Loans** – Loans in the General Funds Balance Sheet are stated at book cost at the balance sheet date.

- (ix) **Financial Risk** – The RCB manages a variety of risks, including market price, interest rate, foreign currency and liquidity, through the maintenance of a widely diversified portfolio of actively traded financial assets. Note 13 to the financial statements sets out the exposure and the detail of treatment adopted.

- (x) **Tangible fixed assets and depreciation** – Land is stated at cost. Other fixed assets are stated at cost less accumulated depreciation and are depreciated over the period of their expected useful economic lives. Depreciation is calculated using the following annual rates: Premises: 2% to 10%; Furniture and fittings: 8% to 10%; Office equipment: General 20%, System software 10%, Other software 20%.

On 1<sup>st</sup> January 2016 the RCB added properties to its Balance Sheet, which although owned, had not previously been included in the financial statements. These properties were valued at 1 January 2016 and these valuations will be considered the properties deemed cost for future accounting periods.

Church buildings and silverware are not considered to be beneficially owned by either the RCB or General Funds, and hence are not included as either Tangible Fixed Assets or as Heritage Assets.

- (xi) **Allocations** – Allocations are recognised in the General Funds column in the year in which they are expended.

Included in Reserves is an amount provided for allocations in 2017.

- (xii) **Retirement benefits** – Defined benefit pension scheme assets are measured at fair value. The year-end bid price is taken as the fair value of these assets. Defined benefit pension scheme liabilities are measured on an actuarial basis using the projected unit method. The excess of scheme liabilities over scheme assets is presented on the Balance Sheet as a liability. The defined benefit pension charge included in Resources Expended on the Statement of Financial Activities (SoFA) comprises the current service cost and past service costs. An excess arising of the expected return on scheme assets over the interest cost on the scheme liabilities is presented in the SoFA as part of the cost of operations. Actuarial gains and losses arising from changes in actuarial assumptions and from experience surpluses and deficits are recognised in the SoFA in the year in which they occur.

- (xiii) **Cost of operations**

The cost of generating funds comprises the payroll costs of investment management, legal and accounting services, including those made available to the wider Church, external fund management costs and associated allocated overheads.

The cost of charitable activities comprises the payroll and associated allocated overheads charged to trust and property management, communications, education and the RCB Library.

The cost of governance activities relates to the payroll and associated allocated overhead costs incurred in supporting General Synod, central committee expenses and episcopal electoral expenses.

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND  
STATEMENT OF FINANCIAL ACTIVITIES  
YEAR ENDED 31 DECEMBER 2016**

**PAGE 11**

	Notes	2016			2015		
		RCB activities €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000	RCB activities €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
<b>Incoming resources</b>							
Income from investments		-	5,673	8,569	-	5,914	8,680
Income from property and loans		-	121	-	-	122	-
Deposit Interest		-	19	106	-	16	195
Reserve Income		-	-	-	-	121	-
Tax refund Gift Aid		-	-	1,497	-	-	1,948
Grants and other income		-	168	-	-	189	-
Subvention from other Church funds		-	118	-	-	120	-
		-	6,099	10,172	-	6,482	10,823
<b>Resources expended</b>							
<b>Cost of operations</b>							
Cost of generating funds	5	1,752	-	-	1,844	-	-
Cost of charitable activities	5	912	-	-	908	-	-
Cost of governance activities	5	490	-	-	458	-	-
Other operating costs	5	333	-	-	312	-	-
RCB costs recovered	5	(3,487)	2,924	563	(3,522)	2,896	626
		-	2,924	563	-	2,896	626

<b>Net incoming resources before allocations and distributions</b>	-	3,175	9,609	-	3,586	10,197
<b>Allocations and distributions</b>						
- Allocation expended in year	6	3,649	-	-	3,881	-
- Special pension contributions and charges	12	322	-	-	-	-
- Distributions		-	9,609	-	-	10,197
		3,971	9,609	-	3,881	10,197
<b>(Decrease) in resources before gains and losses</b>	4	(796)	-	-	(295)	-
<b>Recognised gains and (losses)</b>						
(Losses)/Gains unrealised on revaluation	4,7	(2,784)	19,611	-	(4,271)	8,768
Gains realised on invested assets	4,7	8,297	64	-	14,398	333
Currency movements	4,7	(4,023)	(8,905)	-	1,914	3,401
Property reserve movement	1	-	-	3,853	-	-
Other recognised (losses)/gains	4	(15)	-	(2,110)	(32)	-
Transfers between funds	1,12	1,743	-	(1,743)	1,147	-
					(1,147)	-
<b>Net gain in funds</b>						
Total funds brought forward		2,422	10,770	-	12,861	12,502
Capital receipts	7(c)	186,182	297,216	-	173,321	279,454
<b>Total funds carried forward</b>		188,604	314,895	-	186,182	297,216

Signed: HJ Saville

GC Richards

Date: 14 March 2017



TOTAL ASSETS LESS CURRENT LIABILITIES		8,132	185,001	314,895	4,572	184,276	297,216
LONG TERM (LIABILITY)							
Staff pension scheme (deficit)	11	(4,529)	-	-	(2,666)	-	-
BALANCE WITH GENERAL FUNDS		(3,603)	3,603	-	(1,906)	1,906	-
TOTAL NET ASSETS		-	188,604	314,895	-	186,182	297,216
FUNDS EMPLOYED	4,7(c)	-	188,604	314,895	-	186,182	297,216

Signed: *HJ Saville*

*GC Richards*

Date: *14 March 2017*





**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS****PAGE 14**

## 1 TANGIBLE FIXED ASSETS

	Premises	Furniture and fittings	Office equipment	Total
	€'000	€'000	€'000	€'000
<u>Cost</u>				
At beginning of year	5,121	512	1,867	7,500
Additions	3,853	66	92	4,011
Disposals	-	-	-	-
Currency adjustment	(31)	-	(25)	(56)
At end of year	<u>8,943</u>	<u>578</u>	<u>1,934</u>	<u>11,455</u>
<u>Depreciation</u>				
At beginning of year	1,282	453	1,534	3,269
Charge for year	183	20	60	263
Disposals	-	-	-	-
Currency adjustment	(9)	-	(13)	(22)
At end of year	<u>1,456</u>	<u>473</u>	<u>1,581</u>	<u>3,510</u>
<u>Net book value</u>				
At beginning of year	<u>3,839</u>	<u>59</u>	<u>333</u>	<u>4,231</u>
At end of year	<u>7,487</u>	<u>105</u>	<u>353</u>	<u>7,945</u>

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 15**

## 2(a) GENERAL FUNDS – ANALYSIS OF FUND ASSETS

	2016 €'000	2015 €'000
<u>Investments at valuation</u>		
Ireland		
Government bonds	6,108	4,775
Corporate bonds	22,713	23,532
Equities	28,283	10,981
Property Unit trust	13,766	17,447
United Kingdom		
Bonds		656
Equities	19,417	25,838
Managed Investment Funds	8,309	5,251
Europe		
Bonds	3,331	8,513
Equities	31,021	43,445
North America		
Bonds	6,179	7,083
Equities	22,779	16,290
Managed Investment Funds	1,560	1,172
Rest of the world		
Equities	804	723
	<u>164,270</u>	<u>165,706</u>
<u>Other assets</u>		
Cash	17,188	12,673
Total Invested Assets 2(a)	<u>181,458</u>	<u>178,379</u>
2(b) FINANCIAL INSTRUMENTS		
Financial Instrument	<u>(1,785)</u>	<u>(231)</u>

2(b) FINANCIAL INSTRUMENTS (CONTINUED)

During the year the RCB entered into stock options and futures. The market values of open options is €1.79m (2015: €0.23m) and is included in current liabilities under financial instruments in the Balance Sheet. Futures with a market value of €0.34m (2015:0.19m) are included in invested assets in the Balance Sheet.

General Funds received premiums for stock options during the year totalling €1.88m (€5.42m). Premium paid on options during the year totalled €0.4m giving net premium received during the year of €1.48m. The net premium received on open options of €0.97m, less premium on open options from the prior year of €0.04m, together with the unrealised valuation loss of €0.86m, is the market value of open options of €1.79m at the year end and is included in the Balance Sheet as a Financial Instrument. Realised gains on closed options of €0.55m and the unrealised valuation loss of €0.86m are included in the SoFA. Realised gains on futures during the year is €1.83m and is also included in the SoFA. Sold call options are covered by quoted equity positions and cash collateral. Sold put options and futures are covered by cash collateral. Cash & non cash collateral at year end to cover options and futures amounted to €22.1m, of which €12.2m is cash and €9.9m is non cash.

2(c) INVESTMENT AT FAIR VALUE

FRS102 requires the RCB to classify fair value measurements using a fair value hierarchy that reflects the significance of inputs used in making the

The fair value hierarchy has the following levels:

Level 1 - Valuation based on quoted prices in an active market.

Level 2 - Valuation techniques used to price securities based on observable inputs which is based on the underlying value of the assets which have been independently valued by professionals.

Level 3 - Inputs for the asset or liability that are not based on observable market data.

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 17**

## 2(c) INVESTMENT AT FAIR VALUE (CONTINUED)

The following is an analysis of the RCB's financial assets and liabilities measured at fair value as at 31 December 2016 and 31 December 2015. No assets or liabilities are valued at Level 3.

	2016		2015	
	Level 1 €'000	Level 2 €'000	Level 1 €'000	Level 2 €'000
Financial assets at fair value				
Debt Securities	38,331		44,559	-
Equity	66,098	17,647	85,563	135
Precious Metals	11,869		6,481	-
Managed Funds	10,441	4,333	6,957	4,566
Cash	17,188		12,671	-
Managed Funds property		13,766	-	17,447
	<u>143,927</u>	<u>35,746</u>	<u>156,231</u>	<u>22,148</u>

The RCB invests the majority of its assets in investments that are traded in an active market and can be readily disposed of.

## 2(d) SECURITIES LENDING

The invested assets of General Funds include securities on loan at year end with a market value of €3.58m (2015: €5.96m). The loaned securities continue to be carried as investment assets in General Fund investments in the Balance Sheet. The lending agreement requires collateral to be provided by the borrowers of the securities. General Funds hold non cash collateral of €3.81m (2015: €6.42m) in respect of these securities. This collateral is not recorded as an asset with a matching liability in the Balance Sheet. The income received due to securities lending activities is included in income from investments in the SoFA and totals €71k for the year (2015: €96k).

## 3 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	2016 €'000	2015 €'000
RB General Unit Trusts	282,975	264,163
Cash	470	604
	<u>283,445</u>	<u>264,767</u>

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND  
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**4 FUNDS EMPLOYED**

	Balance at 1.1.16 €'000	Decrease in resources before gains and losses €'000	Currency translation movements €'000	Pension & Reserve movements €'000	Recognised gains/(losses) €'000	Profit on investment sales €'000	Property added €'000	Revaluation movements €'000	Balance at 31.12.16 €'000
Capital invested	183,573	(796)	(4,007)	(110)	-	8,297	-	(2,784)	184,173
Property Reserve	367	-	-	-	-	-	3,853	-	4,220
Invested assets	183,940	(796)	(4,007)	(110)	-	8,297	3,853	(2,784)	188,393
Less - Staff pension deficit	(2,666)	-	-	247	(2,110)	-	-	-	(4,529)
Net capital invested	181,274	(796)	(4,007)	137	(2,110)	8,297	3,853	(2,784)	183,864
<b>Designated reserves</b>									
Allocations reserve for following year (Note 6)	4,004	-	-	(137)	-	-	-	-	3,867
Staff pensions reserve	97	-	-	-	-	-	-	-	97
Sundry designated reserves	807	-	(16)	-	(15)	-	-	-	776
	186,182	(796)	(4,023)	-	(2,125)	8,297	3,853	(2,784)	188,604

General Funds capital movements records the transfer of €246,764 to support the Staff Pension Fund.

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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5 COST OF OPERATIONS	2016 €'000	2015 €'000
Cost of generating funds		
Payroll and related costs	1,492	1,443
Less - payroll costs recharged	(243)	(258)
	<u>1,249</u>	<u>1,185</u>
External Investment managers and other costs	226	351
Office supplies, repairs and taxes	138	203
Depreciation	139	105
	<u>1,752</u>	<u>1,844</u>
Cost of charitable activities		
Payroll and related costs	745	716
Less - payroll costs recharged	(226)	(230)
	<u>519</u>	<u>486</u>
Office supplies, repairs and taxes	87	127
Depreciation	87	66
RCB Library	219	229
	<u>912</u>	<u>908</u>
Cost of governance activities		
Payroll and related costs	392	379
Less - payroll costs recharged	(189)	(192)
	<u>203</u>	<u>187</u>
Office supplies, repairs and taxes	39	57
Depreciation	39	30
Audit fees	96	83
Central committee expenses	113	101
	<u>490</u>	<u>458</u>
Other operating costs		
Professional fees	219	193
Pensions for retired staff	114	119
	<u>333</u>	<u>312</u>
Total cost of operations	<u>3,487</u>	<u>3,522</u>

Certain amounts in the comparative numbers have been reclassified for comparative purposes.

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 20**

5 COST OF OPERATIONS (CONTINUED)

RCB cost of operations arising are recovered from General Funds and Parish, Diocesan and Other Trust Funds where appropriate.

The activities falling under each function heading are set out in Accounting Policies (xiii), on page 10 of the financial statements.

6 ALLOCATIONS

	2017 €'000	2016 €'000	2015 €'000
(a) Reserve for following year			
Maintenance of the stipendiary ministry	1,290	1,232	1,344
Retired clergy and surviving spouses	110	120	143
Training of ordinands	1,464	1,484	1,513
General Synod activities	987	996	1,035
Miscellaneous financing	16	11	5
Reserve for following year (see Note 4)	<u>3,867</u>	<u>3,843</u>	<u>4,040</u>
		2016 €'000	2015 €'000
(b) Expended in year			
Allocation Expended in Year		3,843	4,040
Less - allocations (unexpended)		(194)	(159)
		<u>3,649</u>	<u>3,881</u>

The reserve for 2017 Allocations included in designated reserves in Note 4, is the gross amount committed by General Funds to be spent on wider Church activities in 2017.

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 21**

## 7 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	Balance at 1.1.16 €'000	Currency translation movements €'000	Capital changes/ movements €'000	Profit/ (loss) on sales €'000	Revaluation movements €'000	Balance at 31.12.16 €'000
(a) INVESTED CAPITAL						
Parish trusts and glebe sales	160,966	(4,951)	509	54	11,121	167,699
Diocesan stipend and general funds	32,046	(1,560)	326	10	2,749	33,571
Diocesan miscellaneous trusts	12,401	(376)	10	-	912	12,947
Diocesan episcopal funds	8,780	(193)	-	-	597	9,184
Less: diocesan car loans	(330)	8	60	-	-	(262)
	<u>213,863</u>	<u>(7,072)</u>	<u>905</u>	<u>64</u>	<u>15,379</u>	<u>223,139</u>
Sundry trusts	52,082	(1,357)	4,576	-	3,163	58,464
General Synod funds	11,442	(284)	45	-	787	11,990
Trusts for retired clergy and spouses	4,513	(192)	142	-	282	4,745
	<u>281,900</u>	<u>(8,905)</u>	<u>5,668</u>	<u>64</u>	<u>19,611</u>	<u>298,338</u>

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 22**

7 PARISH, DIOCESAN AND OTHER TRUST FUNDS (CONTINUED)

(b) PARISH, DIOCESAN AND OTHER FUNDS RESERVES

	2016 €'000	2015 €'000
<b>Designated</b>		
Diocesan stipend & general funds	5,801	5,330
Parish endowments	241	172
Miscellaneous diocesan trusts	508	476
General Synod trusts	15	133
Other trust funds	7,699	7,286
Clergy pensions & related funds	384	345
Trust creditors	837	438
	<u>15,485</u>	<u>14,180</u>
<b>Undesignated</b>		
Auxiliary and Sundry Projects Funds	<u>1,072</u>	<u>1,136</u>
<b>Summary - reserves</b>		
Designated	15,485	14,180
Undesignated	1,072	1,136
	<u>16,557</u>	<u>15,316</u>

(c) SUMMARY - PARISH, DIOCESAN AND OTHER TRUST FUNDS

	2016 €'000	2015 €'000
Capital funds invested	298,338	281,900
Designated and undesignated reserves	<u>16,557</u>	<u>15,316</u>
	<u>314,895</u>	<u>297,216</u>
Net receipts/(withdrawals)		
Capital receipts (7a)	5,668	3,286
Movement in reserves (7b)	1,241	1,974
	<u>6,909</u>	<u>5,260</u>

**8 CASH FLOW RECONCILIATION**

The Cash Flow Statements have been prepared in accordance with Financial Reporting Standard No 1 as required by the Financial Reporting Council.

Reconciliation of surplus of incoming resources before allocations and distributions to net cash inflow:

	2016			2015		
	Notes	RCB €'000	Parish, Diocesan and Other Trust Funds €'000	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
Net incoming resources before allocations and distributions		-	3,175	-	3,586	10,197
Other recognised losses		(293)	293	(188)	188	-
Change in other debtors		117	400	(33)	300	-
Change in creditors		63	-	193	(3)	-
Change in financial instruments		-	1,554	-	(7,174)	-
Net amortisation of fixed assets	1	241	-	208	-	-
Net cash inflow		128	5,422	180	(3,103)	10,197

	2016			2015			
	Notes	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
<b>9 ANALYSIS OF CHANGES IN CASH DURING THE YEAR</b>							
Net cash inflow/(outflow)		26	4,752	256	61	1,318	(1,692)
Effect of foreign exchange rate changes		-	(637)	(1,389)	-	274	529
Increase/(decrease) in cash		26	4,115	(1,133)	61	1,592	(1,163)
Balance at 1 January		1,247	16,384	33,053	1,186	14,792	34,216
Balance at 31 December	10	1,273	20,499	31,920	1,247	16,384	33,053
<b>10 ANALYSIS OF CASH BALANCES</b>							
Cash on short term deposit		-	3,646	31,450	-	3,711	32,449
Cash at bank		1,273	-	-	1,247	-	-
Cash held by investment managers		-	16,853	470	-	12,673	604
		1,273	20,499	31,920	1,247	16,384	33,053

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 24**

## 11 RETIREMENT BENEFITS

- (a) The RCB operates a contributory defined benefit pension scheme with assets held in a separately administered fund. The most recent triennial valuation was as at 1 January 2014 and is available for inspection by the scheme members. The next triennial valuation will be as at 1 January 2017. The scheme is closed to new members. In 2013 the RCB established a defined contribution pension scheme to provide pension benefits to new employees.

The 1 January 2014 valuation showed that the market value of the assets of the scheme was €10.7m which represented 74% of the benefits that had accrued to members after allowing for expected future increases in earnings.

The figures for the year ending 31 December 2016 under FRS102 (and comparatives for 31 December 2015) show that the fair value of the assets of the scheme to be €12.9m (€12.4m), and that this represents 74% of the value of benefits that had accrued to members as at that date. The fair value of assets has improved by €0.55m (4.5%) during the year and the actual return on the plan assets was €0.33m during the year. The present value of scheme liabilities as calculated by the actuary under FRS102 has increased from €15.1m to €17.5m in 2016. As required by FRS102 the valuation was prepared using the 'projected unit cost' method.

Amongst the assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments, the discount rate and the actuarial changes in mortality projections. The discount rate, as set by FRS102, is based on the market yield at the valuation date of high quality corporate bonds, and was set at 1.85% (2.6%).

The actuarial calculation of the amounts to be recognised in the Statement of Financial Activities is shown in Note 11c following. The current service cost and net finance cost are included in resources expended.

- (b) Financial Reporting Standard 102 'Retirement Benefits' disclosures

**The amounts recognised in the Balance Sheet are as follows:**

	2016 €'000	2015 €'000
Present value of funded obligations	(17,464)	(15,049)
Fair value of plan assets	12,935	12,383
Pension liability in the Balance Sheet	<u>(4,529)</u>	<u>(2,666)</u>

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

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11 RETIREMENT BENEFITS - CONTINUED

(c) The amounts recognised in the Statement of Financial Activities are:

	2016 €'000	2015 €'000
Interest cost	384	332
Expected return on plan assets	-	-
Net finance expense	384	332
Current service cost - included in costs of operations	305	347
	<u>689</u>	<u>679</u>
Actuarial gains/(losses)	2016 €'000	2015 €'000
Return on scheme assets	332	483
Experience gains/(losses) on liabilities	27	(384)
Change in assumptions underlying the present value of the scheme liabilities	(27)	384
	<u>332</u>	<u>483</u>

(d) Movement in Scheme Assets and Liabilities	Pension Assets	Pension Liabilities	2016 Pension Deficit	2015 Pension Deficit
	€'000	€'000	€'000	€'000
At 31 December 2015	12,383	(15,049)	(2,666)	(4,163)
Current service cost	-	(305)	(305)	(347)
Plan amendments	-	-	-	-
Interest income	321	-	321	249
Interest on scheme liabilities	-	(27)	(27)	(332)
Expected return on scheme assets	-	-	-	-
Return on scheme assets	332	-	332	483
Experience gains on liabilities	-	(384)	(384)	(384)
Changes in assumptions	-	(2,224)	(2,224)	1,266
Benefits paid	(540)	540	-	-
Premiums paid	(32)	32	-	-
Contributions by plan participants	47	(47)	-	-
Employer contributions paid	424	-	424	562
At 31 December 2016	<u>12,935</u>	<u>(17,464)</u>	<u>(4,529)</u>	<u>(2,666)</u>
Note - actual return on plan assets			<u>653</u>	<u>732</u>

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 26**

## 11 RETIREMENT BENEFITS - CONTINUED

**(e) Risks and rewards arising from the assets**

At 31 December 2016 the scheme assets were invested in a diversified portfolio that consisted primarily of equity and debt securities and properties. The fair values of the scheme assets as a percentage of total scheme assets and target allocations are set out below:

	2016	2015	2014
(as a percentage of total scheme assets)	%	%	%
Equities	34	33	44
Bonds	42	44	47
Property	13	9	8
Cash/Other	11	14	1

**(f) Basis of expected rate of return on scheme assets**

The fixed interest fund run by investment managers contains a mix of gilts and corporate bonds with different earnings potential. Thus a range of different assumptions has been used to estimate the expected return.

In line with FRS102 the expected rate of return on assets is based on a discount rate of 1.85%.

**(g) The principal actuarial assumptions at the balance sheet date:**

	2016	2015
	%	%
Discount rate	1.85	2.60
Future salary increases	2.00	2.00
Future pension increases	1.00	1.00
Inflation rate	1.50	1.50

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 27**

## 11 (g) RETIREMENT BENEFITS - CONTINUED

Assumptions regarding future mortality are set based on advice from published statistics and experience. The average life expectancy in years for a pensioner retiring aged 65 is as follows:

	2016	2015
Male	23.7	23.6
Female	25.7	25.6

**Amounts for the current and previous four years are as follows:**

	2016	2015	2014	2013	2012
Present value of the defined benefit obligation (€'000)	(17,464)	(15,049)	(15,663)	(14,197)	(13,815)
Fair value of plan assets (€'000)	12,935	12,383	11,500	9,681	8,727
Pension (deficit) (€'000)	(4,529)	(2,666)	(4,163)	(4,516)	(5,088)
Experience adjustments on plan liabilities as a percentage of scheme liabilities at the balance sheet date	0.0%	3.0%	5.0%	2.0%	0.00%
Experience adjustments on plan assets as a percentage of scheme assets at the balance sheet date	3.0%	4.0%	11.0%	3.0%	5.00%

## 12 SPECIAL PENSION CONTRIBUTIONS AND CHARGES

The movement in the Staff Pension Scheme amounting to €2.11m consists of €1.86m, being the increase in the actuarially calculated deficit under FRS102 after accounting for a capital injection during the year into the fund of €247,000. The capital injection is reduced for the year 2016 only, due to an excess payment of employers contribution in prior years. The capital injection will be €350,000 for the remainder of the funding proposal.

A once off payment of €0.32m was provided in the 2016 year-end financial statements. The amount relates to a provision for payment to the defined contribution pension funds of individual clergy members to reflect employers contribution for clergy serving beyond normal retirement age during the period 1 June 2013 to 31 December 2016.

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 28**

## 13 FINANCIAL RISK

The main risks to the RCB relating to its holding of investments and other financial instruments are market price, foreign currency, interest rate, liquidity and credit risk.

## (a) Market Price Risk

Market risk arises mainly from uncertainty about future prices of investments and other financial instruments held. It represents the potential loss the RCB might suffer through holding market positions in the face of price movements. The Investment Committee considers the asset allocation of the portfolio in order to minimise the risk associated with particular countries or industry sectors whilst continuing to follow the RCB's investment objective.

## (b) Foreign currency risk

A portion of the financial assets/net assets of the RCB is denominated in currencies other than euro with the effect that the Balance Sheet and total return can be affected by currency movements.

The following sets out the RCB's total exposure to foreign currency risk.

	2016 Total €'000	2015 Total €'000
Currency		
US Dollars	31,041	25,979
Sterling	43,546	42,120
Canadian Dollars	4,086	-
Swiss Francs	3,795	5,663
Swedish Krone	-	1,443
Norwegian Krone	417	5,314
Danish Krone	1,465	2,285
Turkish Lira	427	488
Total of other currencies	804	724
	<u>85,581</u>	<u>84,016</u>

The rates of exchange used at 31 December 2016 for significant currency exposures:

Sterling	0.8535
US Dollars	1.0517
Canadian Dollars	1.4134
Swiss Francs	1.0721
Swedish Krone	9.5751
Norwegian Krone	9.0874
Danish Krone	7.4345

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 29**

## 13 FINANCIAL RISK (CONTINUED)

## (c) Interest Rate Risk

The RCB has interest bearing assets but does not have interest bearing liabilities.

The interest profile of the RCB's interest bearing financial assets at 31 December 2016 was:

	2016		2015	
	Total interest bearing €'000	Interest bearing at fixed rate €'000	Total interest bearing €'000	Interest bearing at fixed rate €'000
Euro	38,331	21,630	44,559	23,201
Total	<u>38,331</u>	<u>21,630</u>	<u>44,559</u>	<u>23,201</u>

## Fixed interest rate financial assets

	2016		2015	
	Weighted average interest rate %	Weighted average period for which rate is fixed (years)	Weighted average interest rate %	Weighted average period for which rate is fixed (years)
Euro	<u>6.62</u>	<u>17.64</u>	<u>4.14</u>	<u>11.16</u>

## (d) Liquidity Risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities.

The RCB invests the majority of its assets in investments that are traded in an active market which can be readily realised.

13 FINANCIAL RISK (CONTINUED)

(e) Credit Risk

The RCB may be exposed to a credit risk in relation to parties with whom it trades and will bear the risk of settlement default. The RCB minimises concentrations of credit risk by undertaking transactions with a number of brokers and counterparties on recognised and reputable exchanges.

**APPENDIX A**

**Extract from the accounts of  
THE CHURCH OF IRELAND THEOLOGICAL INSTITUTE**

**INCOME AND EXPENDITURE ACCOUNT**

**For the year ended 30 June 2016**

	2016 €	2015 €
<b>Income</b>		
Grants from General Synod	790,000	786,500
Divinity student fees	146,423	165,768
Receipts from guests and conference	84,920	86,119
Non-stipendiary ministry training	2,335	715
Clergy study courses	3,530	2,467
Foundation course	26,150	23,813
CME/lay training	131,678	104,383
Chaplaincy certificate	4,000	-
	<u>1,189,036</u>	<u>1,169,765</u>
<b>Expenditure</b>		
Academic expenses	544,372	509,724
Administration expenses	111,744	106,384
Operating expenses	292,933	284,192
Establishment expenses	218,983	215,009
	<u>1,168,032</u>	<u>1,115,309</u>
<b>Surplus for the year</b>	21,004	54,456
Balance at beginning of the year	54,456	18,531
Funding adjustment in respect of previous year surplus/(deficit)	(54,456)	(18,531)
<b>Balance at the end of the year</b>	<u>21,004</u>	<u>54,456</u>

Income and the surplus arose solely from continuing operations. There were no other recognised gains or losses other than those dealt with above.

**Extract from the accounts of  
THE CHURCH OF IRELAND THEOLOGICAL INSTITUTE**

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**BALANCE SHEET**

**As at 30 June 2016**

	2016	2015
	€	€
EMPLOYMENT OF CAPITAL		
<b>Current assets</b>		
Sundry debtors	82,932	111,482
Bank deposit accounts	2,319	1,320
Bank current accounts	46,451	55,934
Cash on hand	4	-
	<u>131,706</u>	<u>168,736</u>
<b>Creditors – amounts falling due within one year</b>	(108,328)	(111,806)
	<u>23,378</u>	<u>56,930</u>
<b>Net current liabilities</b>	23,378	56,930
Total assets less current liabilities	23,378	56,930
<b>Creditors – amounts falling due after more than one year</b>	(2,319)	(1,319)
	<u>21,059</u>	<u>55,611</u>
<b>Net liabilities</b>	21,059	55,611
<b>Capital and trust funds</b>		
Accumulated surplus	21,004	54,456
Ferrar Memorial Fund for Liturgical Library	6	75
Gregg Memorial Fund for College Library	49	1,080
	<u>21,059</u>	<u>55,611</u>

**APPENDIX B**

**ANNUALISED FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS**

	valuation (millions) 2016	valuation (millions) 2015	2016 %	3-year annualised 2014-2016 %	5-year annualised 2012-2016 %
<b>General Funds (Combined)</b>	€179.7	€178.2	4.7	10.1	12.8
Benchmark			5.1	9.6	11.7
Relative Performance			-0.4	0.5	1.1
<b>Parochial, Diocesan Funds etc</b>					
RB General Unit Trust (RI)	€222.2	€204.4	8.8	11.9	13.5
Benchmark			5.1	9.6	12.1
Relative Performance			3.7	2.3	1.4
RB General Unit Trust (NI)	£51.8	£44.1	20.9	10.8	12.0
Benchmark			19.8	10.9	11.1
Relative Performance			1.1	-0.1	0.9
<b>Clergy Pensions Fund</b>	€170.2	€170.5	3.2	9.8	11.0
Benchmark			2.6	7.8	9.9
Relative Performance			0.6	2.0	1.1
<b>Bond Market Indices /Benchmark Components</b>					
ML Irish Govt Bond Index			1.7	9.0	13.6
ML European Broad Mkt Bond Index			1.0	4.7	5.7
ML Sterling Broad Mkt Bond Index			0.5	3.7	6.1
<b>Equity Market Indices /Benchmark Components</b>					
Dow Jones Stoxx 600 (€)			2.3	6.6	11.8
S&P 500 (USD)			12.0	8.9	14.7
FTSE 100 (£)			19.2	5.8	9.1

All values shown are as at end of calendar year.

**APPENDIX C**

**GENERAL UNIT TRUSTS**

**FINANCIAL STATEMENTS AND  
EXTRACTS FROM INVESTMENT MANAGER'S REPORTS**

**YEAR ENDED 30 JUNE 2016**

	Page
RB General Unit Trust (Republic of Ireland)	90
RB General Unit Trust (Northern Ireland)	95

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2016**

**FUND OBJECTIVE**

To at least maintain the capital value of the Fund in real terms over time while paying a stable, sustainable and competitive distribution rate.

**PERFORMANCE**

**Annualised Returns:**

<b>Annualised Total Returns %:</b>	<b>1 Year</b>	<b>3 Years</b>	<b>5 Years</b>
<b>RB General Unit Trust (RI)</b>	<b>2.0</b>	<b>11.5</b>	<b>12.7</b>
<b>Benchmark*</b>	<b>-2.6</b>	<b>10.9</b>	<b>10.5</b>
<b>RB General Unit Trust (RI) Capital</b>	<b>-1.4</b>	<b>7.6</b>	<b>8.3</b>
<b>ROI Inflation (CPI)</b>	0.4	0.2	0.6

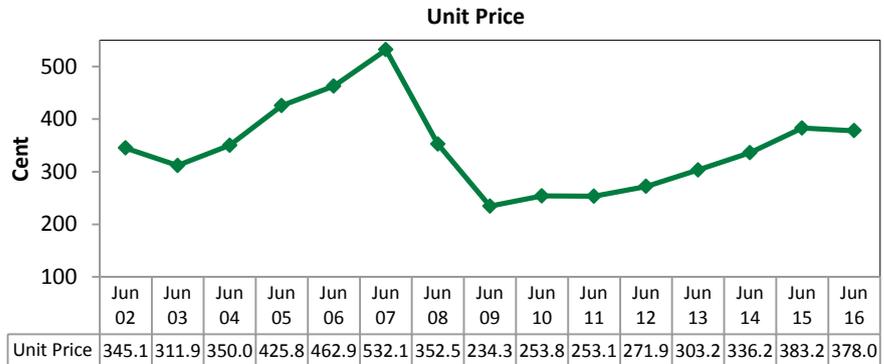
\* Benchmark from 1 January 2014

Equities 70%: 2/3 Stoxx Europe 600; 1/3 S&P 500

Bonds 30%: 1/3 Irish Govt, 1/3 Euro broad market, 1/3 Sterling broad market

During the period under review the capital value of the Fund fell by 1.4% while the total return (capital and income) was 2.0%. This compares favourably with the fund benchmark of -2.6% aided by the lower risk profile within the portfolio. The asset allocation and sector selection contributed to the outperformance. In particular, limited exposure to banks and autos helped and outperformance on the Fixed Income side also contributed. Over longer time periods the fund is also ahead of benchmark. This can be viewed as highly satisfactorily as the risk profile has been substantially lower over the timeframe.

The historic price of a unit is detailed in the below chart.



**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2016**

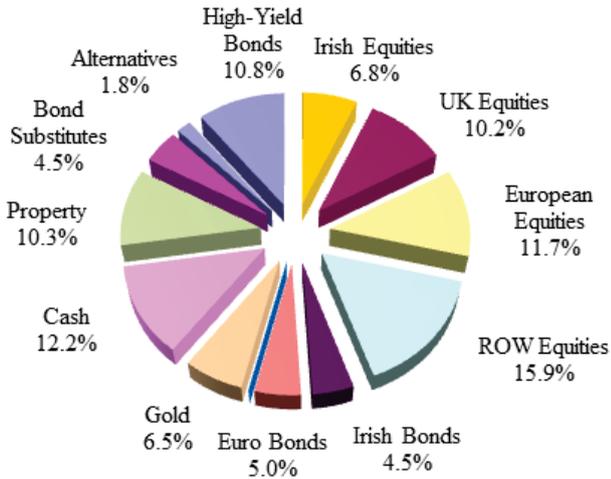
**TRUST ASSET DISTRIBUTION**

The market value of the investments, including the value of the capital deposit account was €208.2m.

**The ten largest holdings at 30 June 2016 were:**

	% of Fund		% of Fund
1. Cash	12.2%	6. AIB 12.5% 2035	2.4%
2. Irish Property Unit Trust	7.4%	7. Viridian 7.5% 01/03/2020	2.2%
3. Vaneck Gold Miners ETF	2.8%	8. Gold SPDR ETF	1.9%
4. NAMA 5.264% 2049	2.7%	9. JPM 6.3% perpetual	1.9%
5. BOI 10.1% Pref	2.7%	10. Fairfax Financial Holdings	1.8%

The investment profile in terms of distribution of the assets (by value) at 30 June 2016 is displayed in the following chart:



**INCOME DISTRIBUTION TO UNIT HOLDERS**

Following the increase in the capital base over recent years and in accordance with policy, an increase in the interim distribution from 4.0 cent per unit to 4.2 cent per unit was approved. This brought the total distribution for the year to 11.5 cents.

The Trust has a dividend reserve policy that targets a level of 2% of Fund value. The Dividend Equalisation Reserve (DER) will not be allowed to exceed 4% of Fund value and at least 80% of net income in any individual year will be distributed to unit holders. A healthy reserve aids the management of a stable and sustainable distribution going forward.

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2016**

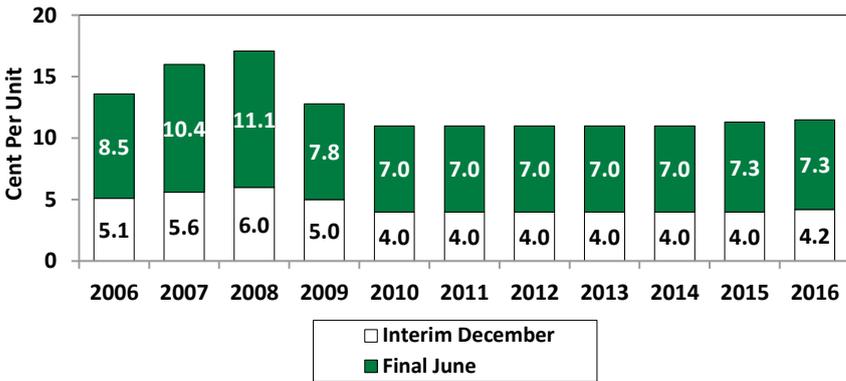
Based on the value of a unit at 30 June 2016 of €3.78, and a full year distribution of 11.5 cent, the distribution yield was 3.04%. (The comparative figures for 30 June 2015 showed a yield of 2.95% based on a unit value then of €3.83 and a full year distribution of 11.3 cent). At 30<sup>th</sup> June 2016 a transfer of €0.197m was made to the Dividend Equalisation Reserve resulting in a DER of €4.35m or 2.09% of the net asset value of the fund.

There were net inputs of €5.64m into the Fund for the twelve months to 30 June 2016, reflecting new cash of €6.11m less redemptions of €0.47m.

**Environmental and Social Governance (ESG)**

In the reporting period, the Investment Committee monitored and carried out its annual assessment of individual stock holdings within the various portfolios and reported to the Representative Body in December that it was satisfied that the investment managers remain sensitive to the Church’s concerns and expectations with regard to ethical and socially responsible investment. A new policy on Climate Change was approved and the Committee is continuing to monitor best practice and developments in this area and to seek to lower the climate change impact within its portfolios. The Representative Body also became a member of the Institutional Investors Group on Climate Change (IIGCC) in December 2015.

**Income Distributions (2006 – 2016) - Financial Year-End 30 June**



In-house Investment team  
 The Representative Church Body  
 July 2016

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2016**

	30-Jun-16 €'000	30-Jun-15 €'000
Income	6,866	7,134
Expenses	(24)	(26)
<b>Net income</b>	<u>6,842</u>	<u>7,108</u>
<b>Distributions</b>	<u>(6,645)</u>	<u>(6,372)</u>
Transfer to dividend equalisation reserve	197	736
<b>Net gains / (losses) on investment activities</b>		
- Net realised gains	14,723	11,151
- Net change in unrealised (losses)/gains on investments	(17,581)	13,631
- Net change in currency exchange gains	<u>13</u>	<u>152</u>
<b>Net (decrease)/increase in net assets from investment activities</b>	(2,648)	25,670
<b>Funds brought forward</b>	209,538	181,174
Proceeds from units issued	6,109	3,222
Cost of units redeemed	(466)	(528)
<b>Funds carried forward</b>	<u><u>212,533</u></u>	<u><u>209,538</u></u>

Signed on behalf of the Trustee: *H Saville*  
*T Forsyth*

Date: 19 October 2016

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**

**BALANCE SHEET AT 30 JUNE 2016**

	30-Jun-16 €'000	30-Jun-15 €'000
<b>Investments</b>	<u>185,896</u>	<u>204,148</u>
<b>Current assets</b>		
Debtors	15,141	5,967
Cash at bank	<u>14,525</u>	<u>7,416</u>
	<u>29,666</u>	<u>13,383</u>
<b>Current liabilities</b>		
Financial instruments	2,823	3,115
Creditors (amounts falling due within one year)	<u>206</u>	<u>4,878</u>
	3,029	7,993
<b>Net current assets</b>	<u>26,637</u>	<u>5,390</u>
<b>Total assets</b>	<u><u>212,533</u></u>	<u><u>209,538</u></u>
<b>Trust capital fund</b>	<u><u>212,533</u></u>	<u><u>209,538</u></u>

Signed on behalf of the Trustee: *H Saville*  
*T Forsyth*

Date: 19 October 2016

**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2016**

**FUND OBJECTIVE**

To at least maintain the capital value of the Fund in real terms over time while paying a stable, sustainable and competitive distribution rate.

**PERFORMANCE**

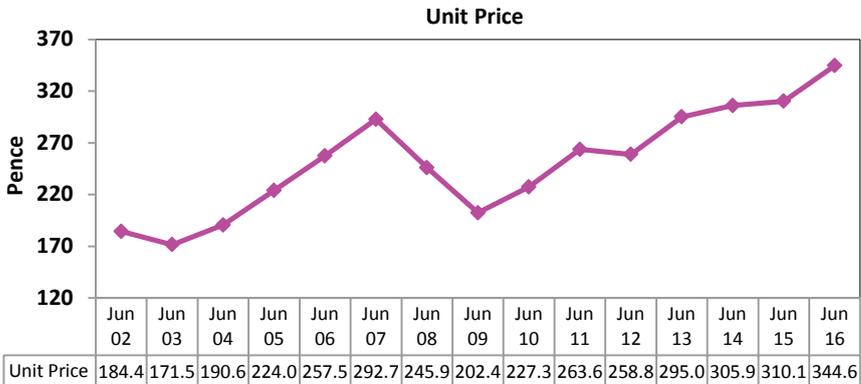
**Annualised Returns:**

<b>Annualised Total Returns %:</b>	<b>1 Year</b>	<b>3 Years</b>	<b>5 Years</b>
<b>RB General Unit Trust (NI)</b>	<b>14.9</b>	<b>9.3</b>	<b>9.8</b>
<b>Benchmark*</b>	<b>11.9</b>	<b>10.1</b>	<b>8.3</b>
<b>RB General Unit Trust (NI) Capital</b>	<b>11.1</b>	<b>5.3</b>	<b>5.5</b>
<b>UK Inflation (CPI)</b>	0.5	0.8	1.5

\* Benchmark from 1 January 2014  
 Equities 70%: 2/3 Stoxx Europe 600; 1/3 S&P 500  
 Bonds 30%: Sterling broad market

During the period under review the capital value of the Fund rose by 11.1% while the total return (capital and income) was 14.9%. This compares favourably with the fund benchmark of 11.9% aided by the lower risk profile within the portfolio. The asset allocation and sector selection contributed to the outperformance. In particular, limited exposure to banks and autos helped as did the exposure to precious metals. Over longer time periods the fund is also ahead of benchmark. This can be viewed as highly satisfactorily as the risk profile has been substantially lower over the timeframe.

The historic price of a unit is detailed in the below chart.



**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2016**

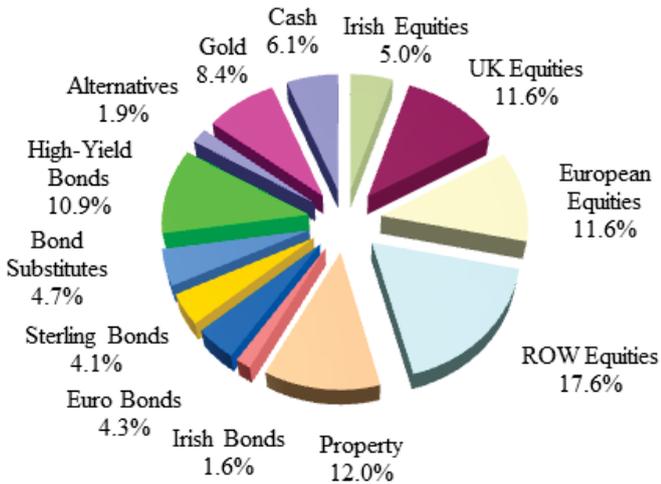
**TRUST ASSET DISTRIBUTION**

The market value of the investments, including the value of the capital deposit account was £49.42m.

**The ten largest holdings at 30 June 2016 were:**

	% of Fund		% of Fund
1. Cash	6.1%	6. BOI 10.1% Pref	2.3%
2. Irish Property Unit Trust	5.0%	7. Barclays 5.75% 2026	2.2%
3. Avenue Properties (NI)	4.1%	8. Gold SPDR ETF	2.1%
4. AIB 12.5% 2035	3.5%	9. JPM 6.3% perpetual	2.1%
5. Vaneck Gold Miners ETF	3.0%	10. Fairfax Financial Holdings	1.9%

The investment profile in terms of distribution of the assets (by value) at 30 June 2016 is displayed in the following chart:



**INCOME DISTRIBUTION TO UNIT HOLDERS**

The Trust has a dividend reserve policy that targets a level of 2% of Fund value. The Dividend Equalisation Reserve (DER) will not be allowed to exceed 4% of Fund value and at least 80% of net income in any individual year will be distributed to unit holders. A healthy reserve aids the management of a stable and sustainable distribution going forward.

**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2016**

Corporate earnings were mixed during the year with dividend increases in some sectors offset by declines in others. The Trust agreed to maintain its interim distribution at 4.3 pence and its final distribution at 6.0 pence. There was a modest draw on the Dividend Equalisation Reserve (£0.01m) resulting in a DER of £0.92m or 1.87% of the net asset value of the fund.

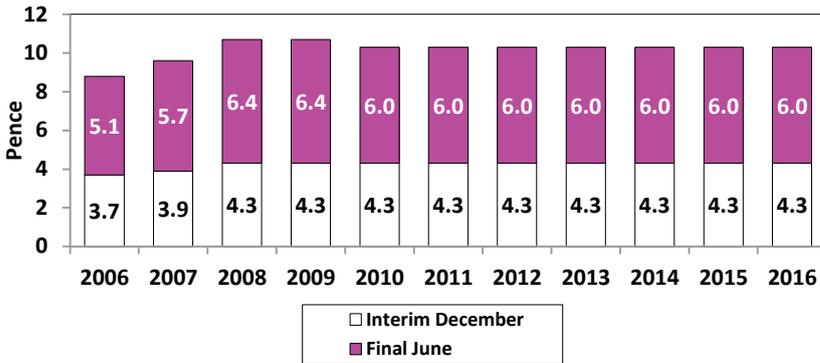
Based on the value of a unit at 30 June 2016 of £3.45, and a full year distribution of 10.3 pence, the distribution yield was 2.99%. (The comparative figures for 30 June 2015 showed a yield of 3.32% based on a unit value then of £3.10 and a full year distribution of 10.3 pence).

There were net outputs of £0.03m from the Fund for the twelve months to 30 June 2016, reflecting new cash of £0.39m less redemptions of £0.42m.

**Environmental and Social Governance (ESG)**

In the reporting period, the Investment Committee monitored and carried out its annual assessment of individual stock holdings within the various portfolios and reported to the Representative Body in December that it was satisfied that the investment managers remain sensitive to the Church’s concerns and expectations with regard to ethical and socially responsible investment. A new policy on Climate Change was approved and the Committee is continuing to monitor best practice and developments in this area and to seek to lower the climate change impact within its portfolios. The Representative Body also became a member of the Institutional Investors Group on Climate Change (IIGCC) in December 2015.

**Income Distributions (2006 – 2016) - Financial Year-End 30 June**



In-house Investment team  
 The Representative Church Body  
 July 2016

**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**  
**STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2016**

	30-Jun-16 £'000	30-Jun-15 £'000
Income	1,566	1,793
Expenses	<u>(8)</u>	<u>(9)</u>
<b>Net income</b>	1,558	1,784
Distributions	(1,569)	(1,571)
Transfer from/to dividend equalisation reserve	(11)	213
<b>Net gains / (losses) on investment activities</b>		
Net realised gains	1,043	1,549
Unrealised gains/(losses) on investments	3,884	(989)
Unrealised exchange gain on currency movements	<u>-</u>	<u>49</u>
<b>Net increase in net assets from investment activities</b>	<u>4,916</u>	<u>822</u>
<b>Funds brought forward</b>	45,458	44,003
Proceeds from units issued	392	1,207
Cost of units issued	<u>(421)</u>	<u>(574)</u>
<b>Funds carried forward</b>	<u><u>50,345</u></u>	<u><u>45,458</u></u>

Signed on behalf of the Trustee: *H Saville*  
*T Forsyth*

Date: 19 October 2016

**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**

**BALANCE SHEET AS AT 30 JUNE 2016**

	30-Jun-16 £'000	30-Jun-15 £'000
<b>Investments</b>	<u>47,010</u>	<u>42,948</u>
<b>Current assets</b>		
Debtors	1,759	2,251
Cash at bank	<u>2,533</u>	<u>2,378</u>
	<u>4,292</u>	<u>4,629</u>
<b>Current liabilities</b>		
Financial instruments	908	712
Creditors (amounts falling due within 1 year)	<u>49</u>	<u>1,407</u>
	957	2,119
<b>Net current assets</b>	<u>3,335</u>	<u>2,510</u>
<b>Total fund net assets</b>	<u><u>50,345</u></u>	<u><u>45,458</u></u>
<b>Trust capital fund</b>	<u><u>50,345</u></u>	<u><u>45,458</u></u>

Signed on behalf of the Trustee: *H Saville*  
*T Forsyth*

Date: 19 October 2016

## APPENDIX D

### ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY – INTEGRATING ESG INTO INVESTMENT DECISIONS

#### ANNUAL REVIEW AND REPORT OF THE INVESTMENT COMMITTEE TO THE REPRESENTATIVE CHURCH BODY

As the Trustee of the Church of Ireland, The Representative Church Body is tasked with supporting the ministry of the Church for generations to come. This objective is supported through the prudent management of investments. As a religious organisation, stewardship obligations are more than purely for financial benefit and the RCB has a responsibility to invest in a manner consistent with the witness and ethos of the Church of Ireland. This leads us to consider long term environmental, social and governance factors (ESG) when we make investment decisions, manage our investments and engage with companies in which we invest. The RCB takes the view that that this approach will also contribute positively towards the long term sustainability of the asset base.

#### What is ESG?



The impact of ESG on financial performance tends to emerge gradually over time. These factors can have clear, direct impacts on a company's short term profitability, for example, through greater regulation leading to higher operating costs. They can also have indirect impacts on a company's long term performance by influencing branding, customer loyalty, ability to attract talent etc.

The RCB believes that organisations which manage ESG factors effectively are likely to create sustainable value over the long term and hence are considered an essential component of investment analysis. This approach is adopted both by the in-house investment team and by any active manager appointed by the RCB.

The RCB actively seeks to avoid investment in businesses which would be inconsistent with the ethos and mission of a Christian organisation. For this reason it does not invest in companies where a significant source of revenue (in excess of 10%) is derived from

strategic military sales and/or from the manufacture of tobacco products. From time to time companies may have or acquire exposure to interests which we would prefer to avoid via subsidiaries and/or takeovers and these are reviewed on a case by case basis by the Investment Committee.

Fossil Fuels and their role in Environmental stability are recognised by the RCB as a distinct and complex ethical investment issue. The RCB is supportive of the transition to a low carbon economy and will engage collaboratively to achieve progress on this topic. Investment exclusions have been implemented for companies where more than 10% of turnover is derived from coal mining activities (highest carbon emissions) with a similar restriction being applied to companies involved in tar sands production.

### How is ESG implemented?

<b>Integrate ESG into Investment Decisions</b>	<b>Actively Engage as Owners</b>	<b>Make an impact through Collaboration</b>
<ul style="list-style-type: none"><li>• Integrate material ESG factors into due diligence, investment analysis, monitoring and asset management</li></ul>	<ul style="list-style-type: none"><li>• Act as a constructive, active owner by advocating progress on defined areas and exercising our voting rights as shareholders</li></ul>	<ul style="list-style-type: none"><li>• Collaborate with other like minded global investors via the Church Investors Group (CIG) to advocate for better performance on ESG factors in companies and markets in which we invest</li></ul>

Companies may also be excluded from time to time because of unethical behaviour or consistent breaches of core ESG principles. Exclusion should always be a measure of last resort once the company's will and commitment to improve its practices have been assessed.

As shareholders, we seek to be active, engaged and informed owners. We endeavour to monitor ESG factors and to engage with companies to promote improved management of ESG in order to enhance long-term outcomes in the companies for the benefit of Church of Ireland beneficiaries. Engagement is most frequently undertaken as part of a wider collaborative group through our membership of both the Church Investors Group and the Institutional Investors Group on Climate Change (IIGCC).

Third party research is used to identify companies globally that may be ineligible for investment under our policy. Such research is not exhaustive and resources are limited, but RCB is committed to having a strong 'ethical' as well as a strong financial 'balance sheet'.

The Investment Committee monitors ESG issues on an on-going basis and conducts a detailed ESG review of its investments annually to ensure that the investments held for all funds remain consistent with the RCB's ESG policy and that the investment managers continue to be sensitive to the Church's expectations on environmental, social and governance issues in their investment decision-making process.

December 2016

## APPENDIX E

### RCB POLICY ON CLIMATE CHANGE

The RCB is supportive of public policy to support a diverse energy mix and a transition to a low carbon economy. As Christians and responsible investors, the RCB on behalf of the Church of Ireland seeks to mitigate and lower the Climate Change impact within its investment portfolios.

The RCB's investment strategy is aligned to the Church of England's investment strategy in its commitment to make the transition to a low-carbon, climate resilient and sustainable economy. To date, renewable energy investment commitments include €8.5m million for the Irish Energy Efficiency Fund; a €3 million investment in Next Energy solar Fund, €5.4m investment in a UK on-shore wind farm Fund and a €10m commitment approved for investment in forestry. The Funds have additional exposures through holdings in various Infrastructure Funds with exposure to solar and wind assets as well as individual equity holdings that contribute to environmental sustainability in various ways such as animal feed additives that reduce methane emissions in cattle, climate smart agriculture and crop nutrition.

The Investment Managers screen the portfolios at least annually from an Environmental, Social and Governance perspective and flag any issues of concern to the Investment Committee. The Investment Committee is satisfied with the overall disposition of the energy component of its portfolios and the balance between an increasing renewables exposure and a reducing fossil fuel element.

The fund's exposure to the energy sector has reduced substantially in the past 5 years and will continue to reduce over the coming years given the significant commitment to various renewable investments. Exposure of the Unit Trusts (the investment vehicles for parishes in Northern Ireland and the Republic of Ireland) to oil and gas producers now stands at less than 3% of fund value (from 10% at the end of 2011). The RCB acknowledges that those companies which are most exposed to and least prepared for transition to a low-carbon economy may be candidates for engagement and/or ultimately divestment.

As part of its ongoing commitment to Climate Change the RCB expanded its ESG policy in 2016 to include a restriction on companies involved in the production of tar sands in addition to the restriction on coal implemented in 2015. It is expected that the Climate Change Policy will continue to evolve over time alongside its due diligence on all Environmental, Social and Governance (ESG) factors with particular regard to their impact on shareholder returns. The Investment Committee will continue to seek out companies with exposure to renewable energy and commitments to reduce their carbon footprint and will undertake to review the investment case for companies that appear not to be aligned with the long-term transition to a low-carbon economy.

## The Representative Church Body – Report 2017

The RCB supports shareholder engagement in the area of environmental sustainability – it does this through its membership of the Church Investors Group (CIG) and the Institutional Investors Group on Climate Change (IIGCC), who provide investors with a collaborative platform for engagement with public policy makers and exchange of expertise on Climate Change issues. Engagement and shareholder resolutions have been undertaken with a number of companies to achieve increased transparency and reduced CO2 emissions.

The RCB's investment portfolio is only an element of the wider issue of Climate Change as the Carbon footprint of the Church as a whole should be considered. Each Diocese is encouraged by the RCB to reflect on how it may contribute to a more 'Climate Friendly' community within the Church of Ireland. The RCB is committed to the principle of long term sustainability and efforts to mitigate the impact of man-made climate change.

February 2017

## APPENDIX F

### CHURCH OF IRELAND CLERGY DEFINED CONTRIBUTION SCHEMES (NI AND RI) – REPORTS OF THE SCHEME TRUSTEES

#### The Church of Ireland Clergy Defined Contribution Pension Scheme, Northern Ireland (“the Scheme”)

##### Background

The Scheme commenced on 1 June 2013 and is a Defined Contributions Scheme. The individual member's benefits are determined by reference to the contributions paid into the Scheme by and in respect of that member and based on the investment return on those contributions.

##### Management of the Scheme

Trustee Solutions Limited (TSL) is the professional independent trustee of the Scheme appointed by the Representative Church Body to carry out the purposes of the trust and represent the best interests of the beneficiaries. TSL is a wholly owned subsidiary of Pinsent Masons LLP, an international law firm.

The member's rights and obligations under the scheme are managed by the Trustee in accordance with a Definitive Deed and Rules dated 17 June 2013. The Scheme is a registered pension scheme for tax purposes under Part 4 of the Finance Act 2004.

##### Administration

Administration services are provided by Zurich Assurance Ltd who invests the Scheme contributions in accordance with the investment options selected by the member. Members of the Scheme receive annual benefit statements showing the value of their investment funds, together with an illustration of their benefits at normal retirement age. Members can also check how their funds are performing by logging into the Zurich member website.

##### Investments

Mercer Limited is appointed by the Trustee as consultant and to manage the Scheme investments. Mercer provides quarterly investment reports to the Trustee reviewing how the investments have performed over the previous quarter and since inception. To date, all of the investment funds available to members have performed in line with the appropriate benchmarks.

##### Governance

As part of the ongoing monitoring, auditing and assessment of Zurich's services Mercer provide quarterly operational governance reports to the Trustee. Zurich's products and services are monitored by Mercer each quarter against the required market-leading position. No issues have arisen during the ongoing monitoring and assessment of Zurich's services during the year.

## The Representative Church Body – Report 2017

The Chair of Trustees has signed off the annual Chair's statement explaining how the Scheme meets the statutory governance requirements. This is included within the Scheme's annual report and accounts.

Trustee Solutions Limited  
March 2017

### **The Church of Ireland Clergy Defined Contribution Pension Scheme, Republic of Ireland (“the Scheme”)**

The Scheme is Defined Contribution in nature and commenced on 1 June 2013.

Irish Pensions Trust Limited (“IPT”) is the professional independent trustee of the Scheme.

The primary role of IPT is to ensure the Scheme operates efficiently, the trust is executed correctly, and, at all times, act in the interests of the beneficiaries.

The Registered Administrator of the Scheme is Zurich Life. Mercer Limited is the consultant and investment advisor. PricewaterhouseCoopers audit the financial statements.

The Revenue Approval Number is SF – 3946 and the Pensions Board reference number is PB – 269291

At the end of the last reporting period (31 May 2016) the Scheme had 186 active members and 17 deferred members. The value of the assets at that date was €4.163m (€2.837m at 31/5/2015) and the Scheme was compliant with all Revenue and Pensions Act (as amended) requirements.

Irish Pensions Trust Limited  
March 2017

The Representative Church Body – Report 2017

**APPENDIX G**

**THE CHURCH OF IRELAND  
CLERGY PENSIONS TRUSTEE DAC**

**REPORT ON THE CLERGY PENSIONS FUND**

**FOR THE  
YEAR ENDED 31 DECEMBER 2016**

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The Representative Church Body – Report 2017

**THE TRUSTEE AND ITS ADVISORS**

<b>Trustee</b>	The Church of Ireland Clergy Pensions Trustee Designated Activity Company
<b>Registered Office</b>	Church of Ireland House, Church Avenue, Rathmines, Dublin 6 Tel 01-4978422 Email <a href="mailto:pensionstrustee@rcbdub.org">pensionstrustee@rcbdub.org</a> Web <a href="http://www.ireland.anglican.org/clergypensions">www.ireland.anglican.org/clergypensions</a> Company Registered in Ireland No 492302 The Representative Church Body is the sole member of the Company.
<b>Trustee Directors</b>	<i>Nominated by the RCB Executive Committee</i> Mr Terence Forsyth Mr Richard Milliken* Mr Geoffrey Perrin <i>Nominated by the Church of Ireland Pensions Board</i> Rt Rev Dr Paul Colton Mr Bruce Maxwell (Chair)
<b>Company Secretary</b>	Mr David Ritchie, Chief Officer and Secretary, Representative Church Body
<b>Fund Management and Advisory</b>	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
<b>Investment Managers</b>	The Representative Church Body ( <i>address as above</i> ) Irish Life Investment Managers, Beresford Court, Dublin 1
<b>Investment Custodians</b>	RCB – Northern Trust, Canary Wharf, London E14 5NT ILIM – Citibank, 1 North Wall Quay, Dublin 1
<b>Scheme Actuary</b>	Mr Liam Quigley, Mercer, Charlotte House, Charlemont Street, Dublin 2
<b>Consulting Actuaries</b>	Mercer Actuarial Services, Charlotte House, Charlemont Street, Dublin 2
<b>Auditors</b>	PricewaterhouseCoopers, Chartered Accountants and Registered Auditors, Spencer Dock, Dublin 1
<b>Solicitor</b>	Mr Mark McWha, Senior Solicitor, Representative Church Body
<b>Bankers</b>	Bank of Ireland, College Green, Dublin 2 Bank of Ireland, Talbot Street, Dublin 1
<b>Sponsor</b>	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
<b>Registered Administrator</b>	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
<b>Enquiries</b>	The Company Secretary, Church of Ireland Clergy Pensions Trustee DAC, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

The Clergy Pensions Fund is Pensions Authority Scheme no PB1667.

\* appointed in December 2016 in place of Mr John Wallace

## **INTRODUCTION**

The Trustee presents its annual report on the operation of the Clergy Pensions Fund for the year ended 31 December 2016. The report covers the main areas of Fund activity including financial statements, actuarial and investment management, and also looks at developments during the year. The content of this report conforms to the Occupational Pensions Schemes (Disclosure of Information) Regulations, 2006 prescribed by the Minister for Social Protection under the Pensions Act 1990.

## **OPERATIONAL REPORT 2016**

### **Financial position of the Fund**

Year on year the movement in the assets of the Fund remained neutral with a value of €170.7m, having met benefit payments of €7.3m together with administrative and other costs of €0.2m.

Contributions to the Fund in the year were €2.4m, being the total value of diocesan pension levies and a contribution from the RCB. Investment return, including income and realised and unrealised investment gains, totalled €5m net of investment management expenses. The Fund is managed with the objective of meeting the cost of future liabilities from a combination of contributions, income and growth in investment value.

The Fund performance in the year contributed a total return of 3.2% against a benchmark of 2.6%.

Bond yields continued to decline over the first nine months of 2016 reducing discount rates. This yield erosion increases the funding costs of future liabilities which are calculated by reference to the cost of purchasing high quality government bonds with a view to providing the flow of income needed to meet the benefits payable. On a somewhat positive note, the fourth quarter saw a marginal increase in government bond yields in most markets, lifted by expectations of higher inflation and signs that Central Banks' appetite for unconventional Monetary Policy such as Quantitative Easing and Zero Interest Rate policy may be waning.

The development of the Fund is monitored by the Actuary and a full valuation is carried out at intervals of not more than three years and the final results presented to the Trustee. The last completed triennial valuation was as at 30 September 2015. This was the first full valuation since a Funding Proposal was agreed with the Pensions Authority in 2013, in response to the result of the previous triennial valuation which showed that the Fund did not satisfy the Minimum Funding Standard under Section 44 of the Pensions Act. The overall objective of the Funding Proposal is to restore the solvency of the Fund by 2023 through the implementation of a series of funding and cost saving initiatives.

In the 2015 triennial valuation the Actuary confirmed that the Fund did not satisfy the Minimum Funding Standard and although there had been some improvement in the funding position this was not sufficient to warrant any change in the measures taken under the Funding Proposal. The next triennial valuation is due to take place in 2018.

The Actuary is also required to undertake an annual assessment of the Fund and has stated as at 31 December 2016 that he is “reasonably satisfied that the current Funding Proposal remains on track to achieve its objective”.

A summary of the key elements of the Funding Proposal is contained in Annex 2 to this report (page 137).

Copies of the Actuarial Funding Certificate and Funding Standard Reserve Certificate as submitted to the Pensions Authority following the most recent triennial valuation are included as Annex 3 to this report (page 138).

A copy of the Actuary’s Statement as at 31 December 2016 is included as Annex 4 (page 141).

### **Administrative duties**

The Trustee is pleased to report that the Fund has been administered in accordance with all regulatory requirements during the year. Various duties in relation to the operation of the Fund were carried out during 2016 by the RCB administration department, the Church of Ireland Pensions Board and the RCB Investment Committee. The Trustee wishes to thank each of these for their assistance and support in its management of the Fund.

### **Membership**

Details on the membership of the Fund are reported by the Church of Ireland Pensions Board in Annex 1 to this report (see page 131). The Fund was closed to new members and to future accruals of pensionable service on 31 May 2013.

### **Discretionary increases to pensions in payment**

In accordance with the Rules of the scheme, annual discretionary increases to pensions in payment are permitted up to a maximum of 5% as the Trustee, on the advice of the Actuary and with the approval of the RCB, may determine. In view of the solvency position of the Fund and in accordance with the current Funding Proposal it was agreed during 2016 that no discretionary increases in pensions in payment be applied in 2017.

### **Pensionable Stipend**

Pensionable Stipend is used to calculate the value of pension benefits payable. In accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland*, levels of Pensionable Stipend for Northern Ireland and the Republic of Ireland are fixed annually by the Standing Committee on the recommendation of the Representative Church Body and the Trustee.

In accordance with the Funding Proposal for the Fund, it was agreed by the Standing Committee in September 2016, on the recommendation of the RCB and the Trustee, that Pensionable Stipend levels with effect from 1 January 2017 should remain unchanged

from 2016 at £25,498 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland.

### **Statutory increases in UK pensions for service post April 1997**

Under UK pensions legislation statutory increases must be applied to a pension which relates to service completed in that jurisdiction for the period (i) 6 April 1997 to 5 April 2005 or normal retirement age, if earlier, by the annualised rate of inflation up to a maximum of 5% and (ii) 6 April 2005 to date of retirement, whether that be on or before normal retirement age, by the annualised rate of inflation up to a maximum of 2.5%.

The UK annualised rate of inflation to September 2016 was 1%, therefore increases were applied on 1 January 2017 to the service periods outlined under both (i) and (ii) in the previous paragraphs.

There is no similar pensions legislation in the Republic of Ireland.

### **Deferred pensions**

Deferred pensions are revalued in accordance with the relevant statutory provisions.

### **Additional Voluntary Contributions (AVC) fund**

The report on the AVC Fund for 2016 is contained in the report from the Church of Ireland Pensions Board, set out in Annex 1 to this report (see page 133).

## **CONSTITUTION AND GOVERNANCE OF THE FUND**

The Clergy Pensions Fund is a defined benefit scheme and is established under Chapter XIV of the *Constitution of the Church of Ireland* as amended from time to time by the General Synod.

The Fund has been approved by the Revenue Commissioners as a retirement benefits scheme under Part 30, Chapter I of the Taxes Consolidation Act, 1997, and is treated as an ‘exempt approved scheme’ for the purposes of that Act. In addition, the Fund, has been approved by the Board of the Inland Revenue of the United Kingdom as a retirement benefits scheme for the purposes of Chapter I, Part XIV, Income and Corporation Taxes Act 1988 and is treated as an ‘exempt approved scheme’ for the purposes of Section 592 of that Act in relation to its provision of pension benefits to those members of the clergy who are living in Northern Ireland.

### **The Trustee**

The Church of Ireland Clergy Pensions Trustee Designated Activity Company is the sole Trustee of the Church of Ireland Clergy Pensions Fund and is responsible for the stewardship of the Fund assets in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland* (the Trust Deed and Rules of the Fund). The Trustee Company, which was previously the Church of Ireland Clergy Pensions Trustee

Limited, was converted to a Designated Activity Company (DAC) during 2016 in accordance with the provisions of the Companies Act 2014. The General Synod in 2016 consented to the Representative Body making the necessary amendments to the Memorandum and Articles of the Trustee to enable the conversion to proceed.

The powers and duties of the Trustee are set out in section 12(1) of Chapter XIV. In accordance with the provisions of Chapter XIV certain duties have been delegated by the Trustee to the Representative Church Body, the Church of Ireland Pensions Board and the RB Investment Committee. The Statement of the Trustee's Responsibilities in relation to the financial statements is set out on page 118.

The Trustee Directors are appointed by the Representative Church Body, in accordance with the articles of the company, on the nomination of the Church of Ireland Pensions Board and the Executive Committee of the Representative Church Body. In December 2016 Mr JW Wallace retired from office in accordance with the Articles and Mr RA Milliken was appointed a Director. The remaining Directors' term of office was renewed for a further three years.

The Trustee Directors and the administrators have access to a copy of the Trustee Handbook and Guidance notes issued by the Pensions Authority. The Trustee Directors have completed appropriate training for their duties and responsibilities, however no costs or expenses were incurred by the Fund in respect of Trustee Director training during the year.

### **Management and administration of the Fund**

The Representative Church Body was appointed by the Trustee as the Registered Administrator for the Fund. The duties of a registered administrator include preparing the Trustee Annual Report and Accounts, which should include at least the specific information set out in the regulations to the Pensions Act, and providing annual benefit statements to members. In addition to this, the RCB provides administration relating to investments, benefits and accounting controls.

The Church of Ireland Pensions Board also carries out certain duties relating to the administration of the Fund as delegated to the Board by the Trustee in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland*. A report from the Board is included in Annex 1 to this report (page 130).

Actuarial advice is provided by Mercer Actuarial Services, Dublin.

The RCB in-house investment team take overall responsibility for investment management, using Irish Life Investment Managers (ILIM) for the passive management of a proportion of the Fund (46% at year end 2016). Investment management is undertaken by investment managers in accordance with a formal fund management agreement. The costs in relation to administration, administrative actuarial advice and investment management are charged to the Fund.

During the year ended 31 December 2016 Northern Trust was the custodian of the funds managed by the RCB for the Fund, and Citibank was the custodian of the unit-linked funds held by Irish Life Investment Managers (ILIM) for the Fund. In addition to the records maintained by the custodians, ILIM maintains its own records of securities, and these securities are held beneficially in the name of Irish Life Assurance plc on behalf of the Trustee of the Fund.

### **Statement of Risk**

Under law, the Trustee is required to describe the condition of the Fund and the risks associated with the Fund, and disclose these to members.

The Trustee is satisfied that it is taking all reasonable steps, including the appointment of experienced professional advisers and administrators, to protect the members of the Fund from the effects of these risks. However, it is not possible to guard against every eventuality, and it is necessary to take some investment risk and other risks in order to manage the affordability of the plan benefits and the capacity of the Sponsor and the Church to meet this commitment.

The full risk statement, which was last updated in 2015, can be found in Annex 5 to this report (page 142).

### **Investment policy**

The investment objective of the Fund is to optimise returns while meeting the future liabilities of the Fund over the long term through diversified portfolios of fixed interest, equity, property and cash holdings. The Trustee reviews investment objectives to ensure that they remain appropriate to the profile of the Fund.

The investment policy for the management of the assets of the Fund is set out in a Statement of Investment Policy Principles (SIPP), which was last updated in 2015 and can be found at Annex 6 (page 144).

Following the closure of the Fund to new members and to future benefit accrual, agreed at General Synod 2013, a revised investment strategy was adopted by the Trustee, in consultation with the Sponsor and having taken expert investment and actuarial advice, in order to satisfy the Funding Proposal agreed with the Pensions Authority.

A proportion of the equity and fixed interest elements of the Clergy Pensions Fund is managed by Irish Life Investment Managers on an indexed (passive) basis replicating the performance of particular indices. The balance of the Fund is managed by the RCB's in-house investment team according to the investment strategy adopted by the Trustee. Certain equities are excluded in accordance with the Representative Church Body's Environmental, Social and Governance Policy.

Property and other investments are managed by other professional managers.

### **Internal Dispute Resolution**

Under Irish pensions legislation all pension schemes are required to have an Internal Dispute Resolution (IDR) Procedure. Disputes arising in connection with the administration of a pension scheme may not be brought to the Pensions Ombudsman unless they have, in the first instance, been processed through that scheme's IDR Procedure.

The trustees of every occupational pension scheme are required to establish internal procedures for resolution of disputes and to set out certain steps which must be included in those procedures. The Trustee has put in place such an IDR Procedure, which was last updated in 2015. The Procedure is available at [www.ireland.anglican.org/clergypensions](http://www.ireland.anglican.org/clergypensions) or from the Pensions Administration Manager.

### **Member information**

An Explanatory Booklet, designed to give a broad outline of the Fund and the benefits provided, is available to any member on request from the Pensions Administration Manager.

Benefit Statements as at 30 June are issued annually to all Fund members.

### **Further information**

Queries about the Fund generally, or about individual members' entitlements should be directed to The Pensions Administration Manager, Church of Ireland House, Church Avenue, Rathmines, Dublin 6 (email [pensions@rcbdub.org](mailto:pensions@rcbdub.org), tel +353-(0)1-4125630).

Copies of Chapter XIV of the *Constitution of the Church of Ireland*, which constitutes the Trust Deed and Rules, can be obtained at [www.ireland.anglican.org/clergypensions](http://www.ireland.anglican.org/clergypensions) or from the Pensions Administration Manager.

### **Financial Statements**

The Financial Statements of the Clergy Pensions Fund are set out in the following pages.

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**FINANCIAL STATEMENTS – PAGE 1**

**YEAR ENDED 31 DECEMBER 2016**

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**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**TRUSTEE AND ADVISORS AND OTHER INFORMATION**

**PAGE 3**

**Trustee**

The Church of Ireland Clergy Pensions Trustee DAC  
Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6

**Actuaries**

Mercer Actuarial Services  
Charlotte House  
Charlemont Street  
Dublin 2

**Auditors**

PricewaterhouseCoopers  
Chartered Accountants and Registered Auditors  
One Spencer Dock  
North Wall Quay  
Dublin 1

**Investment Managers**

The Representative Church Body  
Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6  
  
Irish Life Investment Managers  
Beresford Court  
Dublin 1

**Sponsor**

The Representative Church Body  
Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6

**Solicitors**

Mr Mark McWha  
Senior Solicitor  
The Representative Church Body

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**STATEMENT OF THE TRUSTEE'S RESPONSIBILITIES**

**PAGE 4**

The financial statements are the responsibility of the Trustee. Irish pensions legislation requires the Trustee to make available for each scheme year the annual report of the scheme, including audited financial statements and the report of the auditor. The financial statements are required to show a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the financial transactions for the scheme year and the asset and liabilities (other than liabilities to pay benefits in the future) at the end of the scheme year and include a statement whether the financial statements have been prepared in accordance with the Statement of Recommended Practice - Financial Reports of Pension Schemes (revised December 2014) (SORP), subject to any material departures disclosed and explained in the financial statements.

Accordingly, the Trustee must ensure that in the preparation of the scheme financial statements:

- suitable accounting policies are selected and then applied consistently;
- reasonable and prudent judgements and estimates are made; and
- the SORP is followed, or particulars of any material departures are disclosed and explained.

The Trustee confirms that it has complied with the above requirements in preparing the financial statements.

The Trustee is required by law to have appropriate procedures in place throughout the year under review, to ensure that:

- contributions payable are received by the Trustee in accordance with the timetable set out in section 58A of the Act where applicable to the contributions and otherwise within 30 days of the end of the scheme year; and
- contributions payable are paid in accordance with the rules of the Fund.

During the year such procedures were always applied on a timely basis and contributions have been paid in accordance with the rules.

The Trustee is responsible for ensuring that proper membership and financial records are kept on a timely basis sufficient to enable an Annual Report to be prepared for the scheme containing the information specified in Regulation 7 of the Occupational Pension Schemes (Disclosure of Information) Regulations 2006. It is also responsible for safeguarding the assets of the pension scheme and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities, including the maintenance of an appropriate system of internal control.



***Independent auditors' report to the trustee of The Church of Ireland Clergy Pension Fund***

**Report on the financial statements**

---

*Our opinion*

In our opinion, The Church of Ireland Clergy Pension Fund's financial statements (the "financial statements"):

- show a true and fair view of the financial transactions of the scheme during the year ended 31 December 2016 and of the amount and disposition of the assets and liabilities (other than liabilities to pay pensions and other benefits in the future) at that date; and
  - have been prepared in accordance with Generally Accepted Accounting Practice in Ireland.
- 

*What we have audited*

The financial statements comprise:

- the statement of net assets available for benefits as at 31 December 2016;
- the fund account for the year then ended; and
- the notes to the financial statements, which include a summary of significant accounting policies and other explanatory information.

The financial reporting framework that has been applied in the preparation of the financial statements is Irish pension law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland), including FRS 102 "The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland".

In applying the financial reporting framework, the trustee has made a number of subjective judgements, for example in respect of significant accounting estimates. In making such estimates, they have made assumptions and considered future events.

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**Opinions on other matters on which we are required to report by the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006**

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In our opinion:

- the financial statements include the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 which is applicable and material to the scheme;
- the contributions payable to the scheme during the year ended 31 December 2016 have been received by the trustee within thirty days of the end of the scheme year; and
- such contributions have been paid in accordance with the rules of the scheme.



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## **Responsibilities for the financial statements and the audit**

---

### *Our responsibilities and those of the trustee*

As explained more fully in the trustee's Responsibilities Statement set out on page 4, the trustee is responsible for the preparation of the financial statements showing a true and fair view, and for ensuring that contributions are made to the scheme in accordance with the scheme's rules.

Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish pension law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

This report, including the opinions, has been prepared for and only for the scheme's trustee as a body in accordance with section 56 of the Pensions Act 1990 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

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### *What an audit of financial statements involves*

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland). An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of:

- whether the accounting policies are appropriate to the scheme's circumstances and have been consistently applied and adequately disclosed;
- the reasonableness of significant accounting estimates made by the trustee; and
- the overall presentation of the financial statements.

We primarily focus our work in these areas by assessing the trustee's judgements against available evidence, forming our own judgements, and evaluating the disclosures in the financial statements.

We test and examine information, using sampling and other auditing techniques, to the extent we consider necessary to provide a reasonable basis for us to draw conclusions. We obtain audit evidence through testing the effectiveness of controls, substantive procedures or a combination of both.

In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

  
PricewaterhouseCoopers  
Chartered Accountants and Registered Auditors  
Dublin  
15 March 2017

The significant accounting policies adopted by the Trustee are as follows:

(i) Basis of preparation

The financial statements have been prepared in accordance with The Occupational Pension Schemes (Disclosure of Information) Regulations (2006), and the guidelines set out in the Statement of Recommended Practice, Financial Reports of Pensions Schemes (Revised December 2014).

(ii) Investments

A proportion of the invested assets is managed by Irish Life Investment Managers and is held in unitised funds. This fund tracks a range of published equity and bond indices. The value of the units at the year end reflects the relative performance of these indices and the value of the relevant underlying stocks. The balance of funds are managed by the Representative Church Body. The split of the invested assets is shown in Note 6 to these accounts.

(iii) Investment Income

The invested assets managed by Irish Life Investment Managers are held in unitised funds. The income is attributed to the funds as it arises and is not separately reported. Income from directly held assets under Representative Church Body management is paid to the Fund and accounted for in the period.

(iv) Financial Risk

The Trustee is responsible for managing financial risk arising in connection with the invested assets of the Fund. This responsibility is discharged through the diversification of the investment portfolio across sectors and geographies and focus on established stocks quoted on published exchanges.

(v) Foreign Currencies

Balances and transactions denominated in foreign currencies have been translated into euro at the rate of exchange ruling at the year end. (2016 €1 = £0.8535; 2015 €1 = £0.737).

(vi) Benefits

The pension benefits are secured by contributions to a separately administered defined benefits scheme in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland* as amended from time to time by the General Synod. Benefits are accounted for in the year in which they fall due. Liabilities to pay pensions and other benefits in the future are not accrued.

(vii) Contributions

Normal contributions from the dioceses/parishes are accounted for on an accruals basis. Augmentation contributions are accounted for in accordance with the agreement under which they are paid, or in the absence of such an agreement, when received.

(viii) Transfers to and from other Schemes

Transfer values represent the capital sums either receivable in respect of members from other pension schemes of previous employers, or payable to the pension schemes of new employers for members who have left the Scheme. They are accounted for on a cash basis or, where the Trustee has agreed to accept the liability in advance of receipt of funds, on an accruals basis from the date of the agreement.

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**FUND ACCOUNT** **YEAR ENDED 31 DECEMBER 2016**

**FINANCIAL STATEMENTS** **PAGE 9**

**CONSOLIDATED FUND**

	Notes	2016 €'000	2015 €'000
<b>CONTRIBUTIONS AND OTHER RECEIPTS</b>			
Contributions	3	2,428	2,619
		<u>2,428</u>	<u>2,619</u>
<b>BENEFITS AND OTHER PAYMENTS</b>			
Benefits payable	4	7,295	7,786
Administrative expenses		153	192
Pension Levy		-	129
		<u>7,448</u>	<u>8,107</u>
NET (DECREASE)		<u>(5,020)</u>	<u>(5,488)</u>
<b>RETURNS ON INVESTMENTS</b>			
Investment Income	5	2,323	1,409
Realised and unrealised investment gains		2,925	11,306
Currency (loss)		(186)	(37)
Investment management expenses		(70)	(95)
NET RETURNS ON INVESTMENTS		<u>4,992</u>	<u>12,583</u>
NET (DECREASE)/INCREASE IN FUND IN THE YEAR		(28)	7,095
BALANCE 1 JANUARY		<u>170,693</u>	<u>163,598</u>
BALANCE 31 DECEMBER		<u>170,665</u>	<u>170,693</u>

The fund has no recognised gains or losses other than those dealt with in the Fund Account.

*Signed on behalf of the Trustee:*     *DG Perrin*  
    *WP Colton*  
*Date:*   *14 March 2017*



**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS**

**FINANCIAL STATEMENTS**

**1 FUND STATUS**

The Clergy Pensions Fund, which is a defined benefit scheme, is established under Chapter XIV of the *Constitution of the Church of Ireland* as amended from time to time by the General Synod. The Fund has been approved by the Revenue Commissioners as a retirement benefits scheme under Part 30, Chapter I of the Taxes Consolidation Act, 1997, and is treated as an 'exempt approved scheme' for the purposes of that Act. In addition, the Fund has been approved by the Board of the Inland Revenue of the United Kingdom as a retirement benefits scheme for the purposes of Chapter I, Part XIV, Income and Corporation Taxes Act 1988 and is treated as an 'exempt approved scheme' for the purposes of Section 592 of that Act in relation to its provision of pension benefits to those members of the clergy who are living in Northern Ireland.

The Fund closed to new entrants and to future accruals as at 31 May 2013. A Funding Proposal to bring the Fund back to full solvency was submitted to and accepted by the Pensions Authority in 2013. The Funding Proposal included revenue to be raised through the introduction of a levy of 13% of Minimum Approved Stipend, to be collected through the dioceses.

**2 FORMAT OF THE FINANCIAL STATEMENTS**

The financial statements summarise the transactions and net assets of the scheme. They do not take account of liabilities to pay pensions and other benefits expected to become payable in the future. The actuarial position of the Fund, which takes account of such obligations, is dealt with in the Trustee's report, the actuarial funding certificate and the actuary's annual certificate within this report, and these financial statements should be read in conjunction with them.

**3 SUMMARY OF CONTRIBUTIONS**

	2016	2015
	€'000	€'000
Diocesan levies	2,335	2,513
Representative Church Body	<u>93</u>	<u>106</u>
Total	<u>2,428</u>	<u>2,619</u>

The value of Northern Ireland contributions in sterling is £1.09m (2015: £1.07m) and was translated to euro at the year end rate of 0.8535 (2015: 0.737).

The value of Republic of Ireland contributions is €1.15m (2015: €1.17m).

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**FINANCIAL STATEMENTS**

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**4 BENEFITS PAYABLE**

	2016	2015
	€'000	€'000
Pensions to retired bishops and clergy	4,605	5,015
Pensions to surviving spouses and orphans	2,300	2,524
Commutation of pensions	145	190
Death benefits	245	57
Total	<u>7,295</u>	<u>7,786</u>

The cost of Northern Ireland benefits in euro is £3.45m (2015: £3.27m). This cost excludes administration charges and the pension levy.

The cost of Republic of Ireland benefits in euro is €3.25m (2015: €3.35m). This cost excludes administration charges and the pension levy.

**5 ANALYSIS OF INVESTMENT INCOME**

	2016	2015
	€'000	€'000
Investment income	2,285	1,403
Interest	33	5
Miscellaneous trust income	4	1
Securities Lending	1	-
Total	<u>2,323</u>	<u>1,409</u>

The investment income above relates to the income paid to the Clergy Pensions Fund by investments managed by the Representative Church Body (RCB). During 2016 the proportion of assets under RCB management increased, giving rise to an increase in reported investment income. The balance of the funds is held in a unitised fund passively managed by Irish Life Investment Managers (ILIM). The income on these funds is reinvested in the fund and is not separately reported.

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****FINANCIAL STATEMENTS****PAGE 13**

	2016		2015	
	Market Value €'000	% of Fund	Market Value €'000	% of Fund
<b>6 INVESTED ASSETS</b>				
<b>ILIM managed</b>				
<b>Equities</b>				
UK	17,114	10.1%	18,476	10.8%
Europe ex UK	15,284	9.0%	20,765	12.2%
Global	15,260	9.0%	22,992	13.5%
<b>Bonds</b>				
Ireland	-	0.0%	11,832	6.9%
European	16,294	9.6%	24,191	14.2%
UK	14,913	8.8%	24,105	14.1%
	<u>78,865</u>	<u>46.4%</u>	<u>122,361</u>	<u>71.8%</u>
<b>In-house managed</b>				
Property	13,165	7.7%	16,505	9.7%
Bonds and Bond Substitutes	34,184	20.1%	21,718	12.7%
Equities	13,858	8.1%	1,932	1.1%
Other	10,818	6.4%	5,239	3.1%
Cash on deposit	19,288	11.3%	2,698	1.6%
	<u>91,313</u>	<u>53.7%</u>	<u>48,092</u>	<u>28.2%</u>
	<u><u>170,178</u></u>	<u><u>100.0%</u></u>	<u><u>170,453</u></u>	<u><u>100.0%</u></u>

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**FINANCIAL STATEMENTS**

**PAGE 14**

**7 CONTINGENT LIABILITIES**

As stated in the accounting policies on page 7 of the Financial Statements, liabilities to pay pensions and other benefits in the future have not been taken into account. On that basis, in the opinion of the Trustee the scheme had no contingent liabilities at 31 December 2016.

**8 ADMINISTRATIVE AND INVESTMENT MANAGEMENT EXPENSES**

The costs of investment management and administration are substantially borne by the Fund. The balance of these costs is borne by the Sponsor.

**9 RELATED PARTY TRANSACTIONS**

- (a) The Trustee: The Trustee of the Fund is as set out on page 3 of the Financial Statements.
- (b) Remuneration of the Trustee: The Trustee does not receive and is not due any remuneration from the Fund in connection with its responsibilities as Trustee.
- (c) Sponsor: The Representative Church Body acts as the Sponsor for the Clergy Pensions Fund. Contributions to the scheme are made in accordance with funding arrangements agreed with the Actuary from time to time.
- (d) The Administrator: The Representative Church Body is the Registered Administrator of the scheme and is remunerated on a fee basis.
- (e) The Investment Manager: Irish Life Investment Managers and the Representative Church Body were appointed by the Trustee to manage the Fund's assets. Irish Life Investment Managers is remunerated on a fee basis calculated as a percentage of the assets under management. These fees are borne by the fund.

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**  
**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**  
**FINANCIAL STATEMENTS**

**PAGE 15**

	2016	2015
	€'000	€'000
<b>10 SUB DIVISIONS</b>		
<b>REPUBLIC OF IRELAND</b>		
Contributions	1,152	1,173
Net benefits and other payments	(3,407)	(3,667)
Net transfer between sub divisions	(2,280)	(289)
Net (decrease)/increase	(4,535)	(2,783)
Net returns on investments	2,580	6,361
Balance 1 January	85,566	81,988
	<u>83,611</u>	<u>85,566</u>
<b>NORTHERN IRELAND</b>		
Contributions	1,276	1,446
Net benefits and other payments	(4,041)	(4,440)
Net transfer between sub divisions	2,280	289
Net (decrease)	(485)	(2,705)
Net returns on investments	2,412	6,222
Balance 1 January	85,127	81,610
	<u>87,054</u>	<u>85,127</u>
<b>CONSOLIDATED FUND</b>		
Contributions	2,428	2,619
Net benefits and other payments	(7,448)	(8,107)
Net (decrease)/increase	(5,020)	(5,488)
Net returns on investments	4,992	12,583
Balance 1 January	170,693	163,598
	<u>170,665</u>	<u>170,693</u>

**11 APPROVAL OF FINANCIAL STATEMENTS**

The financial statements were approved by the Trustee on 14 March 2017.

ANNEX 1

**REPORT OF THE CHURCH OF IRELAND PENSIONS BOARD  
TO THE CHURCH OF IRELAND CLERGY PENSIONS TRUSTEE DAC**

***Members/Meetings of the Board***

There were three meetings of the Board in 2016, one prior to and two after the General Synod.

***Elected by the House of Bishops***

Rt Rev John McDowell (3)

***Elected by the General Synod***

Canon Lady Sheil (3)

Rev John Auchmuty (2)

Mrs Cynthia Cherry (3)

***Elected by the Representative Church Body***

Mrs Judith Peters (1)

Mr Geoffrey Perrin (2)

Mr Owen Driver (2)

**Chairperson** – Canon Lady Sheil

**Vice-Chairperson** – Mr Geoffrey Perrin

**Honorary Secretary** – Rt Rev John McDowell

**Pensions Administration Manager** – Mr Peter Connor

***Grants Committee***

Canon Lady Sheil

Mrs Judith Peters

Rev John Auchmuty

**Office:** Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6

Tel no (+3531) 4978422  
Fax no (+3531) 4978821  
Email [pensions@rcbdub.org](mailto:pensions@rcbdub.org)

## 1. INTRODUCTION

Under section 22(3) of Chapter XIV of the *Constitution of the Church of Ireland* the Trustee has delegated to the Church of Ireland Pensions Board (“the Board”) certain of the duties as set out in section 22(1) of the said Chapter including those relating to membership, contributions and benefits. This report summarises statistical data in relation to those matters.

The Report of the Church of Ireland Pensions Board on other funds administered by it, as delegated by the Representative Church Body (RCB), is found in Appendix H to the Report of the RCB (*Church of Ireland General Synod Reports 2016*, page 147).

## 2. MEMBERSHIP OF THE BOARD

The Board consists of seven members who are elected triennially in accordance with Section 25 of Chapter XIV of the *Constitution*.

## 3. MEMBERSHIP OF THE FUND

The table below shows the movement during the year across the various membership categories. The accompanying graph shows the age profile of the active members.

	Active members	Deferred members	Pensioners	Spouses on pension
At 1 January 2016	398	101	291	198
Leavers with deferred benefits	(14)	14	-	-
Leavers taking benefits elsewhere	-	-	-	-
Deaths before retirement	(1)	(1)	-	-
Retirements on pension	(13)	(2)	15	-
Deaths on pension	-	-	(13)	(13)
New spouses' pensions	-	-	-	6
At 31 December 2016	370	112	293	191 <sup>1</sup>

In addition there were 12 child dependency allowances in payment at 31 December 2016 (11 at 31 December 2015).

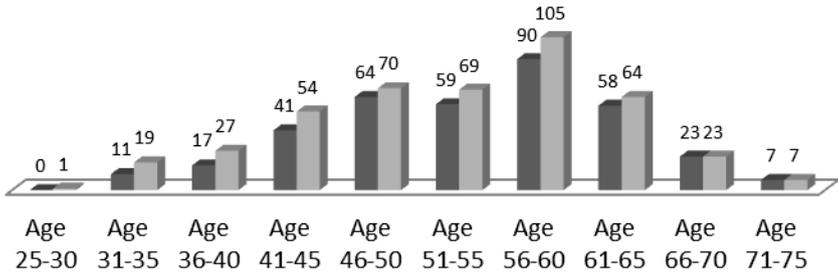
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<sup>1</sup> The total of 191 includes 9 widows of members who either retired or died before 1976 and 8 widows of voluntary members.

## The Representative Church Body – Report 2017

■ CPF Members - total 370

■ All Stipendiary Clergy - total 439



### *Age distribution of stipendiary clergy*

There are five clergy in the full-time stipendiary ministry who are not members of the Fund having sought and been granted exemption on entering service and there is one who elected to leave the Fund and make independent pension arrangements.

#### 4. RETIREMENT AGE

The revised Normal Retirement Age (NRA) from 1 June 2013 (for contributing members of the Fund as at 31 May 2013) is in accordance with the following table:

Date of birth	Normal Retirement Age	Number of members in each retirement age category at 31 December 2016
31 May 1949 and before	65	18
1 June 1949 to 31 May 1954	66	44
1 June 1954 to 31 May 1959	67	78
1 June 1959 and after	68	230

Members who joined/re-joined the Fund on or after 1 January 2009 have an NRA of not less than 67.

Under statutory pension regulations Deferred Members will retain the NRA applicable at their date of leaving the service of the Church of Ireland.

**5. PENSIONS IN PAYMENT**

The annualised pensions etc in payment at 1 January 2017 are:

	€		£
Clergy	1,972,749	and	2,265,054
Surviving spouses and orphans	<u>1,160,698</u>	and	<u>909,227</u>
	<u>3,133,447</u>	and	<u>3,174,281</u>

The total annualised pensions in payment translated to euro at the year end exchange rate of 0.8535 are €6,852,581.

**6. CONTRIBUTIONS**

A contribution from central funds amounting to €93,351 was made during the year in accordance with Section 37 of Chapter XIV of the *Constitution of the Church of Ireland*.

**7. LUMP SUM BENEFITS**

Under the provisions of the Fund a cash lump sum is payable in a number of eventualities. During 2016 lump sums totalling €125,526 and £225,795 became payable in respect of 7 members as follows:

Died in service (2); died within five years following retirement (1); paid on retirement (4); deferred pension (0).

**8. EXTERNAL CONTACTS FOR INFORMATION AND SUPPORT**

The Board has compiled a guide towards external sources of information and help to assist chaplains who support retired clergy and surviving spouses. A copy of the guide is available on request from the Pensions Administration Manager (email [pensions@rcbdub.org](mailto:pensions@rcbdub.org)).

**9. ADDITIONAL PERSONAL CONTRIBUTIONS (APCs)**

With the closing of the Clergy Pensions Fund to future accruals on 31 May 2013, the additional service which members were purchasing to give them up to a maximum of 40 years' service at normal retirement age, was recalculated to reflect the service purchased to 31 May 2013.

There remain 81 members in active service who purchased additional service to 31 May 2013.

**10. ADDITIONAL VOLUNTARY CONTRIBUTIONS (AVCS)**

Members of the Church of Ireland Clergy Pensions Fund are permitted to make Additional Voluntary Contributions (AVC) which are invested with the Standard Life

The Representative Church Body – Report 2017

Assurance Company to provide additional benefits within the overall limits allowed by the Revenue authorities.

AVCs are unaffected by the closure of the Clergy Pensions Fund to future accruals.

Copies of the Regulations and explanatory memorandum in relation to AVCs may be obtained on request from the Pensions Administration Manager.

**(i) Membership of the AVC Fund as at 31 December 2016**

	Membership 31/12/15	New Contributors	Death in Service	Fund Transfers	Retired	Membership 31/12/16
RI	20	0	0	1	1	18
NI	<u>4</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>3</u>
Total	24	0	0	1	2	21
Previous Year	27	0	0	2	1	24

Standard Life is the provider of the AVC facility. Contributions may be invested with them in a range of Funds as provided by the Tower Pension Series for those contributors who reside in the Republic of Ireland or the Castle Pension Series for those contributors who reside in Northern Ireland.

**(ii) AVC Fund Statement of Contributions**

	2016 €'000	2015 €'000
Contributions received	31	52
Less paid on retirement or death	(201)	(69)
Less transfers to Clergy DC Scheme	(10)	(161)
Realised Gain on retirement and transfers to the Clergy DC Scheme	49	104
	<u>(131)</u>	<u>(74)</u>
Balance 1 January	607	677
Currency Translation Adjustment	(5)	4
	<u>471</u>	<u>607</u>
Balance 31 December	<u><u>471</u></u>	<u><u>607</u></u>

**NOTES**

1. A resolution adopted by the General Synod on 12 May 2012 transferred the role of trustee from the Representative Body to the Church of Ireland Clergy Pensions Trustee DAC.
2. Under the Scheme members are permitted to make voluntary contributions which are invested with the Standard Life Assurance Company to provide additional benefits within the overall limits allowed by the Revenue authorities. The balance at the year end represents the net accumulation of members' contributions which have been transferred to the Standard Life Assurance Company by the Trustee. The value of the investments underlying these contributions is not reflected in the statement.
3. Sterling balances and transactions have been translated to euro at the rate of exchange ruling at 31 December 2016 €1 = £0.8535 (2015 €1 = £0.7370).



The Church of Ireland Clergy Pension Trustee Limited  
Representative Church Body  
Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6

15 March 2017

Dear Sirs

**Chartered Accountants' report on the unaudited financial information of the Church of Ireland Clergy Pensions Fund Additional Voluntary Contributions**

In accordance with our engagement letter dated 17 January 2016 we have compiled the entity's financial information which comprises the Statement of Contributions from the accounting records and information and explanations you have given us.

The financial information has been compiled on the basis set out in the accounting policies set out in the financial information.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile, for management purposes. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2016 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.

  
PricewaterhouseCoopers  
Chartered Accountants  
Dublin

15 March 2017

**ANNEX 2**

**CLERGY PENSIONS FUND -  
SUMMARY OF FUNDING PROPOSAL  
AS AGREED BY THE PENSIONS AUTHORITY**

In June 2013 a Funding Proposal designed to bring the Clergy Pensions Fund ('the Fund') back to solvency over a ten-year period was submitted to and agreed by the Pensions Authority (then *An Bord Pinsean*).

The main requirements of the Funding Proposal are set out below. Progress is monitored annually and the Fund is subject to triennial valuation. Any significant variations from progress towards solvency would result in a further Funding Proposal having to be submitted.

To return the Fund to solvency by 2023 the following provisions have been put in place:

- The Fund has been closed to new entrants and to future accrual of benefits as from 31 May 2013.
- The Normal Retirement Age will gradually increase to a current maximum of 68 years for those aged 53 years or younger as at 31 May 2013, with staged increases for those aged above 53 years on that date.
- There will be no discretionary increases to pensions in payment or Pensionable Stipend during the Funding Proposal period unless the Actuary is satisfied that such increases would not jeopardise the Funding Proposal.
- As the funding of the Clergy Pensions Fund is a responsibility of the whole Church, an annual levy to contribute towards solvency is being raised from dioceses in respect of cures and other recognised offices at a rate of 13% of Minimum Approved Stipend.
- The Representative Church Body in 2014 completed the transfer of the last of five tranches of €5m from General Funds in the form of special funding and will further provide an amount of €0.1m per annum over the life of the Funding Proposal.

ANNEX 3

ACTUARIAL FUNDING CERTIFICATE



An tÚdarás Pinsean  
The Pensions Authority

SCHEDULE BD

Article 4

ACTUARIAL FUNDING CERTIFICATE

*THIS CERTIFICATE HAS BEEN PREPARED UNDER THE PROVISIONS OF SECTION 42(1) OF THE PENSIONS ACT 1990 (the ACT) FOR SUBMISSION TO THE PENSIONS AUTHORITY BY THE TRUSTEES OF THE SCHEME*

**SCHEME NAME:** The Church of Ireland Clergy Pensions Fund

**SCHEME COMMENCEMENT DATE:** 01/01/1976

**SCHEME REFERENCE NO.:** PB1667

**EFFECTIVE DATE:** 30/09/2015

**EFFECTIVE DATE OF PREVIOUS CERTIFICATE (IF ANY):** 30/09/2012

On the basis of information supplied to me, having complied with any guidance prescribed under section 42(4)(b) of the Act and, subject thereto, having regard to such financial and other assumptions as I consider to be appropriate, I am of the opinion that at the effective date of this certificate:-

(1) the resources of the scheme, which are calculated for the purposes of section 44(1) of the Act to be €165,954,000.00, would not have been sufficient if the scheme had been wound up at that date to provide for the liabilities of the scheme determined in accordance with section 44(1) of the Act which, including the estimated expenses of administering the winding up of the scheme, amount to €184,044,000.00, and

(2) €0.00 of the resources of the scheme referred to in paragraph (1) comprise contingent assets, in accordance with and within the meaning of the guidance issued by the Authority and prescribed under section 47 of the Act.

I, therefore, certify that as at the effective date of this certificate the scheme does not satisfy the funding standard provided for in section 44(1) of the Act.

I further certify that I am qualified for appointment as actuary to the scheme for the purposes of section 51 of the Act.

**Signature:**

**Date:**

21/03/2016

**Name:**

Mr Liam Quigley

**Qualification:**

FSAI

**Name of Actuary's Employer/Firm**

Mercer Limited

**Scheme Actuary Certificate No.**

P044

**Submission Details**

**Submission Number:** SR1119927

**Submitted Electronically on:** 21/03/2016

**Submitted by:** Liam Quigley

## FUNDING STANDARD RESERVE CERTIFICATE



An tÚdarás Pinsean  
The Pensions Authority

### SCHEDULE BE

Article 4

### FUNDING STANDARD RESERVE CERTIFICATE

*THIS CERTIFICATE HAS BEEN PREPARED PURSUANT TO SECTION 42(1A) OF THE PENSIONS ACT 1990 (the ACT) FOR SUBMISSION TO THE PENSIONS AUTHORITY BY THE TRUSTEES OF THE SCHEME*

**SCHEME NAME:** The Church of Ireland Clergy Pensions Fund

**SCHEME COMMENCEMENT DATE:** 01/01/1976

**SCHEME REFERENCE NO.:** PB1667

**EFFECTIVE DATE:** 30/09/2015

**EFFECTIVE DATE OF PREVIOUS CERTIFICATE (IF ANY):** 30/09/2012

On the basis of information supplied to me, having complied with any guidance prescribed under section 42(4)(b) of the Act and, subject thereto, having regard to such financial and other assumptions as I consider to be appropriate, I am of the opinion that at the effective date of this certificate:-

- (1) the funding standard liabilities (as defined in the Act) of the scheme amount to €184,044,000.00,
- (2) the resources of the scheme (other than resources which relate to contributions or a transfer of rights to the extent that the benefits provided are directly related to the value of those contributions or amount transferred (DC resources)), calculated for the purposes of section 44(1) of the Act amount to €165,954,000.00,
- (3) €44,426,000.00, of the amount referred to in paragraph (2) (subject to a maximum of an amount equal to the funding standard liabilities) is invested in securities issued under section 54(1) of the Finance Act 1970 (and known as bonds), securities issued under the laws of a Member State (other than the State) that correspond to securities issued under section 54(1) of the Finance Act 1970, cash deposits with one or more credit institutions and such other assets (if any) as are prescribed under section 44(2)(a)(iv) of the Act,
- (4) the amount provided for in section 44(2)(a) of the Act (Applicable Percentage x ((1) minus (3))) is €13,962,000.00,
- (5) the amount provided for in section 44(2)(b) of the Act, being the amount by which the funding standard liabilities of the scheme would increase if the interest rate or interest rates assumed for the purposes of determining the funding standard liabilities were one half of one per cent less than the interest rate or interest rates (as appropriate) assumed for the purposes of determining the funding standard liabilities less the amount by which the resources of the scheme (other than DC resources) would increase as a result of the same change in interest rate or interest rates is €5,028,000.00,
- (6) the aggregate of (4) and (5) above amounts to €18,990,000.00, and
- (7) the additional resources (as defined in the Act) of the scheme amount to €0.00, of which, in accordance with and within the meaning of the guidance issued by the Authority and prescribed under section 47 of the Act, €0.00 comprises contingent assets and €0.00 of such contingent assets comprise an unsecured undertaking.

I therefore certify that as at the effective date of the funding standard reserve certificate, the scheme does not hold sufficient additional resources to satisfy the funding standard reserve as provided in section 44(2) of the Act.

## The Representative Church Body – Report 2017

I further certify that I am qualified for appointment as actuary to the scheme for the purposes of section 51 of the Act.

Signature:

Liam Quigley

Date:

21/03/2016

Name:

Mr Liam Quigley

Qualification:

FSAI

Name of Actuary's:

Mercer Limited

Scheme Actuary

P044

Employer/Firm

Certificate No.

### Submission Details

Submission Number: SR1119960

Submitted Electronically on: 21/03/2016

Submitted by: Liam Quigley

ANNEX 4

ACTUARY'S STATEMENT



**Church of Ireland Clergy Pensions Fund**  
**Year ended 31 December 2016**

**Pensions Authority reference number: PB1667**

**Actuary's Statement**

An Actuarial Funding Certificate was submitted to the Pensions Authority with an effective date of 30 September 2015. This certificate confirmed that at the effective date, the scheme did not satisfy the Minimum Funding Standard set out in Section 44 of the Pensions Act, 1990. A Funding Proposal is currently in place with the objective of putting the scheme in a position to satisfy the funding standard by 31 December 2023. This extended date was granted by the Pensions Authority at the request of the Trustees.

I have undertaken an actuarial assessment to consider whether the funding proposal remains on track to achieve its objectives. This assessment is undertaken in accordance with guidance set down by the Society of Actuaries in Ireland. It reflects known developments in relation to the assets and liabilities and also assumptions about the future.

On the basis of the assumptions employed, the Scheme's assets were projected to exceed the projected Funding Standard Liability and Funding Standard Reserve at 31 December 2023. Accordingly I can confirm that I am reasonably satisfied that the current Funding Proposal remains on track to achieve its objective.

---

**Liam Quigley**  
Fellow of the Society of Actuaries in Ireland  
Certificate number: P044  
Date: 1 March 2017

**ANNEX 5**

**STATEMENT OF RISK IN RELATION TO THE  
CHURCH OF IRELAND CLERGY PENSIONS FUND (THE “FUND”)**

Under law, the Trustee is required to describe the condition of the Fund and the risks associated with the Fund, and disclose these to members.

The Fund operates on a ‘defined benefit’ basis and has been closed to future service accrual and to new members with effect from 31 May, 2013. The Fund is subject to a Funding Proposal agreed with the Pensions Authority with the intention of returning it to solvency by 2023. The risks in such an arrangement are generally classified as financial or operational. In any defined benefit arrangement, the main risk is that there will be a shortfall in the assets (for whatever reason) and the employer/sponsor will not be willing or able to pay the necessary contributions to make up the shortfall. If that occurs, members may not receive their anticipated benefit entitlements. Some of the reasons why a shortfall could occur are as follows (this list may not be exhaustive):

- The assets of the pension fund may grow more slowly than expected, or even fall in value, depending on the performance of underlying markets and the securities chosen. Where the scheme is subject to a Funding Proposal and, being closed to future service accrual, has an ageing profile, the requirement to invest in assets to match the future liability leads to a reduction in the opportunity to invest in growth assets.
- Similarly, the liabilities may grow faster than expected due to higher salary or pension increases, or due to unfavourable movements in interest rates, or due to mortality and other elements of the fund’s experience varying from the assumptions made.
- The administration of the fund may fail to meet acceptable standards. The fund could fall out of statutory compliance, the fund could fall victim to fraud or negligence, or the benefits communicated to members could differ from the liabilities valued by the Actuary.

In these circumstances, there may be insufficient assets available to pay benefits, leading to a requirement to change the benefit structure or to seek higher contributions. The employer/sponsor may decide not to pay these increased contributions.

Another risk is that the employer/sponsor may for some reason decide to cease its liability to contribute to the pension fund. In this event, the fund may be wound up and accrued entitlements would be discharged from the available assets (which may or may not be sufficient to discharge member benefit expectations, as outlined above). In accordance with Section 20 of Chapter XIV of the *Constitution of the Church of Ireland* it would require a decision to be taken at the General Synod for the Fund to be wound up.

Various actions have been taken by the Trustee to mitigate the risks. The investment strategy is reviewed regularly to ensure that it is consistent with the needs of the Fund as well as meeting the requirements arising under the Funding Proposal. Professional investment managers have been appointed to manage the Clergy Pensions Fund assets,

## The Representative Church Body – Report 2017

which are invested in a range of diversified assets. There is regular monitoring of how these investments are performing. An actuarial valuation of the Fund is carried out at least every three years to assess the financial condition of the Fund and determine the rate of contributions required to meet the future liabilities of the Fund. In addition, an annual review of the solvency position of the Fund is carried out on the assumption that it is wound up at that time.

The Trustee is satisfied that it is taking all reasonable steps, including the appointment of experienced professional advisers and administrators, to protect the members of the Fund from the effects of these risks. However, it is not possible to guard against every eventuality, and it is necessary to take some investment risk and other risks in order to manage the affordability of the Plan benefits and the capacity of the employer/sponsor to meet this commitment.

Last updated September 2015  
Reviewed November 2016

## ANNEX 6

### CHURCH OF IRELAND CLERGY PENSIONS FUND

#### STATEMENT OF INVESTMENT POLICY PRINCIPLES

##### 1. Introduction

The Church of Ireland Clergy Pensions Trustee DAC (the “Trustee”) of the Church of Ireland Clergy Pensions Fund (the “Fund”) has prepared this Statement of Investment Policy Principles (the “Statement”) to document the policies and guidelines that govern the management of the assets of the Fund. The Statement complies with the requirements of Section 59 (1B) of the 1990 Pensions Act (the “Act”) and the Occupational Pensions Schemes (Investment) Regulations 2006 and 2007 (the “Regulations”). The Trustee, which is a designated activity company, has as its sole member the Representative Church Body (the “RCB”).

The Fund provides defined benefit pension arrangements for members who were in service, or already retired and in receipt of benefit, on 31 May 2013 when the Fund was closed to new entrants and future accrual of service. The Trustee takes the nature of the Fund into account when setting the investment objectives and when agreeing the investment strategy required to achieve the objectives with the Sponsor of the Fund.

##### 2. Investment Objectives

The overall investment objective of the Trustee is to maximise the level of investment return at an acceptable level of risk, consistent with the Funding Proposal agreed with the Pensions Authority and the Fund Sponsor, through adopting a prudent, carefully funded and well-executed investment policy. This will in turn assist the Trustee in providing sufficient assets to meet the Fund’s long-term commitment to provide pensions and other benefits for fund members and their dependants. To achieve the objectives, the Trustee has set out an investment strategy which has been agreed with both the Sponsor and the investment managers chosen to manage the Fund assets on a daily basis.

##### 3. Investment Strategy

In order to meet the investment objectives the Trustee has adopted an asset allocation strategy designed to maintain a prudent approach to meeting the Fund’s liabilities, taking account of the nature and duration of the liabilities, the Sponsor’s willingness to adopt such a strategy, and the requirements of the Pensions Authority in working towards a successful attainment of the targets laid out in the Funding Proposal.

When choosing the asset allocation strategy for the Fund’s assets, the Trustee policy is to consider

- A full range of asset classes
- The risk and reward of a range of alternative asset strategies
- The suitability of each asset class

- The need for appropriate asset diversification
- The views of the actuary in setting the liability valuation basis
- The requirements of the Pensions Authority for certain minimum proportions of assets to be held in fixed-interest type assets over time
- The requirements of the Sponsor to maintain contributions to the fund at an appropriate level

#### **4. Investment Management**

The RCB is deemed to be the Sponsor of the Fund. The Trustee has delegated the investment management of the Fund's assets to the Investment Committee of the RCB. The management of the assets takes place within the framework of the investment strategy, including the asset allocation guidelines, agreed from time to time by the Trustee with the Investment Committee on behalf of the Sponsor.

The Investment Committee of the RCB has delegated the day to day investment management of distinct elements of the Fund's assets internal and external investment managers. The Investment Committee oversees and monitors the performance of the Fund's investments against pre-agreed performance benchmarks.

The Sponsor employs an in-house investment management team. This in-house investment manager and one or more external investment managers may be appointed by the Trustee on the recommendation of the Investment Committee to act on behalf of the Trustee. The appointment(s) may be made on a passive or active mandate basis (or a combination of the two).

Subject to such guidelines and restrictions imposed by the Investment Committee, which have been pre-agreed by the Trustee, the investment manager(s) with an active mandate will be responsible for making all investment decisions on a discretionary basis and will be evaluated on their ability to achieve the performance objectives set for them as pre-agreed by the Trustee.

Subject to such guidelines and restrictions imposed by the Investment Committee, which have been pre-agreed by the Trustee, the investment manager(s) with a passive mandate will be responsible for adopting the percentages and relevant indices agreed from time to time by the Investment Committee on behalf of the Trustee, will make all investment decisions in order to track efficiently the agreed index/indices, and will be evaluated on their ability to achieve the performance objectives set for them with minimal tracking error.

All investment managers of the Fund are appointed by the Investment Committee on behalf of the Trustee and are subject to termination at any time. The Trustee expects the fund managers to manage the assets delegated to them under the terms of their respective contracts and within the principles set out in this Statement so far as is reasonably practical.

The Trustee has appointed Northern Trust as the custodian of the Fund. The custodian provides safekeeping for all the Fund's assets and performs the associated administrative duties, such as the collection of interest and dividends and dealing with corporate actions. These duties are documented under separate contractual agreements with the custodian.

## **5. Risk Management**

Risk management forms an integral part of the Investment Strategy that is agreed by the Trustee with the Investment Committee. The Trustee sets risk parameters on the recommendation of the Investment Committee and in-house investment team. These include various limits and restrictions with regard to each asset class and the proposed implementation of investment strategy. The parameters are formally reviewed and agreed on an annual basis by the Trustee while the Investment Committee oversees, monitors and when necessary, recommends change to the Trustee.

With direction from the Trustee with regard to the various constraints on overall risk tolerance, the Investment Committee seek to recommend a prudent, diversified and balanced approach to achieve the Trustee's objectives. The risks in the Fund are monitored by the Trustee through regular, at least twice yearly, reports received from the Investment Committee. The regular review of the Investment Strategy and the production of the bi-annual reports are essential inputs for the Trustee in its oversight of the implementation of the principles in this Statement.

## **6. Review**

This Statement will be reviewed by the Trustee with the Investment Committee, at least every three years and also following any change in investment policy which impacts on the content of the Statement.

Last updated September 2015

Reviewed November 2016

**APPENDIX H**

**THE CHURCH OF IRELAND PENSIONS BOARD**

**Funds administered by the Board as delegated by the Representative Church Body**

**THE SUPPLEMENTAL FUND**

**1. ADMINISTRATION OF THE FUND FOR THE YEAR ENDED 31 DECEMBER 2016**

The Supplemental Fund is held by the Representative Church Body (RCB) for the provision of assistance to retired clergy of the Church of Ireland and to surviving spouses, orphans and other dependants of clergy of the Church of Ireland and is administered by the Church of Ireland Pensions Board.

The income is derived from the investments representing the capital of the various Funds comprising the Supplemental Fund and grants allocated to it by the General Synod.

Last year the following assistance was provided by means of *ex gratia* payments:

**(i) Minimum Income of Surviving Spouses and Orphans**

Grants to ensure each has a minimum income from all sources in the year commencing 1 January 2016 of not less than:

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£13,099	€17,321
Surviving spouse 80 or over	£13,597	€17,979

On 31 December 2016, pensions were in course of payment to 183 surviving spouses (excluding widows of voluntary members) of clergy of the Church of Ireland. Two surviving spouses required a grant to bring their total income up to the relevant figure in the table.

During 2016, each surviving spouse who was in receipt of a grant from the Supplemental Fund also received:

- (a) a grant twice yearly towards basic housing costs of £1,000 from the Housing Fund;
- (b) a grant of £400 from monies allocated from the Priorities Fund.

As a result of these grants, the actual minimum income of surviving spouses during 2016 exceeded the figures in the Table by £2,400.

**(ii) Supplement in lieu of State Pension**

Grants shall be payable to retired clergy who are not eligible for a State, partial State or other pension (excluding a Retirement Pension payable under the Church of Ireland Pensions Fund) or a Sickness or Invalidity Benefit in lieu thereof as follows:

- (a) Clergy who retired from an office in the Republic of Ireland:
- |                                 |               |
|---------------------------------|---------------|
| Eligible clergy aged under 80   | €12,132       |
| Eligible clergy aged 80 or over | €12,652       |
| Married clergy only:            |               |
| Spouse under 66                 | €8,086 extra  |
| Married clergy only:            |               |
| Spouse 66 or over               | €10,868 extra |
| Single/widowed clergy only:     |               |
| Living alone                    | €400 extra    |
- (b) Clergy who retired from an office in Northern Ireland:
- |                  |        |
|------------------|--------|
| Eligible clergy: |        |
| Single/widowed   | £6,029 |
| Eligible clergy: |        |
| Married          | £9,643 |

The death occurred during 2016 of the last recipient of this grant.

**(iii) Removal Grants**

A grant to a surviving spouse towards the cost of removal, if his/her wife/husband was in the service of the Church of Ireland at the time of death, of the total amount involved up to a sum of £2,000 if he or she died while holding office in Northern Ireland, or €4,000 if he or she died while holding office in the Republic of Ireland.

Should death occur less than two months after date of retirement and before vacation of the glebehouse a similar grant will be paid.

**(iv) Immediate Grants to Surviving Spouses**

On the death of clergy in the service of the Church of Ireland who are survived by a spouse, an immediate grant of £4,500 if they died while holding office in Northern Ireland or €6,000 if they died while holding office in the Republic of Ireland shall be paid.

On the death of clergy in retirement from the service of the Church of Ireland who are survived by a spouse, an immediate grant of £1,500 if they resided in the United Kingdom or €2,000 if they resided in the Republic of Ireland shall be paid.

**(v) Other Grants**

Certain other grants which, in the opinion of the Board and in the particular circumstances of each case, merited special consideration.

In addition to the grants allocated under the above headings retired clergy, surviving spouses and dependants in need, received help from other sources. The Board would like to record its thanks to the Priorities Fund, the Corporation of the Sons of the Clergy, the Friends of the Clergy Corporation and the other charities and funds which provided this help.

**2. GRANTS 2017**

Due the unexpended surplus for 2016 and expected dividend income for 2017 it is not necessary to request General Synod for an allocation to the Fund for 2017.

The unexpended surplus for 2016 and dividend income for 2017 will enable the Board to continue the schemes of *ex gratia* payments to the surviving spouses who were in receipt of such payments as at 1 January 2017 as follows:

**(i) Minimum Income of Surviving Spouses and Orphans**

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£13,230	€17,616
Surviving spouse 80 or over	£13,733	€18,285

It is estimated that the cost of this scheme will be £4,159.

**(ii) Removal Grants**

Northern Ireland	£2,020
Republic of Ireland	€4,000

**(iii) Immediate Grants to Surviving Spouses**

In service:

Northern Ireland	£4,545
Republic of Ireland	€6,000

In retirement:

Northern Ireland	£1,515
Republic of Ireland	€2,000

**3. RULES**

Copies of the rules are available on application to the Pensions Administration Manager.

**4. FINANCIAL STATEMENTS**

The Financial Statements of the Supplemental Fund are set out in the following pages.

**THE SUPPLEMENTAL FUND**

**31 December 2016**

**INCOME AND EXPENDITURE ACCOUNT**

	2016 €'000	2015 €'000
<b>INCOME</b>		
General Synod Allocations	1	1
Investment Income	31	35
Income from Trusts and Donations	2	2
	<u>34</u>	<u>38</u>
<b>EXPENDITURE</b>		
Augmentation – Surviving Spouses and Orphans	9	4
Grants to Surviving Spouses	11	11
Grants to Retired Clergy	0	1
Expenses	5	5
	<u>25</u>	<u>21</u>
<b>OPERATING SURPLUS FOR THE YEAR</b>	<b>9</b>	<b>17</b>
Balance 1 January	1,107	1,042
Revaluation movement	19	18
Currency translation adjustment	(5)	30
Cash adjustment on prior years	-	-
Balance 31 December	<u>1,130</u>	<u>1,107</u>
<b>FUNDS EMPLOYED</b>		
Investments	1,087	1,068
Cash held with the RCB	43	39
	<u>1,130</u>	<u>1,107</u>

**THE SUPPLEMENTAL FUND**

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**ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2016**

	2016 €'000	2015 €'000
Investments at Valuation		
RB General Unit Trusts	1,088	1,068
	<u>1,088</u>	<u>1,068</u>
	<u><u>          </u></u>	<u><u>          </u></u>

**Notes**

1. The Supplemental Fund is vested in The Representative Church Body, as Trustee, for the provision of assistance to retired clergy of the Church of Ireland and to spouses, orphans and dependants of clergy of the Church of Ireland.

The Fund is established under Chapter XV of the *Constitution of the Church of Ireland* and administered by the Church of Ireland Pensions Board.

2. Accounting Policies are the same as those adopted for the Clergy Pensions Fund.



The Church of Ireland Supplemental Fund  
Representative Church Body  
Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6

15 March 2017

Dear Sirs

**Chartered Accountants' report on the unaudited financial information of the Church of Ireland Supplemental Fund**

In accordance with our engagement letter dated 17 January 2016 we have compiled the entity's financial information which comprises the Income and Expenditure Account, the Analysis of Fund Assets and the related notes from the accounting records and information and explanations you have given us.

The financial information has been compiled on the basis set out in Note 2 of the financial information.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile, for management purposes. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2016 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.

  
PricewaterhouseCoopers  
Chartered Accountants  
Dublin

15 March 2017

## **OTHER FUNDS ADMINISTERED BY THE BOARD**

### **1. Sundry Diocesan Widows' and Orphans' Funds**

Grants are paid on the recommendation of the patron, who is usually the Bishop. The total of grants paid in 2016 was €31,109 and £2,696.

### **2. Housing Assistance Fund**

The Housing Fund has been created by the Representative Church Body mainly from the income of certain endowments and bequests received by it from generous benefactors and where the terms of trust permit.

The Fund is being administered under a Scheme prepared by the Board and approved by the Representative Church Body. Grants amounting to €47,329 plus £68,674 were allocated in 2016. Many expressions of thanks and appreciation have been received from the recipients.

The Board is most grateful for these donations and hopes that this Fund, which has already been of considerable help to retired clergy and surviving spouses with financial outlay arising from the provision and/or upkeep of housing accommodation, will be given further support by donations or bequests.

Two houses were bequeathed to the Representative Church Body, one of which is let to a member of the clergy and the other let to the surviving spouse of a clergyman. These are administered by the Board.

### **3. Priorities Fund – additional income for the most elderly and needy**

A further grant was allocated by the Standing Committee from the Priorities Fund in 2016 to provide additional income for the most elderly and needy surviving spouses of clergy. This enabled the Board to give an additional grant of £450 to each surviving spouse irrespective of age who needed a grant from the Supplemental Fund to ensure a minimum income under the scheme in operation for that purpose. Two surviving spouses benefited from the allocation.

The Board has applied to the Priorities Fund Committee for a grant for 2017.

### **4. Mrs E Taylor Endowment**

The Representative Body requested the Board to administer the Endowment “to provide additional benefits over and above the normal pensions for retired clergymen of the Church of Ireland who should be residing in the 26 counties of Southern Ireland”.

The Board has decided that the income from the Endowment should be allocated in the first instance for the benefit of those retired clergy in the Republic of Ireland who

required nursing/home care either for themselves or their spouses including health and paramedical expenses.

During 2016, grants totalling €26,050 were paid to 11 retired clergy.

#### **5. Rev Precentor RH Robinson Bequest**

The income of this bequest has in previous years been allocated annually by the Board in accordance with the terms of trust as an additional payment to a retired clergyman. The income is currently circa €10 per annum. In 2011 it was decided, after consultation with the Head of Property and Trusts, to allow the income to accumulate for a period of five years until a more substantial grant may be allocated.

#### **6. Rev GJ Wilson Bequest**

The income of this bequest is available for the benefit of retired clergymen of the dioceses of Dublin, Glendalough and Kildare. The Board allocates the income having sought recommendations from the Archbishop of Dublin and the Bishop of Meath and Kildare.

In 2016, the total of grants paid was €1,890.

#### **7. Discretionary Fund – Retired Clergy/Surviving Spouses**

This Fund is available to provide (i) discretionary grants unrelated to Housing, to surviving spouses of clergy to be administered in a similar fashion to that of the Housing Fund and (ii) greater support for retired clergy resident in Northern Ireland or outside Ireland.

Allocations of £21,500 were made in 2016 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €4,200 and £5,070 to four surviving spouses and grants totalling £8,335 to five retired clergy.

The Board would welcome donations and bequests in order to provide a permanent income for this Fund.

**APPENDIX I**

**CHURCH FABRIC FUND – GRANTS ALLOCATED DURING 2016**

Diocese	Church	Amount	
		£	€
Clogher	Ballybay		1,500
	Enniskillen	950	
	Killadeas	12,500	
	Lack	3,550	
	Magheraculmoney	26,800	
Derry	Tamlaghtfinlagan	28,750	
Raphoe	Conwal		10,550
	Dunfanaghy		8,000
Down	Ballyholme	37,900	
	Belfast, St Donard	4,650	
	Hillsborough	12,950	
	Knock	4,850	
Dromore	Moirá	6,300	
Connor	Belfast, St Aidan	550	
	Belfast, St Anne's Cathedral	4,200	
	Belfast, St Simon	650	
	Greenisland	1,400	
Kilmore	Ballintemple		300
	Rossinver		450
Elphin	Aghanagh		950
Ardagh	Mohill		2,000
Tuam	Omeý		3,900
	Ballynakill		2,100
	Dublin, St Ann		3,400
Dublin	Dublin, St Audoen		2,900
	Dublin, St Bartholomew		23,900
	Dublin, St Bartholomew		30,000
	Sandford		1,700
	Swords		5,950
Glendalough	Blessington		3,100
Meath	Julianstown		1,600
	Kells		2,300
	Kentstown		1,100
	Kilbride (Tullamore)		850
	Rathgraffe		1,750
Lismore	Dungarvan		900
Ossory	Clonenagh		3,600
	Kilkenny, St Canice		2,900
	Kilkenny, St John		5,250
Ferns	Enniscorthy		500
Leighlin	Clonmore		2,750

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	Killabban	1,300	
Cork	Blackrock	4,700	
	Carrigrohane	4,600	
	Nohoval	4,400	
Limerick	Adare	650	
Ardfert	Ballymacelligott	1,600	
		<hr/>	<hr/>
		146,000	141,450

**APPENDIX J**

**ARCHIVE OF THE MONTH 2016**

January	The Church of Ireland Gazette editions 1911–23 digitized and fully searchable online: a contribution to the Decade of Commemorations
February	Ellen Hutchins (1785–1815): Botanist and Artist by John Lucey & Madeline Hutchins
March	‘A list of Persons who renounced the errors of Romanism in St Audoen’s Church [Dublin] and who afterwards subscribed the roll of converts’, 1827–47
April-May	Reporting the Rising: A Church of Ireland perspective.
June	Tracking Parochial Families in Killinane and Kilconickny, Co. Galway
July	Reporting the Somme Through the Lens of the Church of Ireland Gazette
August-September	The List of Church of Ireland Parish Registers: A Colour-coded Resource of What Survives; Where it is; & with Additional Information of Copies, Transcripts and Online Indexes
October	The Foundation and Development of the Church of Ireland Divinity Hostel
November	The Killoughter Co. Cavan, Vestry Minute Book
December	Please Be Seated: The Content of Church of Ireland Pew Registers

**APPENDIX K**

**ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE  
REPRESENTATIVE CHURCH BODY LIBRARY, 2016**

The inclusion of material in this list does not necessarily imply that it is available to researchers. Parish registers (of baptism, marriage and burial) are not subject to any access restrictions, but vestry minutes and other categories of records are subject to 40-year closure, while materials containing personal or sensitive information are normally closed for 100 years.

**1. ARCHIVES**

**(i) Parish Records**

**Ballisodare (Achonry)**

Ballisodare: Marriage registers, 1874-1953, 1925-56; Register of vestrymen, 1870-2007  
Collooney: Marriage register, 1960-2007; Register of vestrymen, 1870-2012  
Emlaghfad: Marriage registers, 1876-1955, 1957-2007  
Kilmoremy: Vestry minute book, 1982-2005

**Ballymaglasson (Meath)**

Miscellaneous papers, 1946

**Blessington (Glendalough)**

Blessington: Marriage register, 1959-2005; Marriage notice book 1917-39; Preachers' books, 1870-1932; Miscellaneous parish papers, 19<sup>th</sup>-century  
Ballymore-Eustace: Marriage register, 1957-2004; Vestry minute book, 1948-94  
Hollywood: Marriage register, 1966-95  
Kilbride/Cloughlea: Baptismal register 1878; Marriage register, 1963-2007; Preachers' books, 1900-62

**Boosterstown (Dublin)**

Vestry minutes 2000-2002; Miscellaneous papers 1996-2006

**Bunclody (Ferns)**

Bunclody: Combined register, 1810-37  
Barragha: Combined register, 1830-37  
Clonegal: Combined registers, 1792-1838, 1831-1993 and Vestry minute book, 1767-1840

**Clontarf (Dublin)**

Vestry minute book, 2010-16; Scrapbook, 1916-28; Miscellaneous papers and correspondence, 1839-1960; Minutes of meetings of the War Memorial Committee, 1919-20; List of WW1 and WW2 casualties, compiled in 2016; Papers relating to the opening of Greenlanes national school, 1952; Photographs; Magazines; Printed accounts; Service sheets and other printed items; Lists of church members, 1960 and 1979.

**Cloonclare (Kilmore)**

Drumlease: preachers' book, 1878-81

Killargue: Sunday School attendance book, 1912-27

**Clooney (Derry)**

Accounts, 1966-2000; Preachers' books, 1953-2012; Sunday School registers 1983-96;

Banns of marriage 1923-1980; Miscellaneous loose papers, 1980-2007; and the

Rosstown Primary School Board of Management minute book, 1966-71.

**Douglas Union (Cork)**

Douglas: Historical notes, compiled by the Rev W.W.C. Johnston, rector of Marmullane, 1936-68

Marmullane: Six volumes of accounts, early 20<sup>th</sup> century, register of vestrymen, 1943, and volume containing history notes compiled by the Rev W.W.C. Johnston, rector, 1936-68

From Cork Diocesan Office

**Drumcondra (Dublin)**

North Strand: Sunday School roll book, 1947-53

**Ferns (Ferns)**

Ferns: Vestry minute book, 1823-41; Register of vestrymen, 1870-1966; Account book, 1870-90

Ballycarney: Vestry minute book 1903-94

Kilcormack: Vestry minute book, 1826-1945; Register of vestrymen, 1937-80; Preachers' book, 1973-95

Toombe / Camolin: Vestry minute book, 1870-1909; Register of vestrymen, 1870-1967

**Fethard-on-Sea (Ferns)**

Vestry minute book, 1870-77; Preachers' books, 1870-1974; Miscellaneous loose papers, including materials relating to repair of the church and glebe house in the 1820s, 1834-1978

**Killala (Killala)**

Killala: Marriage register, 1957-2004; Vestry minute book and loose papers, 1992-2009

Crossmolina: Marriage register, 1957-2005

Dunfeeny: Marriage register, 1957-62

**Killiney, Holy Trinity (Dublin)**

Vestry minute book, 2007-15; Orders of service, 2015-16; Parish magazines, 2015-16

**Kilmoe Union (Cork)**

Kilmoe: Baptismal registers, 1880-1995; Marriage registers, 1845-1986; Burial register, 1882-2014; Register of banns, 1976-2002; Vestry minutes books, 1901-99; Register of vestrymen, 1870-1958; Preachers' books, 1920-91; Account books 1959-78; Finance

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book for union, 1978-86; Visitors book, 1964-91; Loose papers concerning finances, 1988-99.

Crookhaven: Marriage registers, 1852-90; Visitors' book, 1979-93

Schull: Baptismal register, 1880-1962; Marriage registers, 1845-2005; Burial registers, 1882-2015; Vestry minutes books, 1829-1974; Register of vestrymen, 1870-1976; Preachers' books, 1899-1999; Account book 1892-1923; Visitors books, 1969-95; Miscellaneous loose papers, 20<sup>th</sup> century.

Teampol-na-mbocht (The Altar): Baptismal register, 1881-2007; Marriage registers, 1866-2003; Burial register, 1859-2015; Vestry minute books, 1901-59; Preachers' books, 1896-1985; Register of vestrymen, 1892-1963; Visitors' books, 1949-73.

### **Malahide (Dublin)**

Preachers' book, 2011-15

### **Milltown (Dublin)**

Vestry minute book, 1996-2008

### **Rathdowney (Ossory)**

Rathdowney: Vestry minute books, 1870-1989; Preachers' books, 1862-1986; Account books, 1884-1969; miscellaneous papers, 1960s

Aghavoe: Preachers' books, 1895-2014; Miscellaneous papers, 1950s

Castlefleming: Preachers' books, 1875-1955

Donaghmore: Preachers' books, 1879-1991

Rathsaran: Vestry minute book, 1806-1907; Preachers' books, 1858-1995; Register of vestrymen, 1870-1906

### **St Bartholomew (Dublin)**

Photographs of choir members, 1939-2005

From Mr Bobby Barden, Rathfarnham, Dublin

### **St George and St Thomas (Dublin)**

St George: Miscellaneous papers and photographs, 19<sup>th</sup>-20<sup>th</sup> centuries

St Thomas: Miscellaneous papers, photographs and press cuttings, relating to re-building and opening of new church building, 20<sup>th</sup>-century

### **St Stephen (Dublin)**

Volume containing printed parish magazines, 1871-1878

From Mrs Daphne Powell, Churchtown, Dublin

### **Templemore (Cashel)**

Templemore: Vestry minute book, 1902-15

Barnane: Preachers' books 1890-1930

Glankeen/Borrisoleagh: Marriage register 1848-62; Tithe applotment book, 1831;

Miscellaneous papers, 1870 and 1891

## The Representative Church Body – Report 2017

Kilfithmone: Marriage register 1846-1952; Vestry minute book, 1790-1890 (including nine burial entries 1793-1804); Preachers' books, 1863-2007; miscellaneous papers, 1871-89; Graveyard plan, undated  
Thurles: Burial register, 1877-2000

### **Whitechurch (Dublin)**

Orders of service and other printed materials; press cuttings and miscellaneous papers, 2015-16

## **(ii) Cathedral Records**

### **Cashel Cathedral (Cashel)**

Matrix of chapter seal  
Matrix of vicar's choral seal  
From the Bolton Library, Cashel

### **Killala Cathedral (Killala)**

Cathedral appeal minute book, 1989-91  
From diocesan custody

### **Trim (Meath)**

Photographic albums of the hallowing of St Patrick's Cathedral, Trim, 1955  
From Canon Roy Byrne, Drumcondra

### **Trim (Meath)**

Photograph of Rev T. Anderson and C.P. Reichel  
From Ross McCarter, Greystones, Co. Wicklow

## **(iii) Diocesan Records**

### **Dublin Diocesan Girls' School (Dublin)**

Administrative records 1904-75; Financial records 1904-77; Records relating to pupils 1902-74; Photographs [20<sup>th</sup> Century]

### **Tuam, Killala and Achonry Diocese**

Register of confirmations, 1913-1930  
From diocesan custody

## **(iii) General Synod Records**

### **Bishops' Appeal**

Minutes and papers, 2014-15  
From Albert Smallwood, Derry

**Press Office**

Miscellaneous files, 20<sup>th</sup> century

**2. MANUSCRIPTS**

**Actors' Church Union**

Annual reports, accounts and loose papers, 1950s and 1960s  
From Canon Niall Sloane, Holy Trinity Killiney

**Albert Church (Dublin)**

Specification for printing works, 1868  
From Glascott Symes, executor of A.E. Donovan

**Anderson Family**

Leaf from a family bible, 1869-1910

**Armstrong, John (Dean of St Patrick's Cathedral, Dublin)**

Six letters from 1958-65 and one portrait photograph  
From Very Rev Gregory Dunstan, Armagh

**Bartlett, Canon J.R.**

Sermons, addresses and related papers; lectures and related papers for teaching on liturgy, pastoral theology, pastoral use of the bible and spirituality, 1961-2016  
From Canon J.R. Bartlett, Dalkey, Co. Dublin

**Beecher Family, Cork**

Family bible containing some genealogical information about the family of Susan Beecher, Hollybrook, Cork, dated 26 January 1837  
From Rev Trevor Lester, Kilmoe Union, Cork

**Bourke, Very Rev F.R.**

47 notebooks of sermons 1942-85 (and undated)  
From Rev Lucy Green, Newport, Co. Tipperary

**CACTM**

Minute book, 1954-87  
From the Theological Students' Grants Committee

**Christian Endeavour**

Minute book, 1936-45; Papers and printed materials relating to national conventions, 1933-45  
From Canon Roy Byrne, Drumcondra

**Church of Ireland Primary School Management Association**

Minute book, 1991-2009

From the Rev Dr Norman Gamble, Hon. Secretary, Malahide, Co. Dublin

**Community of St John the Evangelist (Dublin)**

Diaries, 1997-2006; Visitors' book, 1978-2009; Revised statutes, 1977-79; Miscellaneous papers, 2003-05

From Rev Andrew McCroskery, St Bartholomew's, Dublin

**Cooper Family**

Correspondence, journal, papers, photographs, water-colour pictures relating to members of the Cooper family of Killanne (Ferns) and Coolock (Dublin), 1873

From Canon George Farrar, Bath

**Cooper, Col. E.M. (layman, diocese of Tuam, Killala and Achonry)**

Correspondence concerning property transactions in the diocese of Achonry, mostly concerning glebe lands in the parishes of Kilmactigue and Ballisakeery, 1872-1874

From Edward Cooper, Moynalty, Co. Meath

**Davis Family Bibles**

Two 19<sup>th</sup>-century family bibles containing genealogical information about members of the Davis family, 1810-1904

**Glensalney Rural Deanery Conference, Cork**

Minute book of conference, 1970-82 and Visitor book, 1972-2007

From Rev Trevor Lester, Kilmoe Union, Cork

**Lawless Lee, Grace B.A. (Mod.) (later Gwynn)**

Letters and related papers concerning her research, publication and royalties from the sales of her book: *The Huguenot Settlements in Ireland* (Longmans Green and Co. Ltd, London, 1936), including correspondence with and recommendations by Prof. Edmund Curtis, Prof. of History, TCD, and T.P. Le Fanu, President of the RSAI, 1932-41.

From her son, Dr Robin Gwynn, Napier, New Zealand

**McCaw, George, Architect**

Plans, drawings and related papers concerning various projects executed for the parishes of Kilternan and Rathmichael (Dublin), Maynooth (Meath) and Church of Ireland House, Dublin, late 20<sup>th</sup> century.

From George McCaw and Associates, Rathfarnham, Dublin

**McDermott, Rev R.P.**

Two letters to the Rev M.L. Ferrar, 1945

From RCB Library printed book collection

**Magorban (Cashel)**

Plan and elevation of the church c. 1814

From Magorban parish

**School for Educating Daughters of the Irish Clergy**

Report book, 1926-1962

From Dr Peter Boyle, Co. Wicklow

**Shea, Rev James Bartley (1879-1959)**

Diary entitled “Itinerating with I.C.M. [Irish Church Missions] 1895-1899, being a record of his travels in Ireland for that organisation” [2 vols] – with printed typescript with introduction

From Dr Peter Boyle, Co. Wicklow

**Stack, Rev C.M.**

Copy of appointment, and related mandate, as archdeacon of Clogher, 1873

**Swanton, Benjamin, Lissalkea, Co. Cork**

Volume entitled ‘Questions in Holy Scripture’, being a theological study of questions and answers, possibly used in preparation for ordination, 1880-84

From Rev Trevor Lester, Kilmoe Union, Cork

**Swanzy, Rev H.B.**

Genealogical notes on T.C.D. alumni, 1801-46

From Down, Connor and Dromore Diocesan Library

**Weir, Dr Hugh**

Drawings, photographs, correspondence, press cuttings relating to Church of Ireland churches, many of which featured in his column published in the *Church of Ireland Gazette*, c. 1984-2008

From Dr Hugh Weir, Whitegate, Co. Clare

**APPENDIX L**

**FUNDS RECEIVED BY THE REPRESENTATIVE CHURCH BODY IN 2016  
FOR PAROCHIAL AND DIOCESAN ENDOWMENT ETC**

	€	£
Adams, Andy	2,000	
Anonymous Donations (Kilglass (Tuam))	113,393	
Armstrong, Henry	2,000	
Barclay, Ronnie	1,000	
Beacom Memorial Fund		1,500
Bennett, Patience	1,000	
Berney, IK		5,000
Breen, Crawford		3,000
Burns, Dorothy	2,539	
Byrne, Annie	30,000	
Carlow Protestant Orphan Society	5,000	
Church Education Society for Ireland	15,000	
Church of Ireland College of Education	4,319,621	
Church of Ireland Jubilee Fund	82,000	
Clarke, Edward		230
Clogher Diocesan Board of Education, Finner Old School	52,294	
Coburn, Billy		35,634
Collins Bequest		370
Conville, Harold Ronald	10,000	
Cork, Cloyne & Ross Mothers' Union	111,000	
Craddock, Peter		2,000
Crozier, Sarah		7,508
Darling, Wilma		1,000
Deane, Canon JLB	187,394	
Dobson, Henry (Harry)	10,300	
Donegal Protestant Orphan Society	100,000	
Dublin & Glendalough Dioc Bd of Education St Matthew (addition)	2,000	
Elliott, Gaby		1,011
Elliott, Meta		3,000
Fabric Fund Kilmore (Kilmore)	855	
Ferguson, George		237
Ferguson, James		237
Ferguson, Joe	570	
Ferguson, John & Georgie		1,011
Ferguson, Maurice		996
Ferguson, May		1,091
Ferguson, Wilfred		95
Ferguson, William		1,011
Forster, Mr & Mrs Ivan		100,000
Freeland, Dorothy		48,325
Garden of Remembrance (addition)	700	
George, Dorothy		3,000

The Representative Church Body – Report 2017

	€	£
Gordon, EL		190
Graham, Lilian		200
Graveyard Maintenance Fund Glasnevin (Dublin)	10,000	
Hamilton, Bertha		300
Hassard, George		1,517
Hassard, Joseph		95
Hassard, Robert		807
Hunter, TR	73	
Jackson, Nicola Anne	1,557	
Kerr, Ellen		429
Kilmore Central School No 2 School Funds	40,000	
Limerick, Killaloe & Ardfert Contingency Fund (addition)	50,000	
Maiden, Veich Henry	261,431	
McBrien Bequest		2,032
McClenaghan, Olive		2,000
McVeigh, Ian		2,000
Mitchell, Robin		500
Murray Bequest	418	
Nixon Bequest		101
Nixon, David		1,000
Nixon, Robert James		2,000
O'Flynn, Edna	200,000	
Old Rectory Fund Blessington Union (Glendalough)	200,000	
Organ Fund Kilmore (Kilmore)	545	
Parish Funds Castleventry (Ross)	2,765	
Parish Funds Drumgoon (Kilmore)	714	
Parish Funds Kilternan (Dublin)	7,000	
Parish Funds Rosstown (Raphoe)	35,000	
Robinson, Mary Jane		500
Rutherford Bequest		32
Sheridan, MK	10,100	
Smyth, Winifred Isobel		300
Surplus Funds Derry & Raphoe Diocese	75,000	150,000
Taylor, Margaret		996
Temperley, Ian	2,000	
Thompson, Alrick	1,527	
Tilson Bequest	391	
Trotter Bequest		327
Vance, Irvine	650	
Ven WP Webb Bequest (addition)	3,837	
Walsh, Mr & Mrs Herbert		10,000
Waterford & Bishop Foy Endowed Schools (addition)	60,000	
Welch, Vernon		40,000
Willmott, Richard (addition)	1,000	
Wilson, Margaret Jane		1,000
	<u>6,012,675</u>	<u>432,584</u>

# **STANDING COMMITTEE**

**REPORT OF PROCEEDINGS LAID BEFORE**

**THE GENERAL SYNOD AT ITS**

**ONE HUNDRED AND FORTY-SEVENTH ORDINARY SESSION 2017**

**THE GENERAL SYNOD  
OF THE  
CHURCH OF IRELAND**

**HONORARY SECRETARIES OF THE GENERAL SYNOD**



Mr Samuel Harper, Cramer's Grove, Kilkenny, Co. Kilkenny (until November 2016)

Ven George Davison, 12 Harwood Gardens, Carrickfergus, Co. Antrim, BT38 7US

Rev Canon Gillian Wharton, the Rectory, Cross Avenue, Booterstown, Blackrock, Co. Dublin

Mr Ken Gibson, 11 Magheralave Court, Lisburn, Co. Antrim, BT28 3BY

Ms Hazel Corrigan, Liscolman House, Tullow, Co Carlow (from January 2017)

**ASSISTANT SECRETARY** - Mrs Janet Maxwell

**SYNOD OFFICER** - Dr Catherine Smith

**OFFICE**

Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6

Telephone No +353 1 4978422

Facsimile No +353 1 4978821

E-mail [synod@rcbdub.org](mailto:synod@rcbdub.org)

**Topic on which discussion would be particularly welcome:**  
Charities legislation, the Facilitation Committee, and the establishment of the  
Safeguarding Trust Board.

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**1. SUMMARY**

Some significant matters dealt with during the period 8<sup>th</sup> March 2016 to 14<sup>th</sup> March 2017 were:

- The establishment of a joint Standing Committee/Representative Body Safeguarding Trust Board
- The second Church of Ireland Census
- The establishment of an Advisory Council to the Church of Ireland Centre for Education at Dublin City University
- The establishment of a Facilitation Committee to engage in discussion with each diocese about the issues raised by the work of the Commission on Episcopal Ministry and Structures as these affect them locally.

**2. NAMES AND ATTENDANCE OF MEMBERS**

**Ex-officio Members**

**THE ARCHBISHOPS AND BISHOPS**

**THE HONORARY SECRETARIES OF THE GENERAL SYNOD**

3/4 Mr Samuel Harper  
1/1 Ms Hazel Corrigan  
6/6 Ven George Davison  
6/6 Rev Gillian Wharton  
6/6 Mr Kenneth Gibson

**ELECTED MEMBERS**

Armagh	5/6	Rev Matthew Hagan
	4/6	Rev Malcolm Kingston
	5/6	Mr Paul Bruce
	0/6	Mr Adam Metcalfe
Clogher	5/6	Ven Brian Harper
	4/6	Rev Canon Ian Berry
	5/6	Mr Walter Pringle
	0/6	Mr Glenn Moore
Derry & Raphoe	6/6	Rev Canon Henry Gilmore
	6/6	Ven Robert Miller
	3/6	Mrs Kaye Nesbitt
	4/6	Mr Martin Montgomery
Down & Dromore	6/6	Ven Roderic West
	6/6	Rev Joanne Megarrell
	5/6	Mrs Hilary McClay
	6/6	Mr Andrew Brannigan

Standing Committee – 2017

Connor	5/6	Rev Dr Alan McCann
	6/6	Rev Trevor Johnston
	4/6	Mr Roy Totten
	5/6	Mrs Pauline High
Kilmore, Elphin & Ardagh	5/6	Rev Hazel Hicks
	4/6	Rev Canon Patrick Bamber
	4/6	Mrs Brigid Barrett
	5/6	Mr Alan Williamson
Tuam, Killala & Achonry	2/6	Ven Alan Synnott
	5/6	Rev Adam Pullen
	5/6	Mr Denzil Auchmuty
	6/6	Mr Neville Bagnall
Dublin & Glendalough	3/6	Ven Richard Rountree
	4/6	Rev Stephen Farrell
	5/6	Mr Lyndon MacCann SC
	1/6	Dr Éimhín Walsh
Meath & Kildare	6/6	Rev Peter Rutherford
	3/6	Rev Canon Lynda Peilow
	5/6	Mrs Joan Bruton
	0/6	Cllr Ronan McKenna
Cashel, Ferns & Ossory	5/6	Rev Canon Susan Green
	5/6	Rev Nicola Halford
	6/6	Mr Richard Codd
	2/6	Mr Thomas Cosby
Cork, Cloyne & Ross	6/6	Ven Adrian Wilkinson
	4/6	Rev John Ardis
	4/6	Mr Wilfred Baker
	0/6	Ms Sile Hunt
Limerick & Killaloe	6/6	Ven Simon J. Lumby
	0/6	Rev Lucy Green
	6/6	Mr Adrian Hilliard
	5/6	Mr Edward Hardy

## Standing Committee – 2017

### Co-opted Members

Mrs Judith Cairns	5/6	Ven Gary Hastings	2/6
Rev Alison Calvin	5/6	Rev Gary McMurray	4/6
Rev Canon Dr Maurice Elliott	3/6	Rev Stephen Neill	4/6
Ven Andrew Forster	5/6		

The Secretary General is entitled to attend and speak at meetings of the Standing Committee. The Assistant Secretary of the General Synod is also entitled to attend and speak at meetings.

¥ Mr Samuel Harper retired as Honorary Secretary in November. Ms Hazel Corrigan was elected at the January meeting to succeed him.

### COMMITTEES OF THE STANDING COMMITTEE

#### FINANCE AND ARRANGEMENTS SUB-COMMITTEE

Mr Wilfred Baker  
Ven Robert Miller  
The Honorary Secretaries

#### LEGAL ADVISORY COMMITTEE

His Honour Judge Tom Burgess	Mr Oswyn Paulin
The Rt Hon Sir Anthony Campbell	Mr William Prentice
His Honour Judge Alistair Devlin	His Honour Judge Derek Rodgers
Mr Lyndon MacCann SC	The Hon Mr Justice Benjamin Stephens
The Hon Mrs Justice Catherine McGuinness	The Honorary Secretaries

#### PRIORITIES FUND COMMITTEE

Mrs Brigid Barrett	Mr Glenn Moore
Mrs Joan Bruton	Rev Stephen Neill
Ven George Davison	Mr Roy Totten
Ven Andrew Forster	Ven Adrian Wilkinson
Mr Samuel Harper (to Nov. 2016)	

Standing Committee – 2017

BUDGET SUB COMMITTEE

Mr Wilfred Baker	Mr Roy Totten
Ven George Davison	Rt Rev John McDowell
Mr Samuel Harper (to Nov. 2016)	

WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE

Rev John Ardis	Rev Canon Jonathan Pierce
Rt Rev Ferran Glenfield	Rev Canon Noel Regan
Ms Ruth Handy	Rt Rev Patrick Rooke
Rev Elizabeth Hanna	Mr Albert Smallwoods
Mr William Kingston	Ms Iris Sutor

LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

His Honour Judge Tom Burgess	Mr Patrick Good QC
The Rt Hon Sir Anthony Campbell	Mr Lyndon MacCann SC
His Honour Judge Alistair Devlin	The Hon Mrs Justice Catherine Mc Guinness
Mr Charles Galloway	Mr Ronald Robins
The Rt Hon Lord Justice Paul Girvan	The Hon Mr Justice Benjamin Stephens

**3. ANGLICAN CONSULTATIVE COUNCIL 2016**

ACC-16 was convened in the Cathedral of the Holy Cross, Lusaka, from 7-19 April. The Church of Ireland was represented by the Primate, who is now an elected member of the ACC Standing Committee, Mr Wilfred Baker and Rev Canon Dr Maurice Elliott. The report appears as Appendix B on page 191.

**4. APPOINTMENTS**

During the period covered by this report, the Standing Committee made the following appointments.

Annual Methodist Conference (Lisburn, 14 <sup>th</sup> -18 <sup>th</sup> June 2017)	Ms Georgina Copty Ven Andrew Forster
General Assembly of the Presbyterian Church in Ireland (Belfast, 5 <sup>th</sup> -9 <sup>th</sup> June 2017)	The Bishop of Clogher Dr Elizabeth Leonard
Irish Council of Churches AGM (Belfast, 2017)	The Archbishop of Armagh The Archbishop of Dublin The Bishop of Connor The Bishop of Tuam The Bishop of Down Rev Bobbie Moore Rev Canon Dr Daniel Nuzum

Standing Committee – 2017

Rev Canon Ian Ellis  
Rev Ken Rue  
Rev Canon Niall Sloane  
Rev Helene Steed  
Dr Catherine Smith  
Mr Philip McKinley  
Mr Sam Harper  
Ms Georgina Copty  
Ms Ruth Handy  
Ms Kate Turner  
Mr Jonathan Brown  
Ms Berni McAvoy

Irish Inter-Church Committee

Rev Canon Niall Sloane

Deutscher Evangelischer Kirchentag (Berlin and Wittenberg, 24th-28th May 2017)

Rt Revd Alan Abernethy  
Ms Uta Raab

Yearly Meeting of the Religious Society of Friends (High School, Rathgar, Dublin, 20th April-23rd April)

Dr Kenneth Milne  
Ms Ruth Handy

Irish Inter-Church Meeting (Portarlington, 22<sup>nd</sup>-24<sup>th</sup> November 2016)

The Archbishop of Dublin  
The Bishop of Meath and Kildare  
The Bishop of Tuam  
Rev Andrew Quill  
Rev Patrick Burke  
Ms Georgina Copty

Churches Together in Britain and Ireland conference “Called To Be One” (Edinburgh, 22<sup>nd</sup>-23<sup>rd</sup> November 2016)

Rev Canon Ian Poulton

Annual Meeting of Europe Secretaries (CEC) (Budapest, 12<sup>th</sup>-24<sup>th</sup> October 2016)

Dr Kenneth Milne

Porvoo Theological Conference (Riga, 19<sup>th</sup> to 22<sup>nd</sup> October 2016)

Rev Canon Michael Parker

Churches Together in Britain and Ireland meeting (London, 3<sup>rd</sup> October 2016)

Rev Canon Dr Daniel Nuzum

Representative on the Board of Christian Aid Ireland

Rt Rev Patrick Rooke

Member of the Association of Church of Ireland Press Limited      Mr Edward Wilson  
Mr Adrian Clements

**5. ADVISORY COUNCIL TO THE CHURCH OF IRELAND CENTRE FOR EDUCATION AT DUBLIN CITY UNIVERSITY**

In November 2016, the Standing Committee approved the appointment of an Advisory Council to further the Church of Ireland ethos in DCU, administer the budget, and support a wider educational remit. Its members are: the Archbishop of Armagh, the Archbishop of Dublin, Rev Gillian Wharton, Rev Brian O'Rourke, Ms Joyce Perdue, Mr Robert Neill, and Rev Canon Professor Leslie J Francis.

**6. AUDIT OF ACCOUNTS**

In June 2016 the Standing Committee appointed PricewaterhouseCoopers as Auditors of the accounts of the Representative Church Body.

**7. BISHOPS' APPEAL ADVISORY COMMITTEE**

The report of the Bishops' Appeal Advisory Committee appears in Appendix C on page 191.

**8. CENSUS**

In November 2016, the second collection of statistical information under Ch I of 2012 was carried out. This year, the census was based on returns by parish rather than by benefice, and included questions on children's ministry to reflect the resolution passed at General Synod 2016 which affirms the significance of this area of ministry to the Church. A summary of the figures will be provided to the General Synod of 2018.

**9. CENTRAL COMMUNICATIONS BOARD**

In September 2016, Ms Jacqueline Mullen was appointed to the Broadcasting Committee.

A report from the Central Communications Board incorporating the reports of the Broadcasting Committee and the Literature Committee can be found in Appendix D on page 205.

**10. CHARITIES LEGISLATION**

The report of the Charities Registration Monitoring Group can be found in Appendix E on page 206.

**11. CHILDREN'S MINISTRY**

The report of the Children's Ministry Network appears as Appendix T on page 245.

**12. CHURCH AND SOCIETY COMMISSION**

The Church and Society Commission's report can be found in Appendix F on page 209.

**13. CHURCH FABRIC AND DEVELOPMENT FUND**

In May 2016, the General Synod passed a Bill to rename the Church Fabric Fund as the Church Fabric and Development Fund and to widen the terms on which the capital and income may be applied. In January 2017, the Standing Committee gave formal approval to the Guidelines for Implementation of the Church Fabric and Development Fund.

**14. CITIZENS' ASSEMBLY**

A Citizens' Assembly is holding a series of meetings in the Republic of Ireland: this is a body, comprising a Chairperson and 99 citizens (randomly selected to be broadly representative of the Irish electorate), for which terms of reference were agreed by the Houses of the Oireachtas in July 2016. The Assembly members will deliberate on several topics, and their conclusions on each topic will form the basis of recommendations that will be submitted to the Houses of the Oireachtas for further debate. The Assembly sought submissions on its first topic, the Eighth Amendment of the Constitution. A statement which reiterates the Church's position as submitted to the Oireachtas in 2013 was made to the Assembly, and may be found as Appendix G on page 212. On 5<sup>th</sup> March 2017 Rt Rev Michael Burrows and Rev Gillian Wharton attended a meeting of the Assembly to present the statement and attend a question and answer session. A recording of the proceedings may be viewed online at the Citizens' Assembly at <https://www.citizensassembly.ie/en/Meetings/Fourth-Meeting-of-the-Citizens-Assembly-on-the-Eighth-Amendment-of-the-Constitution.html>.

**15. CLERGY PENSIONS LEVY**

In September 2016, the Standing Committee adopted a resolution on the recommendation of the Representative Church Body that, in accordance with Section 36 of Chapter XIV of the Constitution of the Church of Ireland, and on the recommendation of the Representative Body and the Trustee, the rate of levy to be paid by each diocese towards the cost of securing the solvency of the Clergy Pensions Fund from 1 January 2017 be set at 13% of the Minimum Approved Stipend in force at 1 January 2017.

**16. COMPLAINTS AND DISCIPLINARY PROCEDURE**

In January 2017, the Standing Committee considered the 2016 Income and Expenditure report for the Complaints Committee as required under Chapter VIII 23 (e). This report is appended as Appendix H on page 213.

**17. FACILITATION COMMITTEE**

Following the withdrawal of its Bill on diocesan restructuring, the Commission on Episcopal Ministry brought a resolution to the General Synod to facilitate, with

diocesan consent, the continuation of work towards a process of change. The final part of that resolution asked the Standing Committee to set up, at an opportune time, an Implementation Committee to support and work with the dioceses concerned. Following consultation with members of the House of Bishops, and discussion at meetings of the Standing Committee, terms of reference and initial membership were agreed at the March meeting for what is now called the Facilitation Committee. Its terms of reference are to: engage in discussion with all twelve dioceses about the issues raised by the work of the Commission on Episcopal Ministry and Structures as these affect them locally; facilitate exploration of any proposals that may arise from such conversations, and provide an annual report to the General Synod. The following were appointed to membership of the Facilitation Committee until the General Synod of 2020: Mr Ken Gibson, Mr Robert Neill, and Rev Robin Bantry White.

#### **18. GENERAL SYNOD 2018**

In September 2016, the Honorary Secretaries presented their conclusions following consideration of various venues for General Synod 2018. The Standing Committee debated the alternatives considered and authorised the Honorary Secretaries to determine the date and venue for the 2018 General Synod. In November 2016, the Honorary Secretaries reported that they had decided that the General Synod of 2018 would take place in the Armagh City Hotel, Armagh, from Thursday 10<sup>th</sup> May to Saturday 12<sup>th</sup> May 2018.

#### **19. GENERAL SYNOD/STANDING COMMITTEE FINANCES**

In September 2016, the Budget Sub-Committee presented its report to the Standing Committee. The report was accepted by the Standing Committee.

#### **20. GENERAL SYNOD ROYALTIES FUND**

During the year the following allocations were made from the Royalties Fund:

- €5,500 to APCK to print three new Church of Ireland information leaflets on Inter-faith matters, Healing and Ecumenism, and to reprint out-of-print Church of Ireland APCK leaflets.
- €1,051.23 to print a Church and Society Commission leaflet on spiritual care for people suffering with dementia.
- €3,000 to assist with the publishing costs of the Church of Ireland journal SEARCH.
- €10,000 towards the digitisation of the Church of Ireland Gazette from 1856 to 1923 in conjunction with the RCB Library, for research purposes, to be match-funded by the Allocations Committee.
- £1,000 as a contribution to assist with the publication and launch costs of a new book by Ven Robert Miller and Fr Paul Farren entitled *Forgiveness Remembers – A Journey into the Heart of God*, to be published in July by Instant Apostle
- €3,000 to assist the publication of *Rebel Prods: the Forgotten Story of Protestant Radical Nationalists and the 1916 Rising*, by Dr Valerie Jones

- £10,008 to assist with 50% of the production cost of the folders for the Dignity in Church Life policies.
- €5,000 to cover 50% of the costs of production of Bible Studies in six volumes relating to the Holy Land (a publication produced jointly with Messenger Publications)
- £4,000 to enable the production of Children’s Ministry Toolkits

**21. HISTORICAL CENTENARIES WORKING GROUP**

In September 2016, the Rt Rev Kenneth Kearon was appointed as the Convener of the Historical Centenaries Working Group.

The report of the Historical Centenaries Working Group is included as Appendix I on page 214.

**22. HISTORIOGRAPHER’S REPORT**

A report from the Church of Ireland Historiographer, Dr Kenneth Milne, is included as Appendix J on page 216.

**23. MINIMUM APPROVED STIPENDS**

Under Section 51(1) of Chapter IV of the Constitution of the Church of Ireland as revised by Chapter IV of 2011, the Standing Committee is required to consider recommendations from the Representative Church Body as to the rates of Minimum Approved Stipends to take effect from 1 January 2017.

At its meeting of 20<sup>th</sup> September 2016, the Standing Committee heard a submission by Mr Henry Saville, Chairman of the Executive of the Representative Church Body, which detailed the background to the RCB’s recommendations.

The Standing Committee approved the recommendations of the Representative Church Body with the adoption of the following resolution:

*That, in accordance with Section 51 (1) of Chapter IV of the Constitution of the Church of Ireland, and as recommended by the Stipends Committee and the Representative Body for onward recommendation to the Standing Committee, Minimum Approved Stipends shall be as follows with effect from 1 January 2017, being increased by 1.0% in Northern Ireland and 1.7% in the Republic of Ireland:*

<i>Northern Ireland</i>	<i>£28,149</i>
<i>Republic of Ireland</i>	<i>€37,480</i>

**24. NORTHERN IRELAND COMMUNITY RELATIONS WORKING GROUP**

The report of the Northern Ireland Community Relations Working Group appears as Appendix K on page 219.

**25. PARISH DEVELOPMENT WORKING GROUP**

The Parish Development Working Group report appears as Appendix L on page 220.

**26. PENSIONABLE STIPENDS**

Under Section 2 of Chapter XIV of the Constitution of the Church of Ireland as revised by Chapter V of 2011, the Standing Committee is required to consider a recommendation from the Representative Church Body and the Church of Ireland Clergy Pensions Trustee Limited as to the rates of Pensionable Stipend to take effect from 1 January 2017.

At its meeting of 20<sup>th</sup> September 2016, the Standing Committee heard a presentation by Mr Henry Saville, Chairman of the Executive Committee of the Representative Church Body, which detailed the financial background to the recommendations of the RCB and the Church of Ireland Clergy Pensions Trustee Limited.

The Standing Committee approved the recommendations of the Representative Church Body by adopting the following resolution:

*That as recommended by the Representative Church Body and the Trustee, in accordance with Section 1 of Chapter XIV of the Constitution of the Church of Ireland, Pensionable Stipend shall be as follows with effect from 1 January 2017:*

<i>Northern Ireland</i>	<i>£25,498</i>
<i>Republic of Ireland</i>	<i>€36,219</i>

**27. PRIORITIES FUND**

(a) The following allocations from the Priorities Fund were approved by the Standing Committee in March 2017:

**ALLOCATION OF GRANTS FROM 2016 PRIORITIES FUND**

**PRIORITIES FUND**

(a) The following allocations from the Priorities Fund were approved by the Standing Committee in March 2017:

**ALLOCATION OF GRANTS FROM 2016 PRIORITIES FUND**

<b>Ministry</b>	<b>€</b>
Arrow Leadership Ireland – Funding to support Church of Ireland participants in leadership development – (Stg£4,000)	4,687
Clogher Diocesan Council – To assist financially with the provision of a diocesan resource centre – (Stg£5,629)	6,595

## Standing Committee – 2017

Diocesan Young Adult Ministry (Dublin and Glendalough) – To fund alternative outreach initiatives to young adults, through podcasting, blogging and festival outreach – (€10,000 – First year : €5,000 – Second year) – Second year	5,000
Dublin Citywide Third Level Chaplaincy Outreach Project – Funding to further develop the outreach capacity of the Dublin City Chaplaincy outreach project, by providing new programmes of outreach, training and mission	10,000
The Church of Ireland Theological Institute – Funding to facilitate a programme for Continuing Ministerial Education and lay training – (€45,000 – First year : €40,000 – Second year : €30,000 – Third year) – Second year	40,000
The Church’s Ministry of Healing – The Mount – Funding new initiative and material to help build the prayer life of the church – (Stg£7,500)	8,787
The Dioceses of Connor, Dublin and Tuam – To seek funding for an inter-diocesan learning initiative to develop mission within the community and pioneer ministry – (Stg£6,000)	7,030
The House of Bishops – To support continuing ministerial education in the dioceses	40,000
<b>Sub-total</b>	<b>€122,099</b>
<b>Retirement</b>	
C of I Clergy Pensions Fund – Additional income for most needy – (Stg£800)	937
<b>Sub-total</b>	<b>€937</b>
<b>Education</b>	
Cumann Gaelach na hEaglaise – The Irish Guild of the Church – To assist with the costs involved in preparing liturgical and resource materials, to encourage the greater use of the Irish language in an inclusive and welcoming way	3,000
Crosslinks (NI) – Funding for the ongoing expenses and running costs of a religious education programme, for primary school children across the whole island of Ireland – (Stg£1,127)	1,320
Dundalk Grammar School – Financial assistance for the provision of a chapel in the school	5,000
Love for Life (NI) – Financial support for the Every Campaign – Bring a value based relationships and sexuality education programme to every post primary school in Northern Ireland – (Stg£5,000 – First year : Stg£3,000 – Second year) – Second year	3,515
Mothers’ Union All Ireland – Funding to ensure that members are adequately trained and resourced, to carry out the Mothers’ Union mission of Christian care for families, in their local communities – (€5,000 – First year : €3,000 – Second year) – Second year	3,000
Solas Project, Dublin – Financial assistance for a programme for young offenders, to help motivate them towards a positive lifestyle change	5,000

## Standing Committee – 2017

St Mark's Church, Portadown (Armagh) – Funding for a programme of mentoring and teaching life skills to P7 boys and girls, before they move to their chosen secondary school – (Stg£5,000 per year for 2 years) – First year	5,858
Summer Madness (NI) – Financial assistance for the Global Outreach Day project, to mobilise thousands of Christians and churches to share the story of the Good News with friends and neighbours on 27 May 2017 – (Stg£5,000)	5,858
<b>The following applications all concern youth work and the grants allocation take into consideration recommendations made by the Executive Committee of the Church of Ireland Youth Department</b>	
Connor Diocese Children's Council – Financial support for a fun filled four day cross community event in St Anne's Cathedral, Belfast called Patrick's Mysterious Adventure, telling the story of Saint Patrick – (Stg£3,000)	3,515
Cork Diocesan Youth Council – Funding for a new project called 'Reconnecting with 18-30 year olds' – (€4,280 per year for 2 years) – First year	4,280
Derry and Raphoe Youth (DRY) – Funding to support, encourage and increase participation of youth leaders and young adults in Derry and Raphoe dioceses – (Stg£2,000 – First year : Stg£1,000 – Second year) – Second year	1,172
Diocese of Connor – Part funding for phase two of Connor Diocese's Children's Ministry Project – (Stg£10,000 per year for 2 years) – First year	11,716
Down and Dromore Youth, Children's and Families Department – Seed funding over three years, for a long term 'Leaders in Training' programme, for young people aged 15-18 years – (Stg£5,000 – First year : Stg£3,000 – Second year) – Second year	3,515
Eglantine Parish Church (Connor) – Financial assistance for the refurbishment of an unused loft space in the parish hall, in order that the Youth Club may meet in a safe and modern environment – (Stg£2,000)	2,343
Meath and Kildare Diocesan Council – Seed funding for programme costs to include and involve young people and children in every aspect of diocesan life – (€8,000 per year for 2 years) – Second year	8,000
SEEDS Children's Ministry (Derry and Raphoe) – Seed funding for the growth of children's ministry in the dioceses – (Stg£8,000)	9,373
St George's Church, Balbriggan (Dublin) – Funding to aid the development of a teen ministry programme, in one of the fastest growing and diverse populations in Dublin	5,000
Youth Council of Kilmore, Elphin and Ardagh (YKEA) – Financial assistance for a diocesan intern programme, as a means of developing youth work in an innovative manner in a rural dioceses – (€30,000 – First year : €20,000 – Second year) – First year	30,000
<b>Sub-total</b>	<b>€111,465</b>
<b>Community</b>	
All Saints' Caring Association (Derry) – Funding towards the completion of the fitting out of the new church/community centre – (Stg£3,300)	3,866
Christ Church Cathedral, Waterford (Waterford) – Funding for a public conference, to mark the beginning of the era of Reformation	2,000
Church of Ireland Historical Society – Financial assistance for a major historical conference, to mark the 500 <sup>th</sup> Anniversary of the Protestant Reformation, in October 2017	2,000
Manorhamilton Parish (Kilmore) – To assist with the creation of a new community centre, within the existing Sexton's house	10,000
Restored Ministries (NI) – Financial assistance towards the cost of acquiring a new delivery vehicle, for distribution of donated household items and furniture to those in need – (Stg£5,000)	5,858

## Standing Committee – 2017

St Mary’s Church, Dunmanway (Cork) – Part funding for a community reconciliation project, co-funded by Cork City Council and the G.A.A.	5,000
Willowfield Parish Community Association (Down) – Funding for a project ‘Branching Out’, to reach out with practical support to people in need, in the Willowfield area of East Belfast – (Stg£10,000 – First year : Stg£5,000 – Second year) – First year	11,716

<b>Sub-total</b>	<b>€40,440</b>
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### Areas of Need

South Leitrim Group of Parishes (Ardagh) – Funding for shared ministry resources, for extensive group of rural parishes	10,000
Clonfeacle Parish Church (Armagh) – Funding towards facilities for the use of the parish and the local community – (Stg£6,200)	7,264
Parish of Lame and Inver (Connor) – Funding for the completion of the new parish hall, to enable our vision of mission within the community – (Stg£7,000)	8,202
St Simon’s Parish Church, Belfast (Connor) – Financial assistance to create a Coffee Dock at the rear of the church nave, to provide a special, social and spiritual need to the community – (Stg£15,000)	17,575
Boring Wells – St Christopher’s, Belfast (Down) – To assist with the development of a community vegetable garden and to provide a Shed/Workshop as a community space for men – (Stg£6,150)	7,206
Edenderry Union (Kildare) – Funding to upgrade and improve the parish facilities, to maintain ministry and outreach in the parish and wider community	10,000

<b>Sub-total</b>	<b>€60,247</b>
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### Outreach Initiatives

Branial Community Church (Down and Dromore) – Funding for mission and outreach in the Branial Estate, over the next two years – (Stg£12,000 – First year : Stg£6,000 – Second year) – Second year	7,030
Cashel Union of Parishes (Cashel) – To assist with funding for the conversion of the Chapter House, from former library into a parish/community facility	15,000
Church of Ireland Lower Shankill – COILS (Connor) – Seed funding for a one year pilot project ‘All Saints’ Growing Together’, to encourage the parishes to work together and lay foundations for community focussed ministries – (Stg£15,000)	17,575
Dunboyne Union (Meath) – Financial assistance for an outreach initiative, to foster new and stronger relationships with the local community	2,000
Muckamore Parish Development Association (Connor) – Funding for a project to support lone parents with dependent children in the Ballycraigy Estate – (Stg£10,000 – First year : Stg£7,500 – Second year) – Second year	8,787
St Andrew’s Community Action Group – SACAG (Connor) – Funding to enable St Andrew’s Community Action Group to offer community development services to the Glencairn Estate, Belfast – (Stg£13,000 – First year : Stg£10,000 – Second year) – First year	15,231
St Catherine’s Church, Dublin (Dublin) – Financial assistance to promote and develop our church standing within our community	6,600

<b>Sub-total</b>	<b>€72,223</b>
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## Standing Committee – 2017

### **Innovative Ministry in a Rural Context**

Adare Select Vestry (Limerick) – Funding to enhance the experience of the many visitors to St Nicholas Church, by launching a ‘Spiritual Tourism’ project	5,000
Alla Parish Community Group Limited (Derry) – Funding for the implementation of a parish outreach and development plan, to enable the parish to grow in the community – (Stg£10,000)	11,716
Drumcliffe Parish Church (Elphin) – Seed funding towards the costs of training, materials etc. to establish a centre of mission	18,000
Killough Church Plant (Down and Dromore) – Funding to further develop the church plant in Killough, which is a pioneering and innovative ministry in a rural context – (Stg£8,000)	9,373
Killymard Parish Church – The Mustard Seed (Raphoe) – Seed funding for the establishment and running of a multi-purpose centre, for Christian care and outreach in Donegal town	14,100
Parish of Errigal and Desertoghill (Derry) – Funding for a project to build a united community and break down sectarianism – (Stg£6,000 – First year : Stg£5,000 – Second year) – First year	7,030
St Ann’s Church, Tullaghobegley (Raphoe) – To assist financially with the development of the church building, for use as a shared space by the community, for youth gatherings, drama, faith and music groups – (€15,000 – First year : €5,000 – Second year) – Second year	5,000
St Thomas’ Church, Rathlin Island (Connor) – Financial assistance for building and programmes, which will enable the parish to extend its outreach to residents and visitors to Rathlin Island – (Stg£23,000 – First year : Stg£15,000 – Second year) – Second year	17,575
The Church on the Hill, Maghaberry (Dromore) – Provision of funding for outreach work in an area of exceptional population growth – (Stg£25,000 – First year : Stg£15,000 – Second year) – Second year	17,575
<b>Sub-total</b>	<b>€100,369</b>
<b>Total Allocated</b>	<b>€507,780</b>

Sterling grants have been converted to Euro using the 2016 end of year rate of 0.8535.

Accounts for the year ended 31 December 2016 are included as Appendix \* on Page \* Contributions to the Fund do not close until the end of February. The amount actually received by 28 February 2017 was €529,360.

Following a recommendation from the Priorities Fund Committee, the Standing Committee in March 2017, agreed that diocesan targets for contributions to the 2018 Fund should not be increased and should remain at their current levels.

### **28. REFUGEE WORKING GROUPS**

The report of the Refugee Working Groups, established by the House of Bishops in response to the refugee and migration crisis, may be found as Appendix S on page 243.

### **29. SAFE GUARDING**

In June 2016, the Standing Committee endorsed the development of a code of practice for working with vulnerable adults, and approved the establishment of a joint Standing Committee/Representative Body Safeguarding Trust Board to monitor the development of safeguarding policies for both children and vulnerable

adults, and to have responsibility for the development of training across the island and the management of safeguarding issues as they arise. Its membership is comprised of The Primate, the Archbishop of Dublin, the Chairman of the RB Executive Committee, and an Honorary Secretary (Rev Gillian Wharton). The report of the Safeguarding Trust Board appears as Appendix Q on page 237.

**30. SELECT COMMITTEE ON HUMAN SEXUALITY IN THE CONTEXT OF CHRISTIAN BELIEF**

The report of the Select Committee on Human Sexuality in the Context of Christian Belief appears elsewhere in the Book of Reports on page 368.

**31. WORKING GROUP ON THE BOOK OF COMMON PRAYER**

In January 2017, a Working Group on the Book of Common Prayer was set up to explore and agree terms with Grace Publishing (the new owner of Columba Press imprint) in order to progress the reprinting of the Book of Common Prayer (bound as pew and presentation books) to keep the publication in stock. Its members are The Rt Rev Harold Miller, Mr Ken Gibson, Ven Richard Rountree, and Rev Alan Rufli.

**32. WORKING GROUP ON DISABILITY**

The report of the Working Group on Disability can be read in Appendix N on page 226.

**33. PIONEER MINISTRY WORKING GROUP**

The report of the Pioneer Ministry Working Group may be found as Appendix R on page 241.

**34. OBITUARIES**

The death of the following members has occurred since the last session of the General Synod:

Mrs Brenda Auchmuty (Tuam)  
Mr Malcolm Cairns (Armagh)

**MOTIONS TO BE PROPOSED AT GENERAL SYNOD**

**1. Covenant Council**

- (a) That the following be elected as Church of Ireland representatives on the Covenant Council for the coming year:

The Rt Rev Alan Abernethy, Bishop of Connor (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Canon Dr Maurice Elliott

Rev Barry Forde

Mr Harold Giboney

Rev Dr Peter Thompson

- (b) That General Synod continues to encourage congregations to celebrate the Covenant relationship with neighbouring Methodist congregations on or around John Wesley Day, 24<sup>th</sup> May, each year.

**2. The Commission on Ministry**

That the Synod commends the Feasibility Study in regard to the potential development of a place of community prayer, retreat, hospitality and study, for discussion and response in the wider Church, and particularly requests the RB to consider its findings in the context of their stewardship of the Church's assets as the 150<sup>th</sup> Anniversary of Disestablishment approaches.

**3. Council for Mission**

That the following be elected to the Council for Mission until the General Synod of 2020:

Rev Cliff Jeffers

Ms Johanne Martin

Ms Julie Currie

Rev Adam Pullen

Rev Andrew Quill

Rev Patrick Burke.

## APPENDIX B

### **Anglican Consultative Council (ACC) -16: Report to Standing Committee, September 2016**

ACC-16 convened in the Cathedral of the Holy Cross, Lusaka, from 7-19 April. The Church of Ireland was represented by the Primate, who is now an elected member of the Standing Committee, Mr Wilfred Baker and myself. The mood of the meeting was sanguine, although this may have had as much to do with those Provinces which had chosen to absent themselves. The programme was lengthy, and, if anything, the prevailing view suggests that at least five days could be cut from the timetable in future meetings which would in turn help to conserve the, increasingly stretched, budget.

#### **ACC and the Primates' Gathering**

The Archbishop of Canterbury's first task within the ACC was to report on the proceedings of the Primates' Gathering in January. On the one hand the Archbishop of Canterbury offered an optimistic appraisal of the fact that the Primates had been willing to meet in the first place, rejoicing in their commitment on behalf of the Communion to evangelism, and he reiterated the call for deeper environmental awareness and the need to do much more in the sphere of gender justice. At the same time, the Archbishop could not avoid a frank and honest assessment of the precarious nature of the Communion itself at present. As a result, he presented the Council with a stark reminder of the "consequences" for the Episcopal Church (TEC) for reason of its doctrinal departure regarding the authorisation of rites for same-sex marriage, he re-stated his intention to establish an appropriate Task Force, and he made a direct plea that the ACC should also "share in working through the consequences of...impaired relationships".

Whether or not the ACC in fact honoured that request is already a matter of dispute. It is not insignificant that the Church Times ran the rather non-committal headline, "ACC complies with the Primates, in a way". It is true that no American members allowed their names to be put forward in the various ACC elections – that in itself was an important and welcome gesture. The already elected member of the Standing Committee did however attend that body and participated fully in the Resolutions Committee. Equally, although some may object that there was no move towards restricting the entitlement of TEC members to vote at ACC, the precise wording of the Primates' statement stipulates that they should not vote on matters of "doctrine or polity". Since the ACC exists primarily as a 'consultative' body, it is debatable as to whether it ever actually deals with either doctrine or polity in the first place, and hence to permit TEC to vote was not technically a breach of the Primates' decision.

#### **The new Secretary-General**

A similar note of ambivalence was struck within the report to ACC of the new Secretary-General. Positively, Archbishop Josiah Idowu-Fearon spoke at length of how he had already witnessed a passionate commitment to Christian mission in a wide range of Anglican Provinces. He introduced the names of those Provinces (Peru, Chile, South Sudan and Ceylon) which are currently pursuing their own individual ACC memberships.

(Significantly, Anglican Church in North America (ACNA) has made no official move in this direction.) He addressed the possibility of resurrecting the Anglican Covenant project in some shape; and he voiced confidence in the convening of a scaled-down Lambeth Conference in 2020. Against all this, he lamented, and even publicly rebuked those who had chosen to absent themselves from ACC-16 and reserved his harshest criticism for those Provinces which had persistently withheld their financial contributions to the ACO. Sadly, given that this matter provoked almost as much heated debate as any other, it would appear that final decisions and ultimate leverage, as in so many areas of church life, may be triggered around matters of money and not either doctrine or polity. It would be misleading, however, to suggest that such prickliness dominated the ACC meeting. For the most part discussions around tables and in plenary were conducted amicably, charitably and constructively across the full spectrum of membership.

### **The Host Province of Central Africa**

Apart from the extended opportunity to meet with other delegates, one of the highpoints for any gathering of ACC is the insight gained into the life and witness of the host Province. In this instance the Province of Central Africa exists across fifteen dioceses in the four nation states of Zambia, Botswana, Malawi and Zimbabwe. The realities of life for many are chiefly those of challenge and deprivation. Many Anglicans live in ‘high density’ areas that offer little in the way of basic amenities; yet the lasting impression is of a church that is vibrant in terms of living worship and dynamic in its commitment to local mission. For example, whereas many Western Anglican churches struggle to engage with young people, as many as 60% of the population of Zambia is under the age of 35 and this demographic is richly represented in healthy congregational age-profiles.

Again, where those of us who live in the Irish context have long since grown accustomed to the eclipse of a faith perspective in the public square, the nation of Zambia is blessed with a living Christian political heritage such that the serving President, Edgar Lungu, attended the opening Eucharist along with as many as five thousand others from across the four countries at this inspiring and memorable occasion. On the following Sunday, whilst the Archbishop of Canterbury was preaching to an even larger gathering of around fifteen thousand in Harare, other ACC delegates were able to visit local parishes. The recurrent blend of high catholic worship, clear gospel proclamation, warm-hearted discipleship and strong commitment to growth was thrilling to experience.

### **The theme of ‘Intentional Discipleship in a World of Differences’**

Parochial visits apart, the most stimulating aspect of ACC business was the various conversations which sought to explore the matter of more ‘Intentional discipleship’. The base document for this rightly declares that *intentional* discipleship and the regular practice of making disciples are pivotal for any Anglican understanding of salvation, mission, and ecclesiology. The call to Anglicans everywhere, at local, diocesan, provincial and sectoral levels, is for the realisation of “discipleship which encompasses [a] total God-ward transformation [as] individuals and communities intentionally, sacrificially, and consistently live every aspect of their daily life in commitment to following Jesus Christ”. It has to mean *following*, and hence the nature of discipleship is defined by *the One who is being followed*. Equally, it involves a daily call to be

transformed through repentance and faith, and a deliberate prioritising of the commitment to reach out and disciple others in turn. In the words of the report itself, it is a lifestyle choice along lines such as these which defines what it truly means to be the Church.

The ACC conversations around this theme were stimulating and wide-ranging. Participants concurred that the seed idea of the fullness of following Christ in every aspect of life is what the Communion needs to hear and what the member churches of the Communion often lack in equal measure. Many preliminary suggestions were offered as to what such discipleship might begin to look like in practice. For example, some were minded to think that there is a pressing need for Anglicans to re-negotiate “the Sunday contract”. Sunday mornings are the key opportunity and, contrary to thinking that discipleship matters should be for the especially keen church members on Sunday evenings or at some other point during the week, more investment needs to be made to make the main worship event much more vibrant and integrated. For others the issue of discipleship had to begin with a re-discovery of family devotions, of personal Bible study, of baptismal identity, of learning from religious communities or even of the usefulness of adult Sunday School programmes.

It was inspiring to hear different examples of how such depth of discipleship is actually worked out, at times with immense costliness, in the lives of individual Christian believers. One delegate from Pakistan told of how many known to her had been either killed or injured in the Easter Day suicide bombings in Lahore. She continues a ministry of her own visiting other church members held in prison under false blasphemy laws. To the great dismay of Christians, she reported that the Pakistani government is pushing ahead with plans for the proposed Orange Line train which threatens demolition for certain church buildings, including the historic Anglican cathedral.

### **The Environment and Climate Justice**

On a wider expression of discipleship beyond that which is purely personal, ACC strongly endorsed the commitment of the Communion to deeper environmental awareness and pressing global matters that have arisen in relation to climate change. Another seminal text tabled to the meeting was that entitled “The World is our Host – A call to Urgent Action for Climate Justice”. This document commits the Anglican Communion, as an act of discipleship and prophetic witness, to belief in God “the Father Almighty, the Creator of heaven and earth”, to implement conservation measures, to pray and fast for climate justice, to work in solidarity with other traditions and faiths, to develop eco-theological and liturgical resources and to formulate strategic proposals for global and local action. It is an issue which has come more to the forefront of our attention in recent years, but it clearly remains a matter where we in the Church of Ireland still need to make much greater progress.

### **Final Impressions**

Where then is Anglicanism in the wake of its most recent convening? Two final observations may be pertinent. In its report to the ACC, IASCUFO, the Inter-Anglican Standing Commission on Unity, Faith and Order spoke of the instruments of Communion as ‘Gifts, Signs and Stewardship’. In this sense it is difficult not to assess that ACC-16

did accomplish much that may be of real consequence for the ongoing life and flourishing of Anglicanism as a brand. “Intentional discipleship” is an essential headline, already undergirded by some excellent and broadly-based resource material. If the Provinces are willing to take the theme seriously, it could act as a genuine catalyst in spiritual renewal, in culturally-sensitive evangelism and in a deeper embracing of the call to both communal godliness and personal holiness. The evidence of the vitality of the Church in Province of Central Africa bears witness to such potential.

Against this, an alternative narrative will continue to insist that ACC-16, by the vagaries of own procedural implementation, fell short of what might have been even more useful within the life of a Communion which has long since been attempting to exist with “impaired relationships”. This dysfunctionality is arguably conceded in the full title of “Intentional discipleship *in a World of Differences*”. As a result, the view as to whether in fact the ACC did fully stand over the recommendations of the Primates is a genuinely mixed one.

Perhaps then the final word may in a different sense also bear upon the theme of climate. For the first few days in Lusaka the weather was abnormally chilly and cloudy. ACC members and ACO staff alike were bemoaning their lack of layers of clothing. By the end the meeting was taking place under an azure and sun-drenched sky. It is probably naïve to think that this offers a parable of the current trajectory of Communion life. The rift is real, and the healing of it appears to be as far away as ever. Nevertheless I for one am convinced that for now we need to place trust in the leadership, the wisdom and the integrity of the Archbishop of Canterbury. He is all too aware of the “differences”, but with that he is “a disciple” who is intent on honouring Christ and seeing the emergence of a church where faith, hope and love can indeed abide.

Maurice Elliott - September 2016

**Topics on which discussion would be particularly welcome**

1. Bishops' Appeal offers church members the opportunity to be outward looking.
2. Bishops' Appeal's emphasis is on development as well as disaster/emergency relief.
3. The current crisis in East Africa being supported by Bishops' Appeal.

**APPENDIX C**

**BISHOPS' APPEAL ADVISORY COMMITTEE**

**COMMITTEE MEMBERSHIP**

Rev John Ardis	Rev Canon Jonathan Pierce
Rt Rev Ferran Glenfield	Rev Canon Noel Regan
Ms Ruth Handy	Rt Rev Patrick Rooke (Chair)
Rev Elizabeth Hanna	Mr Albert Smallwoods
Mr William Kingston (Treasurer)	Mrs Iris Sutor (Secretary)

**DIOCESAN REPRESENTATIVES**

Armagh: Rev Elizabeth Stevenson  
Clogher: Rev Canon Noel Regan  
Derry & Raphoe: Mr Albert Smallwoods & Ms Sue Grier  
Down & Dromore: Rev Nigel Kirkpatrick  
Connor: Rev John Anderson & Rev Elaine O'Brien  
Kilmore, Elphin & Ardagh: Mr Albert Dawson (incoming) Rev Canon David Catterall (outgoing)  
Tuam, Killala & Achonry: Rev Jennifer McWhirter  
Dublin & Glendalough: Mr Geoffrey McMaster & Rev Ken Rue  
Meath & Kildare: Rev William Steacy  
Cashel, Ferns & Ossory: Mr William Kingston, Mrs Valerie Power & Mrs Gillian Purser  
Cork, Cloyne & Ross: Mr Andrew Coleman  
Limerick & Killaloe: Vacant & Rev Canon Bob Hanna

“The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to set at liberty those who are oppressed, to proclaim the year of the Lord's favour.”  
- *Luke 4, vs 18 & 19*

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If you pour yourself out for the hungry and satisfy the desire of the afflicted, then shall your light rise in the darkness and your gloom be as the noonday. - *Isaiah 58:10*

He has shown you, O mortal, what is good....And what does the LORD require of you?  
To act justly and to love mercy....and to walk humbly with your God. - *Micah 6:8*

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The Committee was very sorry to hear of the passing of Bishop Samuel Poyntz, who was instrumental in initiating the Bishops' Appeal in the early 1970s, and who became its first Convenor. We wish to extend our condolences to his wife Noreen and all the family.

Bishops' Appeal received £131,531 and €314,182 in 2016 and we would like to thank the dioceses, parishes and individuals who have supported us in the past year, generously giving their time and money to allow us to fund projects across the developing world.

Bishops' Appeal was started as a channel through which the Church could respond to disasters – to be an outworking of God's heart for the poor that is so clear throughout the Bible. Although its remit has broadened, disaster relief remains a key part of our work. 2016 was a difficult year for many, and our response included supporting the aftermath of Hurricane Matthew in Haiti as well as the ongoing refugee crisis, which continues to be fuelled by further violence in the Middle East and beyond.

When disasters occur, they dominate the news, making it easy to see the need to respond, but we must also remember that in times when poverty and need are less prevalent on the news, they are no less prevalent in the world. Hurricane Matthew also hit the east coast of the USA, where its effects were much less there than in Haiti. So, why did Haiti suffer more? Following the 2011 earthquake, many Haitians lived in makeshift shelters that stood little chance against 150 mph winds. Poor housing, fragile agriculture, limited healthcare: these factors lead to a cycle of poverty, reducing a country's resilience, making it difficult to bounce back when disaster hits.

Martin Luther King Junior said, "On the one hand we are called to play the good Samaritan on life's roadside; but that will be only an initial act. One day we must come to see that the whole Jericho road must be transformed so that men and women will not be constantly beaten and robbed as they make their journey on life's highway". It will always be important to respond to disasters, but we need also be aware of how the Church should respond to the structures that *keep* people in poverty: conflict, gender inequality, climate change. Bishops' Appeal supports ongoing development in sustainable agriculture, health and education, allowing people to have more control over their lives and reduce their dependence on others. The Church has a vital part to play in reaching out in love and service to people around the world.

### **Emergencies and Disaster Relief: *Syria and the Refugee Crisis Appeals***

The war in Syria has continued in 2016, with much of the worst fighting focussed around the city of Aleppo. Half of the country's population is displaced and the violence has created more than 4.9 million refugees, contributing to the world's worst refugee crisis since World War Two.

13.5 million Syrians are in need of humanitarian aid within and outside of Syria. Many have fled to neighbouring Lebanon, Iraq and Jordan, causing increasing strain on these nations and the organisations working to support them. In December 2016, evacuations of Aleppo started, but even these were not without trouble, with the attack of vehicles on their way to evacuate civilians.

While Syria has been regularly reported on, the refugee crisis stems from many corners of the world. It is estimated that 65.3 million people worldwide have been forcibly displaced from their homes. This includes 21.3 million who are classified as refugees, that is, people who have been forced to leave their homes, crossing a national border and cannot safely return to their home country. 53% of the world's refugees come from either Syria, Afghanistan or Somalia and a majority of them are being hosted in surrounding countries, including Turkey, Pakistan and Lebanon.

A relatively small number of refugees are being hosted in the UK and Ireland. 80% of refugees are being hosted in developing countries, whose resources may already be limited. The number of refugees in the UK is about 0.18% of its population and in Ireland about 0.12%, while the number of refugees in Lebanon is 1/5 of its population.

Bishops' Appeal has continued to fund the Syria Crisis and Refugee Crisis Appeals through Christian Aid, Tearfund and US (now USPG), providing essential items to those who have been displaced.

#### ***Haiti:***

On the 4<sup>th</sup> October 2016, Hurricane Matthew swept across southwest Haiti, leaving a trail of devastation and tens of thousands of people in urgent need of help. The storm isolated the worst affected, knocking out mobile communications and destroying the main bridge between the southwest and the capital. This initially made it difficult to assess the damage and get aid to where it was most needed.

Around 900 people were known to have lost their lives. 60,000 people were forced into temporary shelters, crops were destroyed, livestock swept away and, because of the flood water mixing with sewage, a number of people died from cholera.

Bishops' Appeal partnered with Christian Aid to respond to Hurricane Matthew. Having worked in Haiti for over 20 years, Christian Aid was on the ground assessing the damage and working out how to best help the people of Haiti get back on their feet as soon as possible. The initial response involved providing the basics: food, clothing, shelter and water purification tablets. In the following weeks and months, the response involved helping the people rebuild sustainable livelihoods by distributing seeds and livestock.

#### ***Yemen:***

The effects of the war in Yemen only came to light towards the end of 2016 when it emerged that 18.8 million people were in need of humanitarian assistance and three quarters of the population were without access to safe food, water, shelter and healthcare.

Yemen was already one of the poorest countries in the world and ongoing conflict has further destroyed the economy and put Yemenis at risk as hospitals, schools and farms have been destroyed.

Bishops' Appeal has been working with Tearfund and Christian Aid to get help to where it is needed.

### **Other projects**

The details of the projects that Bishops' Appeal has funded can be found on our website, but we would like to highlight just a few to demonstrate the variety and scope of the countries, agencies and projects.

Bishops' Appeal has supported Motivation in their work with children with cerebral palsy in Uganda. Uganda has high levels of disability due to poverty and the lack of access to healthcare. One in 300 children is born with cerebral palsy and marginalisation and stigmatisation mean that very few of them can access healthcare and education. Motivation liaise with the Ugandan government in an effort to change this in a sustainable way. Their projects also challenge the stigma to improve the inclusion of disabled people. In the meantime, they focus on the provision of mobility products for children and adults.

Bishops' Appeal helped to fund a project to provide 'intermediate' wheelchairs for children who were not yet ready for adult wheelchairs. These wheelchairs give the children the postural support they need, which aids their mobility, but also helps to prevent pressure ulcers, which can be life-threatening. The project involved the provision of these wheelchairs, along with referral and follow up training courses, so that community outreach workers can provide an ongoing service for the wheelchair users.

Christian Aid received funding for a rural development project in El Salvador. In 2011, El Salvador was rated the most vulnerable country by the UN Climate Change office. It is a country that has known many problems: civil war, earthquakes, hurricanes have all kept the country in poverty.

Shrimp farming has proved to be a sustainable method of income in El Salvador. Christian Aid's partner in El Salvador has been working with shrimp farmers to increase their competitiveness and resilience. The Zompopero Shrimp Association has been formed, allowing the farmers to cut out the middle man and increase their productivity. This Association has a significant financial impact on the farmers, as well as providing employment opportunities for young people. The Bishops' Appeal grant contributed to the purchase and maintenance of processing equipment in the Zompopero Distribution Centre and the cost of providing business, capacity and technical support to farmer groups.

Bishops' Appeal granted funds to Fields of Life (FOL) for an education project in Uganda. FOL focus on, not just providing education, but ensuring that it is quality education, particularly regarding literacy and numeracy skills. Following a School Inspection Report, FOL discovered low levels of literacy and numeracy, which was attributed to poor planning, supervision and assessment, as well as inadequate instruction materials. As a result, FOL implemented a three-year programme of training for teachers, along with addressing the supply of materials and school planning, supervision and assessment.

The project goals were to improve the performance of children in basic numeracy and literacy in ten target schools in a way that would be relevant to their everyday lives and futures in Uganda. This would benefit not only the children, but also their families and communities.

Bishops' Appeal continues to support advocacy projects and campaigns, acknowledging that sometimes what is needed is for us to raise our voices to those in power. The advocacy projects we have funded include raising awareness of human rights and environmental abuses by mining companies in South Africa, promoting women's voting rights in Pakistan and a project to improve resilience to climate change in Malawi. On our website, we have details of the advocacy campaigns we support, dealing with issues from human trafficking to tax justice, to gender justice. So many of these issues are related to imbalances in power, and God has given us power to influence those who can make a significant difference.

### **Diocesan Link Projects**

- ***Cork, Cloyne & Ross***: closely partnered with Christian Aid

Cork, Cloyne & Ross are supporting a Christian Aid project in the Diocese of Makamba & Matana in Burundi, which aims to assist and strengthen maize farmers in order to ensure their livelihoods are secure and to increase their level of income, empowering communities. In recent years, there have been poor harvests, leading to increased food insecurity and deepening poverty. Christian Aid's partner is working to train maize farmers to improve production methods, support the establishment of a farmers' cooperative union, and establish a Maize Grain Milling plant and to provide support to families and communities.

- ***Tuam, Killala & Achonry***: CMS Ireland

Tuam, Killala & Achonry has continued its links with the Diocese of Kajiado in Kenya. Having completed its MABWENI Project at the Oloosuyian School where it helped with classroom and sanitary facilities, its new MAJI (*Swahili word for water*) Project is at the Maasai Rural Training Centre in Oltiasika in the foothills of Mt Kilimanjaro. This involves the building of a new concrete water gathering area (Phase 1) and the supplying of concrete covers for three water tanks (Phase 2) that were built by CMSI some 30 years ago. The tanks have the capacity for water for the 5,000 local residents; the nearest bore hole being 15 miles away. Sufficient funds were raised in 2016 to fund phase 1.

- ***Derry & Raphoe***: Send A Cow

Derry & Raphoe have partnered with Send A Cow with the aim of providing 49 cows to clergy serving in the Diocese of Butere in Kenya. Derry & Raphoe have a longstanding connection with Butere: over a century ago, the son and daughter of the then Bishop, George Alexander Chadwick, established the first Anglican Church and the first boys' and girls' schools in the region. Nowadays, there is relative poverty in the region, and the 49 clergy are under considerable pressure to provide for their families' basic needs. By providing a cow for each of the clergy,

the rectory families will have a daily supply of milk, as well as a means of income. Send A Cow is based in UK, but has an office in Kenya. As well as providing the cows, they provide training to ensure that the cows will be healthy and cared for.

▪ ***Meath & Kildare:*** Leprosy Mission

The diocese of Meath & Kildare is continuing its partnership with the Leprosy Mission on the “Good for the Sole project”. The first stage of the programme provided custom made protective sandals for those living with leprosy. Substantial funds were raised, allowing a progression to the second stage of the project, which has focussed on providing corrective surgeries for those whose feet are too damaged for simple support. These surgeries improve a person’s ability to walk, which in turn improves their employability and therefore, their ability to provide for themselves and their families. The surgery also has psychological, social and spiritual implications, allowing people to feel more confident, included and aware of the inherent value they have as one created in God’s image.

▪ ***Cashel, Ferns & Ossory:*** MU & Feed the Minds

The diocese of Cashel, Ferns and Ossory have partnered with Mothers’ Union and Feed the Minds on literacy projects for women in the Democratic Republic of Congo (DRC) and Ethiopia. Literacy rates among women in Ethiopian refugee camps can be as low as 2%. In 2012, Mothers’ Union started training facilitators to run literacy programmes in these camps, which are transforming lives and communities, becoming a first step in reducing gender barriers and poverty, improving living conditions for all. Without education, women in DRC are vulnerable to livelihood insecurity, social discrimination and economic exploitation. Feed the Minds is working in Fizi in DRC to provide literacy projects that also train women to generate an income, exercise their rights, improve their health, resolve conflicts and read the Bible.

**Elizabeth Ferrar Interfaith School, Hyderabad**

One of the highlights for Bishops’ Appeal in 2016 was the visit of Bishop Michael Burrows to open the Elizabeth Ferrar Interfaith School in Hyderabad, India. Miss Ferrar, who left a legacy towards this project, was well known to the Bishop and he was delighted to be asked to open and bless the Interfaith School which bears her name.

**Bishops’ Appeal: In summary**

Bishops’ Appeal has worked on increasing awareness and support by producing a new website, which provides information on the projects we are supporting around the world. We hope that it will make information more accessible, helping people to engage with the work of our partner agencies.

Much of this work is thanks to the labours of our Education Organiser, Ms Lydia Monds. Lydia has worked tirelessly for Bishop’s Appeal over a number of years but is now on maternity leave. We send our good wishes to Lydia, John and baby Killian at this time. Ms Philippa McCracken, an employee of Christian Aid in Belfast, has joined us in a

temporary capacity. Pip has brought her own gifts to the task and the Committee is grateful for her contribution. The committee would also like to thank the RCB for their support, especially Ms Doreen Smyth for overseeing the finances.

After a difficult year, many people may look ahead and wonder how to move forward in the face of tragedy, inequality and injustice. They may wonder if there is a point in striving for peace, equality and justice when they seem so far from how the world operates. The answer for the Church must be hope. And not just a hope that equates to blind optimism, but a hope that is grounded in a God of love, compassion, justice and truth. That hope is more than having a positive attitude when things go wrong. It is a conviction deeply rooted in a desire for change and the expectation that change will come. There is hope in God and in His people who are people working for change, who are putting their lives on the line for it, who are exploring new solutions, campaigning for justice, giving generously, welcoming strangers, not settling for a world of violence and fear. The Bishops' Appeal committee could not provide funding and support to those working for change without your support. Thank you for your engagement and for the hope it gives.

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**BISHOPS' APPEAL ACCOUNT 2017**

<b>INCOME &amp; EXPENDITURE ACCOUNT</b>	Year ended 31 December	
	2016	2015
	€	€
<b>INCOME</b>		
Contributions	446,402	774,039
Irish Aid grant from Department of Foreign Affairs & Trade	-	11,661
Deposit Interest	311	670
Sterling translation (loss)/gain	(13,366)	3,330
Currency exchange loss	(160)	-
Tax refunds	20,459	33,814
	<u>453,646</u>	<u>823,514</u>
<b>EXPENSES</b>		
Printing and stationery	8,140	7,980
Administration & Personnel costs	31,354	38,089
	<u>39,494</u>	<u>46,069</u>
<b>OPERATING SURPLUS FOR YEAR</b>	<u>414,152</u>	<u>777,445</u>
Grants Paid	457,253	721,439
(Deficit)/Surplus for the year	<u>(43,101)</u>	<u>56,006</u>

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**BISHOPS' APPEAL ACCOUNT 2017**

<b>BALANCE SHEET</b>	Year ended 31 December	
	2016	2015
	€	€
<b>CURRENT ASSETS</b>		
Cash held by the RCB	129,597	200,542
Debtors	<u>85,723</u>	<u>59,775</u>
	<u>215,320</u>	<u>260,317</u>
<b>CURRENT LIABILITIES</b>		
Creditors (Amounts falling due within one year)	<u>-</u>	<u>(1,896)</u>
Total Net Assets	<u>215,320</u>	<u>258,421</u>
<b>FUNDS EMPLOYED</b>		
Balance at 1 January	258,421	202,415
(Deficit)/Surplus for the year	(43,101)	56,006
Balance at 31 December	<u><u>215,320</u></u>	<u><u>258,421</u></u>



## ***Independent auditors' report to the Advisory Committee of the Church of Ireland Bishops' Appeal***

### **Report on the financial statements**

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#### **Our opinion**

In our opinion, the Church of Ireland Bishops' Appeal's non-statutory financial statements (the "financial statements") for the year ended 31 December 2016 have been properly prepared, in all material respects, in accordance with the basis of preparation and accounting policies on page 7 of the financial statements.

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#### **Emphasis of matter - Basis of preparation**

In forming our opinion on the financial statements, which is not modified, we draw attention to the fact that the accounting policies used and disclosures made are not intended to, and do not, comply with the requirements of Generally Accepted Accounting Practice in Ireland.

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#### **What we have audited**

The financial statements, included within the Annual Report, comprise:

- the balance sheet as at 31 December 2016;
- the income and expenditure account for the year then ended;
- the accounting policies; and
- the notes to the financial statements, which include other explanatory information.

The financial reporting framework that has been applied in the preparation of the financial statements is the basis of preparation and accounting policies on page 7 of the financial statements.

In applying the financial reporting framework, the Advisory Committee has made a number of subjective judgements, for example in respect of significant accounting estimates. In making such estimates, they have made assumptions and considered future events.

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### **Responsibilities for the financial statements and the audit**

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#### **Our responsibilities and those of the Advisory Committee**

As explained more fully in the Advisory Committee's Responsibilities Statement set out on page 4, the Advisory Committee is responsible for the preparation of the financial statements in accordance with the basis of preparation and accounting policies on page 7 of the financial statements and for determining that the basis of preparation and accounting policies are acceptable in the circumstances.

Our responsibility is to audit and express an opinion on the financial statements in accordance with International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

This report, including the opinion, has been prepared for and only for the Advisory Committee as a body for governance purposes in accordance with our engagement letter dated 16 January 2017 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the Church of Ireland Bishops' Appeal, save where expressly agreed by our prior consent in writing.



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#### What an audit of financial statements involves

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland). An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of:

- whether the accounting policies are appropriate to the Church of Ireland Bishops' Appeal circumstances and have been consistently applied and adequately disclosed;
- the reasonableness of significant accounting estimates made by the Advisory Committee; and
- the overall presentation of the financial statements.

We primarily focus our work in these areas by assessing the Advisory Committee's judgements against available evidence, forming our own judgements, and evaluating the disclosures in the financial statements.

We test and examine information, using sampling and other auditing techniques, to the extent we consider necessary to provide a reasonable basis for us to draw conclusions. We obtain audit evidence through testing the effectiveness of controls, substantive procedures or a combination of both.

In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

*PricewaterhouseCoopers*

PricewaterhouseCoopers  
Chartered Accountants and Registered Auditors  
Dublin  
15 March 2017

## Standing Committee- Report 2017

	2016		2015	
	Stgf	€	Stgf	€
ARMAGH	28,275	1,741	54,495	2,872
CLOGHER	15,149	2,346	48,657	3,054
CONNOR	28,029	80	37,535	-
DERRY & RAPHOE	32,103	13,684	37,888	10,763
DOWN & DROMORE	14,454	5,000	39,072	-
KILMORE	197	12,199	1,431	11,123
ELPHIN	-	5,722	-	10,316
CASHEL & OSSORY	-	30,617	-	46,991
FERNS	-	8,227	-	24,006
CORK	-	32,497	-	32,297
DUBLIN		103,638	110	175,782
LIMERICK	-	11,929	-	19,385
MEATH & KILDARE	-	35,510	-	31,670
TUAM	-	19,161	-	21,380
INDIVIDUALS (INCL. LEGACIES)	-	-	-	53,474
REFUND	(164)	(926)	-	(960)
OTHER	<u>7,022</u>	<u>18,445</u>	<u>9,199</u>	<u>21,999</u>
TOTALS	<u>125,065</u>	<u>299,870</u>	<u>228,387</u>	<u>464,152</u>
TOTALS IN EURO	<u>446.402</u>		<u>774.039</u>	

### BISHOPS' APPEAL GRANTS PAID

TYPE OF DEVELOPMENT	2016	2015
	€	€
Disaster Relief	116,400	363,284
Health & Medical	80,413	63,961
Education/Communications	148,311	143,875
Rural Development	<u>112,129</u>	<u>150,319</u>
Totals	<u>457,253</u>	<u>721,439</u>
DEVELOPMENT AGENCY		
Christian Aid	111,334	224,431
CMSI	75,847	46,842
Feed the Minds	16,464	17,133
Tearfund	59,844	133,827
Others	<u>193,764</u>	<u>299,206</u>
Totals	<u>457,253</u>	<u>721,439</u>

**BISHOPS' APPEAL GRANTS PAID**

<b>GEOGRAPHICAL LOCATION</b>		
<b><u>AFRICA - €156,860;Stg£78,840</u></b>		
<b>Project</b>	<b>Location</b>	<b>Agency</b>
Christian School-Books	Rwanda	Team Hope
Church & Community Mobilisation	South Sudan	Tearfund
Community based Health Education	Zambia	Feed the Minds
Disaster Relief	South Sudan	Christian Aid
Dormitory Secondary School	Kenya	CMSI
Education Programme	Uganda	Fields of Life
Emergency Appeal for Displaced	South Sudan	Fields of Life
Food Security	Burkina Faso	Gorta
Immanuel Model Secondary School	South Sudan	CMSI
Literacy Project	Dem Rep of Con	Feed the Minds
Literacy Project	Ethiopia	Mothers' Union
MAJI (Tuam Diocesan Project)	Kenya	CMSI
Mpandesane Neighbourhood Care Point	Swaziland	USPG
Nyankanda School Rehabilitation	Burundi	CMSI
Pamoja Project/Self Help Groups	Tanzania	Tearfund
Protect Natural Resources	Malawi	Christian Aid
Rainwater Harvesting Project	Uganda	Fields of Life
School Latrines	Uganda	Fields of Life
Supplying Wheelchairs to Children	Uganda	Motivation
Teacher's Housing	Swaziland	USPG
<b><u>ASIA - €73,175;£37,190</u></b>		
Climate Resiliency	Philippines	Christian Aid
Dr Graham's Homes	India	Direct
Gaza Crisis	Gaza	USPG
Good for the Sole (Meath & Kildare Dioc Project)	India	Leprosy Mission
Maternal & Newborn Health & Nutrition	Bihar, India	Christian Aid
Nepal Earthquake Appeal	Nepal	Christian Aid
Nepal Earthquake Appeal	Nepal	Tearfund
Philippines Typhoon Appeal	Philippines	Christian Aid
Refugee Crisis	Syria	Christian Aid
Refugee Crisis	Syria	Tearfund
Refugee Crisis	Syria	USPG
<b><u>CENTRAL AMERICA - €21,366;£12,546</u></b>		
Building Resilience	El Salvador	Christian Aid
Houses for Haiti	Haiti	Christian Aid

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<b><u>EUROPE - €20,000;£8,000</u></b>		
Iraq Refugee Crisis	Cyprus & Gulf	Direct
Refugee Crisis	Europe	Christian Aid
Refugee Crisis	Europe	Tearfund
Refugee Crisis	Greece	USPG
<b><u>OTHER - €2,000</u></b>		
What in the World – TV Series 9	Direct	KMF
<b><u>SOUTH AMERICA - €400;£20,000</u></b>		
Awaken	Guyana	Mothers' Union
Disaster Relief	Ecuador	Christian Aid
Food Security Project	Colombia	Christian Aid
Honey Project	Paraguay	SAMS
Pepe Semillta School Project	Paraguay	SAMS
Tackling Gender Based Violence	Brazil	Christian Aid

**Topic on which discussion would be particularly welcome**

In the multi-faceted and complex world of communications today, where should the Church now focus its strategic communications priorities?

**APPENDIX D**

**CENTRAL COMMUNICATIONS BOARD TO GENERAL SYNOD**

**MEMBERSHIP**

The Most Revd Patricia Storey	(House of Bishops)
Ven Richard Rountree	(Standing Committee)
Rev Gillian Wharton	(Honorary Secretary)
Rev Eileen Cremin	(Chair – Broadcasting Committee)
Dr Kenneth Milne	(Chair – Literature Committee)
Dr Raymond Refaüssé	(Hon Secretary – Literature Committee)
Mr David Ritchie	(Church House Senior Management)
	(Internet Committee *)
	(Internet Committee *)
Mrs Yvonne Blennerhassett	(Representative Body)
Very Rev AJ Grimason	(Representative Body)
Ms Ruth Buchanan	(Broadcasting Committee)
Rev Trevor Johnston	(Co-option for gender & regional balance)
Head of Synod Services & Communications	( <i>ex officio</i> )
Press Officer	( <i>in attendance</i> )

**Terms of Reference**

- Initiate policy in relation to the communications strategy of the Church
- Co-ordinate the work of the sub-committees
- Report annually to the General Synod

**OBJECTIVES 2017-18**

- **Review of Church of Ireland communications structures and strategic objectives**

**Report – annual highlights**

The Press Officer, Dr Paul Harron, provided media and communications support to the Archbishop of Armagh during his participation in notable Somme centenary commemoration activities in France in July 2016 including a joint pilgrimage with Archbishop Eamon Martin and a cross-community delegation of thirty young adults, which was widely reported on and well received. The Press Office continued to provide media support to all parts of the Church and in September 2016 it provided publicity for a number of aspects of the Anglican-Orthodox Commission which met in Armagh. In January 2017, the Press Office moved to the top floor of Church of Ireland House, Belfast, as part of the restructuring of space in that building.

One of the major developments during the year was the successful switchover from the old to the newly designed main Church of Ireland website in September; the new website is much more visual and user-friendly, including on mobile devices. The Press Office continues to publicise news and upcoming events from the Church and across the Dioceses on an ongoing basis and welcomes the ongoing input from Diocesan Communications Officers. Mr Peter Cheney, Assistant Press Officer, began to produce audio visual material for the new website, learning camera and editing skills. In addition, he has built on the success of the monthly Press Office E-bulletin which now has over 2,000 voluntary subscribers from across the island and beyond.

Mr Jack Perdue of the Synod Department managed a pilot project to reduce the cost of posting large mailings to parishes and clergy in an effort to improve the cost-effectiveness of such distribution challenges. In January 2017, Bishop Pat Storey, Chair of the CCB, began a review process to consider what the strategic communications objectives should be over the next five years and how they may be best supported by our committee structures and staff resources. The facilitation of Ms Lynda Gould was helpful in this regard at a strategic planning day at the end of January.

The Board welcomed the appointment of Dr Susan Hood, as Librarian and Archivist, and hopes that she will continue her interest in the field of Church publishing. The Board is grateful for inputs from Mr Bryan Whelan, who has joined the staff in the RCB Library. Church of Ireland Publishing produced the seventh book in the Braemor Studies Series, *Let us Celebrate the Feast – Holy Communion and Building the Community*, by the Rev Abigail Sines; *Church of Ireland Sunday and Weekday Readings Advent Sunday 2016 to Eve of Advent Sunday 2017* by the Rev Ken Rue and the *Companion to Thanks & Praise* by the Rev Dr Peter Thompson.

Media training was delivered to a range of individuals identified as potential spokespersons, including the new Secretary General, Mr David Ritchie and Dean of St Patrick's, the Very Rev William Morton. Copyright workshops were organised by Mrs Janet Maxwell and Mr Jack Perdue in Belfast, Cloughjordan and Carrick-on-Shannon with the assistance of Mr Chris Williams of CCLI. The copyright guidelines on the Church of Ireland website have been updated and are available for the assistance parishes and individuals organising services and events.

### **Matters for consideration**

The Board would like to draw some matters to the attention of the General Synod and wider Church. In each of its recent reports, the Board has noted how communications has grown as a part of Church life at every level. Websites, magazines and social media are no longer simply a means of promoting aspects of Church life to members and beyond, but have become both a tool for witness and also, more prosaically, a means of logistical organisation and information sharing.

Communications is now multi-faceted, complex, and time consuming; in the 1990s the Board encouraged dioceses to create some central information point. By 2000 many dioceses had nominated a volunteer to fill the role of Diocesan Communications Officer. By 2010, some of these voluntary roles had developed to paid positions managing press relations, websites, social media and magazines. Where this is leading to next requires

careful consideration. It is within this context that Bishop Storey has instigated strategic planning to help the Church to look ahead and discern what lies ahead in this important area of work and witness.

**Topic on which discussion would be particularly welcome**

Are there further ways in which the Church should engage in religious broadcasting?

**BROADCASTING COMMITTEE**

**Members**

Ms Ruth Buchanan  
Mr Roger Childs  
Rev Eileen Cremin (Chair)  
Mr Paul Loughlin  
Mrs Jacqueline Mullen  
Rev Dr Bert Tosh

**In attendance**

Mrs Janet Maxwell: Head of Synod Services and Communications  
Dr Paul Harron: Church of Ireland Press Officer

**Executive Summary**

Dr Bert Tosh and Mrs Jacqueline Mullen worked closely with the Press Office during 2016-17 to promote awareness of BBC and RTÉ broadcast services. Soul Waves Radio moved to new premises at the Milltown Institute in Dublin and continues to encourage Church of Ireland content on its broadcast resources. This material is made available to local radio stations to help supply religious content. Examples of material produced for Soul Waves can be found on its website at: <http://www.soulwavesradio.ie> Committee asked the Central Communications Board to consider its future remit in terms of the sweeping changes in media content and in religious programming.

**Report**

In addition to the points made in the Executive Summary, the Broadcasting Committee's focus during the year has been how best to continue to support traditional religious programming content on the public service channels of RTÉ and BBC, and how to extend encouragement of Church of Ireland related content in other broadcast providers, which are dominated by a multiplicity of channels supplied by independent content producers and by internet-based platforms. The Committee has asked the Central Communications Board to give consideration to this in the context of the strategic review being carried out.

**RTÉ**

The highlight of worship output on radio in 2016 was, as usual, the magnificent Festival of Nine Lessons and Carols from St Patrick's Cathedral, Dublin, on Christmas Eve. The year also included contributions from parishes from both the Republic of Ireland and Northern Ireland, including a bilingual (English and Irish) service from Galway. Many of these services covered current topics, for example, the 1916 commemoration.

Television output included the live ecumenical service from St Catherine's Church, Tullamore, adjacent to the site of the Ploughing Championships. The service, held a few

days before the commencement of the 'Ploughing' was led by the Rector, the Rev Isaac Delamere and involved people from across the local community alongside representatives from the National Ploughing Association. The church, decorated for Harvest, offered a lovely backdrop to the service. The preacher was the Bishop of Meath and Kildare, the Most Rev Pat Storey.

It was pleasing to see recently ordained members of the clergy leading services on television. As before, groups concerned with third world aid and mission took part, being Christian Aid and CMS. Current themes in the Church of Ireland, such as the Five Marks of Mission, also featured. On Good Friday St Bartholomew's Church, Ballsbridge led the Solemn Liturgy. Throughout the year, services reflected prayerfully on the issues facing the church and society today.

Once again, the Church of Ireland and Roman Catholic Archbishops of Armagh recorded a joint Christmas Day Message for both radio and television. The 2016 Message was recorded in Dundalk and included contributions from a diverse range of pupils and parents from primary schools in Dundalk and Drogheda.

RTÉ and Ms Jacqueline Mullen would welcome suggestions and offers to contribute to its Worship output from parishes and faith groups in every diocese.

## **BBC**

The new BBC Charter came into operation at the beginning of 2017. In the accompanying Agreement between the BBC and the Secretary of State for Culture, Media and Sport, there is a reference to religious programmes:

Ofcom must have particular regard to the desirability of setting or changing requirements - (a) relating to the amount and prominence of genres that provide a particular contribution to the Mission and Public Purposes, are underprovided or in decline across public service broadcasting including: (i) music, arts, religion and other specialist factual content;

Religious programmes still have a place in BBC output. Songs of Praise on BBC1 might be described as a flagship programme on BBC1. The 11th series of An Island Parish, from Shetland, was broadcast in 2016 and at the time of writing the 12th, from Anguilla is being broadcast. On BBC Radio 2, Good Morning Sunday is broadcast every week and on Radio 3, Choral Evensong, including a service from St Patrick's Cathedral in Armagh during the Charles Wood Festival and Summer School. Radio 4 has, on Sunday mornings, Something Understood, Sunday and Sunday Worship. Each week day there is Prayer for the Day, Thought for the Day and the Daily Service.

On BBC Radio Ulster, the pattern continues much as before: Thought for the Day, Sunday Sequence, Morning Service and Sounds Sacred, presented by Canon Noel Battye. There was also, on Sunday afternoons, a series of Praise Revival, reflecting contemporary Christian music, presented by Mr Robin Mark, the singer and songwriter. Worship programmes are provided by an independent company, Blackthorn Productions, and Morning Service is almost always a live Outside Broadcast from a church. Six of these each year are also broadcast as Sunday Worship on BBC Radio 4; memorable among those in 2016 was a service from St Peter's Church in Belfast at which the Bishop of

Connor spoke openly and movingly of his experience of depression. In addition, six Daily Services and eight series of Prayer for the Day are broadcast from Northern Ireland.

Gratitude should be recorded to all those who contribute to religious programmes; those who conduct worship, preach, write and deliver scripts and taken part in discussion. Their efforts cannot be underestimated.

**Thanks**

The Committee again thanks Dr Paul Harron and Mr Peter Cheney in the Press Office for the help and advice they give to parishes and church representatives who need to engage with broadcast media.

Is the Braemor Studies series a useful collaboration between the Literature Committee and CITI to encourage theological writing by ordinands?

## LITERATURE COMMITTEE

### MEMBERSHIP

Dr Kenneth Milne (Chairman)

Canon Peter McDowell

Ven Richard Rountree

Rev Kenneth Rue

Mr Richard Ryan

Rev Bernard Treacy OP

Dr Raymond Refaüssé (Honorary Secretary)

Mrs Janet Maxwell (*ex officio*)

In attendance: Dr Susan Hood, Publications Officer; Dr Paul Harron, Press Officer.

### EXECUTIVE SUMMARY

In 2017 the Committee will set out to:

- Promote Church-related publication within and beyond the Church of Ireland;
- Manage Church of Ireland Publishing;
- Evaluate applications for support from the General Synod Royalties Fund.

### MAJOR OUTCOMES FOR 2016

Arising out of the Action Plan for 2016:-

A booklet in the Braemor Studies series, which seeks to publish the best of the final year dissertations in CITI, was designed, published and launched.

Co-operation with the development of an online purchasing facility which will assist with promotion and marketing, sales and distribution.

### CHURCH OF IRELAND PUBLISHING

The Literature Committee has continued to further the work of Church of Ireland Publishing (CIP), the publishing imprint for the Church of Ireland.

The following titles were published in 2016:-

Kenneth Milne (ed.), *Journal of the General Synod, 2015* ISBN 1-904884-46-0.

Ken Rue, *Church of Ireland Sunday and Weekday Readings Advent Sunday 2016 to Eve of Advent Sunday 2017* (Church of Ireland Publishing, Dublin, 2016). ISBN 978-1-904884-62-0.

Abigail Sines, “*Let Us Celebrate the Feast*” *Holy Communion and Building the Community* (Church of Ireland Publishing, Dublin, 2016). ISBN 978-1-904884-60-6.

Peter Thompson, *Companion to Thanks & Praise* (Church of Ireland Publishing, Dublin, 2016). ISBN 978-1-904884-56-9.

Also, in conjunction with Messenger Publications:

Ken Rue, *Pilgrimage - A Journey Through the Holy Land : Course Guide*. ISBN 978-1-910248-60-7.

*Pilgrimage - a journey of faith through the Holy Land: Jesus : later ministry & on the road to Jerusalem*. Booklet no 3 in the Pilgrimage course guides. ISBN 978-1-910248-63-8.

*Jesus: The Road to Calvary*. Booklet no 4 in the Pilgrimage course guides. ISBN 978-1-910248-64-5.

### **Online Purchasing**

The Literature Committee expresses its gratitude to the Central Communications Board and to the staff of the finance and IT departments of Church House for creating the facility to purchase Church-related materials online via the Church of Ireland website.

This facility has proved extremely popular and is being widely used. Ms Heather Jestin continues to assist with the distribution of materials to parishes. Orders can now be placed online, or by e-mail or by phone using the following addresses:

Online ordering: <https://store.ireland.anglican.org/store>

E-mail: [heather.jestin@rcbdub.org](mailto:heather.jestin@rcbdub.org)

Tel: +3531 4125 665

### **GENERAL SYNOD ROYALTIES FUND**

The Committee recommended the following grants since its last report (March 2016):-

*List of Grants since last report:*

A subvention of €3,000 to Ashfield Press to support the publication of Valerie Jones, *Rebel Prods: the forgotten story of Protestant nationalists and the 1916 Rising*.

A grant of £10,008 to assist with 50% of the production cost of the folders for the Dignity in Church Life policies, which were distributed to parishes this autumn.

Total Grants allocated in period: €13,008

### **PUBLICATIONS OFFICER**

The Publications Officer worked with the authors and editors of the titles listed above and continued to provide advice for aspiring authors and editors. Mr Bryan Whelan, Assistant Librarian, has undertaken some projects to assist the committee, under the direction of Dr Susan Hood who was appointed Librarian and Archivist during 2016. The Committee congratulates Dr Hood on her appointment and thanks her for her continuing work in the field of publishing.

### **ACTION PLAN 2017**

- Support the publication of a new edition of the *Book of Common Prayer*;
- Support the continued publication of the Rev Kenneth Rue's 'Pilgrimage' project;
- Work with CITI staff on the publication of a book on preaching;
- Work with Canon Cecil Hyland on his 'Journeying in Faith' book;
- Seek to promote the digitization of the *Journal of the General Synod*.

APPENDIX E

**CHARITIES REGISTRATION MONITORING WORKING GROUP**

**Members:**

Mrs June Butler	Mr Ken Gibson
Mrs Jennifer Byrne	Mrs Sylvia Heggie
Most Rev Dr Richard Clarke	Mr Lyndon MacCann
Ven Andrew Forster	Mrs Janet Maxwell
Mr Sydney Gamble	Mr David Ritchie
	Ven Leslie Stevenson

The Charities Registration Monitoring Working Group was set up as a joint committee of the Representative Body and the Standing Committee to address matters concerning the Church of Ireland in respect of registration and reporting of Church of Ireland bodies under new charities legislation in the Republic of Ireland and Northern Ireland.

**Update on Registration and Reporting Issues:**

**Northern Ireland:**

Parishes in Northern Ireland have all completed registration with the Charity Commission for Northern Ireland and are now commencing first reporting. To assist parishes Mrs Kate Williams, Head of Finance with the Representative Church Body, has issued a series of guidance documents which have been supplied to parishes and are also available in the Parish Resources section of the Church of Ireland's website.

**Republic of Ireland:**

In the Republic of Ireland registration of parishes and other Church of Ireland bodies:

- A) With existing CHY numbers, is in progress.
- B) Without existing CHY numbers, has not yet commenced and parishes in this group will be notified through their diocesan secretaries and assisted with registration in a managed process; any parishes in the dioceses of Dublin and Glendalough and Limerick that had made applications before the Charities Regulatory Authority (CRA) suspended this managed process will be reviewed and added to the register by the CRA in due course. All parishes with an existing CHY number should start adding or updating their information on the Register, if they have not already done so, as they are already included on the Register. Contact individuals should be made aware of this **as should any other body with an existing CHY number.**

**Diocesan Trustees:**

During 2016/2017, the Charity Registration Monitoring Working Group undertook further research into the subject of diocesan trustees. Diocesan trustees are first referred to in the Representative Body's report to the General Synod of 1871, with further guidance in 1901 through a memorandum of the Legal Advisory Committee of the

Representative Body, adopted by the Representative Body in 1901 and duly reported to the General Synod.

It was recommended that four trustees be appointed for each diocese for the purpose of holding diocesan or parish assets not otherwise vested in either the Representative Church Body or other trustees.

Diocesan trustees were to be nominated by the Diocesan Council and formally approved by the Representative Body, which agreed to indemnify individuals in their role as diocesan trustees (excluding instances of wilful neglect or default or lack of due diligence under existing trust law). There is a memorandum included in the 1871 General Synod report which outlines the responsibilities of trustees.

Diocesan trustees appointed in accordance with the terms of appointment approved by the RCB in 1871 and amended in 1901 hold the assets vested in those trustees upon the trusts relating to those assets. The trustees act in accordance with the directions of the select vestry for any parish for which they hold assets in trust or the applicable Diocesan Council where assets are not in held trust for a particular parish. For purposes of registration and reporting:

1. Such diocesan trustees are not to be registered as independent charities because they are subject to the direction of select vestries or the diocesan council.
2. Diocese Councils should ensure that such diocesan trustees are regularly reviewed, that nominations are made promptly when required and that approval is sought from the Representative Body to the appointment of new trustees. New trustees should be appraised of their responsibilities in accordance with the rules of trust law pertaining in their jurisdiction and the memorandum of 1871 as amended in 1901.
3. Assets held by such diocesan trustees are under the direction of the select vestry or diocesan council and should be reported in the relevant parish/diocesan accounts.
4. Such diocesan trustees will be eligible to be indemnified from the assets vested in them in accordance with the rules of trust law and are also subject to indemnification by the Representative Church Body from diocesan assets held in trust by the RB where they have been duly appointed and act within the parameters laid out in the trust deed. The RB will review these rules during the next year to ensure that diocesan trustees are adequately protected in the performance of their role.
5. The Charities Registration Monitoring Working Group will proceed to discuss registration of diocesan councils. These discussions will be taking place in parallel with the Charity Commission for Northern Ireland and the CRA. Before registration of Diocesan Councils begins, dioceses must clarify the situation in respect of the appointment of their diocesan trustees and the reporting of assets held by those trustees.
6. If diocesan trustees are appointed otherwise than in accordance with the memorandum of 1871 amended in 1901, an examination of their terms of appointment, powers and discretions will have to be undertaken by the Charities

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Registration Monitoring Working Group to determine whether they require to be separately registered. Unless appointed in accordance with the memorandum of 1871 amended 1901, diocesan trustees do not automatically enjoy an indemnity from the Representative Body.

### **Exhausted Trusts:**

When a trust has dwindled and no longer has an active existence it may be possible either to apply to merge that trust with another charity with similar objects or to wind up the trust and distribute remaining assets in accordance with the terms of trust.

### **Useful Contact for Further Information:**

Questions in respect of registration should be addressed to Mrs Janet Maxwell, the Synod Office, The Representative Church Body, Church of Ireland House, Rathmines, Dublin 6. Questions on reporting should be addressed through diocesan secretaries in the first instance and where the secretaries are unable to assist the diocesan secretary will forward queries to the Head of Finance Mrs Kate Williams. Online guidance in respect of registration and reporting has been included within the new Parish Resources section of the Church of Ireland website <https://www.ireland.anglican.org/parish-resources>

Anyone dealing with queries on registration is also recommended to read last year's report of the Charities Registration Monitoring Working Group to General Synod which dealt in considerable detail with issues affecting local trustees and restricted funds.

**Topics on which discussion would be particularly welcome**

1. What do Synod members think is the most appropriate and effective means of the Church making a positive contribution to civic conversation?
2. Social engagement in the Church is both practical in its outworking and theoretical in terms of the theological thinking behind it. How do we best equip the Church (across its membership) to both act justly but think theologically about what that means?

**APPENDIX F**

**THE CHURCH AND SOCIETY COMMISSION OF THE CHURCH OF IRELAND  
REPORT 2017**

**Members**

Most Rev Dr Richard Clarke  
Most Rev Dr Michael Jackson  
Mr Andrew Brannigan  
Rv Dr Rory Corbett  
Rev Adrian Dorrian (Chair)  
Mr George Glenn (*ex-officio*)

Mr Kenneth Gibson  
Very Rev Kenneth Hall  
Mr Samuel Harper  
Mrs Hilary McClay  
Rev Martin O'Connor

**Executive Summary**

The Commission Exists to provide oversight and direction of the Church's work in relation to social theology in action. The Commission's work is divided into two main areas:

1. Proactive work such as the preparation of reports, briefing documents and other resource material.
2. Reactive work such as responding to reports and public consultations, in addition to responding to events in society.

Established as the Board for Social Theology in action in 2010, and later becoming the Church and Society Commission (CASC), the Commission was formed to succeed three previous Church of Ireland Committees: The Board for Social Action NI, the Board of Social Responsibility RI and the Church in Society Committee.

The membership of the Commission is unique as it was formed through a process of application and interview. In 2016, the original membership was extended for one year while a review was undertaken. A new, slightly reshaped membership of CASC, will be appointed by the Standing Committee following the General Synod in 2017. This new group will also incorporate the Northern Ireland Community Relations Working Group.

In 2016, the work of the Commission took several forms, which have generally been hallmarks of its work over the past seven years.

1. Response to Government Consultations.
2. Response to media queries.

3. The release of statements on social issues.
4. Delivery of practical advice and resources to the Church.

Public Statements and Responses to Media Enquiries in relation to:

- The Programme for Government in Northern Ireland;
- Inequality and budget issues in the Republic of Ireland;
- Some draft remarks were also prepared in relation to abortion legislation, but these have been superseded by a statement from the Standing Committee.

Response to Government Consultations and Representation to Government:

- Programme for Government Northern Ireland, both in draft form and after full publication;
- Draft Licensing and Regulation of Clubs in Northern Ireland - written response and presentation of evidence to Government Committee;
- Participation in Together Building a United Community Forum, Northern Ireland.

#### Other Media

- Article in Church of Ireland Gazette re. Post Natal Depression;
- Contribution to BBC Sunday Sequence.

#### Resourcing the Church

- Organisation and delivery of two seminars for Church leaders on the subject of homelessness - one in Belfast (opened by the Bishop of Connor and Very Rev Dr Norman Hamilton, PCI) and one in Dublin (opened by the Archbishop of Dublin) including contributions from the Peter McVerry Trust.
- Production of discussion papers on Rural Isolation and Organ Donation.

This broad range of activities represents the equally broad remit of the Commission – which continues to be one of the ongoing challenges for the Commission as we seek to be increasingly proactive rather than reactive. Nonetheless a breadth of expertise among members has allowed the Commission to work across this range of subjects.

In the coming year, and subject to the new terms of reference and membership, the Commission's ongoing work will continue to include press responses and responses to government consultation as they arise. We look forward to working alongside Mr Peter Cheney, Assistant Press Officer, who is continuing with the Commission to prepare a bank of discussion papers on a range of issues, while at the same time reviewing existing discussion documents prepared by CASC and predecessor committees.

At time of writing, the Commission is seeking to bring together a network of organisations with expertise in mental health, with a view to organising seminars in Belfast and Dublin for Church leaders and others. The Belfast event will include specific information on the subject of Post Natal Depression.

The Commission is grateful for the ongoing support and assistance of a number of staff members at the RCB, not least Dr Paul Harron, Dr Catherine Smith and Ms Janet

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Maxwell. We have been particularly blessed by administrative, research and secretarial support from Mr Peter Cheney and Ms Caoimhe Leppard.

**APPENDIX G**

**STATEMENT FOR THE CITIZENS' ASSEMBLY FROM THE CHURCH OF IRELAND**

The Church of Ireland welcomes the invitation to speak to the Citizens' Assembly. It acknowledges the timescale given to the Assembly by the Government, but would like to note that the nature of the Church's polity prevents it from responding fully within a short space of time on a matter of such exceptional human complexity and sensitivity. The Church of Ireland is a synodical Church which develops policy guided by the prayerful consideration and discussion of bishops, clergy and laity. Accordingly, this statement can be considered only a preliminary response.

While the Church of Ireland has consistently expressed the view that abortion should be confined to situations of strict and undeniable medical necessity, it has also since 1983 publicly questioned the wisdom of addressing such complex moral problems by means of amendments to the Constitution. Indeed unfolding events and a range of tragic human cases over the past three decades have demonstrated the deficiencies of the constitutional approach. However, we would wish to emphasise that to review or question the value of the Eighth Amendment at this time is not by implication to call for easy access to abortion. Rather, it is to suggest that those complex and hopefully rare situations in which medical necessity might require termination of pregnancy would be more suitably addressed through nuanced legislation. The Church of Ireland offers its good wishes and prayers to the Assembly in its weighty duty of striving to find a way forward in this sensitive matter, so that the rights of both mothers and the unborn may be duly balanced and careful reflection may take place regarding the place of the Constitution in addressing complex moral and social matters.

**APPENDIX H**

**COMPLAINTS COMMITTEE INCOME AND EXPENDITURE REPORT**

	2016 Total €	2015 Total €	2014 Total €	2013 Total €	2012 Total €	2011 Total €	2010 Total €
<b>Income</b>							
Deposits	0	0	(814)	(735)	(1,470)	0	(2,091)
Less - deposit refund	0	0	814	735	0	0	697
Support from General Purpose Fund	0	0	0	(991)	0	0	0
Net deposits	<u>0</u>	<u>0</u>	<u>0</u>	<u>(991)</u>	<u>(1,470)</u>	<u>0</u>	<u>(1,394)</u>
<b>Costs</b>							
Legal - External	0	0	0	24,537	0	41,612	60,604
Legal - In-House Legal	0	0	0	24,120	7,220	8,082	18,239
Technical	0	0	0	0	0	5,000	1,220
Expert witness costs	0	0	0	0	0	0	2,195
Administrative and secretarial	0	0	0	0	0	2,394	10,893
Travel & subsistence	0	117	0	3,845	0	792	1,208
Sundry	0	0	0	1,838	0	0	369
	<u>0</u>	<u>117</u>	<u>0</u>	<u>54,341</u>	<u>7,220</u>	<u>57,881</u>	<u>94,728</u>
Costs will be charged to the income and expenditure account in the year the complaint hearing takes place.	<u>0</u>	<u>117</u>	<u>0</u>	<u>53,349</u>	<u>5,750</u>	<u>57,881</u>	<u>93,354</u>

**Topic on which discussion would be particularly welcome**

Are there specific ‘Decade of Centenaries’ events which should be considered by the Working Group in the year ahead and beyond?

**APPENDIX I**

**HISTORICAL CENTENARIES WORKING GROUP**

**Membership:**

The Bishop of Clogher, The Rt Rev John McDowell (Convenor) – *to September 2016*  
The Bishop of Limerick, The Rt Rev Kenneth Kearon (Convenor) – *from September 2016*  
Dr Kenneth Milne (Church of Ireland Historiographer)  
Ven Ricky Rountree (representing the Liturgical Advisory Committee)  
Ven Robin Bantry White  
Professor David Hayton (co-opted)  
Mr George Woodman (co-opted)  
Rev Earl Storey (in advisory role)  
Dr Paul Harron (in advisory role)

The Historical Centenaries Working Group, which always meets by teleconference, followed up on the successful major Easter Rising centenary event held in Christ Church Cathedral, Dublin, in February 2016, with a keynote evening symposium marking the centenary of the Battle of the Somme, on the evening of the 1<sup>st</sup> June 2016 in the Music Room at Christ Church Cathedral, Dublin. Entitled ‘The Somme – a wider set of reflections and experiences’, two engaging talks were provided by the historian Dr Gavin Hughes (TCD) and the writer Mr Turtle Bunbury, followed by questions and answers. The event was chaired by the British Ambassador to Ireland, Mr Dominick Chilcott, who commended the Church of Ireland for the work it had undertaken on commemorating centenaries during this Decade of Centenaries.

The event was very well attended and the audience heard the two speakers highlight the contribution of Irish battalions and individuals to the largest battle on the Western Front during the First World War and one of the bloodiest battles in human history. Dr Gavin Hughes spoke about Irish Battalions and the long Battle of the Somme and Mr Turtle Bunbury detailed some of the Irish personalities who ventured onto the Somme battlefield.

For a longer description of the event, see:

<https://www.ireland.anglican.org/news/6436/somme-centenary-event-at-christ>

In connection with the marking of the Somme centenary, the Working Group’s outgoing Convenor, Bishop John McDowell, accompanied a cross-community (Church of Ireland-Roman Catholic) centenary pilgrimage of thirty young adults from across the island of Ireland, jointly led by Archbishop Richard Clarke and Archbishop Eamon Martin in late June 2016. The remarkable pilgrimage began at Glasnevin Cemetery, Dublin, with a visit to the graves and memorials connected with the 1916 Rising, and proceeded to France

and Belgium to visit a number of war memorials and cemeteries connected to the Irish Battalions (36<sup>th</sup> Ulster and 16<sup>th</sup> Irish) and the First World War, including those at Thiepval and Guillemont. The group also visited the Irish Peace Park at Messines and laid a wreath of peace at the Menin Gate at Ypres.

A number of reports can be found on the Church of Ireland website, including: <https://www.ireland.anglican.org/news/6478/archbishops-of-armagh-conclude-somme>, while a large number of images from the visit can be found at: <https://www.flickr.com/photos/churchofireland/sets/72157667369335964>

The major autumn event of 2016 was the launch of *Rebel Prods: The Forgotten Story of Protestant Radical Nationalists and the 1916 Rising* by the late Dr Valerie Jones, edited and compiled by her daughter Dr Heather Jones (LSE), who also provided a foreword along with Valerie's son, Mr Mark Jones. Published by Ashfield Press, the book received support and assistance from the Historical Centenaries Working Group and a financial subvention from the Church of Ireland Royalties Fund via the Literature Committee. The well attended book launch took place in the Treasury at the Crypt of Christ Church Cathedral, Dublin, on the 21<sup>st</sup> November, with a welcome and introduction given by Bishop John McDowell and an engaging launch speech provided by the former Archbishop of Dublin, the Rt Rev Walton Empey, with whom Valerie had worked closely as Dublin Diocesan Communications Officer. The new book has been favourably received and has sold extremely well. For further information, see: <https://www.ireland.anglican.org/news/6781/rebel-prods-the-forgotten-story>

In September, Bishop McDowell stood down as Convenor, having presided over the work of the Group since its inception and during its busy first phase of contributions to the Decade of Centenaries. The Standing Committee appointed the Bishop of Limerick, The Rt Rev Kenneth Kearon, to succeed Bishop McDowell as Convenor. The work of the Group during 2017 takes a short break in planning events; however, it is anticipated that it will reconvene later this year to look at a programme of forthcoming public engagement in 2018 and beyond.

The Working Group is once again grateful to the Church of Ireland Press Office for its assistance in publicising and co-ordinating its events during the last year.

## APPENDIX J

### HISTORIOGRAPHER'S REPORT

The Decade of Centenaries, perhaps most conspicuously the Easter Rising in Dublin and the Battle of the Somme, gave rise to a considerable amount of printed material. The scene so far as far as Church attitudes in general were concerned was considered in Rev Earl Storey's report for the Northern Ireland Community Relations Council, *Moving beyond the Pale: the Church and a decade of historical commemorations*.

Of particular interest to the Church of Ireland was Dr Valerie Jones's *Rebel Prods*, an account of Protestant revolutionaries edited by her daughter Dr Heather Jones of the London School of Economics. Professor RF Foster's *Vivid faces: the revolutionary generation in Ireland, 1890-1922* (2014) has much to say about Church of Ireland personnel and their motivation and Senia Paseta's (ed.) *Uncertain futures: essays about the Irish past for Roy Foster* contains several chapters that touch on Church of Ireland history and prominent Anglo-Irish figures such as Elizabeth Bowen. Linda Naughton in *Markievicz: a most outrageous rebel* (Merrion Press, 2016) writes of someone who found her spiritual home in the Roman Catholic Church and discusses the Countess's family background.

The replicas of editions of the *Church of Ireland Gazette* issued during 1916 and reproduced in 2016 cover the Rising and the Somme and are valuable primary sources. So also are parish records of the period which are the subject of Julie Parsons's article in *Irish Archives*, vol.23 (2016), "'Cheerful day, good congregation'... responses to the Easter Rising and its aftermath as recorded in Church of Ireland parish registers, 1916-1925". Also providing a rarely published perspective on the Rising is *1916: tales from the other side*, which accompanied an exhibition curated by Dr Elaine Doyle at Archbishop Marsh's Library in Dublin. Catalogues can provide a significant printed primary source, such as *Where neither moth nor rust doth corrupt: an alternative history of Christ Church* by Ms Ruth Kenny and Rev Canon RH Byrne and which accompanied an exhibition at the cathedral. Rev Canon Roy Byrne also has a chapter on Christ Church, the Chapel Royal and the silver-gilt altar plate in *The Chapel Royal, Dublin Castle: an architectural history*, eds Myles Campbell and William Derham (Dublin 2015). Still on architectural matters: Dr Paul Harron, the Church of Ireland Press Officer, has published *Ulster and its architects: Young and Mackenzie, a transformational provincial practice, 1850-1960* (Ulster Architectural Heritage Society, 2016). 2015 also saw the publication of Mr Tarquin Blake's *Abandoned churches of Ireland* (The Collins Press, Cork, reprinted 2016), documenting over eighty Church of Ireland churches and providing a record of 'fragile religious ruins'.

A new addition to the enormous literature devoted to Dean Jonathan Swift of St Patrick's, Dublin, is John Stubb's *The reluctant rebel* (Penguin 2016).

*Treasures of Irish Christianity*, vol III (ed. Salvado Ryan, Veritas, Dublin, 2015) contains essays on the Revd Devereux Spratt, a 17<sup>th</sup> century traveller (Raymond Gillespie), the Rev WS Pakenham Walsh, 'musician, theologian, mystic' (Dr Kerry Houston) and a Church of Ireland family who met martyrdom in China (Rev Canon Patrick Comerford).

The Boulter Letters (correspondence of Archbishop Hugh Boulter, ed. Dr Kenneth Milne and Mr Paddy McNally, Four Courts Press) was published in November 2016.

Turning to theology, a further three titles have appeared in the 'Braemor Studies' series, edited by Dr Susan Hood: *Let us celebrate the feast': Holy Communion and building the community* (Rev Abigail Sines); *Extending the welcome: hospitality in the Church* (Rev Caroline Farrer) and *A theology of vision: its pastoral implications* (Rev Ian Horner). Rev Grace Clunie and Dr Tess Maginiss in *The Celtic Spirit and literature* (Columba Press, 2015) explain 'how the Celtic spirit has manifested itself in Irish literature over many centuries up to the present day'. Two additions to our knowledge of local history can be singled out for their scholarly approach and their handsome presentation: WEC Fleming, *On the hill of Armagh in and around the cathedral* (Dundalgan Press, Dundalk) and *Nun's Cross Church, Co. Wicklow and its treasures, 1817-2017* by Ms Patricia Butler with photography by Mr Mark Boland, commissioned by the Select Vestry of the parish.

June Cooper's *The Protestant Orphan Society and its social significance in Ireland, 1828-1940* recounts the story of a major charity whose supporters included many distinguished Church of Ireland figures. *Grave matters: death and dying in Dublin 1500 to the present*, edited by Dr Lisa Marie Griffith and Dr Ciarán Wallace (Four Courts Press 2016) carries a chapter 'The representative Church Body Library, Dublin: a Church of Ireland perspective on death' by Dr Raymond Refaussé whose retirement in 2016 was marked by a seminar organised by the RCB Library and Archives Committee to acknowledge his contribution to the Church and to Irish scholarship. To his successor as Librarian and Archivist, Dr Susan Hood, I wish to express my thanks for much help in compiling this report. The Church of Ireland has good reason to be grateful for the RCB Library, the journal *Search* and the *Church of Ireland Gazette* which, in their distinctive ways, contribute significantly to public discourse in Ireland.

The Church of Ireland Historical Society holds its twice-yearly meetings, in the spring in Armagh and the autumn in Dublin. These continue to be extremely well supported. The Society awards an annual prize for an essay (of post-graduate standard) in memory of its founder, Dr Billy Neely, and the publication of a series of essays on the historiography of the Church of Ireland is at an advanced stage of preparation.

## Standing Committee – Report 2017

There will be no shortage of commemorations for some time to come. The Irish Legal History Society, the Church of Ireland Historical Society and the Library and Archives Committee of Christ Church Cathedral, Dublin (which displays what is thought to be the only medieval copy of the Great Charter in Ireland) joined forces in November 2016 to hold a conference on ‘Law and the idea of liberty in Ireland: from Magna Carta to the Present’. 2017 will see two conferences: a *Search* colloquium on *Ecclesia semper reformanda* (largely from a theological perspective) in conjunction with the Church of Ireland chaplaincy in TCD and a conference on the historical implications of reformations in Europe in association with the Irish Catholic Historical Society. I am involved in the planning of each of these events.

Kenneth Milne (November 2016)

**APPENDIX K**

**NORTHERN IRELAND COMMUNITY RELATIONS WORKING GROUP  
REPORT TO GENERAL SYNOD 2017**

**Members:**

Rev Adrian Dorrian  
Rev Barry Forde  
Rt Rev John McDowell  
Rt Rev Harold Miller (Chair)  
Ms Kate Turner  
Rev Peter Munce

**In Attendance:**

Dr Paul Harron  
Mr Peter Cheney

The Northern Ireland Community Relations Working Group continued to keep a watching brief on issues relating to reconciliation. In the course of the last year, the working group held one meeting (on 28 June 2016), which considered the Draft Programme for Government Framework and a report by a panel on paramilitary activity, commissioned as part of the Fresh Start Agreement. The discussion contributed to the Church and Society Commission's response to the consultation. Members emphasised the need for concrete, verifiable and time-related goals and to address the implications of Brexit on Northern Ireland.

The working group also extended a welcome to the Rt Hon James Brokenshire MP on his appointment as Secretary of State for Northern Ireland. The remit of the working group will be incorporated into that of the Church and Society Commission when the Commission is reconstituted later this year. The working group is grateful for the insight of all those with whom it has engaged with since its establishment in 2013, and continues to encourage all members of the Church to work towards a more peaceful and shared society.

**APPENDIX L**

**PARISH DEVELOPMENT WORKING GROUP**

**REPORT 2017**

**COMMITTEE MEMBERSHIP**

Mrs Nicola Brown

Rev Peter Jones

Mr David Brown

Mrs Tessa Marsden (Administrator)

The Rt Rev Kenneth Clarke

Rev Ruth Jackson Noble

The Rev Paul Hoey (Chair)

The Rt Rev Patricia Storey

The work of parish development continues throughout the dioceses. The Working Group very much sees its role as facilitating this work, in particular by bringing parishes together for mutual encouragement and support, and for the stimulus of sharing ideas as we face common challenges together.

The Long Term Church project, of which the Archbishop of Armagh has spoken, gives added impetus to parishes and bodies throughout the Church to find ways of co-operating together to help build a generous, serving and confident Church of Ireland.

The recent focus of the group has been on planning the next parish development conference, to take place on 25 March 2017 at the Emmaus Retreat Centre, Swords. We decided to have just one conference for parishes from the four corners of this island in response to feedback received after the previous two conferences held at Abbeyleix and Dungannon, suggesting that interaction between parishes north and south would be of particular benefit. This feedback has also helped shape the programme.

As before, we have invited Rev Ian Coffey to facilitate the event, confident that his sensitive guidance will help parishes to get to grips with the challenge of change. Each parish team will be encouraged to explore the “Ten Stepping Stones of Parish Development” that are at the core of the process of Church development, and to identify one that will provide a focus for its own journey of development for the immediate future. The intention is that parish teams will then identify some resources on the Church21 website that they can take back with them and use to continue to work at these issues.

Our hope is that holding regular Parish Development Conferences might assist in the development of a network of churches committed to supporting each other and sharing resources.

The members of the working Group wish to place on record our appreciation of the work that Tessa Marsden does in her role as Administrator.

We are delighted to welcome as a member Mrs Nicola Brown, Parish Support Officer for the Church of Ireland, and look forward to benefitting from her breadth of experience.

**APPENDIX M**  
**STANDING COMMITTEE**  
**PRIORITIES FUND**

<b>INCOME AND EXPENDITURE ACCOUNT</b>		<b>Year ended 31 December</b>	
		2016	2015
		€	€
<b>INCOME</b>			
Contributions	1	494,409	638,622
Deposit interest		-	396
Investment income		31,489	31,355
		<u>525,898</u>	<u>670,373</u>
<b>EXPENDITURE</b>			
Administration Expenses	2	(32,259)	(36,771)
<b>Operating Surplus for the Year</b>		<u>493,639</u>	<u>633,602</u>
<b>ALLOCATIONS &amp; GRANTS</b>			
Allocations & Grants Distributed	3	(537,256)	(511,149)
<b>(Deficit)/Surplus after Allocations &amp; Grants</b>		<u>(43,617)</u>	<u>122,453</u>
Valuation Movement		52,866	51,013
Currency translation adjustment		(51,640)	10,113
<b>Net Surplus for the year</b>		<u><u>(42,391)</u></u>	<u><u>183,579</u></u>

**STANDING COMMITTEE**

**PRIORITIES FUND**

**BALANCE SHEET**

**Year ended 31 December**

		2016	2015
		€	€
<b>INVESTMENTS</b>			
Investments held by the RCB	4	1,066,981	1,014,114
		<hr/>	<hr/>
<b>CURRENT ASSETS</b>			
Cash held with the RCB	5	427,247	-
Cash held on deposit	6	-	556,699
Cash at bank		1,591	341
		<hr/>	<hr/>
		428,838	557,040
		<hr/>	<hr/>
<b>CURRENT LIABILITIES</b>			
Loans		-	(31,000)
PAYE/PRSI		-	(1,944)
		<hr/>	<hr/>
		-	(32,944)
		<hr/>	<hr/>
Net Assets		<u>1,495,819</u>	<u>1,538,210</u>
<b>FUNDS EMPLOYED</b>			
Balance at 1 January		1,538,210	1,354,631
(Deficit)/Surplus for the year		(42,391)	183,579
		<hr/>	<hr/>
Balance as at 31 December		<u>1,495,819</u>	<u>1,538,210</u>
		<hr/> <hr/>	<hr/> <hr/>

**Notes to the Financial Statements**

1. Contributions	2016 €	2015 €
Contributions from the dioceses	494,409	638,622
	<u>                    </u>	<u>                    </u>
2. Administration Expenses	2016 €	2015 €
Salaries & PRSI	14,850	20,501
Organiser's & Committee expenses	4,150	5,779
Printing & Stationary	2,299	5,231
Postage & Photocopying	2,706	1,222
Miscellaneous & Transfers	222	4,038
Audit Fees	8,032	-
	<u>32,259</u>	<u>36,771</u>
	<u>                    </u>	<u>                    </u>
3. Grants & Loans	2016 €	2015 €
Ministry	197,665	158,760
Retirement Benefits	937	584
Education	81,971	79,719
Community	20,888	65,560
Areas of Need	35,060	37,925
Outreach Initiatives	89,991	88,609
Innovative Ministry	110,744	79,992
	<u>537,256</u>	<u>511,149</u>
	<u>                    </u>	<u>                    </u>

Standing Committee – Report 2017

4. Invested assets are shown at market value in 2016 and 2015.

	2016	2015
	€	€
5. Cash held with the RCB		
Cash held with the RCB	427,247	-
	<u>          </u>	<u>          </u>

	2016	2015
	€	€
6. Cash held on deposit		
Cash held on deposit	-	556,699
	<u>          </u>	<u>          </u>

7. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2016, €1 = £0.8535 (2015: €1 = £0.737).

8. The Priorities Fund is not the beneficial owner of any tangible fixed assets, and thus no depreciation charge arises in the period.



The Church of Ireland Priorities Fund  
Representative Church Body  
Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6

15 March 2017

Dear Sirs

**Chartered Accountants' report on the unaudited financial information of the Church of Ireland Priorities Fund**

In accordance with our engagement letter dated 17 January 2016 we have compiled the entity's financial information which comprises the Income and Expenditure Account, Balance Sheet and related notes from the accounting records and information and explanations you have given us.

The financial information has been compiled on the basis set out in the accounting policies set out in the financial information.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile, for management purposes. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2016 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.

  
PricewaterhouseCoopers  
Chartered Accountants  
Dublin

15 March 2017

**Topic on which discussion would be particularly welcome**

The Working Group would like to draw your attention to the increase in legislation and would invite comments on this. The Working Group is also working to ensure we continue to be relevant to the Church.

**APPENDIX N**

**WORKING GROUP ON DISABILITY**

**Membership**

Rev Jennifer McWhirter (Chairperson)  
Mr Arthur Canning  
Rev Malcolm Ferry  
Mrs Carol Ferry  
Dr Timothy Jackson  
Mrs Audrey Tormey

**Terms of Reference**

In March 2005, the Standing Committee established the Working Group on Disability to address issues concerning disability that affect the Church of Ireland and to consider the implications of legislation in both jurisdictions. The Church of Ireland is periodically invited to comment on consultation documents, white papers and draft legislation. It was envisaged that a working group with expertise in this area would be in a position to prepare considered responses on behalf of the Church.

**Personnel**

Following the resignation of Mr Ian Slaine from the Working Group in 2015, we were pleased to welcome Mr Arthur Canning who joined the Working Group in 2016. We were also pleased that the Archbishop of Armagh was appointed as the Bishop Representative to the Working Group.

**Comments on legislation**

This year the Working Group have been asked to provide comment on 5 pieces of legislation over the past year and is pleased to be able to have such an input.

**Disability Awareness Sunday**

Disability Awareness Sunday is usually the third Sunday of November. In 2016 the theme was caring for those suffering from dementia and their families. An article was placed in the Church of Ireland Gazette and made available online. Parishes and Gazette readers were asked to submit suggestions for best practice for caring for those with dementia and the Working Group was disappointed to receive only one response. It is hoped that each year this material helps clergy in parishes to focus for one day on those

who struggle with disability and raises awareness of different disabilities in congregations.

### **Accessibility to Church Venues**

The Working Group is delighted that its lobbying over many years for fully inclusive venues for all Church meetings, including General Synod, is now well established and supported. The Chairperson of the group was pleased to be invited to the venue for General Synod to highlight access points for those with disabilities who will be attending General Synod. The group continue to emphasise that support for all disability types should be encouraged in all church venues, e.g. wheelchair access, rails, loop system for hearing aid users, support for those with partial sight, or those who are blind and those with other disabilities. detailed support and advice is available on our website links.

We hope that all Dioceses and Parishes continue to consider disability issues in planning events, in order to ensure inclusion.

### **Use of Technology**

The Working Group has benefited much from the use of modern technology, e.g. Skype and tele-conferencing facilities, as a way of ensuring participation of members from the length and breadth of our Church and island. This is an encouragement to those who could contribute to our work but could not physically travel to meetings.

### **Work Plan**

The Working Group has certain priorities in its planning for the future:

- a. To make people think beyond disability and towards access for all;
- b. To make people aware of the legislation in the Republic of Ireland and Northern Ireland and outline the implications of the same;
- c. To make people aware of key issues involved in making sure properties are accessible.

### **Conclusion**

The Working Group continues to seek consultation with and support from Church Members with either a professional or personal knowledge in the area of disability.

**APPENDIX O**

**STANDING COMMITTEE INCOME AND EXPENDITURE AND GENERAL PURPOSES FUND ACCOUNTS**

**STANDING COMMITTEE INCOME AND EXPENDITURE ACCOUNT**

	Notes	2016 €	2015 €
<b>INCOME</b>			
Representative Church Body	1	630,309	617,856
Deposit Interest	2	398	1,051
Royalties Fund Income		96,303	67,970
Grants/Contributions		15,192	26,821
		<u>742,202</u>	<u>713,698</u>
<b>EXPENSES</b>			
Services provided by RCB	3	276,303	278,381
General Synod Expenses	4	36,602	39,338
Miscellaneous Expenses	5	54,327	44,766
		<u>367,232</u>	<u>362,485</u>
<b>OPERATING SURPLUS FOR THE YEAR</b>		<u>374,970</u>	<u>351,213</u>
<b>ALLOCATIONS AND GRANTS</b>			
Allocations to Ecumenical and Anglican Organisations	6	119,779	123,470
Allocations to Church related Organisations	7	210,937	333,789
		<u>330,716</u>	<u>457,259</u>
Surplus/(Deficit) for year		<u>44,254</u>	<u>(106,046)</u>

**STANDING COMMITTEE**

<b>FUND ACCOUNT</b>		<b>Year ended 31 December</b>	
		<b>2016</b>	<b>2015</b>
		<b>€</b>	<b>€</b>
<b>CURRENT ASSETS</b>			
Cash on deposit held by RCB	8	352,056	316,770
Net Assets		<u>352,056</u>	<u>316,770</u>
<b>FUNDS EMPLOYED</b>			
Balance at 1 January		316,770	416,408
Surplus/(Deficit) for the year		44,254	(106,046)
Currency translation adjustment		(8,968)	6,408
Balance as at 31 December		<u>352,056</u>	<u>316,770</u>

**Notes to the Accounts**

1. Income from Representative Church Body

	2016 €	2015 €
Representative Church Body allocation	652,527	654,458
Refund unexpended allocation	(22,218)	(36,602)
Total income from RCB	<u>630,309</u>	<u>617,856</u>

2. Deposit Interest

	2016 €	2015 €
-Royalties Fund	398	1,051
	<u>398</u>	<u>1,051</u>

3. Services provided by the RCB

Services provided by the RCB relates to time apportionment of RCB staff to Standing Committee support.

	2016 €	2015 €
4. General Synod Expenses		
-Venue and Facilities	36,602	39,338
	<u>36,602</u>	<u>39,338</u>

Standing Committee – Report 2017

5. Miscellaneous Expenses

	2016	2015
	€	€
- Census Costs	10,651	-
- Parish Development Working Group	2,522	9,100
- Publications & Printing	7,834	8,992
- Honorary Secretaries' expenses	9,151	11,479
- Porvoo Expenses	2,934	2,895
- Historiographer's Expenses	1,300	2,000
- COI Church & Society CO	957	-
- Council for Mission	1,102	1,013
- Commemorations Working Group	2,323	697
- Commission on Ministry	6,302	4,055
- Commission on Human Sexuality	3,095	1,348
- Covenant Council	822	500
- Children's Ministry	2,813	-
- Commission Episcopal Ministry & Structure	2,521	2,687
	<u>54,327</u>	<u>44,766</u>
	=====	=====

6. Ecumenical and Anglican Organisations

	2016	2015
	€	€
- Anglican Consultative Council	48,037	54,858
- Churches Together in Britain and Ireland	11,716	13,569
- Irish Council of Churches	24,379	27,892
- Irish School of Ecumenics	4,000	-
- Irish Inter-Church Meeting	13,624	15,467
- World Council of Churches	4,101	4,749
- Conference of European Churches	5,800	3,000
- Delegates' expenses (travel/conferences)	8,122	3,935
	<u>119,779</u>	<u>123,470</u>
	=====	=====

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7. Allocations to Church related Organisations	2016	2015
	€	€
- Central Communications Board	138,331	144,000
- Miscellaneous	-	-
- Grants paid to General Church Organisations	500	6,000
- Church of Ireland Marriage Council	8,266	9,233
- Royalties Fund Expenditure	59,610	167,357
- Safeguarding Trust	4,230	7,199
	<u>210,937</u>	<u>333,789</u>
	<u><u>210,937</u></u>	<u><u>333,789</u></u>

8. Cash on Short Term Deposit	2016	2015
	€	€
- Royalties Fund	252,612	216,438
- Hymnal Revision	1,509	1,748
- Other Account Balances	97,935	98,584
	<u>352,056</u>	<u>316,770</u>
	<u><u>352,056</u></u>	<u><u>316,770</u></u>

This represents cash held on behalf of Standing Committee by the RCB in pooled bank accounts.

9. Foreign currency transactions have been translated to Euro at the rate of exchange ruling on 31 December 2016, €1 = £0.8535 (2015: €1 = £0.7370).



The Church of Ireland Standing Committee  
Representative Church Body  
Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6

15 March 2017

Dear Sirs

**Chartered Accountants' report on the unaudited financial information of The Church of Ireland Standing Committee**

In accordance with our engagement letter dated 17 January 2016 we have compiled the entity's financial information which comprises the Income and Expenditure Account and Fund Account and the related notes from the accounting records and information and explanations you have given us.

The financial information has been compiled on the basis set out in the accounting policies set out in the financial information.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile, for management purposes. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2016 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.

*PricewaterhouseCoopers*  
PricewaterhouseCoopers  
Chartered Accountants  
Dublin

15 March 2017

Standing Committee – Report 2017

**GENERAL PURPOSES FUND**  
**INCOME AND EXPENDITURE ACCOUNT**

	2016 €	2015 €
<b>INCOME</b>		
Interest and dividends	1,105	1,104
	1,105	1,104
<b>EXPENSES</b>		
Registrar's fees	63	63
	63	63
<b>OPERATING SURPLUS FOR YEAR</b>	1,042	1,041
Balance 1 January 2016	36,074	33,265
Currency translation adjustment	(12)	4
Unrealised Gains on revaluation	<u>1,857</u>	<u>1,764</u>
Balance 31 December 2016	38,961	36,074
<b>FUNDS EMPLOYED</b>		
Investments	36,860	35,011
Cash held by RCB	<u>2,101</u>	<u>1,063</u>
	38,961	36,074

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 30 December 2016, €1 = £0.8535 (2015: €1 = £0.737).



The Church of Ireland Standing Committee  
Representative Church Body  
Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6

15 March 2017

Dear Sirs

**Chartered Accountants' report on the unaudited financial information of the Church of Ireland General Purposes Fund**

In accordance with our engagement letter dated 17 January 2016 we have compiled the entity's financial information which comprises the Income and Expenditure Account and Fund account from the accounting records and information and explanations you have given us.

The financial information has been compiled on the basis set out in the accounting policies set out in the financial information.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile, for management purposes. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2016 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.

*PricewaterhouseCoopers*

PricewaterhouseCoopers  
Chartered Accountants  
Dublin

15 March 2017

**APPENDIX P**

Statute Ch III of General Synod 2006 adopted the following in relation to the levy for the financing of Child Protection Officers:

- ‘6. The Standing Committee shall, at the ordinary session of the General Synod in 2008, and triennially thereafter, and may at any other session, present a report on the implementation of this Statute, specifying any amendment which may appear to be necessary or expedient.’

2017 Report in relation to the implementation of the above Statute:

Safeguarding Trust continues to be implemented throughout the Church of Ireland and two child protection officers are in place, for NI and RI (arising out of a decision of the General Synod in 2006), to support and advise bishops, parish panels and all other relevant stakeholders in this regard. The CPOs also have responsibility for the implementation of Safeguarding, policy development and training. The CPOs, together with the Boards of Education Secretaries, are currently engaged in an overall policy review of SGT. This will reflect the development of the policy from child protection to safeguarding in general, including vulnerable adults, and ensuring that all those who interact within the life of the church are assured of a safe environment both physically and psychologically.

The current levy which is applied for the funding of the CPOs is adequate and no increase is being sought at this juncture.

**APPENDIX Q**

**REPORT OF THE SAFEGUARDING TRUST BOARD**



Child Protection Officer (RI)  
Mr Gabriel Chrystal



Child Protection Officer (NI)  
Ms Margaret Yarr

The Safeguarding Trust Board was established by Standing Committee at its June 2016 meeting.

The Safeguarding Trust Board has met three times since its establishment and has begun work on the development of a policy for safeguarding vulnerable adults for the Church which will be brought before the General Synod for approval, following further consultations and considerations.

The remit of the Safeguarding Trust Board is to oversee the development of policy in relation to all aspects of safeguarding in the life of the Church. Previously, this responsibility rested with the General Synod Boards of Education (RI and NI). This is a very significant development in the life of the Church. It positions Safeguarding centrally in the governmental structures of the Church and reaffirms the strong commitment of the Church of Ireland to ensuring that its policies on child protection, vulnerable adults, and safeguarding in general, are robust and seek a standard of excellence.

The Reports for the Northern Ireland and Republic of Ireland jurisdictions (respectively) in relation to safeguarding work over the previous year are included below:

**Republic of Ireland:**

In September 2016 Ms Renée English, Child Protection Officer (CPORI), retired from her post. Renée had been in post since 2006 and was the first CPO in the Church of Ireland in the Republic of Ireland. Renée was highly respected in the role as an advisor to parishes and will be missed by all involved with safeguarding in the church. Renée was also very popular and highly regarded among her colleagues in Church House and will be greatly missed in the office. We wish Renée a very long and happy retirement and thank her for everything she has done in establishing and maintaining high child protection standards in the Church of Ireland.

Renée was replaced by Mr Gabriel Chrystal in November 2016. Gabriel returned home to Sligo in 2015 after spending 24 years in the UK where he worked as a Detective Sergeant with the Metropolitan Police Specialist Child Abuse Investigation Team at New

Scotland Yard and Thames Valley Police Child Abuse Investigation Unit in Buckinghamshire.

Gabriel brings a broad range of experience in the management and investigation of child protection enquiries, family support and the provision of specialised training programmes around safeguarding and child protection. He will continue to provide advice and guidance to parishes and dioceses on a range of issues regarding the implementation of Safeguarding Trust whilst liaising with statutory authorities in relation to the referral and management of child protection cases.

There have been a small number of historical abuse referrals with some cases on-going from previous years. Delays in such matters are as a result of lengthy Tusla and Garda enquires with the DPP awaiting case disposal decision. Such cases require careful fact checking and working co-operatively with Church authorities and external agencies to ensure that the paramouncy principal is achieved.

A review of the SGT policy is currently on-going; the review was commenced in 2016 by both CPO NI Ms Margaret Yarr and CPO RI Ms Renee English (prior to her retirement) along with Dr Ken Fennelly and Dr Peter Hamill. In February 2017 a review group selected from dioceses and parishes around both jurisdictions met to discuss the policy and to discuss the new Safeguarding Vulnerable Persons policy which is currently in draft form.

The CPO continues to attend meetings as a member of the Child Protection Network for those holding safeguarding responsibilities in voluntary and community organisations. The network provides an opportunity for sharing of information and resources and acts as a lobby group to influence child protection policy development at national level. The network also allows for maintaining vital links with external child protection professionals in other agencies in the Republic and beyond.

The CPO co-facilitated training for ordinands at the Theological Institute with Ms Margaret Yarr CPO NI in February 2017. This session was attended by ordinands from both jurisdictions along with an international delegate from the Theological Institute of Hong Kong. Evaluation of feedback received indicated that such training was vital and that having professionals in the role provided real experiences for the ordinands prior to their first placements.

Training and triennial parish evaluations will continue to be undertaken by the CPO and diocesan support team members. It is envisaged that this training will expand with the new legislation around Safeguarding Vulnerable Adults expected later in 2017. It is expected that policy in relation to the safeguarding of vulnerable adults will be presented to the General Synod this year. The CPO has attended some diocesan council meetings to encourage channels of communication and provide advice and the further offer of assistance with any safeguarding issues that arise. Attendance at further diocesan council meetings along with sampling of training events is expected throughout 2017.

The CPO attended training with the Garda National Vetting Bureau in January 2017 as a second authorised signatory on behalf of the Church of Ireland. A number of other training courses relating to Child Protection and Safeguarding will be attended by the CPO in 2017. These courses include NOTA (National Organisation for the Treatment of

Abusers) based around sex offenders in the community and a Mentor Forensics training event concerning the comprehensive risk assessment and management of sex offenders. Both of the above courses are vital to the role of CPO in keeping up with the ever-developing systems of management for those who are required to meet with sex offenders when assessing risk.

Ms Ruth Burleigh continues in her role to hold responsibility for the administration of the vetting service where it has been noted that the number of vetting applications received continues to rise. The numbers are expected to rise further due to the statutory requirements for retrospective vetting, as the National Vetting Bureau has indicated that they will seek to prosecute individuals who have not complied with their direction to be vetted by 31<sup>st</sup> December 2017, if they are in a position that entails relevant work. A circular was issued by the CPO in early March 2017 highlighting the matter to all clergy and diocesan secretaries. Further advice is available from the CPO or Ms Ruth Burleigh at Church House Dublin.

### **Northern Ireland:**

Child Protection Officer NI (CPONI) continues to provide advice and guidance regarding the implementation of Safeguarding Trust to parishes, dioceses, mission agencies and related organisations throughout Northern Ireland. In this work, she liaises closely with the Police Service NI, Probation Board NI, Social Services and other statutory and voluntary agencies whenever issues relating to child protection arise within parishes and dioceses. The CPONI is the nominated link person in the Church of Ireland for contact with PPANI (Public Protection Arrangements for Northern Ireland). Cooperative working with PPANI provides useful sharing of information and guidance on best practice.

The annual Safeguarding Trust training event for newly ordained clergy and first incumbents will be facilitated by both the CPONI and CPORI in May 2017. Training events for panel members in all five northern dioceses were held throughout 2016. Both CPOs facilitated Safeguarding Trust training to first year students in CITI in February 2017. The CPONI also provided training in a number of parishes throughout the year.

The CPONI continues to be a member of a faith-based, interdenominational child protection group in Belfast. The group provides support to the members and shares information on child protection and related issues.

The Diocesan Evaluation Teams met in October 2016 when the lists of parishes to be evaluated during the next twelve months were distributed. The teams continue with their very valuable work in visiting (on a triennial basis) and supporting parishes. The Board of Education offers sincere thanks to the evaluators for their continuing diligence and expertise in carrying out these parish visits. A review of the SGT policy is currently ongoing; the review was commenced in 2016 by both CPO NI Ms Margaret Yarr and CPO RI Ms Renee English along with Dr Ken Fennelly and Dr Peter Hamill. In February 2017 a review group selected from dioceses and parishes around both jurisdictions met to discuss the policy and to discuss the new Safeguarding Vulnerable Persons policy which is currently in draft form.

Mrs Claire Geoghegan (AccessNI Co-ordinator in the office of the Board of Education in Belfast) continues to process in over one hundred applications for Enhanced Disclosure

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checks to AccessNI per month, providing an important service to parishes. Advice and guidance in relation to changes and updates of the checking process are regularly provided to parishes and users of the vetting service.

**Topic on which discussion would be particularly welcome:**

The Pioneer Ministry Working Group were greatly encouraged by the findings of recent survey, that highlighted the range and breadth of different projects, initiatives and acts of outreach being undertaken across the whole church. We now invite members of Synod to share stories and experiences of new forms of outreach that are seeking to engage with the communities in which we live.

**APPENDIX R**

**CHURCH OF IRELAND WORKING GROUP ON PIONEER MINISTRY**

**Executive Summary**

A working group has been established to consider the role of ‘pioneer ministry’ within the Church of Ireland. It is overseen by the Bishops of Connor and Tuam and the Archbishop of Dublin. The group members are: Very Rev Alistair Grimason, Rev Rob Jones, Rev Barry Forde and Mr Trevor Douglas.

The following is a summary of its work to date:

1. Representatives from every diocese, with the exception of Limerick, have been appointed to the group to act as ‘diocesan advocates’. A report was produced for, and presented to, the House of Bishops – ‘Pioneer Ministry and Fresh Expressions in the Church of Ireland’. This report documented the history and development of Pioneer Ministry and the Fresh Expressions movement, particularly as it emerged out of England, and considered the points of contact and contrast with an Irish context. The report highlighted the unease with transplanting language, terms and concepts from one context into another. It also noted the need to guard against any presumption that the introduction of anything ‘new’ is seen as preferable to or an indictment of the perceived ‘old’. Rather, a culture of different models of ministry working alongside and truly valuing one another is vital for the mission of the church.
2. In essence, Pioneer Ministry and Fresh Expressions is an attempt to bring church to those who do not currently belong. Strictly speaking, a fresh expression of church is the specific intent to create a new ecclesial community, and the pioneer minister is the person or persons who head up that ministry. However, there are significant degrees of overlap with new forms of outreach by existing parishes and churches and helping these to grow will, once again, be of benefit to the whole church.
3. This Report was received by the House of Bishops and the Working Group commended to continue under the oversight of the three bishops.
4. The Working Group undertook a preliminary survey of missional activities across the dioceses. This revealed a vitality within our church, across all dioceses, with over 65 expressions of outreach in rural and urban areas, to young and old, taking

place within church buildings and in outside facilities, with an overwhelming imperative being to reach those who are not currently part of the life of the church. The Group intends to continue gathering information as to what is happening, in order that support, where it is desired, may be offered to those undertaking such work, and to encourage others through the sharing of ideas.

5. The dioceses of Tuam, Connor and Dublin have entered into an InterDiocesan Learning Experience, working with Kerry Thorpe, Canon Missioner Canterbury Diocese, and Phil Potter, Archbishops of Canterbury and York's Missioner and Leader of The Fresh Expressions Team, to consider how to grow new expressions of ministry. This tripartite approach is open to other dioceses to observe, and the aspiration is that it might serve as a model that can be adopted, and revised, by others.
6. The Working Group is also keen to partner with other groups, and has engaged with the leadership of the Methodist Church on how to grow new expressions of ministry and mission.
7. The Working Group will continue to support and receive significant direction from the Inter-Diocesan Learning Experience and will seek further ways to identify, support and encourage new expressions of ministry and mission across the whole church. We invite any parishes or individuals with an interest in this area to make contact with us in order to further our common life and mission.

**Topic on which discussion would be particularly welcome**

1. What is the best balance between what the Church can do directly and how it can support others in this area of ministry?
2. How can the Church best respond to fears about migration in the context of the refugee crisis?
3. How can the Church minister more effectively to asylum seekers living in both jurisdictions?

**APPENDIX S**

**REFUGEE WORKING GROUPS**

With 64 million people living as refugees or displaced within their own countries, the crisis of forced migration is one of the defining issues of our time. The Republic of Ireland is home to 6,000 refugees and 5,000 asylum seekers. Around 600 asylum seekers (along with an undetermined number of refugees) live in Northern Ireland.

In September 2015, the Archbishops and Bishops of the Church of Ireland stated their willingness to engage with governments in response to the refugee crisis. A three-fold response was outlined: prayerful intercession for refugees and governments; encouraging parishioners to write and meet with political representatives; and financial support via Bishops' Appeal. A further fundraising project, announced by the Dioceses of Dublin and Glendalough in November 2016, seeks to raise €300,000 over the next three years to help provide accommodation for refugees.

The House of Bishops established two working groups on the crisis in each jurisdiction – chaired by the Rt Rev Patrick Rooke in the Republic of Ireland and the Rt Rev Ken Good in Northern Ireland. Both groups have been in contact with the Department for Social Development (NI) and the Department of Justice and Equality (RI) to offer assistance. This has included attending a number of briefings with Irish Government officials, who have asked Churches to help by welcoming refugees, offering practical support, and speaking out against xenophobia.

The resettlement of Syrian refugees has perhaps been the most visual reminder of the refugee crisis in both jurisdictions. However, the Church's ability to directly help resettled refugees has to date been limited as they must first receive a very close level of care and support from health and social services.

Following a resolution of the 2016 General Synod, the House of Bishops has written to the Irish Government, asking for the key recommendations of the 'Protection, Resettlement and Integration' report to be implemented e.g. by enhancing legal channels for migration and improving the integration of asylum seekers and refugees.

In advance of this year's General Synod, the Refugee Working Groups drafted a brief resource on the issue, outlining the crisis, contact information for voluntary groups which support asylum seekers and refugees, and suggestions on how to respond to fears about security and migration.

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The working groups commend the UK and Irish Governments – and communities across the island of Ireland – for their efforts to date in integrating asylum seekers and refugees and encourage both administrations to consider increasing the number of resettlement places for refugees. In Scripture, we read of how Mary and Joseph and the infant Jesus became refugees as they fled from Herod. Travelling into Egypt meant leaving everything behind and going to a foreign land where they would depend on the hospitality of strangers. As followers of Jesus Christ, we look forward to welcoming the stranger into our communities as a brother or sister made in the image of God.

## APPENDIX T

### CHILDREN’S MINISTRY NETWORK GENERAL SYNOD REPORT 2017

Children’s Ministry Network (CMN) is made up of representatives from all 12 dioceses, as well as representatives from the Sunday School Society for Ireland, members of the Board of Education (NI and RI), a representative from CIYD, a member of the House of Bishops and other co-opted members for consultation and training.

CMN representatives continue to work together in collaborating, sharing ideas, supporting each other, and resourcing our respective dioceses so that, in our various locations and contexts, children have more of a sense of inclusion, belonging and feel valued within their church communities while children’s ministry leaders and clergy are more equipped to create the space and opportunity to enable this to happen.

The CMN supports and collaborates with all other groups and agencies working to promote Children’s Ministry, including but not limited to the Sunday School Society for Ireland, the Boards of Education RI and NI, and diocesan Boards of Religious Education.

During our September meeting in 2016 representatives heard from Mr Martyn Payne on the Challenges of All-Age Worship and the move towards a more inter-generational approach to Sunday worship in many churches within the Church of England. Martyn works for BRF (Bible Reading Fellowship) and has years of experience. Dr Iva Beranek from The Ministry of Healing Ireland led us in a brief training on prayerful Christian mindfulness for children. The power of the Presence of God is a gift to all of us in each moment of our lives and it’s an important practise and habit to become aware of Him in our midst. During other meetings CMN representatives shared ideas for Lent and Easter as well as some team building challenge games easily adapted to use alongside bible stories. After meetings, all CMN representatives disseminate their learning from the meetings to clergy and volunteer children’s ministry leaders throughout their dioceses.

All 12 dioceses continue to be represented by a Network Representative and most are actively engaging with the CMN as a whole, in order to share ideas and resources, engage in inter-diocesan training and further grow Children’s Ministry in their own contexts.

Representatives from most dioceses continue to train or organise training within their diocese. There has also been a continued increase in inter-diocesan training with members of the CMN supporting each other as much as possible though sharing ideas, co-facilitating workshops or delivering trainings in different dioceses. The plan remains to build and expand on this over the coming years.

Through their activities, the CMN strives to be a voice for Children’s Ministry and to ensure that children are valued and honoured within church life.

As part of the CMN’s endeavours we continue to be an integral partner in ongoing conversations with the RCB, the Honorary Secretaries, the General Synod Department, the Boards of Education and the Sunday School Society for Ireland in relation to placing Children’s Ministry into a more central and visible part of the life of the wider church.

The CMN, in collaboration with the Sunday School Society for Ireland and Boards of Education, disseminated a children’s ministry leaflet at General Synod 2016 and

subsequently to all parishes, reiterating the support provided by both the CMN and Sunday School Society for Ireland, while also highlighting three key projects for 2016/17. It is hoped that the first series of Specialised Training, ‘Working with Children with Additional Needs’, led by Mark Arnold from UK based Urban Saints/Additional Needs Alliance will take place early summer and again early autumn. To ensure that children’s ministry leaders from as many dioceses as possible can avail of this specialised training, several trainings will take place in different locations both in northern and southern counties.

The CMN is working with the Liturgical Advisory Committee with regard to developing a children’s worship liturgy and look forward to being able to ‘signpost’ children’s ministry leaders, clergy and worship leaders to suitable children’s and all-age liturgies later in 2017.

Finally, we welcome the positive response from the House of Bishops to the new resource for clergy ‘*Make Yourself At Home*’. The resource will pilot in each diocese, having been designed to help clergy and their parishioners to set aside some time and explore how welcoming they are to children and their families, and how well they include them in the life of the church. Parishes are encouraged to acknowledge where and how they can act in new ways to help children and families feel at home in church. It is hoped that this new resource will be available to all parishes late 2017.

For more information on trainings, ideas, resources or support email: [admin@cmn.ireland.anglican.org](mailto:admin@cmn.ireland.anglican.org)

**BOARD OF EDUCATION OF THE GENERAL SYNOD  
OF THE CHURCH OF IRELAND**

The aims of the General Synod Board of Education are to:

- Define the policy of the Church in education, both religious and secular and, in promotion of this policy, to take such steps as may be deemed necessary to co-ordinate activities in all fields of education affecting the interests of the Church of Ireland;
- Maintain close contact with Government, the Department of Education and Skills, Diocesan Boards of Education, and other educational and school authorities with a view to ascertaining the most efficient and economical use of resources including funds, transport facilities and teachers;
- Study any legislation or proposed legislation likely to affect the educational interests of the Church of Ireland and take such action with respect thereto as it may deem necessary;
- Deliberate and confer on all educational matters affecting the interests of the Church;
- Make such enquiries as it shall deem to be requisite and communicate with government authorities and all such bodies and persons as it shall consider necessary.

**A. BOARD OF EDUCATION (REPUBLIC OF IRELAND)**

**AIMS**

- Shall have the power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland;
- Will advise the General Synod of developments in educational policy in the Republic of Ireland and will represent the Church as an education partner to the Department of Education and Skills and other educational bodies;
- Support, through the *Follow Me* programme, religious education in primary schools under Protestant management;
- Provide support, training and advice to primary level patrons and boards of management;
- Provide training and an advisory service to bishops, dioceses and parishes in the implementation of Safeguarding Trust;
- Facilitate the garda vetting of employees and volunteers in Church of Ireland primary schools and parishes.

## **EXECUTIVE SUMMARY**

1. Personalia
2. Developments on School Admissions
3. Primary Level Training.
4. Special Education Needs: New Allocation Model
5. European and International Involvement
6. Conferences and Events
7. Safeguarding
8. Religious Education
9. Grants: the Board awards a number of grants each year in support of various educational bodies.
10. Listing of Board Members ( Appendix A)
11. Principals of Education (Appendix B)
12. Secondary Education Committee (Appendix B).
13. The Sunday School Society: Report 2017 (Appendix C)
14. Children’s Ministry Network: Report 2017 (Appendix D)
15. Statement from CIC regarding incorporation with DCU (Appendix E)

## **REPORT**

### **1. Personalia**

Due to the change of government in March 2016, Mr Richard Bruton, TD, was appointed as Minister for Education and Skills. The Board wished Mr Bruton well on his appointment.

The Rt Rev Dr WP Colton, Bishop of Cork, Cloyne and Ross tendered his resignation from the Board in January 2017. Bishop Colton made a tremendous contribution to the work of the Board over his long tenure of membership, not least in representing the Board in the public domain on educational issues and before Oireachtas Committees on a number of occasions. His knowledge, experience and insight will be greatly missed from the deliberations of the Board. Mr Samuel Harper left the Board following the conclusion of his tenure as an Honorary Secretary of the General Synod. Mr Harper made a strong contribution to the work of the Board and his contributions and involvement in the work of the Board will be greatly missed. The Board welcomes Ms Hazel Corrigan as a lay Honorary Secretary in succession to Mr Harper and wishes her all the very best in her new role.

## 2. **Developments on School Admissions**

### Admissions to School

The issue of school admissions has become a matter of interest in both the media and public domain over the past year. This has been driven by the activities of two special interest lobby groups: Equate and Education Equality. Both groups are seeking to bring about key structural changes to the place and role of religious bodies and faith-based schools in the Irish education system. The current Minister for Education and Skills has put forward four potential “options” in relation to admissions for denominational schools which are ostensibly applicable only to primary level, but will have a consequential effect at second level also, if implemented. These four options are: the removal of Section 7(3) (c) of the Equal Status Act 2000; the introduction of a “nearest school” rule; the introduction of a defined catchment area for schools and the introduction of a quota system based on religious denomination. The Minister opened a period of consultation in relation to these options and invited submissions from all stakeholders. The Board is actively engaging with the Minister and the Department of Education and Skills in relation to this issue and has set out the difficulties that Protestant and Church of Ireland schools would face in the event that any of the four options were introduced. The Board has strongly encouraged schools to also engage in the consultation process and issued the schools with specific guidance in this regard.

Separately, and as reported to General Synod previously, a Bill was brought before the Oireachtas by the Minister with the intention of bringing a stronger level of regulation to the area of admissions in schools. The Board had made a number of submissions in relation to this Bill and has appeared before the Joint Oireachtas Committee on Education and Social Protection. The Board has expressed the view that in bringing forward this Bill, there is an element of the State seeking to over-regulate in this area and that school Boards of Management are best placed to determine how such matters are managed. However, this position has not been accepted by either the Department of Education and Skills or the Minister and the Bill is proceeding through the Oireachtas. The Board has also indicated to the Minister that there are a number of practical provisions within the Bill which may prove problematic for schools to implement. The full text of the Board’s submission is available on [www.ireland.anglican.org/education](http://www.ireland.anglican.org/education).

The Labour party has introduced a Bill before the Oireachtas which seeks to limit the role of Boards of Management in managing applications for admission to schools. This Bill also seeks to legislate in respect of the timing of the school day by providing that religious education would be time-tabled for the end of the school day. The Board is of the view that this aspect of the Bill is fundamentally flawed and is at odds with the purpose of faith-based schools. Representatives of the Board appeared before the Joint Oireachtas Committee on Education in January 2017 and outlined the views of the Board on this matter to the Committee.

The Board has serious concerns in relation to the recent developments regarding school admissions. The proposals, if implemented have the potential to

fundamentally undermine the ability of Church of Ireland (and Protestant) schools at both primary and second level to serve the Protestant minority community which is the purpose for which they exist. The Board is of the view that cumulatively, these developments represent an alarming shift in public policy which would result in the dilution or removal of the existing rights of a religious minority group within Irish society.

### **3. Primary Level Boards of Management Training**

The current Boards of Management at primary level took up office on 1 December 2015. A programme of training, consisting of seven modules, has been funded by the DES and is being made available to Boards in each diocese during their term of office. The Board is grateful to Mrs Eileen Flynn for co-ordinating and delivering this training and for the support and encouragement of the Church of Ireland Primary Management Association (CIPSMA).

### **4. Allocation Model for Special Needs**

As reported to the General Synod in 2015, the National Council for Special Education (NCSE) published its report regarding a proposed new model for allocating teachers for students with special educational needs in mainstream schools in June 2014. A pilot scheme in relation to the proposed new model was conducted in the 2015/2016 school year in a number of primary and secondary schools. The data from the pilot scheme was used to inform the manner which the new allocation model would be implemented. This new model is being introduced across the primary level sector in the 2017/2018 school year. The NCSE has advised that an additional 900 teaching posts will be provided to support the introduction of the new model. This substantial additional provision will ensure that up to 1,000 schools will receive additional allocations, where the new model indicates additional need. The NCSE has also advised that no school will receive an allocation of resources less than the allocation they received in the 2016/17 school year.

### **5. Board Involvement at International and European Level:**

The Board continued its involvement with various international and European educational bodies and values this involvement as both an expression of the universal nature of the Church and also as a useful way of contributing to policy formation in education in a wider way. It is worth noting that the organisations which the Board supports at international and European level are associated with the Conference of European Churches.

The future of Europe is a major preoccupation for the Intereuropean Commission on Church and School (ICCS). This issue was considered in an educational context with specific reference to Protestant schools in Europe at its meetings in Kilingenthal and Bad Wildbad, Germany. The topics under discussion included the increasing nationalism in European member states, challenges to faith schools due to new migration movements, the Gospel imperative for schools to be inclusive and the radicalisation trends in relation to young people. The ICCS has observer status

at the Council of Europe and the Council has organised a regular exchange on the religious dimension of intercultural dialogue. The ICCS brings the education dimension to that dialogue and the Board greatly values the opportunity to be involved in the work of the ICCS.

The European Forum for Teachers of Religious Education held its 2016 conference in Vienna in September on the theme of “Believing, belonging, behaving: challenges for Religious Education in the 21<sup>st</sup> Century”. Archbishop Jackson and Dr Fennelly participated in the conference on behalf of the Board. Further information can be found at [www.efre.net](http://www.efre.net)

The General Assembly of the International Association for Christian Education took place in Bratislava in October 2016. The General Assembly heard reports from the representatives of Churches from various parts of Europe, including the Church of England. The General Assembly also welcomed the president of the European Committee for Catholic Education who brought greetings from Cardinal Schönborn, Archbishop of Vienna. The Board was elected to full membership of the General Assembly in 2015. On behalf of the Board and the Church of Ireland, Dr Fennelly invited the General Assembly to meet in Dublin in 2017. The General Assembly voted unanimously to accept the invitation and will meet in Dublin in November 2017.

## **6. Conferences and Events:**

Opening of the Academic Year Service in St Patrick’s Cathedral, Dublin.

With the aim of promoting and encouraging the religious ethos of second level schools, in September 2016, the Board organised a Service for the opening of the 2016/17 academic year in St Patrick’s Cathedral, Dublin. This was the third year that the Board organised this Service. Over 500 students attended from schools around the country and the address was given by Dr Tony Bates, Director of Headstrong, an organisation which promotes good mental health and works closely with schools in support of mental health among young people. The Board is grateful to Dr Leo Varadkar, Minister for Social Protection for attending and representing the Government. The Board is also very grateful to the Dean and staff of the Cathedral for their facilitation, support and assistance in organising this annual service.

### Primary Level Conference

The Board continues to work in partnership with CIPSMA in organising conferences and events to support primary school boards of management. In April 2016, the annual CIPSMA conference was held in Portlaoise. Speakers included Professor Eithne Hall, DCU, Dr Bernie Collins, DCU, Ms Jacqui Wilkinson (regarding Follow Me) and Mrs Susie Hall (regarding mediation in schools). Both CIPSMA and the Board are grateful to the Bishop of Cashel, Ferns and Ossory, The Rt Rev Michael Burrows who acted as rapporteur for the day.

## 7. Safeguarding

At its meeting in June 2016 the Standing Committee of the General Synod agreed the establishment of a new Safeguarding Trust Board. This is a very significant development in the life of the Church. It positions safeguarding as a core concern of the Church in its governmental structures and reaffirms the strong commitment of the Church of Ireland to ensuring that its policies on child protection, vulnerable adults and safeguarding in general are robust and seek a standard of excellence. The creation of this new Safeguarding Trust Board will move responsibility for safeguarding policy from the Boards of Education (RI and NI) to the Safeguarding Trust Board. The General Synod Board of Education RI greatly welcomes this development as it allows for a more focused approach in relation to policy development on safeguarding.

A report from the recently convened Safeguarding Trust Board appears under the appendices to the Standing Committee report.

## 8. Religious Education

### Certificate in *Follow Me*

The Board and the Church of Ireland Centre at DCU (CIC) continue to engage as partners in relation to the Certificate in Religious Education (Follow Me). This Certificate was initially confined to recent and former graduates of CICE. However it was agreed in 2013 that eligibility would be extended to all permanent teachers in Church of Ireland/Protestant schools. The awarding of the Certificate is based on the completion of course work and attendance at a summer school.

The Board is grateful to CIC and in particular to its Director, Rev Prof Anne Lodge, and Mrs Jacqui Wilkinson, for nurturing and facilitating this endeavour.

### Proposed changes to primary curriculum in relation to RE

The National Council for Curriculum and Assessment (NCCA) has announced a period of consultation regarding its proposals for structure and time allocation in a redeveloped primary curriculum. The place and role of RE is part of these proposals. RE is envisaged as being part of the “discretionary time” within the school day. Representatives of the Board had an initial meeting with the NCCA and engaged in a general discussion in relation to various aspects of the proposals. The Board has since signalled to the NCCA that the designation of RE as being part of “discretionary time” gives the impression that RE is a subject that is separate to the other subjects that are delivered on the curriculum. The Board will be communicating to the NCCA that this categorisation of the patron’s curriculum is unsatisfactory for various reasons and will be seeking to engage further with the NCCA in exploring how RE should be treated in schools.

## 9. Grants awarded by the Board in 2016

The Board continues to support the following bodies through grant aid:

- SEARCH (A Church of Ireland Journal)
- The Children’s Ministry Network of the Church of Ireland.

## **B BOARD OF EDUCATION (NORTHERN IRELAND)**

### **AIMS**

The current aims of the Board of Education NI are to:

- Develop, in conjunction with other churches, a clear and shared vision of education shaped by core values of the Christian faith;
- Advise the General Synod of developments in educational policy in NI and represent the Church as an educational partner to the Department of Education and other educational bodies;
- Liaise with other churches within the Transferor Representatives' Council (TRC) in promoting the interests and safeguarding the rights of transferors;
- Facilitate the nomination of transferor governors to controlled primary and secondary schools;
- Make submissions to relevant government departmental consultations.
- Engage with the new Education Authority and forthcoming Controlled Sector Skills Council;
- Engage with Institutions of Higher Education regarding the future preparation of teachers for the Controlled sector;
- Seek, in conjunction with other churches, continued curriculum support of the RE core syllabus in schools;
- Provide a training and advisory service to bishops, dioceses and parishes in the implementation of Safeguarding Trust;
- Prepare for requirements under the Adult Safeguarding legislation;
- Contribute to training and support for children's ministry in parishes, in particular as a member of the Church of Ireland Children's Ministry Network.

### **EXECUTIVE SUMMARY**

1. Membership
2. Education Authority
3. Shared Education
4. CSSU and TRC
5. Agreed Principles in Education
6. Children's Ministry
7. Safeguarding Board
8. Annual Theological Lectures at Queen's University Belfast (QUB):

## REPORT

### 1. Membership

The Board were sad to learn of the passing of former member of the Board, Professor Ken Bell.

Mr William McSparron, representative of the Derry Diocese, resigned from the Board. Bishop Good, on behalf of the Board, thanked Mr McSparron for his service on the Board.

### 2. Education Authority

As reported to General Synod 2016, the Education Authority came into operation on 1 April 2015. As a single organisation the Education Authority replaced the five Education and Library Boards which had previously delivered education services across Northern Ireland. The Board has an active involvement in the work of the Education Authority at school governance level, and through their nominated TRC representative, the Revd. Amanda Adams.

The Education Authority has sought has a statutory duty to deliver and implement Department of Education policies and to develop strategies which will help to bring about a range of improvements in the education provision. The Education Authority is also the overall planning authority for the schools estate and is responsible for the efficient use of resources to ensure that every child has access to sustainable schools that provide a high quality of education to enable them to reach their full potential. The Education Authority also provides youth services both directly and in partnership with voluntary bodies including uniformed organisations and church youth groups through the provision of funding.

Over the past year the Education Authority has made good progress in bringing together functions to ensure that resources are used efficiently and has begun harmonising processes to provide a consistent and equal treatment for all children and young people. This process has not been without its difficulties and controversies and there is much work still to do. The Authority continues to face considerable budgetary challenges in common with the public sector in general and whilst every effort has been made to try to absorb the bulk of the budget cuts centrally there has been no way to prevent schools being impacted indirectly through a reduction in support and maintenance services and by direct pressure on school delegated budgets. Limited funding for the Education Authority has meant that the EA has encountered difficulty in fulfilling its remit in this regard. New processes with regard to senior school teaching appointments are a matter of concern for the Board following the EA's decision to remove the two stage appointments process and the Board have expressed this with the EA. The Board has been kept fully informed of the impact of the changes which the Education Authority has been implementing and has begun to look at ways of supporting school governance to address the challenges that they face. In particular the Board has supported Dr Hamill and Rev Adams in working together to ensure that, as far as possible, the Church of Ireland is fulfilling its obligation to nominate governors to prevent school management boards being disadvantaged through unfilled

vacancies. The Board also engaged in a consultation regarding changes to the Teaching Appointments procedures, highlighting a number of concerns particularly around the revised methods being used to appoint Principals and Vice Principals. Rev Adams also fed back the concerns of the Board directly and has ensured that more robust monitoring provisions were incorporated in the new scheme. The Board will continue to work closely on the various issues involved with the EA into the future.

### **3. Shared Education**

There have been further developments in Shared Education in the past year which is being supported by Dr Hamill in conjunction with the schools involved and other church and community stakeholders and represents a unique opportunity. Rev Adams has been appointed as Chair of the Shared Education Committee which is a statutory committee within the Education Authority and is responsible for ensuring that shared education is promoted and encouraged wherever possible. The Board is encouraged by these developments and hopes that sharing may prove a useful model for future developments.

### **4. Controlled Schools Support Council (CSSC) and Transferors Representatives' Council (TRC)**

The Controlled Schools Support Council was established and came into operation in September 2016. Consequently, the TRC has focused on solidifying its relationship with the CSSC and seeking clarification on how such a relationship would have a tangible outcome. In this regard, representatives of the TRC met with the Minister for Education, following on from meeting with officials of the Department of Education and the CSSC. Given that the CSSC is only recently established the TRC looks forward to developing its relationship with the CSSC further into the future. However, direct action had to be taken to correct an early misunderstanding that arose within the Department of Education and among some officers of the Education Authority who erroneously believed that the CSSC had subsumed the TRC.

### **5. Children's Ministry**

During 2016, the Board organised and supported a number of conferences related to the promotion of ministry with children within the life of the Church. Children's Ministry events were held in Dublin, Belfast and Omagh and also an event in September at which the Rev Martyn Payne was the guest speaker.

A number of other events are planned for 2017.

These events are vitally important for supporting and encouraging children's ministry in the church and are delivered in partnership with GSBOE RI, the Children's Ministry Network and the Sunday School Sunday Society for Ireland. Further information on these events can be found in the Reports of the CMN and the SSS which are appendices to this Report.

**6. Agreed Principles in Education**

The Board has agreed a set of core principles to guide the church in the field of education. These are attached in Appendix A and the Board intends, with the support of the GSBOE RI, to commend these principles to General Synod for adoption.

**7. Safeguarding**

The GSBOE NI accords with the view that has been articulated at both Standing Committee and at the GSBOE RI, that there is a necessity to establish a stand-alone Board for Safeguarding (encompassing child protection and adult safeguarding) as a dedicated driver and leader for Safeguarding in the life of the Church. This is a significant development with the aim of ensuring that a specific entity is charged with ensuring that the policies that the church has in place with regard to safeguarding both conform to ‘best practice’ and robustly ensure that the church is a safe place for all. Further information on this matter is contained in the report of the Standing Committee as the Board has been established, in the first instance, by Standing Committee. The Reports of the CPO NI and the CPO RI are set out as appendices to this Report. It is envisaged that the annual report of the Safeguarding Board to General Synod will be the future vehicle for the reporting to General Synod on developments regarding safeguarding.

The GSBOE NI greatly welcomes this development.

**8. Annual Theological Lecture at Queen’s University Belfast (QUB)**

The annual Church of Ireland Theological Lectures at Queen’s University, Belfast, on Monday 6<sup>th</sup> and 7<sup>th</sup> February, took the theme of examining Martin Luther’s ‘Sola Scriptura’ – the focus on the Bible as above every other authority – as Churches of various traditions reflect on the 500th anniversary of the beginning of the Reformation. In a creative move, the organisers – the joint Church of Ireland and Methodist Chaplaincy at QUB – brought the renowned American scholar Professor Mark Noll to speak to a large audience at Riddel Hall, and invited Bishop Brendan Leahy, Roman Catholic Bishop of Limerick, to respond and the following evening engaged both in a follow-up dialogue responding to a wide range of questions from the audience. The event was well attended and proved to be both very interesting and thought provoking.

**APPENDIX A**

**THE GENERAL SYNOD BOARD OF EDUCATION**

The following are the members of the Board and its committees as on 31 March 2017.

**THE GENERAL SYNOD BOARD OF EDUCATION**

*THE ARCHBISHOPS AND BISHOPS*

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Ms Hazel Corrigan	Mr Kenneth Gibson
Rev Canon Gillian Wharton	Ven George Davison

*Elected members*

Armagh	Rev Matthew Hagan
Clogher	Mr Thomas Flannagan
	Vacant
Derry	Mrs Hope Kerr
	Rev Canon Henry Gilmore
Down	Mr Des West
	Rev Canon John Howard
Connor	Mr James Bunting
	Rev Ian Magowan
Kilmore	Dr Ken Dunn
	Very Rev Nigel Crossey
Tuam	Mrs Cynthia Poyntz
	Rev Canon Doris Clements
Dublin	Professor Paul Johnston
	Rev Dr William Olhausen
Meath	Mr David Wynne
	Rev Canon John Clarke
Cashel Ferns and Ossory	Ms Rosemary Maxwell-Eager
	Rev Canon Patrick Harvey
Cork	Mrs Avril Forrest
	Ven Adrian Wilkinson
	Mr Wilfred Baker
Limerick and Killaloe	Ven Susan Watterson
	Mrs Margaret Brickenden

***Co-opted members***

Mrs Rosemary Forde

Mrs Helen McClenaghan

Mr Roy McKinney

Mrs Patricia Wallace

Rev Brian O'Rourke

Rev Canon Niall Sloane (Sunday School Society)

Rev Prof Anne Lodge (Third Level)

Mr Michael Hall (ISA)

Mr Simon Thompson (ISA)

Mr Andrew Forrest (ISA)

Vacant (ASTI)

Mrs Susie Hall (ASTI)

Mr Simon Henry (CIYD)

Mr Barry Williams (TUI)

Mrs Joyce Perdue

Ms Rachel Fraser

Ms Sarah Richards

Mr Adrian Oughton

**Observers:**

Mr. Gavin Norris

(Presbyterian Church)

Ms Daphne Wood

(Methodist Church)

***Secretary to the General Synod Board of Education:***

Dr. Ken Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6.

***Secretary to the Board of Education (NI) (in attendance)***

Dr Peter Hamill, Church of Ireland House, 61-67 Donegall Street, Belfast , BT1 2QH

**EXECUTIVE COMMITTEE  
(FOR THE YEAR ENDED 31 MARCH 2017)**

The Archbishop of Armagh, Most Rev Dr Richard Clarke

The Archbishop of Dublin, Most Rev Dr Michael Jackson

Rev Gillian Wharton

Mr Kenneth Gibson

Mr James Bunting  
Mr Tom Flannagan  
Rev Brian O'Rourke  
Mr Michael Hall  
Mr Adrian Oughton

**Board of Education (Northern Ireland)**

*Ex-officio members*

The Archbishop of Armagh, Most Rev Dr RL Clarke  
Bishop of Clogher, Rt Rev John McDowell  
Bishop of Down and Dromore, Rt Rev Harold Miller  
Bishop of Kilmore, Rt Rev Ferran Glenfield  
The Bishop of Connor, Rt Rev Alan Abernethy  
The Bishop of Derry, Rt Rev Kenneth Good  
Lay Hon Sec of General Synod, Mr Kenneth Gibson  
Clerical Hon Sec of General Synod, Ven George Davison

*Elected members*

Armagh	Rev Elizabeth Stevenson Mr Tom Flannagan
Clogher	Mrs Hope Kerr Vacant
Derry	Rev MRK Ferry Vacant
Down	Rev Canon Robert Howard Mr James Bunting
Connor	Ven Stephen Forde Dr Kenneth Dunn

*Co-opted members*

Ms Francis Boyd  
Mrs Rosemary Forde  
Mrs Helen McClenaghan  
Mr Andrew Frame  
Dr Ian Hickey  
Rev Canon John McKegey  
Mr Roy McKinney  
Prof Rosaline Pritchard  
Rev Canon Wilfred Young

***Observers***

Rev Amanda Adams  
Rev Canon Peter McDowell  
Mr J Kerr

***Honorary Secretary, Board of Education (Northern Ireland)***

Mr James Bunting

***Honorary Treasurer, Board of Education (Northern Ireland)***

Mr Roy McKinney

***Secretary, Board of Education (Northern Ireland)***

Dr Peter Hamill

Church of Ireland House, 61-67 Donegall St, Belfast, BT1 2QH, NI.

**Board of Education (Republic of Ireland)**

***Ex officio members:***

The Archbishop of Dublin and Glendalough (Chair)  
Honorary Secretaries – Ms Hazel Corrigan, Rev Canon Gillian Wharton

***Elected by House of Bishops:***

Bishop of Tuam, Killala and Achonry, Rt Rev Patrick Rooke  
Bishop of Cork, Cloyne and Ross, Rt Rev Paul Colton (until January 2017)  
Bishop of Cashel, Ossory and Ferns, Rt Rev Michael Burrows

***Diocesan Representatives:*** Mr Adrian Oughton, Vacant

***Post primary representatives:*** Mr Michael Hall, Ms Rosemary Maxwell-Eager

***Third level representatives:*** Professor Paul Johnston, Dr Anne Lodge

***Primary representatives:*** Rev Brian O'Rourke, Mrs Joyce Perdue

***CIYD:*** Mr Steve Grasham

***Sunday School Society:*** Rev Canon Niall Sloane

***Co-options GS BOE:***

Mr Andrew Forrest

**Observers:**

Mr Gavin Norris

(Presbyterian Church)

Ms Daphne Wood

(Methodist Church)

***Secretary, Board of Education (Republic of Ireland)***

Dr. Ken Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

## APPENDIX B

### PRINCIPLES OF EDUCATION

#### Principles of Equality in Education - A Discussion Paper

##### Principle One - Equality of Regard

Every person is created in the image of God, and has inestimable and equal value in God's sight. This is the theological basis for all other aspects of equality. As an outworking of this, every child and young person has the right to equality of regard throughout their education. Equality of regard recognises that every child or young person is an unique individual, deserving of equal parity of esteem and respect, regardless of their socio-economic background, gender, community or religious background, ethnicity, sexual orientation, disability status or age.

Dr Michael Wardlow, Chief Commissioner of the Equality Commission, commented in the draft statement on "Key Inequalities in Education" (published in October 2015), "Education determines the extent to which our children can realise their full potential in all aspects of life, and inequalities in education are a key component of inequality in our society." It appears incontrovertible, therefore, that any set of principles pertaining to education must start from the premise that all children are equally deserving of quality education. This may appear to state the obvious but all too often the root cause of education based inequalities or deficiencies can be traced to a failure to provide adequately for the specific or unique needs of a child or group of children. Finite resources, societal and parental perceptions and even the prejudices of individual educators can result in value judgements being made that negatively impact upon the educational experience of a child or group of children. The problem presents a serious challenge to the providers of education when finite resources have to be shared across a complex matrix of needs.

Equality of regard impinges on educational decision making at every level. The principle is not concerned with the good of the school or the system but with the good of the child. It seeks to protect the interests of all children and has high expectations of all children relative to their individual potential. It is directly related to the Christian principles of compassion and impartiality. It is a principle that the church would appear compelled to encourage for without it no other principle will be truly effective.

##### Principle Two – Equality of Provision – Identifying and Measuring Effectiveness.

One of the key areas of inequality identified by the Working Group when they examined the question of academic selection was the reality of "good" and "bad" schools and equally important, the perception of "good" and "bad" schools. No child should be disadvantaged because he or she attends school A rather than school B. It is essential therefore that the Department of Education's aspiration that every school should be a good school becomes more than just an admirable sound bite.

There are many factors that taken together determine a school's overall effectiveness. Examination results are the most commonly used measure of effectiveness despite the fact that they often do not accurately reflect the value added by a school. At post primary level a school may well appear successful because a high percentage of its pupils achieve GCSE grades A\* - C but in fact be failing its pupils because many of them who were capable of achieving A's actually obtained Bs or Cs. Conversely other schools may have done extremely well in moving their pupils from Es to Ds.

The problem of measuring a school's effectiveness is one which needs to be urgently addressed. Whilst the deficiencies of using examination results alone have been highlighted above it is also true to say that the focus on GCSE and A Level targets has produced a marked improvement in overall results which indicates that the measure does have some merit. However, even outstanding results can mask room for improvement in a school's effectiveness. For example one Post-Primary School, judged to be outstanding by the Education and Training Inspectorate, discovered that a high percentage of their A Level students were dropping out in the their first year of third level education because the school's practices to ensure good exam results meant that they had not prepared their students well enough for the demands of self-motivated learning. The school's tracking of the future development of their pupils enabled them to identify this problem and demonstrated a genuine concern for their pupil. Not surprisingly remedial action was put in place to address the issue and helped the school to maintain its outstanding classification.

Whilst GCSE and A Level results provide an incomplete measure, they do have the merit of at least being externally moderated. Official educational policy provides no such measure to assess, even imperfectly, the effectiveness of primary schools. The unofficial selective examinations could be argued to have filled the void, at least in the minds of many parents, but as the tests are voluntary and schools are not permitted by the Department of Education to prepare children for the examinations as part of the primary school curriculum, an unacceptable situation has arisen whereby the effectiveness of primary school education is based a mixture of unmoderated subjective measures or voluntary tests where results are frequently skewed by resource input from outside the school environment.

Clearly there is a need to develop more sophisticated, robust and meaningful measures to assess the educational effectiveness of schools but in the meantime, evidence drawn from ETI inspections appear to indicate that the more actively a school engages in self-evaluation at all levels the greater the opportunity for, and instance of, continuous improvement.

There is no doubt, however, that some schools face greater challenges than others. Indeed a schools location may be enough prejudice parents against it. Schools are not separate from the community that they serve, but it is important that schools serving populations in areas of high social deprivation remain motivated to provide the best possible educational experience for their children. Social inequality must never be allowed to become an excuse the educational ineffectiveness of any school.

It is a key priority of the Education Authority to close the gap on educational performance. The principle of equality of provision would suggest that the first gap to be closed is the gap between effective and ineffective schools. There should be no difference in terms of the educational experience of children whether they attend a selective or non-selective school, or a controlled, maintained school or integrated school. However, there is an urgent need not only to define and agree what constitutes a quality educational experience but also to develop ways of accurately and fairly measuring school effectiveness. Unfortunately “quality education” still lacks a consistent definition and means different things to different people.

### **Principle Three - Equality of Provision – Resource Allocation**

The problem of resource allocation has already been touched on under the heading of the first principle of equality of regard. It is an added complication that once additional resources are allocated to ensure that a child or group of children with specific needs are assisted to reach their full potential, those resources are not available for other children. This means that unintentional inequities can arise within the system which parental expectations may then exacerbate. An example of this may be found in relation to pre-school provision. Whilst there is evidence to suggest that pre-school education has positive benefits for a child’s development, research findings do not support the argument that there is any advantage to be gained from the child’s perspective from attending a nursery on a part-time as opposed to a full-time basis. Providing part-time places doubles the number of children who can avail of pre-school education but moving from full-time places to part-time places is almost universally perceived by parents as retrograde step which disadvantages their children.

However, within the current education system, even greater disparities of resourcing are present that mean that there is not equality of provision in terms of resources for the majority of children attending middle and larger sized urban schools with lower levels of the school population in receipt of free school meals. The per capita amount spent on these children is less than those who attend Irish Medium Schools and small rural schools. The pupil teacher ratios are also higher although children attending larger schools are less likely to be taught in composite classes and usually, but not always, enjoy better facilities.

Throughout the province there are significant inequalities of provision arising from differences in the per capita amount spent on each child, pupil to teacher ratios, as well as the effect of composite classes and inadequate buildings. Many small rural schools still have inadequate or no indoor facilities for physical education or school meals. There are also disparities between schools in relation to the availability of IT resources and creative play resources.

The church can have an important role in helping to address inequalities by continuing to support and encourage co-operation between schools. Shared education and jointly managed schools not only flow from the Christian duty of reconciliation but also offer practical benefits for children as well as a strong moral example. The fragmentation within the educational system in Northern Ireland caused by sectoral interests fosters

inequalities and leads to waste. It is an area that the church needs to challenge for the good of all children.

**Principle Four – Equality of Provision – Quality Teaching.**

Regardless of the school environment the single most influential factor in determining a child's educational experience is the teaching that he or she receives. Quality of provision in education demands quality teaching which in turn requires well trained, dedicated teachers who are themselves practitioners of lifelong learning.

To this end the recent budget cuts to in service teacher training and continuing professional development represent a serious impediment to maintaining and improving the quality of classroom practice. Sharing good practice within schools, area learning networks and cluster groups all provide some easement but at a societal level demonstrate a low value being placed on education. A system that demands high standards from its teachers should demonstrate a real commitment to supporting and enabling continuous improvement, recognising that the ultimate beneficiary of the investment will be the pupil.

A serious area of concern arises with regard to the availability of specialist teachers. This is particularly obvious in the post primary sector where it is not uncommon for pupils to be prepared for public examinations by teachers who have received no third level qualification in the subject that they are teaching. There is an assumption that a teacher should be able to teach anything but such an approach seldom results in pupils experiencing the teaching of one who is not only skilled and possesses a depth and breadth of knowledge in their chosen subject but, most importantly, has a passion for it.

The Working Group was of the opinion that the lack of specialist knowledge can also have negative impact on the educational experience of primary school children who can often unconsciously inherit a dislike of a subject or discipline from a teacher's lack of confidence in a particular area. An early prejudice against a subject can negatively impair a child's educational experience and last into adulthood.

One area of concern in primary and post primary schools is the provision of specialist teaching for Religious Education. In the Catholic Maintained and Integrated Sector teachers must hold an RE qualification even with regard to teaching RE in primary schools. Societal changes and increasing evidence of the secularisation of controlled sector education means that it can no longer be assumed that teachers have sufficient knowledge of the Christian faith or are even sympathetic to it. This is a major area of challenge on which the church could have a direct and positive impact. Consideration should be given to providing an agreed standard of religious education across the Province.

It is recognised that to encourage learning good teachers needed not only pedagogical skills but considerable pastoral skills as well. The value of a holistic approach is beyond question. Children fail to learn or fulfil their full potential for many reasons but social, emotional and environmental factors have a hugely significant role. Equality of provision, underpinned by equality of regard, demands that all teachers recognise that the pastoral care of the children in their charge is an essential and integral part of their role.

### **Principle Five – Equality of Provision – Quality of Leadership**

The effectiveness of any school rests not only with the quality of teaching but also on the quality of leadership exercised within the school. School Principals are required to be model practitioners as well as motivational leaders and communicators and competent administrators capable of running significant budgets and managing complex staff and a wide range of procedural issues from pupil discipline to school publicity. Administrative, and leadership effectiveness is essential but so too is the ethos established in the school by the Governors, in collaboration with Principal and Senior Management Team. In a poorly led school it is the children who ultimately suffer.

The church has an important and direct role to play in upholding this principle as significant numbers of **school governors** are nominated by the church. Consideration should be given to providing improved support and encouragement to church nominated governors to assist them in seeing their service as Governors as part of the church's mission in the world, to influence, support and encourage the development of the children in their care and to promote and encourage a Christian ethos within their educational settings.

Training and support provided by the Education Authority should be encouraged as this is another area subject to the negative impact of budget cuts.

Recent changes to the teaching appointments procedures makes it imperative that school governors are properly skilled and equipped as good governance depends on the appointment of motivated, skilled practitioners who have a compassion for children and a passion for learning.

Education policy has determined that school management and leadership should largely be in the hands of volunteers and therefore every effort should be made to ensure that at the very least such individuals are properly supported.

### **Principle Six – Equality of Opportunity**

One of the major arguments against academic selection is that it reduces equality of opportunity particularly for children from economically deprived backgrounds. However, it could be argued that the real inequality of opportunity does not arise from whether a child attends a selective or a non-selective school, but that educational policy continues to restrict the choice of examinations which children must sit, regardless of whether such examinations suits the child. Opportunities will be further restricted if the number of examination boards are effectively reduced to one.

The Entitlement Framework has attempted to increase breadth of choice in terms of subjects offered but still the education system persists with perpetuating a hierarchy of learning whereby skills based subjects are invariably regarded as being of lesser merit than academic subjects even though the economy at large often suffers from a lack of such skills and suitably motivated apprentices.

If there is to be true equality of opportunity all subjects need to be respected. Vocational and skills based subjects need to be subject to the same rigorous standards as academic subjects. Different skills and abilities should not be equated with lesser skills and abilities.

The church has an important role to play in changing perceptions and pressing for improved standards and opportunities in vocational and skills' based subjects after all our Lord may have taught but he also trained as carpenter.

### **Principle Seven – Co-operation and Progression**

The Working Group recognised that education does not exist in a vacuum. Whilst it should be focused on the needs of the child, quality education depends upon the co-operation and involvement of many stakeholders including the churches, parents, employers and government. Unfortunately the multiplicity of stakeholders also gives rise to a multiplicity of expectations which has contributed to a dizzying array of initiatives being imposed on schools, along with curriculum changes; with new initiatives being introduced before previous changes have had time to be embedded, consolidated and properly evaluated.

The church has an important lobbying role and should insist on properly resourced implementation to ensure consistency of application and robust evaluation of educational initiatives to measure effectiveness. The TRC and the churches role within the Education Authority is fundamental to this sort of scrutiny which should ultimately benefit both teachers and especially children.

Whilst education can be an end in itself, few societies cannot afford this luxury nor would it be desirable. One of the major contributing factors to educational underachievement of working class Protestant boys has been the dramatic reduction in employment opportunities. Lack of a sense of purpose is a hugely demotivating factor. It is therefore essential that proper cognisance is taken of a range of progression routes for young people. Traditionally university has been seen as the ultimate goal but greater emphasis needs to be placed on developing progression routes into quality vocational training and employment. Jeremiah's injunction that we should pray for the prosperity of the city still holds if our young people are to be properly motivated to develop their full potential and to see the point of education which is lifelong learning for the benefit of all.

**APPENDIX C**  
**SECONDARY EDUCATION COMMITTEE**  
**REPORT 2017**

**Membership**

***Church of Ireland***

The Rt Rev Dr Paul Colton, Bishop of Cork, Cloyne and Ross (Chairman – until March 2017)

Mrs Joan Bruton  
Mr Edward Lindsay  
Mrs Patricia O’Malley  
Rev Brian O’Rourke  
Ms Elizabeth Oldham  
Mr Adrian Oughton  
Mr Geoffrey Perrin

***The Presbyterian Church***

Mrs Eleanor Petrie  
Rev Stanley Stewart

***The Methodist Church***

Rev Nigel Mackey  
Dr John Harris

***The Religious Society of Friends***

Vacant  
Mr Nigel Pim

**Secretary to the Board and to the Company**

Dr Ken Fennelly

**Administrator (Grants Scheme)**

Mr Johnny Honner

**Secondary Education Committee**

The Secondary Education Committee (SEC) is a corporate body comprising representatives from the Church of Ireland, the Methodist Church in Ireland, the Presbyterian Church in Ireland and the Religious Society of Friends.

The Committee derives its authority from a resolution passed by the sponsoring Churches in 1965.

The functions of the SEC are twofold. The distribution of a Block Grant provided by the Department of Education and Skills (DES) to ensure necessitous Protestant children may

attend Protestant secondary schools and the representation of the interests of the member Churches in the post-primary education system.

The Committee operates as a limited company thus allowing both the corporate body and the liability of individual members to be appropriately insured, with members of the committee being simultaneously directors of the company.

The SEC meets five times annually (or as necessary). The SEC also has a Finance Sub-Committee which meets five times annually or more often as necessary.

The SEC and the DES have a Memorandum of Agreement in place with regard to the operation of the SEC Block Grant scheme. This Agreement is reviewed regularly and is due for consideration again in 2017. The SEC will continue to press the case for an increase in grant funding to facilitate the maximum number of children from Protestant families accessing Protestant second level schools.

### **Role of Chairman**

It was with great regret that the Secondary Education Committee learned of the decision by the Committee Chairman, the Rt Rev Dr WP Colton, Bishop of Cork, Cloyne and Ross, to resign as chairman and from the SEC. Bishop Colton has served on the SEC since January 2000 and was chairman for the majority of that time. This coincided with a period of challenge and change for the SEC, not least including the extreme financial pressure experienced by the SEC scheme. The Committee members and the administrative staff were extremely grateful for the steady hand that Bishop Colton brought as chairman during this period. He took an active and involved role in moving the status of the SEC onto a more formal footing: from its inception, the SEC had been essentially an ad hoc scheme, but this was formalised with the State by the signing of a Memorandum of Agreement. The members of the Committee of the SEC and the staff of the SEC are very grateful to the bishop for his tremendous commitment over such a long period of time and sincerely thank him for strong contribution he made. The bishop leaves the SEC in the knowledge that his strategic involvement in the work of the SEC has significantly contributed to building up the community of the Churches and has facilitated thousands of young people from a Protestant tradition in accessing a second-level education in their own ethos.

The resignation of the Bishop of Cork creates a vacancy in the Church of Ireland representation on the Committee. The General Synod of the Church of Ireland will elect a new member to replace Dr Colton at the 2017 meeting of the General Synod.

### **Block Grant Scheme Figures:**

In the 2015/16 school year the audited accounts showed the total amount received from the DES, was €6,750,000 (€6,750,000), the grant in aid of fees totalled €6,459,807 (€6,503,267). The net cost of administering the SEC scheme was €155,956 (€141,633).

The following numbers of grants were awarded in respect of the 2016/17 school year: 1262 day grants (1,459), 811 boarding grants (862), in total 2,073 (2,321).

The Committee were able to maintain the grants for the school year 2016/17 on a scale for boarding from €957 to €7,629: day € 261 - €2,682.

### **Administration**

The office is under the management of the (company) secretary, Dr. Ken Fennelly. Mr David Wynne retired from the role of Administrator at the end of July 2016. Mr Wynne had been in the role since 2003. Both the Committee and the schools assisted by the schools expressed their thanks and gratitude for all of Mr Wynne's work and dedication to, the role over the past thirteen years. The Committee wishes Mr Wynne a very happy retirement. In July 2016, Mr Johnny Honner was appointed to the post of Administrator and Ms Bridie McLaughlin was promoted to Deputy Administrator recognising her key role in the management of the grant scheme over many years. Mr Honner attended a number of open days at the request of schools and took the opportunity to discuss issues with parents. In terms of communications with schools and support for parents applying for the scheme, on-going consideration is being given as to how this might be improved; a website with an online applications facility and regular messaging to the protestant managed primary schools. It is envisaged that such changes will bring a more consistent approach that will deliver the same information to all potential applicants, improve the processing of applications and will have a wider reach at an earlier point in decision cycle for parents considering where to send their children to secondary school. Mr Honner has initiated a number of operational upgrades to take account of changes in the governance and economic environments. Areas covered were I.T. (hardware and software), application form revision, means test revision, and all Protestant-managed primary schools were emailed an advert for inclusion in the school newsletter to parents.

In addition to the secretary, administrator and deputy administrator, a number of administrative support staff are engaged during the busy processing period and the Committee is grateful for all the hard work they put in during the intense period after the closing date for receipt of applications. The Committee is also grateful for the advice and assistance it receives throughout the year from its auditors Deloitte and in particular Mr. Patrick Murphy, Senior Manager, Deloitte.

## APPENDIX D

### **Statement from the Church of Ireland Centre in the Dublin City University (DCU) Institute of Education**

The Church of Ireland College of Education was incorporated into DCU in line with a change in State policy. The work of the Church of Ireland College of Education to prepare teachers to work in primary schools under Protestant patronage is now overseen by the Church of Ireland Centre in DCU. Protestant students continue to have a special pathway into this programme and continue to do all or most of their placements in Protestant primary schools. They follow the pathway to prepare them to work in small schools. They continue to do the *Follow Me* Religious Education Certificate. The Centre oversees all these parts of their programme. The Centre is entirely educating the 91 legacy B.Ed students and also working with the thirty-two 1<sup>st</sup> years who started in DCU in September 2016.

The Church of Ireland Centre was established as part of the legal agreement between DCU and the Board of Governors of CICE. This agreement was signed on 30<sup>th</sup> September 2016 and incorporates CICE's four core principles and the Vision document describing the Church of Ireland Centre published in June 2014. The Centre is part of Dublin City University and is based on the DCU All Hallows' Campus. It has a Director, a Religious Education lecturer, a Co-ordinator for School Placement and an administrator to oversee its work in the University. The Centre works with the DCU Church of Ireland Chaplain Philip McKinley. The CICE site in Rathmines is now held in trust by the RB.

The Church of Ireland Centre is embedded in the DCU Institute of Education. The Director reports to the University Governing Authority about the Centre's activities on an annual basis. All public funding for the Centre is channelled through the University. The Centre's public funding is protected by the legal agreement signed between the University and the CICE Board of Governors. The Centre is also dependent on the CICE endowment funding which now held in trust by the RB to ensure that it can continue the activities that protect its ethos and support Protestant students. These include the operation of the Religious Education certificate, the offering of bursaries to students undertaking the specialist small school pathway, prizes for academic excellence across the entire Centre's specialist areas, support for the selection process for the specialist pathway and work linking the Centre with its network of schools. The Director has access to an Advisory Board established under the legal agreement with DCU. The legal agreement sets out its functions to support the Centre's specialist work in the University such as the *Religious Education Certificate* and its links with small schools.

**APPENDIX E**

**SUNDAY SCHOOL SOCIETY FOR IRELAND REPORT 2017**

[www.sss.ireland.anglican.org](http://www.sss.ireland.anglican.org)

**COMMITTEE**

Rev Canon Niall Sloane, Chairperson	Ms Heather Wilkinson
Rev Cathy Hallisey, Hon Secretary	Ms Lynn Storey
Rev Eugene Griffin, Hon Treasurer	Rev Baden Stanley
Dr Kenneth Fennelly	Rev Canon Adrienne Galligan
Ms Clare Burrows	Ms Hazel Bolton
Ms Lydia Monds, Children’s Ministry Development Officer for the Sunday School Society	

**Introduction**

The Sunday School Society (the “Society”) was founded in 1809 and, according to its Constitution, has the following aims:

- To promote Religious Education among children in a parochial context;
- To promote the establishment of clubs and facilitate the conducting of same throughout the Church of Ireland;
- To provide opportunities and courses for the training of club leaders;
- Provision of help and advice for clergy and leaders regarding the use of resources in clubs;
- To work where appropriate with the clergy and organisations which promote children’s ministry.

The Society is grateful for the support of parishes across the country that have donated funds to support Children’s Ministry throughout Ireland.

The past year has been a significant one as the Committee continues to be at the forefront of a collaborative effort to raise the profile of Children’s Ministry in the Church of Ireland. To that end the Committee continues to employ a part-time Children’s Ministry Development Officer to coordinate the work of the Society and the Children’s Ministry Network and to further the work of the Society as it liaises with the Boards of Education and the wider Church.

The Society continues to be an integral part of an ongoing conversation between the RCB, the General Synod Department, the Honorary Secretaries, the Boards of Education and the Children’s Ministry Network in relation to the role of Children’s Ministry within the life of the Church.

Finally, we congratulate our Children’s Ministry Development Officer, Ms Lydia Monds, on the birth of her baby, Cillian, in October 2016.

## Summary of 2016

Trainings delivered through Sunday School Society 2016:

- Delivered Tuam, Killala and Achonry Diocesan Training in Ballina in September. This training workshop focused on ideas for Harvest through Bible storytelling, crafts, creative prayer ideas, music and games as well as creative response to bible stories. On the day there was a range of recommended resources on display.
- The Society, in collaboration with The Church of Ireland Boards of Education and Children’s Ministry Network, assisted in the organisation and facilitation of training sessions on ‘Storytelling The Bible’ for children’s ministry leaders and ‘The Challenge of All-Age Worship’ for Clergy and Worship Leaders. These training events were led by Mr Martyn Payne from Bible Reading Fellowship and took place in various venues around the country – Dublin, Belfast & Omagh during the course of a week in September.
- The Society part-funded two representatives to attend the annual Hand in Hand Children’s Ministry Conference in Eastbourne in February. The attendance at this conference benefits the work of those involved in training as they keep up to date with the latest thinking and best practice for children’s ministry and encouraging and nurturing faith in families. It is an opportunity to upskill and explore new resources while networking with potential key note speakers and facilitators for specialise trainings.

\*The two Sunday School Society trainers are Ms Lynn Storey and Ms Lydia Monds. The Society also brings in facilitators for specific trainings in a diverse range of topics depending on a dioceses needs. Clergy are greatly encouraged to attend these events and to support the attendance of their Sunday Club leaders at these events also. The feedback from our training sessions continues to be extremely positive as people take away practical ideas for application in their own Sunday Club or Midweek Club.

Building Blocks 2016:

- The Society part-funded the Building Blocks Conference which was held in St Andrew’s College, Booterstown in November.
- Sunday School Society disseminated information on Children’s Ministry in general and on the Building Blocks National Training Day in particular, through mail shots to parishes and through attendance at a number of diocesan synods with a Children’s Ministry stand and flyers.
- The Society has representatives on the working group that organises the Dublin Building Blocks Event.
- The Dublin event was a great success with keynote speaker Rev Mina Munns, a range of excellent workshops, lunchtime tasters from Who Let The Dads Out, and Prayer Spaces in Schools, and plenty of practical take home ideas for people to implement in their own Sunday and Mid-Week Clubs.

## Board of Education – Report 2017

- Sunday School Society is privileged to be a part of such a fine example of ecumenism, living out the message of the Gospel through a variety of denominations working together and learning from each other.

### Resources 2017:

- The Society disseminated a children’s ministry leaflet at General Synod and in parishes in 2016 to reiterate the support framework provided by the Sunday School Society and the Children’s Ministry Network.
- The Society supports the Church of Ireland Children’s Ministry website which continues to be updated with ideas, resources, training events and children’s programmes run by the Church in various dioceses: [www.cm.ireland.anglican.org](http://www.cm.ireland.anglican.org)
- Quarterly newsletters full of ideas for All Age Services, Sunday Club Bible Story Telling, Creative Prayer and Crafts have been collated and sent out via the Children’s Ministry Network Representatives to all dioceses for dissemination in churches and Sunday Clubs. Due to the positive feedback from recipients of these newsletters, these will continue into 2017. Archives of newsletters will be accessible on the children’s ministry website: [www.cm.ireland.anglican.org](http://www.cm.ireland.anglican.org)
- The Society facilitates the Church of Ireland Children’s Ministry Facebook page which is updated several times a week and reaches 300+ people. This network reach continues to grow. [www.facebook.com/churchofirelandchildrensministry](http://www.facebook.com/churchofirelandchildrensministry)

### Resources & Trainings marked for 2017:

- There continues to be an increased interest in diocesan trainings which will continue to be offered throughout the next year in conjunction with the Children’s Ministry Network. With diocesan trainings taking place in Derry & Raphoe, Down & Dromore and Connor, Cork, Cloyne & Ross dioceses organised by the CMN representatives
- Plans are in place for Cashel, Ferns and Ossory Diocesan Training to take place late May in Gorey.
- Further to the successful piloting of an Under 5s lectionary based programme the Society awaits the publishing of this exciting resource. It is hoped that this material will be available mid 2017 when training will be provided for those wishing to implement it. The programme provides all the materials and guidance children’s ministry leaders would need to run the programme in their parish.
- Specialised training is being organised in collaboration with CMN for working with children with additional needs. This training will be led by Mr Mark Arnold from Additional Needs Alliance who will visit from the UL. Mr Arnold has previously delivered training at Building Blocks Belfast & Dublin and it is hoped that these trainings will take place in various venues in the north and south of the island in May and September.
- The Society in collaboration with CMN & Boards of Education welcome the positive response from the House of Bishops to their new resource for churches ‘*Make Yourself At Home*’. The resource will be now piloted in each diocese and

## Board of Education – Report 2017

has been designed to help parishes look at how welcoming they are to children and their families, and how well they include them in the life of the church. It encourages parishes to acknowledge where and how they can act in new ways to help children and families feel at home in church. It is hoped that this new resource will be available late 2017.

For more information you can email: [sss@ireland.anglican.org](mailto:sss@ireland.anglican.org)

**Topics on which discussion would be particularly welcome:**

1. Ideas for new resources to support youth ministry across our dioceses following on from the success and implementation of the “I Believe” Confirmation Resource
2. Anois, CIYD’s annual residential for young people, is being rested for 2017. We would welcome discussion and ideas around needs and thoughts for the future for this type of event or potential for new models.

**CHURCH OF IRELAND YOUTH DEPARTMENT**

**REPORT 2017**

**MEMBERSHIP**

***Executive***

President	The Most Rev Patricia Storey
Chairman	Rev Malcolm Kingston
Treasurer	Mr Edward Hardy
Secretary	Mrs Judith Peters

Mr Alan Williamson

***Central Board – Executive (above) and:***

Mr Steven Brickenden  
Rev Ruth West  
Rev Gary McMurray  
Ms Emma Rothwell  
Rev Ruth Noble  
Mrs Christina Bailie  
Mr Tim Burns

***Co-options***

Ms Sarah Lowry  
Rev Lesley Robinson

***Standing Committee***

Rev Nicola Halford  
Mrs Brigid Barrett

***National Youth Officer (appointed November 2016)***

Mr Simon Henry

***Youth Ministry Development Officer (Southern Region) (appointed November 2016)***

Mr Steve Grasham

***Office Manager***

Mrs Barbara Swann

**Executive Summary**

## Church of Ireland Youth Department – Report 2017

The CIYD Strategic Plan for 2017 – 2020 is now complete and is ready to be implemented. This, alongside CIYD’s engagement with the National Quality Standards Framework, is assisting CIYD in a process of self-evaluation and in refocusing upon its role and areas of ministry for the future.

The CIYD team consists of a National Youth Officer, Mr Simon Henry, and a Southern Regional Development Officer, Mr Steve Grasham. They are both provided with administration and communications support by our Office Manager, Mrs Barbara Swann.

Developments of note in 2016 were:

- The Anois residential for young people which included an increasing cross-border element;
- Continued Training Initiatives for paid and voluntary youth leaders across the Church, as well as participation in Diocesan events, retreats and camps;
- The ‘Foundations’ initiative which focuses upon people in their 20s and 30s;
- A Day of Prayer for the Church’s Ministry with Young People, with widespread participation.
- The launch of a new Confirmation Preparation resource entitled ‘I Believe’ launched at General Synod and is available to all parishes and Dioceses in Ireland.

### **CIYD ACTIVITIES IN 2016**

#### **Youth Ministry Leadership: Support and Development**

In partnership with dioceses, and in response to their specific needs, CIYD organised regular training and support events for those involved in youth ministry in a paid (full-time and part-time), student or volunteer capacity. These events were tailored to the needs and contexts of each region.

- Southern Region – CIYD’s “Connect” programme, training youth workers and volunteers, met regularly throughout the year. Additionally, two training days, in partnership with Tearfund, were held in Cashel Diocese. These focused on poverty and justice and how youth leaders can engage their young people in these issues from a Christian perspective. Alongside these programmes, Cork young leaders weekend, yKEA Diocesan Youth weekend and Messy Church in Sligo were also other key events with CIYD involvement.
- Northern Region - The “Connect” programme, partnering with the Methodist Youth Department, continued throughout the year with relevant training for youth workers and volunteers. This also included a residential retreat to Downhill Beach House with the Rev Andrew Sweeney as our speaker. We concluded the year with a “Connect Christmas” event in December with lunch and a Christmas Communion.
- Breathe - residential retreat for youth leaders in the Southern Region, was held in April 2016 in Tullamore, Co. Offaly.
- Invest Youth – a conference day for employed youth workers, run by Youth Link, took place in Castlewellan Castle in April 2016.
- Summer Madness - the CIYD Connect Café was a great opportunity to make contact with youth leaders from around Ireland, both employed and volunteers. As

well as being a ‘chill-out’ venue for leaders, the CIYD staff facilitated 2 seminar streams. Over the 3 days, around 200 people attended these seminars.

### **Events for Young People**

Whilst most of the work of CIYD seeks to resource Youth Leaders and to be available to assist in Youth Ministry Programmes, where guidance is appreciated and where participation is sought, the organisation is also involved in running some events directly for young people.

- Anois - the annual CIYD event offered directly to young people. In 2016, Anois was held in Wilson’s Hospital School, Co. Westmeath, where approximately 150 young people attended during the last weekend of October. The programme included Worship, Teaching and a wide range of fun filled activities!
- New Wine - CIYD lead the youth programme at the New Wine conference that is held annually in Sligo. This offers CIYD an opportunity to minister directly with around 150 young people and there was over 20 people on the team this year.
- HUB - bi-monthly inter-denominational youth event, based in Belfast and run by Crown Jesus Ministries. CIYD is part of the organising team for HUB and this was seen as a great opportunity to help shape a large-scale event for groups from Church of Ireland parishes to take their young people to.
- Christmas Worship Service - In December 2016, CIYD, in partnership with the Southern Dioceses, held a Christmas service in Clontarf. Young people from across the Southern Region attended.

### **Young adults**

As well as working to support and grow youth leaders, and provide direct ministry to Under 18s, CIYD has worked to provide places and spaces for those in their 20s and 30s to meet and worship together.

- Foundations - This gathering for young adults from in and around the Church of Ireland is held bi-monthly and aims to become a place of community and discipleship for those in their 20s and 30s. The organising team was made up of representatives from the Dioceses of Connor, Derry and Raphoe and Down and Dromore.
- The Foundations concept has begun to spread and a number of events were run for a core group in Clogher Diocese and had people attending from a number of Dioceses from both the Northern and Southern regions.
- Catalyst - CIYD ran a very successful café venue at Catalyst under the Foundations banner and Mrs Amy Shorten and Mr Andrew Frame also sat on the Catalyst steering team. Catalyst is a festival run by Summer Madness for young adults.

### **Diocesan Support**

CIYD have been heavily involved in supporting Youth Leaders, both employed and volunteer, in the work that they do with young people across both the Northern and

## Church of Ireland Youth Department – Report 2017

Southern Regions. They have also worked to raise the profile of youth work in the wider Church. This has been done in a variety of ways:

- Direct work with Dioceses - CIYD staff spoke at a range of Diocesan events, retreats and camps around Ireland as well as working with certain Dioceses on strategic development of Diocesan Youth Councils.
- Day of Prayer 2016 - On 7<sup>th</sup> February, CIYD had developed a resource for Dioceses around Ireland to facilitate a day of prayer for youth ministry in the Diocese and this was widely utilized and very popular. Another day is planned for 26<sup>th</sup> February 2017.
- National Ploughing Championships - In September, CIYD partnered with Southern Dioceses to have an information stand at the National Ploughing Championships and had a large number of visitors to the stand.

### **Resource Development and Communication**

CIYD like to be available for recommending and providing resources for youth leaders and clergy in a wide range of areas related to youth ministry.

- 'I Believe' - A major piece of work that was started in 2015 was the creation of a Confirmation Preparation Resource entitled 'I Believe'. This was launched at General Synod in May 2016. The resource has been written with the content of the Church of Ireland Confirmation Service in mind and refers to elements of the Apostles' Creed, The 10 Commandments and the Church Catechism. It is a 12-week course examining essentials of our faith and offers interactive activities to enhance the learning experience for candidates.

### **National Quality Standards Framework**

The organisation started on a new 3-year cycle of NQSF. This process involves self-evaluation of the organisation based on various criteria laid down by the department of children and youth affairs in Dublin.

### **Representation and Collaboration**

CIYD staff and Central Board members continued to represent the Church of Ireland on committees of the following organizations: -

- Church of Ireland Board of Education;
- Children's Ministry Network of the Church of Ireland;
- Department of Youth and Children's Affairs;
- National Youth Council of Ireland;
- Summer Madness /Catalyst main-stage and seminars teams;
- Youth Link Council;
- Youth Link Invest Youth;
- Connect 2020 Leaders.

### **Organisational Restructuring**

As an outcome of CIYD's continuing process of self-evaluation and its assessment of current and future needs, the Central Board decided to implement a staff restructuring process to take effect during the autumn of 2016. The new post of 'Church of Ireland

## Church of Ireland Youth Department – Report 2017

National Youth Officer’ as well as the post of ‘Youth Ministry Development Officer (Southern Region)’ were therefore advertised and Mr Simon Henry and Mr Steve Grasham were appointed respectively. The role of Office Manager became a part-time post in January 2017. It is very much hoped that the changes of roles within CIYD will assist us operate more strategically and effectively as we seek to serve leaders involved in Diocesan and Parish Youth Ministry across the Church of Ireland, as well as advocate for the needs of young people within the Church and wider society.

CIYD would like to pay tribute to, and thank, former staff members of Mr Andrew Frame and Mrs Amy Shorten for their continued commitment to the work of CIYD and service to Youth Leaders and Young People of the Church of Ireland and beyond. We would like to wish them every blessing for the future as they continue to use their many gifts for the Glory of God in new ministry opportunities.

### **CIYD ACTIVITIES IN 2017**

In 2017 the activities of CIYD will evolve and develop with the reconfiguring of the department through the appointment of a new National Youth Officer and a new Southern Region worker. Our new staff team will work closely with Diocesan Youth Officers and key stakeholders in each Diocese so that CIYD can better complement the work of each Diocese and seek to establish new initiatives and links where appropriate.

#### **Youth Ministry Leadership: Support and Development**

- Southern Region - events will continue to take place both to support existing youth leaders and to equip upcoming leaders by focusing on basic skills in youth ministry. This includes an accredited youth ministry qualification series, “Aurora”, through Cliff College in England.
- Northern Region - several gatherings are planned for the year ahead with our “Connect” programme jointly with the Methodist Youth Department. There are also plans to work closely with other agencies around the area of mental health, a continuing and growing issue for young people. A youth leaders’ retreat is planned for May and will take place on at Lusty Beg Island, Co. Fermanagh.
- Summer Madness - CIYD will be running the Connect Café as usual and hosting breakfasts and a seminar stream for youth leaders as well as a Catalyst stream for young adults. CIYD is also involved in shaping main stage and seminar streams at committee level.

#### **Diocesan Support**

CIYD staff will continue to support and resource Dioceses in their youth ministry as and when requested.

#### **Resource Development and Communication**

- ‘I Believe’ - The CIYD Confirmation Resource will be piloted early in the year and the published version will be launched and available to General Synod.
- Website - The CIYD website has regularly updated information on youth ministry, training events and important links. We plan to utilise and develop our social media platforms further to widen our networks and engagement across Ireland.

## **National Quality Standards Framework**

The NQSF process will continue and will involve a focus group of those involved in working for and running the organisation.

## **Representation and Collaboration**

CIYD staff and Central Board members will continue to represent the Church of Ireland on committees of relevant organisations.

## **DIOCESAN REVIEW:**

### **Armagh**

The Armagh Diocesan Youth Council's 2016/17 programme draws inspiration from 1 Corinthians 13 focusing on the Christian characteristics of Faith, Hope and Love. Looking at each of these features, our three Sunday evening Worship and Teaching events took place in parish halls in Portadown, Dungannon and Armagh. These regional events continue to offer Parish Youth Groups in surrounding areas the opportunity to come together for worship and faith encouragement.

- During November 2016, the Armagh Diocesan Youth Weekend took place in Ballintoy, Co. Antrim. This was a smaller gathering than usual, however, it was very worthwhile and featured talks led by Youth Council Committee members, Sunday Morning Worship, as well as various activities and the customary late nights!
- The annual Easter Dawn Service, led by Archbishop Clarke, continues to attract large numbers of people of all ages to The Argory, near Moy, Co. Tyrone;
- In October 2016, the Armagh Diocesan Synod approved the revision of its Diocesan Regulations which included the restructuring of some of its Committees;
- Because of this process the encouragement and implementation of Diocesan Youth Work will be undertaken by the 'Board for Youth and Children's Ministry';
- This positive development will allow youth ministry to be placed in a wider context and encourage strategies to assist the Church in its ministry to its younger generations.

### **Cashel, Ferns & Ossory**

The Diocese of Cashel, Ferns and Ossory continues to see growth and development with youth activities in the diocese. The newly formed 'Bishops Youth Advisory Group' meets regularly throughout the year with the aim of working together on diocesan projects as well as sharing resources and supporting those who are working directly with young people in the diocese.

- We are currently in the first year of a new Bishop's award which encourages young people to volunteer in both their local community and their local church. The new award, Faith and Service Together (F.A.S.T), will reward young people who participate with a certificate and service of thanksgiving each year. A larger diocesan service with the Bishop will take place every third year with prize giving;
- The diocese continues to resource and support parishes and clusters of parishes working together in youth ministry. Within the diocese, we have a growing number

## Church of Ireland Youth Department – Report 2017

of youth clubs, part-time youth workers and a part time chaplain for Waterford Institute of Technology;

- Each year we hold a youth leadership training weekend for teenagers in ‘Ovoca Manor’ which is attended by approximately 100 teenagers from numerous parishes;
- We also hold a three-day diocesan confirmation retreat and a diocesan excursion to Wales each year;
- St. Canice’s Cathedral, Kilkenny continue their choral scholarship aimed at encouraging young people to join the choir and participate in worship.

### **Clogher**

The past year has seen a further growth and development of the Council’s work and contribution to the spiritual, social and physical well-being of our young people throughout the diocese.

- Starfish Rural Deanery Events: The year’s theme was “Xplore” looking at the fruit of the Spirit. These events have proved very profitable especially for the young people within the respective rural deaneries;
- Streams Young Adults/Youth Leaders: Several young adults were encouraged in their faith and discipleship by the provision of equipment and have begun exploring issues of faith together along with social activities. We partnered with CIYD and for the second time with Derry & Raphoe diocese for a retreat;
- Foundations: Hosted by the Kesh young adults group, the CIYD Foundations discipleship initiative has proved a valuable resource. The inclusion of young adults from other parishes has been encouraging;
- Anois: This CIYD sponsored youth weekend saw some 75 young people and 18 leaders attending. The venue at Wilson’s Hospital, Mullingar made the event accessible for us as a diocese;
- Youth Leader Training: In partnership with the YouthLink, a training evening was held covering areas such as Handling Challenging Behaviours and Youth Ministry in a Rural Context;
- “Timothy”: Timothy is intended to grow and develop our young people as mature disciples of Christ. Based on 2 Timothy 2:15, this work will draw older teens into the work of their youth ministries as young leaders;
- Together Building a United Community: The diocese benefited from being involved in this OFM/DFM funded initiative in community relations. 17 of our young people followed a CRED OCN course.

### **Connor**

From the support of CIYD and Connor Diocese, Connor Youth Council has organised a great range of youth events throughout 2016. During the year, young people from various parishes had the opportunity to connect with one another, explore faith and grow in their relationship with God. The Youth Council treasured seeing groups from across the Diocese engage with the events, both groups who regularly attend and those who had not previously done so.

## Church of Ireland Youth Department – Report 2017

- Young people have met to explore prayer with Prayer Spaces in Schools, played together in a sports tournament and then camped alongside one another while sharing meals at Summer Madness;
- Our Streetreach project had its second year with young people serving in local parishes in North Belfast;
- The “Connor Takes the Castle” Weekend at Castlewellan Castle in September is always a stand out event with groups gathering, sharing in discussions on faith and having a lot of fun together;
- We finished the year with a Christmas Party including drama and “Christmas dinner on a stick”;
- Additionally, in 2016, Connor Youth Forum was developed to give young people an opportunity to have their voice heard and input into what church means to them.

### **Cork, Cloyne & Ross**

Cork Diocesan Youth Council (CDYC) organises a range of events throughout the year to cater for young people of secondary school age. These events are run in conjunction with the various youth groups in the parishes.

Events comprise day trips, weekends and trips to national festivals such as Summer Madness and Anois.

- CDYC has this year begun to organise evenings for young people in the 20s and 30s age group and these have met with an encouraging response. The evenings involve shared meals and discussion groups;
- The “Reality” Schools Team, under the leadership of the West Cork Youth Development Officer Ms Hilda Connolly, continues to deliver retreats, and seminars in national and secondary schools;
- Both Hilda and Kristin Hollowell, Youth Development Officer in the east of the diocese, work with CDYC in developing and delivering the programme of events and with parish groups;
- CDYC holds regular training events and works closely with CIYD staff in relation to national training.

### **Derry & Raphoe**

“DRY” (Derry & Raphoe Youth) exists to serve the local church, seeking to support parishes and volunteers, while primarily encouraging faith in young people.

- In attempting to best serve parishes, DRY offers a range of centrally based opportunities to parishes through youth weekends, confirmation fun days, Easter overnights, and Summer residentials;
- In addition to this the DYO works with individual parishes to nurture and support youth work. We are very grateful for those who fund this work, including the Irish government and Priorities Fund;

## Church of Ireland Youth Department – Report 2017

- Finding volunteers to run youth groups, especially when they are asked to explore faith with young people, is an increasing problem which needs considerable prayer and energy to address. Is this symptomatic of an increasingly secular culture? Where are the young adults who used to step forward in days gone by? Why are they not in Church anymore?
- Will the steady stream of candidates coming forward for confirmation still be there in 25, 10, 5 years? Does their ‘confirmation experience’ reflect the adventure and vitality of faith? Where is the next generation of Christ followers within the Church of Ireland coming from? What is our response to this?
- Perhaps these questions don’t apply to you; however, they are worth considering none the less. Perhaps those who have ‘been there and done that’ with youth work need to take up the mantle once more? Too old? Who says? For if this isn’t the frontline of mission in the Church today then what is?

### **Down & Dromore**

The Down and Dromore Youth, Children’s and Families department provides a wide range of programmes, tailored support and resources for parishes, which includes around 50 youth groups and 90 Sunday Schools. Developments in 2016 include:

- The further development of the ‘Jigsaw’ Sunday School curriculum, with year two of the resource being written and piloted across 30 churches.
- The summer Adventure Camps continued to be in high demand, with over 160 children, young people and leaders attending. An additional camp for 2017 will bring the capacity for campers to over 200.
- A new Confirmation theme was launched for 2016, ‘We are God’s masterpiece’, and this was celebrated across all the Confirmations, with goody bags, desserts, chocolate fountains and popcorn. These were also supported by a Confirmation weekend for around 160 people;
- The ‘Essentials’ training programme continued in 2016 with 6 roadshows tailored for individual parishes and a volunteers dinner which was attended by over 50 volunteers from across the diocese;
- There was the annual Children’s Praise Party for over 400 children and leaders;
- The Saturday Night Live initiative was launched with 4 gatherings across various venues within the Diocese, and averaging around 85 young people and leaders at each event;
- The ongoing development of a year-long youth programme for groups and holiday bible club material, as well as the development of a young leaders course;
- The annual Bishop’s BBQ at Summer Madness for around 400 people was as popular as ever. In 2016 we introduced blue cheese into the mix!

### **Dublin & Glendalough**

This past year has been one of continuing consolidation. Mr Eric Denner, our youth co-ordinator, continued to interact with Rural Deaneries as well as individual youth workers and parishes.

## Church of Ireland Youth Department – Report 2017

- Groups were organised to attend Summer Madness and Anois as well as post confirmation days around the united Dioceses;
- Various resources for youth activities (such as a Halloween Resource Pack) were produced and training days for youth leaders were held;
- At the end of January 2017, Eric finished his time with the Diocese and we wish him and his fiancée every blessing in their future plans. The Youth Council are at present preparing proposals for the future and would value your prayers in this process.

### **Kilmore, Elphin & Ardagh**

- In September 2016, the Diocese appointed two Diocesan Youth and Children’s workers. Ms Hannah O’Neill was appointed for the Kilmore area and Ms Marian Edwards was appointed for the Elphin & Ardagh area. We thank God for the valuable role that Hannah and Marian will play in supporting youth and children’s ministry and we pray that God will bless their ministries and build His Kingdom throughout our diocese;
- In November, Inside Out, our over 18s weekend moved to Killybegs, Co. Donegal. The speakers were our very our youth & children’s youth workers and hearing their vision for the Diocese was an essential part of the weekend. The weekend was a fantastic time for building each other up as the family of Christ and sharing fellowship;
- This year we had a group of young people from KEA attended Anois. This year it was held in Wilson’s Hospital. Worship was led by the Mark Ferguson Band and teaching from Rev Alan Breen;
- In early December, we had our first of many planned yKEA “Family Gatherings”. Our speaker was Ms Hannah O’Neill and worship was led by Mr Aaron Boyce. Our young people are a very close knit group, despite being separate by many miles and we feel that it is very important for young people to meet in fellowship;
- Preparations are again underway to bring our group to Glenarm for Summer Madness. We could not do this without our volunteers Shauna & Alan Williamson leading the planning, Daniel & Lynn Allen leading the cooking group and our set up team who ensure that we have the entire camp set up before the young people of yKEA arrive. Their time & skills make bringing a group of 70 people to Summer Madness possible!

### **Limerick & Killaloe**

The United Diocesan Youth Council of Limerick & Killaloe have carefully considered past operation, future hopes and concerns and as such the following has been formulated as Mission Statement for youth ministry:

***“To provide opportunities which will facilitate and encourage Christian spiritual growth, fun and fellowship among young people from throughout the United Dioceses of Limerick and Killaloe”***

During 2016, the Youth Council planned a good range of day, weekend and weeklong events. The Youth Council is thankful to individuals, parents/guardians, parishes,

Church of Ireland Youth Department – Report 2017  
diocese and CIYD for financial support. Key events during 2016 include:

### **3<sup>rd</sup> – 6<sup>th</sup> Class National School**

- September - Multi Activity Day – Birr Outdoor Education Centre.

### **10 plus Year Olds**

- March – South West Alive Weekend with Cork Diocese – Carhue Centre, Bandon;
- July – Junior Summer Camp (full week) – Esker Youth Village, Athenry;
- November - Junior Weekend – Durrow Centre;
- December – Dublin day trip.

### **2015 & 2016 Confirmation Candidates**

- June - Confirmation Weekend - Muckross Youth Centre, Killarney.

### **Secondary School and upwards**

- March- Spring Madness- Kilfinane OEC;
- July - Summer Madness - Glenarm Castle Estate;
- October - Anois - Wilson’s Hospital School , Mullingar;
- December - Annual Dinner Dance – Fitzgerald’s Hotel, Adare;
- Diocesan Youth Fellowship group meet on third Saturday of each month at Richmond Terrace, Limerick.

### **16 plus Years**

- April – Taking a Leading Role (Part 3) leadership course – Django’s Hostel, Cloughjordan.

### **All Ages**

- February - Coffee Morning & Cake Sale – Shinrone;
- April - Annual General Meeting with Eucharist Worship Event - Richmond Terrace, Limerick;
- August - Committee Retreat - Clarecare House, Lahinch;
- September - Car Treasure Hunt with BBQ & Disco - Aghancon Community Hall;
- December- Christmas Fundraising Draw.

### **Meath & Kildare**

This year the Youth and Children’s Officer, Ms Emma Rothwell, focused a lot of time on the ministry of Confirmation in the Dioceses. She travelled to parishes to meet the candidates and to attend some of their preparation classes and Confirmation services. Many of newly confirmed young people gathered together at Wilson’s Hospital School for a Diocesan Confirmation Fun Day.

- The Diocesan Board of Education National Schools’ Service took place in Trim Cathedral in May, with “Transformation” as its theme. It was a lively event with all the schools participating through art, music and drama;

## Church of Ireland Youth Department – Report 2017

- In July, a small group travelled to Glenarm for Summer Madness. All participants were new to the festival but had a wonderful time and are looking forward to SM2017 already;
- *Anois* returned to Wilson’s Hospital again, and a group from the dioceses attended and had a wonderful time;
- In April 2017, a team of young people will travel to India to see the work of the Leprosy Mission as part of the Good for the Sole campaign;
- Around the parishes voluntary youth leaders continue to carry out great work in Sunday Clubs, the uniformed organisations and the various other youth clubs;
- In the last year, we saw parishes collaborating to create new youth clubs and other parishes experiment with different kinds of youth services. It has been very encouraging to see such innovation despite the challenges associated with youth ministry in modern Ireland.

### **Tuam Killala and Achonry**

- Our year begins with the Annual Ice Skating trip to Dublin. This Diocesan day involves the meeting of two youth groups, “Splash” which is based in Rathbarron Parish Hall Collaney, and DIG which is based in Holy Trinity Church Westport. There were 35 young people on the trip which included some from Tubbercurry and Ballina;
- Our “Eggcellent” event at Easter was led by Ms Amy Sherlock, she helped the children through the Easter story with interesting activities and Mr Darren Bourke led the games and music in the Parochial Hall in Collooney;
- Over 30 young people and 15 adults attended the Confirmation Day on Croagh Patrick. It was a beautiful sunny day with snow on the mountain! Bishop Patrick led a small service in the community hall at the end of our climb and parishioners from Holy Trinity Church provided tea and cakes afterwards;
- The Dawn Service held on the beach at Dunmorán Strand in the Parish of Skreen, over 80 people gathered together for communion and a cooked breakfast afterwards in Skreen School Hall, everyone brings something for the breakfast. Worship was led by Mr Darren Bourke, Ms Pearl Sherlock, Ms Gemma Sherlock, Mr Neville Bourke and Mr Nathan Bourke;
- The Diocesan Cycle was the last leg of three cycles we have had on the Greenway from Mulranny to Achill and back. 26 cyclists took part to raise funds for our new water project in Kenya. We raised 1890 euros for the Maji water project in the Diocese of Kajiado, Kenya;
- Our senior camp was at Summer Madness where we joined up with Kilmore and Limerick Dioceses;
- The Diocesan Fun Day was held on Clare Island on the 28<sup>th</sup> May. The ferry took 55 of us across to the island where we visited the lighthouse, a working weaver and were given a talk on the 12<sup>th</sup> century wall paintings in the old abbey. A service was held in the church next door;

Church of Ireland Youth Department – Report 2017

- Sunday School Teacher training, 11 people attended the diocesan training day at the McWilliam Park Hotel in Claremorris. This was led by Ms Lydia Monds and Ms Lynn Storey from the Sunday School Society/Children's Ministry Network;
- St Nicholas' School in Galway, Holy Trinity School in Westport, St Michael's School in Ballina, Leaffoney School in Kilglass and St Paul's School in Collooney all come together for our annual school's service held in Tuam Cathedral. The Reverend Andrew Ison was our speaker.

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF  
IRELAND YOUTH DEPARTMENT**

**YEAR ENDED 31 DECEMBER 2016**

**BOARD'S RESPONSIBILITIES**

The Board is responsible for preparing the financial statements in accordance with accepted accounting practice in Ireland including the accounting standards issued by the Accounting Standards Board and published by the Institute of Chartered Accountants in Ireland.

Irish company law requires the Directors to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the Department and of the surplus or deficit of the Department for that period. In preparing the financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Board confirms that it has complied with the above requirements in preparing the financial statements.

The Board is responsible for keeping proper books of account, which disclose with reasonable accuracy at any time the financial position of the Department and to enable them to ensure that the financial statements are prepared in accordance with accounting standards. They are also responsible for safeguarding the assets of the Department and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**CHURCH OF IRELAND YOUTH DEPARTMENT**

**INCOME AND EXPENDITURE ACCOUNT**

**Year ended 31 December**

		2016 €	2015 €
<b>INCOME</b>			
Grant Received	1	175,688	171,403
Funding provided by the RCB		169,889	196,744
Deposit Interest		193	229
Donations		6,453	5,131
Programme		23,926	13,215
Sundry Income		221	610
Priorities Fund		7,000	-
		<u>383,370</u>	<u>387,332</u>
<b>EXPENDITURE</b>			
Office & Administration Expenses	2	(44,771)	(58,595)
Staff Costs	3	(144,403)	(160,793)
Fees & Membership	4	(938)	(15,895)
		<u>(190,112)</u>	<u>(235,283)</u>
<b>Operating Surplus for the Year</b>		<u>193,258</u>	<u>152,049</u>
<b>TRAINING &amp; GRANT ALLOCATIONS</b>			
Training & Grant Allocations	5	(204,236)	(177,922)
<b>(Deficit) after Training &amp; Grant Allocations</b>		<u>(10,978)</u>	<u>(25,873)</u>
Currency translation adjustment		7,849	(170)
<b>Net (Deficit) for the year</b>		<u><u>(3,129)</u></u>	<u><u>(26,043)</u></u>

**CHURCH OF IRELAND YOUTH DEPARTMENT**

**BALANCE SHEET**

**Year ended 31 December**

		2016 €	2015 €
<b>TANGIBLE FIXED ASSETS</b>	6	11,695	17,415
		<hr/>	<hr/>
<b>CURRENT ASSETS</b>			
Cash held on deposit by RCB	7	92,889	93,149
Cash at bank		4,669	3,246
Prepayments		1,721	3,713
		<hr/>	<hr/>
		99,279	100,108
		<hr/>	<hr/>
<b>CURRENT LIABILITIES</b>			
Creditors	8	(58,274)	(61,694)
		<hr/>	<hr/>
Net Assets		<u>52,700</u>	<u>55,829</u>
<b>FUNDS EMPLOYED</b>			
Balance at 1 January		55,829	81,872
(Deficit) for the year		(3,129)	(26,043)
		<hr/>	<hr/>
Balance as at 31 December		<u>52,700</u>	<u>55,829</u>
		<hr/> <hr/>	<hr/> <hr/>

**Notes to the Financial Statements**

	2016	2015
1. Grant Received	€	€
Grant from Department of Children & Youth Affairs (ROI)	175,688	171,403
	<u>                    </u>	<u>                    </u>
2. Office & Administration Expenses	2016	2015
	€	€
Insurance	1,908	2,015
Audit Fees	4,157	4,060
Rent	15,762	25,430
Telephone, Postage & Internet	4,272	5,494
Office Expenses	10,393	14,409
Heat & Light	1,817	134
Depreciation	4,639	4,979
Resources	350	1,687
Sundry	35	(45)
Bank Interest & Charges	1,438	432
	<u>                    </u>	<u>                    </u>
	<u>44,771</u>	<u>58,595</u>
	<u>                    </u>	<u>                    </u>
3. Staff Costs	2016	2015
	€	€
Staff Salaries	115,241	125,912
Staff Expenses	18,745	21,990
Central Board & Executive	10,417	12,891
	<u>                    </u>	<u>                    </u>
	<u>144,403</u>	<u>160,793</u>
	<u>                    </u>	<u>                    </u>

Church of Ireland Youth Department – Report 2017

4. Fees & Membership	2016	2015
	€	€
General Membership Fees	938	1,876
Youth Link NI	-	14,019
	<u>938</u>	<u>15,895</u>
	<u><u>938</u></u>	<u><u>15,895</u></u>
5. Training & Grant Allocations	2016	2015
	€	€
Training Events	46,137	31,868
Programme Events	29,459	20,844
Devolved Funding Grants	110,555	125,210
Summer Madness	5,858	-
Youth Link NI	12,227	-
	<u>204,236</u>	<u>177,922</u>
	<u><u>204,236</u></u>	<u><u>177,922</u></u>
6. Tangible Fixed Assets	2016	2015
	€	€
<b>Cost</b>		
At 1 January	112,851	102,577
Currency Adjustment	(15,404)	5,498
Additions	1,294	4,776
At 31 December	<u>98,741</u>	<u>112,851</u>

Church of Ireland Youth Department – Report 2017

<b>Depreciation</b>		
At 1 January	95,436	85,855
Currency Adjustment	(13,029)	4,603
Charge for the year	4,639	4,978
At 31 December	<u>87,046</u>	<u>95,436</u>
<b>Net Book Value</b>		
At 1 January	17,415	16,722
At 31 December	<u>11,695</u>	<u>17,415</u>
7. Cash on deposit held by the RCB		
	2016	2015
	€	€
Cash on deposit held by the RCB	92,889	93,149
	<u>          </u>	<u>          </u>
8. Creditors		
	2016	2015
	€	€
Accruals	58,274	61,694
	<u>          </u>	<u>          </u>
9. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2016, €1 = £0.8535 (2015: €1 = £0.737).		

**Topic on which discussion would be particularly welcome:**

The issues which arise in the facilitation of interchangeability

**THE COVENANT COUNCIL**

The Church of Ireland and the Methodist Church in Ireland

**REPORT 2017**

**MEMBERSHIP**

**Church of Ireland**

The Rt Rev Alan Abernethy, Bishop of Connor (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Canon Dr Maurice Elliott

Rev Barry Forde

Mr. Harold Giboney

Rev Dr Peter Thompson

**Methodist**

Rev Dr Heather Morris (Co-Chair)

Rev Dr John Stephens

Rev Andrew Dougherty

Rev Dr Janet Unsworth (Secretary)

Ms Gillian Kingston

Dr Fergus O'Ferrall

**The Role of the Covenant – Moving Forward**

The introduction of Interchangeability of Ministry heralded a new era for our two Churches and the Covenant Council recognises the need to build on this. Further meetings of leaders from each Church have taken place. The purpose of this gathering is to discuss issues identified by Covenant Council.

The areas discussed have included:

- The need to review polities and protocols to enable interchangeability to take effect in practice;
- Ensuring that clear protocols exist to facilitate reciprocal participation in ordination services;
- The role of Lay Readers and Local Preachers;
- The need to identify local missional opportunities and to find ways of engaging with these together under the Covenant;
- To build upon the work and relationships between the Church of Ireland Theological Institute and Edgehill College;

- Further development of the work of shared ministries in prison and university chaplaincies.

While Covenant Council itself continues to undertake work to progress each of these areas, the Council is setting up a Working Party to look at issues around facilitating Interchangeability.

It is intended that the Working party will consist of the following representatives from each church:

**Church of Ireland:** Very Rev Nigel Dunne, Rev Canon Dr Maurice Elliott, Rev Barry Forde.

**Methodist:** Rev Dr John Stephens, Rev Dr Janet Unsworth, Rev Dr Tom McKnight.

The group will consult with additional expertise as required, particularly in legal matters.

The Council is also looking at the further implementation of the Covenant at every level. To that end, more work will be carried out to ensure that observers are invited from the other church to denominational committees. There is also the possibility of a pilot scheme between an individual Methodist District and a Church of Ireland Diocese to pray and dream together as they explore areas of collaboration more fully. Some thought is being given to a Conference or regional seminars which would explore good practice and share stories with regard to mission in church and society.

### **Local Covenant Partnerships and Projects**

The Covenant Council continues to monitor those partnerships and projects that have been enabled by the Covenant. In particular, the Council seeks to review projects and to offer advice on protocols for the working out of the covenant when it is appropriate and helpful to the on-going work in the local area.

The covenant continues to be worked out in action at the Church on the Hill in Maghaberry and at the Church of the Good Shepherd, as Single Covenant Churches. Shared buildings at Movilla Abbey, and Primacy present opportunities to work together in ministry and mission. The chaplaincy at Queen's continues to carry out the ministry and mission of both churches in unity. Further development of this joint chaplaincy work is being explored, particularly in the light of the plans for the relocation of the Jordanstown Campus of the Ulster University to Belfast city centre. A new partnership is being developed between Longford Methodist Church and the Edgeworth Group of Church of Ireland parishes. The combination of what is, in effect, two part-time charges will result in a full-time appointment. At this time the appointment will be filled by a member of the Church of Ireland clergy. An appropriate financial package has been put in place and the appointment will be reviewed towards the end of an initial three years, with the potential of being extended for a further two years. The Council will provide appropriate help for the on-going project.

A slightly different project has emerged in the Boyle area. When the local joint Presbyterian and Methodist congregation in Boyle was looking for a new home, the local Church of Ireland offered to help. The arrangement worked very well and the congregations in Boyle have now expressed a desire to look at a worshipping agreement

regarding the rotation of clergy. The Council has noted that this is to take the form of a federal arrangement.

While the fruitful relationship between the work at the Church of Ireland Theological Institute and Edgehill College continues, there continues to be consideration of how this relationship might be developed further. The two colleges came together for an annual two-day Integrated Seminar in May, hosted in Belfast this year. Following the success of the Rome trip in August 2015, plans are being made for a second joint venture. Rev Canon Dr Maurice Elliott has been involved in the on-going conversations in the Methodist Church review of Edgehill and exploratory conversations continue in relation to future collaboration.

Work is also continuing in the area of mutual recognition of Diocesan Lay Readers and Methodist Local Preachers. It is hoped that one Diocese will put together a template for this which would provide a basis for wider proposals.

The Covenant Council continues to encourage all dioceses and parishes to look for opportunities in which the Covenant might be of assistance for ministry and mission. Further, Council continues to encourage all churches to consider celebrating the Covenant on or around the date of 24<sup>th</sup> May, this being John Wesley Day in the Church of England.

### **Membership**

Currently the Covenant Council is reviewing its membership, both in terms of numbers and with regard to function. The Council envisages three main key areas in its work:

- The consideration of the issues around interchangeability, protocols for working together and on-going strategy;
- The communication of the story of the covenant;
- The provision of an impetus to both on-going and new projects.

Thus, members of the Council will be involved in one or more of these areas.

The Council continues to be thankful for the role of Rev Tony Davidson as Presbyterian Observer on the Council.

### **Website**

The Covenant Council website, [www.covenantcouncil.com](http://www.covenantcouncil.com) is available to all, with worship resources and Covenant Council booklets available for download.

**Motions to propose at General Synod**

The Covenant Council proposes the following motions for the consideration of the General Synod this year:

“That the following be elected as Church of Ireland representatives on the Covenant Council for the coming year:

The Rt Rev Alan Abernethy, Bishop of Connor (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Canon Dr Maurice Elliott

Rev Barry Forde

Mr Harold Giboney

Rev Dr Peter Thompson”

‘That General Synod continues to encourage congregations to celebrate the Covenant relationship with neighbouring Methodist congregations on or around John Wesley Day, 24<sup>th</sup> May, each year.’

**Topics on which discussion would be particularly welcome:**

1. The work of the national ecumenical bodies
2. Reformation 500.

**COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE**

**REPORT 2017**

**MEMBERSHIP**

A Bishop: The Bishop of Clogher, Rt Rev John McDowell, (Chair)  
WCC Representative: The Bishop of Connor, Rt Rev Alan Abernethy  
ACC Representative: Rev Canon Dr Maurice Elliott  
ACC Representative: Mr Wilfred Baker  
Porvoo Contact Group Person: Rev Helene Tarneberg Steed  
An Honorary Secretary of General Synod: Mr Sam Harper (resigned 2016)  
Rev Gillian Wharton (appointed February 2017)  
Hon Records Secretary: Rev Ken Rue  
Hon Secretary: Rev Canon Niall Sloane  
The Bishop of Tuam, Rt Rev Patrick Rooke  
The Bishop of Limerick, Rt Rev Kenneth Kearon  
The Bishop of Cashel, Rt Rev Michael Burrows  
Rev Canon Patrick Comerford  
Rev Canon Dr Ian Ellis  
Rev Canon Dr Daniel Nuzum  
Rev Suzanne Cousins  
Ms Janet Barcroft  
Ms Georgina Coptý  
Ms Cate Turner  
Dr Kenneth Milne  
1 Vacancy

**INTRODUCTION**

**Commission for Christian Unity and Dialogue**

The Commission for Christian Unity and Dialogue was first established by the General Synod as the Home Reunion Committee in 1905 and assumed its current name in 2007. The Commission was previously known as the Committee for Christian Unity.

Its terms of reference are:

- To promote within the Church of Ireland the vision of Church unity;
- To promote and support movements in Ireland towards co-operation among the various Christian bodies;

- To maintain Church of Ireland membership of, and participation in, national and international ecumenical bodies;
- To address, in consultation with the Standing Committee, developments within the Anglican Communion;
- To encourage and engage in inter-faith encounter and dialogue;
- To report annually to the General Synod.

The membership consists of up to 20 members elected annually by the General Synod.

The Church of Ireland has a rich network of relationships with fellow Anglican Churches and other Christian traditions within Ireland and overseas. It is a member of the Anglican Communion and the following ecumenical networks:

- the Irish Council of Churches (ICC);
- the Irish Inter Church Committee;
- Churches Together in Britain and Ireland (CTBI);
- the Conference of European Churches (CEC);
- the World Council of Churches (WCC);
- the Porvoo Communion (which brings together Anglican and Lutheran Churches); and
- the Reuilly Common Statement (between Anglican and French-speaking Protestant Churches).

As an observer on the Meissen Commission, the Church also has links with the Evangelical Church in Germany.

The Commission on Christian Unity and Dialogue's three working groups focus on Anglican, European and inter-faith matters.

The **Anglican & Ecumenical Affairs Working Group** considers the Church's relations within the Anglican Communion and within the Porvoo Communion, and with the Moravian Church. More information on the Anglican Communion is available at [www.anglicancommunion.org](http://www.anglicancommunion.org)

The **European Affairs Working Group** works closely with the ICC's European Affairs Committee and the CEC to discuss and consider common concerns for European Churches.

The **Inter-Faith Working Group** seeks to build relationships and encourage dialogue with people from other faiths who are living in Ireland.

The Church of Ireland is in full communion with the other members of the Anglican Communion and Porvoo Communion, the Methodist Church in Ireland, the Union of Utrecht of the Old Catholic Churches, and the Mar Thoma Syrian Church. Relations between the Church of Ireland and the Methodist Church in Ireland are covered by the Covenant Council.

The Commission's members attend the annual conferences of other Christian denominations in Ireland and hold regular meetings with the Roman Catholic Church and with the Presbyterian Church.

## **EXECUTIVE SUMMARY**

The Commission on Church Unity and Dialogue (CCUD) is the Church of Ireland's principal organ for relating nationally and internationally both to other Christian Traditions and to national ecumenical instruments. The Commission continues to carry out its work through long term working groups, on Anglican, European and Inter-Faith matters.

General Synod 2016 approved a re-structuring of the Commission and its membership reflects the wide ranging and various bodies the Church of Ireland is engaged with.

As you will see from their more extensive reports below the working-groups of the Commission have engaged routine business and taken several new initiatives. The Anglicanism Working Group continues in the Church's engagement with the Moravian Church of Great Britain and Ireland. It also continues to provide a forum for the activity arising from our membership of the Porvoo Communion, and the Church of Ireland's Porvoo Contact Person, Rev Helene Steed, has provided a summary of that work.

The Inter Faith Working group reports on interesting projects for the year ahead. The European Affairs Working Group continues to strengthen our links and interaction with the Conference of European Churches (CEC). The Bishop of Connor represents the Church of Ireland on the World Council of Churches (WCC). Members of the Commission continue to play a very full role in the Irish Council of Churches (ICC) and the Irish Inter Church Committee and in Churches Together in Britain and Ireland (CTBI). We also share representation on other bodies with our Anglican neighbours and the Rev James Harris (Church in Wales) provides us with updates from the Meissen Commission. The Church of Ireland is invited to a number of church meetings throughout the year and reports on these are included in the appendix.

Last year, Mr Sam Harper stood down as an Honorary Secretary of the General Synod and by virtue of his office as a member of the Commission. Mr Harper has made a valuable contribution to the work of Commission and represented us and the Church of Ireland at many ecumenical gatherings. As a Commission, we appreciated the vast knowledge of the Church of Ireland and its various bodies he brought to our conversations which in many cases helped form our thinking. We wish you every blessing in retirement.

Finally, it was with great sadness that the Commission learned of the untimely death of the Rev Canon Gwynn ap Gwilym from the Church in Wales. Over many years we were all struck by his deep commitment to ecumenical affairs and his profound knowledge of the Welsh Church and its activities. Ar dheis Dé go raibh a anam dílis.

*+John Clogher:*

The Rt Rev FJ McDowell, Bishop of Clogher

## **ECUMENICAL INSTRUMENTS**

**Considerations of space allow for only limited coverage of the work of the ecumenical instruments to which the Church of Ireland belongs. Their respective websites (given below) should be consulted for detailed reports. Full particulars of Church of Ireland membership of ecumenical organisations and their remit may be found in the appropriate directory on the Church of Ireland website ([www.ireland.anglican.org](http://www.ireland.anglican.org)).**

### **ANGLICAN & ECUMENICAL AFFAIRS WORKING GROUP**

#### Membership

*Rt Rev Michael Burrows (Chair), Canon Dr Ian Ellis (convenor), Canon Dr Daniel Nuzum, Ms Kate Turner*

The Working Group's remit has recently been expanded to include ecumenical as well as Anglican affairs. This is a considerable brief but the Working Party is addressing the issues as best it can in the circumstances.

In particular, the Working Group has been considering the resolutions of the 16<sup>th</sup> meeting of the Anglican Consultative Council (ACC-16) and has recommended consequent actions to the Commission for Christian Unity and Dialogue. This work is ongoing.

The Working Group also gave consideration to the Porvoo Communion's Riga report and the 500<sup>th</sup> anniversary of the Lutheran Reformation.

In past years, the Working Group has made considerable progress in developing relations with the Moravian Church in Ireland and Britain. Because this covers both islands, we are awaiting a full response from the Church of England regarding our discussions.

During the past year, Canon Ian Ellis became the Working Group's convener, Bishop Michael Burrows having stepped down from the role, while remaining a member of the Working Group.

### **THE IRISH COUNCIL OF CHURCHES (ICC: [www.churchesinireland.com](http://www.churchesinireland.com))**

The Church of Ireland is a founding member of the ICC, which was established in 1923.

The Annual General Meeting of the Irish Council of Churches (ICC) was held in Christ Church Cathedral, Dublin, on Thursday, 7th April 2016. During the meeting the Rt Rev John McDowell, Bishop of Clogher, was elected and installed as President of the ICC.

The following resolution was also adopted by all present.

#### Irish Churches' Affirmations on Migration, Diversity and Interculturalism

We affirm our commitment as Christian Churches:

1. To recognise and appreciate cultural and ethnic diversity as gifts of God, and to ensure that these gifts are reflected in the life of the Church.
2. To foster faith communities where the rights of each person are respected and where scope is provided for each person's potential to be realised.
3. To work towards inclusive communities, paying particular attention to addressing racism and xenophobia in attitudes, actions, practices and policies.

4. To explore and adopt ways of worship, systems of administration and other structures so that they fully respond to and reflect the Church membership.
5. To defend the rights of migrants in accordance with international and national laws and standards on migration.
6. To advocate for the rights of all migrants, and in particular their right to family life.
7. To support and assist migrants in appropriate, practical ways in their efforts to integrate in Church and society.
8. To establish networks with migrant-led Churches and chaplaincies by fostering co-operation and collaboration with them in providing pastoral care and support to migrants.
9. To seek the development of appropriate services for migrants and to draw attention to the need for public services generally to be responsive to the circumstances of migrants.
10. To work together as Churches and to network with people of other faiths and none to promote a greater understanding between denominations and other faiths and none, ensuring the growth of a society based on respect, dignity and equal rights for all its members.

#### ***EUROPEAN AFFAIRS COMMITTEE***

The Church of Ireland is represented on this committee by Canon Adrian Empey and Ms Maxine Judge. It is chaired by Dr Kenneth Milne (appointed by the ICC Executive Committee). In order to familiarise itself with EU matters the committee, as reported previously, has consulted with the European Parliament Office in Dublin. Subsequently it has met with the Northern Ireland MEPS: Mr Jim Nicholson (UUP), Ms Diane Dodds (DUP) and Ms Martina Anderson (Sinn Féin) in order to ascertain their views as to how best the committee might engage with European affairs. In order to obtain briefing on those issues of most concern to the Churches it is hoped to consult with MEPS representing constituencies in both jurisdictions on the island of Ireland (and possibly others) who have an involvement with these specific matters in the Parliament and to that end a visit to Brussels is being organised.

Prior to the UK referendum on EU membership, a discussion paper on the issues being voted on was prepared by the committee and offered to the member Churches. The committee is studying the situation that arises from the resulting decision on Brexit and its implications for both Northern Ireland and the Republic.

The committee's terms of reference require it to liaise and develop co-operation with the European affairs representatives of the Irish Episcopal Conference and progress has been made in bringing this about.

#### ***IRISH INTER-CHURCH MEETING (ICM: [www.churchesinireland.com](http://www.churchesinireland.com))***

The 2016 Irish Inter-Church Meeting was held from 24th-25th November at Mount St Anne's Retreat and Conference Centre in Co Laois, taking the theme, 'Forsaken? The suffering of the Churches in the Middle East'.

The two main visiting speakers were Mr Francis Campbell - formerly UK Ambassador to

the Holy See, whose diplomatic posts have also included working with the EU as well as the UN Security Council, and who is now Vice-Chancellor of St Mary's University, Twickenham, London - and the Anglican Archbishop of Jerusalem, the Most Rev Suheil Dawani.

Mr Campbell commenced his address by referring to how recent shifts in power and international relations had created “uncertainty - and attempts to find certainty”. He said that the very survival of Christianity in the Middle East is now in jeopardy and that its eradication could be seen in the region in current lifetimes.

Archbishop Dawani said there was a real challenge in sustaining the Christian presence in the Holy Land. He said that “the forsaken are those pushed to the margins” and stated that leaders are “struggling to respond adequately to the day-to-day situation”.

The Archbishop, while stating that Christians in the Middle East have been persecuted for centuries and still are being persecuted today, said that beneath the suffering of persecution of Christians in the region there was “a spirituality that provides resilience”.

Speaking of the current context, Archbishop Dawani referred to the suffering in the Israel/Palestine conflict and went on to point out that “almost all of the Anglican presence in Syria has been lost”, with other denominations experiencing the same dramatic decline.

***CHURCHES TOGETHER IN BRITAIN AND IRELAND (CTBI: [www.ctbi.org.uk](http://www.ctbi.org.uk))***

Report from Dr Kenneth Milne on the Annual General Meeting of Churches Together in Britain and Ireland 2016

1. I attended the Annual General Meeting of CTBI in London on Wednesday 11 May at Bloomsbury Central Baptist Church in Shaftesbury Avenue, London.
2. As is customary, the AGM was part of an agenda that included (a) a presentation on the Churches response to the conflict in Syria and the wider region and (b) a paper by the General Secretary on ‘A refreshed Vision and Programme for CTBI’. The entire programme was presided over by Bishop Angaelos, as Moderator.
3. The presentation on Syria was made by Bishop Armash Nalbandian, Primate of the Armenian Church in Syria, and the Rev Haroutune Selimian, a minister of the Syrian Protestant Evangelical Church.

Bishop Nalbandian informed us that the leaders of the several Christian denominations meet monthly and that there are close ecumenical relationships between them. Furthermore, there are good relations with Moslem leaders and his Church has many projects in the fields of health and education which are available to all citizens. Despite this, Christians suffer a great deal, even their schools being attacked.

The Rev Haroutunne Selimian spoke of the decline of the Christian population in Syria in the course of a century from 30% to 10%. The Syrian Church, which dates from biblical times, is persecuted by those who hate both the Church and its people, and whose aim is either to convert or subjugate them. While the Christian and Moslem communities co-exist (as they have done for centuries), Christian

communities are often at the mercy of fanatical Moslems. Such is the situation that the focus of ministry in many parishes has changed, with an emphasis on alleviating suffering by distribution of food parcels and medicines (particularly for children) and, because of a chronic shortage of doctors for Church-related clinics, attempting to have them open for 24 hours.

The consequence of this situation is a huge movement of people who have lost everything and great refugee problem even within Syria. Moderate Muslims should receive stronger encouragement from the Churches and politicians in the West, recognising that there is a crisis WITHIN Islam.

4. The General Secretary's 'Programme Report' referred to the consultation that would take place between Trustees and Staff and the member Churches 'on how we can exercise Trusteeship more appropriately and effectively to fulfil our purpose'.
5. The business of the AGM included (a) the re-appointment of Ms Gillian Kingston as a Trustee. (Bishop McDowell's term as Trustee continues), (b) expressing gratitude to Mr Stephen Cutler for exceptional dedication as hon treasurer and (c) noting the allocation of funds for the 'extension of the Good Society project and migration work in the Republic of Ireland', commencing in June 2016.

***CONFERENCE OF EUROPEAN CHURCHES (CEC: [www.ceceurope.org](http://www.ceceurope.org))***

*15<sup>th</sup> Assembly*

Attention is now focussing on the forthcoming Assembly to be held in Serbia in 2018. It is considered to be of critical important for the future of CEC, and a preliminary meeting representing member Churches was held in Budapest from 14-16 October 2016 to consider the Assembly agenda. Dr Kenneth Milne attended on behalf of the Church of Ireland. A CEC letter to the member Churches, 'A future for Europe', formed the basis for the discussion. The document had been circulated (and formally commented on by the ICC) prior to the UK referendum, and the impact of the result of that vote was clearly evident in much of the debate. It was already evident that not only did the European Union face unprecedented crises, such as immigration and currency issues, but that the continent itself was in the throes of self-examination, not least because of clear differences of outlook on social and moral issues between states. While there was agreement that the Churches had a duty to engage in public debate, and that they must contribute a prophetic voice and enunciate their values, there was no unanimity as to how these values, particularly where ethical issues were concerned, were to be interpreted.

*Thematic reference group on EU policy and legislation*

This reference group, on which Dr Kenneth Milne represents the Church of Ireland, meets twice-yearly, one session being held in Brussels and the second in another member country. At the Brussels meeting in October 2016 the group was briefed by senior personnel from the agencies of both the European Union and the Council of Europe (the UK, it is presumed, remaining a member of the latter). The purpose of the meetings is to provide first-hand details of current proceedings at both the EU and the Council of Europe, including proceedings at the European Court of Human Rights (a Council of Europe body). The impact of Brexit was a recurring theme because of its many legal

implications regarding the protection of personal data and workers' rights. It was agreed that the next meeting would take place in London in April 2017.

***WORLD COUNCIL OF CHURCHES (WCC: [www.wcc-coe.org](http://www.wcc-coe.org))***

The WCC Central Committee met in Trondheim in Norway, June 2016. During the time of this meeting the European Referendum vote took place in the UK.

Since that meeting the WCC has been involved in a UN discussion on climate change and human rights from the perspective of ethics, spirituality and justice. During a visit to Iraq in January of this year Church leaders share their findings and recommendations of a recent study exploring the specific needs of displaced people in Iraq and Syria. When everybody is building walls the Church can build bridges was an important theme.

At the Central Committee in Norway there were discussions about the venue for the next WCC Assembly. At present the two main options under discussion are Glasgow and Berlin. A final decision as to the venue should be made at the next Central Committee meeting in 2018.

***MEISSEN (Meissen: [www.europe.anglican.org/ecumenical-information-and-links/agreements-and-partners](http://www.europe.anglican.org/ecumenical-information-and-links/agreements-and-partners))***

Meissen Commission Meeting 2016

Church Of England/Evangelische Kirche in Deutschland (EKD)

Exerzitienhaus Schloss Fürstenried, Munich September 1<sup>st</sup>-4<sup>th</sup>

Report of the Celtic Churches Observer

*(Representative: Rev James Harris (Church in Wales))*

In 2016 the Meissen Commission marked the 25<sup>th</sup> anniversary of the signing of the Meissen agreement, so the 2016 meeting had a special feel to it. As well as being the end of a 5-year term, it also included some special events to celebrate this important milestone on the ecumenical journey of the Church of England and the Evangelische Kirche in Deutschland. The co-chairs of the commission are Rt Rev Nick Baines, Bishop of Leeds and the newly appointed EKD co-chair, Landesbischof Ralf Meister of the EKD in Hannover.

The Commission met in probably the most Catholic part of Germany in a Roman Catholic retreat house, which in the immediate post war period had temporarily served as a seminary where Joseph Ratzinger (Pope Benedict XVI) had trained. Nevertheless, we were reminded that the EKD in Bavaria is a significant presence now and its Landeskirche (church of the region) is the third largest in the EKD, exceeded only in membership by Hanover and the Rhineland.

Two big political themes were often in the foreground at this Commission meeting – firstly the question of migration and refugees and then the theme of Brexit. Munich was a good place to learn about experience of the Churches in dealing with refugees. Dieter Breit, a liaison officer for the EKD with the Bavarian regional government, gave a presentation on this subject which fleshed out the statistics with individual stories and stressed that ministry to refugees is the very essence of Christian ministry.

The Commission also heard from Dr Beate Merk, a Bavarian State Government Minister, against the backdrop of a society that was now feeling the strain of recent mass migrations. She spoke of the need to deal with the causes of flight, especially with regards to those who were more economic migrants rather than refugees from conflict. In wider discussion it was noted that Munich had experienced two positive explosions of civic society in the last 12 months – once as trainloads of refugees were greeted and ministered to at Munich station, and once again as the city was locked down in response to an armed youngster running amuck and stranded travellers were welcomed into the homes of strangers.

The Commission reflected on the Brexit decision and noted that much was still unknown about the form it would take and its impact. Various Church leaders have stressed that Brexit should strengthen the determination of Churches to continue European ecumenical initiatives such as the Meissen process. As some political ties fall away, the importance of other cultural and political ties becomes even greater. In an article in the EKD magazine *Zeitzeichen*, Bishop Nick Baines, Anglican co-chair of the Meissen Commission, had reflected at length on Brexit and its fallout, invoking the parable of the mustard seed while urging continued Church engagement with Europe. Brexit is a political and economic process, but not an Ecclesiastical one.

The newly appointed observer at the Commission for German-speaking Evangelische congregations in the UK, Verena Jantzen, spoke of preparations for the Reformation anniversary in 2017. This will include a European “Stationenweg” involving a traveling display about the impact of the Reformation. The display will travel to several places in Europe, spending a day in various cities and providing a focus for celebratory events. On February 18<sup>th</sup> 2017 it will be in Dublin, February 21<sup>st</sup> in Liverpool, 23<sup>rd</sup> in Cambridge and 25<sup>th</sup> in London. Lutherans in Britain and Ireland are responsible for all of these events except Cambridge, which the Church of England will organise.

The Commission also learned, in its report from the Anglican Church in Germany that its core congregational strength came not from British expatriates, but from Africans and others from a broader international community seeking worship in English. Although clergy quickly learn German by immersion once in post, the lack of German speakers among clergy arriving from the UK or USA meant that the building of strong relationships with the EKD took time. The Anglican Church in Germany was engaged in work with refugees – often this involved running German courses through the medium of English, which refugees frequently already knew.

Proposed themes for the next five years of Commission meetings include martyrria (2017), koinonia (2018), leiturgia (2019), diaconia (2020) and oikonomia (2021).

The commission meeting ended with a splendid reception and dinner to celebrate the 25<sup>th</sup> anniversary of the Meissen Agreement and a festival Eucharist St Mathäus Kirche in Munich. Both events were attended by those involved in the birth of the Meissen Agreement. The sermon was preached by Susanne Breit-Keßler, Regionalbischöfin in the EKD in Bavaria and herself a Meissen Commissioner since 2015.

It has been an incredible privilege for me to be an observer at Meissen Commission meetings. At the start of the next five-year Commission it will be the turn of the Scottish

Episcopal Church to provide an observer for the three Celtic Churches. I alerted the Scottish Episcopal Church of the need to find a German-speaking observer and was delighted that I was able to pass on news of the appointment of Rev Kenneth Fleming to the 2016 Commission. Commission members look forward to welcoming Rev Kenneth Fleming to the next Commission meeting in Oxford on September 21<sup>st</sup>-24<sup>th</sup> 2017. Meanwhile the next EKD Kirchentag will be a special one, coming towards the climax of the Reformation anniversary celebrations. It will take place May 24<sup>th</sup>-28<sup>th</sup> 2017 in Berlin and Wittenberg.

### **REFORMATION 500**

2017 will mark the 500th anniversary of the nailing of the theses, with which Martin Luther set the Reformation in motion in Wittenberg on 31 October 1517. We are glad to note that a number of events will take place throughout the year namely:

- The Church of Ireland Theological Lecture at Queen’s University, Belfast will take on the theme of Martin Luther’s ‘Sola Scriptura’;
- SEARCH will be hosting a colloquium in the Spring of 2017;
- The Church of Ireland Historical Society and the Irish Catholic Historical Society are planning to hold a joint conference on ‘Reformations’ in October 2017.

### **PORVOO ([www.porvoocommunion.org](http://www.porvoocommunion.org))**

#### *Introduction*

The Porvoo Communion of Churches, (with members from the Lutheran Churches in the Nordic and Baltic countries and the Anglican Churches in Britain and Ireland and on the Iberian Peninsula), continued its work of bringing the Porvoo Churches and its member(s) closer together in mission and ministry during 2017.

#### *Riga 2016*

During 2016 two main meetings were organised by the Porvoo Communion, the Theological Conference and the Porvoo Contact Group Meeting. Both gatherings were held in Riga, Latvia. The theme for the Theological Conference was *The Spirit of God in the Life of the World – What is the Spirit saying to the Churches*. The conference issued the following recommendations to the Churches in the Porvoo Communion:

- Building on the understanding of apostolicity, as it is expressed in the Porvoo Common Statement, we recommend that further work be done on the role of the baptized in their shared responsibility for the mission in the world.
- We have listened to and understood more fully the situation of the Evangelical Lutheran Church of Latvia, and we recommend a continuing dialogue. We long for signs of the Church’s greater commitment to our common journey, and a positive vote for full membership of the Porvoo Communion of Churches.
- We recognise that changes in the world are affecting our communities, thereby also changing the understanding of our own mission, especially in relation to migrants. We recommend that the Porvoo Communion of Churches look for fruitful ways to deliberate on how we take our common mission further in this new context.

The Porvoo Contact Group meeting was an opportunity for the member Churches to inform ourselves about developments within the different Churches as well as planning future events and a deepened understanding of *Communion*. The following work plan was agreed in Riga.

11-14 October 2018 PCG and Consultation (Hosted by the Church of Estonia)

10-13 October 2019 PCG and Church Leaders meeting

8-11 October 2020 PCG and Theological Conference

14-17 October 2021 PCG and Primates meeting (the year of the 25th anniversary of the signing of the original agreement)

The Church of Ireland was represented in Riga by:

Canon Michael Parker, Diocese of Down and Dromore

The Ven Helene T Steed, member of the Porvoo Contact Group

The Most Rev Dr Michael Jackson, Anglican Co-chair of the Porvoo Contact Group

#### *Porvoo 20<sup>th</sup> Anniversary*

2016 was the twentieth anniversary of the Porvoo Declaration. This was celebrated through the publication of a reader, entitled, *Towards Closer Unity: Communion of the Porvoo Churches 20 years*. The different articles in this book come from various consultations and conferences organised by the Porvoo Communion. It illustrates some of the many themes discussed during twenty years of communion, such as: mission and communion; the understanding of diaconal ministry; responding to conflict, marriage and economics and ethics; Porvoo ecumenical encounters and interfaith. It also includes the communiques from Church Leaders' Consultations, Meetings of Primates, Theological Conferences and Consultations. These four hundred pages reflect some of what has been achieved during the two decades. This book is available for no cost on the web as an e-book. All Porvoo archival material is held both in Reykjavik and London.

#### *Porvoo during 2017*

During 2017, the Primates of the Porvoo Communion will meet in Lithuania between the 12<sup>th</sup> – 15<sup>th</sup> October. This meeting will be followed by the annual meeting of the Porvoo Contact Group.

#### *Prayer diary*

Each year a prayer diary is published. The diary for 2017 is found on-line at: <http://www.porvoocommunion.org/resources/prayer-diary/>

## **EUROPEAN AFFAIRS WORKING GROUP**

### **Membership**

Rt Rev Patrick Rooke (Chair), Dr Ken Milne, Canon Patrick Comerford, Ms Janet Barcroft

### **Co-Optees**

Canon Adrian Empey, Ms Maxine Judge, Canon Eithne Lynch, Rev Cathy Hallissey

### **Strategy**

Members agreed to focus on three main areas:

- Brexit and the future of Europe;
- Agriculture issues;
- Refugees and the movement of people.

### **CEC Open Letter**

The following response was made to CEC's Open Letter, *What future for Europe?*

On behalf of the European Affairs Working Group of the Church of Ireland, we wish to thank the Governing Board of the Conference of European Churches for sending out the Open Letter to the Member Churches in advance of the next assembly in Novi Sad, Serbia, from 30 May to 6 June 2018.

You have invited responses by the end of December 2016, including relevant, localised contexts in those responses.

The Church of Ireland is the Anglican Church on the island of Ireland, with dioceses, parishes and members living both in Northern Ireland, which is part of the United Kingdom, and in the Republic of Ireland. The Open Letter has been discussed fully at meetings of this Working Group in recent weeks, and our discussions have been facilitated by the expert advice of an interested economist and by members of the Working Group.

As a working group, we welcome your challenge to consider how the Church can make both *koinonia* and *diakonia* realities in the way we live out the Gospel in our nation and in our society, and how we can find practical responses and search for meaningful answers to the problems that confront us and the opportunities that face us today.

Of course, since the Open Letter was sent out to the Member States, the context for the Church of Ireland has changed dramatically, both for the Church and for its members. Most notably, the recent referendum in the United Kingdom on membership of the European Union ('Brexit') raises many questions for the churches and citizens on this island and poses many challenges.

The principal challenge posed by the referendum result is the possibility of a new 'hard border' being imposed between the Republic of Ireland and the United Kingdom, which would have serious implications for all aspects of life on this island. The return of a 'hard border' would restrict the free movement of people, possibly bring a loss of income for farmers North and South of the border, generate greater difficulties for businesses exporting from the Republic of Ireland to the UK, see a drop-off in British tourists visiting the Republic of Ireland, and even see a future spill-over of rising racism and anti-immigrant feelings.

The Church of Ireland would hope that any changes brought about because of Brexit, and the border issue in particular, will reflect the desire for reconciliation and the strengthening of peace.

The response to refugees and migrants has been mixed in Ireland. The Church of Ireland has two working groups to monitor and respond to related issues, but the variation in responses at community level raise questions about Ireland's reputation as the land of 'Cead Mile Failte' ('A Hundred Thousand Welcomes').

On the one hand the Governments in Dublin and the Assembly in Belfast have yet to meet the commitments given on the number of refugees who would be accepted into the respective jurisdictions. On the other hand, however, the Irish Naval Service has played a particularly exemplary role in rescue operations in the Mediterranean and Irish aid agencies have contributed to varying degrees to work with the churches and refugees in Greece.

Many local communities feel they are confronted with a dilemma of offering a welcome for refugees but knowing there is a major housing crisis in Ireland or being aware of tensions surrounding the housing of the members of the Travelling Community.

Providing a welcome space for refugees may be both a challenge and an opportunity for parishes, and one suggestion involves each parish or group of parishes doing something tangible, such as offering a practical welcome for one family.

The Open Letter raises questions about conflicts on the fringes of Europe, and we note that peacekeeping operations are a major part of Irish foreign policy and have popular support throughout the Republic of Ireland. Indeed, there has been a notable expression of support for Irish naval operations with refugees in the Mediterranean.

We cannot be complacent about a major human tragedy that is on our doorsteps. As Christians we need to keep people aware that the roots of our Christian identity and story are in many places East and South of Europe that are now enmeshed in conflict.

The Church also needs to speak out about xenophobia in Ireland, and while there has been no notable rise in far-right pressure groups in either jurisdiction, there is no room for complacency.

Nor can we ignore the reality that many migrants are the victims of climate change and that the environmental issues we face today cannot be separated from the social and economic challenges.

Like all European societies, Ireland north and south faces tensions between the desires to maintain cultural identity and the need to embrace diversity. These can be turned to a positive hope for the future without becoming insular and isolated on the one hand, or threatening and irrelevant on the other.

In the face of growing Euro-scepticism and the rise of xenophobia and racism, there is a pressing need to re-examine the European Vision and to breathe new life into our hopes for a shared future to which the Churches make valuable contributions by realising the outworking of *koinonia* and *diakonia*.

On behalf of the Church of Ireland, the European Affairs Working Group assures CEC of our continuing commitment to engaging in this discussion leading up to the assembly in 2018, and of our hopes to take part in that assembly.

### **The future of Europe, the UK and Ireland – a Christian response**

*Dr. Tom Healy, Director of the Nevin Economic Research Institute (NERI) gave a talk to the Group and the following is a summary of what he said....*

Europe is a continent of 750 million people of whom just over 500 million live in the European Union, as we know it. Europe is a hugely diverse and complex continent with a fascinating and often troubled history. The emergence of the European Coal and Steel Community (ECSC) in 1951 on the ashes of a world war that destroyed much of Europe signalled the beginning of a new project – to unite old enemies and to create the conditions for positive economic cooperation. This project also signalled a cooperation of some large and small Western European countries in political, economic and ideological opposition to the USSR and its satellite states. The stage was set for the cold war until the late 1980s. In time, the ECSC evolved into the European Economic Community, then the European Community and, today, the European Union. It represents a long-term ambitious political project to create not just a single and free-moving market for goods, services, labour and capital but a single political compact with shared fiscal, monetary and social policies.

The decision of a majority of people in the United Kingdom on the 23<sup>rd</sup> June 2016 was a historic one with profound implications not only for the UK but for the rest of the European Union including the Republic of Ireland. Assuming that ‘Brexit’ will happen and assuming that Northern Ireland will follow the rest of the UK in leaving the European Union, Ireland will see a very significant and historical re-organisation of trade, goods and services regulatory arrangements and agreements on movement of persons on the island of Ireland. One thing is certain – nothing is certain. Brexit constitutes a major opportunity and, at one and the same time a threat.

In framing and including the prayer for the European Union in the Book of Common Prayer of the Church of Ireland some 13 years ago, the authors could hardly have foreseen what was to happen in 2016. It is reasonable to assume that the prayer provided, at the time, a prayerful summary of sentiment about the EU across the Church on this island:

*O Lord our heavenly Father, we pray you to guide and direct the member states of the European Union. Draw us closer to one another, and help us to attain justice and freedom, and to use our resources for the good of people everywhere; through Jesus Christ our Lord.* (2004 Book of Common Prayer, page 145)

Were the matter of ‘Brexit’ or, indeed, Eirexit to have been floated either then or more recently it is likely that a response along the lines of ‘that would be an ecumenical matter’ would be in order! Yet, what happens within the current EU and across the continent of Europe to which Ireland and Great Britain will continue to belong is a matter of profound concern to all Christians. Political stability, economic progress and social justice demand a considered response from Christians everywhere. The rise in climate change scepticism in the USA means that the EU ought to show courageous leadership on this most vital of issues for all of humanity in the 21<sup>st</sup> century.

The immediate pressure points of economic instability, the rise of extremist politics and the unrelenting pressure of inward migration challenges all of us to provide thoughtful and compassionate responses. Much is at stake for Ireland given the patterns of trade and investment interdependence as well as the well established rights of travel, work and associated matters. Particular sectors, regions and groups will be vulnerable more than others to whatever changes. Already, currency fluctuations have uncovered

vulnerabilities in sectors such as hospitality, retail and food manufacture (with Northern Ireland exporters to the EU and the Republic of Ireland experiencing short-term gain since the sharp devaluation in sterling in 2016). Depending on the exact outcomes of negotiations which may take years to fully conclude we may envisage a temporary post-Brexit deal on trade and other matters to be followed by more profound and definitive arrangements in 5 or 10 years' time. A so-called 'hard Brexit' is likely to have the greatest medium-term impact especially on those sectors such as food, chemicals and financial services. Other negotiated outcomes such as maintenance of a customs union for the UK and the EU (thus maintaining a common external tariff on goods and services) would prove less disruptive than a 'hard Brexit'. While it seems unlikely, the development of a single European market (such as prevails in the case of Norway which is not a member of the EU) would offer the least disruption as it would allow for widespread freedom of movement for people, capital and goods.

Any plan to deal with, and plan for, Brexit must acknowledge that instability in other parts of the EU is likely to change our assumptions on what is possible or likely. At the beginning of 2017 it very much looks like the case that the forces pulling the EU apart are stronger than the forces pulling it together. However, one should not jump to any conclusions about the future. The future of Europe and the European Union within Europe will be determined not only by elected political leaders and unelected technocrats but by the peoples of Europe themselves who remain sovereign. The basis of future arrangements will be influenced by popular sentiment and judgment taking account of how well the EU provides the basis for stability, progress and fairness. If a large enough number of people do not feel for a long enough period of time that the EU is delivering then people will turn towards separation from, or revision of, current institutions.

How can we contribute towards a dialogue about the future of Europe? A number of practical suggestions and ideas are worth considering. Some of these might even involve pain but could be far more effective than any number of declarations and memoranda.

Could we consider, for example, some of the following:

- A renewal of prayer about Europe and the European Union in public liturgies?
- A planned, systematic and organised programme of hospitality to welcome, house, support, train and activate refugees?
- A programme of hospitality to involve specific, time-bound and measurable actions at parish, diocesan and national levels?
- Ongoing dialogue with other Christian churches at national and European level to raise awareness about the many economic, social and environmental issues impacting on Europeans?

In the early centuries Europe was the beneficiary of Christian missionaries who came from the south and from the east. Likewise, a Briton heard 'the voice of the Irish' (*Glór na nGael*) and brought the message of hope and salvation to this island. Will we hear, again, the cries of our sisters and brothers martyred, oppressed and driven from their homelands by great hardship and economic need? We may not realise that we could be entertaining angels in our very own homes, parishes and dioceses. Whoever thought that

the gospel of good joy would not be challenging and sometimes most difficult for us who profess to live by its values. Patrick is said to have written this in his *Confessions* (17):

*I saw a man coming, as it were from Ireland. His name was Victorious, and he carried many letters, and he gave me one of them. I read the heading: "The Voice of the Irish". As I began the letter, I imagined in that moment that I heard the voice of those very people who were near the wood of Foclut, which is beside the western sea—and they cried out, as with one voice: "We appeal to you, holy servant boy, to come and walk among us.*

By its very nature Christianity is internationalist, counter-cultural and radical in its appeal to the deepest human values.

### **Civic Forum on Brexit**

The Group, in the person of Canon Adrian Empey, represented the Church of Ireland at the Civic Forum on Brexit held in Dublin Castle on Friday 17<sup>th</sup> February. Canon Empey was encouraged by the standard of the interaction, which focused on a variety of issues, not least the fear of a hard border. While it is important to be aware of the possible implications of Brexit there are still many unknowns. Over the next couple of years all will be revealed and Government, businesses, organisations, groups, churches and individuals are all preparing for the challenges ahead.

### **Agriculture**

Members are currently addressing issues related to Agriculture and again the implications of Brexit loom tall over these.

## **INTER FAITH WORKING GROUP**

### *Membership*

*Rt Rev Kenneth Kearon (Chair), Rev Suzanne Cousins, Ms Georgina Coptly (convenor), 1 vacancy*

The Group met for the first time in January and considered resolutions on Inter-faith matters passed by the Anglican Consultative Council at its meeting in Lusaka in April 2016. Support was expressed by the Group for the proposal to form an Inter-Anglican Commission on inter religious relations, and this was conveyed to the Anglican Communion Office in London.

The Group also considered a report in draft form from the Anglican Inter-Faith Network entitled *Out of the Depths: Hope in Time of Suffering. Theological Resources in Times of Persecution*, which addresses the issue of religious persecution and martyrdom as experienced in our world today. When the report is finalised and printed the Working Group intends to commend the publication to the dioceses for study.

## APPENDIX

### ANNUAL CHURCH MEETINGS

#### THE MORAVIAN CHURCH BRITISH PROVINCIAL SYNOD AT THE HAYES CONFERENCE CENTRE, SWANWICK

**8th - 11th July 2016**

##### **The Bishop of Connor attended**

The welcome to all guests showed great appreciation to those who attended. There were various guests and some advisors. For the serious matters that needed voting, there were 47 voting members of synod. At any stage anyone else was welcome to speak and many did so. There were five sessions of synod each day and the day began with bible study and prayers at 8:00a.m. The sessions were at 9:30 to 10:45, 11:15 to 12:30, 14:30 to 15:45, 16:15 to 18:00 and 20:00 to 21:15. There were lengthy breaks for lunch and dinner and the food was very good. The conference centre was busy but as members of a synod we were able to use the same facilities and eating areas and the discussions between sessions were very helpful for clarity and building friendship. The day finished with evening prayer at 9:15 and each session opened and closed with the singing of a hymn.

As the numbers were relatively small there was a large percentage of delegates that spoke, although as in any synod I have attended there were some people who spoke many more times than others! They have an interesting system of voting that reminded me of The World Council of Churches. Each delegate had three cards, red for disagree, green for agree, and yellow for abstaining. There were two bishops present and they were members of synod but did not chair any sessions, these were chaired by someone who was elected at the last synod for this purpose.

The subjects for debate were very similar to our own synod; pensions, mission report, youth report, finance report, world mission, trustees report and various denominational groups for the Moravians. There was also some discussion surrounding the next gathering of Moravian Provinces in Jamaica in August 2016. The issues for discussion there were also very similar to matters and tensions within the Anglican Communion.

The discussion that was of most relevance to us was the discussion and update on the discussions between the Moravian Church in Great Britain and the Church of Ireland. This report was received very warmly and the proposals that followed exceed unanimous support by acclamation rather than the use of cards. In the discussions there was particular thanks noted for Bishop Michael Burrows who was very involved in these discussions on behalf of the Church of Ireland. I was able to speak about what happened at our General Synod in 2015. The proposals at the Moravian Synod were as follows;

That this synod:

1. Welcomes the deepening relationship, and appreciates the warm fellowship, between the Moravian Church and the Church of Ireland.

2. Supports the desire to move towards the interchangeability of ministers with the Church of Ireland in accordance with paragraph 683 of Church Order of the Unitas Fratrum.
3. Reaffirms its commitment to furthering the Moravian Church's relationship with the Church of England.

The conversations will continue and the conversation with the Church of England is critical as the British Province of the Moravian Church works within two provinces of the Anglican Communion. It was a particular joy to preach at the Synod Communion and to share in their beautiful liturgy. I was also asked to convey the greetings of the Moravian Synod to the Church of Ireland. This was a delightful experience of a family gathering that got through business in a relaxed and structured manner.

## **RELIGIOUS SOCIETY OF FRIENDS**

### **Ireland Yearly Meeting 31<sup>st</sup> March to 3<sup>rd</sup> April, 2016**

#### **The Rev Ása Björk Ólafsdóttir and Ms Ruth Handy attended**

I was invited by the Standing Committee to attend the Friends' Yearly Meeting on behalf of the Church of Ireland, together with the Rev Ása Björk Ólafsdóttir. It was held in the King's Hospital School and most of the participants appeared to be staying in the school for the three nights. Unfortunately I succumbed to an influenza like infection so had to bow out early on the Friday afternoon. As a result this report will be about some overall impressions rather than a detailed account.

The theme for the Meeting was 'Who is my Neighbour', particularly in relation to the small band of Quakers, and this was referred to frequently, particularly in the Thought for the Day, a fifteen to thirty minute reflection which occurred each day. Of course the leader in each case allowed much time for silence, and things moved slowly. The business sessions, if I may call them that, consisted largely of the readings of Epistles from other Yearly meetings, followed by the appointment of Friends to check the Minutes of the current Meeting and the appointment of a Nominations Committee for the Meeting. All this was done very quietly and peacefully, with someone, after a prolonged silence, suggesting a name which was accepted. No fuss about proposing, seconding and voting! Following a reading by one of the Friends we adjourned for the evening meal. Later there was a session led by the Ministry and Oversight Committee on the Gift of Conflict before people retired following a thirty minute Epilogue.

Friday morning had a somewhat similar structure, starting with an hour long Bible Study and Worship session, much of it again in silence, before the coffee break. Then another Thought for the Day and more 'business' sessions, including a report on a Peace Committee Service in Ulster, an interesting session on Finance and Statistics, and a Child Protection Update. At the conclusion of each session the people appointed as Minute Recorders read out their account of what had happened which could be corrected if necessary and agreed by all present. The afternoon was taken up by workshops run by special interest groups on topics such as 'Basic Income – an Idea whose time has come', 'Getting the most out of Committee system', 'Breathing the Psalms – awareness

breathing and psalm recitation (Psalm 23)’ and ‘A Quaker view of the UN Climate Summit’.

My overall impressions were of the warmth of welcome that I received, the genuine respect for each other and their opinions, the quietness and low key nature of everything, and, of course, the silence! I did rather miss the more robust nature of our Synod worship sessions, but was really impressed by the amount of time set aside for various forms of reflection, worship and Bible study. They are a small community but very committed and supportive of each other. All members of the Friends are invited to the Yearly Meetings so they are truly representative and the number of workshops in the afternoons meant that everyone had a chance to be an active participant.

## **PRESBYTERIAN CHURCH IN IRELAND - GENERAL ASSEMBLY 2016**

### **Ms Hilary McClay and the Ven George Davison attended**

Thank you for the opportunity to attend the Presbyterian Assembly, which was particularly interesting as the new Moderator is a neighbour of the McClays, from Bloomfield Presbyterian Church.

Much of the business conducted by the Assembly followed a familiar pattern of committee reports and resolutions arising from them. Many of the issues that we are grappling with ourselves were reflected in the business of the Assembly. It was interesting to note that the legislative aspect of Assembly business appears to be much simpler than our own, with changes to the Code (equivalent to our Constitution) being accomplished by a simple vote rather than a complex bills procedure.

A highlight of the Assembly were the afternoon presentations. Business was paused and the time was given to in-depth presentations on key issues, “Honouring Christ in the Public Square - building our vision for society”, “Listening to the Global Church - the welcoming Church” & “People matter to God - caring for our older members”. These were practical rather than theoretical in content and it was really good to hear stories of God at work in the lives of individuals and congregations. Hearing about how one Belfast congregation and a mission partner in the Greek islands are welcoming the refugees and ministering to their practical and spiritual needs was particularly challenging and deeply encouraging. The presentations were a mix of interviews, presentations and personal stories. They showed how God was working through his Church even in difficult and challenging situations, and were stimulating, encouraging and faith-building. I suspect that within the Church of Ireland we also have many similar stories and it would be so good if General Synod also got these kinds of opportunities to be informed and inspired.

The daily worship occurred each morning just before the break for lunch. On the first (Tue) morning it took the form of Holy Communion, but each morning included biblical exposition, and might be something else that we could benefit from adding into our worship at General Synod.

The opening session on Monday evening was taken up with the report of the outgoing Moderator, Dr Ian McNie, on his year in office and the installation of the new Moderator, which was very interesting to watch and hear. Throughout the Assembly we were hosted

with great kindness and generosity, and it was interesting to meet the guests from other Churches and to hear something of the challenges they face in the different places where they minister.

On Tuesday, after some opening preliminaries the morning was largely taken up with matters from the Business Committee & General Council including a discussion around the most suitable days of the week to hold the Assembly to enable members to attend. Thought had been given to a weekend meeting, and to two shorter meetings at different times of the year, but pending further discussion the Assembly decided to continue with its current pattern for another year.

Following the informal presentation after lunch the afternoon was given to the reports from the Councils for Church in Society and for Social Witness. Wide-ranging reports covered areas such as abortion, community relations & reconciliation, dealing with the past, education, organ donation, disability services, child protection and residential care.

Wednesday morning's business included reports from the Council for Congregational Life and Witness which has responsibility for resourcing congregations as they seek to grow and develop their contribution to the communities where they are based, and the Council for Training in Ministry which included not just the expected reports on the work on Union Theological College, but also some material on the pastoral care of Manse families.

In the afternoon the business was that of the General Council and the significant items included reports on the Charities registration process and legislation which incorporated the requirement that all Presbyterian marriage ceremonies include a statement that "Since the beginning of creation God, in his gracious purpose, provided marriage as the accepted way in which a man and a woman may come together as husband and wife. This is the only basis on which marriage can take place within the Presbyterian Church in Ireland."

On Thursday, business commenced with the report of the Council for Mission in Ireland. This body has oversight for a wide range of work done by the Presbyterian Church on the island, and resolutions were passed recommending congregations mark the centenary anniversary of the Battle of the Somme and commending the ministry of chaplains in a wide range of situations. During this session, Assembly also renewed its commitment to the Alternating Ministries scheme with the Methodist Church in Ireland which provides for shared ministry in a number of locations, principally in the Republic of Ireland and in areas of Belfast. It further discussed the difficulties which face a number of congregations and presbyteries across the city of Belfast and agreed the setting up of a permanent 'Belfast Conference' to inform the work of the three Belfast presbyteries in making strategic decisions about the shape of future ministry of the PCI in the city.

The remainder of the morning was taken up with matters of largely administrative business brought by the General Council. However it included endorsement by the Assembly of the recommendation to restructure the ground floor of the Fisherwick Place premises which will provide greater resource to the Church and to its conference facilities, but which will largely do away with the 'Spires' retail units.

After the lunch break a very interesting informal session was given by a panel of speakers on 'Caring for our Older Members' which included presentations on the work of the Presbyterian Residential Trust, the problem of elder abuse, and pastoral ministry to older generations.

This was followed by the Report of the Council for Global Mission which again covered a wide range of issues. The report included an affirmation of the Church's desire to see generous hospitality shown to those affected by the Syrian refugee crisis, requested the Stewardship of Creation Panel to bring a report on climate change to the 2017 Assembly, asked for resources to be produced to help in the communication of 'the story of God's global mission' and gave thanks for those members of PCI who serve as mission partners overseas.

A final General Council session passed resolutions welcoming plans to mark the 500th anniversary of the Reformation in 2017 and approved the attendance of delegates to the WARC in Leipzig in 2017, before debating resolutions on relationships with both the Church of Scotland and the Free Church of Scotland.

The final session of Friday morning included an opening private session where matters of Church discipline legalities were dealt with. Reports were received from the Church's Trustees.

Reports were received relating to a number of property matters (largely to do with the substantial and valuable work of the Presbyterian Residential Trust).

Reports were received from those who had attended as delegates to the annual meetings of other Churches and the General was given authority to appoint delegates for 2017. The one exception was to the General Assembly of the Church of Scotland. After a debate which focused largely on the decisions taken recently by the Church of Scotland in the area of same sex-relationships, the Assembly narrowly (83 votes to 78) decided not to send the Moderator and two other delegates to the General Assembly in Edinburgh in 2017.

## **THE GENERAL SYNOD OF THE SCOTTISH EPISCOPAL CHURCH**

**9<sup>th</sup> – 11<sup>th</sup> June 2016**

### **The Bishop of Tuam attended**

It was a particular pleasure to visit the SEC General Synod, which was held in St Paul and St George's Church, (P + G's). This is a beautifully restored (£6.9 million) city centre church – the 'HTB' of Edinburgh! The size of synod, (125 – 7 bishops, 59 clergy and 59 laity) allows all members to sit at small round tables, which enables group discussions on particular topics. There were nine sessions in all with each being followed by a tea/coffee or lunch break. A different person, mainly bishops but also clergy and members of the laity, chaired each session.

I was most impressed by the material that arrived beforehand. Everything, except the elaborate service booklet, (each day began with a service of worship and ended with evening prayer), was contained in two ring-bound books with tear-off pages where necessary. Most important was the page to be returned by each member to claim travel and overnight dinner, bed and breakfast costs!

Hospitality for guests did seem less organised than at the Church of Ireland General Synod. Nonetheless, the Provost of Argyll was charged with looking after the Church of Ireland representative. There was no opportunity to bring greetings from the Church of Ireland but official guests were given the opportunity to contribute to debates.

The SEC wrestles with much the same issues as ourselves. Many of the speeches, particularly about the refugee crisis, were very similar to those made at our own General Synod a month earlier. Having received ‘full and gracious apologies for the difficulties caused by the unplanned early release of the Columba Declaration at Christmas 2015’, and accepted those apologies, there was some debate on the response to this report ‘Growth in Communion, Partnership in Mission’. The report was welcomed as an opportunity to explore the ‘shared calling’ between the SEC, the Church of Scotland and the Church of England. While recognising that this initiative is essentially about the Church of Scotland and the Church of England as the national Churches in their respective jurisdictions, the SEC is to have observer status as the Anglican Church in Scotland. A bonus from this initiative has been an agreement between the Church of Scotland and the SEC to enter into a dialogue of their own concerning areas of mutual concern in Scotland.

The most contentious issue was the proposal, arising from General Synod 2015, to change Canon 31 on marriage, which would allow for the marriage of same-gender couples in church. This was facilitated and conducted in a sensitive, cordial and inclusive manner. The proposal was to remove the two sections spelling out the doctrine of marriage as essentially between a man and a woman and replacing them with a single section as follows....

*In the light of the fact that there are differing understandings of the nature of marriage in this Church, no cleric of this Church shall be obliged to conduct any marriage against their conscience. Any marriage which is to be conducted by a cleric shall be solemnised strictly in accordance with the civil law of Scotland for the time being in force and provided said cleric is satisfied, after appropriate enquiries, that the parties have complied with the necessary preliminaries as set forth in the civil law. No cleric shall perform the Marriage Service, nor permit it to be performed in Church, for parties who are within the forbidden degrees as specified in Appendix 26. No cleric shall solemnise a marriage between persons of the same sex unless said cleric shall have been nominated on behalf of the Church to the Registrar General for Scotland.*

After many speeches, both for and against, the first reading was passed in all three houses as follows – bishops 5 for 2 against, clergy 43 for 19 against, laity 49 for 12 against. A simple majority in all three houses was required on the first reading, but it will need a two-thirds majority in each house next year at the second (final) stage. Meantime, the proposed change goes to the seven dioceses for debate and comment before coming back to General Synod next year when a final reading and the vote will determine the outcome. This is an interesting difference from the way the Church of Ireland conducts special bills and allows for the opinions of individual dioceses to be taken into account. It was a fascinating few days and I am grateful for the opportunity to attend.

## **METHODIST CONFERENCE: PORTADOWN – JUNE 2016**

### **Ms Helen McClenaghan and the Bishop of Down & Dromore attended**

#### **'Renewing the Mind'**

Assumption: that Standing Committee will be well aware of similarities and differences in any comparison of structures and content of General Synod and the Methodist Conference .

What follows is my reflection on my attendance at a number of sessions, regrettably fewer than intended because of the death of a close friend at the time.

I found that within a Parliamentary-based structure comparable to General Synod some differences impressed me as warranting comment:

1. Prevailing sense of worship.

At the start of each day for half an hour, on Friday evening, Sunday morning and Sunday evening (two and three quarters and not a minute too long) we worshipped but also through a gladness evinced by speakers and listeners as evidence of trust in their faith, their Church and its outworkings.

2. Engagement of speakers and listeners.

An ease was shown by chairpersons of sessions in welcoming spontaneous comments and, from the body in the meeting, a ready invitation to share experiences and a confidence to adapt programme structure to good effect.

3. Assumption of attendees' preparation.

Very considerable documentation was provided in advance. Sessions were informative because they drew on attendees' familiarity with papers and an assumption could be made of their engagement in decision-making to allow propositions to be taken forward through debate.

4. Availability in documentation of resources for contemporary Church and social issues.

Board reports were accompanied by appendices which provided background and elaboration e.g. 'Reflections on Migration'; 'Centenary Celebrations - a Reflection'; 'Abortion - a fact sheet for Ministers'; 'The Church - Towards a Common View'; 'Sexuality: Developing Good Communications on Difficult Questions'. Their content was of the highest order.

5. Lay engagement in leading Conference; roles of alternating chairmanship of the President and Lay Leader of the Conference.

In addition to easing the pressures on the President the arrangement visually and orally acknowledged the laity.

6. Ordination Service as concluding session of Conference.

It seemed fitting the final united act of Conference was open to the whole Methodist Church since it was the dedication of men and women to the full-time Ministry. It signaled a continuing commitment of ministers and lay people to God's service.

7. Choral participation

I marvelled at the lusty singing as people expressed their joy in worship. If Standing Committee members detect some unsubtle suggestions for possible changes to General Synod protocols and practices they are correct in doing so. I remain grateful for the privilege of attending Methodist Conference 2016

*Helen McClenaghan*

**METHODIST CONFERENCE: PORTADOWN – JUNE 2016**

This is, if my memory serves me correctly, the fourth time I have represented the Church of Ireland at a Methodist Conference, and the third time I have had the privilege of being part of the laying-on-of-hands, consecrating an ‘episcopal minister’ as the new President is installed. The Conference this year took place at Thomas Street Methodist Church, a very fine church building architecturally in the ‘preaching house’ style, and the ordination of presbyters took place in St Mark’s, Portadown, on the Sunday evening.

Methodists, like ourselves, have traditions unbroken for decades (and almost inalterable!). One of these is that the Conference begins with a rather odd Wesley hymn: ‘And are we yet alive’, the answer to which clearly is determined by enough breathing people being present and the wonder of the ‘Lord’s preservation’. The conference ends with a much finer Wesley hymn (worth retaining) Captain of Israel’s host and guide.

The Conference began (after a very lengthy sermon on the first night from the new President, Rev Bill Mullally, with a searching and honest report from the new Secretary, Dr John Stephens, about statistics. It was quite depressing, with the number of ministers declining, finances uncertain, the number of members (especially on the ‘fringe’) declining and a deteriorating age-profile. This was, to some extent, balanced by two inspirational talks by the Rev Dr Martyn Atkins, focusing on potential for the future.

While much of what was being discussed in Methodism is mirrored in the Church of Ireland (including human sexuality), and while many of the problems are similar, it did astound me to see how they were able, with all the challenges involved, to see through a restructuring of the Church into three ‘districts’ which would have superintendent ministers (definitely not wearing purple!). This was in contradistinction to our difficulties in any boundary changes for dioceses and I rationalized it by saying that the Synod of Rathbreasail was in 1111!

One of the things Rev Dr Martyn Atkins mentioned about the Methodist Church in Britain was the psychological change required in changing from being a ‘small large church’ to being a ‘large small church’. Methodism in Ireland is not much larger than one of our bigger dioceses. Having said that, it seems much more ‘engaged’ with social and community issues, and had provided a stream of people who have given a courageous lead in this.

With regard to the Covenant, the ‘shop window’ is still well in place, but clearly we have not adequately engaged with the stock behind the counter. If that is missional, we should do it now. If not, the customers may have moved on!

*+Harold Miller*

**Topics on which discussion would be particularly welcome:**

1. As reported last year an order for Morning and Evening Prayer for use on Sundays, to supplement that offered for Daily Prayer in the Book of Common Prayer 2004, has been prepared and is being presented to the General Synod for approval this year. Our chairman began discussions on the provision of an alternative form of Morning Prayer that might be more suitable for use on Sundays some time ago. The LAC agreed that there is need for such provision, not least because many at parish level have been saying that the present format of Morning Prayer, originally designed to be a daily office, does not always make for enriching Sunday worship.
2. Requests for the provision of suitable prayers and liturgies for use in the circumstance of suicide and in the circumstance of miscarriage or stillbirth is another area of pastoral resources the LAC has been considering, and it is hoped to produce a selection of on-line resource in the coming year.

**LITURGICAL ADVISORY COMMITTEE**

**REPORT 2017**

**MEMBERSHIP ELECTED 2016**

Rt Rev Harold Miller (Chair)  
Very Rev Gerald Field (Hon Secretary)  
Ven Ricky Rountree  
Very Rev Nigel Dunne  
Rev Alan Ruffli  
Rev Dr Peter Thompson  
Rev Robert Ferris

Rev Ken Rue  
Rev Julie Bell  
Rev Abigail Sines  
Rev Nigel Pierpoint  
Rev Jonny Campbell-Smyth  
Mrs Jacqueline Mullen  
Mr John Morris

**Co-opted Members:**

Rev Canon Michael Kennedy  
Rev Adrian Dorrian

**Consultants:**

The Revd Gary Hastings  
Mrs Alison Cadden  
Mr Richard Ryan

**Church of Ireland Theological Institute Observer:**

Rev Canon Patrick Comerford

**Church of Ireland Theological Institute Student Observer:**

Dr Ian Mills (Rev Criostoir Macbruithin and Mr Mark Gallagher)

**Methodist Church Observer:**

Rev Dr Richard Clutterbuck

## **EXECUTIVE SUMMARY:**

The Committee has met three times in the past year, one of which was the annual two day meeting, once again giving members the opportunity for a more in-depth evaluation of the LAC's role in the light of any requests from General Synod and members of the Church of Ireland.

The continuing aim of the LAC is the provision of quality liturgical resources worthy of the Church of Ireland, and worthy of the glory of the God whom we serve.

The objectives for the coming year will be;

- to continue working with Historical Centenaries Working Group of the General Synod in the preparation of liturgical resources to meet their requirements;
- the revision of the Book of Common Prayer 2004 in preparation for reprinting;
- to continue developing projects in the area of formation and electronic liturgical resources;
- to develop bi-lingual liturgical resources;
- to develop liturgies for use in the event of perinatal and infant death;
- to represent the Church of Ireland at the Four Nations Liturgical Group (a conference of representatives from the Liturgical committees of the Anglican churches in Ireland, Scotland, England and Wales) and the International Anglican Liturgical Consultation.

## **REPORT:**

The past year has seen the production of music and liturgy in both printed and on-line format, and continuing work on developing new liturgies.

Our work in collaboration with the Church of Ireland Historical Centenaries Working Group in providing liturgies pertinent to the decade of celebrations, continues to be a focus of the Resources sub-committee, alongside work on the corrections and additions to the Book of Common Prayer 2004 in anticipation of its re-print.

The work on a supplement to the Church Hymnal concluded during this year with the production of Recorded Church Music CDs for *Thanks & Praise*.

A new sub-committee has been set up to work with the Children's Ministry Network in exploring resources for worship with children.

Work has also continued in producing liturgical resources specific to Irish Saints.

Whilst the work of the Liturgical Advisory Committee relies to some extent upon the initiative of its members to implement the objectives set out by the General Synod, it is also very much dependent upon suggestions made to it by those within the church community who identify areas where liturgical resources may be lacking. We are grateful to all those who over the past year have identified ways in which we may support them in their ministry of worship.

## **MUSIC:**

The sub-committee appointed to work on material for a Hymnal Supplement has progressed that project through to completion. Following the launch of *Thanks & Praise* in St Patrick's Cathedral, Dublin in 2015, the complete set of resources for the publication now includes both a words and full music edition, a Braille edition, a revised publication of Bishop Edward Darling's *Sing to the Word* (a guide to the use of hymns related to the Lectionary), *A Companion to Thanks & Praise* and the recording of the music CDs containing 169 hymns from *Thanks & Praise*.

## **LITURGICAL RESOURCES:**

This sub-committee is continuing its work in co-operation with the Historical Centenaries Working Group of the General Synod to resource orders of service for use during the various centenary celebrations through 2014-2022.

Requests for the provision of suitable prayers and liturgies for use in the circumstance of suicide and in the circumstance of miscarriage or stillbirth is another area of pastoral resources the LAC has been considering, and it is hoped to produce a selection of on-line resources in the coming year.

A series of Orders of Service for the Commemoration of Celtic Saints, prepared by the Rev Dr Michael Kennedy and based on the work of Archbishop Simms and the Rev Canon Brian Mayne are currently being formatted in the style of the Book of Common Prayer and prepared for online publication.

As reported last year an order for Morning and Evening Prayer for use on Sundays, to supplement that offered for Daily Prayer in the Book of Common Prayer 2004, has been prepared and is being presented to the General Synod for approval this year.

Our chairman began discussions on the provision of an alternative form of Morning Prayer that might be more suitable for use on Sundays some time ago. The LAC agreed that there is need for such provision, not least because many at parish level have been saying that the present format of Morning Prayer, originally designed to be a daily office, does not always make for enriching Sunday worship.

Following the tabling of several drafts, the Resources Sub-committee worked out an order for eventual inclusion in the Book of Common Prayer that can be used 'as is' during ordinary time, but which can also be greatly enhanced with seasonal material which the LAC agreed to produce. This new version of Morning Prayer is more reflective and more aligned with the pattern of Holy Communion Two, namely, of Gathering, Proclaiming and Receiving the Word, a Response and Going Out As God's People.

A new set of 'Collects of the Word', which are prayers written in the context of the readings for use before or after the sermon, are also being produced.

It is believed that this new order may offer a more suitable liturgy for congregational use in Sunday worship and holds within it familiar patterns and expressions alongside a fresh approach which allows for greater seasonal adaptation.

### **ELECTRONIC LITURGY & WORSHIP WEB PAGE:**

There are always initial problems when a new website design is inaugurated, and the new Church of Ireland website has presented a few problems for the Worship webpage. Where these have been notified to the Committee they have been rectified.

Work continues in exploring a cost effective way in which people can access Daily Prayer from a mobile device.

The LAC wishes to express its thanks to all who have helped make the transition to the new web design, and also to reiterate that the work of maintaining and updating the liturgical resources on the Worship webpage is time consuming and is undertaken on a voluntary basis by people already committed in other areas of ministry. As such we are grateful to those kind enough to point out any errors that may occur, and for the patience of users of the site whilst corrections and improvements are made.

### **CHILDREN’S MINISTRY:**

Following an approach from the Children’s Ministry Network, a sub-committee has been set up to work with them to explore the development of resources for use by children attending worship, and for liturgies suitable for use with children. This project is in its early stages.

### **FUTURE PLANS:**

Our future plans include:

- Endeavouring to provide resources for the various centenary celebrations with the assistance of other appropriate persons;
- Furthering development of the worship section of the website;
- Furthering the collaboration with Cumann Gaelach na hEaglaise on Irish liturgical texts;
- The provision of suitable prayers and liturgies for use in the circumstance of suicide and in the circumstance of miscarriage or stillbirth;
- A continued representation of the Church of Ireland in the wider national and international liturgical fora, so that resources and ideas which might be of value in the celebration of our liturgy are available for use from the wider Church;
- Furthering the provision of on-line resources for pastoral, congregational and personal use.

As noted previously in this report, the work of the Liturgical Advisory Committee is dependent to a large extent upon the needs of parishes and worship co-ordinators being identified and communicated to it. Once again we would encourage those involved in planning worship to advise the committee, through the Honorary Secretary (honsec.lac@gmail.com), of any resources they feel the Liturgical Advisory Committee may be able to help provide.

### **RESIGNATIONS AND APPOINTMENTS:**

Mr Mark Gallagher as Church of Ireland Theological Institute Student Observer was replaced by Dr Ian Mills.

**Topic on which discussion would be particularly welcome**

There was a relatively poor response to the overseas mission conferences that the Council organised in November. Indeed, the Southern one was cancelled for lack of bookings. Therefore the Council would like to ask Synod what it thinks is needed for better engagement with the mission of the Church, both at home and overseas; and how does it believe that the Council, on behalf of Synod can best facilitate an increased level of awareness and action in the area of mission in the Church of Ireland?

**THE CHURCH OF IRELAND COUNCIL FOR MISSION**

**REPORT 2017**

**MEMBERSHIP (JANUARY 2017)**

Rt Rev Ferran Glenfield	House of Bishops
Rev Cliff Jeffers	Synod
Ms Johanne Martin	Synod
Ms Julie Currie	Synod
Rev Adam Pullen (Hon Chair)	Synod
Mrs Ruth Mercer	Mothers' Union
Vacant	CIYD
Vacant	CITI
Ms Lydia Monds	Bishops' Appeal
Rev Dr Laurence Graham	Methodist Church
Ms Emma Lynch	AMS
Ms Jenny Smyth	AMS
Rev Colin Hall-Thompson	AMS/Connor
Dr Trevor Buchanan	Down and Dromore Alternate
Rev Patrick Burke (Hon Sec)	Cashel
Rev Eileen Cremin	Cork
Rev Canon Ian Jonas	Cork Alternate
Very Rev Kenneth Hall	Clogher
Rev Andrew Quill	Kilmore
Vacant	Meath & Kildare
Ven Wayne Carney	Limerick
Rev Stephen McWhirter	Tuam
Rev Canon Derek Quinn	Derry & Raphoe
Rev Paul McAdam	Armagh
Mr Thomas Stevenson	Armagh Alternate
Mr Derek Neilson (Treasurer)	Dublin

According to the constitution of the Council, each diocese is entitled to nominate a representative and an alternate. Alternates attend when the principal representative is

unable to. Some members represent more than one constituency.

## **MEMBERSHIP**

During the year Bishop Alan Abernethy and Mr Jan C de Bruijn left the Council. We thank them for their service. The House of Bishops nominated the Rt Rev Ferran Glenfield to represent them on the Council and we are pleased to welcome him as a new member. Also, Rev Andrew Quill stepped down as Hon Chair. The Council expresses its gratitude for his years of dedicated service in that role. He was replaced by Rev Adam Pullen. This necessitated Rev Pullen's resignation as Treasurer. We welcome Mr Derek Neilson taking up this position in his place. The Council thanks them all for taking on these positions.

## **SUMMARY OF BUSINESS AND DISCUSSIONS OF THE COUNCIL:**

### **1. The Suffering Church**

The Council was pleased that its motions concerning the widespread and growing phenomenon of Christian persecution were passed unanimously at last year's General Synod. However, the Council regarded it unfortunate that much of the discussion generated from the floor focused on whether Christians are the most persecuted group on the planet or whether they were simply among the most persecuted in the world. The feedback relating to the Council's subsequent prayer appeal concerning the Suffering Church was positive. A press release was issued with the assistance of the Church of Ireland Press Office. This not only generated some welcome media attention for the issue, but led to the Council being contacted by some groups that work to highlight it, seeking to foster links with the Council. Two such groups later visited the Council to outline their work to it (see below).

### **2. Synod Mission Event**

The speaker at the Council's 'Mission Breakfast' in 2016 was Ms Lydia Monds, the Bishops' Appeal Education Officer and a member of the Council. Ms Monds spoke primarily on the conditions faced by refugees in the camps. To illustrate how little individuals have to live on while in the camps, she brought a small container of rice, lentils, and oil to the event. This makes up the daily ration of food for the average refugee. The event was well attended and those present were deeply moved by Ms Mond's presentation. The Council would also like to thank Rev Asa Olafsdottir and Christ Church Parish, Dun Laoghaire, for the use of their hall for the event.

This year's speaker is Mr Eddie Lyle, president of Open Doors, a group that works to highlight the ongoing persecution of Christians worldwide. Open Doors is widely known for their annual 'Watch List' which ranks those parts of the world where the suffering of Christians according to its level of severity. Mr Lyle, who is originally from Northern Ireland, has travelled widely with Open Doors, most recently in the Middle East, and so will bring a wealth of experience and stories with those attending the Mission Breakfast.

### **3. Presentation to Council by Church In Chains**

The Director of Church in Chains, Mr David Turner, gave a presentation on its work to the Council. Church in Chains (CiC) is an Irish Charity devoted to raising

awareness of the issue of Christian persecution around the world and working to alleviate it. Mr Turner explained that the group began in the mid-1970s as a response to the persecution of Christians in the Soviet Union, where many were sent to the gulags simply for practicing their faith. 'With the coming of glasnost and religious freedom in Russia,' he said, 'the group expanded its horizons amid a growing awareness that the persecution of Christians was actually a worldwide phenomenon.' CiC began a quarterly magazine started in 1986 through which it continues to document the suffering of Christians in countries such as, Egypt, Eritrea, India, Iran, Iraq, Nigeria, North Korea, Pakistan, Syria, Turkey and Uzbekistan.

Mr Turner explained that Church in Chains also advocates for justice. It engages with embassies in Dublin on behalf of individual victims of persecution or entire Christian communities. He added that CiC actively supports victims of persecution by sending aid via international partners to families of prisoners; to Christian victims of violent attacks and to Christian refugees who have suffered targeted violence. It also provides Bibles and Christian literature in countries where they cannot otherwise be obtained.

Looking to the future, Mr Turner said that in 2017, Church in Chains plans to issue a new edition of its *Global Guide* booklet – giving an overview of each of the over 60 countries where Christians face persecution. For further details on Church in Chains, contact Mr David Turner at PO Box 10447, Glenageary, Co. Dublin or visit their website at [www.churchinchains.ie](http://www.churchinchains.ie)

#### **4. Presentation to Council by Open Doors**

The Council was pleased to welcome Ms Lorraine Moore from Open Doors' Irish office to a meeting of the Council. Ms Moore explained that worldwide persecution of Christians has worsened for the fourth year in a row, according to the 25<sup>th</sup> World Watch List released by Open Doors UK in January. 2016 World Watch List names the 50 countries where Christians experience the most persecution. These are the places where followers of Christ must keep their beliefs hidden and where living the gospel means facing beatings, imprisonment, discrimination and abuse.

Open Doors' figures show that twice as many churches were attacked or damaged in 2016 than in 2015, with some 2,400 church attacks on record. More than 7,000 Christians were killed for faith-related reasons in 2016 – a rise of almost 3,000 in comparison to conservative figures from the 2015 period. This is excluding North Korea, Syria and Iraq, where accurate records do not exist. Never before have so many Christians been on the move. According to the UN, a record 60 million people have been displaced. A great number of these are Christians, especially in places like Syria, Iraq and Nigeria, where anti-Christian violence has driven hundreds of thousands of Christians from their homes. Women and girls are on the front-line – gender violence is a widespread weapon of persecution.

Ms Moore emphasised to the Council that North Korea remains the worst place in the world to be a Christian, according to the World Watch List. However, over the last year persecution has increased across every region in which Open Doors works. This year's research shows that the greatest source of Christian persecution is

religious extremism: Islamic, Hindu and Buddhist. Islamic extremism fuels persecution in 14 out of the top 20 countries, and 35 of the top 50. Violence perpetrated by Islamic State is radicalising Muslims and therefore increasing pressure on Christians in many countries. Extremism is a cross-border phenomenon, yet in many countries the state is still a major source of persecution. Conflict and failed nation states result in increased levels of persecution.

Ms Moore concluded her presentation by asking the Council to pray for the persecuted church and its assistance in highlighting this important issue. For more information please contact the Open Doors Ireland Office on 02890751080 or email [odireland@opendoorsuk.org](mailto:odireland@opendoorsuk.org)

## 5. Mission Conference 2016

The Mission Council as part of its efforts to promote and advance all aspects of mission held a one day conference on 5th November in Omagh, County Tyrone. The conference, titled ‘Global shaping local’, was facilitated by Bishop Ken Good. The key note speaker was Rev Dr Mark Welsh, Mission Development Officer for the Presbyterian Church in Ireland. The conference was greatly supported by the Association of Mission Societies (AMS). Dr Mark Welsh challenged those present under the following headings and questioned if we are a church that is:

**Envisioned:** teaching the biblical basis and breadth of God’s mission and fulfilling the commission given to us by God in Genesis 12:2,3 & Acts 1:8 (Dr Welsh reminded all present that Acts 13:1-3 gives each member of the Church a role in mission.)

**Equipped:** guided by information and prayer, in relation to both short and long term mission, to join in and with mission, a Church that recognises we are first called by God before being sent out by the congregation?

**Engaged:** a Church that is engaged in mission both individually and corporately; in local initiatives in mission to meet the physical, mental and spiritual needs of their immediate neighbours; and in building authentic partnerships with mission agencies, projects, and people groups and congregations?

All this left us much to reflect on as individuals and corporately how the Church is living out the mission of God. In light of the theme Rev Adam Pullen, member of the Mission Council, had recently gone with a parishioner on a mission and shared insights as to how he and the local parish engaged in a short term mission to Ethiopia and how that was continuing to positively impact and influence the local parish and wider community in Stranorlar/Ballybofey & Welshtown.

There was also an opportunity to take part in workshops on: 1. Engaging Youth in Mission: 2. Helping without Hurting: 3. The Bible as a Key to Mission: 4. Two Way Mission: When Global Shapes Local. The workshops were led and facilitated by members of AMS.

We would like to thank many from the Council, including the organising group Rev Adam Pullen, Ms Emma Lynch, Ms Johanne Martin, and Rev Cliff Jeffers. We would also like to thank the AMS and others who worked behind the scenes and on the day to make the conference happen. It was encouraging to have over 40 at the

day and to see the interest and engagement with mission and how global mission positively impacts the local parish. However, it was disheartening to cancel the second one-day conference that was to be held in Tullamore on the 12th of November 2016 due to a poor uptake. This is something that the Council will reflect on as we make future plans. Yet this raises the question as to the priority of mission to the parishes and to the Church, let alone the positive transformative impact that Global mission can have not only on those far from these shores and in turn the positive impact this can make in and through the local church. It brings to mind the challenge of Jesus to His disciples in Matthew 5:13 - "you are the salt of the earth; but if salt has lost its taste how can its saltiness be restored?" How indeed.

## **6. Mission projects and initiatives**

### **Derry & Raphoe**

Links with Butere Diocese in Western Kenya go back 100 years to when Archdeacon Walter Chadwick, the son of the then Bishop of Derry & Raphoe, established the region's first Christian Church, and Walter's sister Elizabeth founded the first Girl's School. Parishes throughout the Diocese of Derry and Raphoe are currently raising funds to purchase 'Cows for Butere' in order to supplement the stipend of clergy working in Butere.

### **Connor**

The diocese has, in partnership with The Church Army, opened a Centre of Mission based on the Shankill Road in Belfast. It is staffed by two evangelists, the Diocesan Children's officer, and the Diocesan Youth Officer. The main aim is to help local parishes engage with their community in missional ways and to help train volunteers in evangelism and community engagement.

### **Down and Dromore**

The diocese followed up its Year of Mission in 2015 with a focus on discipleship in 2016 and many parishes used this time to disciple new Christians and consolidate and grow initiatives that took place during the Year of Mission. These have included hundreds of programmes and initiatives such as additional family-focused services in churches, outreach and discipleship courses, community events, home groups, and training opportunities for lay people of all ages. A focus on developing leadership across the diocese through the "Life Changing Leadership" initiative has also begun with a focus on developing new Diocesan Readers, pastoral carers, and young leaders.

### **Dublin and Glendalough**

In January 2016, the United Dioceses signed a companion link agreement with the Diocese of Jerusalem, which covers Israel, Palestine, Jordan, Syria and Lebanon. The aims of the partnership are to strengthen Mission and Evangelism in the Church Communities of both Dioceses, increase awareness between us of our solidarity in the cause of Christ, to respect and learn of and from each other's cultural heritage and to enable the world to recognise more clearly God's Mission. This was followed in

December by a visit from Archbishop Suheil and his personal chaplain (Rev David Longe) who had an opportunity to visit national and secondary schools in the United Dioceses, meet members of the Palestinian community, take part in a day long discussion at Glencree, participation services and meet with members of the Inter Faith Forum.

Plans are in train for further contacts between both Dioceses and also for a pilgrimage to take place from the United Dioceses to the Diocese of Jerusalem.

### **Cashel Ferns & Ossory**

The diocese continues to offer outreach and support to those refugees who have sought shelter on our shores and are being accommodated in Dungarvan. Great credit is due to the local parish for their efforts to make them welcome and those outside the parish who have engaged in fund-raising to support them. The diocese is also involved with some ecumenical events with the Roman Catholic Diocese of Kildare & Leighlin honouring St Willibrord, Patron Saint of Luxembourg who was ordained in Co. Carlow in the 7<sup>th</sup> century.

### **Tuam, Killala and Achonry**

A great effort was made in response to a request for aid in Syria at the beginning of last winter. Two containers (1800 banana boxes) of clothes, shoes and blankets were gathered and sent off in November in partnership with Samara Aid. This was co-ordinated on behalf of the diocese by the Very Rev Stan Evans. The first of the 4000 refugees from Syria to be housed in this part of Ireland have arrived into the diocese, finding homes in Westport, Claremorris and Castlebar. We hope to be able to welcome them through the provision of English classes offered by Ballina Churches Together. During the last year the diocese also provided the first €20,000 funding for the Maji water appeal in Kajiado diocese, Kenya through CMS Ireland. This three year project also includes a META trip to Kenya this November, with 10 people going from our diocese to build relationships with our partners there.

### **Armagh**

Armagh Diocese has continued to support the work of St Columba's Hospital, Hazaribagh, India. After a time of particular staffing difficulties, the hospital is developing well again. With our on-going support, and that of the Friends of St Columba's, last year saw funds raised for a new borehole and piped water to the hospital, amongst other things. The Diocesan Board of Mission also worked closely last year with the Leprosy Mission, promoting the project 'Shoes, feet and all things sweet' amongst [Sunday](#) Schools. About 30 parishes took part in the project and associated children's competition. Two companies of the Church Lads' & Church Girl's Brigade, from the parishes of Dobbin and Grange, were recognised for their on-going support of the Leprosy Mission. Twenty children and leaders represented the Brigade at a ceremony held in Buckingham Palace in January; at which they were presented with a special Youth United Social Action Award by HRH The Prince of Wales.

### **Crosslinks**

Crosslinks is developing its children and youth ministry through working in Primary schools, holiday clubs and summer camps. New mission partners Mr Andrew and Mrs Eunice Moody are serving in South Sudan working with refugees. A new School of Biblical Training is taking place in 2017 at the Arthur Turner Training School in the Northern Arctic.

### **Tearfund Ireland**

A continuing focus on Church-Led Community Transformation was the main theme of our work in 2016. Our project to establish and facilitate Self Help Groups among Ethiopia's poorest communities was visited by Rev Adam Pullen (Derry & Raphoe) and a fellow parishioner in autumn. The parish and wider community of Stranorlar, Meenglass and Kiltcevogue were hugely supportive of this visit and following learning from the visit are seeking to introduce Self Help Groups to tackle issues of local poverty in their Donegal community.

### **CMS Ireland**

CMS Ireland has continued to build partnership links between parishes across Ireland and churches in Africa and Asia. These links have involved facilitating visits from parishes to their global partners and hosting visitors here. Particular challenges currently facing our partner churches include political instability, civil war, displaced people, terrorism and environmental changes causing drought and flooding. Parishes around Ireland have been engaged in programmes to support their partners as they respond to these challenges, and have in turn, been inspired to reach out into their own communities supported by their partner's prayers.

### **The Mission To Seafarers**

2016 was a relatively quiet year for MTS (NI) as there was no protracted welfare /justice saga as in 2015 , and no huge event like the Tall Ships in 2015. However "the daily round, the common task" continued with over 700 ships visited, over 6,500 seafarers visiting the 3 centres (Belfast, Lisahally, Warrenpoint), and over 250 pieces of Christian literature /bibles handed out or picked up.

### **Mothers Union**

Mother' Union members in Ireland are celebrating 13 decades of love and service in 2017. Events will be held throughout each Diocese to celebrate this special time. The theme this year is 'Faith in Action'. Some ongoing projects are Parenting, Gender-based violence and Community Mobilisation programmes that are transforming lives and bringing an end to the dependency culture that is so harmful to community life. The Bishops' Appeal special project in Cashel, Ferns and Ossory is the Mothers' Union Literacy project in Ethiopia.

**In addition, the representative of the Methodist Church in Ireland (MCI) on the Council, Dr Laurence Graham, reports that he recently represented MCI at the bi-centenary of the Methodist Church in Haiti. The first missionaries arrived on 7<sup>th</sup> Feb 1817. This was also the beginnings of Protestantism in general in Haiti.**

Church of Ireland Council for Mission – Report 2017

(It should be stressed that the above makes no claim to present a totality of the mission efforts by the groups or dioceses mentioned above.)

**Topics on which discussion would be particularly welcome:**

1. Level of enthusiasm for the Retreat Survey
2. The Changing Face of Ordained Ministry

**COMMISSION ON MINISTRY**

**REPORT 2017**

**1. Membership**

***House of Bishops***

The Rt Rev Michael Burrows (Chair)

***Standing Committee***

Venerable Brian Harper

***General Synod - Clerical***

Venerable Terence Scott

Very Rev Katharine Poulton

Rev Anne Skuse

***Pensions Board***

Ms Judith Peters

***The Representative Church Body***

Ms Hazel Corrigan

Venerable Leslie Stevenson

***General Synod - Lay***

Mr Trevor Douglas

Mr Denis Johnston

***Honorary Secretaries***

Rev Gillian Wharton

***Director of Theological Institute***

Rev Canon Dr Maurice Elliott

***Central Director of Ordinands***

Rev Canon David Gillespie

***Co-opted***

Rev Ruth Jackson Noble

Mr Philip McKinley

**2. Terms of Reference**

The Commission on Ministry was established by the General Synod in 1996. In accordance with its terms of reference, the Commission makes recommendations concerning Christian Ministry, both lay and ordained. This includes the deployment of stipendiary and non-stipendiary clergy appropriate to the requirements of the Church of Ireland in the future. Matters relating to ministry may be referred to the Commission by the archbishops and bishops, the Standing Committee and the Representative Church Body.

**3. Summary**

The Commission on Ministry concentrated on the following issues:

- Retirement planning for Clergy;
- Mid-Ministry Vocation Programme for Clergy;
- Development of a centre of community prayer and retreat (scoping study);
- Ordained Local Ministry;
- Ministerial Development Review;
- Tenure.

#### 4. Retirement Planning for Clergy

The Commission continues to run pre-retirement courses for clergy every alternate year. In 2016 a pre-retirement course took place in the CityNorth Hotel in Meath, with clergy from both jurisdictions invited to attend. This course was well attended.

Topics included:

- maintaining spiritual life in retirement;
- practical tips for retirement;
- managing your money;
- RCB pensions & grants.

#### 5. Mid-Ministry Vocation Programme for Clergy

A two day residential will take place in the Church of Ireland Theological Institute (CITI) from 22<sup>nd</sup> to 24<sup>th</sup> May 2017. This conference is available for all clergy ordained seven years or more. It is structured to be part session and part-time retreat ending with the Eucharist. Ms Ruth Handy has stepped down as an organiser of these sessions and the Commission would like to record its appreciation to her for her time and commitment to the work of the planning group.

#### 6. Ministry and the Religious Life

In response to the 2015 General Synod resolution as follows:

*That the General Synod considers that the establishment of a centre of community prayer, retreat, hospitality and study might be one suitable means by which the Church of Ireland could mark the forthcoming 150<sup>th</sup> Anniversary of Disestablishment, and commends efforts by the Commission on Ministry and others to undertake a scoping study to examine the feasibility of such a project and to present it as a priority for the Church.*

In June 2016 a tendering process was undertaken. Three companies were invited to participate.

A Feasibility Study was set up with regard to the potential development of a place of community prayer, retreat, hospitality and study. A link to the survey was emailed to the House of Bishops, serving clergy and General Synod members at the end of September. Due to the considerable level of interest focus groups were

set up, with four meetings taking place in Belfast, Dublin, Tipperary and Armagh in November 2016. The Feasibility Study was awarded to Mr Tommy Stewart, Partner/Senior Consultant with Vision Management Services (now VMS Consults Ltd) in association with Mr Tony McGonigle of Alpha NI. The Commission would like to record its appreciation to Mr Tommy Stewart who undertook a comprehensive report. The report is attached as an Appendix. Based on the enthusiasm expressed by a large number of respondents to the survey, the Commission plans to hold a retreat which will be open to all. There are currently advance plans for this.

## **7. Ordained Local Ministry**

At the meeting of the General Synod 2014, in Christ Church Cathedral, a resolution was adopted that the Commission on Ministry, in consultation with the House of Bishops and the Church of Ireland Theological Institute (CITI), would continue the process of identifying means by which a diocesan based and locally effective self-supporting ministry might be developed as a distinctive vocation.

At the General Synod 2016 the following motion was passed:

That this General Synod commends the proposals (ie regarding OLM) contained in Appendix One of the Report of the Commission on Ministry.

The House of Bishops had indicated the preferred working title to be Ordained Local Ministry. The Commission on Ministry remains enthusiastic concerning the proposal, recognising that certain matters of selection and training are now in the hands of the House of Bishops, and looks forward to the implementation of Ordained Local Ministry with as little delay as possible.

## **8. Ministerial Development Review**

Rev Jennifer McWhirter, formerly Continuing Ministerial Education (CME) Co-ordinator at the Church of Ireland Theological Institute (CITI) undertook a pilot Ministerial Development Review in the Dublin and Glendalough and Connor Dioceses in early 2016. A report was made available to the Commission. The review was undertaken by consultants (clerical and lay) trained by Rev Dr Neil Evans, Director of Ministry, Diocese of London, in CITI in September 2015. The comments of the pilot participants were most encouraging. Ms McWhirter hopes to report further to the House of Bishops and as she moves on to other ministry the Commission plans to ensure that Ministerial Development Review (MDR) remains a priority for the wider Church.

## **9. Tenure**

Having found that many of the issues which the Commission has considered in recent times have led to the subject of clergy tenure, the Commission has held some preliminary discussion on the matter. It questions whether the Church is ready to embark upon a greater study of the subject, given that other churches of the Anglican Communion have addressed this in recent times. The Commission would value guidance on this as it plans its work for the coming year.

**10. Mr David Brown spoke to the Commission on Lay Ministry**

Mr David Brown, formally Part-time Co-ordinator for Lay Ministry in the Church of Ireland Theological Institute (CITI) was invited to speak in January and November 2016 about his work. He outlined the work undertaken in 2016 and the programme for 2017 and provided a detailed paper for members.

He informed members of a new electronic magazine called *Ezine* which has been sent to the diocesan secretaries. There is also a bi-monthly lay ministry update reported in the Church of Ireland Gazette.

**11. The new Chief Officer and Secretary General, Mr David Ritchie kindly met the Commission and outlined his vision for the future.**

**Acknowledgements**

The members of the Commission would like to acknowledge their gratitude to Mrs Sandra Massey for providing administrative support to them.

**COMMISSION ON MINISTRY**

**FEASIBILITY STUDY IN REGARD TO THE**

**POTENTIAL DEVELOPMENT OF A PLACE OF COMMUNITY PRAYER,**

**RETREAT, HOSPITALITY, AND STUDY.**

**FINAL REPORT**

**JANUARY 2017**

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## 1. Foreword

There has been considerable discussion concerning how the Church of Ireland might mark in 2021 the 150th anniversary of the coming into effect of the legislation by which it was disestablished. I am old enough to remember ... just about...the centenary celebrations between 1969 and 1971. There was a mood at the time that the moment should be marked in tangible ways... Books were published, a new library opened, sheltered housing for the elderly was built.

In a similar way as we approach 2021 we reflect on what our generation might bequeath to the church of the future that would be indicative of the vision and the priorities ... And indeed, the confidence ... Of our time. Always at the back of our minds is the inspiring confidence of the clergy and people of the 1870s who generously and courageously built a future for the church when many claimed that all was lost.

We have detected a remarkable hunger, within and beyond the Church of Ireland, for the provision of a specific place in our midst which would be a resource for the whole church in terms of retreat, community life, prayer, hospitality and study. These are themes which strike chords with many people in this busy and distracted world ... There is a need for spiritual oases which are rooted in the prayer and hospitality of a community of faith. The Commission on Ministry commended to the General Synod of 2014 the idea that there should be a scoping study of the feasibility of providing such a place of holiness and hope, and the Synod overwhelmingly agreed through the passage of a motion that this was a vision worthy of exploration. Many members took the view that this was an idea whose time had truly come.

Thanks to support from the Priorities Fund and the Allocations Committee, input from Commission members, and in particular the skill of Mr Tommy Stewart, we are now in a position to offer this scoping study for discussion in the synod and in the wider church. It is based on a sound methodological and evidential approach, and frankly we have been amazed by the number of people from the wider church who have engaged with us in pursuing this matter. We cannot at this stage predict where it all might or might not lead ... Suffice it to say that we are clearly engaging with a felt spiritual need within the church, and what follows is an illuminating snapshot of a discussion which is likely to continue for some time yet. It can only claim to be an interim report, but that does not make it any less worthwhile.

Michael Cashel Ferns + Ossory  
Chair, Commission on Ministry.

## 2. Introduction

At the General Synod of The Church of Ireland 2015, the following motion was proposed and agreed.

“That the General Synod considers that the establishment of a centre of community prayer, retreat, hospitality and study might be one suitable means by which the Church of Ireland could mark the forthcoming 150<sup>th</sup> Anniversary of Disestablishment, and commends efforts by the Commission on Ministry and others to undertake a scoping study to examine the feasibility of such a project and to present it as a priority for the Church.”

Following on from the General Synod the Commission on Ministry secured costs from the Priority Funds to allow it to commission a professional researcher to complete a feasibility study regarding the potential to develop a Retreat Centre for the Church of Ireland.

In September 2016 Mr Tommy Stewart, of New Season Leadership (see section 3), was appointed to lead the feasibility study process and tasked to ensure that the study included:

- An assessment of demand for a retreat centre with C of I dioceses and parishes;
- An assessment of demand for a retreat centre in the wider Christian context;
- An assessment of potential uses for a retreat centre;
- An analysis of nature, purpose and scope of comparable retreat centres in Ireland (competitive analysis);
- An analysis of nature, purpose and scope of comparable retreat centres in the Anglican communion in the UK;
- A Scoping of potential user groups;
- A scoping of most likely geographic location for a retreat centre with consideration of likely demand and accessibility;
- A preliminary assessment of financial cost for the development of the retreat centre and annual operational costs;
- The development of key considerations;
- The development of an options appraisal;
- The development of recommendations.

Research commenced in late September and concluded in early December, with the feasibility study report being considered by the Commission on Ministry retreat, held at Mount Mellera Abbey in January 2017.

### **3. About the Researcher**

Tommy Stewart has been active in leadership within the private, public and voluntary sector for 30 years. After spending 15 years managing of Christian youth organisations, employability programmes and local authority services Tommy launched a consultancy company that has, since 2002, provided a wide range of research, strategy development and evaluation services, working primarily with community facing organisations and services.

Tommy's primary passion is to see communities transformed through the development of strong and accountable leadership that empowers and releases ordinary people to make an extraordinary difference. In recent years this has led him to become extensively involved in providing consultancy and leadership support to denominations, churches and missional organisations. He has served as a director/trustee of local and regional faith organisations and led several faith and reconciliation initiatives for SEUPB and since late 2015 he has also been the Church and Community Engagement Adviser for the Cinnamon Network, in both Northern Ireland and the Republic of Ireland.

Tommy is married to Roberta and has three sons: Simon, Daniel and Thomas. He holds a Master's degree in Missional Leadership, a Bachelor of Arts degree in Theology, and a Bachelor of Science degree in Economics, along with Post Graduate Diplomas in Management and in Pastoral Leadership.

## 4. Methodology

A detailed approach, with 8 stages, to allow maximum participation in the Feasibility Study by as many consultees as possible.

- **Survey** – all members of General Synod were sent an email asking them to complete a feasibility study survey. In total 210 people completed this survey, not only giving excellent quantitative information but also a substantial amount of qualitative evidence (See Appendix A).
- **Focus Groups** – the survey provided the ability for respondents to choose to be invited to participate in focus groups. These were held in early November in Belfast, Dublin, Tipperary and Armagh with 30 people participating and providing valuable insights and contributions.
- **Email Follows Up** – based on survey responses and the unavailability of some to attend focus groups we choose to conduct further email consultation, as deemed appropriate, with individual members of the General Synod.
- **Interviews** – one to one and telephone interviews were conducted with ‘key stakeholders’ regarding the key questions raised by the feasibility study’s terms of reference (See Section 2). The interviews were used to clarify individual, group and organisation (church) perspectives.
- **Research** – as part of the wider study research was conducted regarding the nature, scope, size and operational structures of retreat centres across Ireland and follow up research interviews conducted with 5 centres in Ireland, 1 in Scotland, 1 in England and 1 in France. In addition, research conversations took place with representatives from several areas / locations that conducted the research team to suggest they may have / be an ideal location for the Church of Ireland to develop a retreat centre.
- **Analysis** – Given the weight, width and wealth of evidence gathered during the research period considerable time was given to assessing and analysing the information so that it could be considered when providing responses to each of the key questions posed by the terms of reference for the study.
- **Reporting** – during the research period an interim key issues report was considered by the Commission on Ministry in mid-November. This allowed time for reflection before the research moved into its final consultative phase. In late November, a draft report and executive summary were developed and sent to Commission on Ministry members for consideration.
- **Review and Reflection** – Commission on Ministry members individually reviewed and reflected on the draft feasibility study report over the month of December and provide feedback to the researcher in early January. A revised report was then developed and the findings thereof discussed in detail at the Commission on Ministry’s retreat at Mount Melleray Abbey in January 2017.

## 5. Analysis

### 5.1 Assessment of demand for a retreat centre with C of I dioceses and parishes

#### 5.11 Quantitative Evidence

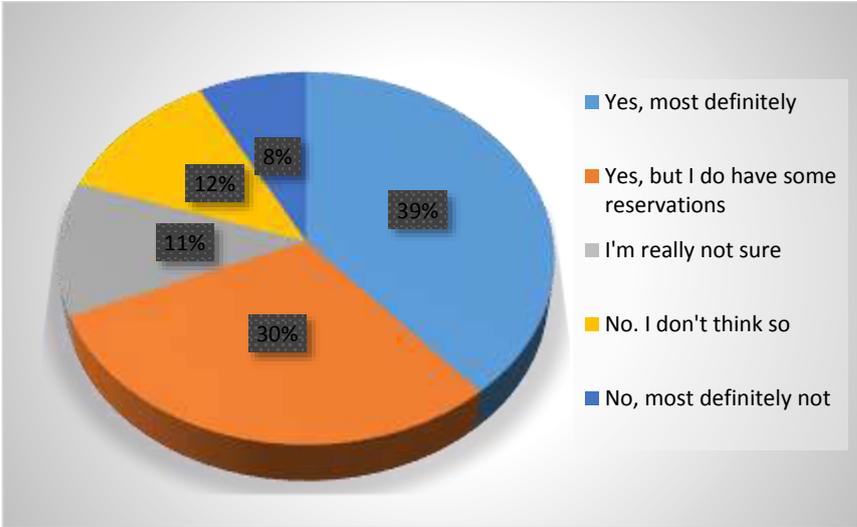
The membership of general synod was asked if they sensed there would be a demand for a place of community prayer, retreat, hospitality, and study. The % responses recorded below show that there is a range of perspectives.

It is evident that a clear majority of respondents, 95%, believe there would be demand, however, within that majority, there are varying degrees of confidence in terms of the level of demand and in terms of how that demand may be addressed.

Yes, there would be considerable demand	20.82%
Yes, there would be some demand	26.24%
Yes, there would be demand but I'm not sure that the demand would be adequate	33.94%
Yes, there would be demand but that demand is already well served by similar centres elsewhere.	14.02%
No, I do not believe there would be any demand	4.97%

Whilst almost 21% believe there would be considerable demand and over 26% believe there would be some demand it should be noted that 14% believe that the demand is being well served by existing retreat centres and 34% are uncertain if the demand would be adequate.

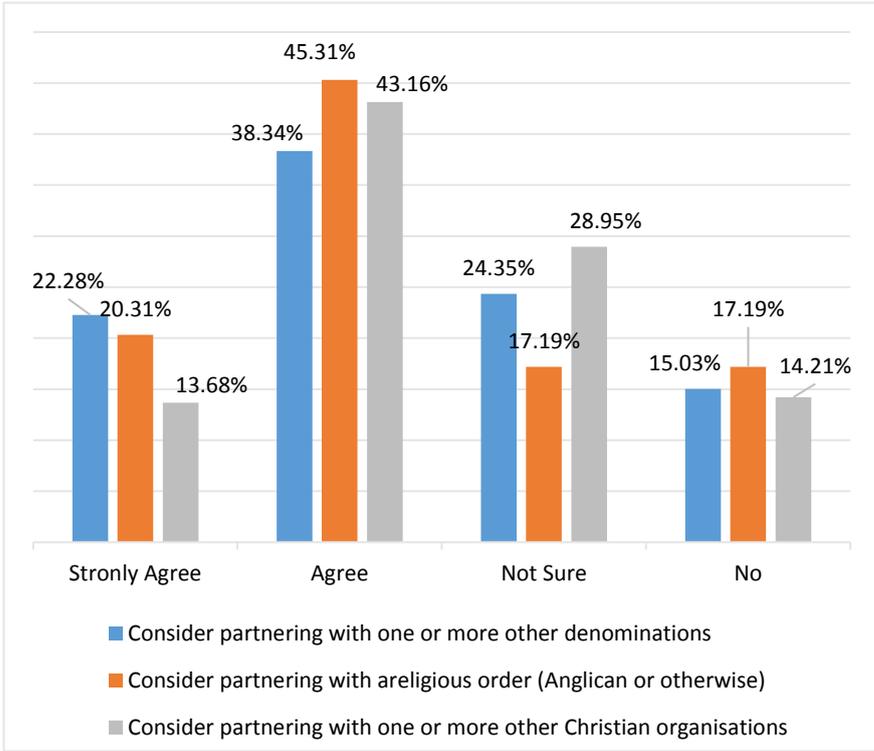
When asked specifically if the Church of Ireland should develop a place of community prayer, retreat, hospitality, and study 69% said yes, with 39% saying yes definitely and 30% saying yes with reservation. Whilst 11% were not sure how to respond, 8% were most definitely not in favour and 12% did not think it was something that should be taken forward.



When asked about partnering with others to develop a place of community prayer, retreat, hospitality, and study there was a range of views, dependent on the nature of the potential partner.

The bar graph below shows that approximately:

- 61% either strongly agree or agree with partnering with another denomination.
- 66% either strongly agree or agree with partnering with a religious order.
- 57% either strongly agree or agree with partnering with one or more Christian organisations.



However, when the strongly agree responses and agree responses were weighted<sup>1</sup> the nature of partnership preferred can be ordered as:

1. Partnering with a religious order
2. Partnering with another denomination
3. Partnering with one or more Christian organisations

### 5.12 Qualitative Evidence

The qualitative evidence would suggest there are three distinct responses to the proposed development of a place of community prayer, retreat, hospitality, and study.

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<sup>1</sup> 2 for strongly agree and 1 for agree

- a) **Strongly supportive** – there were a considerable proportionate of consultees who are very supportive of the development of a centre. Their, at times, passionate support was due to a range of reasons including:
- Personal experience of the value of retreat.
  - Evidence of the benefit of retreat experienced by others.
  - Commitment to reflective spirituality.
  - Commitment to see retreat developed as a part of Anglican spirituality in Ireland.
  - The desire to see a retreat centre developed that develops retreat in a non-Roman Catholic context.
  - The desire to see the establishment of a resident community of prayer within the Church of Ireland.
  - The desire to see the development of a centre of learning about Anglican and Church of Ireland, history, culture and spirituality.
- b) **Conditionally supportive** - Almost half of those in favour of the development of a place of community prayer, retreat, hospitality, and study have reservations and hence could be deemed ‘conditionally supportive’. The conditions upon which their support would be offered would include:
- The pre-development of the practice of prayer and retreat within the Church of Ireland.
  - Weighted consideration is given to locating the centre on or in property already in Church of Ireland ownership
  - Location of the centre being easily accessible to most of the Church of Ireland membership.
  - All options of developmental and operational partnership being fully explored.
  - External financial support being forthcoming for development costs.
  - There being a viable and sustainable business case.
- c) **Not supportive** – of those who are not supportive there are strong views as to why the Church of Ireland should not proceed with the development of a place of community prayer, retreat, hospitality, and study. These include:
- The belief that there are already adequate numbers of retreat centres in Ireland.
  - Assessment that many existing retreat centres are struggling and underutilised.
  - The lack of engagement in retreat by Church of Ireland members.
  - Concerns about the capital investment in developing a centre.
  - Concerns about the viability and sustainable of operations.

- Concern that the Church is seeking to create a ‘monument’ when it actual needs to create a ‘movement’.

## **5.2 Assessment of demand for a retreat centre in the wider Christian context**

Our assessment has been based upon analysis of reported trends and attitudes within the Roman Catholic context and collectively within the main Protestant denominations.

### **5.21 Roman Catholic**

In the Roman Catholic community retreat is seen by many as being much more a part of the spiritual culture of the church. This is perhaps evidenced by the large number of retreat centres and houses across Ireland, mainly operated by religious orders, that have been popular over many decades. These have been utilised not just by Roman Catholics but, at times, by clergy and others from Protestant denominations.

However, our research shows that there have been a growing number of closures, in recent years, of retreat centres and houses, primarily due to the centres and houses no longer being sustainable. Those that have remained open, have, overall, had to diversify the nature of what they offer to improve their income generation and increase the sustainability of the practice of prayer and spirituality that is at the centre of why they originally developed.

Given the well-served nature of retreat with the Roman Catholic tradition and given that existing retreat centres in the Roman Catholic tradition are struggling to be sustainable it would be very unlikely that there would be substantial demand from the Roman Catholic population for a retreat centre owned and developed by the Church of Ireland.

### **5.22 Other Denominations**

In terms of other reformed traditions, even more so than the Church of Ireland, retreat is not seen as being part of their culture or valued as an asset to spiritual development. For those who do engage in retreat, they seem happy to do so by staying at Roman Catholic retreat centres e.g. Glenstall.

For many within reformed denominations, their perception would be that retreat is aligned with Roman Catholic practice and hence they would not differentiate easily between the spiritual practice of retreat and their perception of it being a Roman Catholic practice.

Certainly, there are those from reformed tradition who would utilise a place of community prayer, retreat, hospitality, and study, if developed by the Church of Ireland. However, they would be likely to do so at the expense of existing retreat centres that they otherwise would have used. This consequence may not be the intent that the Church of Ireland would have, but it would be the likely outcome.

Wider demand from the reformed denominations would only emerge over time if those denominations were to increase the understanding of the value of

prayer, reflection and retreat. This would be a longer term ‘market development’ rather than a market that could be relied upon in the early years of operation of a new retreat centre.

### 5.3 **Assessment of potential uses for a retreat centre**

Our research showed that there is a wide range of views and perspectives regarding the potential uses of the centre. Views and perspectives were particularly informed by respondent’s consideration regarding the needs of the Church of Ireland and the practicality of ensuring a centre could be sustainable. For purpose of option appraisal (section 6 of this report), we distilled the views of respondents down to four perspectives. These are:

- A centre of retreat only
- A centre of retreat, with a praying community at its heart
- A centre of retreat, a praying community and a place of learning.
- A centre of retreat, prayer and learning that has multiple other uses.

**Retreat Only** - it is our assessment that if the Church of Ireland develops a centre only for the purposes of retreat it would not be sustainable, and would not offer anything that is not already available in other retreat centres in Ireland. An investment in such a facility could well be viewed as unnecessary and not a good use of the Church’s finite resources.

**Retreat, with a praying community** – central to much of the focus groups conversations that took place was the view that most retreat centres had developed from being, first, a community of prayer. Several respondents questioned if the Church of Ireland did not need to first ensure that there would be a resident praying community from which the facility of retreat could be offered and through which there could be the facilitation of the practices of retreat, prayer and spirituality alongside the potential to offer spiritual formation.

It is evident that many believe that it would be spiritually beneficial if the retreat centre was based around a community of prayer, which could be developed through the Church of Ireland partnering with a religious order or through the Church of Ireland developing a new praying community e.g. like that developed recently by the Archbishop of Canterbury (The Order of St Anselm).

**Retreat, praying community and learning** – the addition of a capacity at the retreat centre for learning, particularly regarding the history, culture and spirituality of the Church of Ireland could be a valuable way of helping Church of Ireland people develop their understanding and could be seen as a valued means by which to ensure the rich history of the Church is not lost to future generation. It also could provide an opportunity for research and theological development. However, whilst the additionality of a learning facility at the retreat centre may help increase usage it is not evident that the additional

income would, on its own, be adequate to cover the additional capital and operational costs.

**Retreat, praying community, learning and multiple other uses -**

In our assessment, given the current limited engagement in retreat as a part of the spiritual development of people of reformed faith and due to the challenges of ongoing sustainability it would more than likely be necessary that the centre is multi-purpose. This could mean that the centre may need to accommodate retreats and residentials for a wide range of denominations and Christian groups as well as potentially usage by corporate or charitable organisations. Whilst this may be seen by some as diluting the sanctity and purpose of a retreat centre, it may be necessary if the Church is to be able to bring forward a sustainable operational plan.

**5.4 Analysis of nature, purpose and scope of comparable retreat centres.**

The term ‘comparable retreat centre’ suggests that there has been a predetermination of the nature, purpose and scope of the type of retreat centre that may be developed. This is very much not how the researcher approached the study and therefore our review of existing retreat centres in Ireland and elsewhere focused on a variety of types of retreat centres, selected for several reasons including their popularity, the nature of retreat offered and the size and nature of operation<sup>2</sup>.

Our research considered:

**Retreat Centre purpose** – retreat centres have a variety of uses from prayer and retreat through to conferencing. By admission, some of the centres have a restricted ‘market’ e.g. The brothers at Rostrevor recognise that a silent retreat will not appeal to the majority.

Some key words were used that help shape thinking in terms of the nature of any potential centre the Church of Ireland might choose to develop. These include; historical, haven, international, inclusive, hospitality and welcome.

Descriptive words used to describe the purpose included; reflection, spiritual development, strengthening, education, rest, recovery and tranquillity.

**Primary Users** – many of the centres draw their users from both the local, nation and international context. It was commonly expressed that a local market could not sustain the operation of a retreat centre. Many of the users are engaged in ministry either in church, para-church or missionary contexts. Most of the centres are not large enough to accommodate large groups and therefore most of their users are individuals, couples or small groups. Some respondents suggested the need to ensure centres appeal to a wide audience and the need not to be seen as middle classed or intellectual.

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<sup>2</sup> Centres considered were: Corrymeela, Dromantine, Drumalis Retreat Centre, Glenstal Abbey, Holy Cross Abbey, Iona (Scotland), Mirfield (England) and Taize (France).

**Usage/Sustainability** – overall, most of the centres report a decrease in usage, partly due to the recession, and reporting increasing operational costs. Most are seeking ways to sustain their work e.g. through sponsors, investments, diversification, downsizing or potential closure.

**Strengths of existing retreat centres** – strengths identified included; a wide range of retreat centre types (from monastic to reflective), long history of retreat, attractiveness to international visitors, the location of centres (rural and/or coastal), established profile and good reputation.

**The weakness of existing retreat centres** – weaknesses identified included; sustainability, building upkeep, inability to develop new sustainable income streams, reduction in demand.

**Need to partner with others** – given the reflection on sustainability the existing retreat centre interviewed suggest partnering with others as a means by which to make centres more viable, although they caution that partnership itself should not be viewed as a guarantee of longer-term sustainability.

## 5.5 Scoping of potential user groups

Whilst the terms of reference referred to the term ‘potential user groups’ our reflective analysis needs to also consider the potential to ‘convert’ so called ‘potential user groups’ into actual user and into repeat users.

In reviewing the consultative evidence, we have determined, for purpose of option appraisal (section 6 of this report) to refine user groups types into four categories. These are:

- C of I clergy and parishes
- Christians from reformed traditions
- Christians + those from other faiths
- Christians + other commercial users

**C of I clergy and parishes** – whilst there are a considerable number of clergy and laity who place value on the practice of retreat, we believe that there would need to be interim and ongoing measures implemented by the Church to help develop the value Church of Ireland people place on retreat and to help encourage dioceses, clergy, parishes and parishioners to make use of the retreat centre.

**Christians from reformed traditions** – our analysis would suggest that this would not likely be a substantial user group in the early years of the centre. Those who would come from other traditions would initially be those who would already value the practice of retreat. Developing and growing a value for retreat in other reformed traditions would only be something that would happen over time, and may require the Church of Ireland forging relational and

educational partnerships with other denominations, perhaps with Methodism being a potential partner.

**Christians and those from other faiths** – given that the numbers of people from other faiths who live in Ireland is relatively small and given that they are living around the island it is our perception that the addition of other faiths to the user profile of the centre would only minimally add to the sustainability of centre. There would be those who would find the use of the centre by other faiths as objectionable and the presence of other faiths in the centre might detract from the ‘marketability’ of the centre to people of the reformed tradition.

**Christians and other commercial users** – whilst the commercial use of the centre may not be tasteful to some we believe it may be necessary to consider some aspect of commercial usage to make a centre sustainable. This may be achieved through mid-week commercial letting of the retreat centre for conference space i.e. at a time when the centre is not likely to be utilised by groups from parishes. Although objectionable to some, others may find the concept of being able to bring people from a business/work context to a place of prayer and retreat as being ‘missional,’ and something that may help increase the value they place on their own spirituality.

#### **5.6 Scoping of most likely geographic location for a retreat centre with consideration of likely demand and accessibility.**

The focus of the feasibility study has been towards the need for, nature of and likely sustainability of a retreat centre. However, during the period of consultation, there was considerable discussion on where such a centre should be located. Indeed, several people, put forward specific suggestions<sup>3</sup>. Analysis of the views has led us to consider four location types, within the option appraisal (section 6). These options are:

- Urban
- Rural but Accessible<sup>4</sup>
- Rural but Isolated
- Coastal

**Urban** - during our research we noted that there were some examples of Roman Catholic retreats within urban contexts. However, most of those consulted expressed that they would not be keen on an urban-based retreat. There were several reasons suggested but perhaps the most practical perspective was that development and operational costs would be much higher in an urban environment.

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<sup>3</sup> These are documented in Appendix B

<sup>4</sup> Within 2.5 hours of key cities

**Rural but Accessible** – the most favoured factor in terms of location was the need for the centre to be in a quiet, rural location, with lots of space to walk, reflect and pray. However, the overriding proviso was that a rural based retreat centre should still be within a reasonable drive of all the major population centres on the island e.g. no more than 2 – 2.5 hours’ drive from Dublin, Belfast, Galway and Cork.

**Rural but Isolated** – there are a number who would be of the view that proximity and retreat are not compatible and hence would advocate strongly for a retreat centre to be developed in an isolated place, where people find it easier to disconnect from everyday life and circumstances and focus on prayer, reflection and spirituality. However, it is our conclusion that such a location would reduce demand for the centre, due to its remoteness, and make it much harder to sustain.

**Coastal** – a coastal location is favourable to some. In the ideal world if that coastal location could be in a rural setting and still accessible to all the major population centres, then that could well be the location for a retreat centre. However, the nature of a coastal location will mean that it is likely to be closer to one or two of the population centres than it is to the others.

## 5.7 **Preliminary assessment of financial cost for the development of the retreat centre and annual operational costs**

The assessment of centre costs can only be preliminary as the feasibility study was not intended to identify the size, scale and nature of centre that should be developed nor was it tasked to bring forward a fully costed business case. That said, we have sought to consider potential costs based upon;

- **Centre Cost** – the centre development costs will be very much based upon location and site ownership. If the site is in RB ownership the costs of development will be substantially less, however, this cannot be assumed. The assumption has been taken that the retreat centre should have its own land attached. We would estimate that land acquisition costs and build, for a centre accommodating 40 people might be more than £2 million. This is based upon the cost of construction of a retreat centre (including site works and services) with 30 bedrooms, offices, kitchen, dining room, chapel and recreational space.

### **Accommodation Schedule<sup>5</sup>:**

- 30 beds – approx. 3 x 4.5 + ensuite = 20sqM x 30no = 600sqM
- 120 seater chapel = 180sqM
- Dining Room = 120sqM

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<sup>5</sup> Guestimate costs provided by HPA Architecture (at no cost to the Commission on Ministry)

- Kitchen / Stores = 50sqM
- Sports Hall = 180sqM
- Offices 4no + stores = 50sqM
- Services = 10sqM
- Circulation = 10% = 119sqM
- **Approximate total area = 1309sqM**

**Turn Key Build Cost:** Assumed at £1350 /sqm<sup>6</sup>

**Project Cost:**

- Build Cost = £1,767,150.00
- Professional Fees @ 10% = £176,715.00
- Statutory Fees = £25,000.00
- **Total Project Cost = £1,968,865.00<sup>7</sup>**

• **Centre Operation** – like development costs, centre operation costs are determined by the type of centre developed. However, it must be assumed that the primary costs will be overheads, maintenance, hospitality and staffing. These could easily be in the region of £300,000 per annum, but much more if a volunteer programme is not included to help offset staffing costs.

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<sup>6</sup> Architect's note: this may be a little high but it should be around new school / nursing home rate

<sup>7</sup> Architect's note: this is a best guesstimate and errs on side of caution. These buildings tend to grow when you get into design and specific requirements

## 6. Key Considerations

Having completed the feasibility study, we believe that there several key considerations regarding that potential development of a place of community prayer, retreat, hospitality and study. These are:

1. Is the demand expressed not able to be met through existing retreat centres?
2. Is the practice of prayer, reflection and retreat embedded sufficiently within the culture of the Church of Ireland?
3. How would the apparent support for the proposal be converted into actual demand for a centre?
4. Is the demand expressed adequate enough to proceed with a full development proposal?
5. If a proposal were to be brought forward how would the development be funded?
6. If a centre is to be developed, and if a resident praying community is seen by many to be the centre of a retreat centre, how could the Church of Ireland achieve this?
7. If a development is to proceed would the Church of Ireland partner, and with whom?
8. How can the Church of Ireland help its people develop the practice of prayer, reflection and retreat, whether a retreat centre is to be developed or not?
9. Are there buildings or locations within the Church's ownership that could be utilised or redeveloped, thereby offsetting acquisition costs?
10. If operational sustainability is a challenge, could the centre's operations costs be underwritten by the Church during its first number of years?
11. Is now the time to consider a capital investment in such a centre?

## 7. Options Appraisal

### 7.1 Option Appraisal Model<sup>8</sup>

In developing the option appraisal, a number of key factors were considered, weighted and then scored against weighted assessment criteria.

The factors considered were:

<b>Potential Uses</b>	Assessment of potential uses for a retreat centre
<b>Potential Users</b>	Scoping of potential user groups
<b>Partnership Potential</b>	Scoping of views regarding potential development and/ or operational partnerships.
<b>Scale and Size</b>	Scoping of the scale and size of a retreat centre that may be required.
<b>Location</b>	Scoping of most likely geographic location for a retreat centre with consideration of likely demand and accessibility

The assessment criteria were:

<b>C of I Demand</b>	Assessment of demand for a retreat centre with C of I dioceses and parishes
<b>Wider Demand</b>	Assessment of demand for a retreat centre in the wider Christian context
<b>Cost</b>	Preliminary assessment of financial cost for the development of the retreat centre and annual operational costs
<b>Practicality</b>	An assessment of the likely practicality of taking forward the option forward

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<sup>8</sup> It should be noted that the option appraisal relates to retreat centre options, should the Church of Ireland decide to proceed with such a development, it does not pre-suppose that such a decision will be taken

## 7.2 Factor Weighting

Each factor has been given 4 options and weighted based on the assessed preference of respondents to the feasibility study with the option assessed to be most preferred weighted 4 and the option assessed to be least preferred weighed 1.

	Options	Weighting
<b>Potential Users</b>	Retreat only	1
	Retreat, with a praying community at its heart	2
	Retreat, a praying community and a place of learning.	3
	Retreat, prayer and learning, with other uses.	4

	Options	Weighting
<b>Potential Users</b>	C of I clergy and parishes	3
	Christians from all denominations	4
	Christians + those from other faiths	1
	Christians + other commercial users	2

	Options	Weighting
<b>Partnership Potential</b>	C of I only	3
	C of I partnering with an Anglican order	4
	C of I partnering with other reformed denomination	2
	C of I partnering with another Christian organisation	1

	Options	Weighting
<b>Scale and Size</b>	Small - Under 20 bed	2
	Medium - 20 – 40 bed	4
	Large - 40 - 80 bed	3
	Very Large – 80+ beds	1

	Options	Weighting
<b>Location</b>	Urban	1
	Rural but Accessible (within 2.5 hours of key cities)	4
	Rural but Isolated	2
	Coastal	3

## 7.2 Assessment Criteria Weighting

Each criterion has been weighted based on the preferred assessment weighted 4 and the least preferred assessment weighed 1.

	<b>Assessment</b>	<b>Weighting</b>
<b>C of I Demand</b>	High	4
	Medium	3
	Low	2
	Very Low	1

	<b>Assessment</b>	<b>Weighting</b>
<b>Wider Demand</b>	High	4
	Medium	3
	Low	2
	Very Low	1

	<b>Assessment</b>	<b>Weighting</b>
<b>Cost</b>	Low	4
	Medium	3
	High	2
	Very High	1

	<b>Assessment</b>	<b>Weighting</b>
<b>Practicality</b>	Relatively Easy	4
	Quite Difficult	3
	Very Difficult	2
	Extremely Difficult	1

### 7.3 Option Appraisal Weighted Assessment

	Options	Option Weighting	C of I Demand	Wider Demand	Cost	Practicality	Final Assessed Score <sup>1</sup>
<b>Potential Uses</b>	Retreat only	1	1	1	4	4	10
	Retreat and a community of prayer	2	2	2	3	3	20
	Retreat, prayer and learning.	3	4	3	2	2	33
	Prayer, retreat and learning, with other uses.	4	3	4	1	1	36
<b>Potential Users</b>	<b>Options</b>	<b>Weighting</b>					
	C of I clergy and parishes	3	4	1	1	4	30
	Christians from all denominations	4	3	4	3	3	52
	Christians + those from other faiths	1	1	2	2	1	6
<b>Partnership Potential</b>	Christians + other commercial users	2	2	3	4	2	22
	<b>Options</b>	<b>Weighting</b>					
	C of I only	3	1	1	1	4	21
	C of I partnering with an Anglican order	4	4	2	2	2	40
<b>Scale and Size</b>	C of I partnering with other reformed denomination	2	3	4	4	3	28
	C of I partnering with another Christian organisation	1	2	3	3	1	9
	<b>Options</b>	<b>Weighting</b>					
	Small - Under 20 bed	2	2	2	4	2	20
<b>Location</b>	Medium - 20 – 40 bed	4	4	4	3	4	60
	Large - 40 - 80 bed	3	3	3	2	3	33
	Very Large – 80+ beds	1	1	1	1	1	4
	<b>Options</b>	<b>Weighting</b>					
<b>Location</b>	Urban	1	2	2	1	2	7
	Rural but Accessible (within 2.5 hours of key cities)	4	4	4	4	4	64
	Rural but Isolated	2	1	1	3	1	12
	Coastal	3	3	3	2	3	33

<sup>1</sup>Sum of Option Scores \* Option Weighting

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#### 7.4 **Option Appraisal Outcome**

Based upon the Option Appraisal, should the Church of Ireland decide to develop a place for community prayer, retreat, hospitality and study it should be:

- A place of prayer, retreat and learning, with other uses.
- A place primarily used by Christians from all denominations.
- Developed in partnership with an Anglican order.
- Medium sized i.e. 20 – 40 bed.
- Located in rurally but within an acceptable driving distance of the main cities.

## 8. Recommendations

Based upon the feasibility study research and further reflection by the Commission on Ministry the following recommendations are made for the consideration of General Synod regarding the potential development of a place of community prayer, retreat, hospitality and study we would recommend:

1. Recognition is given to the value placed upon prayer and retreat by many members of the Church of Ireland
2. Recognition is given to the value that the practice of practice of prayer and retreat could bring to many more within the Church.
3. The Church commits to identifying and implementing measures to increase the understanding, value and role of prayer and retreat within the Church and to making such measures accessible across the dioceses.
4. Further consideration is given to the potential to develop a place of community prayer, retreat, hospitality and learning through commissioning research that:
  - Identifies and assesses potential location options, with preference being given to locations that are already within RB, diocesan or parish ownership.
  - Identifies a preferred option and assesses the cost of development of that option
  - Identifies 5-year projected income and expenditure profile for the preferred option
  - Identifies potential sources of funding, internally and externally.
  - Explores with religious orders and other denominations the potential for partnership.

<b>Appendix A</b>	<b>Survey Response Data</b>
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**Total Number of Responses: 209**

**Respondents Diocese**

Armagh	11.06%
Cashel, Ferns and Ossory	12.98%
Clogher	2.88%
Connor	9.62%
Cork, Cloyne and Ross	9.62%
Derry and Raphoe	6.25%
Down and Dromore	14.90%
Dublin and Glendalough	17.31%
Kilmore, Elphin and Ardagh	3.85%
Limerick and Killaloe	2.88%
Meath and Kildare	5.77%
Tuam, Killala and Achonry	2.88%

**Motion:** That the Synod commends the Feasibility Study in regard to the potential development of a place of community prayer, retreat, hospitality and study, for discussion and response in the wider Church, and particularly requests the RB to consider its findings in the context of their stewardship of the Church's assets as the 150<sup>th</sup> Anniversary of Disestablishment approaches.

**Topics on which discussion would be particularly welcome:**

1. Feedback to the Survey
2. Input on the importance/Benefit of marriage preparation

**CHURCH OF IRELAND MARRIAGE COUNCIL**

**REPORT 2017**

**MEMBERSHIP**

*Appointed by the House of Bishops*

Member of the House of Bishops (vacant since 2010)

*Elected by General Synod*

Rev John Ardis (Chairman)  
Ms Sarah Bevan  
Rev Jonathan Campbell-Smyth  
Rev Stephen Farrell

Rev Nicola Halford  
Ms Lynn Heber  
Ms Jennifer O'Regan  
Rev Canon Lynda Peilow (Honorary Secretary)

*In attendance*

Ms Sandra Massey

New initiatives: a Clergy Questionnaire on marriage preparation and counselling and the possibility of a resource pack for separated and divorced people.

**Membership:** The Marriage Council welcomed two new members, Rev Nicola Halford and Rev Jonathan Campbell-Smyth in June 2016.

The aim of the Marriage Council is to resource the Church as it supports marriage and family life.

Resources that are available include:

- Marriage Preparation & Counselling;
- Support Groups for Separated and Divorced Couples;
- Clergy Training in Pastoral Care of Marriage and Family Life To-day;
- Clergy Couples Retreat;
- Articles on Marriage and Family Related issues;
- Our website ([towardsmarriageireland.com](http://towardsmarriageireland.com)) has helpful resources for couples planning their wedding.

## **Marriage Preparation & Counselling**

The demand for marriage preparation and counselling has been steady over the last year. *Túsla*, the Family Support Agency, has cut the grant to agencies and will only fund counselling. The Council is exploring ways to reach clergy to encourage couples to attend pre-marriage courses. One initiative was to invite clergy to complete a questionnaire on the different ways they offer preparation.

The marriage Council is also looking into helping Northern Ireland clergy to find organisations that will assist with marriage preparation. One of these organisations is *Care for the Family NI (Focus on the Family) RI* who will be invited to speak to the Council once the results of the questionnaire are finalised.

Ms Sylvia Helen (Cork) and Ms Shona Rusk (Dublin) have joined the panel of Counsellors:

- |  |                              |
|--|------------------------------|
| • Ms Sarah Bevan (Dublin)                | Tel: 087 2469787             |
| • Ms Nadine Brooker (Dublin)             | Tel: 085 7467638             |
| • Ms Eleanor Cobb (Kildare/Carlow/Laois) | Tel: 086 6032739             |
| • Ms Lynne Heber (North West)            | Tel: 02880758570/07787803343 |
| • Ms Dianne Morris (Dublin)              | Tel: 086 2566895             |
| • Ms Sylvia Helen (Cork)                 | Tel: 086 3230805             |
| • Ms Shona Rusk (Dublin)                 | Tel: 086 8217486             |

## **Marriage Council Survey**

During the month of February 2017, the Marriage Council, through the Diocesan Offices requested all Incumbents to provide high level information via a Survey website on how they currently facilitate Marriage Preparation to couples who come to them. Also the Survey examined what support clergy gave to couples going through separation or divorce. The following gives an overview of the key findings around Marriage Preparation as of March 2017. The Council will meet further to review the findings in more detail.

- There was a 32% response rate from clergy;
- 75% of surveys indicated they provide some form of marriage preparation for couples, and these are primarily done on a 1 to 1 basis with clergy;
- Only 21% of clergy would offer a Marriage preparation course e.g. The Marriage Course from Holy Trinity Brompton, or the ACCORD Inter-Church Marriage Course.

## **Support Groups for Separated and Divorced people**

Meetings have taken place in local hotels in Limerick and Cork. The Council is currently investigating a resource pack run by *Caring Ministries* which reaches out to people who have been divorced. DivorceCare groups meet every weekly to help those who have been through divorce. Each group is facilitated by a locally trained group.

### **The Pastoral Care of Marriage and Family Life To-day**

This course for clergy sprang from the “Contemporary Couples” course and has been well received by clergy. A successful course was held in 2014 in Taney Parish Hall in Dublin. The Council obtained a grant from the Priorities Fund to cover expenses and the course was deployed in St Columba’s Parish Centre, Omagh in October 2015. Once more it was well supported and the feedback was very positive. Another course was run in Cork in 2016 and again was well supported. It is planned to run a course in Dublin in 2018.

### **Clergy Couples Retreat**

The retreat was held in Temple House, Ballymote, Co Sligo on 7<sup>th</sup> & 8<sup>th</sup> May 2016. This proved to be an excellent venue with very good feedback. Rev Campbell-Smyth and his wife Alison were the facilitators for the week-end. Feedback was very positive. It is planned to hold a retreat in May 2017 in the Diocese of Connor.

### **Website**

The Website continues to be updated and The Marriage Council also has a page on Facebook. Rev John Ardis maintains the website and the Council would like to thank him for his continued work on this. The website contains practical advice on planning a wedding in the Church of Ireland. Information on the requirement for a marriage licence and other related matters can also be found on the website. The address is: [www.towardsmarriageireland.com](http://www.towardsmarriageireland.com)

**Topic on which discussion would be particularly welcome**

What and how should pastoral support be provided for clergy and other leaders in local churches when dealing with the concerns of church members who approach them for advice on same-sex issues?

**SELECT COMMITTEE ON HUMAN SEXUALITY IN THE CONTEXT OF  
CHRISTIAN BELIEF**

**REPORT 2017**

The report has been written by the Chair and Vice-chair drawing on considerable input from the members of the Select Committee. Given the diverse range of views expressed within the membership of the committee the report should not be regarded as a fully agreed statement.

**Members:**

Rev Canon Patrick Bamber  
Mrs Joan Bruton  
Rev Alison Calvin  
Ven George Davison  
Mr Greg Fromholz  
Rt Rev Kenneth Good  
Mrs Phyllis Grothier  
Rev Trevor Johnston

Dr Leo Kilroy  
Very Rev John Mann (Chair)  
Mrs Hilary McClay  
Mrs Helen McClenaghan (Vice-Chair)  
Rev Brian O'Rourke  
Very Rev Sandra Pragnell  
Most Rev Patricia Storey

**Methodist Church in Ireland Observer**

Dr Fergus O'Ferrall

**Advisory Panel:**

Rt Rev Trevor Williams  
Rev Dr William Olhausen

Dr Andrew Pierce  
Ms Pam Tilson

**Others who served as members of the Select Committee in the course of its work**

Mr Damian Shorten  
Rev Darren McCallig  
Mr David Bird  
Ms Thea Boyle

The committee pays tribute to former members who resigned during the committee's lifetime having made distinctive and significant contributions.

**Background and Terms of Reference:**

In 2012, there was considerable debate at the General Synod of the Church of Ireland about human sexuality and particularly about marriage. A resolution was passed which

## Select Committee on Human Sexuality in the Context of Christian Belief

reaffirmed the Church's position on marriage (Appendix 1), namely that the Church of Ireland continues to uphold its teaching that marriage is part of God's creation and a holy mystery in which one man and one woman become one flesh, as provided for in Canon 31. There was general agreement that there was a need to engage in further dialogue and study on the issue of human sexuality. It was agreed that a Select Committee be formed to further such dialogue and study. More information can be found on page 34 of the *Guide to the Conversation* (<https://www.ireland.anglican.org/resources>) under the heading Select Committee on Human Sexuality in the context of Christian Belief. The following are the terms of reference for the resulting committee:

'That, pursuant to the resolution adopted by the General Synod in 2012, the General Synod appoints the following as members of a Select Committee on Human Sexuality in the Context of Christian Belief. The Committee may co-opt up to two additional members of the General Synod.

The Select Committee remit is to enable the listening, dialogue and learning process on all issues concerning human sexuality in the context of Christian belief to continue. The Select Committee may address any issue under the heading 'Human Sexuality in the context of Christian Belief'. The Select Committee is empowered to bring whatever motions it deems appropriate via the Standing Committee to the General Synod and to consult as widely as possible.

The Select Committee is appointed for an initial two year period, which may be extended for a further two years by the General Synod on the recommendation of the Standing Committee. The Select Committee shall report to the Standing Committee twice per year at the meetings in November and April.'

### **Appointment of the Select Committee**

The Select Committee on Human Sexuality in the context of Christian Belief was established in 2013. The Committee was composed of 16 members, both clergy and laity. An Advisory Panel was formed in 2014 to assist the Committee. There was some criticism levelled at the make-up of the Committee, due to the fact that there were no openly LGBT people amongst its initial membership. In 2015, General Synod approved an extension of a further two years. Listening, learning and dialogue enabled the Select Committee to maintain its focus on its remit.

### **Planning Paper and subsequent *Modus Operandi***

Early in its deliberations the Committee accepted a planning paper drawn up by some members which envisaged its work being undertaken in two phases: the production of a guide to the debate on human sexuality with initial attention attached to consideration of the place of gay and lesbian people in the life of the Church, this study to run concurrently with agreement on the Church's appropriate position on other situations possibly non-controversial but falling within the committee's remit. In effect, consideration of issues around same-sex attraction within and for the Church dominated the Committee's thinking so other issues received subsequent and brief attention.

## Report:

### 1. Listening

Listening was a key component as it enabled the committee to hear from a variety of different sources ranging from first-hand experience to professionals and expert opinion.

- Listening Process

In 2014, the Select Committee implemented a Listening Process where those who wished to give a submission to the committee were invited to come forward and speak to members. During September, October and November 2014 more than twenty meetings were held with those who responded to an invitation from the Select Committee to speak of their experiences of being, living with, or ministering to those in a local community and wider church who identify as gay or lesbian, or are attracted to people of the same sex. In-depth findings of the process can be found on page 47 of the *Guide to the Conversation* (<https://www.ireland.anglican.org/resources>) under the heading Select Committee on Human Sexuality in the context of Christian Belief. The Select Committee thanks all who participated in this process and contributed to this aspect of the Select Committee's work.

- Guest Speakers

The Select Committee has heard from numerous and wide-ranging speakers over the course of the last four years. Specialist presenters and groups were invited to speak to the committee.

- O Representatives from Changing Attitude Ireland; Canon Dr Ginnie Kennerley, Ms Pam Tilson, and Canon Mark Gardner, 18<sup>th</sup> March 2014 - described the organisation, its principles and the need in communities which it met; they subsequently submitted a paper. (*The Guide to the Conversation*, p50).
- O Biblical Scholars; Rev Dr William Olhausen, Fr Kieran O'Mahoney and Dr David Shepherd, 18<sup>th</sup> March 2014 - explored with the Committee prominent passages of Scriptural teaching on questions of human sexuality.
- O Canon Phil Groves, 23<sup>rd</sup> June 2014 - spoke about the perspectives from the wider Anglican Communion on the issues facing the Select Committee.
- O Rev Sam Allberry, 24<sup>th</sup> June 2014 - shared with the Select Committee his personal experience as a same-sex attracted man leading a celibate lifestyle due to his Christian convictions. (*The Guide to the Conversation*, p51).
- O Prof Patrick Morrison, 5<sup>th</sup> January 2015 - spoke to the Committee about the role played by genetics in human sexual orientation, particularly those who are attracted to people of the same gender. (*The Guide to the Conversation*, p52).

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- O Representatives from Reform Ireland; Rev Tim Anderson, Rev Eddie Coulter, Rev Dr Alan McCann, 5<sup>th</sup> January 2015 - spoke about a variety of topics including scriptural reference to sexuality, personal experiences in Christian Ministry, an absence in the Church of Ireland of Biblical teaching about sexuality, and a loss of Christian values in society. (*The Guide to the Conversation*, p50).
- O Mr Nick Park, 2<sup>nd</sup> June 2015. Made a presentation to the Committee on behalf of the Evangelical Alliance Ireland, and spoke about his own experience of having a daughter who identifies as lesbian.
- O Rev Ása Björk Ólafsdóttir, 15<sup>th</sup> October 2015 - informed the Committee of what has happened in Iceland regarding same-sex marriage.
- O Most Rev Dr Richard Clarke, 16<sup>th</sup> March 2016 - the Primate addressed the Select Committee, reflecting on his own personal views of the approach taken by the Orthodox Church on some contentious issues.
- O Ms Rachel Aston, 16<sup>th</sup> June 2016 - presented the Mothers' Union 2015 report on the commercialisation and sexualisation of children entitled *Bye Bye Childhood*. (<http://www.byebuychildhood.org>)
- O Ms Julia Capps, 16<sup>th</sup> June 2016 - addressed the Committee about her findings in an ongoing project about domestic violence in churches.
- O Mr Niall McNally, 16<sup>th</sup> June 2016 - as director of Cast Ireland, he spoke to the Committee about his work in youth ministry and personal social faith. (<http://www.castireland.com>)

More information about the guest speakers can be found from page 50 onwards in the *Guide to the Conversation* on the Church of Ireland website in the Document Library section. (<https://www.ireland.anglican.org/resources>).

## 2. Learning

The Select Committee has learned a great deal since its inception at General Synod 2013 due to the contributions of committee members, guest speakers, internal research and discussion. Learning has been intrinsic to the committee as it allowed it to deepen its understanding of difficult topics in order to engage with them more thoroughly.

- The Process of Discussion

The Select Committee was composed of members with differing points of view. Specifically on the issue of same-sex relationships, the committee was divided. There were fundamental and deep-seated differences among members of the Select Committee. However, it was in the process of discussion that the committee felt they learned the most. The discussion was often animated, but respectful and amicable. There was a general sense among committee members that they have learned to disagree respectfully with one another, despite

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the deep-seated differences, and that while it may not be possible to agree, it is possible to understand one another better.

- Formation of Advisory Panel

Early on, members identified the desirability of being able to call on wider knowledge, scholarship and experience so Ms Pam Tilson, Rev. Dr William Olhausen and Dr Andrew Pierce were invited to act as an Advisory Panel. On his retirement from membership of the Committee the Rt Rev Trevor Williams joined the Panel. The Committee is indebted to Panel members for their wide ranging advice so generously given.

- Consideration of similar issues by other Churches

Recognising that the decision of General Synod to establish the Select Committee was undertaken when Churches worldwide were similarly exercised the Committee made itself familiar with ongoing discussion of LGBT issues in other Churches notably the Church of Scotland, the Church of England, other Churches in the Anglican Communion and those in the Porvoo communion.

In October 2016, Dr Fergus O’Ferrall spoke to the Select Committee about how the Methodist Church has approached the issue of same-sex relationships in the context of Christian belief. He noted the similarities between the Methodist Church’s “Working Party” (formed in 2014), and the Select Committee insofar as the Working Party implemented a long listening process and are now producing materials and organising conferences. Dr O’Ferrall highlighted the importance of differentiating between debate and dialogue. Dean Mann and Dr O’Ferrall have a reciprocal arrangement whereby Dean Mann is a member of the Methodist Church’s Working Party and Dr O’Ferrall is the Methodist Church in Ireland Observer on the Select Committee.

- Contributions from Committee Members

In October 2016, Mrs Hilary McClay spoke to the Select Committee about a trip she and other members of her church had undertaken to Cambodia in response to someone who spoke about child trafficking. She visited sites of the Khmer Rouge atrocities and various ongoing projects. It was possible to see a connection between these atrocities and how the absence of a moral compass had paved the way for the child trafficking today. She noted that the impact of Christian faith in transforming these people’s lives was very clear.

In September 2016, Rev Brian O’Rourke attended a conference in St John’s College, Durham entitled *Science and Theology in Human Sexuality*. The event was concerned with the contribution of science to current Christian debates on human sexuality. Rev O’Rourke spoke to the Select Committee in February 2017 about his experience at the conference.

### 3. Dialogue

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The Select Committee acknowledges that dialogue is important in enabling the conversation to advance. Recognising the importance of human relationships within the Church, the Select Committee urges that the promotion of further dialogue be encouraged.

- Resource Pack

The Select Committee produced a resource pack entitled the *Guide to the Conversation on Human Sexuality in the context of Christian Belief*. The aim of the resource pack is to assist with the ongoing conversation surrounding the issue of same-sex relationships in the context of Christian belief. The pack was officially launched by the Primate in March 2016, and was distributed to all clergy in September 2016.

The resource pack has been used in the diocese of Meath and Kildare and the Select Committee hopes that it will continue to be used by parishes and dioceses to assist members of the Church to reflect on issues to do with human sexuality in the context of Christian belief. Prayer and respect must provide the foundation for such engagement. Diocesan Representatives are a group of senior clergy who have been briefed on the content of The Guide and the Study Modules and will act as providers of advice to their dioceses during times of engagement. The subject matter dealt with in the resource pack is sensitive in nature and the Select Committee encourages parishes to consult with the diocesan representatives as to the introduction and use of the pack. The Resource Pack is available online in the Document Library on the Church of Ireland website (<https://www.ireland.anglican.org/resources>).

- Diocesan Feedback

A period of a year was planned (from January/February 2016 to January/February 2017) to allow parishes in the Church of Ireland to avail themselves of the publications produced by the Select Committee, to help generate creative conversations around the place of gay and lesbian people and couples within the Church of Ireland. During the course of the year it was hoped that interest would be sufficient to encourage such discussion, under the facilitation of diocesan representatives (one for each diocese) that had been brought together by the Select Committee and introduced to the material in January 2016. Only one diocese within the Church of Ireland, namely Meath and Kildare, entered fully into discussion groups as the Select Committee had imagined and intended. It provided very thoughtful reflection upon the material, as well as how it was engaged with by the groups that used it. In the majority of dioceses the material produced by the Select Committee was not used for group discussion, and it is unclear to what extent, the publications were studied by individual clergy and lay people. The evidence is not encouraging. However, the reports to the Select Committee have been revealing and, as such, deserve that this feedback is heard more widely in the Church of Ireland. Other dioceses were able to present snap-shots of views from individuals as to its value and effect. An incomplete picture emerges of the overall assessment of the Select

Committee's fulfilment or otherwise of its remit. There is simply insufficient response.

In all parts of Ireland, further discussion (at least for the moment) on human sexuality in the context of Christian belief, seems to have stalled. This appears to be due to the fact that many Church of Ireland people are wearied by considering in group conversation a matter upon which they have already resolved (or accepted) a position. This would particularly apply to members of the Church in the Republic where there had been lengthy discussions and debates prior to the Referendum concerning the Thirty-fourth Amendment of the Constitution on 22 May 2015. The issue may be seen within the broader concern for the mission of the Church, and its vital role in sharing the many pressing challenges of the present day.

What is quite striking to the Select Committee is the considerable strength of local opinion towards the blessing of same-sex relationships in some dioceses in Ireland, and the avoidance of a 'second-best' praying *with* couples. This eagerness to embrace a significant change in the stance of the Church of Ireland causes dismay and frustration for others who hold equally passionate and opposing opinions. Having walked with and listened to those of other views for some years, the journey for them has reached the firm conclusion of "no reason to change" the traditional teaching of the Church of Ireland.

Within the dioceses there are, of course, variations of opinion, and, where the materials have been used there was positive feedback on the effects of the group discussion on all who took part, but still, overwhelmingly, the response from the dioceses is that whilst this matter is vital to individuals and couples and the Church of Ireland as a whole, further engagement is not pressing. At its final meeting the committee heard some details of a clergy survey conducted in a group of dioceses which had indicated a strong wish on the part of its clergy in favour of a change in legislation to allow them to bless same-sex marriages.

Early in its existence the Committee decided it needed to recognise the hurt and indeed injury caused to LGBT members who felt the Church was excluding them. The Committee resolved to give them the opportunity to be listened to. It also recognised the hurt which could be experienced by those affirming the traditional teaching of the Church who were upset by calls for change in the Church's teaching.

The urgent need to improve pastoral care for those who have been or continue to feel the impact of exclusion and hurt and injury by the attitude of the Church, provides the most important message to be heard from the discussions, such as there have been, in the Church of Ireland in 2016-2017.

The General Synod in 2012, by adopting a resolution (See appendix 1) that reaffirmed the Church's teaching on marriage and sexuality, has effectively taken a position in the debate. So the question any future General Synod might have to consider could be: 'Is there reason for the Church to change its current position?' The Select Committee, in enabling a listening, dialogue and learning

process, has sought to help the Church of Ireland to explore the issues further. The Church, and particularly the General Synod, can use the Committee's findings to assist in its consideration of whether or not to seek to modify the Church's current position.

**Conclusion:**

In conclusion, the Select Committee has fulfilled its terms of reference as described in the foregoing report. The members feel that they completed this task to the best of their ability. The thanks of the Select Committee is extended to all those who took part in the process. The role of the Select Committee was to enable conversation. While its role has terminated, the conversation has not. It is hoped that members of the Church will continue to engage with the materials produced. They continue to be available on the Church of Ireland website and from Church House Dublin. The Select Committee concludes by sharing with the wider Church, their own learning that it is possible to disagree respectfully and that the process of shared dialogue has left them with a sense of enriched relationships and a deeper appreciation of the Church of Ireland's ability to continue to journey together even where differences remain profound.

We recommend that the Bishops further examine the unresolved theological differences as represented in the Select Committee, with a view to making proposals to facilitate a way forward. The Select Committee would like to thank all those who were involved with it over the last four years.

**APPENDIX 1**

**2012 Resolution on Marriage**

*The General Synod affirms that:*

The Church of Ireland, mindful of the Preamble and Declaration, believes and accepts the Holy Scriptures as revealing all things necessary for eternal salvation through faith in Jesus Christ;

The Church of Ireland continues to uphold its teaching that marriage is part of God's creation and a holy mystery in which one man and one woman become one flesh, as provided for in Canon 31:

'The Church of Ireland affirms, according to our Lord's teaching that marriage is in its purpose a union permanent and life-long, for better or worse, till death do them part, of one man with one woman, to the exclusion of all others on either side, for the procreation and nurture of children, for the hallowing and right direction of the natural instincts and affections, and for the mutual society, help and comfort which the one ought to have of the other, both in prosperity and adversity'.

The Church of Ireland recognises for itself and of itself, no other understanding of marriage than that provided for in the totality of Canon 31. The Church of Ireland teaches therefore that faithfulness within marriage is the only normative context for sexual intercourse. Members of the Church of Ireland are required by the Catechism to keep their

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bodies in ‘temperance, soberness and chastity’. Clergy are called in the Ordinal to be ‘wholesome examples and patterns to the flock of Jesus Christ’.

The Church of Ireland welcomes all people to be members of the Church. It is acknowledged, however, that members of the Church have at times hurt and wounded people by words and actions, in relation to human sexuality.

Therefore, in order that the Church of Ireland is experienced as a ‘safe place’ and enabled in its reflection, the Church of Ireland affirms:

A continuing commitment to love our neighbour, and opposition to all unbiblical and uncharitable actions and attitudes in respect of human sexuality from whatever perspective, including bigotry, hurtful words or actions, and demeaning or damaging language;

A willingness to increase our awareness of the complex issues regarding human sexuality;

A determination to welcome and to make disciples of all people.

The Church of Ireland is mindful that for all who believe ‘there is no distinction’ and that ‘all have sinned and come short of the glory of God’ (*Romans 3:22 - 23*) and are in need of God’s grace and mercy. We seek to be a community modelled on God’s love for the world as revealed in Jesus Christ. We wish that all members of the Church, through the teaching of the scriptures, the nourishment of the sacraments, and the prayerful and pastoral support of a Christian community will fulfil their unique contribution to God’s purposes for our world.

The General Synod requests the Standing Committee to progress work on the issue of Human Sexuality in the Context of Christian Belief and also to bring a proposal to General Synod 2013 for the formation of a Select Committee with terms of reference including reporting procedures.

**Note on the addendum**

The addendum was added to this report as the deadline for finalising the texts for the printers was reached, and was added with my agreement and that of the Honorary Secretaries. I recognise that this was without the consent of other members of the Select Committee, for which I apologise, and it should be read with that understanding, as some have expressed their concern at its inclusion. Whilst working to within minutes of the printer's deadline, I regret that there is no simple way to resolve this dilemma, but would wish to emphasise that the membership of the Select Committee remains united in the Christian fellowship that has marked our four year's work together, and we continue to walk the path of discipleship in that fellowship of mutual love.

-Very Rev John Mann, Dean of Belfast

**A Comment by some members of the Select Committee on Human Sexuality in the context of Christian Belief in relation to the Report submitted in its name.**

*It has been a privilege to listen to those who have come to speak to the Select Committee to tell their stories, express their views and give us the benefit of their professional insights. We express our genuine thanks and appreciation to them.*

*Being part of this committee has impacted us all – it has made us more aware of how as a church we have at times failed to provide good pastoral care, Christian welcome and that words used by people from different perspectives have hurt fellow believers.*

*We are concerned though, by some of the commentary included in the report which we consider to have overstated and inferred conclusions that go beyond what the committee agreed.*

*However, both the Biblical presentations made to the Committee and the process of listening and learning from individuals has only served to strengthen our belief in the definition of marriage and human sexuality as outlined in Canon 31 and re-affirmed by the General Synod in 2012.*

*The gospel treats us all the same. We are all fallen in our sexuality (as in the rest of life), regardless of our orientation. We all need the same forgiveness and restoration that we can only find in Christ. To be a disciple of Jesus involves the same cost for us all - each one of us must hear and respond to His call to deny ourselves, take up our cross daily and follow him.*

*In the names of:*

*Rev Canon Patrick Bamber;  
Rev Alison Calvin;  
Venerable George Davison;  
Rev Trevor Johnston;  
Mrs Hilary McClay.*

**CHURCH OF IRELAND**

**General Synod**

**REPORTS  
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