

Standing Committee – Report 2020

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.

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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.

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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 than 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 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.

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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)	Mrs Iris Sutor (Secretary)
Rt Rev Dr Ferran Glenfield	Ms Ruth Handy
Rev Canon Jono Pierce	Mrs Claire Holmes
Rev John Ardis	Ms Claire Henderson
Very Rev Niall Sloane	Ms Gillian Purser – <i>elected Nov '19</i>

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 & Ardfert)

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, Oisin. 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	<u>116,664</u>	<u>124,771</u>
Total Current Assets	<u>136,117</u>	<u>162,073</u>
<u>Current Liabilities:</u>		
Sundry Creditors	-	-
Total Net Assets	<u>136,117</u>	<u>162,073</u>
<u>Reserves:</u>		
Opening Balance	162,073	97,965
(Deficit)/Surplus for the	(25,956)	64,108
Year		
Balance at 31/12/2019	<u>136,117</u>	<u>162,073</u>

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

AGENCY	€	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		-
TELF COURSES	526.80	
THE BIBLE SOCIETY	-	4,000.00
WASTE AID UK		4,504.30
TOTAL	<u>177,162.06</u>	<u>139,119.55</u>
COUNTRY		
AFRICA		
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

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>EUROPE</u>		
IRELAND	-	3,870.00
	-	<u>3,870.00</u>
<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 Refaussé	(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

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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 RTE, 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 Loughinislard Church, Seaford. 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 broadcastservices@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 Refaussé, 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 Refaussé (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 Jestic 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.jestic@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 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 Refaussé, Secretary to the Literature Committee, C/O Synod Department, Church House, Church Avenue, Rathmines, Dublin, D06 CF67.

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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

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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.

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- **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:

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- 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.

Children's Ministry Network – Report 2020

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.

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APPENDIX H

**THE CHURCH AND SOCIETY COMMISSION OF THE CHURCH OF IRELAND
REPORT 2020**

Members

Right Rev Dr Kenneth Kearon (Chair) <i>The Archbishop of Armagh</i>	Rev Dr Rory Corbett
Most Rev Dr Michael Jackson	Dr Elizabeth Leonard
Mr Ken Gibson	Mrs Ethne McCord
Mr Neville Armstrong	Rev Martin O'Connor
Mrs June Butler	Rev Andrew Orr
Rev Rob Clements	Ms Zephrynn Patton
	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.

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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

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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>

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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;

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<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	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.

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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.

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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 dioceses 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, Ballymascalan. 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

Carrogrohane	Cork	€30,000
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Dunganstown	Glendalough	€25,000
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New multi functional Church building

Killymard (The Mustard Seed)	Raphoe	€6,000
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Leckpatrick & Dunnalong	Derry	£21,500	€25,370
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Fivemiletown	Clogher	£15,000	€17,700
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Ballymoney-Finvoy- Rasharkin	Connor	£10,000	€11,800
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Movilla Abbey	Down	£5,200	€6,136
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Mid Belfast Rural Deanery		£17,000	€20,060
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Lisburn Cathedral Team leader and outreach worker for new church plant (2nd year £8,000/€9,400)	Connor	£12,000	€14,160
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St Canice's Kilkenny	Cashel	€8,000
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Large scale Passion of Christ festival over 2 years
(2nd year €8,000)

COI Clergy Pension Fund		£800	€944
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Connor Diocesan Children's Council	Connor	£2,500	€2,950
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Love for Life		£20,000	€23,600
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Schools programme on Relationship and Sexuality

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Connor Youth	Connor	£10,000	€11,800
Church of Ireland Gazette		£10,000	€11,800
Parish of Cowal Union with Gartan			€12,000
Diocese of Cashel, Ferns & Ossory			€5,000
Adult education programme			
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	Connor	£10,000	€11,800
Development of parish nursing ministry (2 nd year £9,000/€10,620)			
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	

<u>TOTAL ALLOCATED</u>	<u>€723,165</u>
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	Notes	2019 €	2018 €
INCOME			
Contributions	1	536,478	728,968
Investment Income		31,304	31,271
Individual Contributions		453	156
Miscellaneous Income		81	-
		568,316	760,395
EXPENSES			
Administration Expenses	2	(34,557)	(41,134)
		_____	_____
Operating Surplus for the Year		533,759	719,261
		_____	_____
ALLOCATIONS & GRANTS			
Allocations & Grants Distributed	3	(675,234)	(586,536)
		_____	_____
Surplus/ (Deficit) after Allocations & Grants		(141,475)	132,725
Valuation Movement		149,790	(84,200)
Currency translation adjustment		25,800	(6,548)
		_____	_____
Net Surplus for the year		34,115	41,977
		_____	_____

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BALANCE SHEET
YEAR ENDED 31 DECEMBER 2019

	Notes	€ 2019	€ 2018
INVESTMENTS			
Investments held by the RCB	5	1,142,012	992,223
		_____	_____
CURRENT ASSETS			
Cash held with the RCB	6	365,367	437,025
Debtors	7	220,357	264,373
		585,724	701,398
		_____	_____
Net Assets		1,727,736	1,693,621
		_____	_____
FUNDS EMPLOYED			
Balance at 1 January		1,693,621	1,651,644
Surplus for year		34,115	41,977
		_____	_____
Balance at 31 December		1,727,736	1,693,621
		_____	_____

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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
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An amount of €20,357 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
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	34,557	41,134
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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	348,716	14,685
Innovative ministry	87,424	224,435
Outreach initiatives	675,234	151,986
<hr/>		
	586,536	
<hr/>		

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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
		=====	=====

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
		=====	=====

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).

Standing Committee – Report 2020



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

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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

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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		324,962	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)

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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>

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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>
	<u><u> </u></u>	<u><u> </u></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>
	<u><u> </u></u>	<u><u> </u></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.

4. General Synod Expenses

	2019 €	2018 €
Venue and Facilities	36,523	43,995
	<u>36,523</u>	<u>43,995</u>
	<u><u> </u></u>	<u><u> </u></u>

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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	-
	<hr/> 44,672	<hr/> 32,171
	<hr/> <hr/>	<hr/> <hr/>

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
	<hr/> 123,587	<hr/> 110,125
	<hr/> <hr/>	<hr/> <hr/>

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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
	<hr/> 212,265	<hr/> 220,004
	<hr/> <hr/>	<hr/> <hr/>
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
	<hr/> 301,614	<hr/> 311,075
	<hr/> <hr/>	<hr/> <hr/>

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).

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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

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<u>GENERAL PURPOSES FUND</u>		
<u>INCOME AND EXPENDITURE ACCOUNT</u>		
	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).

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**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.