

**CHURCH OF  
IRELAND**

**General Synod**

**Reports**

**2021**

## TABLE OF CONTENTS

	Page
1. Representative Church Body * .....	3
2. Standing Committee .....	165
3. Report of the Church of Ireland Historiographer .....	255
4. Board of Education .....	257
5. Church of Ireland Youth Department.....	277
6. The Covenant Council.....	287
7. Commission for Christian Unity and Dialogue .....	289
8. Liturgical Advisory Committee .....	292
9. Church of Ireland Council for Mission .....	294
10. Commission on Ministry.....	297
11. Church of Ireland Marriage Council .....	299

\* The reports of the Church of Ireland Clergy Pensions Trustee DAC (page 103) and the Church of Ireland Pensions Board (page 128) are incorporated into the Report of the Representative Church Body.

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

**CHURCH OF IRELAND**

**THE REPRESENTATIVE CHURCH BODY**

**REPORT 2021**

## The Representative Church Body – Report 2021

### CONTENTS

	Page
Representative Body – chairpersons and offices	5
Representative Body – membership	6
Committees of the Representative Body	8
Report on the year 2020	13
Financial and operational review 2020	21
Allocations budget provided for 2021	27
Investments and markets	31
Clergy remuneration and benefits	35
Clergy pensions	39
Property and trusts	40
Library and archives	43
Donations and bequests to the Church of Ireland	48
Miscellaneous and general	51
Resolutions recommended to the General Synod	52
Financial statements year ended 31 December 2020	53

### APPENDICES

	Page
A Extracts from the accounts of the Church of Ireland Theological Institute for the year ended 30 June 2020	83
B Annualised fund performances – comparative total returns	85
C General Unit Trusts – financial statements and extracts from investment manager’s reports for the year ended 31 December 2020	86
D Environmental, Social and Governance Policy – integrating ESG into investment decisions 2021	97
E RCB Climate Change Policy 2021	99
F The Church of Ireland Clergy Defined Contribution Pension Schemes (NI and RI) – reports of the scheme trustees	101
G The Church of Ireland Clergy Pensions Trustee DAC – report on the Clergy Pensions Fund for the year ended 31 December 2020	103
H The Church of Ireland Pensions Board – funds administered by the Board as delegated by the Representative Church Body	144
I Archive of the Month 2020	151
J Accessions of archives and manuscripts to the Representative Church Body Library, 2020	152
K Funds received by the Representative Church Body in 2020 to be held in trust for parishes, dioceses etc	164

## THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

### Chair

The Most Rev John McDowell, Archbishop of Armagh\*



The Most Rev  
John McDowell

### Committee Chairpersons

Executive	Mr Henry Saville Canon Graham Richards (Deputy)
Allocations	Canon Graham Richards
Investment	Mr Kevin Bowers
Property	Mr Keith Roberts
Stipends	Mr Michael Johnston
Library and Archives	Mrs Ethne Harkness
Legal Advisory	Mr Lyndon MacCann SC
Audit	Canon Graham Richards

### Chief Officer and Secretary

Mr David Ritchie

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

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

#### Office

Church of Ireland House  
Church Avenue  
Rathmines Dublin 6

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

#### Library

Braemor Park  
Churchtown  
Dublin 14

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

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

\* from April 2020 in place of Most Rev Dr Richard Clarke (retired February 2020)

## THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

In accordance with the Charter of Incorporation (1870) the Representative Body is composed of *ex-officio*, elected and co-opted members. The *ex-officio* members are the archbishops and bishops, the elected members consist of one clerical and two lay representatives for each diocese and the co-opted members consist of persons equal in number to the number of dioceses. (See also *Constitution of the Church of Ireland* Chapter X).

The Representative Body is composed of the following sixty members, shown with recorded attendance figures for the four meetings held during 2020. Two Honorary Secretaries of the General Synod are in attendance at meetings.

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

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

### B Elected members (36)

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

Armagh	3	Ven Terence Scott (2021)
	4	Mrs Ethne Harkness (2022)
	4	Mrs Jane Leighton (2023)
Clogher	3	Ven Brian Harper (2021)
	3	Mr William Allen (2022)
	1	Mrs Ethne McCord§ (2023)
Derry and Raphoe	4	Rev Canon Henry Gilmore (2021)
	4	Mr Stanley McFarland (2022)
	3	Mr John Junkin (2023)

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\* from April 2020 (formerly Bishop of Clogher) in place of Most Rev Dr Richard Clarke (retired February 2020)

† Rev Canon Ian Ellis elected November 2020 in place of Most Rev John McDowell

‡ consecrated September 2020 in place of Rt Rev Alan Abernethy (retired December 2019) and previously in attendance as an Honorary Secretary of the General Synod

§ elected November 2020 in place of Mr Henry Robinson (retired November 2020)

## The Representative Church Body – Report 2021

Down and Dromore	4	Ven Roderic West (2021)
	4	Mr Basil O'Malley (2022)
	4	Mr Michael Johnston (2023)
Connor	3	Ven Stephen McBride (2021)
	4	Mrs Cynthia Cherry (2022)
	4	Mr Oswyn Paulin (2020)
Kilmore, Elphin and Ardagh	4	Very Rev Nigel Crossey (2023)
	1	Miss Maud Cunningham* (2021)
	2	Mrs Rita Day† (2022)
Tuam, Killlala and Achonry	3	Very Rev Alistair Grimason (2023)
	4	Prof Paul Johnston (2021)
	3	Mrs Heather Pope (2022)
Dublin and Glendalough	4	Ven David Pierpoint (2021)
	3	Mr Robert Neill (2022)
	2	Mr Derek Neilson‡ (2023)
Meath and Kildare	3	Ven Leslie Stevenson (2021)
	3	Mr Ronald Colton (2022)
	4	Mr Kevin Bowers (2023)
Cashel, Ferns and Ossory	1	Rev Nicola Halford§ (2023)
	3	Mr William Galloway (2021)
	4	Mrs Hazel Corrigan (2022)
Cork, Cloyne and Ross	3	Ven Adrian Wilkinson (2023)
	4	Mr Keith Roberts (2021)
	4	Mrs Helen Arnopp (2022)
Limerick and Killaloe	0	Ven Wayne Carney   (2023)
	2	Ms Yvonne Blennerhassett (2021)
	4	Mr Roy Benson (2022)

### C Co-opted members (12)

4	Mr Henry Algeo (2021)	2	Mrs Judith Peters (2022)
2	Ms Julie Beck¶ (2023)	4	Ms Hilary Prentice (2021)
3	Sir Paul Girvan (2022)	4	Canon Graham Richards (2021)
0	Mr David Lowe (2022)	0	Mr Leslie Ruttle# (2023)
4	Mr Lyndon MacCann SC (2021)	4	Mr Henry Saville (2021)
3	Mr William Oliver¶ (2023)	2	Mrs Wendy Taylor¶ (2023)

\* deceased November 2020 (replacement to be elected)

† elected August 2020 in place of Mrs Deborah Davitt (resigned June 2020)

‡ elected October 2020 in place of Mr Geoffrey Perrin (retired October 2020)

§ elected November 2020 in place of Rev Canon Brian O'Rourke (retired November 2020)

|| deceased August 2020 (replacement to be elected)

¶ eligible to attend three meetings maximum due to triennial retirement (re-elected December 2020)

# elected December 2020 in place of Rt Rev Andrew Forster (consecrated to the episcopate December 2019)

## The Representative Church Body – Report 2021

### COMMITTEES OF THE REPRESENTATIVE BODY

The Executive, Allocations, Investment, Property, Stipends, Library and Archives, Legal Advisory and Audit Committees are elected triennially from the members of the Representative Body. The current triennium for members and chairpersons ends in September 2022. Membership details together with numbers of meetings held and record of attendances for the year 2020 are shown below.



Mr Henry Saville

#### EXECUTIVE COMMITTEE

7 meetings

Mr Henry Saville - 6  
(Chair)

Most Rev John McDowell*	5	Rev Canon Henry Gilmore	7
Most Rev Dr Michael Jackson	7	Ven Terence Scott	7
Rt Rev Dr Paul Colton	4	Ven Adrian Wilkinson	5
Canon Graham Richards	7	Mr Henry Algeo	7
Mr Kevin Bowers	6	Mrs Ethne Harkness	6
Mr Keith Roberts	7	Mr Lyndon MacCann SC	7
Mr Michael Johnston	6	Mr Robert Neill†	5
		Adviser: Mr Geoffrey Perrin‡	5
Hon Secretary of General Synod in attendance:		Rev Canon Gillian Wharton§	4

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

The Archbishops and the Chairpersons of the Allocations, Investment, Property and Stipends Committees are *ex officio* members of the Executive Committee. During 2020 Mr Geoffrey Perrin was appointed as an Adviser to the Executive Committee and Rev Canon Gillian Wharton succeeded Rt Rev George Davison as the Honorary Secretary of General Synod in attendance at Executive Committee meetings.

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

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

\* from April 2020 in place of Most Rev Dr Richard Clarke (retired February 2020)

† elected December 2020 in place of Mr Geoffrey Perrin (retired October 2020)

‡ appointed November 2020 following retirement from membership of the Representative Body

§ appointed July 2020 in place of Rt Rev George Davison (consecrated to the episcopate September 2020)

## The Representative Church Body – Report 2021

### ALLOCATIONS COMMITTEE

3 meetings

Canon Graham Richards - 3  
(Chair)



Canon Graham Richards

Mrs Helen Arnopp	3	Most Rev John McDowell*	2
Rt Rev Andrew Forster	3	Mr Robert Neill	3

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

### INVESTMENT COMMITTEE

5 meetings

Mr Kevin Bowers - 5  
(Chair)



Mr Kevin Bowers

Mr Henry Algeo	5	Mr David Lowe	5
Mr Roy Benson	5	Ms Hilary Prentice	5
Mr William Galloway	5	Ms Wendy Taylor	5
Advisers:		Mr Terence Forsyth†	3
		Mr Tim McCormick†	3

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

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\* elected September 2020 in place of Most Rev Dr Richard Clarke (retired February 2020)

† retired during 2020



## PROPERTY COMMITTEE

5 meetings

Mr Keith Roberts - 5  
(Chair)

Mr Keith Roberts

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

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

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

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\* deceased November 2020 (replacement to be elected)

† resigned June 2020 (Ven Stephen McBride elected December 2020)

‡ retired November 2020 (replacement to be elected)

## The Representative Church Body – Report 2021

### STIPENDS COMMITTEE

2 meetings

Mr Michael Johnston - 2  
(Chair)



Mr Michael Johnston

Rt Rev Dr Paul Colton	0	Mrs Jane Leighton	2
Ms Hazel Corrigan	2	Mr Basil O'Malley	2
Ven Brian Harper	2	Mr Geoffrey Perrin*	2
Prof Paul Johnston	2	Ven David Pierpoint	1
Adviser:		Mr William Oliver	2

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

### LIBRARY AND ARCHIVES COMMITTEE

4 meetings

Mrs Ethne Harkness - 4  
(Chair)



Mrs Ethne Harkness

Prof Paul Johnston	4	Mr Oswyn Paulin	3
Most Rev John McDowell†	1	Rt Rev Patrick Rooke‡	2
Advisers:		Rev Canon Dr Maurice Elliott	4
		Rev Dr Adrian Empey	3
		Dr Kenneth Milne	4
		Rev Robin Bantry White	3

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

\* retired October 2020 (replacement to be elected)

† resigned September 2020 (Rt Rev Michael Burrows elected December 2020)

‡ resigned September 2020 (replacement to be elected)



Mr Lyndon MacCann

## LEGAL ADVISORY COMMITTEE

0 meetings

Mr Lyndon MacCann SC  
(Chair)

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

Mrs Judith Peters  
Mr William Prentice  
Mr Andrew Walker

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



Canon Graham Richards

## AUDIT COMMITTEE

5 meetings

Canon Graham Richards - 5  
(Chair)

Ms Julie Beck\*  
Mr Roy Benson

3  
5

Ms Hilary Prentice

5

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

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\* elected March 2020 in place of Mr Michael Johnston (resigned December 2019)

## **REPORT ON THE YEAR 2020**

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

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

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

The offices of the RCB are located at Church House Dublin in Rathmines, Church House Belfast and the RCB Library in Braemor Park, Dublin.

### **RCB response to Covid-19**

In March 2020, in accordance with government guidance, the decision was made that staff should work from home unless it was essential that they work from the offices or the RCB Library. The priority was to protect staff and volunteers whilst ensuring that the RCB continues to deliver critical services for parishes and dioceses.

At the end of March a communication was sent to members of the Representative Body and Standing Committee informing them that the offices of the RCB would be closed until further notice and that staff would be available by email or by mobile phone.

A Covid-19 Coordinating Group was established which met every two weeks to coordinate activities across the RCB organisation with a particular focus on managing during the Covid-19 pandemic.

A staff workgroup was established to develop the Covid-19 guidance and policies for the RCB. This workgroup comprised both management and staff representatives and the guidance produced included staff training, a Covid-19 risk assessment of the offices, Covid-19 operational policies and a visitor policy.

During the Covid-19 crisis, the staff at the RCB have continued to deliver the RCB services, while supporting dioceses and parishes with specific Covid-19 queries in relation to the governance of parishes, insurance, employment, safeguarding and contracts.

## **Remote working**

During much of 2020, the majority of the work of the RCB was performed by staff working from home. The IT Department supported remote access to the RCB systems and information. Many staff used their personal computers to access the RCB systems as additional laptops were purchased to support remote working.

Staff have continued to serve committee meetings using remote videoconferencing.

During the summer the RCB Staff Covid-19 Transition Strategy was approved. The purpose was to ensure that staff could perform their roles during the initial lockdown phase with remote working and only essential presence in the offices/library. The strategy envisaged a transition phase during which work practices would be considered in advance of developing proposals for any future changes in work practices.

During the year, management initiated a staff survey to further develop our understanding of the experience of staff during this crisis. The survey showed that in general staff were able to perform their roles remotely. The responses to the survey provided management with guidance on how to support staff during the current crisis. Since March 2020, there has been a particular focus on staff communications with a fortnightly all staff remote training and feedback meeting and a weekly staff update email sent out each Friday.

The introduction of the Civil Law and Criminal Law (Miscellaneous Provisions) Act 2020 provided the legislative basis to hold General Synod 2020 as the first remote access general synod in the history of the Church of Ireland.

## **Diocesan and parish support during Covid-19**

During 2020, the RCB has sought to address the needs of dioceses and parishes arising due to the restrictions imposed by Covid-19. These supports comprise guidance, loans and grants.

### ***Grants and guidance***

As a first response to the need for dioceses and parishes to broadcast and stream church services, the RCB with the Priorities Fund provided diocesan grants. Each diocese was provided with a grant of €10,000 to fund diocesan online resources.

The RCB developed specific Covid-19 guidance including: support documents for parishes seeking to stream Sunday services; guidelines on managing vacant properties and addressing insurance considerations; guidance for parish treasurers; and information on both the Northern Ireland and Irish government support schemes. This guidance is available on <[www.ireland.anglican.org/parish-resources](http://www.ireland.anglican.org/parish-resources)>.

Staff worked with representatives of the House of Bishops to develop the Church of Ireland Return to In-Church Worship Protocols and the related Frequently Asked Questions. These resources, which are available on Parish Resources, provide guidance for the safe opening of churches for services in accordance with government guidelines.

### ***Diocesan deferral scheme***

The RCB recognised that as parishes began meeting online that there was likely to be a consequential reduction in parish income, particularly resulting from event or rental income. In order to address this short-term diocesan cashflow deficit, a diocesan finance scheme was approved which allowed each diocese defer part of their payments due to the RCB. The monthly deferred assessment for April, May and June 2020 (or loan in the case of the dioceses of Down & Dromore and Connor) was calculated as 25% times the number of cures in that diocese times the Minimum Approved Stipend. No interest will be applied provided the diocese repays the advances at the end of June, September and December 2021.

### ***Cathedrals loans***

In July 2020 the RCB approved non-interest bearing loans for the benefit of certain cathedrals and collegiate churches with a choral tradition that were dependent on tourist income. The repayment of these loans would be deferred for a two-year period after which the cathedral would be required to make annual repayments to the RCB. The term of any loan would be for up to 10 years.

### **Activities for 2020**

#### ***MindMatters Church of Ireland***

During 2020, the RCB secured a significant Transformation Grant from Allchurches Trust to cover research into promoting positive mental health through dioceses and parishes of the Church of Ireland. This three year initiative, entitled ‘MindMatters Church of Ireland’, was launched by the Archbishop of Armagh. The initial phase of the project involved commissioning Church-wide research. The second phase will include delivering training. During the third phase of the initiative grants will be given to dioceses to fund projects that support positive mental health. The MindMatters initiative will be an additional RCB support for the broader mission of the Church of Ireland.

#### ***Payroll project***

The RCB Finance Department provides payroll and pension services for serving and retired clergy in both Ireland and Northern Ireland. At the end of 2019, the RCB began a review of payroll processes with the objective of implementing a single system for the administration of all clergy payrolls both euro and sterling. During 2020 the project team developed the implementation plan and completed the transfer of the euro payment data to the new system. The sterling transfer and full operation of the new system is planned for 2021.

#### ***Safeguarding***

Safeguarding continues to be a particular focus area for the RCB. The new Safeguarding website was launched in 2020, and safeguarding staff delivered the first online safeguarding ‘train-the-trainer’ programme for diocesan safeguarding officers.

### ***Investment Management***

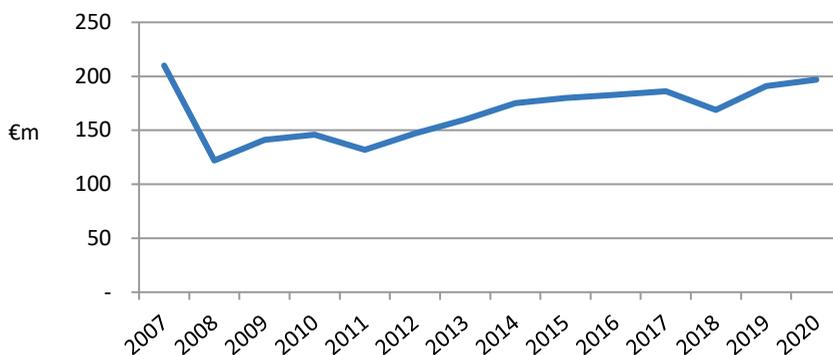
In December, the decision was taken to outsource in-house fund management. A sub-committee of the Investment Committee was established to design the timetable and process for selection of fund managers to enable the Investment Committee to oversee the process. Implementation of the process will be managed by staff in the Investment Department and Investment Administration.

### **Financial Performance**

During 2020 the total funds available to the RCB increased marginally to €208m (2019: €203m), this increase is attributed to positive market performance and is after expenses and allocations.

General Funds invested assets, which are the major component of total funds, peaked at €238m at the end of 2006. Between 2010 and 2014 €25m of General Funds was transferred to the clergy defined benefit pension scheme. Yet despite this exceptional withdrawal General Funds have steadily recovered to their current high of €197m. The expectation is that any short-term growth would be modest and the portfolio is conservatively positioned with a 8% cash holding (2019: 9%) providing a hedge against any market correction.

### ***General Funds Invested Assets***



### ***Budgeted withdrawal***

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

$$\text{Total Return max withdrawal} = 3.5\% \text{ of previous 5 year average opening funds}$$

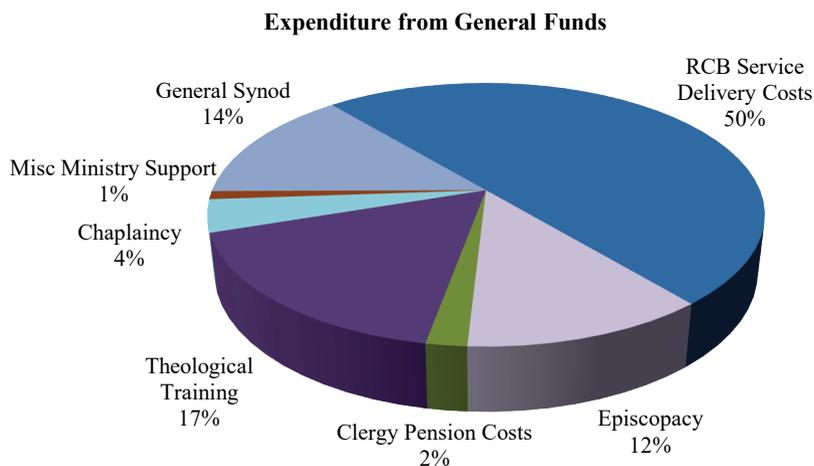
## The Representative Church Body – Report 2021

During 2020 the RCB managed to achieve a surplus budget. Although this is a commendable achievement, we would note caution as market return expectations are reducing due to the current and prevailing low interest rates.

### Allocations

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

During 2020 expenditure from General Funds and other central funds was as shown below:



	<b>2020</b>	<b>2019</b>
RCB service delivery including staff costs	€3.5m	€3.6m
Episcopacy including maintenance of See Houses	€0.9m	€0.9m
Theological Institute including grants and housing	€1.2m	€1.2m
Third level chaplaincy	€0.3m	€0.3m
Clergy pension costs	€0.1m	€0.1m
Misc. ministry support	€0.1m	€0.1m
General Synod including CIYD, education and press office	€1.0m	€1.0m
<b>Total expenditure</b>	<b>€7.1m</b>	<b>€7.2m</b>

The expenses of the RCB above remain broadly in line with previous years.

## Church Fabric and Development Fund

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

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

During 2020 the Church Fabric and Development Fund Sub-Group approved:

- |                                  |        |
|----------------------------------|--------|
| ➤ The Irish Blessing music video | €3,000 |
| ➤ Women’s ministry review        | €2,000 |

## RB General Unit Trusts

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

These funds are managed by the RCB investment team with the units paying bi-annual dividends. The distribution yield for the year to 31 December 2020 was:

RB Unit Trust (RI)	2.86%
RB Unit Trust (NI)	2.75%

The RB Executive Committee took the decision during 2020 to maintain the distribution rate per unit for each fund.

## Clergy Pensions

There are three clergy pension schemes in operation.

The defined benefit pension scheme, the Clergy Pensions Fund, was closed to future accruals in May 2013. This scheme is administered by the RCB. The most recent triennial valuation of the Clergy Pensions Fund as at 30 September 2018 concluded that the scheme was on track to achieve its funding standard objective by 2023. At the year end the value of the fund was €186m (2019: €190m).

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

## **Property and Trusts**

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

The RCB is trustee for over 23,000 trusts entrusted to the RCB by parishes, dioceses and through bequests. The RCB has a responsibility to administer these trusts and to coordinate the distribution of the trust income in accordance with the specific trust objects. During 2019 the trust records were digitised. In 2020, approval was received to scope and cost the implementation of an archiving and record management system to improve access to trust information and to facilitate RCB and parish reporting.

## **Library and Archives**

The RCB Library houses parish records, church plate and other material of historical interest to the Church of Ireland. The Library also supports the Church of Ireland Theological Institute by providing a place of study for both theological students and the public at large. Staff at the library continued work on the digitisation of parish records as well as the digitisation of the *Church of Ireland Gazette*.

## **Climate Change**

The RCB has continued its commitment to addressing the problem of climate change across all operations of the RCB. It should be noted that during 2020 the impact of the RCB on the environment should have reduced considerably due to the reduction in staff commuting, committee members being able to attend meetings remotely, the holding of a remote General Synod and the reduction in overseas flights all resulting from the restrictions imposed as a result of Covid-19.

## **The year ahead**

### ***Brexit***

In December, the EU and the UK governments reached an agreement on the EU-UK Trade and Cooperation Agreement which came into effect on 1 January 2021. The Protocol on Ireland and Northern Ireland, contained within the Agreement, confirms that the Common Travel Area continues to be recognised between Ireland and the UK. The Agreement provides assurances that goods moving between Ireland and Northern Ireland will not be subject to additional customs tariffs or other restrictions. There is also a provision in relation to personal data allowing a transition period of up to six months during which personal data can continue to flow freely between Northern Ireland and the Republic of Ireland.

### **Acknowledgements**

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

The Representative Body and its committees acknowledge the dedication of the staff in Church of Ireland House Dublin, Church of Ireland House Belfast and in the RCB Library.

### **Obituaries**

It is with great regret that the deaths are reported of Ven Wayne Carney, a member of the RCB since 2017, and Miss Maud Cunningham, a member since 2008.

## FINANCIAL AND OPERATIONAL REVIEW 2020

The accounts of the Representative Church Body commence on page 53.

- **Commentary**

- A) The Statement of Financial Activities (SoFA) of the Representative Church Body is shown on page 64. While the RCB has moved to a Total Return model for managing General Funds and for budgeting the annual withdrawal from General Funds, the SoFA is presented in the traditional format in line with generally accepted accounting standards and recognises actual income.

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

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

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

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

General Funds total funds increased in value by €4.81m to €207.79m. This is due to unrealised gains on investment revaluation and gains on the sale of investments which were partly offset by a decrease in resources and currency losses due to a less favourable year end currency exchange.

### ***Incoming resources***

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

## The Representative Church Body – Report 2021

Total incoming resources under the traditional income model of €4.17m shows a decrease on the prior year of €0.98m (2019: €5.16m). As noted, General Funds is a Total Return fund which is not biased towards income generation. Investment income of €3.71m sees a decrease on the prior year of €0.81m (2019: €4.52m), mainly due to a more defensive investment stance in the earlier part of 2020, the suspension or reduction in dividend income from dividend paying stocks due to Covid-19 market uncertainty.

Grants and other income of €0.27m include €0.11m from Allchurches Trust to support specific projects, for which the RCB is most grateful, and €0.10m of investment income generated from the proceeds of the sale of St Mary's Home to support ministerial training. The RCB also received €0.02m under the VAT compensation scheme in 2020 relating to VAT paid in 2019 on goods and services. Subvention from the Stipends Fund of €0.12m (2019: €0.14m) is received to support ministerial training costs.

### ***Resources expended***

Expenditure for 2020 shown in the SoFA is analysed in greater detail on page 75 (Note 5).

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

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

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

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

Total cost of operations of €3.52m shows an increase of €0.04m on the prior year (2019: €3.56m). Payroll and related costs less recharges see an increase on the prior year due to cover for staff illness and a lower recharge for legal services to the wider Church, which were partly offset by saving in central office costs and central committee expenses as a result of Covid-19 remote working arrangements. Other operating costs of €0.42m see a reduction on the prior year of €0.08m (2019: €0.50m) mainly due to saving in the provision of professional investment management services which were partly offset by an increase in fees to support the clergy defined contribution pension schemes. A portion of other operating costs is represented by pension advice, administration and trustee fees to support the clergy defined contribution pension schemes. Other operating costs also include legal, taxation and accounting advice.

## The Representative Church Body – Report 2021

The total resources expended which are chargeable against General Funds of €2.98m is in line with the prior year.

### *Allocations expended*

Allocations expended in the year of €3.36m (2019: €3.56m) show a decrease on the prior year by €0.20m mainly due a reduction in the allocation required to support the maintenance of stipendiary ministry and a higher underspent allocation. Total underspent allocations for the year amounted to €0.22m (2019: €0.12m).

### *General Funds gains and losses*

General Funds results for the year shown in the SoFA sees the total fund value of General Funds increase by €4.81m (2.4%) to €207.79m (2019: €202.98m). This increase is accounted for by unrealised gains on revaluation of invested assets of €4.89m and a realised gain on the sale of investments of €2.64m. These gains have been partly offset by the excess of expenditure over incoming resources of €2.17m and currency losses due to a less favourable year end currency exchange.

### *Parish, Diocesan and Other Trust Funds gains and losses*

Incoming resources in relation to the RB General Unit Trusts are represented by investment income, deposit income and Gift Aid refunded. All incoming resources net of expenses are distributed to parishes, dioceses and other trusts. Total funds decreased by €16.48m (4.36%) to €361.82m (2019: €378.30m). This decrease is accounted for by unrealised losses of €10.46m on investment revaluations and currency losses due to a less favourable year end currency exchange. These losses have been partly offset by realised gains on the sale of invested assets of €0.15m. Net receipts and withdrawals amounted to €2.14m net withdrawal (2019: €2.25m net receipts) of both capital and reserve movements.

## B) Balance Sheets

The net assets shown in the Balance Sheets (page 66) belong to three separate fund groupings.

- RCB activities are the assets and liabilities which are used to provide services from the central Church. The net current balance on these is offset against General Funds.

## The Representative Church Body – Report 2021

- General Funds are the funds available for the operating expense of the RCB and for funding allocations. Total fund values increased by €4.80m to €207.79m as detailed above in General Funds. Invested fund assets increased from €190.67m to €196.05m, an increase of 2.8%. General Funds invested assets benefited from its Total Return focus, a more defensive position taken in the earlier part of 2020 due to market uncertainty surrounding the Covid-19 pandemic and a strong performance from funds under Sarasin’s management and in-house managed funds despite market volatility during 2020. Fixed Assets, loans, cash and bank balances, debtors and creditors make up €11.73m of net other assets.
  - Parish, Diocesan and Other Trust Funds investments and deposits income shown in the SoFA belongs to parishes, dioceses and to other Church of Ireland trusts. Total fund values decreased by €16.48m to €361.82m as detailed above in Parish, Diocesan and Other Trust Funds. Invested fund assets decreased from €314.91m to €300.95m, a decrease of 4.43%. This decrease is mainly due to the funds bias to dividend paying stocks which performed poorly due to dividend cuts in response to the Covid-19 pandemic and sterling and US dollar stocks which lost value on year-end revaluation as a result of less favourable year end currency exchange rates. Fixed Assets and cash balances make up €60.87m of other assets.
- **Allocations (page 64)**

Allocations budgeted for 2021 are provided for in 2020 as a reserve and will be drawn down in 2021. The amount provided is €3.70m and is gross of subventions. A detailed table of the 2021 budget is available on page 28. Allocations have been supported by a subvention from the Stipends Fund of €0.12m (2019: €0.14m). The Allocations Committee is most grateful to the Stipends Committee for this valuable support.

- **Simplified income and expenditure**

A simplified table is included below to aid understanding of RCB income and expenditure for 2020 with comparatives for 2019. This is based on the traditional income and expenditure model. Analysis under the Total Return model is included in the table on page 26.

The Representative Church Body – Report 2021

**Simplified RCB and General Funds (GF) income and expenditure**

	2020		2019	
	<b>RCB</b>	<b>GF</b>	<b>RCB</b>	<b>GF</b>
	<b>€'000</b>	<b>€'000</b>	<b>€'000</b>	<b>€'000</b>
Investment Income		3,713		4,516
Other Income		458		639
<b>Total Income</b>		<b>4,171</b>		<b>5,155</b>
Expenditure				
Payroll (less recharges) and related costs	(2,063)		(1,841)	
Central Office costs	(323)		(429)	
Depreciation	(302)		(277)	
RCB Library Costs	(245)		(236)	
External Investment Managers costs	(61)		(81)	
Professional Fees (general)	(154)		(314)	
Professional Fees (Clergy DC Pension Funds)	(195)		(110)	
Payroll to retired staff	(71)		(75)	
Central Committee Expenses	(37)		(118)	
Audit Fees	(70)		(75)	
<b>Total expenses</b>	<b>(3,521)</b>		<b>(3,556)</b>	
Expenses to be charged to Parish, Diocesan and Other Trust Funds	544		592	
<b>Total expenses to be charged to GF</b>	<b>2,977</b>	<b>(2,977)</b>	<b>2,964</b>	<b>(2,743)</b>
Allocations expended		(3,364)		(3,555)
Pension wind-up professional fees		-		(36)
<b>Total expenditure and allocations</b>		<b>(6,341)</b>		<b>(6,555)</b>
<b>Decrease in resources</b>		<b>(2,170)</b>		<b>(1,400)</b>
Other recognised gains and losses				
Investment gain		7,527		23,745
Other reserve movements		(554)		1,356
<b>Net gain in funds</b>		<b>4,803</b>		<b>23,701</b>
<b>Total funds brought forward</b>		<b>202,984</b>		<b>179,283</b>
<b>Total funds carried forward</b>		<b>207,787</b>		<b>202,984</b>

Note: This table will reconcile to the SoFA (page 64) under the General Funds column.

- **Total Return**

The RCB adopted a Total Return approach in 2012 to managing General Funds invested assets and the withdrawals from General Funds. Subsequent to a review of Total Return the RCB set a sustainable target return from invested assets in 2017 of 3.5% (2016: 4.0%). For 2020 the long-term sustainable target return was 3.5%, with the target withdrawal or spend set at 3.5% (based on the five-year average fund value) to meet cost of operations and allocations in 2020 of €6.13m (2019: €6.03m). The actual withdrawal required to support cost of operations and allocations net of other income was below the target withdrawal of 3.5% at 3.35% (2019: 3.43%). On a total return basis 2020 recorded a surplus of €0.25m.

The RCB remains committed to delivering the services required by the wider Church while seeking to encourage efficiency, best practice and the prudent management of costs. The table below presents the Total Return model for year ended 31 December 2020 with prior year comparison.

<b>Total Return</b>	<b>2020</b>	<b>2019</b>
	<b>€m</b>	<b>€m</b>
Permitted withdrawal from invested assets under Total Return	€6.13m	€6.03m
Other operating income	<u>€0.46m</u>	<u>€0.64m</u>
<b>Total incoming resources</b>	<b>€6.59m</b>	<b>€6.68m</b>
Cost of operations and allocations	<u>(€6.34m)</u>	<u>(€6.52m)</u>
<b>Surplus from invested assets</b>	<b>€0.25m</b>	<b>€0.16m</b>

Note: It is not intended that this table will reconcile back to the SoFA on page 64.

- **Currency translation rates**

Year end sterling balances have been translated into euro a rate of €1 = £0.8937 or £1 = €1.118 (2019: €1 = £0.8459 or £1 = €1.182).

## ALLOCATIONS BUDGET PROVIDED FOR 2021

Allocations provide financial support for Church-wide activities. The detailed allocations analysis for 2021 with 2020 comparisons is provided overleaf. The table shows the net amounts to be allocated after taking into account income from endowment funds, the episcopal levy, the safeguarding levy and any other sources of funding which offset the costs of financing ministry and other central commitments.

The summary position of 2021 allocations budget is set out below and is net of subventions. Sterling balances have been exchanged at 0.8937 for 2021 budget and 2020 comparisons.

	<b>2021</b>		<b>2020</b>	
	€	%	€	%
A. Maintenance of the stipendiary ministry				
• Episcopal costs	898,534	24.3	847,710	23.7
• Chaplaincy costs	278,397	7.5	279,867	7.8
• Miscellaneous	90,935	2.5	96,384	2.7
B. Pension related costs	107,626	2.9	106,507	3.0
C. Training of ordinands	1,269,725	34.3	1,211,365	33.8
D. General Synod activities	1,038,170	28.1	1,021,695	28.5
E. Miscellaneous	15,857	0.4	15,857	0.5
	<hr/>		<hr/>	
	3,699,244		3,579,385	

The Representative Church Body – Report 2021

**2021 ALLOCATIONS BUDGET**

	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
	€	€	£	£
<b>A. Maintenance of the stipendiary ministry</b>				
Episcopal Stipends and Expenses	1,067,562	1,107,825	742,384	675,161
less Episcopal Levy	(469,705)	(477,160)	(473,669)	(481,188)
	<u>597,857</u>	<u>630,665</u>	<u>268,715</u>	<u>193,973</u>
Deans of Residences/University Chaplains	98,668	98,668	140,810	141,109
Queen’s University, Belfast, Bursar	-	-	16,027	16,147
C of I in Queen’s University, Belfast	-	-	2,000	2,000
C of I in Trinity College, Dublin	2,000	3,000	-	-
Clerical Relief - Children’s Allowances	33,000	35,000	28,000	33,000
- Discretionary Grants	4,000	4,000	3,000	3,000
Stipends Related Costs	18,248	16,102	-	-
St Patrick’s Cathedral, Dublin	1,000	1,000	-	-
	<u>754,773</u>	<u>788,435</u>	<u>458,552</u>	<u>389,229</u>
<b>B. Pension related costs</b>				
Clergy Pensions Fund	50,000	50,000	45,500	44,500
Discretionary Grants				
- Retired Clergy	-	-	6,000	6,000
	<u>50,000</u>	<u>50,000</u>	<u>51,500</u>	<u>50,500</u>
<b>C. Training of Ordinands</b>				
Training of Ordinands	401,725	396,091	-	-
Theological Institute	845,000	790,000	-	-
Stipends Fund	(110,000)	(100,000)	(20,000)	(15,000)
Bishops’ Selection Conference	23,000	25,274	-	-
	<u>1,159,725</u>	<u>1,111,365</u>	<u>(20,000)</u>	<u>(15,000)</u>
<b>D. General Synod activities</b>				
General Synod/Standing Committee	468,246	465,753	222,627	210,679
Board of Education	26,604	27,480	95,807	94,477
Church of Ireland Youth Department	-	-	145,000	145,000
Safeguarding Officers	11,000	11,000	12,300	12,300
	<u>505,850</u>	<u>504,233</u>	<u>475,734</u>	<u>462,456</u>
<b>E. Miscellaneous</b>				
RCB Library	12,000	12,000	3,000	3,000
Regular Sunday Services in Irish	500	500	-	-
	<u>12,500</u>	<u>12,500</u>	<u>3,000</u>	<u>3,000</u>
	<u>2,482,848</u>	<u>2,466,533</u>	<u>968,786</u>	<u>890,185</u>

- **Commentary**

***A. Maintenance of the stipendiary ministry – €1,267,867***

The total cost of Group A is budgeted at €1,267,867 and is the cost relating to financing the episcopacy, university chaplaincy, clerical grants and stipends related costs.

The cost of financing the episcopacy is the largest part of this allocation at €898,534. The episcopal costs are shared on a percentage basis between central Church and dioceses. Dioceses contribute to episcopal costs through the episcopal levy, which is calculated based on the number of cures multiplied by a percentage of Minimum Approved Stipend (MAS). Episcopal costs include stipend, pension, state taxes, travel costs, office and administration costs and financing cost of see houses.

The total gross episcopal costs are budgeted for 2021 at €1.90m (2020: €1.86m). The episcopal costs net of episcopal levy contributions are budgeted at €0.90m or 71% of Group A costs (2020: €0.85m or 69%). The episcopal levy for 2021 is set at 6.3% of MAS, a decrease from 6.4% in 2020. The episcopal levy for 2021 is budgeted to contribute €1.00m or 52.7% (2020: €1.02m or 54.5%) of the total episcopal costs. The cost per cure for 2021 is £1,902 and €2,409 (2020: £1,932 and €2,447). A more detailed breakdown of episcopal costs is shown on page 36.

Other amounts included in Group A support university deans of residence and children's and discretionary allowances paid to clergy. Funding is provided to support a Belfast city-wide university chaplaincy project which will run up to 31 August 2023. Total allocation to support third level chaplaincy is budgeted at €0.28m for 2021 (2020: €0.28m).

***B. Pension related costs – €107,626***

The total cost of Group B is budgeted at €107,626 and is made up of Clergy Pensions Fund costs and discretionary grants to retired clergy and spouses.

Total support through allocations to the Clergy Pensions Fund for 2021 is budgeted at €50k and £45k. This represents the amount committed annually to the Fund as part of the long-term funding proposal to restore solvency over a ten-year period to 2023.

***C. Training of ordinands – €1,137,346***

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

The total budgeted for 2021 which is net of subvention from the Stipends Fund, shows an increase of €0.05m to €1.14m on the 2020 cost of €1.09m.

## The Representative Church Body – Report 2021

The training of ordinands budget includes the cost of student grants, student accommodation, fees paid to Trinity College Dublin and external lecturer fees. Married students in 2020/21 receive a personal grant of €7,970 and single student's grant is €6,360. Accommodation grants and travel allowances are provided to students in their final intern year. The total budgeted costs for 2020/21 of training of ordinands are €401,725 (2019/20: €396,091). For the academic year 2020/21 total student numbers are 20 ordinands in full-time training and 5 in part-time training.

The cost category Theological Institute includes the costs of running the Institute and includes academic, administration and facilities costs. The total budgeted for the academic year 2021/22 is €845,000 (2020/21: €790,000).

Extracts from the accounts of the Church of Ireland Theological Institute for the year ended 30 June 2020 are included as Appendix A (page 83).

### ***D. General Synod activities – €1,038,170***

The General Synod budget of €1,038,170 is made up of costs relating to General Synod and its Standing Committee, the Boards of Education, the Church of Ireland Youth Department and the centrally funded portion of the Safeguarding Officers.

Total costs show an increase on prior year of €16k. This increase is mainly due to an increase in specific committee costs.

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

### ***E. Miscellaneous – €15,857***

The total cost of Group E is €15,857, and represents an allocation of €15,357 to the RCB Library. €500 is provided for the maintenance of the Irish language as part of regular Church of Ireland worship.

## INVESTMENTS AND MARKETS

- **Economic environment and 2021 outlook**

The International Monetary Fund (IMF) latest forecasts project a decrease in economic growth at minus 4.4 percent in 2020 but are more optimistic in regard to 2021 global growth which is projected at plus 5.2 percent. In a note accompanying the publication of these forecasts the IMF also states that “the global economy is climbing out from the depths to which it had plummeted during the Covid-19 related lockdown in March to May of 2020 but with the Covid-19 pandemic continuing to spread, many countries have had to defer reopening of the economy and reinstate lockdowns to protect susceptible populations”. Economic forecasting is therefore an even more uncertain science in today’s dislocated social and economic environment and is likely to remain as such, until there has been a successful and proven roll-out of a Covid-19 vaccine to the world’s population.

In the meantime, economic forecasts and financial markets may continue to display the optimistic theme that they have largely followed since the mid-year, a theme essentially based on a viewpoint that the authorities via a mix of fiscal and monetary measures will ensure that Covid-19 will not result in a significant and long economic downturn.

- **Main investment asset classes**

### *Equities*

Following a strong performance in 2019 (returns of 34% in the S&P and 28% in the European Stoxx 600), markets sold off aggressively from all-time highs in February as the growing and devastating impact of Covid-19 became clear. At end March, the S&P and Stoxx 600 were 18% and 22% lower for the year, only to rebound over the following nine months culminating with the US closing 9% (in euro terms) higher for the year, while Europe limited its losses for the year to less than 2%.

US equity performance was driven by monetary stimulus support both by way of interest rate cuts (zero per cent interest rates) and the impact of asset purchase programmes, but perhaps most forcefully by political support as highlighted by an increasing budget deficit which is now expected to exceed \$3.3 trillion (16% of GDP) in 2020, the largest deficit since 1945 (versus 5% forecasts at the start of the year).

As in recent years, a narrow group of market leaders (the principal names in this group are Facebook, Apple, Amazon, Netflix, Microsoft and Google) significantly outperformed resulting in the Nasdaq (technology focused stocks) rising 43% in 2020. However small and more broad-based stocks performed very strongly towards year-end best highlighted by the Russell 2000 index rising 43% in quarter four.

European equities did not retrace to their previous multi-year highs of February 2020 but still recovered 50% from their mid-March lows helped in part by European Central Bank support. The economic boost from a more substantial and better coordinated approach from European political leaders to deal with the Covid-19 crisis (than the banking/credit led crisis of a decade previously) probably had a greater impact.

UK equities also recovered well from the lows but once again index returns were lower than in the US and Europe. The impact of Covid-19 on the economy was at least as dramatic as other developed economies and this along with a less than clear-cut outcome to the EU/UK Brexit related trade deal conspired to deliver an outturn of negative mid-teen returns from UK equities.

One year ago, the relatively expensive valuation metrics e.g. US Price/Earnings (P/E) multiple at 19 times versus 15 times at the end of 2018 was highlighted, so arguably one should be even more cautious now as this metric is even more elevated at 24 times. Indeed, investors are very wary of these valuation metrics, but faced with the alternative of negative yields on cash and bonds feel compelled to stay invested in growth assets, taking reassurance from the willingness of the authorities to support the market.

### ***Interest rates and bonds***

Central banks in developed economies reduced official interest rates to zero as an immediate policy response to Covid-19 and have signalled that rates will remain low for the foreseeable future. Although inflation is subdued, clearly European bonds offer no real yield, while negative nominal yields (if owned), would represent a liability for funds. In this environment, funds have been compelled (as in prior years) to seek out higher yielding bonds that carry a degree of credit risk, albeit at below benchmark allocations.

### ***Property***

Property continues to act as a useful diversifier versus conventional bonds and equities. Its advantages are relatively high yield and inflation protection as a tangible real asset. Its drawbacks are illiquidity and cyclicality. We have partially countered the liquidity problem through owning globally diversified quoted REITs (Real Estate Investment Trusts) in addition to IPUT and PITCH, while addressing cyclicality through specialist sectors such as student accommodation and social housing funds. Property investments produced close to zero full year returns in 2020 as 4.5/5% income/dividend yields were largely offset by falling capital values as the growing 'work from home' theme (expected to extend beyond lockdown) combined with rent collection challenges in the retail sector drove prices lower.

### ***Currencies/precious metals***

The policy of hedging non-base currency exposures at extremes of valuation (based on observed long-term trading range and purchasing power parity) remains the core strategic approach to managing currency risk.

In terms of valuation extremes, the Investment Department sees euro/USD in a 1.125 to 1.225 range in 2021, with a move below 1.10 or close to 1.25 or above as extreme (clearly the rising US budget deficit has not assisted the dollar in the year just ended). In terms of valuation extremes, the Investment Department sees euro/sterling in a 0.825 to 0.925 range, with a move close to 0.8 or below or close to 0.95 as extreme.

The uncertain nature of all the world's major currencies highlights the attraction of gold/precious metals as a safe haven. The cost of holding this real asset is minimal due to the near zero interest rate policy. As well as a hedge against inflation, it also gives protection against political/economic change. The policy of holding precious metals and mining stocks was vindicated in 2020 as returns from this sector were plus 30% on average across the funds.

- **Fund valuations and performances**

Valuations of the various portfolios as at 31 December 2020 along with three- and five-year fund performance figures are included as Appendix B (page 85).

- **General Funds performance 2020**

Total return for the year was 6.4% versus the benchmark return of 2.5%. The Fund benefited from its Total Return focus, and a more defensive stance in the earlier part of the year. The Sarasin portfolio returned 9.5% in 2020.

- **Unit Trusts**

The RB General Unit Trust (RI) delivered a total return for the year end 31 December 2020 of -1.4% versus the benchmark return of 2.5%. The underperformance relative to benchmark was largely due to a bias to dividend paying stocks which performed poorly in the face of widespread dividend cuts post Covid-19 and exposure to USD and sterling assets which lost value on currency revaluation (as the euro strengthened).

The RB General Unit Trust (NI) delivered a total return for the year ended 31 December 2020 of 3.3% versus the benchmark return of 4.4%, with the underperformance mainly due to a bias to dividend paying stocks. The positive absolute performance was assisted by currency revaluation gains as this sterling dominated fund benefited from weakening sterling/appreciating euro.

## The Representative Church Body – Report 2021

The distribution rate for the RB General Unit Trust (RI) was 11.5c for the calendar year to 31 December, representing a yield of 2.86%. The distribution for the RB General Unit Trust (NI) was 10.8p for the calendar year for an equivalent yield of 2.75%. It was agreed to maintain the distributions in 2020 for both trusts at the same level as 2019. However, in order to do so that both funds were required to access funds from their respective Dividend Equalisation Reserves.

The financial statements for the RB General Unit Trusts (RI) and (NI) and extracts from the investment manager's reports for the year ended 31 December are set out in Appendix C (page 86).

- **Clergy Pensions Fund**

The Clergy Pensions Fund achieved a return of 0.8% for the year (2019 17%).

The passive element of the Fund managed by ILIM represented 41% of total assets at the end of 2020 unchanged from end of 2019. ILIM investments were split 57% equities, 43% bonds. The ILIM portfolio decreased by 3.5% in 2020 following a 22.5% rise in 2019.

The overall fund was split 64% growth assets (including equities and real assets) 36% 'de-risked assets' (including cash and bonds) versus 71% growth assets 29% 'de-risked assets' from a year previously.

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

In 2020 the Investment Committee conducted its usual annual assessment of individual stock holdings within the various portfolios and reported to the Representative Body in December that its holdings are consistent with the RCB's ESG and Climate Change policies.

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

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

The RCB's ESG Policy statement is included as Appendix D (page 97) and its Policy on Climate Change is included as Appendix E (page 99).

## CLERGY REMUNERATION AND BENEFITS

- **Minimum Approved Stipends (MAS) 2021**

The Standing Committee determines levels of MAS annually on behalf of the General Synod in accordance with Section 51(1) of Chapter IV of the *Constitution*. MAS levels are determined in September for the following year, taking into account economic data, conditions, earnings trends and indices at 30 June. Recommendations on MAS levels are initially brought to the Representative Body by the Stipends Committee, which considers movements in inflation and general earnings levels as well as the ability of parishes in both jurisdictions to pay. The impact of Covid-19 on parish finances was a major influence on the decision of the Stipends Committee to recommend MAS for 2021 be kept at the same level as 2020. The Stipends Committee will continue to monitor the situation and keep it under review in 2021.

*Republic of Ireland* – The Consumer Price Index (CPI) to 30 June 2020 was -0.4% (+1.1% to June 2019). A 1% increase in MAS was applied in the Republic of Ireland in 2020. The Stipends Committee in reviewing the Republic of Ireland MAS recommended to the RCB no change for 2021 MAS.

*Northern Ireland* – The Consumer Price Index (CPI) for the 12 month period to 30 June 2020 was of +0.6% (+2.0% to June 2019). A 2.0% increase in the MAS was applied in Northern Ireland in 2020. The Stipends Committee in reviewing Northern Ireland MAS recommended to the RCB no change for 2021 MAS.

The Standing Committee received and agreed with a recommendation from the Representative Body that no change be applied to the Minimum Approved Stipend for 2021 in the Republic of Ireland and Northern Ireland. Consequently, levels of Minimum Approved Stipend for 2021 are:

	2021	2020
Northern Ireland	£30,195	£30,195
Republic of Ireland	€38,234	€38,234

## The Representative Church Body – Report 2021

### • Episcopal costs

The breakdown of total episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€	€	£	£
	2021	2020	2021	2020
(1) Stipends together with state insurance costs	511,781	512,546	318,165	318,764
(2) Pension costs	109,445	110,783	65,629	64,149
(3) Offices of the Sees expenses	331,215	326,270	187,626	184,495
(4) See Houses and other costs	308,513	351,618	230,948	174,951
<b>Totals (gross)</b>	<b>1,260,954</b>	<b>1,301,217</b>	<b>802,368</b>	<b>742,360</b>
(5) Less endowment income	(221,963)	(221,963)	(34,476)	(41,364)
<b>Totals (net of income)</b>	<b>1,038,994</b>	<b>1,079,254</b>	<b>767,892</b>	<b>700,996</b>

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

Notes relating to the figures above:

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

Stipends are multiples of Minimum Approved Stipends as follows:

Archbishop of Armagh	2.45
Archbishop of Dublin	2.25
All Bishops	1.75

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

## The Representative Church Body – Report 2021

### • **Locomotory allowances 2021**

It was agreed by the Representative Body in 2016 that from 1 January 2017, the rate of locomotory allowances be set at the relevant revenue authority rates for each jurisdiction, plus an additional rate which would be subject to social insurance payments. In either jurisdiction there has been no change in the revenue authority rates and therefore the locomotory rates for 2021 remain the same as those for 2020 as follows:

***Republic of Ireland*** – Revenue Commissioners approved rates:

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

***Northern Ireland*** – Clergy are now requested to submit, annually, a return of mileage carried out in the course of their ministerial duties.

Should the locomotory allowance paid exceed the HMRC permitted allowance by the number of miles travelled (45p per mile for NIC purposes) there will be a calculation for NIC on the excess.

HMRC approved rates (liability to income tax on any allowance paid which exceeds business miles travelled by HMRC rates).

first 10,000 miles @ 45p per mile

after 10,000 miles @ 25p per mile

For the year 2021 the RCB simplified the existing mileage bands and introduced new mileage bands. The new bands provides for an allowance of the first 10,000 miles at 57.7p and miles after 10,000 at a rate of 16.4p per mile. The bands are illustrated in the table below:

Example miles	Allowance at 57.7p per mile up to 10,000 miles	Addtl rate per mile	Addtl allowance	Total rate per mile	Total allowance
Up to 10,000	£5,770	0p	Nil	57.7p	£5,770
At 15,000	£5,770	16.4p	£820	43.9p	£6,590
At 17,000	£5,770	16.4p	£1,148	40.7p	£6,918

## The Representative Church Body – Report 2021

- **Children’s Allowances 2020/2021**

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

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

	Academic year starting 1 September 2020	
	Republic of Ireland	Northern Ireland
Over 11 attending secondary school	€600	£100
Third level students (up to age 23)	€300	£400
Eligible orphans	€600	£400

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

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

- **Clergy car loans**

In 2020 the RCB reviewed the practice of providing car loans to members of the stipendiary clergy. Following this review the RCB suspended the provision of providing new car loans from 1 July 2020 onwards. The interest rate charged on existing car loans was reduced from 8% to 5% from 1 July 2020 onwards.

At 31 December 2020 there were 22 loans outstanding with a total value of €100,726.

- **Central Church Fund – removal (relocation) grants**

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

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

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

## CLERGY PENSIONS

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

The RCB acts as Sponsor of all three schemes.

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

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

**Northern Ireland members:** <[www.scottishwidows.co.uk/save/churchofirelandclergy/](http://www.scottishwidows.co.uk/save/churchofirelandclergy/)>

**Republic of Ireland members:** <[www.zurich.ie/connect/coi/home/](http://www.zurich.ie/connect/coi/home/)>

The annual reports of the scheme trustees are included in Appendix F (page 101).

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

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

- **The Clergy Pensions Fund (defined benefit scheme)**

The annual report of the Church of Ireland Clergy Pensions Trustee Designated Activity Company (DAC), which in accordance with Chapter XIV of the *Constitution of the Church of Ireland* is the Trustee of the Clergy Pensions Fund, is included as Appendix G (page 103). The RCB is the sole member of the Trustee Company.

### ***Supplemental Fund and other funds***

The Church of Ireland Pensions Board administers the Supplemental Fund and certain other funds on behalf of the RCB. A report on the administration of these funds during the year ended 31 December 2020 is attached as Appendix H (page 144).

Further information on clergy pensions is available from:

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

## PROPERTY AND TRUSTS

- **Summary**

Change.....  
Adaptability.....  
Flexibility.....  
Resilience.....

All buzz words associated with the year that was 2020. The year that introduced new terminologies into everyday language – social distancing, Covid-19, the two-metre-rule, staying safe, working from home, Zooming...

Change really was the order of the day for 2020 and it started early. At the beginning of February the team was joined by Pauline High as Property Manager, who with Fern Jolley, Property and Trusts Manager, has joint responsibility for the department.

In line with all RCB committee meetings for 2020, with the exception of the first meeting of the year on 5 February, all Property Committee meetings were virtual which meant that long-time committee member and esteemed colleague, Maud Cunningham, was able to attend all the meetings except for the last one before her death in early November. She will be sadly missed.

- **Property**

The challenge of maintaining the significant stock of historic/listed buildings that the Church has responsibility for, across the island of Ireland, was made all the more challenging as a result of the pandemic. Continued support from government, local authorities and various grant funding bodies has never been more important as parishes see their income depleted due to the nature of lockdown restrictions and the curtailing of in-person worship. Full details of available grants are on the Parish Resources section of the Church of Ireland website at <[www.ireland.anglican.org/parish-resources](http://www.ireland.anglican.org/parish-resources)>.

It was good to see a number of parishes engaging with their local communities in many practical ways during lockdown. The use of church buildings as foodbank distribution centres was just one of the ways church buildings were used reflecting the Church's call to service and mission.

The Property Department provided guidance in relation to best practice in caring for church buildings during lockdown and this was available on Parish Resources.

During the year the RCB were happy to support the production of a Maintenance Leaflet for churches in association with the Northern Ireland Branch of the Institute of Historic Building Conservation, a PDF version of this can be downloaded from the Parish Resources section of the website or a printed copy is available on request, email <[property@rcbdub.org](mailto:property@rcbdub.org)>.

- **Trusts**

In September 2018 the RB Executive Committee approved a paper entitled “Digitalisation of Trusts Project” facilitating the digitisation of the over 23,000 trusts managed by the RB Property and Trusts Department with a budget of €60,000. The digitisation of these trusts was completed June 2020 and has protected the trust files from physical damage, permitting the remote access of file information while increasing operational efficiency within the Property and Trusts Department.

In November 2020, the RB Executive Committee approved the next phase of the project which involves the development of a comprehensive system for managing the addition of new files, updating of existing file information, retrieval of information and reporting. The development of these systems is essential to preserve the integrity of the trust information and to allow efficient access and management of the trust files which includes the seamless flow of information between existing systems and departments and will also require a body of work to rationalise the 23,000+ trust files. Whatever system that is eventually decided upon, it is critical that it will be compliant with all charity trustee governance regulations, but yet be flexible enough to adapt to future requirements.

In summary, the primary objectives for this project are:

- Review of current processes and procedures to maximise efficiency and to ensure governance compliance.
- Rationalisation of trust portfolio.
- Sourcing and implementation of suitable and robust computerised system for the management of the trust portfolio into the future.

- **Church Fabric and Development Fund**

The Church Fabric Fund has been held for the repair of certain church buildings since 1930 and is governed by Chapter 10, Part IV of the *Constitution of the Church of Ireland* - <[www.ireland.anglican.org/about/the-constitution](http://www.ireland.anglican.org/about/the-constitution)> - and managed by the RCB. In 2016 it was renamed “Church Fabric and Development Fund” with Chapter X being amended to extend the scope of the fund to include the development of initiatives supporting the long-term mission of the Church. These changes allow the fund be used more widely than before, in order to more effectively serve the wider life, outreach and witness of the Church into the longer term.

Church Fabric and Development Fund grants of €51,300 and £18,800 were allocated by the RCB during 2020 from the income of the Fund on the recommendation of the Primate. Please see below for a list of churches who were awarded grants in 2020.

The Representative Church Body – Report 2021

Diocese	Church	Grant awarded	
		£	€
Armagh	Drumbanagher	12,500	
Raphoe	Raphoe Cathedral		49,100
Dromore	Donaghmore	3,600	
Connor	Carnmoney	2,700	
Tuam	Moyrus, Roundstone		800
Achonry	Killoran		1,400
		18,800	51,300

Further details of grants awarded under the Central Development application are set out on page 18.

***Marshal Beresford's Fund***

Grants of €46,500 and £51,700 for repairs to churches were made from the Fund in 2020. The allocation of the income, in accordance with the trusts, is made by the Archbishop of Armagh who does so in conjunction with his recommendations from the Church Fabric and Development Fund. Below is a list of churches who were awarded grants in 2020.

Diocese	Church	Grant awarded	
		£	€
Clogher	Aghavea	15,300	
Clogher	Donagh		6,100
Derry	Drumragh	11,000	
Raphoe	Killaghtee		900
Down	Holywood	17,900	
Connor	St Anne's Cathedral, Belfast	7,500	
Killala	Skreen		700
Dublin	Clonsilla		2,000
Dublin	Dublin, St Bartholomew		2,000
Dublin	Malahide		7,000
Kildare	Portarlinton, St Paul		10,200
Lismore	Lismore Cathedral		2,800
Leighlin	Durrow		4,700
Cork	Douglas		5,400
Killaloe	Borrisnafarney		600
Killaloe	Lockeen		550
Killaloe	Lorrha		650
Ardfert	Killarney		2,900
		51,700	46,500

## LIBRARY AND ARCHIVES

- **Summary**

The principal focus of the Library's work continues to be the provision of resources for ministerial training by sourcing, accessioning and cataloguing new books and other reading materials; re-cataloguing the existing book stock and removing duplicate materials as appropriate; managing the borrowing facility; providing study/research space; and promoting and making more accessible the Library's varied collections.

During 2020, despite the challenges of the Covid-19 pandemic, the work of cataloguing new books and converting the card catalogue of printed books to the online catalogue through the Library section of the Church of Ireland website continued, and by the end of 2020 the bibliographic details of over 54,900 printed resources were available online at <[www.ireland.anglican.org/about/rcb-library](http://www.ireland.anglican.org/about/rcb-library)>.

The Library manages, and makes available to researchers, records from 1,201 parishes, chapels of ease and chaplaincies, 20 dioceses and 20 cathedrals as well as 1,202 collections of ecclesiastical manuscripts and the non-current records of the General Synod and the RCB.

As never before the importance of online resources became apparent to all during 2020, and in response to the challenges, further progress was made to enhance the Library's online presence, with direct links to a variety of information including lists and indexes of available archives and manuscripts. The newer version of Liberty, the online library management system, continued to operate well, its accessibility and functionality greatly facilitating the Library's new Click and Collect service allowing readers to browse for materials online while it was not possible to visit the Library building.

The 'Archive of the Month' initiative – now in its tenth consecutive year – continued as a valuable promotional platform about specific aspects of the collections. Stories of particular public interest included:

- "Digging for Emmet: Ghostly images from Dublin's past brought back to life through digitization", featuring contemporary lantern slides of an excavation for the remains of Robert Emmet, in 1903 (in February and later featured on the RTE Radio 1 Leap of Faith programme, when the Assistant Librarian was interviewed);
- "Pandemic in Ireland 100 years ago through the lens of the Church of Ireland Gazette", on the Spanish flu (in July);
- The launch and delivery of the "Borderless Church" series between September and December, on various aspects of the *Church of Ireland Gazette's* reporting of the period from the 1950s to the 1970s.

A complete list of 'Archive of the Month' titles for the year is included as Appendix I (page 151).

## The Representative Church Body – Report 2021

The Library's Twitter account: @rcblibrary continued to allow more immediate interaction with a public audience, with 845 followers by January 2021; while the Library's news pages on the website continued to inform the public about recent acquisitions and other developments.

During 2020, the Library continued to discharge its curatorial responsibilities for church plate and episcopal portraits; the management of publishing projects for Church of Ireland Publishing and the editorial dimension of the *Church of Ireland Directory*. The Library also took on additional responsibilities in relation to the administration of requests for digital images and data from Gloine, the Church of Ireland stained glass project, and worked with the Property Department to devise a new protocol to manage the use of Gloine by external users.

- **Donations received**

The RCB again allocated €12,000 and £3,000 for the purchase of new books and conservation work. Additionally €25,000 was allocated to provide for ongoing digital storage requirements and a new web-based booking system to accommodate public readers in the context of Covid-19 and beyond.

A further capital grant of state funding amounting to €39,000 was awarded to the Library by the Department of Culture, Heritage and the Gaeltacht, to continue a second phase of the Parish Registers Digitization Project. This will be reclaimed when the work is completed. The Library received a one-off anonymous donation of €10,000 to support a specific Library project.

Further welcome donations were received from:

APCK (€5,000)

Clogher diocese (€500)

Cashel, Ferns & Ossory diocese (€800)

Dublin & Glendalough diocese (€2,000)

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

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

Kilmore, Elphin & Ardagh diocese (€300)

Limerick and Killaloe diocese (€500)

Smyly Trust (€300)

Ms Cate Turner, on the anniversary of her late father's 100<sup>th</sup> birthday (€100)

Tuam, Killala and Achonry diocese (€500)

Monkstown parish (Dublin) (€200)

- **Accessions**

Books and periodicals were purchased to meet the requirements of those in training for ministry and the needs of the wider Church. In particular, continued purchasing was required to meet the needs of ordinands in the Church of Ireland Theological Institute,

## The Representative Church Body – Report 2021

including the new Certificate in Christian Theology and Practice. These purchases were augmented by donations of books from publishers, authors and individuals.

The Library received welcome donations from Helen Cockle (from the library of her late father, Dr Walter E. Cockle); Rev Norman Gamble; Rev Cecil Hyland; Rev Robert Kingston, and Mrs Avril Speller, daughter of the late George Benn. Additionally authors Brigid Clesham, Bishop Edward Darling, Rosemary Hartigan Hayes, Gerry Kearney, Alasdair MacLaughlin, Brian Scott, Prof. David Stoker, the late Bishop Roy Warke, and Rev Ted Woods all donated copies of recently-published work.

Additional tranches of parish and diocesan records were transferred to the Library from local custody. The principal archival accessions were records from 91 parishes, including a large consignment of records from parishes in the dioceses of Ardfert, Emly, Killaloe and Limerick that were transferred from St Mary's Cathedral Limerick, and an unusual rector's register commenced by Rev Hon. William O'Grady (1806-1859), rector of Killinane in the diocese of Kilmacduagh, 1836-59 containing his extensive notes and mid-19<sup>th</sup> century observations of local life.

There were transfers of records from three dioceses (Killala & Achonry; Kilmore, Elphin & Ardagh; and Limerick & Killaloe), and additionally from the RCB Property Department. There were 12 new accessions of manuscript materials, notable among which were the records of Rev Matthew Byrne (1927-2013) relating to his broadcasting career and writings; further materials relating to the ecumenical outlook of Canon Claude Lionel Chavasse (1897-1983); and papers relating to Hon Rt Rev Charles Dalrymple Lindsay (1760-1846), his second wife Catherine Coussmaker (d. 1837), and his son Ven Charles Lindsay (1790-1855).

A list of accessions of archives and manuscripts to the Library during 2020 is included as Appendix J (page 152).

- **Ministerial training**

One of the Library's core functions is supporting ministerial training, including part-time training, the Foundation Year programme, training for Reader ministry, and those considering ministerial training in the Fit for the Purpose programme. To meet the added challenge of ensuring safe and socially-distant access for staff and students in 2020, the induction of new students took place online via screen-casts to guide them on how to use Library accounts, reserve books and locate books remotely.

A new Click and Collect system was devised for Church of Ireland Theological Institute (CITI) students and staff to ensure core reading materials could be accessed, with an additional information screen-cast to guide them in its use, as and when government restrictions would allow.

- **Cataloguing**

Work continued on converting the catalogue of printed books from cards to the online catalogue. Between March 2020, when the first Covid-19 lockdown occurred, and the end of the year, a further 1,800 books were processed and added.

Records from 91 parishes were processed with summary lists updated and posted on the website, although given the volume, some 41 have yet to be listed in detail. Detailed descriptive summaries and some lists were also provided for the 12 new manuscript collections. The project to list and catalogue the extensive Tuam, Killala & Achonry diocesan archive had been completed, with the long-awaited detailed catalogue published online.

- **Conservation**

With welcome support from the Kinawley & Derrylin group of parishes and Ecclesiastical Insurance, some nine volumes of parish registers from the parishes of Kinawley and Crom (which previously incurred serious damage when missing from local custody) had under Library supervision subsequently been conserved and restored by the paper conservator Liz D’Arcy, who additionally had produced a detailed conservation report. The conserved materials are now integrated into existing parish collections in the Library.

The 2020 editions of the *Church Review* (Dublin and Glendalough diocesan magazine) and the *Church of Ireland Gazette* were rebound.

- **Parish register digitization project**

The Library continued to liaise with the Department of Culture, Heritage and the Gaeltacht and the National Archives of Ireland in relation to its long-term project to digitize the extensive collection of parish registers. In the early part of 2020, the final part of the pilot phase was completed by service provider Dr Michael O’Neill, assisted by Library staff. This involved some 24 parish collections and 69 volumes for the county of Kildare. A detailed memorandum of outcomes was then submitted to the Department, and in August the Library received the welcome news directly from the new Minister for Culture, Catherine Martin TD, of her delight with the achievements of the Library to date, and an extension to the funding to allow for the additional capture of images of the registers for a further seven counties. Despite the suspension of access to the Library building, considerable progress was made by the end of the year, with the register content of a further four of these (counties Cavan, Monaghan, Leitrim and Roscommon) completed - involving some 59 parish collections, 159 volumes and a total of 13,621 images.

- **Church plate**

Progress continued to be made with the church plate inventory during 2020. However there was relatively little activity during the pandemic-afflicted year with just two items lodged in the Library, which had been received from the parish of Calary (Glendalough), and from Rev Olivia Williams. Items were loaned to the following three parishes: Abbeyleix (Leighlin), Cregagh (Down), and Moira (Dromore), and additionally for use in the chapel at CITI.

- **Community engagement**

In 2020, the Library collaborated with:

- Christ Church Cathedral, Dublin by providing a selection of documents and artefacts (with descriptive captions) relating to Disestablishment for the Cathedral's anniversary exhibition, which ran in the Lady Chapel between January and March 2020.
- CITI and the Clergy Support Trust (CST) to give online access to the CST e-book library. The Library in conjunction with CITI made these resources – over 1,100 eBooks from SPCK and IVP, including new releases – available for all full-time and part-time ordinands, and curates-in-training.
- Dr Ida Milne, historian of disease, European history lecturer at Carlow College, and visiting research fellow at the School of History and Humanities, Trinity College Dublin, in devising and featuring her comparative analysis of Pandemic in Ireland 100 years ago.
- The Department of Foreign Affairs Reconciliation Fund and the following writers who produced the first four 'Borderless Church' online illustrated presentations: Dr Marie Coleman, Reader in modern Irish history at Queen's University Belfast; Brian M Walker, Professor Emeritus of Irish Studies at Queen's University Belfast; Dr Ian d'Alton, Visiting Research Fellow at the Centre for Contemporary Irish History, Trinity College Dublin, and David Bird (diocese of Cork, Cloyne and Ross) thus sharing the Church of Ireland story between 1950 to 1979 with a wider audience.
- Tipperary County Council, the Glucksman Library, University of Limerick (UL), and the diocese of Cashel, Ferns & Ossory to progress ideas for the local promotion of the transfer of the Bolton Library collection to UL.
- The fifth volume in the RCB Library 'Texts and Calendars' series had been published in association with the Four Courts Press: W.J.R. Wallace (editor), *The Vestry Records of the Parishes of St Bride, St Michael Le Pole and St Stephen, Dublin, 1662-1742*. A proposed launch of the book in collaboration with Marsh's Library and supported by Ecclesiastical Insurance planned for April was regrettably postponed on account of the Covid-19 restrictions.

## The Representative Church Body – Report 2021

The Library welcomed Bishop Rowan Williams on a short visit when he viewed early prayer books in the Watson Collection and other items, in the context of his lecture and residence in CITI in February 2020.

Library staff attended further meetings and online seminars hosted by Beyond 2022: Ireland's Virtual Record Treasury, which aims to recreate, virtually, the collections of the Public Record Office of Ireland (PROI) destroyed on 30 June 1922. The Library is a participating institution in this initiative.

The Assistant Librarian attended online video tutorials of the Liberty Virtual User Group, facilitating further development of the Library Management System (Liberty). This enabled development of the new Library's mobile app, now available to all members, and facilitated the enhanced option of requesting materials, which has been an essential component of the new Click and Collect service. Additionally the Assistant Librarian attended the Annual Seminar of the Rare Books Group of the Library Association of Ireland on the challenges faced by specialist libraries during Covid-19, allowing the RCB Library's experience to be placed in a wider context.

Library staff visited the Baily Lighthouse, Howth, county Dublin, hosted by the Archivist of the Commissioners of Irish Lights, for a learning and sharing experience, in January 2020.

In response to the Covid-19 situation, the Librarian and Archivist (as Covid-19 Manager) and Library Administrator (as Lead Worker Representative), participated and contributed directly to the work of the RCB's Covid-19 Coordinating Group, receiving training and contributing to the overall RCB Covid-19 Response Plan. A detailed risk assessment of the Library building was carried out, and a report produced, necessitating a number of improvements and changes to meet work safety requirements, while a further tailored induction policy for Library staff was devised in line with the RCB's protocols.

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

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

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

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

## The Representative Church Body – Report 2021

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

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

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

### • Tax relief on charitable donations

#### *Northern Ireland*

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

The total value of donations collected under Gift Aid on behalf of parishes in 2020 was £4,762,712 to which the income tax recovered by the RCB added £1,190,679 to give a total of £5,953,391 compared with £6,118,483 in 2019. Parishes are increasingly adopting electronic accounting methods as an aid to SORP compliance and filing their own claims directly with HMRC.

Since 6 April 2013, charities that receive small cash donations of £30 or less are able to apply for a Gift Aid style repayment, without the need to obtain Gift Aid Declarations for these donations, under the Gift Aid Small Donations Scheme (GASDS). The RCB assists parishes who wish to make claims through GASDS. From 6 April 2017 the amount of small donations on which the repayment can be claimed is capped at £8,000 per tax year per church. The value collected under GASDS on behalf of parishes in 2020 was £505,404 to which the income tax recovered by the RCB added £126,351 to give a total of £631,755 compared with £647,200 in 2019. Information on how to claim under GASDS is available from Church House Dublin and under ‘Advice for Treasurers’ at <[www.ireland.anglican.org/parish-resources/parish-finances](http://www.ireland.anglican.org/parish-resources/parish-finances)>.

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

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

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

Further information is available from Church House Dublin and under ‘Advice for Treasurers’ at <[www.ireland.anglican.org/parish-resources/parish-finances](http://www.ireland.anglican.org/parish-resources/parish-finances)>.

- **Form of Bequest**

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

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

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

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

- **Donations, bequests and funds received**

A full list of funds received by the RCB in 2020 on behalf of parishes, dioceses and special trusts is included as Appendix K (page 164).

## The Representative Church Body – Report 2021

- **Trusts for graves**

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

### MISCELLANEOUS AND GENERAL

- **Deposit interest (rates)**

The rates of interest allowed or charged by the RCB are linked to the rates ruling from time to time in the money market. The following rates of interest were applied in 2020:

QUARTER ENDED	€		£	
	Dr %	Cr %	Dr %	Cr %
31 March	3.50	0.02	1.50	0.40
30 June	3.50	0.01	1.00	0.10
30 September	3.50	0.01	1.00	0.04
31 December	3.50	0.01	1.00	0.03

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

- **Inflation statistics (5-year review)**

Year on year (December)	UK (CP Index)	Republic of Ireland (CP Index)
2016	1.6%	0.0%
2017	3.0%	0.4%
2018	2.1%	0.7%
2019	1.3%	1.3%
2020	0.8%	-0.9%

## RESOLUTIONS RECOMMENDED TO THE GENERAL SYNOD

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

### I. Allocations

That the General Synod hereby authorises the Representative Body to make the following allocations from General Funds in 2021:

	€
A. Maintenance of the stipendiary ministry	
• Episcopal costs	898,534
• Chaplaincy costs	278,397
• Miscellaneous	90,935
B. Pension related costs	107,626
C. Training of ordinands	1,269,725
D. General Synod activities	1,038,170
E. Miscellaneous	15,857
	<hr/>
	3,699,244
	<hr/> <hr/>

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

**FINANCIAL STATEMENTS – PAGE 1**

**YEAR ENDED 31 DECEMBER 2020**

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

**FINANCIAL STATEMENTS 2020**

**PAGE 2**

**CONTENTS**

	PAGE
EXECUTIVE COMMITTEE AND OTHER INFORMATION	3
EXECUTIVE COMMITTEE REPORT	4
REPORT OF THE INDEPENDENT AUDITORS	5-7
ACCOUNTING POLICIES	8-11
STATEMENT OF FINANCIAL ACTIVITIES	12
BALANCE SHEET	13
CASH FLOW STATEMENT	14
NOTES TO THE FINANCIAL STATEMENTS	15-26

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

**EXECUTIVE COMMITTEE AND OTHER INFORMATION**

**PAGE 3**

**CHAIR**

- Mr HJ Saville

**MEMBERS (*ex officio*)**

- The Archbishop of Armagh
- The Archbishop of Dublin
- Canon GC Richards (Allocations Committee) (Deputy Chair)
- Mr K Bowers (Investment Committee)
- Mr JK Roberts (Property Committee)
- Mr M Johnston (Stipends Committee)

**MEMBERS (elected)**

- Rt Rev Dr WP Colton
- Rev Canon H Gilmore
- Ven T Scott
- Ven AM Wilkinson
- Mr H Algeo
- Mrs E Harkness
- Mr LJW MacCann
- Mr RS Neill\*

**BANKERS**

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

**CUSTODIANS**

- Northern Trust  
Canary Wharf, London E14 5NT

**AUDITORS**

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

**OFFICERS**

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

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

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\* elected December 2020 in place of Mr DG Perrin (retired October 2020)

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

**EXECUTIVE COMMITTEE REPORT**

**PAGE 4**

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

General Funds are used to support the general mission of the Church, with parish, diocesan and other funds held for the benefit of the particular Church entity which is the beneficial owner. The outcomes for the year ended 31 December 2020 for General Funds and for other trust funds are set out in the financial statements. General Funds total funds employed increased by €4.80m to €207.79m, benefiting from the Total Return approach to managing invested assets and a more defensive position taken in the earlier part of 2020 due to market uncertainty surrounding the Covid-19 pandemic.

For 2020 the long-term sustainable target return was 3.5% on invested fund assets, with the target withdrawal or spend set at 3.5% or €6.13m (based on the five-year average invested fund asset value) to meet cost of operations and allocations in 2020 of €6.13m (2019: €6.03m). The actual withdrawal required to support cost of operations and allocations net of other income was less than targeted at €5.88m, recording a surplus of €0.25m. The RCB seeks to continue to manage its withdrawal from General Funds prudently over the short and medium term to preserve capital for the present and future Church. Funds held for the benefit of individual Church of Ireland trusts decreased in value by €16.48m to €361.82m. This decrease is mainly due to the funds bias to dividends paying stocks which performed poorly due to dividend cuts in response to the Covid-19 pandemic. Net receipts and withdrawals from these funds amounted to €2.14m (2019: €2.25m). Distribution of income is made biannually from these funds and together with the refund of Gift Aid reclaimed for NI parishes amounted to €10.52m.

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

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

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

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

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

*HJ Saville*  
Chair, Executive Committee  
9 March 2021



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

### **Report on the audit of the financial statements**

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#### **Opinion**

In our opinion, the Representative Body of the Church of Ireland's financial statements for the year ended 31 December 2020 have been properly prepared, in all material respects, in accordance with the basis of preparation and accounting policies on page 8.

We have audited the financial statements which comprise:

- the Balance Sheet as at 31 December 2020;
- the Statement of Financial Activities for the year then ended;
- the Cash Flow Statement for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

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#### **Basis for opinion**

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

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

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

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#### **Conclusions relating to going concern**

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

Our responsibilities and the responsibilities of the trustee with respect to going concern are described in the relevant sections of this report.



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### **Reporting on other information**

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

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

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

#### *Responsibilities of the trustee for the financial statements*

As explained more fully in the Statement of Trustee's responsibilities set out on page 4, the trustee is responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they have been properly prepared in accordance with the basis of preparation and accounting policies on page 8 and for determining that the basis of preparation and accounting policies are acceptable in the circumstances.

The trustee is 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 trustee is 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 trustee 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: [http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf).

This description forms part of our auditors' report.



*Use of this report*

This report, including the opinion, has been prepared for and only for the trustee and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the entity, save where expressly agreed by our prior consent in writing.

*PricewaterhouseCoopers*

PricewaterhouseCoopers  
Chartered Accountants  
Dublin  
19 March 2021

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

**ACCOUNTING POLICIES**

**PAGE 8**

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

**(i) Basis of preparation**

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

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

The financial information in relation to the activities of the RCB and the assets under its management is presented in columnar format in the Statement of Financial Activities (SoFA) on page 12 and the Balance Sheet on page 13.

• **RCB activities**

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

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

• **General Funds**

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

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

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

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

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

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

**Initial measurement**

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

**Subsequent measurement**

After initial measurement the RCB measures financial assets at fair value, including financial instruments (put and call options and futures). Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction. On the last business day of the year when markets are open for business, the fair value of financial assets is based on their official closing prices on a recognised exchange. Both realised and unrealised gains and losses on arm's length transactions are recognised in the Statement of Financial Activities on page 12.

In the case of financial assets not traded on an exchange, fair value is based on a value determined by the investment managers. These valuations are subject to review by the RCB to ensure the valuations used are appropriate.

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

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

**ACCOUNTING POLICIES**

**PAGE 10**

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

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

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

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

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

Assets and liabilities in currencies other than the functional currency of the RCB are translated into euro at the exchange rates ruling at the balance sheet date. Transactions in currencies other than the functional currency of the RCB are translated into euro at the rates ruling at the transaction date. Gains and losses on foreign exchange transactions are recognised in the Statement of Financial Activities on page 12. Sterling is the most significant currency other than euro for transactional and balance sheet purposes, and at the year end the rate was €1 = £0.8937 (2019 €1 = £0.8459).

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

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

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

- (ix) **Financial Risk** – The RCB manages a variety of risks, including market price, interest rate, foreign currency and liquidity, through the maintenance of a widely diversified portfolio of actively traded financial assets. Note 12 to the financial statements sets out the exposure and the detail of treatment adopted.

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

**ACCOUNTING POLICIES**

**PAGE 11**

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

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

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

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

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

Included in Reserves is an amount provided for allocations in 2020.

- (xii) **Going concern**

The financial statements have been prepared on a going concern basis which is considered appropriate by the Trustee.

On 11<sup>th</sup> March 2020 the World Health Organisation officially declared COVID-19, the disease caused by the novel coronavirus, a pandemic. The Trustee is closely monitoring the evolution of this pandemic, including how it may affect the financial markets and the economy.

The extent of the impact of the COVID-19 outbreak on the financial performance of the invested assets will depend on future developments, including the duration and spread of the outbreak, restrictions and the impact of COVID-19 on financial markets and the overall economy, all of which remains uncertain. Markets experienced significant negative performance and market volatility in March 2020 but recovered well in the latter half of 2020. The Trustee will continue to closely monitor any impacts of this pandemic.

- (xiii) **Cost of operations**

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

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

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



<b>Net incoming resources before allocations and distributions</b>	-	1,194	9,973	-	2,191	10,267
<b>Allocations, distributions and other charges</b>						
- Allocation expended in year	6	3,365	-	-	3,555	-
- Special pension fees	12	-	-	-	36	-
- Distributions		-	9,973	-	-	10,267
		3,365	9,973	-	3,591	10,267
<b>(Decrease) in resources before gains and losses</b>	4	(2,171)	-	-	(1,400)	-
<b>Recognised gains and (losses)</b>						
Gains/(Losses)unrealised on revaluation	4,7	4,889	(10,455)	-	20,346	37,276
Gains realised on invested assets	4,7	2,638	149	-	3,399	298
Currency movements	4,7	(467)	(4,043)	-	1,249	4,061
Other recognised gains/(losses)	4,12	(88)	-	-	107	-
Transfers between funds	1,12	-	-	-	-	-
<b>Net gains/(losses) in funds</b>		4,801	(14,349)	-	23,701	41,635
Total funds brought forward		202,984	378,303	-	179,283	334,421
Net (withdrawals)/receipts	1,7(c)	-	(2,135)	-	-	2,247
<b>Total funds carried forward</b>		207,785	361,819	-	202,984	378,303

Signed: HJ Saville  
GC Richards  
Date: 9 March 2021

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

**BALANCE SHEET**

**YEAR END 31 DECEMBER 2020**

**PAGE 13**

	2020		2019	
	RCB activities €'000	General Funds €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
	Notes			
<b>TANGIBLE FIXED ASSETS</b>				
INVESTMENTS				
Loans	-	987	763	-
Invested fund assets	2,3	196,053	190,672	314,906
		7,073	191,435	344,906
<b>CURRENT ASSETS</b>				
Debtors		1,955	239	362
Cash on short term deposit	10	-	-	3,602
Bank balances	10	1,344	1,529	-
		3,299	1,768	3,964
<b>CURRENT LIABILITIES</b>				
Creditors		(1,182)	(1,084)	-
Financial Instrument	2(b)	-	-	(538)
		(1,182)	(1,084)	-
<b>NET CURRENT ASSETS</b>		2,117	684	3,426
		1,555	3,426	33,397

The Representative Church Body – Report 2021

TOTAL ASSETS LESS CURRENT LIABILITIES	9,190	198,595	361,819	8,123	194,861	378,303
BALANCE WITH GENERAL FUNDS	(9,190)	9,190	-	(8,123)	8,123	-
TOTAL NET ASSETS	-	207,785	361,819	-	202,984	378,303
FUNDS EMPLOYED	4,7(c)	207,785	361,819	-	202,984	378,303

Signed: *HJ Saville*  
*GC Richards*  
 Date: *9 March 2021*

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND  
CASHFLOW STATEMENT  
YEAR END 31 DECEMBER 2020**

**PAGE 14**

	Notes	2020	2019
		RCB activities €'000	General Funds €'000
		Parish, Diocesan and Other Trust Funds €'000	Parish, Diocesan and Other Trust Funds €'000
<b>NET INCOMING RESOURCES BEFORE ALLOCATIONS AND DISTRIBUTIONS</b>	8	(107)	3,258
		(499)	10,267
<b>ALLOCATIONS AND DISTRIBUTIONS</b>		9,973	
Allocations expended and distributions		(3,365)	(3,556)
Unit Trust Cash introduced		(107)	(298)
		(3,864)	(10,267)
<b>CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS</b>			
Purchase of investments		-	(83,210)
Sale of investments including currency movements		-	92,808
Gains and losses including currency movements		-	(1,840)
Advances of glebe, miscellaneous and car loans		-	(142)
		(426)	(5,196)
		1,591	2,709
		(3,649)	4,110
		-	-



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

## 1 (a) TANGIBLE FIXED ASSETS - RCB

	Premises	Furniture and fittings	Office equipment	Total
	€'000	€'000	€'000	€'000
<u>Cost</u>				
At beginning of year	8,741	624	2,337	11,702
Additions	-	21	57	78
Disposals	-	-	-	-
Currency adjustment	(153)	-	(9)	(162)
At end of year	<u>8,588</u>	<u>645</u>	<u>2,385</u>	<u>11,618</u>
<u>Depreciation</u>				
At beginning of year	1,976	517	1,771	4,264
Charge for year	159	14	129	302
Disposals	-	-	-	-
Currency adjustment	(14)	-	(7)	(21)
At end of year	<u>2,121</u>	<u>531</u>	<u>1,893</u>	<u>4,545</u>
<u>Net book value</u>				
At beginning of year	<u>6,765</u>	<u>107</u>	<u>566</u>	<u>7,438</u>
At end of year	<u>6,467</u>	<u>114</u>	<u>492</u>	<u>7,073</u>

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

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 16**

2(a) FINANCIAL INSTRUMENTS

Financial Instrument (negative)	<u>(66)</u>	<u>(538)</u>
---------------------------------	-------------	--------------

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

As at 31st December 2020, the market value of sold equity options amounted to €0m (2019: €0.34m).

The market value of purchased futures amounted to €0m (2019: €0.22m) and is shown in invested assets on the balance sheet. The market value of the sold futures amounted to €0.06m and is shown as a financial liability on the balance sheet (2019: €0.19m). Realised and unrealised gains/(losses) on derivatives are included in the columns profit on investment sales and revaluation movements in note 4.

Sold call options are covered by quoted equity positions and cash collateral. Sold put options and futures are covered by cash collateral. The market value of collateral and margins amounts to €9.4m (2019: €7.57m), and this includes a margin buffer for market fluctuations and a margin buffer for potential future investments.

2(b) INVESTMENT AT FAIR VALUE

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

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

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

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 17**

2(b) INVESTMENT AT FAIR VALUE (CONTINUED)

The following is an analysis of the RCB's financial assets measured at fair value as at 31 December 2020.

	2020			Total
	Level 1	Level 2	Level 3	2020
	€'000	€'000	€'000	€'000
Financial assets at fair value				
Bonds	8,643	8,170	-	16,813
Equity	103,075	-	-	103,075
Externally Managed Funds	-	12,200	25,026	37,226
Alternatives	-	-	14,410	14,410
Precious Metals	8,312	-	-	8,312
Cash	16,217	-	-	16,217
	<u>136,247</u>	<u>20,370</u>	<u>39,436</u>	<u>196,053</u>

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 18**

2(c) SECURITIES LENDING

The invested assets of General Funds include securities on loan at year end with a market value of €8.7m (2019: €5.6m). The loaned securities continue to be carried as investment assets in General Fund investments in the Balance Sheet. The lending agreement requires collateral to be provided by the borrowers of the securities. General Funds hold non cash collateral of €9.3m (2019: €5.9m) in respect of these securities. This collateral is not recorded as an asset with a matching liability in the Balance Sheet. The income received due to securities lending activities is included in income from investments in the SoFA and totals €32k for the year (2019: €87k).

3 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	2020	2019
	€'000	€'000
RB General Unit Trusts	300,732	314,682
Cash	214	224
	<u>300,946</u>	<u>314,906</u>

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

**PAGE 19**

**4 FUNDS EMPLOYED**

	Balance at 1.1.20 €'000	Decrease in resources and losses €'000	Currency translation movements €'000	Pension & reserve movements €'000	Recognised gains/ (losses) €'000	Profit on investment sales €'000	Fund Fees €'000	Revaluation movements €'000	Balance at 31.12.20 €'000
Capital invested	194,140	(2,171)	(254)	(117)	-	2,638	(256)	4,889	198,869
Property Reserve	3,959	-	(148)	-	-	-	-	-	3,811
Invested assets	198,099	(2,171)	(402)	(117)	-	2,638	(256)	4,889	202,680
Net capital invested	198,099	(2,171)	(402)	(117)	-	2,638	(256)	4,889	202,680
<b>Designated reserves</b>									
Allocations reserve for following year (Note 6)	3,637	-	(55)	117	-	-	-	-	3,699
Staff pensions reserve	98	-	-	-	-	-	-	-	98
Sundry designated reserves	1,150	-	(10)	0	168	-	-	-	1,308
	202,984	(2,171)	(467)	-	168	2,638	(256)	4,889	207,785

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 20**

5 COST OF OPERATIONS	2020 €'000	2019 €'000
Cost of generating funds		
Payroll and related costs	1,639	1,501
Less - payroll & other costs recharged	(264)	(293)
	<u>1,375</u>	<u>1,208</u>
External Investment managers and other costs	61	81
Office supplies, repairs and taxes	169	225
Depreciation	158	145
	<u>1,763</u>	<u>1,659</u>
Cost of charitable activities		
Payroll and related costs	719	685
Less - payroll costs recharged	(262)	(253)
	<u>457</u>	<u>432</u>
Office supplies, repairs and taxes	106	141
Depreciation	99	91
RCB Library	245	236
	<u>907</u>	<u>900</u>
Cost of governance activities		
Payroll and related costs	450	412
Less - payroll costs recharged	(219)	(211)
	<u>231</u>	<u>201</u>
Office supplies, repairs and taxes	48	63
Depreciation	45	41
Audit fees	70	75
Central committee expenses	37	118
	<u>431</u>	<u>498</u>
Other operating costs		
Professional fees	349	424
Payroll payments to retired staff	71	75
	<u>420</u>	<u>499</u>
Total cost of operations	<u>3,521</u>	<u>3,556</u>

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 21**

5 COST OF OPERATIONS (CONTINUED)

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

The activities falling under each function heading are set out in Accounting Policies (xiii), on page 11 of the financial statements.

6 ALLOCATIONS

	2021 €'000	2020 €'000	2019 €'000
(a) Reserve for following year			
Maintenance of the stipendiary ministry	1,268	1,224	1,332
Retired clergy and surviving spouses	108	107	115
Training of ordinands	1,269	1,211	1,195
General Synod activities	1,038	1,022	1,016
Miscellaneous financing	16	16	16
Reserve for following year (see Note 4)	<u>3,699</u>	<u>3,580</u>	<u>3,674</u>
		2020 €'000	2019 €'000
(b) Expended in year			
Allocation Expended in Year		3,580	3,674
Less - allocations (unexpended)		(215)	(119)
		<u>3,365</u>	<u>3,555</u>

The reserve for 2021 Allocations included in designated reserves in Note 4, is the gross amount committed by General Funds to be spent on wider Church activities in 2021.

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

7 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	Balance at 1.1.20 €'000	Currency translation movements €'000	Capital changes/ movements €'000	Profit/ (loss) on sales €'000	Revaluation movements €'000	Balance at 31.12.20 €'000
(a) INVESTED CAPITAL						
Parish trusts and glebe sales	180,557	(2,227)	(664)	214	(5,752)	172,128
Diocesan stipend and general funds	37,506	(708)	(161)	18	(1,020)	35,635
Diocesan miscellaneous trusts	14,518	(193)	(9)	-	(488)	13,828
Diocesan episcopal funds	9,460	(84)	-	-	(336)	9,040
Less: diocesan car loans	(227)	2	133	-	-	(92)
	<u>241,814</u>	<u>(3,210)</u>	<u>(701)</u>	<u>232</u>	<u>(7,596)</u>	<u>230,539</u>
Sundry trusts	100,200	(627)	(765)	(83)	(2,284)	96,441
General Synod funds	12,840	(122)	(11)	-	(439)	12,268
Trusts for retired clergy and spouses	4,987	(84)	174	-	(136)	4,941
	<u>359,841</u>	<u>(4,043)</u>	<u>(1,303)</u>	<u>149</u>	<u>(10,455)</u>	<u>344,189</u>

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 23**

## 7 PARISH, DIOCESAN AND OTHER TRUST FUNDS (CONTINUED)

## (b) PARISH, DIOCESAN AND OTHER FUNDS RESERVES

	2020 €'000	2019 €'000
<b>Designated</b>		
Diocesan stipend & general funds	5,316	5,924
Parish endowments	81	79
Miscellaneous diocesan trusts	682	648
General Synod trusts	389	150
Other trust funds	8,928	9,251
Clergy pensions & related funds	579	530
Trust creditors	584	860
	<u>16,559</u>	<u>17,442</u>
<b>Undesignated</b>		
Auxiliary and Sundry Projects Funds	<u>1,071</u>	<u>1,020</u>
<b>Summary - reserves</b>		
Designated	16,559	17,442
Undesignated	<u>1,071</u>	<u>1,020</u>
	<u>17,630</u>	<u>18,462</u>

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

	2020 €'000	2019 €'000
Capital funds invested	344,189	359,841
Designated and undesignated reserves	<u>17,630</u>	<u>18,462</u>
	<u>361,819</u>	<u>378,303</u>
Net receipts/(withdrawals)		
Capital receipts (7a)	(1,303)	1,848
Movement in reserves (7b)	<u>(832)</u>	<u>399</u>
	<u>(2,135)</u>	<u>2,247</u>

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

**PAGE 24**

**8 CASH FLOW RECONCILIATION**

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

	2020			2019		
	Notes	RCB €'000	Parish, Diocesan and Other Trust Funds €'000	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
Net incoming resources before allocations and distributions		-	1,194	-	2,191	10,267
Other recognised losses		1,230	(1,230)	(566)	566	-
Change in other debtors		(1,716)	9	136	139	-
Change in creditors		98	-	(665)	(16)	-
Change in financial instruments		-	(472)	-	414	-
Net depreciation of fixed assets	1	281	-	297	-	-
Special pension fees		-	-	-	(36)	-
Profit on sale of properties		-	-	-	-	-
Net cash (outflow)/inflow		(107)	(499)	(798)	3,258	10,267

		2020			2019		
		RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
9 ANALYSIS OF CHANGES IN CASH DURING THE YEAR							
	Notes						
		(185)	(2,705)	(1,977)	(984)	7,269	(271)
	Net cash (outflow)/inflow	-	(314)	(557)	-	292	578
	Effect of foreign exchange rate changes	(185)	(3,019)	(2,534)	(984)	7,561	307
	(Decrease)/increase in cash	1,529	21,071	33,621	2,513	13,510	33,314
	Balance at 1 January	1,344	18,052	31,087	1,529	21,071	33,621
	Balance at 31 December						
10 ANALYSIS OF CASH BALANCES							
		-	1,268	30,873	-	3,602	33,397
	Cash on short term deposit	1,344	-	-	1,529	-	-
	Cash at bank	-	16,784	214	-	17,469	224
	Cash held by investment managers	1,344	18,052	31,087	1,529	21,071	33,621
11 SPECIAL PENSION CONTRIBUTIONS AND CHARGES							

In 2019 the RCB paid €0.04m to support the RCB staff defined benefit pension scheme wind up fees. There were no fees incurred in 2020.

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 25**

12 FINANCIAL RISK

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

(a) Market Price Risk

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

(b) Foreign currency risk

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

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

	2020	2019
	Total	Total
	€'000	€'000
Currency		
Sterling	37,228	34,928
US Dollars	69,697	64,374
Canadian Dollars	4,295	2,231
Swiss Francs	-	3,329
Japanese Yen	2,333	1,607
Total of other currencies	6,755	5,740
	<u>120,308</u>	<u>112,209</u>

The rates of exchange used at 31 December 2020 for significant currency exposures:

Sterling	0.8937
US Dollars	1.2216
Canadian Dollars	1.5545
Japanese Yen	126.18

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

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**PAGE 26**

12 FINANCIAL RISK (CONTINUED)

(c) Interest Rate Risk

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

The interest profile of the RCB's interest bearing financial assets at 31 December 2020 was:

	2020		2019	
	Total interest bearing €'000	Interest bearing at fixed rate €'000	Total interest bearing €'000	Interest bearing at fixed rate €'000
Euro	16,813	5,761	17,735	5,978
Total	<u>16,813</u>	<u>5,761</u>	<u>17,735</u>	<u>5,978</u>

	Fixed interest rate financial assets			
	2020		2019	
	Weighted average interest rate %	Weighted average period for which rate is fixed (years)	Weighted average interest rate %	Weighted average period for which is fixed
Euro	<u>7.70</u>	<u>18.38</u>	<u>7.70</u>	<u>19.38</u>

(d) Liquidity Risk

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

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

(e) Credit Risk

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

13 POST BALANCE SHEET EVENTS

We acknowledge the emergence of the Covid-19 pandemic and its impact on the global financial markets since March 2020. As of 9 March 2021 we are satisfied that there has been no material long term effect on the investment portfolio. There are no other post balance sheet events to note.

**APPENDIX A**

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

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**INCOME AND EXPENDITURE ACCOUNT**

**As at 30 June 2020**

	2020	2019
	€	€
<b>Income</b>		
Grants from the RB	790,000	845,000
Divinity student fees	100,925	88,776
Receipts from guests and conferences	119,143	155,129
Non-stipendiary ministry training	4,940	4,936
Clergy study courses	-	2,310
Foundation course	34,576	25,285
CME/lay training	20,283	46,175
CME/lay training - release of deferred income	5,000	(27,000)
Priorities Fund	-	30,000
	<u>1,074,867</u>	<u>1,170,611</u>
<b>Expenditure</b>		
Academic expenses	466,260	445,239
Administration expenses	113,600	118,631
Operating expenses	272,624	340,008
Establishment expenses	211,818	211,116
	<u>1,064,302</u>	<u>1,114,994</u>
<b>Surplus for the year</b>	10,565	55,617
Balance at beginning of the year	55,617	133,707
Funding adjustment in respect of previous year surplus	(55,617)	(133,707)
<b>Balance at the end of the year</b>	<u><u>10,565</u></u>	<u><u>55,617</u></u>

There were no other recognised gains or losses other than those dealt with above.

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

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**BALANCE SHEET**

**As at 30 June 2020**

	2020	2019
	€	€
<b>Current assets</b>		
Sundry debtors	120,198	148,664
Bank deposit accounts	1,195	3,321
Bank current accounts	41,180	37,293
Cash on hand	4	7
	<u>162,577</u>	<u>189,285</u>
<b>Creditors</b> – amounts falling due within one year	(150,262)	(130,287)
	<u>12,315</u>	<u>58,998</u>
<b>Net current assets</b>	12,315	58,998
Total assets less current liabilities	12,315	58,998
<b>Creditors</b> – amounts falling due after more than one year	(1,195)	(3,321)
<b>Net assets</b>	<u>11,120</u>	<u>55,677</u>
<b>Capital and trust funds</b>		
Accumulated surplus	10,565	55,617
Ferrar Memorial Fund for Liturgical Library	30	4
Gregg Memorial Fund for College Library	525	56
	<u>11,120</u>	<u>55,677</u>

**APPENDIX B**

**ANNUALISED FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS**

	valuation (millions) 2020	valuation (millions) 2019	2020 %*	3-year annualised 2018-2020 %	5-year annualised 2016-2020 %
<b>General Funds (Combined)</b>	€196.2	€190.2	6.4	5.7	5.4
Benchmark			2.5	5.9	5.9
Relative Performance			3.9	-0.2	-0.5
<b>Parochial, Diocesan Funds etc</b>					
RB General Unit Trust (RI)	€233.5	€243.7	-1.4	3.7	4.8
Benchmark			2.5	5.9	5.9
Relative Performance			-3.9	-2.2	-1.1
RB General Unit Trust (NI)	£60.1	£60.1	3.3	4.2	8.4
Benchmark			4.4	5.1	9.0
Relative Performance			-1.1	-0.9	-0.6
<b>Clergy Pensions Fund</b>	€186.5	€190.3	0.8	5.2	4.7
Benchmark			1.1	5.0	4.1
Relative Performance			-0.3	0.2	0.6
<b>Bond Market Indices /Benchmark Components</b>					
ML Irish Govt Bond Index (€)			4.9	4.1	3.3
ML European Broad Mkt Bond Index (€)			4.0	3.5	2.9
ML Sterling Broad Mkt Bond Index (£)			8.3	5.3	5.8
<b>Equity Market Indices /Benchmark Components</b>					
Dow Jones Stoxx 600 (€)			-1.5	4.1	5.1
S&P 500 (\$)			18.4	14.2	15.2
FTSE 100 (£)			-11.4	-1.8	4.8

All values shown are as at end of calendar year.

\* Year-on-year valuations reflect the fund values after annualised return less net withdrawals, performance figures reflect these net changes in valuation plus investment income.

The Representative Church Body – Report 2021

**APPENDIX C**

**GENERAL UNIT TRUSTS**

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

**YEAR ENDED 31 DECEMBER 2020**

	Page
RB General Unit Trust (Republic of Ireland)	87
RB General Unit Trust (Northern Ireland)	92

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR YEAR ENDED 31 DECEMBER 2020**

**FUND OBJECTIVE**

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

**PERFORMANCE**

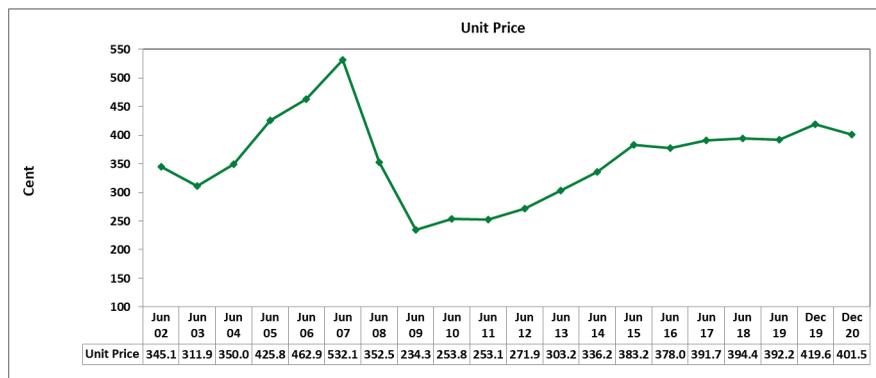
**Total Returns as at 31 December 2020 (3 Years & 5 Years Annualised):**

<b>Annualised Total Returns %:</b>	<b>1 Year</b>	<b>3 Years</b>	<b>5 Years</b>
<b>RB General Unit Trust (RI)</b>	<b>-1.4</b>	<b>3.7</b>	<b>4.8</b>
<b>Benchmark*</b>	<b>2.5</b>	<b>5.9</b>	<b>5.9</b>
<b>RB General Unit Trust (RI) Capital</b>	<b>-4.3</b>	<b>0.5</b>	<b>1.5</b>
<b>ROI Inflation (CPI)</b>	<b>-1.0</b>	<b>0.3</b>	<b>0.3</b>

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

In 2020, the capital value of the Fund decreased by 4.3% while the total return (capital and income) was minus 1.4%. Performance is below benchmark as a result of the Fund’s deliberate higher exposure to dividend paying stocks, a lack of exposure to lower dividend paying stocks e.g., high multiple Tech and Growth stocks which outperformed and exposure to USD and Sterling denominated assets both of which underperformed the appreciating euro. The Investment Committee, as part of its oversight and supervisory duties, has endorsed this strategy which has, over time, delivered against the fund’s objective.

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



**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR YEAR ENDED 31 DECEMBER 2020**

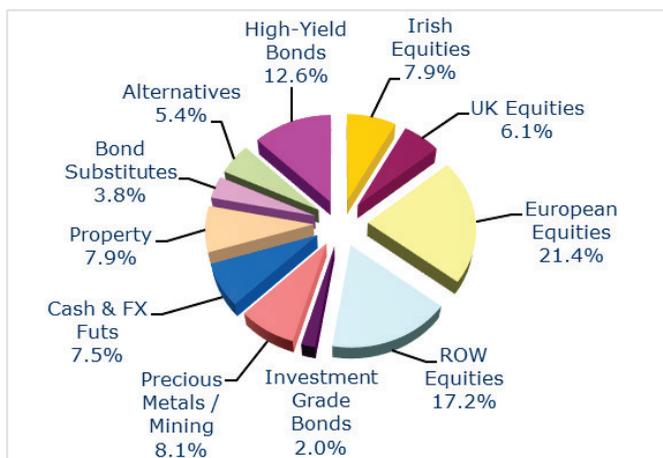
**TRUST ASSET DISTRIBUTION**

The market value of the investments, including the value of the capital deposit account was €233.5m.

**The ten largest holdings at 31 December 2020 were:**

	<b>% of Fund</b>		<b>% of Fund</b>
1. Cash	7.5%	6. Cameco	1.8%
2. Irish Property Unit Trust	3.1%	7. Group Bruxelles Lambert	1.7%
3. BOI 10.1% Pref	2.9%	8. Stora Enso	1.7%
4. Evonik	1.9%	9. Fairfax	1.6%
5. Van Eck Gold Miners ETF	1.8%	10. Zurich Financial Services	1.6%

The investment profile in terms of distribution of the assets (by value) at 31 December 2020 is displayed in the following chart:



**INCOME DISTRIBUTION TO UNIT HOLDERS**

The interim and final distributions were maintained at the 2019 levels of 4.2 cent per unit and 7.3 cent per unit respectively, resulting in a total distribution for the year of 11.5 cent per unit.

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

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR YEAR ENDED 31 DECEMBER 2020**

Based on the value of a unit at 31 December 2020 of €4.014, and a full year distribution of 11.5 cent, the distribution yield was 2.86%. (The comparative figures for 31 December 2019 showed a yield of 2.74% based on a unit value then of €4.196 and a full year distribution of 11.5 cent). During the year there was a withdrawal of €0.56m from the Dividend Equalisation Reserve resulting in a DER of €5.16m or 2.16% of the net asset value of the fund.

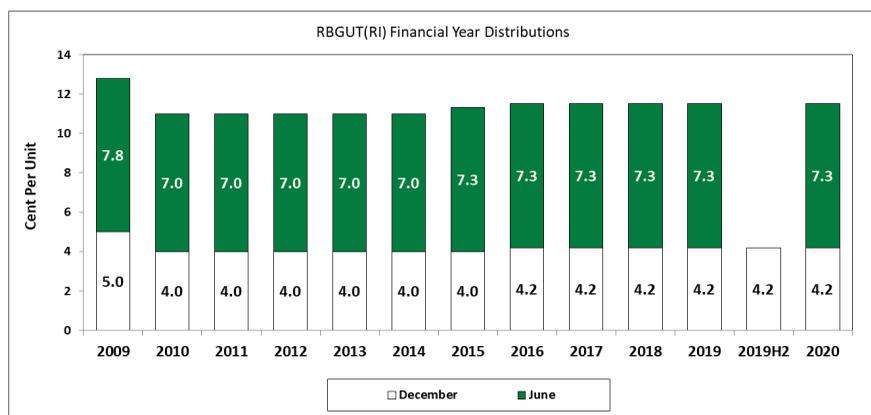
There were net inputs of €0.4m to the Fund for the year to 31 December 2020, reflecting new cash of €1.3m less redemptions of €0.9m.

**Environmental and Social Governance (ESG)**

In the reporting period, the Investment Committee monitored and carried out an assessment of individual stock holdings within the various portfolios and reported to the Representative Body that it was satisfied that the investment managers remain sensitive to the Church’s concerns and expectations with regard to Environmental, Social and Governance (ESG) issues. Environmental sustainability remains high on the agenda and the Committee is continuing to monitor best practice and developments in this area and to seek to lower the climate change impact within its portfolios.

**Income Distributions (2010 – 2020) - Financial Year-End 31 December 2020**

(Financial Year-End 30 June 2009 up to 30 June 2019, six-month period to end December 2019, full year to end December 2020)



In-house Investment team  
 The Representative Church Body  
 January 2021

The Representative Church Body – Report 2021

**THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)**  
**STATEMENT OF TOTAL RETURN YEAR ENDED 31 DECEMBER 2020**

	12 months ended 31-Dec-20 €'000	6 months ended 31-Dec-19 €'000
Income	6,499	3,009
Expenses	(47)	(21)
<b>Net income</b>	<u>6,452</u>	<u>2,988</u>
Distributions	<u>(7,011)</u>	<u>(2,613)</u>
Transfer to dividend equalisation reserve	(559)	375
<b>Net gains / (losses) on investment activities</b>		
- Net realised gains	5,588	6,043
- Net change in unrealised (losses)/gains on investments	(16,096)	9,845
<b>Net (decrease)/increase in net assets from investment activities</b>	<u>(11,067)</u>	<u>16,263</u>
<b>Funds brought forward</b>	249,394	233,566
Proceeds from units issued	1,280	1,378
Cost of units redeemed	(934)	(1,813)
<b>Funds carried forward</b>	<u><u>238,673</u></u>	<u><u>249,394</u></u>

Signed on behalf of the Trustee: *HJ Saville*

*K Bowers*

Date:

*9 March 2021*

The Representative Church Body – Report 2021

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

**BALANCE SHEET AS AT 31 DECEMBER 2020**

	31-Dec-20 €'000	31-Dec-19 €'000
<b>Investments</b>	<u>216,802</u>	<u>221,809</u>
<b>Current assets</b>		
Net income		
Debtors	16,640	27,330
Cash at bank	6,248	1,363
	<u>22,888</u>	<u>28,693</u>
<b>Current liabilities</b>		
Financial instruments	821	869
Creditors (amounts falling due within one year)	196	239
	<u>1,017</u>	<u>1,108</u>
<b>Net current assets</b>	<u>21,871</u>	<u>27,585</u>
<b>Total assets</b>	<u><u>238,673</u></u>	<u><u>249,394</u></u>
<b>Trust capital fund</b>	<u><u>238,673</u></u>	<u><u>249,394</u></u>

Signed on behalf of the Trustee: *HJ Saville*

*K Bowers*

Date:

*9 March 2021*

**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR YEAR ENDED 31 DECEMBER 2020**

**FUND OBJECTIVE**

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

**PERFORMANCE**

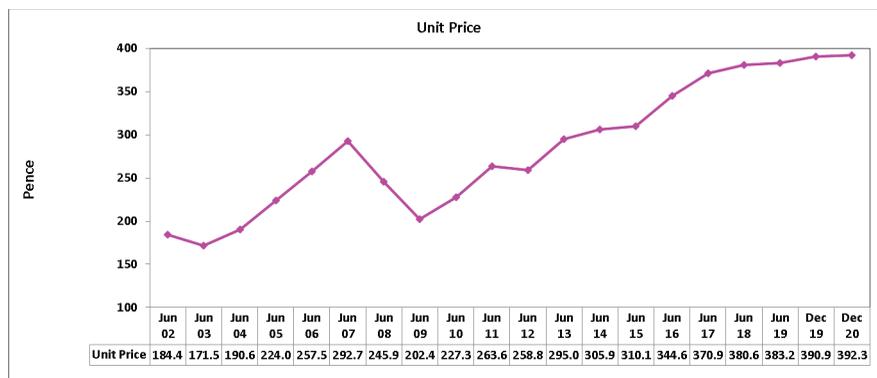
**Total Returns as at 31 December 2020 (3 Years & 5 Years Annualised):**

<b>Annualised Total Returns %:</b>	<b>1 Year</b>	<b>3 Years</b>	<b>5 Years</b>
<b>RB General Unit Trust (NI)</b>	<b>3.3</b>	<b>4.2</b>	<b>8.4</b>
<b>Benchmark*</b>	<b>4.4</b>	<b>5.1</b>	<b>9.0</b>
<b>RB General Unit Trust (NI) Capital</b>	<b>0.4</b>	<b>1.0</b>	<b>5.0</b>
<b>UK Inflation (CPI)</b>	<b>0.6</b>	<b>1.3</b>	<b>1.7</b>

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

In 2020, the capital value of the Fund increased by 0.4% while the total return (capital and income) was 3.3%. Performance is below benchmark as a result of the Fund’s deliberate higher exposure to dividend paying stocks and a lack of exposure to lower dividend paying stocks e.g., high multiple Tech and Growth stocks which outperformed. The Investment Committee, as part of its oversight and supervisory duties, has endorsed this strategy which has, over time, delivered against the fund’s objective.

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



**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR YEAR ENDED 31 DECEMBER 2020**

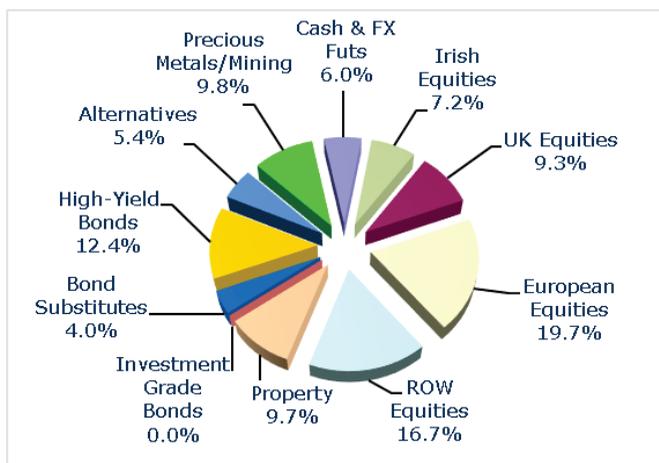
**TRUST ASSET DISTRIBUTION**

The market value of the investments, including the value of the capital deposit account was £60.1m.

**The ten largest holdings at 31 December 2020 were:**

	<b>% of Fund</b>		<b>% of Fund</b>
1. Cash	6.0%	6. Irish Property Unit Trust	1.9%
2. Avenue Properties (NI)	3.3%	7. Cameco	1.9%
3. Viridian 4.75% 2024	2.1%	8. Evonik	1.8%
4. BOI 10.1% Pref	2.0%	9. Vaneck Gold Miners	1.7%
5. AIB 12.5% 2035	2.0%	10. Group Bruxelles Lambert	1.7%

The investment profile in terms of distribution of the assets (by value) at 31 December 2020 is displayed in the following chart:



**INCOME DISTRIBUTION TO UNIT HOLDERS**

The interim and final distributions were maintained at the 2019 levels of 4.5 cent per unit and 6.3 cent per unit respectively, resulting in a total distribution for the year of 10.8 cent per unit.

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

**THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)**  
**INVESTMENT MANAGER’S REPORT FOR YEAR ENDED 31 DECEMBER 2020**

Based on the value of a unit at 31 December 2020 of £3.923, and a full year distribution of 10.8 pence, the distribution yield was 2.75%. (The comparative figures for 31 December 2019 showed a yield of 2.76% based on a unit value then of £3.91 and a full year distribution of 10.8 pence). During the year there was a withdrawal of £0.176m from the Dividend Equalisation Reserve resulting in a DER of £1,035m or 1.7% of the net asset value of the fund.

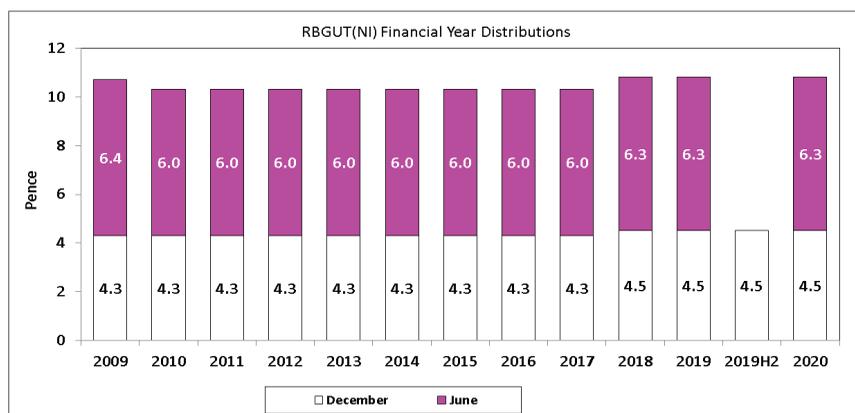
There were net outputs of £0.2m to the Fund for the year to 31 December 2020, reflecting new cash of £0.54m less redemptions of £0.74m.

**Environmental and Social Governance (ESG)**

In the reporting period, the Investment Committee monitored and carried out an assessment of individual stock holdings within the various portfolios and reported to the Representative Body that it was satisfied that the investment managers remain sensitive to the Church’s concerns and expectations with regard to Environmental, Social and Governance (ESG) issues. Environmental sustainability remains high on the agenda and the Committee is continuing to monitor best practice and developments in this area and to seek to lower the climate change impact within its portfolios

**Income Distributions (2010 – 2020) - Financial Year-End 31 December 2020**

(Financial Year-End 30 June 2009 up to 30 June 2019, six-month period to end December 2019, full year to end December 2020)



In-house Investment team  
 The Representative Church Body  
 January 2021

The Representative Church Body – Report 2021

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

**STATEMENT OF TOTAL RETURN YEAR ENDED 31 DECEMBER 2020**

	12 months ended 31-Dec-20 £'000	6 months ended 31-Dec-19 £'000
Income	1,631	792
Expenses	<u>(19)</u>	<u>(9)</u>
<b>Net income</b>	1,612	783
Distributions	(1,786)	(750)
Transfer from/to dividend equalisation reserve	(174)	33
<b>Net gains / (losses) on investment activities</b>		
Net realised gains	1,998	2,185
Net change in unrealised (losses) on investments	<u>(1,790)</u>	<u>(1,008)</u>
<b>Net increase in net assets from investment activities</b>	<u>34</u>	<u>1,210</u>
<b>Funds brought forward</b>	61,274	59,768
Receipts on issue of units	536	463
Payments on withdrawals of units	<u>(734)</u>	<u>(167)</u>
<b>Funds carried forward</b>	<u><u>61,110</u></u>	<u><u>61,274</u></u>

Signed on behalf of the Trustee: *HJ Saville*

*K Bowers*

Date:

*9 March 2021*

The Representative Church Body – Report 2021

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

**BALANCE SHEET AS AT 31 DECEMBER 2020**

	31-Dec-20 £'000	31-Dec-19 £'000
<b>Investments</b>	<u>56,706</u>	<u>55,195</u>
Total assets		
<b>Net income</b>		
Debtors	3,518	5,588
Cash at bank	<u>1,213</u>	<u>825</u>
	<u>4,731</u>	<u>6,413</u>
<b>Current Liabilities</b>		
Financial instruments	220	206
Creditors (amounts falling due within 1 year)	<u>107</u>	<u>128</u>
	327	334
<b>Net current assets</b>	<u>4,404</u>	<u>6,079</u>
<b>Total assets</b>	<u><u>61,110</u></u>	<u><u>61,274</u></u>
<b>Trust capital fund</b>	<u><u>61,110</u></u>	<u><u>61,274</u></u>

Signed on behalf of the Trustee: *HJ Saville*

*K Bowers*

Date:

*9 March 2021*

## APPENDIX D

### ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY – INTEGRATING ESG INTO INVESTMENT DECISIONS 2021

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

#### What is ESG?



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

The RCB believes that organisations which manage ESG factors effectively are likely to create sustainable value over the long term and hence are considered an essential component of investment analysis. This approach is adopted both by the in-house investment team and by any active manager appointed by the RCB. The RCB actively seeks to avoid investment in businesses which would be inconsistent with the ethos and mission of a Christian organisation.

The RCB does not invest in companies where a significant source of revenue (in excess of 10%) is derived from the production of weapons (including key parts and services) and/or from the manufacture of tobacco products. From time to time companies, or external managers, may have or acquire exposure to interests which we would prefer to avoid via subsidiaries and/or takeovers and these are reviewed on a case by case basis by the Investment Committee.

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

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

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

### How is ESG implemented?

<b>Integrate ESG into Investment Decisions</b> <ul style="list-style-type: none"><li>• Integrate material ESG factors into due diligence, investment analysis, monitoring and asset management</li></ul>	<b>Actively Engage as Owners</b> <ul style="list-style-type: none"><li>• Act as a constructive, active owner by advocating progress on defined areas and exercising our voting rights as shareholders</li></ul>	<b>Make an impact through Collaboration</b> <ul style="list-style-type: none"><li>• Collaborate with other like minded global investors via the Church Investors Group (CIG) and Institutional Investors Group on Climate Change (IIGCC) to advocate for better performance on ESG factors in companies and markets in which we invest</li></ul>
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Individual Companies may also be excluded from time to time because of unethical behaviour or consistent breaches of core ESG principles. Exclusion should always be a measure of last resort once the company’s will and commitment to improve its practices have been assessed.

As shareholders, we seek to be active, engaged and informed owners. We endeavour to monitor ESG factors and to engage (most frequently collaboratively) with companies to promote improved management of ESG issues in order to enhance long-term outcomes in the companies for the benefit of Church of Ireland beneficiaries. Third party research is used to identify companies globally that may be ineligible for investment under our policy. Such research is not exhaustive and resources are limited, but RCB is committed to having a strong ‘ethical’ as well as a strong financial ‘balance sheet’.

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

## APPENDIX E

### RCB CLIMATE CHANGE POLICY 2021

As Christians and responsible investors, the RCB on behalf of the Church of Ireland seeks to mitigate and lower the Climate Change impact within its investment portfolios and has taken several steps in this regard over the past number of years including collaborative engagement, investments in renewable energy (wind, solar and forestry), the implementation of restrictions for investments in coal mining and tar sands (most carbon intensive) and several disposals/divestments.

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

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

The Investment Committee believes that all church investors face a financial and moral responsibility to take significant steps to address climate change. It has divested from companies involved in the extraction of thermal coal and tar sands as these companies are unlikely to be able to align with a future that limits temperature rises to a level that is well below 2 degrees Celsius above pre-industrial levels. It has also sought to increase exposure to renewable energy assets where the risk/return profile is attractive. Following a recent review of the remaining energy exposure the Committee has agreed to implement additional restrictions for fossil fuel companies involved in the extraction of oil and gas (identified by exposure to Reserves), and has set a target to be fully divested from such stocks by 2022.

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

## The Representative Church Body – Report 2021

The RCB's investment portfolio is only an element of the wider issue of Climate Change as the Carbon footprint of the Church as a whole should be considered. Each Diocese is encouraged by the RCB to reflect on how it may contribute to a more 'Climate Friendly' community within the Church of Ireland and suggested actions are available on the website at [www.ireland.anglican.org/parish-resources/509/how-green-is-your-church](http://www.ireland.anglican.org/parish-resources/509/how-green-is-your-church) to support parishes and/or Dioceses who wish to become more engaged with environmental issues including Climate Change and Biodiversity.

March 2021

## APPENDIX F

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

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

##### *Background*

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

##### *Management of the Scheme*

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

The member’s rights and obligations under the scheme are managed by the Trustee in accordance with a Definitive Deed and Rules dated 1 October 2015. The Scheme is a registered pension scheme for tax purposes under Part 4 of the Finance Act 2004.

##### *Administration*

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

##### *Investments*

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

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

### ***Governance***

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

### ***Value for Members***

The Trustee obtains an annual “Value for Members” assessment of the Scheme. The most recent review (dated September 2020) confirmed that the costs and charges borne by the members continued to represent good value for them. Members further benefit from other services offered by the Scheme including ongoing Trustee oversight and review of the default investment option and the fund range. The efficiency of the administration processes and wide-ranging support and governance of the Scheme from the Trustee, the RCB and their professional advisors are also beneficial to members.

Details of all charges and transaction costs within the Scheme are included in the Trustee Chair’s annual statement (dated 22 December 2020) which is available on the website.

Trustee Solutions Limited  
March 2021

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

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

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

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

The Registered Administrator and Investment Manager of the Scheme is Zurich Life Assurance plc. Mercer (Ireland) Limited is the consultant and investment advisor. PricewaterhouseCoopers audit the financial statements.

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

At the end of the last reporting period (31 May 2020) the Scheme had 190 active members and 32 deferred members. The value of the assets at that date was € 10.38m (€9.10m at 31 May 2019) and the Scheme was compliant with all Revenue and Pensions Act (as amended) requirements.

Irish Pensions Trust Limited, as trustee of the Scheme  
March 2021

The Representative Church Body – Report 2021

**APPENDIX G**

**THE CHURCH OF IRELAND**

**CLERGY PENSIONS TRUSTEE DAC**

**REPORT ON THE CLERGY PENSIONS FUND**

**FOR THE**

**YEAR ENDED 31 DECEMBER 2020**

## The Representative Church Body – Report 2021

### CONTENTS

	Page
The Trustee and its advisors	105
Introduction	106
Operational report 2020	106
Financial position of the Fund	106
Administrative duties	107
Membership	107
Pensions in payment	107
Pensionable Stipend	108
Statutory increases in UK pensions for service post April 1997	108
Deferred pensions	108
Additional Voluntary Contributions (AVC) Fund	108
Constitution and governance of the Fund	108
The Trustee	109
Management and administration of the Fund	109
Statement of Risk	110
Investment policy	110
Internal Dispute Resolution	111
Member information	111
Further information	111
Financial statements for the Clergy Pensions Fund	112

### ANNEXES

1	Report of the Church of Ireland Pensions Board to the Trustee	128
2	Summary of Funding Proposal as agreed by the Pensions Authority	134
3	Actuarial Funding Certificate and Funding Standard Reserve Certificate	135
4	Actuary's Statement as at 31 December 2020	138
5	Statement of Risk	139
6	Statement of Investment Policy Principles	141

## The Representative Church Body – Report 2021

### THE TRUSTEE AND ITS ADVISORS

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

The Clergy Pensions Fund is Pensions Authority Scheme no PB1667.

\* appointed 9 December 2020 in place of Mr Nigel Bell (retired 31 December 2019)

† following the retirement of Rev Canon Henry Gilmore on 13 December 2020

‡ elected Chair 14 December 2020 in place of Rev Canon Henry Gilmore (retired 13 December 2020)

## **INTRODUCTION**

The Trustee presents its annual report on the operation of the Clergy Pensions Fund for the year ended 31 December 2020. The report covers the main areas of Fund activity including financial statements, actuarial and investment management, and also looks at developments during the year. The content of this report conforms to the Occupational Pensions Schemes (Disclosure of Information) Regulations, 2006 prescribed by the Minister for Social Protection under the Pensions Act 1990.

## **OPERATIONAL REPORT 2020**

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

Year on year there was an decrease in the Fund assets of €3.72m with a closing value of €186.70m, having met benefit payments of €7.07m together with administrative and other costs of €0.16m.

Contributions to the Fund in the year were €2.53m, being the total value of diocesan pension levies and a contribution from the RCB. Investment return, including income and realised and unrealised investment gains, totalled €0.99m net of investment management expenses. The Fund is managed with the objective of meeting the cost of future liabilities from a combination of contributions, income and growth in investment value.

The return on the Fund's assets in the year was 0.8% against a benchmark return of 1.1%.

The development of the Fund is monitored by the Actuary and a full Actuarial Valuation is carried out at intervals of not more than three years and the final results presented to the Trustee. The most recent triennial valuation was as at 30 September 2018. This was the second full valuation since a Funding Proposal was agreed with the Pensions Authority in 2013, in response to the result of the 2012 triennial valuation which had shown that the Fund did not satisfy the Minimum Funding Standard under Section 44 of the Pensions Act at that date. The overall objective of the Funding Proposal is to restore the solvency of the Fund by 2023 through the implementation of a series of funding and cost saving initiatives. A summary of the key elements of the Funding Proposal is contained in Annex 2 to this report (page 134).

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

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

## The Representative Church Body – Report 2021

The Actuary is also required to undertake an annual assessment of the Fund. The Actuary's annual assessment as at 31 December 2020 indicated that, based on the assumptions employed, the Scheme's assets were projected to exceed the projected Funding Standard Liability and Funding Standard Reserve at 31 December 2023. Accordingly, the Actuary confirmed that he was reasonably satisfied that, as at 31 December 2020, the Funding Proposal remained on track to achieve its objective.

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

Copies of the Actuarial Funding Certificate and Funding Standard Reserve Certificate as submitted to the Pensions Authority following the most recent triennial valuation are included as Annex 3 to this report (page 135).

A copy of the Actuary's Statement as at 31 December 2020 is included as Annex 4 (page 138).

### **Administrative duties**

The Trustee is pleased to report that the Fund has been administered in accordance with regulatory requirements during the year. Various duties in relation to the operation of the Fund were carried out during 2020 by the RCB administration department, the Church of Ireland Pensions Board and the RCB Investment Committee. The Trustee wishes to thank each of these for their assistance and support in its management of the Fund.

### **Membership**

Details on the membership of the Fund are reported by the Church of Ireland Pensions Board in Annex 1 to this report (see page 129). The Fund was closed to new members and to future accruals of pensionable service on 31 May 2013.

### **Pensions in payment**

In accordance with the Rules of the scheme, annual discretionary increases to pensions in payment are permitted, up to a maximum of 5%, as the Trustee, on the advice of the Actuary and with the approval of the RCB, may determine. In view of the solvency position of the Fund and in accordance with the current Funding Proposal it was agreed during 2020 that no discretionary increases in pensions in payment be applied in 2021.

### **Pensionable Stipend**

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

In accordance with the Funding Proposal for the Fund, it was agreed by the Standing Committee in September 2020, on the recommendation of the RCB and the Trustee, that Pensionable Stipend levels with effect from 1 January 2021 should remain unchanged from 2020 at £25,498 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland.

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

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

The UK annualised rate of inflation to September 2020 was 0.5%, therefore increases were applied on 1 January 2021 to the service periods outlined under both (i) and (ii) in the previous paragraphs.

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

### **Deferred pensions**

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

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

The report on the AVC Fund for 2020 is contained in the report from the Church of Ireland Pensions Board, set out in Annex 1 to this report (see page 132).

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

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

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

## **The Trustee**

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

The powers and duties of the Trustee are set out in section 12(1) of Chapter XIV. In accordance with the provisions of Chapter XIV certain duties have been delegated by the Trustee to the Representative Church Body, the Church of Ireland Pensions Board and the RB Investment Committee. The Statement of the Trustee's Responsibilities in relation to the financial statements is set out on page 115.

The Trustee Directors are appointed by the Representative Church Body, in accordance with the Articles of the company, on the nomination of the Church of Ireland Pensions Board and the Executive Committee of the Representative Church Body.

Ven Barry Forde was appointed a Director of the Trustee on 9 December 2020 in place of Mr Nigel Bell who retired from office on 31 December 2019.

Rev Canon Henry Gilmore retired as a Director and Chair of the Trustee on 13 December 2020. The Trustee wishes to record its appreciation for Canon Gilmore's contribution to its work during the time of his service as Director and Chair.

Mr Adrian Robinson was elected Chair by the Directors on 14 December 2020.

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

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

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

The Church of Ireland Pensions Board also carries out certain duties relating to the administration of the Fund as delegated to the Board by the Trustee in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland*. A report from the Board is included in Annex 1 to this report (page 128).

Actuarial advice is provided by Mercer Actuarial Services, Dublin.

## The Representative Church Body – Report 2021

The RB Investment Committee, in conjunction with the RCB in-house investment team, take overall responsibility for investment management in furtherance of the investment objectives and strategy for the Fund, using Irish Life Investment Managers (ILIM) for the passive management of a proportion of the Fund (41% at year end 2020 compared to 41% at the end of 2019). Investment management is undertaken by investment managers in accordance with a formal fund management agreement. The costs in relation to administration, administrative actuarial advice and investment management are charged to the Fund.

During the year ended 31 December 2020 Northern Trust was the custodian of most of the funds managed by the RCB for the Fund, and Citibank was the custodian of the unit-linked funds held by Irish Life Investment Managers (ILIM) for the Fund. In addition to the records maintained by the custodians, ILIM maintains its own records of securities, and these securities are held beneficially in the name of Irish Life Assurance plc on behalf of the Trustee of the Fund.

### **Statement of Risk**

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

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

The full risk statement, which was last updated in 2015 and is reviewed annually, can be found in Annex 5 to this report (page 139).

### **Investment policy**

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

The Trustee reviews investment objectives to ensure that they remain appropriate to the profile of the Fund.

The investment policy for the management of the assets of the Fund is set out in a Statement of Investment Policy Principles (SIPP), which was last updated in 2015 and is reviewed annually, and can be found at Annex 6 (page 141).

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

## The Representative Church Body – Report 2021

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

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

### **Internal Dispute Resolution**

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

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

### **Member information**

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

Benefit Statements as at 31 May are issued annually to all Fund members.

### **Further information**

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

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

### **Financial statements**

The financial statements of the Clergy Pensions Fund are set out in the following pages.

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**FINANCIAL STATEMENTS – PAGE 1**

**YEAR ENDED 31 DECEMBER 2020**

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**FINANCIAL STATEMENTS 2020**

**PAGE 2**

**CONTENTS**

	PAGE
TRUSTEE AND ADVISORS AND OTHER INFORMATION	3
STATEMENT OF TRUSTEE'S RESPONSIBILITIES	4
INDEPENDENT AUDITORS' REPORT	5-7
ACCOUNTING POLICIES	8-9
FUND ACCOUNT	10
STATEMENT OF NET ASSETS	11
NOTES TO THE FINANCIAL STATEMENTS	12-16

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**TRUSTEE AND ADVISORS AND OTHER INFORMATION**

**PAGE 3**

**Trustee**

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

**Actuaries**

Mercer Actuarial Services  
Charlotte House  
Charlemont Street  
Dublin 2

**Auditors**

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

**Investment Managers**

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

Irish Life Investment Managers  
Beresford Court  
Dublin 1

**Sponsor**

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

**Solicitors**

Mr Mark McWha  
Senior Solicitor  
The Representative Church Body

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**STATEMENT OF THE TRUSTEE'S RESPONSIBILITIES**

**PAGE 4**

The financial statements are the responsibility of the Trustee. Irish pensions legislation requires the Trustee to make available for each scheme year the annual report of the scheme, including audited financial statements and the report of the auditor. The financial statements are required to show a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland”, of the financial transactions for the scheme year and the assets and liabilities (other than liabilities to pay benefits in the future) at the end of the scheme year and include a statement whether the financial statements have been prepared in accordance with the Statement of Recommended Practice - Financial Reports of Pension Schemes (revised December 2014) (SORP), subject to any material departures disclosed and explained in the financial statements.

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

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

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

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

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

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

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



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

### **Report on the audit of the financial statements**

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#### **Opinion**

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

- give a true and fair view of the financial transactions of the scheme during the year ended 31 December 2020 and of the amount and disposition of the assets and liabilities (other than liabilities to pay pensions and other benefits in the future) at that date; and
- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Irish law).

We have audited the financial statements which comprise:

- the statement of net assets available for benefits as at 31 December 2020;
- the fund account for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

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#### **Basis for opinion**

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

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

#### *Independence*

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

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#### **Conclusions relating to going concern**

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the scheme's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

Our responsibilities and the responsibilities of the trustee with respect to going concern are described in the relevant sections of this report.



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### **Reporting on other information**

The other information comprises all of the information in the financial statements document other than the financial statements and our auditors' report thereon. The trustee is responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion on, 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.

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

#### *Responsibilities of the trustee for the financial statements*

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

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

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

#### *Auditors' responsibilities for the audit of the financial statements*

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

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority website at: [https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a08202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a08202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf).

This description forms part of our auditors' report.

#### *Use of this report*

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



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## **Other required reporting**

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### **Occupational Pension Schemes (Disclosure of Information) Regulations, 2006**

In our opinion:

- The financial statements include the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 which is applicable and material to the scheme;
- the contributions payable to the scheme during the year ended 31 December 2020 have been received by the trustee within thirty days of the end of the scheme year; and
- such contributions have been paid in accordance with the rules of the scheme.

*PricewaterhouseCoopers*

PricewaterhouseCoopers  
Chartered Accountants and Statutory Audit Firm  
Dublin  
19 March 2021

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**ACCOUNTING POLICIES**

**PAGE 8**

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

(i) Basis of preparation

The financial statements have been prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland”, the Occupational Pension Schemes (Disclosure of Information) Regulations (2006), and the guidelines set out in the Statement of Recommended Practice, Financial Reports of Pensions Schemes (Revised December 2014).

(ii) Investments

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

(iii) Investment Income

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

(iv) Going concern

The financial statements have been prepared on a going concern basis which is considered appropriate by the Trustee.

On 11<sup>th</sup> March 2020 the World Health Organisation officially declared COVID-19, the disease caused by the novel coronavirus, a pandemic. The Trustee is closely monitoring the evolution of this pandemic, including how it may affect the Scheme, financial markets, the economy and the Scheme’s members.

The extent of the impact of the COVID-19 outbreak on the financial performance of the Scheme’s investments will depend on future developments, including the duration and spread of the outbreak, restrictions and the impact of COVID-19 on financial markets and the overall economy, all of which remains uncertain. Markets experienced significant negative performance and market volatility in March 2020 but recovered well in the latter half of 2020. The Trustee will continue to closely monitor any impacts of this pandemic on the Scheme.

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**ACCOUNTING POLICIES (CONTINUED)**

**PAGE 9**

(v) Financial Risk

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

(vi) Foreign Currencies

Balances and transactions denominated in foreign currencies have been translated into euro at the rate of exchange ruling at the year end. (2020 €1 = £0.8937; 2019 €1 = £0.8459).

(vii) Benefits

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

(viii) Contributions

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

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

(ix) Transfers to and from other Schemes

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

The Representative Church Body – Report 2021

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

FUND ACCOUNT	YEAR ENDED 31 DECEMBER 2020	
FINANCIAL STATEMENTS	PAGE 10	

**CONSOLIDATED FUND**

	Notes	2020 €'000	2019 €'000
<b>CONTRIBUTIONS AND OTHER RECEIPTS</b>			
Contributions	3	2,529	2,532
		<u>2,529</u>	<u>2,532</u>
<b>BENEFITS AND OTHER PAYMENTS</b>			
Benefits paid	4	7,077	7,232
Administrative expenses		158	229
		<u>7,235</u>	<u>7,461</u>
NET (DECREASE)		<u>(4,706)</u>	<u>(4,929)</u>
<b>RETURNS ON INVESTMENTS</b>			
Investment Income	5	2,452	2,692
Realised and unrealised investment (losses)/gains		(1,325)	25,740
Currency (loss)/gain		(86)	50
Investment management and professional expenses		(55)	(65)
NET RETURNS ON INVESTMENTS		<u>986</u>	<u>28,417</u>
NET (DECREASE)/INCREASE IN FUND IN THE YEAR		(3,720)	23,488
BALANCE 1 JANUARY		<u>190,422</u>	<u>166,934</u>
BALANCE 31 DECEMBER		<u>186,702</u>	<u>190,422</u>

*Signed on behalf of the Trustee:*      *A Robinson*

*H Algeo*

*Date:*

*9 March 2021*

The Representative Church Body – Report 2021

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**STATEMENT OF NET ASSETS**

**YEAR ENDED 31 DECEMBER 2020**

**FINANCIAL STATEMENTS**

**PAGE 11**

**CONSOLIDATED FUND**

	Notes	2020 €'000	2019 €'000
INVESTMENT ASSETS	6	<u>186,475</u>	<u>190,281</u>
CURRENT ASSETS			
Cash due from the Representative Church Body		227	141
CURRENT LIABILITIES			
Creditors		<u>-</u>	<u>-</u>
NET CURRENT ASSETS		<u>227</u>	<u>141</u>
NET ASSETS		<u><u>186,702</u></u>	<u><u>190,422</u></u>

*Signed on behalf of the Trustee: A Robinson*

*H Algeo*

*Date:*

*9 March 2021*

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS**

**FINANCIAL STATEMENTS**

**PAGE 12**

**1 FUND STATUS**

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

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

**2 FORMAT OF THE FINANCIAL STATEMENTS**

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

**3 SUMMARY OF CONTRIBUTIONS**

	2020	2019
	€'000	€'000
Diocesan levies	2,427	2,428
Representative Church Body	100	103
Sundry	<u>2</u>	<u>1</u>
Total	<u>2,529</u>	<u>2,532</u>

The value of Northern Ireland contributions in sterling is £1.11m (2019: £1.15m) and was translated to euro at the year end rate of 0.8937 (2019: 0.8459).

The value of Republic of Ireland contributions is €1.12m (2019: €1.17m).

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**FINANCIAL STATEMENTS**

**PAGE 13**

**4 BENEFITS PAID**

	2020	2019
	€'000	€'000
Pensions to retired bishops and clergy	4,621	4,752
Pensions to surviving spouses and orphans	1,906	2,060
Commutation of pensions	550	417
Death Benefits	-	3
Total	<u>7,077</u>	<u>7,232</u>

The cost of Northern Ireland benefits in sterling is £3.12m (2019: £3.39m). This cost excludes administration charges.

The cost of Republic of Ireland benefits in euro is €3.58m (2019: €3.23m). This cost excludes administration charges.

**5 ANALYSIS OF INVESTMENT INCOME**

	2020	2019
	€'000	€'000
Investment income	2,413	2,636
Interest	18	40
Miscellaneous trust income	1	1
Securities Lending	20	15
Total	<u>2,452</u>	<u>2,692</u>

The investment income above relates to the income paid to the Clergy Pensions Fund by investments managed by the Representative Church Body (RCB). The balance of the funds is held in a unitised fund passively managed by Irish Life Investment Managers (ILIM). The income on these funds is reinvested in the fund and is not separately reported.

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND****NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****FINANCIAL STATEMENTS****PAGE 14**

	2020		2019	
	Market Value €'000	% of Fund	Market Value €'000	% of Fund
<b>6 INVESTED ASSETS</b>				
<b>ILIM managed</b>				
<b>Equities</b>				
UK	23,733	12.7%	23,099	12.1%
Europe ex UK	19,201	10.3%	23,038	12.1%
<b>Bonds</b>				
European	15,615	8.4%	15,048	7.9%
UK	17,106	9.2%	17,278	9.1%
	<u>75,655</u>	<u>40.6%</u>	<u>78,463</u>	<u>41.2%</u>
<b>RCB in-house managed</b>				
Property	13,942	7.5%	13,976	7.3%
Precious Metals/Mining	12,783	6.9%	11,387	6.0%
Bonds and Bond Substitutes	26,311	14.1%	31,440	16.5%
Equities	860	0.4%	8,891	4.7%
Other	23,317	12.5%	23,620	12.4%
Cash on deposit	33,607	18.0%	22,504	11.8%
	<u>110,820</u>	<u>59.4%</u>	<u>111,818</u>	<u>58.8%</u>
	<u>186,475</u>	<u>100.0%</u>	<u>190,281</u>	<u>100.0%</u>

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

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**FINANCIAL STATEMENTS**

**PAGE 15**

**7 CONTINGENT LIABILITIES**

As stated in the accounting policies on page 8 of the Financial Statements, liabilities to pay pensions and other benefits in the future have not been taken into account. On that basis, in the opinion of the Trustee the scheme had no contingent liabilities at 31 December 2020.

**8 ADMINISTRATIVE AND INVESTMENT MANAGEMENT EXPENSES**

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

**9 RELATED PARTY TRANSACTIONS**

(a) The Trustee of the Fund is as set out on page 3 of the Financial Statements.

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

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

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

**THE CHURCH OF IRELAND CLERGY PENSIONS FUND**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED**

**FINANCIAL STATEMENTS** **PAGE 16**

	2020	2019
	€'000	€'000
<b>10 SUB DIVISIONS</b>		
<b>REPUBLIC OF IRELAND</b>		
Contributions	1,200	1,169
Net benefits and other payments	(3,768)	(3,456)
Net transfer between sub divisions	1,003	-
Net (decrease)	(1,565)	(2,287)
Net returns on investments	429	14,055
Balance 1 January	93,645	81,877
	92,509	93,645
<b>NORTHERN IRELAND</b>		
Contributions	1,329	1,363
Net benefits and other payments	(3,467)	(4,005)
Net transfer between sub divisions	(1,003)	-
Net (decrease)	(3,141)	(2,642)
Net returns on investments	557	14,362
Balance 1 January	96,777	85,057
	94,193	96,777
<b>CONSOLIDATED FUND</b>		
Contributions	2,529	2,532
Net benefits and other payments	(7,235)	(7,461)
Net (decrease)	(4,706)	(4,929)
Net returns on investments	986	28,417
Balance 1 January	190,422	166,934
	186,702	190,422

**11 POST BALANCE SHEET EVENTS**

We acknowledge the emergence of the Covid-19 pandemic and its impact on the global financial markets since March 2020. As of 9 March 2021 we are satisfied that there has been no material long term effect on the investment portfolio. There are no other post balance sheet events to note.

**12 APPROVAL OF FINANCIAL STATEMENTS**

The financial statements were approved by the Trustee on 9 March 2021.

**ANNEX 1**

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

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

There were five meetings of the Board in 2020, all prior to the General Synod.

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

The Most Rev John McDowell (1)

***Elected by the General Synod***

Canon Lady Sheil (5)

Rev Canon John Auchmuty (5)

Mrs Cynthia Cherry (4)

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

Rev Canon Henry Gilmore (5)

Mrs Judith Peters (2)

Mrs Heather Pope (5)

**Chairperson** – Canon Lady Sheil

**Vice-Chairperson** – Mrs Cynthia Cherry

**Honorary Secretary** – The Most Rev John McDowell

**Pensions Administration Manager** – Mr Peter Connor

***Grants Committee***

Canon Lady Sheil

Mrs Judith Peters

Rev Canon John Auchmuty

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

Tel no (+3531) 4978422  
Fax no (+3531) 4978821  
Email <pensions@rcbdub.org>

## 1. INTRODUCTION

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

The Report of the Church of Ireland Pensions Board on other funds administered by it, as delegated by the Representative Church Body (RCB), is found in Appendix H to the Report of the RCB (*Church of Ireland General Synod Reports 2021*, page 144).

## 2. MEMBERSHIP OF THE BOARD

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

## 3. MEMBERSHIP OF THE FUND

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

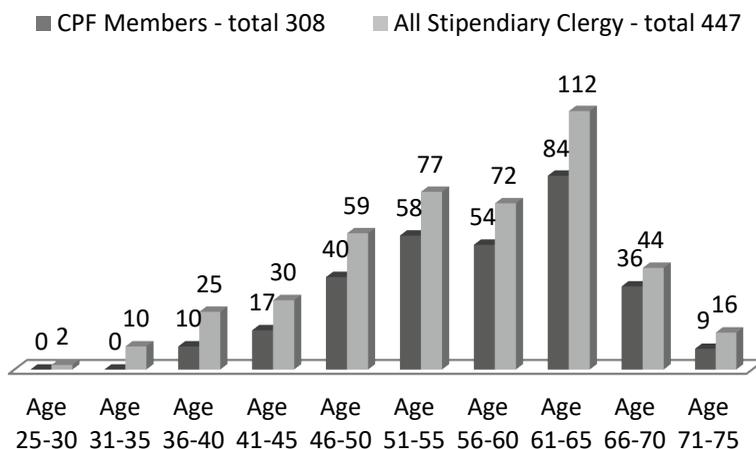
	Active members	Deferred members	Pensioners	Spouses on pension
At 1 January 2020	318	110	304	169
Leavers with deferred benefits	(2)	2	-	-
Leavers taking benefits elsewhere	-	-	-	-
Deaths before retirement	(2)	-	-	-
Retirements on pension	(7)	(3)	10	-
Returned to active service	-	-	-	
Deaths on pension	-	-	(11)	(10)
New spouses’ pensions	-	-	-	7
At 31 December 2020	307	109	303	166 <sup>†</sup>

In addition there were 12 child dependency allowances in payment at 31 December 2020 (12 at 31 December 2019).

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<sup>†</sup> The total of 166 includes 2 widows of members who either retired or died before 1976 and 8 widows of voluntary members.

## The Representative Church Body – Report 2021



### *Age distribution of stipendiary clergy*

There are five clergy who commenced in the stipendiary ministry before 31 May 2013 who are not members of the Fund having sought and been granted exemption on entering service and there is one who elected to leave the Fund and make independent pension arrangements.

## 4. RETIREMENT AGE

The revised Normal Retirement Age (NRA) from 1 June 2013 (for contributing members of the Fund as at 31 May 2013) is set out the table below:

Date of birth	Normal Retirement Age	Number of members in each retirement age category at 31 December 2020
31 May 1949 and before	65	3
1 June 1949 to 31 May 1954	66	20
1 June 1954 to 31 May 1959	67	69
1 June 1959 and after	68	215

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

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

## 5. PENSIONS IN PAYMENT

The annualised pensions etc in payment at 1 January 2021 are:

	€		£
Clergy	1,999,194	and	2,297,570
Surviving spouses and orphans	<u>969,831</u>	and	<u>838,346</u>
	<u>2,969,025</u>	and	<u>3,135,916</u>

The total annualised pensions in payment translated to euro at the year-end exchange rate of 0.8937 are €6,477,939.

## 6. CONTRIBUTIONS

A contribution from central funds amounting to €99,793 was made during the year in accordance with Section 37 of Chapter XIV of the *Constitution of the Church of Ireland*.

## 7. LUMP SUM BENEFITS

Under the provisions of the Fund a cash lump sum is payable in a number of eventualities. During 2020, lump sums totalling €187,463 and £3223 became payable in respect of 5 members as follows:

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

## 8. EXTERNAL CONTACTS FOR INFORMATION AND SUPPORT

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

## 9. ADDITIONAL PERSONAL CONTRIBUTIONS (APCs)

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

There remain 63 members in active service who purchased additional service to 31 May 2013.

## 10. ADDITIONAL VOLUNTARY CONTRIBUTIONS (AVCS)

Members of the Church of Ireland Clergy Pensions Fund are permitted to make Additional Voluntary Contributions (AVC) which are invested with the Standard Life Assurance Company to provide additional benefits within the overall limits allowed by the Revenue authorities.

AVCs are unaffected by the closure of the Clergy Pensions Fund to future accruals. Funds held in Standard Life at 31 December 2020 amounted to €0.21m.

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

### (i) Membership of the AVC Fund as at 31 December 2020

	Membership 31/12/19	New Contributors	Death in Service	Fund Transfers	Retired	Membership 31/12/20
RI	13	0	0	0	8	5
NI	<u>3</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>2</u>
Total	16	0	0	0	9	7
Previous Year	16	0	0	0	0	16

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

### (ii) AVC Fund Statement of Contributions

	2020 €'000	2019 €'000
Contributions received	9	9
Less paid on retirement or death	(20)	(0)
Less transfers to Clergy DC Scheme	(0)	(0)
Realised Gain on retirement and transfers to the Clergy DC Scheme	(11)	0
	<u>0</u>	<u>9</u>
Balance 1 January	226	215
Currency Translation Adjustment	(1)	2
Balance 31 December	<u>225</u>	<u>226</u>

**NOTES**

1. A resolution adopted by the General Synod on 12 May 2012 transferred the role of trustee from the Representative Body to the Church of Ireland Clergy Pensions Trustee DAC.
2. Under the Scheme members are permitted to make voluntary contributions which are invested with the Standard Life Assurance Company to provide additional benefits within the overall limits allowed by the Revenue authorities. The balance at the year end represents the net accumulation of members' contributions which have been transferred to the Standard Life Assurance Company by the Trustee. The value of the investments underlying these contributions is not reflected in the statement.
3. An accountants' report has not been provided for these financial statements, as the balance of €225,633 is included within the scope of the Representative Church Body's audit.
4. Sterling balances and transactions have been translated to euro at the rate of exchange ruling at 31 December 2020 €1 = £0.8937 (2019 €1 = £0.8459).

**ANNEX 2**

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

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

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

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

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

The Representative Church Body – Report 2021

ANNEX 3

ACTUARIAL FUNDING CERTIFICATE



An tÚdarás Pinsean  
The Pensions Authority

SCHEDULE BD

Article 4

ACTUARIAL FUNDING CERTIFICATE

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

SCHEME NAME: The Church of Ireland Clergy Pensions Fund

SCHEME COMMENCEMENT DATE: 01/01/1976

SCHEME REFERENCE NO.: PB1667

EFFECTIVE DATE: 30/09/2018

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

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

(1) the resources of the scheme, which are calculated for the purposes of section 44(1) of the Act to be €176,367,000.00, would have been sufficient if the scheme had been wound up at that date to provide for the liabilities of the scheme determined in accordance with section 44(1) of the Act which, including the estimated expenses of administering the winding up of the scheme, amount to €154,583,000.00, and

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

I, therefore, certify that as at the effective date of this certificate the scheme satisfies the funding standard provided for in section 44(1) of the Act.

I further certify that I am qualified for appointment as actuary to the scheme for the purposes of section 51 of the Act.

Signature:

Date:

15/02/2019

Name:

Mr Liam Quigley

Qualification:

FSAI

Name of Actuary's  
Employer/Firm

Mercer Limited

Scheme Actuary  
Certificate No.

P044

Submission Details

Submission Number: SR1949365

Submitted Electronically on: 15/02/2019

Submitted by: Liam Quigley

FUNDING STANDARD RESERVE CERTIFICATE



An tÚdarás Pinsean  
The Pensions Authority

SCHEDULE BE

Article 4

FUNDING STANDARD RESERVE CERTIFICATE

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

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

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

**PENSIONS AUTHORITY REFERENCE NO.** PB1667

**EFFECTIVE DATE:** 30/9/2018

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

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

(1) the funding standard liabilities (as defined in the Act) of the scheme amount to €154,583,000.00,

(2) the resources of the scheme (other than resources which relate to contributions or a transfer of rights to the extent that the benefits provided are directly related to the value of those contributions or amount transferred (DC resources)), calculated for the purposes of section 44(1) of the Act amount to €176,367,000.00

(3) €16,835,000.00 of the amount referred to in paragraph (2) (subject to a maximum of an amount equal to the funding standard liabilities) is invested in securities issued under section 54(1) of the Finance Act 1970 (and known as bonds), securities issued under the laws of a Member State (other than the State) that correspond to securities issued under section 54(1) of the Finance Act 1970, cash deposits with one or more credit institutions and such other assets (if any) as are prescribed under section 44(2)(a)(iv) of the Act,

(4) the amount provided for in section 44(2)(a) of the Act (Applicable Percentage x ((1) minus (3)) is €13,779,000.00,

(5) the amount provided for in section 44(2)(b) of the Act, being the amount by which the funding standard liabilities of the scheme would increase if the interest rate or interest rates assumed for the purposes of determining the funding standard liabilities were one half of one per cent less than the interest rate or interest rates (as appropriate) assumed for the purposes of determining the funding standard liabilities less the amount by which the resources of the scheme (other than DC resources) would increase as a result of the same change in interest rate or interest rates is €5,873,000.00,

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

(7) the additional resources (as defined in the Act) of the scheme amount to €21,784,000.00 of which, in accordance with and within the meaning of the guidance issued by the Authority and prescribed under section 47 of the Act, €0 comprises contingent assets and none of such contingent assets comprise an unsecured undertaking.

I therefore certify that as at the effective date of the funding standard reserve certificate the scheme holds sufficient additional resources to satisfy the funding standard reserve as provided in section 44(2) of the Act.

The Representative Church Body – Report 2021



An tÚdarás Pinsean  
The Pensions Authority

I further certify that I am qualified for appointment as actuary to the scheme for the purposes of section 51 of the Act.

Signature:	<u></u>	Date:	<u>25/03/2019</u>
Name:	<u>Mr. Liam Quigley</u>	Qualification:	<u>F.S.A.I.</u>
Name of Actuary's Employer/Firm:	<u>Mercer Limited</u>	Scheme Actuary Certificate No.	<u>P044</u>

ANNEX 4

ACTUARY'S STATEMENT



welcome to brighter

# Church of Ireland Pension Fund Annual Statement

Year ended 31 December 2020

Pensions Authority reference number: PB1667

## Actuary's Statement

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

A Funding Proposal is currently in place with the objective of putting the scheme in a position to satisfy the Funding Standard and Funding Standard Reserve by 31 December 2023. This extended date was granted by the Pensions Authority at the request of the Trustees. I have undertaken a review as at 31 December 2020 to consider whether the funding proposal remains on track to achieve its objectives. This assessment was undertaken in accordance with guidance set down by the Society of Actuaries in Ireland. It reflects known developments in relation to the assets and liabilities and assumptions about the future. Based on the assumptions employed, the Scheme's assets are projected to exceed the projected Funding Standard Liability and Funding Standard Reserve at 31 December 2023. Accordingly, I can confirm that I am reasonably satisfied that, as at 31 December 2020, the funding proposal remained on track to achieve its objective.

A handwritten signature in black ink, appearing to read 'Liam Quigley', is written over a horizontal line.

**Liam Quigley**  
Fellow of the Society of Actuaries in Ireland  
Certificate number: P044  
Date: 7 April 2021

document1

**ANNEX 5**

**STATEMENT OF RISK IN RELATION TO THE  
CHURCH OF IRELAND CLERGY PENSIONS FUND (THE “FUND”)**

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

The Fund operates on a ‘defined benefit’ basis and has been closed to future service accrual and to new members with effect from 31 May, 2013. The Fund is subject to a Funding Proposal agreed with the Pensions Authority with the intention of returning it to solvency by 2023. The risks in such an arrangement are generally classified as financial or operational. In any defined benefit arrangement, the main risk is that there will be a shortfall in the assets (for whatever reason) and the employer/sponsor will not be willing or able to pay the necessary contributions to make up the shortfall. If that occurs, members may not receive their anticipated benefit entitlements. Some of the reasons why a shortfall could occur are as follows (this list may not be exhaustive):

- The assets of the pension fund may grow more slowly than expected, or even fall in value, depending on the performance of underlying markets and the securities chosen. Where the scheme is subject to a Funding Proposal and, being closed to future service accrual, has an ageing profile, the requirement to invest in assets to match the future liability leads to a reduction in the opportunity to invest in growth assets.
- Similarly, the liabilities may grow faster than expected due to higher salary or pension increases, or due to unfavourable movements in interest rates, or due to mortality and other elements of the fund’s experience varying from the assumptions made.
- The administration of the fund may fail to meet acceptable standards. The fund could fall out of statutory compliance, the fund could fall victim to fraud or negligence, or the benefits communicated to members could differ from the liabilities valued by the Actuary.

In these circumstances, there may be insufficient assets available to pay benefits, leading to a requirement to change the benefit structure or to seek higher contributions. The employer/sponsor may decide not to pay these increased contributions.

Another risk is that the employer/sponsor may for some reason decide to cease its liability to contribute to the pension fund. In this event, the fund may be wound up and accrued entitlements would be discharged from the available assets (which may or may not be sufficient to discharge member benefit expectations, as outlined above). In accordance with Section 20 of Chapter XIV of the Constitution of the Church of Ireland it would require a decision to be taken at the General Synod for the Fund to be wound up.

## The Representative Church Body – Report 2021

Various actions have been taken by the Trustee to mitigate the risks. The investment strategy is reviewed regularly to ensure that it is consistent with the needs of the Fund as well as meeting the requirements arising under the Funding Proposal. Professional investment managers have been appointed to manage the Clergy Pensions Fund assets, which are invested in a range of diversified assets. There is regular monitoring of how these investments are performing. An actuarial valuation of the Fund is carried out at least every three years to assess the financial condition of the Fund and determine the rate of contributions required to meet the future liabilities of the Fund. In addition, an annual review of the solvency position of the Fund is carried out on the assumption that it is wound up at that time.

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

Last updated September 2015  
Reviewed October 2020

## ANNEX 6

### CHURCH OF IRELAND CLERGY PENSIONS FUND STATEMENT OF INVESTMENT POLICY PRINCIPLES

#### 1. Introduction

The Church of Ireland Clergy Pensions Trustee DAC (the “Trustee”) of the Church of Ireland Clergy Pensions Fund (the “Fund”) has prepared this Statement of Investment Policy Principles (the “Statement”) to document the policies and guidelines that govern the management of the assets of the Fund. The Statement complies with the requirements of Section 59 (1B) of the 1990 Pensions Act (the “Act”) and the Occupational Pensions Schemes (Investment) Regulations 2006 and 2007 (the “Regulations”). The Trustee, which is a designated activity company, has as its sole member the Representative Church Body (the “RCB”).

The Fund provides defined benefit pension arrangements for members who were in service, or already retired and in receipt of benefit, on 31 May 2013 when the Fund was closed to new entrants and future accrual of service. The Trustee takes the nature of the Fund into account when setting the investment objectives and when agreeing the investment strategy required to achieve the objectives with the Sponsor of the Fund.

#### 2. Investment Objectives

The overall investment objective of the Trustee is to maximise the level of investment return at an acceptable level of risk, consistent with the Funding Proposal agreed with the Pensions Authority and the Fund Sponsor, through adopting a prudent, carefully funded and well-executed investment policy. This will in turn assist the Trustee in providing sufficient assets to meet the Fund’s long-term commitment to provide pensions and other benefits for fund members and their dependants. To achieve the objectives, the Trustee has set out an investment strategy which has been agreed with both the Sponsor and the investment managers chosen to manage the Fund assets on a daily basis.

#### 3. Investment Strategy

In order to meet the investment objectives the Trustee has adopted an asset allocation strategy designed to maintain a prudent approach to meeting the Fund’s liabilities, taking account of the nature and duration of the liabilities, the Sponsor’s willingness to adopt such a strategy, and the requirements of the Pensions Authority in working towards a successful attainment of the targets laid out in the Funding Proposal.

When choosing the asset allocation strategy for the Fund’s assets, the Trustee policy is to consider

- A full range of asset classes
- The risk and reward of a range of alternative asset strategies

- The suitability of each asset class
- The need for appropriate asset diversification
- The views of the actuary in setting the liability valuation basis
- The requirements of the Pensions Authority for certain minimum proportions of assets to be held in fixed-interest type assets over time
- The requirements of the Sponsor to maintain contributions to the fund at an appropriate level

#### **4. Investment Management**

The RCB is deemed to be the Sponsor of the Fund. The Trustee has delegated the investment management of the Fund's assets to the Investment Committee of the RCB. The management of the assets takes place within the framework of the investment strategy, including the asset allocation guidelines, agreed from time to time by the Trustee with the Investment Committee on behalf of the Sponsor.

The Investment Committee of the RCB has delegated the day to day investment management of distinct elements of the Fund's assets internal and external investment managers. The Investment Committee oversees and monitors the performance of the Fund's investments against pre-agreed performance benchmarks.

The Sponsor employs an in-house investment management team. This in-house investment manager and one or more external investment managers may be appointed by the Trustee on the recommendation of the Investment Committee to act on behalf of the Trustee. The appointment(s) may be made on a passive or active mandate basis (or a combination of the two).

Subject to such guidelines and restrictions imposed by the Investment Committee, which have been pre-agreed by the Trustee, the investment manager(s) with an active mandate will be responsible for making all investment decisions on a discretionary basis and will be evaluated on their ability to achieve the performance objectives set for them as pre-agreed by the Trustee.

Subject to such guidelines and restrictions imposed by the Investment Committee, which have been pre-agreed by the Trustee, the investment manager(s) with a passive mandate will be responsible for adopting the percentages and relevant indices agreed from time to time by the Investment Committee on behalf of the Trustee, will make all investment decisions in order to track efficiently the agreed index/indices, and will be evaluated on their ability to achieve the performance objectives set for them with minimal tracking error.

All investment managers of the Fund are appointed by the Investment Committee on behalf of the Trustee and are subject to termination at any time. The Trustee expects the fund managers to manage the assets delegated to them under the terms of their respective contracts and within the principles set out in this Statement so far as is reasonably practical.

The Trustee has appointed Northern Trust as the custodian of the Fund. The custodian provides safekeeping for all the Fund's assets and performs the associated administrative duties, such as the collection of interest and dividends and dealing with corporate actions. These duties are documented under separate contractual agreements with the custodian.

## **5. Risk Management**

Risk management forms an integral part of the Investment Strategy that is agreed by the Trustee with the Investment Committee. The Trustee sets risk parameters on the recommendation of the Investment Committee and in-house investment team. These include various limits and restrictions with regard to each asset class and the proposed implementation of investment strategy. The parameters are formally reviewed and agreed on an annual basis by the Trustee while the Investment Committee oversees, monitors and when necessary, recommends change to the Trustee.

With direction from the Trustee with regard to the various constraints on overall risk tolerance, the Investment Committee seek to recommend a prudent, diversified and balanced approach to achieve the Trustee's objectives. The risks in the Fund are monitored by the Trustee through regular, at least twice yearly, reports received from the Investment Committee. The regular review of the Investment Strategy and the production of the bi-annual reports are essential inputs for the Trustee in its oversight of the implementation of the principles in this Statement.

## **6. Review**

This Statement will be reviewed by the Trustee with the Investment Committee, at least every three years and also following any change in investment policy which impacts on the content of the Statement.

Last updated September 2015  
Reviewed October 2020

## APPENDIX H

### THE CHURCH OF IRELAND PENSIONS BOARD

#### Funds administered by the Board as delegated by the Representative Church Body

#### THE SUPPLEMENTAL FUND

#### 1. ADMINISTRATION OF THE FUND FOR THE YEAR ENDED 31 DECEMBER 2020

The Supplemental Fund is held by the Representative Church Body (RCB) for the provision of assistance to retired clergy of the Church of Ireland and to surviving spouses, orphans and other dependants of clergy of the Church of Ireland and is administered by the Church of Ireland Pensions Board.

The income is derived from the investments representing the capital of the various Funds comprising the Supplemental Fund and grants allocated to it by the General Synod.

Last year the following assistance was provided by means of *ex gratia* payments:

#### (i) Minimum Income of Surviving Spouses and Orphans

Grants to ensure each has a minimum income from all sources in the year commencing 1 January 2020 of not less than:

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

On 31 December 2020, pensions were in course of payment to 166 surviving spouses (excluding widows of voluntary members) of clergy of the Church of Ireland. Two surviving spouses required a grant to bring their total income up to the relevant figure in the table.

During 2020, each surviving spouse who was in receipt of a grant from the Supplemental Fund also received:

- (a) a grant twice yearly towards basic housing costs of £1,500 from the Housing Fund;
- (b) a grant of £400 from monies allocated from the Priorities Fund.

As a result of these grants, the actual minimum income of surviving spouses during 2020 exceeded the figures in the Table by £3,400.

**(ii) Removal Grants**

A grant to a surviving spouse towards the cost of removal, if their spouse was in the service of the Church of Ireland at the time of death, up to a sum of £2,124 if he or she died while holding office in Northern Ireland, or €4,044 if he or she died while holding office in the Republic of Ireland.

Should death occur less than two months after date of retirement and before vacation of the glebehouse a similar grant will be paid.

**(iii) Immediate Grants to Surviving Spouses**

On the death of clergy in the service of the Church of Ireland who are survived by a spouse, an immediate grant of £4,780 if they died while holding office in Northern Ireland or €6,066 if they died while holding office in the Republic of Ireland shall be paid.

On the death of clergy in retirement from the service of the Church of Ireland who are survived by a spouse, an immediate grant of £1,593 if they resided in the United Kingdom or €2,022 if they resided in the Republic of Ireland shall be paid.

**(iv) Other Grants**

Certain other grants which, in the opinion of the Board and in the particular circumstances of each case, merited special consideration.

In addition to the grants allocated under the above headings retired clergy, surviving spouses and dependants in need, received help from other sources. The Board would like to record its thanks to the Priorities Fund, the Corporation of the Sons of the Clergy, the Friends of the Clergy Corporation and the other charities and funds which provided this help.

**2. GRANTS 2021**

Due the unexpended surplus for 2020 and expected dividend income for 2021 it is not necessary to request General Synod for an allocation to the Fund for 2021.

The unexpended surplus for 2019 and dividend income for 2020 will enable the Board to continue the schemes of *ex gratia* payments to the surviving spouses who were in receipt of such payments as at 1 January 2021 as follows:

**(i) Minimum Income of Surviving Spouses and Orphans**

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

It is estimated that the cost of this scheme will be £5,152.

**(ii) Removal Grants**

Northern Ireland	£2,169
Republic of Ireland	€4,060

**(iii) Immediate Grants to Surviving Spouses**

In service:

Northern Ireland	£4,881
Republic of Ireland	€6,090

In retirement:

Northern Ireland	£1,627
Republic of Ireland	€2,030

**3. RULES**

Copies of the rules are available on application to the Pensions Administration Manager.

**4. FINANCIAL STATEMENTS**

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

The Representative Church Body – Report 2021

**THE SUPPLEMENTAL FUND**

**31 December 2020**

**INCOME AND EXPENDITURE ACCOUNT**

	2020 €'000	2019 €'000
<b>INCOME</b>		
Investment Income	46	38
Income from Trusts and Donations	2	2
	<u>48</u>	<u>40</u>
<b>EXPENDITURE</b>		
Augmentation – Surviving Spouses and Orphans	6	6
Grants to Surviving Spouses	21	19
Expenses	5	5
	<u>32</u>	<u>30</u>
<b>OPERATING SURPLUS FOR THE YEAR</b>		
	16	10
Balance 1 January	1,778	1,082
New Investments	-	498
Revaluation movement	(81)	184
Currency translation adjustment	(3)	4
Balance 31 December	<u>1,710</u>	<u>1,778</u>
<b>FUNDS EMPLOYED</b>		
Investments	1,630	1,710
Cash held with the RCB	80	68
	<u>1,710</u>	<u>1,778</u>

**THE SUPPLEMENTAL FUND**

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**ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2020**

	2020 €'000	2019 €'000
Investments at Valuation		
RB General Unit Trusts	1,630	1,710
	<u>1,630</u>	<u>1,710</u>
	<u><u>1,630</u></u>	<u><u>1,710</u></u>

**Notes**

1. The Supplemental Fund is vested in The Representative Church Body, as Trustee, for the provision of assistance to retired clergy of the Church of Ireland and to spouses, orphans and dependants of clergy of the Church of Ireland.

The Fund is established under Chapter XV of the *Constitution of the Church of Ireland* and administered by the Church of Ireland Pensions Board.

2. Accounting Policies are the same as those adopted for the Clergy Pensions Fund.
3. An accountants' report has not been provided for these financial statements, as the balance of €1,710 is included within the scope of the Representative Church Body's audit.

## **OTHER FUNDS ADMINISTERED BY THE BOARD**

### **1. Sundry Diocesan Widows' and Orphans' Funds**

Grants are paid on the recommendation of the patron, who is usually the Bishop. The total of grants paid in 2020 was €13,500 and £18,350.

### **2. Housing Assistance Fund**

The Housing Fund has been created by the Representative Church Body mainly from the income of certain endowments and bequests received by it from generous benefactors and where the terms of trust permit.

The Fund is being administered under a Scheme prepared by the Board and approved by the Representative Church Body. Grants amounting to €60,215 plus £64,012 were allocated in 2020. Many expressions of thanks and appreciation have been received from the recipients.

The Board is most grateful for these donations and hopes that this Fund, which has already been of considerable help to retired clergy and surviving spouses with financial outlay arising from the provision and/or upkeep of housing accommodation, will be given further support by donations or bequests.

Two houses were bequeathed to the Representative Church Body, one of which is let to a member of the clergy and the other let to the surviving spouse of a clergyman. These are administered by the Board.

### **3. Priorities Fund – additional income for the most elderly and needy**

A further grant was allocated by the Standing Committee from the Priorities Fund in 2020 to provide additional income for the most elderly and needy surviving spouses of clergy. This enabled the Board to give an additional grant of £400 to each surviving spouse irrespective of age who needed a grant from the Supplemental Fund to ensure a minimum income under the scheme in operation for that purpose. Two surviving spouses benefited from the allocation.

The Board has applied to the Priorities Fund Committee for a grant for 2021.

### **4. Mrs E Taylor Endowment**

The Representative Body requested the Board to administer the Endowment “to provide additional benefits over and above the normal pensions for retired clergymen of the Church of Ireland who should be residing in the 26 counties of Southern Ireland”.

The Board has decided that the income from the Endowment should be allocated in the first instance for the benefit of those retired clergy in the Republic of Ireland who require nursing/home care either for themselves or their spouses including health and paramedical expenses.

## The Representative Church Body – Report 2021

During 2020, grants totalling €24,600 were paid to 6 retired clergy.

### **5. Rev Precentor RH Robinson Bequest**

The income of this bequest, currently circa €10 per annum, is being allowed to accumulate to provide a reasonable grant level.

### **6. Rev GJ Wilson Bequest**

The income of this bequest is available for the benefit of retired clergymen of the dioceses of Dublin, Glendalough and Kildare. The Board allocates the income having sought recommendations from the Archbishop of Dublin and the Bishop of Meath and Kildare.

In 2020, the total of grants paid was €220.

### **7. Discretionary Fund – Retired Clergy/Surviving Spouses**

This Fund is available to provide (i) discretionary grants unrelated to Housing, to surviving spouses of clergy to be administered in a similar manner to that of the Housing Fund and (ii) greater support for retired clergy resident in Northern Ireland or outside Ireland.

An allocation of £6,000 was made in 2020 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €3,158 and £4,457 to seven surviving spouses and grants totalling £13,578 to one retired member of the clergy.

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

**APPENDIX I**

**ARCHIVE OF THE MONTH 2020**

- January: Marking 150 Years of a Church at the Forefront of Social Justice and Reform: St Barnabas's, Dublin
- February: Digging for Emmet: Ghostly images from Dublin's past brought back to life through digitization
- March: "Protestants of Ireland! Remember..." A Particular Response to the Irish Church Act
- April: Celebrating Handel's Messiah, April 1942
- May: A Visual Window to Rural Church Settings in Ireland in the 1930s
- June: The Diocesan Archive of Tuam, Killala and Achonry
- July: Pandemic in Ireland One Hundred Years Ago Through the Lens of the *Church of Ireland Gazette*
- August: Outreach in the Midst of Conflict: The Revd John Redmond in 1920s Belfast
- September: *The Church of Ireland Gazette's* Perspective on Life in 1950s Ireland (*Borderless Church Series* no. 1)
- October: A Northern Ireland Perspective on the *Gazette's* Coverage of the 1960s (*Borderless Church Series* no. 2)
- November: A Borderless Church? The 1960–69 Period Through the Lens of the *Church of Ireland Gazette* (*Borderless Church Series* no. 3)
- December: Charting a Course Through the 1970s Through the Lens of the *Church of Ireland Gazette* (*Borderless Church Series* no. 4)

## APPENDIX J

### ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE REPRESENTATIVE CHURCH BODY LIBRARY, 2020

The inclusion of material in this list does not necessarily imply that it is available to researchers. Parish registers (of baptism, marriage and burial) are not subject to any access restrictions, but vestry minutes and other categories of records are subject to 40-year closure, while materials containing personal or sensitive information are normally closed for 100 years.

#### 1. ARCHIVES

##### (i) Parish Records

All parish records are from the relevant local custody, unless otherwise indicated. An \* below indicates where registers came from St Mary's Cathedral Limerick.

##### **Abbeyfeale (Ardfert)\***

Register of marriages, 1845-1910

##### **Abington (Emly) \***

Register of marriages, 1849-1942

##### **Adare (Limerick) \***

Registers of marriages, 1845-1956

##### **Ardcanny with Chapel Russell (Limerick) \***

Combined registers of baptisms, marriages, burials 1802-1874; Register of baptisms, 1850-1927; Register of marriages, 1845-1920; Register of burials for Ardcanny and Chapel Russell, 1849-1979; Preachers' book, 1902-1924; Account book, 1876-1895

##### **Ardfert (Ardfert)**

Register of baptisms, 1877-1951; Register of burials, 1879-1981

##### **Askeaton (Limerick)**

Marriage registers, 1845-1948, Vestry minute books 1793-1970; Account book, 1915-1929, Preachers' books (including for Beight and Iverus chapels-of-ease), 1874-1958; Registers of vestrymen, 1951-1974

##### **Athlacca (Limerick) \***

Register of marriages, 1847-1903

##### **Ballingarry (Limerick) \***

Combined registers of baptisms, marriages & burials, 1785-1840; Registers of marriages, 1845-1963; Register of burials, 1879-1931; Vestry minute book, 1792-1958; Register of vestrymen, 1870-1958; Account book, 1925-1947

**Ballinlanders (Emly) \***

Register of marriages, 1852-1877

**Ballybrood (Emly) \***

Register of marriages, 1845-1861

**Ballycahane (Limerick) \***

Register of marriages, 1845-1860

**Ballylongford (Ardfert) \***

Register of marriages, 1943 only

**Ballynahaglish (Ardfert) \***

Register of marriages, 1846-1895

**Bruff (Limerick) \***

Register of baptisms, 1850-1976; Registers of marriages, 1845-1978; Register of burials 1859-1982, Register of vestrymen, 1911-15; Miscellaneous accounts, 1932; Register of church members, 1859-1979

**Bruee (Limerick) \***

Register of vestrymen, 1956-60; Preachers' books, 1907-1957

**Caherconlish (Emly)**

Copy registers of baptisms, 1888-1993; marriages, 1845-1918; and burials, 1890-1987

**Cahirnarry (Limerick) \***

Register of baptisms, 1877-1933; Register of marriages, 1846-1922; Register of burials, 1876-1970; Vestry minute books, 1819-1905; Register of vestrymen, 1870-1875; Preachers' books, 1864-1938

**Cappamore (Emly) \***

Register of baptisms, 1876-1922; Register of marriages, 1860-1910; Register of burials, 1876-1957; Account book, 1872-1914

**Carbury (Kildare)**

Vestry minute book, 1978-1988

**Castletownarra (Killaloe)**

Vestry minute book, 1719-1826

From Killaloe-Ballina Local History Society

**Chapel Russell (Limerick) \***

Register of marriages, 1845-1920

**Clareabbey (Killaloe) \***

Register of marriages, 1845-1901

**Corcomohide (Limerick) \***

Register of marriages, 1845-1882

**Croagh (Limerick) \***

Register of marriages, 1850-1868

**Croom (Limerick) \***

Register of marriages, 1846-1948

**Doneraile (Cloyne)**

Vestry minute book, 1898-1959; Treasurer's account book, 1923-1959

**Doon (Limerick) \***

Register of marriages, 1845-1911

**Dredhidarsna (Limerick) \***

Register of marriages, 1846-1868

**Dromkeen (Emly) \***

Register of marriages, 1846-1885

**Drumcliffe /Ennis (Killaloe) \***

Registers of marriages, 1845-1956

**Feakle (Killaloe) \***

Register of marriages, 1845-1903

**Fedamore (Limerick) \***

Register of baptisms, 1881 only; Registers of marriages, 1845-1888; Preachers' books, 1869-1883; Register of vestrymen, 1870

**Fiddown (Piltown) Group (Lismore)**

Clonmore: Elevation drawing of the church by John Hewetson, architect, 1843; two photographs of the church before it was demolished c. 1963

Fiddown: Miscellaneous papers, including copy of the subscribers to and memorial notice for the windows dedicated in the memory of Caroline, Countess of Bessborough, 1890; the notice that accompanied an armchair presented to Mrs Marianne Lyons, wife of Rev James Lyons, rector 1875-1902, by the choir in recognition of her devotion to the parish, especially its music; and other items 1890-1952

**Foynes (Limerick) \***

Register of marriages, 1941 only; Preachers' books, 1924-1973

**Galbally (Emly) \***

Register of marriages, 1846-1925

**Inniscaltra (Killaloe) \***

Register of marriages, 1845-1951

**Inistioge (Ossory)**

Copy of handwritten notes including extracts from the Inistioge registers from 1787, list of churchwardens and other materials compiled from vestry minutes, compiled early 20th century

From John Kirwan, Kilkenny

**Kilbehenny (Emly) \***

Register of marriages, 1847-1918

**Kilcoran (Limerick)\***

Loose entries of baptisms and marriages for 1783 only; Register of marriages, 1845-1953; Vestry minute books, 1785-1973; Register of vestrymen, 1874-1953; Preachers' books, 1894-1995; Account book, 1801-1919

**Kildimo (Limerick)\***

Register of marriages, 1850-1881; Vestry minute books, 1826-1970; Preachers' books, 1891-1900; Register of vestrymen (including parishes of Ardcanny with Chapel Russell, 1870-1895, 1897; Sustentation account book, 1870

**Kildysart (Killaloe)\***

Registers of marriages, 1885-1918

**Kilfarboy (Killaloe)\***

Register of marriages, 1846-1917

**Kilfenora (Kilfenora)\***

Register of marriages, 1853-1918

**Kilfergus (Ardfert)\***

Register of marriages, 1847-1952

**Kilfieragh (Killaloe)\***

Registers of marriages, 1845-1954

**Kilflynn (Limerick)\***

Combined register of baptisms and marriages, 1813-1851; Register of marriages, 1845-1951; Vestry minute books, 1861-1978; Preachers' books, 1867-1960; Registers of vestrymen, 1870-1979; Register of church members, 1874-1903; Account book, 1908-1952; Miscellaneous loose papers, 1960s

**Kilfinaghty (Killaloe)\***

Registers of marriages, 1840-1939

**Kilfinane (Limerick)\***

Registers of marriages, 1845-1978

**Kilkeedy (Limerick)\***

Combined register of baptisms, marriages, and burials, 1794-1845; Register of baptisms, 1845-1950; Registers of marriages, 1846-1892; Register of burials, 1846-1971; Vestry minute books, 1801-1956; Preachers' books, 1867-1947; Register of vestrymen, 1890-1955; Accounts book, 1876-1890; Miscellaneous volumes and papers, 1877-1943; 1909, 192

**Kilkeedy (Killaloe)\***

Register of marriages, 1845-1902

**Killaliathan (Limerick)\***

Register of marriages, 1851-1918

**Killaloe (Killaloe)\***

Register of marriages, 1846-1947

**Killeely (Limerick)\***

Registers of marriages, 1846-1922

**Killinane (Kilmacduagh)**

Rector's register commenced by Rev Hon William O'Grady (1806-1859), rector of Killinane 1836-59 containing his extensive notes and observations on parishioners in the union of Killinane and Kiltomas, covering the various parishes of Kilchrist, Killinane, Kiltomas, Isserkelly, Killigolleen and Killora parishes and individual townlands within. Includes details subsequently lost in the original parish registers such as baptismal, confirmation, marriage and burial dates, and much more besides, such as "Children of Rom. Cath. Parents Baptised", "Police and Constabulary" and "Converts from Rome", as well as later draft visitation returns and parish census information for the 1860s and as recent as 1926, presumably completed by his successors, 1836-1926  
From Mullen's of Laurel Park, Shankill, Co. Dublin

**Kilmainham, St Jude's (Dublin)**

Miscellaneous loose papers, 1930-1943

**Kilmallock (Limerick)\***

Registers of marriages, 1846-1956; Vestry minute books (including Bruff), 1898-1964; Preachers' books, 1906-2007; Register of vestrymen, 1870-1979; Account book, 1892-1976

**Kilmanaheen / Ennistymon (Kilfenora)\***

Registers of marriages, 1845-1920

**Kilmurry (Killaloe)\***

Register of marriages, 1845-1905

**Kilnaboy/Corofin (Killaloe)\***

Register of marriages, 1845-1924

**Kilnasoolagh (Killaloe)\***

Register of marriages, 1895-1954

**Kilnaughtin (Ardfert)\***

Combined register, 1793 only

**Kilpeacon (Limerick)\***

Register of marriages, 1848-1946

**Kilrush (Killaloe)\***

Register of marriages, 1845-1953

**Kilscannell (Limerick)\***

Combined register of baptisms, marriages and burials, 1824-1895; Register of marriages, 1845-1886; Register of vestrymen, 1871

**Kiltananlea (Killaloe)\***

Register of marriages, 1846-1938

**Kinawley and Holy Trinity Crom (Kilmore)**

Kinawley (Derrylin): Register of baptisms, 1991-2018; Register of marriages (including marriages celebrated in Holy Trinity Crom) 2004-2018; Register of burials, 1972-2018; Register of vestry members, 1871-2017; Confirmation register, 1984-2018  
Crom: Register of baptisms, 1972-2018; Register of burials, 1884-2018  
Drumany chapel-of-ease: Register of baptisms, 1884-2008

**Knockaney (Emly)\***

Register of marriages, 1846-1954; Vestry minute book, commencing 1817; Preachers' books, 1904-1936; Miscellaneous loose papers, c. 1833-1940

**Leixlip Union (Glendalough)**

Leixlip: Order of service for the reopening of the church, 28 June 1964  
Lucan: Miscellaneous loose papers including materials about organist, Mrs A.P. Scofield, 1908-1924; and the Rules of the St Andrew's Church Fellowship, 1948  
From Mrs Lily Miller, Lucan, Co. Dublin

**Limerick – St Mary’s Cathedral Group**

St Mary’s: Registers of marriages, 1845-2007

St John’s: Combined registers of baptisms, marriages and burials, 1697-1837; Registers of marriages, 1842-1957; Registers of burials, 1811-1837; Vestry minute books, 1851-1970; Preachers’ books, 1837-1969; Miscellaneous accounts, 1911-1969; Inventory of vaults, cribs and headstones, 1887

St Michael’s: Registers of marriages 1845-2004

St Munchin’s: Registers of marriages 1845-1963

St Patrick’s: Register of baptism, 1876; Register of burials, 1876; Registers of marriages, 1845-1962; Preachers’ books, 1700-1962

**Liselton (Ardfert)\***

Register of burials, 1840-1973

**Listowel (Ardfert)\***

Combined register of baptisms, marriages and burials, 1869-1991; Register of marriages, 1905-1970

**Loughill (Limerick)\***

Registers of marriages, 1845-1912, 1941; Register of burials, 1883-1991; Vestry minute book, 1835-1880

**Mungret (Limerick)\***

Register of baptisms, 1852-1856; Registers of marriages, 1845-1872; Register of burials 1843-1969

**Mahoonagh (Limerick)\***

Register of burials, 1861-64; Miscellaneous accounts, 1833

**Nantenan (Limerick)\***

Register of baptisms, 1877-1972; Registers of marriages, 1845-1971; Register of burials, 1878-2020; Vestry minute book, 1875-1929; Accounts, 1907-1927; Preachers’ books, 1894-1973

**Newcastle (Limerick)\***

Combined register of baptisms, marriages and burials (including burials at Rathronan), 1848-1973; Register of baptisms, 1848-1951; Register of marriages, 1845-1950; Vestry minute books, 1793-1958; Preachers’ books, 1882-1957; Register of vestrymen, 1873-1951

**O’Brien’s Bridge (Killaloe)\***

Register of marriages, 1846-1942

**Ogonnelloe (Killaloe)\***

Register of marriages, 1847-1936

**Quin (Killaloe)\***

Register of marriages, 1845-1915

**Rathbourney / Ballyvaughan (Kilfenora)\***

Registers of marriages, 1847-1897

**Rathkeale (Limerick)\***

Combined registers of baptisms, marriages & burials, 1742-1836; Marriage registers 1845-1955; Vestry minute books, 1870-1979; Register of vestrymen, 1870-1981; Account book, 1902-1950; Preachers' books, 1910-1993; Marriage notice book, 1845-1857; Photographs, undated

**Rathronan (Limerick)\***

Combined register of baptisms and burials, 1819-1824; Registers of marriage, 1845-1971; Vestry minute book commencing 1835; Preachers' books, 1873-1937

**Rattoo (Ardfert)\***

Register of baptisms, 1868-1924; Preachers' book, 1922-1944; Miscellaneous loose papers, undated

**St Nicholas (Cork)**

Miscellaneous loose items, 1740-1892. These were likely lodged in the parish vestry for safe-keeping and include the following: will of one Rowland Carter, York, 1740; detailed list of events in the city of Cork, commencing with the city being placed "under the protection of Major General Myers" in 1799, the executions of army deserters, "armed ruffians barbarously and inhumanly piking someone to death"; details of the departure of the French fleet and a Charity Sermon to be preached in St Paul's church; and, a return of the maintenance account for St Nicholas Mall Industrial School, listing 55 children, 1892

Extensive and detailed run of churchwarden's accounts for the period 1807-1826, including a 'Return of the Valuation of Several New Houses in the Parish', 1807; with detailed loose accounts including poor payments, 1808-1826; an undated list of the poor, probably linked to the same period and also including a particularly detailed daily minister's money and church rate payments made during the period September-November 1812

From Revd Ted Ardis, St Fin Barre's Cathedral

**St Thomas & St George (Dublin)**

Vestry minute book, 1995-2010

From Dublin & Glendalough Diocesan Office

**Shanagolden (Limerick)\***

Register of baptisms, 1879-1977; Register of marriages, 1847-1913; Register of burials, 1881-1957; Vestry minute books, 1815-1856; 1900-1919

**Swords Union (Dublin)**

Donabate: Combined register of baptisms, marriages and burials 1841-2019 with confirmations, 1870; Registers of marriages, 1844-2005

Lusk: Register of marriages, 1849-1945

**Tinahely & Carnew Union (Ferns)**

Carnew: Plans, estimates and related correspondence documenting the conversion of the Old School Carnew to use as a parish centre, 1998-2012; Correspondence and related papers concerning the bequest of Miss Marianne Hamilton (died 1949) and the sale of a property, Acorn Cottage, on Carnew Main Street, by the select vestry, 2005-2006.

Crosspatrick: Plans, estimates, specifications and related correspondence documenting the purchase of a site and building of a new rectory at Churchlands, Tinahely, for Crosspatrick and Carnew [now Tinahely & Carnew Union], 2002-2003

**Tomgraney (Killaloe)\***

Register of marriages, 1848-1938

**Tulla (Killaloe)\***

Marriage registers, 1845-1947

**Tullybrackey (Limerick)\***

Register of baptisms, 1881 only; Registers of marriages, 1853-1916; Register of burials, 1881 only; Vestry minute books, 1819-1931; Preachers' books, 1869-1922

**(ii) Cathedral Records**

**St Patrick's Cathedral, Dublin**

Flyer/poster for the St Patrick's Oratorio Society, Opening Service of the Season, held in the cathedral on Monday 18 November 1899, for a performance of the motet by Mendelssohn, 'Hear My Prayer', and Parts 1 & 11 of Haydn's Creation when the star performer was 'Madame Nordica' [Lillian Nordica (1857–1914) American opera singer who had a major stage career in Europe and her native country]; with copy of the 'Hear My Prayer' motet, signed by Margaretta L. Myers, 1889  
From Olwen Sheil, Kiltealy, Co. Wexford

**(iii) Diocesan Records**

**Killala & Achonry**

Visitation Book for the Dioceses of Killala and Achonry, in the year 1781

[Note this item came to light after the work on the diocesan archive had been completed having been found in an envelope addressed to Dean Landley in Ballina Rectory in 1923, demonstrating how through the decades additional parts of this vast archive have ended up in different locations]

From Rev Ted Ardis, Cork

### **Kilmore, Elphin & Ardagh**

Missions Account Ledger containing the printed *Report of the Kilmore Diocesan Board of Missions* for 1908. The volume was maintained by Cecil Edward St Lawrence Leslie (1843-1930) of Corrovahan House, Drung, Co. Cavan, who served as Honorary Secretary and Treasurer until his death in 1930. Leslie was a son of Rt Rev Charles Leslie (1810-1870). The volume itemises contributions from parishes and the organisations to which the funds were distributed.

1899-1908

From Ian Elliott, Corrovahan House, Drung, Co. Cavan

### **Limerick & Killaloe**

Twenty boxes of uncatalogued 19<sup>th</sup> – and 20<sup>th</sup> century diocesan materials

From St Mary's Cathedral, Limerick

### **(iv) Representative Church Body Records**

Property Files including plans and reports concerning various episcopal residences, 1987-2017 and the Church of Ireland Training College, Rathmines, Dublin, 1965-1971

From the Property Department, Church of Ireland House, Dublin

## **2. MANUSCRIPTS**

### **Buchanan, Alan Alexander (1907-84) Archbishop of Dublin, 1969-77**

Six miscellaneous sermons of Archbishop Buchanan, numbers 13, 17, 30, 44, 47, 54, preached at various diocesan locations, between 1970 and 1971

From Rt Rev Paul Colton, Bishop of Cork, Cloyne and Ross

### **Byrne, Revd Matthew (1927-2013)**

Sermons, broadcasting scripts, newspaper articles and other drafts of his extensive publications with related research notes of the former Chaplain of the King's Hospital School, 1980-89 and Dean of Kildare, 1989-92, as well as writer, radio producer, presenter and contributor, artist, linguist, 1980-2012

From his widow, Rev Olivia Williams, Tullow, Co. Carlow

### **Chavasse, Revd Canon Claude Lionel (1897-1983)**

Further materials including an unpublished festschrift entitled 'To Claude Chavasse. Tributes on his 80th birthday' containing 14 tributes by either family members, or senior clergy (including George Otto Simms, then Archbishop of Dublin and Very Rev Henry McAdoo, then dean of Ossory). Additionally attached is an article on Chavasse's Bride, and cover letter from Yves [Marie-Joseph] Congar OP (1904-1995) the French Dominican friar, priest, and theologian, with a further letter from Eoin Waldron, Bolton Abbey, Moone, Co. Kildare; also letter to the editor of the *Church of Ireland Gazette* under the title 'Secular Loyalties' about enabling a spiritual home for all Irish Christians, irrespective of their political loyalties, in the Church of Ireland' with the editor's response, explaining why he could not publish it in the context of the state prayers

## The Representative Church Body – Report 2021

controversy, 5 August 1941, and finally a copy of the sermon preached by Archbishop McAdoo at his funeral and other miscellaneous materials  
From his daughter, Mrs Gabrielle McCracken, Kilmarnock, Scotland

### **Church Review**

Set of black and white photographs from the General Synod held at the RDS, Dublin, in 1980, as photographed by Rev Nigel Waugh, some of which were subsequently published in the diocesan magazine  
From Rev Nigel Waugh, Editor, Delgany, Co. Wicklow

### **Joint Committee for Church Music in Ireland**

Organisational files, including the Church Music Survey, conducted on a diocesan basis, 1984-1998; miscellaneous accounts with correspondence interleaved, 1984-1996; Photographs of organists, organs, recitals and other events, 1980s and 1990s, and miscellaneous printed materials, 1988-1999  
From Donald Maxwell, Dun Laoghaire

### **Church of Ireland Theological Institute, formerly College**

Minute books of the Finance Committee, 1978-1994  
From CITI

### **The Preston School, Abbeyleix, Co. Laois**

Minute Books of the Preston School Authority, account book of income and expenditure, with related papers concerning the transfer of the former Ballyroan Endowment School, located in the village of Ballyroan, Co. Laois, to the larger town of Abbeyleix, during the 1890s, where it became known as the Preston School, on a site at Beechfield, from 1895, and its operation thereafter, 1891-1973  
From Mr A.J. Cole, Abbeyleix

### **Lindsay, The Hon. Rt Revd Charles Dalrymple (1760-1846) and family**

Miscellaneous papers relating to the Bishop Lindsay who was Dean of Christ Church Cathedral, Dublin, and Bishop of Kildare, 1804-46; including property in Glasnevin, Dublin which later became known as Clonliffe East and West, and Daneswell; and also his son, Ven Charles Lindsay (1790-1855), Archdeacon of Kildare, 1818-55 including the parishes of Dunmurryhill and Old Connell in County Kildare, and a list of the unendowed schools in the diocese of Kildare; and the diary of his second wife, Catherine Eliza Coussmaker (died 1837), c. 1804, 1795-1892  
From Dr John Knightly, Dublin

### **School for Educating Daughters of the Irish Clergy**

Lady Plunket Memorial Medal, as presented (and engraved) to Mary Hinkson, Senior Exhibitioner, in 1893. Preserved in its original presentation case  
From Ms Louise McDowell, daughter of the late Harry McDowell (who served on the Clergy Daughters Committee for many years)

**Stanford, Revd Bedell (1873-1945)**

Colour framed illuminated address presented by St Kevin's YMCA to Rev Bedell Stanford on the occasion of his resignation as curate of St Kevin's parish (Dublin) where he had served 1897-1901, acknowledging his 'courteous, genial and sympathetic manner' and instruction imparted by him in matters 'spiritual and secular'. Artwork executed by Thomas Fitzpatrick, Artist, Dublin, and includes inset portrait of Stanford, two images of College Green, and an exterior image of St Kevin's Church in the context of street. Signed by ten members of the YMCA branch, January 1901  
From Dr M.J.T. Webb, Dalkey, Co. Dublin

**Street, George Edmund (1824-1881)**

Four original drawings in a bound album of the interior of an as yet unidentified church or cathedral inscribed: 'First Xmas Decoration after the restoration of the Church', signed by Street and featuring coloured drawings of the decorations for the sanctuary, nave, west of Tower end, and aisles, c. 1872  
From Fonsie Mealy Auctioneers, Castlecomer, Co. Kilkenny

**Swanton, S.C.P. (1893 -1974 ) Organist, Booterstown 1920s-51, Dun Laoghaire –  
Mariners, 1951-72, Blackrock 1972-74**

Ten miscellaneous diaries of S.C.P. Swanton, FRCO, for the years 1961, 1966, 1967, and 70-73 inclusive detailing musical activities in Dublin churches and cathedrals, and further afield  
From David Milne, Walkinstown, Dublin

**3. OTHER MATERIALS**

Digital image of original print of Rev William Willocks (1801-71), Rector of Chapelizod (Dublin) 1835-71  
From Michael Henderson, Devon, England (descendant)

**APPENDIX K**

**FUNDS RECEIVED BY THE REPRESENTATIVE CHURCH BODY IN 2020  
TO BE HELD IN TRUST FOR PARISHES, DIOCESES ETC**

	€	£
Aghadown Assessment Fund	2,520	
Armagh Cathedral - Archbishop's Choir Fund - Proceeds Organ Recitals (Addtl)		3,675
Ballydehob Fair Share (Addtl)	4,766	
Christopher Shepard Bequest	45,000	
Church Education Society - Support C of I National Schools (Addtl)	30,000	
Clooney (All Saints) (Derry) - Parish Funds (Addtl)		35,000
D&G Diocesan Board of Education - General Account (Addtl)	260,000	
Housing Fund (Retired Clergy & Widows) - NIES Wayleaves (Addtl)		5,791
Hugh Gore Institute CLG	50,000	
In Memory of Olivia Cox (Addtl)	100	
Johnston/Moore Bequest (Addtl)	200	
Kildrumferton (Kilmore) - Sundry Trusts/Parish Funds (Addtl)	20,000	
Kiltiernan (Dublin) - Parish Funds (Addtl)	100,000	
Lillian Crowe Bequest		10,000
Londonderry Christ Church (Derry) - Christ Church Music Fund		60,000
Ministry Fund - Mrs ACL Kenny Bequest		26,757
Richard Willmott Donation (Addtl)	1,000	
Rosemary Ellen Lee Bequest	550,000	
Zion Rathgar (Dublin) - Garden of Remembrance (Addtl)	1,500	
	<hr/>	<hr/>
	1,065,086	141,223

Standing Committee – Report 2021

# **STANDING COMMITTEE**

**REPORT OF PROCEEDINGS LAID BEFORE**

**THE GENERAL SYNOD AT ITS**

**ONE HUNDRED AND FIFTY-FIRST ORDINARY SESSION 2021**

Standing Committee – Report 2021

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

**HONORARY SECRETARIES OF THE GENERAL SYNOD**



Until June 2020: Ven George Davison, 12 Harwood Gardens, Carrickfergus, Co. Antrim, BT38 7US

Rev Canon Gillian Wharton, The Rectory, Cross Avenue, Booterstown, Blackrock, Co. Dublin

Mr Ken Gibson, 11 Magheralave Court, Lisburn, Co. Antrim, BT28 3BY

Ms Hazel Corrigan, Liscolman House, Tullow, Co Carlow

From September 2020: Rev Canon Malcolm Kingston, St Mark's Rectory, Portadown Road, Armagh,  
BT61 9EE

**ASSISTANT SECRETARY** - Mrs Janet Maxwell

**SYNOD OFFICER** - Dr Catherine Smith

**SYNOD ADMINISTRATOR** – Ms Aisling Sheridan

**OFFICE**

Church of Ireland House  
Church Avenue  
Rathmines  
Dublin 6

Telephone no. +353 1 4978422

Email [synod@rcbdub.org](mailto:synod@rcbdub.org)

**CONTENTS**

1. Summary .....	170
2. Names And Attendance Of Members (From June 2020)	170
3. Appointments .....	173
4. Advisory Council To The Church Of Ireland Centre For Education At Dublin City University .....	174
5. Audit Of Accounts .....	174
6. Bishops’ Appeal Advisory Committee .....	174
7. Board For Ministry With Children And Families.....	175
8. Central Communications Board.....	175
9. Charities Legislation .....	175
10. Children’s Ministry Network.....	175
11. Church And Society Commisson.....	175
12. Clergy Pensions Levy .....	175
13. Complaints And Disciplinary Procedure .....	175
14. Consultative Group On Disability .....	176
15. General Synod 2022.....	177
16. General Synod/Standing Committee Finances .....	177
17. General Synod Representation Working Group .....	177
18. General Synod Royalties Fund .....	177
19. Historical Centenaries Working Group .....	177
20. Minimum Approved Stipends.....	178
21. Pensionable Stipends .....	178
22. Priorities Fund.....	179
23. Church Of Ireland Safe Guarding Board .....	179
24. Secondary Education Committee.....	179

Standing Committee – Report 2021

25. Standing Committee Income And Expenditure And General Purposes Fund Accounts 2020.....	180
26. Working Group Concerning A Co-Ordinated Response By The Church To Historic Institutional Abuse.....	180

Standing Committee – Report 2021

**APPENDICES**

A	Motions to be brought to General Synod (if any)	-
B	Report of the Advisory Council to the Church of Ireland Centre (CIC) in the DCU Institute of Education	181
C	Report of the Bishops' Appeal Advisory Committee	183
D	Report of the Board for Ministry with Children and Families	196
E	Report of the Central Communications Board	197
F	Report of the Charities Registration Monitoring Working Group	201
G	Report of the Children's Ministry Network	203
H	Report of the Church and Society Commission	206
I	Income and Expenditure Report for the Complaints Committee 2020	224
J	Report of the Consultative Group on Disability	225
K	Report of the Historical Centenaries Working Group	227
L	Priorities Fund Grants and Accounts 2020	229
M	Report of the Safeguarding Board	243
N	Standing Committee Income and Expenditure and General Purposes Fund Accounts 2020	247

## Standing Committee – Report 2021

### 1. SUMMARY

Some significant matters dealt with during the year were:

- The establishment of the Church of Ireland Board for Children’s and Family Ministry;
- Development of legislation on GS representation to be brought to the GS of 2021;
- Approval of bodies or committees to begin the work of analysing, exploring and, if appropriate, implementing the recommendations of the Facilitation Committee.
- A Working Group was established by the Standing Committee and the Representative Church Body concerning a co-ordinated response by the Church to historic institutional abuse.

### 2. NAMES AND ATTENDANCE OF MEMBERS (FROM JUNE 2020)

During the period June 2020 – March 2021, 6 meetings were held, including a special meeting on 14<sup>th</sup> October 2020. The number of meetings attended by each member is placed before her or his name.

#### EX-OFFICIO MEMBERS

##### THE ARCHBISHOPS AND BISHOPS

##### THE HONORARY SECRETARIES OF THE GENERAL SYNOD

1/1	Ven George Davison\$
6/6	Rev Gillian Wharton
6/6	Mr Kenneth Gibson
6/6	Ms Hazel Corrigan
6/6	Rev Malcolm Kingston\$

#### ELECTED MEMBERS

Armagh	5/6	Rev Matthew Hagan
	1/2	Rev Aonghus Mayes\$
	4/6	Mr Paul Bruce
	1/1	Mr Matthew Topley^ Vacant
Clogher	6/6	Rev Canon Ian Berry
	0/6	Rev Chris MacBruithin
	2/6	Mr Walter Pringle
	5/6	Mr Glenn Moore

Standing Committee – Report 2021

Derry & Raphoe	6/6	Ven Robert Miller
	4/6	Rev Ian Linton
	6/6	Mrs Brigid Barrett
	5/6	Mr Robert Ellis
Down & Dromore	6/6	Ven Roderic West
	5/6	Rev James Cheshire
	6/6	Ms Jan Peach
	1/1	Ms Anna Williams~
	1/2	Mr Jack Wilson~
Connor	5/6	Rev Trevor Johnston
	6/6	Rev Barry Forde
	6/6	Mr Roy Totten
	4/6	Mrs Judith Cairns
Kilmore, Elphin & Ardagh	5/6	Rev Canon Hazel Hicks
	6/6	Rev Ruth West
	3/6	Ms Laura Dunlop
	5/6	Ms Sarah Taylor
Tuam, Killala & Achonry	4/6	Rev Canon Andrea Wills
	6/6	Ven Stephen McWhirter
	6/6	Ms Ann Walton
	1/1	Ms Caroline Morrow#
	5/6	Ms Rebecca Morrow#
Dublin & Glendalough	6/6	Very Rev William Morton
	3/6	Rev Stephen Farrell
	6/6	Mr Lyndon MacCann SC
	5/6	Mr David Webb
Meath & Kildare	4/6	Rev Canon Isaac Delamere
	0/6	Rev Damien Ó Cathain
	6/6	Mrs Joan Bruton
	0/6	Mr Ronan McKenna
Cashel, Ferns & Ossory	6/6	Ven Ruth Elmes
	3/6	Rev Máirt Hanley
	6/6	Mr Richard Codd
	4/6	Ms Emma Purser

## Standing Committee – Report 2021

Cork, Cloyne & Ross	5/6 0/6 6/6 5/6	Ven Adrian Wilkinson Rev Sarah Marry Mr Wilfred Baker Ms Hilda Connolly
Limerick & Killaloe	4/6 5/6 6/6 4/6	Ven Simon J. Lumby Rev John Godfrey Mr Adrian Hilliard Mr Edward Hardy

### Co-opted Members

Mr Andrew Brannigan	6/6	Rev Gary McMurray	4/6
Rev Canon Alison Calvin	5/6	Mr Alan Williamson	5/6
Very Rev Nigel Dunne	5/6	Mrs Kaye Nesbitt	4/6
Rev Canon Dr Maurice Elliott	5/6		

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

\$Following the consecration of Ven George Davison as Bishop of Connor, Rev Malcolm Kingston was elected to the vacant place in September 2020. Rev Aonghus Mayes was appointed in January 2021 to the place vacated by Rev Malcolm Kingston for the Diocese of Armagh.

^Mr Matthew Topley resigned in September 2020.

~Ms Anna Williams resigned in September 2020. Mr Jack Wilson was elected to the vacant position in November 2020.

#Ms Caroline Morrow resigned in June 2020. Ms Rebecca Morrow was elected to the vacant position in September 2020.

## COMMITTEES OF THE STANDING COMMITTEE

### FINANCE AND ARRANGEMENTS SUB-COMMITTEE

Mr Wilfred Baker  
Ven Robert Miller  
The Honorary Secretaries

Standing Committee – Report 2021

LEGAL ADVISORY COMMITTEE

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

PRIORITIES FUND COMMITTEE

Mrs Brigid Barrett	Mr Glenn Moore
Mrs Joan Bruton	Mr Roy Totten
Ms Hazel Corrigan	Ven Adrian Wilkinson
Ven George Davison	

BUDGET SUB-COMMITTEE

Mr Wilfred Baker	Rev Canon Andrea Wills
Ms Hazel Corrigan	Rev Malcolm Kingston (from Jan 2021)
Ven George Davison (to June 2020)	

WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE

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

LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

His Honour Judge Tom Burgess	Mr Lyndon MacCann SC
His Honour Judge Alistair Devlin	The Hon Mrs Justice Catherine Mc Guinness
Mr Charles Galloway	Mr Ronald Robins
The Rt Hon Lord Justice Paul Girvan	The Right Honourable Lord Justice Stephens
Mr Patrick Good QC	

**3. APPOINTMENTS**

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

Standing Committee – Report 2021

Member and Chair of the Advisory Council to the Church of Ireland Centre at Dublin City University	The Archbishop of Armagh
11 <sup>th</sup> Assembly of the World Council of Churches in Germany (dates TBC)	Very Rev Stephen Forde
Observer on the Meissen Commission from 2021 to 2026	Rev Canon Dr Maurice Elliott
Trustee of Churches Together in Britain and Ireland.	The Bishop of Derry
Lay representative to the Anglican Consultative Council	Mr Glenn Moore
Voluntary Director of Christian Aid Ireland	Rev Colin Darling

Representatives appointed in 2020 to attend meetings of other Churches should attend those meetings in 2021, if invitations are received.

Society of Friends' Ireland Yearly Meeting, 8 <sup>th</sup> -11 <sup>th</sup> April by Zoom	Ms Gina Coptly and Very Rev John Bond
Conference of the Methodist Church in Ireland, 9 <sup>th</sup> -13 <sup>th</sup> June, online	Mr Ken Gibson and Rev Katharine Poulton

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

The report of the Advisory Council was received by the Standing Committee in March 2021, and appears as Appendix B on page 181. A report from the Church of Ireland Centre DCU is contained on p. 291 of the Board of Education Report.

**5. AUDIT OF ACCOUNTS**

In September 2020, the Standing Committee appointed PricewaterhouseCoopers as Auditors of the accounts of the Representative Church Body.

**6. BISHOPS' APPEAL ADVISORY COMMITTEE**

The report of the Bishops' Appeal Advisory Committee appears as Appendix C on page 183.

**7. BOARD FOR MINISTRY WITH CHILDREN AND FAMILIES**

The report of the Board appears as Appendix D on page 196.

**8. CENTRAL COMMUNICATIONS BOARD**

A report from the Central Communications Board incorporating the reports of the Broadcasting Committee and the Literature Committee can be found in Appendix E on page 197.

**9. CHARITIES LEGISLATION**

The Report of the Charities Registration Monitoring Working Group appears as Appendix F on page 201.

**10. CHILDREN'S MINISTRY NETWORK**

The report of the Children's Ministry Network appears as Appendix G on page 203.

**11. CHURCH AND SOCIETY COMMISSION**

In March 2021, Ms Jane Burns was co-opted as a member. The Church and Society Commission's report can be found in Appendix H on page 206.

**12. CLERGY PENSIONS LEVY**

In September 2020, the Standing Committee adopted a resolution on the recommendation of the Representative Church Body that, in accordance with Section 36 of Chapter XIV of the Constitution of the Church of Ireland, and on the recommendation of the Representative Body and the Trustee, the rate of levy to be paid by each diocese towards the cost of securing the solvency of the Clergy Pensions Fund from 1 January 2021 be set at the unchanged percentage level of 13% of the Minimum Approved Stipend in force at 1 January 2021.

**13. COMPLAINTS AND DISCIPLINARY PROCEDURE**

In January 2021, the Standing Committee considered the 2020 Income and Expenditure report for the Complaints Committee as required under Chapter VIII 23 (e). This report is appended as Appendix I on page 224. Ms Bridget Rippey's appointment as Complaint Administrator for the purposes of the relevant part of Chapter VIII was approved for a further year.

In November, the Standing Committee appointed the following as members of the Disciplinary Panel:

Standing Committee – Report 2021

Ven Dr Stephen McBride  
 Rev Canon Elaine Murray  
 Ven David Pierpoint  
 Rev Helene Steed  
 Lord Justice Stephens  
 Ms Claire Bruton BL  
 Mr Oliver Butler BL  
 Ms Claire Callanan, Solicitor  
 Mr Michael Dickson, Solicitor  
 Ms Karen Erwin (Mediator)  
 Sir Paul Girvan PC (Chair)  
 Mr Andrew Walker BL (Vice-Chair)

In January, the Standing Committee appointed Mr Patrick Good and Ms Beverley Turner as its representatives on the Complaints Committee, and appointed Mr Good as the Chair, and Ven Leslie Stevenson as the Vice-Chair, of the Committee.

<b>Elections by Clergy and Laity of Diocesan Synods of Members of the Complaints Committee</b>		
<b>Diocese</b>	<b>Clerical Member Elected</b>	<b>Lay Member Elected</b>
Armagh	Very Rev Shane Forster	Mrs Yvonne McFarland
Clogher	Rev Chancellor Ian Berry	Mrs Joy Graham
Derry and Raphoe	Ven Robert Miller	Mr Willie Oliver
Down and Dromore	Rev Canon John Auchmuty	TBC
Connor	Ven Stephen McBride	Mr Ken Gibson
Kilmore, Elphin and Ardagh	Very Rev Nigel Crossey	Mr Desmond Lowry
Tuam, Killala and Achonry	Very Rev Alistair Grimason	Mrs Mildred Gilmore
Dublin and Glendalough	Rev Stephen Farrell	Mr Geoffrey Perrin
Meath and Kildare	Ven Leslie Stevenson (Vice-Chair)	Mrs Joan Bruton
Cashel, Ferns and Ossory	Rev James Mulhall	Ms Mary Goodall-Turner
Cork, Cloyne and Ross	Very Rev Nigel Dunne	Mrs Judy Peters
Limerick and Killaloe	Ven Terry Mitchell	Mr Kieron Brislane
<b>Standing Committee representatives</b>		
Mr Patrick Good (Chair)		
Ms Beverly Turner		

#### 14. CONSULTATIVE GROUP ON DISABILITY

The report of the Group is contained as Appendix J on page 225.

**15. GENERAL SYNOD 2022**

The General Synod of 2022 will be held from 5<sup>th</sup>-7<sup>th</sup> May in the Croke Park Conference Centre, Dublin.

**16. GENERAL SYNOD/STANDING COMMITTEE FINANCES**

In September 2020, the Budget Sub-Committee presented its report to the Standing Committee. The report was accepted by the Standing Committee. In January 2021, Rev Malcolm Kingston was appointed to the Budget Sub-Committee.

**17. GENERAL SYNOD REPRESENTATION WORKING GROUP**

The General Synod Representation Working Group met once in 2020 and decided to defer presentation of the Bill to amend the process for election of representatives to General Synod to 2021. It was further agreed that, as new triennial elections of GS representatives would, by then, create a new cohort of General Synod members, that an information session would be held in each diocese to ensure that the newly elected representatives are familiar with the context and intended outcomes of the Bill before consideration of the proposed legislation at the next meeting of the General Synod.

**18. GENERAL SYNOD ROYALTIES FUND**

The value of the Fund at 31<sup>st</sup> December 2020 was €201,471.65 credit and €21,058.66 debit. During the year the following resolutions were passed for allocations to be made from the Fund:

- That a grant of £1,000 be made from the GS Royalties Fund to support the publication by the Ulster Historical Foundation of a transcript of the experiences of Very Rev Henry Jones, Dean of Kilmore and later Bishop of Clogher and Meath, regarding his experiences in Cavan during the 1641 Rising, with an 8,000 essay on the subject by Brendan Scott.
- That a grant of €4,500 be provided from the GS Royalties Fund to subvent the publication of SEARCH: a Church of Ireland Journal.
- That a grant of €500 be made to Mr Colum O’Riordan, Director of the Irish Architectural Archive, for expert editorial work on the text of Dr Michael O’Neill’s proposed illustrated history of church buildings.

**19. HISTORICAL CENTENARIES WORKING GROUP**

The report of the Working Group may be found as Appendix K on page 227.

## 20. MINIMUM APPROVED STIPENDS

Under Section 51(1) of Chapter IV of the Constitution of the Church of Ireland as revised by Chapter IV of 2011, the Standing Committee is required to consider recommendations from the Representative Church Body as to the rates of Minimum Approved Stipends to take effect from 1 January 2020.

At its meeting of 15<sup>th</sup> September 2020, the Standing Committee heard a submission by Mr Henry Saville, Chairman of the Executive of the Representative Church Body, which detailed the background to the RCB's recommendations.

The Standing Committee approved the recommendations of the Representative Church Body with the adoption of the following resolution:

That, in accordance with Section 51 (1) of Chapter IV of the Constitution of the Church of Ireland, and as recommended by the Stipends Committee and the Representative Body for onward recommendation to the Standing Committee, the rates of Minimum Approved Stipends shall be as follows with effect from 1 January 2021, being unchanged from those of 2020:

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

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

## 21. PENSIONABLE STIPENDS

Under Section 2 of Chapter XIV of the Constitution of the Church of Ireland as revised by Chapter V of 2011, the Standing Committee is required to consider a recommendation from the Representative Church Body and the Church of Ireland Clergy Pensions Trustee Limited as to the rates of Pensionable Stipend to take effect from 1 January 2021.

## Standing Committee – Report 2021

At its meeting of 15<sup>th</sup> September 2020, the Standing Committee heard a presentation by Mr Henry Saville, Chairman of the Executive Committee of the Representative Church Body, which detailed the financial background to the recommendations of the RCB and the Church of Ireland Clergy Pensions Trustee Limited.

The Standing Committee approved the recommendations of the Representative Church Body by adopting the following resolution:

That, as recommended by the Executive Committee and the Trustee, in accordance with Section 1 of Chapter XIV of the Constitution of the Church of Ireland, Pensionable Stipend shall be as follows with effect from 1 January 2021, remaining unchanged from 2020:

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

First Year	75.0%	of Pensionable Stipend for incumbent
Second Year	77.5%	"
Third Year	80.0%	"
Fourth Year	82.5%	"
Fifth and succeeding Years	85.0%	""

### **22. PRIORITIES FUND**

The accounts of the Priorities Fund and the grants, approved by Standing Committee in March 2021, are contained as Appendix L on page 229.

### **23. CHURCH OF IRELAND SAFE GUARDING BOARD**

The report of the Safeguarding Board appears as Appendix M on page 243.

### **24. SECONDARY EDUCATION COMMITTEE**

In March 2021, the Standing Committee re-nominated Mr Wilfred Baker, Ms Hazel Corrigan, Mr Roy Crowe, Ms Elizabeth Hassell, Rev Robert Jones, Ms Kara Turner,

Standing Committee – Report 2021

and Ms Joyce Ryder, and nominated Rev Ken Rue to the AGM of the SEC, until March 2022.

**25. STANDING COMMITTEE INCOME AND EXPENDITURE AND GENERAL PURPOSES FUND ACCOUNTS 2019**

The accounts are contained as Appendix N on page 247.

**26. WORKING GROUP CONCERNING A CO-ORDINATED RESPONSE BY THE CHURCH TO HISTORIC INSTITUTIONAL ABUSE**

In March 2021, the Standing Committee and the Representative Body approved the terms of reference and membership of a Working Group concerning a co-ordinated response by the Church to historic institutional abuse. The Group will participate in co-ordinating, formulating and preparing responses on behalf of the Church in relation to queries from State bodies, commissions of inquiry, the media and other third parties concerning allegations of historic institutional abuse and other allegations of abuse by clergy or officers of the Church. It will also support and assist the Archbishops, Bishops and Chief Officer and Secretary General in their engagement with State representatives, commissions of inquiry, the media and other third parties concerning the above. Its membership is comprised of: the Archbishop of Armagh; the Archbishop of Dublin; the Chief Officer and Secretary General; the Chairman of the Executive Committee of the RCB; Rev Canon Gillian Wharton, Honorary Secretary; Mr Ken Gibson, Honorary Secretary; Mrs Janet Maxwell; the Assessor, Mr Lyndon MacCann Esq SC.

**APPENDIX B**  
**THE CHURCH OF IRELAND CENTRE,**  
**DCU INSTITUTE OF EDUCATION - ADVISORY COUNCIL**  
**REPORT TO THE GENERAL SYNOD 2021**

**MEMBERS**

Members are shown with attendance figures for the meeting held during 2020.

1	Most Rev John McDowell, Archbishop of Armagh <sup>1</sup>	School patron (Chair)
1	Most Rev Dr Michael Jackson, Archbishop of Dublin	School patron
1	Rev Canon Gillian Wharton	Honorary Secretary and member of the General Synod Board of Education (RI)
0	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)
1	Ms Joyce Perdue	National school principal
1	Ms Carolyn Good	National school principal from a small rural school
1	Mr Robert Neill	Member of the RCB with financial or auditing expertise
1	Rev Canon Prof Leslie Francis Vacant	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.

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.

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<sup>1</sup> appointed June 2020 (in place of Most Rev Dr Richard Clarke, retired February 2020)

### Standing Committee – Report 2021

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 set out in the Council's 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.

In 2020 the Council received annual budget figures from the Director. A request for an allocation of €8,926.54 from the Church of Ireland College of Education Fund Trust in support of the work of the Centre in respect of the academic year 2020/2021 was recommended to the RB Executive Committee and approved (2019/2020: €60,324.81).

Following the retirement of Most Rev Dr Richard Clarke, the Standing Committee appointed Most Rev John McDowell to the membership of the Advisory Council in the role of Church of Ireland school patron, and as Chair of the Advisory Council. The second external academic expert role created during 2019 remains to be filled by the Standing Committee.

## APPENDIX C

### BISHOPS' APPEAL ADVISORY COMMITTEE (CIBA)

#### **Bishops' Appeal Committee**

Rt Rev Patrick Rooke (Chair)  
Rt Rev Dr Ferran Glenfield  
Very Rev Niall Sloane  
Mrs Iris Suitor (Hon Sec)  
Canon Jono Pierce  
Rev John Ardis  
Rev Claire Henderson  
Mrs Claire Holmes  
Ms Ruth Handy  
Mrs Gillian Purser

#### **Bishops' Appeal Diocesan Representatives**

Mr Geoffrey McMaster – Dublin & Glendalough  
Rev Ken Rue – Dublin & Glendalough  
Mrs Valerie Power – Cashel, Ferns & Ossory  
Mrs Gillian Purser – Cashel, Ferns & Ossory  
Mr Andrew Coleman – Cork, Cloyne & Ross  
Rev Jim Stephens - Limerick & Killaloe  
Canon Jen McWhirter – Tuam, Killala and Achonry  
Rev Ngozi Ndichi – outgoing representative for Clogher  
Vacant – incoming for Clogher  
Rev Claire Henderson – Derry & Raphoe  
Rev Elaine O'Brien - Connor  
Rev John Anderson - Connor  
Rev Elizabeth Stevenson - Armagh  
Mr Albert Dawson – Kilmore, Elphin & Ardagh  
Rev William Steacy – Meath and Kildare  
Rev Colin Darling – Down & Dromore

#### **Total donations received in 2020**

€234,898 and £105,558.

Thank you for your support.

#### **Programmes funded in 2020– a sample**

##### Education

- 'I AM A GIRL' education, awareness raising and sanitation programme in Uganda supporting access to menstrual hygiene products, separate latrines and educational supports to enable girls attend school during their period.
- Adult literacy circles and business skills programmes in Ethiopia and Burundi via the Mothers' Union and CMS Ireland.

- Financial literacy programme for farmers as part of a wider organic crop diversification and tree planting programme across 3 villages in North West Cameroon.

#### Rural Development

- Continued support for Farmers' Gardens & water project supporting the marginalised Wichi communities in Northern Argentina access to nutritious food via SAMS.
- Bee-keeping, improved crops & reforestation programmes in Zimbabwe and improved markets for pigeon pea farmer in Malawi through Christian Aid Ireland.
- Supports for cashew farmers to increase their yield and access to processing cashews for female farmers in Burkina Faso via Self Help Africa.

#### Health

- The refurbishment of health clinics in Sierra Leone – the most dangerous place in the world to give birth. Via Christian Aid.
- Training and resourcing Emergency foster carers to take in traumatised children and children with disabilities in Cambodia. Via Tearfund Ireland
- Refugee supports for marginalised South Sudanese refugees in the diocese of Egypt. Focus on medical supports, trauma counselling, vocational training and access to employment. Via CMS Ireland.

#### **Emergency Aid**

##### COVID Emergency Response

1. Food aid and hygiene kits for marginalised ethnic groups in Bangladesh via USPG.
2. Food packages, soap and awareness raising campaigns in Lebanon and Ethiopia via Tearfund Ireland.
3. Seeds for communities without access to markets in South Sudan and water stations for Rohingya refugee camps in Bangladesh via Christian Aid Ireland.
4. Supports for people with disabilities including medical and emotional supports in Kenya via Motivation.
5. Emergency food aid, hygiene kits and water stations in DRC, Kenya, Uganda, Rwanda and Nepal via CMS Ireland
6. Food Aid and hygiene kits in overcrowded areas in Uganda via Fields of Life.

#### BEIRUT APPEAL

Bishops' Appeal Disaster relief responses to the Beirut explosion targeted the provision of hot meals, blankets and medicine, the removal of rubble and small repairs to homes as well as shelter for those whose homes were too badly damaged.

#### **Diocesan Initiatives**

- Cork, Cloyne & Ross – Making the Most of Maize, Burundi: Phase 2. The focus of this Christian Aid project goes beyond food security to ensure that smallscale farmers become significant actors in the maize market. As hunger becomes a defining issue of lockdown, it is remarkable that CCRD enabled

maize farming cooperatives to access and plant seeds and to purchase a milling processing machine.

- Cashel, Ferns & Ossory – 150 Years Diocesan Link Initiative is supporting Ante-Natal education in Burkina Faso via Feed the Minds and Literacy Circles in Ethiopia via the Mothers' Union. Despite many setbacks, Bishop Burrows' fundraiser through CFO diocese has raised significant funds for women's health and education.
- Tuam, Killala and Achonry – continuing the Diocesan Link with Kajiado Diocese, the fundraising focus is now on the provision of a solar powered pump house for a new borehole at Lmaroa via Water Drops, a new venture run by Ronnie and Maggie Briggs.

**Newsletters & Updates (click on the links to access our newsletters)**

<http://www.bishopsappeal.ireland.anglican.org/educate/publications-and-reports/>

**CIBA Audit**

The Committee commissioned an audit of CIBA's work and how it is perceived in the Northern Province of Armagh. Williamson Consultancy began work on this audit in 2020 and will compile a report with findings and recommendations in 2021.

**Justice Strategy**

A draft of the Church of Ireland Justice Strategy, compiled by a working group made up of members of the Council for Mission and the Bishops' Appeal under the guidance of Consultant Tommy Stewart. It will be brought to General Synod for debate and in the interim CIBA is allocating some of the Education Advisor's hours to Gender Justice Collaborations.

**Legacies**

CIBA was honoured to receive legacies that enabled substantial funding to be allocated to vital education, health, agricultural and disaster relief programmes worldwide at the end of 2020 and the beginning of 2021.

**Audited Accounts**

Audited accounts were available [here](#) on our website by March 2021. Our accounts are overseen by an employee at the Representative Church Body, for which we are most grateful.

**BISHOPS' APPEAL ACCOUNT 2020****INCOME & EXPENDITURE ACCOUNT**

	Year ended 31 December	
	2020	2019
	€	€
<b>INCOME</b>		
Contributions	353,012	328,270
Deposit Interest	65	235
Sterling translation gain	-	4,120
Tax refunds	10,165	17,833
	<u>363,242</u>	<u>350,458</u>
<b>EXPENSES</b>		
Administration Expenses & Salaries	<u>22,175</u>	<u>34,789</u>
	22,175	34,789
<b>OPERATING SURPLUS FOR YEAR</b>	<u>341,067</u>	<u>315,669</u>
Grants Paid	312,771	341,625
Surplus /(Deficit) for the year	<u>28,296</u>	<u>(25,956)</u>

**BISHOPS' APPEAL ACCOUNT 2020****BALANCE SHEET**Year ended 31 December  
2020                      2019  
€                              €**CURRENT ASSETS**

Cash held by the RCB	150,623	116,664
Debtors	13,789	19,452
	<u>164,412</u>	<u>136,116</u>

**CURRENT LIABILITIES**

Creditors (Amounts falling due within one year)	<u>-</u>	<u>-</u>
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Total Net Assets	<u>164,412</u>	<u>136,116</u>
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**FUNDS EMPLOYED**

Balance at 1 January	136,116	162,072
Surplus/(Deficit) for the year	28,296	(25,956)
Balance at 31 December	<u>164,412</u>	<u>136,116</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 2020 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 2020;
- the Income & 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.

**27. INDEPENDENCE**

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

**Emphasis of matter - Basis of preparation**

In forming our opinion on the financial statements, which is not modified, we draw attention to the Accounting Policies in the financial statements which describe the basis of preparation. The financial statements are prepared for the Advisory Committee for the specific purpose as described in the Responsibilities for the financial statements

and the audit paragraph below. As a result, the financial statements may not be suitable for another purpose.

### **Conclusions relating to going concern**

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the Advisory Committee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

Our responsibilities and the responsibilities of the Advisory Committee with respect to going concern are described in the relevant sections of this report.

### **Reporting on other information**

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

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

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

#### **28. 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 is 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 is 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 is 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.

## **29. 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.

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

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](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.

### **30. USE OF THIS REPORT**

This report, including the opinion, has been prepared for and only for the Advisory Committee as a body in accordance with the Accounting Policies and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the entity, save where expressly agreed by our prior consent in writing.

*PricewaterhouseCoopers*

PricewaterhouseCoopers Chartered Accountants Dublin  
19 March 2021

### BISHOPS' APPEAL CONTRIBUTIONS

	2020		2019	
	Stg£	€	Stg£	€
ARMAGH	14,032	908	25,342	1,412
CLOGHER	11,331	815	8,812	1,460
CONNOR	16,591	180	17,388	-
DERRY & RAPHOE	12,800	4,139	17,617	9,235
DOWN & DROMORE	13,280	-	21,678	-
KILMORE	200	2,646	1,350	14,052
CASHEL & OSSORY	-	19,248	-	16,865
CORK	-	10,161	-	17,680
DUBLIN	10	45,373	-	60,834
LIMERICK	-	18,946	-	10,762
MEATH & KILDARE	-	2,218	-	10,161
TUAM	-	2,237	-	3,990
OTHER	<u>37,313</u>	<u>128,028</u>	<u>15,155</u>	<u>54,922</u>
TOTALS	<u>105,557</u>	<u>234,899</u>	<u>107,342</u>	<u>201,373</u>
TOTALS IN EURO	<u>353,012</u>		<u>328,270</u>	

### BISHOPS' APPEAL GRANTS PAID

TYPE OF DEVELOPMENT	2020	2019
	€	€
Disaster Relief	56,698	57,370
Health & Medical	54,120	81,158
Education/Communications	118,945	74,367
Rural Development	<u>83,008</u>	<u>128,730</u>
Totals	<u>312,771</u>	<u>341,625</u>
DEVELOPMENT AGENCY		
Christian Aid	74,004	74,651
CMSI	55,867	70,704
Feed the Minds	23,500	-
Tearfund	49,817	60,180
Others	<u>109,583</u>	<u>136,090</u>
Totals	<u>312,771</u>	<u>341,625</u>

**BISHOPS' APPEAL GRANTS PAID**

<b>GEOGRAPHICAL LOCATION</b>		
<b><u>AFRICA - €160,471; Stg£59,614;</u></b>		
<b>Project</b>	<b>Location</b>	<b>Agency</b>
Seed Planting	Burundi	Christian Aid
CMS IRL Burundi	Burundi	CMSI
Transformational Saving Programme	Ethiopia	Mothers Union
Tearfund Ethiopia	Ethiopia	Tearfund
Emergency Response	Kenya	CMSI
Christian Aid	Malawi	Christian Aid
Emergency Response	South Sudan	CMSI
Basic Education Improvement Project	Uganda	Fields of Life
I am Girl Project Health & Sanitation	Uganda	Fields of Life
Fields of Life	Uganda	Fields of Life
CMS Ireland Egypt	Egypt	CMSI
Christian Aid	Zimbabwe	Christian Aid
Self Help Africa	Burkina Faso	Self Help Africa
Christian Aid	Sierra Leone	Christian Aid
Motivation Empowerment Through Sport	Uganda	The Motivation Charitable Trust
Disaster Relief	Uganda	CMSI
Harman Scholarship - Cross Cultural Work	Egypt	CMSI
NBIC Leadership Training & Upskilling	Egypt	CMSI
Christian Aid	East Africa	Christian Aid
Pennies4Plastic	Gambia	Waste Aid
Antenatal Care & FGM Awareness	Burkina Faso	Feed the Minds
Covid-19 Emergency Response	Guinea	USPG
Feeds the Minds	Cameroon	Feed the Minds
Jars4Journeys	Ethiopia	Christian Aid
<b><u>ASIA - €60,895; Stg £9,555</u></b>		
Covid-19 Emergency Response	Bangladesh	Christian Aid
Tearfund Cambodia	Cambodia	Tearfund
Covid-19 Emergency Response	Lebanon	Tearfund
Syrian Refugee Education Project	Lebanon	Tearfund
Beirut Appeal	Lebanon	Christian Aid/Tearfund
Ongoing Humanitarian Relief	Yemen	Tearfund
Jars4Journeys	Syria	Tearfund
Covid-19 Emergency Response	Lebanon	CMSI

Covid-19 Emergency Response	Sri Lanka	USPG
<b><i>CENTRAL AMERICA - €694</i></b>		
Ongoing Relief For Communities Devastated	Bahamas	Tearfund Ireland
<b><i>SOUTH AMERICA - Stg£11,900;</i></b>		
SAMS Water Access & Garden Project	Argentina	South American Mission Society

## APPENDIX D

### CHURCH OF IRELAND BOARD OF CHILDREN'S & FAMILY MINISTRY

#### REPORT TO GENERAL SYNOD

##### **Membership**

Rt Rev George Davison, Bishop of Connor (Chair)

Dr Peter Hamill (Secretary)

##### *Children's Ministry Network representatives:*

Rev Canon Jennifer McWhirter (RI)

Mrs Lynne Storey (RI)

Mrs Kirsty McCartney (NI)

Ms Julie Currie (NI)

##### *Sunday School Society for Ireland representative:*

Very Rev Niall Sloane

##### *Board of Education representatives:*

Rev Catherine Simpson (NI)

Vacant (RI)

##### *Liturgical Committee representative:*

Rev Julie Bell

Following the decision to set up a Board of Children's and Family Ministry by the Standing Committee in September 2020, and its population by the various nominating bodies in late 2020, the first meeting of the Church of Ireland Children's and Family Ministry Board took place in early February 2021.

Convened by the Bishop of Connor and with representatives from across the whole of the Church of Ireland, the Board exists to equip, resource and advocate for the increased welcome, enhanced inclusion and full participation of children and their families in the whole life of the church.

The Board reviewed the Strategic Plan document which provided the basis for its formation and set up two working groups. One will work to developing terms of reference for the Board for review and approval by the Standing Committee; the other is engaged in preparatory work for the appointment of the Development Officer envisaged in the Strategic Plan.

## APPENDIX E

### CENTRAL COMMUNICATIONS BOARD TO GENERAL SYNOD

#### MEMBERSHIP

Most Rev Patricia Storey	(House of Bishops)
Ven Ruth Elmes	(Standing Committee)
Rev Canon Gillian Wharton	(Honorary Secretary)
Dr Kenneth Milne	(Chair – Literature Committee)
Dr Raymond Refaüssé	(Hon Secretary – Literature Committee)
Mr David Ritchie	(Church House Senior Management) ( <i>ex officio</i> )
Very Rev Alastair Grimason	(Representative Body)
Ven Stephen McBride	(Representative Body)
Rev Alan Ruffi	(Co-option, Standing Committee)
Rev Anna Williams	(Co-option, Standing Committee)
	(Broadcasting Committee)
	(all members FTB below)
Mrs Janet Maxwell	(Head of Synod Services & Communications)
	( <i>ex officio</i> )
Mr Peter Cheney	Press Officer ( <i>in attendance</i> )
Mrs Lynn Glanville	Dublin & Glendalough Communications Officer
	( <i>in attendance</i> )

#### *Broadcasting Committee*

Mr Roger Childs  
Dr Paul Loughlin

#### TERMS OF REFERENCE

- Initiate policy in relation to the communications strategy of the Church;
- Establish and co-ordinate the work of the sub-committees;
- Advise and support staff dealing with communications;
- Recommend and seek funding for communications projects for the benefit of the Church;
- Examine recommendations from the Literature Committee for support from the General Synod Royalties Fund and forward these for approval to the Standing Committee;
- Identify training needs among church communications staff and volunteers, providing training where possible;
- Report annually to the General Synod.

#### ACTION PLAN 2021

- Develop a new model for RTÉ broadcast services

- Complete work on parish information project to assist with compliance with charities regulation
- Review of media training and support for ordinands and for parishes

## **REPORT**

### **Introduction**

The story of Church communications over the last year has been the story of how parishes, dioceses and the central Church have adapted how they conduct worship and share their narratives in the course of a global pandemic. In this time of change and testing, clergy and lay people have risen to many challenges and demonstrated their extensive range of technical and creative skills.

In the early part of the pandemic, the Press Office was involved in drafting and issuing extensive guidance to parishes in relation to online worship. The grant of €10,000 to each diocese from the RCB and the Priorities Fund to support communications during lockdown was warmly welcomed, and used to purchase copyright licences and equip churches for streaming.

The Board welcomed Ms Emma Blain as Editor of the *Church of Ireland Gazette* and, at the request of the Board of Church of Ireland Press Ltd, approved a contribution of £3,500 towards its continued publication.

A photography competition on the theme of ‘Anything but Covid’ – organised by the Board and kindly sponsored by Ecclesiastical Insurance Ltd – attracted 50 entrants and sought to give members of the Church a lift and positive change in perspective at the end of a very difficult year.

Recent years have seen considerable discussion of the impact on our society, for good and ill, of social media. However, the traditional media such as newspapers and broadcasting are also receiving increased scrutiny. Of particular concern to the Church is the future of the public service aspect of broadcasting (which includes a recognition of the place of religion), something that has in the past tended to be taken for granted in this country.

At a time when market forces are exercising an increasingly influential role and, for instance, the sources of funding of public service broadcasting are being debated, the Irish Government has set up a Commission on the Future of Media. The Commission has sought submissions from the public, and it is some indication of the importance widely attached to these matters that 800 submissions were made to its recent public consultation, including one from the Central Communications Board which can be accessed in our online document library at [www.ireland.anglican.org/resources](http://www.ireland.anglican.org/resources)

Work continued on a compliance template with a view to communicating what administrative tasks need to be undertaken by select vestries throughout the church year at a parish level and to assist in the preparation of Code of Governance reports, which will become a required part of annual reporting to the Charities Regulatory Authority in the Republic of Ireland from 2021.

### **Broadcasting**

RTÉ adapted rapidly to the pandemic by producing the new *With You in Spirit* series of reflections, additional Sunday Worship on the RTÉ News Channel, and continued religious affairs programming, including *The Leap of Faith*, *The Meaning of Life* with Joe Duffy, *All Walks of Life* with Mary McAleese, and the annual Christmas Message from the Archbishops of Armagh. The Festival of Nine Lessons and Carols from St Patrick's Cathedral, Dublin, was also broadcast on RTÉ Radio 1 on Christmas Eve.

The Board has expressed its continued appreciation to RTÉ, and also its gratitude to Ms Jacqueline Mullen, following her retirement as co-ordinator of Church of Ireland broadcast services on RTÉ; work is continuing to develop a new model for RTÉ services. It is noteworthy that the audience for broadcast services increased significantly when churches were unable to meet. The support of RTÉ and BBC Northern Ireland in helping to maintain a sense of continuity and community in this way is greatly valued.

The last AGM of Soul Waves, in September 2020, marked the end of an era in Irish religious media life. Members of the Board shared in an online celebration of its 30 years of ministry which recalled the involvement of the Church of Ireland in its formation. The Board also contributed €1,000 towards the winding-up costs for the company, whose archive will be made available at [www.jesuit.ie](http://www.jesuit.ie)

### **Literature Committee**

#### **MEMBERSHIP**

Dr Kenneth Milne (Chair)  
Canon Peter McDowell  
Ven Richard Rountree  
Rev Ken 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.

The Committee continued 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, and co-operate with the online purchasing facility which assists with promotion and marketing, sales and distribution

Church of Ireland Publishing (CIP) produced the following titles:

John R. Bartlett, *The Gospels in Iambic Verse* (Revised Common Lectionary Year A)  
John R. Bartlett, *The Gospels in Iambic Verse* (Revised Common Lectionary Year B)  
Karen Salmon, *St Patrick's Pilgrimages – Journey to Place, Journey to God*  
Kenneth Milne (ed.), *Journal of the General Synod*, 2019

Ken Rue, *Church of Ireland Sunday and Weekday Readings Advent Sunday 2020 to Eve of Advent Sunday 2021*

In 2021, the Committee proposes to:

- Prepare the thirteenth book in the Braemor Studies series for publication;
- Complete the online publication of Canon Michael Kennedy's work on the theology of liturgy;
- Support the RCB Library in the publication of an illustrated history of church architecture;
- Support, from time to time, Christ Church cathedral, Dublin, publications; and
- Seek to promote the digitization of the Journal of the General Synod.

A list of allocations from the General Synod Royalties Fund is contained on p. 177 of the Book of Reports. Applications to the fund should be addressed to Dr Raymond Refaüssé, Secretary to the Literature Committee, c/o Synod Department, Church House, Church Avenue, Rathmines, Dublin, D06 CF67.

For reference

Allocations from the General Synod Royalties Fund:

- That a grant of £1,000 be made from the GS Royalties Fund to support the publication by the Ulster Historical Foundation of a transcript of the experiences of the Very Rev Henry Jones, Dean of Kilmore and later Bishop of Clogher and Meath, regarding his experiences in Cavan during the 1641 Rising, with an 8,000-word essay on the subject by Brendan Scott.
- That a grant of €4,500 be provided from the GS Royalties Fund to subvent the publication of *SEARCH: a Church of Ireland Journal*.
- That a grant of €500 be made to Mr Colum O'Riordan, Director of the Irish Architectural Archive, for expert editorial work on the text of Dr Michael O'Neill's proposed illustrated history of church buildings.

**APPENDIX F**  
**CHARITIES REGISTRATION MONITORING WORKING**  
**GROUP**  
**REPORT TO GENERAL SYNOD 2021**

**Membership**

The Archbishop of Armagh (Chair)	Mr Roy Lawther
Mrs Ashley Brown	Mr Lyndon MacCann, SC
Mr Ken Gibson/ Ms Hazel Corrigan	Ven Leslie Stevenson
Sir Paul Girvan	Mr Billy Skuse

**In attendance:**

Mr David Ritchie, Mrs Kate Williams, Mr Mark McWha, Mrs Janet Maxwell, Mr Stuart Wilson, Ms Aisling Sheridan, Mrs Fern Jolley

**Charities Registration Monitoring Working Group**

The Charities Registration Monitoring Working Group met three times and presented the revised Charities Bill to the General Synod in December 2020. The Bill was approved and introduced a new Chapter to the Constitution dealing with all material relating to the Charitable Purpose and Objects of Church of Ireland bodies, including those statements regarded as required to demonstrate the charitable nature of an organisation by the charity regulators in the two jurisdictions. The Working Group thanks Archdeacon Leslie Stevenson and Ms Hazel Corrigan for their work in presenting the Bill to General Synod.

**Registration of remaining parishes in RI (and dioceses NI)**

At the time of writing, the revisions to the Constitution are in progress and the revised Constitution will be supplied to charities regulators in the two jurisdictions. This will enable registration of remaining Church of Ireland bodies to commence. The Charities Registration Monitoring Working Group has agreed the primary central documents required for this process in respect of parishes in RI. Registration should commence shortly in NI in respect of the Dioceses of Connor and of Down & Dromore. Cross-border entities have still to be called to register in NI, although the RI regulator has taken a different approach and requires such bodies to register.

**Payment of Trustees**

The Charities Registration Monitoring Working Group reviewed the matter of payment of trustees, and particularly payment of clergy, who also serve as Chair of the Select Vestry and payment of bishops, who are members of the RB. The Working Group considered legal advice given to the Irish charity regulator, and also decisions made by the NI charity regulator, and concluded that both categories of payment are within the scope of existing legislation. Neither regulator has raised an issue over these payments.

**Governance Code**

The Charities Registration Monitoring Working Group received a report on the Governance Code issued by the regulator in the Republic of Ireland, but felt that the implementation of the Code was beyond its remit in respect of registration issues. Work has been commenced with a working group of Diocesan Secretaries on the application of the Governance Code to parishes and dioceses in the Republic of Ireland. Roll out of this will follow registration of parishes, with a first report being made during 2021. Several central model 'policies' will be introduced as a requirement of this report, which will reflect current practices within the Church, but which will now state these. For example, a policy on expenses will be prepared, which will reflect that expenses are paid on the basis of vouched receipts. This represents current practice, but is only demonstrated in the detail of parish accounts. In future, this practice will be explained in this new document. Another feature of the Governance Code to encourage charities to look to the future and engage in planning activities. Many parishes will already produce a plan and budget for the upcoming year, so again, this should not be a new thing, but may require some parishes to adopt a more formal approach than is currently taken.

## APPENDIX G

### Children's Ministry Network - Report 2021

[Website: www.cm.ireland.anglican.org](http://www.cm.ireland.anglican.org)

[Facebook: www.facebook.com/churchofirelandchildrensministry](https://www.facebook.com/churchofirelandchildrensministry)

#### MEMBERSHIP

Vacant (Chair)  
Dr Peter Hamill (Hon Sec & Board of Ed NI)  
Ms Lydia Monds (Coordinator & SSSI)  
Ms Lynn Storey (Trainer & SSSI)  
Mr Steve Grasham (CIYD)  
Rev Cathy Hallisey (Dublin & Glendalough)  
Rev Eugene Griffin (Meath & Kildare)  
Rev James Mulhall (Cashel, Ferns & Ossory)  
Canon Elaine Murray (Cork, Cloyne & Ross) Outgoing  
Rev David Bowles (Cork, Cloyne & Ross) Incoming  
Rev Jane Galbraith (Limerick & Killaloe)  
Canon Jen McWhirter (Tuam, Killala & Achonry)  
Ms Kirsty McCartney (Derry & Raphoe)  
Mrs Erin Topley (Kilmore, Elphin & Ardagh) outgoing  
Mrs Sarah Taylor (Kilmore, Elphin & Ardagh) incoming  
Mrs Frances Boyd (Clogher)  
Mrs Jill Hamilton (Connor)  
Ms Julie Currie (Down & Dromore)  
Mr David Brown (Armagh)

**Networking & Resources:** Children's Ministry Network representatives met regularly (in person and then via Zoom) to share ideas and resources. The outcomes of these meetings provided the basis for the newsletter resources produced at key times throughout the Church calendar to support children and family workers, parishes and families. Alongside Lent & Easter, Harvest and Advent resources, a special bumper [Summer Kindness Edition newsletter](#) provided ideas for families and Sunday Clubs to engage with their faith simply, at any time of the day. This complemented the creative diocesan holiday club resources that went online or in pods throughout July and August.

**Online Supports:** Through the [website](#) and the [facebook page](#), regular resources including liturgical resources, scavenger prayer hunts and outdoor trails and prayer chalk walks were highlighted, as were the programmes being run by individual dioceses. This enabled other dioceses to tap into the resources being provided in other parts of the Church of Ireland, strengthening networks and increasing the reach.

**MYAH:** Although the promotion of Make Yourself at Home was stalled due to the Pandemic, CMN believes it will be even more timely for parishes when people can meet and worship together again. MYAH is a resource pack for parishes to audit their inclusion of families through reflecting on their facilities, their services, their people and their activities. It helps them to celebrate what they do well and to identify simple steps

they can take to encourage a greater welcome and participation of families. Behind the scenes, additional resources have been developed including a Baptism resource and Top Tips for Welcomers, both of which can be found [here](#).

**Pandemic Models:** Interestingly Family Church models, Outdoor family faith activities, doorstep ministry and letter writing supports that were developed during the Pandemic were needed as ways for families to meaningfully connect in long before the Pandemic hit and we look forward to providing trainings and supports for developing these further, even after regular worship resumes.

**Hope Boxes:** Victoria Beech from [GodVenture](#) has long supported CMN to move towards equipping family faith in the home. A keynote speaker at Building Blocks and at a CMN retreat, Victoria has hosted CMN trainings to explore creative responses to God and His Word at home. Now she has developed family faith packs. CMN received funding from the Board of education NI for 80 Hope Packs in 2020 which were distributed via the Network to 7 parishes in 6 dioceses to be used in 2021. They contained gratitude posters, candle and bubbles prayers, stickers, a memory verse, challenges, sunflower seeds and open ended craft materials to help families explore hope together.

**2021 and Beyond:** As this report is being finalised the Network is meeting to discuss a wide variety of possibilities for the coming months including supports for diocesan trainings, strengthening networks & re-imagining Church. Four members of CMN have begun their roles on the new Children's and Family Ministry Board and we pray for the vision and direction of their work. The Pandemic increased access to amazing resources and trainings but also highlighted the gaps in networks for reaching many parishes and families and the need for connection over content.

### **Sunday School Society for Ireland Report**

#### **MEMBERSHIP**

Dean Niall Sloane (Chair)

Ms Claire Jackson (Hon Sec)

Rev Eugene Griffin (Hon Tres)

Mrs Lynn Storey

Dr Ken Fennelly

Mrs Heather Wilkinson

Mrs Hazel Bolton

Rev Rob Clements

\*Development Officer: Ms Kirsty McCartney (Maternity Cover) & Ms Lydia Monds

**Our Role:** The Sunday School Society for Ireland (SSSI) works closely with the Church of Ireland Children's Ministry Network (CMN) to resource, train and encourage children's and family workers, Sunday school leaders, clergy and families.

**Development Officer:** SSSI is very grateful to Kirsty McCartney for her excellent work as Children's Ministry Development Officer from June 2019 until April 2020. During that time Kirsty coordinated the Children's Ministry Network Representatives and the

provision of diocesan trainings. She further developed the MYAH (Make Yourself at Home) resource and launched the pack in several dioceses. Lydia Monds resumed the role on her return from Maternity Leave.

**Resources:** Jointly with the CMN, SSSI produced several Resource & Support Newsletters full of simple ideas, top tips and resources for leaders and families.

- Lent & Easter 2020 and 2021 provided easily adaptable ideas for online or in pods for journeying through Lent. Easter Trails, lego challenges, family devotionals and self-care continue to be prioritised.
- A bumper Summer Kindness edition newsletter had five sections for growing and nurturing kindness full of really implementable ideas and resources from Flat Jesus to growing your own food from scraps to games to get to know your family better and creative prayer ideas to pray together to painting your emotions to noticing God in the everyday.
- Harvest resources really focused more on getting outdoors as a family or using nature in your Sunday Club ideas. Examples included journey sticks, prayer chalk walks and nature armbands to explore following Jesus and remembering God's promises to us.
- Advent and Christmas ideas and resources again focused on really simple ideas such as a paper nativity that children can make themselves and songs that share the message of Christ with us.
- The Development Officer produced a resource for families coping with anxiety.

**Online Supports:** The Church of Ireland Children's Ministry website and Facebook page supported leaders who can often become overwhelmed by content. The best ideas from liturgical resources to muddy church trails are recommended and promoted here. The focus is directed towards activities for families in their homes and outdoors, for parishes and Sunday Club zooms, doorstep ministry (when restrictions allow), new Family Pod Church services, chalk prayer walks and more.

**Trainings:** Building Blocks National Children's Ministry Conference went online in November and was attended by people the length and breadth of Ireland, with many others joining from England. Participants received a conference pack full of ideas for their own self care, for emotional and spiritual anchoring and for their ministries. An evening of Bible Study with Julie McKinley from NBSI was followed by a half day conference with keynote speakers Lucie Hutson from Muddy Church and Mel Lacey from Oakhill training college who encouraged, inspired and equipped people to engage with God and with the families in their ministries. It was such a resounding success that the Building Blocks team followed up with an evening in February with more Bible teaching, creative prayer, self care, Easter trails, lego challenges, apps and ideas to simply connect this Lent.

## APPENDIX H

### THE CHURCH AND SOCIETY COMMISSION OF THE CHURCH OF IRELAND REPORT 2021

#### **Members**

Rt Rev Dr Kenneth Kearon (Chair)  
Most Rev John McDowell  
Most Rev Dr Michael Jackson  
Mr Ken Gibson  
Mr Neville Armstrong  
Mrs June Butler  
Rev Rob Clements  
Rev Dr Rory Corbett  
Dr Elizabeth Leonard  
Rev Martin O'Connor  
Rev Andrew Orr  
Ms Zephryn Patton  
Rev Peter Rutherford  
Ven Robert Miller

The Church and Society Commission submits the following report with appendices referencing its work since last year's report.

#### Executive Summary

In the time since the 2020 Synod the Church and Society Commission has focused on maintaining its commitment to the key topics of environmental climate change and gender justice, while responding to notable issues that have risen to prominence.

#### Racial Justice

With the issues of racism, discrimination and the complicated legacy represented through some monuments came to the forefront of public debate in 2020, the Church and Society Commission produced a series of documents to help address the issue. In the Statement on Racism CASC discussed the history of conscious and unconscious racism within the Church, acknowledges that racism is an issue that is still with us and reaffirms our commitment as Christians to stand against racism in any way we can.

The Act of Solidarity provided prayers to be used as the basis for a service discussing the issue.

A third document was created to provide guidelines for churches regarding potentially controversial monuments.

#### Brexit and Cross Border Relations

The Church and Society Commission noted that the Church of Ireland, as a whole-island Church, is in a position of importance and responsibility. The Commission reached out to the newly-created Shared Island Unit in the Department of the Taoiseach to offer assistance where possible in ensuring positive cross relations between governments and

communities on both sides of the border. CASC aims to monitor developments in this matter, with the assistance of the Church of Ireland Press Office and Ven Robert Miller's work with the IICM.

#### Dying with Dignity Bill 2020

This bill raised in Dáil Éireann in 2020 necessitated a CASC response. Using the framework provided by a 2018 CASC discussion document the Commission composed an outline of Church feelings on the matter, which was submitted to the Oireachtas committee on Justice in response to their invitation for submissions.

#### Membership Changes

The Church and Society Commission must express heartfelt gratitude to Mrs Ethne McCord who stepped down from the committee this year. Her dedicated service with the Commission and her contributions are greatly appreciated by all her fellow committee members.

The Church and Society Commission welcomed the Ven Robert Miller, Archdeacon of Derry, to the Commission at its November 2020 meeting.

[Discussion papers, background documents and statements \(Appendix 1\).](#)  
[Statement on Racism](#)  
[Act of Solidarity](#)

[Responses to Government Consultations \(Appendix 2\)](#)  
[NIAC Consultation on UK Government Legacy Proposals](#)  
[CASC Response – Committee on Justice – 28/01/21](#)  
[CASC Response – Organ Donation consultation – 11/02/21](#)

## **Appendix 1**

### **A: CASC Statement on Racism and Injustice**

Published Friday, 11<sup>th</sup> September 2020.

The Church and Society Commission of the Church of Ireland has, following its consideration of the Black Lives Matter movement and issues of racism and related injustices on the island of Ireland, issued the following statement:

‘The current phase of this global movement was sparked by the death of George Floyd in Minneapolis in the United States on 25th May 2020. His bereaved family and the families of others who have died or who have been injured in this cause deserve our prayerful remembrance.

‘The movement has brought to the fore the fact that racism permeates so many aspects of society. The stories emerging of the experiences of black people and other people of ethnic minority has been a salutary lesson for us all.

‘The African slave trade was a shameful period in Western society. We celebrate the fact that Christians such as William Wilberforce (1759–1833) and in Ireland people such as Thomas Russell (1767–1803) and William Drennan (1754–1820) campaigned against it and were instrumental in its abolition. However, we must recognise that many Christians were involved in this trade either actively or as investors, and that many opposed its abolition. We lament the fact that Churches often provided biblical and theological justification for this evil trade. There has been conscious and unconscious racism in our Church and in society as a whole, and we need to hear and address constructively the issues and concerns raised by black people and other ethnic minorities.

‘Sometimes evidence of this hidden history lies behind statues and monuments, some of which are in churches. As we become more aware of this, we hope to ensure that this aspect of history is appropriately recorded and acknowledged within the context of each monument.

‘Racism is still with us. As Ireland, North and South, becomes more racially diverse and inclusive, we are appalled by outbreaks of racist attacks, insults and discrimination which occur all too frequently. We stand against such attacks and insults and we encourage church and other locally-based initiatives which provide welcome and support to all black and other ethnic minority individuals in our society, as part of our Christian witness.’

## **B: Act of Solidarity**

Published Friday, 28<sup>th</sup> September 2020

### ***Taking the Knee: Prayers for Racial Justice and Equality***

We affirm that racism is an affront to God and contrary to the Christian faith. It denies that the reconciling work of Jesus Christ was achieved for all people and that it breaks down the walls of division across all human distinctions. Racism denies our common humanity in creation and our belief that all are made in God's image. It asserts falsely that we find our fundamental identity in terms of race rather than in Jesus Christ.

“Taking the knee” has become a symbol of protest against racial injustice and an expression of solidarity. It has been used by sports personalities, community leaders, and political representatives amongst others. Like all symbols it can easily be misunderstood. However, as Christians we are familiar with the symbolism of taking the knee. In Psalm 95:6, we read, ‘we kneel before the Lord our maker’. Taking the knee has special meaning for us as we regularly take to our knees in prayer in intercession, in lamentation, and in helplessness to Almighty God.

We invite you to ‘take the knee’ both as a sign of our devotion to God's indiscriminate love as shown in the Gospel of his Son, and as a protest against racism as a distortion of God's will in creation and redemption. We invite you to use the following prayers as part of a Sunday service.

### **Sentence of Scripture**

*O come, let us worship and bow down, let us kneel before the Lord, our Maker!*  
*Psalm 95: 6*

*[Kneel or sit in Silence]*

### **Prayer of Acknowledgement and Lament**

Good and gracious God, you invite us to recognize and reverence your divine image and likeness in our neighbour. Enable us to see the reality of racism and free us to challenge and uproot it from our society, our world and ourselves.

We acknowledge and lament the conscious and unconscious racism encountered by many black, Asian and minority ethnic communities in our churches and society.

Give us the courage to stand unequivocally for justice, and for truth. Help us to dismantle racist agendas and to transform unjust structures. Help us to love you with all our heart, soul, and minds. Help us to love one another as you commanded us to do. Help us to treat each other as we would have others treat us. Help us together to find lasting solutions to end injustice and inequality in our world. Through Jesus Christ our Lord, Amen

### **Prayers for Racial Justice and Equality**

Lord, Jesus Christ who reached across the ethnic boundaries between Samaritan, Roman and Jew who offered fresh sight to the blind and freedom to captives, help us to break down the barriers in our community, enable us to see the reality of racism and bigotry, and free us to challenge and uproot it from ourselves, our society and our world.

Lord in your mercy, **Hear our prayer**

God of all peoples, we pray for all victims of racial hatred and discrimination. We pray for your protection especially for those affected in our churches, our schools, our places of work and in our communities and in our land.

Lord in your mercy, **Hear our prayer**

We pray for all in our world, of whatever race, who suffer the horrors of modern slavery. Your Son came to bring good news to the poor and freedom for the oppressed. We thank you for all who are working to combat modern slavery: for governments and agencies, for Church and other faith leaders, for charities and individuals. May we too be voices against oppression, channels of the transforming power of the gospel. May our eyes be opened wide to all who suffer in our midst but out of sight. May we all work for a world where human beings are valued, free to come and go, where no one is enslaved, no one used against their will for another's pleasure or need.

Lord in your mercy, **Hear our prayer**

We pray that we may be able to feel the power of reconciliation. Wherever there is division between us and others, because of our race or ethnicity we pray that we may all be led to reconciliation. We pray for all who work to bring communities together in ways that are just and equal for all.

As we pray for reconciliation, we pray also for restoration. We pray for those whose spirits and communities have been weighed down by racism. Guide us as we strive to ensure everyone has equal dignity.

Lord in your mercy, **Hear our prayer**

Merciful Father, accept these prayers for the sake of your Son, our Saviour, Jesus Christ.  
**Amen.**

## **Appendix 2**

### **A: NIAC Consultation on UK Government Legacy Proposals**

#### **Response from Church of Ireland, Church and Society Commission**

The Church and Society Commission (CASC) has prepared the following response to the Northern Ireland Affairs Committee's inquiry into 'Addressing the Legacy of Northern Ireland's Past: The UK Government's New Proposals'.

CASC is an advisory group, serving the Standing Committee of the General Synod, and engages with governments on a variety of issues, including legislation. The mission of CASC is to provide oversight and direction for the Church of Ireland's work, in respect to social theology in action. CASC's views only become representative of the Church of Ireland after being approved by its General Synod.

- On 18th March 2020, the Secretary of State for Northern Ireland, the Rt Hon Brandon Lewis MP, made a Written Statement to the House of Commons, 'Addressing Northern Ireland Legacy Issues: Written Statement – HCWS168', which set out proposals for a new approach to dealing with the legacy of Northern Ireland's past.
- In his Written Statement, the Minister indicated that the Government's new approach would include some "significant changes" from the Stormont House Agreement (SHA).
- CASC supports the points made in the Irish Inter-Church Meeting's response. The Irish Inter-Church Meeting's Legacy Working Group, at its meeting on Monday, 16th April 2020, expressed concern at the following:
  - The timing of this most recent phase of consultation in the midst of the Covid-19 emergency;
  - The lack of detail in the ministerial statement;
  - The apparent unilateral departure from the complex structures set out in the Stormont House Agreement which, while imperfect, were the result of detailed negotiations and reflected the breadth of the challenges;
  - The perception that this was a less victim-centred approach than that set out in the Stormont House Agreement;
  - The risk that the proposed new mechanisms would not reflect obligations under Article 2 of the European Convention on Human Rights and would therefore result in legal challenges; and
  - The lack of a clear vision for reconciliation.
- The implementation of the Stormont House Agreement to date is generally recognised as being piecemeal, inadequate and failing victims and survivors generally, among them veterans, who may become the subject of reinvestigations. The new paradigm, proposed by the Northern Ireland Office, attempts to correct these faults. However, CASC feels we need a properly resourced and more effective implementation of the

Stormont House Agreement, rather than a new approach determined unilaterally by the UK Government. The Agreement was the result of determined and protracted cross-community negotiations; any replacement – even one created with the best of intentions – is likely to fail without cross-community support.

- As regards the new pension arrangement: If there is no agreed funding believed to have been settled, how is the new model to be resourced?
- It seems to CASC that the SHA was a carefully calibrated way of addressing arguably the most complex problem in Northern Ireland politics but is now being replaced by something that may not be able to attract the necessary cross-community support.
- CASC agrees that there is a need to prioritise and maintain a clear focus on the needs of all those affected by the Troubles. This will require governments to adequately resource, and effectively implement, the Stormont House Agreement. CASC appreciates the urgency of addressing legacy issues but resolving such complex matters will take time. Language which even hints at ‘speeding things up’ will most likely prove unhelpful; it would be better to suggest a clear approach with effective implementation and appropriate resourcing. The recent conflict lasted some 30 years and was predated by a period of simmering tension; as we seek an agreed and hopeful way forward, we should be wary of undue haste.
- A less victim-centred approach than the SHA would be a backwards step. CASC urges the Northern Ireland Office to provide greater support for victims’ and survivors’ mental and physical wellbeing, including provision of adequate support for independent living.
- Reconciliation is a critical element in any consideration of legacy and CASC wants to underline the need for a clear vision to guide any process. The NIO’s proposed new paradigm aspires to deliver for all those affected by the legacy of the Troubles; to enable all sides of the community to reconcile and prosper; and to have information recovery and reconciliation at the heart of a revised legacy system that puts victims first. In the absence of detail and without clarity of vision, it is difficult to envisage how this model might live up to its objectives.
- Churches feel we have a distinctive pastoral role to play in addressing the trauma experienced by individuals, families and communities resulting from the Troubles.

**B: CASC Response – Committee on Justice – 28/01/21**

28/01/2021

Committee on Justice  
Leinster House  
Kildare Street  
Dublin  
D02 XR20

Dear members of the committee,

The Church and Society Commission (CASC) of the Church of Ireland has prepared the following response to and comment on the proposed Dying with Dignity Bill 2020.

CASC is an advisory group, serving the Standing Committee of the General Synod, and engages with legislatures and governments on a variety of issues, including legislation. The mission of CASC is to provide oversight and direction for the Church of Ireland's work, in respect to social theology in action. CASC's views only become representative of the Church of Ireland after being approved by its General Synod.

Yours Sincerely,

Rev Dr Rory Corbett  
Rt Rev Dr Kenneth Kearon (Chair)

Church and Society Commission  
Church of Ireland

The Church of Ireland's fundamental position on assisted suicide and related end-of-life issues has been previously articulated in a CASC discussion paper, adopted by the General Synod of the Church of Ireland in 2018<sup>2</sup>.

With particular reference to the present Bill being considered at Committee stage, we would wish to discuss the Ethical issues that are raised and secondly comment on deficiencies that we perceive in it.

Dying with dignity or assisted dying, despite being an euphemistic term, is still suicide, and this Bill not only changes the law to allow assistance to someone wishing to commit suicide, but also introduces the legalising of euthanasia, that is the killing of another human being.

We would wish to argue against the advancement of this Bill on an ethical basis and also on the basis of significant deficiencies in the wording of the Bill in its failure to adequately protect the patient requesting and also the medical practitioner, who might actually administer the fatal drugs.

We would base the ethical argument on four principles, which for us, as a Church, are based in scripture, but would be consistent with arguments from non-faith as well as other faith groups. The four principles are an affirmation of life, care of the vulnerable, a caring and cohesive society, and respect of the individual (autonomy). We do not propose to address directly the Beauchamp and Childress principles of beneficence, non-maleficence, equity (justice) and autonomy<sup>3</sup>, but they will be included indirectly.

1. **Affirming life.** This acknowledges that both the right to life and subsequent legal protection of life, form the foundations not only of human rights law but also much of the criminal code. It is assumed that this would be the case where a person collapses, e.g. from a heart attack, that all efforts are made to resuscitate them unless there is known information to the contrary. The assisted dying scenario is the antithesis of this whereby medical professionals are being asked either to assist or to actively terminate life.

Beyond the legal underpinning affirming life is an acceptance that each individual life has purpose, value and meaning, even if some individuals doubt that for themselves. It also encourages striving to attain the highest quality of life possible for every person. It is part of the Christian tradition to assert that every person's life is of intrinsic value, but we can get to the same position of intrinsic value from a secular position in that our healthcare is predicated on this in the time,

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<sup>2</sup> Church and Society Commission. 2018. *Discussion Paper on Euthanasia and Assisted Suicide*. <https://www.ireland.anglican.org/resources/508/euthanasia-and-assisted-suicide-discussion>

<sup>3</sup> Beauchamp, Tom L., and James F. Childress. 1979. *Principles of biomedical ethics*. New York: Oxford University Press

money and energy expended on prevention of suicide programmes, premature baby care, or care for those living with dementia.

Individuals' views of their own lives do matter, but we do not need to agree if they were to suggest that their lives were worthless. Individual autonomy is not the same as untrammelled autonomy, which can lead to negation not to affirmation. Similarly, quality of life can also be misused to suggest that the value of a person's life can be decided by others. It can lead to an assessment of what a person can do, and not who they are, and worse, what they can contribute to society. To bring someone's life to an end is not life-affirming. To kill in self-defence may be necessary but is still not life-affirming.

- 2. Caring for the vulnerable.** A civilised society does care for its vulnerable members but, unfortunately, this too often, this principle has not been supported by history or even present events. Society may try to set out to protect its vulnerable but is blighted by child abuse, domestic abuse, and elder abuse. We only have to look at the effects that COVID-19 is having on these abuses to worry at any loosening of the law and its protection.

If anything, the law should go beyond protection and make a commitment to make sure that the vulnerable are supported, cared for and enabled to live fulfilled lives, in the same way as for any other member of society.

- 3. A caring and cohesive society.** Relationship is at the heart of what it means to be human. Again, look at the effects of COVID-19 where relationships are prevented, with significant psychological effects. For a Christian, relationship with God is an essential part of their life. It is almost impossible to act in total isolation from others; even a tiny action can have an extended effect on others. John Donne noted: "No man is an island entire of itself... any man's death diminishes me, because I am involved in mankind." John Wyatt, the ethicist, has put it that "however compassionate our motives maybe, when we assist in the killing of another human being, we damage our own humanity". An individualistic 'free-for-all' would mean that the principles of affirming life and caring for the individual are unlikely to be upheld within society. Individual autonomy can only be pursued positively and fairly within a society that places it within a communal context. We must continue to build on a cohesive and compassionate society.
- 4. Autonomy.** Within the context of points 2 and 3, maximum individual freedom of choice and opportunity ought to be encouraged. Individuals are made in the image of God, not nations or organisations. Treating every person with respect and dignity is a corollary of recognising the intrinsic value of every human life and is an essential part of creating a more cohesive and compassionate society. 'Common good' and individual well-being can and must go hand-in-hand.

On these grounds, we would reject the ethos that is this Bill.

When it comes to the Bill itself, why is there a demand for assisted dying, for dying with dignity? The usual argument is that of care and compassion for those with life-limiting and terminal conditions (which may include cancers, progressive neurological conditions, and dementia) to deal with the themes of intractable pain, loss of control of bodily function, loss of meaningful activity, and that anyone who argues against is lacking in care and compassion. The demand is consistent with the principle of autonomy, but as an isolated one, trumping all other principles. However, it ignores the other principles given above or the other principles in Beauchamp and Childress. It also requires full mental capacity, and depression is a common complicating factor, often leading to those requests.

The alternatives to assisted dying exist and those involved in palliative care are almost unanimous in claiming that these problems can be controlled, and existential distress is not a good reason to hasten death. The various aspects of distress need to be recognised and managed and pain relief should be fully managed by those skilled in the use of the appropriate drugs. What this Bill is indirectly highlighting is the inadequacy of hospice, palliative and end-of-life care available to the population at large.

International experience of assisted dying has revealed problems in management and oversight. Elsewhere in Europe, there have been prosecutions for acting in breach of the guidelines, and there has been the extension of accepted reasons for the procedure even to persons wishing just to end their lives, though there is no physical illness, and more recently permitting the use in respect of minors. In a 20-year review of the situation in Oregon state, USA, there are worrying findings, although records available for review are limited and only held for one year. In each of the last two years of the review, just over 100 physicians wrote approximately 220 prescriptions to enable assisted dying; from one to 25 per prescriber. The duration of contact between the patient and physician varied from one week to over 30 years with a mean of 13 weeks. The longer contact times would appear to be those with a regular physician. It transpired that one doctor wrote one eighth of all prescriptions. The number of individuals with physician contact of less than 13 weeks would support the concept of 'doctor-shopping', and also of wholly inadequate time given to make a proper assessment of the patient's mind and to deal with problems such as a feeling of being a burden or of inadequate medical management.

Looking at the proposed Bill itself, there appear to be weaknesses that have been shown in other jurisdictions:

**Section 8.** There is no indication of how long before an expected death the procedure can be carried out. Six months seems to be a common figure elsewhere.

- Section 9.** (1)(a) How long is ‘clear and settled’?
- (2) The attending medical practitioner need not be the registered medical practitioner who diagnosed that person as terminally ill. This would allow for doctor-shopping, and also would mean that the medical practitioner most likely to know the patient could be bypassed.
- (3)(c) Assessment of “voluntarily”. What is necessary? How many consultations? Over what period? There is potential for abuse such as pressure by relatives or beneficiaries.
- Section 10** There is no need to make a psychiatric assessment. Depression is a frequent finding in those requesting assisted dying and this will need time to determine.
- Section 11** (2)(c) The substance may be administered by a third party.
- (5)(d) The substance may be administered by the attending medical practitioner.
- This section’s proposed changes are extremely significant, in that there is a total reversal in medical practice and that this goes against any oath taken by a medical practitioner of not administering a poison to anybody when asked to do so and that modern medical practice should include the well-being of the patient, and the utmost respect for human life.*
- Section 12** (2) Amendment of Criminal Law (Suicide) Act, 1993. It does not cover Section 11 (2) c or 5 (d), where the procedure is carried out by the attending medical practitioner. This leaves them open to a charge of homicide as the death would not actually be suicide, but would be the result of the intent and action of another person.

In light of these failings, the Church and Society Commission request that this Bill be rejected and not progressed further.

**C: CASC Response – Organ Donation consultation – 11/02/21**

27/05/2021

Organ Donation Consultation  
Department of Health  
Room 1 Annex 1  
Castle Buildings  
Stormont Estate  
Belfast BT4 3SQ

To whom it may concern,

The Church and Society Commission (CASC) of the Church of Ireland has prepared the following response to the public organ donation consultation.

CASC is an advisory group, serving the Standing Committee of the General Synod, and engages with legislatures and governments on a variety of issues, including legislation. The mission of CASC is to provide oversight and direction for the Church of Ireland's work, in respect to social theology in action. CASC's views only become representative of the Church of Ireland after being approved by its General Synod.

Yours Sincerely,

Stuart Wilson  
Graduate Intern,  
Representative Church Body  
On behalf of the Church and Society Commission,  
Church of Ireland

**Q1. Would you be willing to donate your organs and / or tissue after your death [under the current legal system of consent in Northern Ireland]?**

N/A

**Q2. Have you already recorded your donation decision, e.g. by joining the NHS Organ Donor Register or otherwise?**

N/A

**Q3. If you answered 'yes' to the above, have you shared your decision with your loved ones? Please tick all that apply**

N/A

**Q4. Would a move to a statutory opt-out system change your decision regarding organ donation?**

N/A

**Q5. To what extent do you agree that opt-out legislation should NOT apply to children (those under 18 years) and that the donation decision should be made by those with parental responsibility? Rate your agreement with this statement.**

CASC feels that the answer to this is dependent on the age of the individual, as those over 16 deemed capable of making informed decisions can themselves consent to medical procedures.

**Q6. Do you think that any of the following people should be exempt from deemed consent for organ donation and the family should provide that consent?**

- **Adults who lack capacity**
- **Visitors, including cross-border workers from ROI & tourists to Northern Ireland**
- **People who are only temporarily resident in Northern Ireland (e.g. students from overseas or RoI, overseas Armed Forces personnel), people on work placements from overseas or RoI**
- **Prisoners**
- **People whose identity is unknown**

CASC would agree that all the above should be exempt from deemed consent for organ donation.

**Q7. To what extent do you agree that, in situations where there is a known decision to donate recorded on the NHS Organ Donor Register, the family should always be asked about the last known organ donation decision of their loved one, to ensure it's still accurate?**

CASC would strongly agree.

**Q8. To what extent do you agree that, in situations where there is no known organ donation decision, the family should always be asked about whether their loved one would have objected to organ donation?**

CASC would strongly agree.

**Q9. Which of the following statements best summarises how the introduction of opt-out legislation would influence your support for donation of a loved one's organs and/ or tissues?**

N/A

**Q10. To what extent do you agree that organs and tissues that could be used for rare or novel types of transplantation (e.g. limb or face) should be excluded from opt-out legislation?**

CASC would agree.

**Q11. To what extent do you agree that the donation of organs and tissues for research purposes should be excluded from statutory opt-out and the family approached for express consent?**

CASC would neither agree nor disagree, provided people were fully aware of the implication of changes.

**Q12. To what extent do you agree that people's faith or beliefs should continue to be taken into consideration as part of the donation discussion after any move to an opt-out system?**

CASC strongly agrees that faith should continue to be taken into consideration.

**Q13. What do you think is the most important and effective activity for raising awareness of the law change? (please select no more than 3)**

**Q14. If you have any other comments or views you would like to express in relation to the proposed opt-out legislation, please comment below.**

See overleaf for CASC comment.

## Organ Donation and Consent

### **Introduction**

The Church and Society Commission of the Church of Ireland is fully supportive of the ethos that giving is an essential part of being a Christian, whether that be of financial aid, of time or of the person. Donation of organs of one's body to others is a supreme example of this both after death, and even more so as a living donor. It is part of this giving, that it should be voluntary. There does not appear to be a theological argument against the change in practice from an opt-in to an opt-out one. However, we are sensitive to those whose religions hold different views, such as the body being as complete as possible for burial, the discomfort that there is over the transplantation of cadaver organs, and the reaction of many, including, Christians to the removal of body parts.

In its 2008 report to the General Synod, the Commission's predecessor – the Church in Society Committee – stated: "Organ donation is to be seen as an entirely consistent Christian act; both of caring for those less well off, and responding to Our Lord's example of, and instruction to, heal and show compassion."

The 2014 General Synod endorsed the **fleshandblood** campaign (FAB) which aims to raise the profile of blood and organ donation within the Church, in the UK and Ireland, and encourage such donation as a personal gift as well as equipping individuals and churches as advocates for donation. The Church of Ireland became an associate of the campaign.

For many years there has been public and political debate, not only on the issue of organ donation itself but especially the issue of consent, to which the Assembly has previously issued a Consultation Document (2013). These debates have been very much predicated on the shortage of donor organs, that has partly arisen from the reduction in potential organs from victims of road traffic accidents, which is much to be welcomed, and the demographic changes of the population with an increase in aging.

There also remains a significant mismatch between (a) the number of people who say that they would wish to be donors but who are not on the register, and (b) the number of people who are on the register and would be suitable as donors but whose wish is ultimately declined by family.

In part to address these issues we note that the Assembly is again proposing a Soft Opt-out Consent for organ transplantation. The possibility of this change has been discussed by CASC over the years and the results of these deliberations have been presented and adopted by the Church at its General synod. During these years and continuing until today our decision has been not to recommend a change, even though that may appear to be counter intuitive.

### **What is the Evidence to support an Opt-Out Consent?**

We would suggest considering the evidence from Spain, which is held up as an exemplar of a good response, and within the UK the early results from Wales. Spain introduced a presumed consent for organ transplantation in 1979, but due to various issues over those wishing not to become donors, a royal decree stated that opposition to organ donation could be expressed in any way, and this became interpreted in Spanish law as “ask the family”, as most likely to know. In practice therefore the Spanish system is essentially an “opt in” with family’s wishes final. Spain does not have an opt-in register or a means of recording opt-out.

During the following 10 years there was no significant change in the rate of consent to organ transplantation. In 1989 Spain introduced a comprehensive organ donation system, the main feature of which was the training and placement of transplant coordinators in the major procurement hospitals, but with an oversight of the situation in smaller hospitals. These coordinators were drawn from intensive care physicians, who had nothing to do with the transplant team. They are required to make a daily assessment of potential donors, both within and outside intensive care. National training is an essential component and is regularly updated.

In a review in 2010 Spain had a donation rate of 34-35 per million population, the UK was approximately 15 per million, whereas in 1989 both had similar rates of about 14 per million, and similar refusal rates of about 30-40%, but in Spain this latter figure had fallen to 15% in 2010, but the UK was unchanged (Fabre et al,2010)

The other important item was to recognise the importance of the family, who ultimately make the decision. There will be many factors affecting that decision, from trust in the medical profession, the process of donation itself and the professionalism of the approach, apart from knowledge of the desires of the potential donor. Trust is probably the major item. Will consideration of a person as a potential donor affect their management? The family see a person who is not dead in a conventional sense but is breathing, on a ventilator, and is a good colour and warm. Will there be under treatment?

The Spanish experience does not support a change in the mode of consent but really stresses the need for family discussions as to the feelings of individual members long before the situation ever arises, and the nature of the whole approach and discussion with the family at the time that donation is being considered and asked for.

The experience in Wales is very short and COVID-19 has affected transplantation in 2020. However the figures available into 2019 have shown minimal improvement in the numbers of transplants, little change in refusal rates by family and on the whole match any minor changes with those that have occurred in England and Scotland, where there has been no change in consent laws (Noyes J et al 2019).

When the figures are examined for Northern Ireland, they show that the consent rate when families are approached is just over 60%, and then for the DCD group only about 60% of those become actual donors. From evidence elsewhere it seems unlikely that a

change in consent will alter these figures. We are not given the reasons for not using consented organs, if this is due to a medical or other practical one then again, the changing of consent will not improve the number of organs donated.

### **Conclusion**

The Church and Society Commission fully supports the desire of the Department of Health to tackle the problem of the shortfall of donor organs for transplantation. However, CASC does not feel that the evidence is adequate to support a change of consent from that of an opt-in to an opt-out policy. The evidence is that where there has been improvement in availability this has been the result of better public education and especially the training and placement of specialist transplantation coordinators (SNOD in Northern Ireland). The Commission did note the use of training of intensive care physicians to identify potential donors, not only in Intensive Care but in other departments, and the ongoing training involving all those involved.

Even if the evidence of any benefit was tending more towards a change in the type of consent CASC would believe that the significant change in ethos that this requires outweighs any minimal bonus. To remove the aspect of altruistic giving that underlies the present situation is very precious and should not be lightly changed. As Margaret McCartney writing in the British Medical Journal said; “what is the effect of presuming donation? A forced, presumed, or expected gift is not a gift. A striking feature of families who have allowed donation has been the desire to help others and the feeling that some shred of good has come out of their profound loss. If the sum of free will to donate is decreased, how can this benefit be realised to the same extent?” and Fabre et al in their conclusion “Spain has shown... that the highest levels of organ donation can be obtained... ..without presumed consent”.

*Church in Society Committee: A Response to New Organ Donation Proposals Put Forward by Prime Minister Gordon Brown. 2008;*  
<https://www.ireland.anglican.org/resources/220/a-response-to-new-organ>

*Church and Society Commission: Discussion Paper, Organ Donation and Consent. 2016;* <https://www.ireland.anglican.org/resources/300/organ-donation-discussion-paper>

*McCartney M: When organ donation isn't a donation. BMJ2017;357:j1028.*  
[doi:10.1136/bmj.j1028](https://doi.org/10.1136/bmj.j1028) [pmid:28246093](https://pubmed.ncbi.nlm.nih.gov/28246093/).

*Fabre J, Murphy P, Matesanz R. Presumed consent: a distraction in the quest for increasing rates of organ donation. BMJ2010;356:c4973.* [doi:10.1136/bmj.c4973](https://doi.org/10.1136/bmj.c4973) [pmid:20959281](https://pubmed.ncbi.nlm.nih.gov/20959281/).

*Noyes J et al: Short-term impact of introducing a soft opt-out organ donation system in Wales: before and after study. BMJ Open. 2019; 9(4): e025159.*  
[doi: 10.1136/bmjopen-2018-025159](https://doi.org/10.1136/bmjopen-2018-025159)

**GS Complaints procedure**

	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
	<b>Total</b>						
	<b>€</b>						
<b>Income</b>							
Deposits	0	1,000	0	(814)	0	0	(814)
Less - deposit refund	0	0	0	0	0	0	814
Support from General Purpose Fund	0	0	0	0	0	0	0
Net deposits	<u>0</u>	<u>1,000</u>	<u>0</u>	<u>(814)</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>Costs</b>							
Legal – External	0	0	0	0	0	0	0
Legal - In-House Legal	0	0	0	0	0	0	0
Technical	0	0	0	0	0	0	0
Expert witness costs	0	0	0	0	0	0	0
Administrative and secretarial	0	0	0	0	0	0	0
Travel & subsistence	0	0	0	0	0	117	0
Sundry	0	0	0	0	0	0	0
			0	0	0	0	0
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>117</u>	<u>0</u>
	<u>0</u>	<u>1,000</u>	<u>0</u>	<u>(814)</u>	<u>0</u>	<u>117</u>	<u>0</u>

Costs will be charged to the income and expenditure account in the year the complaint hearing takes place.

## APPENDIX J

### CONSULTATIVE GROUP ON DISABILITY

#### Membership

Rev Aaron McAlister	Ms Ruth McCartney
Rev Alistair Donaldson	Ms Rachael Mackarel
Mr Jasper Chisnall	Ms Emily Casey
Mr Jonny Watson	Mrs Stephanie Casey
Ms Jennifer Bullock	

#### Planning for the future

The Group functions 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:

1. To make people think beyond disability and towards access for all;
2. To make people aware of the legislation in the Republic of Ireland and Northern Ireland and outline the implications of the same;
3. 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. A draft document has been worked on in conjunction with the Property Department and is ready for further input from the Consultative Group.

- Looking at sensory assistance in churches, including using picture sheets, with a possible link up with the Children's Ministry Network. The Group has gathered some useful examples of picture sheets already in use in other settings and hope to progress this idea further once Covid-19 restrictions are lifted.
- 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.
- 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. The Group hopes to sign up to JAM and distribute cards to parishes once Covid-19 restrictions are lifted.

### **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. While Covid-19 has hampered the Group's efforts, we are hopeful that the next couple of years will allow us to start to make progress on our ideas and plans. We also seek prayerful support in the year ahead as we embark on our first projects.

## APPENDIX K

### 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 (*Honorary Secretary, to January 2021*)  
Dr Ian d'Alton  
Mr Ken Gibson (*Honorary Secretary, from January 2021*)  
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*)

#### Aim

The Working Group continues to be guided by the aim expressed in its first report to the Standing Committee in 2012 – to enhance our understanding of Church of Ireland attitudes at the time and to use such lessons to help build our shared future. This is complemented by the core principles of the Irish Government's Expert Advisory Group on Commemorations, which include seeking to broaden sympathies without having to abandon loyalties, and remembering the past while ensuring, as far as possible, that commemoration does not re-ignite old tensions. The year 2021 has, of course, a particular resonance in relation to the Partition of Ireland and the formation of Northern Ireland.

#### Centenaries during the Coronavirus Pandemic

All plans for recent centenary-related events have been, in some way, disrupted but not necessarily discontinued by the Coronavirus pandemic. Online technology has enabled historians and others to reflect on the passage of 100 years since 1920 and 1921 through conferences, exhibitions and talks, which have often attracted a significant level of interest.

#### Reading List

The *Divided States: Irish Independence and its Aftermath, 1918-1923* reading list, authored by Mr George Woodman in consultation with other historians, and produced by the working group in 2019, has now been supplemented by updates which record new publications and other relevant additions. The reading list and updates accompany the 'Borderless Church' series – drawing out stories from the archives of the *Church of Ireland Gazette* – at [www.ireland.anglican.org/borderless-church](http://www.ireland.anglican.org/borderless-church)  
The reading list's timeframe extends, through the course of the Civil War, to the admission of the Irish Free State to the League of Nations in September 1923 and, in

respect of Northern Ireland, to the conclusion of the inter-governmental agreement on the Border in December 1925.

### **Symposium on the Nature of Commemoration**

The working group plans to hold a symposium in Cork at a later date in the Decade of Centenaries on the theme, 'What is the nature of commemoration in the context of centenaries in Ireland?' It is our hope that this event will enable a better understanding of an issue that can be sensitive and can stir memories that may remain vivid or painful after this length of time. This was one of the tasks originally given to this working group.

### **Liturgy**

Liturgies which seek to mark aspects of centenaries continue to be commended for local use. Clergy may wish to consider *A Service of Light for the reconciliation of local communities* and/or the prayers and readings from *Liturgical Material for use at Historic Centenary Events in Parishes and local communities*. The *Service of Light* can be used over an extended number of days for a possible 'week of reconciliation' or as a standalone service with each church or community group preparing for it in their own way. These resources are available in the Worship Resources listing at [www.ireland.anglican.org/prayer-worship](http://www.ireland.anglican.org/prayer-worship)

At the time of going to press, the Liturgical Advisory Committee, with the support of the working group, was preparing material to assist in marking the centenaries of the formation of Northern Ireland and the end of the War of Independence. It was also noted that the Irish Government's Expert Advisory Group on Commemorations has recommended that all those who died in the period of the War of Independence be commemorated.

### **Keeping abreast of other Centenary Events**

The working group was informed that the Irish Council of Churches and the Irish Inter Church Meeting are seeking to explore a number of related issues. The forthcoming Irish Inter Church Meeting, to be held in November this year, will explore the theme of 'Identity' in the context of the centenaries being marked in 2021.

In addition, the working group noted and discussed significant contributions made to the commemorations period in the public space, including those by the President of Ireland, Archbishop Eamon Martin, and political representatives from several traditions.

**APPENDIX L**  
**PRIORITIES FUND**

**Priorities Fund Report to the Standing Committee March 2021**

		Conversion rate Sterling to Euro			€1.118	
Application Number	Applicant	Diocese	Amount Requested		Recommended Grant	
<b>Outreach Initiatives</b>			£	€	£	€
OI-1	<b>St Molua's Church, Stormont</b> Family outreach project focusing on the Tullycarnet estate	Down	£25,000	€27,950	£13,000	€14,534
OI-2	<b>Friends of Suicide Loss</b> Professional support in the aftermath of a suicide			€15,000		€0
OI-3	<b>COI Bishops' Appeal</b> To conduct an audit of Bishops' Appeal		£12,000	€13,416	£10,000	€11,180

OI-4	<b>Summer Madness</b>		£7,500	€8,385	£7,500	€8,385
	Assistance to rebuild festival for 2021					
OI-6	<b>Solas Project</b>	Dublin		€11,200		€10,000
	Expansion of youth mentoring programs					
OI-7	<b>Shankill Lurgan</b>	Down	£11,000	€12,298	£4,000	€4,472
	Agape Servant Project supporting lonely, vulnerable & elderly in parish					
OI-8	<b>YMCA Dublin - PlusOne Mentoring</b>			€15,000		€0
	One-to-one mentoring service for vulnerable and at-risk young people					
OI-9	<b>St Clement's , Belfast</b>	Down	£30,000	€33,540	£15,000	€16,770
	To rent facilities for community outreach					
OI-10	<b>St Nicholas, Galway</b>	Tuam		€25,000		€15,000
	Provision & installation of AV System for live streaming					
OI-11	<b>Kilmore, Elphin &amp; Ardagh Diocese</b>	Kilmore	£30,000	€36,000		€15,000
	Creation of a 'Community Church' model of mission outreach					

OI-12	<b>Culmore, Muff &amp; St Peter</b> Walled City Passion - performance of the Easter story	Derry	£35,000	€9,130	£30,000	€33,540
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Conversion rate Sterling to Euro €1.118

Application Number	Applicant	Diocese	Amount Requested		Recommended Grant	
			£	€	£	€
<b>Outreach Initiatives</b>						
OI-14	<b>Kilcummin Church</b> Refurbishment of Church roof	Tuam		€15,000		€0
OI-15	<b>St Mark's Parish Community Association</b> To model & teach Christian values to primary seven children	Armagh	£12,745	€14,249		€0
OI-16	<b>Aughrim &amp; Creagh</b> Aughrim Climate Action Park, Interpretive units, prayer signs and signposts	Limerick		€1,201		€5,000
OI-17	<b>Beacon Ministries</b>		£19,000	€21,242		€0

Creating a "House of Prayer" and Worship Music Academy						
OI-18	<b>Christ Church Primacy</b>	Down	£10,000	€1,180	£5,000	€5,590
	Practical help to people in Bangor who are struggling with debt					
OI-19	<b>Ballynure &amp; Ballyeaston (Ballyclare)</b>	Connor	£1,500	€1,677	£1,500	€1,677
	Christians Against Poverty (CAP) Life Skills programme					
OI-20	<b>Drumcliffe</b>	Limerick		€3,320		€3,320
	Video and audio broadcasting equipment for online church					
OI-21	<b>St Mark's, Dundela</b>	Down & Dromore	£21,145	€23,640		€0
	Bell ringing project					
OI-22	<b>Greg Fromholz - RevoLectionary</b>	Dublin & Glendalough		€22,783		€0
	Resource books written by young adults to encourage scriptural engagement					
OI-23	<b>East Clare Community Co-op</b>			€3,000		€0
	Landscaping & equipment for events in community gardens					



	Interpretation panels and literature for visitors						
OI-29	<b>All Saints Clooney</b> Mens shed project	Derry	£13,400	€14,981	£10,000	€11,180	
OI-30	<b>Diocese of Cork, Cloyne and Ross</b> Events marking the centenary of the Irish War of Independence	Cork		€6,000		€8,000	
OI-37	<b>St Anne's Cathedral, Belfast</b> Centre of acknowledgment and remembrance for victims of the troubles	Connor	£13,000	€14,534	£13,000	€14,534	
OI-38	<b>Seagoie Parish</b> Killicomaine Community Care project	Down	£30,000	€33,540	£18,000	€20,124	
OI-39	<b>Willowfield Parish</b> Assistance for the local community in the challenges of Covid-19	Down	£90,000	€100,620	£20,000	€22,360	
OI-40	<b>Belfast St Katherine's</b> Audio visual system and technology for online services	Connor	£4,380	€4,897	£4,380	€4,897	
			<b>£439,170</b>	<b>€651,956</b>	<b>£183,880</b>	<b>€271,898</b>	



			<b>£45,500</b>	<b>€70,869</b>	<b>£4,000</b>	<b>€19,472</b>
<b>Innovative Ministry in a Rural Context</b>						
IM-1	<b>St Johns Longford</b>	Ardagh		€1,700		€1,700
	Audio - visuals in church- data projectors, and screens and signage					
IM-2	<b>Inch</b>	Down	£6,350	€7,099	£6,000	€6,708
	Development of Welcome /tea and coffee area in church					
IM-3	<b>Derry &amp; Raphoe</b>	Derry		€6,000		€5,000
	Insight into new ways of rural ministry using West Donegal as a case study					
IM-4	<b>Rostrevor</b>	Down and Dromore	£11,697	€13,077		€0
	A book on the COI Rostrevor celebrating 200 years of ministry					
IM-5	<b>Faughanvale</b>	Derry	£100,000	€111,800	£30,000	€33,540
	Contribution towards replacement of flooded church hall					
IM-6	<b>Connect project Dundrum</b>	Down	£39,550	€44,217	£10,000	€11,180
	St. Donard's Community Church- new church plant					

IM-7	<b>Mullabrack and Kilcluney</b> Seed funding for rural ministry to children and young families during covid-19	Armagh	£11,820	€13,215	£4,000	€4,472
IM-8	<b>St Andrews Ballyhalbert</b> Equipment to help with relaunch of a rural Parish Church	Down & Dromore	£7,475	€8,357	£7,475	€8,357
			<b>£176,892</b>	<b>€205,465</b>	<b>£57,475</b>	<b>€70,957</b>

Conversion rate Sterling to Euro

€1.118

Application Number	Applicant	Diocese	Amount Requested		Recommended Grant	
			£	€	£	€
T-1	<b>Agherton Parish Church Portstewart</b> Increase capacity for Nursing UK/Parish partnership due to Covid	Connor	£18,790	€21,007	£12,000	€13,416

T-2	<b>Dioceses of Cashel Ferns Ossory</b> Upgrade of training facilities in the Diocesan Office	Cashel		€5,000		€5,000	
T-3	<b>Sunday School Society for Ireland</b> Support of childrens' and family ministry during Covid			€10,000		€7,500	
T-4	<b>Alpha Ireland</b> Funding for The Church Innovation Network (TCIN)		not stated	€0	£0	€0	
T-5	<b>Greg Fromholz - Animated Elders</b> Animations for training of lay and ordained leaders	Dublin & Glendalough		€26,010		€0	
				<b>£18,790</b>	<b>€62,017</b>	<b>£12,000</b>	<b>€25,916</b>
OI-41	<b>COI Clergy Pension Fund</b> Pension contribution for surviving clergy spouses			<b>£1,200</b>	<b>€1,342</b>	<b>£1,200</b>	<b>€1,342</b>
			<b>Totals</b>		<b>€91,649</b>		<b>€419,584</b>
			<b>Total recommended grants</b>				<b>€419,584</b>

**Standing Committee**

**PRIORITIES FUND**

**INCOME AND EXPENDITURE ACCOUNT**

**Year ended 31 December**

		2020	2019
		€	€
<b>INCOME</b>			
Contributions	1	188,772	536,478
Investment Income		31,274	31,304
Individual Contributions		133	453
Miscellaneous Income		67	81
		<u>220,246</u>	<u>568,316</u>
<b>EXPENDITURE</b>			
Administration Expenses	2	(6,823)	(34,557)
<b>Operating Surplus for the Year</b>		<u>213,423</u>	<u>533,759</u>
<b>ALLOCATIONS &amp; GRANTS</b>			
Allocations & Grants Distributed	3	(630,812)	(675,234)
<b>(Deficit) after Allocations &amp; Grants</b>		<u>(417,389)</u>	<u>(141,475)</u>
Valuation Movement		(49,667)	149,790
Currency translation adjustment		(20,898)	25,800
<b>Net (Deficit)/Surplus for the year</b>		<u><u>(487,954)</u></u>	<u><u>34,115</u></u>

**Standing Committee****Priorities fund****BALANCE SHEET****Year ended 31 December**

		2020 €	2019 €
<b>INVESTMENTS</b>			
Investments held by the RCB	5	1,092,344	1,142,012
		<hr/>	<hr/>
<b>CURRENT ASSETS</b>			
Cash held with the RCB	6	112,577	365,367
Debtors	7	34,859	220,357
		<hr/>	<hr/>
		147,436	585,724
		<hr/>	<hr/>
Net Assets		<u>1,239,780</u>	<u>1,727,736</u>
<b>FUNDS EMPLOYED</b>			
Balance at 1 January			
		1,727,734	1,693,621
(Deficit)/ Surplus for the year		(487,954)	34,115
		<hr/>	<hr/>
Balance as at 31 December		<u>1,239,780</u>	<u>1,727,736</u>
		<hr/> <hr/>	<hr/> <hr/>

## Notes to the Financial Statements

	2020	2019
	€	€
1. Contributions		
Contributions from the dioceses	188,772	536,478
	<u>          </u>	<u>          </u>

An amount of €34,343 is included in the 2020 contributions and relates to diocesan contributions which will be received in 2021.

	2020	2019
	€	€
2. Administration Expenses		
Salaries & PRSI	6,823	26,459
Organiser's & Committee expenses	-	1,167
Printing & Stationary	-	3,435
Postage & Photocopying	-	744
Miscellaneous & Transfers	-	993
Audit Fees	-	1,759
	<u>6,823</u>	<u>34,557</u>
	<u>          </u>	<u>          </u>

	2020	2019
	€	€
3. Grants & Loans		
Ministry	118,196	77,124
Retirement Benefits	895	946
Education	61,237	161,024
Areas of Need	10,000	-
Outreach Initiatives	398,475	87,424
Innovative Ministry	42,009	348,716
	<u>630,812</u>	<u>675,234</u>
	<u>          </u>	<u>          </u>

## 4. Capital Commitments

As at 31<sup>st</sup> December 2020 the Priorities Fund had committed grants of €547,227 for Jan 2021 – March 2023. These grants have not been provided for in the Financial Statements.

5. Invested assets are shown at market value at both 31 December 2019 and 31 December 2020.

	2020	2019
	€	€
6. Cash on deposit held by the RCB		
Cash on deposit held by the RCB	112,577	365,367
	<u>          </u>	<u>          </u>

This represents cash held on behalf of The Church of Ireland Priorities Fund by the RCB in pooled bank accounts.

	2020	2019
	€	€
7. Debtors		
Contributions Accrued	34,859	220,356
	<u>          </u>	<u>          </u>

8. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2020, €1 = £0.8937 (2019: €1 = £0.8459).

9. An accountants' report has not been provided for these Financial Statements as the cash balance of €12,577 and Investment balance of €1,092,344 is included within the scope of the Representative Church Body's audit.

10. The Priorities Fund is not the beneficial owner of any tangible fixed assets, and thus no depreciation charge arises in the current or previous financial year.

## APPENDIX M

### REPORT OF THE SAFEGUARDING TRUST BOARD 2021



**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 <https://safeguarding.ireland.anglican.org/>*

**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 Introduction)*

#### **Priorities, Resourcing and Training**

Identified priorities for 2020 included:

- a) Developing a victim survivor response that builds on the learning from very critical reports such as the IICSA report in the UK.
- b) Development of a quality assurance framework for safeguarding in the COI.
- c) Piloting an online safeguarding return form that provides detailed information around compliance with safeguarding.
- d) Reviewing and updating the child safeguarding statements and assessments of harm in line with legislation in the Republic of Ireland.
- e) 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);
- f) Developing key, accessible communication tools and networks including a new safeguarding website;
- g) Supporting the training needs of the organisation as necessary with a specific focus on quality assurance and capacity building at diocesan level through training .

#### **Executive Summary**

- The Safeguarding policies are now well established and are being built upon and reviewed in an ongoing way.
- Key areas such as communications, compliance, responses to victims and survivors are being improved in a proactive way.
- Safeguarding Officer NI – brief summary of work carried out below.
- Safeguarding Officer RI – brief summary of work carried out below.

### **1. Safeguarding Officer NI**

The Safeguarding Officer NI, 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 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.

Claire Geoghegan continues to administer the AccessNI vetting service for all Church of Ireland dioceses, parishes and related organisations in NI. Claire provides advice and guidance in relation to all vetting enquiries on an ongoing basis.

### **2. Safeguarding Office RI**

In partnership with the Safeguarding Officer NI, huge work advancing the policy and operations review agenda has taken place in 2020. Two significant initiatives out of the five areas identified are due to conclude in 2021. These are the victim survivor workgroup and the quality assurance workgroup.

The review and updating of the Child Safeguarding statements has been a priority in 2020. Tusla engaged with safeguarding staff and made recommendations about the policy framework and the content of the statement. A church wide approach was agreed and is in the process of being rolled out. Training has been provided and resources included in the safeguarding website to support this process.

Training for child safeguarding panels, adult safeguarding panels, workshops on child safeguarding statements, general awareness in Adult Safeguarding and training for trainers has been delivered online due to Covid restrictions.

### **Members of the Board**

The Archbishop of Armagh, Most Rev Dr John McDowell (Chair)  
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

### *External advisors*

Mrs Barbara McDermott, Diocese of Down and Connor  
Mr Paul Stevenson, NSPCC

### *Staff*

Secretary to the Board of Education NI, Dr Peter Hamill  
Secretary to the Board of Education RI, Dr Ken Fennelly  
Safeguarding Officer NI, Ms Margaret Yarr (Secretary)  
Safeguarding Officer RI, Mr Robert Dunne

**APPENDIX N**

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**FINANCIAL STATEMENTS**

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**CHURCH OF IRELAND STANDING COMMITTEE**

**For the Year Ended**

**31 December 2020**

**CHURCH OF IRELAND STANDING COMMITTEE  
FINANCIAL STATEMENTS 2020**

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**CONTENTS**

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**PAGE**

ACCOUNTING POLICIES	1
INCOME & EXPENDITURE ACCOUNT	2
FUND ACCOUNT	3
NOTES TO THE FINANCIAL STATEMENTS	4-5

## CHURCH OF IRELAND STANDING COMMITTEE

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### ACCOUNTING POLICIES

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

#### **Basis of Preparation**

The financial statements have been prepared in accordance with the applicable accounting policies below.

#### **Historical Cost Convention**

The financial statements are prepared under the historical cost convention.

#### **Taxation**

No liability to corporation tax arises by reason of the entity's status as a recognised charity under Section 207 of the Taxes Consolidation Act, 1997.

#### **Income Recognition**

Income includes RCB allocations, fund income & contributions and deposit interest receivable during the financial year.

#### **Foreign Exchange**

The functional currency is Euro. Assets and liabilities in currencies other than the functional currency are translated into euro at the exchange rates ruling at the balance sheet date. Gains and losses on foreign exchange transactions are recognised in the Income & Expenditure Account. Sterling is the most significant currency other than Euro for transactional and balance sheet purposes, and at the year end the rate was €1 = £0.8937 (2019 €1 = £0.8459).

#### **Going Concern**

On the 11th March 2020, the World Health Organisation officially declared COVID-19, the disease caused by the novel coronavirus, a pandemic. The Committee is closely monitoring the evolution of this pandemic, including how it may affect the financial markets and the economy.

The impact on Covid-19 on the financial markets and overall economy and the duration, spread of the outbreak and restrictions imposed remain uncertain. Markets experienced significant negative performance and market volatility in March 2020 but recovered well in the latter half of 2020. The Committee will continue to closely monitor any impacts of this pandemic.

Standing Committee – Report 2021

**CHURCH OF IRELAND STANDING COMMITTEE**

**INCOME & EXPENDITURE ACCOUNT**

**Year ended 31 December 2020**

	Notes	2020 €	2019 €
<b>INCOME</b>			
Representative Church Body	1	626,205	582,817
Deposit Interest	2	-	171
Royalties Fund Income		14,928	70,438
Grants/Contributions		5,939	33,772
		<u>647,072</u>	<u>687,198</u>
<b>EXPENSES</b>			
Services provided by RCB	3	321,068	281,041
General Synod Expenses	4	30,659	36,523
Miscellaneous Expenses	5	26,209	44,672
Deposit Interest	2	254	-
		<u>378,190</u>	<u>362,236</u>
<b>OPERATING SURPLUS FOR THE YEAR</b>		<u>268,882</u>	<u>324,962</u>
<b>ALLOCATIONS AND GRANTS</b>			
Allocations to Ecumenical and Anglican Organisations	6	113,083	123,587
Allocations to Church related Organisations	7	151,051	212,265
		<u>264,134</u>	<u>335,852</u>
Surplus/(Deficit) for year		<u>4,748</u>	<u>(10,890)</u>

Standing Committee – Report 2021

**CHURCH OF IRELAND STANDING COMMITTEE**

**FUND ACCOUNT**

**Year ended 31 December 2020**

	Notes	2020 €	2019 €
<b>CURRENT ASSETS</b>			
Cash on deposit held by RCB	8	303,811	301,614
<b>Net assets</b>		<u>303,811</u>	<u>301,614</u>
<b>FUNDS EMPLOYED</b>			
Balance at 1 January		301,614	311,075
Surplus/(Deficit) for year		4,748	(10,890)
Currency translation adjustment		(2,551)	1,230
Opening Balance Adjustment		-	199
Balance at 31 December		<u><u>303,811</u></u>	<u><u>301,614</u></u>

Standing Committee – Report 2021

**CHURCH OF IRELAND STANDING COMMITTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**Year ended 31 December 2020**

1.	Income from Representative Church Body	2020	2019
		€	€
	Representative Church Body allocation	701,491	681,907
	Refund unexpended allocation	(75,286)	(99,090)
	Total income from RCB	<u>626,205</u>	<u>582,817</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	2020	2019
		€	€
	Royalties Fund Interest	(254)	171
		<u>(254)</u>	<u>171</u>
3.	Services provided by the RCB		
	Services provided by the RCB relates to the time apportionment of certain RCB staff who provide Standing Committee support.		
4.	General Synod Expenses	2020	2019
		€	€
	Venue and Facilities	30,659	36,523
		<u>30,659</u>	<u>36,523</u>
5.	Miscellaneous Expenses	2020	2019
		€	€
	- Commemorations Working Group	-	2,494
	- Publications & Printing	2,634	6,330
	- Honorary Secretaries' expenses	12,216	12,393
	- Children's Ministry	659	-

Standing Committee – Report 2021

- Porvoo Expenses	366	1,712
- Historiographer's Honorarium	-	1,350
- COI Church & Society CO	66	688
- Council for Mission	1,401	3,097
- Eco Congregation	-	245
- Subscriptions	2,988	3,121
- Commission on Ministry	5,879	13,242
	<u>26,209</u>	<u>44,672</u>

**CHURCH OF IRELAND STANDING COMMITTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**Year ended 31 December 2020**

6.	Ecumenical and Anglican Organisations	2020	2019
		€	€
	- Anglican Consultative Council	54,696	54,006
	- Churches Together in Britain and Ireland	11,189	11,822
	- Irish Council of Churches	24,803	26,205
	- Irish School of Ecumenics	-	2,000
	- Irish Inter-Church Meeting	12,216	12,907
	- World Council of Churches	4,239	4,391
	- Conference of European Churches	4,940	5,800
	- Delegates' expenses (travel/conferences)	1,000	6,456
		<u>113,083</u>	<u>123,587</u>
7.	Allocations to Church related Organisations	2020	2019
		€	€
	-Central Communications Board	92,240	89,639
	- Grants paid to General Church Organisations	5,000	1,000
	- Grants paid to Support Allocations	11,000	11,000
	- Church of Ireland Marriage Council	3,421	3,325
	- 2019 Chapman Donation reserved for Children's Ministry Project	14,150	-
	- Royalties Fund Expenditure	25,240	107,301
		<u>151,051</u>	<u>212,265</u>

Standing Committee – Report 2021

	2020 €	2019 €
8. Cash on Short Term Deposit		
- Royalties Fund	177,908	187,089
- Hymnal Revision	1,441	1,523
- Other Account Balances	124,462	113,002
	303,811	301,614

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 at 31 December 2020, €1 = £0.8937 (2019: €1 =£0.8459).

**CHURCH OF IRELAND STANDING COMMITTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**Year ended 31 December 2020**

10. An accountants report has not been provided for these financial statements, as the balance of €303,811 is included within the scope of the Representative Church Body's audit.

11. Post Balance Sheet Event

We acknowledge the emergence of Covid-19 pandemic and its impact on the global economy since March 2020. As of \_\_\_\_\_ we are satisfied that there has been no material long term effect on the entity.

12. The financial statements were approved on \_\_\_\_\_

Standing Committee – Report 2021

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**FINANCIAL STATEMENTS**

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**CHURCH OF IRELAND GENERAL PURPOSES FUND**

**For the Year Ended 31 December 2020**

Standing Committee – Report 2021

**THE GENERAL PURPOSES FUND**

**31 December 2020**

**INCOME AND EXPENDITURE ACCOUNT**

	2020	2019
	€	€
<b>INCOME</b>		
Investment Income	1,105	1,105
	<u>1,105</u>	<u>1,105</u>
<b>EXPENDITURE</b>		
Registrar's fees	63	63
	<u>63</u>	<u>63</u>
<b>OPERATING SURPLUS FOR THE YEAR</b>	1,042	1,042
Balance at 1 January 2020	44,663	38,449
Revaluation movement	(1,702)	5,166
Currency translation adjustment	(6)	6
Balance at 31 December	<u>43,997</u>	<u>44,663</u>
<b>FUNDS EMPLOYED</b>		
Investments	37,731	39,437
Cash held with the RCB	6,266	5,226
	<u>43,997</u>	<u>44,663</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31<sup>st</sup> December 2020, €1 = £0.8937 (2019: €1 = £0.8459)

(Note - An accountants report has not been provided for these financial statements, as the balances of €43,997 is included within the scope of the Representative Church Body's audit.)

## HISTORIOGRAPHER'S REPORT<sup>1</sup>

When future historians consider the experience of the Church of Ireland in the early decades of the twenty-first century they will inevitably study the impact of the Covid 19 virus. Many of the consequences of this pandemic have yet to be identified and researchers will find that while its effects in Ireland, as globally, were catastrophic for many people and institutions, a *new* normality emerged, benefitting from technological innovations that to some extent made possible a degree of 'business as usual' unforeseen until very recently.

The Church of Ireland Historical Society, while having to abandon its customary annual visits to the Armagh Robinson Library and Christ Church Cathedral in Dublin, held its scheduled conferences by Zoom. Likewise, the journal *SEARCH* held its April 2021 colloquium by Zoom, though the spring issue appeared in print.

Publishers tell of the impact on their output that resulted from the difficulties that scholars experienced in accessing source material. Nevertheless, WJR Wallace's *The churchwardens' accounts of the parishes of St Bride, St Michael Le Pole and St Stephen, Dublin 16663-1702* (the ninth volume in the 'Texts and calendars series', edited by Raymond Gillespie and published by Four Courts Press in association with the RCB Library), appeared in 2020.

Likewise, 'The Braemor Studies Series', produced by Church of Ireland Publishing in association with the Theological Institute, previously edited by Susan Hood and now by Bryan Whelan, has also maintained its programme, while APCK continues to publish its pamphlets on Church of Ireland topics (over twenty titles have already appeared).

The destruction of the Treasury of the Public Record Office in Dublin at the outset of the Civil War in 1922 led to the loss of much archival material that had heretofore been in the custody of the Church of Ireland.

However, 'Beyond 2022', a major government-funded initiative as part of the marking of the Decade of Centenaries, is a project to reconstruct the destroyed collections including the records of the Established Church. The RCB Library is a collaborator in this enterprise and digitization has been undertaken on several of the Library's manuscripts. Research is also being conducted on the Christ Church Deeds, a victim of the 1922 disaster, which are among the most important sources for the history of medieval and early modern Ireland.

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<sup>1</sup> As this report could not be included for approval at the March meeting of the Standing Committee, it is not presented as an appendix to report of the Standing Committee.

### Historiographer's Report 2021

Details about the 'Beyond 2022' project can be found on [www.beyond2022.ie](http://www.beyond2022.ie). Similarly, since March 2021 the 11,000 biographical entries in the *Dictionary of Irish Biography*, which is managed by the Royal Irish Academy, can be found by visiting [www.dib.ie](http://www.dib.ie). And for details of recent (and other) publications relating to the Church of Ireland consult the Royal Irish Academy Library Online.

Dr Kenneth Milne

**General Synod Board of Education**

**Reports of RI and NI Boards of Education**

The aims of the General Synod Board of Education are to:

- Define the policy of the Church in education, both religious and secular and, in promotion of this policy, to take such steps as may be deemed necessary to co-ordinate activities in all fields of education affecting the interests of the Church of Ireland;
- Maintain close contact with Government, the Department of Education and Skills, Diocesan Boards of Education, and other educational and school authorities with a view to ascertaining the most efficient and economical use of resources including funds, transport facilities and teachers;
- Study any legislation or proposed legislation likely to affect the educational interests of the Church of Ireland and take such action with respect thereto as it may deem necessary;
- Deliberate and confer on all educational matters affecting the interests of the Church;
- Make such enquiries as it shall deem to be requisite and communicate with government authorities and all such bodies and persons as it shall consider necessary.

**A. Board of Education (Republic of Ireland)**

**AIMS**

- Shall have the power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland;
- Will advise the General Synod of developments in educational policy in the Republic of Ireland and will represent the Church as an education partner with the Department of Education and Skills and other educational bodies;
- Support, through the *Follow Me* programme, religious education in primary schools under Protestant management;
- Provide support, training and advice to primary level patrons and boards of management;
- Undertake the processing of garda vetting applications for non-teaching employees and volunteers in Church of Ireland primary schools and employees and volunteers in parishes and other Church of Ireland organisations.

**Report to General Synod RI (Synopsis version).**

The impact of the Covid 19 pandemic on schools has been immense. On the direction of Government all schools closed on the 13<sup>th</sup> March 2020 and all teaching moved online. While students and teachers adapted quickly to the changed circumstances the move to online teaching and ‘home schooling’ has brought anxiety and strain to households across the country. The Board engaged closely with the Department of Education on the drafting

## Board of Education – Report 2021

of a range of guidance and policy documents throughout 2020, including the education element of the ‘Roadmap’ on reopening schools. While schools reopened for in-class teaching in September 2020, the transmission rates of Covid19 increased to such a level that schools remained closed after the Christmas holidays and agreement on schools returning to in-class teaching was not reached until February 2021. It is envisaged that all primary schools will reopen fully to in-class teaching from the 15<sup>th</sup> March 2021 and second level schools will fully reopen after the Easter holidays. In July of 2020 the Minister announced a €375 million funding support package to assist schools manage the impact of Covid 19. Fee charging second level schools were initially deemed ineligible for the funding. However, following representations, the Minister agreed to permit such schools to apply for funding which would be considered on an individual school basis. The Board made detailed submissions to the Department of Education and the Joint Committee on Education and these can be viewed at: [www.ireland.anglican.org/children-youth/education/boe-submissions-and-other-items-in-the-document-library](http://www.ireland.anglican.org/children-youth/education/boe-submissions-and-other-items-in-the-document-library).

The Board congratulates Rev Canon Dr Ian Ellis, former secretary of the Board of Education NI on his election as Bishop of Clogher and thanks the Rt Rev Patrick Rooke for his nine years of service to the Board. The Board also congratulates Ms Hazel Corrigan on her election as chairperson of the SEC. The Board conveyed its best wishes to Ms Norma Foley on her appointment as Minister for Education. The Board thanks those who represent the Board on various external educational bodies. The Board would like to express its gratitude to CIPSMA for its funding of three online board of management training modules which are available to schools to access at: [www.ireland.anglican.org/children-youth/education/information-policies-roi/boards-of-management-secure-page](http://www.ireland.anglican.org/children-youth/education/information-policies-roi/boards-of-management-secure-page).

The Board is grateful to CIC, DCU for an update on its work in 2020 and this report is included in the more detailed version of this Report. The Board notes that two primary schools closed in 2020 (Desertserges, Co. Cork and Rathdowney, Co. Laois) and that the patronage of two schools was divested to local Education and Training Boards to become Community National Schools (St Maelruains NS, Tallaght, Co. Dublin and Kilnarnagh NS, Co. Wexford). The Board wishes to signal to General Synod that it is currently engaging in a review of its aims and role and intends to bring forward a resolution on this matter to General Synod 2021.

A more detailed Report of the work on the activities of the Board in 2020 will be published in the online version of the ‘Book of Reports’ of the General Synod.

### **General Synod Board of Education (RI)**

#### **Report to General Synod 2021**

##### **Executive Summary:**

1. Personalia
2. Impact of Pandemic on Schools
3. Submissions
4. Admissions to Schools (Primary)

## Board of Education – Report 2021

5. Secondary Education Committee (SEC)
6. Representation on Boards and External Bodies
7. Review of Role and Aims of (RI) Board
8. Church of Ireland Centre, DCU, Update 2020
9. School Closures
10. Board of Management Training (Primary)
11. Appendix 1 – Letter to Minister for Education, Ms Norma Foley, TD.

### **1. Personalia**

In 2020 the Board noted changes in both its own membership and in the wider field of education management. After serving nine years on the Board, Bishop Patrick Rooke indicated to the House of Bishops his intention to resign from the Board. The Board wishes to record its thanks to Bishop Rooke for his contribution to the work of the Board over his nine years on the Board. The Board looks forward to receiving the name of his successor on the Board from the House of Bishops in due course. The Board was delighted to learn of the election of the former secretary of the Board of Education NI, Canon Dr Ian Ellis to the See of Clogher. The Board wishes the bishop-elect every good wish as he begins a new ministry in the Diocese of Clogher and to the church.

The Board noted the election of Ms Hazel Corrigan, Honorary Secretary of the General Synod and member of the Board as Chairperson of the SEC (in succession to the Rev Canon Katherine Poulton). The Board wishes Ms Corrigan every success as chairperson of this important support body to second level students and parents attending Church of Ireland and Protestant second level schools. Further information on the SEC is detailed in this Report (below).

In the field of education management, the Board noted that Ms Breda Corr, former general secretary of the National Association of Boards of Management of Special Schools took up a new post with the National Council for Special Education. Ms Corr was a valued colleague and contributed to numerous conferences organised by the Board and CIPSMA. The Board wishes Ms Corr well in her new appointment.

The Board noted also the retirement of Mr Paul Rowe as CEO of Educate Together and the appointment of Dr Emer Nolan as his successor. The Secretary conveyed to Dr Nolan the congratulations and best wishes of the Board on her appointment and wished Mr Rowe well on his retirement.

The Board noted that Mr Joe McHugh, TD. concluded his term of office as Minister for Education and Skills in May 2020. During his time as Minister, Mr McHugh made numerous visits to Church of Ireland primary and post-primary schools, and indeed opened the new building at St Patricks Cathedral Grammar School. Mr McHugh took a special interest in supporting the future of rural primary schools, a topic of particular importance to many Church of Ireland schools, dioceses and patrons. The Secretary conveyed the thanks of the Board for his service as Minister together with good wishes for the future. Ms Norma Foley was appointed as Minister for Education in May 2020 and Archbishop Jackson, as Chairman of the Board, wished Ms Foley every success in her new role.

The Board noted that following the 2020 general election the designation of the Department of Education and Skills was changed to the Department of Education. It was further noted

that a new department was created: the Department of Further and Higher Education, Research, Innovation and Science.

## **2. Impact of the Pandemic on Schools**

Members of General Synod will be fully aware of the extraordinary general impact of the coronavirus pandemic (Covid 19). It is important to record however that the impact of Covid 19 on education at all levels has been immense. The first case of Covid 19 in Ireland was announced on 1<sup>st</sup> March 2020. Government moved quickly to introduce a range of measures aimed at restricting the opportunity for the virus to transmit among the population. On the 12<sup>th</sup> March 2020, in an unprecedented move (but in accordance with the provisions of the Public Health Act 1947 and acting on the advice of the National Public Health Advisory Team – Nphet) An Taoiseach, Mr Leo Varadkar, TD., announced that all pre-schools, primary, post-primary schools, further and higher education colleges were to close from Friday the 13<sup>th</sup> March. This announcement marked the beginning of an awareness among not only those involved in education but of the entire population of the seriousness of Covid 19. With extraordinary alacrity, schools moved the delivery and continuation of teaching and learning to online platforms with learners of all ages, quickly becoming engaged in online learning.

In making the announcement of school closures due to the pandemic An Taoiseach commented:

“Ar scáth a chéile a mhaireann na daoine – we all live in one another’s shadow. If there was ever a time for us to appreciate how closely we are connected, how much what we do matters to others, how much we rely on each other, this is it. This is a time where we all need to work together for the best possible outcome for our students. The support of everyone across the sector is vital, as we all strive to ensure that this threat is dealt with as effectively as possible.”

The school closure announced on the 12<sup>th</sup> March 2020 was initially meant to last two weeks. However, the rise in Covid 19 cases throughout the following months meant that school closure was maintained until the end of the school year. At second level, the Leaving Certificate examinations in June were cancelled with predicted or ‘calculated’ grades being awarded to students who were also given the option of sitting the Leaving Certificate later in the year.

From the announcement of the school closures and the onset of the pandemic the Department of Education and Skills took a strong positional role in steering the education system. The Secretary, on behalf of the Board and the Church of Ireland primary schools, was part of the close consultation group of Education Partners that met, initially twice weekly and subsequently weekly, with senior officials of the Department of Education to co-ordinate policy approaches. However, decision making on all aspects of how the pandemic was managed in schools remained with the Department of Education and Government.

Schools reopened in September 2020 but with a variety of protocols and strategies to minimise virus transmission such as the wearing of masks, regular hand washing, use of hand sanitisers, enhanced cleaning and social distancing. Despite these preventive measures some students and school staff contracted the Covid 19. Following the closure for the Christmas holidays, it was decided, after intense negotiations with the unions for

teachers and ancillary staff not to reopen schools after the Christmas holidays. Following further discussions between all education stakeholders, it was agreed that schools would reopen on a phased basis (starting with Special schools) from February 2021 with all primary schools reopening on the 15<sup>th</sup> March 2021. Therefore, schools were open in person for only four months during the year from March 2020 to March 2021 with education continuing online during the normal term times.

In July the Minister announced a special support package for schools totalling €375 million. This funding provided for an additional 1,080 teaching posts, 120 additional guidance posts at second level, substitution coverage for school staff affected by covid19, supervision coverage and other staffing supports. In addition, the support package provided funding for building alteration costs and other logistical costs associated with ensuring schools were physically equipped to reopen safely. Crucially however, schools which charged tuition fees were deemed ineligible to receive any funding under this support package. This affected nineteen second level schools under Church of Ireland and Protestant patronage. High level representations were made on this issue by the chairman of the Board, Archbishop Jackson, who wrote to the Minister expressing disquiet at the decision (see appendix 1). Following such representations, the Minister agreed to allow such schools to apply for funding on the basis that the Department would determine funding to each school on an individual basis. While this arrangement was not satisfactory, and failed to recognise the equality based argument that in a time of pandemic a distinction in supports should not be made between schools on the basis of public health, it did release a portion of funding from the support package to such second level schools.

The Board wishes to take this opportunity to express its admiration and thanks to Boards of Management, school leaders, teachers and all school staff for the extraordinary work undertaken to ensure the continuity of teaching and learning during the phase of physical school closures and in organising the reopening of schools in September 2020.

### **3. Submissions**

During the course of 2020 the Board made formal submissions to the Department of Education on a range of topics and observations on draft circulars. In particular, in May 2020 the Board made a submission on the implications and effects of reopening schools in the context of the Covid 19 pandemic. The submission raised a variety of issues which the Board sought the Department of Education to address in advance of reopening schools for September 2020. These issues included: finance and funding; cleaning and hygiene in schools; delivering teaching and learning in the classroom safely; impact on pupils with special and additional needs; impact on individuals categorised as high risk and very high risk regarding Covid 19 transmission; legal, insurance and regulatory considerations for Boards of Management. The content of this submission was considered by the Department of Education in drafting its guidance to schools on reopening and the wider ‘Roadmap’. The Board was invited by the Joint Oireachtas Committee on Education, Further and Higher Education, Research, Innovation and Science to make a number of submissions to assist the Joint Committee with its deliberations. In June 2020, a submission was made to the Joint Committee outlining the challenges facing schools in their reopening. The Joint Committee requested a further submission in October 2020 on the topic of ‘ensuring that schools are open in a manner that is both safe and sustainable during the Covid 19

pandemic’. Both of these submissions informed the subsequent report issued by the Joint Oireachtas Committee in January 2021. The Joint Oireachtas Committee requested a further submission on the topic of ‘Anti-bullying and Wellbeing’ in February 2021. To assist the Joint Committee in its deliberations, the Primary Education Partners (comprised of all the primary level management bodies of which the Board is a member) provided the Joint Committee with a briefing paper indicating the range of research material on this complex topic.

The Board wishes to record its thanks to Board Members, Bishop Michael Burrows and the chairman for reviewing each submission, in each case within a tight timeframe and to the Secretary for drafting the submissions.

Submissions made by the Board are available to view at:

<https://www.ireland.anglican.org/children-youth/education/boe-submissions-and-other-items-in-the-document-library>

#### **4. Admissions to School (Primary)**

As set out in the 2020 report to General Synod, a number of provisions of the Education (Admission to Schools) Act 2018 were commenced in 2020. As a result of the legislation, all primary schools reviewed and updated their admission policies which were approved by their patron in the spring of 2020. The revised admission policies took affect for admissions to primary schools for the 2020/2021 school year.

#### **5. Secondary Education Committee (SEC)**

The SEC continues to provide financial support to second level students who are of a Protestant denomination. Over sixty Protestant denominations are currently recognised for grant eligibility purposes. In 2019/20 over €6.3 million in grant support was paid to approximately 1,600 recipients. The SEC grant is fully funded by the Department of Education and the members of Committee are elected by the Church of Ireland, Methodist Church, Presbyterian Church in Ireland and the Religious Society of Friends (Quaker).

The SEC Annual Report is available to view at: <https://secgrant.ie/wp-content/uploads/2020/10/SEC-Annual-Report-2019-20.pdf>

#### **6. Representation on Boards**

The Board is grateful to those who continue to represent it with external bodies. In 2020 the Board nominated Ms Claire Halligan, assistant lecturer at the school of Language, Literacy and Early Childhood, DCU, to the Board for Early Childhood and Primary, NCCA. The Board is grateful to Ms Halligan for agreeing to take on this role and continues to express its thanks to Board members Mrs Joyce Perdue, the Rev Professor Anne Lodge and the chairman for their continuing engagement with the NCCA on behalf of the Board. During the course of 2020 the members of the Board and secretariat were involved in various representations with a range of national bodies and agencies, including:

- The Teaching Council with regard to Teacher Supply and Cosán
- Discussions on and meetings with schools’ insurers,
- FSSU working group,
- Membership of School Procurement Advisory Committee
- Steering Committee on Board of Management training,

- SEAI with regard to energy awareness and reporting requirements on energy
- The Centre for School Leadership (CSL)

#### **7. Review of Role and Aims of Board**

The role and aims of the Board are set out in chapter 19 of the Constitution of the Church of Ireland and were last revised for the RI Board in 1994 (having first been adopted in 1965). The Board has formed the view that it is necessary to review those aims and its role with a view to revising them to reflect the reality of the work and purpose of the Board in the present day. The Board wishes to signal to General Synod that it intends to bring forward proposals in this regard when finalised.

#### **8. Church of Ireland Centre, DCU Update 2020**

The core work of the Church of Ireland Centre, DCU focuses on the Bachelor of Education programme. The Centre delivers the key components to the Centre's students. These components are:

- (a) the *Religious Education Certificate in Teaching the Follow Me Programme* co-ordinated for 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> year B.Eds. by Mrs Jacqui Wilkinson;
- (b) teaching the *Religions, Ethics, Morals and Values* modules to 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> years. These modules, taught by Mrs Wilkinson and Rev Prof Anne Lodge, complement the RE Certificate; (c) co-ordination of the five modules to 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> years particularly to prepare the students to work in small schools and to teach multi-level classes;
- (d) procuring specialist supports in Irish for 1<sup>st</sup> years;
- (e) Ms Geraldine O'Connor organises and oversees the majority of the Church of Ireland Centre students' placements in schools under Church of Ireland and other reformed Christian patronage.

The 120 Centre B.Ed. students across 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> year are also part of the larger B.Ed. cohort in DCU. This primary teacher education programme has several pathways through it. The Centre Director Rev Prof Lodge takes responsibility annually for reviewing all applicants wishing to follow the Centre's pathway through the Bachelor of Education programme. To this end, the Centre produces information for post-primary schools and deals with many enquiries about the pathway.

In September 2020, a new cohort of 32 students commenced 1<sup>st</sup> year of the B.Ed. programme with the Centre. These students come from all around the Republic of Ireland. Due to the impact of Covid, University teaching moved mainly online from mid-March 2020. The Centre has continued to find online ways to ensure our student teachers engage with personnel from our network of schools, including inviting expert contributions to the small schools' specialism modules and the RE Cert. The Centre held an online graduation ceremony in Nov 2020 for our most recent graduates who are working in primary schools all around the Republic of Ireland, many in permanent or one-year posts.

Mrs Wilkinson and Rev Prof Lodge continue to input into the Bachelor of Religious Education (initial teacher education programme for post-primary religion teachers) and the MA in Chaplaincy. They give inputs about Church of Ireland schools and context, and offer specific support to Church of Ireland students on these programmes. The Church of Ireland Centre, DCU, also liaises with primary schools under Church of Ireland and other

reformed Christian patronage. The Centre sends a detailed Newsletter out to its school network three times a year and this continued during lockdown. From April to June 2020, schools were offered weekly lesson packs for RE which were based on the *Follow Me* programme. Mrs Wilkinson devised three lesson packs per week (junior classes/ middle classes/ senior classes) for remote teaching/ home based learning and sent them to over 100 teachers who requested them. In September 2020, all schools connected with the Church of Ireland Centre, DCU were sent a Beginning of School Year assembly for use in the classroom. This was followed by a Harvest assembly and Advent assembly, all for use in school classrooms. An Advent project saw schools submit images of classroom and school cribs for a shared slide show which was released to schools and on social media before the end of term. We invite members of Synod to visit the Church of Ireland Centre's website to read our online Newsletters and catch up with our latest news and the range of our activities: <https://www.dcu.ie/church-of-ireland-centre/index.shtml>

#### **9. School Closures and Divestment of Patronage**

The Board learned with regret that despite strong efforts locally, two primary schools closed in 2020/2021 due to enrolment falling below the point of continued viability: Rathdowney NS., Co. Laois and Desertserges NS, Co Cork.

Following detailed discussions with Waterford and Wexford Education and Training Board (WWETB), the Bishop of Ferns, divested Kilnamanagh NS, Co. Wexford to WWETB which opened as Kilnamanagh Community National School in September 2020.

Dublin and Dun Laoghaire Education Training Board (DDLETB) has been involved in the management of St Maelruains NS, Tallaght, Co. Dublin for a number of years. Following engagement with the parent body and staff, the Archbishop of Dublin and Glendalough decided to divest the patronage of the school to DDLETB which opened as Tallaght Community National School in September 2020.

It is hoped that divestment will allow the schools to continue and flourish by serving the wider community in each area.

#### **10. Board of Management Training (Primary)**

The Board facilitates and co-ordinates training for Boards of Management at primary level, in co-operation with patrons and dioceses. Prior to Covid 19, face to face training for Boards of Management was provided in each diocese but due to the pandemic, Board of Management training moved online. The Board wishes to record its grateful thanks to CIPSMA who provided funding for the production costs of the online training and also to various diocesan boards of education who gave donations towards the costs of providing online training.

Three modules of training are available to view online. Board of Management members should contact their school principal who has been provided with the relevant login details to the secure education area of the Ireland.anglican.org website.



Appendix 1  
Letter from Archbishop Jackson to the Minister for Education Re: Covid19 Support  
Package to Second Level Schools (fee-charging):

**CHURCH OF IRELAND**

**The General Synod Board of Education (Republic of  
Ireland)**

Church of Ireland House, Church Avenue, Rathmines, Dublin 6

Tel:(+3531) 4125609  
Email: [boe@rcbdub.org](mailto:boe@rcbdub.org)

Date: 26<sup>th</sup> August 2020

Ms Norma Foley, TD.,  
Minister for Education,  
Department of Education,  
Marlborough St,  
Dublin 1.

Dear Minister Foley,

In these unprecedented times, I wish to thank you and your Department for all you are doing to support the reopening of schools, both primary and post-primary, in the coming weeks. As you know, these recent months have been a time of great stress and strain for school leaders in particular and school communities more generally. The opening of the 2020/21 school year brings a mixture of hope and anxiety.

## Board of Education – Report 2021

This anxiety was exacerbated when our second level schools (which charge tuition fees – as a result of an arrangement with the State dating back to the introduction of the free fees scheme by your predecessor, Donogh O'Malley, in 1968) learned that they were to be regarded as ineligible for any of the covid-19 resources and supports announced in connection with reopening schools this September.

It had been assumed –erroneously, as it turns out – that the Government would take a public health approach and set aside the standard school funding criteria. This was based on the premise that we are dealing with a World Health Organisation declared pandemic and that the coronavirus is no respecter of persons or of the type of school a young person attends. I understand, from my contact with both the ASTI and the JMB, that it was never indicated at all in discussions prior to the public announcement, that a differentiation was to be made between types of schools on access to covid-19 resources and supports. As you can imagine, this came as total shock to the leadership in the schools concerned.

I recognise that you made a decision, subsequently, to take cognizance of the fact that the onset of the coronavirus pandemic was not predicted by schools (or anybody else) and that they could not possibly have budgeted for such a 'once in a lifetime' occurrence. School Management and School Leaders are grateful for the opportunity to seek access to resources on a 'case by case' basis and to bid for a proportion of the announced funding and supports. However, it is regrettably the case that a differentiation continues to be made between school types on both the accessing and the allocation of public health funding to schools. It is our considered view that the safety of both staff and students is being put at risk by such a differentiation.

In that connection, the approach taken by your Department and Government on this issue seems significantly at variance with the more general approach in supporting private businesses, as outlined in the 'July Stimulus' package. Schools, even ones which charge for tuition, are non-profit entities whereas private businesses are for-profit enterprises. Many find it hard to fathom that a private business can receive public money to support them during the covid-19 pandemic but specific schools may not (simply because such schools charge for tuition).

At this juncture, with schools currently in the process of reopening, my focus is on the young people returning to school and the continuity of teaching and learning. Young people have contended with huge levels of stress, strain and disruption over the last five months – unprecedented, to put it mildly. I am sure that you will agree with me when I say that we should focus, as a matter of urgency, on securing the safety of every young person. All schools will seek to make the forthcoming school year as 'normal' and stress-free as possible, irrespective of the real or perceived economic status of the parents of their students. The overriding concern for school leaders and management is to seek to ensure that schools are a safe environment for students and for staff.

Parents have a rightful expectation that the State shall provide equality of provision to their children in the reopening of schools and in the fight to stop the spread of covid-19.

If the Government can provide funds to private businesses in the State, it should certainly be able to provide funding to all schools in the State irrespective of their fee-charging status. I repeat my statement above that the security and safety of students and staff remains paramount. In this regard, I ask you to set aside the 'usual' eligibility criteria for the

Board of Education – Report 2021

allocation of funds to schools and to apply the ‘Roadmap for the safe reopening of schools’ to every school in the country.

May I reiterate my good wishes for you personally as you face into the major task of ensuring the reopening of all schools nationwide and to thank you again for the progress that has been made on addressing this issue to date.

I remain available to meet with you at your nearest convenience to discuss these and other matters.

Yours sincerely,

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The Most Rev Dr Michael Jackson  
Archbishop of Dublin and Glendalough  
Chairman, General Synod Board of Education (RI)  
School Patron.

CC:

An Taoiseach	Mr Michael Martin, TD
An Tánaiste	Dr Leo Varadkar, TD
General Secretary, JMB	Mr John Curtis
General Secretary, ASTI	Mr Ciaran Christie
Secretary General DES	An t-Uasal Sean O’Fhoglú
President of the Irish School Headmasters Association	Ms Jill Storey
General Secretary National Parents Council - PP	Mr Patrick Empey
Chairman, Council of Governors of Protestant Second Level Schools	Mr Leslie Ruttle
Secretary, General Synod Board of Education (RI)	Dr Ken Fennelly
Secretary of the House of Bishops (COI)	Ms Karen Seaman
Moderator of the Presbyterian Church in Ireland	Rt Rev Dr David Bruce
President of the Methodist Church in Ireland	Rev Tom McKnight

**Board of Education (NI) Summary Report**

## Board of Education – Report 2021

All our lives have been changed by Covid-19 and the impact on society, never more so in schools. The Board of Education (NI) wishes to commend the resilience of all pupils and their parents / guardian through these difficult times. The Board of Education (NI) thanks all principals, teachers, staff, and governors for their work in keeping learning going both in schools and at home over this extraordinary year.

### **Education Authority**

In 1 April 2020 Miss Frances Boyd joined the Rev Amanda Adams as a second Church of Ireland representative on the Education Authority (EA) Board. The Reverend Adams has served on the EA Board since 1 April 2015. Her term of office is due to end on 31 March 2024. Not only has Miss Boyd brought a wealth of experience in education to her role on the EA Board but her presence would provide continuity when the EA Board is reconstituted in 2024.

Representation on the Education Authority Board continues to ensure that the three largest Protestant churches can maintain their direct influence in education in furtherance of their statutory rights and the missional role of the Church. In addition to providing a de facto voice for the over 1500 transferor governors who serve on the Governing Boards of their local schools, the church representatives provide a voice for Controlled Schools.

### **Transferors Representatives' Council**

The TRC continues to represent the three largest protestant churches at all levels of education. The TRC is chaired by Miss Rosemary Rainey OBE (Methodist representative) and the four Church of Ireland representatives are Bishop Andrew Forster, Rev Amanda Adams, Rev Catherine Simpson and Dr Hamill. Dr Hamill represents the TRC at all levels of the Area Planning structures overseen by the Department of Education.

The TRC has been working with representatives from the Catholic Church to agree the conditions required for creating Jointly Managed Church Schools. The working group have agreed on an ethos document, a guide to creating such a school and minimum conditions for consideration of such a school. This documents are being put forward for approval at the Presbyterian General Assembly and the Methodist Conference. The motion before synod asks for approval of the relevant documents.

### **Controlled Schools Support Council (CSSC)**

Dr Hamill is a representative of the TRC on the Board of CSSC. CSSC grows in stature in representing Controlled schools in Northern Ireland. In January 2021, Mr Barry Mullholland, CEO of CSSC moved on to become Chair of the Education Authority. The Board of Education NI wish him well in his new role and look forward to working with him in this capacity.

### **Funding**

The Board of Education NI has continued its funding scheme aimed at empowering parishes to engage more with their local schools. To date the Board has provided funding support for a further four projects, totalling £4750.

### **Membership**

The Board was devastated at the passing of Mrs Helen McClenaghan. Mrs McClenaghan was a dedicated member of the Board of Education NI and we will miss her wisdom and humour greatly. Mr Robin McLoughlin, head teacher, and Mrs Dianne Cheshire, teacher, joined as co-opted members of the Board.

### **Board of Education NI - General Synod Report 2020**

#### **AIMS**

The current aims of the Board of Education NI are, to:

- Develop, in conjunction with other churches, a clear and shared vision of education shaped by core values of the Christian faith;
- Advise the Synod of developments in educational policy in NI and represent the Church as an educational partner to the Department of Education and other educational bodies;
- Liaise with other churches within the Transferor Representatives' Council (TRC) in promoting the interests and safeguarding the rights of transferors;
- Facilitate the nomination of transferor governors to controlled primary and post-primary schools.
- Make submissions to relevant government departmental consultations.
- Engage with the Education Authority, the Controlled Schools Support Council and other sectoral bodies.
- Engage with Institutions of Higher Education regarding the future preparation of teachers for the Controlled sector;
- Seek, in conjunction with other churches, continued curriculum support of the RE core syllabus in schools;
- Contribute to training and support for children's ministry in parishes, in particular as a member of the Church of Ireland Children's Ministry Network.

#### **Report**

##### **1. Covid-19**

All our lives have been changed by Covid-19 and the impact on society, never more so in schools. The Board of Education (NI) wishes to commend the resilience of all pupils and their parents / guardian through these difficult times. The Board of Education (NI) thanks all principals, teachers, staff, and governors for their work in keeping learning going both in schools and at home over this extraordinary year.

In particular the Board of Education NI notes the impact of the cancellation of the AQE and GL exams used by selective schools in Northern Ireland. The Board has been greatly concerned at the on/off nature of these tests and the emotional impact on the children and

## Board of Education – Report 2021

parents involved. A further impact on schools and exams has been the cancellation of GCSE, A Levels, and vocational exams. The Board is concerned that a fair system is put in place and has made representation to CCEA regarding the way these exams were administered in 2020, the Board hopes this series of events will not be repeated and a clear, fair and robust system will be in place for 2021.

### **2. Education Authority (EA)**

In 1 April 2020 Miss Frances Boyd joined the Rev Amanda Adams as a second Church of Ireland representative on the Education Authority (EA) Board. The Reverend Adams has served on the EA Board since 1 April 2015. Her term of office is due to end on 31 March 2024. Not only has Miss Boyd brought a wealth of experience in education to her role on the EA Board but her presence would provide continuity when the EA Board is reconstituted in 2024.

The Education Authority is the managing authority for 522 controlled schools in Northern Ireland and also has statutory responsibilities in respect of all schools and Youth Service Provision. The EA Board has oversight responsibility for a budget of over £2 billion per annum, the welfare and performance of over 44,000 staff who provide an education for over 340,000 pupils, including those with special needs. The Board members are accountable to the Department of Education and ultimately the Minister of Education for their performance. The Board of Education (NI) would wish to thank both Revd. Adams and Miss Boyd for their work on the EA Board.

Representation on the Education Authority Board continues to ensure that the three largest Protestant churches can maintain their direct influence in education in furtherance of their statutory rights and the missional role of the Church. In addition to providing a de facto voice for the over 1500 transferor governors who serve on the Governing Boards of their local schools, the church representatives provide a voice for Controlled Schools.

In the past year the work of the Education Authority has been dominated by the need to manage the impact of the Covid-19 pandemic on the provision of education for children and young people. During periods of “lockdown”, the Education Authority assisted vulnerable families and the socially disadvantaged in a number of ways. The EA Board also worked to ensure that provision was put in place to help children to catch up on lost learning when schools were open and also encouraged initiatives to support the welfare of children and staff. There is no doubt that the Covid-19 pandemic will have long term implications for children and their education.

In the short-term it considerably slowed the progress that was being made with Shared Education as Covid-19 restrictions prevented pupils from different schools meeting together. Despite this, established school partnerships still found ways of maintaining contact which reflects well on the imbedding of a sharing ethos. In addition, the EA Board has overseen a major review of Special Needs provision that has resulted in significant improvements. The complexities surrounding Special Needs and recent changes to legislation mean that there is still much to be done in order that increasing demand can be met. The EA Board further reviewed its own structures and effectiveness as members

sought to improve their oversight and governance. It is a significant strength of the Board that it is cross community and has maintained an impressive unity despite its diversity.

The direct involvement of the Church of Ireland in the work of the Education Authority is a practical expression of the church's concern for the moral, social, intellectual, physical and mental development of the next generation. Children are the focus of the Board's work and encouraging the potential of each individual child is its reason for being. The Board of Education NI's participation in the work of the Education Authority remains an important conduit for the church to reflect Christ and, with God's help, to be humble instruments of His blessing.

### **3. Transferor Representatives' Council (TRC)**

TRC has held meetings with a range of key stakeholders in the education sector including the Minister for Education, Permanent Secretary for Department of Education, the Education Authority, Stranmillis College, Controlled Schools Support Council (CSSC), and Council for Catholic Maintained Schools, Catholic Trustees Support Service, and Northern Ireland Council for Integrated Education. The TRC has also engaged with local political parties to ensure they keep education at the forefront of their policies.

The TRC has gained a place at all levels of Area Planning including: the Department of Education Area Planning Strategic Group (APSG); the Area Planning Working Group (APWG); and the Area Planning Local Groups (APLG). Dr Hamill is the TRC representative on APSG, APWG and the South East APLG which includes the Church of Ireland schools.

The TRC ran three seminars supported by Love for Life and Evangelical Alliance across NI to look at how to deal with tricky moral issues that may occur in schools.

The TRC has been working with representatives from the Catholic Church to agree the conditions required for creating Jointly Manged Church Schools. The working group have agreed on an ethos document, a guide to creating such a school and minimum conditions for consideration of such a school. This documents are being put forward for approval at the Presbyterian General Assembly and the Methodist Conference. The motion before synod asks for approval of the relevant documents.

The TRC is chaired by Miss Rosemary Rainey OBE (Methodist representative) and the four Church of Ireland representatives are Bishop Andrew Forster, Rev Amanda Adams, Rev Catherine Simpson and Dr Hamill.

### **4. Controlled School Support Council**

The Controlled Schools' Support Council (CSSC) is the advocacy body for Northern Ireland's controlled schools. Established in September 2016, it is gone from strength to strength and more than 95% of controlled Schools are members.

Dr Hamill is the Church of Ireland TRC representative on the CSSC Board. CSSC has gone from strength to strength raising the profile of the Controlled Sector. CSSC has lobbied on

## Board of Education – Report 2021

behalf of the sector on a range of issues including funding, standards, state of buildings and vexatious complaints. The Board of Education (NI) is delighted the impact CSSC has made in such a short period of time. The CSSC is also involved in Area Planning which is a major and comprehensive review of educational provision across Northern Ireland. CSSC supports schools facing changes and comments directly on the individual development proposals published by the Education Authority.

In January 2021, Mr Barry Mullholland, CEO of CSSC moved on to become Chair of the Education Authority. The Board of Education NI wish him well in his new role and look forward to working with him in this capacity.

### **5. Board of Education NI Funding Scheme**

The Board of Education NI has continued its funding scheme aimed at empowering parishes to engage more with their local schools. To date the Board has provided funding support for a further four projects, totalling £4750:

- St Augustine's, Londonderry - History Space for local schools – funding is for setting up the space and work with two local special schools
- St Mark's, Portadown - Well-being project for P7 group including practical skills such as gardening and cooking - funding is for resources for the project.
- St Peter's and St James', Antrim Road, Belfast - Transforming lives programme – training mentors to give one to one support in local schools on emotional health – funding is for work with TLG and costs of training mentors.
  - Faughanvale, Eglinton - Facilitate assemblies in an outdoor context or in individual classes during this period when there can be no assemblies together as a school - funding for equipment and printed materials.

Further funding has been approved for the following project but not yet paid out:

- St Paul's, Lisburn - Volunteer tutors working in local schools supporting children on a one to one basis – funding is for books to support the tutors

### **6. Children's Ministry**

The Board of Education (NI) has been part of discussions to merge the Sunday School Society for Ireland and the Children's Ministry Network into a new Children's and Family Board. The Board of Education (NI) welcomes this development and looks forward to the new ministry strand as a core part of the work of the Church of Ireland.

### **7. Membership**

The Board was devastated at the passing of Mrs Helen McClenaghan. Mrs McClenaghan was a true ambassador for children and young people over many years in the education system. She was a dedicated member of the Board of Education NI and we will miss her wisdom and humour greatly.

Mr Robin McLoughlin, head teacher, and Mrs Dianne Cheshire, teacher, joined as co-opted members of the Board.

The House of Bishops nominated Rt Rev Andrew Forster, Bishop of Derry, to represent them on the Board of Education NI.

Board of Education – Report 2021

The Board wishes to thank Dr Peter Hamill for his ongoing service and commitment to the Board.

***THE GENERAL SYNOD BOARD OF EDUCATION***

***THE ARCHBISHOPS AND BISHOPS***

**THE HONORARY SECRETARIES OF THE GENERAL SYNOD**

Ms H. Corrigan  
Rev Canon GV Wharton

Mr K Gibson  
Rev Malcolm Kingston

***Elected members***

Armagh	Rev Malcolm Kingston
Clogher	Mr T Flannagan Vacant
Derry and Raphoe	Ms S Hogg Rev Canon H Gilmore
Down	Ms A Reid Rev C Simpson
Connor	Vacant Rev I Magowan
Kilmore	Dr KF Dunn Very Rev N Crossey
Tuam	Mrs C Poyntz Rev Canon DTS Clements
Dublin	Professor P Johnston Rev Dr W Olhausen
Meath	Ms S Rusk Rev Canon JDM Clarke
Cashel Ferns and Ossory	Mrs F Higgins Rev Canon PA Harvey
Cork	Mrs M Jacob Ven AM Wilkinson
Limerick and Killaloe	Mr W Baker Rev J Godfrey Mrs M Brickenden

Board of Education – Report 2021

***Co-opted members (including representatives of teachers)***

1. Mrs R Forde
2. Rev Canon BJG O'Rourke
3. Very Rev N Sloane (Sunday School Society)
4. Rev Prof A Lodge (Third Level)
5. Mr M Hall (ISA)
6. Mr S Thompson (ISA)
7. Mr A Forrest (ISA)
8. Mr Kieran Sparling (ASTI)
9. Mrs S Hall (ASTI)
10. Mr S Henry (CIYD)
11. Mr B Williams (TUI)
12. Mrs J Perdue (PSCICE)
13. Ms R Fraser (PSCICE)
14. Ms S Richards (PSCICE)
15. Mr A Oughton
16. Mr S. Grahsam (CIYD)

**Observers:**

Ms K Jardine  
(Presbyterian Church)  
Ms D Wood  
(Methodist Church)

**BOARD OF EDUCATION (NORTHERN IRELAND)**

Members:

Archbishop of Armagh, Most Rev Dr R Clarke (retired 31st January 2020). Most Rev  
McDowell (As of 20th April 2020)  
Bishop of Derry, Rt Rev A Forster

*(Following a review of membership, the House of Bishops in September 2020 nominated two members to be part of the Board as per above. The Bishops below were members until August 2020)*

Bishop of Down and Dromore, Rt Rev David McClay (As of 25th January 2020)  
Bishop of Connor, Vacant  
Bishop of Clogher, Rt Rev Dr IW Ellis (from 25<sup>th</sup> April 2021) (Rt Rev FJ McDowell until 20th April 2020)  
Bishop of Kilmore, Rt Rev Dr SF Glenfield

Rt Rev G Davison (Clerical Hon Sec) (Consecrated Bishop of Connor in September 2020)  
Mr Ken Gibson (Lay Hon. Sec).

Elected members:

Board of Education – Report 2021

ARMAGH	Rev Malcolm Kingston Mr T Flannagan
CLOGHER	Vacant Mrs S Hogg
CONNOR	Rev I Magowan Dr K F Dunn
DERRY	Vacant Ms A Reid
DOWN	Rev C Simpson Vacant

Co-opted members:

Rev A Adams  
Mrs R Forde  
Mrs H McClenaghan (Deceased April 2020)  
Mr M Johnston  
Rev M Ferry  
Miss F Boyd  
Prof R Pritchard  
Dr I Hickey  
Mr Robin McLoughlin (appointed June 2020)  
Mrs Diane Cheshire (appointed November 2020)

**CIYD representative:**

Mr S Henry  
*Honorary Secretary, Board of Education (Northern Ireland)*  
Vacant  
*Honorary Treasurer, Board of Education (Northern Ireland)*  
Mr M Johnston  
*Secretary, Board of Education (Northern Ireland)*  
Dr PJ Hamill, Church of Ireland House, 61-67 Donegall Street, Belfast BT1 2QH

**GENERAL SYNOD BOARD OF EDUCATION - EXECUTIVE COMMITTEE**

Two members of the House of Bishops, currently:

Archbishop of Armagh  
Archbishop of Dublin and Glendalough  
Rev M Kingston (elected clerical hon sec NI 2020)  
Hon Sec: Mr K Gibson  
Mr T Flannagan  
Mr M Hall  
Rev BJG O'Rourke

Board of Education – Report 2021

Mr A Oughton

**BOARD OF EDUCATION (REPUBLIC OF IRELAND)**

***Ex officio members:***

The Archbishop of Dublin and Glendalough (Chair)

Honorary Secretaries – Rev Canon GV Wharton, Ms H Corrigan

***Elected by House of Bishops:***

Bishop of Tuam, Killala and Achonry, Rt Rev PW Rooke (until 2020)

Bishop of Cashel, Ferns and Ossory, Rt Rev MAJ Burrows

***Diocesan Representatives:*** Rev Canon H. Gilmore, vacancy.

***Post primary representatives:*** Mr M Hall, Mr K. Sparling (from 2020) (second-level teacher)

***Third level representatives:*** Professor P Johnston, Rev Professor A Lodge

***Primary representatives:*** Rev Canon BJG O'Rourke, Mrs J Perdue

***CIYD:*** Mr S Grasham (co-option)

***Sunday School Society:*** Very Rev N Sloane

***Co-options GS BOE:***

Mr A Forrest

Mr A Oughton

***Observers:***

Ms K. Jardine

(Presbyterian Church)

Ms D Wood

(Methodist Church)

***Secretary, Board of Education (Republic of Ireland)***

Dr K Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

***In Attendance:***

Ms E Ryan

**CHURCH OF IRELAND YOUTH DEPARTMENT  
REPORT 2021**

**MEMBERSHIP**

***Executive***

*President* The Most Rev Patricia Storey  
*Chairperson* Mrs Brigid Barrett  
*Treasurer* Mr Edward Hardy  
*Secretary* Mrs Judith Peters

Rev Aaron McAllister  
Rev Philip Bryson  
Mr Alan Williamson

***Central Board – Executive (above) and:***

Rev Peter Ferguson  
Ms Melanie Hadden  
Rev Leslie Robinson

Ms Sharon Spendlove (resigned Oct 2020)  
Ms Amy Sherlock

***Co-options***

Mr Tim Burns  
Mr Steven Brickenden  
Mrs Susie Keegan  
Rev Nicola Halford

***Standing Committee***

Ms Sarah Taylor  
Mrs Brigid Barrett

***National Youth Officer***

Mr Simon Henry

***Youth Ministry Development Officer (Southern Region)***

Mr Steve Grasham

***Office Manager***

Mrs Barbara Swann

## Church of Ireland Youth Department – Report 2021

2020 was certainly an extraordinary year for youth ministry across Ireland. CIYD has worked closely with all dioceses during this time to equip, engage and empower key workers as youth ministry moved mostly online for much of 2020. It certainly is important to say that our dioceses, many relying on volunteers, have sought to engage with young people as much as they can during this time and there has been much innovation and engagement over “Zoom” and beyond.

CIYD has continued to provide training opportunities online for youth workers and dioceses and one to one and group support and engagement. We have also been able to grant more direct funding for dioceses and youth ministry and work more closely in partnership with other denominations and key Christian youth organisations and charities.

We were able to have our annual Youth Forum in January 2020 in the City North Hotel with a theme of “Ministry & Mission” facilitated by Nic and Sally Sheppard from Church Army. Our President, Bishop Pat Storey was our guest speaker, and it was a great day to gather young people together from all corners of Ireland to share and learn from each other’s journey of faith and church experience. We are planning to hold our Youth Forum again in 2022 – it will be more important than ever to gather young people and to discuss and address their needs and how the church can support and engage with them as best we can into the future.

Our Young Leaders in Ministry Fund continued to be popular in 2020 as we seek to support training and ministry opportunities for those aged 18-25 – this has included internships, training weekends, theological short courses, etc. We thank the Priorities Fund and the Church Fabric & Development Fund for their support in this venture which has been well received across the island. It is vital that the church continues to support young leaders (the majority being volunteers) to be equipped as they seek to serve the church and grow in their faith.

Our Aurora Youth & Children’s Ministry accredited training courses with St. Peter’s College, Diocese of Sheffield moved online in 2020 – challenging for such an interactive and engaging course – but great to see an encouraging number of people signing up for the 2020/21 intake.

Churches working together – Northern Region - under new Education Authority funding streams and criteria available in 2021, denomination youth departments are actively looking at new ways of working together to benefit faith development in young people across the region.

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF  
IRELAND YOUTH DEPARTMENT**

**YEAR ENDED 31 DECEMBER 2020**

**BOARD'S RESPONSIBILITIES**

The Board is responsible for preparing the financial statements in accordance with accepted accounting practice in Ireland including the accounting standards issued by the Accounting Standards Board and published by the Institute of Chartered Accountants in Ireland.

Irish company law requires the Directors to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the Department and of the surplus or deficit of the Department for that period. In preparing the financial statements, the Directors are required to:

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

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

The Board is responsible for keeping proper books of account, which disclose with reasonable accuracy at any time the financial position of the Department and to enable them to ensure that the financial statements are prepared in accordance with accounting standards. They are also responsible for safeguarding the assets of the Department and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**CHURCH OF IRELAND YOUTH DEPARTMENT**

**INCOME AND EXPENDITURE ACCOUNT**

**Year ended 31 December 2020**

		2020	2019
		€	€
<b>INCOME</b>			
Department of Children & Youth Affairs- Youth Services Grant Scheme (YSGS)	1	238,290	187,189
Funding provided by the RCB		162,247	171,415
Deposit Interest		5	25
Donations		2,047	4,569
Programme – All Churches Trust		6,714	4,891
Programme Grant		3,135	-
Sundry Income		-	153
Priorities		22,379	23,643
		<u>434,817</u>	<u>391,975</u>
<b>EXPENDITURE</b>			
Office & Administration Expenses	2	(45,579)	(43,547)
Staff Costs	3	(135,939)	(149,304)
Fees & Membership	4	(1,783)	(2,310)
		<u>(183,301)</u>	<u>(195,161)</u>
<b>Operating Surplus for the Year</b>		251,516	196,814
<b>TRAINING, PROGRAMME &amp; GRANT ALLOCATIONS</b>			
Training, Programme & Grant Allocations	5	(232,831)	(197,688)
<b>Surplus (Deficit) after Training, Programme &amp; Grant Allocations</b>		18,685	(874)
Currency translation adjustment		(2,621)	3,453
<b>Net Surplus for the year</b>		<u>16,064</u>	<u>2,579</u>

**CHURCH OF IRELAND YOUTH DEPARTMENT****BALANCE SHEET****Year ended 31 December 2020**

		2020 €	2019 €
<b>TANGIBLE FIXED ASSETS</b>	6	1,656	3,009
		<hr/>	<hr/>
<b>CURRENT ASSETS</b>			
Cash held on deposit by RCB	7	135,009	105,168
Cash at bank		4,616	7,171
Prepayments		8,800	2,000
		<hr/>	<hr/>
		148,425	114,339
		<hr/>	<hr/>
<b>CURRENT LIABILITIES</b>			
Creditors	8	(65,468)	(48,799)
		<hr/>	<hr/>
Net Assets		<u>84,613</u>	<u>68,549</u>
<b>FUNDS EMPLOYED</b>			
Balance at 1 January		68,549	65,970
Surplus for the year		16,064	2,579
		<hr/>	<hr/>
Balance as at 31 December		<u>84,613</u>	<u>68,549</u>
		<hr/> <hr/>	<hr/> <hr/>

## Notes to the Financial Statements

	2020	2019
1. Department of Children & Youth Affairs -	€	€
- Youth Services Grant Scheme (YSGS)	196,647	187,189
- Capital Funding Scheme	31,643	-
- Youth Climate Justice Fund	10,000	-
	<u>238,290</u>	<u>187,189</u>

The funds received under YSGS were applied to supporting the costs of the organisation as detailed in expenditure section of Income & Expenditure Account under the following headings: Office & Administration, Staff Costs, Fees & Membership and finally Training, Programme & Grant Allocations. The full grant awarded and received under the YSGS is recorded in the Financial Statements for both current and prior year.

A capital grant of €31,643 was received from the Department of Children & Youth Affairs. This grant was provided to the Church of Ireland Youth Department for the purchase of listed capital equipment.

2. Office & Administration Expenses	2020	2019
	€	€
Insurance	2,046	2,187
Audit Fees	4,332	4,360
Rent	19,878	21,001
Telephone, Postage & Internet	3,159	2,490
Office Expenses	12,814	6,523
Depreciation	1,268	4,845
Resources	967	1,836
Sundry	1,046	76
Bank Interest & Charges	69	229
	<u>45,579</u>	<u>43,547</u>

3. Staff Costs	2020	2019
	€	€
Staff Salaries	128,936	130,492
Staff Expenses	5,858	15,875
Central Board & Executive	1,145	2,937
	<u>135,939</u>	<u>149,304</u>

4. Fees & Membership	2020	2019
	€	€
General Membership Fees	1,783	2,310
	<u>1,783</u>	<u>2,310</u>

	2020	2019
5. Training, Programme & Grant Allocations	€	€
Training Events	57,174	52,366
Training Equipment Purchases (Funded)	32,366	-
Programme Events	9,989	8,573
Devolved Funding Grants	115,315	118,002
Summer Madness	5,595	5,911
Youth Link NI	12,392	12,836
	<u>232,831</u>	<u>197,688</u>
6. Tangible Fixed Assets	2020	2019
	€	€
<b>Cost</b>		
At 1 January	104,303	96,650
Currency Adjustment	(5,487)	6,049
Additions	-	1,604
At 31 December	<u>98,816</u>	<u>104,303</u>
<b>Depreciation</b>		
At 1 January	101,294	90,752
Currency Adjustment	(5,402)	5,697
Charge for the year	1,268	4,845
At 31 December	<u>97,160</u>	<u>101,294</u>
<b>Net Book Value</b>		
At 1 January	3,009	5,898
At 31 December	<u>1,656</u>	<u>3,009</u>
7. Cash on deposit held by the RCB	2020	2019
	€	€
Cash on deposit held by the RCB	135,009	105,168
8. Creditors	2020	2019
	€	€
Accruals	65,468	48,799

9. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2020, €1 = £0.8937 (2019: €1 = £0.8459).



## ***Independent auditors' report to the Board of Church of Ireland Youth Department***

### **Report on the audit of the non-statutory financial statements**

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#### **Opinion**

In our opinion, Church of Ireland Youth Department's non-statutory financial statements (the "financial statements") for the year ended 31 December 2020 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 2020;
  - the Income & 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.

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

In forming our opinion on the financial statements, which is not modified, we draw attention to the Accounting Policies in the financial statements which describes the basis of preparation. The financial statements are prepared for the Board for the specific purpose as described in the Responsibilities for the financial statements and the audit paragraph below. As a result, the financial statements may not be suitable for another purpose.

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#### **Conclusions relating to going concern**

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the Board's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

Our responsibilities and the responsibilities of the Board with respect to going concern are described in the relevant sections of this report.



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## Reporting on other information

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

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

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## Responsibilities for the financial statements and the audit

### *Responsibilities of the Board for the financial statements*

As explained more fully in the Board's Responsibilities set out on page 4, the Board is responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they have been properly prepared in accordance with the basis of preparation and accounting policies in the Accounting Policies and for determining that the basis of preparation and accounting policies are acceptable in the circumstances.

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

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

### *Auditors' responsibilities for the audit of the financial statements*

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

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

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

This description forms part of our auditors' report.



*Use of this report*

This report, including the opinion, has been prepared for and only for the Board as a body in accordance with the Accounting Policies and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the entity, save where expressly agreed by our prior consent in writing.

*PricewaterhouseCoopers*

PricewaterhouseCoopers  
Chartered Accountants  
Dublin  
27 April 2021

**COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE  
REPORT 2021**

**Election of Commission – That the following be elected to serve on the Commission**

*Dr Kenneth Milne*  
*Mr Glenn Moore*  
*Ms Cate Turner*  
*Rev Canon Dr Daniel Nuzum*  
*Rev Canon Elaine Murray*  
*Rev Canon Patrick Comerford*  
*Rev Cathy Hallissey*  
*Rev David White*  
*Rev Ken Rue*  
*Rev Suzanne Cousins*  
*The Archbishop of Dublin*  
*The Bishop of Cashel, Ferns & Ossory*  
*The Bishop of Derry & Raphoe*  
*The Bishop of Limerick & Killaloe*  
*Very Rev Niall Sloane*

**COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE  
REPORT 2020**

*A Bishop (Chairman): The Primate (resigned November 2020)*  
*The Bishop of Cashel, Ferns & Ossory (from*  
*November 2020)*  
*WCC Representative: VACANT*  
*ACC Representative: Rev Katharine Poulton*  
*ACC Representative: Mr Wilfred Baker*  
*Porvoo Contact Group Person: Rev Canon Helene Tarneberg Steed*  
*An Honorary Secretary of General Synod: Rev Canon Malcolm Kingston*  
*Hon Records Secretary: Rev Ken Rue*  
*Hon Secretary: Very Rev Niall Sloane*  
*The Bishop of Tuam*  
*The Bishop of Limerick*  
*Rev Canon Patrick Comerford*  
*Rev Canon Dr Ian Ellis (retired October 2020)*  
*Rev Canon Dr Daniel Nuzum*  
*Rev Suzanne Cousins*  
*Rev Cathy Hallissey*  
*Rev David White*  
*Ms Georgina Coptly (resigned January 2021)*  
*Ms Cate Turner*  
*Dr Kenneth Milne*

## **MEMBERSHIP (20)**

In the most challenging circumstances, and working mostly online, the CCUD strove to advance the Church's commitment to the cause of Christian Unity, while recognising that it is precisely this kind of work which is best advanced through the richness of personal relationships and face-to-face encounter.

Although not strictly an 'ecumenical matter', the Commission supports and to an extent oversees the involvement of the Church of Ireland in the affairs of the wider Anglican Communion, often providing advice to the Standing Committee. This year we note the election by the Standing Committee of Mr Glenn Moore as the lay representative of the Church of Ireland on the Anglican Consultative Council, and we know that he will bring rich experience and sound insight to this important task. He succeeds Mr Wilfred Baker, someone of similar wisdom whose contribution on the wider international stage has been greatly appreciated.

We also support the involvement of the Church of Ireland in the various Networks which help to bind the Anglican Communion together and inform its members concerning the pressing issues of our time. In this context we note that Mr Robert Dunne (R.I. Safeguarding Officer) has become involved in the Safe Church Network, Canon Andrew Orr is similarly involved with the Environmental Network, as is Dr David Hutchinson-Edgar with the Peace and Justice Network, Ms June Butler with the Family Network and Ms Jacqueline Armstrong with the Women's Network. Thus, as always, the Church of Ireland might claim to punch above its weight in Anglican affairs.

The various ecumenical instruments which enrich the mission of the Irish churches continue their endeavours. In this context we note with pleasure this year the appointment of Bishop Andrew Forster as Vice-President of the Irish Council of Churches and as a trustee of Churches Together in Britain and Ireland. In due course Bishop Forster will have an opportunity to serve as President of the ICC. During 2020, in many practical ways, the ICC has assisted member churches to share insights and ideas in their response to the Covid 19 situation.

The steady work of the inter-faith working group (which has owed much over recent years to the contribution of Ms Gina Copt) continues, and there will of course be further face to face initiatives when circumstances permit. The Commission commends one such initiative by the Three Faiths Forum in Cork (see Appendix). Our European Affairs group (greatly indebted of late to the leadership of the bishop of Tuam) has monitored the more turbulent waters of Brexit and their implications for the churches, whether it be in the challenges facing border communities or the pastoral care of the farming community. The Rev Canon Helene T. Steed continues to guide us in matters concerning our role in the Porvoo Communion, and The Rev Dr C O Dowd Smyth reports regularly concerning matters associated with the Reuilly process.

## Commission for Christian Unity and Dialogue – Report 2021

The Rev Canon Dr Ian Ellis has been an extraordinarily energetic and enthusiastic ambassador for the Church of Ireland, not least internationally, where his grasp of detail in complex ecumenical conversations is encyclopedic. We wish him a fruitful retirement and offer good wishes to The Rev Canon Dr Maurice Elliott who succeeds him in one aspect of his work, namely participation (an observer for a 5 year period) on our behalf in the Meissen process.

Inevitably membership of Commissions such as the CCUD changes somewhat year by year, but the members owe great gratitude to Archbishop John McDowell who through recent years has chaired our meetings and led our work with commitment, wisdom, humour and that distinctive mellifluous turn of phrase which so often creates a pathway through problems and illuminates the way ahead.

### **Appendix**

Three Faiths Forum Cork Leaflet

## Key Facts: Islam

Muslims believe in the shahadah – there is only one God and Muhammad (peace be upon him PBUH) is the final messenger.

Allah ('God' in Arabic) has 99 names, such as Al-Rahim (which means the Most Merciful). Prophet Muhammad is a central, human figure in Islam.

In Islam there are two sizeable traditions: Sunni (circa 90%) and Shi'a (circa 10%). There are many sub-traditions within these.

Many Muslims will worship in a masjid (mosque). On Fridays there are Jumah prayers. They can also pray at home and elsewhere.

The Quran is the Holy Book which was divinely revealed to the Prophet Muhammad. Muslims also use the Hadith.

Muslims pray 5 times a day; there are many other ways that Muslims worship, maintaining a relationship with Allah.

Muslims believe in the afterlife. Heaven is known as Jannah and hell is known as Jahannam.

Muslims believe in judgement day where all humans will be questioned. Muslims believe in the mercy and forgiveness of Allah.

Muslims strive to emulate the life of the Prophet Muhammad.

## Key Facts: Christianity

Christians believe in one God: Father, Son and Holy Spirit (the Trinity).

They believe that Jesus of Nazareth is the Messiah ('the anointed one'), that he was crucified, died and was resurrected on the third day.

Different Christian denominations include Church of Ireland, Roman Catholic, Methodist, Unitarian, Orthodox, Presbyterian as well as Evangelical Churches and communities.

For most Christians, Sunday, the day of the Resurrection, is their day of worship when many Christians gather to worship together, sometimes for Holy Communion. They can also pray at home.

Christians have a personal relationship with God, praying to God both individually and collectively.

Some Christians believe in heaven and hell – some might only believe in heaven or also purgatory.

Christians believe in God's grace and forgiveness for sins but also in a judgement to come in the end times.

Discipleship for a Christian means being personally committed to following the example of Jesus Christ that is revealed in and through the gospels

## Key Facts: Judaism

Jewish people believe in one God who is eternal and without physical form.

Some Jewish people are hoping for the coming of the Messiah and the Messianic Age.

Different movements include Orthodox, Conservative, Reform and Liberal.

Shabbat (the Sabbath) runs from sunset Friday to sunset Saturday. An important time for families and worship in the Synagogue.

The Star of David and the Menorah are well recognised symbols of Judaism.

Jewish People can worship in the Synagogue or at home. It is a personal relationship but also one of covenant with God.

Some Jewish people believe in the world to come (Ha Olam Ha Ba). When the Messiah comes, the dead will be resurrected.

Yom Kippur is a day of reflection and repentance in the Jewish calendar, asking for God's forgiveness.

Tzedaka (the importance of doing what is right and just) and Mitzvah (to follow G-d's commandments) are important principles for Jewish people.



# POCKET FACTS GUIDE for Jewish, Christian and Muslim People



Published by  
Three Faiths Forum Cork

Thank you  
to St Philip's Centre in Leicester for  
the idea of these booklets and for  
much of the content which was  
amended to reflect all three of the  
faiths represented in Cork 3FF.

This Pocket Guide was produced with  
a grant obtained from the Westhill  
Foundation in 2020.

The Cork Three Faiths Forum is an initiative that brings together representatives of the three Abrahamic faiths – Judaism, Christianity and Islam, seeking to create a space where people of faith can dialogue openly and respectfully, come to a better understanding of each other's faith and work together to enhance tolerance, co-operation and friendship in our society. Cork, like all of Ireland, is increasingly a multicultural, multiracial and multireligious society. Our group is drawn from the Muslim, Jewish and Christian faith communities in Cork and have come together to explore how our various faith traditions can help foster a spirit of openness, dialogue, and inclusion within our society.

## Before you start talking...

Judaism, Christianity and Islam are known as the Abrahamic faiths: they all believe in the same God as Abraham and share similar stories, histories and people.

Judaism, Christianity and Islam are incredibly diverse and it is difficult to say that 'All Jewish people believe...' or 'All Christians do...' or 'All Muslims eat..'. This guide is a brief introduction to get you talking not a definitive statement of



the teachings of any of the three faiths.

Similarities between Muslims, Christians and Jews include the importance of charitable giving and of prayer.

Muslims treat Christian and Jewish texts with respect. They form a part of Islamic history and the Qur'an presumes knowledge of their stories when it retells them. Judaism is rooted in the Bible. Jewish people understand their Jewishness as code to their identity, not simply as a religious way of life.

Be aware of the impact of centuries of Christian

prejudice against Jewish people. For many centuries the Christian church sanctioned and even encouraged persecution of Jewish people. This includes the Holocaust (the Shoah).

Key differences focus around the Christian belief in Jesus whom Christians believe is the Son of God whereas Muslims believe Jesus was a Prophet of God and most Jewish people believe Jesus was in the Prophetic tradition but was neither the Messiah nor a deity.



## JEWISH

**Scriptures:** The Tanakh, or Hebrew Bible, is a collection of twenty-four books, written in Hebrew and Aramaic, arranged in three sections, The Torah (Law), which makes up the first five books, contains the commands God gave to Moses.

The Talmud (which contains the Mishnah) is not viewed as Scripture; it is the discussions and teachings of the Oral law given to Moses on Mount Sinai, which have been passed down by Rabbis through the generations. Both the Torah and the Talmud are of particular significance to Jewish people.

**Food:** In Judaism, strict observance of the law includes adherence to the *kashrut*, or kosher food laws. Some animals (or parts of an animal) may not be eaten; animals that can be eaten are killed in a manner that includes draining all blood. Meat – which includes chicken – cannot be eaten with dairy products. Eggs, fruit, vegetables and grains may be eaten with either meat or dairy.

Jews will fast for twenty-five hours on *Yom Kippur* (the Day of Atonement). Of course some Jewish people may choose to, for example, refrain from eating meat out of environmental or health concerns.

**In the Synagogue (Shul):** Men may be expected to wear a kippah or yarmulke.

If attending a Service in an Orthodox Synagogue, please be aware that men and women sit separately.

Please dress modestly, wearing clothes that cover your shoulders and go at least below the knee.

Please be respectful of those praying/worshipping.

Please refrain from bringing food or drink in with you, in case of prohibited food or spillages.

Please show respect to images and sacred texts, especially if handling them yourself.

Make sure to ask permission before taking photos.

## CHRISTIAN

**Scriptures:** The Bible has two parts called; The Old Testament and The New Testament. The Old Testament contains the same books as the Jewish Scriptures (the Tanakh) but they are arranged and divided differently.

Many Christian Bibles contain additional books referred to as the Apocrypha. Some but not all Christian denominations accept these books as part of the canon of the Bible.

The New Testament contains four Gospels which tell the story of Jesus' life and teaching, a history of, and letters to the early Church and also the Book of Revelation.

Whilst the Old Testament was written mainly in Hebrew (with a few chapters written in Aramaic) and the New Testament was written in Greek, most Christians tend to read the Bible now in their own local language.

Christians look to The Bible to better understand the nature of God and faith as well as a source of comfort and guidance. It is used extensively in prayer and worship.

**Food:** In general Christians are not prohibited from eating any foods but Christians may choose to fast at particular times as part of their religious practice.

Many Christians will fast during Lent which usually means foregoing a certain food for the entirety of Lent. Some Christians, particularly Catholic and Orthodox, refrain from eating meat on Fridays. Other Christians will fast as part of prayer or before they receive Holy Communion.

**In the Church (Chapel):** Some churches will expect men to take off their hats before entering.

Please dress modestly when visiting a place of worship.

Please be respectful of those praying/worshipping.

Please refrain from bringing food or drink in with you.

Please show respect to images or sacred texts, especially if handling them yourself.

Make sure to ask permission before taking photos.

## MUSLIM

**Scriptures:** The Qur'an is the word of God and was revealed to the Prophet Muhammad (PBUH) over 23 years, via Angel Jibra'Il (Gabriel). It was revealed in Arabic and most Muslims will read it in its original form (but translations are available).

Muslims consult the Hadith for guidance; primarily these are the sayings and the actions of the Prophet Muhammad (PBUH).

**Food:** In Ramadhan Muslims who are fit and healthy fast for 29/30 days, abstaining from food and drink from sunrise to sunset. Muslims can also fast for a variety of spiritual practices throughout the year.

Muslims only eat food which is *halal* (meaning 'lawful'); prohibited foods (*haram*) are listed in the Qur'an – such as pork and carrion. Halal food must be sacrificed in the name of God. Muslims are prohibited from drinking alcohol and taking intoxicants. Some Muslims may choose e.g. a vegetarian lifestyle for reasons other than religious observance.

**In the Masjid (Mosque):** Everyone will need to remove their shoes on entry.

Women should cover their hair as a sign of respect.

Please dress modestly, this includes covering your shoulders and legs.

Please be respectful of those praying/worshipping.

Please refrain from bringing food or drink in with you, in case of prohibited food or spillages.

Please show respect to sacred texts, especially if handling them yourself.

Make sure to ask permission before taking photos.

**THE COVENANT COUNCIL**

The Church of Ireland and the Methodist Church in Ireland

**REPORT 2021**

**MEMBERSHIP**

**Church of Ireland**

The Rt Rev Michael Burrows, Bishop of Cashel, Ferns and Ossory (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Canon Dr Maurice Elliott

Ven Barry Forde

Rev Claire Kakuru

**Methodist**

Rev Dr Heather Morris (Co-Chair)

Rev Andrew Dougherty

Ms Gillian Kingston

Rev Dr Tom McKnight

Rev Dr Janet Unsworth (Secretary)

**Presbyterian Observer**

To be confirmed

**The Role of the Covenant – Moving Forward**

The Covenant Council continues to act as a vehicle and advocate for the furtherance of the Covenant agreed between the Church of Ireland and the Methodist Church in Ireland. While the Council has only meet once formally in the midst of the current circumstances, the Co-Chairs have liaised in regard to pressing issues which have faced both denominations and on consultation was appropriate.

The Council is continuing to examine the opportunities, as well as the challenges presented by the journey that the two denominations are making. While the introduction of Interchangeability of Ministry in 2014 has allowed for a deepening of the mutual recognition of ministries, the Council needs to continue its detailed discussion of practicalities and protocols in regard to the implementation of Interchangeability. The main areas of discussion are:

- Understandings of Ministry and *Episcope* within each denomination
- Regulations regarding Covenant Partnerships
- The nature of co-operation and collaboration at local and Diocesan / District level, as well as national level

## The Covenant Council – Report 2021

The Council is looking at these issues alongside relevant bodies within each denomination and hopes to be in a position to report further to both the General Synod of the Church of Ireland and the Conference of the Methodist Church in May / June 2022.

However, it is necessary that this work is accompanied by further implementation of the Covenant at every level. Thus, we continue to urge local churches to look again at the clauses of the Covenant and to engage with each other to consider how co-operation in mission can be enabled.

### **Local Covenant Partnerships and Projects**

The Covenant Council continues to monitor those partnerships and projects that have been enabled by the Covenant. The Council is continuing to review the protocols and guidelines for partnership in use within the various projects. In due course, and following consultation with those working in local settings, revised guidance will be issued to facilitate the working out of the covenant in local situations.

### **Communications**

The Council had planned to send out a questionnaire following the publication of articles regarding some of the local Covenant partnerships. However, on further reflection, the Council decided that strategic conversation in local settings would be of more benefit. These have not been possible in the current circumstances. However, it is hoped that they will be able to be progressed in due course. It is intended that the standalone website will be replaced by a Covenant Council page on the Church of Ireland and the Methodist Church in Ireland websites. These pages will provide a platform for general information, as well as access to key Covenant Council documents and resources.

The Covenant Council continues to encourage all dioceses and parishes to look for opportunities in which the Covenant might be of assistance for ministry and mission.

### **Motions to propose at General Synod**

The Covenant Council proposes the following motions for the consideration of the General Synod:

“That the following be elected as Church of Ireland representatives on the Covenant Council for the coming year:

The Rt Rev Michael Burrows, Bishop of Cashel, Ferns and Ossory (Co-Chair)  
Ms Elva Byrne  
Very Rev Nigel Dunne  
Rev Canon Dr Maurice Elliott  
Ven Barry Forde  
Rev Claire Kakuru

**LITURGICAL ADVISORY COMMITTEE  
REPORT 2021**

**MEMBERSHIP ELECTED 2019**

(Acting Chair – Rev Ricky Rountree)  
Rev Ken Rue  
Very Rev Gerald Field (Hon Secretary)  
Rev Julie Bell  
Rev Nigel Dunne  
Rev Abigail Sines  
Rev Alan Ruffi  
Rev Nigel Pierpoint  
Rev Dr Peter Thompson  
Rev Jonny Campbell-Smyth  
Rev Canon Peter McDowell  
Mrs Jacqueline Mullen  
Rev Arian Dorrian  
Mr John Morris

**Co-opted Members:**

Rev Ricky Rountree  
Rev Canon Michael Kennedy  
Very Rev Susan Green  
Rev Canon Gary Hastings

**Consultants:**

The Rt. Revd. Harold Miller

**Church of Ireland Theological Institute Observer:**

Dr Bridget Nichols (2017)

**Church of Ireland Theological Institute Student Observer:**

Mr Martin Steele (2021)

**Methodist Church Observer:**

Revd. Ruth Patterson (2017)

**EXECUTIVE SUMMARY:**

Since the last Report the Committee has met twice via the Zoom enabling the Committee to continue its work.

The objectives for the coming year will be

- to continue working with Historical Centenaries Working Group of the General Synod in the preparation of liturgical resources as required.
- to continue developing projects in the area of formation and electronic liturgical resources
- to develop bi-lingual liturgical resources in collaboration with *Cumann Gaelach na hEaglaise*
- to develop and publish liturgical resources for use in the event of sudden or unexpected death,
- to represent the Church of Ireland at the Four Nations Liturgical Group (a conference of representatives from the Liturgical committees of the Anglican churches in Ireland, Scotland, England and Wales, planning to meet between September 2021 and February 2022) and the International Anglican Liturgical Consultation (a bi/tri annual conference of liturgists from across the Anglican Communion possibly meeting via Zoom during 2021).

**REPORT:**

## Liturgical Advisory Committee – Report 2020

The past year has seen the production of liturgical resources in on-line format, and our continuing work in developing new liturgies relevant to Irish centenary commemorations, the pandemic crisis and pastoral situations.

### **FUTURE PLANS:**

Our future plans include:

- Endeavouring to provide resources for the various centenary celebrations with the assistance of other appropriate persons.
- Furthering development of the worship section of the website.
- Furthering the collaboration with Cumann Gaelach na hEaglaise on Irish liturgical texts
- Complete the provision of suitable prayers and liturgies for use in the circumstance of sudden and unexpected death
- A continued representation of the Church of Ireland in the wider national and international liturgical fora, so that resources and ideas which might be of value in the celebration of our liturgy are available for use from the wider Church.
- Furthering the provision of on-line resources for pastoral, congregational and personal use.

The work of the Liturgical Advisory Committee is dependent to a large extent upon the needs of parishes and worship co-ordinators being identified and communicated to it. Once again we would encourage those involved in planning worship to advise the committee, through the Honorary Secretary ([honsec.lac@gmail.com](mailto:honsec.lac@gmail.com)), of any resources they feel the Liturgical Advisory Committee may be able to help provide.

**THE CHURCH OF IRELAND COUNCIL FOR MISSION**

**REPORT 2021**

**MEMBERSHIP (JANUARY 2021)**

Rt Rev Ferran Glenfield (3)	House of Bishops / Kilmore
Rev Adam Pullen (Hon Chair) (3)	Synod
Rev Colin McConaghie (Hon Secretary) (4)	Clogher
Mr Derek Neilson (Hon. Treasurer) (4)	Dublin
Rev Cliff Jeffers (3)	Cork / Synod
Ms Emma Lynch (3)	AMS
Ms Jenny Smyth (1)	AMS
Ms Catherine Little (2)	AMS
Rev Stephen McElhinney (4)	AMS
Ms Lydia Monds (2)	Bishops' Appeal
Rev Dr Paddy McGlinchey (0)	CITI
Mr Steve Grasham (3)	CIYD
Very Rev Tim Wright (4)	Meath
Rev Peter Murray (4)	Methodist Church
Mrs Phyllis Grothier (4)	Mothers' Union
Mr Thomas Stevenson (2)	Armagh
Ven Paul Mooney (3)	Cashel
Ms Julie Currie (2)	Down & Dromore / Synod
Dr Trevor Buchanan	Down and Dromore Alternate
Rev Charles McCartney (4)	Limerick & Killaloe
Ven Stephen McWhirter (0)	Tuam
Rev Kingsley Sutton (2)	Cork (from June 2020)
Rev Jonathan McFarland (1)	Derry and Raphoe (from Nov. 2020)

According to the constitution of the Council, each diocese is entitled to nominate a representative and an alternate. Alternates attend when the principal representative is unable to. Some members represent more than one possible constituency.

The Council for Mission met four times in during 2020. The January meeting took place at the City North Hotel, Gormanstown, Co. Meath. Due to the Covid-10 pandemic the three other meetings took place online via Zoom with our June meeting postponed.

**Changes in membership since January 2019**

Rev Kingsley Sutton was appointed as representative for Cork replacing Canon Ian Jonas. Derry and Raphoe representative Rev. Canon Derek Quinn was replaced by Rev Jonathan McFarland. Rev Andrew Quill (Synod) stepped down from the Council in March 2020, not yet replaced. Rev Stephen McElhinney joined the Council representing the Association of

## Church of Ireland Council for Mission – Report 2021

Missionary Societies (AMS).

We are grateful to all of the members who have contributed to the work of the Council for Mission over the years. We continue to use the Anglican 5 marks of mission to focus our activities, which are:

1. To proclaim the Good News of the Kingdom (Tell)
2. To teach, baptise and nurture new believers (Teach)
3. To respond to human need by loving service (Tend)
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation (Transform)
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth (Treasure)

*(Bonds of Affection-1984 ACC-6 p49, Mission in a Broken World-1990 ACC-8 p101)*

### **Items for discussion**

As with every organisation the past year has brought many challenges with what had been planned being put on hold and alternative ways of meeting and focuses changing. While as a Council we continue to focus on Discipleship, the teaching of the Christian faith and Climate, treasuring creation we have also sought to be a voice into the changing face of worship by taking a lead on the mission field of the online platform.

### **Report**

At General Synod 2019 we launched the first of five videos on the 5 Marks of Mission on Proclaiming the Good News (Tell). This video is available on the Church of Ireland Website under General Synod / Council for Mission, Vimeo and YouTube.

This year, with the support of the Priorities Fund, we have produced two more videos which are being launched at General Synod 2021. These are highlighting the marks of Discipleship (Teach) and Creation (Treasure). These will also be available on the Church of Ireland Website, Vimeo and YouTube.

We encourage the church to use these videos in your parish contexts to promote the five marks of mission, along with the Radiant Faith publication which was launched at Synod 2018, and is available of the Council for Mission page of the Church of Ireland website.

Next year we plan to complete the series of videos, which will include the third and fourth Marks of Mission, Christian Service (Tend) and Challenging Injustice (Transform)

### **International consultations**

Rev Adam Pullen and Very Rev Tim Wright represent the Church of Ireland on the Anglican Discipleship Forum. The Forum has been working on a Grove Booklet on the themes of Discipleship and Collaborative ministry in the context of 21<sup>st</sup> century UK and Ireland. The Council for Mission has been discussing a number of the key issues on the report and plan to produce a response to the report in the context of the Church of Ireland.

## Church of Ireland Council for Mission – Report 2021

### **Online Worship**

With the closure of church buildings to public worship in March 2020 the Council for Mission sought to take a lead in assisting churches in establishing and delivering an online presence. In the April 2020 the Council produced a paper entitled “Mission reflections, response and resources for parishes.” This was followed up in June 2021 when the Council hosted a webinar entitled “Online Church – Practical Lessons from the Frontline” to give practical advice and guidance to churches seeking to maintain an online presence alongside in-church worship. The key speaker was Mr Nick Shephard of Church of England Digital Labs with seminars lead by Rev Nicola Halford, Rev Andrew Quill and Rev Cliff Jeffers.

### **Association of Missionary Societies**

The Council continues to work alongside and support the Association of Missionary Societies who are represented on the Council. A joint service by the Council and AMS celebrating and promoting mission was broadcast on RTÉ in June 2021.

### **Chairperson**

In March 2020 Rev Adam Pullen stepped down as Honorary Chairperson of the Council for Mission to be replaced by Very Rev Tim Wright. The Council members would like to thank Adam for his dedication, hard work and enthusiasm during his time as Chairperson.

**COMMISSION ON MINISTRY**

**REPORT 2021**

**1. Membership (March 2021)**

<i>House of Bishops</i> The Rt Rev David McClay(Chair)	<i>Standing Committee</i> Rev Stephen Farrell
<i>General Synod - Clerical</i> Ven Terence Scott Rev Ruth Jackson Noble Vacant	<i>Pensions Board</i> Ms Judith Peters
<i>General Synod - Lay</i> Mrs Ruth Galbraith  Mrs Heather Carson Captain George Newell	<i>The Representative Church Body</i> Ms Hazel Corrigan Ven Leslie Stevenson (to March 2021) Very Rev Nigel Crossey (from March 2021)
<i>Director of Theological Institute</i> Rev Canon Dr Maurice Elliott	<i>Honorary Secretaries</i> Rev Canon Gillian Wharton
<i>Co-opted</i> Rev Barry Forde Vacant	<i>Central Director of Ordinands</i> Rev Canon David Gillespie

**Membership**

The Commission is bringing a motion to Synod to fill its vacancies for both clerical and lay members of General Synod. Particular thanks to Ven Terry Scott and Ven Leslie Stevenson: as reported last year, their term of membership had been reached, but both remained on the Commission for a further year, until the vacancies could be filled at Synod. Their fellowship and contributions during 2020 and 2021 are greatly appreciated by the members.

**Advent retreat**

The fourth Advent retreat, “The Dawn of Hope,” was held online on Zoom on 28<sup>th</sup> September, with 50 attendees, and received very positive feedback. It was led by Rev Ruth Patterson of Restoration Ministries, who will also lead the 2021 retreat, on 20<sup>th</sup> November, on Zoom. For enquiries, please contact [catherine.smith@rcbdub.org](mailto:catherine.smith@rcbdub.org)

**Nurturing vocations – Vocations Sunday**

As reported last year, this day was designed to prompt reflection on the wide and evolving forms of ministry, and to lead people to identify vocations in members of their

## Commission on Ministry – Report 2021

congregations, or perhaps in themselves. The Commission's activities this year were necessarily curtailed, but its leaflets and Vocations video continue to receive positive responses. When restrictions allow, the Commission will produce a second Vocations video and other resources on lay ministry, generously assisted by the Church Fabric & Development Fund and the Priorities Fund.

### **Legislation**

As reported last year, the Commission has explored ways in which best practice may be recommended for Boards of Nomination. This work is now brought to the General Synod in the form of three bills – one on the necessity for gender balance on the Board, one to ensure that the diocesan lay nominator cannot serve on the Board of Nomination for the parish in which s/he lives or is an accustomed member (i.e. there must always be a supplemental lay nominator), and one to ensure timely communication to clergy nominated to a parish and those who may have been considered but have not been nominated.

### **Facilitation Committee recommendations**

Some of the Committee's recommendations, approved by the General Synod of 2020, have been referred to the Commission by the Standing Committee, and it is exploring these and will report back to the Standing Committee on its findings.

### **Future Work**

The Commission plans to concentrate in the next twelve months on the following topics:

- Compliance demands on parishes and clergy, and how to ease this stress;
- nurturing vocations;
- complaints, disciplinary procedure, and the resolution of disputes;
- lay ministry and lay spirituality;
- support for non-parochial posts and posts other than incumbencies
- Covid and ministry.

### **Thanks**

The members offer thanks to Dr Catherine Smith for her work as Secretary, and to Mr Eddie Hallissey (HR Manager, Church House) for his reports to the Commission.

Church of Ireland Marriage Council – Report 2021

**CHURCH OF IRELAND MARRIAGE COUNCIL**

**REPORT 2021**

**MEMBERSHIP**

*Appointed by the House of Bishops*

Member of the House of Bishops: Most Rev Pat Storey (Bishop of Meath & Kildare)

*Elected by General Synod*

Rev Jonathan Campbell-Smyth (Chairperson)	Rev Nicola Halford
Rev John Ardis	Rev Canon Lynda Peilow (Honorary Secretary) (Resigned January 2021)
Rev Ian Linton	
Ms Jennifer O'Regan (Resigned Sept 2020)	
Ms Dianne Morris	

*In attendance*

Ms Aisling Sheridan (Administrative  
Secretary)

*Proposed Membership for  
2021 – 2023*

Rev Jonathan Campbell-Smyth (Chairperson)	Rev Nicola Halford
Rev Ian Linton	Ms Dianne Morris
Ms Kay Clarke	Rev Emma Rutherford
Mrs Patsy Devoy	Rev John Godfrey
	Rev William Steacy

**New Initiatives**

The Marriage Council has produced new posters promoting its work. Due to the Covid-19 pandemic, all dioceses were issued with a digital version of the poster.

The Council's website has been moved to the main Church of Ireland website and the direct link is [www.marriage.ireland.anglican.org](http://www.marriage.ireland.anglican.org). The new pages contain helpful resources for couples planning their wedding, for couples seeking support in their marriage, and also useful resources now available for clergy and church leaders.

**Marriage Preparation & Counselling**

The demand for marriage preparation and counselling has been steady over the last year. *Túsla*, the Family Support Agency, has once again given funding towards marriage counselling in the Republic of Ireland. We would encourage clergy and church leaders to

## Church of Ireland Marriage Council – Report 2021

get in touch with the Council to access these funds. Five new counsellors have joined the Marriage Council panel of counsellors, representing a much better coverage of the island, with recruitment still ongoing. Furthermore, Christian Guidelines are now offering counselling services on behalf of the Marriage Council in Down, Fermanagh and Tyrone, with Care In Crisis offering the same cover in Armagh.

The Marriage Council is also looking into helping Northern Ireland clergy to find organisations that will assist with marriage preparation.

Most counsellors have been making their services available online throughout the Covid-19 pandemic.

### The current group of counsellors used is:

- Ms Nadine Brooker (Dublin)
- Mr Brian Griffin (Dublin)
- Ms Dianne Morris (Dublin)
- Ms Shona Rusk (Dublin)
- Ms Fiona Burke (Midlands)
- Mr Ray Clarke (Galway)
- Ms Sylvia Helen (Cork)
- Mr Shawn Jamieson (South West)
- Ms Lynne Heber (Belfast)
- Ms Ali Knight (Coleraine)
- Care In Crisis (Armagh)
- Christian Guidelines (Down, Fermanagh & Tyrone)

Whilst these counselling services are available, the Council is very much dependent on clergy and those who support couples to refer them to counsellors. The Council therefore encourages General Synod to promote the use of marriage counsellors in their local parish contexts.

### **Marriage Council External Funding**

Although *Tús* have once again provided funding towards marriage counselling, and indeed have allocated an increased grant, we have seen substantial cuts over the years. Whilst this provides a great challenge, no one is ever turned away, even if they cannot afford to contribute to the cost of the counselling session.

Also, initial investigations have begun to seek funding streams in Northern Ireland to support couples through counselling who are experiencing financial difficulties.

### **Resourcing Clergy and Church Leaders**

In partnership with Alpha Ireland and Alpha UK, the Marriage Council is facilitating a webinar on 29<sup>th</sup> April 2021 for all clergy and church leaders on the Marriage Course

## Church of Ireland Marriage Council – Report 2021

(<https://themarriagecourse.org/>). This webinar will provide a ready-made resource for leaders who are involved in marriage preparation.

### **Clergy Couples Get Away**

Over a number of years the Council, with the co-operation of a number of dioceses have run a clergy couples' weekend. This was borne out of a questionnaire to clergy and spouses asking how the Council could support them. The 2018 retreat was held in the Hodson Bay Hotel in November, and the cost was covered by the Marriage Council. Due to low numbers of clergy attending, the Marriage Council discussed during 2019 the best ways in which to support clergy and their spouses. Agreement was reached that the way forward is to focus more on supporting clergy in enjoying family activities throughout the year, rather than trying to get couples together for a full weekend away, which is often very difficult to achieve. The Council wrote to the House of Bishops in September 2020, asking them to consider supporting their clergy in taking family time away from work. The Council plan to further develop ideas as to how this can be encouraged and achieved in 2021.

### **Solemnisation of Marriages Outside Churches**

At the General Synod in 2018, during the debate on the Report of the Marriage Council, the question was raised whether the Church of Ireland ought to solemnise marriages outside of churches and chapels consecrated for public worship. This question was passed to the Marriage Council for further consideration.

The Council has given considerable thought to this issue, and due to the significant change this would make to the current practice of the Church, it was deemed beyond the Council's remit. Communication was made with the Honorary Secretaries of the Standing Committee, including some points that would require further consideration for the matter to be fully addressed.

As a result of a letter from the Archbishop of Dublin and the Bishop of Tuam, Killala & Achonry, the discussion on this issue was re-opened at the Council's November meeting, after it was brought to Standing Committee again. The Council members agreed to consider the issue, and met with representatives of both CASC and the LAC in November 2020 and January 2021 to share views. The meetings were very successful, with members agreeing to pass their recommendations to the House of Bishops.

### **Resignations**

After several years' service on the Marriage Council, Mrs Jennifer O'Regan stepped down in September 2020. We extend our appreciation and thanks for her service to the Council, and wish her well in the future.

Also in the coming year, it being the start of a new triennium, two of our longest serving members will be stepping down. We extend our appreciation to Rev Canon Lynda Peilow and Rev John Ardis for their service to the Council, and wish them well in the future. We also welcome our new members, subject to their approval at General Synod.