

CHURCH OF
IRELAND

General Synod

Reports

2020

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* The reports of the Church of Ireland Clergy Pensions Trustee DAC (page 105) and the Church of Ireland Pensions Board (page 130) 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 - email: synod@rcbdub.org

CHURCH OF IRELAND

THE REPRESENTATIVE CHURCH BODY

REPORT 2020

The Representative Church Body – Report 2020

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THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

Chair

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 Michael Johnston† |
| Library and Archives | Ms Ethne Harkness‡ |
| 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 Gift Aid, 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>
Website <https://rcb.ireland.anglican.org>

Library

Braemor Park
Churchtown
Dublin 14

Tel 01-4923979
Fax 01-4924770
Email <library@ireland.anglican.org>

The Representative Church Body is Registered Charity Number 20003623.
CHY (Revenue) Number: 2900.

* retired February 2020 (Rt Rev John McDowell elected successor March 2020)

† appointed September 2019 in place of Mr William Oliver

‡ appointed September 2019 in place of Dr Michael Webb

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 *ex-officio* members are the archbishops and bishops, the elected members consist of one clerical and two lay representatives for each diocese and the co-opted members consist of persons equal in number to the number of dioceses. (See also *Constitution of the Church of Ireland* Chapter X).

The Representative Body is composed of the following sixty members, shown with recorded attendance figures for the four meetings held during 2019. Two Honorary Secretaries of the General Synod are in attendance at meetings.

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

- 4 The Most Rev Dr Richard Clarke*, Archbishop of Armagh
- 4 The Most Rev Dr Michael Jackson, Archbishop of Dublin
- 3 The Most Rev Pat Storey, Bishop of Meath and Kildare
- 2 The Rt Rev John McDowell, Bishop of Clogher
- 4 The Rt Rev Andrew Forster†, Bishop of Derry and Raphoe
- 0 The Rt Rev David McClay‡, Bishop of Down and Dromore
- 0 The Rt Rev Alan Abernethy¶, Bishop of Connor
- 3 The Rt Rev Ferran Glenfield, Bishop of Kilmore
- 3 The Rt Rev Patrick Rooke, Bishop of Tuam
- 2 The Rt Rev Michael Burrows, Bishop of Cashel, Ferns and Ossory
- 2 The Rt Rev Dr Paul Colton, Bishop of Cork, Cloyne and Ross
- 4 The Rt Rev Kenneth Kearon, Bishop of Limerick and Killaloe

B Elected members (36)

The date in brackets after a member's name denotes the year in which he/she is due to retire (*Constitution* Chapter X Section 3). Outgoing members are eligible for re-election provided they have not reached 74 years of age by 1 January preceding election.

- | | | |
|------------------|---|--------------------------------|
| Armagh | 4 | Ven Terence Scott (2021) |
| | 4 | Mrs Ethne Harkness (2022) |
| | 2 | Mrs Jane Leighton (2020) |
| Clogher | 0 | Ven Brian Harper (2021) |
| | 1 | Mr William Allen§ (2022) |
| | 2 | Mr Henry Robinson (2020) |
| Derry and Raphoe | 4 | Rev Canon Henry Gilmore (2020) |
| | 2 | Mr Stanley McFarland (2021) |
| | 1 | Mr John Junkin (2022) |

* retired February 2020 (Rt Rev John McDowell elected successor March 2020)

† consecrated Dec 2019 in place of Rt Rev Kenneth Good (retired May 2019), formerly a co-opted member

‡ consecrated January 2020 in place of Rt Rev Harold Miller (retired September 2019)

¶ retired December 2019 (Ven George Davison elected successor February 2020)

§ elected September 2019 in place of Mrs Julie Parker (retired September 2019)

|| elected October 2019 in place of Miss Elaine Sproule (retired October 2019)

The Representative Church Body – Report 2020

| | | |
|-------------|---|-----------------------------------|
| Down and | 4 | Ven Roderic West (2021) |
| Dromore | 2 | Mr Basil O'Malley (2022) |
| | 4 | Mr Michael Johnston (2020) |
| Connor | 4 | Ven Stephen McBride (2021) |
| | 3 | Mrs Cynthia Cherry (2022) |
| | 4 | Mr Oswyn Paulin* (2020) |
| Kilmore, | 2 | Very Rev Nigel Crossey (2020) |
| Elphin and | 1 | Miss Maud Cunningham (2021) |
| Ardagh | 3 | Mrs Deborah Davitt (2022) |
| Tuam, | 2 | Very Rev Alistair Grimason (2020) |
| Killala and | 2 | Prof Paul Johnston (2021) |
| Achonry | 4 | Mrs Heather Pope (2022) |
| Dublin and | 2 | Ven David Pierpoint (2021) |
| Glendalough | 2 | Mr Robert Neill (2022) |
| | 4 | Mr Geoffrey Perrin (2020) |
| Meath | 3 | Ven Leslie Stevenson (2021) |
| and | 3 | Mr Ronald Colton (2022) |
| Kildare | 3 | Mr Kevin Bowers (2020) |
| Cashel, | 3 | Rev Canon Brian O'Rourke (2020) |
| Ferns and | 1 | Mr William Galloway (2021) |
| Ossory | 4 | Mrs Hazel Corrigan (2022) |
| Cork, | 4 | Ven Adrian Wilkinson (2020) |
| Cloyne and | 3 | Mr Keith Roberts (2021) |
| Ross | 3 | Mrs Helen Arnopp (2022) |
| Limerick | 4 | Ven Wayne Carney (2020) |
| and | 2 | Ms Yvonne Blennerhassett (2021) |
| Killaloe | 4 | Mr Roy Benson (2022) |

C Co-opted members (12)

| | | | |
|---|-----------------------------|---|------------------------------|
| 0 | Mr Henry Algeo (2021) | 2 | Mrs Judith Peters§ (2022) |
| 1 | Ms Julie Beck† (2020) | 3 | Ms Hilary Prentice (2021) |
| 0 | Sir Paul Girvan‡ (2022) | 4 | Canon Graham Richards (2021) |
| 1 | Mr David Lowe¶ (2022) | 4 | Mr Henry Saville (2021) |
| 3 | Mr Lyndon MacCann SC (2021) | 1 | Mrs Wendy Taylor (2020) |
| 4 | Mr William Oliver (2020) | | Vacant (2020) |

* elected February 2019 in place of Mrs Pauline High (retired December 2018)

† elected September 2019 in place of Mr Richard Milliken

‡ elected September 2019 in place of Mr Terence Forsyth

¶ elected May 2019 in place of Dr Michael Webb

§ eligible to attend three meetings maximum due to triennial retirement (re-elected May 2019)

|| arising from the consecration of Rt Rev Andrew Forster to the episcopate (December 2019)

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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 2022. Membership details together with numbers of meetings held and record of attendances for the year 2019 are shown below.



Mr Henry Saville

EXECUTIVE COMMITTEE

7 meetings

Mr Henry Saville - 7
(Chair)

| | | | |
|-----------------------------|---|-------------------------|---|
| Most Rev Dr Richard Clarke* | 5 | Rev Canon Henry Gilmore | 7 |
| Most Rev Dr Michael Jackson | 5 | Ven Terence Scott† | 0 |
| Rt Rev Dr Paul Colton | 2 | Ven Adrian Wilkinson | 5 |
| Canon Graham Richards | 7 | Mr Henry Algeo¶ | 1 |
| Mr Kevin Bowers | 6 | Mrs Ethne Harkness§ | 1 |
| Mr Keith Roberts | 7 | Mr Lyndon MacCann SC | 5 |
| Mr Michael Johnston† | 2 | Mr Geoffrey Perrin | 6 |

Adviser: Mr Robert Neill 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 2019 Ven George Davison 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.

* retired February 2020 (Rt Rev John McDowell elected successor March 2020)

† appointed September 2019 in place of Mr William Oliver (retired September 2019)

‡ elected December 2019 in place of Rt Rev Andrew Forster (retired December 2019)

¶ elected September 2019 in place of Mr Terence Forsyth (retired May 2019)

§ elected September 2019 in place of Dr Michael Webb (retired May 2019)

The Representative Church Body – Report 2020

ALLOCATIONS COMMITTEE

3 meetings

Canon Graham Richards - 3
(Chair)



Canon Graham Richards

| | | | |
|-----------------------------|---|-----------------------|---|
| Ms Helen Arnopp | 3 | Rt Rev Andrew Forster | 3 |
| Most Rev Dr Richard Clarke* | 3 | Mr Robert Neill | 2 |

The function of the Allocations Committee is to investigate requests for financial support and make recommendations to the Executive Committee or the Representative Body for the annual allocation; 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).

INVESTMENT COMMITTEE

4 meetings

Mr Kevin Bowers - 4
(Chair)



Mr Kevin Bowers

| | | | |
|---------------------|---|---------------------|---|
| Mr Henry Algeo | 2 | Mr David Lowe† | 2 |
| Mr Roy Benson | 3 | Ms Hilary Prentice | 4 |
| Mr William Galloway | 3 | Ms Wendy Taylor | 3 |
| Advisers: | | Mr Terence Forsyth‡ | 4 |
| | | Mr Tim McCormick | 3 |

The function of the Investment Committee is to undertake oversight and supervisory duties in relation to the investment of funds managed by the Representative Body (RB). The Committee reports to the RB through the Executive Committee and conducts its business in accordance with the *Constitution of the Church of Ireland*, the Committee’s Terms of Reference, applicable legislation or regulation, the RB’s policy in relation to Environmental and Social Governance (ESG) and the RB’s general policies, principles and values.

* retired February 2020 (replacement to be elected)

† appointed September 2019 in place of Mr Terence Forsyth (retired May 2019)

‡ appointed June 2019 following retirement as a member of the Committee

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PROPERTY COMMITTEE

5 meetings

Mr Keith Roberts - 5
(Chair)

Mr Keith Roberts

| | | | |
|----------------------|---|----------------------|---|
| Mr Ronald Colton | 3 | Mr Stanley McFarland | 5 |
| Miss Maud Cunningham | 3 | Mr Henry Robinson | 4 |
| Ms Deborah Davitt | 1 | Ven Terence Scott* | 2 |
| Mrs Jane Leighton | 5 | Ven Roderic West | 5 |
| Adviser: | | Mr Sam Harper | 5 |

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.

* appointed March 2019 in place of Ms Pauline High (retired December 2018)

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STIPENDS COMMITTEE

2 meetings

Mr Michael Johnston*- 1
(Chair)



Mr Michael Johnston

| | | | |
|-----------------------|---|---------------------|---|
| Rt Rev Dr Paul Colton | 1 | Mrs Jane Leighton | 2 |
| Ms Hazel Corrigan | 2 | Mr Basil O'Malley | 1 |
| Ven Brian Harper | 1 | Mr Geoffrey Perrin | 2 |
| Prof Paul Johnston | 2 | Ven David Pierpoint | 1 |
| Adviser: | | Mr William Oliver† | 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.

LIBRARY AND ARCHIVES COMMITTEE

4 meetings

Mrs Ethne Harkness‡ - 4
(Chair)



Mrs Ethne Harkness

| | | | |
|----------------------|---|------------------------------|---|
| Prof Paul Johnston | 3 | Mr Oswyn Paulin¶ | 1 |
| Rt Rev John McDowell | 3 | Rt Rev Patrick Rooke | 1 |
| Advisers: | | Rev Canon Dr Maurice Elliott | 4 |
| | | Rev Dr Adrian Empey | 4 |
| | | Dr Kenneth Milne | 1 |
| | | Rev Robin Bantry White | 3 |

The function of the Library and Archives Committee is to oversee the management of the RCB Library and its resources having regard to trusts and objectives; to oversee the maintenance of the 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.

* appointed September 2019 in place of Mr William Oliver (retired May 2019)

† appointed October 2019 following retirement as a member of the Committee

‡ appointed September 2019 in place of Dr Michael Webb (retired May 2019)

¶ appointed December 2019 in place of Mrs Ethne Harkness (appointed to Chair September 2019)

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Mr Lyndon MacCann

LEGAL ADVISORY COMMITTEE

0 meetings

Mr Lyndon MacCann SC
(Chair)

Mr Anthony Aston SC
The Hon Mr Justice Declan Budd
Rt Rev Dr Paul Colton

Mrs Judith Peters
Mr William Prentice
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.



Canon Graham Richards

AUDIT COMMITTEE

3 meetings

Canon Graham Richards - 3
(Chair)

Mr Roy Benson
Mr Michael Johnston*

2
3

Ms Hilary Prentice

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.

* retired December 2019 (replacement to be elected)

REPORT ON THE YEAR 2019

The Representative Church Body (RCB) is the charitable trustee of the Church of Ireland for dioceses and parishes in the Republic of Ireland and Northern Ireland.

The RCB exists to inform, to support and to manage resources for the advancement of the mission and ministry of the Church of Ireland.

The services provided include:

- Investment management
- Property and trust administration
- Clergy payroll and pension administration
- Safeguarding and human resource advisory
- Legal, GDPR and charities advisory
- Library and archive management
- Synod, communications, education and committee support

The cost of providing these services are predominantly derived from income generated from the RCB General Funds.

A particular focus for 2019 was the further development of both child and adult safeguarding. A new Safeguarding Officer for the Republic of Ireland, Robert Dunne, was appointed in March. The two safeguarding officers provide a co-ordinated approach to safeguarding reporting jointly to the Safeguarding Board, with the Safeguarding Board comprising representatives from the House of Bishops, the RB Executive Committee, Honorary Secretaries of the General Synod and clergy. During 2019 training was provided to parish panels, diocesan support teams, and students of the theological institute. The Safeguarding Officers also supervise PSNI and Garda vetting for which we are continually seeking to improve the service provided to the Church of Ireland.

Following the introduction of the General Data Protection Regulation (GDPR) on 25 May 2018 the RCB provided training and advice to parishes and dioceses in relation to these regulations and their implication. During 2019 the RCB Data Protection Policy was approved. This governance framework defines Data Controllers and Data Processors for the Church of Ireland. Further information is available on the parish resources website at <<https://www.ireland.anglican.org/parish-resources/>>

Financial performance

During 2019 the total funds of the RCB increased by 13% to €203.0m (2018: €179.3m), this increase is attributed to positive market performance and is after expenses and allocations.

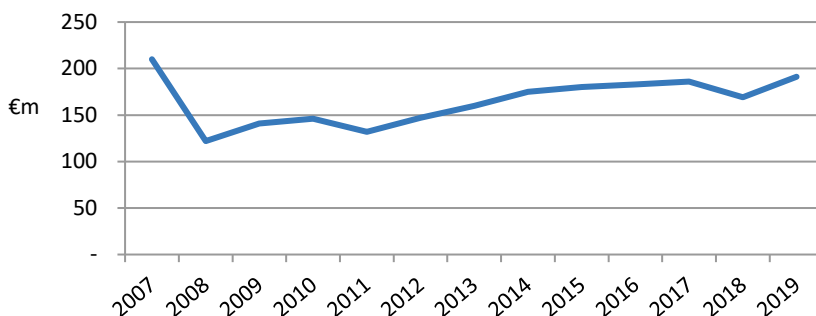
General Funds invested assets peaked at €238m at the end of 2006 just before the recession low of €122m at the end of 2008. Between 2010 and 2014 €25m of General Funds was transferred to the clergy defined benefit pension scheme. Yet despite this exceptional withdrawal General Funds have steadily recovered, despite a decline during 2018, to reach the current high of €190.7m. The expectation is that any short-term growth will be modest

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as the portfolio is conservatively positioned including a 9% cash holding (2019: 6%) so as to provide a hedge against any market correction and to allow for re-investment at more attractive valuation levels.

During 2019, a review was undertaken with regard to the performance of the externally managed funds. Following consideration of four short-listed fund managers the RCB took the decision to transfer the externally managed equity portfolio from Lazard Asset Management to a segregated global equity fund with Sarasin & Partners. The decision to select a segregated fund was driven partly by the requirement to be able to ensure compliance with current and future ESG requirements.

General Funds invested assets



Budgeted withdrawal

The RCB uses Total Return as our budget mechanism in order to determine the long term sustainable maximum withdrawal from General Funds. In 2017 the RCB set the following Total Return withdrawal formula to be applicable for the following five years until the end of 2021.

Total Return max withdrawal = 3.5% of previous 5 year average opening funds

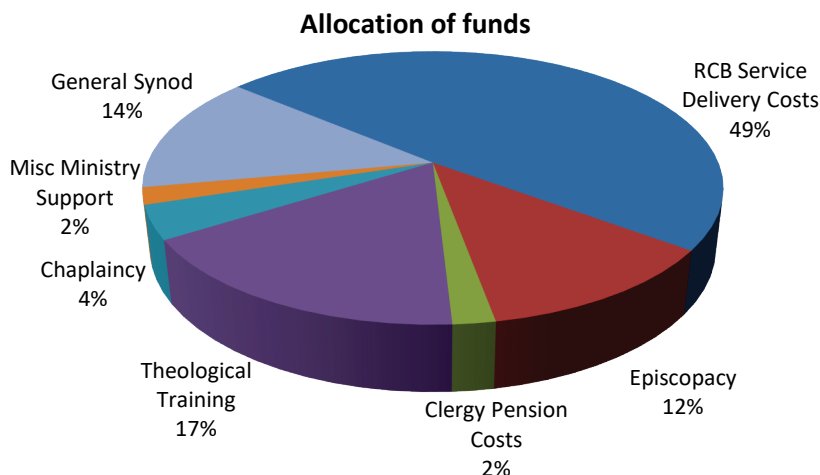
During 2019 the RCB managed to achieve a Total Return surplus. Although this is a commendable achievement, we would note caution as the portfolio has not recovered to pre-2008 levels, global markets are at elevated levels, and market return expectations are reducing due to the current and prevailing low interest rate environment and high valuation multiples.

Allocations

The RCB General Funds are the unrestricted funds for which the RCB is the trustee. The Total Return withdrawal is used to cover the cost of providing services to both parishes and dioceses and also to finance other activities funded by the Representative Church Body.

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During 2019 expenditure from RCB General Funds and other central funds was as shown below:



| | 2019 | 2018 |
|--|--------------|--------------|
| RCB service delivery including staff costs | €3.6m | €3.4m |
| Episcopacy including maintenance of See Houses | €0.9m | €0.9m |
| Theological Institute including grants and housing | €1.2m | €1.2m |
| Chaplaincy including Belfast and Dublin | €0.3m | €0.3m |
| Clergy pension costs | €0.1m | €0.1m |
| Miscellaneous ministry support | €0.1m | €0.1m |
| General Synod including CIYD, education and press office | €1.0m | €1.0m |
| Total expenditure | €7.2m | €7.0m |

The expenditure of the RCB above remains broadly in line with previous years.

Church Fabric and Development Fund

In 2016 the Church Fabric and Development Fund was broadened to allow the application of some of the central Church Fabric and Development Fund towards initiatives that would facilitate the strategic growth of the Church of Ireland. The guidelines for application to the central fund were that initiatives should:

- Develop the strategic advancement of Church and mission
- Be applicable to more than one diocese
- Raise the public profile of the Church of Ireland
- Be sustainable in the medium term

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During 2017 the Church Fabric and Development Fund sub-group approved:

- Funding for review for Dioceses of Meath and Kildare €7,500

During 2018 the Church Fabric and Development Fund sub-group approved:

- Three year funding to support Ordained Local Ministry €36,000
- Five year funding to support Pioneer Ministry €35,000
- Funding for an external review of the Church of Ireland €10,000
- Housing study – Dublin and Glendalough Dioceses € 5,000

During 2019 the Church Fabric and Development Fund sub-group approved:

- Commission on Ministry – Clergy vocations €10,000
- CIYD youth development bursaries €10,000
- Ploughing Championship grant € 5,000
- Commission on Ministry – Lay vocations € 7,000
- Armagh Deanery redevelopment £20,000

The funding above is total funding which may be spread across the term of each initiative.

RB General Unit Trusts

Parishes, Dioceses and other Church of Ireland charitable organisations may invest in the RB General Unit Trusts. There are two separate unit trusts one for Euro investments the RB General Unit Trust (RI) and one for Sterling investments the RB General unit Trust (NI).

At the end of 2019, the RB General Unit Trust (RI) was valued at €244m (2018: €210m) and the RB General Unit Trust (NI) was valued at £60m (2018: £55m).

During 2019 the decision was made to change the year end for the unit trusts from the end of June to the end of December. This decision will simplify reporting as well as the audit process as their year ends will coincide with that of the financial statements for the RCB.

The yield and dividends paid during the year were:

| | <u>Dividend yield</u> | <u>June dividend</u> | <u>December dividend</u> |
|----------------------------|-----------------------|----------------------|--------------------------|
| RB General Unit Trust (RI) | 2.74% | 7.3c | 4.2c |
| RB General Unit Trust (NI) | 2.76% | 6.3p | 4.5p |

The objective of the Unit Trusts is to provide a stable, sustainable and competitive distribution rate. During 2019 the RB Executive Committee took the decision not to increase the dividend per unit for either fund. During 2019 net additional units valued at €1.5m and £0.5m were issued by the RB General Unit Trust (RI) and the RB General Unit Trust (NI) respectively.

Clergy Pensions

There are three clergy pension schemes in operation.

The Church of Ireland Clergy Pensions Fund was closed to future accruals in May 2013. This defined benefit pension scheme is administered by the RCB. The most recent triennial valuation of the Church of Ireland Clergy Pensions Fund was completed as at 30 September 2018. The conclusion of the scheme actuary was the scheme was on track to achieve its funding standard objective by 2023.

At the 2019 year end the value of the fund was €190m (2018: €167m). During the year the proportion of de-risked assets, as defined by the Pensions Authority, were increased from 15% to 29% so as to take advantage of recent market growth and to protect the Fund from future market vulnerability. During 2019, the RCB introduced processes to report in accordance with Central Bank statistical reporting.

In addition to any pension benefits accrued under the Clergy Pensions Fund, current serving clergy who are members of either the Clergy Defined Contribution Pension Scheme NI or the Clergy Defined Contribution Pension Scheme ROI, accrue pension benefits on a defined contribution basis. With a defined contribution scheme the final pension will be determined by a number of factors including investment choice and any additional benefit derived from additional voluntary contributions.

Property and trusts

The RCB acts as trustee for the property of the Church of Ireland. There are over 2,000 properties vested in the RCB for which the RCB safeguards the title documentation, reducing trustee liability and removing the need to have local trustees.

In May 2019, Trevor Stacey, the Head of Property and Trusts, retired from the RCB. The Property and Trusts department has been managed on an interim basis by the Property and Trusts Manager, Fern Jolley.

During 2019, a project was initiated to review the property and trust processes. The objective of this initiative is to improve the efficiency, accessibility and effectiveness of the Property and Trusts Department. The property and trusts processes have been mapped and the review is continuing to determine the optimum processes.

In February 2020, Pauline High joined the RCB as Property Manager and will be jointly responsible, with the Property and Trusts Manager, for the Property and Trusts Department.

The first phase of the project to digitise the over 23,000 trusts held by the RCB on behalf of parishes, dioceses and other Church of Ireland bodies was completed. All the trust files have been digitised and are accessible on the RCB network greatly improving staff access. During 2020, the trust master file which provides summary trust details will be reviewed and additional information added to further improve the usability of the trust information.

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During the year the RCB received the following trusts to be administered in accordance with the trust objects:

- Rev AE Crotty Will Trust for retired clergy medical needs. (£138k)
- The Boake memorial Fund for clergy widows. (€498k)

The RCB is the trustee of the Church of Ireland College of Education Fund Trust. The income from the trust supports the work of the Church of Ireland Centre at DCU and the trust lands at 96 Upper Rathmines Road are currently licenced to Alexandra College Dublin.

Library and archives

The RCB Library houses parish records, church plate and other material of historical interest to the Church of Ireland. The Library also supports the Theological Institute by providing study resources and a place of study for both theological students and the public at large.

The Library sourced core reading materials for ministerial training, and processed a wide variety of parish, diocesan, central Church records and manuscript material. In collaboration with national cultural institutions including the Irish Architectural Archive and the wider Church of Ireland, it extended its reach to external audiences through online presentations, lectures and the staging of a major public exhibition entitled *A Visual Window to an Ecclesiastical World* featuring its collection of architectural drawings.

Detailed grant application submissions for State funding were rewarded with an initial €100,000 received from the Department of the Culture, Heritage and the Gaeltacht to commence the process of digitizing parish registers of baptisms, marriages and burials. Additionally, the Library received a grant from the Department of Foreign Affairs of €28,355 to enable completion of the digitisation of the *Church of Ireland Gazette* as a contribution to reconciliation. The RCB is grateful to the Irish government for both these grants.

Climate change

The RCB has continued its commitment to address the problem of climate change. Initiatives undertaken include:

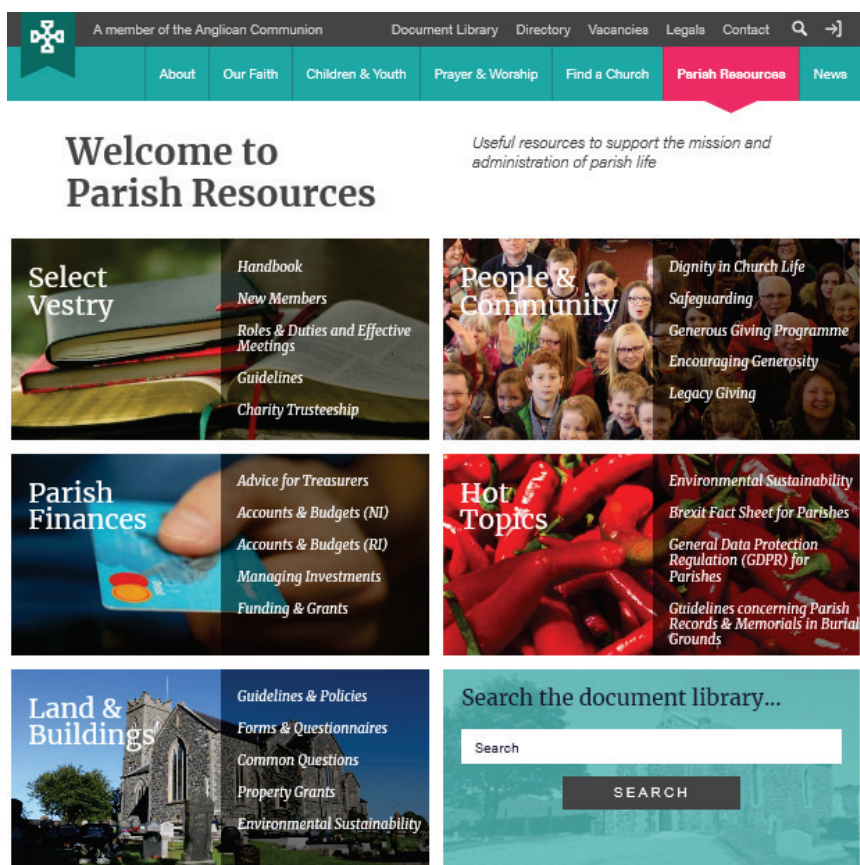
- **Impact investment**, where we invest in environmentally supportive companies
- **Improving urban pollination**, through locating bees on RCB premises
- **Encouraging energy efficiency**, when approving building works
- **Reducing travel**, through encouraging use of public transport and remote meetings
- **Reducing waste**, by adopting reusable coffee cups, using recycled products
- **Building awareness**, through our support of Eco-Congregation

The RCB is committed to divesting from companies involved in fossil fuel extraction by 2022 as per the motion passed by General Synod in 2018.

Parish Resources and communications

During 2019 the RCB continued to update and develop the Parish Resources section of the Church of Ireland website <www.ireland.anglican.org/parish-resources>. New topics are added to the Hot Topics section, during 2018 extensive additional information of particular use to parishes was added covering:

- Brexit preparation information for parishes
- General Data Protection Regulation guidelines for parishes
- Latest RCB environmental initiatives



If you have suggestions as to additional content that would be useful for your parish please provide feedback through the Contact Us tab at the bottom of the Parish Resources webpage.

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

Organisational and staff development

During 2019 the RCB commenced an initiative to rebuild trust within the RCB and between the RB Executive Committee and the RCB following the wind-up of the RCB staff defined benefit pension scheme. This initiative is ongoing and will continue into 2020.

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 Trevor Stacey who retired as Head of Property and Trusts after 46 years of service with the RCB, and also Vicki Hastie who resigned from the RCB to take up the position of Assistant Diocesan Secretary for the Dioceses of Dublin and Glendalough.

FINANCIAL AND OPERATIONAL REVIEW 2019

The accounts of the Representative Church Body commence on page 55.

• Commentary

- A) The Statement of Financial Activities (SoFA) of the Representative Church Body is shown on page 66. While the RCB has moved to a Total Return model for managing General Funds and for budgeting the annual withdrawal from General Funds, the SoFA is presented in the traditional format in line with generally accepted accounting standards and recognises actual income.

The SoFA shows the income and expenditure, investment and currency gains or 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 is the cost of operations for 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, central Church allocations, investment and currency gains and losses and the opening and closing value of funds.

The Parish, 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 or losses and opening and closing value of the funds.

RCB activities and General Funds

General Funds total funds increased in value by €23.70m to €202.98m. This is due to unrealised gains on investment revaluation, gains on the sale of investments and currency gains on favourable currency exchange.

Incoming resources

The RCB operates a Total Return model which recognises income and capital appreciation. The Total Return model facilitates a more diversified longer-term investment focus and moves away from a pure income focus.

Total incoming resources under the traditional income model of €5.16m shows a decrease on the prior year of €0.38m (2018: €5.53m). Investment income of €4.52m sees a decrease on the prior year of €0.48m (2018: €4.99m), mainly due to a more conservative investment strategy with the exiting of certain property positions, the sale of certain high yielding bonds and more cash held within the Fund.

Grants and other income of €0.23m include €0.14m from Allchurches Trust to support specific projects for which the RCB is most grateful and €0.08m of investment income generated from the proceeds of the sale of St Mary's Home to support ministerial training. The RCB also received €0.03m under the VAT compensation scheme in 2019 relating to VAT paid in 2018 on goods and services.

Grants from the Department of Culture, Heritage and the Gaeltacht for €0.10m to support the digitisation of Church of Ireland Parish Registers and from the Department of Foreign Affairs Reconciliation Fund for €0.03m to support the digitisation of the Church of Ireland Gazette were received by the RCB library during 2019. The RCB is most grateful to the Irish Government for this valuable support.

Resources expended

Expenditure for 2019 shown in the SoFA is analysed in greater detail on page 77 (Note 5).

The cost of generating funds includes payroll costs of investment management, legal and accounting services (which includes services available to the wider Church), 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 overheads to support General Synod, central committee expenses and episcopal electoral expenses.

Other operating costs are those relating to professional fees (which include professional services to support the clergy defined contribution pension schemes) and payroll payments to retired staff.

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Total cost of operations of €3.56m show an increase of €0.21m on the prior year (2018: €3.35m). Payroll and related costs less recharges see a marginal increase on the prior year mainly due to a lower recharge for legal services to the wider Church which was partly offset by a reduction in payroll costs as a result of staff vacancies. Other operating costs of €0.50m see an increase on the prior year of €0.16m (2018: €0.34m) due to the provision of professional services including investment management, pension, legal, taxation and accounting advice. A portion of other operating costs is represented by pension advice, administration and trustee fees to support the clergy defined contribution pension schemes.

The total resources expended which are chargeable against General Funds of €2.96m show an increase year on year of €0.22m (8.1%).

Allocations expended

Allocations expended in the year of €3.55m (2018: €3.61m) show a decrease on the prior year by €0.06m mainly due a reduction in the allocation required to support training for the ministry. Total underspent allocations for the year amounted to €0.12m (2018: €0.09m).

Special pension charges

Included under special pension costs are final professional actuarial advices of €0.04m (2018: €0.29m) relating to the wind-up of the Staff Defined Benefit Pension plan in 2018.

General Funds gains and losses

General Funds results for the year shown in the SoFA sees the total fund value of General Funds increase by €23.70m (13.2%) to €202.98m (2018: €179.28m). This increase is accounted for by unrealised gains on revaluation of invested assets of €20.35m, a realised gain on the sale of investments of €3.40m and a currency gain on favourable exchange rates of €1.25m. These gains have been partly off-set by the excess of expenditure over incoming resources of €1.40m.

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 are distributed to parishes, dioceses and other trusts. Total funds increased by €43.88m (13.1%) to €378.30m (2018: €334.42m). This increase is accounted for by unrealised gains of €37.28m on investment revaluations, realised gains on the sale of invested assets of €0.30m and currency gains of €4.06m. Net receipts and withdrawals amounted to €2.25m (2018: €6.26m) of both capital and reserve movements.

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B) Balance Sheets

The net assets shown in the Balance Sheets (page 68) 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 €23.70m to €202.98m as detailed above in General Funds. Invested fund assets increased from €167.74m to €190.67m (an increase of 13.6%) due to a recovery during 2019 in world equity markets from the broad based fall in quarter four 2018. Fixed Assets, loans, cash and bank balances, debtors and creditors make up €12.31m of net other assets.
- Parish, Diocesan and Other Trust Funds investments and deposits income shown in the SoFA belongs to parishes, dioceses and to other Church of Ireland trusts. Total fund values increased by €43.88m to €378.30m as detailed above in Parish, Diocesan and Other Trust Funds. Invested fund assets increased from €271.32m to €314.91m (an increase of 16.1%), due to a recovery during 2019 in world equity markets from the broad based fall in quarter four 2018. Fixed Assets and cash balances make up €63.40m of other assets.

- **Allocations (page 66)**

Allocations budgeted for 2020 are provided for in 2019 as a reserve and will be drawn down in 2020. The amount provided is €3.64m and is gross of subventions. A detailed table of the 2020 budget is available on page 27. Allocations have been supported by a subvention from the Stipends Fund of €0.14m (2018: €0.12m). The Allocations Committee is most grateful to the Stipends Committee for this valuable support.

- **Simplified income and expenditure**

A simplified table is included below to aid understanding of RCB income and expenditure for 2019 with comparatives for 2018. This is based on the traditional income and expenditure model. Analysis under the Total Return model is included in the table on page 25.

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Simplified RCB and General Funds (GF) income and expenditure

| | 2019 | | 2018 | |
|--|----------------|----------------|----------------|-----------------|
| | RCB | GF | RCB | GF |
| | €'000 | €'000 | €'000 | €'000 |
| Investment Income | | 4,516 | | 4,999 |
| Other Income | | 639 | | 533 |
| Total Income | | 5,155 | | 5,532 |
| Expenditure | | | | |
| Payroll (less recharges) and related costs | (1,841) | | (1,897) | |
| Central Office costs | (429) | | (390) | |
| Depreciation | (277) | | (246) | |
| RCB Library Costs | (236) | | (216) | |
| External Investment Managers costs | (81) | | (81) | |
| Professional Fees (general) | (314) | | (107) | |
| Professional Fees (Clergy DC Pension Funds) | (110) | | (145) | |
| Payroll to retired staff | (75) | | (90) | |
| Central Committee Expenses | (118) | | (99) | |
| Audit Fees | (75) | | (74) | |
| Total expenses | (3,556) | | (3,345) | |
| Expenses to be charged to Parish, Diocesan and Other Trust Funds | 592 | | 602 | |
| Total expenses to be charged to GF | 2,964 | (2,964) | 2,743 | (2,743) |
| Allocations expended | | (3,555) | | (3,613) |
| Pension wind-up professional fees | | (36) | | (287) |
| Total expenditure and allocations | | (6,555) | | (6,643) |
| Decrease in resources | | (1,400) | | (1,111) |
| Other recognised gains and losses | | | | |
| Investment gain /(losses) | | 23,745 | | (13,089) |
| Other reserve movements | | 1,356 | | (440) |
| Net gain/(loss) in funds | | 23,701 | | (14,640) |
| Total funds brought forward | | 179,283 | | 193,923 |
| Total funds carried forward | | 202,984 | | 179,283 |

Note: This table will reconcile to the SoFA (page 66) under the General Funds column.

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• Total Return

The RCB adopted a Total Return based approach to managing withdrawals from General Funds in 2012. After a review of Total Return in 2016 and 2017, the RCB set a sustainable target return from invested assets in 2017 of 3.5% (2016: 4.0%). For 2019 the long-term sustainable target return was 3.5%, with the target withdrawal or spend set at 3.5% (based on the five-year average fund value) to meet cost of operations and allocations in 2019 of €6.03m (2018: €5.77m). The actual withdrawal required to support cost of operations and allocations net of other income was below the target withdrawal of 3.5% at 3.43% (2018: 5.57%). On a total return basis 2019 recorded a small surplus of €0.12m.

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 model for year ended 31 December 2019 with prior year comparison.

| Total Return | 2019 €m | 2018 €m |
|---|--------------------|--------------------|
| Permitted withdrawal from invested assets under Total Return | €6.03m | €5.77m |
| Other operating income | <u>€0.64m</u> | <u>€0.53m</u> |
| Total incoming resources | €6.68m | €6.30m |
| Cost of operations and allocations | <u>(€6.52m)</u> | <u>(€6.36m)</u> |
| Surplus/(Excess withdrawal) from invested assets before pension payments | €0.16m | (€0.06m) |
| Pension wind-up professional fees (exceptional) | (€0.04m) | (€0.29m) |
| Pension related costs (exceptional) | - | (€2.30m) |
| Provision for DC Pension payment to staff who are former members of DB Pension Plan (exceptional) | - | <u>(€0.76m)</u> |
| Surplus/(Excess withdrawal) from invested assets after pension costs | €0.12m | (€3.41m) |

Note: It is not intended that this table will reconcile back to the SoFA on page 66.

• Currency translation rates

Year end sterling balances have been translated into euro a rate of €1 = £0.8459 or £1 = €1.182 (2018: €1 = £0.8989 or £1 = €1.112).

ALLOCATIONS BUDGET PROVIDED FOR 2020

Allocations provide financial support for Church-wide activities. The detailed allocations analysis for 2020 with 2019 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 safeguarding levy and any other sources of funding which offset the costs of financing ministry and other central commitments.

The summary position of 2020 allocations budget is set out below and is net of subventions. Sterling balances have been exchanged at 0.8459 for 2020 budget and 2019 comparisons.

| | 2020 | | 2019 | |
|--|-----------------|------|-----------------|------|
| | € | % | € | % |
| A. Maintenance of the stipendiary ministry | | | | |
| • Episcopal costs | 859,975 | 23.6 | 907,421 | 24.7 |
| • Chaplaincy costs | 289,936 | 8.0 | 286,446 | 7.8 |
| • Miscellaneous | 98,661 | 2.7 | 136,975 | 3.8 |
| B. Pension related costs | 109,700 | 3.0 | 115,020 | 3.1 |
| C. Training of ordinands | 1,211,365 | 33.3 | 1,195,384 | 32.5 |
| D. General Synod activities | 1,050,936 | 28.9 | 1,016,209 | 27.6 |
| E. Miscellaneous | 16,047 | 0.5 | 16,047 | 0.5 |
| | <hr/> 3,636,619 | | <hr/> 3,673,500 | |

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2020 ALLOCATIONS BUDGET

| | 2020 € | 2019 € | 2020 £ | 2019 £ |
|---|-----------|-----------|-----------|-----------|
| A. Maintenance of the stipendiary ministry | | | | |
| Episcopal Stipends and Expenses | 1,107,825 | 1,153,792 | 675,161 | 662,976 |
| less Episcopal Levy | (477,160) | (472,430) | (481,188) | (471,753) |
| | 630,665 | 681,362 | 193,973 | 191,223 |
| Deans of Residences/University Chaplains | 98,668 | 97,973 | 141,109 | 139,056 |
| Queen's University, Belfast, Bursar | - | - | 16,147 | 15,836 |
| 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 | 35,000 | 44,000 | 33,000 | 28,000 |
| - Central Church Fund | - | - | - | 30,000 |
| - Discretionary Grants | 4,000 | 4,000 | 3,000 | 3,000 |
| Stipends Related Costs | 16,102 | 15,862 | - | - |
| St Patrick's Cathedral, Dublin | 1,000 | 1,000 | - | - |
| | 788,435 | 847,197 | 389,229 | 409,115 |
| B. Pension related costs | | | | |
| Clergy Pensions Fund | 50,000 | 50,000 | 44,500 | 45,000 |
| Supplemental Fund Benefits | | | | |
| - Retired Clergy, Surviving Spouses | - | - | - | - |
| Discretionary Grants | | | | |
| - Retired Clergy | - | - | 6,000 | 10,000 |
| - Surviving Spouses | - | - | - | - |
| | 50,000 | 50,000 | 50,500 | 55,000 |
| C. Training of ordinands | | | | |
| Training of Ordinands | 396,091 | 382,844 | - | - |
| Theological Institute | 790,000 | 790,000 | - | - |
| Stipends Fund | (100,000) | (100,000) | (15,000) | (30,000) |
| Bishops' Selection Conference | 25,274 | 22,540 | - | - |
| | 1,111,365 | 1,095,384 | (15,000) | (30,000) |
| D. General Synod activities | | | | |
| General Synod/Standing Committee | 465,753 | 377,827 | 210,679 | 257,221 |
| Board of Education | 27,480 | 28,927 | 94,477 | 91,712 |
| Church of Ireland Youth Department | - | - | 145,000 | 145,000 |
| Safeguarding Officers | 11,000 | 11,000 | 12,300 | 12,300 |
| | 504,233 | 417,754 | 462,456 | 506,233 |
| E. Miscellaneous | | | | |
| RCB Library | 12,000 | 12,000 | 3,000 | 3,000 |
| Regular Sunday Services in Irish | 500 | 500 | - | - |
| | 12,500 | 12,500 | 3,000 | 3,000 |
| | 2,466,533 | 2,422,835 | 890,185 | 943,348 |

- **Commentary**

A. Maintenance of the stipendiary ministry – €1,248,571

The total cost of Group A is budgeted at €1,248,571 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 at €859,975. 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 2020 at €1.91m (2019: €1.94m). The episcopal costs net of episcopal levy contributions are budgeted at €0.86m or 69% of Group A costs (2019: €0.91m or 68%). The episcopal levy for 2020 is set at 6.4% of MAS, this remains unchanged from 2018. The episcopal levy for 2020 is budgeted to contribute €1.05m or 54.9% (2019: €1.03m or 53.2%) of the total episcopal costs. The cost per cure for 2020 is £1,932 and €2,446 (2019: £1,894 and €2,422). A more detailed breakdown of episcopal costs is shown on page 35.

Other amounts included in Group A support university deans of residence and children's and discretionary allowances paid to clergy. Funding is provided to support a Belfast city-wide university chaplaincy project which will run up to 31 August 2023. Total allocation to support chaplaincy is budgeted at €0.29m for 2020 (2019: €0.29m).

B. Pension related costs – €109,700

The total cost of Group B is budgeted at €109,700 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 2020 is budgeted at €50k and £45k. 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 – €1,093,632

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 2020 which is net of subvention from the Stipend Fund, shows an increase of €0.03m to €1.09m on the 2019 cost of €1.06m. The increase in costs is due to a marginal reduction in subventions on 2018.

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The training of ordinands budget includes the cost of student grants, student accommodation, fees paid to Trinity College Dublin and external lecturer fees. Married students in 2019/20 receive a personal grant of €7,970 and single student's grant is €6,360. Accommodation grants and travel allowances are provided to students in their final intern year. The total budgeted costs for 2019/20 of training of ordinands are €396,091 (2018/19: €382,844). For the academic year 2019/20 total student numbers are 20 ordinands in full-time training and 8 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 2020/21 is €790,000 (2019/20: €790,000).

Extracts from the accounts of the Church of Ireland Theological Institute for the year ended 30 June 2019 are included as Appendix A (page 85).

D. General Synod activities – €1,050,936

The General Synod budget of €1,050,936 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 Safeguarding Officers.

Total costs show an increase on prior year of €35k. This increase is mainly due to an increase in specific committee costs.

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 – €16,047

The total cost of Group E is €16,047, and represents an allocation of €15,547 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 2020 outlook**

Globally, economic growth marginally decreased in 2019 according to Organisation for Economic Co-operation and Development (OECD) estimates (3.3% in 2019 versus 3.6% in 2018) with lower growth returns across the three major geographical blocs. Growth decreased in the US 2.6% versus 2.9% a year earlier Europe (1.0% v 1.8%) and China (6.2% v 6.6%) in 2019 from 2018. In 2020 world growth is forecast to increase to 3.4%, however of the three only Europe is also expected to increase (1.2%), with decreases to 2.2% and 6% forecast for the US and China.

In the US a mid-year U-turn by the Federal Reserve in regard to interest rate policy and quantitative easing together with continued political support were all helpful in addressing increased fears of an economic slowdown. Despite strong jobs data and historically low levels of unemployment (below 4% in the US) there continues to be an unusual lack of wage inflation. This in turn has led to little or no inflation in official numbers, thus allowing a continuation of very low interests rates and ‘cheap money’ to support equity markets.

In Europe, monetary policy has remained very accommodative and expectations that Quantitative Easing (QE) would be phased out have not materialised. As in previous years a pattern of economic growth failing to meet expectations emerged as the year progressed and while the European economy underperformed once again, renewed monetary stimulus is the backdrop for higher growth forecasts in the year ahead.

- **Main investment asset classes**

Equities

Following a tough end to 2018, equity markets rebounded strongly in 2019 with returns of 34% in the S&P and 28% in the European (Stoxx 600).

US equity performance was driven by monetary stimulus support both by way of interest rate cuts and the impact of asset purchase programmes, whilst political support was evidenced by both presidential rhetoric and an increasing budget deficit (now expected to exceed \$1 trillion (5% of GDP) in 2020).

Once again a narrow group of market leaders (the principal names in this group are the so-called FAANG’s – Facebook, Apple, Amazon, Netflix and Google – significantly outperformed and contributed (22% of 34% market performance). Furthermore, it is observed that the markets performance is almost all due to an increase in the valuation multiple of the market (e.g. Price/Earnings multiple at close to 19 times versus mid-teens a year previously), as earnings growth was more or less negligible for the year.

European equities reached multi-year highs as the year ended fuelled by monetary support and an easing in trade tensions, however while not as expensive as the US on valuation metrics (P/E 15 times versus 12 a year ago), European equities are not cheap either.

UK equities also performed strongly although index returns were lower than in the US and Europe. A decisive general election result and Brexit progress were catalyst for a quarter four rally, however the markets resolve to hold onto these gains is likely to be tested by progress in trade treaty negotiations (or lack of) in 2020.

One year ago, the cheaper valuation metrics following the quarter four sell-off offered some support for equities markets as the year began. Subsequently the strength of the rally was greater than anticipated mainly due to Central Bank support. As we enter 2020 the outlook for US equities appears modest in view of the valuation multiple and ongoing geopolitical risk factors. In Europe forecasts face similar risks and will be further challenged in the event of growing EU strife, and any unfavourable developments in Brexit related trade negotiations.

US markets remain ‘more expensive’ than European markets and while this does not necessarily make this market more likely to underperform in 2019, it is likely to continue to be a prohibitive factor for RCB funds to significantly increase allocation to this market in the near-term.

Interest rates and bonds

A renewal of Central Bank support for economies and markets was the key event of the year in terms of both equity and bond market performance. We continue to believe interest rates will remain low for the foreseeable future. This is based on our assessment of the global economy for which we would argue the risk for slower growth is high, but the risk of recession a lot lower. 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 the office has been compelled (as in prior years) 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 Bond Substitutes, has been developed.

Property

Property has acted as a useful diversifier versus conventional bonds and equities. Its advantages are relatively high yield and inflation protection as a tangible real asset. Its drawbacks are illiquidity and cyclicity. We have partially countered the liquidity problem through owning globally diversified quoted REITs (Real Estate Investment Trusts) in addition to IPUT and PITCH, while addressing cyclicity through specialist sectors such as student accommodation and social housing funds. Exposure to Property was reduced in 2019 as we are further along the economic cycle and yields fell further from a year ago. Despite these disposals, it is recognised that the fundamental economic backdrop remains generally supportive in terms of demand/supply and low interest rates.

Currencies/precious metals

The policy of hedging non-base currency exposures at extremes of valuation (based on observed long-term trading range and purchasing power parity) remains the core strategic approach to managing currency risk. In terms of valuation extremes, the Investment Department see Euro/USD in a 1.075 to 1.175 range in 2020, with a move below 1.05 or close to 1.20 or above as extreme. In terms of valuation extremes, the Investment Department see Euro/STG in a 0.8 to 0.9 range in 2020, with a move close to 0.8 or below or close to 0.95 as extreme. Clearly sterling has potential to trade at the extremes or ‘through’ depending on the outcome (if any) of the UK trade deal negotiations.

The uncertain nature of all the world’s major currencies highlights the attraction of gold/precious metals as a safe haven. The cost of holding this real asset is minimal due to the near zero interest rate policy. As well as a hedge against inflation, it also gives protection against political/economic change.

- **Fund valuations and performances**

Valuations of the various portfolios as at 31 December 2019 along with three- and five-year fund performance figures are included as Appendix B (page 87).

- **General Funds performance 2019**

Total return for the year was 17% versus the benchmark return of 21%. The Fund adopted a more defensive stance as the year ended with approximately 13% of the fund in Gold and Cash at the year end 2019.

- **Unit Trusts**

The RB General Unit Trust (RI) delivered a total return for the year end 31st December 2019 of 18.6% versus the benchmark return of 21.3%.

The RB General Unit Trust (NI) delivered a total return for the year ended 31st December 2019 of 12.4% versus the benchmark return of 15.3%.

Once again, this outturn was achieved in the context of the agreed investment strategy to adopt a lower risk profile in equities relative to the benchmark.

The distribution rate for the RB General Unit Trust (RI) was 11.5c for the calendar year to 31 December, representing a yield of 2.74%. The distribution for the RB General Unit Trust (NI) was 10.8p for the calendar year for an equivalent yield of 2.76%. It was agreed to maintain the distributions in 2019 for both trusts at the same level as 2018.

The financial statements for the RB General Unit Trusts (RI) and (NI) and extracts from the investment manager’s reports for the period ended 31 December are set out in Appendix C (page 88).

- **Clergy Pensions Fund**

The Clergy Pensions Fund achieved a return of 17% for the year versus the benchmark return of 16%. The passive element of the Fund managed by ILIM represented 41% of total assets at the end of 2019 compared to 43% at the end of 2018. ILIM investments were split 59% equities, 41% bonds.

The overall fund was split 71% Growth assets (including equities and real assets) 29% ‘De-risked assets’ (including cash and bonds) versus 85% Growth assets 15% ‘De-risked assets’ from a year previously.

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

In 2019 the Investment Committee conducted its usual annual assessment of individual stock holdings within the various portfolios and reported to the Representative Body in December that its holdings are consistent with the RCB’s ESG and Climate Change policies. The Committee also undertook a specific review of its Fossil fuel exposure and climate related risk within its investment portfolios.

The RCB has already taken several steps to address climate related risk in its portfolios and to mitigate the climate change impact of its investments including collaborative engagement, investments in renewable energy, and the implementation of negative screening for companies involved in thermal coal extraction and/or oil sands production.

The RCB is committed to divesting from companies involved in fossil fuel extraction by 2022 in line with the motion passed by General Synod in 2018 and the Investment Committee, with input from the Portfolio and ESG manager, have been reviewing best available screening options and methodology. The ESG and Climate Change Policy statements have been updated to reflect this commitment and there has been significant progress made in this area.

Environmental, Social and Governance issues remain at the forefront of the Committee’s mind and was an important factor when selecting a new investment manager for part of the General Funds. Following several meetings, Sarasin was selected by the Investment Committee to replace Lazard. Detailed discussions regarding ESG took place with Sarasin prior to their on-boarding and they are managing the GF Global equity mandate consistent with the RCB’s current ESG policy.

The RCB’s ESG Policy statement is included as Appendix D (page 99) and its Policy on Climate Change is included as Appendix E (page 101).

CLERGY REMUNERATION AND BENEFITS

• Minimum Approved Stipends (MAS) 2020

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 – The average inflation for the 12 month period to 30 June 2019 was +0.90% (+0.27% to June 2018) with year on year inflation for the same period at +1.1% (0.4% at 30 June 2018). Statistical indices on a month to month basis since the start of 2019 show a very much roller-coaster movement ranging from +0.6% to 1.7%. As in 2018 driving factors in this trend are fuel and housing costs. The Lansdowne Road agreement which relates to public servants was extended under a Public Service Stability Agreement to run from 1 January 2018 to 31 December 2020. The agreement was designed to ease the pension levy and give a partial reversal of the 2010 public service pay cuts. The agreement provides a minimum increase of 3.8% over the two year period to salaries of people working in the public service. There was a 1% increase applied to the Republic of Ireland MAS for 2019.

The Stipends Committee in reviewing the Republic of Ireland MAS recommendation for 2020 agreed to recommend a 1% increase in MAS for 2020.

Northern Ireland – Annual inflation in August 2018 peaked at +2.7% with a gradual decline during the remainder of 2018. Since the start of 2019 annual inflation has remained somewhat static. Averaging the annual Consumer Price Index (CPI) for the 12 month period to 30 June 2019 produces a figure of +2.18% (+2.75% to June 2018) with year on year inflation for the same period at +2.0% (+2.4% to 30 June 2018). Whereas the main driver behind the inflationary trend for 2017/2018 period was transport costs these have now been contributing to a downward trend. Accommodation services and hobbies are now currently the main drivers. It was noted that the Church of England stipends were increased by 2% from 1 April 2019. MAS for Northern Ireland was increased by 2.5% in 2019. It was agreed to recommend a 2% increase in the Northern Ireland MAS for 2020.

The Standing Committee received and agreed with a recommendation from the Representative Body that a 1% increase be applied to the Minimum Approved Stipend for 2020 in the Republic of Ireland and a 2% increase be applied in Northern Ireland. Consequently, levels of Minimum Approved Stipend for 2020 are:

| | 2020 | 2019 |
|---------------------|---------|---------|
| Northern Ireland | £30,195 | £29,603 |
| Republic of Ireland | €38,234 | €37,855 |

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• Episcopal costs

The breakdown of total episcopal costs is summarised as follows:

| | Republic of Ireland | | Northern Ireland | |
|--|---------------------|------------------|------------------|----------------|
| | € | € | £ | £ |
| | 2020 | 2019 | 2020 | 2019 |
| (1) Stipends together with state insurance costs | 512,546 | 515,612 | 318,764 | 312,541 |
| (2) Pension costs | 110,783 | 111,010 | 64,149 | 60,819 |
| (3) Offices of the Sees expenses | 326,270 | 325,216 | 184,495 | 183,123 |
| (4) See Houses and other costs | 351,618 | 398,740 | 174,951 | 173,170 |
| Totals (gross) | 1,301,217 | 1,350,578 | 742,360 | 729,654 |
| (5) Less endowment income | (221,963) | (225,053) | (41,364) | (41,364) |
| Totals (net of income) | 1,079,254 | 1,125,525 | 700,996 | 688,289 |

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.

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• **Locomotory allowances 2020**

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. In either jurisdiction there has been no change in the revenue authority rates and therefore the locomotory rates for 2020 remain the same as those for 2019 as follows:

Republic of Ireland – Revenue Commissioners approved rates:

| Distance bands | Engine capacity up to 1200cc | Addtl rate | Engine capacity 1201- 1500cc | Addtl rate | Engine capacity 1501cc & over | Addtl rate |
|-------------------|------------------------------|------------|------------------------------|------------|-------------------------------|------------|
| 1 0-1,500km | 37.95c | 40c | 39.86c | 40c | 44.79c | 35c |
| 2 1,501-5,500km | 70.00c | 18c | 73.21c | 15c | 83.53c | 7c |
| 3 5,501-25,000km | 27.55c | 15c | 29.03c | 13c | 32.21c | 8c |
| 4 25,001km & over | 21.36c | 14c | 22.23c | 12c | 25.85c | 8c |

Northern Ireland – Clergy are now requested to submit, annually, a return of mileage carried out in the course of their ministerial duties. Should the locomotory allowance paid exceed the HMRC permitted allowance by the number of miles travelled (45p per mile for NIC purposes) there will be a calculation for NIC on the excess.

Northern Ireland – HMRC approved rates (liability to income tax on any allowance paid which exceeds business miles travelled by HMRC rates):

first 10,000 miles @ 45p per mile

after 10,000 miles @ 25p per mile

| Miles | Allowance per HMRC rates at miles figure in bold | Addtl rate | Addtl allowance | Total allowance |
|--|--|------------|-----------------|-----------------|
| up to 10,000 | £4,500 | 12.7p | £1,270 | £5,770 |
| 10,001 to 15,000 | £5,750 | 5.6p | £840 | £6,590 |
| 15,001 & above (allowance @ 17,000) | £6,250 | 3.9p | £663 | £6,913 |

• **Children's Allowances 2019/2020**

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 2019 | |
|-------------------------------------|---|------------------|
| | 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 |

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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/cmsfiles/pdf/AboutUs/EducationAssistance.pdf>

- **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 2019 there were 33 loans outstanding with a total value of €258,167.

- **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.scottishwidows.co.uk/save/churchofirelandclergy/>

Republic of Ireland members: <www.zurich.ie/connect/coi/home/>

The annual reports of the scheme trustees are included in Appendix F (page 103).

Since 1 January 2017 clergy who remain in the service of the Church of Ireland after reaching their normal retirement age may continue to make contributions to their pension scheme. If a member continues to make such contributions their parish must also make the appropriate contribution. Such contributions put the member on equal footing with the colleague who has not yet reached normal retirement age.

Members of both Schemes are encouraged to review their pension scheme to ensure that it is invested in the most appropriate funds to suit their requirements especially as they approach retirement age.

- **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 105). The RCB is the sole member of the Trustee Company.

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 2019 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> Tel +353-(0)1-4125630

PROPERTY AND TRUSTS

- **Summary**

2019 was a year of change for the Property and Trusts Department at Church of Ireland House.

The retirement of Trevor Stacey, former Head of Property and Trusts, at the end of May brought with it both challenges and opportunities to a department that had been guided by the same steady hand for a period in excess of 25 years. When Trevor retired he had been with the Representative Church Body for a little over 46 years, working his way up through the ranks and serving in every section except Synod, giving him a unique overview of the organisation and its operations. While Trevor's unique insight has been missed, it has challenged remaining staff to step up to the plate to live up to his legacy.

While the Property and Trusts Department adjusted to the changes, change was afoot in other areas of the Church affecting their work; by May 2020 there will have been five see house vacancies to manage within one calendar year, in conjunction with the various See House Management Committees and Dioceses; ensuring that the individual requirements of the dioceses and the incumbents are met to the highest standards possible while maintaining a watchful eye on areas such as cost, both church and statutory requirements, health and safety and future requirements, and endeavouring to ensure that any work carried out and materials used are as environmentally friendly and as energy efficient as possible.

Of course it is not only See Houses that require such care and attention. The Church of Ireland has a considerable number of historic and/or listed buildings and sites under its care, including churches, rectories, parish halls and graveyards together with the monuments and structures within their curtilage. Without the support of numerous agencies such as government, local authorities, and various grant funding bodies including Allchurches Trust, National Churches Trust and the various National Lottery funds, the care required to maintain these properties would be nearly impossible. To illustrate the support provided by these agencies, parishes in the Republic of Ireland received €540,000 from the Historic Structures Fund and €208,000 from the Built Heritage Investment Scheme administered by local authorities on behalf of the Department of Culture, Heritage and the Gaeltacht in 2019. St John's Parish, Newcastle in Dromore Diocese was successful in accessing funds of nearly £180,000 from the Heritage Lottery Fund for the repairs to the tower and spire of their church. Their journey started in 2017 and only finished with the completion of the project in the run up to Christmas 2019.



*Refurbished tower and spire of
St John's Newcastle at night*

Parishes up and down the island of Ireland are to be commended in their efforts to protect and maintain these valuable, historic and treasured resources.

- **Roles and responsibilities**

Property

The Property and Trusts Department team, when at full strength, is a small unit of 5 members, 2 of whom are part time. Their main function is to support the work of the RCB Property Committee, the dioceses and by extension parishes, by providing information and in-depth knowledge of the many facets of property related matters and endeavouring to protect parishes from potential pitfalls through this knowledge and guidance through the various approval processes. Going forward into 2020, it is intended that the service provided by the Property and Trusts Department will be enhanced through increased communication and education initiatives via the Parish Resources online platform and diocesan property workshops.

The guiding principles for the work of the department are primarily laid down in the Constitution of the Church of Ireland, and are to be found particularly in Chapters X, XII, XIII and sections of Chapters III and IX. This is carried out in conjunction with adherence to both statutory and charity legislation in the two jurisdictions and general duty of care under common law, and the department would like to acknowledge the support and work of their colleagues in the RCB Legal Department without whom much of the work would be so much more difficult.

The department undertook a body of work over the summer months to gain an in-depth understanding of their current and longstanding processes and procedures with a view to seeing if they needed amending or refining together with the interaction and impact on other departments, and also to see if the perception by those not directly involved of a cumbersome and bureaucratic process can be altered through the communication and understanding of the rationale of the processes. At the time of writing, work is continuing on this project and thanks must go to all staff involved for both their time and input.

Trusts

Another area of responsibility for the department is that of the management and administration of Trusts vested in the RCB, many of which are invested in the RB General Unit Trusts. A project to digitise over 23,000 individual trusts commenced in 2018, and 2019 saw the completion of the electronic scanning of these paper files that can now be viewed, searched and added to from a staff computer, negating the necessity of physically retrieving a paper file and leafing through its contents and thereby reducing the risk of potential loss of valuable information or damage to valuable trust records.

- **Items for noting**

Insurance

The issue of adequate insurance on parish properties remained and remains an area of considerable concern for the RCB. It is incumbent on all parishes through their select vestries to ensure that all their properties are covered by adequate insurance at all times, irrespective of whether the property is used regularly, occasionally or not at all by the parish. ‘Property’ includes churches (consecrated or deconsecrated), church/ graveyards, parish halls, glebe or parish land, rectories and parish houses, remote burial grounds; irrespective of whether they are vested in the RCB or local trustees. Failure to do so, in the event of an incident, could have implications of the funding of restoration/reinstatement of the property, or in the event of an injury could render the members of the select vestry personally liable for any claim.

In the case where a property is let to a third party, the parish must ensure that the party has adequate insurance including public liability at a minimum and if applicable, employer’s liability insurance to indemnify the parish against any possible claims. If a parish has any queries in respect of this topic, they should contact their insurance broker or the Property Department, particularly if it is related to a church property matter.

Maintenance and Health and Safety

The old adage of “a stitch in time saves nine” is a very good motto to live by when it comes to property maintenance. The RCB would encourage parishes to be proactive in their maintenance activities and establish an annual inspection maintenance programme so that problems can be identified and dealt with in a timely manner. This will also have an impact on health and safety matters, hopefully preventing a possible health and safety issue at a later date.

Local Property Tax (Republic of Ireland)

The Local Property Tax (LPT) which is applied to residential properties in the Republic of Ireland and came into effect in 2013, was due to be revalued as of 1 November 2019 was deferred by Ministerial Order in April 2019 until 1 November 2020. It is unlikely that this will be deferred again and parishes should make arrangements for any habitable residential property to be revalued prior to this date.

Church Fabric and Development Fund

The Church Fabric Fund has been held for the repair of certain church buildings since 1930 and is governed by Chapter X Part IV of the *Constitution of the Church of Ireland* and managed by the RCB. In 2016 it was renamed ‘Church Fabric and Development Fund’ with Chapter X being amended to extend the scope of the Fund to include the development of initiatives supporting the long-term mission of the Church. These changes allows 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.

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The amended provisions:

- ❖ 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 capital under the Church Fabric Fund provisions with access to their capital, allowing these funds to be used for the purposes of approved mission (the ‘*Local Development application*’).

Fabric grants of €89,300 and £38,100 were allocated by the RCB during 2019 from the income of the Fund on the recommendation of the Primate. Please see below for a list of the churches who were awarded grants in 2019.

| Diocese | Church | Grant awarded | |
|-------------|------------------------|---------------|--------|
| | | £ | € |
| Clogher | Carrickmacross | | 1,600 |
| Raphoe | Killea | | 300 |
| Down | Belfast, St Clement | 7,100 | |
| Connor | Derriaghy | 31,000 | |
| Kilmore | Ashfield | | 1,200 |
| Tuam | Tuam Cathedral | | 1,000 |
| Dublin | Dublin, St Ann | | 8,600 |
| | Dublin, St Audoen | | 21,850 |
| | Dublin, St Bartholomew | | 28,550 |
| Glendalough | Athy | | 1,300 |
| Meath | Trim Cathedral | | 5,400 |
| Cork | Ballymodan | | 7,700 |
| Limerick | Limerick Cathedral | | 1,300 |
| Killaloe | Roscrea | | 3,600 |
| Clonfert | Creagh | | 5,100 |
| Emily | Abington | | 300 |
| Kilmacduagh | Ardrahan | | 1,500 |
| | | 38,100 | 89,300 |

Further details of grants awarded under the Central Development application are set out on page 15.

Marshal Beresford's Fund

Grants of €54,600 and £42,400 for repairs to churches were made from the Fund in 2019. 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. Please see below for a list of the churches who were awarded grants in 2019.

| Diocese | Church | Grant awarded | |
|-----------------|------------------------|----------------------|----------|
| | | £ | € |
| Connor Derry | Ballyscullion | 10,150 | |
| | Ballynascreen | 1,100 | |
| | Edenderry | 250 | |
| | Learmount | 3,300 | |
| Down | Carrowdore | 7,600 | |
| | Knockbreda | 3,750 | |
| Dromore | Seagoe | 16,250 | |
| Kilmore | Dernakesh | | 1,800 |
| Elphin | Roscommon | | 1,000 |
| Achonry | Collooney | | 1,600 |
| Dublin | Dublin, St Bartholomew | | 2,900 |
| | Tullow | | 8,000 |
| | Kilberry | | 1,400 |
| Glendalough | Rathdrum | | 9,100 |
| | Waterford Cathedral | | 12,900 |
| Ossory | Lacca | | 1,200 |
| Cloyne | Little Island | | 14,200 |
| Ardfert | Kilgobbin | | 500 |
| | | <hr/> | <hr/> |
| | | 42,400 | 54,600 |

- **Further information**

Please see below for weblinks to further information on the topics noted above together with additional useful information. Most of the information is general in nature and has application in either jurisdiction; where it is specific to a jurisdiction, this will be noted on the website.

➤ Property Grants

Church of Ireland Parish Resources

<www.ireland.anglican.org/parish-resources/land-buildings/property-grants>

➤ Protected Structures and Listed Buildings

National Inventory of Architectural Heritage (Ireland)

<www.buildingsofireland.ie/resources/>

Department of Culture, Heritage and the Gaeltacht - ‘Advice for Owners’

<<http://bit.ly/2SY98YK>>

Historic Environment Scotland

<www.historicenvironment.scot/advice-and-support/>

Historic England

<www.historicengland.org.uk/advice/hpg/assistanceforowners/maintenance/>

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

Citizens Information – Local Property Tax

<<http://bit.ly/3ap4Z66>>

➤ **Health and Safety**

Ecclesiastical Insurance

<www.ecclesiastical.com/risk-management/church-health-and-safety/>

Presbyterian Church in Ireland - ‘A Guide to Health and Safety’

<<http://bit.ly/2UAa9Ye>>

➤ **Maintenance**

National Churches Trust

<www.nationalchurchestrust.org/caring-your-building/regular-maintenance>

Church of England - ‘Building Maintenance and Repair’

<<http://bit.ly/2UDPrXn>>

➤ **Trusteeship**

Church of Ireland Parish Resources

<www.ireland.anglican.org/parish-resources/select-vestry#section-88>

➤ **Miscellaneous Information**

Church of Ireland Parish Resources

<www.ireland.anglican.org/parish-resources>

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 and weeding duplicate

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materials as appropriate; managing the borrowing facility; providing study/research space; and promoting and making more accessible the Library's varied collections.

During 2019, the work of cataloguing new books and converting the card catalogue of printed books to the online catalogue through the Library section of the Church of Ireland website continued, and by the end of 2019 the bibliographic details of 52,372 printed resources were available online at <www.ireland.anglican.org/about/rcb-library>

The Library manages and makes available to researchers, records from 1,160 parishes, chapels of ease and chaplaincies, 20 dioceses and 20 cathedrals as well as 1,202 collections of ecclesiastical manuscripts and the non-current records of the General Synod and the RCB.

Assisted by the IT Department, further progress was made to enhance the Library's online presence, with direct links to a variety of information and with more facilities, including lists and indexes of available archives and manuscripts. The newer version of Liberty, the online cataloguing system, has operated well with the attractive homepage and many new user-friendly functions making it more accessible and easy to use.

The 'Archive of the Month' initiative continued to be a valuable promotional platform about specific aspects of the collections. Stories of particular public interest included marking the 400th anniversary of the 'Earliest Parish Register in Ireland' – from St John's (Dublin) – in February 2019, and two Disestablishment-specific features: 'A Month is a Long Time in Politics: Disestablishment as Covered by the *Church of Ireland Gazette*, 1869', in August, and 'The Last Established Church Clergyman: Tracing the Life of William Somerville-Large', in December, both in collaboration with historians Prof. Alan Ford and Dr Miriam Moffitt. A complete list of 'Archive of the Month' titles is included as Appendix I (page 155). Additionally the Library's Twitter account: @reblibrary continued to allow more immediate interaction with a public audience, with 700 followers by January 2020.

During 2019, the Library continued to discharge its curatorial responsibilities for church plate and episcopal portraits; the management of publishing projects for Church of Ireland Publishing and the editorial dimension of the *Church of Ireland Directory*.

• Donations received

The RCB again allocated €12,000 and £3,000 for the purchase of new books and conservation work. Additionally a grant of €12,160+VAT at 23%, was allocated to pilot the archiving and ongoing records management of the diocesan collection of Tuam, Achonry and Killala.

State funding amounting to €92,054.33 of the total of €100,000 capital grant by the Department of Culture, Heritage and the Gaeltacht representing all of the costs incurred to date associated with the Parish Registers Digitization Project was also received. Additionally, following an application to the Department of Foreign Affairs Reconciliation Fund, a further €28,355 was granted to finish the digitization of the

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Church of Ireland Gazette (from 1950 to 2003), as a contribution to reconciliation by deepening understandings of the Church of Ireland's journey through the Troubles, Peace Process, Good Friday Agreement and beyond, thus completing its availability as a digital resource from 1856. (This work will be carried out in 2020).

Welcome donations were further received from:

APCK (€5,000)

Cashel, Ferns and Ossory diocese (€800)

Clogher diocese (€500)

Dublin & Glendalough diocese (€1,000)

Huguenot Society of Great Britain & Ireland Irish section (€100 towards Huguenot-related publications)

Holy Trinity, Killiney parish (Dublin) (€200)

Dr Edward King and Mrs Brigid Clesham (€800 to provide for the conservation of the earliest Cong register)

Limerick and Killaloe diocese (€500)

Smyly Trust (€200)

Tuam, Killala and Achonry diocese (€500)

Monkstown parish (Dublin) (€200)

• 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 several individuals.

The Library received the generous bequest of the theological and historical library of the late Arthur Edward Charles Jury, comprising approximately 3,000 books (facilitated by his executor Jack Anderson, and the parish of Malone (Connor)). Additionally the Library welcomed books donated by the Revd Dr Paul Barlow; Carole Bell (from the collection of the late Canon JC Bell's library); Mr Allan Brook; Christ Church Cathedral, Dublin; Mrs Hazel Crawford; Rachel Harris; Dr Heather Jones and Dr Mark Jones from the collection of their mother, the late Dr Valerie Jones); Canon Billy Marshall; Mrs Janet Maxwell; Mrs Noelle McGannon (from the collection of the late Dean JEB Ashton); Michael O'Donnell; Dr Suzanne Pegley; Dr Andrew Pierce; the Ven. David Pierpoint; Ms Imelda Prendergast; Ms Cate Turner (from the collection of her father, the late Canon RE Turner); Andrew Wallace; Helen B. Wayde; Primrose Wilson OBE.

Additional tranches of parish and diocesan records were transferred to the Library from local custody. The principal archival accessions were records from 57 parishes, including several Northern Ireland parishes which is a most welcome continued trend - the most recent transferred being the collection from the Church of the Pentecost, Mount Merrion, Belfast (Dromore). There were transfers of records from two dioceses

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(Kilmore and Ardagh) and four cathedrals (St Patrick’s Dublin, Christ Church Dublin, Kildare, and Limerick). There were 26 new accessions of manuscript materials, notable among which were the correspondence, scrapbooks, and memoirs of Canon Claude Lionel Chavasse (1897-1983) covering his ministry, particularly his pioneering outreach in the areas ecumenism and remarriage after divorce, 1938-80; the diaries of Canon Brian Loughheed documenting his life and clerical career to date; the extensive collection of over 1,700 sermons by the Rt Revd David McClay, with related papers, prior to his consecration as Bishop of Down and Dromore for the period of his ministry from 1987 to 2018; and finally the lantern slides of an excavation of graves in St Peter’s burial ground (Dublin), which it has transpired capture the search for the remains of Robert Emmett, in 1903.

A list of accessions of archives and manuscripts to the Library during 2019 is included as Appendix J (page 156).

- **Ministerial training**

In support of ministerial training, which is one of the core functions of the Library, induction sessions were provided for ordinands in the Theological Institute, for those in part-time training, for students on the Foundation Year programme, those training for Reader ministry, and for those considering ministerial training in the Fit for the Purpose programme. The pre-ordering book system to facilitate the reading needs of part-time students in advance of their study weekends in residence continued to work well. More regular, but smaller “book giveaways” became a feature of engagement during 2019, with immediate processing of donated book collections taking place in the Library, and the residue from same passed on to CITI for ordinands and staff.

- **Cataloguing**

Work continued on converting the catalogue of printed books from cards to computer. Almost 1,500 books were processed during 2019, while 175 duplicate books were weeded from the system.

Records from 57 parishes were processed and listed, with the summary lists updated and posted on the website. Detailed descriptive lists were also provided for the 26 new manuscript collections. The project to digitize, catalogue and make available online the Library’s collections of architectural drawings of churches completed all outstanding diocesan portfolios, see <www.archdrawing.ireland.anglican.org> paving the way to prepare the *Visual Window* exhibition to showcase a selection of these (covered in more detail under Community engagement below).

The Library’s extensive collection of parliamentary papers, many of them relating to Disestablishment and its aftermath, were re-organised, re-shelved and listed.

- **Conservation**

With welcome support from Christ Church Cathedral Dublin, the first two of a total of 16 Guard Books in the cathedral archive have been conserved by paper conservation expert Liz D’Arcy. The Guard Books are miscellaneous loose papers bound into volumes on a thematic basis by the antiquary and canon of St Patrick’s Cathedral, Dublin, the Revd John Lyon (1702-1790) and a most important source for multiple aspects of Dublin’s history. It is hoped that with the continued support of the Dean and Chapter of Christ Church, further volumes may follow to complete this project.

Additionally, six volumes of parliamentary papers relating to Disestablishment and a copy of the Irish Church Act of 1869 were rebound, as was the earliest register for Cong (Killala) 1745-1785 with the support of Dr Edward King and Mrs Brigid Clesham, while the map of the Earl’s Gift Demesne, showing lands in the parish of Donaghedy and diocese of Derry, 1830, transferred as part of the Derry and Raphoe diocesan archive, was conserved and framed.

A rare complete set of the journal *The Gaelic Churchman* 1919-1927 inclusive (part of which had been donated by the family of the late Dr Valerie Jones) was rebound in conjunction with the development of Cúinne Caird (the Caird Corner). The 2019 editions of the *Church Review* (Dublin and Glendalough diocesan magazine) were rebound with the generous support of the *Church Review*.

- **Parish register digitization project**

Much of 2019 was taken up in fulfilling the procurement and accountability obligations of the Service Level Agreement with the Department of Culture, Heritage and the Gaeltacht to digitize the Library’s extensive collection of parish registers. The Library took custody of the Lizard Book Scanner which was delivered and installed in the conference room, on 4 July 2019. A tendering process was also undertaken to provide “Project Management of Pilot Project to Digitize 300 Volumes of Parish Registers and Development of a Searchable Index”, and the submission from Dr Michael O’Neill (who previously completed the architectural drawings digitization) was successful. Dr O’Neill commenced the pilot programme in September and by year end had completed four counties’ worth of registers (Meath, Laois and Offaly and Westmeath, in total approx. 250 volumes).

The scanner fulfils all of the stringent archival standards set by the National Archives of Ireland, and the quality of the images is superb. Images for the volumes covered to date - together with interactive maps of parish locations and links to the in-house parish lists - are now available to view (in PDF form) on four OPAC workstations in the Library with preservation copies (TIFF files) saved on mirrored external disks. Progress has also been made developing and customising the transcription software required for indexing of the data, which is expected to commence during 2020. The commitment of Library staff, and support from the IT Department and the Director of Finance of the RB for these exciting but also challenging developments is gratefully acknowledged.

- **Church plate**

Progress continued to be made with the church plate inventory. Following agreement by the Property Committee, new arrangements are now in place to allow for the loan of 18th-century pieces in good condition, giving a greater degree of flexibility and variety of loans for parishes who require this support.

During 2019, additional transfers of plate were received from local custody in Abbeyleix (Leighlin), Aghabog (Clogher), Donard (Glendalough), Down Cathedral (Down) and Rathfarnham (Dublin). Additionally there were donations from the private collection of the late Very Revd Ernon Perdue by his family and the collection of the late Venerable Edward Brian Snow by his son David Snow. Items were loaned to the following parishes: Aghabog (Clogher), Down Cathedral (Down) and Tinahely (Ferns).

The Library facilitated the transfer of a number of items that had originated in the parish of St Michael's (Dublin) – part of the Christ Church Cathedral group of parishes - for permanent exhibition in the cathedral's Treasury. The Library sincerely acknowledges the co-operation of the Revd Ian Berry, Canon Patrick Harvey, and the Very Revd Henry Hull in these transfers.

- **Community engagement**

In 2019, the Library collaborated with:

- The wider Church community and others by staging the exhibition *A Visual Window to an Ecclesiastical World*, featuring some of the extensive collection of original architectural drawings. The exhibition was curated by Dr Michael O'Neill, architectural historian, assisted by Library staff, and ran for three months between May and August in the gallery of the Irish Architectural Archive, Dublin. Over 1,000 people viewed the collection either as walk-in visitors or guests at specific events, including the formal opening of the exhibition in May 2019, which was the first event in the Church's anniversary of Disestablishment. Additionally the Library ran a series of lectures during Heritage Week, in August 2019, around the themes of identity, architecture and liturgical space which drew additional external interest.
- Cumann Gaelach na hEaglaise (the Irish Guild of the Church) and the family of the late Bishop Donald Caird (1925–2017) for the formal opening of Cúinne Caird (Caird Corner) the dedicated space in the Library for the Irish-language and related objects of Bishop Caird, by Bishop Michael Burrows, Patron of Cumann Gaelach na hEaglaise.
- The parish of Taney (Dublin) for inclusion of early editions of the *Book of Common Prayer* in its broadcast of Service on Sunday (RTE television) to mark the publication of reprinted edition of the BCP.
- Mullingar Union (Meath) for the digitization of the Parochial History of Mullingar, compiled by the Revd William Reynell, 13th – 19th centuries.

The Representative Church Body – Report 2020

- Beyond 2022: Ireland's Virtual Record Treasury (which aims to recreate, virtually, the collections of the Public Record Office of Ireland (PROI) destroyed on 30 June 1922). The Library is a participating institution in this initiative.

In addition to hosting visits by all student groups at CITI, a seminar entitled "Introduction to Referencing & Writing Style-Guide" was provided for ordinands in CITI by the Assistant Librarian. Presentations entitled "The Benefits of Technology for Reaching a Wider Audience", and "Keeping the Records Safe: Next Steps on the Journey at the RCB Library" were delivered respectively to the Association of Church Archives of Ireland AGM, and to the Church of Ireland Historical Society, by the Librarian and Archivist.

The Library also hosted visits by the staff of Church of Ireland House, Dublin; the Dublin and Glendalough Retired Clergy Fellowship; archival and digital imaging staff from the Public Records Office of Northern Ireland; and the study visit of the MA in Archives class at the Library School and the Archives School University College Dublin, each of whom interacted with specific exhibits of records, and/ or equipment. A further briefing on records management for diocesan offices was provided for diocesan secretaries.

The Library staff, alongside the staff of the RB IT Dept. received training on the new book scanning equipment from German supplier Book2Net's engineer who was on site for two days. The Assistant Librarian attended all online user groups training on development of the Library's cataloguing management system. Additionally individual members of staff attended the AGM and Annual Seminar of the Rare Books Group of the Library Association of Ireland; the seminar "Opening up Cultural Collections and Providing Access in a Digital Environment" organised by the Council of National Cultural Institutions sub-committee on digitization; and the conference "History, Preservation and Use of Religious Libraries in Ireland" at the Armagh Robinson Library.

The Library's display cases in Church House continued to feature a regular rotation of artefacts, books and archives throughout the year.

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 rather than to local trustees. For instance, with a permanent trustee body there is no need to appoint new trustees from time to time.

The Representative Church Body – Report 2020

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 House Dublin.

The total value of donations collected under Gift Aid on behalf of parishes in 2019 was £4,894,785 to which the income tax recovered by the RCB added £1,223,698 to give a total of £6,118,483 compared with £6,822,530 in 2018. Parishes are increasingly adopting electronic accounting methods as an aid to SORP compliance and filing their own claims directly with HMRC.

Since 6 April 2013, charities that receive small cash donations of £30 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. From 6 April 2017 the amount of small donations on which the repayment can be claimed is capped at £8,000 per tax year per church. The value collected under GASDS on behalf of parishes in 2019 was £517,760 to which the income tax recovered by the RCB added £129,440 to give a total of £647,200 compared with £743,116 in 2018. Information on how to claim under GASDS is available from Church House Dublin and under ‘Advice for Treasurers’ at <www.ireland.anglican.org/parish-resources/parish-finance>

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 House Dublin and under ‘Advice for Treasurers’ at <www.ireland.anglican.org/parish-resources/parish-finance>

- **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 2019 on behalf of parishes, dioceses and special trusts is included as Appendix K (page 167).

- **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 in 2019:

| | € | | £ | |
|---------------|------|------|------|------|
| | Dr | Cr | Dr | Cr |
| QUARTER ENDED | % | % | % | % |
| 31 March | 3.50 | 0.05 | 1.50 | 0.50 |
| 30 June | 3.50 | 0.05 | 1.50 | 0.50 |
| 30 September | 3.50 | 0.05 | 1.50 | 0.50 |
| 31 December | 3.50 | 0.05 | 1.50 | 0.50 |

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) |
|-------------------------|---------------|--------------------------------|
| 2015 | 0.2% | 0.2% |
| 2016 | 1.6% | 0.0% |
| 2017 | 3.0% | 0.4% |
| 2018 | 2.1% | 0.7% |
| 2019 | 1.3% | 1.3% |

RESOLUTIONS RECOMMENDED TO THE GENERAL SYNOD

The Representative Body recommends that the following resolutions 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 2020:

| | € |
|--|-----------|
| A. Maintenance of the stipendiary ministry | |
| • Episcopal costs | 859,975 |
| • Chaplaincy costs | 289,936 |
| • Miscellaneous | 98,661 |
| B. Pension related costs | 109,700 |
| C. Training of ordinands | 1,211,365 |
| D. General Synod activities | 1,050,936 |
| E. Miscellaneous | 16,047 |
| | <hr/> |
| | 3,636,619 |
| | <hr/> |

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2019

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
FINANCIAL STATEMENTS 2019

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 M Johnston* (Stipends Committee)

MEMBERS (elected)

- Rt Rev Dr WP Colton
- Ven T Scott†
- Rev Canon H Gilmore
- Ven AM Wilkinson
- Mr H Algeo‡
- Mr LJW MacCann
- Mr DG Perrin
- Ms E Harkness¶

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 Synod Services and Communications
- Head of Investments
- Senior Solicitor
- Mr D Ritchie
- Ms K Williams
- Mrs JM Maxwell
- Mr R Asher
- Mr M McWha

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

* appointed September 2019 in place of Mr William Oliver (retired September 2019)

† elected December 2019 in place of Rt Rev Andrew Forster (retired December 2019)

‡ elected September 2019 in place of Mr Terence Forsyth (retired May 2019)

¶ elected September 2019 in place of Dr Michael Webb (retired May 2019)

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 2019 for General Funds and for other trust funds are set out in the financial statements. Total funds employed increased by €23.70m to €202.98m as a result of a recovery in world equity markets during 2019 from the broad base fall in markets in quarter four 2018.

After a review of Total Return in 2016 and 2017, the RCB set a sustainable target return from invested assets of 3.5%. For 2019 the long term sustainable target return was 3.5% on invested fund assets, with the target withdrawal or spend set at 3.5% or €6.03m (based on the five-year average invested asset value) to meet cost of operations and allocations in 2019 of €6.03m (2018: €5.77m). The actual withdrawal required to support cost of operations and allocations net of other income was less than targeted with at €5.92m, recording a surplus of €0.12m. The RCB seeks to continue 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 €43.88m to €378.30m as a result of the recovery in world equity markets in 2019 from the broad based fall in quarter four 2018. Net receipts and withdrawals from these funds amounted to €2.25m (2018: €6.26m). Distribution of income is made biannually from these funds and together with the refund of Gift Aid reclaimed for NI parishes amounted to €10.27m.

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
Chair, Executive Committee
10 March 2020



Independent auditors' report to the trustees of The Representative Church Body of the Church of Ireland

Report on the audit of the non-statutory financial statements

Opinion

In our opinion, The Representative Church Body of the Church of Ireland's non-statutory financial statements (the "financial statements") for the year ended 31 December 2019 have been properly prepared, in all material respects, in accordance with the basis of preparation and accounting policies in the Accounting Policies.

We have audited the financial statements, which comprise:

- the Balance Sheet as at 31 December 2019;
- 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") including ISA (Ireland) 800.

Our responsibilities under ISAs (Ireland) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Emphasis of matter - Basis of preparation

In forming our opinion on the financial statements, which is not modified, we draw attention to the accounting policies of the financial statements which describe the basis of preparation. The financial statements are prepared for the trustees for the specific purpose as described in the Our responsibilities and those of the trustees paragraph below. As a result, the financial statements may not be suitable for another purpose.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
REPORT OF THE INDEPENDENT AUDITORS

PAGE 6



- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the entity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the entity's ability to continue as a going concern.

Reporting on other information

The other information comprises all of the information in the Financial Statements other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Responsibilities for the financial statements and the audit

Responsibilities of the trustees for the financial statements

As explained more fully in the Trustee's Responsibilities Statement set out on page [5], the trustees are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they have been properly prepared in accordance with the basis of preparation and accounting policies in the Accounting Policies and for determining that the basis of preparation and accounting policies are acceptable in the circumstances.

The trustees are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the entity's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the entity or to cease operations or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at:

https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf

This description forms part of our auditors' report.



Use of this report

This report, including the opinion, has been prepared for and only for the trustees as a body in accordance with the Accounting policies 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 entity, save where expressly agreed by our prior consent in writing.

PricewaterhouseCoopers
Chartered Accountants
Dublin
20 March 2020

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

ACCOUNTING POLICIES

PAGE 8

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 12 and the Balance Sheet on page 13.

• 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 12.

In the case of financial assets not traded on an exchange, fair value is based on a value determined by the investment managers. 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.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

ACCOUNTING POLICIES

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- (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 12. Sterling is the most significant currency other than euro for transactional and balance sheet purposes, and at the year end the rate was €1 = £0.8459 (2018 €1 = £0.8989).

- (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 12 to the financial statements sets out the exposure and the detail of treatment adopted.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

ACCOUNTING POLICIES

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- (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 1st 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 1st January 2016 and these valuations will be considered the properties deemed cost for future accounting periods.

On 31st December 2017 the RCB added a property to its Parish, Diocesan and Other Trust Funds Balance Sheet. This property relates to the Church of Ireland College of Education Fund Trust property at 96 Upper Rathmines Road. Depreciation is not provided as the current estimated residual value is not less than the carrying value and the remaining useful life currently exceeds 50 years.

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 2020.

- (xii) **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 2019

PAGE 12

| | 2019 | Parish, Diocesan and Other Trust Funds €'000 | 2018 | Parish, Diocesan and Other Trust Funds €'000 | |
|---|-------|--|---------------------------|--|---------------------------|
| | Notes | RCB activities €'000 | General Funds €'000 | RCB activities €'000 | General Funds €'000 |
| Incoming resources | | | | | |
| Income from investments | | - | 4,516 | - | 4,999 |
| Income from property and loans | | - | 118 | - | 108 |
| Deposit Interest | | - | 28 | - | 24 |
| Tax refund Gift Aid | | - | - | - | - |
| Grants and other income | | - | 230 | - | 284 |
| Grant from Department of Culture, Heritage and the Gaeltacht | | - | 100 | - | - |
| Grant from Department of Foreign Affairs | | - | 28 | - | - |
| Reconciliation Fund | | - | 135 | - | 117 |
| Subvention from other Church funds | | - | 5,155 | - | 5,532 |
| | | | 10,859 | | 10,711 |
| Resources expended | | | | | |
| Cost of operations | | | | | |
| Cost of generating funds | 5 | 1,659 | - | 1,593 | - |
| Cost of charitable activities | 5 | 900 | - | 933 | - |
| Cost of governance activities | 5 | 498 | - | 477 | - |
| Other operating costs | 5 | 499 | - | 342 | - |
| RCB costs recovered | 5 | (3,556) | 2,964 | (3,345) | 2,743 |
| | | | 592 | | 602 |

| | | | | | | |
|--|--------|---------|---------|-----|----------|----------|
| Net incoming resources before allocations and distributions | - | 2,191 | 10,267 | - | 2,789 | 10,109 |
| Allocations, distributions and other charges | | | | | | |
| - Allocation expended in year | 6 | 3,555 | - | - | 3,613 | - |
| - Special pension fees | 12 | 36 | - | - | 287 | - |
| - Distributions | | - | 10,267 | - | - | 10,109 |
| | | 3,591 | 10,267 | - | 3,900 | 10,109 |
| (Decrease) in resources before gains and losses | 4 | (1,400) | - | - | (1,111) | - |
| Recognised gains and (losses) | | | | | | |
| Gains/(Losses)unrealised on revaluation | 4,7 | 20,346 | 37,276 | - | (17,369) | (21,970) |
| Gains realised on invested assets | 4,7 | 3,399 | 298 | - | 4,280 | 226 |
| Currency movements | 4,7 | 1,249 | 4,061 | - | (324) | (805) |
| Other recognised gains/(losses) | 4,12 | 107 | - | (2) | (114) | - |
| Transfers between funds | 1,12 | - | - | 2 | (2) | - |
| Net gains/(losses) in funds | | 23,701 | 41,635 | - | (14,640) | (22,549) |
| Total funds brought forward | | 179,283 | 334,421 | - | 193,923 | 350,711 |
| Net receipts | 1,7(c) | - | 2,247 | - | - | 6,259 |
| Total funds carried forward | | 202,984 | 378,303 | - | 179,283 | 334,421 |

Signed: HJ Saville
GC Richards
Date: 10 March 2020

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

BALANCE SHEET

YEAR END 31 DECEMBER 2019

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| | 2019 | Parish, Diocesan and Other Trust Funds | | | 2018 | | |
|----------------------------|------|---|---------------------------|--|--------------|---------------------------|--|
| | | RCB activities €'000 | General Funds €'000 | Parish, Diocesan and Other Trust Funds €'000 | RCB €'000 | General Funds €'000 | Parish, Diocesan and Other Trust Funds €'000 |
| TANGIBLE FIXED ASSETS | 1 | 7,439 | - | 30,000 | 7,371 | - | 30,000 |
| INVESTMENTS | | | | | | | |
| Loans | | - | 763 | - | - | 864 | - |
| Invested fund assets | 2,3 | - | 190,672 | 314,906 | - | 167,740 | 271,323 |
| | | 7,439 | 191,435 | 344,906 | 7,371 | 168,604 | 301,323 |
| CURRENT ASSETS | | | | | | | |
| Debtors | | 239 | 362 | - | 375 | 501 | - |
| Cash on short term deposit | 10 | - | 3,602 | 33,397 | - | 1,808 | 33,100 |
| Bank balances | 10 | 1,529 | - | - | 2,513 | - | - |
| | | 1,768 | 3,964 | 33,397 | 2,888 | 2,309 | 33,100 |
| CURRENT LIABILITIES | | | | | | | |
| Creditors | | (1,084) | - | - | (1,749) | (16) | - |
| Financial Instrument | 2(b) | - | (538) | - | - | (124) | - |
| | | (1,084) | (538) | - | (1,749) | (140) | - |
| NET CURRENT ASSETS | | 684 | 3,426 | 33,397 | 1,139 | 2,169 | 33,100 |

| | | | | | | |
|---------------------------------------|---------|---------|---------|---------|---------|---------|
| TOTAL ASSETS LESS CURRENT LIABILITIES | 8,123 | 194,861 | 378,303 | 8,510 | 170,773 | 334,423 |
| BALANCE WITH GENERAL FUNDS | (8,123) | 8,123 | - | (8,510) | 8,510 | - |
| TOTAL NET ASSETS | - | 202,984 | 378,303 | - | 179,283 | 334,423 |
| FUNDS EMPLOYED | 4,7(c) | 202,984 | 378,303 | - | 179,283 | 334,423 |

Signed: HJ Saville
GC Richards
Date: 10 March 2020

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

CASHFLOW STATEMENT

YEAR END 31 DECEMBER 2019

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| | | 2019 | | | 2018 | | |
|--|-------|-------------------------|------------------------|---|--------------|------------------------|---|
| | Notes | RCB activities €'000 | General Funds €'000 | Parish, Diocesan and Other Trust Funds €'000 | RCB €'000 | General Funds €'000 | Parish, Diocesan and Other Trust Funds €'000 |
| NET CASH (OUTFLOW)/INFLOW | 8 | (798) | 3,258 | 10,267 | 1,519 | 1,935 | 10,109 |
| ALLOCATIONS AND DISTRIBUTIONS | | | | | | | |
| Allocations expended and distributions | | - | (3,556) | (10,267) | - | (3,613) | (10,109) |
| Special pension contributions and other charges | | - | - | - | - | (3,063) | - |
| | | (798) | (298) | - | 1,519 | (4,741) | - |
| CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS | | | | | | | |
| Purchase of investments | | - | (83,210) | (5,196) | - | (48,156) | (9,889) |
| Sale of investments including currency movements | | - | 92,808 | 2,709 | - | 48,596 | 3,391 |
| Gains and losses including currency movements | | - | (1,840) | 4,110 | - | 5,210 | (521) |
| Advances of glebe, miscellaneous and car loans | | - | (142) | - | - | (205) | - |

| | | | | | | |
|--|---|-------|-------|---------|-------|-------|
| Repayment of glebe, miscellaneous and car loans | 1 | - | 243 | - | - | - |
| Purchase of fixed assets | | (186) | - | - | (274) | 264 |
| NET CASH FLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS | | (186) | 7,859 | 1,623 | (274) | 5,709 |
| FINANCING | | | | | | |
| Net cash (outflow)/inflow for specific trusts | | - | - | (1,316) | - | - |
| NET CASH FLOW FROM FINANCING | | - | - | (1,316) | - | - |
| (DECREASE)/INCREASE IN CASH | 9 | (984) | 7,561 | 307 | 1,245 | 968 |

Signed: HJ Saville
GC Richards
Date: 10 March 2020

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
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1 (a) TANGIBLE FIXED ASSETS - RCB

| | Premises | Furniture and fittings | Office equipment | Total |
|-----------------------|--------------|---------------------------|---------------------|---------------|
| | €'000 | €'000 | €'000 | €'000 |
| <u>Cost</u> | | | | |
| At beginning of year | 8,572 | 618 | 2,147 | 11,337 |
| Additions | - | 5 | 181 | 186 |
| Disposals | - | - | - | - |
| Currency adjustment | 169 | - | 10 | 179 |
| At end of year | <u>8,741</u> | <u>623</u> | <u>2,338</u> | <u>11,702</u> |
| <u>Depreciation</u> | | | | |
| At beginning of year | 1,782 | 504 | 1,680 | 3,966 |
| Charge for year | 182 | 13 | 84 | 279 |
| Disposals | - | - | - | - |
| Currency adjustment | 12 | - | 6 | 18 |
| At end of year | <u>1,976</u> | <u>517</u> | <u>1,770</u> | <u>4,263</u> |
| <u>Net book value</u> | | | | |
| At beginning of year | <u>6,790</u> | <u>114</u> | <u>467</u> | <u>7,371</u> |
| At end of year | <u>6,765</u> | <u>106</u> | <u>568</u> | <u>7,439</u> |

1 (b) TANGIBLE FIXED ASSETS - PARISH, DIOCESAN AND OTHER TRUST FUNDS

| | Premises | Furniture and fittings | Office equipment | Total |
|----------------------|---------------|---------------------------|---------------------|---------------|
| | €'000 | €'000 | €'000 | €'000 |
| <u>Cost</u> | | | | |
| At beginning of year | 30,000 | - | - | 30,000 |
| Additions | - | - | - | - |
| At end of year | <u>30,000</u> | <u>-</u> | <u>-</u> | <u>30,000</u> |

Property to the value of €30m was brought onto the Parish, Diocesan and Other Trust Funds balance sheet under fixed assets during 2017. The property relates to the Church of Ireland College of Education Fund Trust property at 96 Upper Rathmines Road, which has been independently valued by a professional valuer. This valuation has been used as deemed cost for the purposes of inclusion in the financial statements. Depreciation is not provided as the current estimated residual value is not less than the carrying value and the remaining useful life currently exceeds 50 years.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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2(a) FINANCIAL INSTRUMENTS

| | | |
|---------------------------------|-------|-------|
| Financial Instrument (negative) | (538) | (124) |
|---------------------------------|-------|-------|

General Funds use derivatives as part of its portfolio risk management strategy and as part of the portfolio investment return strategy. The use of financial instruments includes stock options and futures.

As at 31st December 2019, the market value of sold equity options amounted to €0.34m (2018: nil).

The market value of purchased futures amounted to €0.22m (2018: €0.016m) and is shown in invested assets on the balance sheet. The market value of the sold futures amounted to €0.19m and is shown as a financial liability on the balance sheet (2018: €0.12m). Realised and unrealised gains/(losses) on derivatives are included in the columns profit on investment sales and revaluation movements in note 4.

Sold call options are covered by quoted equity positions and cash collateral. Sold put options and futures are covered by cash collateral. The market value of collateral and margins amounts to €7.57m, and this includes a margin buffer for market fluctuations and a margin buffer for potential future investments.

2(b) INVESTMENT AT FAIR VALUE

Best practice requires the classification of fair value measurements using a fair value hierarchy that reflects the significance of inputs used in making the measurements.

The fair value hierarchy in use in the entity has the following levels:

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

Level 2 - Values based on inputs other than quoted prices included within Level 1 that are observable (i.e. developed using market data).

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

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
PAGE 17
2(b) INVESTMENT AT FAIR VALUE (CONTINUED)

The following is an analysis of the RCB's financial assets measured at fair value as at 31 December 2019.

| | Level 1 | 2019 Level 2 | Level 3 | Total 2019 |
|--------------------------------|----------------|-----------------|---------------|----------------|
| | €'000 | €'000 | €'000 | €'000 |
| Financial assets at fair value | | | | |
| Bonds | 17,735 | - | - | 17,735 |
| Equity | 91,580 | - | 5,475 | 97,055 |
| Externally Managed Funds | - | 12,223 | 24,628 | 36,851 |
| Alternatives | - | - | 15,063 | 15,063 |
| Precious Metals | 6,776 | - | - | 6,776 |
| Cash | 17,192 | - | - | 17,192 |
| | <u>133,283</u> | <u>12,223</u> | <u>45,166</u> | <u>190,672</u> |

| | Level 1 | 2018 Level 2 | Level 3 | Total 2018 |
|--------------------------------|----------------|-----------------|---------------|----------------|
| | €'000 | €'000 | €'000 | €'000 |
| Financial assets at fair value | | | | |
| Bonds | 22,209 | - | - | 22,209 |
| Equity | 75,445 | - | 5,295 | 80,740 |
| Externally Managed Funds | - | 15,177 | 18,562 | 33,739 |
| Alternatives | - | - | 12,054 | 12,054 |
| Precious Metals | 7,296 | - | - | 7,296 |
| Cash | 11,702 | - | - | 11,702 |
| | <u>116,652</u> | <u>15,177</u> | <u>35,911</u> | <u>167,740</u> |

The RCB invests the majority of its assets in investments that are traded in an active market and can be readily disposed of. The underlying investments of Level 3 Externally Managed Funds are mainly made up of quoted investments.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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2(c) SECURITIES LENDING

The invested assets of General Funds include securities on loan at year end with a market value of €5.6m (2018: €15.5m). 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 €5.9m (2018: €16.6m) 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 €87k for the year (2018: €69k).

3 PARISH, DIOCESAN AND OTHER TRUST FUNDS

| | 2019 | 2018 |
|------------------------|----------------|----------------|
| | €'000 | €'000 |
| RB General Unit Trusts | 314,682 | 271,109 |
| Cash | 224 | 214 |
| | <u>314,906</u> | <u>271,323</u> |

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

| | Balance at 1.1.19 €'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 | Fund Fees €'000 | Revaluation movements €'000 | Balance at 31.12.19 €'000 |
|--|-------------------------------|---|---|--|---|---|--------------------|-----------------------------------|---------------------------------|
| Capital invested | 170,914 | (1,400) | 1,018 | 29 | - | 3,399 | (166) | 20,346 | 194,140 |
| Property Reserve | 3,797 | - | 162 | - | - | - | - | - | 3,959 |
| Invested assets | 174,711 | (1,400) | 1,180 | 29 | - | 3,399 | (166) | 20,346 | 198,099 |
| Net capital invested | 174,711 | (1,400) | 1,180 | 29 | - | 3,399 | (166) | 20,346 | 198,099 |
| Designated reserves | | | | | | | | | |
| Allocations reserve for following year (Note 6) | 3,605 | - | 61 | (29) | - | - | - | - | 3,637 |
| Staff pensions reserve | 98 | - | - | - | - | - | - | - | 98 |
| Sundry designated reserves | 869 | - | 8 | 0 | 273 | - | - | - | 1,150 |
| | 179,283 | (1,400) | 1,249 | - | 273 | 3,399 | (166) | 20,346 | 202,984 |

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
PAGE 20

| | | | |
|---|--|--------------|--------------|
| 5 | COST OF OPERATIONS | 2019 | 2018 |
| | | €'000 | €'000 |
| | Cost of generating funds | | |
| | Payroll and related costs | 1,501 | 1,572 |
| | Less - payroll & other costs recharged | (293) | (393) |
| | | <u>1,208</u> | <u>1,179</u> |
| | External Investment managers and other costs | 81 | 81 |
| | Office supplies, repairs and taxes | 225 | 204 |
| | Depreciation | 145 | 129 |
| | | <u>1,659</u> | <u>1,593</u> |
| | Cost of charitable activities | | |
| | Payroll and related costs | 685 | 754 |
| | Less - payroll costs recharged | (253) | (246) |
| | | <u>432</u> | <u>508</u> |
| | Office supplies, repairs and taxes | 141 | 128 |
| | Depreciation | 91 | 81 |
| | RCB Library | 236 | 216 |
| | | <u>900</u> | <u>933</u> |
| | Cost of governance activities | | |
| | Payroll and related costs | 412 | 415 |
| | Less - payroll costs recharged | (211) | (205) |
| | | <u>201</u> | <u>210</u> |
| | Office supplies, repairs and taxes | 63 | 58 |
| | Depreciation | 41 | 36 |
| | Audit fees | 75 | 74 |
| | Central committee expenses | 118 | 99 |
| | | <u>498</u> | <u>477</u> |
| | Other operating costs | | |
| | Professional fees | 424 | 252 |
| | Payroll payments to retired staff | 75 | 90 |
| | | <u>499</u> | <u>342</u> |
| | Total cost of operations | <u>3,556</u> | <u>3,345</u> |

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 21

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 11 of the financial statements.

6 ALLOCATIONS

| | 2020 €'000 | 2019 €'000 | 2018 €'000 |
|---|---------------|---------------|---------------|
| (a) Reserve for following year | | | |
| Maintenance of the stipendiary ministry | 1,249 | 1,332 | 1,278 |
| Retired clergy and surviving spouses | 110 | 115 | 111 |
| Training of ordinands | 1,211 | 1,195 | 1,306 |
| General Synod activities | 1,051 | 1,016 | 990 |
| Miscellaneous financing | 16 | 16 | 16 |
| Reserve for following year (see Note 4) | <u>3,637</u> | <u>3,674</u> | <u>3,701</u> |
| | | 2019 €'000 | 2018 €'000 |
| (b) Expended in year | | | |
| Allocation Expended in Year | | 3,674 | 3,701 |
| Less - allocations (unexpended) | | (119) | (88) |
| | | <u>3,555</u> | <u>3,613</u> |

The reserve for 2020 Allocations included in designated reserves in Note 4, is the gross amount committed by General Funds to be spent on wider Church activities in 2020.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
PAGE 22
7 PARISH, DIOCESAN AND OTHER TRUST FUNDS

| | Balance at 1.1.19 €'000 | Currency translation movements €'000 | Capital changes/ movements €'000 | Profit/ (loss) on sales €'000 | Revaluation movements €'000 | Balance at 31.12.19 €'000 |
|--|-------------------------------|---|---|--|-----------------------------------|------------------------------------|
| (a) INVESTED CAPITAL | | | | | | |
| Parish trusts and glebe sales | 157,195 | 2,235 | 623 | 300 | 20,204 | 180,557 |
| Diocesan stipend and general funds | 32,471 | 715 | 60 | - | 4,260 | 37,506 |
| Diocesan miscellaneous trusts | 12,682 | 195 | (92) | (6) | 1,733 | 14,512 |
| Diocesan episcopal funds | 8,310 | 85 | (98) | - | 1,169 | 9,466 |
| Less: diocesan car loans | (215) | (2) | (10) | - | - | (227) |
| | 210,443 | 3,228 | 483 | 294 | 27,366 | 241,814 |
| Sundry trusts | 90,840 | 632 | 834 | 4 | 7,890 | 100,200 |
| General Synod funds | 11,204 | 125 | (34) | - | 1,545 | 12,840 |
| Trusts for retired clergy and spouses | 3,871 | 76 | 565 | - | 475 | 4,987 |
| | 316,358 | 4,061 | 1,848 | 298 | 37,276 | 359,841 |

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
PAGE 23
7 PARISH, DIOCESAN AND OTHER TRUST FUNDS (CONTINUED)
(b) PARISH, DIOCESAN AND OTHER FUNDS RESERVES

| | 2019 €'000 | 2018 €'000 |
|-------------------------------------|---------------|---------------|
| Designated | | |
| Diocesan stipend & general funds | 5,924 | 5,943 |
| Parish endowments | 79 | 196 |
| Miscellaneous diocesan trusts | 648 | 630 |
| General Synod trusts | 150 | 31 |
| Other trust funds | 9,251 | 8,834 |
| Clergy pensions & related funds | 530 | 467 |
| Trust creditors | 860 | 1,080 |
| | <u>17,442</u> | <u>17,181</u> |
| Undesignated | | |
| Auxiliary and Sundry Projects Funds | <u>1,020</u> | <u>883</u> |
| Summary - reserves | | |
| Designated | 17,442 | 17,181 |
| Undesignated | <u>1,020</u> | <u>883</u> |
| | <u>18,462</u> | <u>18,064</u> |

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

| | 2019 €'000 | 2018 €'000 |
|--------------------------------------|----------------|----------------|
| Capital funds invested | 359,841 | 316,358 |
| Designated and undesignated reserves | <u>18,462</u> | <u>18,064</u> |
| | <u>378,303</u> | <u>334,422</u> |
| Net receipts/(withdrawals) | | |
| Capital receipts (7a) | 1,848 | 3,772 |
| Movement in reserves (7b) | <u>399</u> | <u>2,487</u> |
| | <u>2,247</u> | <u>6,259</u> |

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

PAGE 24

8 CASH FLOW RECONCILIATION

The Cash Flow Statement has been prepared in line with the measurement principles of Financial Reporting Standard No 1.

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

| | Notes | 2019 | | | 2018 | | |
|---|-------|--------------|---------------------------|--|--------------|---------------------------|--|
| | | RCB €'000 | General Funds €'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 | | - | 2,191 | 10,267 | - | 2,789 | 10,109 |
| Other recognised losses | | (566) | 566 | - | 497 | (497) | - |
| Change in other debtors | | 136 | 139 | - | (159) | 175 | - |
| Change in creditors | | (665) | (16) | - | 938 | 16 | - |
| Change in financial instruments | | | 414 | - | - | (261) | - |
| Net depreciation of fixed assets | 1 | 297 | - | - | 243 | - | - |
| Special pension fees | | - | (36) | - | - | (287) | - |
| Profit on sale of properties | | - | - | - | - | - | - |
| Net cash (outflow)/inflow | | (798) | 3,258 | 10,267 | 1,519 | 1,935 | 10,109 |

| | 2019 | | | 2018 | | | |
|---|-------|--------------|---------------------------|--|--------------|---------------------------|--|
| | 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 |
| 9 ANALYSIS OF CHANGES IN CASH DURING THE YEAR | | | | | | | |
| Net cash (outflow)/inflow | | (984) | 7,269 | (271) | 1,245 | 1,018 | 46 |
| Effect of foreign exchange rate changes | | - | 292 | 578 | - | (50) | (116) |
| (Decrease)/Increase in cash | | (984) | 7,561 | 307 | 1,245 | 968 | (70) |
| Balance at 1 January | | 2,513 | 13,510 | 33,314 | 1,268 | 12,542 | 33,384 |
| Balance at 31 December | 10 | 1,529 | 21,071 | 33,621 | 2,513 | 13,510 | 33,314 |
| 10 ANALYSIS OF CASH BALANCES | | | | | | | |
| Cash on short term deposit | | - | 3,602 | 33,397 | - | 1,808 | 33,100 |
| Cash at bank | | 1,529 | - | - | 2,513 | - | - |
| Cash held by investment managers | | - | 17,469 | 224 | - | 11,702 | 214 |
| | | 1,529 | 21,071 | 33,621 | 2,513 | 13,510 | 33,314 |

In 2019 the RCB paid €0.04m (2018: €0.27m) to support the RCB staff defined benefit pension scheme wind up fees.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
PAGE 25
12 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.

| | 2019 Total €'000 | 2018 Total €'000 |
|---------------------------|------------------------|------------------------|
| Currency | | |
| Sterling | 34,928 | 39,767 |
| US Dollars | 64,374 | 34,651 |
| Canadian Dollars | 2,231 | 4,348 |
| Swiss Francs | 3,329 | 3,758 |
| Swedish Krone | - | 2,511 |
| Danish Krone | - | 1,184 |
| Norwegian Krone | - | 1,064 |
| Turkish Lira | - | 187 |
| Japanese Yen | 1,607 | |
| Total of other currencies | 5,740 | 875 |
| | <u>112,209</u> | <u>88,345</u> |

The rates of exchange used at 31 December 2019 for significant currency exposures:

| | |
|------------------|---------|
| Sterling | 0.8459 |
| US Dollars | 1.1213 |
| Canadian Dollars | 1.4567 |
| Swiss Francs | 1.0856 |
| Swedish Krone | 10.5008 |
| Norwegian Krone | 9.8426 |
| Danish Krone | 7.4709 |

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
PAGE 26
12 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 2019 was:

| | 2019 | | 2018 | |
|-------|---------------------------------------|---|---------------------------------------|---|
| | Total interest bearing €'000 | Interest bearing at fixed rate €'000 | Total interest bearing €'000 | Interest bearing at fixed rate €'000 |
| Euro | 17,735 | 5,978 | 22,209 | 8,573 |
| Total | 17,735 | 5,978 | 22,209 | 8,573 |

| | Fixed interest rate financial assets 2019 | | 2018 | |
|------|--|--|---|---|
| | Weighted average interest rate % | Weighted average period for which rate is fixed (years) | Weighted average interest rate % | Weighted average period for which is fixed |
| Euro | 7.70 | 19.38 | 7.37 | 13.36 |

(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.

(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.

13 POST BALANCE SHEET EVENTS

Since the year end we acknowledge the emergence of the COVID-19 pandemic and its impact on the global financial markets. We continue to monitor its impact on our investments. As of 20 March 2020 we are satisfied that there has been no material long term effect on the investment portfolio.

APPENDIX A

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

INCOME AND EXPENDITURE ACCOUNT

As at 30 June 2019

| | 2019 € | 2018 € |
|--|----------------------|-----------------------|
| Income | | |
| Grants from the RB | 845,000 | 883,560 |
| Divinity student fees | 88,776 | 87,766 |
| Receipts from guests and conferences | 155,129 | 145,115 |
| Non-stipendiary ministry training | 4,936 | 3,000 |
| Clergy study courses | 2,310 | 2,040 |
| Foundation course | 25,285 | 22,288 |
| CME/lay training | 46,175 | 26,983 |
| CME/lay training - release of deferred income | (27,000) | 37,500 |
| Priorities Fund | 30,000 | - |
| | <u>1,170,611</u> | <u>1,208,252</u> |
| Expenditure | | |
| Academic expenses | 445,239 | 441,634 |
| Administration expenses | 118,631 | 124,124 |
| Operating expenses | 340,008 | 295,371 |
| Establishment expenses | 211,116 | 213,416 |
| | <u>1,114,994</u> | <u>1,074,545</u> |
| Surplus for the year | 55,617 | 133,707 |
| Balance at beginning of the year | 133,707 | 38,556 |
| Funding adjustment in respect of previous year surplus | (133,707) | (38,556) |
| Balance at the end of the year | <u><u>55,617</u></u> | <u><u>133,707</u></u> |

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

BALANCE SHEET

As at 30 June 2019

| | 2019 € | 2018 € |
|---|---------------|---------------|
| Current assets | | |
| Sundry debtors | 148,664 | 213,721 |
| Bank deposit accounts | 3,321 | 3,319 |
| Bank current accounts | 37,293 | 20,375 |
| Cash on hand | 7 | 14 |
| | <hr/> 189,285 | <hr/> 237,429 |
| Creditors – amounts falling due within one year | (130,287) | (99,358) |
| | <hr/> | <hr/> |
| Net current assets | 58,998 | 138,071 |
| Total assets less current liabilities | 58,998 | 138,071 |
| Creditors – amounts falling due after more than one year | (3,321) | (3,319) |
| | <hr/> | <hr/> |
| Net assets | 55,677 | 134,752 |
| | <hr/> | <hr/> |
| Capital and trust funds | | |
| Accumulated surplus | 55,617 | 133,707 |
| Ferrar Memorial Fund for Liturgical Library | 4 | 58 |
| Gregg Memorial Fund for College Library | 56 | 987 |
| | <hr/> 55,677 | <hr/> 134,752 |
| | <hr/> | <hr/> |

APPENDIX B

ANNUALISED FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS

| | valuation (millions) 2019 | valuation (millions) 2018 | 2019 % | 3-year annualised 2017-2019 % | 5-year annualised 2015-2019 % |
|---|---------------------------------|---------------------------------|-----------|--|--|
| General Funds (Combined) | €190.2 | €167.7 | 17.5 | 5.4 | 6.2 |
| Benchmark | | | 21.3 | 7.3 | 7.2 |
| Relative Performance | | | -3.8 | -1.9 | -1.0 |
| Parochial, Diocesan Funds etc | | | | | |
| RB General Unit Trust (RI) | €243.7 | €210.3 | 18.6 | 5.6 | 7.0 |
| Benchmark | | | 21.3 | 7.3 | 7.2 |
| Relative Performance | | | -2.7 | -1.7 | -0.2 |
| RB General Unit Trust (NI) | £60.1 | £54.7 | 12.4 | 6.1 | 8.2 |
| Benchmark | | | 15.3 | 7.2 | 8.9 |
| Relative Performance | | | -2.9 | -1.1 | -0.7 |
| Clergy Pensions Fund | €190.3 | €166.8 | 17.1 | 6.6 | 6.5 |
| Benchmark | | | 15.9 | 5.7 | 5.0 |
| Relative Performance | | | 1.2 | 0.9 | 1.5 |
| <i>Bond Market Indices /Benchmark Components</i> | | | | | |
| ML Irish Govt Bond Index (€) | | | 6.9 | 2.7 | 2.6 |
| ML European Broad Mkt Bond Index (€) | | | 6.0 | 2.3 | 2.3 |
| ML Sterling Broad Mkt Bond Index (£) | | | 8.0 | 3.4 | 4.2 |
| <i>Equity Market Indices /Benchmark Components</i> | | | | | |
| Dow Jones Stoxx 600 (€) | | | 27.7 | 8.4 | 7.5 |
| S&P 500 (\$) | | | 31.5 | 15.3 | 11.7 |
| FTSE 100 (£) | | | 17.2 | 6.2 | 7.1 |

All values shown are as at end of calendar year.

APPENDIX C

GENERAL UNIT TRUSTS

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

SIX MONTHS ENDED 31 DECEMBER 2019

| | Page |
|---|------|
| RB General Unit Trust (Republic of Ireland) | 89 |
| RB General Unit Trust (Northern Ireland) | 94 |

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT FOR SIX MONTHS ENDED 31 DECEMBER 2019

FUND OBJECTIVE

To maintain and ideally grow the capital value of a unit over time while paying a stable, sustainable and competitive distribution rate.

PERFORMANCE

Total Returns as at 31 December 2019 (3 Years & 5 Years Annualised):

| Annualised Total Returns %: | 6 Months | 1 Year | 3 Years | 5 Years |
|---|-----------------|---------------|----------------|----------------|
| RB General Unit Trust (RI) | 8.3 | 18.6 | 5.6 | 7.0 |
| Benchmark* | 7.3 | 21.3 | 7.3 | 7.2 |
| | | | | |
| RB General Unit Trust (RI) Capital | 7.0 | 15.1 | 2.3 | 3.5 |
| ROI Inflation (CPI) | -0.1 | 1.5 | 0.9 | 0.5 |

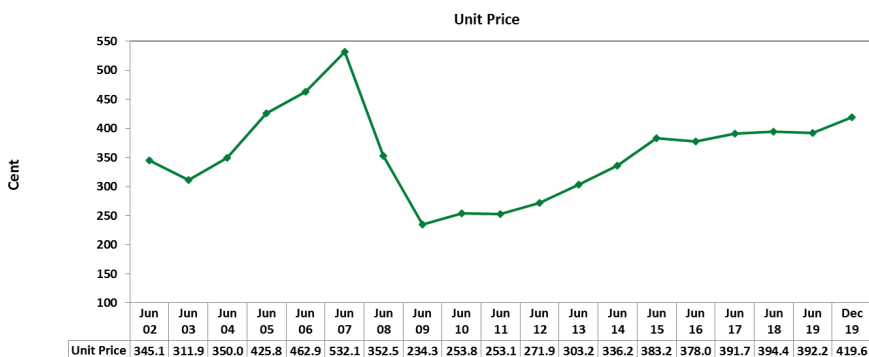
* Benchmark from 1 January 2019: Equities 65%, Bonds 30%, Cash 5% (50% Stoxx Europe 600, 15% S&P 500, 20% Euro broad market, 10% Sterling broad market, 5% Cash).

During the calendar year 2019, the capital value of the Fund increased by 15.1% while the total return (capital and income) was 18.6%. Performance is below benchmark given the Fund's lower risk profile in the midst of the on-going bull market in global equities and a lack of exposure to growth stocks e.g. high multiple Tech stocks.

During the six months under review, the total return of the fund was 8.3% versus a benchmark return of 7.3%. Performance was ahead of benchmark mainly as a bias in exposure to certain UK and Irish stocks which had performed poorly in the earlier part of 2019 recovered strongly as Brexit uncertainty dissipated.

The Investment Committee, as part of its oversight and supervisory duties, has endorsed this strategy, which has continued to deliver against the fund's objective. The Fund manager believes that the Fund is better positioned for a market downturn relative to the benchmark.

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 SIX MONTHS ENDED 31 DECEMBER 2019

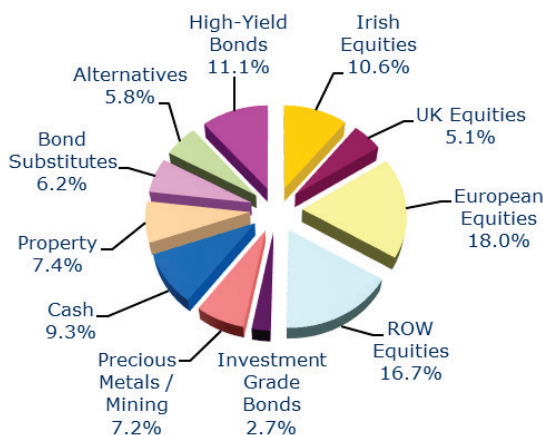
TRUST ASSET DISTRIBUTION

The market value of the investments, including the value of the capital deposit account was €243.7m.

The ten largest holdings at 31 December 2019 were:

| | % of Fund | | % of Fund |
|------------------------------|-----------|---------------------------------|-----------|
| 1. Cash | 9.3% | 6. Evonik | 1.8% |
| 2. Irish Property Unit Trust | 3.0% | 7. AIB 12.5% 2035 | 1.7% |
| 3. BOI 10.1% Pref | 2.7% | 8. Group Bruxelles Lambert | 1.6% |
| 4. NAMA Equity | 2.1% | 9. Anglo International Shipping | 1.6% |
| 5. Van Eck Gold Miners ETF | 1.9% | 10. IAG | 1.6% |

The investment profile in terms of distribution of the assets (by value) at 31 December 2019 is displayed in the following chart:



INCOME DISTRIBUTION TO UNIT HOLDERS

During the 6 months under review a distribution of 4.2 cent per unit was paid in December, unchanged from the prior year. This gave a combined total distribution for the calendar year of 11.5 cent per unit.

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 SIX MONTHS ENDED 31 DECEMBER 2019

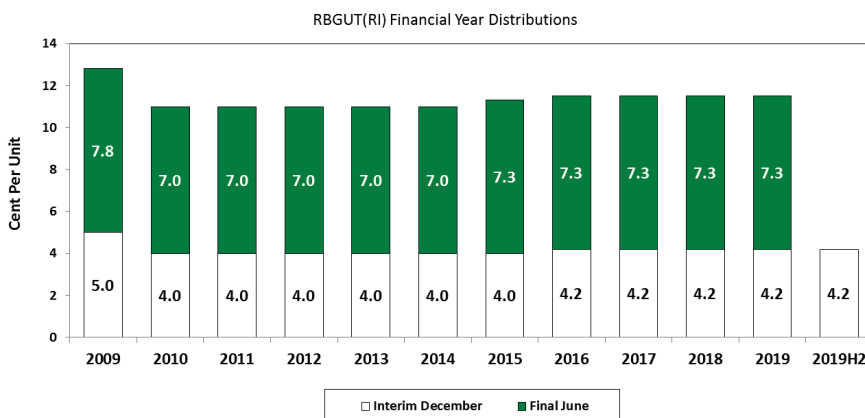
Based on the value of a unit at 31 December 2019 of €4.196, and a full year distribution of 11.5 cent, the distribution yield was 2.74%. (The comparative figures for 30 June 2019 showed a yield of 2.93% based on a unit value then of €3.92 and a full year distribution of 11.5 cent). At 30th June 2019 a transfer of €0.35m was made to the Dividend Equalisation Reserve resulting in a DER of €5.35m or 2.34% of the net asset value of the fund.

There were net outputs of €0.4m from the Fund for the six months to 31 December 2019, reflecting new cash of €1.4m less redemptions of €1.8m.

Environmental and Social Governance (ESG)

In the reporting period, the Investment Committee monitored and carried out an assessment of individual stock holdings within the various portfolios and reported to the Representative Body that it was satisfied that the investment managers remain sensitive to the Church's concerns and expectations with regard to Environmental, Social and Governance (ESG) issues. Environmental sustainability remains high on the agenda 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.

Income Distributions (2009 – 2019) - Financial Year-End 30 June (2009-2019) & 31 December 2019



In-house Investment team
The Representative Church Body
January 2020

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

STATEMENT OF TOTAL RETURN SIX MONTHS ENDED 31 DECEMBER 2019

| | 6 months 31-Dec-19 €'000 | 12 months 30-Jun-19 €'000 |
|---|--------------------------------|---------------------------------|
| Income | 3,009 | 7,436 |
| Expenses | (21) | (38) |
| Net income | <u>2,988</u> | <u>7,398</u> |
| Distributions | <u>(2,613)</u> | <u>(7,048)</u> |
| Transfer to dividend equalisation reserve | 375 | 350 |
| Net gains / (losses) on investment activities | | |
| - Net realised gains | 6,043 | 6,567 |
| - Net change in unrealised gains/(losses) on investments | 9,845 | (7,799) |
| | <u>16,263</u> | <u>(882)</u> |
| Net increase/(decrease) in net assets from investment activities | 16,263 | (882) |
| Funds brought forward | 233,566 | 232,760 |
| Proceeds from units issued | 1,378 | 3,155 |
| Cost of units redeemed | <u>(1,813)</u> | <u>(1,467)</u> |
| Funds carried forward | <u><u>249,394</u></u> | <u><u>233,566</u></u> |

Signed on behalf of the Trustee: *HJ Saville*

K Bowers

Date: *10 March 2020*

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

BALANCE SHEET AS AT 31 DECEMBER 2019

| | 6 months 31-Dec-19 €'000 | 12 months 30-Jun-19 €'000 |
|---|--------------------------------|---------------------------------|
| Investments | <u>221,809</u> | <u>207,339</u> |
| Current assets | | |
| Debtors | 27,330 | 24,693 |
| Cash at bank | <u>1,363</u> | <u>2,128</u> |
| | <u>28,693</u> | <u>26,821</u> |
| Current liabilities | | |
| Financial instruments | 869 | 373 |
| Creditors (amounts falling due within one year) | <u>239</u> | <u>221</u> |
| | 1,108 | 594 |
| Net current assets | <u>27,585</u> | <u>26,227</u> |
| Total assets | <u><u>249,394</u></u> | <u><u>233,566</u></u> |
| Trust capital fund | <u><u>249,394</u></u> | <u><u>233,566</u></u> |

Signed on behalf of the Trustee: *HJ Saville*

K Bowers

Date:

10 March 2020

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT FOR SIX MONTHS ENDED 31 DECEMBER 2019

FUND OBJECTIVE

To maintain and ideally grow the capital value of a unit over time while paying a stable, sustainable and competitive distribution rate.

PERFORMANCE

Total Returns as at 31 December 2019 (3 Years & 5 Years Annualised):

| Annualised Total Returns %: | 6 Months | 1 Year | 3 Years | 5 Years |
|---|-----------------|---------------|----------------|----------------|
| RB General Unit Trust (NI) | 3.4 | 12.4 | 6.1 | 8.2 |
| Benchmark* | 3.1 | 15.3 | 7.2 | 8.9 |
| | | | | |
| RB General Unit Trust (NI) Capital | 2.0 | 8.9 | 2.8 | 4.7 |
| UK Inflation (CPI) | 0.6 | 1.3 | 2.1 | 1.6 |

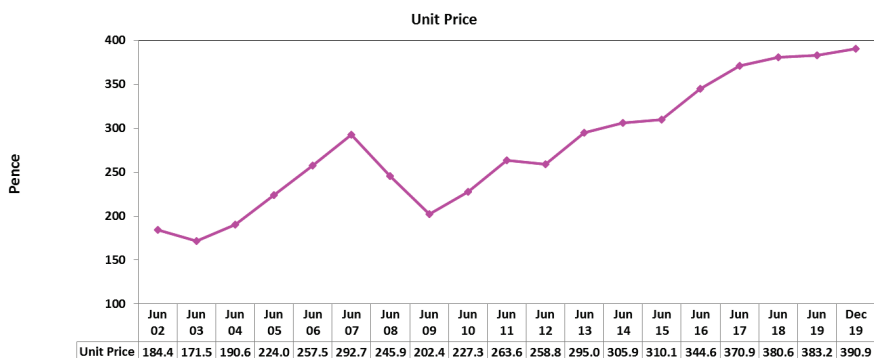
** Benchmark from 1 January 2019: Equities 65%, Bonds 25%, Cash 5% (25% Stoxx Europe 600, 25% FTSE All-Share, 15% S&P 500, 10% Euro broad market, 20% Sterling broad market, 5% Cash*

During the calendar year 2019, the capital value of the Fund increased by 8.9% while the total return (capital and income) 12.4%. Performance is below benchmark given the Fund's lower risk profile in the midst of the on-going bull market in global equities and a lack of exposure to growth stocks e.g. high multiple Tech stocks.

During the six months under review, the total return of the fund was 3.4% versus a benchmark return of 3.1%. Performance was ahead of benchmark mainly as a bias in exposure to certain UK and Irish stocks which had performed poorly in the earlier part of 2019 recovered strongly as Brexit uncertainty dissipated.

The Investment Committee, as part of its oversight and supervisory duties, has endorsed this strategy, which has continued to deliver against the fund's objective. The Fund manager believes that the Fund is better positioned for a market downturn relative to the benchmark.

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



THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
INVESTMENT MANAGER'S REPORT FOR SIX MONTHS ENDED 31 DECEMBER 2019

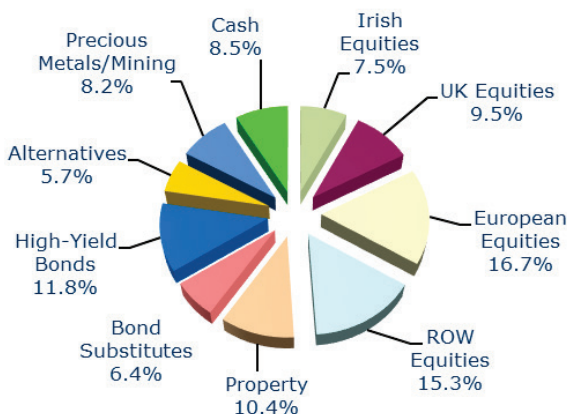
TRUST ASSET DISTRIBUTION

The market value of the investments, including the value of the capital deposit account was £60.6m.

The ten largest holdings at 31 December 2019 were:

| | % of Fund | | % of Fund |
|---------------------------|-----------|------------------------------|-----------|
| 1. Cash | 8.5% | 6. BOI 10.1% Pref | 1.9% |
| 2. Avenue Properties (NI) | 3.5% | 7. Irish Property Unit Trust | 1.8% |
| 3. AIB 12.5% 2035 | 2.4% | 8. Vaneck Gold Miners | 1.8% |
| 4. Viridian 4.75% 2024 | 2.1% | 9. Evonik | 1.8% |
| 5. Barclays | 1.9% | 10. Brit Ins 6.625% 2030 | 1.7% |

The investment profile in terms of distribution of the assets (by value) at 31 December 2019 is displayed in the following chart:



INCOME DISTRIBUTION TO UNIT HOLDERS

During the 6 months under review a distribution of 4.5 pence per unit was paid in December, unchanged from the prior year. This gave a combined total distribution for the calendar year of 10.8 pence per unit.

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 SIX MONTHS ENDED 31 DECEMBER 2019

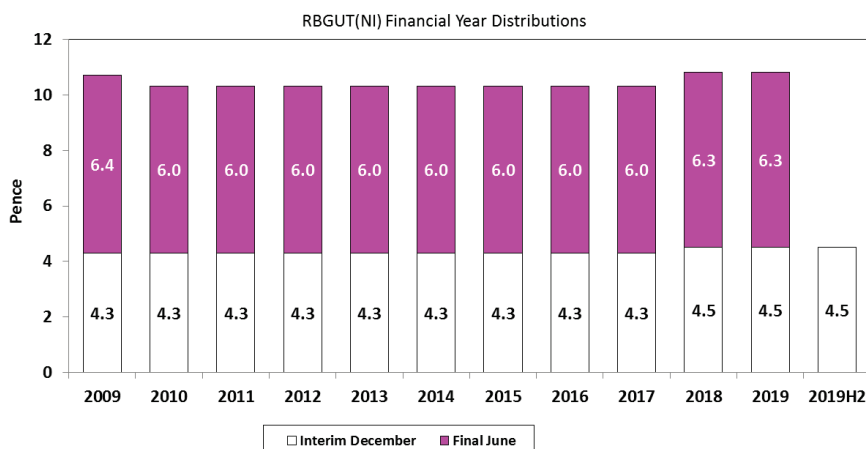
Based on the value of a unit at 31 December 2019 of £3.91, and a full year distribution of 10.8 pence, the distribution yield was 2.76%. (The comparative figures for 30 June 2019 showed a yield of 2.82% based on a unit value then of £3.83 and a full year distribution of 10.8 pence). At 30th June 2019 a transfer of £0.08m was made to the Dividend Equalisation Reserve resulting in a DER of £1.2m or 2.0% of the net asset value of the fund.

There were net inputs of £0.3m to the Fund for the six months to 31 December 2019, reflecting new cash of £0.46m less redemptions of £0.16m.

Environmental and Social Governance (ESG)

In the reporting period, the Investment Committee monitored and carried out an assessment of individual stock holdings within the various portfolios and reported to the Representative Body that it was satisfied that the investment managers remain sensitive to the Church's concerns and expectations with regard to Environmental, Social and Governance (ESG) issues. Environmental sustainability remains high on the agenda 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

Income Distributions (2009 – 2019) - Financial Year-End 30 June (2009-2019) & 31 December 2019



In-house Investment team
The Representative Church Body
January 2020

THE RB GENERAL UNIT TRUST (*NORTHERN IRELAND*)

STATEMENT OF TOTAL RETURN SIX MONTH ENDED 31 DECEMBER 2019

| | 6 Months 31-Dec-19 £'000 | 12 Months 30-Jun-19 £'000 |
|--|--------------------------------|---------------------------------|
| Income | 792 | 1,862 |
| Expenses | <u>(9)</u> | <u>(16)</u> |
| Net Income | 783 | 1,846 |
| Distributions | (750) | (1,767) |
| Transfer to dividend equalisation reserve | 33 | 79 |
| Net gains / (losses) on investment activities | | |
| Net realised gains | 2,186 | 859 |
| Net change in unrealised (losses) on investments | <u>(1,009)</u> | <u>(477)</u> |
| Net increase in net assets from investment activities | <u>1,210</u> | <u>461</u> |
| Funds brought forward | 59,768 | 57,589 |
| Receipts on issue of units | 463 | 2,153 |
| Payments on withdrawals of units | <u>(167)</u> | <u>(435)</u> |
| Funds carried forward | <u><u>61,274</u></u> | <u><u>59,768</u></u> |

Signed on behalf of the Trustee: *HJ Saville*

K Bowers

Date: *10 March 2020*

THE RB GENERAL UNIT TRUST (*NORTHERN IRELAND*)

BALANCE SHEET AS AT 31 DECEMBER 2019

| | 6 Months 31-Dec-19 £'000 | 12 Months 30-Jun-19 £'000 |
|---|--------------------------------|---------------------------------|
| Investments | | |
| Total assets | <u>55,195</u> | <u>55,341</u> |
| Current assets | | |
| Debtors | 5,588 | 3,718 |
| Cash at bank | <u>825</u> | <u>871</u> |
| | <u>6,413</u> | <u>4,589</u> |
| Current Liabilities | | |
| Financial instruments | 207 | 130 |
| Creditors (amounts falling due within 1 year) | <u>127</u> | <u>32</u> |
| | 334 | 162 |
| Net current assets | <u>6,079</u> | <u>4,427</u> |
| Total assets | <u><u>61,274</u></u> | <u><u>59,768</u></u> |
| Trust capital fund | <u><u>61,274</u></u> | <u><u>59,768</u></u> |

Signed on behalf of the Trustee: *HJ Saville*

K Bowers

Date: *10 March 2020*

APPENDIX D

ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY – INTEGRATING ESG INTO INVESTMENT DECISIONS 2020

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 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.

The RCB does not invest in companies where a significant source of revenue (in excess of 10%) is derived from the production of weapons (including key parts and services) and/or from the manufacture of tobacco products. From time to time companies, or external managers, 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.

Climate Change and environmental stability are recognised by the RCB as a distinct and critical responsible investment issue. The RCB supports the transition to a low carbon economy and has taken significant steps to reduce the climate change impact of its investment portfolios.

The Representative Church Body – Report 2020

Certain carbon-intensive companies are not considered likely to be able to assist with the transition to a low carbon economy and on this basis investment exclusions are in place for companies where more than 10% of turnover is derived from the a) the extraction of thermal coal and b) the extraction of tar sands. As appropriate within the context of the agreed investment strategy and risk parameters, the RCB aims to increase its exposure to green alternatives and to seek companies with good environmental policies that are committed to reducing their carbon footprint consistent with a 2 degree alignment as laid out in the Paris Pledge.

The RCB considers engagement to be an important component of its ESG policy and participates in both corporate and public policy engagement in collaboration with other investors through the Church Investors Group (CIG) and the Institutional Investors Group on Climate Change (IIGCC) on Climate Change and other ESG issues.

How is ESG implemented?

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

Individual 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 (most frequently collaboratively) with companies to promote improved management of ESG issues in order to enhance long-term outcomes in the companies for the benefit of Church of Ireland beneficiaries. 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 2019

APPENDIX E

RCB CLIMATE CHANGE POLICY 2020

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 and has taken several steps in this regard over the past number of years including collaborative engagement, investments in renewable energy (wind, solar and forestry), the implementation of restrictions for investments in coal mining and tar sands (most carbon intensive) and several disposals/divestments.

Given the importance of Climate Change, Fund managers will incorporate these risks, where material, into their investment decision making and analysis alongside other financial and Environmental, Social and Governance (ESG) factors with particular regard to their impact on shareholder returns. The Investment Committee will continue to monitor and review companies that appear not to be aligned with the long-term transition to a low-carbon economy and engage and/or divest as considered appropriate.

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 Investment Committee believes that all church investors face a financial and moral responsibility to take significant steps to address climate change. It has divested from companies involved in the extraction of thermal coal and tar sands as these companies are unlikely to be able to align with a future that limits temperature rises to a level that is well below 2 degrees Celsius above pre-industrial levels. It has also sought to increase exposure to renewable energy assets where the risk/return profile is attractive. Following a recent review of the remaining energy exposure the Committee has agreed to implement additional restrictions for fossil fuel companies involved in the extraction of oil and gas (identified by exposure to Reserves), especially those which are not compatible with a two degrees alignment, and has set a target to be fully divested from such stocks by 2022.

The RCB joined the Climate Action 100+ initiative at the end of November 2017 as a founding signatory and supporter. The Climate Action 100+ is an investor initiative to engage with world's largest corporate Greenhouse Gas emitters (across various industries and sectors) to curb emissions, strengthen climate disclosures and improve climate governance.

The Representative Church Body – Report 2020

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 and suggested actions are available on the website at www.ireland.anglican.org/parish-resources/509/how-green-is-your-church to support parishes and/or Dioceses who wish to become more engaged with environmental issues including Climate Change and Biodiversity.

December 2019

APPENDIX F

THE CHURCH OF IRELAND CLERGY DEFINED CONTRIBUTION PENSION 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 (RCB) 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 1 October 2015. The Scheme is a registered pension scheme for tax purposes under Part 4 of the Finance Act 2004.

Administration

Administration services are provided by Scottish Widows (formerly Zurich) who invest 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 Scottish Widow's 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 at least in line with the appropriate benchmarks.

The Trustee believes that environmental, social and governance (ESG) factors (such as climate change) are important when investing Scheme assets. The Trustee considers how ESG, climate change and stewardship are integrated within Mercer's investment processes and those of the underlying managers in the monitoring process.

Governance

As part of the ongoing monitoring, auditing and assessment of Scottish Widow's services Mercer provide quarterly operational governance reports to the Trustee. Scottish Widow'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 Scottish Widow's services during the year.

Value for Members

The Trustee obtains an annual "Value for Members" assessment of the Scheme. The most recent review (dated October 2019) confirmed that the costs and charges borne by the members continued to represent good value for them. Members further benefit from other services offered by the Scheme including ongoing Trustee oversight and review of the default investment option and the fund range. The efficiency of the administration processes and wide-ranging support and governance of the Scheme from the Trustee, the RCB and their professional advisors are also beneficial to members.

Details of all charges and transaction costs within the Scheme are included in the Trustee Chair's annual statement (dated 11 December 2019) which is available on the website.

Trustee Solutions Limited
March 2020

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 trustee of the Scheme.

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

The Registered Administrator and Investment Manager of the Scheme is Zurich Life Assurance plc. Mercer (Ireland) 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 2019) the Scheme had 198 active members and 27 deferred members. The value of the assets at that date was € 9.097m (€7.763m at 31 May 2018) and the Scheme was compliant with all Revenue and Pensions Act (as amended) requirements.

Irish Pensions Trust Limited, as trustee of the Scheme
March 2020

The Representative Church Body – Report 2020

APPENDIX G

THE CHURCH OF IRELAND

CLERGY PENSIONS TRUSTEE DAC

REPORT ON THE CLERGY PENSIONS FUND

FOR THE

YEAR ENDED 31 DECEMBER 2019

The Representative Church Body – Report 2020

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THE TRUSTEE AND ITS ADVISORS

| | |
|-------------------------------------|--|
| Trustee | The Church of Ireland Clergy Pensions Trustee Designated Activity Company |
| Registered Office | Church of Ireland House, Church Avenue, Rathmines, Dublin 6 Tel 01-4978422 Email <pensiontrustee@rcbdub.org> Web <www.ireland.anglican.org/clergypensions> Company Registered in Ireland No 492302 The Representative Church Body is the sole member of the Company. |
| Trustee Directors | <i>Nominated by the RCB Executive Committee</i> Mr Henry Algeo* Mr Nigel Bell† Rev Canon Henry Gilmore‡ (Chair) <i>Nominated by the Church of Ireland Pensions Board</i> Mrs Ethne Harkness¶ Mr Adrian Robinson |
| Company Secretary | Mr David Ritchie, Chief Officer and Secretary, Representative Church Body |
| Fund Management and Advisory | The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6 |
| Investment Managers | The Representative Church Body (<i>address as above</i>) Irish Life Investment Managers, Beresford Court, Dublin 1 |
| Investment Custodians | RCB – Northern Trust, Canary Wharf, London E14 5NT ILIM – Citibank, 1 North Wall Quay, Dublin 1 |
| Scheme Actuary | Mr Liam Quigley, Mercer, Charlotte House, Charlemont Street, Dublin 2 |
| Consulting Actuaries | Mercer Actuarial Services, Charlotte House, Charlemont Street, Dublin 2 |
| Auditors | PricewaterhouseCoopers, Chartered Accountants and Registered Auditors, Spencer Dock, Dublin 1 |
| Solicitor | Mr Mark McWha, Senior Solicitor, Representative Church Body |
| Bankers | Bank of Ireland, College Green, Dublin 2 Bank of Ireland, Talbot Street, Dublin 1 |
| Sponsor | The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6 |
| Registered Administrator | The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6 |
| Enquiries | 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.

* from 17 September 2019, in place of Mr Richard Milliken (retired 3 April 2019)

† retired on 31 December 2019 (successor to be appointed)

‡ from 1 January 2019, in place of Mr Terence Forsyth (retired 31 December 2018)

¶ from 17 September 2019, in place of Rt Rev Dr Paul Colton (retired on 30 June 2019)

INTRODUCTION

The Trustee presents its annual report on the operation of the Clergy Pensions Fund for the year ended 31 December 2019. 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 2019

Financial position of the Fund

Year on year there was an increase in the Fund assets of €23.5m with a closing value of €190.4m, having met benefit payments of €7.2m together with administrative and other costs of €0.2m.

Contributions to the Fund in the year were €2.5m, 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 €28.4m 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 return on the Fund's assets in the year was 17.1% against a benchmark return of 15.9%.

The development of the Fund is monitored by the Actuary and a full Actuarial Valuation is carried out at intervals of not more than three years and the final results presented to the Trustee. The most recent triennial valuation was as at 30 September 2018. This was the second full valuation since a Funding Proposal was agreed with the Pensions Authority in 2013, in response to the result of the 2012 triennial valuation which had shown that the Fund did not satisfy the Minimum Funding Standard under Section 44 of the Pensions Act at that date. 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. A summary of the key elements of the Funding Proposal is contained in Annex 2 to this report (page 137).

An international environment of continued low interest rates impacts on the calculated value of the future liabilities of the Fund. The liabilities of the Fund are represented by the capitalised value of the benefits payable to members now and in the future. They are calculated by reference to the yield available on highly rated bonds of a similar duration to the liabilities of the Fund. Yields have fallen considerably which effectively increases the cost of purchasing such bonds, and thus increases the actuarially calculated liability.

In the 2018 triennial valuation the Actuary confirmed that the financial position of the Fund had improved since the previous valuation and that the Scheme satisfied the Funding Standard and Funding Standard Reserve at the valuation date, 30 September 2018. However, he pointed out that the Scheme remained vulnerable to a correction in market values or to a strengthening of sterling and advised that it would be premature to consider any change to the contribution structure as set out in the Funding Proposal.

The Representative Church Body – Report 2020

The Actuary is also required to undertake an annual assessment of the Fund. In his annual assessment as at 31 December 2019 he stated that, as at that date, based on 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, the annual review confirmed that the Actuary was reasonably satisfied that, as at 31 December 2019, the funding proposal remained on track to achieve its objective.

The Actuary also noted in his annual assessment that the period since 31 December 2019 to end March 2020 has seen a substantial decline in asset values as a result of the emergence of the COVID-19 pandemic. The impact of these falls is not reflected in the Actuary's annual assessment as at 31 December 2019 but will be considered in the next review, which is due to be completed as at 31 December 2020.

The Trustee has agreed that the range of initiatives contained in the Funding Proposal remain appropriate and no adjustment should be made to them at this time. The funding position will continue to be monitored during the inter-valuation period and will be formally reviewed again following the next triennial valuation due to take place in 2021.

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 2019 is included as Annex 4 (page 141).

Administrative duties

The Trustee is pleased to report that the Fund has been administered in accordance with regulatory requirements during the year. Various duties in relation to the operation of the Fund were carried out during 2019 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.

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 2019 that no discretionary increases in pensions in payment be applied in 2020.

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 2019, on the recommendation of the RCB and the Trustee, that Pensionable Stipend levels with effect from 1 January 2020 should remain unchanged from 2019 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 2019 was 1.7%, therefore increases were applied on 1 January 2020 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 2019 is contained in the report from the Church of Ireland Pensions Board, set out in Annex 1 to this report (see page 134).

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 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 117.

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.

There were three retirements of Directors during 2019: Mr Richard Milliken retired from office on 3 April 2019, Rt Rev Dr Paul Colton – the Trustee Company's last remaining founder Director – retired from office on 30 June 2019 and Mr Nigel Bell retired from office on 31 December 2019. The Trustee wishes to record its appreciation for the contribution of Mr Milliken, Bishop Colton and Mr Bell to its work during the time of their Directorship.

Rev Canon Henry Gilmore was appointed a Director with effect from 1 January 2019 and was subsequently appointed Chair of the Trustee. Mr Henry Algeo and Mrs Ethne Harkness were appointed Directors with effect from 17 September 2019.

Mr Terence Forsyth, who retired as a Director on 31 December 2018, was invited to continue to attend meetings of the Trustee in an advisory capacity for a period, in the interests of providing continuity.

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. 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

The Representative Church Body – Report 2020

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 RB Investment Committee, in conjunction with the RCB in-house investment team, take overall responsibility for investment management in furtherance of the investment objectives and strategy for the Fund, using Irish Life Investment Managers (ILIM) for the passive management of a proportion of the Fund (41% at year end 2019 compared to 43% at the end of 2018). 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 2019 Northern Trust was the custodian of most 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 and is reviewed annually, can be found in Annex 5 to this report (page 142).

Investment policy

The overall investment objective of the Fund is to seek to maximise the total return on the assets under management over the longer term, while seeking to ensure that, as at 31 December 2023 the CPF is, at a minimum, fully solvent (in terms of both the Funding Standard and the Funding Standard Reserve) and that the Fund is appropriately de-risked.

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 is reviewed annually, and can be found at Annex 6 (page 144).

The Representative Church Body – Report 2020

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. This was done 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 review of investment objectives and strategy is currently underway in consultation with the Sponsor and the RB Investment Committee.

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 in accordance with the investment strategy adopted by the Trustee. Certain equities are excluded in accordance with the Representative Church Body's Environmental, Social and Governance Policy.

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 and is reviewed annually. The Procedure is available at <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 31 May 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>, 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> 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 2019

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FINANCIAL STATEMENTS 2019

PAGE 2

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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 assets 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 audit of the financial statements

Opinion

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

- give a true and fair view of the financial transactions of the scheme during the year ended 31 December 2019 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 properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Irish law).

We have audited the financial statements, included within the Annual Report, which comprise:

- the statement of net assets available for benefits as at 31 December 2019;
- the fund account for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") and applicable law.

Our responsibilities under ISAs (Ireland) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the scheme in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the trustee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustee has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the scheme's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the scheme's ability to continue as a going concern.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

INDEPENDENT AUDITORS' REPORT

PAGE 6



Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The trustee is responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Responsibilities for the financial statements and the audit

Responsibilities of the trustee for the financial statements

As explained more fully in the statement of trustee's responsibilities set out on page 4, the trustee is responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view.

The trustee is also responsible for such internal control as the trustee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. The trustee is also responsible for ensuring that contributions are made to the scheme in accordance with the scheme's rules.

In preparing the financial statements, the trustee is responsible for assessing the scheme's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the trustee either intends to wind up the scheme or has no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority website at:
https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf.

This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the trustee as a body in accordance with section 56 of the Pensions Act 1990, as amended 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.



Other required reporting

Occupational Pension Schemes (Disclosure of Information) Regulations, 2006

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 2019 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.

PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Place
Dublin
20 March 2020

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

ACCOUNTING POLICIES

PAGE 8

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. (2019 €1 = £0.8459; 2018 €1 = £0.8989).

(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.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

ACCOUNTING POLICIES (CONTINUED)

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(vii) Contributions

Contributions represent a levy on dioceses in accordance with section 36 of Chapter XIV of the Constitution of the Church of Ireland.

The levy was imposed from 1 June 2013 and represents 13% of Minimum Approved Stipend.

(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 2019 | |
|-----------------------------|------------------------------------|--|
| FINANCIAL STATEMENTS | PAGE 10 | |

CONSOLIDATED FUND

| | Notes | 2019 €'000 | 2018 €'000 |
|---|-------|----------------|----------------|
| CONTRIBUTIONS AND OTHER RECEIPTS | | | |
| Contributions | 3 | 2,532 | 2,417 |
| | | <u>2,532</u> | <u>2,417</u> |
| BENEFITS AND OTHER PAYMENTS | | | |
| Benefits paid | 4 | 7,232 | 6,923 |
| Administrative expenses | | 229 | 178 |
| | | <u>7,461</u> | <u>7,101</u> |
| NET (DECREASE) | | <u>(4,929)</u> | <u>(4,684)</u> |
| RETURNS ON INVESTMENTS | | | |
| Investment Income | 5 | 2,692 | 3,215 |
| Realised and unrealised investment gains/(losses) | | 25,740 | (5,400) |
| Currency gain/(loss) | | 50 | (12) |
| Investment management and professional expenses | | (65) | (64) |
| NET RETURNS ON INVESTMENTS | | <u>28,417</u> | <u>(2,261)</u> |
| NET INCREASE\ (DECREASE) IN FUND IN THE YEAR | | 23,488 | (6,945) |
| BALANCE 1 JANUARY | | <u>166,934</u> | <u>173,879</u> |
| BALANCE 31 DECEMBER | | <u>190,422</u> | <u>166,934</u> |

Signed on behalf of the Trustee: *H Gilmore*

H Algeo

Date: *10 March 2020*

The Representative Church Body – Report 2020

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

STATEMENT OF NET ASSETS

YEAR ENDED 31 DECEMBER 2019

FINANCIAL STATEMENTS

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CONSOLIDATED FUND

| | Notes | 2019 €'000 | 2018 €'000 |
|---|-------|----------------|----------------|
| INVESTMENT ASSETS | 6 | <u>190,281</u> | <u>166,846</u> |
| CURRENT ASSETS | | | |
| Cash due from the Representative Church Body | | 141 | 88 |
| CURRENT LIABILITIES | | | |
| Creditors | | <u>-</u> | <u>-</u> |
| NET CURRENT ASSETS | | <u>141</u> | <u>88</u> |
| NET ASSETS | | <u>190,422</u> | <u>166,934</u> |

Signed on behalf of the Trustee: *H Gilmore*

H Algeo

Date:

10 March 2020

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS

FINANCIAL STATEMENTS

PAGE 12

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. These financial statements should be read in conjunction with these certificates and reports.

3 SUMMARY OF CONTRIBUTIONS

| | 2019 | 2018 |
|----------------------------|-------|-------|
| | €'000 | €'000 |
| Diocesan levies | 2,428 | 2,316 |
| Representative Church Body | 103 | 101 |
| Sundry | 1 | - |
| Total | 2,532 | 2,417 |

The value of Northern Ireland contributions in sterling is £1.15m (2018: £1.13m) and was translated to euro at the year end rate of 0.8459 (2018: 0.8989).

The value of Republic of Ireland contributions is €1.17m (2018: €1.16m).

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

FINANCIAL STATEMENTS

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4 BENEFITS PAID

| | 2019 | 2018 |
|---|-------|-------|
| | €'000 | €'000 |
| Pensions to retired bishops and clergy | 4,752 | 4,547 |
| Pensions to surviving spouses and orphans | 2,060 | 2,078 |
| Commutation of pensions | 417 | 298 |
| Death Benefits | 3 | - |
| Total | 7,232 | 6,923 |

The cost of Northern Ireland benefits in sterling is £3.39m (2018: £3.33m). This cost excludes administration charges.

The cost of Republic of Ireland benefits in euro is €3.23m (2018: €3.22m). This cost excludes administration charges.

5 ANALYSIS OF INVESTMENT INCOME

| | 2019 | 2018 |
|----------------------------|-------|-------|
| | €'000 | €'000 |
| Investment income | 2,636 | 3,191 |
| Interest | 40 | 4 |
| Miscellaneous trust income | 1 | 1 |
| Securities Lending | 15 | 19 |
| Total | 2,692 | 3,215 |

The investment income above relates to the income paid to the Clergy Pensions Fund by investments managed by the Representative Church Body (RCB). 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 14

| | 2019 | | 2018 | |
|-----------------------------|--------------------------|---------------|--------------------------|---------------|
| | Market Value €'000 | % of Fund | Market Value €'000 | % of Fund |
| 6 INVESTED ASSETS | | | | |
| ILIM managed | | | | |
| Equities | | | | |
| UK | 23,099 | 12.1% | 13,959 | 8.4% |
| Europe ex UK | 23,038 | 12.1% | 13,780 | 8.3% |
| Global | - | 0.0% | 15,317 | 9.2% |
| Bonds | | | | |
| European | 15,048 | 7.9% | 13,609 | 8.2% |
| UK | 17,278 | 9.1% | 14,810 | 8.9% |
| | <u>78,463</u> | <u>41.2%</u> | <u>71,475</u> | <u>42.8%</u> |
| RCB in-house managed | | | | |
| Property | 13,976 | 7.3% | 15,063 | 9.0% |
| Precious Metals/Mining | 11,387 | 6.0% | 8,075 | 4.8% |
| Bonds and Bond Substitutes | 31,440 | 16.5% | 35,361 | 21.2% |
| Equities | 8,891 | 4.7% | 8,727 | 5.2% |
| Other | 23,620 | 12.4% | 17,119 | 10.3% |
| Cash on deposit | 22,504 | 11.8% | 11,026 | 6.6% |
| | <u>111,818</u> | <u>58.8%</u> | <u>95,371</u> | <u>57.2%</u> |
| | <u>190,281</u> | <u>100.0%</u> | <u>166,846</u> | <u>100.0%</u> |

The above analysis for RCB in-house managed has been reclassified to show Precious Metals/Mining as a separate sub group with the prior year figures for Property, Precious Metals/Mining, Bonds & Bond Substitutes and Equities restated.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

FINANCIAL STATEMENTS

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7 CONTINGENT LIABILITIES

As stated in the accounting policies on page 8 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 2019.

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 of the Fund is as set out on page 3 of the Financial Statements.

The Trustee does not receive and is not due any remuneration from the Fund in connection with its responsibilities as Trustee.

- (b) The Representative Church Body acts as the Sponsor and Registered Administrator for the Clergy Pensions Fund. Contributions to the scheme are made in accordance with funding arrangements agreed with the Actuary from time to time.

The Registered Administrator of the scheme is remunerated on a fee basis.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

FINANCIAL STATEMENTS **PAGE 16**

| | 2019 €'000 | 2018 €'000 |
|------------------------------------|----------------|----------------|
| 10 SUB DIVISIONS | | |
| REPUBLIC OF IRELAND | | |
| Contributions | 1,169 | 1,162 |
| Net benefits and other payments | (3,456) | (3,398) |
| Net transfer between sub divisions | - | 268 |
| Net (decrease) | (2,287) | (1,968) |
| Net returns on investments | 14,055 | (1,093) |
| Balance 1 January | 81,877 | 84,938 |
| | <u>93,645</u> | <u>81,877</u> |
| NORTHERN IRELAND | | |
| Contributions | 1,363 | 1,255 |
| Net benefits and other payments | (4,005) | (3,703) |
| Net transfer between sub divisions | - | (268) |
| Net (decrease) | (2,642) | (2,716) |
| Net returns on investments | 14,362 | (1,168) |
| Balance 1 January | 85,057 | 88,941 |
| | <u>96,777</u> | <u>85,057</u> |
| CONSOLIDATED FUND | | |
| Contributions | 2,532 | 2,417 |
| Net benefits and other payments | (7,461) | (7,101) |
| Net (decrease) | (4,929) | (4,684) |
| Net returns on investments | 28,417 | (2,261) |
| Balance 1 January | 166,934 | 173,879 |
| | <u>190,422</u> | <u>166,934</u> |

11 POST BALANCE SHEET EVENTS

Since the year end we acknowledge the emergence of the COVID-19 pandemic and its impact on the global financial markets. We continue to monitor its impact on our investments. As of 20 March 2020 we are satisfied that there has been no material long term effect on the investment portfolio.

12 APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the Trustee on 10 March 2020.

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 four meetings of the Board in 2019, two prior to and two after the General Synod.

Elected by the House of Bishops

Rt Rev John McDowell (2)

Elected by the General Synod

Canon Lady Sheil (4)

Rev Canon John Auchmuty (elected May 2019) (2)

Mrs Cynthia Cherry (4)

Elected by the Representative Church Body

Rev Canon Henry Gilmore (4)

Mrs Judith Peters (2)

Chairperson – Canon Lady Sheil

Vice-Chairperson – Mrs Cynthia Cherry

Honorary Secretary – Rt Rev John McDowell

Pensions Administration Manager – Mr Peter Connor

Grants Committee

Canon Lady Sheil

Mrs Judith Peters

Rev Canon John Auchmuty

Office: Church of Ireland House
Church Avenue
Rathmines
Dublin 6

Tel no (+3531) 4978422
Fax no (+3531) 4978821
Email <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 2020*, 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*.

The Board welcomes the return of Reverend Canon John Auchmuty to the membership of the Board.

3. MEMBERSHIP OF THE FUND

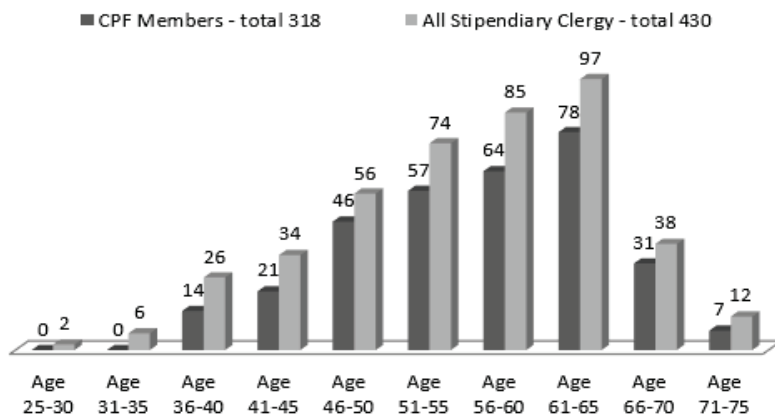
The table below shows the movement during the year across the various membership categories. The accompanying graph shows the age profile of the active members.

| | Active members | Deferred members | Pensioners | Spouses on pension |
|-----------------------------------|----------------|------------------|------------|--------------------|
| At 1 January 2019 | 338 | 108 | 304 | 176 |
| Leavers with deferred benefits | (9) | 9 | - | - |
| Leavers taking benefits elsewhere | - | - | - | - |
| Deaths before retirement | - | - | - | - |
| Retirements on pension | (11) | (7) | 18 | - |
| Returned to active service | - | - | - | |
| Deaths on pension | - | - | (18) | (17) |
| New spouses’ pensions | - | - | - | 10 |
| At 31 December 2019 | 318 | 110 | 304 | 169 ¹ |

In addition there were 12 child dependency allowances in payment at 31 December 2019 (12 at 31 December 2018).

¹ The total of 169 includes 2 widows of members who either retired or died before 1976 and 8 widows of voluntary members.

The Representative Church Body – Report 2020



Age distribution of stipendiary clergy

There are five clergy who commenced in the stipendiary ministry before 31 May 2013 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 2019 |
|----------------------------|-----------------------|---|
| 31 May 1949 and before | 65 | 3 |
| 1 June 1949 to 31 May 1954 | 66 | 26 |
| 1 June 1954 to 31 May 1959 | 67 | 72 |
| 1 June 1959 and after | 68 | 217 |

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 2020 are:

| | € | | £ |
|-------------------------------|------------------|-----|------------------|
| Clergy | 2,017,102 | and | 2,295,585 |
| Surviving spouses and orphans | 1,053,364 | and | 849,883 |
| | <u>3,070,466</u> | and | <u>3,145,468</u> |

The total annualised pensions in payment translated to euro at the year end exchange rate of 0.8459 are €6,788,952.

6. CONTRIBUTIONS

A contribution from central funds amounting to €103,198 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 2019, lump sums totalling €101,788 and £266,898 became payable in respect of 11 members as follows:

Died in service (0); died within five years following retirement (0); paid on retirement (7); deferred pension (4).

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>).

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 68 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 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 2019

| | Membership 31/12/18 | New Contributors | Death in Service | Fund Transfers | Retired | Membership 31/12/19 |
|---------------|------------------------|---------------------|---------------------|-------------------|----------|------------------------|
| RI | 13 | 0 | 0 | 0 | 0 | 13 |
| NI | <u>3</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>0</u> | <u>3</u> |
| Total | 16 | 0 | 0 | 0 | 0 | 16 |
| Previous Year | 16 | 0 | 0 | 0 | 0 | 16 |

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

| | 2019 €'000 | 2018 €'000 |
|--|-------------------|-------------------|
| Contributions received | 9 | 9 |
| Less paid on retirement or death | (0) | (0) |
| Less transfers to Clergy DC Scheme | (0) | (0) |
| Realised Gain on retirement and transfers to the Clergy DC Scheme | <u>0</u> | <u>0</u> |
| | 9 | 9 |
| Balance 1 January | 215 | 206 |
| Currency Translation Adjustment | <u>2</u> | <u>0</u> |
| Balance 31 December | <u><u>226</u></u> | <u><u>215</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 2019 €1 = £0.8459 (2017 €1 = £0.8989).

The Representative Church Body – Report 2020



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

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 27 January 2020 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 2019 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
20 March 2020

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.

The Representative Church Body – Report 2020

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: 30/09/2018

EFFECTIVE DATE OF PREVIOUS
CERTIFICATE (IF ANY): 30/09/2015

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 €176,367,000.00, would 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 €154,583,000.00, 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 satisfies 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:

15/02/2019

Name:

Mr Liam Quigley

Qualification:

FSAI

Name of Actuary's
Employer/Firm

Mercer Limited

Scheme Actuary
Certificate No.

P044

Submission Details

Submission Number: SR1949365

Submitted Electronically on: 15/02/2019

Submitted by: Liam Quigley

The Representative Church Body – Report 2020

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

PENSIONS AUTHORITY REFERENCE NO. PB1667

EFFECTIVE DATE: 30/9/2018

**EFFECTIVE DATE OF PREVIOUS
CERTIFICATE (IF ANY):** 30/9/2015

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 €154,583,000.00,

(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 €176,367,000.00

(3) €16,835,000.00 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 €13,779,000.00,

(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 €5,873,000.00,

(6) the aggregate of (4) and (5) above amounts to €19,652,000.00 and

(7) the additional resources (as defined in the Act) of the scheme amount to €21,784,000.00 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 comprises contingent assets and none 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 holds sufficient additional resources to satisfy the funding standard reserve as provided in section 44(2) of the Act.

The Representative Church Body – Report 2020



An tÚdarás Pinsean
The Pensions Authority

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:

25/03/2019

Name:

Mr. Liam Quigley

Qualification:

F.S.A.I.

Name of Actuary's
Employer/Firm:

Mercer Limited

Scheme Actuary
Certificate No.

P044

The Representative Church Body – Report 2020

ANNEX 4

ACTUARY'S STATEMENT



welcome to brighter

Church of Ireland Pension Fund Annual Statement

Year ended 31 December 2019

Pensions Authority reference number: PB1667

Actuary's Statement

I completed a review of the financial position of the Fund as at 30 September 2018. One of the outcomes of this review was that the scheme satisfied the Funding Standard (Section 44(1) of the Pensions Act, 1990) and the Funding Standard Reserve (Section 44(2) of the Pensions Act, 1990). Certificates confirming this outcome have been completed.

A Funding Proposal is currently in place with the objective of putting the scheme in a position to satisfy the Funding Standard and Funding Standard Reserve by 31 December 2023. This extended date was granted by the Pensions Authority at the request of the Trustees. I have undertaken a review as at 31 December 2019 to consider whether the funding proposal remains on track to achieve its objectives. This assessment was 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 assumptions about the future. Based on the assumptions employed, the Scheme's assets are 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, as at 31 December 2019, the funding proposal remained on track to achieve its objective.

The period since 31 December 2019 to end March 2019 has seen a substantial decline in asset values as a result of the emergence of the COVID-19 pandemic. The impact of these falls is not reflected in the assessment above but will be considered in the next review, which is due to be completed as at 31 December 2020.

A handwritten signature in blue ink, appearing to read "Liam Quigley", positioned above a horizontal line.

Liam Quigley
Fellow of the Society of Actuaries in Ireland
Certificate number: P044
Date: 30 March 2020

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.

The Representative Church Body – Report 2020

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, 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 December 2019

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 December 2019

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 2019

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 2019 of not less than:

| | Resident in the: | |
|-----------------------------|------------------|---------------------|
| | United Kingdom | Republic of Ireland |
| Surviving spouse under 80 | £13,913 | €17,792 |
| Surviving spouse 80 or over | £14,442 | €18,468 |

On 31 December 2019, pensions were in course of payment to 161 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 2019, 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 £1,500 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 2019 exceeded the figures in the Table by £3,400.

(ii) 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 £2,124 if he or she died while holding office in Northern Ireland, or €4,044 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.

(iii) 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 £4,780 if they died while holding office in Northern Ireland or €6,066 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 £1,593 if they resided in the United Kingdom or €2,022 if they resided in the Republic of Ireland shall be paid.

(iv) 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 2020

Due the unexpended surplus for 2019 and expected dividend income for 2020 it is not necessary to request General Synod for an allocation to the Fund for 2020.

The unexpended surplus for 2019 and dividend income for 2020 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 2020 as follows:

(i) Minimum Income of Surviving Spouses and Orphans

| | Resident in the: | |
|-----------------------------|------------------|---------------------|
| | United Kingdom | Republic of Ireland |
| Surviving spouse under 80 | £14,192 | €17,970 |
| Surviving spouse 80 or over | £14,731 | €18,653 |

It is estimated that the cost of this scheme will be £5,268.

(ii) Removal Grants

| | |
|---------------------|--------|
| Northern Ireland | £2,152 |
| Republic of Ireland | €4,097 |

(iii) Immediate Grants to Surviving Spouses

In service:

| | |
|---------------------|--------|
| Northern Ireland | £4,842 |
| Republic of Ireland | €6,145 |

In retirement:

| | |
|---------------------|--------|
| Northern Ireland | £1,614 |
| Republic of Ireland | €2,048 |

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 2019

INCOME AND EXPENDITURE ACCOUNT

| | 2019 €'000 | 2018 €'000 |
|--|---------------|---------------|
| INCOME | | |
| General Synod Allocations | - | - |
| Investment Income | 38 | 31 |
| Income from Trusts and Donations | 2 | 2 |
| | <u>40</u> | <u>33</u> |
| EXPENDITURE | | |
| Augmentation – Surviving Spouses and Orphans | 6 | 5 |
| Grants to Surviving Spouses | 19 | 17 |
| Expenses | 5 | 5 |
| | <u>30</u> | <u>27</u> |
| OPERATING SURPLUS FOR THE YEAR | 10 | 6 |
| Balance 1 January | 1,082 | 1,156 |
| New Investment | 498 | - |
| Revaluation movement | 184 | (79) |
| Currency translation adjustment | 4 | (1) |
| Balance 31 December | <u>1,778</u> | <u>1,082</u> |
| FUNDS EMPLOYED | | |
| Investments | 1,710 | 1,027 |
| Cash held with the RCB | 68 | 55 |
| | <u>1,778</u> | <u>1,082</u> |

THE SUPPLEMENTAL FUND

ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2019

| | 2019 €'000 | 2018 €'000 |
|--------------------------|---------------|---------------|
| Investments at Valuation | | |
| RB General Unit Trusts | 1,710 | 1,027 |
| | <u>1,710</u> | <u>1,027</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 Representative Church Body – Report 2020



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

Dear Sirs

Chartered Accountants' report on the unaudited financial information of the Church of Ireland Supplemental Fund

In accordance with our engagement letter dated 27 January 2020 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 2019 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
20 March 2020

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 2019 was €24,420 and £2,233.

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 €61,626 plus £80,635 were allocated in 2019/2018. 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 2019 to provide additional income for the most elderly and needy surviving spouses of clergy. This enabled the Board to give an additional grant of £400 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 2020.

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.

The Representative Church Body – Report 2020

During 2019, grants totalling €18,700 were paid to 7 retired clergy.

5. Rev Precentor RH Robinson Bequest

The income of this bequest, currently circa €10 per annum, had been allowed to accumulate to provide a reasonable grant level. In 2019 the Board agreed that the accumulated income of €94.50 be paid to one recipient and that the income again be allowed to accumulate until a similar grant level can 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 2019, the total of grants paid was €1,676.

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.

An allocation of £10,000 was made in 2019 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €2,850 and £3,105 to five surviving spouses and grants totalling £4,000,655 to one retired member of the clergy.

The Board would welcome donations and bequests in order to provide a permanent income for this Fund.

APPENDIX I

ARCHIVE OF THE MONTH 2019

| | |
|-----------|--|
| January | Strokestown (Bumlin) Parish Registers and Monuments |
| February | Earliest Parish Register in Ireland 400 Years Old in February 2019 |
| March | An Even Wider Window to an Ecclesiastical World – More Architectural Drawings Digitized |
| April | Finding the Kinmonths in Shandon, Cork – A Genealogical Mystery Solved in the RCB Library |
| May | Bicycles, Long Coats and Shooting Jackets. Fashion Changes Recorded by the <i>Church of Ireland Gazette</i> |
| June | “Earl’s Gift” Map Conserved and Showcased at the <i>Visual Window to an Ecclesiastical World</i> Exhibition |
| July | Archbishop John Alen of Dublin & Glendalough (c. 1476-1534) and his Register |
| August | A Month is a Long Time in Politics: Disestablishment as Covered by the <i>Church of Ireland Gazette</i> , 1869 |
| September | Parish Record Accessions to the Library During 2018 and the Updated List of Parish Registers |
| October | Parochial History of Mullingar, compiled by the Revd William Reynell, 13th – 19th Centuries – Digitised |
| November | A Little Map with a Big Story. An early history of St John the Evangelist, Sandymount From a Deed Map |
| December | The Last Established Church Clergyman: Tracing the Life of William Somerville-Large |

APPENDIX J

ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE REPRESENTATIVE CHURCH BODY LIBRARY, 2019

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

Arklow Group (Glendalough)

Arklow: Registers of baptisms, 1871-2002; Registers of marriages, 1845-2007; Petition from parishioners to the rector, 1871.

Kilbride: Register of baptisms, 1834-1970; Registers of marriages, 1845-2006; Register of burials, 1835-1897; Miscellaneous volume containing extracts from the minutes, lists of churchwardens, draft sermons and accounts, 1821-1941 (compiled c. 1941).

Cairncastle & Kilwaughter (Connor)

All Saints: Register of baptisms, 1957-2000; Register of marriages, 1963-1973; Preachers' book, 1987-2005

St Patrick's: Register of baptisms, 1930-2000; Register of burials, 1882-1990

Cloyne Union (Cloyne)

Cloyne: Register of baptisms 1855-1863; Register of burials 1964-2001; Vestry minute books, 1932-2004 and 1967-1978; Preachers' book, 1966-1981; Confirmation register, 1912-2002; Miscellaneous loose papers, 2004-05

Aghada: Vestry minutes, 1932-61

Corkbeg: Vestry minutes, 1932-61

Dungourney: Register of baptisms, 1817-1970 including seven marriage entries, 1821-1823; Register of burials, 1819-2002

Garranekinnefeake: Registers of marriages, 1859-2007

Midleton: Registers of baptisms, 1883-2001; Registers of marriages, 1845-2006; Register of burials, 1883-2001; Preachers' book, 1969-1999; Miscellaneous loose papers, 2001-2006; Copy notebook containing extracts from early parish vestry minutes and other sources, compiled late 19th century.

Cregagh, St Finian's (Down)

Preachers' books, 1932-2012; Register of vestrymen, 1929-1962

Donaghadee (Down)

Registers of baptisms, 1868-1992; Registers of marriages, 1868-2004; Registers of burials, 1881-2000; Vestry minute books, 1870-2004); Account book, 1874-1953; Preachers' books, 1891-2016.

Dromod Chapel of Ease (Ardagh)

Vestry minute book, 1958-1972; Records of the Dromod School and Warren Endowment, 1912-1998.

From the family of the late Dorothy Burns (died 2014)

Ferns & Kilbride (Ferns)

Register of baptisms, 1854-1925

Durrow (Ossory)

Three part books containing various anthems, canticles and other music, which belonged to Henry Jeffrey Flower, 4th Viscount Ashbrook of Castle Durrow. A number of pieces are by M.M Crowley, and it is likely the volumes were also transcribed by Crowley. Mathias Crowley, who an eminent professor of music who served as organist of Durrow in the 1840s.

Holmpatrick (Dublin)

Holmpatrick: Commemorative materials marking the 150th anniversary of Holmpatrick Church, including a booklet of photographs, a DVD with photographs by Dorothy Hyland, and a commemorative card, 2018.

Kenure: DVD of images compiled by Dorothy Hyland to mark the 150th anniversary of Kenure Church, 2016.

Howth (Dublin)

Copy of the published "Notes on the Ecclesiastical Antiquaries in the Parish of Howth, Co. Dublin" by Robert Cochrane, from the *Proceedings of the Royal Society of Antiquaries Ireland*, 1893.

Kildare & Newbridge Union (Kildare)

Kildare: two copies of alphabetical lists of the grave plots in St Bridget's Graveyard c. 1917-18; Typescripts of the cathedral magazine compiled during the incumbency of the Very Revd AD Buchannan, 1963-78; Miscellaneous papers relating to the school transport scheme, 1977-1987.

Ballysonan: Preacher's book, 1942-1967.

Curragh Camp: Preachers' books, 1935-1989; Minutes of the Curragh Camp Church Committee, with related correspondence, expenditure and income ledgers, and materials concerning fund-raising activities to keep this church maintained. The files include copies of the original deeds of conveyance as a Wesleyan chapel (c. 1912), 1994-2012.

Kilmeague: Materials relating to Kilmeague School and the Perceval Endowment as follows: Minute book of governors, 1897-1965; Two account books, 1942-59 and 1948-88; loose abstracts of accounts, 1948-87; deeds and tenancy agreements concerning the school-house, 1909- 1987; and related miscellaneous correspondence, 1897-1988.

Kildrumferton (Kilmore)

Kildrumferton/Crosserlough: Combined registers of baptisms, marriages and burials 1801-1939; Registers of baptisms, 1842-2018; Registers of marriages, 1845-1877; Register of burials, 1937-2012; Vestry minute books, 1789-1988; Register of vestrymen, 1870-2005; Account books, 1885-1926; Preachers' books, 1853-1985; Confirmation register, 1915-2018; Sunday School register, 1896-1900 and Miscellaneous loose papers, 1908-1988.

Ballyjamesduff: Combined register, 1875-2016; Registers of marriages, 1845-2005; Registers of vestrymen, 1871-1990; Confirmation register, 1918-1993.

Ballymachugh: Register of baptisms, 1932-2019; Register of burials, 1884-2018; Vestry minute book, 1944-1961; Register of vestrymen, 1870-2002

Castlerahan: Register of baptisms, 1879-2015; Register of burials, 1880-1900; Register of vestrymen, 1870-2001

Killaloe Union

Killaloe: Register of burials, 1846-2017

Castletownarra: Register of baptisms, 1836-1961

Iniscaltra: Register of baptisms, 1851-2013 including a list of Protestants, 1855 and confirmations, 1858, 1890 & 1898; burials, 1851-2017

Kiltenanlea: Register of baptisms, including confirmations, 1891-2009; Register of burials, 1881-2008; Vestry minute book, 1817-1870; Account book, 1958-1971; Preachers' book, 1967-2009

Stradbally: Register of baptisms, 1850-2016, including confirmations, 1860-1887; Register of burials, 1850-2014; Preachers' book, 1958-1995

Tomgraney: Register of baptisms, 1878-2008

Killymard (Raphoe)

Draft deed, being a fee-farm grant of site of Killymard School, 1823

From Canon David Crooks, Diocesan Registrar

Kiltiernan (Dublin)

Account book, 1944-1951; Church collection notebooks, 1868-1898; Preachers' book, 1973-1983; Registers of church members, 1920; 1934-40; Deeds, including materials relating to the parochial school, and various bequests, most extensively the Brennan and Crofton bequests, 1819-1941; Sunday School registers, 1965-73; Orders of service, 1897-1985; Annual Reports, 1891-1940; Tithe applotment returns by townland, 1831-1833; Miscellaneous loose papers including materials relating to the burial ground and burials, and other parish business, 1844-1951; Signed printed copy of "Kiltiernan" poem, read at the Christmas tree, 1882, by Revd Edward Hughes, rector, with transcript of same; Papers relating to the Auxiliary Fund, 1879-1884.

Mohill Union (Ardagh)

Cloon: Register of baptisms, 1880-2013; Register of burials, 1888-2012

Kilmore: Register of baptisms, 1879-1977

Kilronan: Register of baptisms, 1877-1939; Register of burials, 1877-2004

Kiltubrid: Register of baptisms, 1883-2009; Register of marriages, 1965 only; Register of burials, 1883-2017.

Outeragh: Register of baptisms 1960 only.

Tarmonbarry: Vestry minute book, 1811-1872

Mount Merrion, Church of the Pentecost, Belfast (Down)

Registers of marriage, 1963-1976; Vestry minute books, 1962-1994; Preachers' books, 1956-1998; Account books, 1964-2005; Annual reports, 1966-2011; Parish magazines, 1963-2000; Miscellaneous loose papers and volumes including a secretary's manual detailing the role and responsibilities of incoming secretaries of the select vestry, compiled in 1989; Index to vestry minutes, from c. 1962 and volume containing chronological lists of clergy, officers and their roles, and members of the select vestry, 1962-1998.

Moville (Raphoe)

Moville Upper: Register of baptisms, 1875-1990; Register of marriage, 1881-1931; Register of burials, 1984-2006; Register of vestrymen, 1870-1990

Moville Lower: Register of baptisms, 1876-2018; Registers of marriages, 1936-1955; Register of burials, 1893-2018; Register of vestrymen, 1870-2017; Transcript volume containing copy baptisms, 1893-1895 and notes extracted from other sources on the parish history, c. 1887-1930

Donagh: Sunday School register, 1995-2010;

Gleneely: Vestry minute book, 1988-1990.

Sandymount (Dublin)

Deeds including the act of consecration of the church, 1850-1997; Miscellaneous loose papers, 1900-2019.

St Bartholomew (Dublin)

Orders of service, 2009-2017 including the choral evensong with ecumenical guests to mark the 150th anniversary of the parish, 2017.

Additionally received by Dr Kenneth Milne, Church of Ireland historiographer and author of the parish history: Printed item, being 'An Address to the Inhabitants of the New Parochial District of S. Bartholomew, Dublin' by the Revd Arthur A. Dawson, incumbent (Dublin, 1865).

St Ann (Dublin)

Draft vestry minutes with related correspondence, created by Dr Valerie Jones, vestry member, 2002-2013,

From Dr Heather Jones, London

Templemichael (Lismore)

Vestry minute books, 1795-1921; Tithe applotment books and accounts, 1826-1833; Copy register of baptisms, marriages & burials, 1801-1876; Miscellaneous loose papers; 1829-1967. From Whyte's & Sons Auctioneers, Dublin, prior to the sale of the Mount Cashell Archive at public auction

Taughboyne Union (Raphoe)

Taughboyne: Miscellaneous loose papers relating to the original glebe land including a copy deed for 1823; materials relating to the Bowen and other parish endowments 1879-1930; specifications and invoices for building the glebe house, 1880-1889; records relating to Colonel Robertson's Schools, including indenture for a teacher's residence, 1846-1907; a faculty, 1898 and acts of institution, 1917 and 1946; with other miscellaneous items, 1823-1964.

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Craigadooish: Papers relating to 'the building of a new church at Crahadoone in the parish of Taughboyne' commencing with a letter from the bishop of Raphoe, the Rt Revd William Bissett, confirming the Board of First Fruits grant to building the church, in 1829, and continuing with deeds, specifications and invoices for building, 1829-1834, with a later summary about the Bowen Endowment which assisted the salary of the incumbent, 1885. Killymard: Draft Fee-Farm Grant of the site for the parish school, 1823

Tullow (Dublin)

Account books, 1981-2015; Annual reports, 1990-1998; Miscellaneous loose papers relating to finance and income, 1998-2011.

Whitechurch (Dublin)

Orders of service and other printed materials; photographs of the Big Snow in March 2018, and speech delivered by Canon Horace McKinley at the launch of the autobiography entitled *Sailor, Airman, Spy*, by Ted Hayes, parishioner, in September 2018, 2017-2019.

Youghal (Cork)

St Mary's Youghal: Vestry minutes and related correspondence, 2008-13; Preachers' book, 1846-1856; Youghal Protestant Relief Society records, including minute book, payments book, reports and miscellaneous loose papers, 1883-1925; Annual reports, 1998-2006; Visitors' books, 1970-2009; Poor money payments book, 1848-90; Book of Remembrance for the Festival of All Souls, 2004-10.

Castlemartyr: Register of marriages, 1845-1955; Miscellaneous papers relating to application for conservation grant, 2001-03.

Kilcredan: Vestry minute book, 1803-36.

(ii) Cathedral Records

St Patrick's Cathedral, Dublin

Copy of the printed Souvenir Programme for the Dublin Theatre Festival, Sept.-Oct. 1962, at which *Murder in the Cathedral* was performed in the cathedral, together with a copy of the Novello Original Octavo Edition of Handel's *Messiah*, originally owned by Robert McCullagh, to which the programme of the Messiah Bicentenary, 1942, and a printed notice about the old Music Hall, Fishamble Street are affixed, together with the original signatures of choristers and organists who performed at this commemorative event, 14 April 1942.

From the Very Revd Niall Sloane, Limerick

(See also the entry for the Society of Friends of St Patrick's Cathedral, Dublin, in the Manuscripts section below).

Christ Church Cathedral (Dublin & Glendalough)

Preachers' books, 1971-85; 2008-10; 2018 only; Annual Reports, 1891-1968 inclusive; Printed Statements of Account with Lists of Subscribers, 1869-1913; Cash receipt book for the Restoration Appeal Fund, 1982; Receipt book for the Bishop George Otto Simms Memorial Fund, 1994; Sunday Service Lists in bound volumes; Visitors' Book, 1959-62; 1; Scrapbook entitled "Restoration of Christ Church Cathedral by Henry Roe Junr. Esqr 1871-78"; Minute Book of the Re-Opening of Christ Church Cathedral Committee of Management,

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including correspondence from a large number of clerical and lay invitees to the –re-opening, tickets, seating plans, and other memorabilia 1878; Scrapbook containing printed orders of service and prayers for special occasions for various services and memorial dedications held in the cathedral, 1881-1913; Volume of press cuttings and occasional orders of service mostly relating to memorial services and fabric changes in the cathedral, 1908-1912; Photographs of the chapter house excavation, 1886; Handwritten paper entitled “An Old Boy’s recollections of the choir school as it was during the closing days of the last century”, by Wm. T. Grey, 1961; Photograph of choir and clergy, undated but early 20th century; Four catalogues of the cathedral library and archives, 1873, 1875-1908, 1909, and undated; Condolence Book for victims of the Manchester Bombing, 22 May 2017.

Music as follows: Organ Books, six volumes [undated, 19th century]; Organ Chant Book, 1867; 19th-century Chant Book, unbound [n.d.]; Chants Selected and Arranged by James F. Fitzgerald, Organist & Master of the Choristers, 1907; Copy of Fitzgerald Chant Book by the Revd Robert J. Ross, 1930; Order for Morning & Evening Prayer Throughout the Year (score book), 1858; Limited Edition Printed Music, as follows: *Cathedral Music Selected and Carefully Revised* by William Boyce, Vol. 1 only, 1760; *Cathedral Music Selected by Samuel Arnold*, Vols 1, 2 & 3, 1790; Registers of Daily Services and Anthems, recording daily music sung throughout each year, for each year 1846-1853 inclusive; Catalogues and index of anthems with authors alphabetically arranged, 1821; Catalogue of music in use at the cathedral, [n.d. 20th century].

Kildare Cathedral (Kildare)

Miscellaneous papers including correspondence with plans about heating and lighting, 1936-86; copies of survey drawings, mid-1980s; extensive materials relating to the Restoration Fund, 1986-88; and B&W aerial photographs of the cathedral taken from a military plane, undated [1970s or 1980s?]. Additionally, printed Festival Books of the music and order for the annual service of the Kildare and Glendalough Diocesan Choral Association, held each year in Kildare Cathedral, incomplete run, 1912-1939.

Limerick Cathedral (Limerick)

Service Sheets and Concert Programmes, 2016-2019; *Doorways: The Newsletter of the Friends of St Mary’s Cathedral*, vol. 1, 2018

(iii) Diocesan Records

Ardagh

Board of Education income and expenditure account book, 1914-88; Mary Murray Charity records including minute book, 1906-2003; cash book, 1906-2007 and miscellaneous loose papers, 1965-2002

From the family of the late Dorothy Burns (died 2014)

Kilmore

Board of Religious Education account book, 1904-1984

From the Revd Simon Scott, Kildrumferton Rectory

(iv) General Synod Records

Board of Education (N.I.)

Two ledgers of accounts, 1961-2007 and 2008-1016

(v) Representative Church Body Records

Handwritten volume entitled “Index of Cases before the Legal Committee and other papers” containing an alphabetical list of cases, some of which relate to volumes Legal Opinions, undated, covering 1873-1892.

File of correspondence and related opinions concerning the request of the Roman Catholic Archbishop of Cashel’s special request to conduct a high mass and preach a sermon on the Rock of Cashel, February-April 1961.

Papers collated arising from the meeting of the Legal Advisory Committee’s meeting to discuss the three questions raised by way of motion passed at the General Synod on 16 May 2000 relating to the governance of the Theological College, 18 October 2000
From Church of Ireland House, Dublin

2. MANUSCRIPTS

Athey, Canon Rowland (1898-1956), Incumbent of Trim, 1933-56

Sermon preached in two parts, at St Patrick’s Church, Trim, on St Patrick’s Day and the 5th Sunday in Lent, 17 and 18 March 1934, by the rector Canon Athey, together with a photograph of Athey at his desk, undated.

From his daughter, Elizabeth Rushton, Edmonton, Canada

Baird, Venerable Thomas (1883-1967)

Collection of correspondence, dated 1906 concerning his training and ordination, together with a copy of baptismal certificate, 1883, his Trinity degree certificates, 1904 & 1906, episcopal mandates and letters of appointment documenting the clerical career of Canon Thomas Baird, who variously served as rector of St Augustine’s Londonderry, 1909-18 and Camus-juxta-Mourne, 1918-56, and archdeacon of Derry, 1932-55, with teacher’s agreements for staff at Abercorn School, Strabane, 1918-51.

From Canon David Crooks, Diocesan Registrar, Derry & Raphoe

Bennet, Revd John (1853-1923)

Family bible of the Revd John Bennet, ordained deacon in Leighlin church on 3 August 1883, and which passed to his son William Ryland Rainsford Moore Bennet, containing details of the Bennet family of Pontzpass, Co. Armagh and the Moore family of Terenure Co. Dublin. Bennet married Mary Moore in 1881.

From Olive Buckley, Doneraile, Co. Cork

Chavasse, Revd Canon Claude Lionel (1897-1983)

Correspondence received by Chavasse following his decision to go forward for holy orders, 1927-32; and later as rector of Baltinglass & Ballynure with Stratford-on-Slaney (Leighlin), 1960-67 revealing deep ecumenical relationships with the monks at Bolton Castle, Moone, Co. Kildare; Presentation College, Carlow and the Presentation Sisters at Baltinglass, with three scrapbooks of press cuttings kept throughout his career, including articles or letters by him on ministry, ecumenism and remarriage after divorce, as published, sometimes with letters of response from other correspondents interleaved, 1938-1980.

From his daughter, Mrs Gabrielle McCracken, Kilmarnock, Scotland

Church of Ireland Theological College/Institute

Preachers' Books, from the Theological College (which became the Institute in 2009) Sacristy, 1998-2002; 2002-06; 2006-10; 2010-19.

From The Theological Institute

Friends of St Patrick's Cathedral, Dublin, Society of

Minute book of the Council of the Society of the Friends of St Patrick's Cathedral, Dublin, with copies of the printed annual report interleaved, 1945-1982

From St Patrick's Cathedral, Dublin

French Huguenot Fund

Accounts, administrative papers, and correspondence, including correspondence to and from annuitants, and other applicants for financial support, 1908-1997; also a file of materials including correspondence, plans and photographs relating to the administration and maintenance of the Huguenot Cemetery, Merrion Row, by the French Huguenot Fund, during the trusteeship of Derek Pearson, 1965-1998.

From Tim Pearson, son of the late Derek Pearson, Co. Dublin.

Irish Clergy Sons Education Society

Minute Book, 1953-1978

From St Patrick's Cathedral, Dublin

Gilmartin, Dr John Patrick Maiben (1939-2019)

Papers including research notes, photographs, correspondence, some drawings, daily diaries, pedigrees and family materials spanning his career as an art historian and as president of both the Friends of the National Collections of Ireland, 2005-2008 and of the Huguenot Society of Great Britain (Irish Section) from 2011.

From his executors

High Support Special School, Kilkenny

Miscellaneous administrative files and roll books, late 20th century and to 2019

From the Bishop of Cashel, Ferns & Ossory

Jones, Dr Valerie (1943-2014), Dublin & Glendalough Diocesan Communications Officer, 1991-2003

Files including press releases and draft statements during Dr Jones' time as diocesan communications officer between 1991 and 2003; photographs of ordinations and other diocesan events and services; together with media training lectures and guidelines for clergy; papers relating to her membership of the Board of the Church of Ireland Gazette, from 2006, her research interest in Coláiste Moibhí; her membership of the diocesan synod; General Synod and church organizations including Cumann Gaelach na hEaglaise and Changing Attitude. From her daughter, Dr Heather Jones, London

Kirwan House, Dublin

Original copy of the *Hibernian Chronicle* newspaper containing details of the charity sermons preached for female orphans by the Rev. Walter Blake Kirwan and others, 29 February, 1796; and draft and printed copies of the final printed Scheme for the regulation of the charity known as Kirwan and Pleasants School incorporated under the name of the Female Orphan House, North Circular Road, dated 14 July 1958. From Mrs Daphne Rowell (nee Carter), Dublin

Legge, Curtis and Wilkinson Family

Family bible that originally belonged to Jeremiah Legge, Clonegam Co. Waterford, who married Mary Curtis, on 25 May 1829, and subsequently including the genealogical details of members of the Wilkinson family of Birr, and later Mitchelstown, Co. Cork, 1829-1937. From Mrs Hazel Crawford, Dublin

Lougheed, Canon Brian Frederick Britain (1938-)

Collection of annual personal diaries, documenting his entire life and clerical career as a curate in St Peter's with St Audoen's (Dublin) from 1961-63, Glenageary (Dublin) from 1963-66, as rector of Rathmolyon (Meath), 1966-79 and finally as rector of Killarney, Aghadoe & Muckross, 1979-2004, 1961-2017; also a visiting book whilst curate in Glenageary, 1963-66; clerical expenses account book, 1984-2004 and miscellaneous photographs. From Canon Brian Lougheed, Killarney, Co. Kerry

MacCarthy, Robert; Dean of St Patrick's Cathedral, Dublin, 1999-2012

Letter from Edwin Owen (former Bishop of Limerick) concerning proposal for Mass in St Patrick's cathedral, Dublin, undated. From the Revd Robert MacCarthy, Dublin

McClay, David Alexander, Bishop of Down & Dromore 2020-

Extensive collection of over 1,700 sermons, with index, preached throughout his ministry to date as curate in Magheralin with Dollingstown, 1987-1990, rector of Kilkeel, 1990-2001, rector of Willowfield Belfast, 2001-18, with additional roles as priest-in-charge of Mount Merriem, Belfast, 2007-2011, and curate-in-charge of St Clement's (Belfast) 2015-20; together with working papers on leadership and developing the ministry of Willowfield parish, and related papers, 1987-2018. From the Rt Revd David McClay, then Bishop Elect of Down & Dromore

Merchant Tailors' School, Dublin

Governors' Minute Book, with incoming correspondence interleaved, 1888-1933
From Mr Arthur Moran, Trustee, Co. Dublin

Mount Merrion (Belfast), Church of the Pentecost

Lectern bible inscribed as a memorial to the life of David Walsh, Select Vestry member and parish groundsman, detailing his life and contribution to the parish, dedicated in recognition of his faith witness in the service of the parish, and including the names and deaths of other prominent members of the Select Vestry, 16 March 1969.
From parish custody

Murlough House (Dromore)

Minute book of the executive committee and annual meeting of the governing body of Murlough House, Murlough Bay, Dundrum, Co. Down, established as a place of spiritual retreat, 1958-1974; and additionally, loose handwritten notes about ecumenical matters, and typescripts of the annual study conference papers 1958-1962.
Volume from the Revd Brian Cadden, Castlewella (Dromore); and loose papers from Canon David Crooks, Taughboyne (Raphoe)

Parkes, Susan M. MA, M Litt., FTCD

Papers relating to Church of Ireland national school teacher training in Ireland, including research notes, correspondence, photographs and printed materials.
1966-2019.
From Dr Susan M. Parkes

Phair, Revd Edgar Neville

Wedding photographs of the Revd E.N. Phair, staff chaplain in the RAF and son of the Rt Revd John Percy Phair, bishop of Ossory, with Norma Valerie Crozier, at Rathmichael church (Dublin), 29 April 1946. Bishop Phair officiated at the wedding.
From Mrs Claire Kelly (nee Fenlon), Ashford, Co. Wicklow

Protestant Orphan Society

Administrative files, 1996-2018.
From Ms Jennifer O'Regan, Administrator, POS Children's Education Fund, Dublin

Ross, Canon Robert James (1909-1980)

Collection of episcopal mandates and letters of appointment documenting the clerical career of Canon RJ Ross, who served variously as clerical vicar in Christ Church Cathedral, Dublin, and as Master of the Grammar School of same, and Principal of the Church of Ireland Training College, 1952-77, and later as Treasurer and then Chancellor of Christ Church Cathedral, Dublin, 1936-1963.
From his brother-in-law, Cecil Medcalf, Dublin

Scrapbook Containing Military Images in Rawalpindi, India

Scrapbook containing mostly copied ephemera relating to Dublin city, but with original photographs of members of the K.R. Rifles, and other Indian scenes in Rawalpindi, c. 1901. Includes signed notes on the rules of handball by the GAA by Rifleman E. Gillis, some tables, and later confirmation cards of John J. Stevenson and Christina F. Gillis, confirmed in St Werburgh's, Dublin (1929 & 1932).

From the Venerable David Pierpoint, Christ Church Cathedral Group of Parishes (Dublin)

Semple, Patrick (b. 1939)

Personal memoir of the Revd Patrick Semple, in typescript, entitled "The Way and the How", charting his faith journey from Church of Ireland priest to Atheism, 1939-2019, together with 29 unpublished poems and two fictional essays entitled "Hope Springs Eternal" and "The Law".

From Patrick Semple, Monkstown, Co. Dublin

Wormell, Daphne (formerly Wallace) (1916-2001)

Scrapbooks containing photographs, letters, invitations, photographs, drawings, programmes, orders of service, and other materials either created, received or assembled by champion of the ordination of women to the priesthood of the Church of Ireland, as founder and chair of the Women's Ministry Group; founding member of the Irish Pre-School Playgroup Association; wife and mother, 1905-2001.

From her daughter, Julia Turner, Canada, and her son, Stephen Wormell, Bray, Co. Dublin, 2019

3. OTHER MATERIALS

Lantern Slides

Collection of 13 glass plate lantern slides of excavations of graves in St Peter's burial ground, Aungier Street (Dublin). Further research has determined these original images record the ultimately unsuccessful search for the remains of Robert Emmet (1778–1803) around the time of the 100th anniversary of his execution - in 1903. The parish vestry minute books record a request for permission 'to open the ground covering the Emmett [sic] vault in the Church Yard' in March 1903.

From Colin O'Riordan, a photographer for Independent News Media, Dublin

Collection of 27 glass plate lantern slides of various churches and cathedrals principally in the diocese of Leighlin but also Kildare and Ossory, c. 1930

From the Dean of Ossory, the Very Revd David MacDonnell

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APPENDIX K

**FUNDS RECEIVED BY THE REPRESENTATIVE CHURCH BODY IN 2019
TO BE HELD IN TRUST FOR PARISHES, DIOCESES ETC**

| | € | £ |
|--|--------------|------------|
| Archbishops Choir Fund - Piano Appeal Fund | | 2,600.00 |
| Archbishops Choir Fund - Proceeds Organ Recitals | | 3,012.30 |
| Arthur, Doreen | | 8,958.24 |
| Ayre, Maria Johnston | 2,500.00 | |
| Barkman, Josephine | 25,000.00 | |
| Bishop Stearne's Charities (additional) | | 500.00 |
| Carr, Sarah Jane | 1,600.00 | |
| Carter, John | 5,000.00 | |
| Case, Tom | 5,228.26 | |
| County Clare Protestant Orphan Society | 25,000.00 | |
| Cox, Joseph & Olivia (additional) | 100.00 | |
| Cox, Olivia (additional) | 100.00 | |
| Crotty, Rev AE (additional) | 1,166.86 | 138,528.15 |
| Donegal Protestant Orphan Society (additional) | 25,000.00 | |
| Dublin & Glendalough Dioc Bd of Ed General Account (addtl) | 50,000.00 | |
| General Parish Funds - Lisburn St Paul (Connor) | | 53,884.00 |
| Henderson, Freda | | 1,000.00 |
| Hunter, Ruby | | 5,000.00 |
| Hutton Bury, Bly Mildred | 2,000.00 | |
| Johnston / Moore | 11,000.00 | |
| Limerick Killaloe & Ardfert Contingency Fund (additional) | 34,000.00 | |
| McCrea, Dollores | 405.00 | |
| Melbourne, Samuel (additional) | 100,000.00 | |
| Mothers Union of Ireland Centenary Fund (additional) | 7,000.00 | |
| Oliver, Noreen | 1,200,000.00 | |
| Orr, Elizabeth | | 3,089.70 |
| Parish Funds - Clooney (Derry) | | 165,000.00 |
| Parish Funds - Dundalk (Armagh) | 63,000.00 | |
| Parish Funds - Kilbride (Connor) | | 80,000.00 |
| Parish Funds - Kiltiernan (Dublin) | 43,365.61 | |
| Parish Funds - Scarva (Dromore) | | 80,000.00 |
| Parochial Funds - Donoughmore (Glendalough) (additional) | 3,500.00 | |
| Parochial Funds - Saul (Down) | | 10,000.00 |
| Poston, Robert | | 7,635.24 |
| Robertson Endowments Raphoe Diocese | 250,000.00 | |
| Sundry Trusts - Kildrumferton (Kilmore) | 900.00 | |
| Sweetman, Victor | 10,000.00 | |
| Trustees St Marks Parish Church - Dundela (Down) | | 100,000.00 |
| Webb, Ven WP (additional) | 1,178.45 | |
| Willmott, Richard (additional) | 1,000.00 | |
| | <hr/> | <hr/> |
| | 1,868,044.18 | 659,207.63 |

Standing Committee – 2020

STANDING COMMITTEE

REPORT OF PROCEEDINGS LAID BEFORE

THE GENERAL SYNOD AT ITS

ONE HUNDRED AND FIFTIETH ORDINARY SESSION 2020

Standing Committee – 2020

**THE GENERAL SYNOD
OF THE
CHURCH OF IRELAND**

HONORARY SECRETARIES OF THE GENERAL SYNOD



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

ASSISTANT SECRETARY - Mrs Janet Maxwell

SYNOD OFFICER - Dr Catherine Smith

SYNOD ADMINISTRATOR – Ms Aisling Sheridan

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1. SUMMARY

Some significant matters dealt with during the year were:

- Engagement with the Working Group on Synodical Representation and its proposed legislation;
- The endorsement of a strategic plan for a whole Church of Ireland approach to Children's and Family Ministry;
- Approval of proposed revisions to the Bills process, to be brought to the General Synod;
- Approval and release of a statement on peace, stability, and economic security and one on the restoration of the Northern Ireland Executive;
- Addition of two new roles to the membership of the Advisory Council to the Church of Ireland Centre for Education at DCU;
- Approval of charities legislation for General Synod 2020 and appointment of new members to the Charities Registration Monitoring Working Group to assist parishes and dioceses with charities matters.

2. NAMES AND ATTENDANCE OF MEMBERS (FROM JUNE 2019)

During the period June 2019 – March 2020, 5 meetings were held. The number of meetings attended by each member is placed before his/her name.

EX-OFFICIO MEMBERS

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

| | |
|-----|---------------------|
| 5/5 | Ms Hazel Corrigan |
| 5/5 | Ven George Davison |
| 5/5 | Rev Gillian Wharton |
| 5/5 | Mr Kenneth Gibson |

ELECTED MEMBERS

| | | |
|---------|-----|-----------------------|
| Armagh | 2/3 | Ven Andrew Forster* |
| | 1/1 | Rev Matthew Hagan* |
| | 5/5 | Rev Malcolm Kingston |
| | 3/5 | Mr Paul Bruce |
| | 5/5 | Mr Matthew Topley |
| Clogher | 5/5 | Rev Canon Ian Berry |
| | 0/5 | Rev Chris MacBruithin |
| | 5/5 | Mr Walter Pringle |
| | 3/5 | Mr Glenn Moore |

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| | | |
|--------------------------------|-----|--------------------------|
| Derry & Raphoe | 5/5 | Ven Robert Miller |
| | 4/5 | Rev Ian Linton |
| | 5/5 | Mrs Brigid Barrett |
| | 3/5 | Mr Robert Ellis |
| Down & Dromore | 4/5 | Ven Roderic West |
| | 4/5 | Rev James Cheshire |
| | 3/3 | Mrs Hilary McClay~ |
| | 1/1 | Ms Jan Peach ~ |
| Connor | 5/5 | Ms Anna Williams |
| | 4/5 | Rev Trevor Johnston |
| | 4/5 | Rev Barry Forde |
| | 4/5 | Mr Roy Totten |
| Kilmore, Elphin & Ardagh | 4/5 | Mrs Judith Cairns |
| | 5/5 | Rev Canon Hazel Hicks |
| | 5/5 | Rev Ruth West |
| | 4/5 | Ms Laura Dunlop |
| Tuam, Killala & Achonry | 1/5 | Ms Sarah Taylor |
| | 3/5 | Rev Canon Andrea Wills |
| | 4/5 | Ven Stephen McWhirter |
| | 0/1 | Ms Meabh O’Herlihy^ |
| Dublin & Glendalough | 3/4 | Ms Ann Walton^ |
| | 2/5 | Ms Caroline Morrow |
| | 4/5 | Very Rev William Morton |
| | 1/5 | Rev Stephen Farrell |
| Meath & Kildare | 4/5 | Mr Lyndon MacCann SC |
| | 5/5 | Mr David Webb |
| | 3/5 | Rev Canon Isaac Delamere |
| | 1/5 | Rev Damien Ó Cathain |
| Cashel, Ferns & Ossory | 3/5 | Mrs Joan Bruton |
| | 0/5 | Mr Ronan McKenna |
| | 4/5 | Ven Ruth Elmes |
| | 3/5 | Rev Máirt Hanley |
| Cork, Cloyne | 5/5 | Mr Richard Codd |
| | 0/5 | Ms Emma Purser |
| | 3/5 | Ven Adrian Wilkinson |

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| | | |
|------------------------|-----|--------------------|
| & Ross | 2/5 | Rev Sarah Marry |
| | 5/5 | Mr Wilfred Baker |
| | 3/5 | Ms Hilda Connolly |
| Limerick & Killaloe | 1/5 | Ven Simon J. Lumby |
| | 4/5 | Rev John Godfrey |
| | 4/5 | Mr Adrian Hilliard |
| | 3/5 | Mr Edward Hardy |

Co-opted Members

| | | | |
|------------------------------|-----|--------------------|-----|
| Mr Andrew Brannigan | 5/5 | Rev Gary McMurray | 2/5 |
| Rev Canon Alison Calvin | 5/5 | Mr Alan Williamson | 4/5 |
| Very Rev Nigel Dunne | 4/5 | Mrs Kaye Nesbitt | 3/5 |
| Rev Canon Dr Maurice Elliott | 5/5 | | |

The Secretary General, and the Assistant Secretary of the General Synod, are entitled to attend and speak at meetings of the Standing Committee.

^Ms Meabh O’Herlihy resigned in June 2019. Mrs Ann Walton was elected to the vacant position in September.

~Mrs Hilary McClay resigned in December 2019. Ms Jan Peach was elected to the vacant position in March 2020.

*Following the consecration of Ven Andrew Forster as Bishop of Derry and Raphoe, Rev Matthew Hagan was elected to the vacant place, in March 2020.

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 |
| His Honour Judge Alistair Devlin | Mr William Prentice |
| Mr Lyndon MacCann SC | His Honour Judge Derek Rodgers |
| The Hon Mrs Justice Catherine McGuinness | The Right Honourable Lord Justice Stephens |
| The Honorary Secretaries | |

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PRIORITIES FUND COMMITTEE

| | |
|---------------------------------------|----------------------|
| Mrs Brigid Barrett | Mr Glenn Moore |
| Mrs Joan Bruton | Mr Roy Totten |
| Ms Hazel Corrigan | Ven Adrian Wilkinson |
| Ven George Davison | |
| Ven Andrew Forster (to December 2019) | |

BUDGET SUB-COMMITTEE

| | |
|--------------------|------------------------|
| Mr Wilfred Baker | Rev Canon Andrea Wills |
| Ms Hazel Corrigan | |
| Ven George Davison | |

WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE

| | |
|----------------------------|------------------------------|
| Rev John Ardis | Rev Canon Jonathan Pierce |
| Rt Rev Dr Ferran Glenfield | Ms Gillian Purser |
| Ms Ruth Handy | Rt Rev Patrick Rooke (Chair) |
| Ms Claire Henderson | Very Rev Niall Sloane |
| Mrs Claire Holmes | |

LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

| | |
|-------------------------------------|--|
| His Honour Judge Tom Burgess | 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 Right Honourable Lord Justice Stephens |
| Mr Patrick Good QC | |

3. APPOINTMENTS

During the period covered by this report, the Standing Committee made the following appointments.

| | |
|---|---|
| Annual General Meeting of Churches Together in Britain and Ireland (May 2020) | Rev Canon Dr Ian M. Ellis |
| A voluntary Director of Christian Aid (CoI representative) | Ms Rita Day |
| Irish Inter-Church Meeting (Dromantine, 2st-22 nd November 2019) | Dr Edwin Aiken Mr Peter Cheney Most Rev Dr Richard Clarke Rev Rob Clements Ms Gina Coptay Rev Canon Dr Ian Ellis |

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| | |
|---|---|
| | Mr Ken Gibson Rt Rev John McDowell Rev Katharine Poulton |
| AGM of the Irish Council of Churches (2 nd April 2020, Lisburn) | Ms Gina Copty Ms Sarah Crawford Rev Gary Dowd Rev Canon Dr Ian M. Ellis Rt Rev Andrew Forster Mr Ken Gibson Rev Cathy Hallisey Most Rev Dr Michael Jackson Ms Maxine Judge Rev Canon Horace McKinley Mr Philip McKinley Rev Katharine Poulton Rev Ken Rue Very Rev Niall Sloane Dr Catherine Smith Dr Michael Webb Rev David White Rev Canon Gillian Wharton |
| Yearly Meeting of the Religious Society of Friends (16th April - 19th April 2020 at Stranmillis University College, Belfast.) | Very Rev John Bond Ms Gina Copty |
| Board of the Association of Church of Ireland Press Limited | Very Rev Dr William Morton |
| Provincial Synod of the Moravian Church in Great Britain and Ireland (9th-13th July in Swanwick, Derbyshire) | Rev Dr William Olhausen (Additionally, Rt Rev Michael Burrows to attend part of the Provincial Synod) |
| General Assembly of the Presbyterian Church in Ireland (1st-5th June in Belfast) | Rev Alison Calvin Ms Rhonda Willoughby |
| Conference of the Methodist Church in Ireland (10th-14th June, in Lisburn) | Mr Ken Gibson Rev Katharine Poulton |
| Executive of the Irish Council of Churches | Ms Gina Copty Rev Canon Dr Daniel Nuzum Rt Rev Patrick Rooke |

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Nomination to ICC as their Vice-President

Rt Rev Andrew Forster

Church of Ireland representatives on
Anglican Networks

Safe Church Network – Mr Robert Dunne (RoI
Safeguarding Officer)
Environmental Network – Rev Andrew Orr
Peace & Justice Network – Dr David Hutchinson-
Edgar
Anglican Family Network – Ms June Butler
Women’s Network – Ms Jacqueline Armstrong

4. ANGLICAN CONSULTATIVE COUNCIL (ACC-17)

ACC-17 was convened in St John’s Cathedral in Hong Kong, from 28th April-5th May 2019. The Church of Ireland was represented by the Rt Rev Dr Richard Clarke, an elected member of the ACC Standing Committee, and Rev Katharine Poulton, the Church’s lay representative to the ACC, whose report appears as Appendix B on page 184.

5. ADVISORY COUNCIL TO THE CHURCH OF IRELAND CENTRE FOR EDUCATION AT DUBLIN CITY UNIVERSITY

The report of the Advisory Council was received by the Standing Committee in March 2020, and appears as Appendix B on page 189. A report from the Church of Ireland Centre DCU is contained on p. 307 of the Board of Education Report.

6. AUDIT OF ACCOUNTS

In June 2019, the Standing Committee appointed PricewaterhouseCoopers as Auditors of the accounts of the Representative Church Body.

7. BILLS PROCESS – REVISION

In March 2020, the Standing Committee approved proposed revisions to the Bills process for presentation at the General Synod. These are presented as a series of motions to alter the Standing Orders, and a bill to amend part of Chapter One of the Constitution of the Church of Ireland. A summary of the proposed changes is included as Appendix C on page 191.

8. BISHOPS’ APPEAL ADVISORY COMMITTEE

In November 2019, the Standing Committee approved the appointment of Mrs Gillian Purser as a member of the Bishops’ Appeal Advisory Committee. The report of the Bishops’ Appeal Advisory Committee appears as Appendix D on page 195.

9. CENTRAL COMMUNICATIONS BOARD

A report from the Central Communications Board incorporating the reports of the Broadcasting Committee and the Literature Committee can be found in Appendix E on page 206.

10. CHARITIES LEGISLATION

In November 2019, the Standing Committee approved the appointment of Ms Hazel Corrigan (alternate), Mr Roy Lawther, Ms Ashley Brown, and Mr Billy Skuse as members of the Charities Registration Monitoring Working Group, and, in January 2020, approved the appointment of Sir Paul Girvan as a member. The Report of the Charities Registration Monitoring Working Group appears as Appendix F on page 214.

11. CHILDREN'S MINISTRY NETWORK

In September 2019, the Standing Committee endorsed a strategic plan for a whole Church of Ireland approach to Children's and Family Ministry. The report of the Children's Ministry Network appears as Appendix G on page 218.

12. CHURCH AND SOCIETY COMMISSION

The Church and Society Commission's report can be found in Appendix H on page 221.

13. CLERGY PENSIONS LEVY

In September 2019, 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 2020 be set at the unchanged percentage level of 13% of the Minimum Approved Stipend in force at 1 January 2020.

14. COMPLAINTS AND DISCIPLINARY PROCEDURE

In January 2020, the Standing Committee considered the 2019 Income and Expenditure report for the Complaints Committee as required under Chapter VIII 23 (e). This report is appended as Appendix I on page 241. Ms Bridget Rippey's appointment as Complaint Administrator for the purposes of the relevant part of Chapter VIII was approved for a further year.

15. CONSULTATIVE GROUP ON DISABILITY

In November 2019, the Standing Committee appointed Rev Aaron McAlister to the membership of the Group, following the resignation of Dr Tim Jackson. The report of the Group is contained as Appendix J on page 242.

16. FACILITATION COMMITTEE

The membership of the Facilitation Committee was ratified at the 2017 General Synod. Its report, which marks the end of its term of appointment, is appended as Appendix K on page 245.

17. GENERAL SYNOD 2021

The General Synod of 2021 will be held from 13th-15th May in the Armagh City Hotel, Armagh.

18. GENERAL SYNOD/STANDING COMMITTEE FINANCES

In September 2019, the Budget Sub-Committee presented its report to the Standing Committee. The report was accepted by the Standing Committee.

19. GENERAL SYNOD REPRESENTATION WORKING GROUP

The General Synod Representation Working Group was set up, as requested by the General Synod of 2018, by the Standing Committee, in June. It is composed of one member of the Standing Committee from each diocese and two Honorary Secretaries, and its brief is to consider the contents of the withdrawn Bill to Amend Chapter I of the Constitution and the proposed amendments to that Bill with a focus to developing a report and legislative proposals for presentation at the General Synod of 2019. The report of the Working Group is contained as Appendix L on page 252 and its legislation is presented to Synod.

20. GENERAL SYNOD ROYALTIES FUND

The value of the Fund at 31st December 2019 was €212,983.23 and -£ 21.90 (debit). During the year the following allocations were made from the Pension Fund:

- That a contribution of €1,000 be made from the GS Royalties Fund towards the publication by Four Courts Press with Church of Ireland Publishing of *A Churchwarden's Account of the Parish of St Bride, 1663-1792*, ed. Ronnie Wallace.
- That a grant of €2,000 be made from the GS Royalties Fund to the Rev Canon Dr Maurice Elliott and the Rev Dr Paddy McGlinchey to subvent the publication by Wipf and Stock Publishers of *Perspectives on Spirituality and Prayer* on the condition that the publication includes an

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acknowledgement to the General Synod Royalties Fund and carries the Church of Ireland logo and that a copy of the published work is presented to the RCB Library.

- That a grant of £4,000 be made from the GS Royalties Fund to the Liturgical Advisory Committee to print and distribute to parishes *A Treasure in Clay Jars: Thoughts and Reflections on the Canticles*.
- That a contribution of £1,776 be made from the GS Royalties Fund towards the further development of the Worship app (in particular, the formatting of the Psalms to be consonant with the formularies in the Book of Common Prayer).
- That a subvention of €12,000 be provided to support the publication by Church of Ireland Publishing of a book entitled *A Visual Window to an Ecclesiastical World: the Architectural Drawings Collection of the Church of Ireland*.
- That a grant of €4,500 be provided from the GS Royalties Fund to subvent the publication of SEARCH: a Church of Ireland Journal.

21. HISTORICAL CENTENARIES WORKING GROUP

The report of the Working Group may be found as Appendix M on page 253.

22. HISTORIOGRAPHER'S REPORT

A report from the Church of Ireland Historiographer, Dr Kenneth Milne, is included as Appendix N on page 256.

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 2020.

At its meeting of 17th September 2019, 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 2020, being increased by 2.0% in Northern Ireland and by 1.0% in the Republic of Ireland:

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a) no stipend shall be less than £30,195 per annum in Northern Ireland or €38,234 per annum in the Republic of Ireland in the case of an Incumbent or a member of the clergy appointed as Bishop's Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.

b) the stipend for a Curate-Assistant shall be in accordance with the following scale:

| | | |
|----------------------------|-------|----------------------------------|
| First Year | 75.0% | of minimum stipend for incumbent |
| Second Year | 77.5% | " |
| Third Year | 80.0% | " |
| Fourth Year | 82.5% | " |
| Fifth and succeeding Years | 85.0% | " |

24. 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 2020.

At its meeting of 17th September 2019, 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 Executive Committee 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 2020, remaining unchanged from 2019:

(a) Pensionable Stipend shall be £25,498 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland in the case of an Incumbent or a member of the clergy appointed as Bishop's Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.

(b) Pensionable Stipend for a Curate-Assistant shall be in accordance with the following scale:

| | | |
|-------------|-------|--------------------------------------|
| First Year | 75.0% | of Pensionable Stipend for incumbent |
| Second Year | 77.5% | " |

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| | | |
|----------------------------|-------|---|
| Third Year | 80.0% | " |
| Fourth Year | 82.5% | " |
| Fifth and succeeding Years | 85.0% | " |

25. PRIORITIES FUND

The accounts of the Priorities Fund and the grants, approved by Standing Committee in March 2020, are contained as Appendix O on page 259.

26. CHURCH OF IRELAND SAFE GUARDING BOARD

The report of the Safeguarding Trust Board appears as Appendix P on page 269.

27. SECONDARY EDUCATION COMMITTEE

In March 2020, the Standing Committee re-nominated Mr Wilfred Baker, Ms Hazel Corrigan, Mr Roy Crowe, Ms Elizabeth Hassell, Rev Robert Jones, Rev Katharine Poulton, Ms Kara Turner, and Ms Joyce Ryder, to the AGM of the SEC, until March 2021.

28. STANDING COMMITTEE INCOME AND EXPENDITURE AND GENERAL PURPOSES FUND ACCOUNTS 2019

The accounts are contained as Appendix Q on page 275.

29. WORKING GROUPS FOR REFUGEES

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 R on page 284. These Groups will no longer meet, but their work will be carried on by the European Affairs Working Group.

APPENDIX A

A.C.C.

The 17th Meeting of the Anglican Consultative Council took place at the Gold Coast Hotel, Hong Kong from 28th April to 5th May 2019. It was an immense privilege and joy to be one of the people representing the Church of Ireland at this meeting, which brings together people from across the Anglican Communion and is representative of Ordained, Lay and Youth and is the most representative of the Four Instruments of Communion.

The Hong Kong Church – (Hong Kong Sheng Kung Hui) had prepared meticulously for this meeting. Knowing that people would be arriving from around the world, nothing was left undone, from the meeting and greeting at the airport and delivery back, to the abundantly filled welcome bags – including umbrellas and world-wide adaptors – to the accommodation, the hospitality on site and around the city. No stone was left unturned and no person was allowed to feel even a spit of rain – a canopy of umbrellas greeted us as we disembarked from buses for the final service at St. John's Cathedral in a drizzle we would describe as a grand soft day! It was a real extension to the work already carried out by that church in the city and beyond and everything was done with a smile.

ACC17 began with the Presidential Address by the Archbishop of Canterbury followed by briefing session to help set the scene for what was to come and later that day we were taken by a convoy of buses to St. John's Cathedral for the opening service. This was a wonderful, joyous occasion with amazing music in the Anglican Choral Tradition. There was a large choir and the musical director, Felix Yeung shared his enthusiasm for all things musical, not just at this service, but throughout the week.

As the week progressed we entered into a very full agenda and programme. There was barely a minute to draw breath as we moved from one session to the next, and were then smoothly transported to more social functions. Everyone was allocated to a table group for the plenary and for much of the programme. Table 8 brought together members from South Africa, Canada, Burundi, Malaysia, Japan, Ireland and the Vatican guest. The Japanese members had an interpreter present with them. We quickly got to know one another and greatly enjoyed our time working together. Each morning began with Bible Study following Morning Prayer. During the Bible Study which focused on the Road to Emmaus much was shared and we ended these sessions praying for one another. However, it would be true to say that we found some of the time allocated for sharing very short and were often only getting going when a gong would sound and one of the Franciscan chaplaincy team would nudge us to move to the next part of the study. As someone has written on an online reflection the bible studies “limped along mournfully”. Limited time was to be a feature of the week. Many presentations were made (all in English) and were in and of themselves very good and in some instances vital. We had a report from the Secretary General, as well as one from the wife of the Archbishop of Canterbury regarding her work with Bishop's wives. I was not sure how this really related to the ACC. Sometimes it felt as though we were being talked at, particularly

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during the presentation on Intentional Discipleship and the Introduction to the material “living a Jesus shaped life”. Some hours later, it took a kindly Australian on a bus to suggest that I was probably, like him, suffering from “programme fatigue” and that for others in the room, such material was new and innovative. So with a generosity of spirit I had to accept that. There was an excellent presentation about “Safe Church” which is, for some of the provinces within the Communion an area which has been barely discussed. Once again, the lack of time for discussion at the table groups was frustrating. By the time questions, answers and thoughts had been shared and translated, there was little time for deeper discussion or sharing of where our provinces were in relation to this topic. In one peculiar exercise, as part of the session on Mission, paper was laid across the tables and we were asked to write down what our provinces were doing in relation to the five marks of mission. Even at our table of good English speakers we were unsure if this was to be a shared or individual exercise, and decided in the end to get our pens on to a piece of the paper and write away. How anyone will collate this is a mystery and I wondered if it was window dressing, to be seen to be doing something. There was a presentation about Unity, Faith and Order and some of the Ecumenical representatives spoke. We seem to be ahead of things as we are already looking at “Together on the Way” and many of the pictures shown on screen depicted familiar faces from here! The meeting heard a report on Theological Education in the Anglican Communion, which varies widely from place to place as we might imagine. There was also a presentation and interview session with youth members. We heard about Communications, about changes in the ACO office and about changes to the website. We saw something of the work of the Anglican Alliance and we broke out into smaller and different groups for the Network sessions which looked at, amongst other things, the Environment, Indigenous groups, the Anglican Francophone network, Peace and Justice, Liturgy, Women’s issues and many more. There was not however time to sample what each of the networks had to offer, which was a shame as people had come from across the world to make their presentations and many of us would have liked to have learned more.

Plenary sessions also included looking at the Strategic Plan for the ACO, how payments are calculated, and other practical issues. Everything was conducted in English, sometimes at speed and this may have proved problematic for those who had English way down their list of languages and may not have brought interpreters with them. It was obvious at meal times when sitting next to someone whose English was limited just how much hard work it was for them to converse on basic topics, let alone understand what was going on from the front of the room. I feel that for some people, the whole experience was not what it might or should have been because of language and is something the ACC should try to address for the future.

We were taken on visits to see “Intentional discipleship” in operation and our group visited the Parish of St. James. This is an impressive operation with a lovely new church and parish centre, but also with a social care centre providing, amongst other things, facilities for people with learning difficulties to upcycle materials, bake and cook and with a fantastic hands on centre for 16 year olds to come and experience various careers – the “Career Sparkle” experience. There is a large Primary School on the premises with an

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impressive array of facilities and any number of after school activities. We saw the children in scouts and brownies and at after school basketball during the visit. We then went to the St. James' settlement where, in one of Hong Kong's oldest buildings, people rent apartments. The building is a world heritage site and the people of St. James' are proud of the way they have cared for the building through best conservation building plans. All of this gave a flavour of work carried out by the church in Hong Kong.

However, we must always be careful not to think we are doing nothing. We do not always label the very many things we do in the Church of Ireland as Intentional Discipleship yet we are involved in health, education, housing and many other things which give a practical expression to our faith.

Towards the end of the week elections to the Standing Committee took place and resolutions came to the Plenary. It was at this point that things began to come unstuck. Many resolutions passed on the nod with general assent being sought and given as is the way with the Council. But, on Saturday afternoon, as everyone was beginning to flag, a resolution brought forward by the Bishop of Oklahoma ran into bother. Full reports on what happened can be found on the Episcopal News Service and Church Times websites. The minute human sexuality was mentioned, the atmosphere in the room changed. Nothing on this topic had been mentioned all week and suddenly there was a very difficult situation with differing views and opinions being proffered. A time of table discussion was followed by a long pause for tea after which the resolution was changed, the Archbishop of Canterbury spoke in English and French, others spoke of it in different languages and a vote was taken. In the end, the situation was left in the hands of the Archbishop of Canterbury, a position he should not have found himself in and one which should be avoided if we are to be open and honest in our discussions on this topic. Having built up trust and friendship at table 8 during the week, it was too bad that we departed soon after this resolution having aired many differing views but not been able to listen or debate in any constructive way. I felt it a major shortcoming in the working of the ACC that time had been so constrained during the week that major discussions could not take place in any meaningful way and moreover that the process of passing the resolutions was assumed to be something which would go through easily, so that when it became evident this was not going to happen, chaos surrounding procedure ensued. I was very unhappy that at one point votes were counted from the front rather than by tellers in the room and was not alone in expressing this so that further votes were properly recorded. Procedure, time limitations and trying to dodge issues are something which the ACC Standing Committee needs to look at if there is to be meaningful engagement on those topics which cause so much emotional upset and if we are to even begin to understand more fully how different are the situations from which we all come.

The ACC is a unique gathering by any standards. To hear the stories of people who had taken several days just to get to a safe airport, to hear the stories of those whose homes are at the mercy of the next big wave coming their way due to climate change, to hear the stories of those who seek for fair trade in their countries and those who live through terrible man-made situations was sobering. To worship together as Anglicans from across

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the world was amazing, everyone bringing his or her own tradition to the seats in the chapel for the week, all one in Christ their unique ways of being was extraordinary. As I child I was always told that being Church of Ireland meant that wherever you would go in the world there would be an Anglican Church to attend which would be familiar. I thought of this as I worshipped in St. Peter's Church, Hong Kong on the final Sunday morning. The service was conducted in Cantonese, but much was translated into English and the sermon was preached in both languages. It was all so familiar in a strange land. It is this familiarity to which we must cling as a Communion as we seek to build the Kingdom of God in our own situations.

APPENDIX B

**THE CHURCH OF IRELAND CENTRE,
DCU INSTITUTE OF EDUCATION - ADVISORY COUNCIL**

REPORT TO THE GENERAL SYNOD 2020

MEMBERS

Members are shown with attendance figures for the three meetings held during 2019.

| | | |
|---|--|---|
| 3 | Most Rev Dr Richard Clarke, Archbishop of Armagh ¹ | School patron (Chair) |
| 2 | Most Rev Dr Michael Jackson, Archbishop of Dublin | School patron |
| 2 | Rev Canon Gillian Wharton | Honorary Secretary and member of the General Synod Board of Education (RI) |
| 1 | Rev Canon Brian O'Rourke | Member of Board of Management of a Church of Ireland national school and of the General Synod Board of Education (RI) |
| 3 | Ms Joyce Perdue | National school principal |
| 0 | Ms Carolyn Good ² | National school principal from a small rural school |
| 3 | Mr Robert Neill | Member of the RCB with financial or auditing expertise |
| 0 | Rev Canon Prof Leslie Francis Vacant ³ | External academic expert External academic expert from the Republic of Ireland |

IN ATTENDANCE

| | |
|----------------------|--|
| Rev Prof Anne Lodge | Director, Church of Ireland Centre |
| Mr David Ritchie | Chief Officer, RCB and Secretary General |
| Ms Elaine Whitehouse | Secretary to the Advisory Council |

INTRODUCTION

The Church of Ireland Centre ('the Centre') was established in 2016 within the Institute of Education at Dublin City University (DCU) to ensure that the distinctive identity and values of teacher education in the Church of Ireland / Reformed Christian traditions were maintained on an ongoing basis following the incorporation of the Church of Ireland College of Education (CICE) into DCU.

¹ retired February 2020 (successor to be elected)

² appointed September 2019 (new position created in June 2019)

³ new position created in June 2019

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The incorporation process provided that the Centre be supported by an Advisory Council, appointed by the relevant Church authorities. Accordingly in 2016 the Standing Committee of the General Synod nominated the first members to the Council.

In collaboration with the governing structures of DCU, the Council is responsible for the relationship of the Church of Ireland with the Centre.

The principal activities of the Council as set out in its terms of reference are to support the work of the Centre and its Director and staff in the training of students as teachers in national schools under Church of Ireland / Reformed Christian faith patronage, and to make recommendations to the Representative Church Body (RCB) as trustee of the Church of Ireland College of Education Fund Trust in relation to the Centre's annual budget and related allocations.

REVIEW OF THE YEAR 2019

During the year the Council:

- Received a report from the Director on the annual budget allocation requested by the Centre from the Church of Ireland College of Education Fund Trust in support of its work in respect of the academic year 2019/2020. The request, for an allocation of €60,324.81, was recommended to the RB Executive Committee and was approved.
- Received updates from the Director on the work of the Centre, and discussed with the Director the nature of the dialogue between the Director and the Council.
- Received reports on grants to students from the Church of Ireland College of Education Fund Trust and grants from the annual sum made available from the Church of Ireland College of Education Fund Trust for disbursement at the discretion of the Chair of the Council.

The Standing Committee during 2019 approved the addition of two roles to the membership of the Council: a second national school principal, from a small rural school; and a second external academic expert. The Standing Committee subsequently appointed Ms Carolyn Good to the Council to fill the role of principal of a small rural school. The second external academic expert role remains to be filled by the Standing Committee.

Most Rev Dr Richard Clarke vacated the Chair of the Council on his retirement as Archbishop of Armagh. The Council wishes to record its appreciation of the Archbishop's chairmanship. The Standing Committee will be required to appoint a new Chair to the Council.

Senior representatives of DCU who attended Council meetings during the year included Dr Anne Looney, Executive Dean, Institute of Education, who provided a report on the work of the Institute. The Council is grateful to the staff of DCU for their collaboration and engagement.

The Standing Committee during 2019 approved the amendment of the Council's terms of reference to provide that the Council will meet at least three times a year instead of four. The Council met three times during 2019.

APPENDIX C

Bills Procedure at General Synod

The bills procedure is regulated by the Constitution (Chapter I, sections 24-27 and 35-36). The Standing Orders (SO 18, 20, 21, 22-30 34-39, 54 and 55) give detailed procedural guidance.

Explanatory booklets describing the bills procedure are distributed to members at the start of each triennium; information and forms for the proposal of a bill or an amendment are available online; and proposers and seconders of bills are provided with a detailed script to follow. Furthermore, the *Commentary on the Constitution of the Church of Ireland* (2018) provides a readable and user-friendly introduction to Chapter I.

Despite these helpful resources, Synod members are often apprehensive about their involvement in the bills process. Members are frequently uncertain about the points at which they may propose amendments and whether the time is right to speak about the principle or about the detail of a bill. It is regularly suggested at the post-Synod discussion during the June meeting of the Standing Committee that the procedure could be modified slightly to make it less intimidating, particularly for new members or those not familiar with detailed legal procedures.

The first General Synod took place over 31 days in 1871. While few would suggest a return to Synods of this length, the current three-day Synod has implications for the Bills process. In the Oireachtas, the NI Assembly and the UK Parliament, bills usually take weeks or months to become law. In the current iteration of General Synod, bills undergo a sped-up version of this parliamentary procedure, and thus Synod manages to conclude the work on most of its bills in three days. Admittedly, these bills are rarely as complex as state legislation, but the compression of the process has created some obscurities of nomenclature. The necessity of dealing with legislation in three days makes it particularly important that the process should be as clear and comprehensible as possible.

The bills procedure has served the General Synod well during the century-and-a-half of its employment, and its use of the parliamentary model and terminology emphasises the democratic nature of synodical governance. In recent years the Chairs of the Bills Committee/those chairing the bills stage at General Synod have endeavoured succinctly to explain each step of the process. Thus, the Honorary Secretaries do not wish to suggest wholesale change. Instead they propose some minor amendments of the phraseology to allow greater ease of understanding the process. It is hoped that this will reduce the perception of verbal complexity, and encourage members to participate actively in the legislative process.

Recommendations for change to the process for ordinary bills (those normally dealt with in one year)

1. Current terminology: Introduction and first reading
Proposed terminology: Introduction

This part of the procedure is quite clear and straightforward. As SO 29(a) sets out, a member asks for leave (permission) to introduce a bill, and may make a ten-minute speech in explanation. If the introduction of the bill is opposed, then a ten-minute statement from any person or persons opposed to the bill is permitted. The question of whether or not Synod gives leave (permission) to introduce the bill is then put to the Synod. If leave (permission) is given, the moves to the next stage without further debate, and a day is fixed for that next stage.

The Honorary Secretaries recommend that this part of the process be altered to allow speeches of not more five minutes' duration from any member opposing the introduction of a bill and a reply of not more than five minutes' duration from the proposer.

The Honorary Secretaries also recommend that bills introduced at the request of the Synod, the House of Bishops, the Standing Committee, the Representative Body, the Pensions Board, or a sub-committee of any of the above, should not be subject to this part of the process but should proceed directly to the Principle Stage. A bill will be required to alter Chap 1 (25) to enable this.

2. Current terminology: First reading
Proposed terminology: Principle stage

The motion is now put to the Synod to agree that the bill shall be read (considered) a second time. Debate is restricted to the question of whether or not Synod approves the principle of the proposal contained in the bill; matters of detail are not considered until the next phase. The only permitted amendments are those which propose to delete some or all of the words after the opening "That," of the bill and the substitution of words which state a reason against proceeding with the second reading.

The Honorary Secretaries suggest that this should be re-named as "Principle stage" to indicate that the principle of the bill is under discussion during this part of the process.

3. Current terminology: Consideration in Committee
Proposed terminology: Amendment/detail stage.

Currently, if it is agreed that the bill shall be read a second time, a day is fixed for consideration "in Committee of the whole Synod". This is one of the places in the procedure which confusion seems to arise. Each year, moving into the Committee stage and proposing amendments seems to be the most difficult issues for members to get in the

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right order and feel confident about. The Honorary Secretaries suggest, therefore, that this terminology should be altered.

The phrases used in SO 29(c) – “consideration in Committee” and “the Committee of the whole Synod”, as well as the colloquial term “going into Committee” – create confusion for members. In this part of the process, the bill is considered clause by clause and (if applicable) amendment by amendment, with the preamble (the introductory explanation behind the Bill) being taken last. SO 29(c) then states that the bill, with or without amendments, shall be reported to the Synod and a day fixed (usually the third day) for the next stage. The terminology generally used here is that the House “resume” – i.e. stops being a committee – although this phrase is not included in the Standing Orders. There is no consistency in the SOs about whether capitalisation is used or not: both “in Committee” and “in committee” are used to refer to the same part of the process.

To clarify this part of the procedure, the Honorary Secretaries propose that the use of “Committee of the whole Synod” be replaced with a term that gives an immediate sense of what this stage involves. The suggested new terminology is “Amendment/detail stage”. Similar wording is used by the Church of England for the legislative process at its Synod.

Other SOs (20, 28, 29(b), (c), & (d), 30(a), 34, 41(a), 44(a) and 54), which refer to “in Committee” or “the Committee stage” should be amended to refer to (possible) “amendment in full Synod” or “the amendment stage”.

Following the amendment stage, the House need not “resume”, as is colloquially stated. This terminology does not appear in the Constitution, but is commonly used at Synod, and should be abandoned, to avoid confusion.

4. Current Terminology: Consideration on Report Proposed terminology: Final Consideration and Decision Stage

The next stage is currently called “Consideration on Report”, and, again, this is one that many members find confusing – perhaps due to the lack of a physical or verbal report. The Honorary Secretaries suggest that this should be called “Final Consideration and Decision Stage” instead of “Consideration on Report”.

During this part of the process, the Synod considers amendments (if any) that arise out of what is currently called the “committee stage” but would, in the new wording, be called “the amendment/detail stage”. Amendments that concern drafting, or correction of grammatical or clerical errors, may be considered here without notice (SO 29(d)). An order is then fixed for what is currently called the third reading.

Deadlines for Submission

Further changes: the Honorary Secretaries also suggest that the deadline for the submission of bills should be retained at 6 weeks before Synod, but that late bills, unless submitted by the RB or the Standing Committee, should require the permission of the President, taking

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into account the advice of the Bills Committee, in order to be considered by Synod. This will require revision of SO22.

Special Bills (normally those of a liturgical nature which, to allow time for reflection and prayer, are considered over two years)

The Honorary Secretaries suggest a change to the process by which amendments are submitted. Currently, all Synod members have one calendar month after the end of Synod in which to submit amendments. The Honorary Secretaries therefore think that the members should have until the end of the calendar year in which permission to introduce the bill has been given for the submission of proposed amendments.

Conclusion

There has been discussion by Standing Committee about an expedited process for non-controversial Bills. Under this proposal, bills that are likely to be accepted by all Synod members – e.g. a bill to tidy up cross-references in the Constitution following changes to the Pensions chapter – would not undergo the full process outlined above. It has, however, been argued that it is useful to give Synod members time to consider the bill so that drafting errors or infelicities may be noticed, and that what seems straightforward and non-controversial to some may not be so to others. It has also been suggested that having to explain two processes would take longer than simply allowing a straightforward bill to go through the regular procedure. At present, the Honorary Secretaries are not proposing this change to the process.

If the Standing Committee approves, this proposal, with any useful feedback incorporated, will be appended to the Standing Committee's report to General Synod. Following the Synod, the Honorary Secretaries will seek the assistance of the Standing Orders Committee to draft motions (Standing Orders are altered by motion) to give effect to the changes. These motions will be proposed at the General Synod of 2020 in Croke Park, Dublin.

Topics on which discussion would be particularly welcome

As we approach our 50th anniversary year we find ourselves contemplating many aspects of Bishops' Appeal. As such we would welcome discussion on the following:

1. Bishops' Appeal's name.
2. The remit of Bishops' Appeal, and whether this should be adjusted to allow for mission at home in Ireland.
3. The realities of the ongoing decline in donation figures

APPENDIX D

BISHOPS' APPEAL ADVISORY COMMITTEE

COMMITTEE MEMBERSHIP

Rt Rev Patrick Rooke (Chair)
Rt Rev Dr Ferran Glenfield
Rev Canon Jono Pierce
Rev John Ardis
Very Rev Niall Sloane

Mrs Iris Suitor (Secretary)
Ms Ruth Handy
Mrs Claire Holmes
Ms Claire Henderson
Ms Gillian Purser – *elected Nov '19*

In attendance:

Ms Lydia Monds (Education Advisor)

Bishops' Appeal Diocesan

Representatives:

Rev Elizabeth Stevenson (Armagh)
Rev John Anderson & Rev Elaine
O'Brien (Connor)
Rev Colin Darling (Down & Dromore)
Rev William Steacy (Meath & Kildare)
Mr Geoffrey McMaster (Dublin)
Rev Ken Rue (Glendalough)
Mrs Valerie Power & Ms Gillian Purser
(Cashel, Ferns & Ossory)

Mr Andrew Coleman (Cork, Cloyne &
Ross)
Rev Canon Jennifer McWhirter (Tuam,
Killala & Achonry)
Mr Albert Dawson (Kilmore, Elphin &
Ardagh)
Rev Canon Ngozi Njoku (Clogher)
Mr Harry & Mrs Sue Grier (Raphoe)
Vacant (Derry)
Vacant (Limerick, Killaloe & Ardfer)

Introduction

The Church of Ireland Bishops' Appeal is the Church's World Aid and Development Programme. It acts as a fund for essential health, education, rural development and disaster relief responses throughout the developing world and partners with key agencies to see sustainable community development to combat issues such as poverty and food security. It also provides an educational role by raising awareness about important justice issues. In 2019, a total of **€201,373** and **£107,342** were raised by individuals, parishes and dioceses to support the work of Bishops' Appeal worldwide. We are grateful for all the support that enables communities to lift themselves out of poverty.

Examples of Projects Funded between March 2019 and February 2020

Health:

- Bishops' Appeal funded a Christian Aid project to construct an additional room in a clinic in the town of Maridi in South Sudan. The room is to provide an appropriate and secure storage room for medicines in the clinic.
- The committee funded a project by Tearfund to support vulnerable children in Nepal, by helping to reintegrate children from orphanages back into family based care and support them and their families.

Rural Development:

- Funding was granted for a three year project by Self Help Africa in the Monze, Namwala and Mazabuka districts of the Kafue Flats. The project aims to directly improve the farm productivity of 3,000 small-holding farms through the provision of high quality seeds and animals, alongside training in sustainable agricultural technologies and techniques. In addition the project aims to involve and empower local communities in restoration and protection of the wetlands in the region, the ecosystem of which 90% of the inhabitants of the districts depend on. This dual approach should increase the food security for the population, help the economy of the region while also taking steps to ensure the long-term sustainable use of the area's natural resources.

Education:

- The "*I Am Girl*" initiative in Rwanda by Fields of Life was given funding for training to encourage increased school attendance by girls, and a rainwater-harvesting system along with improved hygiene facilities. In their final report Fields of Life noted that along with the availability of clean water the training and sensitisation for pupils in sanitation, hygiene, puberty and menstrual hygiene management has provided adolescent girls in the community with a greater opportunity to participate fully in education. They also reported a reduction of cases of girls being bullied during their periods.
- Christian Aid was given funding for their project to promote gender equality in Angola. The education based project aimed to reduce child marriage and teenage pregnancy and provide young girls with competencies for life to help encourage development of a new generation of female leaders.

Disaster Relief:

- Bishops' Appeal has provided funding to Christian Aid and Tearfund to support their emergency relief response efforts in Zimbabwe, Mozambique and Malawi following Cyclone Idai, which devastated the area in March 2019.

Publications

The Annual Leaflet 2020 was compiled and distributed and is available from General Synod onwards.

Scoping Study

Following on from Synod 2019 members of the Bishops' Appeal committee assisted in developing a justice strategy for the Church of Ireland.

Other Collaborations and Initiatives

Harman Scholarship

The biennial Harman Scholarship, in partnership with CMS Ireland was awarded to Antony Njoroge Irungu from Nairobi, Kenya. Antony's placement in Ireland took place from 11th September to 8th December 2019, and he met with the BA committee at our November meeting. Antony spoke of his difficult early life and how greatly the help of the Church and charity groups impacted him and his community and turned a situation which seemed hopeless into a hopeful one. Antony has committed himself to helping others and particularly to assisting young people: he works in the Pentecostal Evangelical Church of Africa as a children's and junior youth leader, the Bahati Community Centre secondary school as manager and student guidance counsellor and serves with the Tumani African Foundation (TAF) in partnership with the All Saints' Cathedral Urban Development Programme.

TAF addresses, in a holistic way, the needs of the youth in the slums and works to create a true community resource. Antony spoke of how their "More than just a meal" program, provides nutritious food for more than 300 children each week and that this has helped him identify potentially vulnerable youths and reach out to assist them. The TAF also provides a resource centre to help students with homework and studies by providing the space, light and academic resources they might not otherwise have access to.

Antony relished the opportunity provided by the scholarship and worked alongside clergy, youth workers and lay members of the Church community in gaining new experiences and skills that he was eager to implement upon his return home. He also learned the importance of taking care of his own holistic wellbeing while he serves his community, so that he is able to remain healthy and continue to serve joyfully. While here he shared his own experiences and knowledge with the Bishops' Appeal committee and others he visited, providing a valuable insight into youth work from his own cultural context and how he and his fellow youth workers have used youth outreach to discourage violence and unite different denominations within the local community. The Bishops' Appeal committee sent their best wishes with him as he returned home to his family and community and we keep him in our prayers as he continues his work.

Thank You

- Bishops' Appeal wishes to thank the RCB Finance Department for their consistent support with the accounts. Special thanks to Ms Doreen Smyth, Ms Kate Williams, Ms Patricia Wilson, Ms Lynda Small and Ms Pauline Dunlop.
- Bishops' Appeal is extremely grateful to all the agencies who partner with the Church, who reach out to communities around the world. Listening to their needs and providing the necessary support and kinship to those in need.
- Our thanks to the hard working committee and diocesan representatives of past and present.
- Particular thanks must be given to the recently retired Mr Billy Kingston who worked tirelessly for the cause of fighting global poverty. Billy's many years of service on the Bishops' Appeal committee, not least as Hon Treasurer and as a diocesan representative, demonstrated a profound dedication to justice and generosity to those in need. In his place, the Committee welcomed another representative from the Dioceses of Cashel, Ferns and Ossory, Mrs Gillian Purser.

- Bishops' Appeal is, as always, thankful for the hard work and dedication of Education Advisor, Ms Lydia Monds, whose commitment to the cause of the poor and the vulnerable remains exemplary and without whom we would be far less fortunate. The Committee missed Lydia during her recent maternity leave but rejoices with her on the birth of her second son, Oisín. During Lydia's absence, the Committee was most appreciative of the support given by the RCB's graduate intern, Mr Stuart Wilson.
- Finally, Bishops' Appeal expresses heartfelt gratitude to all those across the Church of Ireland, individuals, parishes, dioceses and central structures for their generosity and continuing support.

BISHOPS APPEAL

INCOME & EXPENDITURE

YEAR ENDED 31 DECEMBER

| | 2018 | 2019 |
|--|-----------------|----------------|
| Income: | € | € |
| Contribution | 328,270 | 363,626 |
| Deposit Interest | 235 | 178 |
| Tax Refunds | 17,833 | 19,526 |
| Sterling translation gain / loss | 4,120 | (378) |
| Currency Exchange | | |
| Total Income | 350,458 | 382,952 |
| Expenditure: | | |
| <u>Administration Expenses & Salaries:</u> | | |
| Salaries & PRSI | 21,069 | 25,000 |
| Print & Stationery | 8,954 | 11,930 |
| Administration Expenses | 4,538 | 4,358 |
| Sundry Expenses | 228 | 180 |
| | 34,789 | 41,468 |
| Grants for Charitable Objects: | 341,625 | 277,377 |
| Total Expenditure | 376,414 | 318,845 |
| (Deficit)/Surplus for the Year | (25,956) | 64,108 |

BISHOPS APPEAL

BALANCE SHEET

YEAR ENDED 31 DECEMBER

| | 2019 | 2018 |
|-----------------------------------|----------------|----------------|
| | € | € |
| <u>Current Assets:</u> | | |
| Sundry Debtors | 19,453 | 37,302 |
| Cash on hand RCB | 116,664 | 124,771 |
| Total Current Assets | 136,117 | 162,073 |
| <u>Current Liabilities:</u> | | |
| Sundry Creditors | - | - |
| Total Net Assets | 136,117 | 162,073 |
| <u>Reserves:</u> | | |
| Opening Balance | 162,073 | 97,965 |
| (Deficit)/Surplus for the Year | (25,956) | 64,108 |
| Balance at 31/12/2019 | 136,117 | 162,073 |

BISHOPS' APPEAL – RECEIPTS ANALYSIS 2019

| | 2019 € | 2019 £ | 2018 € | 2018 £ |
|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| ARMAGH | 1,412.00 | 25,341.63 | 1,249.00 | 17,920.72 |
| CLOGHER | 1,460.00 | 8,812.25 | 1,450.00 | 21,608.00 |
| DERRY & RAPHOE | 9,235.40 | 17,617.46 | 4,049.70 | 19,559.85 |
| DOWN & DROMORE | - | 21,677.65 | - | 23,610.84 |
| CONNOR | - | 17,387.96 | - | 15,250.42 |
| KILMORE | 14,052.00 | 1,350.00 | 11,502.83 | 1,453.15 |
| ELPHIN | - | - | - | - |
| TUAM | 3,989.76 | - | 6,376.12 | - |
| DUBLIN | 60,833.56 | - | 81,380.64 | - |
| MEATH | 10,160.58 | - | 8,517.50 | - |
| FERNS | - | - | 2,167.00 | - |
| CASHEL | 16,865.31 | - | 29,975.80 | - |
| CORK | 17,680.00 | - | 22,889.14 | - |
| LIMERICK | 10,762.20 | - | 7,737.05 | - |
| | <u>146,450.81</u> | <u>92,186.95</u> | <u>177,294.78</u> | <u>99,402.98</u> |
| Other | 54,921.89 | 15,155.16 | 55,186.11 | 18,483.05 |
| Tax Refunds | 9,025.98 | 7,449.90 | 12,956.88 | 5,904.86 |
| Transfer to Flood Appeal | | | | |
| | 63,947.87 | 22,605.06 | 68,142.99 | 24,387.91 |
| | <u>210,398.68</u> | <u>114,792.01</u> | <u>245,437.77</u> | <u>123,790.89</u> |
| Interest paid by RCB | 43.77 | 161.89 | 34.53 | 129.24 |
| OVERALL TOTALS | <u>210,442.45</u> | <u>114,953.90</u> | <u>245,472.30</u> | <u>123,920.13</u> |

BISHOPS' APPEAL – ANALYSIS GRANTS PAID 2019

| <u>AGENCY</u> | € | Stg£ |
|-----------------------|--------------------------|--------------------------|
| BUTERE PROJECT | - | 7,514.00 |
| CHRISTIAN AID | 29,161.31 | 38,480.36 |
| CMSI | 30,235.00 | 34,233.00 |
| FEED THE MINDS | - | - |
| FIELDS OF LIFE | 25,000.00 | 26,048.50 |
| GORTA | 30,116.00 | - |
| KMF PRODUCTIONS | - | - |
| LEPROSY MISSION | - | - |
| MOTIVATION | - | 10,000.00 |
| SELF HELP AFRICA | - | 10,400.00 |
| SOUTH AMERICAN MS | - | - |
| TEAM HOPE | 6,600.00 | - |
| TEARFUND IRELAND | 55,522.95 | 3,939.39 |
| DR GRAHAM HOLMES | | - |
| TSELF COURSES | 526.80 | |
| THE BIBLE SOCIETY | - | 4,000.00 |
| WASTE AID UK | | 4,504.30 |
| <u>TOTAL</u> | <u>177,162.06</u> | <u>139,119.55</u> |
| | | |
| <u>COUNTRY</u> | | |
| <u>AFRICA</u> | | |
| ANGOLA | - | 15,015.00 |
| BURUNDI | 27,721.40 | - |
| DRC | - | - |
| EAST AFRICA | 2,655.00 | - |
| EGYPT | - | 5,750.00 |
| ETHIOPIA | 1,442.51 | 409.21 |
| GAMBIA | - | 4,504.30 |
| GHANA | - | - |
| KENYA | 11,287.00 | 7,514.00 |
| MALAWI | 15,116.00 | - |
| MOZAMBIQUE | 37,769.66 | 5,164.87 |
| RWANDA | 10,000.00 | 15,493.50 |

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| | | |
|-------------------------------|--------------------------|--------------------------|
| SOUTH AFRICA | - | - |
| SOUTH SUDAN | - | 24,613.00 |
| TANZANIA | - | - |
| UGANDA | 15,000.00 | 30,955.00 |
| ZAMBIA | 15,000.00 | - |
| ZIMBABWE | - | - |
| <u>TOTAL</u> | <u>135,991.57</u> | <u>109,418.88</u> |
| <u>ASIA</u> | € | Stg£ |
| BANGLADESH | - | - |
| CAMBODIA | - | - |
| INDIA | - | - |
| INDONESIA | 3,260.74 | 3,288.46 |
| IRAQ | - | 700.00 |
| LEBANON | - | - |
| MYANMAR | 1,120.00 | 5,000.00 |
| NEPAL | 15,000.00 | 10,795.00 |
| PHILIPPINES | - | - |
| SYRIA | - | 1,047.21 |
| YEMEN | 18,797.00 | 1,000.00 |
| <u>TOTAL</u> | <u>38,177.74</u> | <u>21,830.67</u> |
| <u>CENTRAL AMERICA</u> | | |
| BAHAMAS | 1,023.44 | - |
| GUATEMALA | - | - |
| HAITI | - | - |
| <u>TOTAL</u> | <u>1,023.44</u> | <u>-</u> |
| | | |
| <u>EUROPE</u> | | |
| IRELAND | - | 3,870.00 |
| | - | 3,870.00 |
| <u>SOUTH AMERICA</u> | | |
| ARGENTINA | - | - |
| BOLIVIA | 1,442.51 | - |
| PERU | - | 4,000.00 |
| <u>TOTAL</u> | <u>1,442.51</u> | <u>4,000.00</u> |
| | | |
| <u>OTHER</u> | 526.80 | - |
| <u>GRAND TOTAL</u> | <u>177,162.06</u> | <u>139,119.55</u> |



Independent auditors' report to the Advisory Committee of Church of Ireland Bishops' Appeal

Report on the audit of the non-statutory financial statements

Opinion

In our opinion, Church of Ireland Bishops' Appeal's non-statutory financial statements (the "financial statements") for the year ended 31 December 2019 have been properly prepared, in all material respects, in accordance with the basis of preparation in the Accounting Policies. We have audited the financial statements, which comprise:

- the Balance Sheet as at 31 December 2019;
- the Income and Expenditure account for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") including ISA (Ireland) 800. Our responsibilities under ISAs (Ireland) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion. Independence We remained independent of the entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Emphasis of matter - Basis of preparation

In forming our opinion on the financial statements, which is not modified, we draw attention to page 8 of the financial statements which describes the basis of preparation. The financial statements are prepared for the Advisory Committee for the specific purpose as described in the Our responsibilities and those of the Advisory Committee paragraph below. As a result, the financial statements may not be suitable for another purpose.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs(Ireland) require us to report to you where:

- the Advisory Committee' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Advisory Committee have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the entity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the entity's ability to continue as a going concern.

Reporting on other information

The other information comprises all of the information in the Financial Statements other than the financial statements and our auditors' report thereon. The Advisory Committee are responsible for the other information. Our opinion on the financial statements does not



cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Responsibilities for the financial statements and the audit Responsibilities of the Advisory Committee for the financial statements

As explained more fully in the Advisory Committee Responsibilities Statement set out on page 4, the Advisory Committee are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they have been properly prepared in accordance with the basis of preparation and accounting policies in the Accounting Policies and for determining that the basis of preparation and accounting policies are acceptable in the circumstances. The Advisory Committee are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Advisory Committee are responsible for assessing the entity's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the Advisory Committee either intend to liquidate the entity or to cease operations or have no realistic alternative but to do so. Auditors' responsibilities for the audit of the financial statements Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at:

https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf

This description forms part of our auditors' report.

APPENDIX E

CENTRAL COMMUNICATIONS BOARD TO GENERAL SYNOD

MEMBERSHIP

| | |
|---|--|
| Most Rev Patricia Storey | (House of Bishops) |
| Ven Ruth Elmes | (Standing Committee) |
| Rev Canon Gillian Wharton | (Honorary Secretary) |
| Dr Kenneth Milne | (Chair – Literature Committee) |
| Dr Raymond Refaüssé | (Hon Secretary – Literature Committee) |
| Mr David Ritchie | (Church House Senior Management <i>(ex officio)</i>) |
| Very Rev Alastair Grimason | (Representative Body) |
| Ven Stephen McBride | (Representative Body) |
| | (Broadcasting Committee) |
| | (all members FTB below) |
| Ms Anna Williams | (Co-option for gender & regional balance) |
| Head of Synod Services & Communications | <i>(ex officio)</i> |
| Press Officer/Assistant Press Officer | <i>(in attendance)</i> |
| <i>Broadcasting Committee</i> | |
| Mr Roger Childs | |
| Mr Paul Loughlin | |

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.

ACTION PLAN 2020

- Support Church activity around 150th anniversary of Disestablishment;
- Develop a 'diary' of compliance activity to assist parishes;
- Support Soul Waves Ltd in a planned wind-up of its activity;
- Share good practice through social media guidelines and templates.

REPORT

The Central Communications Board undertook a review of its structures and activities and submitted revised terms of reference. As a result, the two sub-committees for the Internet and Broadcasting will not be reappointed in September 2022 and the activity under these headings will be overseen by the Board. In addition, the Board decided to focus its work around communications and media policy, and skills development, and to address some

Standing Committee – Report 2020

communications lacunae that have emerged in the wider Church. To this end, the Board worked on the following items:

- Updated social media guidelines and a template for a parish social media policy;
- Consultation on a diary of compliance activity to assist parish planning;
- Media training for senior clergy and students in training for ordination.

In January 2020, the Board congratulated Mr Peter Cheney on his promotion to Press Officer for the Church of Ireland. Work from previous years continues to grow. The *Daily Worship* app, launched at General Synod 2018, has now been purchased 979 times – 708 for Apple and 271 for Android. *Daily Worship* seeks to help readers to grow in relationship with God through liturgy from the *Book of Common Prayer*, read and meditate on Scripture, and also prepare services with ease. More information on the app, including a guide for beginners, is available at www.ireland.anglican.org/dailyworshipapp

The Church's monthly e-bulletin reaches 2,600 voluntary subscribers and our Flickr gallery highlights over 2,500 photos from our current mission and ministry and our archives. Last year, 242,000 visitors clicked on the main Church of Ireland website – up from 206,000 in the course of 2018.

The central Church's social media content is currently followed by 6,300 people on Facebook, 4,900 on Twitter and over 800 on Instagram. Social media helps to build up the Church's online presence and shares content rapidly and effectively with a wide potential audience, especially through diocesan websites and social media. However, other forms of media will continue to have an essential role in communicating the life of the Church. There is still an important place for good quality standalone websites as the online 'shop window' for parishes in their communities, especially for internet users who choose not to use social media. Parish and diocesan magazines and other publications reach people who prefer to receive information in hard copy, and print media is often the most effective means of sharing and explaining detailed information.

Church of Ireland Gazette

Last year, the CCB was welcoming the relaunch of the *Church of Ireland Gazette*, which the Board and then-editor, the Rev Earl Storey had transformed into a monthly format. The new-look *Gazette* under new editor Mrs Karen Bushby has offered a diverse and colourful view of the Church of Ireland during the year and there have been many informative and useful articles published. If you have not yet picked up a copy of the new-look *Gazette*, you will find it both on its own stand and in the Press Office room at the Synod.

Public Service Broadcasting

Religious programming, in both the UK and Ireland, forms part of the public service broadcasting provision of the national broadcaster and the BBC and RTÉ provide the lion's share of religious programming.

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In 2019/2020, debate over licence fees emerged in both the UK and Ireland; this translates into financial pressures which can prove challenging to the maintenance of investment in religious programming.

In September 2019, Bishop Pat Storey represented the Church of Ireland in a meeting between religious organisations and RTÉ. The Board has noted with appreciation the support given by RTÉ to religious programming and the many ways in which this programming parallels the purpose and values of RTÉ itself. The position of religious programmes on BBC NI has been more secure in the past year and the Board would express its thanks to the BBC and its producers for their ongoing efforts.

As ever, the Board would remind Church members that programme producers are always on the lookout for good ideas. If you have a good idea that you would like to suggest, contact the Press Office or your Diocesan Communications Officer for help in getting that idea put forward.

RTÉ Report

These are challenging times for the national broadcaster. An 11-year freeze in the licence fee, a non-payment default rate of approximately 14% and the growing number of people who feel exempt from payment, because they do not consume media via a television have combined with a mass migration of advertising revenue to online platforms to leave RTÉ's finances seriously imperiled.

RTÉ is now expected to deliver more services on more platforms than ever before, including on-demand news, TV and radio, 10 digital radio stations and a burgeoning online offering, all despite the fact that RTÉ's annual revenue has dropped by over €100m in the last decade. This is clearly not sustainable and the broadcaster has announced a programme of cuts in services, which will leave few areas untouched, including religious content. Already, staffing levels have been reduced by a third to approximately 1,800 since 2008 and a further shrinkage of 200 jobs is anticipated through voluntary exits and retirements-without-replacement in 2020.

It was against this backdrop that Bishop Pat Storey and Mrs Janet Maxwell joined a multi-denominational group of Church leaders in September for a meeting with the Director General of RTÉ, Ms Dee Forbes; the Managing Editor of RTÉ News, Ms Hilary McGouran; the Head of Editorial Standards, Mr Brian Dowling; and the Head of Religious Content, Mr Roger Childs. The meeting was both cordial and constructive, with Church leaders affirming the quality and breadth of religious output and offering their support for its continuation. The distinction was made between Religious Programmes and the portrayal of religion in other areas of RTÉ output – particularly in news, where the emphasis can sometimes seem to be bad news stories and controversy. RTÉ affirmed its openness to positive stories from grassroot communities and both Hilary and Roger offered their contact details as possible conduits for these. The Director General noted how RTÉ depends on the vocal support of stakeholder organisations and communities,

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including the major Churches, to affirm the value of public service media. She reminded those present that, if RTÉ does not provide these services – ranging from dependable, fact-checked news to community worship content – no one else will.

Looking back on religious content during the year, worship continues to be an important mainstay and RTÉ is grateful to the Church of Ireland's Worship Coordinator, Jacqueline Mullen, the Press Office and all the participants who make these broadcasts possible. Highlights in 2019 included Radio 1's broadcast of the Festival of Nine Lessons and Carols from St Patrick's Cathedral, Dublin, on Christmas Eve; a tri-media Service on Christmas Day, led by students and staff from Sligo Grammar School; and a Communion Service in studio, featuring the Dean and Choir of Christ Church, Dublin. In January 2020, the Rev Ken Rue led a Service to mark the Week of Prayer for Christian Unity, alongside Fr Kieran O'Mahony and representatives of several other denominations.

As usual, the two Archbishops of Armagh collaborated on a Christmas Message, broadcast on radio and television. This year's broadcast, the last by Archbishop Richard Clarke, focused on the lessons young people are teaching us all about environmental stewardship. The Archbishops lent their particular support to The Great Green Wall project – an initiative to plant trees across Africa's 8,000km Sahel belt, to arrest desertification and climate-related migration and to generate food and employment.

As in previous years, Anglican voices were regularly heard on Radio 1's *The Leap of Faith*, including UCD Chaplain Mr Scott Evans, in the special Christmas episode; the Revd Jonathan Aitken (February 2019); Archdeacon Ruth Elmes, who was part of a panel discussion about the role of women in religion (March 2019); Dr Rupert Sheldrake (November 2019); and the Very Rev Lynda Peilow, from St Nicholas' Collegiate Church, Galway, who, during October's Galway Jazz Festival, spoke about the church's use as a music venue and as a focal point for green initiatives, as it enters its 700th anniversary year.

BBC Report

Morning Service on BBC Radio Ulster provides Sunday worship for people who are unable to attend their regular place of worship. Nine Church of Ireland services have been broadcast since last year's General Synod, from Rossorry Church, Enniskillen; St Canice's Church, Eglinton; St Anne's Church, Dungannon; St Patrick's Cathedral, Armagh; St John's Church, Ballyclare; St Bartholomew's Church, Stranmillis, Belfast; St Columbanus' Church, Ballyholme, Bangor; St Columba's Church, Knock, Belfast; and Loughinisland Church, Seaforde. The latter service was also broadcast on BBC Radio 4.

Useful contacts for broadcast and general Church media

Broadcast services

RTÉ and Jacqueline Mullen would welcome suggestions and offers to contribute to its Worship output from parishes and faith groups in every diocese. Contact Jacqueline at broadcastservicesrte@ireland.anglican.org.

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Bert Tosh can be contacted by parishes interested in providing content for Morning Service on BBC Radio Ulster and also opportunities across the wider BBC radio network. Contact Bert at broadcastservicesbbc@ireland.anglican.org

Diocesan communications officers and the Press Office can help with planning requests for services and also promoting them to viewers and listeners within dioceses and across the Church of Ireland.

RTE religious programming
Roger Childs – 00 353 (0)1 208 4586
Email: roger.childs@rte.ie

Church of Ireland Press Office

If you are interested in either broadcast services, providing a *Thought for the Day* piece, or have a more general story of interest for broadcast media, please contact Mr Peter Cheney. Email: press@ireland.anglican.org – Tel: (028) 9082 8880 (from NI) 048 9082 8880 (from RI).

Parishes wishing to have items included in the e-bulletin or on the website are encouraged to contact their Diocesan Communications Officer in the first instance.

Soul Waves

It is with great regret that the Board reports on the closure of Soul Waves Ltd after 30 years of continuous production of religious themed radio inserts and podcasts, which were provided free to local radio stations and websites. Soul Waves was a joint initiative of a group of religious congregations and the Church of Ireland. It was a unique presence on the broadcasting scene in Ireland, focusing exclusively on items of religious interest. Producer Miriam Gormally has been the driving force of the operation for the last 20 years of its operation. The Board offers her its congratulations on a singular contribution to the world of religious programming and wishes her well in the future. The Board also paid tribute to the Board of Soul Waves for its commitment to the project, and to Sr Marie Stuart who has acted as its long-time Chair. The Board also extends its thanks to Mrs Mildred Beresford (Dublin & Glendalough) and Mr Paul Loughlin (CCB), who both engaged with Soul Waves for an extended period. Mrs Beresford assisted with administration of the operation and Mr Loughlin acted as a member of the Board, also providing professional input arising from his former career as a producer in RTÉ.

Training

Media training for senior clergy and CITI ordinands continued as required. The annual Communications Day, in February 2020, for communications officers and magazine editors, looked at podcasting and communication in a rural context in the Diocese of Limerick and Killaloe, low light photography, and the role of magazines within the Church.

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Thanks

The Board thanks Mr Peter Cheney in the Press Office for the help and advice provided to parishes and church representatives who need to engage with regional and national media. The Board is also grateful to Dr Susan Hood and her colleagues in the Library for their support of various publications and to Ms Heather Jestin for her assistance with the distribution of materials to parishes.

GENERAL SYNOD ROYALTIES FUND

A list of allocations from the Fund is contained on pp. 180-181. Applications to the fund should be addressed to Dr Raymond Refaüssé, Secretary to the Literature Committee, C/O Synod Department, Church House, Church Avenue, Rathmines, Dublin, D06 CF67.

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LITERATURE COMMITTEE

MEMBERSHIP

Dr Kenneth Milne (Chairman)
Canon PK McDowell
Ven RB Rountree
Rev KG Rue
Rev Bernard Treacy OP
Dr Raymond Refaüssé (Honorary Secretary)
Ms Cecelia West
Mr George Woodman
Mrs Janet Maxwell (*ex officio*)

In attendance: Mr Bryan Whelan, Publications Officer, and Mr Peter Cheney, Press Officer.

EXECUTIVE SUMMARY

In 2020, 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 2019

Arising out of the Action Plan for 2019, the eleventh booklet in the Braemor Studies series, which seeks to publish the best of the final year dissertations in CITI, was edited, designed and published. Cooperation with the online purchasing facility which assists with promotion and marketing, sales and distribution continued.

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 2019:

- Ian Mills, *The hermeneutics of humour; a serious look at the lighter side of faith*;
- Kenneth Milne (ed.), *Journal of the General Synod, 2018*;
- Ken Rue, *Church of Ireland Sunday and Weekday Readings Advent Sunday 2019 to Eve of Advent Sunday 2020*.

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 supporting the facility to purchase Church-related materials online via the Church of Ireland website.

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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

Tel: +353 (0) 1 4125 665

PUBLICATIONS OFFICER

Mr Bryan Whelan, Assistant Librarian in the RCB Library, succeeded Dr Susan Hood as Publications Officer. The Committee wishes to place on record its appreciation of the contribution of Dr Hood to the work of the Committee and CIP. Mr Whelan has, in conjunction with the staff of CITI, revised the style guide for CIP publications. It is available on the CIP website.

ACTION PLAN 2020

- Prepare the twelfth booklet in the Braemor Studies for publication;
- Support the on-line publication of Canon Michael Kennedy's work on the theology of liturgy;
- Support, from time to time, Christ Church cathedral, Dublin, publications;
- Seek to promote the digitization of the *Journal of the General Synod*.

GENERAL SYNOD ROYALTIES FUND

A list of allocations from the Fund is contained on pp. 180-181. Applications to the fund should be addressed to Dr Raymond Refaüssé, Secretary to the Literature Committee, C/O Synod Department, Church House, Church Avenue, Rathmines, Dublin, D06 CF67.

APPENDIX F

CHARITIES REGISTRATION MONITORING WORKING GROUP

REPORT TO GENERAL SYNOD 2020

Membership:

| | |
|--|----------------------|
| The Archbishop of Armagh (Chair – to Jan 2020) | Mr Roy Lawther |
| Mrs June Butler | Mr Lyndon MacCann SC |
| Mrs Ashley Brown | Ven Leslie Stevenson |
| Mr Ken Gibson/Ms Hazel Corrigan | Mr Billy Skuse |
| Sir Paul Girvan | |

In attendance:

Mr David Ritchie, Mrs Kate Williams, Mr Mark McWha, Mrs Janet Maxwell

Committee membership and meetings

Standing Committee and the RB appointed new members to the Working Group in November 2019 and January 2020. The previous members of the group are thanked for their generous service to the group. The Charities Registration Monitoring Working Group (Charities WG) met twice in January and February 2020.

Draft Bill to address charities regulation in the Constitution

The Charities Regulatory Authority, the Irish charities regulator, had previously sought to have certain additional clauses inserted into the Church of Ireland Constitution. However, having sought further legal advice this requirement was questioned. A further engagement took place with the CRA, led by Mr Lyndon MacCann SC, in which the Working Group was assisted by the Bishop of Cork, a qualified canon lawyer and expert on aspects of the governance structures of the Church of Ireland. The outcome of this is a Bill, which brings together in one Chapter of the Constitution the various parts of governance of the Church of Ireland, which the regulators (in both jurisdictions) and the trustees of the various Church of Ireland bodies all require to discharge their duties under charities regulation.

Registration of various RB trusts

Various matters around registration of certain trusts vested in the RB have been addressed with the Charities Regulatory Authority. The Church of Ireland Clergy Widows and Orphans Society will continue to have separate registration. Separate registration has been applied for in respect of the Church of Ireland Centre for Education Fund Trust.

Registration of parishes - RI

Once the CRA has confirmed its approval of the Church of Ireland Constitution, planning will commence with the regulator for registration of Church of Ireland parishes. Registration will be arranged through diocesan offices with assistance from Church House

Standing Committee – Report 2020

Dublin and the core material will be provided to parishes. Once registered, members of select vestries (charity trustees) will be guided through requirements in respect of the Code of Governance and the associated compliance report.

Code of Governance – Ireland

In 2018, the Charities Regulator (Ireland) issued a Governance Code. All charity trustees must work towards a position of compliance with the Governance Code. In 2021, a report on Compliance with the Code will become part of annual reporting. Trustees will complete a Compliance Record Form. The CRA may seek to review a Compliance Record Form at any time, so that a registry of the forms must be maintained.

There are two specific requirements for charities – to make a return every year and to provide evidence (retain the return) and be able to substantiate it. There are 6 principles. If you are a simple charity there is one return; if you are a complex charity, there is an extended return. A review of the structure of Church of Ireland bodies should be undertaken including those already registered and those that may need to register. The role of the General Synod and Standing Committee was discussed in the context of whether these bodies should be separately registered. As neither body holds assets in its own right they may be exempted, but this must be examined.

A Church House project, initiated by the Secretary General Mr David Ritchie, to work with the dioceses will develop a series of guideline codes for all the bodies involved to use as a reference point. It was noted that the biggest hurdle will be the first year, after which each of our charities should be able to maintain their compliance record with little difficulty.

Implementation

The Code requires that charities demonstrate compliance with the Code by completing an annual Compliance Record Form (as detailed in the appendix) and explain any areas of non-compliance to the Charities Regulator. The Charities Regulator will publicly display which charities comply and which charities do not comply with the code.

The Six Principles

Charity trustees are responsible for the governance of their charity and should ensure compliance with the following principles:

- **Principle 1 - Advancing its charitable purpose:** the charity should be clear about its charitable purpose, agree an annual plan which sets out the actions to be taken to advance the purpose, allocate adequate resources to achieve the plan and review and evaluate regularly to ensure the charity is acting in line with the charitable purpose.
- **Principle 2 - Behaving with integrity:** the charity should agree organisational and behavioural values, decide how to address conflicts of interest or conflicts of loyalties and should develop a code of conduct to be signed and adhered to by trustees.

Standing Committee – Report 2020

- **Principle 3 - Leading people:** the charity should be clear about, and document, the roles, legal duties and delegated responsibility for decision making for staff, committees and committee members. There should be written procedures in place for the effective involvement of any committee members and volunteers and arrangements in place to comply with employment legislation for all paid staff. The charity should agree operational policies to guide the actions of everyone involved in the charity which should be reviewed on a regular basis.
- **Principle 4 - Exercising control:** the charity should ensure full compliance with all regulatory and legal requirements. There should be appropriate financial controls in place to manage both funds and assets, and appropriate and adequate insurance. The charity should identify any risks, agree how to manage these risks and ensure there is a formal risk register in place for the trustees to review on a regular basis.
- **Principle 5 - Working effectively:** the charity trustees should have an appropriate mix of skills and experience. The trustees should hold regular meetings with an agenda and adequate information to make informed decisions which shall be recorded accurately in the minutes. Trustees must understand their role as charity trustees, the charity's governing document and the Code. There should be a charity succession plan in place which considers diversity.
- **Principle 6 - Being accountable and transparent:** the charity should identify its stakeholders determining how to communicate with them and agree how they should be involved in planning, decision making and any review process. There should be a procedure for dealing with queries, comments and complaints and a complaints procedure should be in place. The name and Registered Charity Number should be on the website, email communications and other written material and the codes and standards of practice to which the charity subscribes should be publicly stated.

RCB Charities

There are two sets of charities for which the Charities Governance Code will be applicable:

- RCB managed charities – The Representative Church Body, Church of Ireland College of Education Fund Trust, Church of Ireland Clergy Widows & Orphans Society and Church of Ireland Bishops Appeal.
- Other Church of Ireland charities – Parishes, Dioceses and other Church of Ireland related charities

It is proposed that the RCB would prepare guidelines and templates for parishes to assist them to comply with the Code.

Next steps

In order to implement the Charities Governance Code for the RCB and other bodies, the following will be required:

Standing Committee – Report 2020

- Representative Church Body:
 - Develop a Compliance Record Form to be submitted to the Audit Committee for recommendation to the RB Executive Committee;
 - Develop processes and procedures to manage compliance which will include a code of conduct and a conflict of interest declaration for all trustees;
 - Develop a process for annual review and monitoring the implementation of the Code
 - Develop a Compliance Record Form for other RCB charities ;
 - Develop Charities Governance Code templates for parishes that will be available on the Parish Resources website;
 - Provide training for RCB, diocesan and parish trustees.

APPENDIX G

Children's Ministry Network

REPORT 2020

[Website: www.cm.ireland.anglican.org](http://www.cm.ireland.anglican.org)

[Facebook: www.facebook.com/churchofirelandchildrensministry](https://www.facebook.com/churchofirelandchildrensministry)

MEMBERSHIP

Rt Rev Alan Abernethy (Chair) (Until December 2019)
Dr Peter Hamill (Secretary)
Ms Lydia Monds (Coordinator)
Rev Rosie Diffin, Mr David Brown (Armagh)
Mrs Frances Boyd (Clogher)
Ms Kirsty Lynch (Derry & Raphoe)
Ms Julie Currie (Down & Dromore)
Mrs Jill Hamilton (Connor)
Ms Erin Moorcroft (Kilmore, Elphin & Achonry)
Rev Canon Jennifer McWhirter (Tuam, Killala & Achonry)
Rev Cathy Hallisey (Dublin & Glendalough)
Rev Eugene Griffin (Meath & Kildare)
Rev James Mulhall (Cashel, Ferns and Ossory)
Rev Canon Elaine Murray (Cork, Cloyne & Ross)
Rev Jane Galbraith (Limerick & Killaloe)
Ms Tammi Peek (Consultant)
Mr Steve Grasham (CIYD Representative)
Mrs Lynn Storey (Sunday School Society Representative)

Topic for Discussion: How can we be sure to support leaders and clergy as they strive to deliver an inclusive and worthwhile Children's Ministry?

“Children are not things to be molded, but are people to be unfolded” — Jess Lair

The Children's Ministry Network brings representatives from all dioceses, as well as from groups working with children, to share resources and trainings and build networks and supports.

Working closely with the Sunday School Society for Ireland, CMN have furthered their goals of resourcing, training and advocating through the following means:

Children's Ministry Network – Report 2020

Children's Ministry Network Representatives Meetings

The Network meets 2 – 3 times a year as an opportunity to share and pool resources.

Two meetings of the Network took place over the past year. At the first, we looked at the feedback received from Make Yourself at Home and developed a plan to add supplementary resources to add to the continued bank of resources available on our website. Mrs Jill Hamilton talked us through her new Sunday school programme called All Aboard. We also shared resources and discussed new initiatives in children's ministry.

At the second meeting, we again discussed new resources to compliment the Make Yourself kit, these will be uploaded to our website in due course. We compiled a list of useful websites for Children's Ministry as well as looking at some resources that will be useful during Lent and Easter. We discussed training we as a network would like to receive and are working on organising a training day to be held before the summer.

Disability Trainings 2019

We were delighted to have Ms Katherine Alice Grasham who is the Disability Officer for Leeds Diocese join us for two training events looking at The Church and Disability. Training took place in Meath and Kildare and Clogher Dioceses. Katherine was a very able facilitator who gave us practical examples of how churches can become more accessible for people with additional needs and their families. We are hoping to have Katherine return to do more training with us.

Make Yourself at Home Packs

The Make Yourself at Home packs have been used successfully in a number of parishes and both hard copies of the pack and downloadable versions are now available. The Children's Ministry have also produced a number of additional resources which were requested from the pilot. These include Top Tips for Welcoming Teams, Advent resources, Baptism service planning and Ideas for Baptism Bags.

Make Yourself at Home has been promoted at a number of Diocesan Synods and this will continue during 2020. The Gazette also included an article about the Make Yourself at Home resource.

Children's Ministry Newsletters

SSSI and CMN jointly produce a resource filled newsletter at key times throughout the Church calendar which is disseminated through diocesan networks and provides additional and fresh ideas for parishes, Sunday Clubs and families.

The SSSI Children's Ministry Development Officer attended multiple diocesan synods with these newsletters and other ideas resources to further disseminate useful resources.

Children's Ministry Network – Report 2020

Children's Ministry Facebook and Website

We continue to generate a lot of engagement in our Facebook page. This page is updated regularly with tips, resources and ideas for Children's Ministry. It is a great tool to engage with an online community.

Gazette Articles

Different members of the Network provided Gazette articles over the course of the past year. We are happy to continue with this work and enjoy sharing our experience and learning from others.

Merger Talks

At time of writing, a business plan has been put together between the SSI, CMN and staff. This has been approved by Allocations Committee and steps are being taken to create the new Children's and Family Board and include the appointment of a Children's and Family Co-ordinator for the Church of Ireland. The Co-ordinator will be based in Dublin and work across the whole of Ireland supporting dioceses in their strategy and resourcing of children's and family ministry.

Diocesan Work

Each diocese has been working hard to provide various activities and training events. These range from A Family Fiesta with Bob Hartman, A Light Camp with Mr Nick Harding, banner making, Easter and Lent training events and diocesan Schools Services. Children's Ministry Network members are very effective at sharing information with children's leaders and clergy as well as running their own events and sharing resources among one another. We would like to thank all the members of the network for their hard work.

APPENDIX H

THE CHURCH AND SOCIETY COMMISSION OF THE CHURCH OF IRELAND REPORT 2020

Members

| | |
|-------------------------------------|----------------------|
| Right Rev Dr Kenneth Kearon (Chair) | Rev Dr Rory Corbett |
| <i>The Archbishop of Armagh</i> | Dr Elizabeth Leonard |
| Most Rev Dr Michael Jackson | Mrs Ethne McCord |
| Mr Ken Gibson | Rev Martin O'Connor |
| Mr Neville Armstrong | Rev Andrew Orr |
| Mrs June Butler | Ms Zephryn Patton |
| Rev Rob Clements | Rev Peter Rutherford |

In attendance:

The Church and Society Commission submits the following report with appendices referencing its work since the General Synod of May 2019.

Executive Summary

The Church and Society Commission has worked, since last year's Synod, to maintain our activity from the previous year with continued attention being paid in particular to climate change issues. The Commission plans to continue this in the next year and to be consistently mindful of what work we can do in the areas of gender justice, homelessness and housing insecurity, environmental issues and the impact of the internet and social media.

As a result of the passing of the Northern Ireland (Executive Formation etc.) Act 2019 by the United Kingdom government and the resumption in January of the sixth Northern Irish Assembly there has been a large number of consultations taking place on issues of relevance to the Church of Ireland. Great care has been put into ensuring the commission has responded to each in an informed and clear manner which best represents the beliefs of the wider church.

Seminars

- *Gender Justice in the Church.* This seminar aimed to examine the broad issue of gender justice and what the most important issues which CASC should focus our efforts on and be conscious of. The seminar took place on 17th September 2019 at Seagoe Parish Centre, Portadown. The Rev Sally Foster Fulton, Head of Christian Aid Scotland, acted as Facilitator and Guest Speaker. Alongside the Rev Sally Foster Fulton and CASC there were representatives present from the Church's Ministry of Healing, Youth Department and the Theological Institute as well as representatives and speakers from Mother's Union, Fields of Life's *I Am Girl* initiative, the PSNI and the NI Board of Education (Appendix 1).

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Discussion papers, background documents and statements (Appendix 2)

- A letter was sent to the Secretary of State for Northern Ireland the Rt Hon Karen Bradley MP in July 2019 regarding the contaminated blood inquiry. In January 2020 a copy of the letter was sent to her successor the Rt Hon Julian Smith MP.
- Following the resumption of the 6th Northern Irish Assembly a letter regarding the contaminated blood inquiry was sent to the Minister of Health Mr Robin Swann MLA in February 2020.

Responses to Government Consultations (Appendix 3)

- A. The new legal framework for abortion services in Northern Ireland;
- B. Liquor licensing laws in Northern Ireland;
- C. Regulation of gambling in Northern Ireland;
- D. Religious marriage and conversion rights in Northern Ireland;
- E. The independent review of hate crime legislation in Northern Ireland.

Appendix 1

Gender Justice Seminar

Church and Society Commission focuses on gender justice

Published Tuesday, 26th November 2019

The Church of Ireland's Church and Society Commission (CASC) recently hosted a seminar on the theme of Gender Justice in the Church of Ireland at Seagoe Parish Centre, Portadown. The seminar's aim was to seek views from participants regarding the most pressing issues that the Church should be addressing under the broad heading of gender justice.

Discussion was facilitated by the Rev Sally Foster-Fulton – Head of Christian Aid in Scotland – and sessions were chaired by Archbishop Richard Clarke, Bishop Kenneth Kearon (Chair of the Church and Society Commission), Ms Zephryn Patton and Ms June Butler. Delegates included representatives from the Mothers' Union, Fields of Life's I Am Girl campaign, PSNI, Board of Education (Northern Ireland), Church of Ireland Youth Department, Church of Ireland Theological Institute, and the Church's Ministry of Healing. DCI David McBurney spoke on trends in domestic violence and other forms of abuse, and Ms Jacqui Armstrong spoke on the efforts being made by Mothers' Union to tackle gender-based violence.

"This seminar demonstrated the energy that exists within the church to address gender justice," Bishop Kearon remarked. "It now needs to be profiled high in the Church's agenda. We all know it's a huge issue, so we must now devise realistic first steps to enable us to begin that process. I don't think it's an exaggeration to say that our credibility as a Church in the future will depend on it."

The event identified education, engaging with Scripture, and the use of language as three areas on which CASC could focus. The Commission will develop proposals for ways in which the Church can be effective in promoting awareness among clergy and lay members of the Church and improving the delivery of pastoral ministry to people affected by these issues.

"It was refreshing to note that everyone in the room recognised that gender justice was not a women's issue but an issue for us all," Ms Zephryn Patton remarked. "A consistent point borne out by all the delegates was the importance of being conscious of the language that we used in dealing with gender issues and that awareness-raising and education were paramount."

Ms Patton added: "The world is changing and it is important that the Church develops policies that are cross-cutting and pro-active and are at the forefront of such changes rather than reacting to change imposed by society. This seminar is hopefully the first of many to

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come. I am optimistic that the energy and the points raised will be harnessed by CASC and developed into a strategy that the Church of Ireland and its members can endorse and more importantly put into active practice.”

Mrs June Butler noted: “Mothers’ Union has been raising awareness of the many and varied facets of gender justice for five years through its participation in the international ‘16 Days of activism against gender based violence’ campaign and members’ local work with women’s refuges. The Church must now also actively address these wide-ranging matters and work steadily to inform and educate clergy and lay, the young and more mature of both genders, with the ultimate aim of transforming all unequal relationships. This has to be a long-term commitment, rooted in scripture.”

Appendix 2

Letters to Northern Ireland Secretaries of State and Minister for Health Re: Infected Blood Inquiry

**Mr Robin Swann MLA,
Minister of Health,
Department of Health,
Castle Buildings,
Stormont
Belfast
Northern Ireland
BT4 3SQ**

13 October 2020

Dear Minister,

On behalf of the Church and Society Commission of the Church of Ireland we welcome you and wish you well in your post as minister, recognising the enormity of decisions that you will have to make.

As a commission we have been following the issue of the Contaminated Blood Scandal, as described by the Rt Hon Mrs Theresa May, then prime minister. Following the holding of the public inquiry in Northern Ireland and Mrs May's announcement of a significant increase in payments to those affected, in 2019, we wrote to the then Secretary of State, the Rt Hon Karen Bradley, to encourage her to rapidly bring in convergence of payments to patients and relatives. We subsequently sent a copy of that letter to her successor, the Rt Hon Julian Smith.

At the same time as that letter, the Executive and Assembly for Northern Ireland was re-established, and we are writing to you as Minister of Health. We note that you have made an interim increase in the payment to those affected, directly or indirectly, which we welcome, but we would wish to encourage you to raise the payments so as to match those for England as a matter of priority. This was a scandal, not of the making of those who were affected, but the result of decisions made at a government, or its agencies, level, and it is surely fair that there should not be further delays in the increase of payments, and before more die as a result of infection from contaminated blood. We believe that the increase that we are encouraging should be less than £1,000k, a negligible sum within the department's budget.

Yours sincerely,

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The Rt Rev Dr Kenneth Kearon (Chair)

The Rev Dr Rory Corbett FRCP

Church and Society Commission of the Church of Ireland

Rt Hon Karen Bradley MP
Secretary of State for Northern Ireland
House of Commons
London
SW1A 0AA

3 July 2019

RE: THE INFECTED BLOOD PAYMENT SCHEME FOR NORTHERN IRELAND

Dear Secretary of State,

The Church and Society Commission of the Church of Ireland is requesting you, as Secretary of State for Northern Ireland, to increase welfare payments for people living in Northern Ireland who have been infected or otherwise affected by blood contamination.

The Prime Minister announced (on 30 April 2019) that the UK Government will increase the financial support for those infected and affected in England by the infected blood scandal; this was announced ahead of the start of the public hearings on the same day. Mrs May stated: “The contaminated blood scandal was a tragedy that should never have happened and has caused unimaginable pain and hurt for victims and their families for decades.”

In Northern Ireland, the Infected Blood Support Scheme was set up by the then Minister of Health, Michelle O’Neill MLA, in December 2016. This allowed for annual payments linked to the Consumer Price Index, and payments were initially set through to 2018-2019 year, the amount given being related to the degree and nature of disease suffered. The increase for those affected and living in Northern Ireland this year will be minimal in comparison to the uplift announced for others in the same situation.

As most of the events being covered by the inquiry relate to a period of direct rule, and this is an issue being dealt with at a national level, then we encourage you to take action. As a church body and remembering the number of times that Our Lord “had compassion” then, at the very least, the same compassion could be shown to those who have suffered from a tragedy that should never have happened.

Yours sincerely,

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The Rt Rev Dr Kenneth Kearon (Chair)

The Rev Dr Rory Corbett FRCP

Church and Society Commission of the Church of Ireland

(A copy of this letter was sent to the subsequent Secretary of State the Rt Hon Julian Smith MP on 14th January 2020, following his appointment after the 2019 General Election)

Appendix 3

Responses to Government Consultation

A. Submission from the Church and Society Commission to the public consultation on a new legal framework for abortion services in Northern Ireland

The Northern Ireland (Executive Formation etc.) Act 2019 (NI EF Act) placed a legal duty on the UK Government, in the absence of a restored Northern Ireland Executive, to create a new framework to provide lawful access to abortion services in Northern Ireland by 31 March 2020.

On the 4th of November 2019 the UK Government launched a consultation, which ran until the 16th December 2019, on a new regulatory framework for legal abortion access in Northern Ireland, with the intent that the framework could be in place for the 31st of March 2020.

In its response to this consultation CASC remained focused on the 1958 Lambeth conference resolution and on previous statements and responses given to consultations on both sides of the border.

The full response document can be found on the Church of Ireland website;
<https://www.ireland.anglican.org/resources/602/response-to-abortion-services-framework>

B. Submission from the Church and Society Commission to the public consultation on liquor licensing laws in Northern Ireland

Following calls for reform in the licensing laws in Northern Ireland a consultation on the matter was undertaken by Social Policy Unit in the Department for Communities. The consultation period opened on 14th October 2019 and ran until 6th December 2019.

In its response to this consultation CASC focused on maintaining and reinforcing measures to prevent and discourage the illegal consumption of alcohol by young people and on changes that may help to curb the culture of excessive alcohol consumption which has such a negative impact on so many social issues.

The full response document can be found on the Church of Ireland website;
<https://www.ireland.anglican.org/resources/601/response-to-liquor-licensing-laws>

C. Submission from the Church and Society Commission to the public consultation on gambling regulation in Northern Ireland

Legislation regarding gambling is currently contained in “The Betting, Gaming, Lotteries and Amusements (Northern Ireland) Order 1985, which is largely reflective of legislation introduced in Great Britain during the 1960s and 1970s. The Department for Communities has acknowledged that this legislation is outdated and has not kept pace with changes in the industry. The consultation was launched by the Department’s Social Policy Unit on 16th December 2019 and ran until 21st February 2020.

In its response to this consultation CASC concentrated on two main points. The first being CASC’s agreement that there is need for updated legislation to regulate new areas of the market which have risen to prominence and to counteract loopholes opened through technological advances, particularly where it relates to ensuring appropriate protections are in place regarding young people and problem gamblers. The second point is that while Northern Ireland’s regulation is more stringent than the current equivalent in England CASC would urge that updating the legislation should not involve extensive relaxation of the existing regulation, particularly where such a change is motivated by a perceived potential for greater profit.

The full response document can be found on the Church of Ireland website;
<https://www.ireland.anglican.org/resources/604/response-to-department-for-communities>

D. Submission from the Church and Society Commission to the consultation on same sex religious marriage and conversion rights in Northern Ireland

The Northern Ireland (Executive Formation etc.) Act 2019 (NI EF Act) placed a legal duty on the UK Government, in the absence of a devolved administration at the time, to legislate to allow same-sex couples to marry and opposite-sex couples to form civil partnerships in Northern Ireland.

Regulations which enabled these came into force on 13th January 2020. The UK Government launched a consultation into two related provisions which the act provided powers to enable: The first being protections regarding acting in accordance with religious belief in relation to same-sex marriage and the second allowing couples to convert from a civil partnership to a marriage and vice versa. The consultation launched on 20th January 2020 and closed on 23rd February 2020.

In its response to this consultation CASC made clear the Church of Ireland’s stance, as outlined by Most Rev Dr RL Clarke, that while the Church does not agree with the practice of same-sex religious marriage we acknowledge that the Church and State law are not always in sync and do not need to be.

The full response document can be found on the Church of Ireland website;

<https://www.ireland.anglican.org/resources/605/response-to-consultation-on-samesex>

E. Submission from the Church and Society Commission to the consultation paper from the independent review of hate crime legislation in Northern Ireland

Prior to the dissolution of the Northern Irish Assembly calls were made to review the Public Order (Northern Ireland) Order 1987. Then Minister for Justice Ms Claire Sugden stated a commitment to initiate a review of hate crime legislation in NI, Reflecting similar reviews and efforts to modernize hate crime legislation which had gained momentum throughout the UK.

The commitment was included as part of the draft program for government and on June 6th 2019 the Department of Justice announced the appointment of an independent review to be conducted by Judge Desmond Marrinan. CASC delegates met with Judge Marrinan and provided input on areas of interest to the Church of Ireland during the initial private consultation period. The public consultation period was launched on 8th January 2020 and ran until 31st March 2020.

In its response to this consultation CASC outlined a desire to see an appropriate updating of the legislation to deal with the realities of the modern world and to combine the existing piecemeal legislation into a single, transparent and understandable form. Particular attention was paid to the area of online and social-media based hate speech and how the law must respond to this. The commission overall encouraged a greater scope of protections from hate crime and hate speech, applying to a wider range of potential victim groups, while ensuring that oversight from the DPP remains to ensure these protections do not over-reach, become over-applied or lead to spurious cases which risk infringing on freedoms of speech and religious freedom.

In addition to its recommendations on hate crime CASC particularly noted a desire that the review follow the example of the 2018 Scottish hate crime review and recommend a separate statutory protection related to crimes targeting particularly vulnerable individuals.

The full response document can be found on the Church of Ireland website;
(Not yet published)

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APPENDIX I
COMPLAINTS COMMITTEE INCOME AND EXPENDITURE REPORT

| GS Complaints procedure | 2019 | 2018 | 2017 | 2016 | 2015 | 2014 | 2013 | 2012 | 2011 | 2010 |
|-----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Total | Total | Total | Total | Total | Total | Total | Total | Total | Total |
| Income | € | € | € | € | € | € | € | € | € | € |
| Deposits | (1,000) | 0 | (814) | 0 | 0 | (814) | (735) | (1,470) | 0 | (2,091) |
| Less - deposit refund | 0 | 0 | 0 | 0 | 0 | 814 | 735 | 0 | 0 | 697 |
| Support from General Purpose Fund | 0 | 0 | 0 | 0 | 0 | 0 | (991) | | | |
| | | | | | | | | | | |
| Net deposits | (1,000) | 0 | (814) | 0 | 0 | 0 | (991) | (1,470) | 0 | (1,394) |
| Costs | | | | | | | | | | |
| Legal - External | 0 | 0 | 0 | 0 | 0 | 0 | 24,537 | 0 | 41,612 | 60,604 |
| Legal - In-House Legal | 0 | 0 | 0 | 0 | 0 | 0 | 24,120 | 7,220 | 8,082 | 18,239 |
| Technical | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5,000 | 1,220 |
| Expert witness costs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,195 |
| Administrative and secretarial | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,394 | 10,893 |
| Travel & subsistence | 0 | 0 | 0 | 0 | 117 | 0 | 3,845 | 0 | 792 | 1,208 |
| Sundry | 0 | 0 | 0 | 0 | 0 | 0 | 1,838 | 0 | 0 | 369 |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| | | | | | | 0 | 0 | | | |
| | 0 | 0 | 0 | 0 | 117 | 0 | 54,341 | 7,220 | 57,881 | 94,728 |
| | (1,000) | 0 | (814) | 0 | 117 | 0 | 53,349 | 5,750 | 57,881 | 93,334 |

Costs will be charged to the income and expenditure account in the year the complaint hearing takes place.

APPENDIX J

CONSULTATIVE GROUP ON DISABILITY

Membership

| | |
|--|--------------------------------|
| Dr Timothy Jackson (Resigned Oct 2019) | Ms Ruth McCartney |
| Rev Alistair Donaldson | Ms Rachael Mackarel |
| Mr Jasper Chisnall | Ms Emily Casey |
| Mr Jonny Watson | Mrs Stephanie Casey |
| Ms Jennifer Bullock | Rev Aaron McAlister (Nov 2019) |

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.

From 2005 to 2015 the Working Group did excellent work on projects such as a Parish Audit and Report, and the establishment of Disability Sunday in churches, to name but a few. Membership included:

| | |
|------------------------|------------------------|
| Rev Jennifer McWhirter | Dr Timothy Jackson |
| Mr James Clarke | Mr Ian Slaine |
| Rev Malcolm Ferry | Mrs Audrey Tormey |
| Mrs Carol Ferry | Rt Rev Trevor Williams |

The Honorary Secretaries express their sincere thanks to them for the time and energy they gave to the work of the Church.

In 2018 the Honorary Secretaries received a letter from the Working Group on Disability in which the Group indicated its desire to pause its work so that careful consideration might be given to its future plans. As mentioned in the Group's report to the 2018 General Synod, the reduction in membership has left the Group sadly in need of new members and in search of a new direction and support from members of the Church with either professional or personal knowledge of its areas of work.

The Honorary Secretaries proposed that the current structure of a Working Group should be replaced by a Consultative Group, which would advertise for expressions of interest. This approach was successful when adopted by CASC following its restructuring, and it is hoped that the Church of Ireland Consultative Group on Disability, with a larger

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membership, would be able to undertake the role of advising the various boards and committees that report to General Synod, as well as advising dioceses and parishes. A large number of submissions were received to join the Consultative Group and the new members were elected by the Standing Committee in November 2018.

We thank Dr Tim Jackson, who resigned in October 2019, for his work over the years. We also welcome Rev Aaron McAlister as a new member.

Planning for the future

The new group will function in a consultative way, working with other committees and Church organisations to promote awareness of and action on disability and inclusivity needs.

The Consultative 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

One of the key projects explored at the group's first meeting in February 2019 was the development of a self-audit that can then be presented to parishes, that will allow us to assist parishes in becoming more inclusive and disability aware. This self-audit would act as a follow up from the audit and report in 2006 and will allow us to gauge the progress parishes have made in terms of disability access and inclusivity in churches in the intervening years. It might also collate some information around the range of disabilities experienced by church members, their impact, and how churches have changed in order to facilitate disabled members. In doing so we hope to encourage parishes, and people to think beyond physical disability and towards access and inclusion in church for all.

We are now beginning to work on foundations for this audit with the following actions planned:

- Drawing up an Accessibility Charter for both churches and rectories, which we then hope to propose to the Property Committee;
- Looking at sensory assistance in churches, including using picture sheets, with a possible link up with the Children's Ministry Network;
- Setting up a system whereby there is someone in every diocese to implement access charters. To achieve this, we aim to consult with the House of Bishops in the near future about the possibility of appointing an Accessibility Advocate for every diocese. It is envisaged that these advocates would distribute the new self-audits in their dioceses.

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- Investigating the JAM (Just A Minute) card system for use in churches. The card allows people with a learning difficulty, autism or other communication barrier tell others they need 'Just A Minute' discreetly and easily.

Conclusion

The Consultative Group continues to seek consultation with and support from Church Members with either a professional or personal knowledge in the area of disability. We also seek prayerful support in the year ahead as we embark on our first projects.

APPENDIX K
FACILITATION COMMITTEE

MEMBERSHIP

Mr Ken Gibson
Mr Robert Neill
Rev Katharine Poulton
Rev Robin Bantry White
Secretary: Dr Catherine Smith

Establishment and Terms of Reference

A resolution passed by the General Synod in 2016, following the withdrawal of a bill proposed by the Commission on Episcopal Ministry and Structures (CEMS), recognized that the provision of appropriate episcopal ministry and structures for tomorrow's Church could not simply be set aside because of the withdrawal of the bill. Thus, the bishops and diocesan councils were asked to consider beginning processes that might, with diocesan consent, build on the substantial work of CEMS over its four-year span. As part of this, the resolution requested the Standing Committee to set up a committee along the lines of the Implementation Committee referred to in the withdrawn Bill.

The Facilitation Committee, which was ratified at the General Synod of 2017, has the following terms of reference (agreed by Standing Committee in March 2017): to engage in discussion with all twelve dioceses about the issues raised by the work of the Commission on Episcopal Ministry and Structures; to facilitate exploration of any proposals that may arise from such conversations; and to provide an annual report to the General Synod. Mr Ken Gibson, Rev Katharine Poulton, Mr Robert Neill, and Rev Robin Bantry White were appointed to its membership until the General Synod of 2020. The Committee has interpreted its terms of reference broadly and now reports on the outcome of its consultations.

Work Undertaken to Date

The Committee has convened on 27 occasions since the General Synod of 2016, meeting each of the bishops for individual consultations, as well as consulting with a retired bishop, and holding several additional consultations with the Bishop of Tuam and the Bishop of Limerick on the proposed amalgamation of the dioceses. It has also met the diocesan secretaries (collectively), and has had consultations with archdeacons from both provinces. Furthermore, the members have met on several occasions to review the outcomes of these conversations and to plan their future discussions and explorations.

Last year, the Committee reported on the topics and themes that had arisen from its consultations and the deliberations of its own members. Now, in its final report to General Synod, the Facilitation Committee presents its recommendations for the provision of appropriate episcopal ministry and structures for tomorrow's Church.

Boundaries

Committee did not carry out detailed investigations into the possibility of boundary changes. As mentioned, it met the Bishop of Tuam and the Bishop of Limerick, and wishes to congratulate both those dioceses, and the Diocese of Kilmore, Elphin, and Ardagh, on the work that was undertaken to bring legislation to the General Synod and the relevant diocesan synods of 2019. The Committee recommends the careful and self-guided work done by these dioceses as the most helpful and pastoral form of geographical change.

However, although the Committee did not directly explore the possibility of boundary change, this topic was raised by the majority of those with whom it consulted. Mindful that its terms of reference were to build on the substantial work of CEMS over that Commission's four-year span, the Committee listened carefully to the comments about boundaries that were made during its consultations.

Based on these consultations, the Committee recommends to the Church the working guidelines in relation to the numbers of population, worshippers, and cures appropriate to enhance diocesan capability that were adopted by CEMS. These guidelines were:

- a diocese should have as a minimum 15,000 Church of Ireland members in its area;
- with an average attendance rate of 15.5% of membership, that means 2,325 (rounded to 2,500) worshippers in the diocese on a typical Sunday;
- the minimum number of cures in a diocese should be 30;
- that generally means at least 80 worshippers in each cure on a typical Sunday.

The above guidelines were set out in the CEMS booklet "Diocesan Boundaries – Reaching Conclusions" that was presented to the General Synod of 2016. As that booklet explains, these are guidelines, not hard and fast rules to be imposed in all cases, but general markers to help the Church move towards more balanced diocesan structures. CEMS acknowledged the generosity and dedication of those in the smaller dioceses, who work hard to maintain the present arrangements, but noted that very small dioceses struggle to keep going from year to year, and lack the full capacity to work at mission: "a diocese needs [...] a range of gifts and experience in clergy and people to support the life of the diocese without imposing a disproportionate load on a few people" ("Diocesan Boundaries", p.3).

The recommendation of the Facilitation Committee is that this optimum size for a diocese developed by CEMS should be re-considered by the Church. On that basis, the Committee recommends that a detailed review should be carried out of each diocese that falls 10% or more below the guidelines, on the occurrence of an episcopal vacancy in the said diocese.

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In this connection, the Committee is of the opinion that the original CEMS' proposal to transfer six parishes from the United Dioceses of Dublin and Glendalough to the United Dioceses of Meath and Kildare had, and still has, considerable merit and should not be lost sight of.

During consultations, it was suggested to the Committee that the Church of Ireland had either too many bishops (with some of those consulted advocating as few as six), or too few (there were advocates for having as many as twenty-four). The Committee is of the view that even if it were possible to start with a blank sheet, six bishops would find it difficult to operate, while a structure of twenty-four would potentially result in bishops acting as archdeacons or, indeed, rural deans.

The Committee also heard arguments put forward by several of those with whom it consulted, including two members of the House of Bishops, for the creation of a Diocese of Belfast. During various consultations it was noted that the civic role of the Church of Ireland and, in particular, of bishops, in Belfast is made complicated by the fact that half of the city is in one diocese and half in another. This lack of cohesion may affect mission in the city. Careful analysis of the various impacts that this proposal would have for the Diocese of Connor and the Dioceses of Down and Dromore would be required. However, the Committee, having heard this suggestion on several occasions, recommends that it be given serious consideration.

Episcopal training/mentoring

As reported last year, a dominant theme in the consultations with bishops was the lack of an adequate induction process for the episcopacy; those bishops who had attended the courses offered by the Church of England reported that the diocesan structures of the CoE are too dissimilar from those of the Church of Ireland to allow the courses to be helpful.

The recent vacancies in Derry and Raphoe, in Connor, in Down and Dromore, and in Armagh make particularly timely the Facilitation Committee's recommendation for the introduction of a structured process of induction for newly-elected bishops.

In 2014, the Commission on Episcopal Ministry and Structures brought a motion to General Synod that respectfully requested that the House of Bishops progress work towards the introduction of arrangements for a systematic programme of induction and in-post training, development and ministerial review for the Archbishops and Bishops. The Facilitation Committee wishes to express its thanks to the Most Rev Patricia Storey (Bishop of Meath and Kildare), who provided members with a copy of a guide entitled "Induction of a Bishop" that she has written/collated for use by newly-elected bishops. It includes, among others, sections written by the Rt Rev Dr Paul Colton on legal matters and a guide to school patronage, supplied by Dr Ken Fennelly, Secretary to the General Synod Board of Education. This guide also includes suggested questions for a ministerial review (the Facilitation Committee also acknowledges the work carried out by the Rev Jennifer McWhirter and the Commission on Ministry of a pilot scheme of ministerial review in Dublin and Glendalough and Connor Dioceses in early 2016). The guide is intended for use in the Republic of Ireland, and some of its material on financial matters requires updating. In addition, the value of a written, standardised, guide is bound to be somewhat limited, as the role of bishop differs from diocese to diocese due to the nature of the

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incumbent's skills and interests, and the needs and socio-cultural context of the diocese. The Committee does, however, recognise that any formal training and induction programme can deal only with the generalities of episcopacy, as in each context, the needs, priorities, and, indeed, skills and experiences of each bishop will vary considerably.

The recommendation now made by the Facilitation Committee is that assistance and resources be made available to the House of Bishops, as required, to continue to progress the development of a systematic programme of induction and in-post training, development and ministerial review for the Archbishops and Bishops, as provided for by the resolution of the General Synod Of 2014. The Bishop of Meath's guide should form the written basis of this programme, with assistance from staff in Church House (on legal, synodical, financial, educational, and property matters), and with additional material included for use in both jurisdictions. From its consultations with the House of Bishops, the Committee respectfully recommends that guidelines be produced for a structured handover process. The episcopal election process contained in Chapter VI of the Constitution (revised 2016), provides that in the case of a translation, a period of three months may elapse between the date of the election and the translation taking effect. The Facilitation Committee recommends that consideration be given to a structured pause between leaving the parish and consecration so that newly-elected bishop may begin the induction process and the formal handover may take place – the Committee was advised of cases where there was only a gap of a few days, which it considers totally inadequate.

Pastoral Support

In addition, the Facilitation Committee heard from many members of the House of Bishops of the wish for the provision of pastoral support, of which bishops might avail anonymously. Some bishops suggested that a panel of mentors – which might include retired bishops – would be an ideal way of providing this support. The Committee respectfully requests that consideration should be given to the establishment of such a panel.

Access to Research

Bishops also spoke to the Facilitation Committee of their need to be able to access, quickly and easily, up-to-date research on the occasions in which a socio-cultural or political story becomes a new headline, and they may be asked to comment. Such access might be provided by a group of "floating researchers," who are willing to offer paid expertise to the House of Bishops. Access to paid databases of online newspaper archives and academic journals might also be of assistance.

The Facilitation Committee strongly recommends that this access be provided.

See Houses

The Committee heard from some bishops that the necessity to stay in temporary accommodation, while a see house is being renovated, can be disruptive for the bishop and his/her family. The Committee is aware that tenders for repair and renovation cannot be sought until the see house has been inspected and surveyed, which usually only happens once the property has been vacated by the occupant. It strongly recommends that the obligation under section 14 and 15 of Chapter 13 of the Constitution to provide quinquennial reports on glebes should be extended to see houses, which would ensure that

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the diocese and the RCB are aware of the state of repair of the see house at regular intervals and can be proactive about maintenance. The Committee also recommends that all dioceses should establish a See House Committee, which is currently present in some dioceses but not others. This generally consists of a cleric, a glebe secretary, and another diocesan representative. When a bishop nears normal retirement age, the See House Committee should begin to give careful consideration to the quinquennial reports and to what work will need to be done to the property.

Retired bishops

The Committee also recommends that, given the increased demands of administration, and the greater pressure on the episcopal role, that consideration be given to enabling bishops to return to parochial life and resume a role as incumbent – obviously not in the diocese where they have served as bishop. The Facilitation Committee has taken advice on the pension implications of this, and recommends that the Church investigate the possibility of instituting this change.

Additional episcopal roles

During several consultations, the Committee heard the suggestion that bishops in smaller dioceses should take on additional roles or responsibilities for the wider Church – for instance, a bishop in one of these diocese would hold a “portfolio” for education, pioneer ministry, the role as Secretary to the House of Bishops (once held episcopally), Bishops’ Appeal, or mission. Having considered this suggestion, the Committee does not wish to recommend it, as it presents difficulties for episcopal elections. A candidate ideal in all other way to fill an episcopal vacancy might not have the experience or interest in the particular portfolio attached to the diocese, and it would be unsuitable for the episcopal election to be shaped by such need.

Administrative support

Diocesan secretaries, bishops, and archdeacons, spoke of the difficulties of dealing with HR problems, and the need of support from central Church, as the increasing burden of compliance and regulation takes up a great deal of time and energy at all levels. In all discussions, it was noted that staff in central Church offices are assisting dioceses most helpfully but are themselves struggling with the increased volume of work created by new regulations.

The Committee also recommends that consideration be given to the introduction of an online portal – perhaps based on that of the Church of England, which allows access to parish returns, parish buying, parish resources, an online faculty system, “a church near you”, church print hub, church support hub, church care, pastoral diary, and contact management system. Such an online portal would be particularly helpful for diocesan secretaries to enable the secure and immediate sharing of resources and documents between diocesan staff.

The Committee also recommends that, at all levels across the Church, videoconferencing and teleconferencing should be used whenever possible – both for time management and cost management purposes. The Committee is aware that some areas of Ireland do not yet

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have high-speed broadband, or that this may be costly and difficult to obtain. However, during consultations, people spoke of travelling for an hour or more to attend an hour-long meeting, and then travelling for an hour again to get home; personal attendance at many of these meetings is not vital, and tele- or video-conferencing should be possible instead. The Committee heard particularly of the demands placed on lay people, who may have spent a day commuting to and from paid employment, and then undertake further journeys to attend church meetings; anxiety was expressed that the impetus among lay people to become involved in leadership roles in the Church is diminishing. The Committee recommends that diocesan offices should consider investing in state-of-the-art teleconferencing equipment and/or signing up to a service such as GoToMeeting or Skype (as some have already done).

Mediation and Complaints

During consultations, the Facilitation Committee heard particularly about the difficulties caused at all levels by breakdown in the relationship between parish and member of clergy, or between diocese and parish, or between diocese and member of clergy. Diocesan secretaries, archdeacons, and bishops spoke of the huge amount of energy, time, money, and motivation that is wasted in these situations, many of which remain unresolved for years. The Facilitation Committee is aware of the work being done by a review group on the Dignity in Church Life Charter, and that of the Commission on Ministry, and strongly commends this work, recommending that it be supported and resourced as required so that these issues can be resolved and not allowed to fester or drain energy and resources.

School patronage and school management support

It was noted, in particular, that other religious and state bodies that deal with school patronage and school management support have more staff and more resources available than the Church of Ireland, in which Dr Ken Fennelly, Ms Eimear Ryan, and Dr Peter Hamill, provide support, guidance, and documents for the entire Church. Sincere appreciation of their work was expressed in all consultations, and the Facilitation Committee recommends that further resources be provided for education.

Role of Archdeacons

The Committee recommends that consideration be given to a structured system of financial compensation to parishes where the incumbent is an archdeacon - for example, the Committee was advised that a diocese recompense the archdeacon's parish with an amount equal to 10% of stipend to allow it to pay for cover when the incumbent may be absent for the work of archdeacon. This will avoid archdeacons feeling a sense of guilt about their time away from the parish. The Committee also heard of arrangements in one diocese in which an archdeacon gives two days a week to the diocese, and the parish is reimbursed for 2/7 of the cost of an incumbency.

Some suggestions were made regarding ending the tenure of an archdeacon where a new bishop is elected (the archdeacon could then be re-appointed if s/he and the bishop saw fit to do so). This suggestion is worthy of further consideration and is recommended for such.

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The Committee was also made aware that the Constitution provides for archdeacons to step down from the role at the age of seventy years, which is an apparent anomaly with the other references to retirement age in the Constitution, and recommends that consideration be given to this anomaly, and, if necessary, a bill be brought to the General Synod of 2021 to correct it.

Conclusion

In presenting its final report to the General Synod, the Facilitation Committee respectfully requests that the Standing Committee should consider each of its recommendations and refer these to other bodies or committees of Synod to explore more fully, and, if appropriate, to implement, or to bring back to General Synod for approval.

Appendix L

Report to the General Synod of 2020 by the Standing Committee on the issue of Synodical Representation

Development of proposed legislation

At its meeting in May 2019, the General Synod 2019 considered the legislative proposal to amend General Synod representation and asked the Standing Committee to finalise the legislation and present the Bill to the General Synod in 2020. As requested by the General Synod, the proposal was communicated to the various diocesan synods to make them aware of possible changes as they prepared for their 2020 triennial elections. In late 2019, Rev Canon Gillian Wharton and Mr Ken Gibson, in the light of a query that had been raised, re-did all the calculations. They then prepared a draft bill, which was circulated to the members of the Working Group for review. In January 2020, the General Synod Representation Working Group, which had been appointed by the Standing Committee to undertake the detailed work on the issue, submitted that draft bill to the Standing Committee for further consideration. The Standing Committee agreed that members should submit any further comments to Canon Wharton and Mr Gibson. These, as appropriate, were incorporated in the draft bill by the Working Group at a meeting in February 2020, and the revised Explanatory Memorandum and Bill, was presented for final consideration by the Standing Committee at its March 2020 meeting. Should the General Synod approve the measure, the Honorary Secretaries will put into effect the revised membership numbers.

SUMMARY PROPOSED TIMELINE 2020-2032

- (i) Decision of General Synod, May 2020, if approved;
- (ii) Post-General Synod 2020, communication of Statute to diocesan synods;
- (iii) May 2020, Honorary Secretaries will write to Diocesan Secretaries to confirm numbers of representatives to be returned for the triennium beginning in 2021;
- (iv) 2021 – First stage of amended number of representatives to General Synod;
- (v) 2023 – the Honorary Secretaries will write to Diocesan Secretaries to confirm numbers of representatives to be returned for the triennium beginning in 2024;
- (vi) 2024 – Second stage of amended number of representatives to General Synod – these figures remain fixed for three triennia.

APPENDIX M

HISTORICAL CENTENARIES WORKING GROUP

Membership:

The Bishop of Cork, Rt Rev Dr Paul Colton (*Convenor*)
Dr Kenneth Milne (*Church of Ireland Historiographer*)
Ven Ricky Rountree (*representing the Liturgical Advisory Committee*)
Ven Robin Bantry White
Dr Marie Coleman (*co-option by Standing Committee, March 2019*)
Ms Hazel Corrigan
Dr Ian d'Alton
Dr Ida Milne (*co-option by Standing Committee, March 2019*)
Dr Andrew Scholes
Professor Brian Walker (*co-option by Standing Committee, March 2019*)
Mr George Woodman
Rev Earl Storey (*in advisory role*)
Mr Peter Cheney (*in attendance*)

Executive Summary

- Meeting with Expert Advisory Group on Centenary Commemorations
- Publication of *Divided States: Irish Independence and its Aftermath, 1918-1923*
- Preparation of liturgical resources relating to centenaries

Report

The following statement was endorsed by the Historical Centenaries Working Group in its first report to the Standing Committee of General Synod, in 2012, expressing a *raison d'être* for its work:

The historic events that occurred in Ireland from 1912 to 1922 were of great significance not only for Ireland in general but also for the Church of Ireland. They impinged strongly on the life of the Church and its members, considerable numbers of whom were participants, some of them from positions of leadership. It therefore seems unlikely that the centenary of these events will pass unremarked by the Church, the purpose of such comment and activity being to deepen the Church's self-understanding and self-perception, and also, perhaps, to address the matter of how the Church of Ireland's record is perceived by others ... the aim of any commemoration should be to enhance our understanding of Church of Ireland attitudes at the time and to use such lessons to help build our shared future. This should not be done in any judgemental manner.

The Working Group has also been guided in its work to date by the core principles of the Irish Government's Expert Advisory Group on Centenary Commemorations:

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- The aim of commemoration should be to broaden sympathies without having to abandon loyalties and, in particular, to recognise the value of ideals and sacrifices, including their cost.
- Throughout the remainder of the decade of centenaries, it is important not to forget the bloodshed and the deep antagonisms of these years. While few eyewitnesses survive, the memories remain vivid in some communities and families, and commemorations may revive painful memories of loss or dispossession.
- We should also be conscious that on this island we have a common history but not a common memory of these shaping events.
- Commemoration should not ignore differences and divisions. The goal of inclusiveness is best achieved, not by trying for an enforced common interest or universal participation, but by encouraging multiple and plural commemorations, which remember the past while ensuring, as far as possible, that the commemoration does not re-ignite old tensions.

In its approach to centenaries over the previous year, the Working Group has met with the Expert Advisory Group, published and distributed a reading list entitled *Divided States: Irish Independence and its Aftermath, 1918-1923*, and worked with the Liturgical Advisory Committee to provide centenaries resources for use at local discretion.

The meeting with the Expert Advisory Group considered services to mark centenaries and those attending were aware of the continuing sensitivities, arising from the centenaries period the working group; the Church of Ireland is the only Church to have sought a meeting with the Expert Advisory Group.

Divided States, authored by George Woodman, is introduced by an essay by Archbishop Richard Clarke and covers the wider context of Irish history, nationalism and unionism, events in Ireland in the centenary period, local studies, the Anglo-Irish Treaty, the Civil War, partition and the development of Northern Ireland, biographies, and the role of women in the revolutionary era.

An electronic version was produced in April 2019 and followed up by a print version, distributed to dioceses to assist all clergy in November 2019. As stated in its conclusion, the reading list is primarily intended to guide the individual reader to make his or her own discoveries and such an exploration, while on occasion painful, is always interesting and has the capacity to be enriching. The general timeframe of *Divided States* ends with 1923, the end-point of the Irish Government's Decade of Centenaries with the admission of the Irish Free State into the League of Nations, whereas in Northern Ireland, this period is extended to 1925 when the inter-governmental agreement on the Border was concluded.

Clergy are asked to contact their diocesan offices if they have not received their copy as yet. The electronic version is available at www.ireland.anglican.org/resources

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Two resources for marking historical events, from the Liturgical Advisory Committee of the Church of Ireland, were made available online in November 2019:

- *Liturgical Material for use at Historic Centenary Events in Parishes or Local Communities* – a short document containing Bible readings and prayers which may be used and adapted in a variety of situations where parish clergy are asked to participate in local historical (and particularly centenary) commemorations; and
- *A Service of Light for the Reconciliation of Local Communities* – intended to be used in contexts where historical, and especially centenary, events are being marked and where there may be a sense of celebration, solemnity and regret reflected in the experiences of participants.

The Working Group affirms that, in the main, commemorations should be local as local groups will best understand local sensitivities, including issues around families whose relatives participated in the events in question. The latter service can be used over an extended number of days for a possible ‘week of reconciliation’ in a local area. Alternatively, the ‘Joining Together in the Light’ section may be used as a standalone service with each church or community group preparing for it in their own way. The Group also feels prompted to try to articulate what is meant by commemoration and this will be pursued in the coming year.

APPENDIX N

HISTORIOGRAPHER'S REPORT

The 'decade of centenaries' has entered a period of intense sensitivity which includes marking the introduction one hundred years ago of what amounted to Home Rule for Northern Ireland, the Anglo- Irish Treaty of 1921 and the ensuing civil war in that new jurisdiction. The Church of Ireland Historical Centenaries Working Group issued a handsomely produced reading-list entitled *Divided States: Irish independence and its aftermath, 1918-1923*, intended, as the working group's convenor, the Bishop of Cork, Cloyne and Ross, explained in the Foreword, 'to equip members of the Church of Ireland...already familiar with our history and those new to it, alike, for the current period of centenary commemorations.'

2019 saw a focus on the remembering of another major occasion, the 150th anniversary of Disestablishment, an event of far-reaching importance, not only for the members of the 'Established Church' (as the Church of Ireland was widely known pre-1871), but for the entire Irish population who had in effect until then been non-conformists. Though not dealing with Disestablishment as such, Ian d'Alton and Ida Milne's *Protestant and Irish: the minority's search for a place in independent Ireland* provided a picture of the Protestant (mainly Church of Ireland) community as it came to terms with the new Irish state. Kenneth Milne and Paul Harron's *Irish Anglicanism 1959-2019: essays to mark the 150th anniversary of the Disestablishment of the Church of Ireland* (the background to which was touched on in this report last year) was launched in both Dublin and Belfast in the autumn.

As ever, 2019 saw the publication of a number of other volumes of significance for Church of Ireland readers. Dr Kerry Houston contributed a chapter- 'Guinness is good for you: the contribution of the Dublin brewing family to St Patrick's Cathedral and its musical establishment in the long nineteenth century'- to *Documents of Irish music history in the late nineteenth century* (ed. Kerry Houston, Maria McHale and Michael Murphy). Christ Church, Dublin, was similarly a beneficiary of the drinks trade, through Henry Roe who financed the restoration of the cathedral in the 1880s and the transformation of St Michael's Church into the Synod Hall (now Dublinia). The story of the Roe distillery is told by Seán J. Murphy in the *Dublin Historical Record* of Spring 2019.

Institutions with a more formal connection with the Church of Ireland feature in Ian Coombes's *Bandon Grammar School: a history*, while Paul G. Mooney's *A history of ICMA* (the International Christian Maritime Association) tells of work with which the Mission to Seafarers is linked. *A history of Arbour Hill Prison* (vol. 1) gives the background

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to the building of a garrison chapel in Dublin for an Anglican, if not specifically Church of Ireland, congregation.

The year 2019 saw the publication of a splendidly produced history of Samuel B. Morrow's *St Macartin's Cathedral- at the heart of the community: over 400 years of parish history*. The author stresses the importance of the political and ecclesiastical developments in Irish history that were the background out of which came the early seventeenth-century St Anne's church (in due course the cathedral) on lands of the Ulster Plantation. Parish histories include those of All Saints', Cootehill (particularly valuable for its illustrations of the many monuments), St Bartholomew's (Dublin), All Saints, Mullingar and St Matthew's (Baltimore). A guide to an important primary source is *The parish registers of St. Mary's Church, Ballymascanlan. Baptisms 1801-1844, marriages 1805-1816*. A very considerable number of Church of Ireland places of worship (some no longer in use) receive detailed attention in the latest volume (ed. Andrew Tierney), *Central Leinster* in the 'The buildings of Ireland series' which takes in the counties of Kildare, Laois and Offaly.

Two publications relating to the Irish language and the Church of Ireland appeared in 2019: a bilingual edition of Ristéard Giltrap's *An Ghaelige in Eaglais na hÉireann: the Irish language in the Church of Ireland* while Gordon McCoy's *A Gaelic history of East Belfast* contains biographies and portraits of Archbishop Donald Caird and Canon Cosslett Quin.

A very useful source of information on recent writing is to be found in the pages of *the Church of Ireland Directory* headed 'Clergy publications', edited by Dr Susan Hood, Church of Ireland Librarian and Archivist to whom, together with her colleagues, I am indebted for assistance with the preparation of this report.

A major blow to Irish historical scholarship occurred in 1922 at the outset of the Civil War when millions of documents in the Public Record Office of Ireland were destroyed as the Four Courts went up in flames. However, across the globe, more than seventy repositories hold substitute materials that can replace what was lost in the Dublin conflagration. Dr Peter Crooks of Trinity College is Director of 'Beyond 2022', and to quote from the brochure published when the project was launched by the Taoiseach in December 2019, 'Thanks to pioneering digitization techniques, it's possible to automatically transcribe large volumes of handwritten records...Over 50 million words once believed to be lost to history can be reconstructed.'

This process of reconstruction is intended to be a lasting and meaningful legacy from the Decade of Centenaries, and a large number of archival international institutions including the libraries of Oxford and Cambridge and the British Library in London and the Morgan Library and Museum of New York are designated 'Participating Institutions'. Among Irish

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participants are Archbishop Marsh's Library, the Representative Church Body Library and Christ Church Cathedral, Dublin.

Kenneth Milne

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APPENDIX O

PRIORITIES FUND

- (a) The following allocations from the Priorities Fund were approved by the Standing Committee in March 2020:

ALLOCATION OF GRANTS FROM 2019 PRIORITIES FUND

Outreach Initiatives

| Applicant | Diocese | Recommended Grant | |
|--|---------|-------------------|---------|
| | | £ | € |
| St. Patrick's Youth Ballymena | Connor | £2,000 | €2,360 |
| Waterford Union of Parishes | Cashel | | €2,000 |
| Solas Project | Dublin | | €10,208 |
| St George's Youth Summer camp for social integration initiatives | Dublin | | €5,000 |
| Mullingar Union of Parishes Events Ministry with youth focus | Meath | | €2,000 |
| Summer Madness | | £5,000 | €5,900 |
| St. Patrick's Cathedral, Trim | Meath | | €10,000 |
| Ballynure - Ballyeaston | Connor | £12,000 | €14,160 |
| Saint Catherine's Church To run a city centre Alpha Course | Dublin | | €1,500 |
| Hope Community Church, Craigavon | Down | £2,000 | €2,360 |

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| | | | |
|---|----------|---------|---------|
| Muckamore Parish development Association, | | £40,000 | €47,200 |
| Diocese of Cashel, Ferns & Ossory | Cashel | | €15,000 |
| Church of Ireland & Methodist Chaplaincy | Connor | £20,000 | €23,600 |
| Aughrim & Creagh Parish Unions | Limerick | | €12,581 |
| Creation of a Climate Park for church and community | | | |
| All Saints' Church, University, Belfast | Connor | £30,000 | €35,400 |
| St Michael's Parish, Belfast | Connor | £10,000 | €11,800 |
| Parish of Kilroot | Connor | £9,000 | €10,620 |
| St Johns of Rathfriland | Down | £10,000 | €11,800 |
| The Gathering | Down | £14,000 | €16,520 |
| Rathmines (Dublin) | | | €11,500 |
| St Nicholas' Collegiate Church | Tuam | | €2,000 |
| Willowfield Parish Community Asso. | Down | £5,000 | €5,900 |
| Parish of Ballymacarrett, Belfast. | | £5,000 | €5,900 |
| Mullavilly | Armagh | £7,500 | €8,850 |

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| | | | |
|--|-------------|---------|---------|
| My Streets Ireland | | | |
| Carroghane | Cork | | €30,000 |
| Dunganstown | Glendalough | | €25,000 |
| New multi functional Church building | | | |
| Killymard (The Mustard Seed) | Raphoe | | €6,000 |
| Leckpatrick & Dunnalong | Derry | £21,500 | €25,370 |
| Fivemiletown | Clogher | £15,000 | €17,700 |
| Ballymoney-Finvoy- Rasharkin | Connor | £10,000 | €11,800 |
| Movilla Abbey | Down | £5,200 | €6,136 |
| Mid Belfast Rural Deanery | | £17,000 | €20,060 |
| Lisburn Cathedral | Connor | £12,000 | €14,160 |
| Team leader and outreach worker for new church plant (2nd year £8,000/€9,400) | | | |
| St Canice's Kilkenny | Cashel | | €8,000 |
| Large scale Passion of Christ festival over 2 years (2 nd year €8,000) | | | |
| COI Clergy Pension Fund | | £800 | €944 |
| Connor Diocesan Children's Council | Connor | £2,500 | €2,950 |
| Love for Life | | £20,000 | €23,600 |
| Schools programme on Relationship and Sexuality | | | |

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| | | | |
|---|--------|---------|---------|
| Connor Youth | Connor | £10,000 | €1,800 |
| Church of Ireland Gazette | | £10,000 | €1,800 |
| Parish of Cowal Union with Gartan | | | €12,000 |
| Diocese of Cashel, Ferns & Ossory Adult education programme | | | €5,000 |
| Mohill Parish | Ardagh | | €9,842 |
| Commission on Ministry | | | €13,300 |

Innovative Ministry in a Rural Context

| Applicant | Diocese | Recommended Grant | |
|--|----------------|--------------------------|----------|
| | | £ | € |
| Killough Church Plant | Down | £7,000 | €8,260 |
| St Thomas' Parish, Columbkille, | Kilmore | | €6,500 |
| Carrigaline (Cork) | Cork | | €500 |

Training - Lay & Ordained

| | | | |
|--|--------|---------|--------|
| Agherton Parish Church Portstewart Development of parish nursing ministry (2 nd year £9,000/€10,620) | Connor | £10,000 | €1,800 |
| All Ireland Mothers' Union | | £2,500 | €2,950 |

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Training for members in areas of finance and safeguarding

House of Bishops

€40,000

Ministerial education

TOTAL ALLOCATED

€723,165

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APPENDIX P
STANDING COMMITTEE
PRIORITIES FUND

INCOME AND EXPENDITURE ACCOUNT

YEAR ENDED 31 DECEMBER 2019

| | Notes | 2019 € | 2018 € |
|--|--------------|-------------------|-------------------|
| INCOME | | | |
| Contributions | 1 | 536,478 | 728,968 |
| Investment Income | | 31,304 | 31,271 |
| Individual Contributions | | 453 | 156 |
| Miscellaneous Income | | 81 | - |
| | | <hr/> 568,316 | <hr/> 760,395 |
| EXPENSES | | | |
| Administration Expenses | 2 | (34,557) | (41,134) |
| | | <hr/> | <hr/> |
| Operating Surplus for the Year | | <hr/> 533,759 | <hr/> 719,261 |
| ALLOCATIONS & GRANTS | | | |
| Allocations & Grants Distributed | 3 | (675,234) | (586,536) |
| | | <hr/> | <hr/> |
| Surplus/ (Deficit) after Allocations & Grants | | (141,475) | 132,725 |
| Valuation Movement | | 149,790 | (84,200) |
| Currency translation adjustment | | 25,800 | (6,548) |
| | | <hr/> | <hr/> |
| Net Surplus for the year | | <hr/> 34,115 | <hr/> 41,977 |

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**BALANCE SHEET
YEAR ENDED 31 DECEMBER 2019**

| | | € 2019 | € 2018 |
|-----------------------------|--------------|-----------|-----------|
| INVESTMENTS | Notes | | |
| Investments held by the RCB | 5 | 1,142,012 | 992,223 |
| | | <hr/> | <hr/> |
| CURRENT ASSETS | | | |
| Cash held with the RCB | 6 | 365,367 | 437,025 |
| Debtors | 7 | 220,357 | 264,373 |
| | | <hr/> | <hr/> |
| | | 585,724 | 701,398 |
| | | <hr/> | <hr/> |
| Net Assets | | 1,727,736 | 1,693,621 |
| | | <hr/> | <hr/> |
| FUNDS EMPLOYED | | | |
| Balance at 1 January | | 1,693,621 | 1,651,644 |
| Surplus for year | | 34,115 | 41,977 |
| | | <hr/> | <hr/> |
| Balance at 31 December | | 1,727,736 | 1,693,621 |
| | | <hr/> | <hr/> |

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NOTES TO THE FINANCIAL STATEMENTS Year ended 31 December 2019

| | | | |
|----|---|-----------------------------|-----------------------------|
| 1. | Contributions | 2019 € | 2018 € |
| | Contributions from dioceses | 536,478 | 728,968 |
| | | <u> </u> | <u> </u> |
| | An amount of €220,357 is included in the 2019 contributions and relates to diocesan contributions which will be received in 2020. | | |
| 2. | Administration Expenses | 2019 € | 2018 € |
| | Salaries & PRSI | 26,459 | 27,158 |
| | Organiser's and Committee expenses | 1,167 | 6,033 |
| | Printing & Stationery | 3,435 | 2,522 |
| | Postage & Photocopying | 744 | 2,747 |
| | Miscellaneous & transfers | 993 | 934 |
| | Audit Fees | 1,759 | 1,740 |
| | | <u> </u> | <u> </u> |
| | | 34,557 | 41,134 |
| | | <u> </u> | <u> </u> |
| 3. | Grants & Loans | 2019 € | 2018 € |
| | Ministry | 77,124 | 92,556 |
| | Retirement benefits | 946 | 890 |
| | Education | 161,024 | 95,866 |
| | Community | - | 6,118 |
| | Areas of need | | 14,685 |
| | Innovative ministry | 348,716 | 224,435 |
| | Outreach initiatives | 87,424 | 151,986 |
| | | <u> </u> | <u> </u> |
| | | 675,234 | 586,536 |
| | | <u> </u> | <u> </u> |

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4. Capital Commitments

As at 31st December 2019 the Priorities Fund had committed grants of €273,791 for 2020 and €45,514 for 2021. These grants have not been provided for in the Financial Statements.

5. Invested assets are shown at market value at both 31 December 2018 and 31 December 2019.

| | | | |
|----|---------------------------------|-----------|-----------|
| 6. | Cash on deposit held by the RCB | 2019 € | 2018 € |
| | Cash on deposit held by the RCB | 365,367 | 437,025 |
| | | <hr/> | <hr/> |

This represents cash held on behalf of The Church of Ireland Priorities Fund by the RCB in pooled bank accounts.

| | | | |
|----|-----------------------|-----------|-----------|
| 7. | Debtors | 2019 € | 2018 € |
| | Contributions Accrued | 220,357 | 264,373 |
| | | <hr/> | <hr/> |

8. Foreign currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2019, €1 = £0.8459 (2018: €1 = £0. 8989).



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

Dear Sirs

Chartered Accountants' report on the unaudited financial information of the Church of Ireland Priorities Fund

In accordance with our engagement letter dated 27 January 2020 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 2019 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 20 March 2020

APPENDIX P

REPORT OF THE SAFEGUARDING TRUST BOARD



Mr Robert Dunne
Safeguarding Officer (ROI)



Ms Margaret Yarr
Safeguarding Officer (NI)

All information regarding Safeguarding in the Church of Ireland can be found on www.sg.ireland.anglican.org

The Church of Ireland is deeply committed to its duty of care to all children sharing its ministry and protecting them from all forms of harm and abuse. In the last two years, this report covers:

- the development and implementation of new policies for safeguarding children and adults at risk;
- our determination to embody our Christian values;
- an overview of the changes in RI legislation including mandatory reporting where there are reasonable grounds for concern for a child's welfare.

Objective of Safeguarding

Safeguarding in the Church of Ireland is the implementation of policies and protocols for protecting children and adults at risk in the context of church life, which means:

- i. Being Alert to their safety and care;
- ii. Recognising concerns about their welfare and seeking support for them;
- iii. Taking action when we have active concerns;
- iv. Hearing their voices and thoughts about their own lives.

All adults and children have a fundamental right to be respected, nurtured, cared for and protected from harm or the risk of harm.

“These basic rights are embedded in both our gospel values and within international and domestic laws”

(Adult Safeguarding Policy page 8)

Priorities, Resourcing and Training

Identified priorities for 2019 included:

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- a) Supporting the adoption of the new policies in child and adult safeguarding and working to maximise compliance;
- b) Providing expertise in case-management support and direct case-management where necessary. (Please note that details of individual cases are not dealt with by the Board as these need to be confidentially managed by professional officers);
- c) Developing key, accessible communication tools;
- d) Re-vetting (RI only) in 2019 current bishops, clergy, staff and volunteers;
- e) Supporting the training needs of the organisation as necessary.

Executive Summary

1. Work of the Safeguarding Board – the Safeguarding Board is now well established and is taking a proactive approach to Safeguarding.
2. Adult Safeguarding – policy is now being further integrated into the work of the church.
3. Child Safeguarding – New resources and leaflets produced
4. Safeguarding Officer NI – summary of work carried out
5. Safeguarding Officer RI – summary of work carried out

Report

1. Work of the Safeguarding Board

The Safeguarding Board has striven to be proactive in the oversight of Safeguarding. Safeguarding is constantly evolving and the nature of the landscape and legislation is constantly changing. Every opportunity to learn and improve has been taken and a significant policy and operations review began in 2019.

The Safeguarding Trust policy contains much important information that needs to be clear and accessible to volunteers at local parish level. A website developer has been engaged to improve the accessibility of this information and we plan to launch a new safeguarding site in the first half of 2020.

Following the report of the investigation (IICSA) into Child Sexual Abuse in the Anglican Church (Church of England July 2019), (<https://www.iicsa.org.uk/investigations/investigation-into-failings-by-the-anglican-church>) a subgroup of the Safeguarding Board in the Church of Ireland was established to identify any learning opportunities for the Church of Ireland.

A number of recommendations has been made by this group, endorsed by the Board and a policy and operations review group has been tasked with progressing their implementation under five thematic areas. This work will continue in 2020 around the following areas:

- a) Victim / Survivor Focus
- b) Training and Development
- c) Structure and Policy

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- d) Quality Assurance
- e) Ethos and Culture

A meeting of the Diocesan Support Teams in the Republic of Ireland and cross-border dioceses was held on the 19th November 2019. This meeting highlighted a number of areas to be worked on, communication will be improved between central safeguarding supports and a consistent approach will be adopted in how each diocese implements Safeguarding Trust. It was agreed that the teams from all the dioceses will work together more closely to address these issues. Practical initiatives include:

- All dioceses will be included at any further meetings;
- Each diocese will nominate one key safeguarding contact person to facilitate communication;
- The diocesan support teams will meet as an all-Ireland church three times a year.

2. **Adult Safeguarding**

The Church of Ireland Adult Safeguarding policy has continued to be rooted into church life. Diocesan Panel members have undergone training and are now in place. Clergy and volunteer training has taken place and information leaflets for all clergy, staff and volunteers have been produced.

3. **Child Safeguarding**

Safeguarding Trust has been in place for many years and continues to be reviewed and refreshed.

In 2019, four new leaflets were produced targeting key stakeholders so they have user-friendly information in a leaflet that outlines the key areas of responsibility. These were:

- a. A guide for Select Vestry Members;
- b. A guide for Parents and Guardians;
- c. A guide for clergy, staff and volunteers;
- d. Information for children and young people.

4. **Safeguarding Officer NI**

The Safeguarding Officer NI, Ms Margaret Yarr, continues in her role, providing advice and guidance regarding the implementation of Safeguarding Trust and the Adult Safeguarding policy 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 Safeguarding Officer is the nominated link person in the Church of Ireland for contact with Public Protection Arrangements for Northern Ireland (PPANI). Co-operative working with PPANI provides useful sharing of information and guidance and advice on best practice. The Secretary for the Board of Education (NI) represents the Church of Ireland on the Inter-Faith Based sub group of the Safeguarding Board for NI.

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The annual Safeguarding Trust training event for clergy will be facilitated by both the Safeguarding Officers from NI and RI in spring 2020. Training events for panel members in all five northern dioceses will be held in March/April 2020. The Safeguarding Officer NI has delivered training to a number of parishes and organisations throughout the year.

The new Diocesan Support Teams are beginning in their role of parish evaluations and delivering training where required.

Both Safeguarding officers attended an initial meeting of a Safeguarding Training and Development intra faith group in Lambeth Palace in October 2019. The purpose of the group is ecumenical working for best practice in safeguarding training within Church organisations. The initial meeting was followed by a larger second meeting in February 2020 and the next meeting is to be hosted by Mr Robert Dunne in Dublin in June 2020.

Ms Claire Geoghegan continues to administer the AccessNI vetting service for all Church of Ireland dioceses, parishes and related organisations in NI. Ms Geoghegan provides advice and guidance in relation to all vetting enquiries on an ongoing basis. The Board of Education were subject to an AccessNI compliance audit in 2019 which found that there were no issues regarding compliance to be addressed. Approximately 1,800 – 2,000 AccessNI applications were processed in 2019. Unlike RI, there is no mandatory re-vetting in NI.

5. Safeguarding Officer RI

Mr Robert Dunne took on the full time role of Safeguarding Officer (RI) from the 1st March 2019.

Adult Safeguarding

The Church of Ireland Adult Safeguarding policy was launched in May of 2018. The policy is available online and a series of support documents have been produced to assist clergy and those working with the policy.

Implementing an Adult Safeguarding Policy is something new to the Church of Ireland as well as countless other churches, community and voluntary organisations in the state. Inevitably this is a process where we will be learning as we go. There is no overarching legislation for Adult Safeguarding in the ROI. The HSE have developed a new policy which is at final draft stage but has not yet been implemented and there are significant resource and capacity issues for the existing HSE Adult Safeguarding Teams.

The social context for adult safeguarding, therefore, is one that requires clear legislative and policy direction as well as statutory resourcing to manage reported concerns. In the absence of these, this backdrop makes the implementation of the

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Church of Ireland Adult Safeguarding policy a complex process that requires ongoing consideration, consultation with other organisations in the field and careful application.

Child Safeguarding

Since the launch of the new Safeguarding Trust policy for children in April 2018, the Safeguarding Officer RI has prioritised a number of initiatives to support the implementation across each diocese.

- Offering to deliver panel training in each diocese. At the time of writing, training has been delivered in a number of locations across Limerick and Killaloe, Tuam Killala and Achonry, Cork, Cloyne & Ross and Kilmore Elphin and Ardagh diocese. Future training is also planned. While each diocese has its own arrangements for training and a huge amount of training and safeguarding support is delivered locally, this centralised offer reflects the needs of some diocese for this training support and provides a level of quality assurance and consistent messaging in panel training delivery.
- Offering to deliver 'training for trainers' training to each diocese so they can build a bank of trainers to deliver volunteer/worker training in geographically appropriate places in their diocese. This training has been delivered in Tuam Killala and Achonry and Kilmore Elphin and Ardagh diocese. Further training for trainers is planned.

Ms Christine Cody and Ms Andrea Bridge are responsible for the administration of the vetting service for Church of Ireland dioceses, parishes and schools. Re-vetting of all clergy, staff and volunteers within parishes and dioceses commenced in January 2019 on a phased basis. Further advice on Garda vetting is available from the CPO or Andrea Bridge or Christine Cody at Church House Dublin.

In 2019, the vetting team processed a total of 4205 applications, 2841 were from Schools, 1215 applications were from Parishes and the remaining 149 were from Diocese or other sources.

The Safeguarding office deals routinely with queries about vetting applications and safeguarding questions. In 2019, the team managed on average 82 queries per month the vast majority of which were responded to within 24 hours.

Members of the Board

The Archbishop of Armagh, Most Rev Dr Richard L Clarke (Chair, retired Feb 20)
The Archbishop of Dublin, Most Rev Dr Michael GStA Jackson
Representative of the Representative Church Body, Mr Henry Saville
Representative of the Clerical Hon Sec of General Synod, Canon Gillian Wharton
Representatives of clergy from NI, Canon Dr Ian Ellis and Rev Dr Christopher St John
Representatives of clergy from RI, Ven Ruth Elmes and Canon Isaac Delamere
Chief Officer, Mr David Ritchie

Standing Committee – Report 2020

Staff

Secretary to the Board of Education NI, Dr Peter Hamill (Secretary)

Secretary to the Board of Education RI, Dr Ken Fennelly

Safeguarding Officer NI, Ms Margaret Yarr

Safeguarding Officer RI, Mr Robert Dunne

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APPENDIX Q
STANDING COMMITTEE
INCOME AND EXPENDITURE ACCOUNT

| | Notes | 2019 € | 2018 € |
|--|--------------|-------------------------|-------------------------|
| INCOME | | | |
| Representative Church Body | 1 | 582,817 | 638,121 |
| Deposit Interest | 2 | 171 | 233 |
| Royalties Fund Income | | 70,438 | 40,321 |
| Grants/Contributions | | 33,772 | 2,956 |
| | | <hr/> 687,198 | <hr/> 681,631 |
| EXPENSES | | | |
| Services provided by RCB | 3 | 281,041 | 286,241 |
| General Synod Expenses | 4 | 36,523 | 43,995 |
| Miscellaneous Expenses | 5 | 44,672 | 32,171 |
| | | <hr/> 362,236 | <hr/> 362,407 |
| OPERATING SURPLUS FOR THE YEAR | | <hr/> 324,962 | <hr/> 319,224 |
| ALLOCATIONS AND GRANTS | | | |
| Allocations to Ecumenical and Anglican Organisations | 6 | 123,587 | 110,125 |
| Allocations to Church related Organisations | 7 | 212,265 | 220,004 |
| | | <hr/> 335,852 | <hr/> 330,129 |
| (Deficit) for year | | <hr/> (10,890) | <hr/> (10,905) |

Standing Committee – Report 2020

| FUND ACCOUNT | Notes | Year ended 31 December | |
|---------------------------------|-------|------------------------|----------------|
| | | 2019 € | 2018 € |
| CURRENT ASSETS | | | |
| Cash on deposit held by RCB | 8 | 301,614 | 311,075 |
| Net assets | | <u>301,614</u> | <u>311,075</u> |
| FUNDS EMPLOYED | | | |
| Balance at 1 January | | 311,075 | 324,612 |
| (Deficit) for year | | (10,890) | (10,905) |
| Currency translation adjustment | | 1,230 | (660) |
| Opening Balance Adjustment | | 199 | (1,972) |
| Balance at 31 December | | <u>301,614</u> | <u>311,075</u> |

Standing Committee – Report 2020

Notes to the Accounts

1. Income from Representative Church Body

| | 2019 € | 2018 € |
|---------------------------------------|----------------|----------------|
| Representative Church Body allocation | 681,907 | 665,436 |
| Refund unexpended allocation | (99,090) | (27,315) |
| Total income from RCB | <u>582,817</u> | <u>638,121</u> |

This represents amounts which were allocated by the Allocations Committee of the Representative Church Body to fund the activities of the Standing Committee.

2. Deposit Interest

| | 2019 € | 2018 € |
|----------------|------------|------------|
| Royalties Fund | 171 | 233 |
| | <u>171</u> | <u>233</u> |

3. Services provided by the RCB

Services provided by the RCB relates to the time apportionment of certain RCB staff who provided Standing Committee support.

| | 2019 € | 2018 € |
|---------------------------|---------------|---------------|
| 4. General Synod Expenses | | |
| Venue and Facilities | 36,523 | 43,995 |
| | <u>36,523</u> | <u>43,995</u> |

Standing Committee – Report 2020

| | | |
|----------------------------------|---------------|---------------|
| 5. Miscellaneous Expenses | 2019 | 2018 |
| | € | € |
| Parish Development Working Group | - | 1,238 |
| Commemorations Working Group | 2,494 | - |
| Publications & Printing | 6,330 | 7,772 |
| Honorary Secretaries' expenses | 12,393 | 9,704 |
| Porvoo Expenses | 1,712 | 2,968 |
| Historiographer's Honorarium | 1,350 | 502 |
| COI Church & Society CO | 688 | 1,228 |
| Council for Mission | 3,097 | 5,675 |
| Commission on Ministry | 13,242 | 3,065 |
| Commission on Human Sexuality | - | - |
| Eco Congregation | 245 | 19 |
| Subscriptions | 3,121 | - |
| | <u>44,672</u> | <u>32,171</u> |

| | | |
|--|----------------|----------------|
| 6. Ecumenical and Anglican Organisations | 2019 | 2018 |
| | € | € |
| Anglican Consultative Council | 54,006 | 47,484 |
| Churches Together in Britain and Ireland | 11,822 | 11,125 |
| Irish Council of Churches | 26,205 | 23,747 |
| Irish School of Ecumenics | 2,000 | - |
| Irish Inter-Church Meeting | 12,907 | 12, 146 |
| World Council of Churches | 4,391 | 4,050 |
| Conference of European Churches | 5,800 | 5,800 |
| Delegates' expenses (travel/conferences) | 6,456 | 5,773 |
| | <u>123,587</u> | <u>110,125</u> |

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| | | |
|--|----------------|----------------|
| 7. Allocations to Church related Organisations | 2019 € | 2018 € |
| Central Communications Board | 89,639 | 134,087 |
| Grants paid to General Church Organisations | 1,000 | - |
| Grants paid to Support Allocations | 11,000 | 11,000 |
| Church of Ireland Marriage Council | 3,325 | 4,280 |
| Royalties Fund Expenditure | 107,301 | 70,637 |
| | <u>212,265</u> | <u>220,004</u> |

| | | |
|-------------------------------|----------------|----------------|
| 8. Cash on Short Term Deposit | 2019 € | 2018 € |
| Royalties Fund | 187,089 | 223,714 |
| Hymnal Revision | 1,523 | 1,433 |
| Other Account Balances | 113,002 | 85,928 |
| | <u>301,614</u> | <u>311,075</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 2019, €1 = £0.8459 (2018: €1 = £0.8989).

Standing Committee – Report 2020



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

Dear Sirs

Chartered Accountants' report on the unaudited financial information of The Church of Ireland Standing Committee

In accordance with our engagement letter dated 27 January 2020 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 2019 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 20 March 2020

Standing Committee – Report 2020

GENERAL PURPOSES FUND

INCOME AND EXPENDITURE ACCOUNT

| | 2019 € | 2018 € |
|---------------------------------|--------------|----------------|
| INCOME | | |
| Interest and dividends | 1,105 | 1,105 |
| | 1,105 | 1,105 |
| EXPENSES | | |
| Registrar's fees | 63 | 63 |
| | 63 | 63 |
| OPERATING SURPLUS FOR YEAR | 1,042 | 1,042 |
| Balance 1 January 2019 | 38,449 | 40,321 |
| Currency translation adjustment | 6 | (4) |
| Unrealised Gains on Revaluation | <u>5,166</u> | <u>(2,910)</u> |
| Balance 31 December | 44,663 | 38,449 |
| FUNDS EMPLOYED | | |
| Investments | 39,437 | 34,267 |
| Cash held by RCB | <u>5,226</u> | <u>4,182</u> |
| | 44,663 | 38,449 |

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2019, €1 = £0.8459 (2018: €1 = £0.8989).

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| GENERAL PURPOSES FUND | | |
|---------------------------------|----------------|--------------|
| INCOME AND EXPENDITURE | | |
| ACCOUNT | | |
| | 2018 | 2017 |
| | € | € |
| INCOME | | |
| Interest and dividends | 1,105 | 1,105 |
| | 1,105 | 1,105 |
| EXPENSES | | |
| Registrar's fees | 63 | 63 |
| | 63 | 63 |
| OPERATING SURPLUS FOR YEAR | 1,042 | 1,042 |
| Balance 1 January 2017 | 40,321 | 38,961 |
| Currency translation adjustment | (4) | (4) |
| Revaluation movement | <u>(2,910)</u> | <u>322</u> |
| Balance 31 December | 38,449 | 40,321 |
| FUNDS EMPLOYED | | |
| Investments | 34,267 | 37,180 |
| Cash held by RCB | <u>4,182</u> | <u>3,141</u> |
| | 38,449 | 40,321 |

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2018, €1 = £0.8989 (2017: €1 = £0.8881).



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

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 27 January 2020 we have compiled the entity's financial information which comprises the Income and Expenditure 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 2019 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 20 March 2020

APPENDIX R

REFUGEE WORKING GROUPS

Executive Summary

- 27 Church of Ireland projects since 2015 to support asylum seekers and refugees;
- Take up practical opportunities to serve people seeking a new life in Ireland;
- Working groups to conclude and remit to transfer to European Affairs Working Group.

Over 70 million people are currently living away from their homes due to conflict and persecution.

Two working groups on the Church of Ireland's response to the refugee crisis were established in 2015, for Northern Ireland and the Republic of Ireland, chaired by the Rt Rev Ken Good, then Bishop of Derry and Raphoe, and the Rt Rev Patrick Rooke, Bishop of Tuam, Killala and Achonry, respectively. Members of the Church of Ireland have responded (and continue to do so) in several ways, often alongside other Churches and organisations with specific experience in this area. The working groups produced five resources on supporting asylum seekers and refugees between March 2017 and March 2019, which are available at www.ireland.anglican.org/resources.

A range of associated missionary societies work with refugees and asylum seekers in a variety of contexts overseas, including the Bible Society, CMS Ireland, Crosslinks, Tearfund and USPG. The resources also affirm the work of Christian Aid and organisations working with asylum seekers, refugees and stateless persons across the island of Ireland. At present, this population comprises around 15,000 people in the Republic and 2,000 people in Northern Ireland; over the last five years, 27 projects have been developed across the Church of Ireland to support them, including a Bishops' Appeal grants scheme to support the teaching of English in foreign languages (TEFL). We thank all those who serve in this way and encourage parishioners to take up opportunities to serve as and when they arise.

In the Republic, parishes can help by supporting groups which assist people living in Direct Provision centres. In Northern Ireland, there are opportunities to help newcomers to integrate by providing food and other basic supplies, information on local services, spaces and opportunities to socialise and meet others, and transport to/from accommodation. A list of practical suggestions is available from Bryson Intercultural: www.brysonintercultural.org.

At the January 2020 meeting of the House of Bishops, it was decided that with the retirement of Bishop Ken Good, the working groups had come to an end. The European Affairs Working Group (of the Commission for Christian Unity and Dialogue) has agreed to take on any issues in relation to refugees.

**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.

Board of Education NI - General Synod Report 2020

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 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 post-primary schools;
- Make submissions to relevant government departmental consultations;
- Engage with the Education Authority, the Controlled Schools Support Council and other sectoral bodies;

Board of Education – Report 2020

- 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;
- 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. **New Decade, New Approach:** Financial crisis in schools putting pressure on all staff, education of children suffering;
2. **Education Authority:** Budget cuts and school rationalisation;
3. **Transferor Representatives' Council (TRC):** Draft of revised RE curriculum and supporting Collective Worship in Schools. Working closely with CSSC on 'ethos in schools';
4. **Controlled Schools Support Council (CSSC):** Supporting governors and giving a voice to the controlled sector;
5. **Board of Education NI Funding Scheme:** Connecting Parishes with local schools;
6. **Children's Ministry:** Funding support for diocesan projects;
7. **Membership.**

REPORT

1. 'New Decade, New Approach'

The Board of Education is encouraged by the re-establishment of the local devolved government in Northern Ireland. The Secretary on behalf of the TRC has met with the new Minister for Education and a number of the members of the Education committee in Stormont to outline the concerns the church have for education in NI.

The Board of Education is concerned that the government will uphold their promises of sufficient additional funding that is required. This will hopefully impact on areas such as: ending the teachers' dispute and working to rule; bringing most schools into a surplus rather than deficit situation; providing sufficient funds to bring all school buildings up to current standards.

The Board of Education welcomes the prospect of a significant review in the education system as long as there are the funds and the will to make any changes that may be proposed. The Board of Education wants to protect and improve the status of Religious Education in schools as a full part of the curriculum. The Board of Education commends the Controlled Schools Support Council in stating that all Controlled Schools have a Christian Ethos in which those of all faiths and

Board of Education – Report 2020

none are welcome. The board of Education would wish that this Christian ethos is protected under any review of education.

The Board of Education (NI) through the TRC have been making clear representations to the Department of Education, the Education Authority and other sectoral bodies.

2. Education Authority (EA)

Rev Amanda Adams is the Church of Ireland TRC representative on the EA Board. Although the Education Authority is the management authority for 522 controlled schools in Northern Ireland it also has statutory responsibilities in respect of all schools and Youth Service Provision. Consequently the EA Board has oversight responsibility for a budget of over £2 billion per annum, the welfare and performance of over 44,000 staff who provide an education for over 340,000 pupils, including those with special needs. The Board members are accountable to the Department of Education and ultimately the Minister of Education for their performance. Rev Adams chairs the Shared Education committee and is a member of a number of the other committees and working groups as well as the main EA Board. The Board of Education (NI) wishes to take this opportunity to thank her for her continuing hard work and the wisdom that she displays in all of this work and for the valuable contribution that she makes on behalf of the church.

TRC representation on the Education Authority Board ensures that the three main Protestant churches can maintain their direct influence in education in furtherance of their statutory rights and missional role of the Church. In addition to this, TRC representation on the Education Authority Board enhances the advocacy role of the Controlled Schools Support Council (CSSC) which represents over 96% of Controlled Schools in Northern Ireland, to this end a Memorandum of Understanding and Protocol between the TRC and CSSC help ensure that strategic and generic issues affecting Controlled Schools can be given proper consideration by the Education Authority Board and Executive. The TRC representation on the Education Authority also provides a de facto voice for the over 1500 transferor governors who serve on the Governing Boards of their local schools. The separate but complimentary roles undertaken by Dr Hamill, through the TRC and CSSC, and Rev Adams, through the TRC and EA, have greatly enhanced the effectiveness of the church in influencing the provision of education for children and young people in Northern Ireland.

In relation to the work of the Education Authority, the principal challenge continues to stem from severe budgetary constraints. During the current financial year 2019/20, despite achieving savings of over £20million, it is anticipated that there will still be a funding gap of £30million. School deficits also continue to rise with many schools struggling to meet increasing demands, particularly in respect of Special Education. Whilst Area Planning seeks to rationalise school places to meet changing demographic needs, this is a slow and

cumbersome process. The overall ‘Area Strategic Plan’ is under review. Rationalising the school estate is part of an overall 10 year programme of transformation that the EA is implementing in conjunction with the Department of Education to improve educational provision in Northern Ireland.

The Education Authority has continued to make steady and positive progress in the area of Shared Education which not only provides educational benefits but also has significant societal benefits. Shared Education allows schools from different sectors, religious and socio-economic backgrounds to work together in partnership. Peace IV funding has enabled sharing to extend to include cross-border school partnerships as well. Educational benefits include sharing good practice, sharing resources, broadening curriculum choices and widening the social interactions of children and young people. The cross community work represented by Shared Education has not only significance for education but also for the church as it provides for a practical and positive expression of Christian unity.

3. Transferor Representatives’ Council (TRC)

TRC has held meetings with a range of key stakeholders in the education sector including the Minister for Education, Permanent Secretary for Department of Education, the Education Authority, Stranmillis College, Controlled Schools Support Council (CSSC), and Council for Catholic Maintained Schools, Catholic Trustees Support Service, and Northern Ireland Council for Integrated Education. The TRC has also engaged with local political parties to ensure they keep education at the forefront of their policies.

The TRC has gained a place on the Department of Education Area Planning Strategic Group and Dr Hamill is the TRC representative on this committee.

TRC representation on the Education Authority Board ensures that the three main Protestant churches can maintain their direct influence in education in furtherance of their statutory rights and missional role of the Church. In addition to this, TRC representation on the Education Authority Board enhances the advocacy role of the Controlled Schools Support Council (CSSC) which represents over 96% of Controlled Schools in Northern Ireland, to this end a Memorandum of Understanding and Protocol between the TRC and CSSC help ensure that strategic and generic issues affecting Controlled Schools can be given proper consideration by the Education Authority Board and Executive.

The TRC has been working closely with the CSSC on matters to do with Ethos in Schools. TRC launched their Ethos Toolkit for schools and this has been well received and is being used across the Controlled Sector.

The TRC has run four seminars supported by Love for Life and Evangelical Alliance across NI to look at how to deal with tricky moral issues that may occur in schools.

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The TRC has been working with representatives from the Catholic Church to agree the conditions required for creating Jointly Manged Church Schools. The working group have agreed on an ethos document (see appendix). This document is being put forward for approval at the Presbyterian General Assembly and the Methodist Conference. The motion before synod asks for approval of the ethos document and permission to continue with talks regarding legal implications.

The TRC is now chaired by Miss Rosemary Rainey OBE (Methodist representative). Mrs Helen McClenaghan has been a welcome and wise addition to TRC as a temporary Church of Ireland replacement for Bishop Good.

4. Controlled School Support Council

The Controlled Schools' Support Council (CSSC) is the advocacy body for Northern Ireland's controlled schools. Established in September 2016, it is gone from strength to strength and more than 95% of controlled Schools are members.

Dr Hamill is the Church of Ireland TRC representative on the CSSC Board. CSSC has gone from strength to strength raising the profile of the Controlled Sector. CSSC has lobbied on behalf of the sector on a range of issues including funding, standards, state of buildings and vexatious complaints. The Board of Education (NI) is delighted the impact CSSC has made in such a short period of time. The CSSC is also involved in Area Planning which is a major and comprehensive review of educational provision across Northern Ireland. CSSC supports schools facing changes and comments directly on the individual development proposals published by the Education Authority.

CSSC has recently launched an ethos toolkit to help schools examine their ethos and explore its development with staff and governors, with an implicit aim of embedding Christian values within all aspects of school life. The toolkit has been successfully rolled out for use by Controlled Schools across NI.

5. Board of Education NI Funding Scheme

The Board of Education NI has launched a funding scheme aimed at empowering parishes to engage more with their local schools. To date the Board has provided funding support for four projects, totalling £6300:

- Willowfield Parish - To fund finance awareness classes for Key Stage 2 in local East Belfast Schools. It is based on material developed by Christians Against Poverty.
- Holywood Parish - Initially for P7 in Holywood Primary School, the grant will help towards resources to deliver puppet ministry around Personal Development and Mutual Understanding focussing initially on Drug Awareness. With the resources they hope to expand the range of classes offered and the number of schools it will be offered to.

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- Florencecourt Parish - Working with a composite P4/5 looking at the current and historical links between St John's Parish and Florencecourt Primary School.
- Ardree and Desertcreat - Involves P5-P7 pupils in Donaghey and Ballytrea Primaries. It will involve a Parish team visiting the school and running classes on the Psalms. They will finish off the project with a concert bringing both schools together.

6. Children's Ministry

The Board of Education has provided funding support for three projects under the Children's Ministry scheme for dioceses, totalling £2000:

- Armagh - A one day conference exploring how to support men to better engage in Children's ministry.
- Down and Dromore with Derry and Raphoe - A series of Makaton training sessions for clergy and volunteers.
- Connor - A diocesan weekend of support events for those working with children in parishes.

The Board of Education (NI) has been part of discussions to merge the Sunday School Society for Ireland and the Children's Ministry Network into a new Children's and Family Board. The Board of Education (NI) welcomes this development and looks forward to the new ministry strand as a core part of the work of the Church of Ireland.

7. Membership

Rev Malcolm Kingston joined as representative from Armagh Diocese.

Rev Catherine Simpson joined as representative from Down and Dromore Diocese.

Rev Malcolm Ferry joined as a co-opted member, he had formerly been a member for Derry Diocese.

Mr Jim Bunting retired after many years, the Board wishes to thank him for his loyal service.

The Board wishes to thank Dr Peter Hamill for his ongoing service and commitment to the Board.

BOARD OF EDUCATION (NORTHERN IRELAND)

Ex-officio members

The Archbishop of Armagh, Most Rev Dr RL Clarke (retired February 20)

Bishop of Clogher, Rt Rev FJ McDowell

Bishop of Down and Dromore, Rt Rev D McClay

Bishop of Kilmore, Rt Rev SF Glenfield

Bishop of Connor, Vacant

Bishop of Derry, Rt Rev A Foster

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Lay Hon Sec of General Synod, Mr K Gibson
Clerical Hon Sec of General Synod, Ven GTW Davison

Elected members

| | |
|---------|----------------------------------|
| Armagh | Rev M Kinston Mr TW Flannagan |
| Clogher | Vacant Mrs S Hogg |
| Derry | Vacant Mrs A Reid |
| Down | Rev C Simpson Vacant |
| Connor | Rev I Magowan Dr KF Dunn |

Co-opted members

Miss F Boyd
Mrs R Forde
Mrs H McClenaghan
Dr I Hickey
Prof R Pritchard
Rev AE Adams
Rev Malcolm Ferry
Mr M Johnston
CIYD: Mr S Henry

Honorary Secretary, Board of Education (Northern Ireland)

Vacant

Honorary Treasurer, Board of Education (Northern Ireland)

Mr M Johnston

Secretary, Board of Education (Northern Ireland)

Dr PJ Hamill, Church of Ireland House, 61-67 Donegall Street, Belfast BT1 2QH

GENERAL SYNOD BOARD OF EDUCATION - EXECUTIVE COMMITTEE

Two members of the House of Bishops
Ven GTW Davison
Hon Sec: Mr K Gibson
Mr J Bunting

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Mr T Flannagan
Mr M Hall
Rev BJG O'Rourke
Mr A Oughton

Appendix – covering issues that may arise when creating a Jointly Managed School

Governance

- The Mission Statement is normally drawn up in consultation with the whole school community – staff, governors, students, parents. In the case of a JMCS, the Trustees would have a significant role in drawing up the Mission Statement as it is likely that the Mission statement would be in place prior to the school's formation
- The make-up of the Board of Governors will be as per DE guidelines: 4/9th Trustee (1 must be a parent of children at the school), 2/9th EA , 1/9th DE, 1/9th Parent, 1/9th Teacher + Principal (non-voting).
- The name of the school will be determined by the Trust body overseeing the school in consultation with the community.
- The uniform (colour, badge design ect.) is normally agreed by the Board of Governors in consultation with the students/parents
- The Scheme of Management for the school can put in place the need to have a Faith sub-committee/ ethos sub-committee if so desired
- Quality control of RE and collective worship will be a focus of the Board of Governors and the Trustee Body it will also involve Church support services.
- The outline ethos of the school will be set by the Trustee Body. The maintenance of the ethos will be a matter for the Board of Governors with ongoing Trustee support and monitoring.
The details of how this arrangement will operate can be set out in the Scheme of Management of the school (or for all JMCS projects)
- The moral framework of the school will be set within the ethos and Mission statement of the school. It will be for the Board of Governors to ensure that the policies and practices of the school are in keeping with the school's ethos. This will include consideration of how the school determines the suitability of outside organisations to engage with the school.

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- There will need to be agreement on the ‘theology of the architecture’ which must reflect it as a church school. This may include things like symbols and pictures on display, and prayer spaces both in the building and in the playground.
There will be a need to agree this ‘theology of architecture’ as part of the local community discussions – what would /would not be acceptable. This would then form the basis of a policy on symbols/images so that everyone was clear on the type of school they were committing to.
- Main selling point of JMCS to be emphasis on high educational values and community focus – not just a 9-5 school but a building for all the community. Faith based ethos / high quality education/ high standards of pastoral care/ emphasis on inclusion/diversity/all cultures and backgrounds educated together
- There will be Policy for governance at sensitive times, eg the Pope or the Queen dies. This will be a matter for the Board of Governors but is likely to be guided by statutory holidays/ closures

Staffing

- *All staff must be sympathetic to Christian faith.* Specific posts may require certain denominations and this could be protected under FETO or any new arrangement put in place.
- The principal’s commitment to the school’s ethos can be part of the assessment process. It may be difficult to define their Christian faith
- Training is required above and beyond usual professional development in relation to the ethos of the school and how this impacts on policy development
- Staff policies to be developed:
 - *Staffing and recruitment*
 - *Admissions*
 - *Critical incident /bereavement*
 - *RE policy*
 - *Transition from nursery*
 - *School potential parent leaflet*
 - *Relationships and Sexuality Education (RSE) Policy*
 - *Child protection*
 - *Positive Behaviour*

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The school will require all of the policies required of any school. These will be the responsibility of the Board of Governors who will ensure the policies reflect the ethos of the school. It may be necessary for the Trustee Body to provide guidance to the school on some sensitive policy areas through the Scheme of Management.

Church links

- Local clergy will provide:
 - Key role in the community discussion prior to the establishment of the school
 - Pastoral support/ chaplaincy
 - Invitation to school to visit Churches
 - Participation in/ Leading assemblies
 - Sacramental preparation as required
- There should there be a Founders day when all Church leaders are invited to attend
- Carol services and any other church services may be:
 - In school with representatives of all Churches participating
 - Rotational services in all local Churches
 - Sacramental celebrations – all invited to attend

Teaching of RE, assemblies and faith development

- RE curriculum will be delivered as follows:
 - Follow the NI curriculum
 - Schemes of work determined by the Board of Governors in discussion with Trustee Body
 - Day to day delivery a matter for the principal
 - Core curriculum determined by CCEA
 - Sacramental preparation by suitable qualified person
 - Education in other faiths as per curriculum
- Use and teaching of prayers and bible:
 - Custom and practices agreed by Board of Governors in line with school ethos
 - Prayers for all
 - Local sensitivities considered and an agreed understanding in place
 - An agreed child friendly version of the bible will be used

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- Church trails / walks will be encouraged, with a welcome by local clergy – normal school practice on off site visits observed
- The celebration of the church calendar, Christmas, Easter etc., will be agreed by Trustee Body in scheme of management and with support of Board of Governors
- Assemblies will be agreed by staff in conjunction with the Board of Governors, they may include:
 - Collective themes – lead by children / local clergy attending, participating
 - Liturgy of the Word – lead by local clergy – content/themes agreed with the principal
- The sacraments be taught to those who wish:
 - In school preparation by suitably qualified staff
 - Linkage and engagement with local clergy
 - Everyone invited to celebration
 - Constructive alternative for those who don't wish to partake
- There will be a focus on celebrating togetherness in faith through:
 - Assemblies
 - Prayer space in school
 - Common prayer
 - Church visits
 - Curriculum exploring/ sharing faiths

Other issues

Pastoral Issues policy needs to be drawn up for critical incidents. School should have high level of pastoral / emotional support.

All schools have critical incident policies and these link to support services:

- EA supports
 - Chaplaincy
 - Pastoral care co-ordinator
 - Child centred approach
- Local traditions, customs and practice eg Loyal Orange Arch to be respected and dealt with locally.
 - Established protocols for external agencies using the school. All groups aware of and respectful of the ethos of the school
 - Expression of cultures to be encouraged in a respectful way. Poppy's / Lilies / Football / rugby tops – any other symbols that may cause issues to be dealt with through an agreed list of what is acceptable practice.

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- History teaching - NI curriculum – content agreed and monitored by Board of Governors
- A range of all sports which all can experience
- Extra-curricular activities to be as *wide a range as is possible for the school; may include Irish dancing, Scripture Union*
Extra-curricular activities can be sample experiences and are invitational

Additional relevant points (drawn from the 2015 DE circular)

Governance:

- The Trustee body (this requires further discussion and legal advice as to how this body or company would be constituted):
 - are the person or persons in whom the premises and site of the school or college are to be vested;
 - will nominate governors;
 - will be the named party to legal contracts on behalf of the school
- Education Authority remains the funding authority and is responsible for the payment of rates, landlord maintenance, purchasing and invoicing and carrying out the internal audit function; responsible for paying non-teaching staff & non-teaching payroll

Board of Governors

- Education Authority appointed governors would also reflect both religious traditions

Ethos

- Proposed ethos, arrangements for worship and approach to religious education must be agreed prior to any proposal being brought forward
- Specific requirements for the development and maintenance of religious ethos to be reflected in the Scheme of Management for the school
- Formal agreement between the school trustees of the main Transferor Churches and Catholic Church should reflect these arrangements
- Board of Governors to implement the agreed ethos and reflect this ethos in the Scheme of Management – DE expects that the ethos would be within a Christian Framework which respects both the religious ethos of the Catholic Church and Transferor Churches with neither dominating

Employing Authority

- Board of Governors will be employer of teachers
- Education Authority employer of non-teaching staff

Accommodation

- Due regard to be given to maximising the potential of existing school premises

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- Jointly managed schools formed by the amalgamation of existing grant aided schools will attract additional points associated with rationalisation when applications for new school builds are being assessed

Home to School Transport

- Jointly managed primary and post-primary schools will be classified as within both ‘controlled and voluntary’ and ‘Catholic maintained’ categories. This area requires further discussion with the Department of Education.

DRAFT ETHOS FOR JOINTLY MANAGED CHURCH SCHOOLS

CHRISTIAN VISION OF EDUCATION – CHRIST THE MODEL AND INSPIRATION

The Christian vision of education today and its core values are rooted in Scriptural faith and take their inspiration from the person and the teaching of Christ. Christian faith permeates everything that takes place within the school community. It touches upon every subject, every activity that is engaged in and every relationship. It enriches not only the curriculum but the manner in which it is taught. It shapes the environment of the school which will be evidently Christian. It becomes the defining spirit of the school.

Christian education within Jointly Managed Church Schools:

- serves the community in putting the pupil at the centre;
- recognises in each pupil someone created in the image and likeness of God, with a dignity and destiny that transcend all other values;
- develops the potential of every pupil as a human being;
- develops the formation of the whole person spiritually, socially, physically, morally and intellectually;
- prepares pupils to engage as responsible members of society, motivated by the Gospel, personal integrity and moral courage, which are the hallmarks of an authentic Christian personality.

Jointly Managed Church Schools:

- reflect the foundational Christian value of the revelation of God and humankind’s response, through our concern for, and attitude to, others and the world in which we live;
- offer an understanding of the world and the place of humanity in it within the context of belief in God and the Christian faith;
- reflect this understanding in daily worship and by the values espoused by the schools;
- reflect this understanding in the relationships which the schools seek to promote at all levels;

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- foster tolerance of and respect for the beliefs and rights of others of different religious faiths or none;
- help to support families in fulfilling the responsibility to bring up that child in the Christian faith;
- promote excellence in teaching and learning;
- foster a sense of community in which people respect each other and care for each other;
- welcome diversity and strive for tolerance and inclusivity, while maintaining their own distinctive characteristic.

Gospel values inform the life of Jointly Managed Church Schools, which are fully integrated into the local faith communities. A Jointly Managed Church School is a sign of the reconciliation and shared discipleship that the Gospel brings.

CORE VALUES

The vision of Christian education encourages the inclusion of core values within the life of the school and its community, based upon Scripture, respective traditions of the Christian churches and shared Christian understanding, which reflect:

- The rights and responsibilities of the individual;
- Relationships within the school;
- Preparation for adult life.

(i) CHRISTIAN FOUNDATION

Jointly Managed Church Schools promote:

- Scriptural understanding and living;
- Love of God and neighbour;
- Community cohesion;
- Forgiveness and reconciliation;
- Charity and neighbourliness;
- Justice, compassion and peace in the world;
- Responsibility in developing and using God-given talents;
- Stewardship of creation.

(ii) CHILD-CENTRED INTEGRAL FORMATION OF THE PUPIL

Jointly Managed Church Schools promote:

- High standards of education;
- Reflection on the purpose of life;
- Safeguarding, welfare and high-quality pastoral care;
- The intrinsic value of the individual;

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- A sense of self-worth and self-esteem;
- The nurturing of young people in Christian faith and hope;
- Life-long learning;
- The acceptance that rights and privileges bring responsibilities;
- The role of conscience in discerning right or wrong attitudes and actions.

(iii) **INTERRELATIONSHIP LEVEL**

Jointly Managed Church Schools promote:

- Respect for the dignity and rights of every person in the school community and in wider society;
- Faithfulness in relationships;
- Friendship / loyalty;
- Appreciation of individual differences;
- Mutual understanding, tolerance and a capacity to share;
- Interdependence and teamwork;
- Fairness / equity of opportunity;
- Honesty / integrity;
- Caring attitudes;
- Positive ways of resolving conflict.

(iv) **PREPARATION FOR ADULT LIFE**

Jointly Managed Church Schools promote:

- Opportunities for growing in relationship with God;
- Responsible citizenship and lifelong Christian living;
- Exploration of the values which build community;
- The value of supportive family relationships;
- The development of social skills;
- Commitment to care for the environment;
- A willingness to challenge injustice;
- An appreciation of the Christian heritage in this land and in the world;
- An appreciation of culture and the arts;
- An appreciation of the richness of cultural and religious traditions.

SUMMARY

Jointly Managed Church Schools are responsive to the needs of local communities, providing a rich and educationally effective foundation based on the enduring values and teachings of Christ. They offer a positive and forward-looking approach to the holistic formation of children, to enable them to become confident and caring members of society.

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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 with 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;
- Undertake the processing of garda vetting applications for non-teaching employees and volunteers in Church of Ireland primary schools and employees and volunteers in parishes and other Church of Ireland organisations.

EXECUTIVE SUMMARY

1. Personalia
2. Education Policy Development at National Level
3. Advisory Service to Schools and School Support
4. Training to Boards of Management (primary level)
5. Admissions to Schools: New Regulations
6. New Boards of Management elected
7. Forum for Consultation with Education Partners at Department of Education and Skills
8. Small Schools Symposium
9. Financial Support Services Unit (FSSU)
10. Ecumenical Observers to the Board
11. Religious Education (RE)
12. Special Education Developments
13. National Council for Curriculum and Assessment (NCCA) Developments
14. Second Level Schools Service
15. Secondary Education Committee (Grants)
16. Re-configuration of Patronage, Primary Level.
17. Report from the Church of Ireland Centre, DCU (CIC, DCU).

Listing of Board Members (Appendix A)

1. Personalia

Following the General Election in February 2020, the Board thanked Minister Joe McHugh for his contribution to the field of education during his time in office. As a recognised Management Body for schools at primary level, the secretariat of the Board maintains a

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strong relationship with the Department of Education and Skills and the Board looks forward to working with the next Minister for Education and Skills.

The Most Rev Dr Richard Clarke, Chairman of the General Synod Board of Education and the Executive of that Board, retired from Office in February 2020. The Board wishes to thank Archbishop Clarke for his contribution to education and wishes him every good wish in his retirement.

The Board noted with sadness that death of the Rev Dr David Tuohy, SJ, in February 2020. Fr Tuohy made an important contribution to the outworking of the five marks of mission of the Anglican Communion in the diocese of Dublin and Glendalough. In the context of the work of this Board, Fr Tuohy and Rev Prof Anne Lodge published ‘Small Schools, Value for Learning’ (2016) which formed the research basis for engagement with the State on the issue of small schools in the community. The Board extended its sympathies to the Jesuit Community in Dublin on the death of Fr Tuohy, SJ.

Mrs Joyce Perdue was nominated to the Council of the National Council for Curriculum and Assessment (NCCA) and Ms Eileen Jackson resigned as the nominee of the Board for Early Childhood and Primary Education at the NCCA. The Board wishes to record its thanks to Ms Jackson for her contribution to the work of the NCCA on behalf of the Board.

2. Policy Development

Board members and the board secretariat, were involved in consultations and representations with a range of national bodies and agencies in the course of 2019 including:

- The Department of Education and Skills (DES)
- The Teaching Council
- Schools’ insurers
- The Financial Support Service Unit (FSSU)
- The School Procurement Unit (SPU)
- Steering Committee on Board of Management training
- SEAI with regard to energy awareness and reporting requirements on energy
- The Centre for School Leadership (CSL)
- The National Council for Curriculum and Assessment (NCCA)
- The National Council for Special Education (NCSE)
- Belong To
- The Intereuropean Commission on Church and School (ICCS)
- The European Federation for Teachers of Religious Education (EFTRE)

In addition, the secretariat of the board had regular engagement with its primary and post-primary management body colleagues, the Irish Primary Principal’s Network and unions representing teachers, SNAs and ancillary staff. The Board also has authority to represent patrons on various matters and had regular engagement with other patron bodies in this regard. In conjunction with the Church of Ireland Primary Management Association, the Board holds an annual conference for all COI/Protestant primary schools and uses this event to bring developments in governance and other related education issues to COI/Protestant primary schools. In 2019 the annual conference was addressed by Ms Mary

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Mitchell O'Connor, formerly Minister of State, Higher Education. The Board arranges a conference for school leaders in Protestant second level schools every second year. In addition, the Board maintains links with colleagues at European level and contributes to policy development at the Council of Europe through its involvement in the ICCS. The secretary of the Board also participated in a number of seminars and events with students at the Church of Ireland Centre, DCU. The maintaining of this connection between school management and student teachers is greatly valued.

3. Advisory Service and School Support

The secretariat of the Board is largely funded by an annual devolved grant from the Department of Education and Skills. The Board wishes to record its thanks to the DES for this financial support. In return for DES funding, and as part of a Service Level Agreement with the DES, the Board is obliged to provide an advisory service to Boards of Management of schools under protestant patronage at primary level. This is carried out on behalf of the Board by the secretariat of the Board, the secretary and Ms Eimear Ryan. The provision of advice to schools is primarily via the phone and by email correspondence. An analysis of the volume of phone calls received/returned in 2019, indicates that in excess of 4,500 phone calls were fielded by the secretariat in relation to school matters. This is in addition to the queries that were handled by email. Advice relates to a range of issues but primarily involves explanatory advice on the interpretation and implementation of DES circulars, agreed procedures and legislation which effects the education sector. Where a board of management is dealing with a contentious matter (such as a parental complaint, an employment matter, child protection matter) the secretariat, where necessary, acts as a link between board of management, the insurance company and the patron of the school concerned. In circumstances where a school is dealing with an extremely serious matter, Boards of Management are required to take specialist legal advice. The provision of advice to schools in relation to a wide range of issues, coupled with the necessity to attend regular offsite meetings, is a rising challenge within the existing staffing resources of the secretariat.

In addition to the provision of general advice to schools, the redeployment panels are administered by the education secretariat on behalf of the Patrons. This is a significant body of work which is undertaken each year as part of the recruitment process for schools. It requires significant engagement with schools which have teacher vacancies for the upcoming school year and the allocations section of the DES. The processing of garda vetting applications on behalf of non-teaching staff and volunteers in primary schools is also under the remit of the Board.

The secretariat updates schools in relation to policy developments affecting schools and the publication of new DES circulars and procedures and provides guidance where necessary in respect of the implementation of same.

In order to ensure that the advice given to Boards of Management is correct and up to date, the secretariat of the Board attend relevant conferences and seminars each year. In 2019

the Secretary obtained the Advanced Diploma in Education Law from the Honourable Society of the Kings Inns.

4. Training to Boards of Management

The Board also arranges for the delivery of training to boards of management of schools under its remit and participates in the national steering group on Board of Management training. Ms Eileen Flynn acts as training co-ordinator and her role is funded by the Church of Ireland Primary Management Association.

5. Admissions to Schools: New Regulations

As referenced in the 2019 Board of Education report, a number of provisions of the Education (Admissions to School) Act were commenced in October 2018 and guidance was provided to schools in this regard. In January 2020, the Minister for Education and Skills signed a Commencement Order for the remaining provisions of the Act. This Order provided that the new provisions in relation to admissions would come into effect for the 2021/2022 school year. The legislation to include the accompanying regulations requires that new admissions policies in accordance with the requirements of the Act must be drafted by all schools after consultation with the Patron, the staff of the school and the parents of current pupils. The Act also introduces particular procedures and timelines for school admissions processes with the aim of providing greater transparency to parents. The Board issued further guidance to schools in relation to the updated requirements in respect of admissions arising from the legislation.

Further information can be found at:

www.education.ie/en/Parents/Information/School-Enrolment/

6. New Boards elected in 2020

The term of office for new Boards of Management commenced on 01 December 2019. The election of the new board members was approved by the re patron of each school and ratified by the Minister. Member of Boards of Management serve in a voluntary capacity for a period of four years. They provide an essential and invaluable service to schools and local communities and the Board wishes to record its grateful thanks to all who serve on school Boards of Management.

7. Primary Level Forum

The Primary Level Forum was established in 2018 to facilitate consultation on the development of education policy matters at primary level between the DES and Education Partners. The Forum enables proposals to be debated among all education stakeholders and allows those formulating public policy to have the benefit of collective input and experience. It also affords the Education Partners the opportunity to signal to the DES, in an open and transparent way, potential issues in relation to the implementation of particular proposals.

8. Small Schools Symposium

In June 2019 the Department of Education and Skills organised a symposium on the future of small primary schools. The premise of the symposium was that small schools are a

valuable part of the local community and play a pivotal role in sustaining rural populations and that the purpose of the symposium was to discuss how best to support small schools to ensure that they continue to be sustainable into the future. The DES invited the Board to participate in the symposium. In preparation for engagement in the symposium, feedback was sought from all schools with four teachers or less in respect of the challenges they experience. Issues raised by the schools included: an increasing administrative burden, challenges associated with being a teaching principal, the shortage in State funding and the necessity for local fundraising. This information, along with the information contained in the ‘Small Schools Value for Learning’ (Lodge and Tuohy, 2016) assisted in preparing for the symposium. A delegation consisting of Archbishop Jackson, Rev Prof Anne Lodge, Dr Ken Fennelly and Ms Eimear Ryan attended the symposium on behalf of the Board. Archbishop Jackson delivered the formal submission on behalf of the Board to the Symposium and the other members of the delegation contributed to the afternoon workshop sessions. The matters raised at the symposium were subsequently raised at the Primary School Forum with a view to influencing government policy on this issue, to include exploring alleviations that could be made to benefit small schools and their communities.

9. Financial Support Services Unit (FSSU)

In 2019, the Board reported in relation to the extension of the FSSU advisory service to primary schools. This was coupled with the obligation for all schools to prepare their accounts using a standardised national template together with a requirement to submit accounts annually to the FSSU commencing in February 2020. The Board secretariat frequently engages with the FSSU in relation to financial matters affecting schools and the FSSU has undertaken significant preparation work to ensure that schools are in a position to comply with their reporting obligations.

10. Ecumenical Observers to the Board

The terms of reference for the Board provide for representatives of both the Methodist Church and the Presbyterian Church to attend Board meetings as observers. Ms Karen Jardin attends the Board as the Observer from the Presbyterian Church in Ireland. The Presbyterian Church is the patron for a number of primary schools in the Republic of Ireland and is also the patron body for St Andrews College, Dublin at second level. The Board welcomes the ecumenical connection with the Presbyterian Church in Ireland and is grateful to Ms Jardin’s contribution to the work of the Board.

Ms Daphne Wood attends the Board as the Observer from the Methodist Church in Ireland. The Methodist Board of Education is the Patron of Rathgar National School at primary level and Wesley College at second level. It is also involved in Gurteen Agricultural College. Ms Wood is also the principal of St Andrews National School, Bray, Co. Wicklow, a school which is under the patronage of the Archbishop of Dublin and Glendalough but operates a “tri-partite” arrangement regarding representation of the Church of Ireland, Methodist and Presbyterian church’s locally in the management of the school. This connection with the Methodist church is also welcomed and Ms Woods’s contribution to the Board is greatly valued.

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The Secretary of the Board also attends meetings of the Methodist Board of Education as an observer and the relationship in education management demonstrates a practical outworking of the Covenant relationship between the two churches.

11. Religious Education Update

In 2019, three RE Certificate courses (Follow Me) were coordinated and taught by Mrs Jacqui Wilkinson (Church of Ireland Centre, DCU). Weekly evening courses were run in Dublin and Cork over a period of five weeks and eight teachers from Leinster schools and nine teachers from Cork schools completed the sessions and were awarded certificates. A course was then held in Letterkenny where 12 teachers from the county gathered for three afternoon and evening sessions at the end of June. The General Synod Board of Education funded these courses for participants, all of whom are teachers employed in Church of Ireland, Methodist, Presbyterian or Society of Friends schools. These teachers have classroom experience in teaching the Follow Me programme but did not complete their Initial Teacher Education in the Church of Ireland College of Education or via the specialised track with the Church of Ireland Centre in DCU. It is planned to run further courses for eligible teachers in 2020.

In relation to the Follow Me RE curriculum, the Board has held off initiating revisions to this curriculum for a number of years as it awaited the NCCA proposals to introduce a new curriculum on Education about Religious Beliefs and Ethics. Following recent discussions with the NCCA, the Board has decided that it is now timely to conduct this review and a Steering Committee has been established to start this process. The RE Steering Committee will draw on expertise in the field of RE curriculum development from within the Anglican tradition. However, it is also intended that the revision of the curriculum will be carried out in consultation with the Methodist, Presbyterian Churches and the Society of Friends.

12. Special Education Developments

- Front loading of SNAs

In Mid December 2019, the Government proposed the introduction of a new model for allocation of SNAs for mainstream primary and post primary schools with effect from the 2020/2021 school year. This follows NCSE advice in May 2018 - 'Comprehensive Review of the SNA Scheme – a new school inclusion model.'

This means that the allocation from 2020/2021 onwards will be based on the school profile used for the allocation of Special Education Teachers. The additional 1,064 SNAs in Budget 2020 will facilitate the transition to this model.

This model is being piloted in 75 schools currently with a review to take place at the end of this school year. Consultations with the education partners took place on 4th and 5th February 2020. Strong representations were made by all partners to have this model deferred until the 2021/2022 school year to allow for a full review of the School Inclusion Model and Frontloading of SNAs in the pilot schools.

- **Total Inclusion Model**

In October 2019, the National Council for Special Education (NCSE), published a progress report entitled ‘An Inclusive Education for an Inclusive Society?’ The report outlines the risk that Ireland might be in breach of the UN Convention on the Rights of Persons with Disabilities which requires that children with disabilities can access inclusive, quality and free primary and secondary education. Other countries have been criticised by the UN committee for not educating all children together in mainstream classes within their local school.

The NCSE has undertaken further consultation in December/ January 2020 which included an online questionnaire (5,000 responses). It is expected that this work will finish in June 2020 when the policy advice is published. In finalising the report, the NCSE has stated that the best interests of children and their needs is the fundamental consideration.

To access the report: <https://ncse.ie/wp-content/uploads/2019/11/Progress-Report-Policy-Advice-on-Special-Schools-Classes-website-upload.pdf>

13. NCCA Developments:

Since June 2018, the NCCA has been in the process of conducting a review of the Relationships and Sexuality Programme (at both primary and second level). The review included an examination of the RSE curriculum, the approach to teaching and learning, supports needed, and ways to improve the experience of RSE for students and involved two phases of consultation both in 2018 and 2019. The Rt Rev Michael Burrows and the secretary engaged in the first round of these consultations and the Rev Prof Anne Lodge and the secretary participated in the second phase of consultations. In 2019 the Rev Prof Anne Lodge joined the Advisory Group on RSE that was established after the consultations phase concluded. The report on those consultations can be found at: <https://www.ncca.ie/en/resources/report-on-the-review-of-relationships-and-sexuality-education-in-primary-and-post-primary-schools>

It is understood that the Advisory Group will bring forward recommendations on revisions to the RSE curriculum to the Minister for Education and Skills in 2021.

2019 marked twenty years since the introduction of the current primary level curriculum and this anniversary has initiated a Review and Redevelopment process of the primary curriculum. In 2019 the Board engaged in various consultations arising out of this Review and Redevelopment and continues to be represented at NCCA Board level by Mrs Joyce Perdue.

Further information on the Review and Redevelopment of the primary curriculum can be found at: <https://www.ncca.ie/en/primary/primary-developments/primary-curriculum-review-and-redevelopment>

14. St Patrick’s Schools Service

In September 2019 the Board organised the annual service for the opening of the academic year for Church of Ireland and Protestant second level schools at St Patrick’s Cathedral, Dublin. The service was attended by Minister of State, Ms Mary Mitchell O’Connor, who

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read a lesson, and a range of invited guests. Over five hundred students participated in the service and the address was given by Ms Avril Ryan of Gaisce, the President's Award. The Board wishes to record its thanks to the Dean of St Patrick's Cathedral, the Very Rev William Morton, Ph.D., D.Litt, for facilitating the service and to the Rev Canon Charles Mullen for organising the liturgy. The Board also wishes to thank Mr Gavin Woods, Ms Kellie Bermingham, Mr Andrew Smith for all their assistance in organising the service.

15. Secondary Education Committee (SEC):

The Board noted the appointment of Dr Eimhin Walsh as Grants Manager to the SEC and wishes him well in his new role. The Board notes that the annual report to the churches from the SEC will be available after its approval at the AGM of the SEC; and will be forwarded to General Synod when available.

16. Primary School Re-configuration of Patronage

During 2019 a number of patrons progressed the re-configuration of patronage of their schools to other patron bodies. The complexities involved in these situations presented significant challenges for the Patrons which have been brought to the attention of the DES.

17. Report from the Church of Ireland Centre DCU

The following report from the Church of Ireland Centre, DCU has been provided:

The core work of the Church of Ireland Centre focuses on the Church of Ireland Centre pathway through the Bachelor of Education programme. The Centre delivers the key components of that pathway. These components are: (a) the Religious Education Certificate in teaching the *Follow Me* Programme co-ordinated for 1st, 2nd, 3rd and 4th year B.Eds by Mrs Jacqui Wilkinson; (b) teaching the *Religions, Ethics, Morals and Values* modules to 1st, 2nd and 3rd years. These modules, taught by Mrs Wilkinson and Rev Prof Anne Lodge, compliment the RE Certificate; (c) co-ordinating the five modules to 2nd, 3rd and 4th years to particularly prepare the students to work in small schools and to teach multi-level classes; (d) procuring specialist supports in Irish for 1st years; (e) Ms Geraldine O'Connor organises and oversees the majority of the Church of Ireland Centre students' placements in schools under Church of Ireland and other reformed Christian patronage. The 120 B.Ed students across 1st, 2nd, 3rd and 4th year following this pathway are also part of the larger B.Ed cohort in DCU. This large initial teacher education programme has several pathways through it, including one for student teachers from the deaf community who are proficient in Irish Sign Language instead of the Irish language.

The Centre Director Rev Prof Lodge also takes responsibility each year for reviewing all applicants wishing to follow the Church of Ireland Centre pathway through the Bachelor of Education programme. To this end, the Centre produces information for post-primary schools and deals with many enquiries about the pathway. In September 2019, a new cohort of 31 students commenced 1st year of the B.Ed programme following the Church of Ireland Centre pathway. These students come from all around the Republic of Ireland and have settled in very well to their university studies. The final CICE legacy students graduated in November 2019. These were also the first set of DCU graduates. These

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graduates are working in primary schools all around the Republic of Ireland, many having found one-year and permanent teaching jobs already.

During 2019, Mrs Wilkinson and Rev Prof Lodge made arrangements with the Bachelor of Religious Education (initial teacher education programme for post-primary religion teachers) and the MA in Chaplaincy give inputs about Church of Ireland schools and context and to offer support to Church of Ireland students.

Another of the Church of Ireland Centre's important roles is liaising with primary schools under Church of Ireland and other reformed Christian patronage. The Centre sends a detailed Newsletter out to its school network three times a year. The Centre also runs occasional events enabling student teachers to meet personnel from the schools. On Saturday 23rd November 2019, Rev Prof Lodge invited four principals from small Church of Ireland schools to speak at a full morning's seminar on various aspects of leadership in small schools. Final year students praised their inputs, and noted how much they learned from these experienced practitioners and how it had planted the seed of possible future school leadership in some of their minds. The Centre was most grateful to both Dr Fennelly and Mr Pauric Clerkin, the CEO of the Irish Primary Principals' Network, who both attended and facilitated this event.

In late 2019, Mrs Wilkinson was very busy editing the collection of prayers written by children and personnel in Church of Ireland primary schools. DCU very generously undertook to fund the publication of this book launched in early 2020 and the GS Board of Education RI funded the distribution of the publication to schools. The intention is to deliver this to all Church of Ireland primary schools in the Republic of Ireland, and to share it with interested colleagues in Northern Ireland. Rev Prof Lodge worked on the Church of Ireland College of Education chapter for an important book, also financially supported by DCU, documenting the four institutions that came together in 2016 in the DCU incorporation. This book will be launched in late Spring 2020.

We invite members of General Synod to visit the Church of Ireland Centre's website to read our online Newsletters and catch up with our latest news and the range of our activities: <https://www.dcu.ie/church-of-ireland-centre/index.shtml>

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Appendix A

The following are the members of the General Synod Board of Education as of 31st March 2020:

THE GENERAL SYNOD BOARD OF EDUCATION

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

| | |
|----------------------|--|
| Ms H. Corrigan | Mr K Gibson |
| Rev Canon GV Wharton | Ven G Davison (bishop-elect, Diocese of Connor). |

Elected members

| | |
|--------------------------|------------------------|
| Armagh | Rev M Hagan |
| | Mr T Flannagan |
| Clogher | Rev A. Quill |
| | Mrs H Kerr |
| Derry and Raphoe | Rev Canon H Gilmore |
| | Mr D West |
| Down | Rev Canon JR Howard |
| | Mr JE Bunting |
| Connor | Rev I Magowan |
| | Dr KF Dunn |
| Kilmore | Very Rev N Crossey |
| | Mrs C Poyntz |
| Tuam | Rev Canon DTS Clements |
| | Professor P Johnston |
| Dublin | Rev Dr W Olhausen |
| | Ms S Rushe |
| Meath | Rev Canon JDM Clarke |
| | Mrs F Higgins |
| Cashel, Ferns and Ossory | Rev Canon PA Harvey |
| | Mrs M Jacob |
| Cork | Ven AM Wilkinson |
| | Mr W. Baker |
| Limerick and Killaloe | Rev J Godfrey |
| | Mrs M Brickenden |

Co-opted members (including representatives of teachers)

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1. Mrs R Forde
2. Mrs H McClenaghan
3. Mr RM McKinney
4. Mrs MP Wallace
5. Rev Canon BJG O'Rourke
6. Very Rev N Sloane (Sunday School Society)
7. Rev Prof A Lodge (Third Level)
8. Mr M Hall (ISA)
9. Mr S Thompson (ISA)
10. Mr A Forrest (ISA)
11. Mr K Sparling (ASTI)
12. Mrs S Hall (ASTI)
13. Mr S Henry (CIYD)
14. Mr B Williams (TUI)
15. Mrs J Perdue
16. Ms R Fraser
17. Ms S Richards
18. Mr A Oughton

Observers:

Ms K Jardine
(Presbyterian Church)
Ms D Wood
(Methodist Church)

Secretary to the General Synod Board of Education:

Dr K Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6.

Secretary to the Board of Education (NI) (in attendance)

Dr PJ Hamill

BOARD OF EDUCATION (NORTHERN IRELAND)

Ex-officio members

The Archbishop of Armagh.
Bishop of Clogher, Rt Rev FJ McDowell
Bishop of Down and Dromore, Rt Rev David McClea
Bishop of Kilmore, Rt Rev Dr SF Glenfield
Bishop of Connor, (bishop-elect, Ven G Davison)
Bishop of Derry, Rt Rev KR Good

Lay Hon Sec of General Synod, Mr K Gibson
Clerical Hon Sec of General Synod, Ven G Davison

Elected members

| | |
|---------|--------------------------------------|
| Armagh | Rev M Hagan Mr TW Flannagan |
| Clogher | Vacant Mrs Sue Hogg |
| Derry | Rev MRK Ferry Ms A Reid |
| Down | Rev Canon JR Howard Mr JE Bunting |
| Connor | Rev I Magowan Dr KF Dunn |

Co-opted members

Miss F Boyd
Mrs R Forde
Mrs H McClenaghan
Dr I Hickey
Mr RM McKinney
Prof R Pritchard
Canon W Young
Rev AE Adams

Observer: Vacant

CIYD: Mr S Henry

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Honorary Secretary, Board of Education (Northern Ireland)

Mr JE Bunting

Honorary Treasurer, Board of Education (Northern Ireland)

Mr M Johnston

Secretary, Board of Education (Northern Ireland)

Dr PJ Hamill, Church of Ireland House, 61-67 Donegall Street, Belfast BT1 2QH

GENERAL SYNOD BOARD OF EDUCATION - EXECUTIVE COMMITTEE

The Archbishop of Armagh
The Archbishop of Dublin and Glendalough
Rev Canon GV Wharton
Mr K Gibson
Mr J Bunting
Mr T Flannagan
Mr M Hall
Rev BJG O'Rourke
Mr A Oughton

BOARD OF EDUCATION (REPUBLIC OF IRELAND)

Ex officio members:

The Archbishop of Dublin and Glendalough (Chair)
Honorary Secretaries – Ms Hazel Corrigan, Rev Canon GV Wharton

Elected by House of Bishops:

Bishop of Tuam, Killala and Achonry, Rt Rev PW Rooke
Bishop of Cashel, Ferns and Ossory, Rt Rev MAJ Burrows

Diocesan Representatives: Ms. Rosemary Maxwell-Eager, Rev Canon H. Gilmore

Post primary representatives: Mr M Hall, vacant (second-level teacher)

Third level representatives: Professor P Johnston, Rev Prof A Lodge

Primary representatives: Rev Canon BJG O'Rourke, Mrs J Perdue

CIYD: Mr S Grasham

Sunday School Society: Very Rev N Sloane

Co-options GS BOE:

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Mr A Forrest

Mr A Oughton

Observers:

Ms K Jardine

(Presbyterian Church)

Ms D Wood

(Methodist Church)

Secretary, Board of Education (Republic of Ireland)

Dr K Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

APPENDIX 1: DRAFT ETHOS FOR JOINTLY MANAGED CHURCH SCHOOLS

CHRISTIAN VISION OF EDUCATION – CHRIST THE MODEL AND INSPIRATION

The Christian vision of education today and its core values are rooted in Scriptural faith and take their inspiration from the person and the teaching of Christ. Christian faith permeates everything that takes place within the school community. It touches upon every subject, every activity that is engaged in and every relationship. It enriches not only the curriculum but the manner in which it is taught. It shapes the environment of the school which will be evidently Christian. It becomes the defining spirit of the school.

Christian education within Jointly Managed Church Schools:

- serves the community in putting the pupil at the centre;
- recognises in each pupil someone created in the image and likeness of God, with a dignity and destiny that transcend all other values;
- develops the potential of every pupil as a human being;
- develops the formation of the whole person spiritually, socially, physically, morally and intellectually;
- prepares pupils to engage as responsible members of society, motivated by the Gospel, personal integrity and moral courage, which are the hallmarks of an authentic Christian personality.

Jointly Managed Church Schools:

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- reflect the foundational Christian value of the revelation of God and humankind's response, through our concern for, and attitude to, others and the world in which we live;
- offer an understanding of the world and the place of humanity in it within the context of belief in God and the Christian faith;
- reflect this understanding in daily worship and by the values espoused by the schools;
- reflect this understanding in the relationships which the schools seek to promote at all levels;
- foster tolerance of and respect for the beliefs and rights of others of different religious faiths or none;
- help to support families in fulfilling the responsibility to bring up that child in the Christian faith;
- promote excellence in teaching and learning;
- foster a sense of community in which people respect each other and care for each other;
- welcome diversity and strive for tolerance and inclusivity, while maintaining their own distinctive characteristic.

Gospel values inform the life of Jointly Managed Church Schools, which are fully integrated into the local faith communities. A Jointly Managed Church School is a sign of the reconciliation and shared discipleship that the Gospel brings.

CORE VALUES

The vision of Christian education encourages the inclusion of core values within the life of the school and its community, based upon Scripture, respective traditions of the Christian churches and shared Christian understanding, which reflect:

- The rights and responsibilities of the individual;
- Relationships within the school;
- Preparation for adult life.

(v) CHRISTIAN FOUNDATION

Jointly Managed Church Schools promote:

- Scriptural understanding and living;
- Love of God and neighbour;
- Community and cohesion;
- Forgiveness and reconciliation;
- Charity and neighbourliness;
- Justice, compassion and peace in the world;
- Responsibility in developing and using God-given talents;
- Stewardship of creation.

(vi) CHILD-CENTRED INTEGRAL FORMATION OF THE PUPIL

Jointly Managed Church Schools promote:

- High standards of education;
- Reflection on the purpose of life;
- Safeguarding, welfare and high-quality pastoral care;
- The intrinsic value of the individual;
- A sense of self-worth and self-esteem;
- The nurturing of young people in Christian faith and hope;
- Life-long learning;
- The acceptance that rights and privileges bring responsibilities;
- The role of conscience in discerning right or wrong attitudes and actions.

(vii) INTERRELATIONSHIP LEVEL

Jointly Managed Church Schools promote:

- Respect for the dignity and rights of every person in the school community and in wider society;
 - Faithfulness in relationships;
 - Friendship / loyalty;
 - Appreciation of individual differences;
 - Mutual understanding, tolerance and a capacity to share;
 - Interdependence and teamwork;
 - Fairness / equity of opportunity;
 - Honesty / integrity;
 - Caring attitudes;
 - Positive ways of resolving conflict.

(viii) PREPARATION FOR ADULT LIFE

Jointly Managed Church Schools promote:

- Opportunities for growing in relationship with God;
- Responsible citizenship and lifelong Christian living;
- Exploration of the values which build community;
- The value of supportive family relationships;
- The development of social skills;
- Commitment to care for the environment;
- A willingness to challenge injustice;
- An appreciation of the Christian heritage in this land and in the world;
- An appreciation of culture and the arts;
- An appreciation of the richness of cultural and religious traditions.

SUMMARY

Jointly Managed Church Schools are responsive to the needs of local communities, providing a rich and educationally effective foundation based on the enduring values and

teachings of Christ. They offer a positive and forward-looking approach to the holistic formation of children, to enable them to become confident and caring members of society.

Appendix 2: Covering issues that may arise when creating a Jointly Managed School

Governance

- The Mission Statement is normally drawn up in consultation with the whole school community – staff, governors, students, parents. In the case of a JMCS, the Trustees would have a significant role in drawing up the Mission Statement as it is likely that the Mission statement would be in place prior to the school's formation.
- The make-up of the Board of Governors will be as per DE guidelines: 4/9th Trustee (1 must be a parent of children at the school), 2/9th EA, 1/9th DE, 1/9th Parent, 1/9th Teacher + Principal (non-voting).
- The name of the school will be determined by the Trust body overseeing the school in consultation with the community.
- The uniform (colour, badge design ect.) is normally agreed by the Board of Governors in consultation with the students/parents.
- The Scheme of Management for the school can put in place the need to have a Faith sub-committee/ ethos sub-committee if so desired.
- Quality control of RE and collective worship will be a focus of the Board of Governors and the Trustee Body it will also involve Church support services.
- The outline ethos of the school will be set by the Trustee Body. The maintenance of the ethos will be a matter for the Board of Governors with ongoing Trustee support and monitoring.
The details of how this arrangement will operate can be set out in the Scheme of Management of the school (or for all JMCS projects).
- The moral framework of the school will be set within the ethos and Mission statement of the school. It will be for the Board of Governors to ensure that the policies and practices of the school are in keeping with the school's ethos. This will include consideration of how the school determines the suitability of outside organisations to engage with the school.
- There will need to be agreement on the 'theology of the architecture' which must reflect it as a church school. This may include things like symbols and pictures on display, and prayer spaces both in the building and in the playground.
There will be a need to agree this 'theology of architecture' as part of the local community discussions – what would /would not be acceptable. This would then form the basis of a policy on symbols/images so that everyone was clear on the type of school they were committing to.
- Main selling point of JMCS to be emphasis on high educational values and community focus – not just a 9-5 school but a building for all the community. Faith based ethos / high quality education/ high standards of pastoral care/ emphasis on inclusion/diversity/all cultures and backgrounds educated together

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- There will be Policy for governance at sensitive times, eg the Pope or the Queen dies. This will be a matter for the Board of Governors but is likely to be guided by statutory holidays/ closures.

Staffing

- *All staff must be sympathetic to Christian faith.* Specific posts may require certain denominations and this could be protected under FETO or any new arrangement put in place.
- The principal's commitment to the school's ethos can be part of the assessment process. It may be difficult to define their Christian faith.
- Training is required above and beyond usual professional development in relation to the ethos of the school and how this impacts on policy development.
- Staff policies to be developed:
 - *Staffing and recruitment*
 - *Admissions*
 - *Critical incident /bereavement*
 - *RE policy*
 - *Transition from nursery*
 - *School potential parent leaflet*
 - *Relationships and Sexuality Education (RSE) Policy*
 - *Child protection*
 - *Positive Behaviour*

The school will require all of the policies required of any school. These will be the responsibility of the Board of Governors who will ensure the policies reflect the ethos of the school. It may be necessary for the Trustee Body to provide guidance to the school on some sensitive policy areas through the Scheme of Management.

Church links

- Local clergy will provide:
 - Key role in the community discussion prior to the establishment of the school;
 - Pastoral support/ chaplaincy;
 - Invitation to school to visit Churches;
 - Participation in/ Leading assemblies;
 - Sacramental preparation as required.
- There should there be a Founders day when all Church leaders are invited to attend
- Carol services and any other church services may be:
 - In school with representatives of all Churches participating;
 - Rotational services in all local Churches;

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- Sacramental celebrations – all invited to attend.

Teaching of RE, assemblies and faith development

- RE curriculum will be delivered as follows:
 - Follow the NI curriculum;
 - Schemes of work determined by the Board of Governors in discussion with Trustee Body;
 - Day to day delivery a matter for the principal;
 - Core curriculum determined by CCEA;
 - Sacramental preparation by suitable qualified person;
 - Education in other faiths as per curriculum.
- Use and teaching of prayers and bible:
 - Custom and practices agreed by Board of Governors in line with school ethos;
 - Prayers for all;
 - Local sensitivities considered and an agreed understanding in place;
 - An agreed child friendly version of the bible will be used.
- Church trails / walks will be encouraged, with a welcome by local clergy – normal school practice on off site visits observed;
- The celebration of the church calendar, Christmas, Easter etc., will be agreed by Trustee Body in scheme of management and with support of Board of Governors;
- Assemblies will be agreed by staff in conjunction with the Board of Governors, they may include:
 - Collective themes – lead by children / local clergy attending, participating;
 - Liturgy of the Word – lead by local clergy – content/themes agreed with the principal.
- The sacraments be taught to those who wish:
 - In school preparation by suitably qualified staff;
 - Linkage and engagement with local clergy;
 - Everyone invited to celebration;
 - Constructive alternative for those who don't wish to partake.
- There will be a focus on celebrating togetherness in faith through:
 - Assemblies;
 - Prayer space in school;
 - Common prayer;
 - Church visits;
 - Curriculum exploring/ sharing faiths.

Other issues

Pastoral Issues policy needs to be drawn up for critical incidents. School should have high level of pastoral / emotional support.

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All schools have critical incident policies and these link to support services:

- EA supports;
 - Chaplaincy;
 - Pastoral care co-ordinator;
 - Child centred approach.
- Local traditions, customs and practice e.g. Loyal Orange Arch to be respected and dealt with locally.
 - Established protocols for external agencies using the school. All groups aware of and respectful of the ethos of the school.
 - Expression of cultures to be encouraged in a respectful way. Poppy's / Lilies / Football / rugby tops – any other symbols that may cause issues to be dealt with through an agreed list of what is acceptable practice.
 - History teaching - NI curriculum – content agreed and monitored by Board of Governors;
 - A range of all sports which all can experience;
 - Extra-curricular activities to be *as wide a range as is possible for the school; may include Irish dancing, Scripture Union*. Extra-curricular activities can be sample experiences and are invitational.

Additional relevant points (drawn from the 2015 DE circular)

Governance:

- The Trustee body (this requires further discussion and legal advice as to how this body or company would be constituted):
 - are the person or persons in whom the premises and site of the school or college are to be vested;
 - will nominate governors;
 - will be the named party to legal contracts on behalf of the school;
- Education Authority remains the funding authority and is responsible for the payment of rates, landlord maintenance, purchasing and invoicing and carrying out the internal audit function; responsible for paying non-teaching staff & non-teaching payroll.

Board of Governors

- Education Authority appointed governors would also reflect both religious traditions.

Ethos

- Proposed ethos, arrangements for worship and approach to religious education must be agreed prior to any proposal being brought forward;
- Specific requirements for the development and maintenance of religious ethos to be reflected in the Scheme of Management for the school;
- Formal agreement between the school trustees of the main Transferor Churches and Catholic Church should reflect these arrangements;

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- Board of Governors to implement the agreed ethos and reflect this ethos in the Scheme of Management – DE expects that the ethos would be within a Christian Framework which respects both the religious ethos of the Catholic Church and Transferor Churches with neither dominating.

Employing Authority

- Board of Governors will be employer of teachers;
- Education Authority employer of non-teaching staff.

Accommodation

- Due regard to be given to maximising the potential of existing school premises;
- Jointly managed schools formed by the amalgamation of existing grant aided schools will attract additional points associated with rationalisation when applications for new school builds are being assessed.

Home to School Transport

- Jointly managed primary and post-primary schools will be classified as within both 'controlled and voluntary' and 'Catholic maintained' categories. This area requires further discussion with the Department of Education.

REPORT 2020

[Website: www.cm.ireland.anglican.org](http://www.cm.ireland.anglican.org)

[Facebook: www.facebook.com/churchofirelandchildrensministry](https://www.facebook.com/churchofirelandchildrensministry)

MEMBERSHIP

Very Rev Niall Sloane, Chairperson
Ms Claire Burrows, Hon Secretary
Rev Eugene Griffin, Hon Treasurer
Rev Rob Clements
Dr Ken Fennelly
Ms Hazel Bolton
Ms Heather Wilkinson
Ms Lynn Storey

Ms Lydia Monds, Children's Ministry Development Officer for the Sunday School Society,
in attendance

Topic for Discussion: As the Sunday School Society and Children's Ministry Network work towards a merger how can we ensure the legacy of Children's Ministry in the Church of Ireland is positive and building the Kingdom?

'The greatest legacy one can pass on to one's children and grandchildren is not money or other material things accumulated in one's life, but rather a legacy of character and faith'

Billy Graham

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.

Sunday School Society – Report 2020

Fundraising Appeal

The Sunday School Society for Ireland wishes to extend a very warm thank you to all parishes and dioceses that supported its annual appeal. This support allows the excellent work to continue.

Vision

The Sunday School Society has set a vision for where they would like to see children's ministry in the Church of Ireland in 10 years' time. The Society would like to see a children's ministry that:

- Has structures put in place so that centrally circulated resources reach children in parishes.
- Is child centred (recognising that it is a Christ centred church, but emphasising a desire that those who are more traditionally on the margins will have a more visible space in the Church)
- Has a well-resourced, amply funded Children's and Family Ministry/Department so that parishes know where to go with a query or a need for support.
- Is an intentional Children's Ministry that would infiltrate every aspect of Church life.
- The welcome, inclusion and participation of children becomes normalised in churches

The Sunday School Society for Ireland, together with the Children's Ministry Network continues to work towards these goals through immediate, short-term and long-term actions.

National Children's Ministry Training Conference: Building Blocks

Building Blocks took place in November in the Kilternan Parish Centre, Dublin. Participants travelled from across the island of Ireland and enjoyed a fantastic day of training, faith building and fellowship. There were resource stalls and ideas for people to take home and everyone left encouraged and enthusiastic.

Mr Martyn Payne spoke at the clergy lunch about all age services and giving tips on "How to ACE all age services" all the time. Martyn was also one of the keynote speakers on Saturday, he was joined by Rev Sharon Moughtin-Mumby who is the author of Diddy Disciples.

The Building Blocks team is a small ecumenical team. However, three of the members are also members of Sunday School Society and/or Children's Ministry Network. We would like to take this opportunity to thank them for all their hard work and effort.

Make Yourself at Home Packs

The Make Yourself at Home packs have been used by a number of parishes, all considering how church can become a more welcoming environment. Resources are now available to download from the Children's Ministry Networks website. We are constantly building on these resources and have already added supplemental resources including top tips for

Sunday School Society – Report 2020

welcoming people to church and resource ideas for Advent. Over the next few months we will be adding material about planning for a Baptism service, and some resources to help visitors and children engage with the Baptism service.

Make Yourself at Home was promoted at a number of diocesan synods. This will be continued throughout 2020.

Children's Ministry Newsletters

SSSI and CMN jointly produce a resource filled Newsletter at key times throughout the Church Calendar which is disseminated through diocesan Networks and provides additional and fresh ideas for parishes, Sunday Clubs and families.

The SSSI Children's Ministry Development Officer attended multiple diocesan synods with these newsletters and other creative resources further to disseminate useful resources.

Children's Ministry Facebook and Website

We continue to generate a lot of engagement in our Facebook page. The page is updated regularly sharing tips, ideas and resources, engaging members of the Facebook community. Our website hosts all our resources and newsletters to date alongside different opportunities for training.

Diocesan and Parish Trainings

Throughout the year different parishes and dioceses engaged with training and resource events. One example is where a Mothers' Union spent an evening looking at how to make Pew Bags to help young children and visitors engage with services. These bags contain age appropriate material which children can discover during the service and can be themed to match the time of year or occasion in church.

Good Wishes

Good wishes are expressed to the Children's Ministry Development Officer, Ms Lydia Monds on the birth of Oisín.

Gratitude is expressed to Ms Kirsty Lynch who has been covering Ms Monds' maternity leave. Good wishes are likewise extended to her for her marriage.

Merger Talks

At time of writing, a business plan has been put together between the SSSI, CMN and the central Church authorities. This has been approved by the Allocations Committee and steps are being taken to create the new Children and Family Ministry Board and to make provision for the appointment of a Children and Family Ministry Co-ordinator for the Church of Ireland. The Co-ordinator will work across the whole of Ireland supporting dioceses in their strategy and resourcing of children's and family ministry.

Sunday School Society – Report 2020

SSSI Disestablishment Diocesan Grant Scheme

In 2019 five dioceses took up the offer of the Diocesan Grant Scheme. Each diocese receiving the grant will be required to fill in an annual report showing the impact of the grant. We were very happy to be able to support these ventures.

Grants up to €1000 were given for a peace banner making workshop, reusable holiday Bible club resources, transport for Diocesan school's services, an overnight residential Light Party, and a baptism preparation course.

It was very encouraging to hear about the wide range of activities undertaken by dioceses across the island of Ireland.

**CHURCH OF IRELAND YOUTH DEPARTMENT
REPORT 2020**

MEMBERSHIP

Executive

President : The Most Rev Patricia Storey
Chairperson: Rev Malcolm Kingston
(Resigned September 2019)
Chairperson: Mrs Brigid Barrett
(Appointed September 2019)
Treasurer : Mr Edward Hardy
Secretary : Mrs Judith Peters

Rev Aaron McAllister
Rev Philip Bryson
Mr Alan Williamson

Central Board – Executive (above) and:

Rev Peter Ferguson
Rev Gary McMurray
(resigned September 2019)
Ms Melanie Hadden
Rev Ruth Noble (resigned Oct 2019)
Rev Lesley Robinson
(appointed October 2019)
Ms Sharon Spendlove
Ms Amy Sherlock

Co-options

Mr Tim Burns
Mr Steven Brickenden
Mrs Susie Keegan
Rev Nicola Halford

Standing Committee

Ms Sarah Taylor
Mrs Brigid Barrett

National Youth Officer

Mr Simon Henry

Youth Ministry Development Officer

(Southern Region)
Mr Steve Grasham

Office Manager

Mrs Barbara Swann

Executive Summary

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.

CIYD continues to implement its Strategic Plan for 2017 – 2020 alongside engagement with the Department of Children & Youth Affairs (ROI) *National Quality Standards Framework* - a process of self-evaluation and continuous improvement in refocusing its role and areas of ministry for the future.

Church of Ireland Youth Department – Report 2020

Developments of note in 2019 were:

- Aurora, an accredited training course in youth ministry for those in the Southern Region, continued to grow with a third-year intake, in partnership with St Peter's College in Diocese of Sheffield.
- Aurora Children's Course, a natural off shoot of our youth ministry accredited course.
- Young Leaders in Ministry Fund, established to celebrate the 150th anniversary of the Act of Disestablishment and to support Church of Ireland Ministry in the future, for young people aged 15-25 years actively involved in church life.
- Praying for Young People & Youth Ministry – a resource booklet full of ideas around prayer ministry and engaging with parishes to pray for young people.
- Caring for Creation – a resource for youth, looking at our role in caring for God's creation, in partnership with Tearfund Ireland and Christian Aid.
- Continued Training Initiatives for paid and voluntary youth leaders across the Church, as well as participation in Diocesan events, retreats and camps.
- A Day of Prayer for the Church's Ministry with Young People, with widespread participation.

CIYD ACTIVITIES IN 2019

Youth Ministry Leadership: Support and Development

In partnership with dioceses, and in response to their specific needs, CIYD organized regular training and support events for those involved in youth ministry in a paid (full-time and part-time) or volunteer capacity. These events were tailored to the needs and contexts of each region.

Southern Region

- Aurora - Our third year of the Aurora course began in September 2019, in partnership with St Peter's College, Diocese of Sheffield. It is designed to meet the needs of busy youth leaders, paid or voluntary, and is officially accredited by offering participants a Certificate in Youth Ministry. Aurora provides the essential skills, knowledge and understanding needed for effective youth ministry. The training takes place on Saturdays and participants must complete a portfolio of learning and a number of assignments as part of the course.
- Aurora Children's - 2019 also saw the establishment of the Aurora Children's Ministry with St. Peter's College, Diocese of Sheffield – this course saw great interest at its launch and an encouraging take up in participants and is similar in structure to the Youth Ministry course.
- Connect South – CIYD's "Connect" programme, training youth workers and volunteers, met regularly throughout the year facilitated by Mr Steve Grasham – training areas included "Sustaining Youth Ministry", young people and new technologies, a resource day and effective planning and participation in youth ministry. Additionally, CIYD continues to work with Secondary School Chaplains and make resources available for schools.

Church of Ireland Youth Department – Report 2020

Northern Region

- Connect North - The “Connect” programme, partnering with the Irish Methodist Youth Department, continued throughout 2019 with relevant training for youth workers and volunteers. We welcomed Youthscape, one of England’s leading youth ministry research and training organisations, training us regarding young people and anxiety and associated issues. We also welcomed Bishop Ken Clarke to share with us wisdom and advice on working with volunteers and building teams. We concluded the year with a “Connect Christmas” event in December with lunch and a Christmas Communion led by Bishop Ken Clarke.

All Ireland

- CIYD Youth Forum - CIYD’s third Youth Forum was held in January and was attended by young representatives and youth leaders from almost every diocese in Ireland. The event’s keynote speaker was Bishop Pat Storey, CIYD President and throughout the day young people debated issues affecting them and looked at ways of encouraging and supporting youth participation. They also looked at ways of facilitating change and taking action as well as how young people could be supported on their spiritual journeys, with an emphasis on Ministry and Mission. Feedback from the day was collated and sent to all Bishops and Diocesan Youth Officers / Youth Councils.
- Annual Youth Worker’s Retreat – a great opportunity to gather employed and key workers from all over the island for a few days away in the Yorkshire Dales with keynote speaker Susie Mapledoram, Diocesan Youth Officer for Manchester Diocese.
- Summer Madness - the CIYD Connect Café is 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 over 18s and leaders, the CIYD staff hosted leadership seminar streams specifically to engage youth leaders as well as a breakfast for youth leaders. Our National Youth Officer, Mr Simon Henry, was also a host on the mainstage platform at worship sessions each day.

Engagement with 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 and where support and participation is sought, the organization is also keen to assist directly with diocesan youth programmes.

- Summer Camps – Throughout the summer months our full-time staff supported Diocesan summer camps running in Meath & Kildare, Limerick and Down & Dromore Dioceses.
- Diocesan Youth – in 2019 our staff have had opportunities to lead youth and young leader’s weekends in various locations across Ireland. In addition to this our staff have been invited into dioceses to deliver or be part of bespoke events for dioceses or church youth organisations and groups.

Church of Ireland Youth Department – Report 2020

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- Christmas Worship Service - In December 2019, CIYD, in partnership with the Southern Dioceses, held a Christmas service in the Curragh Camp, Meath and Kildare. An encouraging number of young people from across the Southern Region attended.

Diocesan Support

CIYD are heavily involved in supporting Youth Leaders, both employed and volunteer, in the work that they do with young people across both the Northern and 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 2019 - CIYD launched an expanded resource for Dioceses around Ireland to facilitate a day of prayer for youth ministry in the Diocese and this has been agreed by the House of Bishops for use on the Sunday before Lent each year. It was popular enough to merit a reprint, as it also can be used in lots of other ways to develop prayer opportunities in young people, groups and services.

Resource Development and Communication

CIYD like to recommend and provide resources for youth leaders and clergy in a wide range of areas related to youth ministry.

- 'I Believe' – This Confirmation resource continues to prove popular with both clergy and young people alike. 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.
- "The Justice Sessions" – in partnership with the International Justice Mission, CIYD produced a ready to run 5-week resource around issues of justice, with interactive sessions, games, bible studies, videos etc. This resource continues to be well received with youth groups who have used it.
- "FUEL" - In encouraging young people to read the Bible over Lent, is available to help develop regular Bible reading habits throughout the whole year. Fuel includes a reading plan for John's Gospel and a 50-page journal with space provided for writing down notes, prayers and thoughts.
- "Live to Give" - a resource on generosity, giving and money, and what the Bible has to say about those issues. Written by CIYD National Youth Officer Simon Henry, Nicola Brown from the Church of Ireland's Generous Giving Programme, and Jonny Farrell from Stand By Me – a charity working with children in the developing world, Live to Give seeks to help young people to think seriously about how they give their time, talents and money, to carefully and prayerfully consider how their decisions may affect others, and to learn more of God's generosity.

Church of Ireland Youth Department – Report 2020

- Praying for Young People & Youth Ministry – a resource booklet full of ideas around prayer ministry and engaging parishes to pray for young people. The Church of Ireland prays for young people on the Sunday before Lent each year and this resource provides seasonal prayers, creative prayer ideas and prayer room ideas which can be used throughout the year.
- “Caring for Creation” – a timely resource to engage young people to strive to safeguard the integrity and creation and sustain and renew the life of the earth as God’s people, created in partnership with Tearfund Ireland and Christian Aid.

National Quality Standards Framework

This process involves self-evaluation of the organization based on various criteria laid down by the Department of Children and Youth Affairs in Dublin. Receipt of funding from the DCYA requires adherence to these NQSF standards. CIYD is available to support dioceses in ensuring that their models meet these standards in providing quality youth work.

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 (ROI & NI)
- Church of Ireland Council for Mission
- Children’s Ministry Network of the Church of Ireland
- Department of Youth and Children’s Affairs
- National Youth Council of Ireland Board
- Irish Youth Ministry Gathering committee
- Summer Madness Main-stage committee and seminars teams
- Youth Link NI Council
- *Together* Youth Leaders

CIYD ACTIVITIES IN 2020

Our staff team continue to 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 – Aurora continues to equip leaders through accredited training and we seek to further encourage the establishment of the children’s ministry course alongside it. Training events will continue to take place both to support existing youth leaders and to equip upcoming leaders.
- Northern Region – regular training days are planned for the year ahead with our “Connect” programme in partnership with the Irish Methodist Youth Department. A youth leaders’ retreat is planned for April in London with keynote speakers Bishop Ken and Mrs Mary Good.

Church of Ireland Youth Department – Report 2020

- Summer Madness - CIYD will be running the Connect Café as usual, hosting breakfasts and a seminar stream for youth leaders. CIYD is also involved in shaping main stage and seminar streams at committee level as well as having our National Youth Officer, Mr Simon Henry, as one of the mainstage hosts.
- CIYD Youth Forum - CIYD's third Youth Forum was held in January and was attended by young representatives and youth leaders from almost every diocese in Ireland. The event's keynote speaker was Bishop Pat Storey, CIYD President and throughout the day young people debated issues affecting them and looked at ways of encouraging and supporting youth participation.

Development and Communication

- Churches working together – Northern Region - under new Education Authority funding streams and criteria available in 2020, denomination youth departments are actively looking at new ways of working together to benefit faith development in young people across the region.
- "Holy Habits" – currently in the planning stages, CIYD aims to launch a youth group bible study resource in 2020.

National Quality Standards Framework

The NQSF process will continue with the implementation of a Continuous Improvement Plan for 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 organizations.

DIOCESAN REVIEW:

ARMAGH DIOCESE

Ministry development

Youth and Children's ministry across the Diocese of Armagh sees a collaboration between the Diocesan Youth and Children's Board (Vice Chair, Rev Malcolm Kingston) and the Diocesan Youth and Children's Officer (Mr David Brown) in terms of a range of events, activities and initiatives. Thanks must also be noted to the CIYD team (Mr Simon Henry, Mrs Barbara Swann and Mr Steve Grasham) for on-going expertise, advice and grant funding.

Across 2019 the following developments occurred...

"Little Lights". A service for families with toddlers exploring Jesus as "light of the world".

"The Big Fry". Children's leaders localised support and training. Held across Rural Deaneries throughout 2019. This year saw a focus on sharing resources for children's ministry.

"Messy St. Patrick". A Messy Church worship service for young families based at St Patrick's Cathedral celebrating the life of the Saint.

Church of Ireland Youth Department – Report 2020

“Mental Health First Aid”. In partnership with the Southern Trust and Aware NI, 60 volunteer youth and children’s leaders (with a sprinkling of Clergy) qualified as Mental Health First Aiders across 2019.

“Easter Dawn Praise service”. Easter Sunday celebration of the resurrection for parishes from across the Diocese.

“The Big BBQ”. Armagh Diocesan BBQ for participants at Summer Madness. A time of food, faith and fellowship for Parishes from Armagh Diocese.

“Habitat/Diocese of Armagh Romania trip”. In partnership with Habitat NI, three adult volunteers and 12 teenagers from the Diocese participated in a “Big Build” service opportunity in Romania.

“Start of term Prayer Service”. An opportunity for Christian staff in local schools to come together for worship and prayer at the start of a new term.

“Afternoon Tea”. Annual Youth and Children’s Leaders training and resource event.

“Messy Harvest Service”. Held at Ballymore Parish, Tandagree. Arts, crafts and worship for the Harvest season.

“Certificate in Youth Ministry”. In partnership with the Archdiocese of Armagh and Youth Link NI, 20 adult and young adult youth ministry volunteers were trained in youth ministry leadership on a cross community basis.

Significantly, the Diocese of Armagh agreed a new three year Youth and Children’s strategy (2020 to 2023) its key aims being in regard to youth and children’s ministry...

1. **Evangelism and Discipleship.** That children, young people, families and local communities discover the message of hope that is in the Gospel of Christ and grow in their experience of Christian faith and witness.
2. **Volunteer development.** That Christian leaders who work across children’s, youth and family ministry are equipped, empowered and supported for local mission and ministry.
3. **Vocational awareness.** That young adults (in particular) are facilitated in understanding and experiencing God’s call to lay and ordained ministry pathways.
4. **Parish support.** That Parishes across Armagh Diocese are supported, resourced, informed and encouraged in terms of their engagement with youth and children’s mission.
5. **Research and understanding.** That all youth, children’s and family ministry development across the Diocese of Armagh is informed and shaped by research and data analysis building a coherent picture of needs and opportunity regarding future mission.

CASHEL, FERNS AND OSSORY

The diocese of Cashel, Ferns and Ossory continues to see encouraging levels of youth activity taking place on both a parochial and diocesan level. Many of these activities benefit from financial support from the diocese through the diocesan youth grant. These grants are made available to parishes and clusters of parishes seeking to develop Christian youth ministry in their area.

Church of Ireland Youth Department – Report 2020

There are numerous youth clubs, choirs and summer holiday bible camps running in the diocese on a regular basis. We also have several large diocesan events during the year. These events are organised and run by the bishop's youth oversight committee. This committee meets a number of times a year to plan events, share ideas and support those who are working in youth ministry within the diocese.

The diocesan events in 2019 included the Ovoca Manor training weekend in March which was attended by over 100 young people. The aim of this weekend is to train teenagers in the skills of Christians youth ministry. The teenagers train to become junior leaders at parish holiday clubs and show a real willingness to serve God in their local parish. Our diocesan confirmation retreat took place in Kilkenny College in April and young people from across the diocese came together for a two day retreat in preparation of their confirmation.

Our diocesan outing to Tayto Park in August was very well attended and is a great chance for young people to come together in friendship from different parishes. Our Ovoca manor re-union in October took place in Carlow and allowed the young people who enjoyed Ovoca Manor to come together again for worship, food and games.

Our diocese relies heavily on volunteers and we are sincerely grateful to all who give of their time and talent to help encourage young people in their Christian faith.

CLOGHER

The “SEE” Initiative

The Clogher Diocesan Youth Council's Mission Statement is: “to Support, Engage with and Equip youth and youth ministry across the Diocese of Clogher.” The outworking of this statement focused on parish and rural deanery youth events, extended programmes and longer-term initiatives over the last year – responding to at least one of the Five Marks of Mission.

“Follow”: 2020 Discipleship Initiative

“Follow” aims to encourage our young people and young adults in their discipleship journey with Jesus - at parish, rural deanery and towards a diocesan level expression. The “Follow” launch took place in Clogher Cathedral where our young people were challenged to follow Jesus wholeheartedly and received “Follow” backpacks with discipleship resources. The initiative is also to support youth leaders and clergy with discipleship resources and support.

Youth Forum

In January 2020 our young people represented our diocese at the CIYD National Youth Forum, Dublin. They appreciated Bishop Pat Storey's challenge to mission at home and abroad.

Youth on Mission and Summer Camps

Over the last year we were pleased to be able to support and help fund many individual young people who engaged in mission at home and abroad. We also offered financial assistance to youth groups who wished to attend summer camps.

Church of Ireland Youth Department – Report 2020

Diocesan Weekend at Autumn Soul

As our diocesan weekend, our young people and leaders travelled to the IMYC “Autumn Soul” event in October. We enjoyed the worship, engaging speakers, dramas, workshops and activities.

Youth Ministry Grants

The council were pleased to support seventeen different youth ministries across the diocese through the Youth Ministry Grant scheme.

Youth Leaders Training

Under the leadership of the Diocesan Youth Officer, the council has been able to offer Youth Leader Training by way of PYMS / OCN courses which continue to prove invaluable and much appreciated in the development of Youth Ministry across the diocese.

ComHar

As a consequence of this CIYD funding stream the Council was able to partner with the Diocese of Connor in a joint “ComHar” funded weekend attending “Reboot” and “SpringBreak” events in Belfast.

CONNOR

Over 2019, Connor Youth Council has run a variety of Diocesan events for young people and parishes.

Our Diocesan Youth Weekend had a fantastic turn out with ten parish groups coming together for a weekend of activity and teaching from The Big House Ireland. The groups took part in activities run by Soft Arrow Combat and Salt Factory Sports allowing the young people to make new friendships and enjoy time together.

During Summer Madness, the Connor Sub Camp was a hive of activity with meals cooked for all the groups across the Diocese attending the festival. This culminated in over two hundred people joining for the Diocesan BBQ on Sunday afternoon with Connor Clergy kindly attending to the grill all afternoon!

Streetwork took place in partnership with Mossley Parish this year with over fifty participants coming from eight Parishes. The team also included the team of American young people from Christ In Youth. During Streetwork, the team ran a kids club, engaged in community outreach and offered to pray with members of the community. Connor Youth Council were thankful for the partnership and support from Mossley Parish and are greatly looking forward to returning in 2020.

To end 2019, the Youth Council held the Christmas Cracker and Giveaway. This gave an opportunity for young people to engage in local outreach partnering with St John's, Ballyclare. In the evening there was a Christmas Party with karaoke and gingerbread house creations.

Church of Ireland Youth Department – Report 2020

Thanks also to CIYD for their ongoing support of the youth ministry in the Diocese and to all those supporting young people across Connor Diocese.

CORK, CLOYNE & ROSS

During the summer (2019), a new event was held. What better way to start the school holidays but with some Glamping on an eco-friendly glamping site.

The two days had the best weather of the summer, plenty of time to chill out and enjoy the group and to listen to CIYD's, Steve Grasham, workshop on the "Greatest Showman".

Following that, our Diocesan Youth Officer, Hilda Connolly, took 2 young people and another leader to Jasper Rutherford's new event "MOVE", to see what it was all about. The day was a mixture of worship, workshops, group sessions, an afternoon of activities and food.... lots of food!

Sept 2019 also saw the return of the very popular Cape Clear trip.

Always a huge hit among the Cork, Cloyne & Ross young people. This time we had CIYD's National Youth Officer, Mr Simon Henry, along to be our guest speaker. The Gospel of Mark was looked at and teased out. To continue the young people's learning, CDYC set an Advent Challenge competition for the young people to read the Gospel of Mark and to write a short 500-word piece on "Why Jesus Matters?" and what they learned from it. Some very interesting reads.

In November, a new event was planned to replace the Soccer Tournament.

To keep in line with team building, the young people visited an Escape Room in Cork. They only had a certain amount of time to get out of a locked room by figuring out clues and challenges. Both teams worked very well together.

With a slight change of location, the annual Christmas shopping trip and party took place once again in December. But it was a trip to the Whitewater Shopping Centre and onto the Curragh this year. The Cork youth always look forward to this trip. Also, in December, the Advent Youth Service took place in Rosscarbery.

The Ice-skating trip was slightly different again this year. The day started off with the Leaders in Training students organising an anti-bullying and peer pressure morning as part of their final assessment. This was held in January in Douglas with around 30 young people attending and supporting the group.

The Annual Quiz will be held in Dunmanway in March. Also, in March will be the annual Confirmation Retreat.

LEADERS IN TRAINING COURSE

Between September 2019 and January 2020, CDYC ran another successful course in conjunction with the YMCA.

This course was put in place in particular for young leaders in transition year and up.

Church of Ireland Youth Department – Report 2020

But it was also available to any existing youth leaders as well as anyone keen to get involved with helping out with youth events or youth groups. This was the second time CDYC ran it and it was a huge success with 10 participants this year. It was run over 8 sessions and finished with an event in which the group had to plan from start to finish. This was held in January, before the young people headed to Ice-skating. This year's group consisted 9 transition year students (16yrs) and 1 fifth year student (17yrs). The dynamic of the group this year was much different due their ages. But they were just as committed and worked really hard to complete the course. It is amazing to see teens finishing school with a QQI Level 5 Qualification before ever attending college. They will go far!

PARISH YOUTH GROUPS

Youth groups have continued to run and develop around the Diocese and these are supported by Ms Hilda Connolly. Since Jan 2020, we have another group of young leaders qualified in the QQI Level 5 Leaders in Training course. It is a great opportunity for young people to be able to complete this course, but they are also a huge asset to their youth leaders and groups to be able to help them out where needs be.

CHURCH OF IRELAND YOUTH DEPARTMENT (CIYD)

CDYC partners very closely with CIYD. They held their third Youth Forum in Dublin in January. This year we increased our number of participants sending 5 participants and 2 leaders. The group are very disappointed that the 3yr project is over as they really enjoyed it and felt part of something bigger. In December, CIYD held an Advent Service followed by a Christmas party in the Curragh church and church hall. CDYC always supports this event with big numbers coming from our Diocese. CDYC continues to resource and develop youth work across the Diocese. New members are very welcome as well as any new suggestions.

DERRY AND RAPHOE

In November 2019 over pizza we launched our 2020 series of activities and events. After God leading us in 2019 we anticipate “immeasurably more,” as we seek to impact young people for Jesus grounded on God's word and prayer, leading to discipleship and service.

Confirmation Information Day took place on 8th February with Mr Simon Henry. We enjoyed a day at the Acorn Centre with many considering confirmation in 2020. The day had a mix of fun games and food with teaching relevant to Confirmation led by Simon.

Derry Raphoe Youth Invites is a new initiative that seeks to draw the entire Diocesan family together for two uplifting services in the year. One in Raphoe Diocese (1st March in Raphoe Cathedral) and one in Derry Diocese (27th September in St Augustine's, Londonderry) both at 4pm. Worship is led by the Dean / Rector, young people from across the diocese and the Mark Ferguson Band. We are delighted that Bishop Andrew Forster is opening God's word at both services this year.

Church of Ireland Youth Department – Report 2020

On The Move the Big Weekend 24 - 26th April. Our Diocesan outreach On the Move this year will be set over a weekend as we take to the streets in Donegal town and Laghey village with the support of rector David Huss and parishioners.

Summer Madness and Streetreach takes place at the end of June / start of July in Glenarm and we plan to encourage a group from the Diocese to attend.

D.R.Y Weekend 11-13th September 2020 at the Cleenish Centre in Bellanaleck, Co. Fermanagh. We look forward to much fun and fellowship by the shores of Lough Erne and around the camp fire. Andrew Watson is to lead our Bible sessions.

Leaders' encouragement night and 2021 programme launch with pizza 16th November 7:30pm in the Diocesan Centre.

Please pray for Derry Raphoe Youth and also for the recruitment process for a Diocesan Youth Development Officer.

DOWN AND 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 55 youth groups and 90 Sunday School. Developments in 2019 include:

The usage of the 'Jigsaw' Sunday School curriculum continues to grow, with more groups requesting training to deliver it and employing it as their Sunday school curriculum.

The summer camps continued to be in high demand, with over 190 children, young people and leaders attending.

Our confirmation theme was 'Wherever you go...'. 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 150 people.

The Saturday Night Live worship events continued with 5 gatherings across various venues within the Diocese and averaging around 90 - 120 young people and leaders at each event.

We ran our Kilbroney Weekend Blast in Rostrevor, Co Down, which brought together 85 young people and leaders from across the diocese, with plenty of activities as well as a worship, talks small groups, space for re-flection and a one to one listening space for young people.

This summer we sent a team of 9 young people and 2 adults for two weeks to our partner diocese in Albany. They assisted in the Albany summer camp programme.

Our SERVE Leadership Training programme continued with 18 young people from across the diocese taking part in a ten-week programme. This included assisting on Kilbroney Weekend Blast and a graduation ceremony.

Church of Ireland Youth Department – Report 2020

We delivered an OCN Level 2 in Youth Work Practice across 12 weeks to 14 paid workers and volunteers from across the diocese.

The annual Bishop's BBQ at Summer Madness for around 300 people was as popular as ever.

DUBLIN & GLENDALOUGH

The pre-Confirmation 2-hour sessions have been going really well. The idea is that the candidates breakdown the promises they will be making so they have a better understanding what each promise entails. It's a great time for discussion and feedback, as it's important that the candidates grasp what is being asked of them on their Confirmation day.

It was the third year for Momentum Ireland. This is a big collaborative project involving loads of different organisations; Innovista Ireland, Archdiocese of Dublin, CIYD, Methodist Church, Scripture Union Ireland, Alpha Ireland, CIY and Youth for Christ. We had 120 people from all over the country come to Momentum and most of these attendees hadn't been before. Sean and Ana Mullen were our main speakers. We are already planning for next year as the desire for training is there and a great community is forming.

Dublin and Glendalough had 5 young people attend the CIYD national Youth Forum. It was facilitated well, and the young people engaged and participated. The hope would be to facilitate a youth forum either in the rural deaneries and/or the United Dioceses in the near future.

To create sustainable youth work in the United Dioceses it was decided by the youth council and with permission from the Archbishop that a programme be piloted which would have youth area coordinators around the diocese. They would be a consistent presence on the ground and begin to create hubs where young people would gather.

KILMORE, ELPHIN & ARDAGH

2019 was another busy year for youth ministry in Kilmore, Elphin & Ardagh, which YKEA has been delighted to support.

Some notable initiatives in 2019 included:

- Supporting youth and children's interns in several parishes.
- In Calry Parish, FAM group meets fortnightly.
- In Lanesborough, teenagers now meet monthly.
- In Edgeworthstown, a weekly kids club meets on Fridays.
- Erin Moorcroft (CMS mission partner) has been working with Sunday school teachers and leaders.
- National Schools Services in Cavan, Sligo, and Longford.
- Ken Moser, a professor of youth ministry in Briercrest College in Canada, hosted a day with clergy & readers and an evening session with volunteers. A recording

Church of Ireland Youth Department – Report 2020

of the evening session is available here: <https://www.dkea.ie/ken-moser-evening-recording/>.

- 4 young people attended the CIYD Youth Forum.
- We marked CIYD's Day of Prayer with a gathering in St. John's Church, Longford.
- Summer saw Summer Madness, as well as events in many parishes. Several young people from the diocese participated in Exodus North-West mission teams to Romania.

We are grateful for the enthusiastic and willing support, both practical and financial, that we receive from CIYD and its staff. Above all else, we give thanks to God for his blessings in giving us the hope of Christ, and give him the glory as we, in the power of the Spirit, strive to share that hope with the children and young people he brings us in contact with.

LIMERICK & KILLALOE

The following has been formulated as Mission Statement for youth ministry in the United Dioceses of Limerick, Killaloe and Ardfert:

“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”

The volunteer committee of United Diocesan Youth Council of Limerick & Killaloe planned and successfully completed a good solid range of day, weekend and weeklong events. The programme offered catered for children from age of eight years (3rd class national school) of age right up to young adults in mid-twenties during 2019.

Herewith a summary of key events during 2019:

3rd – 6th Class National School-

- March - Multi Activity Day – St. Nicholas National School, Adare, Co. Limerick

10 plus Year Olds -

- March – Midland's Alive Junior Weekend – Castledaly Camp & Christian Conference Centre, Castledaly, Athlone, Co. Westmeath.
- July – Junior Summer Camp (full week) – Densmore Lodge, Ovoca Manor, Avoca, Co. Wicklow
- November - Junior Weekend – Carhue Centre, Carhue, Bandon, Co. Cork
- December – Mega Christmas Day trip to Dublin.

2017 & 2018 Confirmation Candidates-

- June - Diocesan Confirmation & Senior Adventure Weekend – Muckross Youth Centre, Muckross, Killarney, Co. Kerry.

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Secondary School and upwards-

- July - Summer Madness - Glenarm Castle Estate, Co. Antrim.
- August- Senior Summer Camp (full week) -. Lissadell Camp & Conference Centre, Lissadell, Co. Sligo.
- October – International Exchange Trip in Ireland with Romanian and German Groups (10 days) - Lissadell Camp & Conference Centre, Lissadell, Co. Sligo.

16 plus Years-

- January – National Youth Forum – City North Hotel, Julianstown, Co. Meath.
- April – Taking a Leading Role Part 3 – Django’s Hostel, Cloughjordan, Co. Tipperary.

All Ages (General & Fundraising ventures)-

- Mar – Fundraising Coffee Morning with Cake & Home Produce Sale- Adare Methodist Hall, Adare, Co. Limerick.
- Mar- Annual Fundraising Draw
- May – “Youth Mission Experiences” evening in partnership with Diocesan Council for Mission – Moneygall Hall, Moneygall, Co. Offaly
- May – “Creating a Vision & Developing Youth Ministry in Parishes” Training Day in partnership with Diocesan Council for Mission – Great National South Court Hotel, Limerick City.
- May - Annual General Meeting – Great National South Court Hotel, Limerick City.

The following were some of the key highlights from 2019-

- The very many wonderful participants and leaders that came to events and really joined in with all aspects of the programme 100%. To see many happy faces during and at the end of the events, reading about positive experiences in evaluations and hearing superb stories from many parents/guardians and other family members.
- It was great to see good numbers of participants at many events throughout the year.
- Full representation at National Youth Forum organised by CIYD and inputs from Diocesan representatives.
- The group that attended Summer Madness once again had a wonderful experience.
- Hosting of International Exchange Trip in Ireland with Romanian and German Groups for 10 days at Lissadell Camp & Conference Centre, Lissadell, Co. Sligo.
- Successful Fundraising and Appeal Initiatives to Parishes and Individuals held throughout the year and the positive impact on finances.

Church of Ireland Youth Department – Report 2020

- Continued collaboration and sharing resources with Tearfund, Peter McVerry Trust, International Justice Mission, CIYD Central and Other Dioceses.

U.D.Y.C. of Limerick & Killaloe continues to be very thankful to Individuals, parents/guardians, parishes, diocese, C.I.Y.D. and wider church and community for continued support and help.

MEATH & KILDARE

The Meath and Kildare Diocese enjoyed a very successful weekend in Kerry in the summer of 2019. They travelled to Kerry for a weekend full of activities and lots of fun was had by everyone in attendance. The highlight of the weekend for the young people and leaders alike was the service held by Ed Hardy who kept the audience enthralled throughout.

Some of our young people also attended Summer Madness which is always thoroughly enjoyed by those who go.

At Christmas, the CIYD Christmas event took place with a change of venue this year. We were very kindly hosted by Reverend Fran and Mr Steve Grasham in St Paul's Garrison Church in the Curragh, Co. Kildare. About 30 young people attended with approximately 20 leaders. The evening started with an interactive church service in the beautiful Church on The Curragh with lots of interaction and singing from the congregation. This was followed by pizza and games which were great fun. Many thanks to our up and coming young leaders who helped with the games and did a great job.

The CIYD Youth Forum was held in January, having taken place for the past 3 years. This was a forum for our people to tell us what they want from the Church. We have a very impressive group of young people who all want to remain part of the church in a meaningful way and want to be included as a valuable part of the congregation. Some of our young people attended the Forum each year which shows the importance and their dedication to their faith so it is very important that the work which has been started by the Youth Forum is continued around the country and in our churches. A huge amount of work went into the Youth Forum by Steve, Simon and Barbara and we would like to extend our thanks to them for their dedication on an ongoing basis to our young people.

All of our Youth Clubs around the Diocese are busy entertaining our young people and we should take this opportunity to thank all the volunteers who work with young people in their Churches. It is very important work which shouldn't go unnoticed. Our Youth Clubs

and annual events such as the Diocesan weekend away and Summer Madness are a very important part of this.

Keep up the good work everyone!

TUAM, KILLALA & ACHONRY

Church of Ireland Youth Department – Report 2020

Youth Forum

I attended the Youth Forum held in City North Hotel. This was organised by Mr Steve Grasham and Mr Simon Henry from CIYD

Croagh Patrick Confirmation Day

Our confirmation candidates climbed Croagh Patrick with our Bishop. Mr Steve Grasham gave the thought for the day in the service held in the community hall at the base of Croagh Patrick.

Visit to Scotland

A group of young people joined up with the Scottish Episcopal Church at Inverness. In July we travelled to Inverness where we were hosted by Bishop Strange and the youth group there. Each day we did morning and evening prayer. The leaders showed us the Battlefield of Culloden, Bishop Strange talking us through this historic event. We shared our cultures through music, poems and food, not everyone ate the Haggis!!! But not everyone ate the white pudding either!!! We learned about the strong connections between Northern Ireland and Scotland and how Burns night is still celebrated in the Northern part of Ireland. Grace Sweeney, Dean Alistair, Archdeacon Stephen and Canon Jen all helped to make this an enjoyable trip.

Schools Service

Our schools service held at Tuam Cathedral each year brings the 5 primary schools together. We have been working alongside CMS Ireland and Bishop's Appeal to make a link with a new school being built for the girls of the Maasai in the Dioceses of Kajiado in Kenya and a water project in Oltiasika. This year we had as our speaker from Kenya Mr Anthony Njoroge. He is working with over 400 children in a poor area of Nairobi called Kayole. Anthony spent 3 months in Ireland, training in youth work with various churches throughout Ireland.

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF
IRELAND YOUTH DEPARTMENT
YEAR ENDED 31 DECEMBER 2019**

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 – Report 2020

CHURCH OF IRELAND YOUTH DEPARTMENT

| INCOME AND EXPENDITURE ACCOUNT | | Year ended 31 December 2019 | |
|--|---|------------------------------------|------------------|
| | | 2019 | 2018 |
| | | € | € |
| INCOME | | | |
| Department of Children & Youth Affairs- Youth Services Grant Scheme (YSGS) | 1 | 187,189 | 184,472 |
| Funding provided by the RCB | | 171,415 | 161,308 |
| Deposit Interest | | 25 | 53 |
| Donations | | 4,569 | 6,011 |
| Programme | | 4,981 | 3,967 |
| Sundry Income | | 153 | - |
| Priorities | | 23,643 | 1,000 |
| | | <u>391,975</u> | <u>356,811</u> |
| EXPENDITURE | | | |
| Office & Administration Expenses | 2 | (43,547) | (40,307) |
| Staff Costs | 3 | (149,304) | (136,037) |
| Fees & Membership | 4 | (2,310) | (1,974) |
| | | <u>(195,161)</u> | <u>(178,318)</u> |
| Operating Surplus for the Year | | 196,814 | 178,493 |
| TRAINING, PROGRAMME & GRANT ALLOCATIONS | | | |
| Training, Programme & Grant Allocations | 5 | (197,688) | (167,740) |
| (Deficit)/Surplus after Training, Programme & Grant Allocations | | <u>(874)</u> | <u>10,753</u> |
| Currency translation adjustment | | 3,453 | 20 |
| Net Surplus for the year | | <u>2,579</u> | <u>10,773</u> |

Church of Ireland Youth Department – Report 2020

CHURCH OF IRELAND YOUTH DEPARTMENT

BALANCE SHEET

Year ended 31 December 2019

| | | 2019 € | 2018 € |
|------------------------------|---|---------------|---------------|
| TANGIBLE FIXED ASSETS | 6 | 3,009 | 5,898 |
| | | <hr/> | <hr/> |
| CURRENT ASSETS | | | |
| Cash held on deposit by RCB | 7 | 105,168 | 87,409 |
| Cash at bank | | 7,171 | 3,326 |
| Prepayments | | 2,000 | 1,774 |
| | | <hr/> | <hr/> |
| | | 114,339 | 92,509 |
| | | <hr/> | <hr/> |
| CURRENT LIABILITIES | | | |
| Creditors | 8 | (48,799) | (32,437) |
| | | <hr/> | <hr/> |
| Net Assets | | <u>68,549</u> | <u>65,970</u> |
| FUNDS EMPLOYED | | | |
| Balance at 1 January | | | |
| | | 65,970 | 55,197 |
| Surplus for the year | | 2,579 | 10,773 |
| | | <hr/> | <hr/> |
| Balance as at 31 December | | <u>68,549</u> | <u>65,970</u> |
| | | <hr/> | <hr/> |

Church of Ireland Youth Department – Report 2020

Notes to the Financial Statements

| | 2019 | 2018 |
|---|-------------------|-------------------|
| | € | € |
| 1. Department of Children & Youth Affairs - Youth Services Grant Scheme (YSGS) | | |
| Grant from Department of Children & Youth Affairs- Youth Services Grant Scheme (YSGS) | 187,189 | 184,472 |
| | <u> </u> | <u> </u> |

The funds received under YSGS were applied to supporting the costs of the organisation as detailed in expenditure section of Income & Expenditure Account under the following headings: Office & Administration, Staff Costs, Fees & Membership and finally Training, Programme & Grant Allocations. The full grant awarded and received under the YSGS is recorded in the Financial Statements for both current and prior year.

| 2. Office & Administration Expenses | 2019 | 2018 |
|-------------------------------------|-------------------|-------------------|
| | € | € |
| Insurance | 2,187 | 2,039 |
| Audit Fees | 4,360 | 4,244 |
| Rent | 21,001 | 19,762 |
| Telephone, Postage & Internet | 2,490 | 2,770 |
| Office Expenses | 6,523 | 4,759 |
| Heat & Light | - | 284 |
| Depreciation | 4,845 | 5,100 |
| Resources | 1,836 | 1,154 |
| Sundry | 76 | 33 |
| Bank Interest & Charges | 229 | 162 |
| | <u>43,547</u> | <u>40,307</u> |
| | <u> </u> | <u> </u> |

Church of Ireland Youth Department – Report 2020

| | | |
|--|-----------------------|-----------------------|
| 3. Staff Costs | 2019 € | 2018 € |
| Staff Salaries | 130,492 | 117,994 |
| Staff Expenses | 15,875 | 14,835 |
| Central Board & Executive | 2,937 | 3,208 |
| | <u>149,304</u> | <u>136,037</u> |
| | <u><u>149,304</u></u> | <u><u>136,037</u></u> |
| 4. Fees & Membership | 2019 € | 2018 € |
| General Membership Fees | 2,310 | 1,974 |
| | <u>2,310</u> | <u>1,974</u> |
| | <u><u>2,310</u></u> | <u><u>1,974</u></u> |
| 5. Training, Programme & Grant Allocations | 2019 € | 2018 € |
| Training Events | 52,366 | 27,169 |
| Programme Events | 8,573 | 8,127 |
| Devolved Funding Grants | 118,002 | 115,040 |
| Summer Madness | 5,911 | 5,562 |
| Youth Link NI | 12,836 | 11,842 |
| | <u>197,688</u> | <u>167,740</u> |
| | <u><u>197,688</u></u> | <u><u>167,740</u></u> |
| 6. Tangible Fixed Assets | 2019 € | 2018 € |
| Cost | | |
| At 1 January | 96,650 | 97,824 |
| Currency Adjustment | 6,049 | (1,174) |

| Church of Ireland Youth Department – Report 2020 | | |
|--|----------------|---------------|
| Additions | 1,604 | - |
| At 31 December | <u>104,303</u> | <u>96,650</u> |
| Depreciation | | |
| At 1 January | 90,752 | 86,698 |
| Currency Adjustment | 5,697 | (1,045) |
| Charge for the year | 4,845 | 5,099 |
| At 31 December | <u>101,294</u> | <u>90,752</u> |
| Net Book Value | | |
| At 1 January | 5,898 | 11,126 |
| At 31 December | <u>3,009</u> | <u>5,898</u> |
| 7. Cash on deposit held by the RCB | 2019 € | 2018 € |
| Cash on deposit held by the RCB | <u>105,168</u> | <u>87,409</u> |
| 8. Creditors | 2019 € | 2018 € |
| Accruals | <u>48,799</u> | <u>32,437</u> |
| 9. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2019, €1 = £0.8459 (2018: €1 = £0.8989). | | |



**Independent auditors' report to the Board of Church of Ireland Youth Department
Report on the audit of the non-statutory financial statements**

Opinion

In our opinion, Church of Ireland Youth Department's non-statutory financial statements (the "financial statements") for the year ended 31 December 2019 have been properly prepared, in all material respects, in accordance with the basis of preparation in the Accounting Policies. We have audited the financial statements, which comprise:

- the Balance Sheet as at 31 December 2019;
- the Income and Expenditure account for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") including ISA (Ireland) 800. Our responsibilities under ISAs (Ireland) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion. Independence We remained independent of the entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Emphasis of matter - Basis of preparation

In forming our opinion on the financial statements, which is not modified, we draw attention to page 5 of the financial statements which describes the basis of preparation. The financial statements are prepared for the Board for the specific purpose as described in the Our responsibilities and those of the Board paragraph below. As a result, the financial statements may not be suitable for another purpose.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the Board's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or the Board have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the entity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.



However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the entity's ability to continue as a going concern.

Reporting on other information

The other information comprises all of the information in the Financial Statements other than the financial statements and our auditors' report thereon. The Board are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Responsibilities for the financial statements and the audit

Responsibilities of the Board for the financial statements As explained more fully in the Board's Responsibilities Statement set out on page 4, the Board are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they have been properly prepared in accordance with the basis of preparation and accounting policies in the Accounting Policies and for determining that the basis of preparation and accounting policies are acceptable in the circumstances. The Board are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Board are responsible for assessing the entity's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the Board either intend to liquidate the entity or to cease operations or have no realistic alternative but to do so. Auditors' responsibilities for the audit of the financial statements Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. A further description of our responsibilities for the audit of the



financial statements is located on the IAASA website at:

https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf

This description forms part of our auditors' report.

Use of this report

This report, including the opinion, has been prepared for and only for the Board as a body in accordance with the Accounting policies 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 entity, save where expressly agreed by our prior consent in writing.

PricewaterhouseCoopers Chartered Accountants Dublin 20 March 2020

The Covenant Council – Report 2020

THE COVENANT COUNCIL

The Church of Ireland and the Methodist Church in Ireland

REPORT 2020

Headline

Over the past year, the work of the Council has focused on issues relating to the interchangeability of ministry. Alongside this the Council continues to monitor, advise and support the growing number and range of joint projects which are developing across Ireland.

MEMBERSHIP

Church of Ireland

Rt Rev Michael Burrows, Bishop of Cashel, Ferns and Ossory (Acting Co-Chair)
Ms Elva Byrne
Very Rev Nigel Dunne
Rev Canon Dr Maurice Elliott
Rev Barry Forde
Rev Dr Peter Thompson

Methodist

Rev Dr Heather Morris (Co-Chair)
Rev Andrew Dougherty
Ms Gillian Kingston
Rev Dr Tom McKnight
Rev Dr Janet Unsworth (Secretary)

Presbyterian Observer

To be confirmed

The Role of the Covenant – Moving Forward

The Covenant Council continues to act as a vehicle and advocate for the furtherance of the Covenant agreed between the Church of Ireland and the Methodist Church in Ireland. Over this past year the Council has been examining the opportunities, as well as the challenges presented by the journey that the two denominations are making. It is clear that while the introduction of Interchangeability of Ministry in 2014 has allowed for a deepening of the mutual recognition of ministries, the Council needs to continue its detailed discussion of practicalities and protocols in regard to the implementation of Interchangeability. The main areas of discussion are:

- Presidency at the Eucharist
- The nature of personal *episcopate*

The Covenant Council – Report 2020

- The recognition of those who have been ordained in other contexts and who now serve within either denomination

The Council is looking at these issues alongside relevant bodies within each denomination and hopes to be in a position to report to both the General Synod of the Church of Ireland and the Conference of the Methodist Church in May / June 2021.

However, it is necessary that this work is accompanied by further implementation of the Covenant at every level. Thus, we continue to urge local churches to look again at the clauses of the Covenant and to engage with each other to consider how co-operation in mission can be enabled.

Local Covenant Partnerships and Projects

The Covenant Council continues to monitor those partnerships and projects that have been enabled by the Covenant. The Council is continuing to review the protocols and guidelines for partnership in use within the various projects. Following consultation with those working in local settings, revised guidance will be issued to facilitate the working out of the covenant in local situations.

In the Single Covenant Churches, at the Church on the Hill in Maghaberry and the Church of the Good Shepherd in Monkstown, the Covenant is being worked out in action. Shared buildings at Movilla Abbey and Primacy and the partnership between Longford Methodist Church and the Edgeworthstown Group of Parishes (Church of Ireland) continue to present opportunities for joint working in ministry and mission. In advance of the planned re-location of the Jordanstown Campus of Ulster University to Belfast city centre, the existing joint Chaplaincy team at Queen's University is working jointly with the Ulster University Jordanstown and Belfast Methodist Chaplain. Building on work during 2018-2019, this joint Chaplaincy team has continued to develop ministry in Belfast Metropolitan College and Stranmillis University College.

In May 2019 the staff and students of the Church of Ireland Theological Institute and Edgehill Theological College came together for their annual two-day Integrated Seminar which was hosted in CITI. Taking the theme of "Eschatology," staff and students alike appreciated the opportunity for joint study and fellowship. The two colleges continue to look for opportunities for enhanced cooperation. Collaboration in teaching on some Queen's University, Belfast, Open Learning Centre Courses, which contribute to the programmes of training for Ordained Local Ministry, step 1 of Methodist Ordination training and Methodist Local Preaching training, continues to provide a concrete example of the benefits of co-operation and to be an exciting development for the Covenant relationship.

Conversations continue in the exploration of mutual recognition of Diocesan Lay Readers and Methodist Local Preachers, and in regard to further covenant partnerships in Chaplaincy ventures in Higher Education, and in Prison and Healthcare Chaplaincy.

The Covenant Council – Report 2020

Communications

Following the publication of some articles telling the stories of Covenant partnerships, the Council hopes to send out a questionnaire to provide an opportunity for further stories of cooperation and joint working to be shared. It is intended that the standalone website will be replaced by a Covenant Council page on the Church of Ireland and the Methodist Church in Ireland websites. These pages will provide a platform for general information, as well as access to key Covenant Council documents and resources.

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, the Council continues to encourage all churches to consider celebrating the Covenant on or around the date of 24th May each year, this date being designated “John Wesley Day” within the Church of England.

Thanks

The Rt Rev Alan Abernethy announced his retirement following a period of absence due to illness. We wish to express our sincere thanks and gratitude to him for his years of service as Co-Chair. We have valued greatly his encouragement to engage with the Covenant within the local setting and at national level. We wish him well in his retirement.

**COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE
REPORT 2020**

Hot Topics: Anglican Networks; Representation on International bodies

MEMBERSHIP

| | |
|--|---|
| A Bishop (Chairman): The Bishop of Clogher | The Bishop of Cashel |
| WCC Representative: The Bishop of Connor (Until December 2019) | Rev Canon Patrick Comerford |
| ACC Representative: Rev Katharine Poulton | Rev Canon Dr Ian Ellis |
| ACC Representative: Mr Wilfred Baker | Rev Canon Dr Daniel Nuzum |
| Porvoo Contact Group Person: Rev Helene Tarneberg Steed | Rev Suzanne Cousins |
| An Honorary Secretary of General Synod: Rev Canon Gillian Wharton | Rev Cathy Hallissey |
| Hon Records Secretary: Rev Ken Rue | Rev David White |
| Hon Secretary: Very Rev Niall Sloane | Ms Georgina Coptý (Resigned November 2019) |
| The Bishop of Tuam | Ms Cate Turner |
| The Bishop of Limerick | Dr Kenneth Milne |
| | Rev Canon Elaine Murray (From November 2019) |

INTRODUCTION

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:

Commission for Christian Unity and Dialogue – Report 2020

- 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

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

At its meeting in Dun Laoghaire in 2016 the General Synod approved a Resolution to reform the make-up and working methods of the Commission. Prior to 2016 all bishops had been members ex officio. The 2016 Resolution made provision for one Bishop to chair the Commission and for its Working Groups on Anglican and Ecumenical Affairs, Inter Faith matters and Europe to be convened by three other Bishops. The Commission is grateful to the Bishops of Cashel, of Limerick and of Tuam for their work in this regard and to Canon Ian Ellis for chairing the group on Anglican Affairs.

Each of the Working Groups has 3 members who are also then members of the full Commission. Each may also and often does co-opt expertise from beyond the Commission membership. The Commission also includes the Church's representatives on the Anglican Consultative Council (ACC) and the Central Committee of the World Council of Churches (WCC). We trust that the reorganisation has also allowed the Commission and Working Groups to refresh and widen their membership, endeavouring to bear in mind gender, age,

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clerical/lay, and geographical spread. The reforms initiated in 2015 are now firmly embedded and have provided a serviceable framework for the Commission to undertake its largely “outward facing” work on behalf of the Church. The Commission is indebted to its Honorary Secretary, the Very Rev Niall Sloane who largely devised the reorganisation and who has worked tirelessly to ensure its smooth operation.

The Commission has been in existence in one form or another for 114 years and in that sense at least might be considered something of an Institution. If so, it is one which ensures a continuity and an accountability of ecumenical activity across those years without, we hope, being hidebound. Members of the Commission and others approved by Standing Committee represent the Church of Ireland on National and International Ecumenical Instruments such as the Irish Council of Churches and the WCC. In Ireland at least, these bodies provide an opportunity for different Christian Traditions to engage on a regular and basis and to jointly speak into the public space as well as to consult with one another.

The Church’s membership of the Irish Inter Church Meeting (IICM), which is the formal means whereby we engage with the Irish Episcopal Conference of the Roman Catholic Church, has provided an invaluable forum to address, in a constructive way, the many perplexities across the whole island, arising from Brexit. In similar vein, and at the request of the Church Leaders Meeting, the Irish Council of Churches (ICC) has organised extremely well attended and well received consultations through Northern Ireland where (in the absence of a functioning Legislative Assembly or Executive), representatives from civic society have been able to engage with politicians on many matters in addition to Brexit.

Occasionally a question is raised about the appropriateness of European Affairs as a constituent part of CCUD. There are many good reasons why it should be so, not least the significant recognition which the European Union (EU) gives to religious bodies and the formal mechanisms, through Article 17 of the Lisbon Treaty, which it provides for formal consultation, both at EU and Member State level, with such bodies. Indeed, there is a strong case to be made that it is through neglect of this important aspect of the Social Pillar that much of the positive potential of the Union has been undermined. The Christian churches of Europe, speaking together, have still much to offer our troubled continent.

In addition, the Church of Ireland’s membership of the Council of European Churches provides us with both an influential forum within a and beyond the EU and an important formal point of with the Orthodox churches in Europe, who have often provided much of the material and spiritual support to many caught up in the migration crisis. The Churches’ ecumenical involvement in European affairs will continue to grow in importance and perhaps in prophetic witness in the years ahead.

As you will see from the reports of the Working Groups below, this has been a busy year in every area of activity and the Commission is grateful to all who have contributed to its work and especially to its Hon Minute Secretary, the Rev Ken Rue for his concise and diplomatic recording of our deliberations.

+John Clogher:

The Rt Rev FJ McDowell, Bishop of Clogher
Chairman of Commission for Christian Unity & Dialogue

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).

ANGLICAN & ECUMENICAL AFFAIRS WORKING GROUP

Membership

Rt Rev Michael Burrows, Mr Wilfrid Baker, Rev Julie Bell, Canon Dr Maurice Elliott, Canon Dr Ian Ellis (Chair), Canon Dr Daniel Nuzum, Rev Katharine Poulton, Rev Helene Steed and Ms Cate Turner

The Anglican and Ecumenical Affairs Working Group held a study day on the report of the Third Anglican-Roman Catholic International Commission (ARCIC-III), *Walking Together on the Way*, on 10th June 2019. Following this, the working group drafted a response for the consideration of the Commission for Christian Unity and Dialogue (CCUD). Also following the study day, the Working Group organised an open, public seminar on the ARCIC-III report. This was held at the Church of Ireland Theological Institute on 9th October 2019. The keynote speakers were ARCIC members Bishop Christopher Hill of the Church of England and Monsignor Mark Langham, Roman Catholic Chaplain at the University of Cambridge. Receptive ecumenism, which is central to the thinking in *Walking Together on the Way*, is the principle that asks first what one's own tradition can learn from another rather than asking what other traditions can learn from one's own. A brief report on the seminar, which was attended by approximately 50 people, lay and clerical and from across the denominations, can be found on the Church of Ireland website (<https://www.ireland.anglican.org/news/9122/receptive-ecumenism>). During the year the Working Group also considered the resolutions of the 17th meeting of the Anglican Consultative Council which was held between 28 April and 5 May 2019 in Hong Kong. This is an ongoing task at the time of writing and the Working Group will in due course present its responses to the resolutions to the CCUD. The Church of Ireland was represented at ACC-17 by the Rev Katharine Poulton and Mr Wilfred Baker, both of whom are members of the working group.

THE IRISH COUNCIL OF CHURCHES (ICC: www.churchesinireland.com)

The ICC is an ecumenical Christian body and is a sister organisation of Churches Together in Britain and Ireland (CTBI). The Church of Ireland is a founding member of the ICC, which was established in 1923.

The 96th Annual Meeting of the Irish Council of Churches took place in the Jethro Centre, Lurgan, on 4 April 2019. At this meeting, in addition to the regular business, the Indian

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Orthodox Church was welcomed to full membership of the Council, while the Syrian Orthodox Church began the first stage of the membership process taking observer status on the Council for the coming year.

The keynote address was given by Professor John Barry, specialist in green political economy, responding to the publication by the Irish Inter-Church Meeting of a series of affirmations on climate justice. Professor Barry highlighted the unique role churches can play in the response to climate breakdown by providing a narrative of hope, courage and creation to motivate people to both individual and collective change. Church representatives were challenged to have courage in the face of this crisis and to use their resources and credibility to promote changes, big or small, throughout their congregations. It was noted that churches do not have all the answers but have so much to contribute when it comes to inspiring and mobilising people into action. Prof Barry explored Climate breakdown as cultural and ethical, not just a physical phenomenon and began to draw on the rich frameworks found in faith communities for addressing this ethical challenge and opportunity of the ecological crisis. He presented the cardinal virtues as a guide to action with justice understood in terms of a 'just transition' to a more environmentally ethical way of living; fortitude and courage to overcome the feelings of despair that can inhibit responses; temperance as a challenge to the culture of materialism that fuels abuse of the planet; and prudence as a reminder to exercise wisdom in the decisions we make about the future of our planet. The address concluded with a call to action and an opportunity for participants to share ideas about practical initiatives and awareness-raising campaigns churches could undertake.

The AGM concluded with a panel discussion with representatives of local churches in the Lurgan area. It was an opportunity to hear about the major social issues impacting the community and the unfinished work of peace and reconciliation. Church representatives shared their reflections on how inter-church cooperation and the forming of friendships across traditional boundaries supports and encourages them as they seek to bring Christian witness to the surrounding community.

IRISH INTER-CHURCH MEETING (IICM: www.churchesinireland.com)

The Irish Inter-Church Meeting (IICM) was established in 1973 as a forum between ICC's member churches and the Roman Catholic Church. The current Co-Chairs are Most Rev Brendan Leahy, Bishop of Limerick, and Rev Brian Anderson, President of the Irish Council of Churches.

The 30th Irish Inter-Church Meeting took place in Dromantine Conference Centre, Newry, from 21st to 22nd November 2019. Choosing the theme 'Church in a Changing Public Square', the Inter-Church Committee sought to focus participants' attention on the common themes underlying many of the challenges facing Christian churches in Ireland today, and explore how we can work together to bring a Christian witness to a society in need of hope and healing.

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At the outset, the IICM Joint Secretaries, Very Rev Kieran McDermott and Dr Nicola Brady, gave an introduction to the IICM and its theme. Fr Kieran reminded participants that the IICM follows a tradition that dates back to the Ballymascanlon talks of the 1970s and, since that time, has provided a safe space for the Irish churches to come together and build relationships as they discussed some of the most challenging issues facing the churches and wider society. Dr Brady explained that the focus on ‘Church in a Changing Public Square’ provided an opportunity to build on the work that had been done in recent years — notably the ongoing collaboration between the churches’ Communications offices, engagement with the two Public Service Broadcasters on the island (BBC and RTÉ) and the churches’ joint public initiative to raise awareness of issues of housing insecurity and homelessness.

The preparatory group which helped shape the programme for the meeting highlighted three critical questions to be addressed in the sessions:

What are the models of relationship that define how churches currently relate to society?
What is distinctive about the voice Christian churches bring to the public square?
How might we best support each other and make best use of resources in this engagement?

Speaking on the theme of ‘Engagement and Outreach in a Post-Digital World’ Mr Ryan Feeney spoke about his experience working with major public institutions: the GAA, Queen’s University Belfast and now the PSNI. He outlined the current media landscape and the crisis of trust that impacts all major institutions. Sharing examples of effective community engagement initiatives he has worked on, he challenged the churches to think collaboratively about the key messages they want to communicate to society, notably a focus on the church-community connection, and how they could work together to ensure this message is repeated in order to impact public discourse.

Theological reflection is central to the shaping of the churches’ engagement in the public square. In a panel discussion entitled ‘Reimagining Public Theology’ we heard perspectives from different areas of work and from both jurisdictions on the island. Rev Abigail Sines, from the Church of Ireland’s Christ Church Cathedral, Dublin, reflected on the biblical principles that underpin the opening of that space as a place of community and encounter. Ms Karen Jardine, Public Affairs Officer for the Presbyterian Church in Ireland, spoke about the responsibility of the churches to think creatively about how to communicate biblical principles that speak to the complexity of the cultural moment in a way that will be accessible to the wider society.

When we think of the public square the role of the media in shaping public discourse will feature prominently. At this IICM we wanted to recognise that this is also an area where Christians are giving leaderships, and one where journalists face increasing challenges as a result of the evolution of the digital space and the threat posed by “fake news”. Mr Sam McBride, Political Editor with The Newsletter, shared some of the challenges from his work in seeking to hold elected representatives, in particular, to account. Ms Judith Hill from UTV described how she seeks to give voice to local communities impacted by

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violence and injustice in her work, and highlight the examples of courageous leadership that can give hope, citing the response to Church Leaders in East Belfast to paramilitary violence as an example.

The second day opened with a session from media consultant Ms Angelina Fusco about effective communications, outlining the factors to be considered when deciding how to respond to media enquiries, and where to allocate resources. This was followed by an opportunity for church representatives to share questions arising from their own media engagement and some of the challenges they face in communications and public engagement.

Following a very impactful youth session at last year's IICM it was agreed that future meetings should give space to youth perspectives. This year youth workers and young people working in Church communications shared their reflections on the impact of the digital space on the lives of young people. There was a strong challenge to churches to think critically about how they communicate with a generation that responds to engagement rather than authority, and how they create space for young people's leadership.

The final session addressed another major area of public engagement — advocacy to Government. Mr Dermot McCarthy from the Irish School of Ecumenics, shared some of the learning from his distinguished career with the Irish Civil Service, with a particular focus on the Irish Government's framework for Church-State dialogue and how churches' can maximise opportunities to pro-actively set an agenda.

At the conclusion of the IICM participants were agreed that the programme offered rich and varied material for reflection and that there were real practical implications for how we work together. The Irish Inter-Church Committee will now reflect on the measures that might be adopted to integrate this learning into our future work. This was only the beginning of a conversation that needs to continue and develop with a focus on anticipating future challenges, but it provides a solid foundation for that work.

CHURCHES TOGETHER IN BRITAIN AND IRELAND (CTBI: www.ctbi.org.uk)

Churches Together in Britain and Ireland (CTBI) is an ecumenical organisation. The members include most of the major churches in England, Scotland, Wales and Ireland. It was formed on 1 September 1990, as the successor to the British Council of Churches, and was formerly known as the Council of Churches of Britain and Ireland.

Report from Ms Georgina Coptly on the Annual General Meeting of Churches Together in Britain and Ireland held at St Andrew's Church Centre, London, 8th May 2019

The meeting commenced with worship during which the delegates were invited to reflect on the idea of creating inter-religious unity in response to tragedy. In the wake of the bombings in Sri Lanka, introspection and self-criticism emerged from the local churches. The delegates were asked to learn from Sri Lanka about coming together. Mr Bob Fyfe

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gave a short overview of the work of CTBI. He highlighted that a four nations conference will be held every November with the next one taking place on 11-12 November. CTBI will also have a new website. Once the CTBI accounts were presented, the issue of accountability for the members was discussed. Questions were raised regarding ethical investments, in particular in relation to the arms trade and environmental impact. CTBI reassured the delegates that it has ethical investment criteria and has a commitment that all new investments will be ethically and environmentally sound. As this was the last AGM for Archbishop Angaelos, Mr Fyfe thanked him for all his commitment and hard work. The Archbishop in turn, expressed his gratitude to the members of CTBI who have become his wider family. A nominations committee was appointed to select a successor.

The keynote topic for the day was “Serious Youth Crime.” Mr Richard Reddie, Director of Justice and Inclusion at CTBI, ran a packed afternoon session and spoke passionately of his work in this area. Richard discussed his involvement with the Standing Together Coalition, an ongoing cross-denominational church initiative to tackle the problems of youth violence. The coalition held a rally in Trafalgar Square on 6 April 2019. CTBI was one of the organisers of the rally, which was well attended by church leaders. Mr Reddie shared a video of the rally. Mr Les Isaac, CEO of the Ascension Trust gave a short but comprehensive talk on the role of the Trust. Les explained that one of the challenges of Christianity is that we often focus more on what we are against rather than what we stand for. He noted the need to implement better communication between the church and the public sphere. Mr Isaac highlighted the fact that churches cannot run away from the problem by asserting the claim “not in my back yard” as violence happens everywhere. Churches therefore need to take ownership by identifying the problem and putting in place the mechanisms to deal with it. Mr Reddie shared some of his experience working in Belmarsh Prison. There he looked at the area of youth who attend church but still commit violence. Although churches have a presence in the prisons, the churches often fall short of their duty once prisoners are released back into society. Thus a holistic approach needs to be employed. Mr Isaac highlighted that the perception on the streets is that the church does not care. The challenge for churches is to formulate a vision then devise a strategy to deliver that vision. It is imperative that churches recognise they cannot do this alone and collaboration is the only way forward.

The second speaker was Rev Canon Dr Rosemary Mallett, Director of Justice, Peace and the Integrity of Creation at the Diocese of Southwark. Dr Mallett highlighted the direct correlation between those who are permanently excluded from school and serious youth violence. She discussed the initiatives currently being explored within the Church of England’s secondary schools. She pointed out that churches deal with current issues depending on how they are impacted by them. Therefore there is no set formula. However as a member of the Church of England she stated “we have no rights as head church but responsibilities.” She believes that the church needs to earn its right at the table not demand it. Dr Mallett also emphasised that churches should work across a national perspective, but implement their work on a parish level. She also talked about the need to relate to people on a personal level. One of the initiatives she was involved in was to place a knife bin outside of her church. She also does a lot of work with women in the church as they

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often carry the burden and the pain that results from youth violence. She also highlighted the need for days of prayer as everything needs to be fuelled by prayer.

Echoing Mr Isaac's sentiments of the need for churches to engage with the issue of youth violence, Dr Mallett warned that if we don't engage with these issues, they will come our way. She concluded with stark words that churches should find a way to work with the living young rather than administer to the young that are dead.

At various interludes throughout the afternoon the delegates were divided into small groups and asked to explore pertinent questions. These questions included issues such as the role of the media and whether churches have been reluctant to engage with issues of youth violence. The small groups were asked to note their views down. Their answers are to be collated by CTBI in order to gauge the current views within the churches on serious youth violence.

CONFERENCE OF EUROPEAN CHURCHES (CEC: www.ceceurope.org)

The Conference of European Churches (CEC) was founded in 1959 to promote reconciliation, dialogue and friendship between the churches of Europe at a time of growing Cold War political tensions and divisions.

CEC is a fellowship of some 116 Orthodox, Protestant, Anglican, and Old Catholic Churches from all countries of Europe, plus 40 National Council of Churches and Organisations in Partnership.

The CEC Annual Report 2018 titled "You Shall be my Witnesses" is now available online in English, French, German and Russian. The report records highlights from the activities undertaken by CEC during 2018 and following the Novi Sad General Assembly of CEC held in June 2018.

"2018 was a pivotal year for the Conference of European Churches," says CEC President Rev Christian Krieger. "It was marked by CEC's General Assembly in Novi Sad, which provided the opportunity to report with gratitude on the work accomplished since the 2013 Budapest General Assembly and pursue the theme of 'You Shall Be My Witnesses' working on hospitality, justice, witness, and hope," he adds in an introduction to the report. An electronic copy may be found at:

http://www.ceceurope.org/wp-content/uploads/2019/07/ANNUAL-REPORTS-2018_FINAL_WEB.pdf

WORLD COUNCIL OF CHURCHES (WCC: www.wcc-coe.org)

The World Council of Churches (WCC) is a worldwide inter-church organization founded in 1948. Its 349 members today include the Assyrian Church of the East, the Oriental Orthodox Churches, most jurisdictions of the Eastern Orthodox Church, the Mar Thoma Syrian Church of Malabar, the Old Catholic Church, Anglican Communion, most mainline Protestant churches (such as the Lutheran, Mennonite, Methodist, Moravian and Reformed) and some evangelical Protestant churches (such as the Baptist and Pentecostal).

Report on WCC, Inaugural Meeting of Inter Faith Officers, in CARDIFF, 31st Oct – 3rd Nov 2019

The Rev. Suzanne Cousins attended

Introduction

The World Council of Churches' Inaugural Meeting of Inter Faith Officers took place from 31st Oct to 3rd Nov 2019 at Cornerstone Centre, Cardiff, hosted by Cytun ('The Churches Together in Wales'). The title of the event was 'Towards Fostering Dialogue Ecumenically', sub-title (Romans 14:19) 'Let us pursue what makes for peace and for mutual up building'. The primary objective of this new initiative was the bringing together of people within churches and ecumenical organisations who hold responsibility for interfaith relations and engagement, to both widen networks and to deepen the WCC's and the churches' understanding of the shape and scope of interreligious engagement in our changing contexts. That interreligious engagement of the churches was a priority for the WCC was reiterated by the participation of WCC General Secretary the Rev Dr Olav Fykse Tveit, Geneva, who reminded the meeting of the importance of understanding inter faith work in terms of *accompaniment and accountability*. The meeting was also to explore how we can move forward in IF meaningful engagement.

In the first formal session a Bible study on Gen 33.1-7 was led by Dr Muthuraj Swamy. Presentations were then given by the Rev Dr Olav Fykse Tveit; and by the Rev Dr. Peniel Jesudason Rufus, Programme Executive Interreligious Dialogue and Cooperation, WCC.

Bible study on Genesis 33:1-7 Jacob and Esau meet

Dr Swamy stated this story has modern echoes and is of contemporary relevance for the church in its inter faith dialogue and relations. Jacob and Esau meet after years of estrangement, coming from different communities with different histories. They are two different characters, with different attitudes and values but have a shared heritage. In Esau we see magnanimity. He is the one who has been wronged yet he runs to meet his brother, embraces him, falls on his neck, and kisses him. He is spontaneous and generous. Jacob is more cautious. His approach and thinking is preplanned. At the end it is Esau who utters the very powerful words: "Let us journey on our way and I will go alongside you."

Concerning gifts and equality, Esau declines the gifts Jacob offers. Our IF/IR partners may not always want or need to be recipients of the gifts we offer. Concerning fear and lack of trust, Jacob is on the one hand deferential and respectful in referring to Esau as "my lord". On the other hand, this is perhaps also Jacob's means of keeping Esau at a distance. It suggests that Jacob's fear and mistrust are still operating. In the end they don't journey together because Jacob doesn't trust Esau, even though Esau has welcomed, embraced and forgiven his brother.

Comparisons may be made between Jacob's early actions of stealing his brother's birthright and some Christian

missionary activity and imperialism towards other religions. Jacob's realisation of the injustice he did to his brother is accompanied by fear of acceptance. He promises to follow Esau but changes direction and ends up in Succoth. Like Jacob and Esau, inter faith dialogue partners come together with a history of woundedness and with fear of suffering and fear of acceptance. Inter faith engagement therefore requires self-awareness, self-understanding and courage.

Concerning the claim to birthright: If Jacob represents us, the Church, he is a picture of the reality that we can have a kind of jealousy of other religions. With us, inequality comes to the table. (An example is the challenge of IF engagement in India, and the caste system.) Trust-building is therefore crucial. In the end, Jacob has taken a risk in his move towards reconciliation and relationship but perhaps has not gone far enough. A questions relatedly for the church concerning IF dialogue is how far do we go? How great is our commitment? How great should it be? To which social, practical and ethical areas of life does dialogue relate? Group discussions which followed were on IF/IR dialogue in relation to migration, forced migration, rejection of refugees and asylum seekers, violence and gender based violence, populism and nationalism.

Taking Stock and Moving Ahead: Who we are, the gifts we bring; accompaniment and accountability

Reflections by WCC Gen Secretary, Rev Dr Olav Fykse Tveit

Rev Dr Olav Fykse Tveit spoke first on *Accompaniment and Accountability*. He stressed that we ourselves together (those present and the churches and bodies we represent) are the WCC, and that a key part of what we were doing was building a network. He commented that we often think of our theology and its outcomes in terms of "heads, hands, heart". When it comes to dialogue and engagement this can be helpful. We also think in terms of *a genuine sharing of the gifts that we have and bring*, and the gifts of the Eucharistic table. These WCC IF and other meetings are to feed our imaginations and to keep us hungry for peace and justice. This is Christ's work. Rev Dr Tveit spoke of the need for unity in the Church and the need for unity of purpose in carrying out Christ's work. Incarnation and Christ's love must be seen in terms of God's reconciliation for and with the whole world. This is what Christ's love today means, for the world torn apart by nationalism, racism, discrimination, and other dividing forces. We are reminding and encouraging ourselves that Christ's love is able to transform difficult situations in the world.

Rev Dr Tveit reminded the group of the **three main controversies** over IF/IR, and gave an example based on our use of language in inter faith encounters. The three main controversies are (i) the charge of religious syncretism; (ii) compromise on the uniqueness of Christ; and (iii) differences between people who want to do IF and those who do not, and relatedly the charge of betrayal of the church's mission. In our IF relations we may be tempted to use the language of *God's love* rather than *Christ's love*, so as not to be exclusive, but as Christians we must say that we believe in *Christ* – that is our task. Christ is the most inclusive. Christ is God, the Creator. As God among us he is in solidarity with us and the whole world. So we should not step back and say that we cannot talk about Christ when we talk with people of other faiths. This is important. Our focus as Christians

is Christ. Dr Olav continued, that some bishops in the past have described this approach as syncretism, but the contextual reality is pluralism. There is no escape for us as Christians from pluralism in the world in which we live. More, it is also the way we want to live – with and in *plurality*. We have to ask what it means to live nationally with the dimension of religious pluralism. This has an impact on our theology. It brings new dimensions, affects how we see our own identity, and affects how we practise, for example, our own religion and approach others. It causes us to ask how we are to be the Christian voice in the pluralist reality. There are many examples; for example, one church suspended its membership of WCC because it thought that WCC was promoting syncretism. The General Secretary countered this charge, emphasising that the WCC needs all the churches.

All this raises the key question, of what it means to be Christian in the IF world and context. WCC is a way of working together, of finding practice and structures for cooperation. We are here in a mutual reality, no partners are here to dominate. There is a sense of accountability and sharing, and of what we share and why. Some do not accept accountability except to their own religion or church, but mutuality requires accountability. In dialogue we bring our minds together, make agreements on how to work together and create structure. WCC is a way of working together in an atmosphere of dialogue and critique, self-critique. The ability to self-critique is crucial, otherwise our dialogue becomes defence. There is only a way forward if we ask the difficult questions, e.g., about how our faith traditions and texts have been used and misused in the past. We have to recognise the wrong that has been done in the name of Christianity. We then have to ask the same of other faiths, for example, Judaism, without demonising them. This opens the possibility of progress and a more fruitful way of living together. We, the church, are part of a fellowship in which we have to support those who have to live in situations of occupation and oppression (e.g., Palestinians in Jerusalem). We may be unhappy with occupation but we cannot as Christians have no relationship with Jews. This is a concrete example of what walking together and mutual accompaniment and accountability means. Walking together and mutual accompaniment and accountability requires courage.

We as Christians should be those who use the expression “the one Cn family” because we believe in it, in the principle and theology of “the one Cn family”. It is a faith perspective that we have to bring forward, bringing the churches tog for common witness in the real world. This is the real meaning of dialogue – about how our being human together comes together. How do IF relations get mixed into new dimensions of racism, segregation, etc.? The IF dialogue approach is one of the strongest ways of showing what it means to follow Christ, and be the human family. Pope Francis calls this ‘fraternity’ but ‘family’ is a better term, being gender-inclusive. Love is key, Christ’s love.

Q&A

Q1: How will the WCC from the Geneva office rearticulate the relationship and distinctiveness between classical ecumenism and interreligious dialogue.

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A: One type of dialogue (ecumenical) exists within the dialogue of bringing the one humanity together through IR dialogue. (Needs to be awareness of different contexts.) The two co-exist.

Q2: 'IF' can be a divisive issue: Can dialogue with the common good co-exist with an evangelistic approach?

A: Brief answer was 'yes'.

Q3 How can IF dialogue further public theology?

A: IF relations and dialogue is controversial in the church as well as in the wider world. Therefore we have to do it in the most qualified, proper and decent way. 50 years ago it was more difficult.

Q4: How do we use it as a means of working for peace and justice in the world?

A: This is the key Q, rather than the theological discussions. Considering the European context: Europe is resistant to The Muslims being here. We as Christians have to be clear as to the Christian approach. We are opposed to exclusivism and nationalism. We defend freedom of religion and belief. We are opposed to xenophobia and those harmful things that emerge from populism. The 'DNA' of WCC is to work towards religious freedom and human rights. Recognises the churches' guilt in this area, historically. Quote: "Be aware that you don't use dialogue to cover up the dangers of religious discrimination and exclusivism."

Called to dialogue: IR Dialogue and Cooperation in the WCC

Reflections by Rev Dr Peniel Jesudason Rufus

History

Rev Dr Peniel Jesudason Rufus outlined the history of WCC and its major conferences since 1910. He referred to the Second Vatican Council (1965) and to *Nostra Aetate*, RC document and statement on other faiths, and the significant influence of these in setting the scene for the WCC and IR dialogue. He suggested that WCC has a sense of adventure and taking risks, since 1971. He also admitted that IR Dialogue and Cooperation is complicated, quoting the 1975 Dialogue Controversy (WCC Nairobi, 'Seeking community with people of other faiths'). From it came accusations against IR dialogue that it was a betrayal of the Christian mission, citing three classical fears: syncretism, compromise on the uniqueness of Christ, and loss of urgency in mission. This led to questions about dialogue, e.g., is it a substitute for mission? The public discussion had to be closed, with Ms Lynn A De Sliva explaining the importance of IR dialogue.

How do we do dialogue?

Rev Dr Peniel asked, "How do we (WCC) do dialogue?" The short answer is, "Shoulder to shoulder" and face to face, with an emphasis on strengthening relationships. WCC has initiated Christian Buddhist dialogue, Christian-Jewish, Christian-Hindu dialogue [– tried scriptural reasoning last year], and Christian-Muslim dialogue – with Sunni and Shia Muslims. With the Shias, the topic for dialogue was 'Religion, peace and violence'. Christian-Confucian dialogue has also recently been initiated, begun in Seoul, with the hosting of meetings in homes. WCC-led Christian-Sikh dialogue began in May 2019. And Christian-Taoist dialogue has been undertaken by the Vatican. In short, WCC is trying to cover as many religions as possible, so its IR/IF dialogue is a living dialogue. It is also

concerned with finding access to those who don't have a voice, and it considers gender representation. WCC is seeking to further Christian self-understanding in a multi-religious world. To this end it has many useful publications, including:

- The WCC IR Dialogue Study Guide;
- *Many Yet One* - on multiple religious belonging;
- *Interreligious Theology and Liberation Theology* – from Crescent conference in Kenya;
- Mapping exercise (completed by delegates);
- A document is underway on Religion and Violence;
- An interreligious training programme - being developed;
- New journal - to be launched.

Friday, Session 3: 'Who we are. The gifts we bring'

A number of bishops and other speakers reported and gave insight on inter faith dialogue and relations in their contexts, including New Zealand and the Pacific, Sri Lanka, Asia, including Hong Kong, Myanmar and Indonesia, Lebanon, Africa, Europe, and USA. There were numerous examples of real and practical IF/IR; for example, in Asia, an international conference for social cohesion, hosted by Singapore, and an approach to discourse event/programme called 'Your religion in 60 seconds'. Challenges and difficulties in each context were also discussed; for example, that there is lots of IF work going on in Asia but it is *ad hoc* and sporadic. In Lebanon and the Middle-east, especially since the Arab Spring, there is great uncertainty, a sense that anything can happen at any time, and some people are questioning the benefit of Christian-Muslim cooperation or IR dialogue. Conversely, they see the need for deeper and deeper cooperation, in light of the uncertainty. WCC and IF relations have a key role in relationship-building and reconciliation between Christianity and Islam. (Other details and examples will be shared with the COI IFWG.)

Saturday, 2nd November

Morning Prayer for *All Saints* was followed by a Bible study, called "*Unusual kindness*"

Bible study, Acts 27:27-28:10 *Unusual kindness*

"Unusual kindness" is the title of the Week of Prayer for Christian Unity conference to come in Malta, taken from this passage: "The natives [of Malta] showed us [Paul and the other shipwrecked] unusual kindness." For the sake of brevity, this report ends here, with the full text. Key elements of the remainder of the meetings will be shared with the IFWG. However, an important theme that surfaced repeatedly is the question for the churches of how we connect with the 'Nones' (those who answer 'None' with regards to their religious affiliation), and the issue of statelessness was recognised as pressing.

***Unusual Kindness: A Bible Study Acts 27.27-28.10* Rev. Peter Colwell (CTBI)**

The Week of Prayer for Christian Unity occupies a central place within the ecumenical movement when Christians pray for the visible unity of the church. Often the themes chosen by different contexts have resonances with interreligious work. Sometimes this has been explicit as in Indonesia this year, or implicit as with the Caribbean the year previous. So this Bible Study offers a reflection on part of the passage that has been chosen by the

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Churches of Malta for the Week of Prayer for Christian Unity in 2020 and was given at a meeting of inter faith officers convened by the World Council of Churches, 31 October – 2 November 2019.

Paul, along with other prisoners, is being transported to Rome but the ship encounters a storm and the story is one of turmoil and fear. They are adrift and thrust about in the midst of a storm. No-one feels secure, they are afraid and most probably convinced that this is how they would end their days, drowned or dashed against the rocks! Paul however has faith that they would reach the shore unharmed and it is his act of breaking bread that is a tangible sign of Paul's absolute faith that they would reach the shore.

In the church we usually read the breaking of bread in scripture as a sacramental act, yet the unavoidable truth of this passage is that Paul breaks the bread in the midst of a community that is clearly not the church! For this reason we might be inclined to resist a sacramental interpretation, as we did when we prepared this text for the Week of Prayer for Christian Unity. We might note that the eating of food together is something common to all faiths and cultures, and bread is significant in the rituals of many faiths; it is a sign of that which we share together, basic hospitality and mutuality. In some respects the Eucharist affirms that which binds humanity together, that is celebrated in the person for Jesus Christ, the incarnate of God.

Yet the Lukan arc is one of greater and greater inclusion. Our ecumenical sensibilities would lead us to resist the Eucharistic overtones to this passage, as it is bread broken amidst those that included the un-baptized, yet the Eucharistic implication seems obvious, even if it leaves us with a theological question about this invitation to ritual participation! Following Rabbinic tradition we may wish to interrogate the scripture and also allow scripture to interrogate our traditions. Yet, regardless of how one reads Paul's breaking of bread, there is a sacramental quality of this remarkable incident, that Paul in the midst of this extreme danger demonstrates in word and deed that not a single hair from their heads will be lost. The reality in this story is one without a firm foot on solid ground. Not unlike the experience that some of us might have had in mid-air flight turbulence, the fear that results when one's feet are not planted on the security of firm and solid ground.

This sense of being at the mercy of turbulence has tremendous resonance with contemporary events of political and social turmoil that threaten the planet and human life. In the words of Willie James Jennings in his recent commentary on the Acts of the Apostles: "Even in our time no one's feet are on solid ground. This is not an allegory but reality. We are always on this ship, and the question for the church is not whether we will eat but when and where we will offer food and under what conditions will we invite those fear laden and troubled to eat".

Paul's insistence that they will survive is no vague reassurance, it is more than mere spirituality that divorces the spirit from the flesh: here Paul's faith in God's faithful deliverance is manifested in his determination to feed the body as well as the soul, for if they are to survive they must eat! The words of Guru Nanak spring to mind – what is the use of your spirituality if my stomach is empty?

But returning to the Lukan drama, the significance of Paul's words and deeds are all the more remarkable as the ship disintegrates and the soldiers prepare to kill the prisoners once they realize they are not able to deliver them to their ultimate fate. Willie Jennings sees echoes of the Transatlantic Slave Trade and cites the incident of the slave ship *Zong* when in 1781, running low on water and food, 132 African (soon to be) slaves were mercilessly thrown overboard. The turbulence and terror of the storm is only outdone by the historical backdrop of imperial cruelty and dehumanizing action.

Ashore they are welcomed by the inhabitants of the island which we are told is Malta. For the churches of Malta today it is to these events that the churches trace their origin. As the unfortunate travellers from the ship make their landing, Luke tells us that they encounter "unusual kindness", a phrase that stands out as curious to many. What is "unusual" about "kindness"? Can it be that in the midst of the cruelty of these times, kindness was usual? Or was it because the travellers had experienced so much that lacked gentleness that acts of kindness felt so unusual? We might be tempted to see an echo of the welcome of refugees today on another Mediterranean island, Lampedusa, where tormented and trafficked people were warmly welcomed ashore by the island's mayor. Or perhaps the example of Muslims who have offered sanctuary, solidarity or protection in the aftermath of terrorist incidents targeted at Christian communities.

But the church often imagines that it alone owns the "copyright" on acts of kindness, love and forgiveness. As Jennings observes "the Maltese actions towards the shipwrecked was a surprise of grace and kindness that would be repeated in so many other contexts and with so many other peoples in the centuries that followed, and the church has never learned to see such kindness as what they actually are – signs of the Spirit's presence with peoples as a precursor to a holy joining being orchestrated by God."

The interesting aspect of this story from an inter-religious perspective is that we are left with an unresolved question about the nature of the divine economy: who are these people on this ship and on the shore and how are we to view them in relation to God's grace? The encounter with other faiths has long begged important ecumenical questions about the place of other faiths in the divine economy, what John Parry, in his book on the Christian-Sikh encounter, calls the "koinonia outside the gate". Just as in the encounter with other faiths we are frequently left humbled by acts of hospitality and human service that many of our traditions assume are only Christian impulses. Hospitality is a human motivation that is intensified in the cross of Christ. It cannot be the case that there is no love of neighbour without the cross, for that would be to suggest that only Christians can do good in the world.

Acts of hospitality are however much easier to approach when they are common to almost all. The events recorded in Acts also pose difficult challenges for Christianity's dialogical and missional engagement with the world. The incident with the snake biting Paul's hand, his destruction of the snake and the assumption that because he has not died means for the islanders that he must be a god! Indeed, there is something rather messianic about this passage that might cause us to step back: Paul is the one with faith on a boat amidst a

violence storm, echoing Jesus stilling the storm on the Sea of Galilee, he takes bread and blesses it in what could be their last meal together, he cures the father of Publius, and here he is mistaken for a god. We might deduce that Paul represents the church, Christ's body in the world, to witness and to act God ways of justice, hope and reconciliation, even in a world of hunger and hatred where the acts of the church in dialogue and service might sometimes be misconstrued.

For the Week of Prayer for Christian Unity in 2020, the churches of Malta naturally invite to us walk with them as they reflect more deeply on the apostolic roots of Christianity on their island home. "Unusual kindness" is the theme that they have chosen to draw out. Many of you are guests on our island home and I hope you have experienced at least a little unusual kindness! But many here do not experience that unusual kindness – if you are refugee, a migrant worker or anyone identified as "outsider" and "threat" whether that be Jew, Muslim, black, LGBT who are suffering the destabilizing and threatening territory that comes with rise in hate crime. Will the church today recognize the unusual kindness of those they have "othered" and learn to offer it in the name of Christ who welcomed the stranger? The 11th Assembly will be held in 2021.

MEISSEN

(www.europe.anglican.org/ecumenical-information-and-links/agreements-and-partners)

The Church of England's relations with the Evangelical Church in Germany (EKD) are based on the Meissen Agreement, signed in 1991. The Church of Ireland is an observer at meetings and is currently represented by the Rev Markus Dünzkofer of the Scottish Episcopal Church.

Meissen Commission Meeting 2019

Church Of England/Evangelische Kirche in Deutschland (EKD)

Report of the Celtic Churches Observer

(Representative: Rev Markus Dünzkofer (Scottish Episcopal Church))

The Meissen Commission met this year at Wrexham Abbey in Northumberland from 26-29 September. The meeting was framed by daily worship and prayer, culminating in the celebration of the Holy Eucharist at Wrexham Abbey on the Feast of St Michael and All Angels, which this year fell on a Sunday. The Bishop of Huddersfield presided and the Bishop of Hanover preached.

Throughout our time together, members and observers engaged in honest and fruitful ways, embodying Psalm 133:1. Both during formal business meetings and also during more social get-togethers, relationships were strengthened, bonds of mutual affection were formed, and a deeper understanding of our commonalities and our differences was reached. Once again, we realised and celebrated that though we are distinct, we are united in our submission to the triune God and in following the way of Christ Jesus in our mission and ministry as baptised members of the One, Holy, Catholic and Apostolic Church. We also enjoyed the beauty of Northumberland with a trip to Hadrian's Wall and an evening of generous and kind hospitality by the Bishop of Newcastle.

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While there was a range of topics discussed, we focused this year predominantly on four areas:

- Visible union in Christ;
- Brexit;
- Public Theology; and
- Safe-guarding.

For over three decades, the CofE and the EKD have been engaged in conversations, theological explorations, prayer, Bible-study, worship, bridge building, and twinning. However, it is fair to ask if there has been any progress in overcoming the theological divide about the understanding of the church's ordained ministry. While much has been accomplished, there is still no full exchangeability of orders. To use Anglican terminology: the CofE and the EKD are not in "full communion." Stumbling blocks remain about such questions of lay presidency and the historic episcopate: Is ordination a functional licensing, a sacramental act, neither, or both? How do we exercise oversight?

During this year's meeting, the Commission was rather blessed to receive thoughtful and profound input from the Rev Dr Philip Plyming (Warden, Cranmer Hall, Durham), the Rev Prof Simon Oliver (Van Mildert Professor of Divinity in the Department of Theology and Religion, Durham University), and the Rev Canon Prof Mark Chapman (Vice-Principal & Academic Dean, Ripon College Cuddesdon).

Dr Plyming's presentation provided a historical, theological, and liturgical overview of ordained ministry from a particular CofE perspective. This included an examination of contemporary trends in the Church of England, such as the challenges and opportunities of shared and different missional contexts, the question of ministry as leadership, the empowerment of lay ministers, and the ongoing specialisation of ministers. In our discussion with Dr Plyming, critical questions about these trends were raised, particularly about hierarchical and managerial understandings of leadership in the CofE. Focusing on Archbishop Michael Ramsay, a self-professed "Catholic Lutheran," Prof Oliver shone a slightly different light on the question of episcopate within the Anglican Communion: The Historical Episcopate as part of the "esse" of the universal church – without trying to overstate this aspect. It is indeed Baptism and living out the baptismal commitment that incorporates us as living members into Christ's body. Episcopate, on the other hand, focuses on the unity of the church and how to make that unity visible. Ramsay acknowledged that 1517 was necessary; it returned the Gospel to the church. However, Luther missed something, not unlike the Corinthian church to which the Apostle Paul addressed two of his letters: Church is not just a contemporary expression of the Gospel in a particular geographical space, but church is the living Body of Christ throughout space and time. The apostolic faith is the foundation of the unity of this sacred and sacramental community. The historic episcopate "incarnates" this unity linking it beyond the confines of the Corinthian as much as the German church. "In Luther the Gospel is heard again; the Church as the Body is known again. Yet the witness to both is incomplete." (Michael Ramsey, *The Gospel and the Catholic Church*, pp. 192-193).

“The big fish” is what Prof Chapman called the exchangeability of orders. He lamented that the EKD and CofE “are exactly where [they] were 20 years ago,” despite the fact that the Meissen Declaration calls for moving to “full, visible unity.” Prof Chapman challenged both churches to change the methodology – it needs, for example, to be different from the Anglican-Roman Catholic dialogue, because both CofE and EKD recognise each other as “full” churches. The history of Meissen challenges both EKD and CofE to (re)consider what constitutes the essences of each tradition, not overlooking the fact that both churches come from a particular cultural/historical setting and both are interlinked diversely within their confessional families and other ecumenical relationships.

In our discussion, we focused on exploring theology as much as culture and context. The relationship, for example, of the CofE with the English/British monarchy significantly impacts the CofE’s understanding of episcopate. Here, the insights and traditions of the Celtic Churches might provide additional input and enlightenment. There have been forms of Anglicanism not linked to current political realities since 1689! It was also made clear that the historic episcopate is a significant and deeply theological, if at times irrational aspect of Anglican identity. However, it is not the supposed inflexibility of the Catholic wing of Anglicanism that creates the stumbling block. But the Historic Episcopate is intrinsic to Anglican ecclesiology.

For the EKD, on the other hand, questions of ordained ministry might be an *adiaphora*, however, Anglican ecclesiology and demands might sound like a “Romanisation” of ordained ministry to EKD-ears – a danger that does truly exist in some parts of the Anglican Church.

At one point in our discussion, Bishop Meister asked a pertinent question: What do Anglicans expect of him as an EKD bishop? I believe that this kind of questioning is something that should be explored and followed up on – in both directions. For 30 years the relationship of EKD and CofE has grown and ripened. It has created a trust where honest and at times difficult conversations, dialogues and disagreements can be had. Add to this the willingness of the members and observers of the Commission to expand the dialogue to include social, historic, and cultural paradigms (and the question of human sexuality) and it is easy to see how Meissen is more than a gift. It is a blessing that could provide an avenue to catch and fry “the big fish” – not just for the CofE and the EKD.

Meissen is also a gift when it comes to the current political developments. Both Germany and England have seen a rise in populist movements and it will be no surprise to hear that the ongoing Brexit debate was a main conversation topic during the conference. It even found its way into our theological and ecclesiological discussions. We all agreed that the churches must continue to be bridge-builders between nations. There is a rich and multifaceted tradition on which to build. A further (and maybe more difficult) challenge, though, will be making real necessary leadership and input from the churches in intra-national discussions. Continuing secularisation, the ever-decreasing relevance of the churches in society, as much as the diversity of voices particularly within These Isles

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demand extra effort and careful considerations. Yet, the statement by bishops of the CofE in the wake of rancorous parliamentary debates, published while we met, was very much welcomed by all as an example of prophetic leadership.

It must be said, though, that while England will continue to be a dominant voice (and force) in all of this, the voices of the much smaller Celtic churches and nations need to be heard, too. The significantly different situation faced by the Irish, Welsh, and Scottish nations and churches and our different historical context cannot just be “folded into” a pan-British identity and might offer creative alternatives and unconsidered options.

It is finally important to note that all of our churches are faced with working through historic sexual, religious, emotional and physical abuse not just of children and implementing new guidelines to prevent harm in the future. It is something we can all learn from each other and listen to each other’s experiences as we are trying to keep all of God’s children safe. This also must include the safety of clergy, who are often overlooked in these developments.

Finally, can I say that we owe a big thank you to the staff and clergy of Wrexham Abbey including the Bishop of Huntingdon, sometime Rector of Wrexham, and to Ms Angeline Leung, who provided the administrative and organisation support without which the conference would not have happened.

The next Meissen Commission meeting will be held in Hamburg, 15-18 October 2020. It will be the fourth time the SEC has represented the Celtic Churches and the baton will be passed back to the CofI in 2021.

Kirchentag, Dortmund, 19-23 June 2019

Report by the Re. Canon Dr Ian M. Ellis

The opening service for the German Protestant Church's 2019 Kirchentag was held on 19 June in the open air in Dortmund's city centre, with an estimated 80,000 people attending. Such a large number of participants – in fact, the total estimated attendance at the Kirchentag over the full five days reached 100,000 – meant that there was a noticeable, but nonetheless discreet, police security presence, quite apart from requiring mammoth organizing. One local newspaper reported that despite so many Kirchentag participants thronging the streets and city's transport system, a survey of local people did not draw any adverse comments.

A Kirchentag is essentially a festival of Christian faith and is characterized by a mixture of devotion, informality, togetherness and thinking through a wide range of issues. Over the five days there were 2,000 events, some large-scale and others much smaller, and it was necessary to choose the topics one found of interest and to plan ahead as smaller events were held at various locations across the city. The overall theme of the Kirchentag was 'trust', referencing II Kings Ch. 18 v. 19 and the trust and confidence in God shown by King Hezekiah, despite all the odds, in face of the demands of the Assyrians for Jerusalem's surrender to them. The theme of trust was explored in countless directions, not least in

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Bible studies and at worship times.

The fact that so many people attend a Kirchentag – mostly from parishes up and down the country – makes the event a very public one and, perhaps because of the predominance of social justice issues in the programme, attracts attention from the media. Politicians attend, and after the opening service concluded, the German President, Frank-Walter Steinmeier, gave an address in which he stressed the themes of looking to the future, the preservation of democracy and the promotion of justice and peace. There was some comment in the national media regarding the decision of the Kirchentag committee specifically to invite representatives of all political parties in the German parliament except the Alternative for Germany (AfD) party. The AfD has been described as “right/far right”. No doubt the organizing committee thought long and hard in making its decision. I spoke to a number of people about the issue and there seemed to be a mixed view, some thinking the AfD should have been given a voice even if only to be challenged, while others felt that because of far right aspects of the party and some of its members it had crossed a certain line of acceptability.

After the opening service, there was a meeting for all guests, who were welcomed to Dortmund by Kirchentag officials and by a representative of the city of Dortmund, who described it as well known for coal, steel, football - and beer! A main session I attended focused on a planned European Christian Convention (ECC). The vision is for “a participatory, large-scale gathering ... A Christian event – fully ecumenical – open to everyone – bringing together people from all over Europe and beyond”. This seems like a Kirchentag-style occasion but for the whole of Europe, and the organisers intend holding it in 2023/24 at an as yet undecided location or locations. It is intended that the ECC will be an occasion for sharing spirituality, engaging in dialogue and addressing burning issues of the day. The ECC committee states: “Coming from a diversity of national, cultural and social backgrounds, Europe is our common home. Living our faith in different church traditions, we are united by the same gospel. Our diversity enriches us and we want to celebrate our faith together.” Perhaps the concept of the planned ECC is an example of how being church is developing, however gradually, from institutional expression to a form more akin to that of a faith-inspired movement with leadership and government structures decidedly 'lite'.

At this ECC event, one speaker was Mr Peter Liese, a German MEP, who spoke about the European Union's role in preserving peace. He referred to Brexit and, in this regard, stressed the need to avoid a 'hard border' in Ireland and defended the Withdrawal Agreement negotiated between the EU and the UK government under Mrs Theresa May. This reminded me of an interview I conducted when I served as editor of *The Church of Ireland Gazette*, with former Northern Ireland Secretary of State Theresa Villiers, in the run up to the 2016 referendum, in the course of which she responded to a question I posed about potential difficulties of a Brexit for the border. Ms Villiers told me with absolute confidence that “with a bit of common sense and goodwill we can maintain a border which is just as open after a Brexit vote as it is today”. In light of events as they have unfolded one might observe, easier said than done. A Kirchentag event related to this theme was a

prayer vigil focusing specifically on the divisiveness of the Brexit debate within the UK.

At the time of the Kirchentag the process of electing a new leader of the UK's Conservative Party, and hence Prime Minister, was consuming much British airtime and newspaper column inches. However, it was interesting to note how relatively little attention was being given to the matter in the German media, where instead there was much focus on who would be the next Presidents, respectively, of the European Commission, the European Council, the European Parliament, the European Central Bank, and the High Representative on Foreign Affairs - all posts of immense importance. A particular aspect of that challenge was getting a proper gender, political and regional balance across these areas of EU leadership. Having attended previous Kirchentags, there seemed this time to be greater representation of foreign guests from Africa and the Indian sub-continent. More generally, Kirchentag participants, although crossing generational and gender divides, are overwhelmingly white. Perhaps this is understandable, given that a Kirchentag is a German Protestant event, but the racially monochrome appearance of a very public event struck me as somehow at odds with the multiracial nature of European society today - perhaps an issue that comes as a reminder to the mainstream churches in western Europe that, racially speaking, their membership in this respect reflects a now bygone era. Several other sessions I attended were on social justice and international affairs themes, all set within the context of faith and witness.

The Middle East, of course, is a region in which there is untold violence and suffering. The complexities are enormous. However, Prof Volcker Perthes, director of the Berlin-based German Institute for International and Security Affairs, gave a masterly overview of the current situations in Syria, Iran and Yemen. In relation to Syria, he spoke about military decisions and military consequences and the need for the international community to build up social infrastructure and services, such as education and health, without actually enriching the government. Regarding Yemen and its current conflict, Prof Perthes said it was especially difficult in particular as far as delivering humanitarian aid is concerned. Regarding Iran, he was anxious about the danger of an accidental war with no clear purpose or end in sight. Prof Perthes referred to moral questions surrounding conflict resolution and, where that was elusive, conflict management. He spoke about the potential of trust, the leading theme of the Kirchentag, in all of these most challenging situations.

It was a particular privilege to attend a session in which Dr Denis Mukwege, a Nobel Peace Prize laureate from Bukavu in DR Congo, addressed the issue of violence against women and children in his homeland which, he said, is in a state of virtually permanent warfare. Dr Mukwege, a gynecologist who operates on raped and severely maimed women in the eastern Congo, urged a decisive commitment by the international community to act against rape as a weapon of war, and for the churches to play a more prophetic role.

In a packed 10,000-seater congress hall, Chancellor Angela Merkel spoke animatedly to the theme of 'Trust as the Basis of International Politics'. She said that without trust, international politics could not succeed, pointing to how Europe had suffered hundreds of years of wars but how peace had come through compromises and trust between citizens.

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She said that the historic EU and transatlantic partnerships had only been possible because of shared values and mutual trust. Mrs Merkel said that modern European history would have been very different if, after World War II, the Allies had not trusted the German people. The welfare of the world depends on trust, she asserted, stressing that no nation can achieve the highest goals on its own. She said that to trust is not naïve or to forget one's own interests, but that it is in one's own interests to be ready to trust. On a challenging note, recognising the manifold difficulties of the world today, Mrs Merkel concluded with a call to action to “improve what is imperfect”.

The Meissen Commission, a body on which I have served in the past as an observer from the Church of Ireland, is a specifically Church of England – German Protestant Church body. The Commission held a bilingual service during the Kirchentag, which I attended. The preacher was the Bishop of Huddersfield, the Rt Rev Jonathan Gibbs, who spoke about the need for the churches not to spend their energies on issues of structure and institution, but rather on communicating the good news of the Gospel and reaching out to the surrounding world in love and service.

The closing service of the Kirchentag was held in the Borussia Dortmund football stadium, which was packed for the worship event, in gleaming sunshine, and was followed by a generous reception for those of us who were guests. At the reception, held in the Borussia Dortmund stadium's hospitality suite, the President of the football club, and of the German Football League, Mr Reinhard Rauball, spoke. He said, to applause, that he had never before attended a Kirchentag but that he now would do so again.

In conclusion, the theme of trust is undoubtedly engaging. It raises questions and it challenges. For the person of faith, trust in God is virtuous and perhaps is mostly seen not as a particularly risk-taking act but more as an act of devotion. Trust in other people or between nations does, however, necessarily involve risk because, unlike God, not everyone is actually trustworthy. Yet, if the Kirchentag's many reflections on the theme of trust taught one thing, it was that trust, exercised with eyes open, is entirely necessary for progress in relationships, whether they be personal, family, church, community, business, national or international. It was a privilege to represent the Church of Ireland at the 2019 Kirchentag in Dortmund and I thank the Standing Committee for asking me to do so.

REUILLY

(<http://strasbourginstitute.org/wp-content/uploads/2012/08/Reuilly-Declaration.rtf>)

The Reuilly Common Statement calls for a closer relationship between the Anglican Churches of Britain & Ireland and the Elgise Réformée (a grouping of four French Protestant Churches, namely the Lutheran and Reformed Churches of France and the Lutheran and Reformed Churches of Alsace and Lorraine).

Reuilly Contact Group Composition

The group is supposed to be composed of five delegates from each side, though a balanced composition is difficult to achieve.

- The delegation for the Lutheran and Reformed Churches is established.

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- The delegation for the Anglican Church is still to be defined, though there is a current resources problem. The suggestion was made for a delegate from an Anglican community in France? (i.e. Debbie Flach, Mark Barwick?). For gender balance, another female Anglican delegate would be welcome.
- ⇒ Ven Meurig Williams will discuss the issue of a 6th Anglican Delegate with Bishop John Stroyan
- ⇒ A brief report will be sent to the Church of Wales shortly after the Reuilly meeting

Agenda

Small rearrangements are suggested. The date for a meeting within the next 12 months will be set.

Minutes from the previous meeting (2017)

Comments:

- The conclusion of session 2 requires correcting.
- Session 6 requires reviewing with Bishop John Stroyan..
- ⇒ Rev Dr Matthias Grebe will correct and send the amended minutes.

Session 1 – Church reports (since 11.2017); Chair: Rev Christian Krieger

Rev Christian Krieger:

- 2017 was the 500th anniversary of the Reformation.
- 2018 was the 100th anniversary of the end of WWI, unfortunately there was no ecumenical ceremony organized in Strasbourg.
- A terrorist attack was committed in Strasbourg in December 2018. An ecumenical prayer for peace was said in the cathedral.
- One of the main issues for UEPAL is “what Church in the future”
 - o One reflection on “*Union and Sectorisation*” talks about how available human resources can be better used.
 - o Another reflection on “*Churches and Evangelisation*” highlights how priests must now take a more missionary role, since today Protestants are more likely to be newcomers.
 - o In November 2019, the blessing of same-sex married couples will be discussed. In preparation for this, UEPAL published a brochure called “*Couple, Parenthood, Family*”, setting out the key changes witnessed in family life.

Rev Alexandra Breukink:

- The Lutheran Church in Alsace Lorraine also produced a book on liturgy.
- Les “*Rendez-vous de la pensée protestante*” is a newly-created platform designed for theological debate to occur within Protestant sensibilities, in partnership with Protestant faculties.

Rev Claire Sixt-Gateuille:

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- In 2017 a drive called “Read the Bible” was launched to help promote new ways of reading the Bible, with mixed success.
- The nationwide and foreign mission (DEFAP) underwent a time of crisis last year, leading to the president’s proposing a revision to the foundation.
- EPUDF is facing financial difficulties, particularly at a national level, and partly due to changes in the French tax law.
- Président Macron wishes to change the 1905 Law on separation of Church and State, in order to establish a legal framework for Islam in France. In the draft law, every religious association is required to have an expert accountant, which is discriminatory since non-religious associations are not subject to the same obligation, which involves a cost. Protestant organisations will probably raise a case before the Constitutional council.

Rev John McLuckie:

No information to share from the Churches of Wales and Ireland

- In the Episcopal Church of Scotland, same-sex marriage couples have been taking place with the special permission of a bishop for the last one and a half years, with no distinction in the ceremony between civil and religious benediction and no specific liturgy. This issue is highly sensitive, and entailed two major consequences:
 - o A prohibition to represent communion at the international level for a period of three years
 - o The resignation of the co-chair of ecumenical dialogue
- At an ecumenical level, there have been some significant changes:
 - o There has been progress in relations with the Roman Catholic Church and the Church of Scotland, with a suggestion that the churches share ministry at a local level when permitted for ecumenical cooperation.
 - o A decline across the country, a struggle for the Church of Scotland to provide ministries in rural communities
 - o Conversation with the Methodist Church: when leaders are accepted by both of Churches, sharing the resources is an option. however, such occasion is rare.
- Brexit: there is a lot of resentments, even more for Irish people.

Ven Meurig Williams (also sharing Bishop John Stroyan’s notes)

- Big issues include finance and ecology.
- Ecumenicalism: the Church of England took part in the CEC General Assembly in Novi Sad.
- Social action: after the statement last December on “Striving for the common good”, the bishops fear Brexit will affect the most deprived areas of UK: the very people who voted to leave the EU.
- Sexuality: an important theme for years, added to which the transgender question is also contentious. A paper published in December caused a stir especially in evangelical communities, for specifying that liturgical resources are available for these contexts.

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- Growth: Church of England attendance in 2017 was at its highest point in a decade.
- Vocation: there are now more women training than men. This represents a considerable change (from the 1st woman trained in 1974 to 54% now).
- BAME: a new link is being forged between Church of England and the black community.
- Clergy well-being: a group is working on the health issue. Clearly clergy are isolated, lonely, and suffering under stress. This can cause of conflicts, bad behaviour, lack of willingness to listen. Ministry has changed, so has society.

Rev Dr Matthias Grebe

- Staff: Sarah Elisabeth Mulally was appointed Bishop of London on the 8 March 2018.
- Church and society: one report highlighted that over 60% of undergraduate students at Oxbridge are affected by mental health issues at some stage during their three years of studies.
- Safeguarding: a number of clergy have been found to have been involved in child sexual abuse, with some cases going back decades. As part of the UK government's independent inquiry on child sexual abuse (IICSA), 25,000 documents and witness statements have been collected. How the Church should police itself remains a challenging question, even with the presence of diocesan safeguarding officers. The Diocese in Europe has five officers, and development reviews with clergy are scheduled every three years (questions remain as to whether this is sufficient). Visits to parishes are also rare.

Session II - Report on Lyon Meeting on pilot sites in France; Chair: Ven Meurig Williams

Report on Lyon meeting, March 2018

Representatives of six sites were invited, with positive responses from three: Grenoble, Lyon, Strasbourg. The meeting was fruitful and all attendees expressed genuine desire to move forward. Some difficulties arose, however, when in cases like Grenoble and Strasbourg, only one side was represented (Lutheran-Reformed from Grenoble and Anglican from Strasbourg).

Lyon was a significant experience; it showed potential

- Progress was made with the service, which was an excellent family celebration, though took hard work to execute. How repeatable this is remains to be seen.
- Collaboration really depends on the chemistry between individuals. In Lyon, relations between the two ministers is excellent, but question marks remain as to whether this would extend to the congregations when they leave.
- A top down process was implemented. The Reuilly contact group identified parishes to invite, but some were unable to join. It was suggested that a wider invitation to all parishes would generate better results, and a weekend meeting in 2021 (perhaps including lay people?) may have particular impact. Supporting

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homegrown projects rather than top down initiatives might represent another successful approach.

Overview on the pilot sites invited but not present

- Nice: no response at all. During Ven Meurig Williams' visit, the Anglican chaplain of Saint Raphaël sounded enthusiastic about the project.
- Lille: a good relationship between the chaplaincy and Protestant parish.
- Strasbourg: organising a common celebration to welcome Bishop John Stroyan was very difficult, for reasons of logistics and prior commitments.

What next?

COE Method to develop enthusiasm

In October 2018, the first francophone meeting of the Global Christian Forum was organised in Lyon, with 250 attendees. This could be used as a model for future meetings.

Sites and individuals involved

Questions include: whom should we invite – only key representatives or also members of the community? Which languages should be used for which elements? How should invitations be issued?

Sharing things, and more

In Alsace, some churches are simultaneum, with a Roman Catholic and a Protestant parish sharing a church building. In France, Anglican churches often share buildings with other communities. Could this sharing of buildings encourage deeper partnerships?

Is there a lack of will to meet culturally? Is there an ignorance of what the Reuilly agreement proposes?

Conversation with the Roman Catholic Church

Reuilly conversation has seeks conversation of both Anglican and Protestant Churches with the Roman Catholic Church. Very often, Anglican chaplaincies will engage locally with the Roman Catholic Church more than with Lutheran or Reformed Churches. The major church is seen as the logical partner.

Building friendship

Several options are suggested for this:

- Attending each other's churches
- Meeting in a community centre and sharing faith together. (The capacity of the Hohrodberg Community centre is limited to 27, but other Protestant monasteries are available in France [Versailles, Strasbourg, Paris, Pomerol, Mazé St Bois])
- Hiking together (an experiment for a pilot site?)
- Duplicating the Lyon experience with a better structure, a clearer program
- Organising a theological conference in 2021 for the 20th anniversary of the Reuilly Agreement.

Session III Situation in France and ‘Gilets jaunes’ movement

Chair: Ven Meurig William. Input: Rev Christian Krieger

Every Saturday since mid-November an increasing number of demonstrators have taken to the streets in France to denounce austerity measures and the increase in fuel tax. The movement is coordinated over social media, is relatively fragmented, and covers a vast territory across social classes. The lack of coherence gives it an ambiguous, contradictory character, which also strengthens its ability to speak to different groups. Complaints are heterogeneous, apolitical and sometimes radical. There is no apparent hierarchy, no rules to guide action and no sanctions for non-compliance. The organisation is based solely on the criterion of belonging, on the symbol of wearing a yellow vest and the shared need to be seen and heard. The movement has tried to structure itself but failed (i.e. spokespersons designated to negotiate with the government or to coordinate the movement were very quickly accused of not representing the people).

A lasting movement with repeated outbreaks of violence

The movement has lasted for months. The numbers involved are not large compared to other social movements in history, but it nonetheless occupies people's minds, the media and social networks, and has degenerated, with outbreaks of violence (with images of riots, the Arc de Triomphe vandalised, police officers and demonstrators seriously injured). On 10 December, President Macron spoke in front of more than 23 million television viewers to announce new measures to increase purchasing power, the cost of which was estimated at 10 billion euros. The measures adopted did not ease tensions, and the gilets jaunes for more direct involvement in the development of public policies (Citizens' Initiative Referendum [RIC]).

Great National debate, Democracy 2.0?

The government responded to the request of participatory democracy with an online consultation. President Macron announced the organisation of a Great National Debate from 15 January to 15 March, 2019. Four key themes guide the consultation:

1. Taxation and public spending
2. The organisation of the State and public services
3. The ecological transition, the question of its financing
4. Democracy and citizenship institutional reform, and the Citizens' Initiative Referendum (RIC),

Debates can be organised at the level of the district, the commune, the region, etc, and citizens could submit their contributions directly. Conferences will allow exchange on the analyses and proposals resulting from the various local debates. However, many "gilets jaunes" deny the legitimacy of this initiative, convinced that the real debate is "in the street".

The movement is questioning the representative democracy, the increasing inequalities between rich and poor, large metropolises and empty peripheries, the mistrust of the elites, and the feeling of abandonment and injustice.

Session 4 - Report on Meissen; Chair: Rev Christian Krieger. Input: Rev Dr Matthias Grebe

Meissen, sense, context

In 1983, the Meissen agreement emerged from the reconciliatory efforts between two countries and was signed in 1991 by the Church of England and the EKD (Reuilly is broader, encompassing the Episcopal Scotland of Scotland and Church of Ireland). The Meissen agreement understands itself as a step on the journey to full visible unity. Paragraph 1-7 deals with the context (statement), paragraph 8 onwards the agreement (declaration).

The sense of Meissen:

- 1) Acknowledgement of the other church,
- 2) Acknowledgement on word and sacrament given
- 3) Acknowledgement of each other ordained ministries
- 4) Acknowledgement on visible sign of the unity/on episcopate. Voluntarily or not, Meissen misses the communal episcopate, has only personal and collegial episcopate.

Meissen contains seven commitments.

Two means of engagement on the way towards full, visible unity
> *Meissen commission meetings*

There are three meetings a year for each church, and one common meeting between them. It is usually a time of fellowship, to learn about and from each other.

Bishop Nick Baines, who was the previous Meissen co-chair, focused on topics like mission and Christian fellowship, rather than the episcopate issue, and this allowed Meissen to promote the building of real friendship. Every two years sees a partnership meeting (jumelage) in Germany, and Bishop Baines was regularly invited to the German Kirchentag. Every five years sees a delegation visit, and the last one happened before the Brexit conference in December 2018.

> *Theological conferences*

Meissen organises a theological conference every two or three years. The last one revisited the Meissen Agreement after 30 years and the proceedings will be published.

The missing link to full visible unity

The UK Act of Uniformity (1662) stipulates that the sacrament of eucharist can only be celebrated by an episcopal ordained priest. Under Canon B43, the service of an EKD pastor celebrating in an Anglican building would then simply not been recognised as Anglican, and therefore full interchangeability would depend on the Act being changed (this is what happened to enable the ordination of women).

Discussion

The differences between Reuilly and Meissen were discussed, as well as how Meissen might reinforce Reuilly. Ven Meurig Williams recalled the witness in Belfast of Methodist and Anglican exchange of ministries.

The nuances in each language were noted: in English, “we acknowledge” is lower than “we recognise” (nous admettons, confirmons ≠ nous reconnaissons)

Full, visible unity is also a sharing of life and mission of the church, which includes (ministry), and John McLuckie highlighted that while historical episcopate is non-negotiable for a unified church, there is nonetheless probably space for a sign toward visible unity

Ideas for the Colloquium 2021

- Evaluation of 20 years of Reuilly (two speakers)
- Free ticket for theologians: how to move further toward full visible unity
- Tackle the issues brought by the Act of Uniformity as well as that of “historical apostolity”
- Deepen the understanding of the wording of Reuilly agreement (recognise ≠ acknowledge)
- A consideration of how we understand “full visible unity”
- Interchangeability with Episcopal Church of Scotland and the Irish Church, not bound by the Act of Uniformity

Session 5 - Developing theological dialogue ; Chair: Rev Christian Krieger

How strong and binding is the Act of Uniformity? This is a political issue which reflects the status of Anglicanism in UK. Historical episcopate is non-negotiable for the Church of Scotland, but full visible unity is wider than just the interchangeability of ministry. One of the goals for 2020 or 2021 is to find a way to deepen the collaboration. For the 20th anniversary of the Reuilly Agreement the group proposed to organise a colloquium, to discuss and continue the work started in Lyon and to make space for signs of full visible unity as well as an exploration of unity within diversity, and unity as serving beyond the Eucharist. Structure is important, but not the goal per se. 2 projects will be further discussed:

- A meeting in the beginning of July for evaluation and feedback
- A colloquium for the 20th anniversary in 2021

Session 6 - Where we are in the light of the Brexit

Chair: Rev Christian Krieger. Input: Ven Meurig William, Rev John McLuckie

The divisions in the UK are not new, and tensions have been present for decades. Scotland and Ireland have a strong regional/national identity and voted to remain within Europe, while Wales and England to leave. The power is located in London, Oxford and Cambridge. Those who are against any agreement do so for various reasons, some for political opportunism. The idea should be to leave on the best possible terms and the agreement should have been settled much earlier. If Brexit does come to pass, the great

question for both France and the Diocese of Europe is the administrative task of dealing with for UK citizens who have lived abroad for decades and the repercussions for chaplaincies. Questions arise about residency or citizenship, right to work, to drive, and access to education/health care/medical insurance/pensions. How will applications for vacant congregations be handled?

The heart of Brexit voter was discontent about austerity and immigration, but English nationalism was also in the background. In the context of the Reuilly agreement, what practical solidarity can be arranged for chaplaincies facing difficulties in finding a minister? Could support be provided by the EPUDF? In the case of a no-deal Brexit, Claire Sixt Gateuille would show solidarity with the Anglican chaplaincy. William Meurig will prepare a prayer to be shared in the prayer of general intercession, to raise awareness of the communion of the Churches and stay in contact.

COMMUNITY OF PROTESTANT CHURCHES IN EUROPE

(CPCE: <https://www.leuenberg.eu/>)

The CPCE is the umbrella organisation of the protestant churches. 94 Lutheran, Methodist, reformed and united churches from over thirty countries in Europe and South America belong to it. With that the CPCE represents altogether around 50 million Protestants. The CPCE exists thanks to the Leuenberg Agreement of 1973. The next General Assembly of the Community of Protestant Churches in Europe is due to take place in 2024

PORVOO (www.porvoocommunion.org)

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 closer together in mission and ministry during 2018.

Porto 2019

During 2019 the Porvoo Communion gathered in Porto, Portugal for a Church Leaders' Consultation as well as for the annual meeting with the Porvoo Contact Group. The 2019 meeting focused on *The Church in the Public Square*. The consultation took place at the Roman Catholic Seminário de Vilar in Porto where delegates were made welcome by the Rt Revd Jorge Pina Cabral and the Lusitanian Catholic Apostolic Evangelical Church. Over the two days, the consultation shared insights about secularism; digital presence; and the church's involvement and contribution to the climate change discussion. The Church of Finland's profound work on climate change, built on a foundation of Christian theology and ethics was discussed. The goal in the Church of Finland was a carbon neutral church by 2030. All Porvoo meetings are inspired by the local context. The consultation was fortunate to hear from Mr Antonio Marujo, an experienced Portuguese journalist who gave his perspective on the public square in Portuguese society. The religious landscape of Portugal is diverse, but with a dominant Roman Catholic Church. In Portugal, there are expectations among the public that the churches should contribute to public discourse and that the churches had to speak. Mr Marujo gave examples of where the churches had contributed in the public debate but also when the churches had declined to speak.

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The Consultation took place shortly after the death of the Rt Rev Dr Tore Furberg, sometime Bishop of Visby in the Church of Sweden and Lutheran Co-Chair of the conversations that led to the Porvoo Agreement. The consultation recognised with gratitude his ministry and the legacy he leaves. The 2019 meeting saw some new members in the contact group, among them the Lutheran Co-chair, Bishop Matti Repo (Church of Finland) and the Lutheran Co-Secretary, Rev Dr Erik Berggren (Church of Sweden).

In addition, the members of the contact group shared information from each other's churches and planned for future events.

The Church of Ireland was represented in by:

Rev Helene T. Steed, Church of Ireland member of the Porvoo Contact Group

The Most Rev Dr Michael Jackson, Anglican Co-chair of the Porvoo Contact Group

Work plan for the next three years:

2020 – Theological Conference, 8th to 11th of October. Theme: Ecclesiology. Venue: Sweden

2021 – Primates' Meeting, 14th to 17th of October. Venue: Finland.

2022 – Consultation. Venue: The British Isles (possibly Wales or England), tbc.

Every day Porvoo

The Porvoo Communion has no budget, no office and no paid staff, and hence the members Churches contribute as they can. In many respects it operates as a network. To facilitate the work and fellowship, the member Churches have appointed two co-chairs and two co-secretaries, one from each tradition. In addition, each member Church has a contact person.

The Churches in the Porvoo Communion pray for each other. Every Sunday, Diocese, its bishop/s, clergy and people are remembered in prayer by congregations and parishes, as well as by individuals. The prayer diary for 2020 is found on-line at: <http://porvoocommunion.org/resources/prayer-diary/>

For more information about the Porvoo Communion, please see the homepage: www.porvoocommunion.org.

THE INTERNATIONAL REFORMED–ANGLICAN DIALOGUE

(IRAD: <https://www.anglicancommunion.org/ecumenism/ecumenical-dialogues/reformed.aspx>)

2015 was the first time that the Anglican and Reformed Communions have met in a formal dialogue at the global level since 1984, when the dialogue finalized its agreement statement, God's Reign and our Unity. The Church of Ireland is represented by the Rev Helene T. Steed.

Communique 2019

The International Reformed–Anglican Dialogue (IRAD) between the World Communion of Reformed Churches (WCRC) and the Anglican Communion met for the fifth time,

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between 23 and 30 August 2019 in Hiroshima, Japan, under the leadership of Co-Chairs: The Rev Dr Elizabeth Welch (WCRC) and The Most Rev Dr Howard Gregory (Anglican Communion).

This bilateral dialogue, the first that the Anglican and Reformed Communion have had globally since 1984, which then led to the report *God's Reign and Our Unity*, was mandated to take as its theme a study of the nature of communion (koinonia) and the pressing issues which emerge for both Communion out of such reflection. After meetings in India (2015), England (2016), South Africa (2017) and Canada (2018), this meeting in Japan concluded our focus on koinonia as God's gift and calling. Engaging with the theme has been both exciting and challenging. The report examines the foundations of koinonia in scripture, theology and history, and how it is expressed in ecclesiology and mission. We looked at what our understanding of koinonia is, and how we see koinonia lived out. We have explored how koinonia helps us address the diversities within and between our communions. Meeting in Hiroshima, we were deeply moved to hear atomic bomb survivor Ms Keiko Ogura share her story of 6 August 1945, and to visit the Peace Park and the Hiroshima Peace Memorial Museum.

The dialogue opened with a celebration of Holy Communion in the Anglican tradition and closed with a celebration of Holy Communion in the Reformed tradition. The members of the dialogue prayed together mornings and evenings. The Commission participated in the Anglican Eucharist at the Church of the Resurrection where we were welcomed very warmly. This round of the dialogue was generously hosted by the Anglican Communion. The hospitality of the diocese of Kobe was greatly appreciated. Greetings were brought from the Church of Christ in Japan and the Korean Christian Church in Japan. We were kindly received by the Primate of the Anglican Church in Japan, The Most Rev Nathaniel Makoto Uematsu, and the Bishop of Kobe, The Rt Rev Augustine Naoaki Kobayashi. The Commission is particularly grateful to The Rev Dr Renta Nishihara, The Rev Shintaro Ichihara and Mrs Miki Hamai for their work setting up and supporting the meeting.

EUROPEAN AFFAIRS WORKING-GROUP

Membership

Rt Rev Patrick Rooke (Chair), Dr Ken Milne, Rev David White (Hon. Sec.), Rev Cathy Hallissey,

Co-opted - Ms Janet Barcroft, Canon Patrick Comerford, Canon Adrian Empey, Ms Maxine Judge, Canon Eithne Lynch.

Conference of European Churches (CEC) Draft Strategic Plan: 2019-2023

The European Affairs Working Group welcomed the Draft CEC Strategic Plan: 2019-2023 *Together in Hope and Witness* and congratulated those responsible for putting it together. It is an ambitious programme with many exciting and imaginative initiatives envisaged. We were also grateful for the opportunity to be part of the wider consultation process.

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CEC was founded in 1959 and is a fellowship of some 115 Orthodox, Protestant, Anglican, Old Catholic and other reformed churches from countries around Europe, plus 40 National Councils of Churches and partner organisations.

The European Affairs Working Group felt that the range of issues in each of the three areas, were already wide-ranging enough without us adding to them. (AIM 1: CEC promotes peace, justice, and reconciliation in Europe; AIM 2: CEC deepens church communion and ecumenical fellowship and AIM 3: CEC raises the Churches voice in Europe and toward the European Institutions)

There were, however, two issues we commented upon. We noted with enthusiasm the inclusion of youth at the CEC General Assembly in Novi Sad through a parallel ‘Youth Assembly’ and active engagement of some of these delegates in the overall Assembly. Our Group welcomed this direction which it is hoped will be further implemented in the CEC Strategy. We noted that the Governing Board’s intention is to enhance the presence and involvement of young people so as to have 20% of persons of the age 18 to 30 in all the thematic groups, task forces and events. We remarked with some concern that there is no specific field of work on youth. We look forward, however, to learning how this intention to include younger people will manifest itself in practical terms.

The European Affairs Working Group welcomed the proposal for a global communications strategy. We look forward to further details of the working out of this strategy and its longer-term implementation. Today we have more means to communicate than ever before in human history. The benefits are enormous and include clarity of vision and this will serve CEC, its member churches, partner organisations and the communities it seeks to serve well over the next few years. We wished the Working Group well with the task of developing a communications plan.

Brexit

The European Affairs Working Group welcomed Standing Committee’s statement on September 17 2019 which noted ‘the decision of the United Kingdom of Great Britain and Northern Ireland to leave the European Union on a date determined but yet to be finalized.’

As time passes, the complexity of Brexit is becoming obvious which only clarifies the emptiness of the Election slogan – ‘Get Brexit done!’ Standing Committee urged ‘the Government of Ireland, Her Majesty’s Government, and the member states of the European Union to do everything in their power to ensure the continuity of peace, stability and economic security for those on the island of Ireland affected by Brexit, and to uphold such international treaties and agreements as are in place in order to secure the above outcome.’ After the 31 January deadline the United Kingdom’s exit from the European Union became a reality. During the extendable transition period, we can expect more difficult conversations about the EU-UK partnership until 31 December 2020 when the UK will leave the European Customs Union.

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The European Affairs Working Group has been concerned with how it might assist members of the Church of Ireland, north and south, to adjust to the changes Brexit will bring. With this in mind:-

1. The Working Group invited Dr Paul Gillespie, Deputy Director of the UCD Institute for British Irish Studies (IBIS) and Irish Times columnist to speak to them. Dr Gillespie had many interesting insights to share and kindly agreed to return to talk to the wider Commission for Christian Unity and Dialogue.
2. Under the guidance of Dr Kenneth Milne, the Working Group put together the following observations....

Where are we now?

- (a) The departure of the United Kingdom from the European Union on 31 January 2020 does not mean that EU rules (including those pertaining to membership of the Common Market and the Customs Union) no longer apply in Northern Ireland. On the contrary, for a 'transition period' of at least a year the UK will continue to be subject to EU regulations. The UK government has insisted that this period will be restricted to a single year, though the EU doubts if this will suffice if all aspects of 'withdrawal' are to be settled. During the transition period negotiations will take place on the future relationship between EU and UK, and in particular the putting in place of a comprehensive trade agreement, the terms of which will be of particular importance for Northern Ireland.
- (b) The Northern Ireland and Welsh Assemblies, like the Scottish Parliament, voted to reject the 'Withdrawal Bill', which, however, received the royal assent on 23 January. Of particular concern to Northern Ireland representatives at Westminster is whether or not the Prime Minister's assurance that 'unfettered access' for Northern Ireland businesses to the rest of the UK market also applies to goods moving from Great Britain to the North; however, all attempts by Northern Ireland members to amend the bill at Westminster were defeated. So far as the 'remaining' members of the EU (not least Ireland) are concerned, the closer that EU and UK regulations remain the better, though the UK government has sent out ambiguous signals on this issue.
- (c) Both political jurisdictions on the island of Ireland will have a keen interest in the negotiations between EU and UK during the transition period, and the Irish Churches particularly will be conscious of the impact that Brexit and the ensuing EU-UK relationship has on the most vulnerable of our members. Churches will also need to be vigilant where citizens' rights and human rights in general are concerned.

Consultation Paper

The Churches, having pastoral responsibilities in both North and South, have an obligation to scrutinise the workings of the EU post-Brexit. A consultation paper, 'Brexit and the Irish Churches-pastoral dimensions', was prepared jointly by the Irish Council of Churches and the Irish Inter-Church Committee and circulated among the Churches in 2018 in which, as convenor of the ICC European Affairs Committee, Dr Kenneth Milne wrote:

‘Having adjusted to the creation of two distinct political jurisdictions on the island almost a century ago our Churches should be confident of overcoming whatever stresses lie ahead, and we believe that as part of civil society we have a role to play in supporting our members in what is likely to be a protracted period of some difficulty. But to do so we need to be well-informed and energetic in maintaining our contacts with the European institutions and to sustain our commitment to doing so’

Writing in the same document, the General Secretary of ICC, Dr Nicola Brady, referred to the fact that Brexit entailed significant risks with regard to community relations in Northern Ireland and the Most Rev Noel Treanor, bishop of Down and Connor wrote of the vocation of the Churches, ‘espousing no interest other than the common good of the entire human family...’ and as having ‘a shared responsibility to create contexts and spaces of encounter, exchange and understanding.’

Moving Forward

2019 saw the appointment of new membership of the main EU institutions: the Commission, the Council of Ministers and the European Parliament (as a result of which Ireland now has in addition two of the re-allocated UK seats in the parliament). The new President of the Commission, Ms Ursula von der Leyen has identified the following issues as top of the EU’s agenda, each of which has an ethical dimension:

- (i) climate change and the environment (with which the question of migration is closely linked)
 - (ii) ‘the Future of Europe’
 - (iii) A thorough review of the structure and operation of the EU’s institutions
-
- (i) ‘The European Green Deal-preserving our Common Home’ is an ambitious initiative, involving all the EU institutions. It clearly is of huge concern to the Churches, and was the subject of a symposium held in Brussels in January 2020 under the auspices of the ‘Article 17’ programme (headed by Mairéad McGuinness, recently re-elected First Vice-President of the Parliament). It is proposed (subject to budgetary agreement) to provide very considerable funding for carrying out the plan, including local participation, which is vital. The recent elections in the Republic have revealed a situation by no means confined to Ireland, that while the population in general recognises that urgent action is required to save the planet, few are prepared to face up to their responsibilities as individuals. Here, surely, is a role for the Churches.
 - (ii) ‘The Future of Europe’ study is not confined to a concern for the member states of the EU alone, but for the continent as a whole. There are social and economic aspects of the matter, and many commentators detect a certain complacency on the part of a new European generation (some representatives in the newly elected European Parliament among them) who are slow to recognise the purpose that lay behind the establishment of the original Coal and Steel pact of 1951 (comprising six nations) in the aftermath of WW2, which was never intended to be simply a free trade area

but was a response to the horrors of war, and has developed into the present European Union. Here again, there is surely need for a Christian contribution.

- (iii) It has long been recognised that many citizens of the member states of the EU lack any sense of ‘belonging’. This is often called the ‘democratic deficit’, though it has to be admitted that disenchantment with more local political institutions is not hard to find. Where Euroscepticism is concerned, the credibility gap is to be attributed (particularly in the United Kingdom) to a hostile and aggressive press which successive governments have failed adequately to address. However, the EU itself accepts a share of the blame, and admits that it needs to give a higher profile to the positive, as compared with the more controversial aspects of its work. A particularly enlightening aspect of the visit paid by an ICC delegation to Brussels some years ago was to meet with officials who were working in areas of great social significance, touching the lives of many vulnerable people, yet whose activities were largely unknown to the general public. That legitimate criticisms can be levelled at the workings of the European Union is not denied by many of its warmest supporters but they would be among the first to claim that if it did not exist something akin to it would be called for if such major current issues as climate change, migration and international security, none of which can be tackled without international co-operation are to be tackled adequately.
- (iv) It is scarcely adequate simply to identify areas of concern for the Churches without considering the means whereby this concern is to be translated into action. And Churches, by virtue of their local presence, should be well placed to play their part- if they can come to some agreement as to what that part is. Many years ago, an Irish commissioner told a Church of Ireland group that we had at our fingertips, thorough our parochial system, a presence in every corner of the island!
- (v) The Salvation Army set a good example to other religious bodies when last year it published ‘The Brexit Toolkit’, which offered its members guidance on ‘how to respond to the possible impact of Brexit’. As was to be expected from that organisation, the booklet struck a practical note, highlighting such critical areas as increased unemployment, higher food prices, and an increase in homelessness caused by an economic downturn. The document cited Northern Ireland as among the parts of the UK most likely to be severely impacted because of their dependence on trade within the European Single Market. While recommending such highly practical measures as being prepared for an increased demand for food parcels and supporting EU nationals who might be anxious about their future, the advice included

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advocating the need for awareness of, and co-operation with such relief agencies as exist. The European Affairs Working Group has asked the ICC if it might explore the possibility, when the future looks a little clearer, of producing something similar for the churches in Ireland.

- (vi) Bearing in mind the limited human and financial resources available to Churches, it is worth noting that the previously-mentioned ICC/ICCM consultation paper 'Brexit and the Irish Churches' drew attention to the importance of the EU's obligations under 'Article 17' to 'engage with Churches, Religions, Philosophical and Non-confessional organisations' and such liaison is particularly valuable where the monitoring of EU policy and legislation is concerned. Likewise, there are, nearer to home, important sources of information such as the Institute of International and European Affairs in Dublin (of which we are a member), the Brexit Institute at Dublin City University (which welcomes us to its events) and of the work of the inter-university body headed by Dr Paul Gillespie, and, which he has indicated, will in due course seek to involve the Churches in its work.

INTER FAITH WORKING GROUP

Membership

Rt Rev Dr Kenneth Kearon (Chair), Ms Georgina Coptý (Honorary Secretary), Canon Patrick Comerford, Rev Suzanne Cousins

Membership

Ms Georgina Coptý, who has served with the group for nine years, has submitted her resignation effective from June. Canon Elaine Murray will join the group as a full member in March 2020.

Engagement with the Jewish Community

The rise in anti-Semitic behaviour, compelled the group to reach out to the Jewish community. The group was eager to engage with members from the community and learn from their experiences of life in Ireland. A daylong event took place on March 5th which commenced with a guided tour of the Jewish Museum in Portobello, Dublin. The group received a very informative talk about the history of the Jewish community in Ireland, and heard personal accounts. During the afternoon, Rabbi Zalman Lent, Dublin Hebrew Congregation, met with the group at CITI. The Rabbi carried a constructive conversation with the group during which he shared his own experiences, and discussed some of the racial challenges facing the Jewish community in Ireland. The day had a positive atmosphere with the group expressing support to the Jewish community and learning of helpful ways for future engagement.

Engagement with the Moslem Community

As part of the group's continuous effort to build relationships with our neighbours, a visit to the Clonskeagh Mosque, Dublin, was arranged. Dr Ali Selim hosted the group and gave a tour of the mosque and adjacent primary school. Dr Selim spoke of the experience of the

Muslim community in Ireland and some of the challenges. He also gave a brief history of Islam and spoke on gender issues and the traditional role of women. The group was able to enjoy lunch at the Mosque and engaged in conversations with other members of the Muslim community.

Presence and Engagement

From 31st March – 5th April 2019, the Rev Canon Elaine Murray (Cork, Cloyne and Ross) and the Rev Suzanne Cousins (Armagh) made a trip to England on behalf of the IFWG and commissioned by CCUD. The purpose was to explore on-the-ground inter faith initiatives which take place under the banner of the Church of England's 'Presence and Engagement' ('P&E') ministry, and to see what learning might be extracted for the Church of Ireland with its growing multi-religious and multi-cultural context. They visited the Dioceses of Southwark (London), Birmingham, Leicester and Manchester as well as attending the annual P&E/Inter-faith Conference at Lambeth, and met with representatives of the Council of Christians and Jews. The trip came about following the 2018 Consultation, at which the keynote speaker was Bishop Toby Howarth, a significant contributor to the P&E ministry and programmes.

Summary of suggestions and recommendations resulting from the trip:

- The overarching recommendation was that the COI consider following the example of developing a customised resource for the COI, including an IF-designated website, and that the COI can usefully draw on the P&E experience, expertise and resources to develop our own contextualised resources.
- The observation was made that P&E-based projects have brought ordinary people of faith together in friendship and understanding, helping to contribute towards peaceful and reconciled communities. It was suggested that Mothers' Union potentially has a major role to play in such reconciliatory community-building work at grassroots level.
- It was impressed that interfaith engagement may/should be viewed as a gospel imperative to reach out to "the other". This was emphasised at the Lambeth P&E conference.
- A theological understanding of the Church's Inter Faith ministry is important: for example, a Trinitarian understanding of interfaith initiatives is significant, that we (the church community) are the body of Christ (the Son) wherever we find ourselves, transforming society (by the Holy Spirit), hence giving and receiving the blessing of God (the Father).

Future Work

The group is holding another event on April 27, at CITI. Rev Dr Ainsley Griffith, Director of Faith, Order and Unity, will speak to the group at CITI on interfaith work currently taking place in the Church in Wales. Dr. Griffith will also share his own experiences in matters relating to faith and order. In order to obtain a holistic view of interfaith work in the UK and Ireland, the group is considering inviting a member of the Scottish Episcopal Church to speak on interfaith work in Scotland. This event is provisionally scheduled to take place in September, 2020.

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Appendix 1 ~ Annual Church Meetings

GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN IRELAND BELFAST, 3rd-7th JUNE 2019

The General Assembly of the Presbyterian Church in Ireland took place at Assembly Buildings, Belfast, from 3-7th June 2019. Proceedings began with the Installation of the new Moderator, the Rt Rev Dr William Henry, on the Monday night. This was the most formal event of the week, with an impressive procession of past moderators in full robes. Both the outgoing and incoming moderators gave addresses, with the outgoing moderator giving a review of the year and the incoming moderator expounding his chosen theme 'Enjoying God.'

Tuesday to Friday were given over to a wide range of business, interspersed with 'alternative presentations' which gave the opportunity for a more expansive engagement with key issues. These were entitled 'Beyond Ourselves,' dealing with outreach and evangelism, 'People on the Move,' looking at global migration, and 'Life Always Matters,' looking at adolescent mental health, dementia and palliative care. These highly professional presentations brought a depth of insight and inspiration to bear on the topics covered, and a number of excellent new resources were unveiled.

Notable debates during the week included the high-profile issues of the PCI's relationship with the Church of Scotland and the relationship between Queen's University and Union Theological College. Both of these subjects were discussed with intensity but with an attitude of respect for difference. Less newsworthy, but nonetheless significant, discussion topics included college and prison chaplaincy, pay scales for additional pastoral workers, dealing with the legacy of the past and the future of the Guysmere Residential Centre at Castlerock. All of these debates and the many resolutions considered and passed were handled with skill by the Moderator, ably assisted by the Clerk of the General Assembly, Rev Trevor Gribben, whose role is somewhere between the Assessor and the Honorary Secretaries at our General Synod.

In many ways the General Assembly and the General Synod are similar – the pattern of an opening address followed by reports, speeches, resolutions and amendments, punctuated by worship and prayer, is common to both meetings. However there are some significant differences. The presence of retired ministers at the General Assembly is significant. In particular the input of several notable former moderators including the Very Rev Drs John Dunlop, Gordon Grey, Trevor Morrow, Norman Hamilton and Ken Newell brought gravitas and experience to many of the discussions. At the other end of the age scale, delegates from the previously-held Youth Assembly brought fresh vision and dynamism to the debates.

Visiting delegates from Greece, Malawi, Indonesia and several other countries enabled the voice of the global church to be heard, to the great enrichment of everyone present. In

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particular, to hear first-hand from those dealing with the fallout of the refugee crisis and those at the interface between Christianity and Islam was eye-opening and prompted prayer and praise. The whole Assembly was conducted in an atmosphere of warmth with the feel of a family gathering. Appropriately timed humour lightened what could have been dull or fractious moments and the overall ambience was upbeat and positive. We are very grateful for the opportunity to attend and bring the greetings of the Church of Ireland, and for the hospitality shown to us and to all the visiting delegates from beginning to end.

Ven David Huss
Mr Mike Johnston

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THE METHODIST CHURCH IN IRELAND ANNUAL CONFERENCE CORK, JUNE 2019

I was privileged to attend the 250th annual Methodist Conference held in Cork as a Church of Ireland representative, at the request of Standing Committee. I was made to feel very welcome, and I felt I was among friends, as I know personally many ministers who have been stationed within the Dioceses of Limerick & Killaloe.

Compared to General Synod, I was much struck by how well everyone knew each other. This may be because Conference is smaller, with even numbers of ministers and laity, but also I think because Methodist ministers move more often. They have traditionally not been stationed in one circuit for more than 8 years. A working party established at Conference 2019 brought forward proposals for how stationing of ministers should be managed in the new District Structures, and a resolution was passed removing the 8 year limit on stationing from the Constitution to allow greater flexibility for reasons of continuity and mission, and to reduce the number of consequential moves across the Connexion, while maintaining the principle of itinerancy, which remains highly valued.

I was struck by the grace and mutual respect with which potentially divisive issues were handled, for instance sexuality. The Working Party on Human Sexuality, part of the Faith and Order Committee, reported that it was continuing its work, and plans a series of events during the next Connexional year as opportunities to engage with scripture. Circuits have previously been directed to hold conversations about human sexuality and give feedback to the working party. Those circuits which had not yet given feedback were urged to do so. I was also struck by the vibrancy of the daily worship and Bible Study led by Rev Dr Sahr Yambasu from Waterford.

The Report of the Covenant Council was received as 'En Bloc' business without discussion. Conference continues to encourage congregations to celebrate the Covenant relationship with neighbouring Church of Ireland congregations on or around John Wesley Day, 24th May. Conference reappointed Rev Dr Heather Morris as Co-Chair of the Covenant Council, and appointed the following as its representatives for the coming year:

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Rev Dr Heather Morris, Rev Andrew J Dougherty, Ms Gillian M Kingston, Rev Dr Thomas R McKnight, and Rev Dr Janet M Unsworth.

I was given an opportunity to say a few words in the context of the Covenant. I said that we in the Church of Ireland continue to cherish this relationship, in which we commit ourselves to share a common life and mission, and to grow together so that unity may be visibly realised. I noted that in my own diocese of Limerick & Killaloe, the diocesan magazine which I have edited includes news from Methodist circuits as well as Church of Ireland parishes - a great blessing for us, and I hoped for them too. Through this we see just how much we come together, for instance in ecumenical Good Friday walks of witness, Lenten courses and suchlike. I cited two examples from May 2019: in Kenmare, Methodists shared in Bible studies led by Rev Michael Cavanagh; and Rev Canon Patrick Comerford of the Rathkeale and Kilnaughtin group of parishes and Rev Ruth Watt of the Adare & Ballingrane Methodist Circuit exchanged churches, with the latter celebrating Holy Communion in one of the former's churches. The truth is that in my part of the world Church of Ireland and Methodist folk are already very close, in many cases friends from school and members of the same families by marriage. But there is so much more we could be doing to make a reality of the Covenant. For instance, we in the Church of Ireland have much to learn from Methodists about mission and outreach to new Irish communities. And if we mutually recognised the ministry of Diocesan Readers and Methodist Local Preachers, we could better support each other's scattered congregations in rural areas.

Mr Joc Sanders

RELIGIOUS SOCIETY OF FRIENDS IRELAND YEARLY MEETING DUBLIN, 25th – 28th APRIL 2019

Report from Dr Kenneth Milne

I was only able to attend the Yearly Meeting on the opening day, 25 April 2019, though, fortunately, quite a substantial amount of business was transacted that afternoon and evening. As I have mentioned in my reports on previous Yearly Meetings, I find that the procedure whereby the devotional aspect of the programme is distributed regularly throughout the agenda is impressive. Likewise, the manner in which the assembly frequently goes into silent mode is quite striking, and I suspect that this is only possible as a result of the Friends being accustomed to the discipline of silent worship.

Much of the first session was devoted to receiving international letters of greeting from Quakers and epistles from Yearly Meetings in other countries, including Germany, Belgium, the Netherlands, Norway and Sweden. Friends are very conscious of their worldwide presence, and their distinctive contribution to international bodies such as the United Nations is considerable. The British Quakers stressed that 'come what may' they would remain close to other European Quakers.

The communication from North America included acknowledgments from New York and Ohio that there was need to address the fact that Quakers might have contributed to ideas of 'white supremacy', while others referred to growing concern over environmental issues

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and the existence of 'clear disagreement' on marriage issues (likewise in Dublin, where a Special Meeting was held to consider the question of same-sex marriage in the context of the referendum in the Republic).. From the North Pacific came concern about 'unconscious racism' Both Australia and New Zealand expressed the need for more contact with aboriginal peoples. There were also reports from Africa and South America.

The theme of the Yearly Meeting was 'Education', a contribution to society that Friends make in many parts of the world (not least in Ireland). Of especial interest was a report on the role of Quaker schools in the Middle East, which have played a critical role in intense situations for many years. The report on 'Ministry and Oversight' told of Friends pastoral care of the elderly and infirm nearer home.

I think it is worth mentioning that the book stall at the Yearly Meeting gave evidence of Friends' publishing activity, including that of Irish Quakers. The Friends have an enviable record where the care and publication of their archives are concerned.

Report from Dr Bridget Nichols

The annual gathering of the Society of Friends in Ireland took Education as its theme for 2019. This was reflected in a public lecture on education, ministry and renewal (towards recovering the inspiration of the founders of the Quaker movement), and in special sessions on adult education and young people's spiritual growth. Routine business, Bible studies, and opportunities for meditation on scripture were shaped around the larger presentations. Thirty minutes of silent worship at the commencement of each day's business will have come as a novelty to anyone unfamiliar with Quaker practice, but it has much to commend it.

A highlight of the gathering was a presentation on the Quaker schools in Brummana in Lebanon and Ramallah on the West Bank. Both institutions are thriving examples of interfaith co-operation and, of the vision and drive of the Quaker International Education Trust. A rather different, but also excellent introduction to 'personal data matters' by an IT instructor gave a fascinating overview of the development from the earliest computers to the technology used in modern national elections. A professional film-maker introduced work he has undertaken for Irish Quaker Faith in Action on documenting international social issues. This was complemented by a reflection on Ireland as 'a country of peace'.

I was unable to attend the full programme, but would like to record gratitude to the representatives of Quakers in Ireland, who welcomed me and explained proceedings, in particular, Pauline Goggins.

**Dr Bridget Nicholls
Dr Kenneth Milne**

**GENERAL SYNOD OF THE CHURCH OF ENGLAND
YORK, 5th-10th JULY 2019**

BACKGROUND

The General Synod of the Church of England has 507 members as follows:-

- 42 Diocesan Bishops who have automatic seats and 8 Suffragan Bishops who compete for places;
- 182 clergy elected;
- 17 clergy elected by “ring fenced” groups - chaplains, deans, religious orders;
- 250 lay people compete for places; and
- 8 lay people due to the office they hold.

Members serve for 5 years terms. Interestingly I was advised that demand far exceeds the places available - competition is often 5:1 and can be 10:1

The Synod meets residentially in York in July and non-residentially in London in February. A third session may be held, if required, in November. The York Sessions are residential at a University Campus with meals and accommodation provided.

INTRODUCTION

This report is divided into 2 sections - firstly it covers some of the ways the CoE Synod operates (given my role as Honorary Secretary this was of particular interest to me) and secondly it covers some of the content of the July Sessions.

OPERATIONAL MATTERS

Presiding

Neither Archbishops nor Bishops are required to chair sessions (though at least one of the Archbishops must be in the synod hall for the session to be valid.) Instead there is a panel of chairs, clergy, lay and bishops, who have expertise on the relevant subject area and/or are considered to be extremely competent chairs. Chairs are supported by a legal advisor (in gown and wig!!!) and, I think, an official of Church House.

Speaking Rights

Those wishing to speak in any debate may give their intention in advance in writing or electronically though spontaneous requests to speak are also allowed. At the appropriate time members may then rise to speak. The chair then acts almost like a speaker in Parliament in deciding who of those standing to call to speak. Guests are entitled to speak and are invariably called should they wish to do so.

Seating Arrangements

Bishops sit in the chamber but occupy the first rows. The dress code for bishops, clergy and lay was for the most part very casual. Committee members and subject experts - staff and volunteers occupy the platform behind the chair as required for each session/topic. Archbishops, their senior staff and what seemed to be key members of the Archbishops Council occupy a “booth” to one side of the hall with visitors and guests in one on the opposite side. Seating in the hall is tiered.

Questions

As in a parliamentary model, written questions are submitted in advance and printed in a booklet along with the answer from the relevant committee/official. The book is issued in

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advance of the Synod - almost 100 questions in the July booklet. Members seeking further information or more detail rise to ask a Supplemental Question.

Voting

Voting is electronic. Members have a device about the size of a mobile phone. They also have a pass which they insert into a slot on the device which recognises a unique code on the pass and they push the appropriate button - yes, no, abstain. Within seconds the result is displayed on the computer screen in front of the chair.

Legislative Process

The legislative process seems to be broadly as follows (I have left out the final stages of parliamentary consideration and royal approval):-

- Synod requests legislation (maybe after a report or motion);
- after work by a drafting group, Synod does First Consideration - general appraisal and a steering group established to champion the legislation through;
- a revision committee is appointed to work with the steering group. Synod members may submit proposed amendments to the revision committee;
- draft legislation goes back to Synod along with a report and members may submit further amendments. Synod considers the draft clause by clause and there is another option to table possible amendments; and
- final Synod debate and approval or not.

Guests

Guests included representatives of:-

- Pentecostal Churches
- Oriental Orthodox Church
- Moravian Church
- Roman Catholic Church
- Church of Scotland
- Methodist Church
- United Reformed Church
- Evangelical Lutheran Church in Denmark (Bishop)
- Episcopal Church of Sudan
- Iglesia Anglicana de la Region Central America (Archbishop)

A number of these representatives attend every Synod. The new World Wide President of the Mothers Union (Sheran Harper from Guyana) gave a keynote speech.

There is great emphasis on looking after guests and helping them understand the processes and issues. For example:-

- a dinner for guests plus the “great and the good” with the Archbishop of York at his palace on the Thursday night;
- a tour of York Minster on the Friday morning;
- a 90 minute review of the agenda over lunch on Friday before formal business began that afternoon; and

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- a reception hosted by the Secretary General of the Archbishops Council for guests and a number of bishops on the Sunday evening;

One host looks after all the guests. The residential format makes this relatively easy.

Synod Service

There was no specific synod service. Instead members attended the normal Sunday morning service in York Minister where the Archbishop of Canterbury preached.

Book of Reports

This did not seem to be available in paper form. Instead members either downloaded to their laptop or used a very good user friendly app on their phone.

Fringe Events

There is a series of meetings and presentations early in the mornings, at lunch times or in the evenings. Unfortunately, as the timetable for these was not in the papers and the notice board was tucked away in the reception area, I missed many of them. Some were by mission agencies, Mothers Union etc. Others were on topics - I did manage to attend the Fresh Expressions session - again a very helpful App - Godsend.

SYNOD BUSINESS

Routine

Inevitably much of the business was routine - pensions, Church Commissioners (investments etc.), property matters and so on. Some examples are:-

- rules for celebrating services including holy communion in multi church benefices to give greater flexibility;
- defining religious communities and setting the regulations they are bound by;
- clergy well-being; and
- a misc. “tidy up” of various rules e.g. funerals conducted by lay person, disused burial grounds, record keeping.

There were literally dozens of these routine items and most passed “on the nod” - they seem to pass without discussion unless someone raises a point.

Significant Issues

There were however 4 more specific and significant areas of business:-

- a topical debate on the upsurge in knife crime among young people;
- a change to the rules for submitting the names of prospective bishops to the Prime Minister. The current rule is to submit 2 names in preference order and the plan is to only submit the preferred name. It is assumed this will get parliamentary and royal assent;
- a proposal to enter into covenant with the Methodist Church and enable interchangeability of ministries. This has been on the agenda a number of times over the years and there was great expectation that it would now be passed despite ongoing opposition particularly it seems from the Anglo Catholic wing about the validity of Methodist orders. However the Methodist Conference the previous week apparently made noises about moving its position on same sex

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marriage and this meant that another significant grouping of Synod members had reservations. After debate, and no one seemed totally opposed but wanted further discussion/clarification, the matter was deferred by the synod. The rules mean it cannot come back until the next term in 2021; and

- half a day spent in a series of “listening” workshops on the whole issue of human sexuality. It is clear that the Church of England is following a similar path to the one we trod a few years ago

SUMMARY

I found the whole experience fascinating. It was tiring as business went on into the evening on most days and “proper” synod business stretched from lunch time Friday until lunch time Tuesday including business on the Sunday afternoon/evening. The residential format provided a great way to meet different people at meal times and so on. I found the informality helpful - perhaps it fitted my style.

Mr Ken Gibson

GENERAL SYNOD OF THE SCOTTISH EPISCOPAL CHURCH EDINBURGH, 6th-9th JULY 2019

The Synod began with an opening Eucharist, all of the Bishops concelebrating, the Primus (The Most Rev Mark Strange) preaching.

The Synod is a small gathering of about one hundred delegates including all the clergy of the Province. This allows for all Synod members to be present at a dinner on the first night where they are joined by retired Bishops and spouses and where I was able to greet the recently retired Bishop of St Andrews, Dunkeld and Dunblane, the Most Rev David Chillingworth.

The delegates are seated at tables of about eight people during Synod sessions with a facilitator to manage contributions to some of the debates, but principally to assist with the Bible Study. All guests are assigned a “buddy”, in my case the Bishop of Edinburgh who I have known, but not well, for about 10 years. He was an attentive host and as delegates arrange their own lunch was able to fill in much of the context of the work of the Church in Scotland as we ate.

From these conversations and others during the course of the Synod I got the impression that the “measures” taken by the Communion to limit the participation in certain debates and councils in response to the SEC decision of 2018 to amend the Canons on marriage was rankling to a degree.

The following are some of the points which seemed to me to be noteworthy. They come in the order they arose as matters of report and debate during the Synod.

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- There had been a need to amend a Canon in relation to the meaning of “curtilage” to ensure compliance with the understanding of that word by Historic Buildings Scotland.
- A review of the Canons governing the election of Bishops is underway. There have been three elections in the past eighteen months and a fourth (Glasgow) which has failed to elect and is now being considered by the House of Bishops. There seemed to be a feeling that the shortlist (3-5) was too many and that the time lapse between the announcement of the names and the meeting of the Electoral College was unnecessarily long. The episcopal electoral procedure is very open and there was a feeling that due diligence was not an appropriate mechanism and that it was much more important to have begun a “discernment” process long before the electoral procedure began.
- For a very small Province the SEC seems to have substantial financial endowments and reported a surplus on the General Fund for the (I think) tenth year running. Mention was made of the fact that the Primus’s travel budget was overspent but was accounted for by the location of his Diocese (Inverness is a long way north) and the need to visit other Provinces of the Communion especially in light of the restrictive measures imposed on the SEC.

There is a great deal of central support for ministry including up to 50% of the cost of a curate and 60% of the cost of clergy pensions (still a Defined Benefit Scheme).

Perhaps the best quality debate of the entire Synod centred round a review of investments. The nub of the matter was whether or not SEC should continue to put money into pooled investments while the review was going on. The advice from the Investments Committee and the professional advisers was that it should. However a very cleverly worded amendment to prevent this was moved by the rector of Dunbar, the Rev Diane Hall. Her speech in support of the amendment was measured, technical and so persuasive that she managed to persuade a majority of the Synod (marginally against their own financial interests) to support her, against the increasingly shrill advice and to the discomfiture of the professionals.

Although the debate centred around total divestment in companies involved with fossil fuels the amendment was very technical in nature and it was a very impressive performance by someone who had never spoken before at Synod. Indeed throughout the three days of Synod there was a number of young, recently ordained, female clergy who made very striking interventions in debates.

Again, for a small Province the SEC produces very high quality liturgical and theological material, most recently on the authority of the episcopate and on ministry in general. A new Eucharist liturgy is in preparation and which was preceded by a conference on gender which (apparently) sought to move revision beyond the changing of pronouns. Revision of the Eucharistic Liturgy is clearly seen as the engine for the renewal of the Church.

- The methodology and results of a survey into clergy well being which appeared to show widespread bullying, were called into question. It seems the SEC is also

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encountering the many difficulties attending the introduction of “personnel” disciplines into clerical culture.

- The SEC are also grappling with keeping up to date with increasing regulation around Safeguarding (about 40% of clergy haven’t had updated training in the past 3 years)
- In terms of Ecumenical relationships clearly a great deal of effort has gone into bridge building with the Church of Scotland (in the wake of the slightly controversial Columba Declaration between the Church of Scotland and the Church of England) resulting in a document entitled “Our Common Calling” and warmly introduced by a senior minister of the General Assembly.
- In the interfaith presentation time was given to hear very softly spoken imam from the Akhul Byat tradition extol the warmth of relationships between Christians and Muslims in Scotland. Someone pointed out that there had been a 29% decline in SEC numbers over the past ten years.
- A great deal of time was given over to presentations from the Institute Council (priestly formation and theological education) and the intricacies of mixed mode learning. The incomparable Bishop of Argyll and the Isles spoke of “wisdom as a unique blend of vision and common sense”. Diocesan Readers seem to be resourced to a very high level of theological sophistication.

As of 2020 discernment for priestly ministry within the SEC is being conducted wholly by the Church itself and not sub-contracted to the Church of England. The key words emphasised in Selection were “realistic, informed and obedient”.

A truly fascinating and informed panel discussion was held involving scientists and theologians (all SEC members) about the ethics of genome editing.

Finally, I was asked (impromptu) to make a contribution on the current debate (as it then stood) on the possible outcomes for Ireland, North and South, of the Brexit process. The debate also widened into speculation about #indyref2 and the church’s role in any future campaigning. I gained the impression that it would not be quite as neutral as in #indyref1.

Conclusion

There is no doubt that a small Synod (for an admittedly small Province) provided for a much more workmanlike Synod with high quality debates and the business carried along smoothly. However as there were no big, controversial Bills or motions this year it may well have been rather unrepresentative.

The Rt Rev FJ McDowell

**LITURGICAL ADVISORY COMMITTEE
REPORT 2020**

MEMBERSHIP ELECTED 2019

(Acting Chair – Rev Ricky Rountree)
Very Rev Gerald Field (Hon Secretary)
Rev Nigel Dunne
Rev Alan Rufli
Rev Dr Peter Thompson
Rev Canon Peter McDowell
Rev Arian Dorrian

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 Ricky Rountree
Very Rev Susan Green

Rev Canon Michael Kennedy
Rev Canon Gary Hastings

Consultants:

Rt Rev Harold Miller

Church of Ireland Theological Institute Observer:

Dr Bridget Nichols (2017)

Church of Ireland Theological Institute Student Observer:

Ms Anna Williams (2019)

Methodist Church Observer:

Rev Ruth Patterson (2017)

EXECUTIVE SUMMARY:

The Committee has met four times in the past year comprising two one day and two two-day meetings. The value of this format over recent years has proved itself in that it gives members the opportunity to work on the large number of resources in draft form, and for a more in-depth evaluation of the LAC's role in the light of any requests from General Synod, the House of Bishops 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 as required;
- to continue developing projects in the area of formation and electronic liturgical resources;
- to develop bi-lingual liturgical resources in collaboration with *Cumann Gaelach na hEaglaise*
- to develop and publish liturgical resources for use in the event of sudden or unexpected 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 (a bi/tri annual conference of liturgists from across the Anglican Communion);
- to promote annual Liturgical Formation and Training days in consultation with a link person in each diocese.

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REPORT:

The past year has seen the production of music and liturgical resources in both printed and on-line format, and continuing work on developing new liturgies. Our work in providing liturgies pertinent to the decade of commemorative celebrations has continued, as did work on the corrections and additions to the *Book of Common Prayer 2004* in anticipation of its subsequent re-print last year.

A sub-committee set up to work with the Children's Ministry Network has continued exploring resources for worship with children.

The Resources Sub-committee having completed the order of *Morning and Evening Prayer on Sunday*, in conjunction with the *Collects of the Word*, is finalising the production of *The Service of Prayer and Naming and The Funeral Service in Cases of Miscarriage, Stillbirth and Neonatal Death* authorised for use by General Synod last year.

As noted in previous reports the Liturgical Advisory Committee is grateful to all those who over the past year have identified ways in which we may support them in their ministry of worship and acknowledges its reliance upon the initiative of its members to implement the objectives set out by the General Synod.

Following the election and co-option of new members to the LAC the sub-committee membership was revisited and the following were appointed:

1. Resources

Very Rev Nigel Dunne
Very Rev Gerald Field
Very Rev Susan Green
Rev Ricky Rountree
Rev Canon Peter McDowell
Rev Canon Michael Kennedy
Rev Adrian Dorrian
Rev Alan Rufli

2. Electronic & Web

Rev Johnny Campbell Smyth
Rev Ken Rue
Rev Alan Rufli
Mr John Morris

3. Music

Rev Canon Dr Peter Thompson
Rev Nigel Pierpoint
Rev Ruth Patterson

Liturgical Advisory Committee – Report 2020

Mrs Jacqueline Mullen
Dr Bridget Nichols
Ms Anna Williams

4. Children's

Rev Johnny Campbell Smyth
Rev Julie Bell
Rev Abigail Sines

MUSIC:

Having previously identified difficulties with old recordings of church music and issues surrounding the further provision of recorded church music, the provision of a Music Hub on the website has gone some way to meeting those needs and can be accessed at www.music.ireland.anglican.org. This resource draws together information on all the books and recordings created over the past decade on one easily accessible page.

A treasure in clay jars: Thoughts and reflections on the Canticles noted in last year's report is expected to be published this year. It is hoped that this will raise the profile of singing canticles and might encourage clergy and organists to take a fresh look at resourceful ways of Canticles being sung rather than said.

LITURGICAL RESOURCES:

This sub-committee is continuing its work to resource orders of service for use during the various centenary celebrations through 2014-2022, which are now available as an on-line resource as well as a printed card.

Requests for the provision of suitable prayers and liturgies for use in two sensitive pastoral areas has been under consideration during the past year. Firstly, in the circumstance of miscarriage or stillbirth, a *Naming Service and Funeral Service in the Cases of Miscarriage or Stillbirth* was passed by General Synod last year and is now available as an on-line resource for various pastoral settings. Secondly, pastoral resources in the circumstance of sudden or unexpected death is an area the LAC will be continuing to work on this year, and it is hoped to produce these as on-line resources.

An order for *Morning and Evening Prayer on Sunday* having been authorised for use by General Synod last year has been included in the revision and reprint of the *Book of Common Prayer 2004* and as a booklet. *Seasonal Material* has also been produced for use with *Morning and Evening Prayer on Sunday*, the House of Bishops having given permission for its experimental use for a period of seven years in order to ascertain its suitability.

A new set of *Collects of the Word*, prayers written in the context of *The Table of Readings: The Revised Common Lectionary Adapted for Use in the Church of Ireland*, for use before or after the sermon, have been compiled, produced and made available to parishes for Years C and A.

Holy Communion by Extension for Persons Unable to be Present at the Public Celebration

After 12 years of experimental use the rite of *Holy Communion by Extension for Persons Unable to be Present at the Public Celebration* came before General Synod as a Bill last year. While this rite is primarily intended for use with those who are sick, it has enriched the pastoral and worship life of a parish, allowing both the isolated person receiving this ministry and the worshipping church congregation to have a greater involvement and appreciation.

Public Worship with Holy Communion by Extension. Having been requested by the House of Bishops to devise a rite of *Public Worship with Holy Communion by Extension*, the Liturgical Advisory Committee produced a rite intended for use where the provision of a full celebration of Holy Communion by a priest is not possible in a parish church, chapel or cathedral. The House of Bishops has given permission for experimental use of this rite for some years to come with the understanding that this requires the permission of the Diocesan Bishop on every occasion prior to its use.

ELECTRONIC LITURGY & WORSHIP WEB PAGE:

The LAC continues to maintain the Worship section of the Church of Ireland website, with online resources being uploaded and freely available to parishes. A new section on Church Music Resources has been created covering hymns, recorded music etc. It is hoped that this will be developed further alongside other pages, with new resources being made available regularly. The newly formed membership of this sub-committee is considering solutions to some of the difficulties reported to it with regard to the accuracy of online daily readings and Collects. As this data also affects the Daily Worship App, the LAC are working closely with the external company that provides the website platform to identify why such errors are occurring.

The LAC wishes 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, updates and improvements are made.

CHILDREN'S MINISTRY:

The purpose of the Children's Ministry Subcommittee is to examine and recommend how to engage children in the worship of the Church. The subcommittee has been preparing guidelines on the engagement of children in the services in the Book of Common Prayer which are used on Sunday morning, as well as some selected seasonal services. These elements are being incorporated into a resource which they hope churches can draw on to engage children in worship among their community in ways appropriate to their context.

LITURGICAL FORMATION:

Given the new format and additional content of *Morning and Evening Prayer on Sunday*, and the provision of *The Service of Prayer and Naming* and *The Funeral Service in Cases*

Liturgical Advisory Committee – Report 2020

of Miscarriage, Stillbirth and Neonatal Death and *Holy Communion by Extension* the LAC has undertaken a series of training days for clergy, readers and worship leaders across the Dioceses. Working initially with Diocesan Liturgical Officers (DLOs), and in cooperation with Wardens of Readers and the Bishop, resources were made available to allow days to be organised in each Diocese(s) to familiarise those who will be leading these orders of service. The LAC will seek to promote further opportunities for similar days in each diocese annually in consultation with DLOs.

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;
- Bring to completion the publication of *A treasure in clay jars: Thoughts and reflections on the Canticles*;
- Furthering the collaboration with Cumann Gaelach na hEaglaise on Irish liturgical texts;
- Complete the provision of suitable prayers and liturgies for use in the circumstance of sudden and unexpected death;
- 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:

For the first time in the memory of several the members of the LAC, this year saw meetings without the Chairmanship of the Rt Rev Harold Miller. Whilst there are no words that could adequately acknowledge the contribution Bishop Harold has made to the liturgical life of the Church of Ireland during the years he has served on the LAC, this Committee wishes to recognise in this report the guidance he has given to both the LAC through his chairmanship, and to the wider Church of Ireland through his writings. As we express our appreciation for his service to liturgical reform, we also wish Bishop Harold and Liz every blessing in their retirement.

**THE CHURCH OF IRELAND COUNCIL FOR MISSION
REPORT 2020**

MEMBERSHIP (JANUARY 2020)

| | |
|---------------------------------------|----------------------------|
| Rt Rev Dr Ferran Glenfield (1) | House of Bishops |
| Rev Adam Pullen (Hon Chair) (5) | Synod |
| Rev Cliff Jeffers (Hon Secretary) (5) | Cork / Synod |
| Mr Derek Neilson (Hon. Treasurer) (4) | Dublin |
| Rev Andrew Quill (4) | Synod |
| Ms Emma Lynch (2) | AMS |
| Ms Jenny Smyth (3) | AMS |
| Ms Catherine Little (4) | AMS |
| Ms Lydia Monds (1) | Bishops' Appeal |
| Rev Dr Paddy McGlinchey (2) | CITI |
| Mr Steve Grasham (3) | CIYD |
| Very Rev Tim Wright (4) | Meath |
| Rev Peter Murray (2) | Methodist Church |
| Mrs Phyllis Grothier (3) | Mothers' Union (from |
| | March 2019) |
| Mr Thomas Stevenson (4) | Armagh |
| Ven Paul Mooney (2) | Cashel (from March |
| | 2019) |
| Rev Canon Derek Quinn (4) | Derry & Raphoe |
| Ms Julie Currie (2) | Down & Dromore / Synod |
| Dr Trevor Buchanan | Down and Dromore Alternate |
| Rev Charles McCartney (4) | Limerick & Killaloe |
| Rev Stephen McWhirter (0) | Tuam |
| Rev Colin McConaghie (4) | Clogher (from March 2019) |

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 possible constituency.

The Council for Mission met five times in Dublin during 2019. We meet alternately between Church House in Rathmines and City North Hotel, Gormanstown, Co Meath.

Changes in membership since January 2019

The Mother's Union representative Mrs Ruth Mercer was replaced by Mrs Phyllis Grothier. Cashel and Ossory representative Rev Patrick Burke was replaced by Ven Paul Mooney.

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Clogher representative Ven Kenny Hall was replaced by Rev Colin McConaghie.

The following resigned from the council: Canon Ian Jonas (June 2019), Ms Erin Moorecroft (November 2019)

Rev Stephen McElhinney joined the council representing the Association of Missionary Societies (AMS).

We are grateful to all of the members who have contributed to the work of the Council for Mission over the years.

We continue to use the Anglican 5 marks of mission to focus our activities, which are:

1. To proclaim the Good News of the Kingdom (Tell)
2. To teach, baptise and nurture new believers (Teach)
3. To respond to human need by loving service (Tend)
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation (Transform)
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth (Treasure)

(Bonds of Affection-1984 ACC-6 p49, Mission in a Broken World-1990 ACC-8 p101)

Items for discussion

This year we are focusing on Discipleship, the teaching of the Christian faith and Climate, treasuring creation. There are discipleship resources on our stand at Synod of examples of materials which have been used by members of the council which we have found helpful. We would like to encourage the church to engage seriously with Climate Change, firstly as our responsibility to our Creator and also as an opportunity for mission, with an emphasis on connecting with young people who are very passionate about Climate Action.

How can we best facilitate learning opportunities (discipleship) in our parish settings?

In what practical ways can we as a church and in our parishes address our impact on climate change and encourage biodiversity?

We would encourage members of Synod to join us for our Mission Breakfast at General Synod, in the Canal Café on Friday 8th May, which will focus on the 5th Mark of Mission, Treasuring Creation. Our guest speaker will be Stephen Trew,

Report

At General Synod 2019 we launched the first of five videos on the 5 Marks of Mission on Proclaiming the Good News (Tell). This video is available on the Church of Ireland Website under General Synod / Council for Mission, Vimeo and YouTube. This year, with the support of the Priorities Fund, we have produced two more videos which are being launched at General Synod 2020. These are highlighting the marks of Discipleship (Teach) and Creation (Treasure). These will also be available on the Church of Ireland Website, Vimeo and YouTube.

We encourage the church to use these videos in your parish contexts to promote the five marks of mission, along with the Radiant Faith publication which was launched at Synod 2018, and is available of the Council for Mission page of the Church of Ireland website.

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Next year we plan to complete the series of videos, which will include the third and fourth Marks of Mission), Christian Service (Tend) and Challenging Injustice (Transform).

Scoping Study on Justice Issues

A Scoping Study on Justice Issues was undertaken during the year. The study sought to determine where and how justice issues are being addressed in the Church of Ireland. This study came out of a General Synod Joint Resolution from Council for Mission with Bishops Appeal in 2018. This research was conducted by Consultant Mr Tommy Stewart with a sub-group made up of members of the Council for Mission and Bishops Appeal. We reported back to Synod in 2019 with a summary of the findings of the scoping study. As well as increasing awareness of the role of the Church in challenging injustice, the joint sub-group has continued to work together led by Bishop Patrick Rooke (Bishops' Appeal) and the Consultant Tommy Stewart to develop a simple booklet that can be used by parishes to examine their responses and opportunities in the area of challenging injustice. This booklet will be presented to General Synod this year with a motion to endorse it.

Guest speakers

We had two excellent **guest speakers** who came to talk to us about their engagement with mission during the year. The following is a short summary of their ministries.

1. In November we had **Rev Dr Laurence Graham** from the Methodist Church in Ireland (MCI) come and talk to us about their approach to addressing the Persecuted Church and general Justice Issues. They have been trying to raise the awareness and profile of Justice related issues with their 60 overseas mission links.

They have also partnered with 'Church in Chains', which is led by Mr David Turner and based in Bray, Co Wicklow. They produce a 'Global Guide' of where Christians are currently facing persecution. The Methodist Church added a wrap-around cover and made this guide available to their churches. Other similar agencies are Open Doors and Barnabas.

Dr Graham also gave some examples of partnerships in Israel, Nepal and South Africa where the MCI are being fruitful. Key to being effective in the area of seeking justice is the building up of relationships over the medium term.

Through his visit we recognised that the CoI has a very different structure, with most overseas missionary activities engaged through missionary agencies (e.g. AMS, Bishops Appeal, etc) and not dealt with directly by the Church centrally or at local level. This could have the effect of having us somewhat more removed from the justice issues being faced by our fellow Christians in other parts of the world.

We should make more of the experience and expertise of our missionary agencies in engaging with global Justice issues through their partner relationship overseas. Maybe the Council for Mission could channel some of these stories back into the church and develop resources to bring them to the attention of the church community for prayer and support.

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2. **Mr Stephen Trew** came to visit the CFM in January to highlight climate issues relating to our carbon footprint and the environment. He highlighted the fifth mark of mission as being an opportunity for Mission. As a church at all levels; RCB, House of Bishops, Dioceses, Parishes and as individual members, we must become more aware of our responsibility to treasure creation and take real and practical action to minimise our impact of God's wonderful creation. If you would like to hear more about his perspective, come along to our mission breakfast on Friday morning of synod, where he will be our guest speaker.

International consultations

Rev Adam Pullen and Very Rev Tim Wright were delegates to the **Anglican Communion Office** who have appointed a new **International Discipleship Officer**, Rev Joylon Trickey. There are representatives from Ireland, England, Scotland and Wales. Discipleship has become a focus for the Anglican Communion in recent years. The church is not currently where it should be in the area of discipleship, and the question is 'What should we do about it?'

The CoE is currently putting much time, effort and resources into discipleship. The term 'Jesus shaped life' is being used. Church planting is very popular in the UK, but **Church Revitalisation** is the real challenge in our context. Some examples of what is happening in the UK are: Holy Trinity Brompton sending teams to struggling churches to bring them to life in their own tradition. Bible Reading Fellowship (BRF) has a few good programs worth looking at, like 'Parenting for faith' and 'Holy Habits'. Participation in 'Thy Kingdom come' for the 10 days between ascension and Pentecost is also highly recommended. The area of discipleship is getting significant attention in the Anglican Communion, and as a Church we also need to rise to the challenge of teaching the faith to our communities, both young and old.

Conference on Creation and Climate change

The Council for Mission in order to focus on the fifth mark of mission, to treasure creation, are considering holding a conference in the coming year on Creation and Climate change and what we can do to respond. These are in the early planning stages, but with the level of concern and attention being given to our global environmental challenges we believe this should be an area of focus for our church.

AMS Report for Council for Mission Report to General Synod 2020

The Association of Mission Societies (AMS) has actively participated on the Church of Ireland Council for Mission through regular attendance at meetings by 4 of its members and communication with the council throughout the year. This connection enables good cooperation between the mission agencies and the Church of Ireland in facilitating missional initiatives.

Members of AMS remained active on the Council for Mission, working with sub groups throughout the year based around the 5 Marks of Mission to produce resources to follow up on the Radiant Faith initiative.

At the 2019 AGM Rev Stephen McElhinney (SAMS Ireland) was voted as chair, many

Church of Ireland Council for Mission – Report 2020

thanks to Ms Emma Lynch (TEAR Fund Ireland) whose term as chair concluded. AMS also welcomed a new member, CMJ Ireland. AMS continues to meet 3 times a year, 2 of which are located at CITI, giving members the valuable opportunity to preach at Chapel and engage with students twice a year. . A Mission Fair was held in CITI in November attended by students and visitors with positive engagement. A new initiative this year is the input of AMS to the Continuing Ministerial Education (CME) for curates. AMS will conduct one mission focused session each year over the 3 year CME programme. The purpose is to broaden understanding of integral mission, cross cultural awareness, international development and the range of ways the societies can facilitate ordained ministers and their congregations in their missional involvement.

The AMS Advent Carol Service was held in St Mark's Armagh in December on the theme 'Light in the darkness'. Member agencies shared inspiring stories of transformation from partner churches around the world.

Combined initiatives during the year included the Missions Zone at General Synod in May and participation in the Missions Breakfast at General Synod which was well attended.

We look forward to working with Council for Mission in the coming year to encourage mission within the Church of Ireland.

COMMISSION ON MINISTRY

REPORT 2020

1. Membership (March 2019)

| | |
|---|---|
| <i>House of Bishops</i> The Rt Rev Michael Burrows (Chair) | <i>Standing Committee</i> Rev Stephen Farrell |
| <i>General Synod - Clerical</i> Ven Terence Scott Rev Ruth Jackson Noble Rev Anne Skuse | <i>Pensions Board</i> Ms Judith Peters |
| <i>General Synod - Lay</i> Mrs Ruth Galbraith Mrs Heather Carson Captain George Newell | <i>The Representative Church Body</i> Ms Hazel Corrigan Ven Leslie Stevenson |
| <i>Director of Theological Institute</i> Rev Canon Dr Maurice Elliott | <i>Honorary Secretaries</i> Rev Canon Gillian Wharton |
| <i>Co-opted</i> Rev Barry Forde Vacant | <i>Central Director of Ordinands</i> Rev Canon David Gillespie |

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 has concentrated in the last twelve months on the following topics:

- nurturing vocations;
- complaints, disciplinary procedure, and the resolution of disputes;

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- lay ministry and lay spirituality;
- Boards of Nomination membership and procedure;
- support for non-parochial posts and posts other than incumbencies.

Commission on Ministry retreats

As reported to last year's General Synod, the Commission is exploring and facilitating the demand across the Church for retreats for both clergy and lay people. In November 2019, the Commission on Ministry held its third Advent retreat. "Restoring the Woven Cord" was led by Canon Michael Mitton, in Dromantine, near Newry, over three days, and consisted of reflective talks, periods of silence, times of sharing and social interaction. It was attended by clergy and laity from different parts of the island of Ireland, and from the UK, with attendance slightly higher than last year. Responses from participants indicate that this time for prayer and reflection is valued and restorative. The organisation of the Advent retreat feeds into the Commission's work on nurturing vocations, encouraging lay ministry, and responding to lay spirituality. The Commission will run its fourth Advent retreat in November 2020, in Mount St Anne's Retreat Centre, in Co Laois.

Nurturing vocations – Vocations Sunday and Vocations Retreat

The Commission held its first "Vocations Sunday" on 15th September 2019. Funding was generously provided by the Church Fabric & Development Fund and the Priorities Fund Committee. As reported last year, this day was designed to prompt reflection on the wide and evolving forms of ministry, and to lead people to identify vocations in members of their congregations, or perhaps in themselves. The Commission's leaflets and Vocations video (available to watch on the Church of Ireland's YouTube page) received very positive responses, and are resources that will be used this year and in the future.

In February 2020, the Commission ran an Exploring Vocations Retreat, in Dromantine Conference Centre. Twenty-two participants from ten dioceses attended the retreat, which was designed to allow participants to hear others talk about their experiences, to learn what vocation might mean for them personally and practically and, above all, to allow God to speak to them. Those attending were at various stages of exploration of God's call in their lives: some had embarked on the first step of the pathway to stipendiary ministry, others were exploring Ordained Local Ministry, and others were seeking initial advice and support as they begin to consider their vocation to serve God. The Rt Rev Dr John Perumbalath, Bishop of Bradwell, led several of the sessions. The Bishop has years of experience of helping others to discern God's

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call: through his ministry as a priest in various contexts, he has served as a Vocations Advisor or an Ordinations Advisor or Bishop's Examiner for ordinands, and accompanied many candidates from the parishes he served in their vocational journey. The Bishop was an inspired choice as leader, and helped the group to cohere in friendship and exploration of vocation. Members of the Commission and staff from the Church of Ireland Theological Institute and Church of Ireland House spoke at other sessions, and led question and discussion sessions. The agenda included time for silence, prayer, and personal reflection, and for conversation with the Retreat chaplain, Rev Danielle McCullagh (Diocese of Connor). The responses and feedback received on the Retreat was overwhelmingly positive, and the Commission hopes that such an event will become a regular occurrence in the life of the Church.

Vocations Sunday 2020 will celebrate particular forms of accredited lay ministry, and the Commission on Ministry is in the process of producing a second Vocations video and other resources with that focus, and with reference to Ordained Local Ministry, generously assisted by the Church Fabric & Development Fund (an application has also been made to the Priorities Fund).

Lay Ministry and lay spirituality

The Commission has begun to explore ways in it may address the challenges of helping Church members with intentional discipleship, and with celebrating lay ministry. At its residential meeting in January, there was an enriching and lengthy pooling of ideas about lay ministry and ways in which it may be encouraged. This work continued at its March meeting, and has provided the Commission with a clear agenda for its next triennium to concentrate on celebrating and empowering lay ministry and its rootedness in baptism. This will form a significant part of its report to Synod in 2021. As mentioned above, accredited lay ministry will be the emphasis of Vocations Sunday this year.

Boards of Nomination Procedure

The Commission has explored ways in which best practice may be recommended for Boards of Nomination. This work is now brought to the General Synod in the form of two bills – one on the necessity for gender balance on the Board and one to ensure that the diocesan lay nominator cannot serve on the Board of Nomination for the parish in which s/he lives or is an accustomed member (i.e. there must always be a supplemental lay nominator). The Commission has also produced a set of guidelines. These are aimed at making the Constitutional process for appointments consonant with the modern courtesy of timely communication and encouraging, where possible, the holding of meetings at appropriate times to facilitate those nominators who work full-time in paid employment. In addition, some concern has been expressed to the

Commission on Ministry – Report 2020

Commission about the present three-month absolute timescale for making a nomination. The Commission will consult with the House of Bishops about these guidelines during the autumn.

Disciplinary procedure

During the year, a sub-group of the Commission (which includes members with legal expertise) has carefully considered some ways in which the processes provided for by Chap. VIII of the Constitution, and the relevant section of the Dignity in Church Life Charter, may be adjusted to assist dioceses, parishes, and clergy that find themselves in situations requiring a process of conciliation or mediation, and those situations in which reconciliation is not possible. The work of the sub-group emphasises a need for transparency and for timeframes to be introduced to the process; this will help the diocese, the clergyperson, and the parish involved. The Commission is aware that difficult situations may arise for clergy because of the behaviour of members of a parish, as well as for a parish because of the behaviour of the member of clergy. In either case, if reconciliation fails, it is desirable to have a clear timeline for the Complaints Process. The Commission's work also involves careful and judicious attempts to explore and define what "neglect" of duties means for an office-holder, as some measure of appropriate clarity will assist clergy and parishioners in the relatively rare situations where difficulties arise. The recommendations of the Commission will be brought to the Standing Committee and the House of Bishops in the summer for advice and feedback, and a further report will be made to next year's Synod.

Support for and definition of non-parochial posts

At last year's General Synod, the Commission reported its introductory conversations about the lack of Constitutional framework for non-parochial posts. The lack creates several tensions for the holders of such posts, from lack of proper inclusion in Church life by means of representation on synods, to difficulties with safeguarding, charity registration, and other requirements of governance. Such lack of inclusion may also affect the sustainability of new forms of ministry. The Commission's work in this area has been overtaken by its focus on the complaints and disciplinary process, but those involved have identified that chaplaincies, and posts concerned with Covenant relationships, are particular areas in need of regulation. The Commission on Ministry will continue its work on the topic over its next triennium, in conjunction with the work of other bodies, such as the Pioneer Ministry Working Group, and will have recommendations to make at the General Synod of 2021.

SEARCH on Ministry

As reported last year, members of the Commission participated in the SEARCH colloquium on ministry at Trinity College Dublin, in March 2019. The autumn and the

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spring volumes of SEARCH explore the topics raised there, with a contribution by Rev Barry Forde (“Beyond the Parish: affirming new models of ministry in the Church”) in Vol 42.3.

Mid-ministry vocation programme for clergy

This residential event is provided every second year. Unfortunately, in 2019, several attendees had at short notice to withdraw, and this led to the cancellation of the event itself. The Commission wishes to thank Ven Terry Scott for his hard work and care in organising the event in 2019 and in previous years. It has been agreed that the Commission will re-consider the programme, which, perhaps because it has been well-attended in previous years, has now reached the majority of clergy at whom it is aimed. The Commission will carry out research into what clergy want from such an event, will consider feedback from those who have attended, and will run it again in a future year with a new focus – perhaps on sustaining and re-invigorating vocation.

Retirement planning for clergy and spouses

The Commission, with the support of the RCB, runs a pre-retirement course every second year. The 2020 event will take place in the City North Hotel, Co Meath on 18th and 19th May. The course addresses practical issues for clergy and spouses, and enables reflection on the sustaining of intellectual and spiritual life in retirement.

Membership

The Chair of the Commission on Ministry, the Rt Rev Michael Burrows, and two of its General Synod Clerical Members, Ven Terry Scott and Ven Leslie Stevenson, have served for three triennia, and, thus, are not eligible for re-appointment. The members wish to acknowledge the generous and inclusive chairing with which they have been provided by the Bishop, and to thank him for his commitment to the Commission. Sincere thanks are also offered by the members to the two Archdeacons for their valuable contributions and their hard work and energy: Archdeacon Scott, in particular, for his work in running the mid-career courses, and Archdeacon Stevenson for his exploration of what became OLM. The Commission also wishes to thank Mr Philip McKinley, who stepped down from its membership to focus on his full-time training for stipendiary ministry, and Rev Anne Skuse, whose new role in chaplaincy has led to her decision not to be re-appointed to the Commission. Their contributions to the work of the Commission have been very valuable.

To fill the vacancies in its membership for clerical members of General Synod, the Commission is bringing a motion to Synod to ask for the election of new members from among a short list of clergy who are interested in its work and able to attend its meetings. Both lay and clerical Synod members may vote to fill the three vacancies.

Previous triennia of work

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In looking back over its work in recent years, the Commission is thankful for an enjoyable and productive period, in which some of the ideas that began in its midst have been taken up by the wider Church and have begun to bear fruit. It has been an enjoyable and productive period for the Commission. In addition to the topics mentioned previously, the Commission has explored Ordained Local Ministry, carried out some early work on Pioneer Ministry, improved (through General Synod) the conditions of part-time ministry, has considered a ministerial development review, investigated the challenges and opportunities of rural ministry, and, as reported last year, has looked at tenure, its work on which the Chair has reported to the House of Bishops.

Thanks

The Commission offers its thanks to Dr Catherine Smith for her work as its Secretary. It wishes sincerely to thank Ms Antoinette Doherty (Legal Department, Church of Ireland House) for her time and advice given to its work on the Disciplinary Process. Thanks are also due to Mr Eddie Hallissey (HR Manager, Church House) for his continued reports to the Commission.

CHURCH OF IRELAND MARRIAGE COUNCIL

REPORT 2020

MEMBERSHIP

Appointed by the House of Bishops

Member of the House of Bishops: Most Rev Pat Storey (Bishop of Meath & Kildare)

Elected by General Synod

| | |
|---|--|
| Rev Jonathan Campbell-Smyth (Chairperson) | Rev Nicola Halford Ms Sylvia Helen |
| Rev John Ardis | |
| Rev Ian Linton | Rev Canon Lynda Peilow (Honorary Secretary) |
| Rev Stephen Farrell (Resigned November 2019) | |
| Ms Jennifer O'Regan | |
| Ms Dianne Morris | |

In attendance

Ms Aisling Sheridan (Administrative
Secretary)

New Initiatives

The Marriage Council has produced new posters promoting the work of the Council, making its services more accessible. It is hoped that these posters will be placed in every parish church in the Church of Ireland during spring 2020.

The Council's website has been moved to the main Church of Ireland website (www.ireland.anglican.org), making this more accessible for people wanting to know about marriage. To help with finding the pages, the Council has also arranged a direct link through www.marriage.ireland.anglican.org. The new pages contain helpful resources for couples planning their wedding, for couples seeking support in their marriage, and also useful resources now available for clergy and church leaders.

Membership

The aim of the Marriage Council is to resource the Church as it supports marriage and family life.

Resources that are available include:

- Support for couples considering getting married, including resources to clergy for marriage preparation;

Church of Ireland Marriage Council – Report 2020

- Providing support to married couples through marriage enrichment and signposting counselling services;
- Resourcing the wider Church through training, signposting and materials;
- Marriage support to clergy and their spouses.

Marriage Preparation & Counselling

The demand for marriage preparation and counselling has been steady over the last year. *Túsla*, the Family Support Agency, has once again given funding towards marriage counselling in the Republic of Ireland. We would encourage clergy and church leaders to get in touch with the Council to access these funds. Four new counsellors have joined the Marriage Council panel of counsellors, with a fifth to be added in summer 2020, and recruitment still ongoing. Furthermore, Christian Guidelines are now offering counselling services on behalf of the Marriage Council in Down, Fermanagh and Tyrone, with Care In Crisis offering the same cover in Armagh.

The Marriage Council is also looking into helping Northern Ireland clergy to find organisations that will assist with marriage preparation.

The current group of counsellors used is:

- Ms Nadine Brooker (Dublin)
- Mr Brian Griffin (Dublin)
- Ms Dianne Morris (Dublin)
- Ms Sylvia Helen (Cork)
- Ms Lynne Heber (Belfast)
- Ms Ali Knight (Coleraine)
- Care In Crisis (Armagh)
- Christian Guidelines (Down, Fermanagh & Tyrone)

Marriage Council Funding

Although *Túsla* have once again provided funding towards marriage counselling, and indeed have allocated an increased grant, we have seen substantial cuts over the years. Whilst this provides a great challenge, no one is ever turned away, even if they cannot afford to contribute to the cost of the counselling session.

Also, initial investigations have begun to seek funding streams in Northern Ireland to support couples through counselling who are experiencing financial difficulties.

Marriage Council Planning Day

At our Planning Day in February 2019, as a Council, we decided that we should focus primarily on clergy training and resourcing, couples' counselling and marriage preparation, as well as supporting clergy in their own marriages. Among key goals set were to recruit more counsellors to cover a wider geographical spread and to make both clergy and couples

Church of Ireland Marriage Council – Report 2020

more aware of the work of the Marriage Council and its services in marriage preparation and counselling services.

Website Development and Social Media

We have spent considerable time updating these pages, now relocated onto the Church of Ireland website (www.marriage.ireland.anglican.org) and enhancing the level of information we provide on the services offered.

Clergy Couples Get Away

Over a number of years the Council, with the co-operation of a number of dioceses have run a clergy couples' weekend. This was borne out of a questionnaire to clergy and spouses asking how the Council could support them. The 2018 retreat was held in the Hodson Bay Hotel in November, and the cost was covered by the Marriage Council. Due to low numbers of clergy attending, the Marriage Council discussed during 2019 the best ways in which to support clergy and their spouses. Agreement was reached that the way forward is to focus more on supporting clergy in enjoying family activities throughout the year, rather than trying to get couples together for a full weekend away, which is often very difficult to achieve. The Council will further develop these initiatives in 2020.

Solemnisation of Marriages Outside Churches

At the General Synod in 2018, during the debate on the Report of the Marriage Council, the question was raised whether the Church of Ireland ought to solemnise marriages outside of churches and chapels consecrated for public worship. This question was passed to the Marriage Council for further consideration.

The Council has given considerable thought to this issue, and due to the significant change this would make to the current practice of the Church, it was deemed beyond the Council's remit. Communication was made with the Honorary Secretaries of the Standing Committee, including some points that would require further consideration for the matter to be fully addressed.

As a result of a letter from the Archbishop of Dublin and the Bishop of Tuam, Killala & Achonry, the discussion on this issue was re-opened at the Council's November meeting, after it was brought to Standing Committee again. The Council members agreed to consider the issue, with the possibility of meeting with both CASC and the LAC in 2020 to share views.

Resignation

After several years' service on the Marriage Council, Rev Stephen Farrell stepped down in November 2019. We extend our appreciation and thanks for his service to the Council, and wish him well in the future.

Also in this past year, one of our members, Rev Nicola Halford, gave birth to a baby girl, Hayley. We wish Nicola and Ronan God's richest blessings for the future.