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* The reports of the Church of Ireland Clergy Pensions Trustee DAC (page 104) and the Church of Ireland Pensions Board (page 129) are incorporated into the Report of the Representative Church Body.

If you require the Book of Reports in another format, please contact the General Synod Office - email: synod@rcbdub.org
CHURCH OF IRELAND

THE REPRESENTATIVE CHURCH BODY

REPORT 2022
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THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

Chair
The Most Rev John McDowell, Archbishop of Armagh

Committee Chairpersons

- Executive: Mr Henry Algeo*  
  Canon Graham Richards (Deputy)
- Allocations: Canon Graham Richards
- Investment: Mr Kevin Bowers
- Property: Mr Keith Roberts
- Stipends: Mr Michael Johnston
- Library and Archives: Mr Oswyn Paulin†
- Legal Advisory: Mr Lyndon MacCann SC
- Audit: Canon Graham Richards

Chief Officer and Secretary
Mr David Ritchie

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

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

Office
Church of Ireland House
Church Avenue
Rathmines Dublin 6
Tel 01-4978422 Fax 01-4978821
Email <office@rcbdub.org> Website <https://rcb.ireland.anglican.org>

Library
Braemor Park
Churchtown
Dublin 14
Tel 01-4923979 Fax 01-4924770
Email <library@ireland.anglican.org>

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

* from September 2021 in place of Mr Henry Saville (retired September 2021)
† from September 2021 in place of Mrs Ethne Harkness (retired May 2021)
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 2021. 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
4 The Most Rev Pat Storey, Bishop of Meath and Kildare
3 The Rt Rev Ian Ellis*, Bishop of Clogher
4 The Rt Rev Andrew Forster, Bishop of Derry and Raphoe
4 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
3 The Rt Rev Patrick Rooke†, Bishop of Tuam
4 The Rt Rev Michael Burrows‡, Bishop of Cashel, Ferns and Ossory
3 The Rt Rev Dr Paul Colton, Bishop of Cork, Cloyne and Ross
2 The Rt Rev Kenneth Kearon§, Bishop of Limerick and Killaloe

B Elected members (36)

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

Armagh
4 Ven Terence Scott (2024)
  Vacant|| (2022)
2 Mrs Jane Leighton (2023)

Clogher
1 Rev Canon Paul Thompson¶ (2024)
2 Mr William Allen (2022)
3 Mrs Ethne McCord (2023)

Derry and Raphoe
4 Rev Canon Henry Gilmore (2024)
4 Mr Stanley McFarland (2022)
2 Mr John Junkin (2023)

---

* from 26 April 2021 in place of Most Rev John McDowell
† retired October 2021
‡ elected Bishop of Tuam, Limerick and Killaloe January 2022
§ retired October 2021
|| following the resignation of Mrs Ethne Harkness in May 2021
¶ elected November 2021 in place of Ven Brian Harper (retired November 2021)
### The Representative Church Body – Report 2022

<table>
<thead>
<tr>
<th>Region</th>
<th>Members</th>
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</thead>
<tbody>
<tr>
<td>Down and Dromore</td>
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</tr>
<tr>
<td></td>
<td>Ven Roderic West (2024)</td>
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<tr>
<td></td>
<td>Mr Basil O’Malley (2022)</td>
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<td></td>
<td>Mr Michael Johnston (2023)</td>
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<tr>
<td>Connor</td>
<td>4</td>
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<td></td>
<td>Ven Stephen McBride (2024)</td>
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<tr>
<td></td>
<td>Mrs Cynthia Cherry (2022)</td>
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<tr>
<td></td>
<td>Mr Oswyn Paulin (2023)</td>
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<tr>
<td>Kilmore, Elphin and Ardagh</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Very Rev Nigel Crossey (2023)</td>
</tr>
<tr>
<td></td>
<td>Ms Sarah Taylor* (2024)</td>
</tr>
<tr>
<td></td>
<td>Mrs Rita Day (2022)</td>
</tr>
<tr>
<td>Tuam, Killala and Achonry</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Very Rev Alistair Grimason (2023)</td>
</tr>
<tr>
<td></td>
<td>Mrs Olive Maher† (2024)</td>
</tr>
<tr>
<td></td>
<td>Mrs Heather Pope (2022)</td>
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<tr>
<td>Dublin and Glendalough</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Ven David Pierpoint (2024)</td>
</tr>
<tr>
<td></td>
<td>Mr Robert Neill (2022)</td>
</tr>
<tr>
<td></td>
<td>Mr Derek Neilson (2023)</td>
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<tr>
<td>Meath and Kildare</td>
<td>4</td>
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<tr>
<td></td>
<td>Ven Leslie Stevenson (2024)</td>
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<tr>
<td></td>
<td>Mr Ronald Colton (2022)</td>
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<tr>
<td></td>
<td>Mr Kevin Bowers (2023)</td>
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<tr>
<td>Cashel, Ferns and Ossory</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Rev Nicola Halford (2023)</td>
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<tr>
<td></td>
<td>Mr William Galloway (2024)</td>
</tr>
<tr>
<td></td>
<td>Mrs Hazel Corrigan (2022)</td>
</tr>
<tr>
<td>Cork, Cloyne and Ross</td>
<td>4</td>
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<tr>
<td></td>
<td>Ven Adrian Wilkinson (2023)</td>
</tr>
<tr>
<td></td>
<td>Mr Keith Roberts (2024)</td>
</tr>
<tr>
<td></td>
<td>Mrs Helen Arnopp (2022)</td>
</tr>
<tr>
<td>Limerick and Killaloe</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Very Rev Niall Sloane‡ (2023)</td>
</tr>
<tr>
<td></td>
<td>Mrs Tracey Lyttle§ (2024)</td>
</tr>
</tbody>
</table>

#### C Co-opted members (12)

<table>
<thead>
<tr>
<th>Members</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Ms Julie Beck</td>
<td>4</td>
</tr>
<tr>
<td>Sir Paul Girvan</td>
<td>2</td>
</tr>
<tr>
<td>Mr David Lowe</td>
<td>0</td>
</tr>
<tr>
<td>Mr Lyndon MacCann SC</td>
<td>2</td>
</tr>
<tr>
<td>Mr William Oliver</td>
<td>3</td>
</tr>
<tr>
<td>Mrs Judith Peters</td>
<td>1</td>
</tr>
<tr>
<td>Ms Hilary Prentice</td>
<td>3</td>
</tr>
<tr>
<td>Canon Graham Richards</td>
<td>3</td>
</tr>
<tr>
<td>Mr Leslie Ruttle</td>
<td>2</td>
</tr>
<tr>
<td>Mr Henry Saville</td>
<td>3</td>
</tr>
<tr>
<td>Mrs Wendy Taylor</td>
<td>4</td>
</tr>
</tbody>
</table>

* elected October 2021 in place of the late Miss Maud Cunningham (deceased November 2020)
† elected September 2021 in place of Prof Paul Johnston (retired September 2021)
‡ elected December 2020 in place of the late Ven Wayne Carney (deceased August 2020)
§ elected September 2021 in place of the late Ms Yvonne Blennerhassett (deceased July 2021)
|| eligible to attend three meetings maximum due to triennial retirement (re-elected October 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 2021 are shown below.

**EXECUTIVE COMMITTEE**

<table>
<thead>
<tr>
<th>Name</th>
<th>Meetings</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr Henry Algeo*</td>
<td>7</td>
<td>Chair</td>
</tr>
<tr>
<td>Most Rev John McDowell</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Most Rev Dr Michael Jackson</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Rt Rev Dr Paul Colton</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Canon Graham Richards</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Mr Kevin Bowers</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Mr Keith Roberts</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Mr Michael Johnston</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>Hon Secretary of General Synod in attendance:</td>
<td>Rev Canon Gillian Wharton</td>
<td>6</td>
</tr>
</tbody>
</table>

Adviser: Mr Geoffrey Perrin

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.*

---

* appointed October 2021 in place of Mr Henry Saville (resigned October 2021), formerly an elected member
† elected September 2021 in place of Mrs Ethne Harkness (resigned May 2021)
‡ elected December 2021 in place of Mr Henry Algeo, formerly Chair
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).

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

* retired October 2021 (Mr Leslie Ruttle elected December 2021)
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.

* elected March 2021 in place of Mr Henry Robinson (retired November 2020)
† elected March 2021 in place of the late Miss Maud Cunningham
The Representative Church Body – Report 2022

STIPENDS COMMITTEE

3 meetings

Mr Michael Johnston - 3
(Chair)

Ms Julie Beck* 3 Prof Paul Johnston‡ 1
Rt Rev Dr Paul Colton 3 Mrs Jane Leighton 2
Ms Hazel Corrigan 3 Mr Basil O’Malley 1
Ven Brian Harper† 3 Ven David Pierpoint 0
Adviser: Mr William Oliver 1

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

LIBRARY AND ARCHIVES COMMITTEE

3 meetings

Mr Oswyn Paulin§ - 3
(Chair)

Rt Rev Michael Burrows 3 Very Rev Niall Sloane¶ 0
Prof Paul Johnston|| 2 Vacant#
Advisers:
Rev Canon Dr Maurice Elliott 3 Dr Kenneth Milne 3
Rev Dr Adrian Empey 2 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.

* elected March 2021 in place of Mr Geoffrey Perrin (retired October 2020)
† retired November 2021 (replacement to be elected)
‡ retired September 2021 (Mrs Cynthia Cherry elected December 2021)
§ appointed September 2021 in place of Mrs Ethne Harkness (resigned May 2021)
|| retired September 2021 (replacement to be elected)
¶ elected December 2021 in place of Rt Rev Patrick Rooke (resigned December 2020)
# arising from the election of Mr Oswyn Paulin to the Chair
The function of the Legal Advisory Committee is to advise the Representative Body on any legal or trust matter which the Executive Committee or the Representative Body may properly refer to it.

AUDIT COMMITTEE

3 meetings

Canon Graham Richards - 3 
(Chair)

Ms Julie Beck 3 Ms Hilary Prentice* 1
Mr Roy Benson 3

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

* resigned September 2021 (Mr Henry Saville elected December 2021)
The Representative Church Body – Report 2022

REPORT ON THE YEAR 2021

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, Church House Belfast and the RCB Library, Braemor Park, Dublin.

RCB Staff organisation

During 2021, the services of the RCB were provided by staff working from home and in the case of Library staff from the RCB Library at Braemor Park.

RCB Staff management

The management of staff is coordinated through the Senior Leadership Team, and operationally through the Covid-19 Coordination Group. The Senior Leadership Team meets weekly over Zoom with the Covid-19 Coordination Group meeting bi-weekly.

RCB Right to Request Flexible Working policy

Following extensive engagement with staff, union representatives, management and committee members a proposal in relation to remote working was brought before the Executive Committee. The RCB Right to Request Flexible Working policy was approved in June. This policy give employees the right to request to work from home subject to a minimum of one day’s attendance per week in an RCB office. Staff applications have been received but we have not yet set a date for the commencement of the policy. In the meantime, staff continue to work from home only working from the offices where required. The policy will be subject to a formal review within a year of implementation.
Communications

During 2021, a particular focus for management has been to ensure adequate inter-departmental coordination. This has been achieved through meetings of the Covid-19 Coordination Group, bi-weekly meetings with union representatives, a weekly news email to staff, monthly all-staff presentations with questions and answers and by holding a virtual staff coffee morning each Friday.

As we implement the RCB Right to Request Flexible Working policy we will further consider the need for staff to meet together informally.

Committee meetings

Over the previous nearly two years the majority of committee meetings have taken place over Zoom, this has facilitated attendance and reduced costs. Some more detailed meetings have taken place in person in Church House. Over the coming months the committees of the RCB will be considering when meetings should be held in person and when they should be held online.

RCB Response to Covid-19

Since the beginning of the pandemic, the RCB has sought to support and resource parishes and dioceses to deal with the consequence of Covid restrictions. These responses have ranged from guidance to financial support.

Media grants

In 2020, the immediate identified need was to support parishes and dioceses as they transitioned from in-person to online worship. The RCB and the Priorities Fund provided each diocese with a grant for €10,000 to fund diocesan media resources.

Diocesan deferral scheme

Also in 2020, the RCB provided each diocese with the option to defer part of their monthly stipend assessment for April, May and June 2020 with repayment required in June, September and December 2021. During 2021, in recognition that the restrictions imposed by the pandemic were continuing longer than had been initially expected, the repayment dates for these loans were extended by a further two years to June, September and December 2023. The value of offered loans under this scheme amounted to €1m.

Cathedrals loans

In 2020 the RCB approved ten-year non-interest bearing loans for the benefit of certain cathedrals and collegiate churches with a choral tradition that were dependent on tourist income. During 2021, following consultation with the participating deans and due to continued financial pressure, the scheme was extended and for certain cathedrals the amount available was increased. In total, the value of loans offered to cathedrals was approximately €2.5m.
Parish grants

During 2021, the RCB discussed how financially to support Church of Ireland parishes many of whom will have incurred exceptional Covid related costs. Following discussion with diocesan secretaries and consideration at the Executive Committee it was decided that the RCB should offer a once-off grant to parishes. This grant would be paid to each diocese for onward payment to parishes, would be calculated on the basis of parish cure and was to be the same amount for each parish. The amount paid to each parish was €1,912 or £1,510 per cure with a total cost to the RCB of approximately €0.8m.

Activities for 2021

Charities Governance Code

In accordance with the Charities Act 2009, the RCB submitted an annual report to the Charities Regulator. This report included a statement of compliance, stating that the RCB was partly compliant with the Charities Governance Code. The detailed review of compliance identified a number of actions that the RCB would need to put in place to be able to note full compliance, these include documenting a 3-5 year strategy and having a member handbook.

Investment management outsourcing

At the end of 2020 the decision was taken to outsource the management of in-house managed investments. Following presentations from selected fund managers the Investment Committee recommended four specific managers; Alliance Bernstein, Blackrock, Setanta and Newton to manage the previously in-house managed investments of General Funds, the RB General Unit Trust (NI) and the RB General Unit Trust (RI).

The application of previously in-house managed funds across the new fund managers is shown in the table below:

<table>
<thead>
<tr>
<th></th>
<th>Alliance Bernstein</th>
<th>Blackrock</th>
<th>Newton</th>
<th>Setanta</th>
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<td>General Funds</td>
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<tr>
<td>Unit Trust (NI)</td>
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<tr>
<td>Unit Trust (RI)</td>
<td>✔</td>
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The table does not show the existing allocation of General Funds to Sarasin and Partners, or the continuing direct investments for each fund in alternatives, bonds or private equity.

During the year the trust deeds for the RB General Unit Trusts were updated to reflect the change in asset classes and to standardise the administration fees for the RB General Unit Trust (RI) with that of the RB General Unit Trust (NI).
MindMatters Church of Ireland

The MindMatters COI project is a three-year initiative funded by Benefact Trust (previously Allchurches Trust) that seeks to explore issues of mental health, to deliver training and to provide grants to sustainable mental health promotion projects across the Church. The initial research phase of the project was completed during 2021 with the report available at [www.mindmatters.ireland.anglican.org](http://www.mindmatters.ireland.anglican.org). In 2022, priorities for the project team include implementing an evidence-based training programme and coordinating the grants process.

Safeguarding

Safeguarding continues to be a particular focus area for the RCB. At the end of 2021, the Safeguarding Officer for Northern Ireland retired and the office recruited a new Safeguarding Officer for Northern Ireland, Gillian Taylor, who will report to Robert Dunne as the Church of Ireland Safeguarding Officer. An initiative begun in 2021 has been to amalgamate the Church of Ireland Safeguarding policies for Northern Ireland and the Republic of Ireland, so as to make them more assessable. Another project has been to develop a quality assurance framework to ensure consistency of the application of policies.

Financial Performance

During 2021 the total funds available to the RCB increased by 20% to €249m (2020: €208m), this increase is attributed to positive market performance and is after expenses and allocations.

The value of General Funds invested assets at the end of the year was €239m. Between 2010 and 2014 €25m of General Funds was transferred to the clergy defined benefit pension scheme. Yet despite this exceptional withdrawal General Funds has steadily recovered to its current high of €239m. In absolute terms, that is excluding inflation, this valuation exceeds the previous peak at the end of 2006 of €238m.

General Funds Invested Assets
The Representative Church Body – Report 2022

**Budgeted withdrawal**

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

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

During 2021 the RCB managed to achieve a small surplus on budget. Although this is a commendable achievement, we would note caution as market return expectations have reduced due to Covid concerns, inflation, low interest rates and, since the year end, the consequences of the war in Ukraine.

**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 to finance other RCB activities.

During 2021 budgeted expenditure from General Funds and other central funds were as shown below:

**Expenditure from General Funds**

- **RCB Service Delivery Costs**: 49%
- **General Synod**: 15%
- **Theological Training**: 17%
- **Clergy Pension Costs**: 2%
- **Episcopacy**: 12%
- **Misc Ministry Support**: 1%
- **Chaplaincy**: 4%

![Expenditure from General Funds pie chart]

17
The expenditure above is before the exceptional parish grants approved during 2021 at an additional cost of €0.8m.

**Church Fabric and Development Fund**

In 2016 the Church Fabric and Development Fund was broadened to allow the application of some of the central 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 or mission
- Be applicable to more than one dioceses
- Raise the public profile of the Church of Ireland
- Be sustainable in the medium term

During 2021 the Church Fabric and Development Fund sub-group approved:

- Bundoran and Newcastle outreach initiative €51,000
- Church Leaders Group – Centenary Service €10,000
- Armagh Cathedral – Media Grant €20,000
- Climate Change Conference €3,000
- Carraig Centre Cork €10,000

The applications approved by the Church Fabric and Development Fund sub-group represent a commitment to support mission and outreach.

**RB General Unit Trusts**

Parishes, Dioceses and other Church of Ireland 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 dividend yield based on average bid price for the year to 31 December 2021 and capital growth during the year for both units was:

<table>
<thead>
<tr>
<th></th>
<th>Dividend yield</th>
<th>Change in unit price</th>
</tr>
</thead>
<tbody>
<tr>
<td>RB Unit Trust (RI)</td>
<td>2.42%</td>
<td>19%</td>
</tr>
<tr>
<td>RB Unit Trust (NI)</td>
<td>2.42%</td>
<td>13%</td>
</tr>
</tbody>
</table>

The Executive Committee took the decision during 2021 to maintain the dividend 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 fund is administered by the RCB. The most recent triennial valuation of the Clergy Pensions Fund as at 30 September 2021 concluded that the scheme satisfied the Funding Standard and the Funding Standard Reserve and that the scheme’s assets were projected to be adequate to provide for the current liabilities. At the year end the value of the Fund was €211m (30 September 2021: €203m). The Clergy Pensions Fund is expected to exit the current Funding Proposal in December 2023.

In addition to any accrued pension benefits under the Clergy Pensions Fund, serving clergy who are members of either the Clergy Defined Contribution Pension Scheme NI or the Clergy Defined Contribution Pension Scheme RI accrue additional defined contribution pension benefits.

**Property and Trusts**

The RCB acts as trustee for the properties of the Church of Ireland. There are over 2,000 properties vested in the RCB for which the RCB safeguards the title documentation, thus reducing trustee liability and removing the need to have local trustees. During 2021, the RCB completed the Local Property Tax valuation assessment for all Irish residential properties vested in the RCB.

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 2021, the trust process review continued so as to ensure that the digitised files could be easily assessed and to facilitate the sorting of these files for key information.
Library and Archives

The RCB Library supports the Church of Ireland Theological Institute by providing a place of study for both theological students and the public. In September 2021, the Library introduced a Click and Collect service to facilitate the collection of study material and introduced a new online desk reservation system to minimise the risk of contracting Covid. The Library continued to take custody of parish and diocesan records many of which are then catalogued, digitised and made available for future reference.

Climate Change

The RCB has continued its commitment to addressing climate change across all operations of the RCB. The introduction of the RCB Right to Request Flexible Working policy will help to minimise the environmental impact of travelling to work and to meetings. We look forward to the Church Fabric and Development Fund funded climate change conference which is planned for April and to further developing our understanding and approach to addressing this urgent challenge.

The year ahead

While we would expect that many committee and staff meetings will continue online, there is the expectation that some committees will revert to meeting in person at least for some of their meetings. In-person meetings will continue to be supported with staff in attendance.

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 House Dublin, Church House Belfast and in the RCB Library. In particular we would like to thank the following staff who retired or left the RCB during 2021: Peter Connor, Pension Administration and Payroll Manager; Jennifer Murphy, Library Assistant; Gerry O’Brien, Investment Analyst; Eimear Ryan, Solicitor and Education Advisor; and Margaret Yarr, Safeguarding Officer for Northern Ireland.

Obituaries

It is with great regret that we note the passing of Yvonne Blennerhassett, Diocesan Secretary for the dioceses of Limerick and Killaloe, and member of the Representative Body since 2015.
FINANCIAL AND OPERATIONAL REVIEW 2021

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

- **Commentary**

  A) The Statement of Financial Activities (SoFA) of the RCB 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 €40.88m to €248.67m. This is due to unrealised gains on investment revaluation, gains on the sale of investments and currency gains which were partly offset by a decrease in resources and other recognised loses.

  **Incoming resources**

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

  Total incoming resources under the traditional income model of €4.37m shows an increase on the prior year of €0.20m (2020: €0.98m decrease). Investment income of €3.23m sees a decrease on the prior year by €0.48m (2020: €0.81m). During 2021 as part of an investment outsourcing project, specific in-house managed invested assets were liquidated, with the funds generated on-boarded to new external fund managers. 2021 quarter four saw lower investment income against
Grants and other income of €0.29m include €0.14m from Benefact Trust (previously Allchurches Trust) to support specific projects for which the RCB is most grateful, and €0.10m 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 2021 relating to VAT paid in 2020 on goods and services. Profit on the sale of an RCB property of €0.64m was realised during the year. Subvention from the Stipends Fund of €0.13m (2020: €0.12m) is received to support ministerial training costs.

**Resources expended**

Expenditure for 2021 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 €3.53m shows an increase of €0.09m on the prior year (2020: €3.52m). A simplified analysis of cost of operations can be found on page 25 within the table “Simplified RCB and General Funds Income and Expenditure”.

Payroll and related costs less recharges see a decrease on the prior year due to staff vacancies and reorganisation savings, an increase recharge of legal services to the wider Church, savings in professional fees and savings in central office and central committee expenses as a result of Covid-19 remote working arrangements. These savings were partly offset by additional central office costs for specific IT security work, an increase in 2021 rates as 2020 benefited from the Covid-19 rates rebate and an increase in negative interest applied to funds held with financial institutions.

Other operating costs of €0.34m see a reduction on the prior year of €0.09m (2020: €0.42m) mainly due to a reduction in professional fees to support the clergy defined contribution pension schemes. Other operating costs include the provision of legal, taxation, financial and general professional services. A portion of other operating
costs is represented by pension advice, administration and trustee fees to support the clergy defined contribution pension schemes.

The total resources expended which are chargeable against General Funds of €2.96m is in line with the prior year.

**Allocations expended**

Allocations expended in the year of €3.51m (2020: €3.37m) show an increase on the prior year by €0.14m mainly due to an increase in the allocation required to support the maintenance of the stipendiary ministry, training of ordinands, and General Synod activities. The sterling rate of exchange at the 31 December 2021 was less favourable than the period year rate of exchange. Total underspent allocations for the year amounted to €0.26m (2020: €0.22m).

**Parish Covid-19 Support Grants**

The RCB approved the provision of a one off grant to be paid to each diocese on the basis of the number of cures. The diocese is to arrange the onward payment of the grant to each cure. The total grants provided were €0.82m which represents €1,912 payment to cures in the Republic of Ireland and £1,510 payment to cures in Northern Ireland. The grant is to assist cures with the additional costs of Covid-19.

**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 €40.88m (19.6%) to €248.67m (2020: €207.79m). This increase is accounted for by unrealised gains on revaluation of invested assets of €26.93m, realised gains on the sale of investments of €16.54m and currency gains due to a favourable sterling year end exchange rate. Equity markets continued the strong recovery trends during 2021 from the later part of 2020. Significant gains were realised with the liquidation of specific invested assets in Q3 and Q4 2021. These gains have been partly offset by the excess of expenditure over incoming resources of €2.92m and other recognised losses.

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

Incoming resources in relation to the RB General Unit Trusts are represented by investment income, deposit income and Gift Aid refunded. All incoming resources net of expenses are distributed to parishes, dioceses and other trusts. Total funds increased by €27.81m (7.68%) to €389.63m (2020: €361.82m). This increase is accounted for by unrealised gains of €50.87m on investment revaluations, realised gains on the sale of invested assets of €1.82m and currency gains due to a more favourable year end currency exchange. Net withdrawals amounted to €29.34m (2020: €2.34m net receipts) and relates mainly to the transfer of property at 96 Upper Rathmines Road from Parish, Diocesan and Other Trust Funds valued at €30m to the Church of Ireland College of Education Fund Trust during 2021.
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.

- General Funds are the funds available for the operating expense of the RCB and for funding allocations. Total fund values increased by €40.88m to €248.67m as detailed above in General Funds. Invested fund assets increased from €196.05m to €237.55m, an increase of 21.16%. General Funds invested assets benefited from the continued strong recovery in equity markets during 2021 as the successful roll out of the Covid-19 vaccines and continued monetary stimulus provided a favourable performance platform. 2021 saw continued strong performance by existing and newly appointed external fund managers. Fixed Assets, loans, cash and bank balances, debtors and creditors make up €11.12m of net other assets.

- Parish, Diocesan and Other Trust Funds invested assets and bank deposits shown on the balance sheet belongs to parishes, dioceses and to other Church of Ireland trusts. Total fund values increased by €27.81m to €389.63m as detailed above in Parish, Diocesan and Other Trust Funds. Invested fund assets increased from €300.95m to €354.54m, an increase of 17.81%. Invested fund assets benefited from the continued strong recovery in equity markets during 2021 with the successful roll out of the Covid-19 vaccines and from favourable year end exchange rates. The fund is bias towards dividend paying stocks. As noted above property valued at €30m was transferred at 31 December 2021 to the Church of Ireland College of Education Fund Trust. Cash balances are €35.09m at 31 December 2021.

• Allocations (page 64)

Allocations budgeted for 2022 are provided for in 2021 as a reserve and will be drawn down in 2022. The amount provided is €3.74m and is gross of subventions. A detailed table of the 2022 budget is available on page 27. Allocations have been supported by a subvention from the Stipends Fund of €0.13m (2020: €0.12m) and by a subvention from the Church of Ireland College of Education Fund Trust of €0.15m (2020: €Nil). The Allocations Committee is most grateful to the Stipends Committee and the Church of Ireland College of Education Fund Trust for this valuable support.

• Simplified income and expenditure

A simplified table is included below to aid understanding of RCB income and expenditure for 2021 with comparatives for 2020. This is based on the traditional income and expenditure model. Analysis under the Total Return model is included in the table on page 26.
## Simplified RCB and General Funds (GF) income and expenditure

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>RCB €’000</td>
<td>GF €’000</td>
</tr>
<tr>
<td>Investment Income</td>
<td>3,230</td>
<td>3,713</td>
</tr>
<tr>
<td>Other Income</td>
<td>1,143</td>
<td>458</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>4,373</strong></td>
<td><strong>4,171</strong></td>
</tr>
<tr>
<td>Expenditure</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payroll (less recharges) and related costs</td>
<td>(2,010)</td>
<td>(2,063)</td>
</tr>
<tr>
<td>Central Office costs</td>
<td>(457)</td>
<td>(323)</td>
</tr>
<tr>
<td>Depreciation</td>
<td>(313)</td>
<td>(302)</td>
</tr>
<tr>
<td>RCB Library Costs</td>
<td>(224)</td>
<td>(245)</td>
</tr>
<tr>
<td>Custodian and investment analysis fees</td>
<td>(73)</td>
<td>(61)</td>
</tr>
<tr>
<td>Professional Fees (general)</td>
<td>(126)</td>
<td>(154)</td>
</tr>
<tr>
<td>Professional Fees (Clergy DC Pension Funds)</td>
<td>(147)</td>
<td>(195)</td>
</tr>
<tr>
<td>Payroll to retired staff</td>
<td>(62)</td>
<td>(71)</td>
</tr>
<tr>
<td>Central Committee Expenses</td>
<td>(9)</td>
<td>(37)</td>
</tr>
<tr>
<td>Audit Fees</td>
<td>(72)</td>
<td>(70)</td>
</tr>
<tr>
<td>Church wide mental health project</td>
<td>(37)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td><strong>(3,530)</strong></td>
<td><strong>(3,521)</strong></td>
</tr>
<tr>
<td>Expenses to be charged to Parish, Diocesan and Other Trust Funds</td>
<td>572</td>
<td>544</td>
</tr>
<tr>
<td><strong>Total expenses to be charged to GF</strong></td>
<td><strong>2,958</strong></td>
<td><strong>(2,958)</strong></td>
</tr>
<tr>
<td>Allocations expended</td>
<td>(3,513)</td>
<td>(3,364)</td>
</tr>
<tr>
<td>Covid-19 Parish Support Grants</td>
<td>(820)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total expenditure, allocations and grants</strong></td>
<td><strong>(7,291)</strong></td>
<td><strong>(6,341)</strong></td>
</tr>
<tr>
<td>Decrease in resources</td>
<td>(2,918)</td>
<td>(2,170)</td>
</tr>
<tr>
<td>Other recognised gains and losses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment gain</td>
<td>43,468</td>
<td>7,527</td>
</tr>
<tr>
<td>Other reserve movements</td>
<td>333</td>
<td>(554)</td>
</tr>
<tr>
<td><strong>Net gain in funds</strong></td>
<td><strong>40,883</strong></td>
<td><strong>4,803</strong></td>
</tr>
<tr>
<td><strong>Total funds brought forward</strong></td>
<td><strong>207,785</strong></td>
<td><strong>202,984</strong></td>
</tr>
<tr>
<td><strong>Total funds carried forward</strong></td>
<td><strong>248,668</strong></td>
<td><strong>207,785</strong></td>
</tr>
</tbody>
</table>

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 2021 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 2021 of €6.30m (2020: €6.13m). The actual withdrawal required to support cost of operations and allocations net of other income was below the target withdrawal of 3.5% at 3.44% (2020: 3.35%). On a total return basis 2021 recorded a surplus of €0.15m.

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 2021 with prior year comparison.

<table>
<thead>
<tr>
<th>Total Return</th>
<th>2021 €m</th>
<th>2020 €m</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permitted Total Return withdrawal from invested assets</td>
<td>€6.30m</td>
<td>€6.13m</td>
</tr>
<tr>
<td>Other operating income</td>
<td>€0.51m</td>
<td>€0.46m</td>
</tr>
<tr>
<td>Profit on disposal of Fixed Assets</td>
<td>€0.63m</td>
<td>_____-</td>
</tr>
<tr>
<td><strong>Total incoming resources</strong></td>
<td>€7.44m</td>
<td>€6.59m</td>
</tr>
<tr>
<td>Cost of operations and allocations</td>
<td>(€6.47m)</td>
<td>(€6.34m)</td>
</tr>
<tr>
<td>Parish Covid-19 Support Grant</td>
<td>(€0.82m)</td>
<td>_____-</td>
</tr>
<tr>
<td><strong>Surplus from invested assets</strong></td>
<td>€0.15m</td>
<td>€0.25m</td>
</tr>
</tbody>
</table>

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 = £0.8413 or £1 = €1.188 (2020: €1 = £0.8937 or £1 = €1.118).
ALLOCATIONS BUDGET PROVIDED FOR 2022

Allocations provide financial support for Church-wide activities. The detailed allocations analysis for 2022 with 2021 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 2022 allocations budget is set out below and is net of subventions. Sterling balances have been exchanged at 0.8413 for 2022 budget and 2021 comparisons.

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>%</td>
</tr>
<tr>
<td>A. Maintenance of the stipendiary ministry</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Episcopal costs</td>
<td>893,131</td>
<td>23.9</td>
</tr>
<tr>
<td>• Chaplaincy costs</td>
<td>294,615</td>
<td>7.9</td>
</tr>
<tr>
<td>• Miscellaneous</td>
<td>81,192</td>
<td>2.2</td>
</tr>
<tr>
<td>B. Pension related costs</td>
<td>105,866</td>
<td>2.8</td>
</tr>
<tr>
<td>C. Training of ordinands</td>
<td>1,238,418</td>
<td>33.2</td>
</tr>
<tr>
<td>D. General Synod activities</td>
<td>1,107,740</td>
<td>29.6</td>
</tr>
<tr>
<td>E. Miscellaneous</td>
<td>16,066</td>
<td>0.4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>3,737,028</td>
<td></td>
</tr>
</tbody>
</table>
### 2022 ALLOCATIONS BUDGET

#### A. Maintenance of the stipendiary ministry

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2021</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Episcopal Stipends and Expenses</td>
<td>954,389</td>
<td>1,067,562</td>
<td>789,321</td>
<td>742,384</td>
</tr>
<tr>
<td>less Episcopal Levy</td>
<td>(447,177)</td>
<td>(469,705)</td>
<td>(464,647)</td>
<td>(473,669)</td>
</tr>
<tr>
<td></td>
<td>507,212</td>
<td>597,857</td>
<td>324,674</td>
<td>268,715</td>
</tr>
<tr>
<td>Deans of Residences/University Chaplains</td>
<td>99,370</td>
<td>98,668</td>
<td>144,039</td>
<td>140,817</td>
</tr>
<tr>
<td>Queen’s University, Belfast, Bursar</td>
<td>-</td>
<td>-</td>
<td>16,538</td>
<td>16,027</td>
</tr>
<tr>
<td>C of I in Queen’s University, Belfast</td>
<td>-</td>
<td>-</td>
<td>2,000</td>
<td>2,000</td>
</tr>
<tr>
<td>C of I in Trinity College, Dublin</td>
<td>2,000</td>
<td>2,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Clerical Relief - Children’s Allowances</td>
<td>25,000</td>
<td>33,000</td>
<td>25,000</td>
<td>28,000</td>
</tr>
<tr>
<td>- Discretionary Grants</td>
<td>4,000</td>
<td>4,000</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>Stipends Related Costs</td>
<td>17,910</td>
<td>18,248</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>St Patrick’s Cathedral, Dublin</td>
<td>1,000</td>
<td>1,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>656,492</td>
<td>754,773</td>
<td>515,251</td>
<td>458,552</td>
</tr>
</tbody>
</table>

#### B. Pension related costs

<p>| | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Clergy Pensions Fund</td>
<td>50,000</td>
<td>50,000</td>
<td>43,000</td>
<td>45,500</td>
</tr>
<tr>
<td>Discretionary Grants</td>
<td>-</td>
<td>-</td>
<td>4,000</td>
<td>6,000</td>
</tr>
<tr>
<td></td>
<td>50,000</td>
<td>50,000</td>
<td>47,000</td>
<td>51,500</td>
</tr>
</tbody>
</table>

#### C. Training of Ordinands

<p>| | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Training of Ordinands</td>
<td>370,418</td>
<td>401,725</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Theological Institute</td>
<td>845,000</td>
<td>845,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>C of I College of Education</td>
<td>(150,000)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Stipends Fund</td>
<td>(100,000)</td>
<td>(110,000)</td>
<td>(15,000)</td>
<td>(20,000)</td>
</tr>
<tr>
<td>Bishops’ Selection Conference</td>
<td>23,000</td>
<td>23,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>988,418</td>
<td>1,159,725</td>
<td>(15,000)</td>
<td>(20,000)</td>
</tr>
</tbody>
</table>

#### D. General Synod activities

<p>| | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>General Synod/Standing Committee</td>
<td>497,837</td>
<td>468,246</td>
<td>223,982</td>
<td>222,627</td>
</tr>
<tr>
<td>Board of Education</td>
<td>31,104</td>
<td>26,604</td>
<td>96,407</td>
<td>95,807</td>
</tr>
<tr>
<td>Church of Ireland Youth Department</td>
<td>-</td>
<td>-</td>
<td>145,000</td>
<td>145,000</td>
</tr>
<tr>
<td>Safeguarding Officers</td>
<td>11,000</td>
<td>11,000</td>
<td>12,300</td>
<td>12,300</td>
</tr>
<tr>
<td></td>
<td>539,941</td>
<td>505,850</td>
<td>477,689</td>
<td>475,734</td>
</tr>
</tbody>
</table>

#### E. Miscellaneous

<p>| | | | | |</p>
<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>RCB Library</td>
<td>12,000</td>
<td>12,000</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>Regular Sunday Services in Irish</td>
<td>500</td>
<td>500</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>12,500</td>
<td>12,500</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td></td>
<td>2,247,351</td>
<td>2,482,848</td>
<td>1,027,940</td>
<td>968,786</td>
</tr>
</tbody>
</table>
Commentary

A. Maintenance of the stipendiary ministry – €1,268,938

The total cost of Group A is budgeted at €1,268,938 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 €893,131.
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 2022 at €1.89m (2021: €1.95m). The
episcopal costs net of episcopal levy contributions are budgeted at €0.89m or 70% of
Group A costs (2021: €0.91m or 70%). The episcopal levy for 2022 is set at 6.0% of
MAS, a decrease from 6.3% in 2021. The episcopal levy for 2022 is budgeted to
contribute €1.00m or 52.8% (2021: €1.03m or 52.9%) of the total episcopal costs. The
cost per cure for 2022 is £1,866 and €2,317 (2021: £1,902 and €2,409). A more detailed
breakdown of episcopal costs is shown on page 35.

Other amounts included in Group A support university deans of residence and children’s
and discretionary allowances paid to clergy. Funding is provided to support a Belfast city-
wide university chaplaincy project which will run up to 31 August 2023. Total allocation
to support third level chaplaincy is budgeted at €0.29m for 2022 (2021: €0.29m).

B. Pension related costs – €105,866

The total cost of Group B is budgeted at €105,866 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 2022 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 – €1,238,418

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 2022 which is net of subvention from the Stipends Fund and the
Church of Ireland College of Education Fund Trust, shows a decrease of €0.16m to
€0.97m on the 2021 cost of €1.13m.

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 2021/22 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 2021/22 of training of ordinands are €370,418 (2020/21: €401,725). For the academic year 2021/22 total student numbers are 17 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 2022/23 is €845,000 (2021/22: €845,000).

Extracts from the accounts of the Church of Ireland Theological Institute for the year ended 30 June 2021 are included as Appendix A (page 82).

**D. General Synod activities – €1,107,740**

The General Synod budget of €1,107,740 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 €36k. This increase is mainly due to an increase in specific committee costs.

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

**E. Miscellaneous – €16,066**

The total cost of Group E is €16,066, and represents an allocation of €15,566 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 2022 outlook**

  The International Monetary Fund (IMF) latest forecasts provide a favourable background for markets as we begin 2022 with increases in global economic growth of 5.9% in 2021 to be followed by 4.4% growth in 2022 projected.

  However rising inflation increasingly dominated economic headlines as the year progressed with US inflation rising to 7% for the year ended 31 December 2021 while Eurozone and UK inflation reached 5%.

  Higher than targeted inflation is not necessarily negative for financial assets, but if central banks withdraw monetary support and raise rates more aggressively than markets anticipate, equity and bond markets may not react positively.
Financial market returns in 2022 are likely to be a lot more modest than 2021.

- **Outsourcing**

  In early 2021, the Investment Committee in conjunction with the Executive Committee approved a decision to outsource the investment management of assets previously managed in-house to external fund managers.

  Subsequent to this approval, a review of the funds’ investment objectives and a request for proposal process from leading providers of investment management service, four new external fund managers were selected (seven new mandates).

  - In the RB General Unit Trust (RI), €175.3m equity assets are now managed by three new equity fund managers, €87.8 in a Global Equity fund and €87.5m in a Euro Equity fund. In addition, €49.6m assets are managed by a specialist fixed income (bond) manager.
  
  - In the RB General Unit Trust (NI), £53.8m assets are now managed by two new external fund managers, £22.7 in a Global Equity fund and £31.1m in a multi-Asset fund.
  
  - In General Funds, €81.2m equity assets are now managed by two new fund managers, €49.6m in a specialist fixed income fund and €31.6m in a multi-Asset fund.
  
  - In the Clergy Pensions Fund, €32m was transferred to the existing external fund manager.

  While each of the new mandates was up and running for less than three months at the end of 2021, each of the mandates is performing in line with their individual benchmarks with strong absolute returns from the equity managers.

- **Main investment asset classes**

  **Equities**

  Following a Covid-impacted year of two halves in 2020 (returns of 8.7% in the S&P and -1.5% in the European Stoxx 600), equity markets continued their recovery trend from the second half of 2020 throughout 2021 as the successful roll-out of Covid 19 vaccines alongside continued monetary and fiscal stimulus support provided a favourable platform for performance. Equity earnings recovered strongly relative to both prior year returns and analyst forecasts.

  The wider European equity index produced a positive return of 25.8%. The US market fared better once again (as in recent years) with the benchmark S&P index gaining 38.1%.
In terms of sterling returns, the FTSE All share index and wider European equity index both produced a return of £18.25% while US market gained £29.8%.

**Interest rates and bonds**

Central banks in developed economies maintained official interest rates close to zero % as an ongoing policy response to Covid-19.

UK, European and US bond yields rose (prices decreased) as economic forecasts improved with 10-year yields in the US rising from a little under 1% to 1.5% by the end of the year. UK 10-year gilt yields rose from 0.25% to 1% while German yields rose from -0.5% to -0.1% during the reporting period.

These yield levels remain (as in recent years) incompatible with the funds objective; hence the manager continues to adopt a diversified strategy owning higher yielding (lower rated) bonds.

Bond exposure remains below benchmark allocation to fixed income securities.

**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. Property investments are mainly owned via IPUT and PITCH, while the external fund managers may also allocate some of their equity holdings via quoted REITs (Real Estate Investment Trusts).

Property investments (IPUT) produced a 5.1% return comprised of income 3.8%/capital 1.3% while UK property returns were 12.5% reflecting a recovery from more depressed prior year valuations.

**Alternatives**

Alternatives outperformed other growth asset classes again in 2021 with returns of between a third and fifty per cent across the four funds as this asset class with fund allocations of between five and seven per cent benefited as well-chosen investments initiated a number of years ago entered mature and payback phases.

- **Fund valuations and performances**

  Valuations of the various portfolios as at 31 December 2021 along with three- and five-year fund performance figures are included as Appendix B (page 84).

- **General Funds**

  Total return for the year was 23.8% versus the benchmark return of 17.6%. The Fund benefits from its Total Return focus facilitating a more flexible approach to a broader market range, i.e. both value and growth stocks with no dividend yield demands.
The Sarasin global equity portfolio returned 21.5% in 2021 but was notably behind its global equity benchmark, thereby giving back prior year outperformance.

On the other hand the Pilgrim specialist equity fund returned in excess of 100% in 2021.

- **Unit Trusts**

  The RB General Unit Trust (RI) delivered a total return for the year end 31 December 2021 of 21.7% versus the benchmark return of 17.6%. The outperformance relative to benchmark was largely due to a bias to dividend paying stocks which performed strongly (a reversal of the prior year experience) as equity markets rallied and dividend yields improved as earnings rebounded post Covid-19. The fund also benefited via exposure to USD and sterling assets which gained value on currency revaluation.

  The RB General Unit Trust (NI) delivered a total return for the year ended 31 December 2021 of 16.6% versus the benchmark return of 11.2%, with the outperformance also mainly due to a bias to dividend paying stocks. The positive absolute performance was not helped by currency revaluation losses due to weaker USD and Euro versus sterling.

  The distribution rate for the RB General Unit Trust (RI) was 11.5c for the calendar year to 31 December, representing a yield of 2.42%. The distribution for the RB General Unit Trust (NI) was 10.8p for the calendar year for an equivalent yield of 2.42% also. It was agreed to maintain the distributions in 2021 for both Unit Trusts at the same level as 2020. However, in order to do so both Unit Trusts were required to access funds from their respective Dividend Equalisation Reserves, but for relatively small (and lower than 2020) amounts.

  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 85).

- **Clergy Pensions Fund**

  The Clergy Pensions Fund achieved a return of 16% for the year (2020: 0.8%).

  The passive element of the Fund managed by ILIM represented 57% of total assets at the end of 2021, an increase from 41% at the end of 2020. ILIM investments were split 73% equities, 27% bonds. The ILIM portfolio increased by 15% in 2021 following a 3.5% decrease in 2020.

  The overall fund was split 60% growth assets (including equities and real assets) 40% ‘de-risked assets’ (including cash and bonds) on an underlying basis versus 64% growth assets 36% ‘de-risked assets’ from a year previously.
• **Environmental, Social and Governance (ESG) review**

The Investment Committee conducted its usual annual assessment of individual stock holdings in 2022 and implemented additional restrictions for companies involved in the extraction of oil and gas (as identified by exposure to Reserves).

The ability of external fund managers to integrate the RCB’s ESG policy into their investment process and portfolio construction was an integral consideration of the management selection for the investment outsourcing process. The RCB’s ESG restrictions are incorporated into each of the external fund managers’ investment guidelines via their respective Investment Management Agreements.

The RCB’s ESG Policy statement is included as Appendix D (page 96) and its Policy on Climate Change is included as Appendix E (page 99).

**CLERGY REMUNERATION AND BENEFITS**

• **Minimum Approved Stipends (MAS) 2022**

The Standing Committee of the General Synod determines levels of MAS annually on behalf of the General Synod in accordance with Section 51(1) of Chapter IV of the Constitution of the Church of Ireland. 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. There was no increase to Minimum Approved Stipend in 2021, therefore the Stipends Committee looked at inflation over a two year period.

**Northern Ireland** — Whereas in 2020 it was reported that annual inflation was steadily declining the opposite is now the position with the Consumer Price Index moving from +0.6% in June 2020 to +2.5% in June 2021. The Consumer Price Index for the two years to 30 June 2021 is +3.12%. The main drivers behind the inflationary trend for 2020/2021, in particular the April to June period, were second hand cars, fuel costs and recreation. The Stipends Committee in reviewing Northern Ireland MAS recommended to the Representative Body a 3% increase from 1 January 2022.

**Republic of Ireland** — Similar to UK inflationary statistics, inflation in the Republic of Ireland has increased. The Consumer Price Index to 30 June 2020 was -0.4% moving to +1.6% for the year to 30 June 2021. Average increase over the two years was +1.19%. Driving factors in this trend are fuel and transport costs. The Stipends Committee in reviewing the Republic of Ireland MAS recommended to the Representative Body that a 1% increase be applied.
The Standing Committee received and agreed a recommendation from the Representative Body that a 3% increase be applied to the Minimum Approved Stipend for 2022 in Northern Ireland and that a 1% increase be applied to the Minimum Approved Stipend in the Republic of Ireland. Consequently, levels of Minimum Approved Stipend for 2022 are:

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northern Ireland</td>
<td>£31,100</td>
<td>£30,195</td>
</tr>
<tr>
<td>Republic of Ireland</td>
<td>€38,616</td>
<td>€38,234</td>
</tr>
</tbody>
</table>

- **Minimum Approved Stipends – Quinquennial Report**

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

Since the last quinquennial report in 2017 statutory minimum stipends have increased from £28,149 to £31,100 (+10.48%) and from €37,480 to €38,616 (+3.23%).

While inflation is an important element in determining annual stipend increases, the Stipends Committee also takes account of average earnings growth in comparison with other sectors and national wage agreements (if existing) where applicable.

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

- **Episcopal costs**

The breakdown of total episcopal costs is summarised as follows:

<table>
<thead>
<tr>
<th></th>
<th>Republic of Ireland</th>
<th>Northern Ireland</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td></td>
<td>2022</td>
<td>2021</td>
</tr>
<tr>
<td>(1) Stipends together with state insurance costs</td>
<td>449,320</td>
<td>511,781</td>
</tr>
<tr>
<td>(2) Pension costs</td>
<td>96,348</td>
<td>109,445</td>
</tr>
<tr>
<td>(3) Offices of the Sees expenses</td>
<td>294,895</td>
<td>301,213</td>
</tr>
<tr>
<td>(4) See Houses and other costs</td>
<td>335,789</td>
<td>367,087</td>
</tr>
<tr>
<td><strong>Totals (gross)</strong></td>
<td>1,176,352</td>
<td>1,289,526</td>
</tr>
<tr>
<td>(5) Less endowment income</td>
<td>(221,963)</td>
<td>(221,963)</td>
</tr>
<tr>
<td><strong>Totals (net of income)</strong></td>
<td>954,389</td>
<td>1,067,563</td>
</tr>
</tbody>
</table>

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. From 2021 onwards administration recharges are included in the above figures.
Notes relating to the figures above:

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

Stipends are multiples of Minimum Approved Stipends as follows:

- Archbishop of Armagh 2.45
- Archbishop of Dublin 2.25
- All Bishops 1.75

(2) Contributions towards episcopal pensions.

(3) Secretarial and office services and allowances relating to expenses of travel and hospitality.  
   (ie costs that relate to the running of the office of the See)

(4) Heating, grounds and house maintenance, insurance and service charges, secretary to the House of Bishops.  
   (ie property maintenance and other costs that are shared across all the Episcopacies)

(5) Income from investments and rent of See House lands.

- **Locomotory allowances 2022**

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 2022 remain the same as those for 2021 as follows:

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

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

**Northern Ireland** – Clergy are now requested to submit, annually, a return of mileage carried out in the course of their ministerial duties.
The Representative Church Body – Report 2022

Should the locomotory allowance paid exceed the HMRC permitted allowance by the number of miles travelled (45p per mile on all miles 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

In 2021 the RCB simplified the existing mileage bands and introduced new mileage bands. The new bands provide 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:

<table>
<thead>
<tr>
<th>Example miles</th>
<th>Allowance at 57.7p per mile up to 10,000 miles</th>
<th>Addtl rate per mile</th>
<th>Addtl allowance</th>
<th>Total rate per mile</th>
<th>Total allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Up to 10,000</td>
<td>£5,770</td>
<td>0p</td>
<td>Nil</td>
<td>57.7p</td>
<td>£5,770</td>
</tr>
<tr>
<td>At 15,000</td>
<td>£5,770</td>
<td>16.4p</td>
<td>£820</td>
<td>43.9p</td>
<td>£6,590</td>
</tr>
<tr>
<td>At 17,000</td>
<td>£5,770</td>
<td>16.4p</td>
<td>£1,148</td>
<td>40.7p</td>
<td>£6,918</td>
</tr>
</tbody>
</table>

- **Children’s Allowances 2021/2022**

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:

<table>
<thead>
<tr>
<th>Academic year starting 1 September 2021</th>
<th>Republic of Ireland</th>
<th>Northern Ireland</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over 11 attending secondary school</td>
<td>€600</td>
<td>£100</td>
</tr>
<tr>
<td>Third level students (up to age 23)</td>
<td>€300</td>
<td>£400</td>
</tr>
<tr>
<td>Eligible orphans</td>
<td>€600</td>
<td>£400</td>
</tr>
</tbody>
</table>

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

Grants are also available from other sources and a list of such possible sources is available on the Church of Ireland website at

<www.ireland.anglican.org/cmsfiles/pdf/AboutUs/EducationAssistance.pdf>
• **Clergy car loans**

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 2021 there were 13 loans outstanding with a total value of €39,740.

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

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

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

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

**CLERGY PENSIONS**

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

The RCB acts as Sponsor of all three schemes.

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

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

**Northern Ireland members:**
<www.scottishwidows.co.uk/save/churchofirelandclergy/>

**Republic of Ireland members:** <www.zurich.ie/connect/coin/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 104). 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 2021 is attached as Appendix H (page 145).

Further information on clergy pensions is available from:

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

**PROPERTY AND TRUSTS**

- **Summary**

  2021 was a year when we welcomed three new members to the Property Committee and in November we reached the milestone of our 150th meeting.

  Meetings continued by videoconference which for so many has proven to be a useful and efficient way to conduct business. Staff facilitated these meetings whilst continuing to work from home. As the year progressed, it was good to notice an increase in activity, as church buildings were once again opened up after a prolonged period of closure and society grappled with the challenges of adjusting to living alongside Covid.

  It is encouraging to see an increased awareness of the funding available from both the RCB and external bodies as many parishes have successfully secured grant funding to help with the maintenance of their buildings. We do appreciate the support from Government, Local Authorities and other grant funding bodies.
• **Property**

Over the course of the year the Property Committee dealt with 169 property transactions. Among the items approved were requests to carry out alterations to properties held in trust by the RCB, requests for the sale and purchase of glebes and land, and requests to lease/licence property.

As the legal owner of the vast majority of Church of Ireland properties held in trust for the Church, the RCB has both a statutory function as laid down in Chapter X of the *Constitution of the Church of Ireland* and a general duty of care under the common law. Property transactions by their nature involve strategic, technical and legal issues which must be considered in great detail and processed with accuracy and technical certainty. The procedure for dealing with church property may appear cumbersome and bureaucratic from time to time, given the chain of decision making from Select Vestry through Diocesan Council and finally by the RCB in its corporate legal role. However such a process is necessary to ensure projects are carried out in a safe manner and that all relevant legislation pertaining to the particular jurisdiction is adhered to. It is critical that appropriate professional advice is sought before embarking on any scheme. If you need advice in this regard the staff in the Property and Trusts Department will be happy to help.

Local Property Tax – 2021 was the year that the Irish Government finally grasped the nettle and issued instructions to have residential properties revalued for the next valuation period, 2022-25. Unlike the previous valuation period, 2013-21, owners were permitted to carry out a self-determined valuation of their property through the use of specific resources that had been detailed by the Revenue Commissioners, rather than having to obtain professional advice. For the RCB, in conjunction with parishes and dioceses in the Republic of Ireland, this meant the collation of information within a six week timeframe for nearly 380 properties in order to submit a return by the deadline of 9 November 2021, and we would like to express our thanks to all those who facilitated this.

• **Trusts**

The past year has been a busy time for Trusts. 2021 saw a continuation of the process review work started in 2020 and the necessary development of new processes to accommodate changes within the Finance and Investment departments. As the process review continued, a greater understanding was gained as to what will be involved to achieve the stated aim of making the Trusts processes compliant with all charity trustee governance regulations and that they will be flexible enough to be able to adapt to future requirements.
In addition, there was an increase in activity both in new trusts and additional investments being made to existing trusts, occurring across the board involving both parishes and non-parish bodies. Activity was not limited to the purchase of units in the RB General Unit Trusts, there was also divestment of funds as parishes liquidated some of their holdings to fund big and small projects. A full list of funds received by the RCB in 2021 on behalf of parishes, dioceses and special trusts is included as Appendix K (page 162).

**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 Part IV of Chapter X of the Constitution of the Church of Ireland <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 €26,650 and £128,300 were allocated by the RCB during 2021 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 2021.

<table>
<thead>
<tr>
<th>Diocese</th>
<th>Church</th>
<th>Amount</th>
<th>£</th>
<th>€</th>
</tr>
</thead>
<tbody>
<tr>
<td>Armagh</td>
<td>Creggan</td>
<td>1,550</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Down</td>
<td>Ballybeen</td>
<td>27,650</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Bangor Abbey</td>
<td>50,850</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dromore</td>
<td>Aghalee</td>
<td>24,500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Connor</td>
<td>Lisburn Christ Church</td>
<td>23,750</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dublin</td>
<td>Dalkey</td>
<td>10,450</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Drumcondra</td>
<td>2,400</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cloyne</td>
<td>Mallow</td>
<td>2,300</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ross</td>
<td>Timoleague</td>
<td>11,500</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>128,300</td>
<td>26,650</td>
<td></td>
</tr>
</tbody>
</table>
• **Marshal Beresford’s Fund**

Grants of €74,100 and £31,000 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. Please see below for a list of churches who were awarded grants in 2021.

<table>
<thead>
<tr>
<th>Diocese</th>
<th>Church</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>£</td>
</tr>
<tr>
<td>Armagh</td>
<td>Armagh Cathedral</td>
<td>14,850</td>
</tr>
<tr>
<td></td>
<td>Collon</td>
<td>12,650</td>
</tr>
<tr>
<td></td>
<td>Drogheda, St Peter Blue School Chapel</td>
<td>7,800</td>
</tr>
<tr>
<td>Clogher</td>
<td>Cleenish</td>
<td>600</td>
</tr>
<tr>
<td></td>
<td>Clontibret</td>
<td>3,500</td>
</tr>
<tr>
<td></td>
<td>Templecarne</td>
<td>1,500</td>
</tr>
<tr>
<td></td>
<td>Drumkeeran</td>
<td>450</td>
</tr>
<tr>
<td>Derry</td>
<td>Ballynascreen</td>
<td>1,550</td>
</tr>
<tr>
<td>Raphoe</td>
<td>Fahan Upper</td>
<td>1,300</td>
</tr>
<tr>
<td>Down</td>
<td>Ballyphilip</td>
<td>300</td>
</tr>
<tr>
<td></td>
<td>Orangefield</td>
<td>11,300</td>
</tr>
<tr>
<td>Connor</td>
<td>Mossley</td>
<td>450</td>
</tr>
<tr>
<td>Kilmore</td>
<td>Rossinver</td>
<td>3,600</td>
</tr>
<tr>
<td>Tuam</td>
<td>Dugort</td>
<td>700</td>
</tr>
<tr>
<td>Dublin</td>
<td>Irishtown</td>
<td>1,200</td>
</tr>
<tr>
<td>Dublin</td>
<td>Sandford</td>
<td>250</td>
</tr>
<tr>
<td></td>
<td>Taney, St Nahi</td>
<td>800</td>
</tr>
<tr>
<td>Glendalough</td>
<td>Arklow</td>
<td>1,950</td>
</tr>
<tr>
<td>Cashel</td>
<td>Thurles</td>
<td>12,250</td>
</tr>
<tr>
<td>Cork</td>
<td>Frankfield</td>
<td>8,350</td>
</tr>
<tr>
<td>Killaloe</td>
<td>Killaloe Cathedral</td>
<td>16,450</td>
</tr>
<tr>
<td>Ardfert</td>
<td>Ballymacelligott</td>
<td>3,300</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>€</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>31,000</td>
<td>74,100</td>
</tr>
</tbody>
</table>

**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 2021, 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 2021 the bibliographic details of over 57,000 printed resources becoming available online at <www.ireland.anglican.org/about/rcb-library>.

The Library manages, and makes available to researchers, records from 1,214 parishes, chapels of ease and chaplaincies, 20 dioceses and 20 cathedrals as well as 1,225 collections of ecclesiastical manuscripts and the non-current records of the General Synod and the RCB.

Until September 2021 in the context of the pandemic, the Library building remained closed to visitors. Operation of the Click and Collect service by Library staff ensured essential reading needs for students, staff and Members were fulfilled, while a large volume of time-sensitive research queries were fulfilled for members of the general public. With the welcome easing of restrictions, the Library building re-opened on a phased and gradual basis, initially for students, staff of CITI and other Members on 15th September 2021, and thereafter for wider public use.

The latter was achieved safely by means of a new online desk reservation system ensuring researchers have pre-booked a seat and reserved documents. Modelled on systems devised by larger repositories (including the National Archives of Ireland) but tailored for RCB Library use by the Assistant Librarian, the new system has proved very efficient and also ensuring best public health practice, by allowing staff to control numbers and have materials ready in advance.

Further progress was made to enhance the Library’s online presence, and a significant project completed by the Library Administrator to hyperlink and make available through the online catalogue of manuscripts all detailed handlists of specific manuscript collections as downloadable pdfs – providing a valuable and detailed research resource.

The ‘Archive of the Month’ initiative continued to provide a valuable promotional platform about specific aspects of the collections. Stories of particular public interest included:

Completion of the “Borderless Church” series (in January and February) with a dedicated permanent webpage and additional features on the Church of Ireland Gazette’s reporting of the 1980s and 1990s;

Two commemorative features marking the 100th anniversaries of Partition and the Foundation of Northern Ireland (in May and June);

A commemorative piece on the Church of Ireland’s response to the signing of the Anglo-Irish Treaty in December 1921 (in December) which was followed by a Rite and Reason column by the Librarian and Archivist which was published in The Irish Times on the theme of Christmas 1921.
A complete list of ‘Archive of the Month’ titles for the year is included as Appendix I (page 152).

The Library’s Twitter account: @rcblibrary continued to allow more immediate interaction with a public audience, with 980 followers by January 2022; while the Library’s news pages on the website continued to inform external audiences about recent acquisitions and other developments.

During 2021, 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 oversees additional responsibilities in relation to the administration of requests for digital images and data from Gloine, the Church of Ireland stained glass project.

- **Donations received**

  The RCB again allocated €12,000 and £3,000 for the purchase of new books and conservation work.

  A further capital grant of state funding amounting to €9,600 was awarded to the Library by the Commemorations Unit at the Department of Culture, Heritage and the Gaeltacht, to extend the hosting costs associated with the online digital archive of the *Church of Ireland Gazette*, and additionally the General Synod Journals and related exhibitions examining aspects of the Decade of Centenaries, 1912-23, thus ensuring the free public access to all these resources will continue without any further costs to the organisation until at least the end of 2033.

  Further welcome donations were received from:

  - APCK (€2,500)
  - Clogher diocese (€500)
  - Cashel, Ferns and Ossory diocese (€800)
  - Cork, Cloyne and Ross diocese (€1,000)
  - Dublin and Glendalough diocese (€1,000)
  - Huguenot Society of Great Britain & Ireland Irish section (€100 towards Huguenot-related publications)
  - Holy Trinity, Killiney parish (Dublin) (€200)
  - Kilmore, Elphin and Ardagh diocese (£300)
  - Limerick and Killaloe diocese (€500)
• **Accessions**

Books and periodicals were purchased to meet the requirements of those in training for ministry and the needs of the wider Church. In particular, continued purchasing was required to meet the needs of ordinands in the Church of Ireland Theological Institute. These purchases were augmented by donations of books from publishers, authors and individuals.

The Library received welcome donations of books from Nicola Barr (from the library of her late father, the Revd D.J.O. Barr who passed away in 2002); Canon Simon Doogan (from the Library of the late Revd Noel Battye (d. 2019) and other clergy in the diocese of Down and Dromore; Keith Dungan; the family of the late Mona Germaine; the Revd Cecil Hyland; the late Denis St. Michael Jenkins; the Revd Gordon Linney; the Revd Brian Lougheed; the Revd Horace McKinley; Eithne Moran; Noreen McGannon (from the library of the late Very Revd J.E.B. Ashton, Dean of Killala, 1946-68), and the Revd Desmond Sinnamon.

Additionally the following authors: the Revd Dr John Bartlett, David Brady-Browne, the Rt Revd Dr Paul Colton, Brigid Clesham, Dr Desmond Gillmor, Rosemary Hayes, Niall Howe, Dr Áine Hyland, Gerry Kearney, the Revd Ian Magowan, the Revd Robert Marshall, Anne Moore, Martin O’Brien, Dr David O’Shea and the Revd Ted Woods all donated copies of their 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 51 parishes, including significant new collections from the Ballybay (Clogher) group of parishes and also both St Eunan’s Cathedral, Raphoe, and St John the Baptist Cathedral, Sligo.

There were transfers of records concerning four dioceses (Ardagh, Elphin, Ferns, and Killaloe, Kilfenora and Kilmacduagh, the latter including survey maps (some in colour) and terriors of glebe lands, 1746-1814; financial records and faculties for improvements for the early 19th century and architectural drawings. In addition to the parish register collections for Raphoe and Sligo cathedrals mentioned above, there were additional transfers of cathedral archives from two further cathedrals (Clonfert, and Elphin). There were 21 new accessions of manuscript collections, notable among which were the records of the late Canon Noel Battye (1942-2019) priest and broadcaster, comprising television and radio scripts with over 200 sound recordings; an extensive collection of photographs of events (parochial, diocesan and national) by the late Dr Valerie Jones as Dublin and Glendalough Diocesan Communications Officer, 1991-2003; a digital archive of television and radio broadcasts of the former dean of Christ Church Cathedral, Dublin, the Very Rev John Thomas Farquhar Paterson (1938-2005) with related papers; some 62 volumes of music including part books, an organ book, and service and anthem books as used by the choir and organist in the Chapel Royal, Dublin Castle, dating pre-1860 – c.1905; and an unusual set of building specifications and related materials concerning work executed by or for John Farr, Builder, The Mall, Armagh, on premises in the city and county of Armagh.
A list of accessions of archives and manuscripts to the Library during 2021 is included as Appendix J (page 153).

- **Ministerial training**

  One of the Library’s core functions is supporting ministerial training, including part-time training, the Foundation Year programme, the Certificate in Christian Theology and Practice, training for Reader ministry, and those considering ministerial training in the Fit for the Purpose programme. In the early part of the year, some induction of students took place online using the tailor-made screen-casts to guide them on how to use Library accounts, reserve books and locate books remotely, but by the autumn, in-person inductions were possible for the new intake of full-time and part-time students, as well as the Fit for the Purpose group, ensuring they could interact within the building.

- **Cataloguing**

  Work continued in earnest on converting the catalogue of printed books from cards to the online catalogue, and additionally accounting for the content of the Library’s extensive literature collection - some of it dating back to the Library’s foundation - which had never been catalogued before. Some 1,883 books were processed and added during the year, while a further positive outcome was an online presentation dedicated to the Library’s collection of Cuala Press publications, in conjunction with a display of same being exhibited in one of the cases at Church House Dublin.

  The online Library Management System (LMS) was again upgraded during 2021, capitalising on its functionality, and protecting against the dangers of operating out-of-date systems, with the Assistant Librarian attending regular online video tutorials to ensure this. He also attended the seminar entitled “Getting Started in Rare Books Cataloguing”: a workshop hosted by the Rare Books Group of the Library Association of Ireland.

  Records from 51 individual parishes were processed with summary lists updated and posted on the website. Detailed descriptive summaries and some lists were also provided for the 21 new manuscript collections.

- **Parish register digitization project**

  Further progress was made on the long-term project to digitize the extensive collection of parish registers. The Library continued to liaise with the Department of Culture, Heritage and the Gaeltacht and the National Archives of Ireland in this regard, and service provider Dr Michael O’Neill, assisted by Library staff completed additional collections for parishes in counties Sligo and Donegal, as well as registers from counties previously covered that had been acquired during 2021. By the end of 2021, all register collections for some 12 counties (Cavan, Donegal, Kildare, Laois, Leitrim, Mayo, Meath, Monaghan, Offaly, Roscommon, Sligo, and Westmeath) had been
imaged - a total of 261 parish collections, 679 volumes and some 50,193 high-quality images produced.

• **Church plate**

Progress continued to be made with the church plate inventory during 2021, notwithstanding the lack of local needs for this service while the pandemic continued. One lodgement from the Banagher group of parishes (Clonfert) was received, while loans were made to Knock – Belfast (Down), Ahascragh (Clonfert) and the Archbishop of Dublin and Bishop of Glendalough.

• **Gloine**

The Library processed some 53 images from the bank of digital archives of stained glass, and in accordance with the new protocols devised to protect the RB’s copyright interests, managed the copyright permissions for their use in a variety of print publications, as well as two Christmas videos for diocesan schools produced by the Bishop of Cork, Cloyne and Ross.

• **Conservation**

No conservation of archives had taken place during 2021 on account of the ongoing pandemic situation.

• **Community engagement**

In 2021, the Library collaborated with:

- The Department of Foreign Affairs Reconciliation Fund to conclude the ‘Borderless Church’ initiative, thereby providing free public access to the *Church of Ireland Gazette* digital archive 1856-2010; and the Revd Clifford Skillen, formerly *Gazette* Assistant Editor, and the Most Revd John McDowell, Archbishop of Armagh, in the delivery of their presentations to tell the Church of Ireland story during the 1980s and 1990s respectively;

- The Archbishop of Dublin and Glendalough in concluding the 150th anniversary of Disestablishment with his formal presentation of a framed copy of the stamp depicting the sun, moon and stars stained–glass panel in Saint Fin Barre’s Cathedral issued by An Post in January 2021, for permanent safekeeping in the Library;

- Dr Hia Sen, Assistant Professor at the Department of Sociology at Presidency University, Kolkata, India, with Canon William Marshall and Dr David Dickson, in cataloguing and presenting the lantern slide collection and diary of the Revd Gerald Dickson (1885-1975) of his work and outreach at the Dublin University Mission to Chota Nagpur, India, 1910-1939.
- Tipperary County Council, the Glucksman Library, University of Limerick (UL), and the diocese of Cashel, Ferns and Ossory in the ongoing devising of a film script for a short documentary to tell the story of the transfer of the Bolton Library collection to UL;

- 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 continues as a participating institution in this initiative.

The Library and Archives Committee acknowledged the contribution for over 15 years of former Library Assistant, Mrs Jennifer Murphy, who retired in May 2021.

The Committee noted with regret the death in October 2021 of Mrs Mary Thomson, who had served as its chairperson between 2000 and 2007.

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.

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 2021 was £4,498,402 to which the income tax recovered by the RCB added £1,124,601 to give a total of £5,623,003 compared with £5,953,391 in 2020. 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 2021 was £246,675 to which the income tax recovered by the RCB added £61,669 to give a total of £308,344 compared with £631,755 in 2020. 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>.

**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>.
• **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 2021 on behalf of parishes, dioceses and special trusts is included as Appendix K (page 162).

• **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.
• 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:

<table>
<thead>
<tr>
<th>QUARTER ENDED</th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Dr %</td>
<td>Cr %</td>
</tr>
<tr>
<td>31 March</td>
<td>3.50</td>
<td>0.00</td>
</tr>
<tr>
<td>30 June</td>
<td>3.50</td>
<td>0.00</td>
</tr>
<tr>
<td>30 September</td>
<td>3.50</td>
<td>0.00</td>
</tr>
<tr>
<td>31 December</td>
<td>3.50</td>
<td>0.00</td>
</tr>
</tbody>
</table>

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)

<table>
<thead>
<tr>
<th>Year on year (December)</th>
<th>UK (CP Index)</th>
<th>Republic of Ireland (CP Index)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>3.0%</td>
<td>0.4%</td>
</tr>
<tr>
<td>2018</td>
<td>2.1%</td>
<td>0.7%</td>
</tr>
<tr>
<td>2019</td>
<td>1.3%</td>
<td>1.3%</td>
</tr>
<tr>
<td>2020</td>
<td>0.8%</td>
<td>-0.9%</td>
</tr>
<tr>
<td>2021</td>
<td>5.4%</td>
<td>5.5%</td>
</tr>
</tbody>
</table>
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 2022:

€

A. Maintenance of the stipendiary ministry
   • Episcopal costs  893,131
   • Chaplaincy costs  294,615
   • Miscellaneous  81,192
B. Pension related costs  105,866
C. Training of ordinands  1,238,418
D. General Synod activities  1,107,740
E. Miscellaneous  16,066

3,737,028
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CHAIR
- Mr H Algeo*

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

MEMBERS (elected)
- Rt Rev Dr WP Colton - Mr LJW MacCann
- Rev Canon H Gilmore - Mr RS Neill
- Ven T Scott - Ms Hilary Prentice†
- Ven AM Wilkinson - Mr Henry Saville‡

BANKERS
- Bank of Ireland - Bank of Ireland
  College Green, Dublin 2 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 Mr D Ritchie
- Head of Finance Ms K Williams
- Head of Synod Services and Communications Mrs JM Maxwell
- Head of Investments Mr R Asher
- Senior Solicitor Mr M McWha

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

* appointed October 2021 in place of Mr Henry Saville
† elected September 2021 in place of Mrs Ethne Harkness
‡ elected December 2021, formerly Chair
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 2021 for General Funds and for other trust funds are set out in the financial statements. General Funds total funds employed increased by €40.88m to €248.67m, benefiting from the Total Return approach to managing invested assets and a continued strong recovery in equity markets during 2021 with the successful roll out of the Covid-19 vaccine, alongside continued monitory stimulus providing a favourable platform for performance.

For 2021 the long-term sustainable target return was 3.5% on invested fund assets, with the target withdrawal or spend set at 3.5% or €6.30m (based on the five-year average invested fund asset value) to meet cost of operations and allocations in 2021 of €6.30m (2020: €6.13m). The actual withdrawal required to support cost of operations, allocations and Parish Covid-19 support grant net of other income was less than targeted at €6.15m, recording a surplus of €0.15m. The RCB seeks to continue to manage its withdrawal from General Funds prudently over the short and medium term to preserve capital for the present and future Church. Funds held for the benefit of individual Church of Ireland trusts increased in value by €27.81m to €389.63m. This increase is mainly due to the continued strong recovery in equity markets during 2021 with the successful roll out of the Covid-19 vaccine and from favourable year end exchange rates. The fund is bias towards dividend paying stocks. Net receipts and withdrawals from these funds amounted to net withdrawal of €29.34m (2020: net receipt €2.14m). Distribution of income is made biannually from these funds and together with the refund of Gift Aid reclaimed for NI parishes amounted to €9.97m.

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.

H Algeo
Chair, Executive Committee
8 March 2022
Independent auditors’ report to the Executive Committee of the Representative Church Body of the Church of Ireland

Report on the audit of the financial statements

Opinion
In our opinion, the Representative Church Body of the Church of Ireland’s financial statements for the year ended 31 December 2021 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 2021;
- the statement of financial activities for the year then ended;
- the cash flow statement for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (Ireland) (“ISAs (Ireland)”) including ISA (Ireland) 800. Our responsibilities under ISAs (Ireland) are further described in the Auditors’ responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence
We remained independent of the entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASB’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 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.

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

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

Responsibilities for the financial statements and the audit

Responsibilities of the executive committee for the financial statements

As explained more fully in the Statement of Trustees’ Responsibilities set out on page 4, the executive committee are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they have been properly prepared in accordance with the basis of preparation in note (iii) and the accounting policies in the financial statements and for determining that the basis of preparation and accounting policies are acceptable in the circumstances. The executive committee are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors’ responsibilities for the audit of the financial statements

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

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/b2a89f2f-657f-4f8b-8666-0b586982b2c9/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 executive committee and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the entity, save where expressly agreed by our prior consent in writing.

PricewaterhouseCoopers
Chartered Accountants
Dublin
16 March 2022
The significant accounting policies adopted by the Representative Church Body (RCB) are as follows:

(i) General Information

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.

(ii) Basis of Presentation

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.

(iii) Basis of Preparation

In the preparation of financial statements, the accounting policies adopted are based on the 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”). Not all aspects of these generally accepted accounting standards have been applied to the financial statements. Certain disclosures required by the following sections in FRS 102 have not been made in these financial statements. These include:

- Section 3 - Statement of Comprehensive Income and Income statement
- Section 4 - Statement of Financial Position
- Section 28 - Employee Benefits
- Section 33 - Related Party Disclosures

There are no key accounting judgements and sources of estimation uncertainty affecting these financial statements.

The format and certain wording of the financial statements have been presented so that, in the opinion of the Executive Committee, they reflect most appropriately the nature of the RCB’s activities as a not-for-profit organisation.

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

Initial measurement

Purchases and sales of financial assets (including investments, currency forwards and government bond 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.

(v) 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.

(vi) 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 currency forwards and government bond futures.

Financial instruments are stated at market value at year end.

The valuation movement of contract positions is recognised in unrealised gains and losses on the Statement of Financial Activities.

(vii) 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. Other income recognised includes tax refunds on gift aid, grants and subvention from other Church funds and are accounted for as and when received and receivable.

(viii) 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 = £0.8413 (2020 €1 = £0.8937).

(ix) 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.

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

(xi) **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 11 to the financial statements sets out the exposure and the detail of treatment adopted.

(xii) **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% (providing the useful life is less than 50 years); Furniture and fittings: 8% to 10%; Office equipment: General 20%, System software 10%, Other software 20%.

Depreciation is not provided on any property where the estimated useful life is more than 50 years.

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

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.

(xiii) **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 2022.

(xiv) **Going concern**

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

(xv) **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 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.
## Incoming resources

<table>
<thead>
<tr>
<th>Notes</th>
<th>Income from investments</th>
<th>Income from property and loans</th>
<th>Deposit Interest</th>
<th>Tax refund Gift Aid</th>
<th>Grants and other income</th>
<th>Profit on the sale of Fixed Asset</th>
<th>Subvention from other Church funds</th>
<th>RCB activities €'000</th>
<th>General Funds €'000</th>
<th>Other Church funds €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parish</td>
<td>-</td>
<td>3,230</td>
<td>-</td>
<td>1,410</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>4,373</td>
<td>10,538</td>
<td></td>
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<tr>
<td>Diocesan</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3,713</td>
<td>9,010</td>
<td></td>
</tr>
</tbody>
</table>

## Resources expended

### Cost of operations

<table>
<thead>
<tr>
<th>Notes</th>
<th>Cost of generating funds</th>
<th>Cost of charitable activities</th>
<th>Cost of governance activities</th>
<th>Other operating costs</th>
<th>RCB costs recovered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parish</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>(3,530)</td>
</tr>
<tr>
<td>Diocesan</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2,958</td>
</tr>
</tbody>
</table>

### Year ended 31st December 2020

<table>
<thead>
<tr>
<th>Parish, Diocesan and Other Church funds</th>
<th>RCB activities €'000</th>
<th>General Funds €'000</th>
<th>Other Church funds €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parish</td>
<td>-</td>
<td>3,713</td>
<td>9,010</td>
</tr>
<tr>
<td>Diocesan</td>
<td>-</td>
<td>60</td>
<td>34</td>
</tr>
<tr>
<td>Other Church funds</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### Year ended 31st December 2021

<table>
<thead>
<tr>
<th>Parish, Diocesan and Other Church funds</th>
<th>RCB activities €'000</th>
<th>General Funds €'000</th>
<th>Other Church funds €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parish</td>
<td>-</td>
<td>4,171</td>
<td>10,517</td>
</tr>
<tr>
<td>Diocesan</td>
<td>-</td>
<td>-</td>
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</tr>
<tr>
<td>Other Church funds</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Description</td>
<td>4</td>
<td>7</td>
<td>17(c)</td>
</tr>
<tr>
<td>-----------------------------------------------------------------</td>
<td>-----</td>
<td>-----------</td>
<td>-------</td>
</tr>
<tr>
<td>Net incoming resources before allocations and distributions</td>
<td>-</td>
<td>1,415</td>
<td>9,966</td>
</tr>
<tr>
<td>Allocations, distributions and other charges</td>
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<td></td>
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</tr>
<tr>
<td>- Allocation expended in year</td>
<td>6a,6b</td>
<td>-</td>
<td>3,513</td>
</tr>
<tr>
<td>- Special Covid-19 Parish Grants</td>
<td>6c</td>
<td>-</td>
<td>820</td>
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<tr>
<td>- Distributions</td>
<td></td>
<td>-</td>
<td>9,966</td>
</tr>
<tr>
<td>Decrease in resources before recognised gains and losses</td>
<td>4</td>
<td>-</td>
<td>(2,918)</td>
</tr>
<tr>
<td>Recognised gains and (losses)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Gains/(Losses) unrealised on revaluation</td>
<td>4,7</td>
<td>-</td>
<td>26,928</td>
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<tr>
<td>Gains realised on invested assets</td>
<td>4,7</td>
<td>-</td>
<td>16,540</td>
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<tr>
<td>Currency movements</td>
<td>4,7</td>
<td>-</td>
<td>680</td>
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<tr>
<td>Other recognised losses</td>
<td>4,11</td>
<td>-</td>
<td>(347)</td>
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<tr>
<td>Net gains/(losses) in funds</td>
<td>-</td>
<td>40,883</td>
<td>57,153</td>
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<tr>
<td>Total funds brought forward</td>
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<td>207,785</td>
<td>361,819</td>
</tr>
<tr>
<td>Net (withdrawals)/receipts</td>
<td>1,7(c)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total funds carried forward</td>
<td>-</td>
<td>248,668</td>
<td>389,629</td>
</tr>
</tbody>
</table>

Signed: AH Algeo  
GC Richards  
Date: 8 March 2022
<table>
<thead>
<tr>
<th>Notes</th>
<th>RCB activities €'000</th>
<th>General Funds €'000</th>
<th>Parish, Diocesan and Other Trust Funds €'000</th>
</tr>
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<tbody>
<tr>
<td></td>
<td></td>
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<td>As at 31st December 2021</td>
</tr>
<tr>
<td>TANGIBLE FIXED ASSETS</td>
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<td></td>
</tr>
<tr>
<td>1</td>
<td>6,971</td>
<td>-</td>
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<tr>
<td>INVESTMENTS</td>
<td></td>
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<tr>
<td>Loans</td>
<td>-</td>
<td>1,748</td>
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<tr>
<td>Invested fund assets</td>
<td>2,3</td>
<td>- 237,547</td>
<td>354,538</td>
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<tr>
<td>CURRENT ASSETS</td>
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<tr>
<td>Debtors</td>
<td>2,877</td>
<td>234</td>
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<tr>
<td>Cash on short term deposit</td>
<td>10</td>
<td>- 1,436</td>
<td>35,091</td>
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<td>Bank balances</td>
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<td>-</td>
<td>-</td>
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<tr>
<td>CURRENT LIABILITIES</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Creditors</td>
<td>(2,145)</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Financial Instrument</td>
<td>2(b)</td>
<td>-</td>
<td>-</td>
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<tr>
<td>NET CURRENT ASSETS</td>
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<td></td>
</tr>
</tbody>
</table>

As at 31st December 2020

<table>
<thead>
<tr>
<th>RCB €'000</th>
<th>General Funds €'000</th>
<th>Parish, Diocesan and Other Trust Funds €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>7,073</td>
<td>-</td>
<td>30,000</td>
</tr>
</tbody>
</table>

As at 31st December 2021

<table>
<thead>
<tr>
<th>RCB €'000</th>
<th>General Funds €'000</th>
<th>Parish, Diocesan and Other Trust Funds €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>6,971</td>
<td>239,295</td>
<td>354,538</td>
</tr>
<tr>
<td>7,073</td>
<td>197,040</td>
<td>330,946</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>RCB €'000</th>
<th>General Funds €'000</th>
<th>Parish, Diocesan and Other Trust Funds €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>6,971</td>
<td>239,295</td>
<td>354,538</td>
</tr>
<tr>
<td>7,073</td>
<td>197,040</td>
<td>330,946</td>
</tr>
</tbody>
</table>

To be read in context of the full balance sheet for The Representative Church Body – Report 2022.
<table>
<thead>
<tr>
<th></th>
<th>TOTAL ASSETS LESS CURRENT LIABILITIES</th>
<th>BALANCE WITH GENERAL FUNDS</th>
<th>TOTAL NET ASSETS</th>
<th>FUNDS EMPLOYED</th>
</tr>
</thead>
<tbody>
<tr>
<td>7,703</td>
<td>240,965</td>
<td>7,703</td>
<td>248,668</td>
<td>4,7(c)</td>
</tr>
<tr>
<td>(9,190)</td>
<td>9,190</td>
<td>(9,190)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>389,629</td>
<td>389,629</td>
<td>389,629</td>
<td>389,629</td>
<td></td>
</tr>
</tbody>
</table>

Signed: AH Algeo  
GC Richards  
Date: 8 March 2022
### The Representative Body of the Church of Ireland

**Cash Flow Statement**

<table>
<thead>
<tr>
<th>Notes</th>
<th>Parish, Diocesan and Other Trust Funds</th>
<th>General and Other Funds</th>
<th>RCB Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€'000</td>
<td>€'000</td>
<td>€'000</td>
</tr>
<tr>
<td><strong>Net Incoming Resources Before Allocations and Distributions</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parish, Diocesan and Other Trust Funds</td>
<td>8</td>
<td>(1,264)</td>
<td>2,470</td>
</tr>
<tr>
<td>General and Other Funds</td>
<td></td>
<td>(107)</td>
<td>(499)</td>
</tr>
</tbody>
</table>

#### Allocations and Distributions

- **Allocations expended and distributions**

<table>
<thead>
<tr>
<th>Parish, Diocesan and Other Trust Funds</th>
<th>General and Other Funds</th>
<th>RCB Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€'000</td>
<td>€'000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Special Covid-19 Parish Grants</strong></td>
<td>-</td>
<td>(820)</td>
</tr>
<tr>
<td><strong>(1,264)</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Capital Expenditure and Financial Investments

- **Purchase of investments**

<table>
<thead>
<tr>
<th>Parish, Diocesan and Other Trust Funds</th>
<th>General and Other Funds</th>
<th>RCB Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€'000</td>
<td>€'000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Sale of investments including currency movements</strong></td>
<td>-</td>
<td>94,664</td>
</tr>
<tr>
<td><strong>(39,605)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Sale of properties</strong></td>
<td>-</td>
<td>655</td>
</tr>
<tr>
<td><strong>Gains and losses including currency movements</strong></td>
<td>-</td>
<td>16,853</td>
</tr>
<tr>
<td><strong>Other fund charges</strong></td>
<td>-</td>
<td>(288)</td>
</tr>
<tr>
<td><strong>Advances of glebe, miscellaneous and car loans</strong></td>
<td>-</td>
<td>(876)</td>
</tr>
<tr>
<td><strong>(3,864)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Description</td>
<td>Amount 1</td>
<td>Amount 2</td>
</tr>
<tr>
<td>---------------------------------------------------------</td>
<td>----------</td>
<td>----------</td>
</tr>
<tr>
<td>Repayment of glebe, miscellaneous and car loans</td>
<td>-</td>
<td>115</td>
</tr>
<tr>
<td>Purchase of fixed assets</td>
<td>1</td>
<td>(80)</td>
</tr>
<tr>
<td><strong>NET CASH FLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS</strong></td>
<td></td>
<td>(80)</td>
</tr>
<tr>
<td><strong>FINANCING</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net cash (outflow)/inflow for specific trusts</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>NET CASH FLOW FROM FINANCING</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(DECREASE)/INCREASE IN CASH</td>
<td>9</td>
<td>(1,344)</td>
</tr>
</tbody>
</table>

_Signed:_ AH Algeo  
_GC Richards_  
_Date:_ 8 March 2022
## 1 (a) TANGIBLE FIXED ASSETS - RCB

<table>
<thead>
<tr>
<th></th>
<th>Premises</th>
<th>Furniture and fittings</th>
<th>Office equipment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€'000</td>
<td>€'000</td>
<td>€'000</td>
<td>€'000</td>
</tr>
<tr>
<td><strong>Cost</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1st January 2021</td>
<td>8,588</td>
<td>645</td>
<td>2,385</td>
<td>11,618</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>6</td>
<td>74</td>
<td>80</td>
</tr>
<tr>
<td>Disposals</td>
<td>(34)</td>
<td>-</td>
<td>-</td>
<td>(34)</td>
</tr>
<tr>
<td>Currency adjustment</td>
<td>168</td>
<td>-</td>
<td>9</td>
<td>177</td>
</tr>
<tr>
<td><strong>At 31st December 2021</strong></td>
<td>8,722</td>
<td>651</td>
<td>2,468</td>
<td>11,841</td>
</tr>
<tr>
<td><strong>Depreciation</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1st January 2021</td>
<td>2,121</td>
<td>531</td>
<td>1,893</td>
<td>4,545</td>
</tr>
<tr>
<td>Charge for year</td>
<td>162</td>
<td>14</td>
<td>138</td>
<td>314</td>
</tr>
<tr>
<td>Disposals</td>
<td>(14)</td>
<td>-</td>
<td>7</td>
<td>(7)</td>
</tr>
<tr>
<td>Currency adjustment</td>
<td>18</td>
<td>-</td>
<td>-</td>
<td>18</td>
</tr>
<tr>
<td><strong>At 31st December 2021</strong></td>
<td>2,287</td>
<td>545</td>
<td>2,038</td>
<td>4,870</td>
</tr>
<tr>
<td><strong>Net book value</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1st January 2021</td>
<td>6,467</td>
<td>114</td>
<td>492</td>
<td>7,073</td>
</tr>
<tr>
<td>At 31st December 2021</td>
<td>6,435</td>
<td>106</td>
<td>430</td>
<td>6,971</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Premises</th>
<th>Furniture and fittings</th>
<th>Office equipment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€'000</td>
<td>€'000</td>
<td>€'000</td>
<td>€'000</td>
</tr>
<tr>
<td><strong>Cost</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1st January 2021</td>
<td>30,000</td>
<td>-</td>
<td>-</td>
<td>30,000</td>
</tr>
<tr>
<td>Disposal</td>
<td>(30,000)</td>
<td>-</td>
<td>-</td>
<td>(30,000)</td>
</tr>
<tr>
<td><strong>At 31st December 2021</strong></td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

The property included in Parish, Diocesan and Other Trust Funds balance sheet under fixed assets for €30m was transferred during the year to the Church of Ireland College of Education Fund Trust. The property is located at 96 Upper Rathmines Road and was independently valued in 2017. The property reserve which was created at the transfer in 2017 was reversed during the year.
2(a) FINANCIAL INSTRUMENTS

Financial Instrument (negative) - (66)

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 currency forwards and government bond futures which are used in the Alliance Bernstein fixed income fund.

The government bond futures at 31 December 2021 are offset by interest rate derivative swaps. The valuation movement of the currency forwards at 31 December 2021 is (€0.15m). Realised and unrealised gains/(losses) on derivatives are included in Note 4.

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.
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 2021.

<table>
<thead>
<tr>
<th>Financial assets at fair value</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Total 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bonds</td>
<td>5,049</td>
<td>58,433</td>
<td>-</td>
<td>63,482</td>
</tr>
<tr>
<td>Equity</td>
<td>101,310</td>
<td>-</td>
<td>-</td>
<td>101,310</td>
</tr>
<tr>
<td>Externally Managed Funds</td>
<td>-</td>
<td>13,050</td>
<td>37,126</td>
<td>50,176</td>
</tr>
<tr>
<td>Alternatives</td>
<td>-</td>
<td>-</td>
<td>15,420</td>
<td>15,420</td>
</tr>
<tr>
<td>Cash</td>
<td>7,159</td>
<td>-</td>
<td>-</td>
<td>7,159</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>113,518</strong></td>
<td><strong>71,483</strong></td>
<td><strong>52,546</strong></td>
<td><strong>237,547</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2020</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Total 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bonds</td>
<td>8,643</td>
<td>8,170</td>
<td>-</td>
<td>16,813</td>
</tr>
<tr>
<td>Equity</td>
<td>103,075</td>
<td>-</td>
<td>-</td>
<td>103,075</td>
</tr>
<tr>
<td>Externally Managed Funds</td>
<td>-</td>
<td>12,200</td>
<td>25,026</td>
<td>37,226</td>
</tr>
<tr>
<td>Alternatives</td>
<td>-</td>
<td>14,410</td>
<td>-</td>
<td>14,410</td>
</tr>
<tr>
<td>Precious Metals</td>
<td>8,312</td>
<td>-</td>
<td>-</td>
<td>8,312</td>
</tr>
<tr>
<td>Cash</td>
<td>16,217</td>
<td>-</td>
<td>-</td>
<td>16,217</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>136,247</strong></td>
<td><strong>20,370</strong></td>
<td><strong>39,436</strong></td>
<td><strong>196,053</strong></td>
</tr>
</tbody>
</table>

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 and these funds comprise RCB holdings in pooled investment vehicles, managed by RCB directly.
2(c) SECURITIES LENDING

The invested assets of General Funds include securities on loan at year end with a market value of €15.8m (2020: €8.7m). 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 €16.5m (2020: €9.3m) 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 €24k for the year (2020: €32k).

3 PARISH, DIOCESAN AND OTHER TRUST FUNDS

<table>
<thead>
<tr>
<th></th>
<th>2021 €'000</th>
<th>2020 €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>RB General Unit Trusts</td>
<td>354,345</td>
<td>300,732</td>
</tr>
<tr>
<td>Cash</td>
<td>193</td>
<td>214</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>354,538</strong></td>
<td><strong>300,946</strong></td>
</tr>
</tbody>
</table>
4 FUNDS EMPLOYED

<table>
<thead>
<tr>
<th></th>
<th>Balance at 1.1.21 €'000</th>
<th>Decrease in resources before gains and losses €'000</th>
<th>Currency translation movements €'000</th>
<th>Pension &amp; reserve movements €'000</th>
<th>Recognised gains/(losses) €'000</th>
<th>Profit on investment sales €'000</th>
<th>Fund Fees €'000</th>
<th>Revaluation movements €'000</th>
<th>Balance at 31.12.21 €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital invested</td>
<td>198,869</td>
<td>(2,918)</td>
<td>447</td>
<td>23</td>
<td>(329)</td>
<td>16,540</td>
<td>(310)</td>
<td>26,928</td>
<td>239,250</td>
</tr>
<tr>
<td>Property Reserve</td>
<td>3,811</td>
<td>-</td>
<td>161</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3,972</td>
</tr>
<tr>
<td>Invested assets</td>
<td>202,680</td>
<td>(2,918)</td>
<td>608</td>
<td>23</td>
<td>(329)</td>
<td>16,540</td>
<td>(310)</td>
<td>26,928</td>
<td>243,222</td>
</tr>
<tr>
<td>Net capital invested</td>
<td>202,680</td>
<td>(2,918)</td>
<td>608</td>
<td>23</td>
<td>(329)</td>
<td>16,540</td>
<td>(310)</td>
<td>26,928</td>
<td>243,222</td>
</tr>
</tbody>
</table>

**Designated reserves**

Allocations reserve for following year (Note 6)

|                        | 3,699                   | -                                                 | 61                             | (23)                            | -                              | -                               | -               | -                           | 3,737                   |
| Staff pensions reserve | 98                      | -                                                 | -                              | -                               | -                              | -                               | -               | -                           | 98                      |
| Sundry designated reserves | 1,308               | -                                                 | 11                             | 0                               | 292                            | -                               | -               | -                           | 1,611                   |

|                        | 207,785                 | (2,918)                                           | 680                            | -                               | (37)                           | 16,540                          | (310)           | 26,928                      | 248,668                 |
## 5 COST OF OPERATIONS

<table>
<thead>
<tr>
<th>Description</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cost of generating funds</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payroll and related costs</td>
<td>1,668</td>
<td>1,639</td>
</tr>
<tr>
<td>Less - payroll &amp; other costs recharged</td>
<td>(351)</td>
<td>(264)</td>
</tr>
<tr>
<td></td>
<td>1,317</td>
<td>1,375</td>
</tr>
<tr>
<td><strong>External Investment managers and other costs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office supplies, repairs and taxes</td>
<td>73</td>
<td>61</td>
</tr>
<tr>
<td>Depreciation</td>
<td>164</td>
<td>158</td>
</tr>
<tr>
<td></td>
<td>1,796</td>
<td>1,763</td>
</tr>
<tr>
<td><strong>Cost of charitable activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payroll and related costs</td>
<td>733</td>
<td>719</td>
</tr>
<tr>
<td>Less - payroll costs recharged</td>
<td>(275)</td>
<td>(262)</td>
</tr>
<tr>
<td></td>
<td>458</td>
<td>457</td>
</tr>
<tr>
<td>Office supplies, repairs and taxes</td>
<td>148</td>
<td>106</td>
</tr>
<tr>
<td>Depreciation</td>
<td>102</td>
<td>99</td>
</tr>
<tr>
<td>RCB Library</td>
<td>224</td>
<td>245</td>
</tr>
<tr>
<td>Church Wide Mental Health Project</td>
<td>37</td>
<td></td>
</tr>
<tr>
<td></td>
<td>970</td>
<td>907</td>
</tr>
<tr>
<td><strong>Cost of governance activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payroll and related costs</td>
<td>464</td>
<td>450</td>
</tr>
<tr>
<td>Less - payroll costs recharged</td>
<td>(229)</td>
<td>(219)</td>
</tr>
<tr>
<td></td>
<td>235</td>
<td>231</td>
</tr>
<tr>
<td>Office supplies, repairs and taxes</td>
<td>67</td>
<td>48</td>
</tr>
<tr>
<td>Depreciation</td>
<td>47</td>
<td>45</td>
</tr>
<tr>
<td>Audit fees</td>
<td>72</td>
<td>70</td>
</tr>
<tr>
<td>Central committee expenses</td>
<td>9</td>
<td>37</td>
</tr>
<tr>
<td></td>
<td>429</td>
<td>431</td>
</tr>
<tr>
<td><strong>Other operating costs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional fees</td>
<td>273</td>
<td>349</td>
</tr>
<tr>
<td>Payroll payments to retired staff</td>
<td>62</td>
<td>71</td>
</tr>
<tr>
<td></td>
<td>335</td>
<td>420</td>
</tr>
<tr>
<td><strong>Total cost of operations</strong></td>
<td>3,530</td>
<td>3,521</td>
</tr>
</tbody>
</table>
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 (xv), on page 11 of the financial statements.

6 ALLOCATIONS

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€'000</td>
<td>€'000</td>
<td>€'000</td>
</tr>
</tbody>
</table>

(a) Reserve for following year

<table>
<thead>
<tr>
<th>Activity</th>
<th>2022</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintenance of the stipendiary ministry</td>
<td>1,269</td>
<td>1,300</td>
<td>1,224</td>
</tr>
<tr>
<td>Retired clergy and surviving spouses</td>
<td>106</td>
<td>111</td>
<td>107</td>
</tr>
<tr>
<td>Training of ordinands</td>
<td>1,238</td>
<td>1,270</td>
<td>1,211</td>
</tr>
<tr>
<td>General Synod activities</td>
<td>1,108</td>
<td>1,071</td>
<td>1,022</td>
</tr>
<tr>
<td>Miscellaneous financing</td>
<td>16</td>
<td>16</td>
<td>16</td>
</tr>
<tr>
<td>Reserve for following year (see Note 4)</td>
<td>3,737</td>
<td>3,768</td>
<td>3,580</td>
</tr>
</tbody>
</table>

(b) Expended in year

<table>
<thead>
<tr>
<th>Allocation Expended in Year</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€'000</td>
<td>€'000</td>
</tr>
<tr>
<td>Allocation Expended in Year</td>
<td>3,768</td>
<td>3,580</td>
</tr>
<tr>
<td>Less - allocations (unexpended)</td>
<td>(255)</td>
<td>(215)</td>
</tr>
<tr>
<td></td>
<td>3,513</td>
<td>3,365</td>
</tr>
</tbody>
</table>

The reserve for 2022 Allocations included in designated reserves in Note 4, is the gross amount committed by General Funds to be spent on wider Church activities in 2022.

(c) Special Covid-19 Parish Grants

The Representative Body approved the provision of a once off grant, which will be paid to each Diocese based on the number of cures. The Diocese will arrange the onward payment to cures. The payment will be the same per cure of €1,912 and £1,510. The grant is intended to assist Parishes with additional costs associated with Covid-19.
## 7 PARISH, DIOCESAN AND OTHER TRUST FUNDS

<table>
<thead>
<tr>
<th></th>
<th>Balance at 1.1.21</th>
<th>Currency translation movements</th>
<th>Capital changes/movements</th>
<th>Profit/(loss) on sales</th>
<th>Revaluation movements</th>
<th>Balance at 31.12.21</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€'000</td>
<td>€'000</td>
<td>€'000</td>
<td>€'000</td>
<td>€'000</td>
<td>€'000</td>
</tr>
<tr>
<td>(a) INVESTED CAPITAL</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>230,539</td>
<td>3,558</td>
<td>(3,397)</td>
<td>1,789</td>
<td>36,991</td>
<td>269,480</td>
</tr>
<tr>
<td>Parish trusts and</td>
<td>172,128</td>
<td>2,480</td>
<td>(3,398)</td>
<td>1,763</td>
<td>26,902</td>
<td>199,875</td>
</tr>
<tr>
<td>glebe sales</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diocesan stipend and</td>
<td>35,635</td>
<td>773</td>
<td>41</td>
<td>-</td>
<td>6,083</td>
<td>42,532</td>
</tr>
<tr>
<td>general funds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diocesan miscellaneous</td>
<td>13,828</td>
<td>211</td>
<td>5</td>
<td>1</td>
<td>2,421</td>
<td>16,466</td>
</tr>
<tr>
<td>trusts</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diocesan episcopal</td>
<td>9,040</td>
<td>93</td>
<td>(101)</td>
<td>25</td>
<td>1,585</td>
<td>10,642</td>
</tr>
<tr>
<td>funds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less: diocesan</td>
<td>(92)</td>
<td>1</td>
<td>56</td>
<td>-</td>
<td>-</td>
<td>(35)</td>
</tr>
<tr>
<td>car loans</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>sundry trusts</td>
<td>96,441</td>
<td>685</td>
<td>(28,083)</td>
<td>28</td>
<td>11,000</td>
<td>80,071</td>
</tr>
<tr>
<td>General Synod funds</td>
<td>12,268</td>
<td>136</td>
<td>(11)</td>
<td>-</td>
<td>2,149</td>
<td>14,542</td>
</tr>
<tr>
<td>trusts for retired</td>
<td>4,941</td>
<td>85</td>
<td>146</td>
<td>-</td>
<td>732</td>
<td>5,904</td>
</tr>
<tr>
<td>clergy and spouses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>344,189</td>
<td>4,464</td>
<td>(31,345)</td>
<td>1,817</td>
<td>50,872</td>
<td>369,997</td>
</tr>
</tbody>
</table>
### 7 PARISH, DIOCESAN AND OTHER TRUST FUNDS (CONTINUED)

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

<table>
<thead>
<tr>
<th></th>
<th>2021 €'000</th>
<th>2020 €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Designated</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diocesan stipend &amp; general funds</td>
<td>5,989</td>
<td>5,316</td>
</tr>
<tr>
<td>Parish endowments</td>
<td>258</td>
<td>81</td>
</tr>
<tr>
<td>Miscellaneous diocesan trusts</td>
<td>762</td>
<td>682</td>
</tr>
<tr>
<td>General Synod trusts</td>
<td>333</td>
<td>389</td>
</tr>
<tr>
<td>Other trust funds</td>
<td>9,176</td>
<td>8,928</td>
</tr>
<tr>
<td>Clergy pensions &amp; related funds</td>
<td>688</td>
<td>579</td>
</tr>
<tr>
<td>Trust creditors</td>
<td>1,147</td>
<td>584</td>
</tr>
<tr>
<td><strong>Total Designated</strong></td>
<td>18,353</td>
<td>16,559</td>
</tr>
<tr>
<td><strong>Undesignated</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Auxiliary and Sundry Projects Funds</td>
<td>1,279</td>
<td>1,071</td>
</tr>
<tr>
<td><strong>Total Undesignated</strong></td>
<td>1,279</td>
<td>1,071</td>
</tr>
<tr>
<td><strong>Summary - reserves</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Designated</td>
<td>18,353</td>
<td>16,559</td>
</tr>
<tr>
<td>Undesignated</td>
<td>1,279</td>
<td>1,071</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>19,632</td>
<td>17,630</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2021 €'000</th>
<th>2020 €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Capital funds invested</strong></td>
<td>369,997</td>
<td>344,189</td>
</tr>
<tr>
<td><strong>Designated and undisgnated reserves</strong></td>
<td>19,632</td>
<td>17,630</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>389,629</td>
<td>361,819</td>
</tr>
<tr>
<td><strong>Net receipts/(withdrawals)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capital receipts (7a)</td>
<td>(31,345)</td>
<td>(1,303)</td>
</tr>
<tr>
<td>Movement in reserves (7b)</td>
<td>2,002</td>
<td>(832)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>(29,343)</td>
<td>(2,135)</td>
</tr>
</tbody>
</table>
8  CASH FLOW RECONCILIATION

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

<table>
<thead>
<tr>
<th>Notes</th>
<th>2021 Parish, RCB</th>
<th>2021 General Funds €'000</th>
<th>2021 Diocesan and Other Trust Funds €'000</th>
<th>2020 Parish, RCB</th>
<th>2020 General Funds €'000</th>
<th>2020 Diocesan and Other Trust Funds €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net incoming resources before allocations and distributions</td>
<td>-</td>
<td>1,415</td>
<td>9,966</td>
<td>-</td>
<td>1,194</td>
<td>9,973</td>
</tr>
<tr>
<td>Other recognised losses</td>
<td>(1,637)</td>
<td>1,637</td>
<td>-</td>
<td>1,230</td>
<td>(1,230)</td>
<td>-</td>
</tr>
<tr>
<td>Change in other debtors</td>
<td>(922)</td>
<td>119</td>
<td>-</td>
<td>(1,716)</td>
<td>9</td>
<td>-</td>
</tr>
<tr>
<td>Change in creditors</td>
<td>963</td>
<td>-</td>
<td>-</td>
<td>98</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Change in financial instruments</td>
<td>-</td>
<td>(66)</td>
<td>-</td>
<td>-</td>
<td>(472)</td>
<td>-</td>
</tr>
<tr>
<td>Net depreciation of fixed assets</td>
<td>1</td>
<td>332</td>
<td>-</td>
<td>281</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Profit on sale of properties</td>
<td>-</td>
<td>(635)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Net cash (outflow)/inflow</td>
<td>(1,264)</td>
<td>2,470</td>
<td>9,966</td>
<td>(107)</td>
<td>(499)</td>
<td>9,973</td>
</tr>
</tbody>
</table>
### 9 ANALYSIS OF CHANGES IN CASH DURING THE YEAR

<table>
<thead>
<tr>
<th>Notes</th>
<th>RCB €'000</th>
<th>General Funds €'000</th>
<th>Diocesan and Other Trust Funds €'000</th>
<th>RCB €'000</th>
<th>General Funds €'000</th>
<th>Diocesan and Other Trust Funds €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Parish,</td>
<td>Parish,</td>
<td>Diocesan and Other</td>
<td>Parish,</td>
<td>Parish,</td>
<td>Diocesan and Other</td>
</tr>
<tr>
<td></td>
<td>RCB Funds</td>
<td>General</td>
<td>Other Trust Funds</td>
<td>RCB Funds</td>
<td>General</td>
<td>Other Trust Funds</td>
</tr>
<tr>
<td></td>
<td>€'000</td>
<td>Funds</td>
<td>€'000</td>
<td>€'000</td>
<td>€'000</td>
<td>€'000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net cash (outflow)/inflow</td>
<td>(1,344)</td>
<td>(9,717)</td>
<td>3,598</td>
<td>(185)</td>
<td>(2,705)</td>
<td>(1,977)</td>
</tr>
<tr>
<td>Effect of foreign exchange rate changes</td>
<td>-</td>
<td>259</td>
<td>599</td>
<td>-</td>
<td>(314)</td>
<td>(557)</td>
</tr>
<tr>
<td>(Decrease)/increase in cash</td>
<td>(1,344)</td>
<td>(9,458)</td>
<td>4,197</td>
<td>(185)</td>
<td>(3,019)</td>
<td>(2,534)</td>
</tr>
<tr>
<td>Balance at 1 January</td>
<td>1,344</td>
<td>18,052</td>
<td>31,087</td>
<td>1,529</td>
<td>21,071</td>
<td>33,621</td>
</tr>
<tr>
<td>Balance at 31 December</td>
<td>10</td>
<td>-</td>
<td>8,594</td>
<td>35,284</td>
<td>1,344</td>
<td>18,052</td>
</tr>
</tbody>
</table>

### 10 ANALYSIS OF CASH BALANCES

<table>
<thead>
<tr>
<th>Notes</th>
<th>Cash on short term deposit</th>
<th>Cash at bank</th>
<th>Cash held by investment managers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>-</td>
<td>1,435</td>
<td>35,091</td>
</tr>
<tr>
<td></td>
<td>-</td>
<td>-</td>
<td>1,344</td>
</tr>
<tr>
<td></td>
<td>-</td>
<td>7,159</td>
<td>193</td>
</tr>
<tr>
<td></td>
<td>-</td>
<td>8,594</td>
<td>35,284</td>
</tr>
<tr>
<td></td>
<td>1,344</td>
<td>18,052</td>
<td>31,087</td>
</tr>
</tbody>
</table>
11 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.

(c) Interest Rate Risk

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

The interest rate profile of the Trust's interest bearing financial assets fall within a range of 2% to 12.58% at 31 December 2021.

(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.

12 POST BALANCE SHEET EVENTS

There are no post balance sheet events to note.
### APPENDIX A

Extract from the accounts of

**THE CHURCH OF IRELAND THEOLOGICAL INSTITUTE**

**INCOME AND EXPENDITURE ACCOUNT**

For the year ended 30 June 2021

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants from the RB</td>
<td>790,000</td>
<td>790,000</td>
</tr>
<tr>
<td>Divinity student fees</td>
<td>90,995</td>
<td>100,925</td>
</tr>
<tr>
<td>Receipts from guests and conferences</td>
<td>33,147</td>
<td>119,143</td>
</tr>
<tr>
<td>Non-stipendiary ministry training</td>
<td>2,645</td>
<td>4,940</td>
</tr>
<tr>
<td>Clergy study courses</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Foundation course</td>
<td>593</td>
<td>34,576</td>
</tr>
<tr>
<td>CME/ Reader Lay training</td>
<td>9,385</td>
<td>25,283</td>
</tr>
<tr>
<td>CCTP</td>
<td>83,367</td>
<td></td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>1,010,132</td>
<td>1,074,867</td>
</tr>
</tbody>
</table>

| **Expenditure**      |        |        |
| Academic expenses    | 445,855| 466,260|
| Administration expenses | 110,409| 113,600|
| Operating expenses   | 209,992| 272,624|
| Establishment expenses | 172,240| 211,818|
| **Total Expenditure**| 938,496| 1,064,302|

| **Surplus for the year** |        |        |
| Balance at beginning of the year | 10,565 | 55,617 |
| Funding adjustment in respect of previous year surplus | (10,565) | (55,617) |
| **Balance at the end of the year** | 71,636 | 10,565 |

There were no other recognised gains or losses other than those dealt with above.
### BALANCE SHEET
As at 30 June 2021

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sundry debtors</td>
<td>173,698</td>
<td>120,198</td>
</tr>
<tr>
<td>Bank deposit accounts</td>
<td>1,695</td>
<td>1,195</td>
</tr>
<tr>
<td>Bank current accounts</td>
<td>40,360</td>
<td>41,180</td>
</tr>
<tr>
<td>Cash on hand</td>
<td>25</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>215,778</td>
<td>162,577</td>
</tr>
<tr>
<td><strong>Creditors</strong> – amounts falling due within one year</td>
<td>(141,397)</td>
<td>(150,262)</td>
</tr>
<tr>
<td><strong>Net current assets</strong></td>
<td>74,381</td>
<td>12,315</td>
</tr>
<tr>
<td><strong>Total assets less current liabilities</strong></td>
<td>74,381</td>
<td>12,315</td>
</tr>
<tr>
<td><strong>Creditors</strong> – amounts falling due after more than one year</td>
<td>(1,695)</td>
<td>(1,195)</td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td>72,686</td>
<td>11,120</td>
</tr>
<tr>
<td><strong>Capital and trust funds</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated surplus</td>
<td>71,636</td>
<td>10,565</td>
</tr>
<tr>
<td>Ferrar Memorial Fund for Liturgical Library</td>
<td>56</td>
<td>30</td>
</tr>
<tr>
<td>Gregg Memorial Fund for College Library</td>
<td>994</td>
<td>525</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>72,686</td>
<td>11,120</td>
</tr>
</tbody>
</table>
## APPENDIX B

### ANNUALISED FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS

<table>
<thead>
<tr>
<th></th>
<th>valuation (millions)</th>
<th>valuation (millions)</th>
<th>2021 %</th>
<th>2018-2020 annualised %</th>
<th>2016-2020 annualised %</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>General Funds (Combined)</strong></td>
<td>€237.5</td>
<td>€196.2</td>
<td>23.8</td>
<td>15.7</td>
<td>9.0</td>
</tr>
<tr>
<td>Benchmark</td>
<td></td>
<td></td>
<td>17.6</td>
<td>13.5</td>
<td>8.3</td>
</tr>
<tr>
<td>Relative Performance</td>
<td></td>
<td></td>
<td>6.2</td>
<td>2.2</td>
<td>0.7</td>
</tr>
<tr>
<td><strong>Parochial, Diocesan Funds etc</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>RB General Unit Trust (RI)</td>
<td>€272.7</td>
<td>€233.5</td>
<td>21.7</td>
<td>12.5</td>
<td>7.2</td>
</tr>
<tr>
<td>Benchmark</td>
<td></td>
<td></td>
<td>17.6</td>
<td>13.5</td>
<td>8.3</td>
</tr>
<tr>
<td>Relative Performance</td>
<td></td>
<td></td>
<td>4.1</td>
<td>-1.0</td>
<td>-1.1</td>
</tr>
<tr>
<td>RB General Unit Trust (NI)</td>
<td>£68.7</td>
<td>£60.1</td>
<td>16.6</td>
<td>10.6</td>
<td>7.6</td>
</tr>
<tr>
<td>Benchmark</td>
<td></td>
<td></td>
<td>11.2</td>
<td>10.2</td>
<td>7.4</td>
</tr>
<tr>
<td>Relative Performance</td>
<td></td>
<td></td>
<td>5.4</td>
<td>0.4</td>
<td>0.2</td>
</tr>
<tr>
<td><strong>Clergy Pensions Fund</strong></td>
<td>€211.5</td>
<td>€186.5</td>
<td>16.0</td>
<td>11.1</td>
<td>7.2</td>
</tr>
<tr>
<td>Benchmark</td>
<td></td>
<td></td>
<td>6.5</td>
<td>7.7</td>
<td>4.9</td>
</tr>
<tr>
<td>Relative Performance</td>
<td></td>
<td></td>
<td>9.5</td>
<td>3.4</td>
<td>2.3</td>
</tr>
</tbody>
</table>

**Bond Market Indices /Benchmark Components**

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>ML Irish Govt Bond Index (€)</td>
<td>-4.0</td>
<td></td>
<td>2.5</td>
<td>1.7</td>
<td></td>
</tr>
<tr>
<td>ML European Broad Mkt Bond Index (€)</td>
<td>-2.8</td>
<td></td>
<td>2.3</td>
<td>1.6</td>
<td></td>
</tr>
<tr>
<td>ML Sterling Broad Mkt Bond Index (£)</td>
<td>-4.7</td>
<td></td>
<td>3.7</td>
<td>2.7</td>
<td></td>
</tr>
</tbody>
</table>

**Equity Market Indices /Benchmark Components**

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Dow Jones Stoxx 600 (€)</td>
<td>25.8</td>
<td></td>
<td>16.5</td>
<td>9.6</td>
<td></td>
</tr>
<tr>
<td>S&amp;P 500 ($)</td>
<td>28.7</td>
<td></td>
<td>26.1</td>
<td>18.5</td>
<td></td>
</tr>
<tr>
<td>FTSE 100 (£)</td>
<td>18.4</td>
<td></td>
<td>7.1</td>
<td>4.7</td>
<td></td>
</tr>
</tbody>
</table>

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.
APPENDIX C

GENERAL UNIT TRUSTS

FINANCIAL STATEMENTS AND EXTRACTS FROM INVESTMENT MANAGER’S REPORTS

YEAR ENDED 31 DECEMBER 2021

<table>
<thead>
<tr>
<th>Trust</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>RB General Unit Trust (Republic of Ireland)</td>
<td>86</td>
</tr>
<tr>
<td>RB General Unit Trust (Northern Ireland)</td>
<td>91</td>
</tr>
</tbody>
</table>
THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER’S REPORT FOR YEAR ENDED 31 DECEMBER 2021

FUND OBJECTIVE

To provide above average and growing income along with long term capital growth managed as a euro fund.

PERFORMANCE

Total Returns as at 31 December 2021 (3 Years & 5 Years Annualised):

<table>
<thead>
<tr>
<th>Annualised Total Returns %:</th>
<th>1 Year</th>
<th>3 Years</th>
<th>5 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>RB General Unit Trust (RI)</td>
<td>21.7</td>
<td>12.5</td>
<td>7.2</td>
</tr>
<tr>
<td>Benchmark*</td>
<td>17.6</td>
<td>13.5</td>
<td>8.3</td>
</tr>
<tr>
<td>RB General Unit Trust (RI) Capital</td>
<td>18.6</td>
<td>10.1</td>
<td>4.3</td>
</tr>
<tr>
<td>ROI Inflation (CPI)</td>
<td>5.5</td>
<td>1.9</td>
<td>1.4</td>
</tr>
</tbody>
</table>

*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 2021, the capital value of the Fund increased by 18.6% while the total return (capital and income) was plus 21.7%. Performance was ahead of benchmark as a result of outperformance of the Fund’s deliberate higher exposure to dividend paying stocks, (a reversal of the prior year outturns). 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 and has affirmed its intention to continue this strategy via in the investment guidelines agreed with the newly mandated external managers.

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

![Unit Price Chart](chart-url)
TRUST ASSET COMPOSITION

The market value of the investments, including the value of the capital deposit account was €272.7m.

The investment profile in terms of distribution of the assets (by value) at 31 December 2021 is displayed in the following chart:

**INCOME DISTRIBUTION TO UNIT HOLDERS**

The interim and final distributions were maintained at the 2020 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.

Based on the value of a unit at 31 December 2021 of €4.759, and a full year distribution of 11.5 cent, the distribution yield was 2.42%. (The comparative figures for 31 December 2020 showed a yield of 2.86% based on a unit value then of €4.014 and a full year distribution of 11.5 cent). During the year there was a withdrawal of €0.215m from the Dividend Equalisation Reserve resulting in a DER of €4.945m or 1.8% of the net asset value of the fund.

There were net withdrawals of €3.8m from the Fund for the year to 31 December 2021, reflecting new cash of €3.1m from unitholders less redemptions of €6.9m from unitholders.
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. The RCB’s ESG policy is incorporated into each of the external fund managers’ investment guidelines via their respective Investment Management Agreements. 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 (2012 – 2021) - Financial Year-End 31 December 2021

(Financial Year-End June 30th up to June 2019, six-month period to end December 2019, full year to 31st December thereafter)
## THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

### STATEMENT OF TOTAL RETURN

<table>
<thead>
<tr>
<th></th>
<th>Year ended 31 December 2021 €'000</th>
<th>Year ended 31 December 2020 €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td>6,866</td>
<td>6,499</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td>(73)</td>
<td>(47)</td>
</tr>
<tr>
<td><strong>Net income</strong></td>
<td>6,793</td>
<td>6,452</td>
</tr>
<tr>
<td><strong>Distributions</strong></td>
<td>(7,007)</td>
<td>(7,011)</td>
</tr>
<tr>
<td><strong>Transfer from dividend equalisation reserve</strong></td>
<td>(214)</td>
<td>(559)</td>
</tr>
<tr>
<td><strong>Net gains / (losses) on investment activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Net realised gains</td>
<td>23,902</td>
<td>5,588</td>
</tr>
<tr>
<td>- Net change in unrealised gains/(losses) on investments</td>
<td>19,052</td>
<td>(16,096)</td>
</tr>
<tr>
<td>- Net change in currency exchange rate</td>
<td>444</td>
<td>-</td>
</tr>
<tr>
<td><strong>Net increase/(decrease) in net assets from investment activities</strong></td>
<td>43,184</td>
<td>(11,067)</td>
</tr>
<tr>
<td><strong>Funds brought forward</strong></td>
<td>238,673</td>
<td>249,394</td>
</tr>
<tr>
<td>Funds received</td>
<td>3,092</td>
<td>1,280</td>
</tr>
<tr>
<td>Funds withdrawn</td>
<td>(7,484)</td>
<td>(934)</td>
</tr>
<tr>
<td><strong>Funds carried forward</strong></td>
<td><strong>277,466</strong></td>
<td><strong>238,673</strong></td>
</tr>
</tbody>
</table>

Signed on behalf of the Trustee: *AH Algeo
KJ Bowers*

Date: 8 March 2022
## THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
### BALANCE SHEET

<table>
<thead>
<tr>
<th></th>
<th>31 December 2021</th>
<th>31 December 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investments</td>
<td>€'000</td>
<td>€'000</td>
</tr>
<tr>
<td></td>
<td>265,513</td>
<td>216,802</td>
</tr>
<tr>
<td>Current assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>12,095</td>
<td>16,640</td>
</tr>
<tr>
<td>Cash at bank</td>
<td>209</td>
<td>6,248</td>
</tr>
<tr>
<td></td>
<td>12,304</td>
<td>22,888</td>
</tr>
<tr>
<td>Current liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial instruments</td>
<td>-</td>
<td>821</td>
</tr>
<tr>
<td>Creditors (amounts falling due within one year)</td>
<td>351</td>
<td>196</td>
</tr>
<tr>
<td></td>
<td>351</td>
<td>1,017</td>
</tr>
<tr>
<td>Net current assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>11,953</td>
<td>21,871</td>
</tr>
<tr>
<td>Total assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>277,466</td>
<td>238,673</td>
</tr>
<tr>
<td>Trust capital fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>277,466</td>
<td>238,673</td>
</tr>
</tbody>
</table>

Signed on behalf of the Trustee: *AH Algeo
KJ Bowers*

Date: *8 March 2022*
THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
INVESTMENT MANAGER'S REPORT FOR YEAR ENDED 31 DECEMBER 2021

FUND OBJECTIVE

To provide above average and growing income along with long term capital growth managed as a sterling fund.

PERFORMANCE

Total Returns as at 31 December 2021 (3 Years & 5 Years Annualised):

<table>
<thead>
<tr>
<th>Annualised Total Returns %:</th>
<th>1 Year</th>
<th>3 Years</th>
<th>5 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>RB General Unit Trust (NI)</td>
<td>16.6</td>
<td>10.6</td>
<td>7.6</td>
</tr>
<tr>
<td>Benchmark*</td>
<td>11.2</td>
<td>10.2</td>
<td>7.4</td>
</tr>
<tr>
<td>RB General Unit Trust (NI) Capital</td>
<td>13.6</td>
<td>8.0</td>
<td>4.8</td>
</tr>
<tr>
<td>UK Inflation (CPI)</td>
<td>4.8</td>
<td>2.4</td>
<td>2.4</td>
</tr>
</tbody>
</table>

*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 2021, the capital value of the Fund increased by 13.6% while the total return (capital and income) was 16.6%. Performance was ahead of benchmark as a result of outperformance of the Fund’s deliberate higher exposure to dividend paying stocks, (a reversal of the prior year outturns). 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 and has affirmed its intention to continue this strategy via in the investment guidelines agreed with the newly mandated external managers.

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 2021

TRUST ASSET DISTRIBUTION

The market value of the investments, including the value of the capital deposit account was £68.7m.

The investment profile in terms of distribution of the assets (by value) at 31 December 2021 is displayed in the following chart:

INCOME DISTRIBUTION TO UNIT HOLDERS

The interim and final distributions were maintained at the 2020 levels of 4.5 pence per unit and 6.3 pence per unit respectively, resulting in a total distribution for the year of 10.8 pence per unit.

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

Based on the value of a unit at 31 December 2021 of £4.452, and a full year distribution of 10.8 pence, the distribution yield was 2.42%. (The comparative figures for 31 December 2020 showed a yield of 2.75% based on a unit value then of £3.923 and a full year distribution of 10.8 pence). During the year there was a withdrawal of £0.016m from the Dividend Equalisation Reserve resulting in a DER of £1.019m or 1.5% of the net asset value of the fund.

There were net inputs of £0.5m to the Fund for the year to 31 December 2021, reflecting new cash of £0.9m less redemptions of £0.4m.
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. The RCB’s ESG policy is incorporated into each of the external fund managers’ investment guidelines via their respective Investment Management Agreements. 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 (2012 – 2021) - Financial Year-End 31 December 2021

( Financial Year-End June 30th up to June 2019, six-month period to end December 2019, full year to 31st December thereafter)
## THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
### STATEMENT OF TOTAL RETURN

<table>
<thead>
<tr>
<th></th>
<th>Year Ended 31-Dec-21 £'000</th>
<th>Year Ended 31-Dec-20 £'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td>1,786</td>
<td>1,631</td>
</tr>
<tr>
<td>Expenses</td>
<td>(19)</td>
<td>(19)</td>
</tr>
<tr>
<td><strong>Net Income</strong></td>
<td>1,767</td>
<td>1,612</td>
</tr>
<tr>
<td><strong>Distributions</strong></td>
<td>(1,783)</td>
<td>(1,786)</td>
</tr>
<tr>
<td>Transfer from dividend equalisation reserve</td>
<td>(16)</td>
<td>(174)</td>
</tr>
<tr>
<td><strong>Net gains / (losses) on investment activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net realised gains</td>
<td>6,414</td>
<td>1,998</td>
</tr>
<tr>
<td>Net realised gains on currency movements</td>
<td>391</td>
<td>-</td>
</tr>
<tr>
<td>Net change in unrealised gains/(losses) on investments</td>
<td>1,303</td>
<td>(1,790)</td>
</tr>
<tr>
<td><strong>Net increase in net assets from investment activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Funds brought forward</strong></td>
<td>61,110</td>
<td>61,274</td>
</tr>
<tr>
<td>Receipts on issue of units</td>
<td>898</td>
<td>536</td>
</tr>
<tr>
<td>Payments on withdrawals of units</td>
<td>(454)</td>
<td>(734)</td>
</tr>
<tr>
<td><strong>Funds carried forward</strong></td>
<td>69,646</td>
<td>61,110</td>
</tr>
</tbody>
</table>

Signed on behalf of the Trustee: *AH Algeo*  
*KJ Bowers*  
Date: *8 March 2022*
### THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

**BALANCE SHEET**

<table>
<thead>
<tr>
<th></th>
<th>31-Dec-21 £'000</th>
<th>31-Dec-20 £'000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Investments</strong></td>
<td>65,150</td>
<td>56,706</td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>4,620</td>
<td>3,518</td>
</tr>
<tr>
<td>Cash at bank</td>
<td>46</td>
<td>1,213</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>4,666</td>
<td>4,731</td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial instruments</td>
<td>-</td>
<td>220</td>
</tr>
<tr>
<td>Creditors (amounts falling due within 1 year)</td>
<td>170</td>
<td>107</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td>170</td>
<td>327</td>
</tr>
<tr>
<td><strong>Net current assets</strong></td>
<td>4,496</td>
<td>4,404</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>69,646</td>
<td>61,110</td>
</tr>
<tr>
<td><strong>Trust capital fund</strong></td>
<td>69,646</td>
<td>61,110</td>
</tr>
</tbody>
</table>

Signed on behalf of the Trustee: *AH Algeo  
KJ Bowers*

Date: *8 March 2022*
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 with better regard for risk adjusted returns and hence are considered an essential component of investment analysis. This approach is adopted 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 carbon neutral economy and has taken significant steps to reduce the climate change impact of its investment portfolios as well as considering what broader based measures can be incorporated at Parish and Diocesan level.

Certain carbon-intensive companies are not considered likely to be able to assist with the transition to a carbon neutral economy and on this basis investment exclusions are in place for companies where more than 10% of turnover is derived from the a) the extraction of thermal coal b) the extraction of tar sands and c) the extraction of oil and natural gas – as defined by exposure to oil and gas reserves.

As appropriate within the context of the agreed investment strategy, risk parameters and fund objectives, the RCB aims to increase its exposure to green alternatives and to seek companies with good environmental policies that are committed to reducing their carbon footprint consistent with a 2 degree alignment as laid out in the Paris Pledge.

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

**How is ESG implemented?**

- **Integrate ESG into Investment Decisions**
  - Integrate material ESG factors into due diligence, investment analysis, monitoring and asset management

- **Actively Engage as Owners**
  - Act as a constructive, active owner by advocating progress on defined areas and exercising our voting rights as shareholders

- **Make an impact through Collaboration**
  - Collaborate with other like minded global investors via the Church Investors Group (CIG) and Institutional Investors Group on Climate Change (IIGCC) to advocate for better performance on ESG factors in companies and markets in which we invest

Individual Companies may also be excluded from time to time because of unethical behaviour or consistent breaches of core ESG principles. Exclusion should always be a measure of last resort once the company’s will and commitment to improve its practices have been assessed.
As shareholders, we seek to be active, engaged and informed owners. We endeavour to monitor ESG factors and to engage (most frequently collaboratively) with companies and Fund Managers 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’.

During the past year the Investment Committee introduced a proposal to outsource the investment management of assets, previously managed in-house, to external fund managers. This was approved by the Executive and the RB. The requirement’s outlined in this policy were incorporated in the Investment Management Agreements (IMAs) which have now been agreed and implemented in the course of the past few months for the General Fund, Unit Trusts and Clergy Pension Fund.

Any remaining fund managers meet our Policies with one exception which we expect to be compliant by the end of 2022.

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.

February 2022
APPENDIX E

RCB CLIMATE CHANGE POLICY 2022

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), and the implementation of restrictions for investments in fossil fuel extraction.

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.

Following a recent review of the remaining energy exposure the Committee has now applied additional restrictions for fossil fuel companies involved in the extraction of oil and gas (identified by exposure to Reserves) and has divested from all directly held stocks. As part of the implementation of the outsourcing of investment management of assets, these restrictions have been incorporated into the investment management guidelines for all new segregated external Fund mandates and have been applied to the Clergy Pensions Fund, which is passively managed. 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 2022

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 play its part in a journey to carbon neutrality by 2050 and suggested actions are available on the website at www.ireland.anglican.org/parish-resources/509/how-green-is-your-church to support parishes and/or Dioceses who wish to become more engaged with environmental issues including Climate Change and Biodiversity.

March 2022
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 October 2021) concluded that the costs and charges borne by the members represent good to reasonable value for them. Members 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 17 November 2021) which is available on the website.

Trustee Solutions Limited
February 2022

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. Mercer provides quarterly investment reports to the Trustee reviewing how the investments have performed over the previous quarter and since inception.

The Trustee believes that environmental, social and governance (ESG) factors 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.

PricewaterhouseCoopers audit the financial statements.

The Revenue Approval Number is SF – 3946 and the Pensions Board reference number is PB – 269291
The new EU Directive on the activities and supervision of institutions for occupational retirement provision (the IORP II Directive) became law in April 2021. IORP II is intended to improve the management of pension schemes by implementing stricter rules around governance and communication. The Scheme will be fully compliant with IORP II regulations by the 31st December 2022 deadline.

At the end of the last reporting period (31 May 2021) the Scheme had 190 active members and 33 deferred members. The value of the assets at that date was €13.17 (€10.38m at 31 May 2020) and the Scheme was compliant with all Revenue and Pensions Act (as amended) requirements.

Irish Pensions Trust Limited, as trustee of the Scheme
March 2022
APPENDIX G

THE CHURCH OF IRELAND
CLERGY PENSIONS TRUSTEE DAC

REPORT ON THE CLERGY PENSIONS FUND
FOR THE
YEAR ENDED 31 DECEMBER 2021
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THE TRUSTEE AND ITS ADVISORS

Trustee
The Church of Ireland Clergy Pensions Trustee Designated Activity Company

Registered Office
Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Tel 01-4978422 Email <pensiontrustee@rcbdub.org>
Web <www.ireland.anglican.org/clergypensions>
Company Registered in Ireland No 492302
The Representative Church Body is the sole member of the Company.

Trustee Directors
Nominated by the RB Executive Committee
Ven Barry Forde
Mr Alan Hood*
Vacant†
Nominated by the Church of Ireland Pensions Board
Mr Robert Neill‡
Mr Adrian Robinson (Chair)

Company Secretary
Mr David Ritchie, Chief Officer and Secretary, Representative Church Body

Fund Management and Advisory
The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

Investment Managers
The Representative Church Body (address as above)
Irish Life Investment Managers, Beresford Court, Dublin 1

Investment Custodians
RCB – Northern Trust, Canary Wharf, London E14 5NT
ILIM – Citibank, 1 North Wall Quay, Dublin 1

Scheme Actuary
Mr Liam Quigley, Mercer, Charlotte House, Charlemont Street, Dublin 2

Consulting Actuaries
Mercer Actuarial Services, Charlotte House, Charlemont Street, Dublin 2

Auditors
PricewaterhouseCoopers, Chartered Accountants and Registered Auditors, Spencer Dock, Dublin 1

Solicitor
Mr Mark McWha, Senior Solicitor, Representative Church Body

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

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

Registered Administrator
The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

Enquiries
The Company Secretary, Church of Ireland Clergy Pensions Trustee DAC, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

The Clergy Pensions Fund is Pensions Authority Scheme no PB1667.

* appointed 9 March 2021 in place of Rev Canon Henry Gilmore (retired 13 December 2020)
† following the retirement of Mr Henry Algeo on 4 October 2021
‡ appointed 21 September 2021 in place of Mrs Ethne Harkness (retired 5 May 2021)
INTRODUCTION

The Trustee presents its annual report on the operation of the Clergy Pensions Fund for the year ended 31 December 2021. 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 2021

Financial position of the Fund

Year on year there was an increase in the Fund assets of €25.28m with a closing value of €211.98m, having met benefit payments of €6.79m together with administrative and other costs of €0.25m.

Contributions to the Fund in the year were €2.50m, 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 €29.82m 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 16.0% against a benchmark return of 6.5%.

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 2021. This was the third 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 135).

Low interest rates continue to impact 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 2021 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 2021.
The Actuary is also required to undertake an annual assessment of the Fund. The Actuary’s annual assessment as at 31 December 2021 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 2021, 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 before the end of the Funding Proposal period.

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 136).

A copy of the Actuary’s Statement as at 31 December 2021 is included as Annex 4 (page 139).

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 2021 by the RCB administration department, the Church of Ireland Pensions Board and the RB 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 130). 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 2021 that no discretionary increases in pensions in payment be applied in 2022.
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 of General Synod on the recommendation of the Representative Church Body (RCB) and the Trustee.

In accordance with the Funding Proposal for the Fund, it was agreed by the Standing Committee in September 2021, on the recommendation of the RCB and the Trustee, that Pensionable Stipend levels with effect from 1 January 2022 should remain unchanged from 2021 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 2021 was 3.1%, therefore increases were applied on 1 January 2022 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 2021 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 116.

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.

Mr Alan Hood was appointed a Director of the Trustee in March 2021 in place of Rev Canon Henry Gilmore who retired from office in December 2020.

Mrs Ethne Harkness retired from office as a Director in May 2021. Mr Robert Neill was appointed a Director in place of Mrs Harkness in September 2021.

Mr Henry Algeo retired from office as a Director in October 2021. A new Director is to be appointed.

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 129).

Actuarial advice is provided by Mercer Actuarial Services, Dublin.
The RB Investment Committee, in conjunction with the RCB in-house investment team, take overall responsibility for investment management in furtherance of the investment objectives and strategy for the Fund, using Irish Life Investment Managers (ILIM) for the passive management of a proportion of the Fund (57% at year end 2021 compared to 41% at the end of 2020). 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 2021 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 140).

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 142). A review of investment objectives and strategy is currently underway in consultation with the Sponsor and the RB Investment Committee, with the advice of the Actuary.
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> or from the Pensions Administration Manager.

Member information

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

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

Further information

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

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

Financial statements

The financial statements of the Clergy Pensions Fund are set out in the following pages.
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## THE CHURCH OF IRELAND CLERGY PENSIONS FUND
### TRUSTEE AND ADVISORS AND OTHER INFORMATION

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<tr>
<td>The Church of Ireland Clergy Pensions Trustee DAC</td>
<td>Mercer Actuarial Services</td>
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<tr>
<td>Church of Ireland House</td>
<td>Charlotte House</td>
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<tr>
<td>Church Avenue</td>
<td>Charlemont Street</td>
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<td>Rathmines</td>
<td>Dublin 2</td>
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<td>The Representative Church Body</td>
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<td>Chartered Accountants and Registered Auditors</td>
<td>Church of Ireland House</td>
</tr>
<tr>
<td>One Spencer Dock</td>
<td>Church Avenue</td>
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<tr>
<td>North Wall Quay</td>
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<td>Dublin 1</td>
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<td>The Representative Church Body</td>
<td>Mr Mark McWha</td>
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<tr>
<td>Church of Ireland House</td>
<td>Senior Solicitor</td>
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<tr>
<td>Church Avenue</td>
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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

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

- give a true and fair view of the financial transactions of the scheme during the year ended 31 December 2021 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 as at 31 December 2021;
- the fund account for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

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

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

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

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.
THE CHURCH OF IRELAND CLERGY PENSIONS FUND
INDEPENDENT AUDITORS’ REPORT

Reporting on other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

Responsibilities for the financial statements and the audit

Responsibilities of the trustee for the financial statements

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

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

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

Auditors’ responsibilities for the audit of the financial statements

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

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.iasaa.ie/getmedia/b2c3c903-3e6f-468b-918f-a98202e6e9ca/Description_of_auditors_responsibilities_for_audit.pdf.

This description forms part of our auditors’ report.

Use of this report

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

Occupational Pension Schemes (Disclosure of Information) Regulations, 2006

In our opinion:

- The financial statements include the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 which is applicable and material to the scheme;
- the contributions payable to the scheme during the year ended 31 December 2021 have been received by the trustee within thirty days of the end of the scheme year; and
- such contributions have been paid in accordance with the rules of the scheme.

PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Place
11 March 2022
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.

(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. (2021 €1 = £0.8413; 2020 €1 = £0.8937).
(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.
<table>
<thead>
<tr>
<th></th>
<th>Year ended 31 December</th>
<th>Year ended 31 December</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Notes 2021</td>
<td>€’000</td>
</tr>
<tr>
<td><strong>CONTRIBUTIONS AND OTHER RECEIPTS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>3</td>
<td>2,498</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2,498</td>
</tr>
<tr>
<td><strong>BENEFITS AND OTHER PAYMENTS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits paid</td>
<td>4</td>
<td>6,786</td>
</tr>
<tr>
<td>Administrative expenses</td>
<td>8</td>
<td>253</td>
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<tr>
<td></td>
<td></td>
<td>7,039</td>
</tr>
<tr>
<td><strong>NET WITHDRAWALS</strong></td>
<td></td>
<td>(4,541)</td>
</tr>
<tr>
<td><strong>RETURNS ON INVESTMENTS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment Income</td>
<td>5</td>
<td>2,103</td>
</tr>
<tr>
<td>Realised and unrealised investment gains/(losses)</td>
<td></td>
<td>27,751</td>
</tr>
<tr>
<td>Currency gain/(loss)</td>
<td></td>
<td>36</td>
</tr>
<tr>
<td>Investment management and professional expenses</td>
<td></td>
<td>(68)</td>
</tr>
<tr>
<td><strong>NET RETURNS ON INVESTMENTS</strong></td>
<td></td>
<td>29,822</td>
</tr>
<tr>
<td><strong>NET INCREASE/(DECREASE) IN FUND IN THE YEAR</strong></td>
<td></td>
<td>25,281</td>
</tr>
<tr>
<td><strong>BALANCE 1 JANUARY</strong></td>
<td></td>
<td>186,702</td>
</tr>
<tr>
<td><strong>BALANCE 31 DECEMBER</strong></td>
<td></td>
<td>211,983</td>
</tr>
</tbody>
</table>

*Signed on behalf of the Trustee:* A Robinson  
RS Neill  
*Date:* 8 March 2022
## THE CHURCH OF IRELAND CLERGY PENSIONS FUND

### FINANCIAL STATEMENTS

#### STATEMENT OF NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>Year ended 31 December €'000</th>
<th>Year ended 31 December €'000</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Notes 2021</td>
<td>2020</td>
</tr>
<tr>
<td>INVESTMENT ASSETS</td>
<td>6</td>
<td>211,519</td>
</tr>
<tr>
<td>CURRENT ASSETS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash due from the</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Representative Church</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Body</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>464</td>
<td>227</td>
</tr>
<tr>
<td>CURRENT LIABILITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creditors</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NET CURRENT ASSETS</td>
<td>464</td>
<td>227</td>
</tr>
<tr>
<td>NET ASSETS</td>
<td>10</td>
<td>211,983</td>
</tr>
</tbody>
</table>

Signed on behalf of the Trustee: A Robinson
RS Neill

Date: 8 March 2022
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 Fund. 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 overall scheme, which takes account of such obligations, is dealt within the appendix titled "The Church of Ireland Clergy Pensions Trustee DAC – report on the Clergy Pensions Fund" in annual Book of Reports presented to the General Synod, along with the actuarial funding certificate and the actuary's annual certificate.

3 SUMMARY OF CONTRIBUTIONS

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diocesan levies</td>
<td>2,393</td>
<td>2,427</td>
</tr>
<tr>
<td>Representative Church Body</td>
<td>104</td>
<td>100</td>
</tr>
<tr>
<td>Sundry</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>2,498</td>
<td>2,529</td>
</tr>
</tbody>
</table>

The value of Northern Ireland contributions in sterling is £1.08m (2020: £1.11m) and was translated to euro at the year end rate of 0.8413 (2020: 0.8937).

The value of Republic of Ireland contributions is €1.11m (2020: €1.12m).
### 4 BENEFITS PAID

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pensions to retired bishops and clergy</td>
<td>€4,730</td>
<td>€4,621</td>
</tr>
<tr>
<td>Pensions to surviving spouses and orphans</td>
<td>€1,946</td>
<td>€1,906</td>
</tr>
<tr>
<td>Commutation of pensions</td>
<td>€47</td>
<td>€550</td>
</tr>
<tr>
<td>Death Benefits</td>
<td>€63</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>€6,786</td>
<td>€7,077</td>
</tr>
</tbody>
</table>

The cost of Northern Ireland benefits in sterling is £3.14m (2020: £3.12m). This cost excludes administration charges.

The cost of Republic of Ireland benefits in euro is €3.05m (2020: €3.58m). This cost excludes administration charges.

### 5 ANALYSIS OF INVESTMENT INCOME

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment income</td>
<td>€2,096</td>
<td>€2,413</td>
</tr>
<tr>
<td>Interest</td>
<td>€2</td>
<td>€18</td>
</tr>
<tr>
<td>Miscellaneous trust income</td>
<td>€1</td>
<td>€1</td>
</tr>
<tr>
<td>Securities Lending</td>
<td>€4</td>
<td>€20</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>€2,103</td>
<td>€2,452</td>
</tr>
</tbody>
</table>

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.
### 6 INVESTED ASSETS

**ILIM managed**

**Equities**

<table>
<thead>
<tr>
<th></th>
<th>2021 Value €'000</th>
<th>2021 % of Fund</th>
<th>2020 Value €'000</th>
<th>2020 % of Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>UK</td>
<td>41,175</td>
<td>19.5%</td>
<td>23,733</td>
<td>12.7%</td>
</tr>
<tr>
<td>Europe ex UK</td>
<td>46,531</td>
<td>22.0%</td>
<td>19,201</td>
<td>10.3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>120,359</strong></td>
<td><strong>56.9%</strong></td>
<td><strong>75,655</strong></td>
<td><strong>40.6%</strong></td>
</tr>
</tbody>
</table>

**Bonds**

<table>
<thead>
<tr>
<th></th>
<th>2021 Value €'000</th>
<th>2021 % of Fund</th>
<th>2020 Value €'000</th>
<th>2020 % of Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>European</td>
<td>15,237</td>
<td>7.2%</td>
<td>15,615</td>
<td>8.4%</td>
</tr>
<tr>
<td>UK</td>
<td>17,416</td>
<td>8.2%</td>
<td>17,106</td>
<td>9.2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>32,653</strong></td>
<td><strong>15.4%</strong></td>
<td><strong>32,721</strong></td>
<td><strong>17.6%</strong></td>
</tr>
</tbody>
</table>

**RCB in-house managed**

<table>
<thead>
<tr>
<th></th>
<th>2021 Value €'000</th>
<th>2021 % of Fund</th>
<th>2020 Value €'000</th>
<th>2020 % of Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>Property</td>
<td>7,926</td>
<td>3.7%</td>
<td>13,942</td>
<td>7.5%</td>
</tr>
<tr>
<td>Precious Metals/Mining</td>
<td>-</td>
<td>0.0%</td>
<td>12,783</td>
<td>6.9%</td>
</tr>
<tr>
<td>Bonds and Bond Substitutes</td>
<td>13,763</td>
<td>6.5%</td>
<td>26,311</td>
<td>14.1%</td>
</tr>
<tr>
<td>Equities</td>
<td>-</td>
<td>0.0%</td>
<td>860</td>
<td>0.4%</td>
</tr>
<tr>
<td>Other</td>
<td>22,889</td>
<td>10.8%</td>
<td>23,317</td>
<td>12.5%</td>
</tr>
<tr>
<td>Cash on deposit</td>
<td>46,582</td>
<td>22.0%</td>
<td>33,607</td>
<td>18.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>91,160</strong></td>
<td><strong>43.1%</strong></td>
<td><strong>110,820</strong></td>
<td><strong>59.4%</strong></td>
</tr>
</tbody>
</table>

Cash on deposit included in the above schedule pertains to un-invested cash held by Representative Church Body for future investments. This is separate from Cash due from the Representative Church Body on the Statement of Net Assets.
7 CONTINGENT LIABILITIES

As stated in the accounting policies on pages 8 and 9 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 2021.

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.
## 10 NET ASSETS

### REPUBLIC OF IRELAND

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>1,164</td>
<td>1,200</td>
</tr>
<tr>
<td>Net benefits and other payments</td>
<td>(3,307)</td>
<td>(3,768)</td>
</tr>
<tr>
<td>Net transfer between sub divisions</td>
<td>(60)</td>
<td>1,003</td>
</tr>
<tr>
<td>Net withdrawals</td>
<td>(2,203)</td>
<td>(1,565)</td>
</tr>
<tr>
<td>Net returns on investments</td>
<td>14,848</td>
<td>429</td>
</tr>
<tr>
<td>Balance 1 January</td>
<td>92,509</td>
<td>93,645</td>
</tr>
<tr>
<td></td>
<td>105,154</td>
<td>92,509</td>
</tr>
</tbody>
</table>

### NORTHERN IRELAND

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>1,334</td>
<td>1,329</td>
</tr>
<tr>
<td>Net benefits and other payments</td>
<td>(3,732)</td>
<td>(3,467)</td>
</tr>
<tr>
<td>Net transfer between sub divisions</td>
<td>60</td>
<td>(1,003)</td>
</tr>
<tr>
<td>Net withdrawals</td>
<td>(2,338)</td>
<td>(3,141)</td>
</tr>
<tr>
<td>Net returns on investments</td>
<td>14,974</td>
<td>557</td>
</tr>
<tr>
<td>Balance 1 January</td>
<td>94,193</td>
<td>96,777</td>
</tr>
<tr>
<td></td>
<td>106,829</td>
<td>94,193</td>
</tr>
</tbody>
</table>

### CONSOLIDATED FUND

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>2,498</td>
<td>2,529</td>
</tr>
<tr>
<td>Net benefits and other payments</td>
<td>(7,039)</td>
<td>(7,235)</td>
</tr>
<tr>
<td>Net withdrawals</td>
<td>(4,541)</td>
<td>(4,706)</td>
</tr>
<tr>
<td>Net returns on investments</td>
<td>29,822</td>
<td>986</td>
</tr>
<tr>
<td>Balance 1 January</td>
<td>186,702</td>
<td>190,422</td>
</tr>
<tr>
<td></td>
<td>211,983</td>
<td>186,702</td>
</tr>
</tbody>
</table>

## 11 POST BALANCE SHEET EVENTS

No significant events affecting the Financial Statements have occurred since the Balance Sheet date.

## 12 APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the Trustee on 8 March 2022.
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 2021, 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 (retired 20 September 2021) (4)
Rev Canon John Auchmuty (5)
Mrs Cynthia Cherry (5)

Elected by the Representative Church Body

Rev Canon Henry Gilmore (5)
Mrs Judith Peters (4)
Mrs Heather Pope (5)

Chairperson – Canon Lady Sheil (retired 20 September 2021) Mrs Judith Peters (Elected 15 November 2021)

Vice-Chairperson – Rev Canon John Auchmuty

Honorary Secretary – The Most Rev John McDowell

Pensions Administration Manager – Mr Peter Connor (Retired 31 October 2021) Ms Julie Bond (Appointed 14 September 2021)

Grants Committee

Canon Lady Sheil (retired 20 September 2021)
Mrs Judith Peters
Rev Canon John Auchmuty
Mrs Heather Pope (appointed 15 November 2021)

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 145).

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.

<table>
<thead>
<tr>
<th></th>
<th>Active members</th>
<th>Deferred members</th>
<th>Pensioners</th>
<th>Spouses on pension</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 January 2021</td>
<td>306</td>
<td>114</td>
<td>303</td>
<td>166</td>
</tr>
<tr>
<td>Leavers with deferred benefits</td>
<td>(11)</td>
<td>11</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Leavers taking benefits elsewhere</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Deaths before retirement</td>
<td>(1)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Retirements on pension</td>
<td>(12)</td>
<td>(6)</td>
<td>18</td>
<td>-</td>
</tr>
<tr>
<td>Returned to active service</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Deaths on pension</td>
<td>-</td>
<td>-</td>
<td>(16)</td>
<td>(10)</td>
</tr>
<tr>
<td>New spouses’ pensions</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>10</td>
</tr>
<tr>
<td>At 31 December 2021</td>
<td>282</td>
<td>119</td>
<td>305</td>
<td>166†</td>
</tr>
</tbody>
</table>

In addition there were 12 child dependency allowances in payment at 31 December 2021 (12 at 31 December 2020).

There are two clergy who commenced in the stipendiary ministry before 31 May 2013 who elected to leave the Fund and make independent pension arrangements. Both sought and were granted exemption.

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

<table>
<thead>
<tr>
<th>Date of birth</th>
<th>Normal Retirement Age</th>
<th>Number of members in each retirement age category at 31 December 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>31 May 1949 and before</td>
<td>65</td>
<td>0</td>
</tr>
<tr>
<td>1 June 1949 to 31 May 1954</td>
<td>66</td>
<td>14</td>
</tr>
<tr>
<td>1 June 1954 to 31 May 1959</td>
<td>67</td>
<td>62</td>
</tr>
<tr>
<td>1 June 1959 and after</td>
<td>68</td>
<td>206</td>
</tr>
</tbody>
</table>

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:
The Representative Church Body – Report 2022

The total annualised pensions in payment translated to euro at the year-end exchange rate of 0.8413 are €6,748,374

6. CONTRIBUTIONS

A contribution from central funds amounting to €104,083 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 2021, lump sums totalling €100,149 and £8,570 became payable in respect of 4 members as follows:

Died in service (1); died within five years following retirement (0); paid on retirement (3); deferred pension (0).

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 56 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 2021 amounted to €0.19m.

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 2021

<table>
<thead>
<tr>
<th>Membership 31/12/20</th>
<th>New Contributors</th>
<th>Death in Service</th>
<th>Fund Transfers</th>
<th>Retired</th>
<th>Membership 31/12/21</th>
</tr>
</thead>
<tbody>
<tr>
<td>RI</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>NI</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>7</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>6</td>
</tr>
</tbody>
</table>

Previous Year 16 0 0 0 9 7

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

<table>
<thead>
<tr>
<th></th>
<th>2021 €’000</th>
<th>2020 €’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions received</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>Less paid on retirement or death</td>
<td>(74)</td>
<td>(20)</td>
</tr>
<tr>
<td>Less transfers to Clergy DC Scheme</td>
<td>(0)</td>
<td>(0)</td>
</tr>
<tr>
<td>Realised Gain on retirement and transfers to the Clergy DC Scheme</td>
<td>33</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>(33)</td>
<td>0</td>
</tr>
<tr>
<td>Balance 1 January</td>
<td>225</td>
<td>226</td>
</tr>
<tr>
<td>Currency Translation Adjustment</td>
<td>1</td>
<td>(1)</td>
</tr>
<tr>
<td>Balance 31 December</td>
<td>193</td>
<td>225</td>
</tr>
</tbody>
</table>

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 yearend 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 €193,397 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 2021 €1 = £0.8413 (2020 €1 = £0.8937).
ANNEX 2

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

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

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

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

- The Fund has been closed to new entrants and to future accrual of benefits as from 31 May 2013.

- The Normal Retirement Age will gradually increase to a current maximum of 68 years for those aged 53 years or younger as at 31 May 2013, with staged increases for those aged above 53 years on that date.

- There will be no discretionary increases to pensions in payment or Pensionable Stipend during the Funding Proposal period unless the Actuary is satisfied that such increases would not jeopardise the Funding Proposal.

- As the funding of the Clergy Pensions Fund is a responsibility of the whole Church, an annual levy to contribute towards solvency is being raised from dioceses in respect of cures and other recognised offices at a rate of 13% of Minimum Approved Stipend.

- The Representative Church Body in 2014 completed the transfer of the last of five tranches of €5m from General Funds in the form of special funding and will further provide an amount of €0.1m per annum over the life of the Funding Proposal.
ANNEX 3

ACTUARIAL FUNDING CERTIFICATE

SCHEDULE BD

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.: PB1637

Effective Date: 30/09/2021

Effective Date of Previous Certificate (if any): 30/09/2018

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 €203,422,000.00, 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 €157,791,000.00, 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: [Signature] Date: 08/04/2022

Name: Mr Liam Quigley Qualification: FSAI

Name of Actuary’s Employer/Firm: Mercer (Ireland) Limited Scheme Actuary Certificate No.: P044

Submission Details

Submission Number: SR2693047 Submitted Electronically on: 08/04/2022

Submitted by: Liam Quigley
FUNDING STANDARD RESERVE CERTIFICATE

SCHEDULE BE

FUNDING STANDARD RESERVE CERTIFICATE

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

SCHEME NAME: The Church of Ireland Clergy Pensions Fund

SCHEME COMMENCEMENT DATE: 01/01/1976

SCHEME REFERENCE NO.: PS1667

EFFECTIVE DATE: 30/09/2021

EFFECTIVE DATE OF PREVIOUS CERTIFICATE (IF ANY): 30/09/2018

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 €157,791,000.00,

(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 €203,422,000.00,

(3) €67,129,000.00, 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 €9,066,000.00,

(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 €6,921,000.00,

(6) the aggregate of (4) and (5) above amounts to €15,987,000.00, and

(7) the additional resources (as defined in the Act) of the scheme amount to €45,631,000.00, of which, in accordance with and within the meaning of the guidance issued by the Authority and prescribed under section 47 of the Act, €0.00 comprises contingent assets and €0.00 of such contingent assets comprise an unsecured undertaking.

I therefore certify that as at the effective date of the funding standard reserve certificate, the scheme does hold sufficient additional resources to satisfy the funding standard reserve as provided in section 44(2) 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: 08/04/2022

Name: Mr. Liam Quigley 
Qualification: FSAI

Name of Actuary’s: Mercer (Ireland) Limited
Employer/Firm: 
Scheme Actuary Certificate No.: P044

Submission Details

Submission Number: SR2893048 Submitted Electronically on: 08/04/2022

Submitted by: Liam Quigley
ANNEX 4

ACTUARY’S STATEMENT

Church of Ireland Pension Fund
Annual Statement

Year ended 31 December 2021

Pensions Authority reference number: PB1667

Actuary’s Statement

I completed a review of the financial position of the Fund as at 30 September 2021. 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 2021 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 2021, the funding proposal remained on track to achieve its objective.

Liam Quigley
Fellow of the Society of Actuaries in Ireland
Certificate number: F044
Date: 8 April 2022
ANNEX 5

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

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

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

- The assets of the pension fund may grow more slowly than expected, or even fall in value, depending on the performance of underlying markets and the securities chosen. Where the scheme is subject to a Funding Proposal and, being closed to future service accrual, has an ageing profile, the requirement to invest in assets to match the future liability leads to a reduction in the opportunity to invest in growth assets.

- Similarly, the liabilities may grow faster than expected due to higher salary or pension increases, or due to unfavourable movements in interest rates, or due to mortality and other elements of the fund’s experience varying from the assumptions made.

- The administration of the fund may fail to meet acceptable standards. The fund could fall out of statutory compliance, the fund could fall victim to fraud or negligence, or the benefits communicated to members could differ from the liabilities valued by the Actuary.

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

Another risk is that the employer/sponsor may for some reason decide to cease its liability to contribute to the pension fund. In this event, the fund may be wound up and accrued entitlements would be discharged from the available assets (which may or may not be sufficient to discharge member benefit expectations, as outlined above). In accordance with Section 20 of Chapter XIV of the Constitution of the Church of Ireland it would require a decision to be taken at the General Synod for the Fund to be wound up.
Various actions have been taken by the Trustee to mitigate the risks. The investment strategy is reviewed regularly to ensure that it is consistent with the needs of the Fund as well as meeting the requirements arising under the Funding Proposal. Professional investment managers have been appointed to manage the Clergy Pensions Fund assets, 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.
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 Representative Church Body – Report 2022

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 September 2021
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 2021

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 2021 of not less than:

<table>
<thead>
<tr>
<th>Resident in the:</th>
<th>United Kingdom</th>
<th>Republic of Ireland</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surviving spouse under 80</td>
<td>£14,192</td>
<td>€17,970</td>
</tr>
<tr>
<td>Surviving spouse 80 or over</td>
<td>£14,731</td>
<td>€18,653</td>
</tr>
</tbody>
</table>

On 31 December 2021, 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 2021, 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 2021 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 £2,169 if he or she died while holding office in Northern Ireland, or €4,060 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 £4,881 if they died while holding office in Northern Ireland or €6,090 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 £1,627 if they resided in the United Kingdom or €2,030 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 2022**

Due the unexpended surplus for 2021 and expected dividend income for 2022 it is not necessary to request General Synod for an allocation to the Fund for 2022.

The unexpended surplus for 2021 and dividend income for 2022 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 2022 as follows:

(i) **Minimum Income of Surviving Spouses and Orphans**

<table>
<thead>
<tr>
<th>Resident in the:</th>
<th>Surviving spouse under 80</th>
<th>Surviving spouse 80 or over</th>
</tr>
</thead>
<tbody>
<tr>
<td>United Kingdom</td>
<td>£14,617</td>
<td>£15,172</td>
</tr>
<tr>
<td>Republic of Ireland</td>
<td>€18,150</td>
<td>€18,839</td>
</tr>
</tbody>
</table>

It is estimated that the cost of this scheme will be £6,034.
(ii) **Removal Grants**

Northern Ireland  £2,286  
Republic of Ireland  €4,283  

(iii) **Immediate Grants to Surviving Spouses**

In service:

Northern Ireland  £5,144  
Republic of Ireland  €6,425  

In retirement:

Northern Ireland  £1,715  
Republic of Ireland  €2,142  

3. **RULES**

Copies of the rules are available on application to the Pensions Administration Manager.

4. **FINANCIAL STATEMENTS**

The Financial Statements of the Supplemental Fund are set out in the following pages.
## THE SUPPLEMENTAL FUND

### 31 December 2021

### INCOME AND EXPENDITURE ACCOUNT

<table>
<thead>
<tr>
<th></th>
<th>2021 €’000</th>
<th>2020 €’000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment Income</td>
<td>47</td>
<td>46</td>
</tr>
<tr>
<td>Income from Trusts and Donations</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>49</strong></td>
<td><strong>48</strong></td>
</tr>
<tr>
<td><strong>EXPENDITURE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Augmentation – Surviving Spouses and Orphans</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Grants to Surviving Spouses</td>
<td>24</td>
<td>21</td>
</tr>
<tr>
<td>Expenses</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>35</strong></td>
<td><strong>32</strong></td>
</tr>
<tr>
<td><strong>OPERATING SURPLUS FOR THE YEAR</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>14</td>
<td>16</td>
</tr>
<tr>
<td>Balance 1 January</td>
<td>1,710</td>
<td>1,778</td>
</tr>
<tr>
<td>New Investments</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Revaluation movement</td>
<td>320</td>
<td>(81)</td>
</tr>
<tr>
<td>Currency translation adjustment</td>
<td>4</td>
<td>(3)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,048</strong></td>
<td><strong>1,710</strong></td>
</tr>
</tbody>
</table>

### FUNDS EMPLOYED

<table>
<thead>
<tr>
<th></th>
<th>2021 €’000</th>
<th>2020 €’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investments</td>
<td>1,950</td>
<td>1,630</td>
</tr>
<tr>
<td>Cash held with the RCB</td>
<td>98</td>
<td>80</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,048</strong></td>
<td><strong>1,710</strong></td>
</tr>
</tbody>
</table>
### THE SUPPLEMENTAL FUND

#### ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2020

<table>
<thead>
<tr>
<th>Investments at Valuation</th>
<th>€’000</th>
<th>€’000</th>
</tr>
</thead>
<tbody>
<tr>
<td>RB General Unit Trusts</td>
<td>1,950</td>
<td>1,630</td>
</tr>
</tbody>
</table>

**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 €2,048,000 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 2021 was €11,750 and £7,000.

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 €63,391 plus £78,321 were allocated in 2021. 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.

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 2021 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.

During 2021, grants totalling €15,150 were paid to 3 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 2021, the total of grants paid was €1,910.

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 2021 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €2,700 and £5,400 to five surviving spouses and grants totalling £7,308 to two retired members 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 2021

January: The Church of Ireland Gazette in the 1980s – ‘A Borderless Church’

February: Flicking Through the Pages: The Church of Ireland Gazette in the 1990s

March: Geashill Parish Church - A Personal History Made Possible Using Resources at the RCB Library

April: A Glimpse of Mission Work in Chota Nagpur (1910–1939) From the Collections of the Revd Gerald Dickson

May: The Birth of Partition: the Southern Experience Through the Eyes of The Church of Ireland Gazette

June: The Foundation of Northern Ireland: Two Jurisdictions – One Church

July: St Thomas’s Church, Dublin: Online Contemporary Photographic Exhibition Showcases its Foundation in 1930

August: The Register of the Hon and Revd William O’Grady (1806–1859), Rector of Killinane 1836–59, and his Successors: An Unusual Local History Source

September: Polling District of Naul, Copy of the Register: A Glimpse at the Political Situation in a Rural Town in the Mid–1890s.

October: The Cuala Press: A Focus on the RCB Library’s Collection of Books Published by the Yeats Sisters

November: New Books Recently Acquisitioned by the RCB Library

December: Christmas 1921: Church of Ireland Responses to the Anglo-Irish Treaty
APPENDIX J

ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE
REPRESENTATIVE CHURCH BODY LIBRARY, 2021

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.

Armagh – St Mark’s
Charities Account Book, with related correspondence, 1938-1975
From St John the Baptist Cathedral, Sligo

Aughrim Group (Clonfert)

Moore: Register of marriages, 1845-1888

Tuaghmaconnell: Register of baptisms, 1855-1888

Tynagh: Preachers’ book, including parochial accounts, 1908-1920

**Bailieborough (Kilmore)**

Confirmation register, 1909-2021

**Ballybay (Clogher)**

Ballybay: Combined registers of baptisms, banns, marriages and burials, 1813-1997; Registers of baptisms, 1866-2000; Registers of marriages, 1845-2006; Register of burials, 1978-1997; Vestry minute books, 1804-1967; Register of vestrymen, 1870-1900; Account book, 1871-1897; Preachers’ books, 1882-1994; Confirmations, 1831; Miscellaneous loose papers, 1926-1938; Typescript indexes of marriages and burials that took place between 1822-1936.

Broomfield: Register of baptisms, 1880-1939; Register of marriages, 1857-1953; Register of burials, 1878-1957; Vestry minute books, 1843-1963; Register of vestrymen, 1870-1962; Preachers’ book, 1946-1965

Crossduff: Register of baptisms, 1890-1946; Register of marriages, 1903-1940; Preachers’ book, 1905-1947

Mucknoe: Combined registers of baptisms, marriages and burials, 1810-1976; Register of baptisms, 1862-1874; Register of marriages, 1856-1919; Register of burials, 1871-1904; Vestry minute books, 1802-1947; Account books, 1895-1929; Miscellaneous loose papers, 1873 and 1900.

Tullycorbett: Combined register of baptisms, marriages and burials, 1796-1831; Register of baptisms, 1886-1963; Register of marriages, 1846-1960; Register of burials, 1886-1970; Vestry minute books, 1809-1940 (with accounts, 1886-1940); Preachers’ books, 1895-1963 and Miscellaneous loose papers, 1879-1979.

**Ballymore (Armagh)**

Ballymore: Combined registers of baptisms, marriages and burials 1783-1871; Register of baptisms, 1871-1923; Registers of marriages, 1846-1924; Register of burials, 1783-1899; Vestry minute book, 1771-1810; Preachers’ books, 1845-1982; Account books, 1812-1993; Miscellaneous loose volumes, 1952-1993 including a Parochial Repairs Record Book, detailing repairs, additions or alterations with costs involved, 1977-1993.

**Carnew (Ferns)**

Minute book of the Carnew Parochial Association, 1936-39; Minutes of the Committee and drawings of the Recreation Hall, 1947-1958; Miscellaneous reports and copy plans relating to the ‘Main Street National School’, built in 1947; undated; Miscellaneous other parish records, including materials assembled for the 150th anniversary of the church in 1997 and the Old Rectory Project; 1947-2010
Clonfert and Banagher (Clonfert)
Ballyboy: Vestry minute book, 1870-1895
Clonmacnoice: Copy register of baptisms, 1828-1874; Marriage register for Shannonbridge church, 1898
Donanaughta: Registers of marriages, 1845-2012; Preachers’ books, 1894-1993
Gallen: Register of marriages, 1845-1895

Drumlease (Kilmore)

Enniscorthy Union (Ferns)
From Ann Sheil, Dublin, in the papers of her late father, James Henry Sheil (1917-2000), Enniscorthy, and Ferns Diocesan Secretary for many years.

Fiddown Union (Lismore)
Certificates and/or licences of successive rectors of Fiddown Union of parishes commencing with the incumbency of the Revd TH Crampton, 1940, and concluding with that of the Revd CG Cliffe, in 1998, 1940-1998.

Killisky (Glendalough)
Extensive digital surrogates of images of original archives, and other illustrations that were either published in, or formed the basis of research for, the parish history by Patricia Butler: Nun’s Cross Church, Co. Wicklow, and its Treasures. Includes copies of papal documents in the Bodleian Library, Oxford, National Library of Ireland, RCB Library, and many other repositories, with additionally research notes and drafts.

Kilsaran Union (Armagh)
Kilsaran: Transcript of original baptismal register, including entries for Gormanstown or Castlebellingham, 1818-1881; Account books (investment and income), 1966-1989
Dromiskin: Miscellaneous accounts including returns for Dromiskin parish school and various orphans in the care of the Protestant Orphan Society, 1866-1889.

Drumcar: Miscellaneous loose papers including legal papers concerning the “Drumcar Case” with Dunleer parish, from c. 1870; a deed of consecration for the chancel, 1884 and other miscellaneous returns and items of correspondence, c. 1870-1973 and undated.

Mohill (Ardagh)

Four survey drawings of the glebe lands, by Edward Kelly, surveyor for the Revd Hon. Richard Bourke, rector, 1795
From the Revd Steven Scott, Longford

Templemichael - Longford (Ardagh)

Templemichael: Account book, 1943-1957; Miscellaneous loose papers relating to Longford Protestant Hall, including the deed of conveyance, 1863-1950; conveyances and related papers concerning the burial ground, gifted to the parish by Lord Longford, 1898-1920; Rectory plans and related papers for both the old rectory at Cartron Hill and a new rectory completed in 1960; 1954-60; Papers relating to the Revd Essex Edgeworth Charity, to provide for a parish schoolmaster and other school records, 18th-20th century; Other miscellaneous papers, 1916-1982

Ballymacormack: Register of baptisms, 1880-2019; Register of burials, 1879-2020; Confirmation register 1920-1979; Miscellaneous loose papers relating to the Cooke estate and provision of a parish house, 1891-1911 and architectural reports on the church, 1909-1931


Clongish: Confirmation register, 1901-1979; Account books, 1904-1978; Copy plans of new vault for Newtownforbes burial ground, 1981

Killashee: Register of baptisms, 1846-2018, Register of burials, 1846-2018; Confirmation register 1920-1979; Churchwardens’ account book, 1874-1886; Miscellaneous deeds and related documentation concerning glebe house dilapidations and repairs, alterations and improvements, 1850-58; Colour survey map of Templeton glebe, by Thomas Roberts, surveyor, for the Revd Hugh Crawford, Rector and Vicar, 1858; Copy wills and related papers concerning various parish bequests, 1827-1932; Other loose papers, 1877-1988.

Magdalen Church (Dublin)

Register of baptisms, 1869-1983 and six special marriage licences of marriages that took place in the chapel, 1924-1952
From the Revd David Godfrey, Here2Help

Raphoe (Raphoe)

St Eunan’s Cathedral, Raphoe: Combined registers of baptisms, marriages and burials, 1771-1854; Register of baptisms, 1867-1893; Registers of marriages, 1845-2007; Register of burials, 1867-1900; Vestry minute book, 1693-1795; Account books, 1859-1935; Preachers’ books, 1820-1984 and miscellaneous loose papers, 1908-1960.

Raymochy: Vestry minute book, 1850-1878 (including resolutions of the Manorcunningham Clothing Society, minutes of the Ladies Shop Committee, 1850-51); Preachers’ book, 1895-1910 and Miscellaneous papers, 1884; undated.
Sandymount (Dublin)
Register of marriages, 1971-2006; Preachers’ books, 1981-2018

Sligo Union (Elphin)
St John the Baptist Cathedral, Sligo: Combined registers of baptisms, marriages and burials, 1802-1844 (one volume containing rare purifications, 1803-13); Registers of baptisms, 1844-1999; Registers of burials, 1844-2004; Vestry minute books, 1761-1989; Register of vestrymen, 1870-2001; Account books of missionary collection funds, 1949-1956
Knocknarea: Combined register of baptisms 1842-1999; marriages, 1843; burials, 1842-1999 and confirmations, 1893-1916; Registers of marriages, 1846-2007; Register of vestrymen, 1870-1934; Miscellaneous loose accounts, 1879-1977; Miscellaneous loose papers including the endowment records creating the Knocknarea District, and various papers relating to parish trusts, 1841-1974
Rosses Point: Register of baptisms, 1902-1982; Registers of marriages, 1878-2006

Whitechurch (Dublin)

(ii) Cathedral Records
Clonfert Cathedral
Visitors’ Book, 1902-1937
From the Revd Olive Henderson, Clonfert Cathedral Group

Elphin Cathedral
Chapter Act Books, 1772-1865 and 1865-1956
From the Very Revd Arfon Williams, Dean of Elphin and Ardagh

(iii) Diocesan Records
Ardagh
Board of Nomination Minute Book, 1907-2003; Nominations Declaration Book, 1907-1987

Elphin
Board of Nomination Minute Book, 1871-2008; Nominations Declaration Book, 1871-1986
Both from the Very Revd Arfon Williams, Dean of Elphin and Ardagh
Ferns
Diocesan Account Pass Book; 1917-1930; Bound financial reports, 1929-1933 and 1934-1938; printed copy of the Ferns Financial Scheme passed by the Diocesan Synod held in 1951; Report of the Ferns Diocesan Protestant Orphan Society for the year ended 31 December 1964; Printed Financial Report for the year 1965; and printed Report and Returns to be presented to Diocesan Synod 1966.
From Ann Sheil, Dublin, in the papers of her late father, James Henry Sheil (1917-2000), Enniscorthy, and Ferns Diocesan Secretary for many years.

Killaloe, Kilfenora and Kilmacduagh
Important collection of miscellaneous registry papers, including survey maps (some in colour) and terriers of glebe lands, 1746-1814; two procuration rolls for Killaloe and Kilfenora, detailing each individual cleric and incomes received from various sources, 1812 and 1835; statement on the ‘economy of Killaloe’ signed by the bishop detailing sources of income for each parish, 1821; later faculties for improvements to churches and rectories, late 19th century; detailed petitions for and acts of consecration of private and other burial grounds throughout the dioceses, c. 1870 onwards; and finally architectural drawings of the following churches: two of Drumcliff church (Killaloe), approved by the Ecclesiastical Commissioners, 1868; and one each of Kinasoolagh church (Killaloe) by Welland and Gillespie, 1861 and Kilrush church (Killaloe) by J. Welland, 1859.
From Deborah Dudgeon, Killaloe-Ballina Local History Society, based at Killaloe Cathedral

2. MANUSCRIPTS

Battye, Canon Noel (1942-2019), priest and broadcaster.
Papers, including television and radio scripts in typed and handwritten format; addresses for clergy and other groups; some miscellaneous written materials, and finally an extensive collection of sound recordings, 1979-2016.
From Canon Simon Doogan, Diocese of Down and Dromore, and the Revd Dr Bert Tosh, Former Senior Producer, BBC Ulster

Cavan Protestant Hall
Collection of 21 original photographs of bishops, archdeacons, deans and other senior clergy (and two lay diocesan secretaries) of the diocese of Kilmore, Elphin and Ardagh, as displayed in Cavan Protestant Hall for many decades with mounts and captions intact (although original frames removed), early 20th century, c. 1900-1950.
From the diocese of Kilmore, Elphin and Ardagh.

Church of Ireland Theological Institute
Visitors Books, 2006-2020
From CITI
Church Education Society
Committee minute books, 1950-2000; Annual reports, 1928-2018; Account books, 1930-1974; Subscription books, 1950-2000; Miscellaneous correspondence relating to specific trusts and bequests, 1936-1975; undated; List of the Society’s Stations by county, diocese and names of superintendents, with lists of donors of clothing; undated.
From Mrs Jennifer Byrne, Hon. Secretary, Church of Ireland House, 2021

Colton, Rt Revd Dr W. Paul (Bishop of Cork Cloyne and Ross, 1999 to date)
Additional sermons, (nos. 822-907) 2016-2021
From Bishop Paul Colton, Cork

Derryvollen Parish Church (Clogher)
Ground plan and side elevation drawing of Derryvollen church, executed by Welland & Gillespie, August 1866. The plan was found in the effects of the Revd Henry St George Edwards (1824-1882) who was ordained for the Church of Ireland but later served in the Church of England.
From Andy Edwards, Middlesbrough, North Yorkshire

Enthronement Forms
Transferred from the printed collection.

Haydn, Revd John Armour (1845-1920), Rector of Chapel Russell, 1869-72, Nantenan, 1873-1918, and Archdeacon of Limerick 1913-1918, and his family.
Correspondence, watercolour painting, and genealogical information concerning the Revd JA Haydn, his parents, wife Louisa (nee Young) and her family including her brother, the Revd brother William James Mitchell Young (c. 1825-1900), and their children including John Armour Haydn the younger (of Barrington Street, Limerick, artist,1859-1920; undated
From Aileen Goulding Blomgren, Normal, Illinois, USA, 2021

Island and Coast Society
Annual reports, 1885-1967; Miscellaneous printed materials, 1933; undated
From Mrs Jennifer Byrne, Hon. Secretary, Church of Ireland House, 2021

Farr, John, Master Builder, Armagh
Building specifications and related materials concerning various church-related properties and other premises in the City and County of Armagh, many executed by or for John Farr, Builder, The Mall, Armagh, 1842-1856 and undated.
From St John the Baptist Cathedral, Sligo
Jones, Dr Valerie (1943-2014), Dublin and Glendalough Diocesan Communications Officer, 1991-2003
Extensive collection of photographs of events (parochial, diocesan and national) covered by Dr Jones when diocesan communications officer, 1991-2003, together with further related papers including press releases, speeches and draft reports, as well as papers relating to communications education, her teaching at the College of Education, and early involvement in the staff union of same.
From her son, Dr Mark Jones, Dublin

Killaloe and Clonfert Clerical Union
Minute book of the Killaloe and Clonfert Clerical Union, including a photograph of members (c. 1971), 1966-1976
From the Revd J.M. Godfrey, Aughrim, Co. Galway

Three scrapbooks containing press-cuttings, orders of service and correspondence covering aspects of his ministry and public issues on which he commented, together with a file of correspondence revealing the influences of the Archbishop George Otto Simms, Canon Raymond Jenkins and Dean Victor Griffin on his ministry, 1924, 1959-2019
From the Revd Gordon Linney, Glenageary, Co. Dublin.

Lougheed, Canon Brian Frederick Britain (1938-)
Additional personal diaries for the years 1953, 1961, 2008 and 2008, with six additional family photographs, c. 1900-1994 and miscellaneous papers including correspondence, and materials relating to family history, and involvement ecumenical work, c. 1900-2021.
From Canon Brian Lougheed, Killarney, Co. Kerry

Lyons Educational Endowment
Papers of the Trustees of the educational endowment established in Loughrea as the result of the endowment of the late Col. Daniel Lyons, East India Company, including Minute book, 1895-1976; copy will and testamentary papers of the Lyons, as extracted from the registry of the Prerogative Court of Canterbury, c. 1827; and an income and expenditure account book, 1895-1989.
From the Revd J.M. Godfrey, Aughrim, Co. Galway

Mollan, Revd Francis Battesworth (1856-1932) Rector of Kilmogranny, (Ossory), 1883-1901, and later Horetown (Ferns), 1906-1925. Illuminated addresses, dated 5 January 1901, and undated photographs relative to the Revd F.B. Mollan, his first wife, Lydia née Clendennan), who died in 1919; and his second wife Emily Mary (née Evans) whom he married in 1922.
From Dr Charles Mollan, Blackrock, Co. Dublin
Moral Welfare Association (Northern Dioceses) including the former Rescue League
Administrative papers of the Church of Ireland Moral Welfare Association (formerly established in 1937) which assimilated the Church of Ireland Rescue League (established in 1911) in 1939, comprising: Minute books of the Rescue League, 1924-1939; Minute Book of the Welfare Council, 1936-1940; Minute books of the Executive Committee, 1938-1953; Annual Reports and Statements of Accounts, 1940-1985; Miscellaneous printed items, 1955.
From Family Roots, Belfast

Digital copies of a selection of radio and television broadcasts conducted by the Very Revd JTF Paterson, as Dean of Kildare, 1978-89 and as Dean of Christ Church Cathedral Dublin, 1989-2005; with additional papers, published writings and commentaries on liturgical reform, church unity and ecumenism, the ordination of women, press-cuts and correspondence.
From Mrs Patricia Paterson, Howth, Co. Dublin

Poyntz, Rt Revd Samuel Greenfield (1926-2017)
Papers including addresses, sermons, speeches, research notes and writings, papers on episcopacy and materials relating to international delegations to USSR and Israel/Palestine when he represented the Irish Council of Churches and Churches Together in Britain and Ireland. The material covers his first incumbencies in Dublin (St Stephen’s, 1959-1967 and St Anne’s, 1967-1978); as Bishop of Cork, Cloyne and Ross, 1978-1987; and finally as Bishop of Connor, 1987-1995.
From his son-in-law, Bishop Kenneth Kearon

Stevenson, Sir John Andrew (1761-1833), Irish composer
‘Royal service’ being the ‘Te Deum and Jubilate in the key of C sung at the Institution of the Knights of St Patrick 1819 and composed by Sir J. A. Stevenson, first performed in St Patrick’s Cathedral, Dublin, 1819.
From Ms Sarah Cannon, Manchester

Wormell, Daphne (1916-2001)
Complete set of typescript sermons preached as a lay reader, 1974-1994 and undated,
From Canon Horace McKinley, Whitechurch, Dublin
### APPENDIX K

**FUNDS RECEIVED BY THE REPRESENTATIVE CHURCH BODY IN 2021**

**TO BE HELD IN TRUST FOR PARISHES, DIOCESES ETC**

<table>
<thead>
<tr>
<th>Description</th>
<th>£</th>
<th>€</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ashfield (Drumgoon) Church</td>
<td>102,388</td>
<td>112,694</td>
</tr>
<tr>
<td>Charles Strong Bequest</td>
<td>10,000</td>
<td>11,050</td>
</tr>
<tr>
<td>Church Education Society of Ireland</td>
<td>15,000</td>
<td>16,630</td>
</tr>
<tr>
<td>Co Laois Orphan &amp; Childcare Society</td>
<td>67,574</td>
<td>73,380</td>
</tr>
<tr>
<td>D &amp; G Diocesan Board of Education - Rural Distribution</td>
<td>6,383</td>
<td>6,958</td>
</tr>
<tr>
<td>D &amp; G Diocesan Board of Education - Urban Distribution</td>
<td>3,433</td>
<td>3,770</td>
</tr>
<tr>
<td>David McSweeney Bequest</td>
<td>10,000</td>
<td>10,940</td>
</tr>
<tr>
<td>Derek &amp; Pearl Scott Bequest</td>
<td>2,000</td>
<td>2,190</td>
</tr>
<tr>
<td>Donegal Parish Funds</td>
<td>100,000</td>
<td>109,860</td>
</tr>
<tr>
<td>Drumholm Parish Church Repair Fund</td>
<td>20,415</td>
<td>22,060</td>
</tr>
<tr>
<td>Drumholm Surplus Parish Funds</td>
<td>22,558</td>
<td>24,650</td>
</tr>
<tr>
<td>Dundalk Parish Funds</td>
<td>80,000</td>
<td>85,320</td>
</tr>
<tr>
<td>Eleanor Holmes Bequest</td>
<td>100,000</td>
<td>108,780</td>
</tr>
<tr>
<td>Kilbride Arklow Reserve Fund</td>
<td>35,000</td>
<td>37,990</td>
</tr>
<tr>
<td>Kildrumferton Sundry Trusts</td>
<td>5,200</td>
<td>5,580</td>
</tr>
<tr>
<td>Lifford Endowed Schools</td>
<td>15,103</td>
<td>16,500</td>
</tr>
<tr>
<td>Limerick Protestant Orphan &amp; Childcare Society</td>
<td>100,000</td>
<td>109,860</td>
</tr>
<tr>
<td>Mr CE Lewton Bequest</td>
<td>413</td>
<td>454</td>
</tr>
<tr>
<td>Mrs Constance P Boake Bequest</td>
<td>13,000</td>
<td>14,010</td>
</tr>
<tr>
<td>Mullabrack Parish Funds</td>
<td>250,000</td>
<td>271,380</td>
</tr>
<tr>
<td>NIES Wayleave</td>
<td>5,914</td>
<td>6,420</td>
</tr>
<tr>
<td>Patricia Keys Memorial</td>
<td>3,000</td>
<td>3,240</td>
</tr>
<tr>
<td>Protestant Aid</td>
<td>1,600,000</td>
<td>1,732,200</td>
</tr>
<tr>
<td>Richard Willmott Donation</td>
<td>1,000</td>
<td>1,074</td>
</tr>
<tr>
<td>Rosemary Ellen Lee Bequest</td>
<td>57,920</td>
<td>62,380</td>
</tr>
<tr>
<td>Sale of Kanturk Church</td>
<td>3,615</td>
<td>3,880</td>
</tr>
<tr>
<td>Stanley Irvine Bequest</td>
<td>24,000</td>
<td>25,940</td>
</tr>
<tr>
<td>Susan Turner Donation</td>
<td>5,708</td>
<td>6,174</td>
</tr>
<tr>
<td>The Cole Trust</td>
<td>100,000</td>
<td>108,780</td>
</tr>
<tr>
<td>Trory Parish Miscellaneous Donations</td>
<td>3,720</td>
<td>4,030</td>
</tr>
</tbody>
</table>

**Total**                                                          | **286,634** | **2,476,710** |
STANDING COMMITTEE

REPORT OF PROCEEDINGS LAID BEFORE

THE GENERAL SYNOD AT ITS

ONE HUNDRED AND FIFTY-FIRST ORDINARY SESSION 2022
THE GENERAL SYNOD

OF THE

CHURCH OF IRELAND

HONORARY SECRETARIES OF THE GENERAL SYNOD

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
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
GRADUATE INTERN – Mr Stuart Wilson

OFFICE

Church of Ireland House
Church Avenue
Rathmines
Dublin 6

Telephone no. +353 1 4978422
Email synod@rcbdub.org
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1. SUMMARY

Some significant matters dealt with during the year were:

- Approval of the terms of reference of the Church of Ireland Board for Children’s and Family Ministry;
- Approval of legislation on GS representation to be brought to the GS of 2021;
- Approval of the recommendations for the re-launch of Bishops’ Appeal;
- Approval of revision of the Marriage Regulations (NI) 2004 and the Marriage Regulations (RoI) 2007;
- Receipt of report on women in ministry from the House of Bishops and request to the Commission on Ministry to establish a sub-group of explore the topic further and propose recommendations;
- Approval of the appointment of an archdeacon of Ardagh;
- Establishment of a sub-group to explore the possible future use of Zoom for meetings;
- Revision of the terms of reference of the Safeguarding Board.

2. NAMES AND ATTENDANCE OF MEMBERS

During the period June 2021 – March 2022 (inclusive), 5 meetings were held. The current members of Standing Committee began their term on 30th Sept 2021, which was the first day of the first ordinary session of General Synod and thus have been eligible to attend three of the meetings held since the last report. 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

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<thead>
<tr>
<th></th>
<th>Attended</th>
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<tbody>
<tr>
<td>Rev Canon Gillian Wharton</td>
<td>3/3</td>
</tr>
<tr>
<td>Mr Kenneth Gibson</td>
<td>3/3</td>
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<tr>
<td>Ms Hazel Corrigan</td>
<td>2/3</td>
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<tr>
<td>Rev Canon Malcolm Kingston</td>
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ELECTED MEMBERS

Armagh

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<tbody>
<tr>
<td>Rev Henry Blair</td>
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<tr>
<td>Rev Gary McMurray#</td>
<td>1/1</td>
</tr>
<tr>
<td>Mrs Mary Caldwell</td>
<td>2/3</td>
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<tr>
<td>Mrs Caroline Nesbitt</td>
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Clogher

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<td>Rev Canon Ian Berry</td>
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<tr>
<td>Rev Mark Gallagher</td>
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<tr>
<td>Miss Irene Knox</td>
<td>3/3</td>
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<tr>
<td>Mr Glenn Moore</td>
<td>3/3</td>
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<tr>
<td>Archdiocese</td>
<td>Percentage</td>
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<tr>
<td>Derry &amp; Raphoe</td>
<td>2/3</td>
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<td>Kilmore, Elphin &amp;</td>
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<td>Ardagh</td>
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<td>Tuam, Killala &amp;</td>
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<td></td>
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<tr>
<td>Cashel, Ferns &amp;</td>
<td>2/3</td>
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<tr>
<td>Ossory</td>
<td>3/3</td>
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<td></td>
<td>2/3</td>
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<td>1/3</td>
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</tbody>
</table>
Rev Canon Aonghus Mayes resigned in February 2022. Rev Gary McMurray was elected to the vacant place in March 2022.

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

COMMITTEES OF THE STANDING COMMITTEE

FINANCE AND ARRANGEMENTS SUB-COMMITTEE

Mr Wilfred Baker
Ven Robert Miller
The Honorary Secretaries

LEGAL ADVISORY COMMITTEE

His Honour Judge Tom Burgess  Mr Owyn Paulin
His Honour Judge Alistair Devlin  Mr William Prentice
Mr Lyndon MacCann SC  His Honour Judge Ronald Rodgers
The Hon Mrs Justice Catherine McGuinness  The Right Honourable Lord Justice Stephens
The Honorary Secretaries

PRIORITIES FUND COMMITTEE

Mrs Joan Bruton  Mr Glenn Moore
Ms Hazel Corrigan  Very Rev Lynda Peilow
Rt Rev George Davison  Mr Roy Totten
Rev Peter Ferguson  Ven Adrian Wilkinson
3. APPOINTMENTS

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

Church of Ireland representative on the newly-formed Anglican Health and Community Network. Dr Clare Jones

Standing Committee representative on the Commission on Ministry for the triennium. Ven Barry Forde

Disciplinary Panel Ven David Huss

To attend the online European Regional Pre-Assembly from 25 to 26 February 2022

Church of Ireland’s liaison person to PACT for a period of 3 years. Ms Gillian Purser

Representative on the Irish Inter-Church Committee for a period of three years: Very Rev Niall Sloane
To attend the next meeting of the 4 Nations in Wales in May 2022:
The Archbishop of Dublin
The Rt Rev Michael Burrows
Rev Canon Katharine Poulton
Very Rev Niall Sloane.

Conference of European Churches and World Council of Churches European Regional Pre-Assembly
Very Rev Stephen Forde

Irish Inter-Church Meeting
Mrs June Butler

AGM of Irish Council of Churches, 31st March 2022
The Archbishop of Dublin
Dr Elizabeth Leonard
Dr Kenneth Milne
Mr Glenn Moore
Ms Cate Turner
Rev Suzanne Cousins
Mrs June Butler
Ms Maxine Judge
Rev Canon Helene Steed
Mr Ken Gibson
Ven Barry Forde
The Bishop of Derry
Dr Catherine Smith
Rev Joyce Moore
Rev Tracey McRoberts
Very Rev Niall Sloane
Two ordinands, to be appointed by the Director of CITI

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 2022, and appears as Appendix B on page 179. A report from the Church of Ireland Centre DCU is contained in the Board of Education Report.

5. ARCHDEACON OF ARDAGH

At the November 2021 meeting, the Standing Committee gave consent to the proposal for the appointment of an Archdeacon of Ardagh, as approved by the Diocesan Synod of Kilmore, Elphin, and Ardagh on 16th October 2021.

6. AUDIT OF ACCOUNTS

In September 2021, the Standing Committee appointed PricewaterhouseCoopers as Auditors of the accounts of the Representative Church Body.
7. BISHOPS’ APPEAL ADVISORY COMMITTEE

The report of the Bishops’ Appeal Advisory Committee appears as Appendix C on page 181 and includes information on the re-launch that was approved by the Standing Committee at its meeting in June 2021.

8. BOARD FOR MINISTRY WITH CHILDREN AND FAMILIES

The report of the Board appears as Appendix D on page 193. In June 2021, the Standing Committee approved the terms of reference for the Board.

9. CENTRAL COMMUNICATIONS BOARD

A report from the Central Communications Board incorporating the reports of the Broadcasting Committee and the Literature Committee can be found in Appendix E on page 202.

10. CHARITIES LEGISLATION

The Charities Registration Monitoring Working Group has had no substantive outcomes in 2021/2022, and therefore is not submitting a separate report to the Synod on this occasion.

11. SUNDAY SCHOOL SOCIETY/CHILDREN’S MINISTRY NETWORK

The report appears as Appendix F on page 198

12. CHURCH AND SOCIETY COMMISSION

The Church and Society Commission’s report can be found in Appendix G on page 207.

13. CLERGY PENSIONS LEVY

In September 2021, 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 2022 be set at the unchanged percentage level of 13% of the Minimum Approved Stipend in force at 1 January 2022.

14. COMPLAINTS AND DISCIPLINARY PROCEDURE

In January 2022, the Standing Committee considered the 2021 Income and Expenditure report for the Complaints Committee as required under Chapter VIII 23 (e). This report is appended as Appendix H on page 225. Ms Bridget Rippey’s appointment as Complaint Administrator for the purposes of the relevant part of Chapter VIII was approved for a further year.
15. CONSULTATIVE GROUP ON DISABILITY

The report of the Group is contained as Appendix I on page 226.

16. DIGNITY IN CHURCH LIFE CHARTER – NEW POLICIES

At the March 2022 meeting, the Standing Committee considered briefing papers submitted by the Secretary General on proposals for new policies to be included in the Dignity in Church Life Charter. The proposals are for policies to be drafted that will provide for parental sabbaticals (maternity, paternity, and adoptive) for clergy and thus support the health and welfare of members of the clergy who are pregnant or have recently become parents. The second proposed policies are for Clergy Permanent Health Insurance, which would provide continuous financial support for members of the clergy who, by reason of ill health, are unable to carry out their duties of office for a period of more than one year. It would remove the need for members of the clergy suffering from long-term illness or disability to rely on the ill health pension provisions of the Clergy Pensions Fund and protect the incomes of members of the clergy regardless of their length of service.

17. GENERAL SYNOD 2023

The General Synod of 2023 will be held from 11th-13th May in the Croke Park Conference Centre, Dublin.

18. GENERAL SYNOD/STANDING COMMITTEE FINANCES

In September 2021, the Budget Sub-Committee presented its report to the Standing Committee. The report was accepted by the Standing Committee.

19. GENERAL SYNOD ROYALTIES FUND

The balance at 31st December 2021 was €162,601.30 and £2,212.21. During the year the following resolutions were passed for allocations to be made from the Fund:

- A subvention of €5,000 to Cumann Gaelach na hÉaglaise (the Irish Guild of the Church) towards the reprinting and republishing of An Bíobla Naofa (the Holy Bible) in the Irish language to mark the 40th anniversary of the first publication of the version;
- A grant of €3,000 for the publication of a liturgical pastoral resource, provided by the Liturgical Advisory Committee, in respect of situations of Miscarriage, Stillbirth and Neonatal Death;
- A grant of €1,500 for the publication of a liturgical pastoral resource, provided by the Liturgical Advisory Committee, in respect of situations of Sudden and Unexpected Death;
- A grant of €1,000 as a subvention towards the publication of The Church of Ireland under the Stuarts by Dr Patrick Little.
- A grant of £7,000 to the Board of the Church of Ireland Press Ltd to support continuity in publication of The Church of Ireland Gazette and to facilitate the Board in its efforts to secure a sustainable future for this historic publication. £5,000 of this grant is to be funded from the GS
Royalties Fund, with £2,000 being provided from funds agreed by the Allocations Committee (either from underspend on the CCB budget granted by the Allocations Committee or as additional funding). The Central Communications Board is to monitor and review the progress made towards achieving a sustainable future for the Gazette, and to complete a report at the end of a year from the receipt of the grant by the Church of Ireland Press and before any further request will be considered.

20. HISTORICAL CENTENARIES WORKING GROUP

The report of the Working Group may be found as Appendix J on page 228.


In June 2021, the Standing Committee approved revision to the regulations. The revised wording of the relevant section for both jurisdictions is:-

Marriages are ordinarily solemnised in a church or chapel of the Church of Ireland duly consecrated for public worship. Marriages shall not be solemnised at any place other than a church or chapel of the Church of Ireland duly consecrated for public worship unless the circumstances are exceptional and the prior approval of the relevant bishop has been obtained.

22. 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 2021.

At its meeting of 21st September 2021, 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 2022:

(a) no stipend shall be less than £31,100 per annum in Northern Ireland or €38,616 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.
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%

23. 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 2022.

At its meeting of 21st September 2021, 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 2022, remaining unchanged from 2021:

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.

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%
24. PIONEER MINISTRY WORKING GROUP

The report of the Working Group appears as Appendix K on page 231.

25. PRIORITIES FUND

The accounts of the Priorities Fund and the grants, approved by Standing Committee in March 2022, are contained as Appendix L on page 240.

26. CHURCH OF IRELAND SAFE GUARDING BOARD

The report of the Safeguarding Board appears as Appendix M on page 249. In January 2022, the Standing Committee approved revised terms of reference for the Board.

27. SECONDARY EDUCATION COMMITTEE

In March 2022, the Standing Committee re-nominated Mr Wilfred Baker, Ms Hazel Corrigan, Mr Roy Crowe, Ms Elizabeth Hassell, Rev Robert Jones, Ms Joyce Ryder, and Rev Ken Rue and nominated Mr Gavan Woods to the AGM of the SEC, until March 2023.

28. STANDING COMMITTEE INCOME AND EXPENDITURE AND GENERAL PURPOSES FUND ACCOUNTS 2021

The accounts are contained as Appendix N on page 254.

29. STANDING COMMITTEE STATEMENT

A private member’s motion was submitted to the June 2021 meeting, presenting a draft statement for the Standing Committee’ consideration. Members agreed on an amended version of the statement, which reads:

The Church of Ireland affirms that every human being is created with intrinsic dignity in the image of God with the right to life.

We oppose the extreme abortion legislation imposed on Northern Ireland by the United Kingdom Parliament in what was previously considered a devolved issue and ask that legislation is developed that safeguards the wellbeing of both the mother and unborn child. In addition, we encourage our church to provide more support to mothers during pregnancy, particularly during times of crisis.

30. SUB-GROUP TO EXPLORE THE POSSIBLE FUTURE USE OF VIDEOCONFERENCING FOR MEETINGS

The Standing Committee established a group to explore this possibility, in November 2021. Its membership was: Ms Hilda Connolly, Rev Nicola Halford, Ven Robert Miller, Mr Alan Williamson, and the Assessor, Mr Lyndon MacCann, S.C.
In March 2022, the group presented its recommendations, and the Standing Committee passed the following resolution:

That the Standing Committee approves the recommendations of the sub-group concerning the timetabling of General Synod and agrees that, from 2023 onwards, the first and second days of the General Synod should customarily take place in person, with the third day’s business to be held online by means of electronic communications technology over one or two evenings as required within two weeks of the second day of Synod.

The Standing Committee also requested that an exploration of the use of hybrid meeting technology for its own meetings be undertaken.

31. WOMEN IN MINISTRY

On the 30th anniversary of the ordination of women to the priesthood, the House of Bishops set up a focus group to look at the progress of women in ministry in the Church of Ireland. The remit of the group was to look specifically at:

1. the progress, or lack thereof, of women in ministry in the Church of Ireland
2. the reasons that might exist for any lack of progress
3. the possible way forward

The group reported their findings to the House of Bishop, who felt that these findings require a longer and wider remit. Subsequently the report was submitted to Standing Committee at their June 2021 meeting. The Standing Committee agreed with the suggestion in the report that the work should be referred to the Commission on Ministry. Further reports on this project may be found in the report of the Commission.

32. 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. Its report appears as Appendix O on p. 260.
APPENDIX B

The Church of Ireland Centre,
DCU Institute of Education - Advisory Council

REPORT TO THE GENERAL SYNOD 2022

MEMBERS

Members are shown with attendance figures for the two meetings held during 2021.

2 Most Rev John McDowell, Archbishop of Armagh
   School patron (Chair)
0 Most Rev Dr Michael Jackson, School patron
   Archbishop of Dublin
2 Rev Canon Gillian Wharton Honorary Secretary and member of the General Synod
   Board of Education (RI)
2 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)
2 Ms Joyce Perdue National school principal
2 Ms Carolyn Good National school principal from a small rural school
2 Mr Robert Neill Member of the RCB with financial or auditing
   expertise
1 Rev Canon Prof Leslie Francis External academic expert
   Vacant 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.

The Standing Committee in November 2021 reappointed the outgoing members of the Advisory Council for a five-year period.

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 2021 the Council received updates from the Director on the work of the Centre including the ‘Living Faith Living History’ exhibition held in Christ Church Cathedral, Dublin and an online symposium on small primary schools in collaboration with the Irish Primary Principals Network (IPPN). The Council also heard from the Director about the impact of the Covid-19 pandemic on the Centre’s work, and the Director was asked to convey the Advisory Council’s congratulations to all at the Centre for their achievements under pandemic circumstances.

All meetings in 2021 took place via Zoom, but it is hoped that in person engagement can recommence with the work of the Centre from the Spring of 2022.

Further information on the work of the Centre during the year is included in the report of the General Synod Board of Education.

The Council received annual budget figures from the Director. A request for an allocation of €65,270.55 from the Church of Ireland College of Education Fund Trust in support of the work of the Centre in respect of the academic year 2021/2022 was recommended to the RB Executive Committee and approved (2020/2021: €58,926.54). The allocation from the Fund Trust is used to give bursaries and prizes to students, to support the provision of the teaching of religious education in the Centre and to support projects that further the Centre’s ethos.
APPENDIX C

BISHOPS’ APPEAL ADVISORY COMMITTEE (CIBA)

Bishops’ Appeal Committee
Rt Rev Patrick Rooke (Chair, outgoing)
Rt Rev Dr Ferran Glenfield (Chair, incoming)
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 (until autumn 2021)

In support of the committee: Education Advisor, Ms Lydia Monds

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 – Clogher
Rev Claire Henderson – Derry & Raphoe
Rev Elaine O’Brien - Connor
Rev John Anderson – Connor (RIP)
Rev Elizabeth Stevenson - Armagh
Mr Albert Dawson – Kilmore, Elphin & Ardagh
Rev William Steacy – Meath and Kildare
Rev Colin Darling – Down & Dromore

Executive Summary

<table>
<thead>
<tr>
<th>Total Euro Donations 2021:</th>
<th>€567,852.77</th>
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</thead>
<tbody>
<tr>
<td>Legacies:</td>
<td>€452,081.01</td>
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<tr>
<td>General &amp; Specific Donations:</td>
<td>€115,771.76</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Total Sterling Donations 2021:</th>
<th>£126,453.73</th>
</tr>
</thead>
<tbody>
<tr>
<td>General &amp; Specific Income 2021:</td>
<td>£126,453.73</td>
</tr>
</tbody>
</table>

With support from Church of Ireland dioceses, parishes and individuals, and in collaboration with key partner mission and development agencies, Bishops’ Appeal funded crucial disaster relief responses, as well as longer term education, health and agricultural community development programmes throughout the past year.

We also began the process of internal restructuring based on the outcomes of the audit and the instructions of General Synod 2021, some of which included increased
collaboration to strengthen wider church responses to justice issues. These changes continue into 2022.

Outline of work achieved

**Disaster Relief funding:**
We continued to fund Covid-19 disaster relief and front line responses in India, Nepal, South Sudan, Kenya and Bangladesh and also provided humanitarian aid in and around Tigray in Ethiopia (through Tearfund Ireland) and in Haiti following the earthquake (through Christian Aid and Habitat for Humanity). We also funded emergency responses in Lebanon where emergency food, soap and blankets were distributed.

**Sustainable Development Funding (a sample):**
Due to ongoing investment in the area of education in Uganda, Bishops’ Appeal has supported over 7,000 girls to attend and remain in school through awareness raising and additional access to latrines and sanitation through Fields of Life ‘I AM A GIRL’ project. Further literacy programmes were funded through Mothers’ Union in Ethiopia and through Feed the Minds in Kenya.

A number of water projects were supported that brought fresh, clean and accessible water to communities for the first time. This was especially needed as they are now struggling with climate induced water scarcity due to increased drought and then increased water contamination due to intense flooding (funded through Water Drops in Kenya and Habitat for Humanity in Malawi).

Cooperatives in Kenya and Malawi were supported that promoted training and resources for subsistence farmers who could then work together to strengthen their access to national markets.

Health projects such as Christian Aid supports for child headed households in Kenya receiving vaccinations were supported as were maternal health projects in Sierra Leone, the most dangerous place on the planet for a woman to give birth. Additionally we support Tearfund programmes in Cambodia and Iraq that place children in families, who would otherwise grow up in institutions.

Bishops’ Appeal supported the local church to respond to the needs in their communities in a variety of countries such as Egypt, South Sudan, Democratic Republic of Congo, Bangladesh and Bolivia, through multiple key partners such as CMS Ireland, USPG and SAMS.

**Lenten Focus: #Connect4Creation:**
The Lenten focus followed on from previous years focusing on reducing fossil fuel driven travel, encouraging tree planting and reducing use of single use plastics. Here, local and global were connected in order to protect bees. The campaign included:

- awareness raising/education on the necessity of bees and our responsibility to safeguard creation as one of the 5 Marks of Mission;
- a time for outdoor reflection in collaboration with Muddy Church, who produced beautiful trail cards for wandering and wondering during Lent;
- ways to encourage bees in your parish, school, garden or from your windowsill in collaboration with Eco-Congregation Ireland and
• a project supporting bee-keeping in Zimbabwe in collaboration with Christian Aid.

Diocesan Link Projects:
Limerick & Killaloe partnered with Bishops’ Appeal for their Mission Sunday focus, where funds were raised to support communities in Southern Ethiopia take action to protect themselves against a rise in climate related diseases such as diarrhoea, malaria, typhoid and meningitis. The measures put in place also supported the community to stay safe in times of Covid.

Tuam, Killala and Achonry, who supported Water Drops in 2020, received encouraging reports of the implementation of the water project. Remote communities who had long resorted to digging with their hands in the river bank during the dry season to try and access water will soon have access to a more dependable water source. Bishops’ Appeal topped up this donation through General Funds to see the project completed.

Cashel, Ferns and Ossory fundraised in 2020 for projects that finally got underway in 2021, with some delays due to Covid-19. Half the funds will support a Feed the Minds project in Zambia, providing farmers with livestock, training and basic literacy as part of a wider community effort to reduce gender violence, child marriage and malnutrition and increase the inclusion of women, people living with HIV/AIDS and people with disabilities in the wider life of the community. The other half of the funding will support the strengthening of Mothers’ Union literacy circles in the Gambella, Ethiopia and will fund the numeracy courses that women can join once they have completed the literacy course. Again, Bishops’ Appeal topped up diocesan giving from General Funds.

Cork, Cloyne and Ross continued to support Christian Aid cooperatives in Burundi, enabling maize farmers to process their own maize, gain access to national markets and strengthening their harvests and their bargaining position for a decent price for product.

Down and Dromore began planning for a collaborative Lenten Appeal in 2022 which will support a Christian Aid project in Honduras and a Tearfund project in Jordan through a diocesan wide ‘Bishop’s Big Bike Ride’.

Work on strengthening and developing the structures of Bishops’ Appeal:
In autumn 2021 we bid farewell to our Chair, Bishop Patrick Rooke, with gratitude for his steer in all matters relating to the work of Bishops’ Appeal but notably in his work to create structural changes that support the vision and the work being known and understood at diocesan and parish level. Bishop Ferran Glenfield now leads the committee in implementing these changes over the course of the next few years.

Collaboration on Gender Justice Issues:
Throughout 2021 Bishops’ Appeal collaborated with the Mothers’ Union and with Tearfund Ireland to create a training entitled ‘Equipping the Church to take action and end Domestic Abuse.’ The training consists of 5 sessions that include pre-recorded lectures from prominent leaders tasked with supporting the church to become informed of the root causes of violence, to work to become safe spaces and to create a culture of right relationships that permeates every aspect of its internal structures as well as creating connections into the wider community and the global church.

• Lecture 1: The Global Picture, Sabine Nkusi, Gender and Protection Unit Programme Coordinator, Tearfund UK;
Lecture 2: The National Picture, Jacqui Armstrong, Gender Justice and 16 Days/365 Activism to end Gender Violence Coordinator, Mothers’ Union Ireland;
Lecture 3: In Our Pews, Bekah Legg, Director of Restored;
Lecture 4: The Anglican Communion, Mandy Marshall, Director of Gender Justice for the Anglican Communion;
Lecture 5: A Case Study, Robyn Boosy, Advocacy Manager, Mothers’ Union and Former Preventing Violence Against Women Program Manager for Melbourne Diocese.

Bishops’ Appeal funds programmes that support women who are being exploited, trafficked and abused and programmes where local champions are educating and ending violence against women in their communities. However, we must make the link between the local and the global and recognise that 1 in 4 women in Ireland have experienced gender based violence. This number does not decrease with church goers. The church has a responsibility to act to uphold the Christian belief that men and women are made in the image of God and violence, unequal power structures and degradation of any kind mars that image. Bishops’ Appeal is privileged to work alongside pioneers in MU and other agencies to support a culture change, a head and heart change and a structural change that will lead to ending violence against women and girls.

**Action Plan for the year ahead**
With your support, Bishops’ Appeal plans to target funding where it is most needed and where it will make the biggest impact.
We will work with key agencies, dioceses and parishes to support communities and churches bringing transformation and hope in situations of extreme poverty.
We commit to structural changes that will enable this work to grow and to flourish as we prepare to celebrate 50 years of standing in solidarity with people who live in poverty.
We commit to continuing to strengthen collaborations with others working to tackle injustices so we can achieve more together for the glory of God.

**Thanks**
To our Legacy givers and generous donors throughout the Church of Ireland. You make the work possible and enable the Church to follow Christ’s call.
To Mrs Janet Maxwell & Mr Stuart Wilson, who have supported our internal work to be compliant with Charities Regulators.
To the RCB finance department, especially Ms Lynda Small, Mr Duncan Holmes, Mrs Patricia Wilson and Mr Gordon Woods, who receive donations and maintain accounts, we are so grateful for your hard work and dedication.
To Rt Rev Patrick Rooke – we wish you every blessing in your retirement.
**BISHOPS’ APPEAL ACCOUNT 2021**

**INCOME & EXPENDITURE ACCOUNT**

<table>
<thead>
<tr>
<th></th>
<th>2021 (€)</th>
<th>2020 (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
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<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>718,160</td>
<td>353,012</td>
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<tr>
<td>Deposit Interest</td>
<td>5</td>
<td>65</td>
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<tr>
<td>Sterling translation gain</td>
<td>3,965</td>
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<tr>
<td>Tax refunds</td>
<td>12,840</td>
<td>10,165</td>
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<tr>
<td><strong>Total Income</strong></td>
<td>734,970</td>
<td>363,242</td>
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<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administration Expenses &amp; Salaries</td>
<td>32,707</td>
<td>22,175</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>32,707</td>
<td>22,175</td>
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<tr>
<td><strong>OPERATING SURPLUS FOR YEAR</strong></td>
<td>702,263</td>
<td>341,067</td>
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<tr>
<td>Grants Paid</td>
<td>391,370</td>
<td>312,771</td>
</tr>
<tr>
<td><strong>Surplus for the year</strong></td>
<td>310,893</td>
<td>28,296</td>
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**BISHOPS’ APPEAL ACCOUNT 2021**

**BALANCE SHEET**

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<th>Year ended 31 December</th>
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<tbody>
<tr>
<td></td>
<td>2021</td>
</tr>
<tr>
<td></td>
<td>€</td>
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**CURRENT ASSETS**

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<th>2020</th>
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<td>Cash held by the RCB</td>
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<td>Debtors</td>
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<td><strong>Total Net Assets</strong></td>
<td><strong>475,305</strong></td>
<td><strong>164,412</strong></td>
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**FUNDS EMPLOYED**

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<th>2020</th>
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</thead>
<tbody>
<tr>
<td>Balance at 1 January</td>
<td>164,412</td>
<td>136,116</td>
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<tr>
<td>Surplus for the year</td>
<td>310,893</td>
<td>28,296</td>
</tr>
<tr>
<td>Balance at 31 December</td>
<td><strong>475,305</strong></td>
<td><strong>164,412</strong></td>
</tr>
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</table>
INDEPENDENT AUDITORS' REPORT TO THE CHURCH OF IRELAND BISHOPS' APPEAL
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, the Church of Ireland Bishops’ Appeal’s non-statutory financial statements for the year ended 31 December 2021 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 2021;
- 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.

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.

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

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

Responsibilities for the financial statements and the audit

Responsibilities of the Advisory Committee for the financial statements

As explained more fully in the Advisory Committee Responsibility Statement set out on page 4, the Advisory Committee are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they have been properly prepared in accordance with the basis of preparation in note (iii) and the accounting policies in the financial statements and for determining that the basis of preparation and accounting policies are acceptable in the circumstances. The Advisory Committee are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

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

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: http://www.iaasa.ie/getmedia/52589023-1ef6-458b-8b8f-a8282d9007a6/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 Advisory Committee and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the entity, save where expressly agreed by our prior consent in writing.

PricewaterhouseCoopers
Chartered Accountants
Dublin
24 March 2022
### BISHOPS’ APPEAL CONTRIBUTIONS

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<tr>
<th></th>
<th>2021</th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Stg£</td>
<td>€</td>
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<tr>
<td>ARMAGH</td>
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<tr>
<td>CLOGHER</td>
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<tr>
<td>CONNOR</td>
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<tr>
<td>DERRY &amp; RAPHOE</td>
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<td>2,980</td>
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<tr>
<td>DOWN &amp; DROMORE</td>
<td>22,538</td>
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<tr>
<td>KILMORE</td>
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<tr>
<td>CASHEL &amp; OSSORY</td>
<td>-</td>
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<tr>
<td>CORK</td>
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<td>14,920</td>
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<tr>
<td>DUBLIN</td>
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<tr>
<td>LIMERICK</td>
<td>-</td>
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<tr>
<td>MEATH &amp; KILDARE</td>
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<td>TUAM</td>
<td>-</td>
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<tr>
<td>OTHER</td>
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<td>481,602</td>
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<tr>
<td>TOTALS</td>
<td>126,454</td>
<td>567,853</td>
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**TOTALS IN EURO**

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<tr>
<th></th>
<th>718,160</th>
<th>353,012</th>
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### Bishops’ Appeal Grants Paid

**TYPE OF DEVELOPMENT**

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<tr>
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</thead>
<tbody>
<tr>
<td>Disaster Relief</td>
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<tr>
<td>Health &amp; Medical</td>
<td>112,645</td>
<td>54,120</td>
</tr>
<tr>
<td>Education/Communications</td>
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<td>118,945</td>
</tr>
<tr>
<td>Rural Development</td>
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<td>83,008</td>
</tr>
<tr>
<td>Totals</td>
<td>391,370</td>
<td>312,771</td>
</tr>
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</table>

**DEVELOPMENT AGENCY**

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christian Aid</td>
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<td>74,004</td>
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<tr>
<td>CMSI</td>
<td>72,101</td>
<td>55,867</td>
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<tr>
<td>Feed the Minds</td>
<td>24,580</td>
<td>23,500</td>
</tr>
<tr>
<td>Tearfund</td>
<td>51,169</td>
<td>49,817</td>
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<tr>
<td>Others</td>
<td>177,363</td>
<td>109,583</td>
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<tr>
<td>Totals</td>
<td>391,370</td>
<td>312,771</td>
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</table>
## Bishops' appeal grants paid

### GEOGRAPHICAL LOCATION

**AFRICA - € 152,586; Stg £ 78,548;**

<table>
<thead>
<tr>
<th>Project</th>
<th>Location</th>
<th>Agency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Making the Most of Maize</td>
<td>Burundi</td>
<td>Christian Aid</td>
</tr>
<tr>
<td>Christian Aid</td>
<td>Dominican Rep</td>
<td>Christian Aid</td>
</tr>
<tr>
<td>Food Relief</td>
<td>DRC</td>
<td>CMSI</td>
</tr>
<tr>
<td>IRL Model Farm</td>
<td>DRC</td>
<td>CMSI</td>
</tr>
<tr>
<td>South Sudanese Refugees</td>
<td>Egypt</td>
<td>CMSI</td>
</tr>
<tr>
<td>Christian Aid Ethiopia</td>
<td>Ethiopia</td>
<td>Christian Aid</td>
</tr>
<tr>
<td>Tearfund Ethiopia</td>
<td>Ethiopia</td>
<td>Tearfund</td>
</tr>
<tr>
<td>Mother’s Union CFO</td>
<td>Ethiopia</td>
<td>Mother’s Union</td>
</tr>
<tr>
<td>Self Help Africa Kenya</td>
<td>Kenya</td>
<td>Self Help Africa</td>
</tr>
<tr>
<td>Christian Aid Kenya Care of Orphans</td>
<td>Kenya</td>
<td>Christian Aid</td>
</tr>
<tr>
<td>Water Drops Storage Tanks</td>
<td>Kenya</td>
<td>Water Drops</td>
</tr>
<tr>
<td>Food Relief</td>
<td>Kenya</td>
<td>Feed the Minds</td>
</tr>
<tr>
<td>Christian Aid Pigeon Pea</td>
<td>Malawi</td>
<td>Christian Aid</td>
</tr>
<tr>
<td>Habitat For Humanity Water</td>
<td>Malawi</td>
<td>Habitat For Humanity</td>
</tr>
<tr>
<td>Christian Aid Prof Gilmore Malawi</td>
<td>Malawi</td>
<td>Christian Aid</td>
</tr>
<tr>
<td>Fields of Life Rwanda</td>
<td>Rwanda</td>
<td>Fields of Life</td>
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<tr>
<td>Christian Aid Sierra Leone Advent</td>
<td>Sierra Leone</td>
<td>Christian Aid</td>
</tr>
<tr>
<td>CMS South Sudan</td>
<td>South Sudan</td>
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<tr>
<td>Fields of Life I am a Girl</td>
<td>Uganda</td>
<td>Fields of Life</td>
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<tr>
<td>Fields of Life Water</td>
<td>Uganda</td>
<td>Fields of Life</td>
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<tr>
<td>Self Help Africa Uganda</td>
<td>Uganda</td>
<td>Self Help Africa</td>
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<tr>
<td>Christian Aid Connect 4 Creation</td>
<td>Zimbabwe</td>
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**ASIA - € 69,767; Stg £ 34,280;**

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<thead>
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<tr>
<td>USPG Bangladesh</td>
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<td>Tearfund Cambodia</td>
<td>Cambodia</td>
<td>Tearfund</td>
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<td>Indian Covid Relief</td>
<td>India</td>
<td>Christian Aid</td>
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<tr>
<td>Medecins San Frontieres India Covid Relief</td>
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<td>Tearfund Iraq</td>
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<td>Christian Aid Beirut</td>
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<td>Tearfund Lebanon</td>
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<td>Tearfund Yeman</td>
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**CENTRAL AMERICA - € 5,500; Stg £ 4,696;**

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<tr>
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<td>Christian Aid Haiti Appeal</td>
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<td>Habitat For Humanity Haiti Appeal</td>
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<td>Habitat For Humanity</td>
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**SOUTH AMERICA - Stg £ 4,868;**

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<td>South American Mission Society</td>
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APPENDIX D

CHURCH OF IRELAND BOARD FOR MINISTRY WITH CHILDREN AND FAMILIES

Membership
Rt Rev George Davison, Bishop of Connor (Chair)
Children’s Ministry Network representatives:
Rev Canon Jennifer McWhirter (RI)
Ms Lynn 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)
Mrs Carolyn Good (RI)
Standing Committee representative:
The Ven. Ruth Elmes
Liturgical Committee representative:
Rev Julie Bell
Staff:
Dr Peter Hamill (Secretary)
Ms Rachael Murphy (Development Officer)

Vision Statement

The Board for Ministry with Children and Families seeks 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. Its vision is that every Church of Ireland parish, no matter how big or small, is equipped to provide vibrant and engaging ministry with children and families.

For the purposes of the work of this board a child is defined as an individual up to

and including those in primary education approximately 0-12 years. The term family encompasses all who have a part in caring for and raising children.
**Terms of Reference**

During the year the Board developed a draft set of Terms of Reference to govern its work. These terms were submitted to the Standing Committee for approval at its meeting in June 2021 and were adopted. They can be found in the first Appendix to this report.

**Communications**

The Board received an initial paper with advice from Mr Peter Cheney (Press Officer) relating to communications strategies. Consequently work was commissioned from a graphic designer and a new logo to identify the board and its work was adopted. Initial conversations have also taken place about the updating of website facilities and social media channels.

**Children’s Ministry Network (CTBI)**

The Church of Ireland participates in the Children’s Ministry Network organised by Churches Together in Britain & Ireland. Dr Peter Hamill & The Revd James Mulhall were nominated to represent the Church of Ireland on the Executive of that body.

Dr Hamill represented the Board at the Autumn Conference held in Staffordshire in November 2021. The conference had the theme: *Together again: Moving forward in children’s ministry* and the keynote speaker was Dr Sarah Holmes from Liverpool Hope University who shared some research into the effects of the pandemic on children and families. The conference also provided a welcome opportunity to reconnect with practitioners from across the UK and share ideas and resources.

**Development Officer**

Following a recruitment process during the autumn of 2021, the Board was delighted to appoint Ms Rachael Murphy as our Development Officer. Ms Murphy began work in the role at the beginning of January 2022.

Summarising her first few weeks in the role, Rachael said:

“*I am delighted to have started in this role and in these first few weeks have been meeting alongside the Children and Family Ministry reps around the country, learning about the activities taking place in each diocese and listening as to where the greatest needs currently exist.*

*It is clear, even from these early days that we need to both raise the profile of Children and Families ministry and focus on recruiting, equipping and supporting volunteers to help grow & develop new initiatives. The other key area that will require time and energy is the improvement of communication to ensure we are reaching those running Children and Families ministries in their parishes.*"
Children’s Ministry Network / Sunday School Society for Ireland

The board was formed to place the vital ministry amongst children and families in the Church of Ireland on a formal footing within the structures of the church. The practical resourcing of that ministry has been well served in recent times by the volunteers members of the Children’s Ministry Network and over many years by the committee members of the Sunday School Society for Ireland. Their work has served to enthuse and equip those engaged in children’s work across the island.

As the Board assumes responsibility for co-ordinating this work, board members enjoyed the opportunity to meet with representatives of the wider network using an online meeting facility. We are particularly grateful to Ms Lydia Monds for her visionary leadership in both CMN & SSSI over the last number of years.

Finance was made available by the Board from its budget to support the production of resources which were prepared by the CMN/SSSI for distribution across the church.

A report on the work undertaken by the Sunday School Society and Children’s Ministry Network members may be found in the second appendix to this report.
Appendix 1

Church Of Ireland Board For Ministry With Children And Families

Terms Of Reference

Vision Statement

The Board for Ministry with Children and Families 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. Our vision is that every Church of Ireland parish, no matter how big or small, is equipped to provide vibrant and engaging ministry with children and families.

For the purposes of the work of this board a child is defined as an individual up to and including those in primary education approximately 0-12 years. The term family encompasses all who have a part in caring for and raising children.

Governance

The Board for Ministry with Children and Families will report to General Synod but will report through the Standing Committee in the initial three-year period.

Membership

• Chair – nominated from the House of Bishops
• Children’s Ministry Network representatives (2 NI, 2 RI)
• Standing Committee Representative
• Liturgical Advisory Committee Representative
• Board of Education representatives (1 NI, 1 RI)
• Sunday School Society (1 rep) (initial triennium)
• Up to 2 extra co-opted members as required

Responsibilities

Advocacy

• To be a strong advocate for the increased participation of children and families in the life and ministry of the Church.

• To make a case for long term funding and support for ministry with children and families within the Church of Ireland.

Training

• To ensure the provision of high-quality training for all involved in ministry with children and families in the Church of Ireland.
Strategic Planning

• Oversee the appointment and management of the Development Officer for Ministry with Children and Families.

• Agreeing and developing the strategy for the work of the Officer to assist dioceses in planning for ministry with children and families.

Communication and Resourcing

• Support and develop the Children’s Ministry Network as a communications network to dioceses and to leaders of ministry with children and families.

To ensure relevant resources and support are available to all parishes across the Church of Ireland.

Frequency of Meetings

The Board for Ministry with Children and Families will meet at least 3 times annually and shall be convened by the Secretary on the direction of the Chair or through the agreement of members.

Review

The terms of reference of the Board for Ministry with Children and Families will be reviewed at least every three years by Standing Committee, including a review of membership and relevant skills.

Approved by the Standing Committee of the General Synod - June 2021
Executive Summary

Sunday School Society (SSSI) for Ireland exists to support, train and resource all those ministering to and with children and families. Over the past number of years, through the work of the Development Officer, SSSI has worked closely with the Children’s Ministry Network (CMN), sharing social media sites, developing newsletters, accessing funds, disseminating resources and delivering trainings. The following is a sample of what was achieved through both teams working together, primarily through the SSSI Development Officer coordinating the CMN and the Building Blocks team.

Despite and perhaps because of lockdown and restrictions, the teams working to support Children’s Ministry within the Church have been extremely busy, adapting and responding to the new ways that we can maintain connections and grow deeper in faith, even when restricted. We are very grateful to the Priorities Fund and to the Boards of Education RI and NI who funded projects and resources and supported parishes to remain connected with children and families in very difficult circumstances.

This collaboration has culminated in a merger and the emergence of the Church of Ireland Board for Ministry with Children and Families. Moving forward, this Board will expand the work of SSSI and will continue to collaborate with the CMN.

Building Blocks Children and Family Ministry Training Programmes (funded by SSSI and coordinated by the Development Officer.)

- February 2021: the Building Blocks team held an online training exploring ways to engage children and families throughout Lent, Holy Week and Easter, with particular focus on connection in a time of restrictions.

- November 2021: the annual Building Blocks conference was held online complemented by a comprehensive training pack full of resources for implementing throughout Advent and Christmas. It was led by a team of practitioners from around Ireland. The conference was fully booked and attended by leaders from a variety of denominations. The focus was on
equipping and resourcing for personal faith and for their God-given ministry.

Liturgical Advisory Committee Collaboration

Ms Lydia Monds from SSSI and Rev Abigail Sines from the LAC worked together to produce two liturgical resources – one creating space for lament and hope in a service where children are present and the other exploring themes of letting go and taking heart during Advent, where families might be engaging in person or remotely.

Easter 2021

Working alongside SSSI, the CMN had 2,000 Muddy Church Easter Trails made to fit A5 postcard size packs. They were put together on key-rings and their availability to parishes was promoted via the CMN diocesan reps. Parishes in 8 dioceses were supported and a 9th diocese opted to have them printed for their parishes themselves. The feedback was that after a year of coming up with resources and packs and online syllabus and feeling exhausted and burnt out, it was such a joy to receive a ready to go resource that parishes could use to connect with families and together connect with God.

SSSI supported three dioceses to receive Bible Society Easter Story books with family activity sheets – Limerick and Killaloe, Derry and Raphoe and Armagh, where the Board of Education (NI) funded half the costs and the diocese covered the rest. Dioceses could access up to 1,000 story books for distribution to parishes and families.

Summer Resources

#COMpassionchallenge. SSSI in collaboration with CMN ran a simple summer programme exploring acts of compassion in the Gospels and then challenging families to engage in a very simple act of compassion themselves.

Priorities Funding, Summer & Autumn 2021

1. Training: We ran a ‘Family Church’ training where parishes signed up and received a pack with samples of everything they needed to run a liturgical family service in pods/around tables/on picnic blankets. The training interacted with the pack. Whilst this initially targeted families who may not feel comfortable coming back to church while other more vulnerable people are attending, there was scope for this to be a whole church family intergenerational service. Ms Lynn Storey, who is a member of CMN, Building Blocks, the new Board for Ministry with Children and Families and is part of the team that runs a Family Church service in Kilternan delivered the training. There was a strong expression of interest in this training being repeated and in a ministry to parents training also being run.

2. Back to Church Pack

A Back to Church Pack sent out in August 2021 contained the following:

• Welcome Back Sheets from Together@Home;
• Top Tips for Welcome Teams from Make Yourself at Home;
• Postcards for sending to families with service times, events and other info on them;
• Sample covid compliant consent forms and risk assessments;
• Sample resource for a back to church service (blessing of the back packs and sample blessing tags);
• Transition resources and service sheets for children staying in the service (from Together@home);
• Prayer request cards – that can be given to people unable to attend or that Sunday Clubs can offer out with the commitment that the Sunday Club will pray for all those seeking God’s guidance and comfort;
• Muddy Church trail for use in families, Sunday Clubs or parish events.

The packs were sent out via the CMN diocesan representatives.

3. Muddy Church Diocesan Trails

• A trail based on Creation called 'Our Great Big Muddy World' was commissioned by the CMN. It was created by Ms Lucie Hudson, founder of Muddy Church.
• Trails were sent to every diocese, who either opted for larger diocesan events or for parish by parish events.
• Training on using the trails was provided by Ms Lucie Hudson.

_An Advent and Christmas newsletter_ highlighting multiple resources from crib service outlines and All Age service interactive talks and Zoom nativities and Nativity trails and Christmas bake along events and family devotionals was distributed through all social media sites and through the CMN representatives.

_Disestablishment Grants_

To mark the 150th Anniversary of Disestablishment the SSSI offered grants of up to €1000 to each Diocese (to be match funded by the Diocese,) for children’s ministry projects. Applications were approved for five such Diocesan projects which included a project to promote awareness of and allow reconciliation for issues arising from the Decade of Centenaries; subsidising transport to Diocesan Schools' services and part funding an autumnal Diocesan children's home parties.

_Moving Forward_

Over the coming year, Sunday School Society for Ireland will merge and become part of a new and exciting central ministry run through the Board for Ministry with Children and Families. We are grateful to the Church of Ireland for decades of support and are hopeful and prayerful that this vital ministry will continue to expand and thrive. We thank everyone on the SSSI committee for their commitment to the work and for their role in making this new Board possible. We commend the work of the Children’s Ministry Network, which is an invaluable resource of skilled practitioners and advocates for
Children and Family Ministry. Finally, we wish every blessing and success to the new Board as they take hold of the vision and move things forward.

Website: www.cm.ireland.anglican.org

Facebook: www.facebook.com/churchofirelandchildrensministry
APPENDIX E

CENTRAL COMMUNICATIONS BOARD TO GENERAL SYNOD

MEMBERSHIP

Most Rev Patricia Storey (House of Bishops)
Ven Ruth Elmes (Standing Committee)
Rev Canon Gillian Wharton (Honorary Secretary)
Dr Kenneth Milne (Chair – Literature Committee)
Dr Raymond Refaussé (Hon Secretary – Literature Committee)
Very Rev Alastair Grimason (Representative Body)
Ven Dr Stephen McBride (Representative Body)
Rev Anna Williams (Co-option for gender & regional balance)
Mr Roger Childs (Co-option for gender & regional balance)
Rev Alan Rufli (Co-option for gender & regional balance)
Mr David Ritchie (Church House Senior Management)
Mrs Janet Maxwell (Head of Synod Services & Communications) (ex officio)
Mr Peter Cheney Press Officer (in attendance)
Mrs Lynn Glanville Dublin & Glendalough Communications Officer (in attendance)

Broadcasting Committee (not re-appointed as separate sub-committee, January 2022)
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.
Executive Summary
In 2022, the Board’s action plan is to:
• Develop a new model for RTÉ broadcast services (ongoing from 2021);
• Create new guidance on copyright matters to resource parish activity in the light of altered arrangements as a result of the pandemic;
• Continued publicity for the Daily Worship app and online publication sales.

REPORT
Introduction
The ongoing Covid pandemic has again dominated the thinking of the members of the Central Communications Board, as they continue to address the changing needs of parishes in terms of support for online worship, and an altered pattern of communication with parishioners.

A further grant was made to support production of the Church of Ireland Gazette, which remains a valued and important source of comment on and about the Church, and which the Board commends to members of General Synod. The Gazette, published monthly, has been available in electronic form (as well as in print) in recent years, which has proved to be a far-sighted decision on the part of its publisher, Church of Ireland Press Ltd, as it increased the accessibility of the publication to Church members during the pandemic. Subscriptions may be obtained at https://gazette.ireland.anglican.org/subscribe

The Board extends a welcome to the new Chair of Church of Ireland Press Ltd, the Very Revd William Morton, and acknowledges with thanks the work of retiring Chair, Mr Adrian Clements, who has overseen the transition of the Gazette from weekly to monthly publication.

Work was concluded on the communications template to help support governance compliance and this was handed over for further development to the working group of Diocesan Secretaries who have been developing a plan to guide parishes towards compliance with the Governance Code issued by the Irish Charities Regulatory Authority. The majority of parishes have now been asked to adopt the relevant policies under this Code, and there is a plan in place to ensure that select vestries and diocesan councils, being our charity trustee bodies, are regularly prompted by Diocesan Secretaries regarding compliance requirements. More information on the out-workings of this co-operative initiative can be found in the report of the Charities Working Group.

Media Training
A significant training meeting for Diocesan Communications Officers was held in the Kilbroney Centre, Rostrevor, under pandemic restrictions. Speakers included Rev Canon Andrew Orr (Eco-Congregation Ireland) on the subject of climate change and its implications for the Church and Rev Abigail Sines (Christ Church Cathedral) on Dublin city centre’s experience of the pandemic and lockdowns. The Board expresses its thanks to the staff of the centre for the additional work required to host a group safely at this time.
Other media training was provided by Mr Andrew Graystone (Media Futures) for senior spokespersons and newly appointed bishops.

**Press Office**
As Press Officer, Mr Peter Cheney continued to co-ordinate a news service for the Church as a whole, assisted by the Diocesan Communications Officers, and supported the central Church in communicating its work in print, online, and in the broadcast media. Key events and themes over the last year included the Church’s emergence from the winter lockdowns, the Service of Reflection and Hope at St Patrick’s Cathedral, Armagh, and stories from the return of in-person ministry – to people of all ages – which have brought particular joy to our readers and viewers.

The Board recognises the contribution that has been made over the last two years by a dedicated team of communications staff, both central and at the diocesan level, and expresses its heartfelt thanks to them for the dedication and for the creative ways in which they have responded to the challenges facing the Church.

**Broadcasting**
In 2021, Covid-19 continued to have a significant impact on public media needs and consumption. Once again, RTÉ offered additional religious content to meet the spiritual and pastoral needs of Irish viewers and listeners while access to their local places of worship was restricted and made more anxious by Covid. RTÉ would like to thank the clergy and communities who gave freely of their time and talents to share this content.

The Board is also grateful for BBC Northern Ireland’s continued support for weekly Christian worship.

RTÉ also made efforts to reflect the beliefs and cultures of minority faiths through extra programmes, ranging from *St Patrick’s Shorts* (observations on the patron saint and his feast day from minority faith perspectives) to content marking some significant festivals of those communities (e.g. Passover, Ramadan, Vaisakhi, Nawruz, Eid, Rosh Hashanah).

2021 saw the launch of a new scripted reflective series, *A Word in Edgeways*, which plays early in the morning on RTÉ Radio 1 and has featured a number of Anglican voices. The Church of Ireland was also well represented on RTÉ Radio 1’s main religious programme, *The Leap of Faith*, which continued to offer an entertaining mixture of features, interviews and discussions.

On television, former President Mary McAleese presented another series of her personal pilgrimage interviews, *All Walks of Life*. She also marked the centenary of partition with a landmark documentary, *With God On Our Side*, in which she examined the role that religion has played in causing and resolving conflict on the island of Ireland. This film was broadcast on BBC Northern Ireland as well as RTÉ One.
The centenary was the focus, too, of another joint venture with the BBC, broadcasting the Irish Church Leaders’ Service of Reflection and Hope in St Patrick’s Cathedral, Armagh, which reflected its organisers’ intentions of a broad invitation to and participation by members of society, including young people.

Elsewhere on television, while Dear Gay explored the role that Gay Byrne and his letter-writing listeners played in re-shaping Irish attitudes and behaviour, ‘Gaybo’s’ former television series, The Meaning of Life, returned for its fifteenth season, now fronted by Joe Duffy.

At Christmas, St Patrick’s Cathedral, Dublin, marked its 800th anniversary by hosting RTÉ TV’s annual Carols show, Christmas in St Patrick’s, as well as the annual Festival of Nine Lessons and Carols on RTÉ Radio 1.

Later, on Christmas Day, the Anglican and Catholic Primates of All Ireland, Archbishop Eamon Martin and Archbishop John McDowell, offered a joint message of hope and encouragement.

LITERATURE COMMITTEE

MEMBERSHIP
Dr Kenneth Milne (Chairman)
Canon Peter K McDowell
Ven Richard B Rountree
Rev Kenneth G Rue
Rev Bernard Treacy OP
Dr Raymond Refaussé (Honorary Secretary)
Ms Cecelia West
Mr George Woodman
Mrs Janet Maxwell (ex officio)

In attendance: Mr Bryan Whelan, Publications Officer, and Mr Peter Cheney, Press Officer.

Executive Summary
In 2022, the Literature Committee will set out to:
- Prepare the fourteenth book in the Braemor Studies series for publication;
- Support the publication programme of the Liturgical Advisory Committee;
- Support the RCB Library in the publication of an illustrated history of church architecture;
- Evaluate applications for support from the General Synod Royalties Fund.
REPORT

Major outcomes for 2021
Arising out of the Action Plan for 2021, the thirteenth booklet in the Braemor Studies series, which seeks to publish the best of the final year dissertations in CITI, was edited, designed and published. Canon Michael Kennedy’s on-line study of the theology of liturgy was completed, and co-operation with the online purchasing facility which assists with promotion and marketing, sales and distribution continued.

Church of Ireland Publishing
The Literature Committee has continued to further the work of Church of Ireland Publishing (CIP), the publishing imprint for the Church of Ireland.

The following titles were published in 2021:

Rev Canon John R Bartlett, *The Gospels in Iambic Verse (Revised Common Lectionary Year C)*
Rev Michael Kennedy, *Theology of Liturgy*
Dr Kenneth Milne (ed.), *Journal of the General Synod, 2020*
Rev Ken Rue, *Church of Ireland Sunday and Weekday Readings Advent Sunday 2021 to Eve of Advent Sunday 2022*
Rev Christopher West, *Eucharist and Embodiment. An Invitation to Constructive Theological Thinking* (Braemor Studies 13)

Online purchasing
The Literature Committee expresses its gratitude to the Central Communications Board and to the staff of the Finance and IT departments of Church of Ireland House, Dublin, for supporting the facility to purchase Church-related materials online via the Church of Ireland website. This facility has proved extremely popular and is being widely used. Ms Heather Jestin continues to assist with the distribution of materials to parishes. Orders can be placed online at [https://store.ireland.anglican.org/store](https://store.ireland.anglican.org/store) and Ms Jestin is available to assist with queries at heather.jestin@rcbdub.org

A list of allocations from the General Synod Royalties Fund is contained in the Report of the Standing Committee. Applications to the fund should be addressed to Dr Raymond Refaussé, Secretary to the Literature Committee, c/o Synod Department, Church of Ireland House, Church Avenue, Rathmines, Dublin, D06 CF67.
APPENDIX G

THE CHURCH AND SOCIETY COMMISSION OF THE CHURCH OF IRELAND
REPORT 2022

Members

Right Rev Dr Kenneth Kearon (Chair)*  Rev Dr Rory Corbett
Most Rev John McDowell  Dr Elizabeth Leonard
Most Rev Dr Michael Jackson  Rev Martin O’Connor
Mr Ken Gibson  Rev Andrew Orr
Mr Neville Armstrong  Ms Zephryn Patton
Mrs June Butler  Rev Peter Rutherford
Rev Rob Clements  Ven Robert Miller
Ms Jane Burns**

* Retired 31/10/21
** Appointed by Standing Committee 09/03/21

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 last Synod the Church and Society Commission has maintained a focus on Gender Justice and Environmental Climate Change and has responded to government consultations on NI Marriage Law, Organ Donation and the NI Programme for Government.

Gender Justice

Following the well-received joint presentation with Mother’s Union at Synod 2021 CASC would encourage church members to raise awareness of, and call for an end to, gender-based violence in all its forms. It also would encourage everyone to support local events organised by MU during the 16 Days of Activism against GBV which commence annually on 25 November, International Day for the Elimination of Violence Against Women.

CASC also responded to the NI Government consultation on marriage law regarding belief marriage and the minimum age of marriage, with a particular focus on the latter topic as an area of specific importance for gender justice. In addition, the Commission supported the response submitted by Mothers’ Union to the NI Executive’s call for views on the proposed Domestic and Sexual Abuse and Violence against Women and Girls Strategies.

Environmental Climate Change

In keeping with its ongoing commitment to highlighting the issue of environmental climate change CASC provided support to Rev Canon Andrew Orr and Mr Stephen Trew in arranging a hybrid Climate Conference event which is due to take place in April 2022. The event will be widely promoted and will feature several notable speakers on this important subject.
During the year the Church celebrated the first Climate Sunday, when parishes were invited to use dedicated resources to support worship and to help members of the Church reflect upon the issue and make a commitment to fostering change.

NI Organ Donation
CASC remained closely engaged with the consultation process regarding the statutory opt-out system for organ donation in Northern Ireland, providing a supplementary response in September 2021 to progress on the consultation.

Cost of Living
An increase in the cost of living through Inflation in key areas such as transport, electricity, fuel and food coupled with reductions in state benefits have caused increased financial and emotional pressure on families across the island of Ireland. The Commission sought to assist parishes in providing a proactive pastoral response by composing a resource which aimed to list key information and provide guidance on how parishes could equip themselves to help those in need.

NI Blasphemy Law
Following comments made by Minister for Justice Naomi Long MLA, CASC was contacted by the BBC programme Sunday Sequence for a statement. CASC’s response was rooted in its work surrounding the referendum to remove reference to blasphemy from the constitution of the Republic of Ireland.

Housing, Homelessness
The issue of Housing and Homelessness has been one of the key struggles faced by people across the island of Ireland in recent years. The commission has remained committed to finding practical and meaningful ways in which the Church can help those facing this struggle, particularly through liaising with the Irish Inter Church Meeting and with the Irish Council of Churches.

Membership Changes
The Church and Society Commission wishes to express its deepest thanks and appreciation to Rt Rev Dr Kenneth Kearon who stepped down from his position as chair upon retiring in last year. His dedication and leadership during his years as chair were appreciated by all members.

The Church and Society Commission welcomed Ms Jane Burns to the committee at its March 2021 Meeting.
Rising inflation, especially in the areas of food, transport, electricity and gas, and reductions in state benefits are causing increasing financial and emotional pressure for families and individuals living across the island of Ireland. To assist with the Church of Ireland’s pastoral response to this crisis, the Church and Society Commission has prepared the following list of sources of support and is asking parishes to take a pro-active approach by:

- encouraging anyone to ask for help when they sense that they are in need;
- being more aware of neighbours who may be struggling with finances;
- knowledge of and supporting local foodbanks;
- an awareness of the impact of these pressures on family relationships.

Many diocesan orphan societies exist for the benefit and welfare of vulnerable children and their families in financial need. Information on how to apply for assistance from local societies can be obtained from diocesan offices.

The Society of St Vincent de Paul – www.svp.ie – has a presence in all counties and the Salvation Army operates churches and centres in Dublin and major towns across Northern Ireland – a listing with contact details is available at www.salvationarmy.org.uk/ireland

Protestant Aid, operating in the Republic of Ireland, treats all genuine calls for help equally. Its primary activities include grants to alleviate poverty or distress; annuities for the elderly; allowances for heating/energy costs; school expenses; second-level education grants; and third-level loans. Contact details: www.protestantaid.org / 01 668 4298.

Christians Against Poverty’s helpline, for anyone struggling with debt in Northern Ireland, is 0800 328 0006 and a postcode search is available at www.capuk.org. The Money Advice and Budgeting Service (MABS) provides a similar free and confidential service in the Republic – debt advisors can be contacted on 0818 07 2000 or a call-back requested by emailing helpline@mabs.ie or texting by WhatsApp on 086 035 3141.

All of these organisations provide assistance to anyone in need regardless of religious or social background.

Grants or benefits may also be available from local authorities and social welfare officers. Examples of support have included funding for slow cooker schemes and Warm at Home packs. Diocesan Mothers’ Unions have successfully applied for government funding on a cross-community basis to meet social need.
Key contacts for support and advice from public services

<table>
<thead>
<tr>
<th>Republic of Ireland</th>
<th>Northern Ireland</th>
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<tr>
<td><strong>Department of Social Protection</strong></td>
<td><strong>Department for Communities</strong></td>
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<tr>
<td>Income support helpline: 0818 800024</td>
<td>Make the Call – to check if you are missing out on any benefits, services and support to which you are entitled: 0800 232 1271</td>
</tr>
<tr>
<td>All other helplines are listed at <a href="http://www.gov.ie/dspphonenumbers">www.gov.ie/dspphonenumbers</a></td>
<td></td>
</tr>
<tr>
<td><strong>Competition and Consumer Protection</strong></td>
<td><strong>Consumer Council</strong></td>
</tr>
<tr>
<td>Commission 01 402 5555 1890 432 432</td>
<td>0800 121 6022</td>
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<tr>
<td>Visit the consumer hub: <a href="http://www.ccpc.ie/consumers">www.ccpc.ie/consumers</a></td>
<td><a href="http://www.consumerCouncil.org.uk">www.consumerCouncil.org.uk</a></td>
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<tr>
<td><strong>Commission for Regulation of Utilities</strong></td>
<td><strong>Utility Regulator</strong></td>
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<tr>
<td>1800 404 404</td>
<td>028 9031 1575</td>
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Responses to Government Consultations (Appendix 2)
Submission from the Church of Ireland Church and Society Commission to the Committee for Health on the introduction of a statutory Opt-Out system for organ donation in Northern Ireland

Background
The Church and Society Commission (CASC) of the Church of Ireland exists as an advisory group, serving the Standing Committee of the General Synod and engaging with government on particular issues, including issues of legislation.

CASC has the permission of Standing Committee to issue statements under its own authority insofar as this is consonant with agreed Church of Ireland positions. Views expressed by CASC only become representative of the Church as a whole when given approval by the General Synod of the Church of Ireland.

Introduction
The Church and Society Commission 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.

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.”

In the light of the demand for donor organs and the reduction in deceased organs as a result of reduction in road traffic accidents, which is to be welcomed, and the 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, it is understandable that discussion has been and is taking place to try and raise the rate of donation. This has in particular been directed towards the Opt-Out system.

As part of a response to this need, the 2014 General Synod endorsed the fleshandblood campaign which has sought to raise the profile of blood and organ donation within the Church and encourage such donation as a personal gift as well as equipping individuals and churches as advocates for donation. This
campaign was launched in Armagh and Dublin, for Northern Ireland and the Republic of Ireland respectively, in March 2015 by the Archbishops of Armagh.

Experience of presumed consent
Within the United Kingdom, Wales was the first nation to introduce a presumed consent policy for organ transplantation, passed into law in 2013 and implemented in December 2015. In a paper published in 2019, the results were given comparing the results of the numbers of consents and numbers of actual donations in the first 18 months compared to the previous three years. In summary though there had been an increase in consent rate, it had been no greater than in the rest of the United Kingdom, and therefore the Wales increase could not be attributed to the Welsh legislation change. They did find that there had been an increase in family over-ride of 5-7% during the three years before, and 15.1% for the first 15 months and 29.1% in 2016/17. In their conclusion, they stated: “Policymakers should not assume that soft opt-out systems by themselves simply need more time to have a meaningful effect. Ongoing interventions to further enhance implementation and the public’s understanding of organ donation are needed.”

A medical paper published in 2020, on the Welsh experience after five years with presumed consent has shown that there had been a significant increase in the agreement rate of families when approached. However, the authors were unable to give an indication of the relative influences of the change in consent and of the result of two years of public education during the implementation phase and since then.

Spain is a country often used as an example of the effects of a presumed consent policy, and was reviewed by Fabre et al, 2010. The policy was implemented in 1979, and in 1980 following a royal decree and subsequent legal interpretation then the way to establish the potential donor’s wishes was by asking the family, so in practice the system is Opt-In. Spain does not have an Opt-Out register, and therefore no money is spent on it nor on public awareness. Between 1979 and 1989, there was no change in the rate of organ donation or refusal. In 1989, the major change in the system was the placement of transplant coordinators at each procurement hospital. They were mostly intensive care physicians, but not part of the transplant team. They play an active part in co-ordinating the donation process. Training is organised nationally with regular courses for all those directly or indirectly involved.

These results all point to the importance of the family and family involvement in decision making. Death is a profound family matter, especially in a potential
donation environment, which is sudden and unexpected, being either the result of an accident or a catastrophic bleed in the brain. Trust is so important as the patient does not appear conventionally dead, being warm and pink, and breathing, assisted. They need to be confident that there will be no under-treatment or withholding of treatment.

**Presumed consent**
A presumed consent (Opt-Out) system of organ donation has been considered and debated in the Oireachtas and Northern Ireland Assembly in recent years. The Church and Society Commission, responding to an Assembly consultation on the issue in 2013, recommended that:

1. Expressed consent should continue to be the preferred option as the essence of altruistic giving which lies at the heart of organ donation – this essence may be undermined by legislation for presumed consent;

2. Improved education measures and specialised training for medical professionals should be put in place and resourced appropriately before any proposed legislation;

3. Policy-makers should note that an Opt-Out policy would represent a fundamental change in the ethos of giving voluntarily (opting in) to one that is seen as giving by default, where the use of organs after death is presumed;

4. If this change were to take place then it would be important that the wishes of individuals could be recorded easily (particularly if they choose to opt out), and that the register is very accurately kept and is easily accessed by those who need to know, but also secure.

In relation to the change in ethos, the Commission welcomes the assurance from the Department of Health that following a change to presumed consent there would still exist the options of a written Opt-In, a written Opt-Out, and thirdly discussions between families and relevant medical professionals to let them know of a person’s views. This approach would not, in fact, constitute a change from the present situation.

The Commission foresaw a situation where a person opts out but this decision is not shown when the register is accessed at the time but is only later noted. This could have very serious effects on confidence and rates of donation, to say nothing
of a damaging impact on family members already dealing with issues of bereavement.

In the event of the passing of the proposed Act

The Commission appreciated the opportunity to hear the proposed arrangements in particular those for the implementation of the new procedure for obtaining consent. The proposed programme of information and publicity of the public and the training of health professionals likely to be involved in the clinical care of that person, is entirely consistent with proposals we have made in the past to improve the success in obtaining consent, that is in public education and encouragement of family discussions, the use of cases that do become public as a singular opportunity to encourage people, and the further training of the medical staff and nurses in the recognition of potential donors, as well as experienced well trained empathetic transplant coordinators.

We would, however, ask that hospital chaplains are included in the training programme as they are so frequently present at this time in a person’s life and providing pastoral care to the family. We note the emphasis made of funding and for time for all this to take place. We believe that if all this concentrated programme was instituted, then the increased consent rate would occur, leading to increased available organs, all without changing the form of consent. This is supported by the fact that there will be no changes in having registers for those opting in, those opting out and encouragement of family discussions. This would avoid any risk of changing the ethos of giving, the feeling that some shred of good has come out of their profound loss, and avoids a risk of an incomplete Opt-Out register.

In the event of presumed consent becoming law, this Commission will continue to recommend to the Church of Ireland, through General Synod, that the Church will continue to fully support and encourage people to be donors as exemplified in membership of the flesh and blood programme.

1 Church in Society Committee (2008), Report to General Synod, Appendix B: Response to new organ donation proposals put forward by Prime Minister Gordon Brown
3 The effect on consent rates for deceased organ donation in Wales after the introduction of an opt-out system, Madden S, Collett D, Walton P, et al. Find at: https://doi.org/10.1111/anae.15055

4 Presumed consent: a distraction in the quest for increasing rates of organ donation Fabre J, Murphy P, and Matesanz R. Cite this as: BMJ 2010;341:c4973
Submission to the Department of Finance NI Consultation Re: Belief Marriage and Minimum Age for Marriage or Civil Partnership

Response to Marriage Consultation

Belief Marriage

The Minister of Finance is, as noted, consulting on the proposal to amend the Marriage Order 2003 so that belief marriage is placed on an equal footing with religious marriage. The effect of this would be that belief groups can conduct marriages on the same basis as religious groups. The Minister is proposing to take this step in order to address the equality issues identified by the High Court and the Court of Appeal in 2017. If the proposal is agreed, this will mean that adherents of particular belief groups will be able to apply to become officiants and thereafter perform marriage ceremonies on the same basis as religious officiants. In addition, belief organisations will have the same freedoms as religious bodies with regard to marriage venue and will be able to set their own fee for a marriage ceremony and retain that fee. However, as with religious organisations, any fees charged will be for the purpose of covering legitimate costs incurred. Belief celebrants, like religious officiants, will be not be permitted to solemnise marriages for profit or gain.

The following questions are intended to guide and structure your response but are not intended to be exhaustive or prescriptive.

Question 1

General The rationale for the proposed legislative change is to put belief marriage on an equal footing with religious marriage. This would give effect to the opinion of both the High Court and the Court of Appeal in 2017 that the absence of belief marriage in this jurisdiction breached the human rights of non-religious believers.

Are you content that the current marriage law is being amended to include belief marriage, and with the rationale provided for this proposed change?

While the Church of Ireland obviously would wish to promote the sanctity of religious marriage above all other types of such ceremonies, we feel we have to be realistic and support this proposed change which has already, in effect, been accepted by the High Court and Court of Appeal.

Question 2

Applicants In the Smyth case, the High Court noted that the British Humanist Association (BHA), of which the applicant was a member, had 55,000 members and had been in existence for more than a century. It was on the basis that the BHA was an organised belief group of some standing, and that it demonstrated clear cogency, seriousness, cohesion and importance, that the High Court considered that its member, the applicant, could avail of the protections offered by Article 9 of the ECHR.
Should the Registrar General in this jurisdiction determine the genuineness and appropriateness of any applicant belief group as she currently does for religious groups?

| Yes |

Questions 3-5

Qualifying Criteria

Scottish marriage law defines a belief body as:

- An organised group of people that is not a religious body;
- Whose principal object (or one of whose principal objects) is to uphold or promote philosophical or humanitarian beliefs; and
- That meets regularly for that purpose. Scottish law does not list any particular types of group as being excluded as belief groups.

The Dublin Government’s Civil Registration (Amendment) Act 2012, which refers to ‘secular’ rather than ‘belief’ bodies, defines secular bodies as groups that:

- Number at least fifty members;
- Have had a continuous existence of at least five years;
- Are secular, ethical and humanist in their aims; and
- Meet regularly in respect of their beliefs.

In contrast to the Scottish legislation, it also excludes particular groups such as political parties from being considered secular bodies for the purpose of the legislation. The effect of this is to establish quite specific qualifying criteria for secular bodies.

Just as in this jurisdiction, the Registrar General determines whether any particular applicant body is a genuine religious organisation, so in the south, an tArdChláraitheoir determines whether any particular non-religious body applying to solemnise marriages is a secular body for the purpose of the legislation.

Do we need qualifying criteria for belief groups or should it be for the Registrar General to determine whether a belief group is or is not genuine?

| Yes and it would seem that there is considerable merit in the criteria laid down in the Republic of Ireland in that it means only well-established ethical groups can be considered. Otherwise, there is the risk of virtually any group of organisation being involved. Furthermore such a set of criteria would assist the Registrar General in dealing with applications and appeals. |

If so, should we adopt relatively loose qualifying criteria for belief bodies, on the Scottish model, or more specific criteria (and exclusions) on the Dublin model?

| As stated above, we believe the model in the Republic of Ireland is better. |
If we adopt such qualifying criteria for belief groups, should we adopt them for religious groups as well?

Our understanding is that there is already a well-established process for assessing religious groups in that clergy/pastors have, for the most part, been selected, trained and licensed by their particular faith groups and are recommended by their hierarchy for conducting such ceremonies. This is particularly important as marriage is seen by them as something with a spiritual dimension. The process in most religious groups also allows for “screening” by the cleric/pastor of those seeking marriage. However, the application of the Republic of Ireland criteria (except the non-religious point) could also be applied to religious groups thereby ensuring a common approach.

Questions 6-7

Preventing Sham Marriages

Concerns have been raised that belief groups might not have as close a connection to their members as religious groups so that a married couple in a belief marriage ceremony might not be as well-known to the belief body as a religious couple to a religious body. It has been suggested that in enabling belief marriage we will increase the risk of sham marriage. Even if this were the case, it does not, of course, negate the case for enabling belief marriage on grounds of equality.

Do you consider that belief marriage offers a greater opportunity to the organisers of illegal sham marriages as religious or civil marriage?

Yes - our comments above are relevant here. Religious groups have a “screening” process relating to church attendance/membership/personal knowledge of those to be married. To prevent sham marriages, some type of “vetting” process would need to be in place for belief groups with appropriate oversight by the Register General.

Are there adequate controls in place to prevent sham marriages?

We in the Church of Ireland have little knowledge about the scale of this problem but sham marriage is certainly something that needs prevention processes and appropriate protocols in place. At present with religious marriages, clergy/pastors act as the checking mechanism for the Marriage Registrars since the former meet, often actually know the couple seeking marriage and undertake marriage preparation with them.

Question 8-9

Eccentric or Frivolous Marriage Ceremonies
There have been concerns that in permitting belief marriages solemnised by, for example, humanists and other, similarly longstanding and respected organisations, we will in time be required to permit eccentric or frivolous marriage ceremonies that diminish the standing of marriage as an institution. At present, a religious body that wishes to conduct religious marriages must, as noted above, apply to the Registrar General to request officiant status for one or more of its members. The Registrar General can refuse authorisation if, for example, she believes that the applicant body is not a genuine religious body, or does not deem a particular applicant to be a fit and proper person to perform the officiant role or has concerns regarding the content of the marriage ceremony. Similar controls will apply with regard to belief groups.

Do you consider that eccentric or frivolous marriage ceremonies are more likely to take place under belief marriage than under religious or civil marriage?

Yes. We certainly see this as a risk and have heard anecdotally of cases of frivolous ceremonies having taken place. There are also examples of where the ceremonies were clearly "spun out" - possibly to help the officiant justify their fee. In religious marriage, the spiritual dimension and the very serious nature of the vows before God reduce the possibility of frivolity.

Are there adequate controls in place to guard against eccentric or frivolous forms of marriage?

We are unsure in the present circumstances, but appropriate controls such would certainly need to be specified in any new legislation.

Questions 10-12

Independent Celebrants

Independent wedding celebrants provide wedding ceremonies that are not legally valid, i.e. that are purely ceremonial. They are typically offered on a business basis, for profit or gain. Some have advocated legislative change to enable independent celebrants to offer legally binding wedding ceremonies. If independent celebrants were allowed to offer legally binding marriages on this basis, religious and belief groups, in the interest of equality, would need to be extended the same opportunity to provide marriage ceremonies for profit.

Should the law be changed to allow independent wedding celebrants, who operate on a for-profit business basis, to offer legally binding marriage ceremonies? Are there risks in permitting marriage ceremonies to be provided for profit/gain?

We would not support this. Entering into marriage should not be confused with business contracts and no one should be permitted to gain from conducting them. Religious groups are not profit making and see marriage as one dimension of their spiritual work. While a fee/gratuity may be in place, religious marriage is not a commercial operation and this must not change.
Our view is that both religious and belief groups should meet a set of criteria, such as listed above for the Republic of Ireland. We cannot see how independent, individual celebrants could be approved and permitted if such criteria were in place.

Are there risks in permitting marriage ceremonies to be provided for profit/gain?

Yes. The true meaning of marriage, as a union of two persons, could be lost. In Christian marriage - and that in other world religions - the vows are taken before God and it is a solemn and sacred step in life. It is not about money. The sanctity of marriage would be lost if it was undertaken by a third person purely for profit.

Would you favour religious and belief groups being allowed to offer marriage ceremonies for a profit?

No

Questions 13-14

Fees

At present, religious organisations that solemnise marriages or individual officiants can charge a fee reflective of the legitimate costs they have incurred. The purpose of the fees is to enable legitimate costs to be recovered and to ensure the continued operation of the religious group in question. Religious marriage should not incur a loss for those who provide it but neither can fees be charged to generate a profit. If an officiant or religious group is found to be profiting from religious marriage, the officiant, the group or both could lose their right to solemnise marriages.

Are you content with the current regulations which prohibits the solemnisation of marriages for profit or gain?

Yes

Should religious and belief groups publish the fees they charge for solemnising marriages?

While this should not be about price comparison as marriage is not a commodity to be purchased, there should be transparency in this area. It must be remembered that costs will vary considerably from place to place, from officiant to officiant, and from ceremony to ceremony depending how much time and travel is involved, the music required and on the size of the premises to cover the cost of heat/light etc. Those seeking marriage should always be given precise details of all associated costs when meeting the officiant to plan the ceremony.
Minimum Age for Marriage or Civil Partnership

The Minister is also seeking views on the current minimum age for marriage or civil partnership of 16. At present, 16 and 17 year olds can marry conditional on parental consent.

Question 1

Raising the Minimum Age for Marriage/Civil Partnership

At present, as noted, people can marry or have a civil partnership in this jurisdiction aged 16 and 17, provided they have parental consent (or equivalent). People aged 18 and over can marry or enter a civil partnership without parental consent. International organisations such as the United Nations, with considerable NGO and stakeholder support, have advocated a global minimum age of 18. They have defined marriage by a person under the age of 18 as child marriage. Local support for an increase in the minimum marriage/civil partnership age has come from a range of stakeholders including the NI Human Rights Commission and the NI Commissioner for Children and Young People. Government could introduce legislation to remove the current provisions that allow 16 and 17 year olds, albeit conditionally, to marry or enter a civil partnership. While a small number of European governments have taken this step, most continue to allow 16 and 17 year olds to marry subject to parental and/or judicial approval.

Should Government introduce legislation to raise the minimum marriage/civil partnership age to eighteen in line with the recommendation of the United Nations Committee responsible for the UN Convention on the Rights of the Child?

Yes. The UN has done considerable research in this area and are sadly aware of many instances of child marriage, child trafficking (especially with girls being sold for early marriage to older men) and also of parents being coerced to “sell” their daughters into marriage to meet debts.

While admittedly at present the number of marriages of those under 18 is low, we agree that marriage by a person under the age of 18 should be defined as child marriage. The ability to vote, hold various offices etc. is restricted in most jurisdictions to those over 18 as this is seen as the age one can take mature decisions and act in a responsible way. Marriage is a very serious step in life and must be taken only by those who are mature enough to understand what they are doing. It might even be defined as a breach of human rights for that life decision to be taken by a parent or guardian on behalf of anyone under 18.

Question 2

Introducing Additional Consents
People in this jurisdiction aged 16 and 17 can marry or enter a civil partnership conditional on parental consent. Most European jurisdictions are the same in that they allow 16 and 17 year olds to marry subject to parental and/or judicial consent. However, only a small number of jurisdictions allow 16 and 17 year olds to marry solely on the basis of parental consent. Most require parental and judicial consent, or judicial consent alone. Should government continue to permit 16 and 17 year olds to marry or enter a civil partnership but either:

(i) replace the current parental consent requirement with a requirement for the consent of an authoritative body such as a court or,
(ii) make such unions conditional on both parental consent, as now, and the consent of an authoritative body such as a court.

Child marriage (ie for under 18 year olds) should not be permitted in any circumstances.

Question 3

Recognition of Foreign Marriages/Civil Partnerships Involving under-18s

If Government were to legislate to make 18 the minimum age for marriage, marriages and civil partnerships involving residents of this jurisdiction could still be contracted outside the jurisdiction.

If this jurisdiction were to set its minimum marriage/civil partnership age at 18, should it refuse to recognise marriages/partnerships contracted outside the jurisdiction where one or both party is under eighteen?

Yes - we believe such marriages should not be recognised here. (We would be interested to know what happens at present eg with regard to those under 18 marrying here whose origin is a country with an age 18 requirement?)

Question 4

Criminalisation of Child Marriage

Legislation to remove the provisions that currently enable 16 and 17 year olds to marry or enter a civil partnership could also include provisions to criminalise child marriage so that those who conduct or facilitate such marriages would be liable to prosecution.

Should Government make marriage/civil partnership, where one or other party is under the age of eighteen, a criminal offence?
Yes and also any new legislation should include provisions to criminalise child marriage so that those who conduct or facilitate such marriages would be liable to prosecution.

Questions 5-6

Risk of Forced Marriage

Organisations such as the United Nations Committee responsible for UNCRC justify their call for a new minimum age for marriage of eighteen on the grounds that allowing people under that age to marry is child marriage and carries a risk of forced marriage.

Do you believe that, by allowing marriage/civil partnership by people under the age of eighteen, there is a risk of forced marriage?

Yes. Please see the earlier answers - evidence from the UN shows that this is real risk and happening worldwide.

What do you see as the principal risks of forced marriage?

The safety of the child, child abuse, sexual exploitation, sex trafficking, rape - or even gang rape, unhappy marriages, poverty, mental and physical health issues, prevalence of sexually transmitted diseases, unwanted pregnancies, infant mortality, and many associated health risks.

Question 7

Gender Impact of Child Marriage

Because girls are generally more likely than boys to marry, enabling those under eighteen to marry is seen to have a potentially negative effect on girls, depriving them of life chances such as education.

Do you believe that marriage/civil partnership before the age of eighteen—before adulthood—can deprive young people, especially girls, of opportunities such as education?

Yes and also, in the case of girls, ability to mature at their own pace without being bullied by the husband, especially if he is considerably older.

Question 8

Marriage Age in Other Jurisdictions

The Dublin Government has prohibited under-18s from marrying and it is possible similar restrictions will be introduced in England, Wales and Scotland in the near future. Already, a majority of under-18 marriages here are marriages where one or both parties are from
outside the jurisdiction. If we retain our current marriage age and others do not, the numbers of under-18s coming here to marry might increase.

Would you be concerned if this jurisdiction were the only jurisdiction on these islands that permitted marriage for 16 and 17 year olds?

Yes. There should be a common approach across the UK and, given the land border between Northern Ireland and the Republic of Ireland and the close proximity of the other nations, also between the UK and Ireland
## GS Complaints procedure

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Costs will be charged to the RCB income and expenditure account in the year the complaint hearing takes place.
APPENDIX I

CONSULTATIVE GROUP ON DISABILITY

Membership
Rev Aaron McAlister           Ms Ruth McCartney (Resigned Jan 2022)
Rev Alistair Donaldson         Ms Rachael Mackarel
Mr Jasper Chisnall         Ms Emily Casey
Mr Jonny Watson (Resigned Dec 2021)      Mrs Stephanie Casey
Ms Jennifer Bullock

Planning for the future
The new 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:

a. To make people think beyond disability and towards access for all;
b. To make people aware of the legislation in the Republic of Ireland and Northern Ireland and outline the implications of the same;
c. To make people aware of key issues involved in making sure properties are accessible

One of the key projects explored at the group’s first meeting in February 2019 was the development of a self-audit that can then be presented to parishes, that will allow us to assist parishes in becoming more inclusive and disability aware. This self-audit would act as a follow up from the audit and report in 2006 and will allow us to gauge the progress parishes have made in terms of disability access and inclusivity in churches in the intervening years. It might also collate some information around the range of disabilities experienced by church members, their impact, and how churches have changed in order to facilitate disabled members. In doing so we hope to encourage parishes, and people to think beyond physical disability and towards access and inclusion in church for all.

We are now beginning to work on foundations for this audit with the following actions planned:

• Drawing up an Accessibility Charter for both churches and rectories, which we then hope to propose to the Property Committee. 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.

- Engaging with General Synod in the use of Zoom for meetings and how GS can be made more accessible to people with disabilities.

**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 continue with our first projects.
APPENDIX J

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)
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)

Executive Summary

- Liturgies can help clergy to sensitively mark centenaries in a local context;
- Second edition of the Divided States reading list has been produced;
- Continued watching brief as Civil War centenaries period approaches.

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.

Liturgies

Liturgical material which seeks to mark centenaries, especially in local contexts and respecting the sensitivities of the communities involved, continues to be commended by the working group. These liturgies have proved very helpful for local commemorative services in Co. Longford and Co. Cork and to assist clergy in reflecting on the most appropriate wording for similar services.

For any centenary-related occasion, 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. This liturgy would also be appropriate for local use throughout the centenary of the Civil War period in Ireland (28th June 1922 to 24th May 1923) or to mark the centenary of its ending (24th May 1923).

In 2021, the publication of two new liturgies was welcomed – to mark the centenaries of the opening of the Northern Ireland Parliament (in June 1921) and the end of the War of Independence (in July of that year). Introductions setting the historical context for each event were provided by Rev Dr Stanley Gamble and Dr Marie Coleman, respectively.

All of these resources are available at www.ireland.anglican.org/centenaries-liturgies

**Divided States reading list**

A second edition of the reading list – *Divided States: Irish Independence and its Aftermath, 1918-1923* – was produced by the author, Mr George Woodman, and published online by the working group with a foreword by the Primate. Its timeframe extends to the admission of the Irish Free State to the League of Nations in September 1923 and, in a Northern Ireland context, to the conclusion of the inter-governmental agreement on the Border in December 1925.

*Divided States* seeks to encourage a greater understanding of this era in Irish history and covers its wider context, the development of nationalism and unionism, events in Ireland in the centenary period, the Anglo-Irish Treaty, the Civil War, partition and the development of Northern Ireland, the Southern Protestant community, and the role of women in the revolutionary era.

This is available at www.ireland.anglican.org/divided-states

**Centenary Events**

While the coronavirus pandemic again led to the cancellation or postponement of several centenary-related events, the working group noted that many lectures and seminars continued as planned in an online format and, when restrictions allowed, in-person gatherings resumed and provided opportunities to reflect on significant events one hundred years on.

In particular, the working group noted the Service of Reflection and Hope led by the Church Leaders Group at St Patrick’s Cathedral, Armagh (October 2021), the Presbyterian Church’s seminar on the centenary of Northern Ireland (September 2021), lectures hosted by the Speaker of the Northern Ireland Assembly, Mr Alex Maskey MLA, the National Archives of Ireland’s Treaty exhibition in London and in Dublin Castle, and the State commemorations of the centenaries of the Anglo-Irish Truce (July 2021) and the handover of Dublin Castle to the Irish Free State (January 2022).

The working group plans to hold its own 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.
APPENDIX K

CHURCH OF IRELAND WORKING GROUP ON PIONEER MINISTRY

Proposal to General Synod 2022:
That this General Synod commends the proposals contained in the Report of the Pioneer Ministry Working Group.

Executive Summary:
The core concept of Pioneer Ministry is to share the Gospel with people in our communities who have no connection with church. The development of Pioneer Ministries is a movement that may be observed across the Anglican Communion. Key learning from the Pioneer Ministry experience of other Anglican Churches has been the importance of: seeking to grow a pioneering culture across the Church; creating pioneer pathways that complement existing pathways; and planning deployment of pioneers in an affordable and sustainable manner.

Pioneer Ministry has been a subject for reports and discussion at the Church of Ireland General Synod since 2012 with a Pioneer Ministry Working Group being established in 2013. The Working Group and its sub-committees have identified a wide range of diocesan pioneering initiatives, set up an Inter-Diocesan Learning Experience, nominated Diocesan Advocates, obtained funding to support planning and preparation for a national programme and agreed secondments to National Leadership roles.

This report presents the Working Group’s proposals urgently to progress Pioneer Ministry in the Church of Ireland and details a possible timeline for progress:

- **Establishment of a National Leadership structure**;
- **Engagement with dioceses** to promote pioneer-readiness and create pioneer posts;
- **Partnership with the Church Army** to support training pathways;
- **Two Pathways for pioneers**. Separate pathways should be established for the selection, training and deployment of employed and volunteer pioneers.
- **Dedicated Financial Support**. Dedicated funding should be provided for the National Leadership team, training of pioneers, pioneer projects and accommodation needs for some employed pioneers.

The Need for Pioneer Ministry:
What is the purpose of Pioneer Ministry?
To share the Gospel with people in our communities who have no connection with church.

Why are Pioneer Ministries needed?
Over the last 50 years, attendance and membership of the Church of Ireland has progressively declined as has also been observed in many other Christian denominations in Western societies. This has resulted in a narrowing of the fringe of people with whom traditional church can connect. There are now many more people in our communities who
have no engagement with the Church and no understanding of the Christian message. New approaches to ministry – Pioneer Ministries - are needed to cross cultural barriers to enable the Gospel to be shared with people who are well beyond the fringe.

What are Pioneer Ministries?
Pioneers are called to stand in and bridge the widening gap between the church and contemporary culture with the aim of reaching those outside the church and creating together new ways of doing church. Pioneer Ministries seek to engage people where they are, rather than inviting them to come to us. The approach may need to vary depending on the cultural distance between a church and the people group it is reaching out to. An existing church may adapt its approach (e.g., messy church; café church) or there may be a need for a more innovative approach to provide a more contextually appropriate means of gospel transmission if there is a greater cultural distance. Therefore, the outcomes of Pioneer Ministries may be a ‘bridge back’ to traditional church, a new context Christian community within an existing parish or a ‘fresh start’ church plant.

How do Pioneer Ministries relate to traditional church?
Pioneer Ministries are not a replacement for traditional church but are needed in addition to traditional ministries as part of a ‘Mixed Economy’ with traditional church and Pioneering Ministries complementing each other. Both need to be valued and invested in so that traditional and new models of church and ministry will be undertaken in a partnership of honour through mutual prayer, respect, recognition and learning.

Pioneer Ministries are therefore in addition to, rather than instead of, other approaches the Church is using to reach out to and engage with individuals in their neighbourhoods (e.g., community engagement; Christian discovery courses; Sunday School; youth clubs; appointment of children’s, youth or family outreach workers), chaplaincy ministry and nationally coordinated ministry support (CIYD; Children and Families Development Officer).

Pioneer Ministry across the Anglican Communion:
The Church of England had trained over 1500 lay and ordained pioneers by 2017 (20% ordained; 20% licensed; 60% authorised or commissioned) with the aim of increasing the number of pioneers to 6000 by 2027. Non-residential training in Pioneer Ministry for lay leaders has been developed by the Diocese of London in conjunction with the Church Mission Society. Pioneer Ministries have resulted in the setting up of thousands of new churches and have also impacted the culture and mission practices across the whole church. Pioneer Ministries were found to consist of 60% people who did not engage with church (27% de-churched; 33% non-churched).

The Church of England through its Strategic Development Fund allocated £136 million between 2014-2019 to create 200 new pioneer posts and support Pioneer Ministries. They welcome applications from every church tradition with funding targeted towards projects which promote church growth within large urban areas, younger generations and deprived communities. Awards vary in size from just over £0.6 million upwards.
Due to declining congregations and missing generations, the Church in Wales recognised the urgent need to reach out to people who are not members of any church. They train pioneers from both ordained and lay backgrounds at St Padarn’s Institute. They have established three regional Centres of Mission in St David’s in partnership with the Church Army; a new church among Cardiff’s student population; school-focused young faith engagement in Llandaff Diocese; a Christian outreach centre in a former Burton’s shop in Wrexham; and a Welsh-language community church, social enterprises and a pilgrimage ministry in Bangor Diocese.

Pioneer Ministry in the Church in Wales has been financially supported by a £10 million Evangelism Fund created in 2018 through the release of church investments.

The Episcopal Church of Scotland has established Pioneer Ministries in Centres of Mission in partnership with the Church Army. Training in Pioneer Ministry and Church Planting for both lay and ordained is available through a partnership between the Scottish Episcopal Institute and the Church of Scotland. Initiatives include missional cafés, outreach to the homeless and those with substance abuse, as well as chaplaincy to football clubs and schools.

The Anglican churches in Canada, Australia, New Zealand, Singapore and West Malaysia have also successfully developed Pioneer Ministries utilising similar approaches to those in Great Britain.

Learning from Anglican Communion Pioneer Ministry Experience:
Common to the approaches of the Anglican churches in England, Scotland and Wales in this pioneering work is the recognition of the need for:

- encouragement to all traditions of the church to participate in Pioneering Ministries;
- invitation to all dioceses in the church to engage in Pioneer Ministries recognising that dioceses may be at different stages of readiness;
- a variety of approaches to reach the unchurched and the de-churched:
  - ‘Fresh Start’ church planting;
  - parish-based evangelism (e.g. Centres of Mission);
  - parish-based new models of church (messy church; café church);
- leadership of Pioneering Ministries by ordained and by lay pioneers;
- development of training pathways for both ordained and lay pioneers;
- training for all theological students on church planting and contextual Christian ministries;
- inclusion of an understanding of Pioneer Ministries in Continuing Ministry Education programmes for all clergy;
- significant investment by representative church bodies in promoting church growth through the award of grants to dioceses to support specific Pioneer Ministry initiatives.
**Key Learning**

Based on the experience of other Anglican churches, in the British Isles, there is valuable learning about the importance of:

- seeking to grow a pioneering culture within the wider church that nurtures and supports pioneers and Pioneer Ministries rather than just training pioneers;
- creating pioneer pathways that complement rather than compete with existing pathways;
- planning how pioneers will be deployed so that roles are available which are both affordable and sustainable.

**Conclusion**

Anglican churches across the world have created a wide variety of ministry models and ministries to facilitate the fundamental purpose of receiving and handing on the Gospel in the world. It is imperative that the Church of Ireland does the same though it is recognised that pioneering work in Ireland needs to be tailored to Irish contexts.

**General Synod Reports on Pioneer Ministry:**

The Church of Ireland has been discussing, exploring and making plans to progress Pioneer Ministry over the last 10 years:

2012  Bishop Ken Good highlighted the work of the Commission on Ministry in identifying and training Pioneer Ministers with an apostolic gift for initiating new churches.

2013  The General Synod agreed that a Working Group should be set up to explore the vocation to and training for Pioneer Ministry.

2014  The Pioneer Group proposed that the Church of Ireland should provide:
  (a) a training course for ordained and some lay leaders in church planting and pioneering of new communities of faith;
  (b) the existing optional module at CITI on building new communities of faith as an essential element of training for all ordinands;
  (c) opportunities for two suitable ordained or lay candidates per year to specialise in Pioneer Ministry by participating in a 3-year degree course;

2015  The Pioneer Group described the training options (cooperation with Edgehill; Church Army) and the engagement of the House of Bishops with Canon Phil Potter (CoE).

2016  The House of Bishops saw the development of Ordained Local Ministry as parallel to a further evolution of Pioneer Ministry.

2017  The Working Group on Pioneer Ministry reported to the General Synod in 2017:
  (a) Diocesan Pioneer Ministry advocates appointed in all but one diocese;
  (b) ‘Pioneer Ministry and Fresh Expressions in the Church of Ireland’ report to the House of Bishops;
  (c) a survey revealed a wide range of new expressions of church and mission, in parochial and non-parochial ministries, across differing traditions, in rural and urban settings, within and outside of consecrated buildings across all dioceses;
(d) an ‘Inter-Diocesan Learning Experience’ was set up to share experience;
(e) Methodist Church engagement on new expressions of ministry and mission;
(f) Pioneer Ministries should work alongside other ministries with each being valued.

2018 The Working Group on Pioneer Ministry updated the General Synod:
(a) Diocesan advocates from 11 dioceses were meeting regularly;
(b) a facilitated Inter-Diocesan Learning Experience was held involving six dioceses;
(c) there was a need to employ a part-time co-ordinator for Pioneer Ministry to assist in building a vision for Pioneer Ministry, provide advice to dioceses, co-ordinate the Diocesan Advocates group, work with CITI and establish an annual Pioneer Ministry national conference;
The Commission on Ministry’s report noted the possibility of Ordained Local Ministers enriching the life of the church in Pioneer Ministries.

2019 The Working Group on Pioneer Ministry updated the General Synod in 2019 that:
(a) Nine diocesan teams had taken part in the Inter-Diocesan Learning Experience;
(b) there was a need for a communications strategy;
(c) two new diocesan learning communities were to be set up to facilitate leaders to reflect on, learn about and support each other in Pioneer Ministry in their own contexts;
(d) funding had been provided by the Church Fabric and Development Fund and the Priorities Fund to appoint a part-time Project Team consisting of a Team leader, two facilitators and an administrator - with the aim of developing a comprehensive and integrated vision, strategy and delivery for Pioneer Ministry and Fresh Expression in the Church of Ireland.

2020 The Standing Committee Facilitation Committee discussed the possibility of a bishop taking on a portfolio role for Pioneer Ministry.

Key Developments in Pioneer Ministry in the Church of Ireland:
Oversight of the advancement of Pioneer Ministry within the Church of Ireland is being provided by the Pioneer Ministry Working Group.

Key developments have been the:
- putting together of a structure to support the Pioneer Ministry Working Group, with sub-groups reporting on: finance and accommodation; recruitment, selection, deployment and training; legal matters;
- identification of the wide range of church planting and outreach initiatives being taken forward across many dioceses;
- setting up of a collaborative Inter-Diocesan Learning Experience which is being supported to become a learning Pioneer Community;
- involvement of Canon Phil Potter (former Archbishops’ Missioner in the Church of England) to draw on his experience of Fresh Expressions in the Church of England;
• nomination of Diocesan Advocates to support Pioneer Ministry within dioceses;
• funding that has been allocated by the Church Fabric and Development Fund to support planning and preparation for a national programme;
• approval by the House of Bishops to appoint a National Pioneer Ministry Director;
• development of a job description for the role of National Pioneer Ministry Director;
• support for secondments into the roles of National Pioneer Ministry Director and part-time Chair.

Examples of Pioneer Ministry in the Church of Ireland:
The Church of Ireland has planted churches throughout its history with the most recent phase occurring in the 1960s due to population shifts from inner-city to suburban Belfast.

Braniel Community Church, Belfast. Church planted in an underused parish hall within a social housing estate in September 2013. In addition to Sunday worship, there is a Kids and Youth Sunday programme, midweek Kids’ club and Youth Club, outreach into local primary schools for assemblies, after-school bible clubs, and community engagement events.

ReCentre Community Church, Sligo. This new community was pioneered by a Church Army Pioneer Evangelist in 2018, initially meeting in a home before moving into dedicated premises. The congregation is mainly Irish, dechurched, families or singles. As well as Sunday evening gatherings, there is children’s work, Messy Church, vibrant online community activities, seasonal events, Christian basics courses (Alpha) and drop in ministries for kids and adults.

Holy Trinity, Rathmines. A range of Pioneering Ministries are organised and/or supported by Holy Trinity, Rathmines to engage with those not attending traditional church: Graveyard Shift Podcasts; RevoLectionary blogs; Rubicon Conferences; Paradoxology prayer and reflection space at Electric Picnic; Practice and Vespers Young Adults’ Ministry; ACT3 network of Church of Ireland university chaplains in Dublin; and Paternoster gathering.

Urgent Need to Develop Pioneer Ministry in the Church of Ireland:
The Pioneer Ministry Working Group believes that the Church of Ireland urgently needs to grow its capacity to reach new people, in new places, in new ways. It is vital therefore that Pioneer Ministry becomes fully integrated into the core business of the Church of Ireland. Emboldened by the spirit that met the challenge of disestablishment, the Church of Ireland has continually met the obstacles, and seized the opportunities, presented in each subsequent generation. We have planted new parishes in response to demographic shifts, established university chaplaincies, and addressed acute financial pressures (e.g., the €25 million Clergy Pension Fund deficit). The triple challenge of ageing congregations, that are declining in number, in a rapidly changing cultural context, is clear for all to see. The opportunity before us is to invest in Pioneer Ministry, alongside our parishes and chaplaincies, to bring new life and hope through the diverse witness, ministry and mission of the Church of Ireland.
Proposals to Develop Pioneer Ministry in the Church of Ireland:
The aim is to complement, not compete with, existing ministry within the Church of Ireland, growing a culture of pioneering across the wider Church, through cost sensitive and cost-effective proposals covering 5 areas:

1. National Leadership Structure – consisting of:
   a) A Pioneer Ministry Oversight Group chaired by a member of the House of Bishops;
   b) A Pioneer Ministry Working Group, comprised of funded (part-time Chair; National Director; part-time Advisor; and administrator) and voluntary roles appointed by the Pioneer Oversight Group;
   c) A new Pioneer Ministry National Director will commence in Autumn 2022 and report to the Chair of the Pioneer Working Group. The National Director in conjunction with the Chair will report progress to the Pioneer Ministry Oversight Group and to the House of Bishops.

2. Partnership with the Church Army – to deliver training:
   a) The Church of Ireland has established protocols for recognising and, where appropriate, permitting ordination, for individuals trained within Church Army.
   b) Developing a strong partnership between the Church Army base at Sheffield and CITI;
   c) Church Army has experience in the deployment of Church Army Evangelists either as employees of Church Army or of the local ministry.
   d) Church Army resource suite to grow Pioneer Ministry at local and diocesan level;
   e) Church Army has a clear cost structure that is transparent, reasonable, and crucially already clearly established minimising the start-up and ongoing investment that would be required were the Church of Ireland to ‘go it alone’.
   f) Church Army have established links with accrediting bodies, minimising the burden on the Church of Ireland in seeking an academic body to provide accreditation to any Certificate, Diploma or Degree of its own design.

3. Diocesan Engagement
Dioceses, with support from the National Director, will need to help their parishes to understand pioneering and become ‘pioneer-ready’ through a strategic rollout of vision days, diocesan-led conferences and sponsorship of local learning communities. Several dioceses have already established Church Army Centres of Mission, and this may be a profitable model that can be adapted according to the needs and vision of each diocese.
4. Two Pathways for Pioneers – Employed and Voluntary

Employed Pioneers:

a) It is proposed that Pioneers will undertake an accredited course through Church Army, acting in partnership with CITI as the Irish Hub for delivery of training and facilitating residentials.

b) This course will be undertaken along with deployment into a pioneer ministry, project or role with learning complementing practice, and vice versa.

c) It is envisaged that the Pioneer will have a status equivalent to a Church Army Commissioned Evangelist. The benefits of this are:

(i) The established understanding of the role and deployment of Church Army evangelists within the Church of Ireland

(ii) Church Army precedents for deploying evangelists either within the employment of Church Army or within the employment of the parish and/or diocese

(iii) The clear framework and protocols for Church Army evangelists seeking ordination either into Ordained Local Ministry or Stipendiary Ministry

How will Employed Pioneers be selected?

Prospective pioneers will be identified and selected at diocesan level with support from the National Director, ordinarily alongside a pioneer-initiative or project into which they may be deployed during and post training. They will be employed by a parish or diocese.

Can Employed Pioneers seek Ordination?

Selection for Ordained Local Ministry

A Pioneer Minister may subsequently seek ordination through the ‘Ordained Local Ministry’ pathway which would involve further training in accordance with the House of Bishop’s Protocol for Ordained Local Ministry.

Transfer to Stipendiary Ministry

Depending on approval from the House of Bishops, a pathway could be put in place similar to the House of Bishops’ Transfer Protocol for Church Army Evangelists to enable a lay employed Pioneer to transfer to stipendiary ministry after a minimum of five years between commissioning as a Lay Pioneer and the request being made.

Volunteer Pioneers:

The expectation is that most pioneers will be lay volunteers undertaking innovative ministries within a parish or more broadly within a diocese (e.g., diocesan evangelist). Training would utilise the Church Army ‘Faith’ suite of resources (Faith Empowered; Faith Pictures; Faith Shared) and Envoy with a focus on Irish settings.

5. Dedicated Financial Support

Pioneer Ministry requires additional dedicated funding to ensure that Pioneer Ministry can develop alongside traditional ministries. This support is needed in several categories:

National Leadership Funding

This covers the employment costs (part-time National Chair, part-time Advisor, National Director and administrator), travel and accommodation costs for the National Team, the
costs of an Annual Pioneer Ministry Conference and of providing support for Diocesan Advocates and Diocesan Learning Communities.

**Pioneer Ministry Fund**
This covers the full cost of training a pioneer and meets up to 50% of the costs of the associated project for up to 5 years with the applying diocese needing to identify funding to match that provided from the national budget. This Pioneer Ministry Fund would be managed by a Pioneer Ministry Allocations Committee comprised of representatives of the Pioneer Ministry Oversight Group, Pioneer Ministry Working Group, RCB and House of Bishops. This committee would select which diocesan Pioneering project proposals should be supported and cover the training costs for the projects’ associated pioneers. The aim for all Pioneer Ministries is that they become financially self-sustaining through the giving of those they serve which may take in the region of 5 years. Where the Pioneer Ministry is not self-sustaining after 5 years, any ongoing funding to support the Pioneer Ministry will be provided by the relevant diocese.

**Timeline:**
It is proposed that the National Leadership Team be established from the autumn of 2022, commencing work across all dioceses for centres of mission, building on the Inter-Diocesan Learning Experience, accompanying diocesan advocates, and ensuring all preparations are made for the selection and deployment of pioneers and pioneer projects for training and start-up from August 2024.
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**Outreach Initiatives**

- **Family Outreach Project**
- **Glencairn Garden Project, a community garden with mens shed**
- **Mental health and wellbeing ministry for young people**
- **Outreach programmes in deprived housing area**

**Conversion rate Sterling to Euro**

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<td>Down</td>
<td>£5,750</td>
<td>£2,000</td>
<td>£2,220</td>
<td></td>
</tr>
<tr>
<td>OI-23</td>
<td>All Aboard - Connor Children's Ministry</td>
<td>Connor</td>
<td>£7,800</td>
<td>£4,000</td>
<td>£4,440</td>
<td></td>
</tr>
<tr>
<td>OI-24</td>
<td>Braniel Community Church</td>
<td>Down &amp; Dromore</td>
<td>£25,690</td>
<td>£7,000</td>
<td>£7,770</td>
<td>3000</td>
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<tr>
<td>OI-25</td>
<td>Diocese of Down and Dromore</td>
<td>Down &amp; Dromore</td>
<td>£30,000</td>
<td>£0</td>
<td>£0</td>
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</tr>
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</table>

**Conversion rate Sterling to Euro**: €1.110

Standing Committee Decision: continued -->
<table>
<thead>
<tr>
<th>Application Number</th>
<th>Outreach Initiatives</th>
<th>Diocese</th>
<th>Amount Requested</th>
<th>Recommended Grant</th>
<th>Recommended Grant 2nd Year</th>
<th>Standing Committee Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>OI-26</td>
<td>CPF</td>
<td></td>
<td>£800 €0</td>
<td>£800 €888</td>
<td></td>
<td></td>
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<tr>
<td>OI-27</td>
<td>House of Bishops</td>
<td></td>
<td>£0 €120,000</td>
<td>£50,000 €40,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OI-28</td>
<td>Hope Community Church, Craigavon</td>
<td>Dromore</td>
<td>£40,000 €0</td>
<td>£10,000 €11,100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OI-29</td>
<td>St Dorothea's Church Gilnahirk</td>
<td>Down</td>
<td>£12,000 €0</td>
<td>£2,000 €2,220</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OI-30</td>
<td>Green Island Parish</td>
<td>Connor</td>
<td>£10,250 €0</td>
<td>£2,000 €2,220</td>
<td>€0</td>
<td></td>
</tr>
<tr>
<td>OI-31</td>
<td>Tullamore Union</td>
<td>Meath</td>
<td>£0 €2,500</td>
<td>£0 €0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OI-32</td>
<td>Loughinisland Parish Church, Seaforde</td>
<td>Down</td>
<td>£3,000 €0</td>
<td>£1,000 €1,110</td>
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<td></td>
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<tr>
<td>OI-33</td>
<td>Moneyreagh Community Church</td>
<td>Armagh</td>
<td>£28,100 €31,191</td>
<td>£5,000 €5,550</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OI-34</td>
<td>Newtownards St Mark's</td>
<td>Down</td>
<td>£30,000 €33,300</td>
<td>£10,000 €11,100</td>
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<td></td>
</tr>
<tr>
<td>OI-35</td>
<td>Mossley, Newtownabbey</td>
<td>Connor</td>
<td>£5,838 €6,480</td>
<td>£0 €0</td>
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<tr>
<td>OI-36</td>
<td>Carrigrohane</td>
<td>Cork</td>
<td>£0 €30,000</td>
<td>£0 €0</td>
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</table>

£355,464 €371,471 £91,300 €189,843 £8,000 €68,880

continued -->
<table>
<thead>
<tr>
<th>Application Number</th>
<th>Applicant</th>
<th>Diocese</th>
<th>Amount Requested (£)</th>
<th>Recommended Grant (£)</th>
<th>Recommended Grant 2nd Year (£)</th>
<th>Standing Committee Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>CE-1</td>
<td>Hazel Carroll</td>
<td></td>
<td>£18,000</td>
<td>€19,980</td>
<td>£0</td>
<td>£0</td>
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<tr>
<td>CE-2</td>
<td>Wilson’s Hospital School chapel</td>
<td>Meath</td>
<td>£0</td>
<td>€9,500</td>
<td>€5,000</td>
<td></td>
</tr>
<tr>
<td>CE-3</td>
<td>Down &amp; Dromore Youth, Children’s and Families Department (DDYC)</td>
<td>Down/Dromore</td>
<td>£9,100</td>
<td>€10,101</td>
<td>£4,500</td>
<td>€4,995</td>
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<tr>
<td>CE-4</td>
<td>Sunday School Society</td>
<td></td>
<td>£14,000</td>
<td>€10,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CE-5</td>
<td>Mohill</td>
<td>Ardagh</td>
<td>£8,500</td>
<td>£0</td>
<td>€5,000</td>
<td></td>
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<tr>
<td>CE-6</td>
<td>CIYD</td>
<td></td>
<td>£8,000</td>
<td>£0</td>
<td>£0</td>
<td></td>
</tr>
</tbody>
</table>

CE-1: Hazel Carroll
To fund her own PhD in Divinity

CE-2: Wilson’s Hospital School chapel
Update the School Chapel - accessibility to those with hearing/visual impairments

CE-3: Down & Dromore Youth, Children’s and Families Department (DDYC)
To finance the development of a 3 year cohesive youth curriculum for bible studies

CE-4: Sunday School Society
Development of Godly Play ministries and Parent and Toddler groups

CE-5: Mohill
Further development of community outreach - equipment needed

CE-6: CIYD
To create a bursary fund for youth ministry education

£27,100  €70,081  £4,500  €24,995  £0  £0  

continued --->

Note: Conversion rate Sterling to Euro: €1.110

---

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### Innovative Ministry in a Rural Context

<table>
<thead>
<tr>
<th>Application Number</th>
<th>Applicant</th>
<th>Diocese</th>
<th>Amount Requested</th>
<th>Recommended Grant 1st Year</th>
<th>Recommended Grant 2nd Year</th>
<th>Standing Committee Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>IM-1</td>
<td>withdrawn</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IM-2</td>
<td>Termonamongan Parish</td>
<td>Derry</td>
<td>£15,000</td>
<td>€16,650</td>
<td>£6,000</td>
<td>€6,660</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IM-3</td>
<td>Christ Church Kilkeel</td>
<td>Dromore</td>
<td>£35,000</td>
<td>€6,000</td>
<td>£15,000</td>
<td>€16,650</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IM-4</td>
<td>Aghadowey</td>
<td>Derry</td>
<td>£5,463</td>
<td>€6,064</td>
<td>£2,000</td>
<td>€2,220</td>
</tr>
<tr>
<td></td>
<td></td>
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<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>IM-5</td>
<td>Edenderry-Rathangan</td>
<td>Kildare</td>
<td>£0</td>
<td>€13,285</td>
<td>£0</td>
<td>£0</td>
</tr>
<tr>
<td></td>
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</tr>
<tr>
<td>IM-6</td>
<td>NA Duplication</td>
<td></td>
<td>£0</td>
<td>£0</td>
<td>£0</td>
<td>£0</td>
</tr>
<tr>
<td>IM-7</td>
<td>Ballyrashane and Kildolagh</td>
<td>Connor</td>
<td>£28,800</td>
<td>€31,968</td>
<td>£7,500</td>
<td>€8,325</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IM-9</td>
<td>Killinchy, Kilmore and Tullynakill</td>
<td>Down &amp; Dromore</td>
<td>£10,000</td>
<td>€11,100</td>
<td>£0</td>
<td>£0</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IM-11</td>
<td>Carrick Parish</td>
<td>Derry &amp; Raphoe</td>
<td>£32,000</td>
<td>€35,520</td>
<td>£12,000</td>
<td>£13,320</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IM-13</td>
<td>Scarva</td>
<td>Down &amp; Dromore</td>
<td>£4,000</td>
<td>€4,440</td>
<td>£2,000</td>
<td>£2,220</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IM-15</td>
<td>Kilmoremoy St Michaels</td>
<td>Tuam, Limerick &amp; Killaloe</td>
<td>£0</td>
<td>€23,000</td>
<td>£0</td>
<td>£0</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IM-16</td>
<td>Alpha Ireland</td>
<td>Down &amp; Dromore</td>
<td>£0</td>
<td>€15,000</td>
<td>£0</td>
<td>£0</td>
</tr>
</tbody>
</table>

| Total             | £130,263 | €163,027       | £64,500 | £54,395 | £7,500 | £8,325 |

continued --&gt;
### Conversion rate Sterling to Euro

<table>
<thead>
<tr>
<th>Application Number</th>
<th>Applicant</th>
<th>Diocese</th>
<th>Amount Requested</th>
<th>Recommended Grant 1st Year</th>
<th>Recommended Grant 2nd Year</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>T-1</td>
<td>Connor Youth</td>
<td>Connor</td>
<td>£4,000</td>
<td>€4,440</td>
<td>£3,000</td>
<td>€3,330</td>
</tr>
<tr>
<td>T-2</td>
<td>House of Bishops</td>
<td></td>
<td>€40,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>T-3</td>
<td>Mount Merrion Church</td>
<td></td>
<td>£16,000</td>
<td>€17,760</td>
<td>£5,000</td>
<td>€5,550</td>
</tr>
<tr>
<td>T-4</td>
<td>Bishops' Appeal in collaboration with the Mothers' Union</td>
<td></td>
<td>£0</td>
<td>€5,400</td>
<td>£0</td>
<td>€5,400</td>
</tr>
</tbody>
</table>

**Totals**

|                  | £52,827 | €67,219 | £148,300 | €323,513 | £15,500 | €77,205 |

Total recommended grants, 1st and 2nd year **€400,718**
# Priorities Fund

## Income and Expenditure Account

<table>
<thead>
<tr>
<th></th>
<th>Year ended 31 December 2021</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2021</td>
<td>2020</td>
</tr>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>1</td>
<td>507,183</td>
</tr>
<tr>
<td>Investment Income</td>
<td>30,392</td>
<td>31,274</td>
</tr>
<tr>
<td>Income from Sale of Investments</td>
<td>100,000</td>
<td>-</td>
</tr>
<tr>
<td>Individual Contributions</td>
<td>199</td>
<td>133</td>
</tr>
<tr>
<td>Miscellaneous Income</td>
<td>-</td>
<td>67</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>637,774</td>
<td>220,246</td>
</tr>
<tr>
<td><strong>Expenditure</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administration Expenses</td>
<td>2</td>
<td>(20,369)</td>
</tr>
<tr>
<td><strong>Operating Surplus for the Year</strong></td>
<td>617,405</td>
<td>213,423</td>
</tr>
<tr>
<td><strong>Allocations &amp; Grants</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allocations &amp; Grants Distributed</td>
<td>3</td>
<td>(462,908)</td>
</tr>
<tr>
<td><strong>Surplus/(Deficit) after Allocations &amp; Grants</strong></td>
<td>154,497</td>
<td>(417,389)</td>
</tr>
<tr>
<td>Valuation Movement</td>
<td>98,107</td>
<td>(49,667)</td>
</tr>
<tr>
<td>Currency translation adjustment</td>
<td>1,108</td>
<td>(20,898)</td>
</tr>
<tr>
<td><strong>Net Surplus/(Deficit) for the year</strong></td>
<td>253,712</td>
<td>(487,954)</td>
</tr>
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</table>
### STANDING COMMITTEE
#### PRIORITIES FUND

**BALANCE SHEET**

<table>
<thead>
<tr>
<th></th>
<th>Year ended 31 December</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INVESTMENTS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments held by the RCB</td>
<td>5</td>
<td>1,190,452</td>
<td>1,092,344</td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash held with the RCB</td>
<td>6</td>
<td>237,749</td>
<td>112,577</td>
</tr>
<tr>
<td>Debtors</td>
<td>7</td>
<td>65,291</td>
<td>34,859</td>
</tr>
<tr>
<td></td>
<td></td>
<td>303,040</td>
<td>147,436</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td>1,493,492</td>
<td>1,239,780</td>
</tr>
<tr>
<td><strong>FUNDS EMPLOYED</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at 1 January</td>
<td></td>
<td>1,239,780</td>
<td>1,727,734</td>
</tr>
<tr>
<td>Surplus/(Deficit) for the year</td>
<td>253,712</td>
<td>(487,954)</td>
<td></td>
</tr>
<tr>
<td>Balance as at 31 December</td>
<td></td>
<td>1,493,492</td>
<td>1,239,780</td>
</tr>
</tbody>
</table>
Notes to the Financial Statements

1. Contributions

<table>
<thead>
<tr>
<th>Description</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions from the dioceses</td>
<td>507,183</td>
<td>188,772</td>
</tr>
</tbody>
</table>

An amount of €65,291 is included in the 2021 contributions and relates to diocesan contributions which will be received in 2022.

2. Administration Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries &amp; PRSI</td>
<td>20,000</td>
<td>6,823</td>
</tr>
<tr>
<td>Miscellaneous &amp; Transfers</td>
<td>369</td>
<td>-</td>
</tr>
</tbody>
</table>

3. Grants & Loans

<table>
<thead>
<tr>
<th>Category</th>
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<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ministry</td>
<td>47,830</td>
<td>118,196</td>
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<tr>
<td>Retirement Benefits</td>
<td>1,426</td>
<td>895</td>
</tr>
<tr>
<td>Education</td>
<td>44,426</td>
<td>61,237</td>
</tr>
<tr>
<td>Areas of Need</td>
<td>-</td>
<td>10,000</td>
</tr>
<tr>
<td>Outreach Initiatives</td>
<td>303,094</td>
<td>398,475</td>
</tr>
<tr>
<td>Innovative Ministry</td>
<td>66,132</td>
<td>42,009</td>
</tr>
</tbody>
</table>

4. Capital Commitments

As at 31st December 2021 the Priorities Fund had committed grants of €290,610 for Jan 2022 – March 2025. These grants have not been provided for in the Financial Statements.

5. Invested assets are shown at market value at both 31 December 2020 and 31 December 2021.

6. Cash on deposit held by the RCB

<table>
<thead>
<tr>
<th>Description</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash on deposit held by the RCB</td>
<td>237,749</td>
<td>112,577</td>
</tr>
</tbody>
</table>

This represents cash held on behalf of The Church of Ireland Priorities Fund by the RCB in pooled bank accounts.
“All adults and children have a fundamental right to be respected, nurtured, cared for and protected from harm or the risk of harm.” (Church of Ireland Safeguarding Policies)

Members of the Board

- The Archbishop of Armagh, The Most Rev John McDowell
- The Archbishop of Dublin, The 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, The Right Rev 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
- Independent members Ms Barbara McDermott- Director for Safeguarding for the Roman Catholic Diocese of Down and Connor and Chair of the Northern Ireland Safeguarding Boards Interfaith sub group and Mr Paul Stephenson Child Protection in sport officer at NSPCC

Executive Summary
The Standing Committee and The Representative Church Body approved the revised Terms of Reference as given below.

- The Safeguarding Board membership includes representatives of each province appointed by the Archbishops and independent experts in safeguarding from outside of the Church of Ireland.
- The Board has provided a platform for the detailed consideration and review of existing policy and practice and has continued to develop implementation of safeguarding policy and practice in line with understood best practice.
- Vetting for parishes, dioceses and Church of Ireland schools.
- Central safeguarding training is now provided regularly online.
- The compliance aspect of safeguarding has been strengthened following the successful pilot of an online annual safeguarding return and the development of guidelines for safeguarding audits.
- Communications have been refined through a refreshed website format making it more accessible and user friendly, regular diocesan support team meetings and an agreed key diocesan safeguarding contact person network.

**Safeguarding Republic of Ireland and Northern Ireland**

Currently there are four safeguarding polices in the Church of Ireland, two child safeguarding policies, one in Northern Ireland and one in the Republic of Ireland and two adult safeguarding policies in the two jurisdictions. Work began in 2021 reviewing the child safeguarding policies with a view to amalgamating them where possible and simplifying things particularly for the cross border diocese. This is a comprehensive and detailed task that will prompt future changes in our policies and training.

Vetting liaison staff have worked extremely hard in both jurisdictions during the public health restrictions to provide as quick and effective a service as possible to volunteers and staff who require vetting. This crucial function is key in the protection of children and vulnerable adults.

In partnership with the safeguarding officer NI the ongoing development of policies and practise has been a key focus in 2021. One significant aspect of this is the completion of a quality assurance framework that sets out the standards the Church of Ireland strives towards in safeguarding children and vulnerable adults. They are available at https://safeguarding.ireland.anglican.org/ in safeguarding.

An annual online safeguarding return completed its second run out in 2021 and allows each diocese access to detailed information about what the support needs in local parishes are and what level of safeguarding compliance is being achieved.

The Safeguarding Officers have worked closely with the dioceses advising on cases and providing training to panels in child and adult safeguarding. In 2022 it is planned to develop training for trainers in adult safeguarding. A set of guidelines to ensure
consistency in how safeguarding audits was developed with the Diocesan Support Teams and this is the basis now for training provided to those doing safeguarding audits.

Connections and links with other organisations has been really important and both safeguarding officers represented the Church of Ireland in a number of external, national and international and plan to continue this work in 2022. The work of the Board has been supported by independent Board members and the terms of reference have been changed to include the centrality of independent input into the work of the Safeguarding Board.

At the end of 2021, Margaret Yarr retired as Safeguarding Officer for Northern Ireland. For her successor Ms Gillian Taylor, a priority for 2022 will be building relationships with dioceses, statutory bodies and external partners. The Board thanks Margaret for her many years of service and wishes her a very happy and healthy retirement.

**Priorities, Resourcing and Training**

Identified priorities for 2022 included:

a) Providing expertise in case-management support and direct case-management where necessary. Please note that details of individual cases are not generally dealt with by the Board as these need to be confidentially managed by professional officers; The Board does however have the capacity to bring in external independent advice to provide independent expert support when necessary.

b) Further development of policy and practice to ensure that the Church responds consistently and compassionately to victims and survivors of child sexual abuse and other forms of harm and that this is accompanied by practical and appropriate support.

c) Further development of policy and operations including a comprehensive review and amalgamation of the Child Safeguarding policies.

d) Developing training in line with understood good practice and changes in safeguarding policy.

e) Continuing support of diocesan safeguarding through advice, training, communications, reviews and casework.

f) Representation of the Church of Ireland on external bodies such as the Anglican Communion Safe Church Commission and the National Safeguarding Advisory Committee.

All information regarding Safeguarding in the Church of Ireland can be found on [https://safeguarding.ireland.anglican.org/](https://safeguarding.ireland.anglican.org/)

**Revised Terms of Reference**

**Church of Ireland Safeguarding Board - Terms of Reference:**
Overall Statement

The Church of Ireland Safeguarding Board (“the Board”) exists to develop and approve safeguarding policy, to monitor implementation and to report to Standing Committee and the Representative Body as appropriate.

All policies will be in compliance with Irish and UK law as appropriate and will be informed by best practice.

The Board is committed to learning from experience. By a process of continuous improvement it will monitor and challenge the effectiveness of The Church of Ireland’s safeguarding policies and processes.

The Safeguarding Board will submit an annual report for inclusion in the Church of Ireland General Synod Book of Reports.

Functions of the Board

The Board:

- Will review and agree changes to the policies on an annual basis (in June).
- Will develop a 3 year strategic plan with input from relevant external professional bodies and will monitor progress at least annually.
- Will review child and adult safeguarding policies every three years with input from external professional bodies as required.

The Safeguarding Officers will attend and will report to the Safeguarding Board at each meeting. The reports of the Safeguarding Officers will address:

- Policy – changes in legislation, recommended changes to policies
- Training – content, delivered, issues arising
- Compliance – reporting on audits and issues arising from cases
- Operations – Active case numbers and vetting report
- Issues – this is an opportunity to report any issue(s) not covered above

Membership of the Board

a) Two representatives from the House of Bishops (preferably one from each legal jurisdiction) – one of whom shall be the Chairperson.
b) One representative from the Representative Church Body
c) The Chief Officer and Secretary General.
d) An Honorary Secretary of the General Synod.
e) Four members of the clergy: two nominated triennially by the Archbishop of Armagh, and two nominated by the Archbishop of Dublin. In the event of a
vacancy arising, it shall be filled by the Archbishop who first nominated the original nominee. Nominations will reflect a gender balance and a rural/urban balance, in so far as is possible.

f) External expert members (to be co-opted as the Board determines up to a maximum of four people.

The quorum for meetings will be 6 members of the Board to include at least one independent member.

Meeting

The Board will meet at least three times per year.

The Board will meet in January annually to prepare its Annual Report to General Synod, and as often as it determines thereafter.

Dates of meetings for the year will be agreed at the first meeting of the year. Should a matter of urgency arise the Chairperson may convene a special meeting through the Secretary.

Reporting

The Chairperson of the Safeguarding Board shall be responsible for direct liaison with the Chief Officer and the Secretary of the Board following Safeguarding Board meetings, including circulation of minutes, agendas and reports. The Standing Committee of the General Synod or the Representative Church Body may ask the Safeguarding Board to convene to discuss any Safeguarding issue upon which it requires further advice.

Evaluation of terms of reference

The Safeguarding Board’s terms of reference will be reviewed annually. Any amendments to these Terms of Reference will be submitted to Standing Committee for approval.
<table>
<thead>
<tr>
<th>Notes</th>
<th>INCOME</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Representative Church Body</td>
<td>1</td>
<td>603,860</td>
</tr>
<tr>
<td></td>
<td>Royalties Fund Income</td>
<td>51,064</td>
<td>14,928</td>
</tr>
<tr>
<td></td>
<td>Grants/Contributions</td>
<td>5,100</td>
<td>5,939</td>
</tr>
<tr>
<td></td>
<td></td>
<td>660,024</td>
<td>647,072</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Services provided by RCB</td>
<td>3</td>
<td>331,552</td>
</tr>
<tr>
<td>General Synod Expenses</td>
<td>4</td>
<td>1,157</td>
</tr>
<tr>
<td>Miscellaneous Expenses</td>
<td>5</td>
<td>18,741</td>
</tr>
<tr>
<td>Deposit Interest</td>
<td>2</td>
<td>268</td>
</tr>
<tr>
<td></td>
<td>351,718</td>
<td>378,190</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OPERATING SURPLUS FOR THE YEAR</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>308,306</td>
<td>268,882</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ALLOCATIONS AND GRANTS</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allocations to Ecumenical and Anglican</td>
<td>114,771</td>
<td>113,083</td>
</tr>
<tr>
<td>Allocations to Church related Organisations</td>
<td>185,244</td>
<td>151,051</td>
</tr>
<tr>
<td></td>
<td>300,015</td>
<td>264,134</td>
</tr>
<tr>
<td>Surplus for year</td>
<td>8,291</td>
<td>4,748</td>
</tr>
</tbody>
</table>
## STANDING COMMITTEE

### FUND ACCOUNT

<table>
<thead>
<tr>
<th></th>
<th>Year ended 31 December</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2021</td>
</tr>
<tr>
<td></td>
<td>€</td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
</tr>
<tr>
<td>Cash on deposit held by RCB</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>315,088</td>
</tr>
<tr>
<td>Net Assets</td>
<td></td>
</tr>
<tr>
<td></td>
<td>315,088</td>
</tr>
</tbody>
</table>

### FUNDS EMPLOYED

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>Balance at 1 January</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Surplus for the year</td>
<td>8,291</td>
<td>4,748</td>
</tr>
<tr>
<td>Currency translation adjustment</td>
<td>2,986</td>
<td>(2,551)</td>
</tr>
<tr>
<td>Balance as at 31 December</td>
<td>315,088</td>
<td>303,811</td>
</tr>
</tbody>
</table>
Notes to the Accounts

1. Income from Representative Church Body

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Representative Church Body allocation</td>
<td>732,869</td>
<td>701,491</td>
</tr>
<tr>
<td>Refund unexpended allocation</td>
<td>(129,009)</td>
<td>(75,286)</td>
</tr>
<tr>
<td>Total income from RCB</td>
<td>603,860</td>
<td>626,205</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Royalties Fund</td>
<td>(268)</td>
<td>(254)</td>
</tr>
</tbody>
</table>

3. Services provided by the RCB

Services provided by the RCB relates to the time apportionment of certain RCB staff who provided Standing Committee support.

4. General Synod Expenses

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Venue and Facilities</td>
<td>1,157</td>
<td>30,659</td>
</tr>
</tbody>
</table>

5. Miscellaneous Expenses

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Publications &amp; Printing</td>
<td>-</td>
<td>2,634</td>
</tr>
<tr>
<td>Honorary Secretaries’ expenses</td>
<td>12,428</td>
<td>12,216</td>
</tr>
<tr>
<td>Children’s Ministry</td>
<td>1,519</td>
<td>659</td>
</tr>
<tr>
<td>Porvoo Expenses</td>
<td>-</td>
<td>366</td>
</tr>
<tr>
<td>COI Church &amp; Society CO</td>
<td>-</td>
<td>66</td>
</tr>
<tr>
<td>Council for Mission</td>
<td>322</td>
<td>1,401</td>
</tr>
<tr>
<td>Commission on Ministry</td>
<td>1,298</td>
<td>5,879</td>
</tr>
<tr>
<td>Subscriptions</td>
<td>3,174</td>
<td>2,988</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>18,741</td>
<td>26,209</td>
</tr>
</tbody>
</table>
6. Ecumenical and Anglican Organisations

<table>
<thead>
<tr>
<th>Organisation</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anglican Consultative Council</td>
<td>58,103</td>
<td>54,696</td>
</tr>
<tr>
<td>Churches Together in Britain and Ireland</td>
<td>11,886</td>
<td>11,189</td>
</tr>
<tr>
<td>Irish Council of Churches</td>
<td>21,078</td>
<td>24,803</td>
</tr>
<tr>
<td>Irish School of Ecumenics</td>
<td>2,000</td>
<td>-</td>
</tr>
<tr>
<td>Irish Inter-Church Meeting</td>
<td>10,382</td>
<td>12,216</td>
</tr>
<tr>
<td>World Council of Churches</td>
<td>4,593</td>
<td>4,239</td>
</tr>
<tr>
<td>Conference of European Churches</td>
<td>5,060</td>
<td>4,940</td>
</tr>
<tr>
<td>Delegates’ expenses (travel/conferences)</td>
<td>1,669</td>
<td>1,000</td>
</tr>
</tbody>
</table>

| Total                                           | 114,771| 113,083|

7. Allocations to Church related Organisations

<table>
<thead>
<tr>
<th>Organisation</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Communications Board</td>
<td>104,348</td>
<td>92,240</td>
</tr>
<tr>
<td>Grants paid to General Church Organisations</td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Grants paid to Support Allocations</td>
<td>11,000</td>
<td>11,000</td>
</tr>
<tr>
<td>Church of Ireland Marriage Council</td>
<td>2,890</td>
<td>3,421</td>
</tr>
<tr>
<td>2019 Chapman Donation reserved for</td>
<td>-</td>
<td>14,150</td>
</tr>
<tr>
<td>Children’s Ministry Project</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Royalties Fund Expenditure</td>
<td>62,006</td>
<td>25,240</td>
</tr>
</tbody>
</table>

| Total                                           | 185,244| 151,051|

8. Cash on Short Term Deposit

<table>
<thead>
<tr>
<th>Organisation</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Royalties Fund</td>
<td>165,231</td>
<td>177,908</td>
</tr>
<tr>
<td>Hymnal Revision</td>
<td>1,531</td>
<td>1,441</td>
</tr>
<tr>
<td>Other Account Balances</td>
<td>148,326</td>
<td>124,462</td>
</tr>
</tbody>
</table>

| Total                                           | 315,088| 303,811|

This represents cash held on behalf of Standing Committee by the RCB in pooled bank accounts.

9. Foreign currency transactions have been translated to Euro at the rate of exchange ruling on 31 December 2021, €1 = £0.8413 (2020: €1 = £0.8937).

10. An accountants report has not been provided for these financial statements, as the balance of €315,088 is included within the scope of the Representative Church Body’s audit.
FINANCIAL STATEMENTS

CHURCH OF IRELAND GENERAL PURPOSES FUND

For the Year Ended

31 December 2021
INCOME AND EXPENDITURE ACCOUNT

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>INCOME</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment Income</td>
<td>1,105</td>
<td>1,105</td>
</tr>
<tr>
<td></td>
<td>1,105</td>
<td>1,105</td>
</tr>
<tr>
<td>EXPENDITURE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registrar’s fees</td>
<td>63</td>
<td>63</td>
</tr>
<tr>
<td></td>
<td>63</td>
<td>63</td>
</tr>
<tr>
<td>OPERATING SURPLUS FOR THE YEAR</td>
<td>1,042</td>
<td>1,042</td>
</tr>
<tr>
<td>Balance at 1 January 2021</td>
<td>43,997</td>
<td>44,663</td>
</tr>
<tr>
<td>Currency translation adjustment</td>
<td>5</td>
<td>(6)</td>
</tr>
<tr>
<td>Unrealised Gains on Revaluation</td>
<td>6,994</td>
<td>(1,702)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at 31 December</td>
<td>52,038</td>
<td>43,997</td>
</tr>
<tr>
<td>FUNDS EMPLOYED</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments</td>
<td>44,729</td>
<td>37,731</td>
</tr>
<tr>
<td>Cash held with the RCB</td>
<td>7,309</td>
<td>6,266</td>
</tr>
<tr>
<td></td>
<td>452,038</td>
<td>43,997</td>
</tr>
</tbody>
</table>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31st December 2021, €1 = £0.8413 (2020: €1 = £0.8937)

Signed:

The Most Rev John McDowell
Archbishop of Armagh

Honorary Secretary
Date:
APPENDIX O

WORKING GROUP CONCERNING A CO-ORDINATED RESPONSE BY THE CHURCH TO HISTORIC INSTITUTIONAL ABUSE

Membership

The Archbishop of Armagh
The Archbishop of Dublin
The Chief Officer & Secretary General
The Chair of the RB Executive Committee
The Assessor, Mr Lyndon MacCann Esq SC
Rev Canon Gillian Wharton, Hon Secretary
Mr Ken Gibson, Hon Secretary
Mrs Janet Maxwell

The Working Group was established by resolutions of the Standing Committee and Representative Body to help the Church engage helpfully and positively on matters arising from cases of historic abuse.

The Working Group’s remit is broad, being tasked with 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. Some aspects of this work day-to-day sit with dioceses and parishes as well as with central structures. The Working Group exists to support and assist the Archbishops, Bishops and the Chief Officer and Secretary General in their engagement with State representatives, commissions of inquiry, the media and other third parties concerning the above.

During 2021, the Working Group noted the following matters:

- Conclusion of the Inquiry into Historical Institutional Abuse, Northern Ireland and launch of a redress scheme with one item of related correspondence.

- Launch of a Public Inquiry in Northern Ireland following an initial research report into Mother and Baby Homes in Northern Ireland with related correspondence. Notice was given by the State of the intention to launch a redress scheme. Details are yet to be announced.

- Launch of an Inquiry in Northern Ireland into historical abuse (including clerical and church-related allegations of child abuse). The Working Group noted that archbishops and bishops have written to clergy in their dioceses to ask for a review of records containing any information pertaining to
historic abuse allegations. Responses to this review are being collated at a diocesan level during 2022. The Working Group noted work undertaken by the Safeguarding Board in respect of various historic matters, and its emphasis on a victim-focused approach to receiving, reporting and managing allegations.

• Report issued by the Inquiry into Abuse in Mother and Baby Homes in the Republic of Ireland and the launch of a redress scheme in respect of these, with related correspondence. A meeting with Minister Roderic O’Gorman took place on 14th February 2022 at the request of the Minister and discussed the government’s plans arising from the report *An Action Plan for Survivors and Former Residents of Mother and Baby and County Home Institutions.*

• Introduction of ‘The Birth Information and Tracing Bill’ by Minister Roderic O’Gorman, January 2022.

The Working Group has also initiated or recorded the following actions:

*Scoping Study of records of Church of Ireland Adoption Society (NI)*

The Working Group, with the assistance of the Representative Body, provided a grant to Family Routes (previously Adoption Routes, and previously the Church of Ireland Board for Social Responsibility Ltd) to assist in producing a scoping study of records held by Family Routes as part of its work in adoption tracing. Family Routes holds remaining records for various homes in Northern Ireland. The records are not complete, but form the nexus of surviving information used to assist former residents or children born in these homes. The institutions include Kennedy House, and Hopedene Hostel and the Church of Ireland Adoption Society.

This study reviewed 10 percent of the files held for the Church of Ireland Adoption Society and provided an overview of the content, which will be shared with the Public Inquiry. The Working Group is exploring the possibility of extending the study to increase the survey sample, thus providing greater insight into the information contained in these records and what it reveals of practices in Protestant-ethos bodies. The initial survey revealed no instances of cross-border adoption and provided evidence that options for the future of mother and baby were regularly discussed with new mothers and the outcomes (sometimes with the reasoning for the choice made) often, while not in every instance, being recorded in files.

*Republic of Ireland Mother and Baby related matters*

On 14th February 2022, the Archbishop of Dublin with Revd Canon Gillian Wharton (Hon Secretary), Mr David Ritchie (Secretary General) and Mrs Janet Maxwell (Head
of Synod Services), met with Roderic O’Gorman TD, Minister for Children, Equality, Disability, Integration and Youth, at his invitation to discuss matters arising from the report *An Action Plan for Survivors and Former Residents of Mother and Baby and County Home Institutions*.

As well as addressing matters associated with ownership of former mother and baby institutions, this Action Plan looks at ways that state, church and society can contribute to memorialisation and engagement in the civic acknowledgement and apology for the treatment of women and children in these institutions. An equivalent process has been ongoing in Northern Ireland following the conclusion of the Inquiry into Historic Institutional Abuse. The Working Group noted that none of the homes investigated by the Inquiry was owned or operated by the Church of Ireland.

*Looking back, looking forward*

The Working Group is conscious that the moral teaching of the Churches in the past formed part of a social and political framework that marginalised various groups in society, including unmarried pregnant women and their children, to the extent that many families hid these people and often sent them far from home to escape censure. The Church recognises and apologises to those that were failed by our lack of understanding and care for them. Looking back, we can now perceive the failure of the Church to recognise the needs of these women and their children. It is important that we recognise the pain that social exclusion brought to generations of unmarried women and their children, and the extent of stigmatisation and the social and economic consequences. This extends even to the lack of formal grave markings on the burial places of children who died in institutions. There are many ways that the Church can and should work towards healing and the Working Group anticipates presenting recommendations arising from this report during the coming year.
HISTORIOGRAPHER’S REPORT 2022

HISTORIOGRAPHER’S REPORT

The ’Decade of Centenaries’ has seen a considerable number of publications dealing with the Anglo-Irish Treaty of 1921 and its aftermath - the partitioning of the island and the Civil War that broke out in the twenty-six county Irish Free State. The Historical Centenaries Group, established by the Standing Committee of the General Synod, and chaired by the Bishop of Cork, Dr Paul Colton, has provided a reading list, Divided States: Irish Independence and its aftermath 1918-1923, to guide readers through the very considerable literature on the period. It includes a foreword by the Primate of All Ireland, the Most Revd John McDowell and an introductory essay by Bishop Richard Clarke, and is available online through the Church of Ireland website at www.ireland.anglican.org/divided-states.

Another ‘Decade-related’ development is ’Beyond 2022’, a state-funded project, led by researchers at Trinity College, Dublin, to re-imagine and recreate through digital technologies the archive at the Public Record Office of Ireland that was destroyed in the opening engagement of the Civil War in June 1922. Much this material was of Church of Ireland provenance (the Christ Church Deeds being the oldest documents in the PROI collection) and the Representative Church Body Library, Christ Church Cathedral, Dublin, and St Columb’s Cathedral, Derry have formally joined the project as archival partners. For the centenary of the PROI fire of 1922 records that survived the fire, many of them concerning the Church of Ireland, are being made available online for the first time in June 1922.

Three titles in honour of historians whose work is of particular importance to the Church of Ireland have recently appeared, each collection covering Church subjects: The historian as detective: uncovering the past, essays in honour of Raymond Gillespie (eds. by Terence Dooley, Mary Ann Lyons and Salvador Ryan); Politics and political culture in Ireland from Restoration to Union, 1660-1800: essays in honour of Jacqueline R. Hill (eds. Raymond Gillespie, James Kelly and Mary Ann Lyons) and Mapping New Territories in Art and Architectural Histories: Essays in honour of Roger Stalley (eds. D. O’Donovan and N. Nic Gabhann). Of particular architectural interest, and with many Church of Ireland references, is Paul Harron’s, W.J. Barre, 1830-1867: a vigorous mind, published in Belfast by Ulster Architectural Heritage. Readers of the Church of Ireland journal Search will have observed that several titles from Messenger Publications have attracted reviews in its pages. That publishing house is bringing out this year a fifth edition of Kenneth Milne’s Short history of the Church of Ireland.

Of especial significance are the publication by the Irish Manuscripts Commission of The Irish religious censuses of the 1760s of Catholics and Protestants in eighteenth-century Ireland (eds. Brian Gurrin, Kerby A. Miller and Liam Kennedy); Robert Marshall’s essay on ritualistic legislation in Kevin Costello and Niamh Howlin, Law and religion in Ireland 1700—1970; and Ian D’Alton’s extensive coverage of the Church of Ireland Gazette in
HISTORIOGRAPHER’S REPORT 2022
Mark O’Brien and Felix M. Larkin’s Periodicals and journals in twentieth-century Ireland.

There continue to be many local histories, based on or including parishes, and without exception of an increasingly high standard of scholarship and production. They include Brigid Clesham’s Tourmakeady, Desmond A. Gillmore’s Drumalease and Robert Dier’s St. Mary’s Navan. Recent publications also include Seán T. Murphy’s A history of St. James’s Church and graveyard Dublin from the 12th to 21st centuries while burials are also the subject of David Brady-Browne’s By strangers mourned: the historic burials at Tully Church of Ireland.

Canon David Crooks has compiled lists from the registers of the births, baptisms, marriages and burials of the cathedral parish of Eunan’s, Raphoe, as well as lists of the bishops and clergy of the diocese. They can be consulted at the RCB Library, to which I am indebted for much assistance in compiling this report.

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 coordinate 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.

General Synod Board of Education (RI)

Report to General Synod 2021

1. Executive Summary:
2. Personalia
3. Impact of Pandemic on Schools
4. Secondary Education Committee (SEC)
5. Second Level Education

265
The impact of the Covid 19 pandemic on schools has been immense. 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
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.

2. Personalia
In 2021 the Board noted changes in both its own membership and in the wider field of education management. The Board wishes to congratulate the Rt Rev Michael Burrows on his translation from the diocese of Cashel, Ferns and Ossory to the newly amalgamated diocese of Tuam, Limerick and Killaloe, and wishes the bishop every success in this new period in his ministry.

The Board welcomed Mr Kieran Sparling as a member of Board in 2021, a nominee of the ASTI to the General Synod Board. Mr Sparling is the Head of Boarding at Glenstal Abbey secondary school and is involved in the diocese of Limerick.

In September 2021, the Board learned, with regret, of the decision of Ms Eimear Ryan to resign from her role as Education Advisor and solicitor to the RCB. Ms Ryan had served for 14 years with the RCB, 10 of which were as education advisor, where she was a highly valued colleague and her advice and guidance was valued by both schools and patrons. The Board wished her well in her new role with a multi-national telecommunications company.

In a new joint venture with the Catholic Primary School Management Association (CPSMA), the Board welcomed Ms Susan Carpenter as education advisor to Church of Ireland primary schools. Ms Carpenter will combine her existing role at the CPSMA with advisory services to Church of Ireland primary school. Ms Carpenter is the principal of St Columba’s Church of Ireland National School, Tullow, Co. Carlow from where she is on secondment. In this connection, the Board wishes to record its thanks to the Chief Officer and the RCB for facilitating the arrangement; to Mr Seamus Mulconry, General Secretary of the CPMSA for his assistance and to the Board of the CPSMA for their collegiality in entering into this joint venture.

In 2021, Ms Breda Corr, general secretary at the National Association for Boards of Management for Special Education (NABMSE) resigned from her post to take up a new role with the National Council for Special Education. The Board thanked Ms Corr for all her assistance to the Board during her time with NABMSE, especially for speaking at various events and conferences held by the Board (or CIPSMA) and wished her well in her new role. In November 2021, the Board of NABMSE appointed Ms Eileen O’Rourke as
general secretary. The secretary, on behalf of the Board, congratulated Ms O’Rourke on her appointment.

3. 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 that the impact of Covid 19 on education at all levels, continues to be challenging and difficult. The Board wishes again to take the opportunity of this Report, to express its admiration and thanks to Boards of Management, school leaders, teachers and all school staff for keeping schools functioning during this extraordinary time of pandemic. The experience of the last two school years 2020/21 and 2021/22 is unlikely to be forgotten by anyone involved a school community. Yet, it should also not be forgotten that in the midst of ambiguity and uncertainty, schools continued to deliver teaching and learning. This sent a vitally important signal of reassurance to pupils, staff and society that education continued on despite it being a time of anxiety, ambiguity and uncertainty.

The stated priority of government in January 2021 was to ‘keep schools open’. In this regard, the Department of Education (DE) issued an updated ‘Roadmap’ on the phased reopening of schools. Subsequently, a range of documents and public health guidance to schools on dealing with an outbreak of covid19 and measures to mitigate against the transmission of covid19 in schools were published on the DE website. Funding was provided for PPE equipment and, latterly, for ‘Co2 monitors’ and ‘HEPA’ filters to all primary schools. Through an agreement with the Department of Education, and following representations by our chairman Archbishop Jackson and others (as noted in the 2021 Report to General Synod), funding was made available to second level fee-charging schools on a case-by-case basis and this agreement was carried on into the school year 2021/22.

In response to the pandemic, school management bodies, teacher unions and other stakeholders met on a weekly basis with officials of the Department of Education. Minister Foley joined these meetings on a number of occasions. From March 2020 to March 2022, 64 such meetings have taken place, reflecting the seriousness of the situation facing schools. The Secretary participated in those meetings on behalf of Church of Ireland primary schools and endeavoured to advocate on behalf of those schools; he also contributed to the drafting of advice and guidance issued to schools by the Department. Information communications from the Board to schools have increased since the onset of the pandemic, with an average of five ‘Information Updates’ per year being sent directly to schools. Colleagues at the CPSMA, with whom the Board now has a service level agreement for education services, have produced an online documentary repository of all such advice and guidance to schools from the Department and school management. This is available to view at: www.cpsma.ie/covid-19-documents-repository.

4. Secondary Education Committee (SEC)
The SEC is an independent company which is fully funded by the Department of Education through an agreement relating to the payment of capitation funding dating back to 1968 and 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 2020/21 over €6.2 million in grant support was paid to approximately 1,400 recipients. The members of Committee are nominated by the Church
of Ireland, Methodist Church, Presbyterian Church in Ireland and the Religious Society of Friends (Quaker) and elected to serve as directors of the SEC (clg) at the AGM of the SEC. Ms Hazel Corrigan, Honorary Secretary of the General Synod, is the Chairperson of the SEC and the Secretary of this Board is the Company Secretary of the SEC. A number of members of the General Synod serve as directors of the SEC. The SEC Annual Report is available to view at: www.secgrant.ie

5. **Second Level Matters**

Although the Board is not a recognised education partner for negotiation purposes with the State at second level, the Board has a number of connections with the various other sector specific second level bodies. Through this collaboration and engagement, the Board seeks to influence the development of second level education policy at a national level.

The Secretary is a member, ex officio, of the Executive of the Council of Governors of Protestant Secondary Schools and supports and advises the Executive. The Council is chaired by Mr Leslie Ruttle, former chairman of The High School, Dublin and a member of the RCB. The Council of Governors is a forum for representatives of the Boards of Governors of Protestant and/or Church of Ireland secondary schools to network, discuss relevant matters and hear from educational experts. In 2021, the Council had a briefing from Mr Neale Richmond, TD, spokesperson on European Affairs on the impact of ‘Brexit’ on North-South educational provision and on the political view on education generally.

The Council was also briefed by Mr John Curtis, General Secretary of the Joint Managerial Body for Second Level schools, which is the recognised management body for secondary schools, and has negotiation rights for those schools with the Department of Education. Ms Jill Storey, principal of Villiers, Limerick and Mr Johnathan Graham, Headmaster of Dundalk Grammar School, represent Protestant second level schools on the Council of the JMB.

Two members of the Board are members of the Irish School Headmasters Association (ISA); Mr Michael Hall, is Headmaster of Sligo Grammar School and Mr Andrew Forrest, is the principal of The High School, Rathgar, Dublin and the current president of the ISA. In addition, Mrs Hazel Corrigan, member of the Board and Honorary Secretary of the General Synod is the chairperson of the Secondary Education Committee Grants Body (mentioned above).

The Secretary represents the patrons of the Protestant Comprehensive Schools on the Association of Joint Patrons of Community and Comprehensive Schools (AJPCCS). Through this body, a connection is maintained with the Association of Community and Comprehensive schools, which allows a variety of issues affecting this sector to be addressed.

In addition, the Secretary is a director the ‘Le Cheile’ Catholic Schools Trust and a Governor of the Incorporated Society for Protestant Schools. The Board has members drawn directly from the Protestant second level education sector. A number of other members of the Board serve on Boards of Governors or Boards of Management of post-primary schools under the patronage of the Church of Ireland or another Protestant church, including the chairman of the Board, Archbishop Jackson who is a patron at post-primary level.
6. Representation on Boards
The Board is grateful to those who continue to represent it with external bodies. In 2021, 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 2021/22 the members of the Board and secretariat were involved in various representations with a range of national bodies, agencies and other educational bodies, including:

- The Teaching Council with regard to Teacher Supply and Cosán
- The Minister for Education and Department of Education
- National Council for Curriculum and Assessment (NCCA)
- Association of Community and Comprehensive Schools (ACCS)
- Joint Managerial Body for Secondary Schools (JMB)
- National Council for Special Education (NCSE)
- Ecclesiastical Insurances (EIO)
- Steering Committee on Board of Management training,
- SEAI with regard to energy awareness and reporting requirements on energy
- The Centre for School Leadership (CSL)
- Primary Management Stakeholder Group
- North South Ministerial Council
- The Presbyterian Board of Education
- Community Outreach Office, St Patrick’s Cathedral, Dublin

On behalf of the Board, Mr Michael Hall participated in an online event convened by the North South Ministerial Council as part of the Shared Island Dialogue initiative. Entitled, “Learning from each other – the future of education on a shared island” this was a ‘high level policy’ event the purpose of which was to share, in broad terms, developments in the area of education relevant to relationships between the two jurisdictions on the island (and with the wider United Kingdom where applicable). While it was noted that the content of such events is high level and broad in nature, the Board welcomed the fact that an invitation to participate in the event was issued to the Board (and the Church of Ireland).

8. Review of Role and Aims of Board
As advised in the 2021 Report, the Board has formed the view that it is necessary to review the aims and role of the Board (last revised in 1993) 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.
9. Church of Ireland Centre, DCU Update 2021

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 1st, 2nd, 3rd and 4th year B.Eds by Mrs. Jacqui Wilkinson;
- (b) teaching the Religions, Ethics, Morals and Values modules to 1st, 2nd and 3rd years. These modules, taught by Mrs. Wilkinson and Rev. Prof. Anne Lodge, complement the RE Certificate;
- (c) co-ordination of the five modules to 2nd, 3rd and 4th years to prepare the students to work in small schools and to teach multi-level classes;
- (d) procuring specialist supports in Irish for 1st years;
- (e) Ms. Geraldine O’Connor organises and oversees the majority of the Church of Ireland Centre students’ placements in schools under Church of Ireland and other reformed Christian patronage.

Mrs. Wilkinson and Rev. Prof. Lodge also support programmes for post-primary religion teachers and chaplains.

The 120 Centre B.Ed students across 1st, 2nd, 3rd and 4th 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 who are eligible for entry and meet the requirements of the derogation to the Employment Equality Act. To this end, the Centre produces information for post-primary schools and deals with many enquiries about the pathway.

In September 2021, a new cohort of 31 students commenced 1st year of the B.Ed programme with the Centre. These students come from all around the Republic of Ireland. Despite ongoing concerns about Covid, DCU made the decision to return all undergraduate teaching to campus from September 2021 though much postgraduate work remains virtual, as was the case before the pandemic. Because of the impact of Covid, the Department of Education & Skills agreed with the Teaching Council, the Higher Education Institutions and other stakeholders that student teachers would contribute to plugging the substitution crisis. While our students are delighted to help and to gain experience, this has created additional stress for them as they are still required to meet all their assessment requirements.

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. We initiated a project with primary schools in Dublin & Glendalough called Living Faith Living History. Children in 10 primary schools produced projects about their local parishes. These were exhibited locally, then in Christ Church Cathedral. The material was collated into a publication launched in Spring 2022. 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

In spite of all the upheaval, Covid has had some positive consequences. It has provided a way to enable guest lectures, specialist events or short courses to be much more accessible.
by being provided online. In November 2021, the Centre in conjunction with the IPPN, ran an online event on leadership in small schools with guest inputs from two researchers based in Queens University Belfast who reported on their research in small schools in Northern Ireland. Four principals of Irish small schools responded to them. The webinar was very well attended and was accessible to a far larger group of people than could have attended had it been an in-person event. As it was recorded, others were also able to share it afterwards.

Greater use of online platforms has also facilitated the RE Cert for teachers employed in Church of Ireland schools. 18 teachers from across the country are attending the RE Cert this Spring. There are three online sessions with the participants and one face-to-face session. Last year (2021) we had 23 teachers who did the online course so it is still obviously meeting a need which is great. There are also three CPD webinars which Mrs. Wilkinson is offering to schools. The first webinar is on digital supports for Follow Me and has 50 teachers registered.

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. Three modules of training are available to view online at: www.ireland.anglican.org/children-youth/education. 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.

The Board is grateful to the Department of Education for a grant of €10,000, received in November 2021, towards the provision of Board of Management training. The Board is considering using this grant funding to develop specific training and support material for the chairpersons of Boards of Management and perhaps also specific training for patron’s assessors on interview panels for teacher recruitment. These materials will be developed in 2022/23.

The Board wishes to record its thanks to the CIPSMA for their ongoing support for Board of Management training and also to the Dublin and Glendalough Board of Education for their contribution towards the costs of producing online training material in 2020 and 2021.

Garda Vetting

Garda Vetting is undertaken by the RCB, under the auspices of the Board of Education and the Safeguarding Board, in respect of primary schools for non-teaching staff and volunteers. Garda Vetting is also undertaken by the RCB for Church of Ireland parishes and clergy. In 2021, 1572 Garda Vetting applications were processed in respect of primary schools under the patronage of the Church of Ireland, the Presbyterian Church and Methodist Church. The Board is grateful to the Department of Education for the grant funding it receives towards the cost of providing Garda Vetting in respect of primary schools.

Board of Education NI - General Synod Report 2022

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

Covid continues to impact on our schools but hopefully by the time of this Synod things will be much better. 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 year.

2. Education Authority (EA)

The Revd Amanda Adams and Miss Frances Boyd continue to serve as representatives on the Board of the Education Authority (EA), the Revd. Adams since its formation in 2015 and Miss Boyd since April 2020.

The Education Authority is a regional body with responsibility for the provision and delivery of education, pupil support and youth services. It is a non-departmental public body, sponsored by the Department of Education (DE) with an annual budget of circa £2.3 billion.

The EA is responsible for and accountable to DE for ensuring that efficient and effective nursery, primary and post primary education services are available to meet the needs of some 340,000 children and young people, including those with special needs and for ensuring the provision of efficient and effective youth services. Of the 1134 schools in Northern Ireland, EA is the employing authority for all staff in 520 controlled schools.

The Education Authority is the largest employing authority in Northern Ireland with over 44,000 staff. Of these, over 8000 are teachers, 23,000 are school based
- including classroom assistants, cleaning, catering, patrol officers and administrative staff and 13,000 are non-school based.

Each year the EA administers 71,000 pre-school, primary and post primary admissions, ensures that approximately 100,000 young people have access to free school meals and uniform grants, and provides 80,000 pupils with free transport each day. 140,000 school meals are delivered daily.

The vision of the EA is to inspire, support and challenge all our children and young people to be the best that they can be, its mission is to provide a high quality education for every child. The Covid Pandemic has in the last two years presented huge challenges to all in the education sector, but just as school leaders and teachers have responded with huge creativity and agility, so the EA have done everything in their power to ensure that children have had their needs met through enabling them to access flexible, well-resourced and high quality learning. Huge efforts have been made to support the emotional health and wellbeing of all children and young people, particularly the vulnerable and those most in need. Their physical needs have been prioritised as well, with every effort being made to facilitate their attendance at suitable, sustainable and safe educational settings. There is no doubt, however that the Covid-19 pandemic will have detrimental long term educational implications for children and young people.

The EA Board continues to oversee a major review of Special Needs provision that has in the past two years 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.

During the year the EA Board undertook a major review of its own structures and effectiveness as members sought to improve their oversight and governance. New committee structures which came into place in April 2021 have already enabled members greater opportunities to interrogate, scrutinize, and challenge the EA’s policies and planning, and its capacity and capability to resource its work financially and through its people. The new structures also allow much greater scrutiny of performance and outcomes, a new pipeline system has been established to ensure that all concerns raised by the various committees are followed up. The Revd Adams brings huge expertise and tenacity to her role as Chair of the Performance and Engagement Committee.

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. The reconstitution of Boards of Governors which should have taken place this year has, due to Covid, been
postponed until 2023. The importance of having all Transferor posts filled cannot be overestimated.

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. As has already been stated, 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 continues its role 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 and APWG and Mr Ray Gilbert is the TRC representative on the South West APLG which includes the Church of Ireland schools.

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.

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. The Board of Education (NI) is delighted the impact CSSC makes on schools and wider education issues. 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 March 2021, Mr Mark Baker became the new CEO of CSSC coming from a senior role in the Education Authority. The Board of Education NI wish him well in his new role and Dr Hamill is already working closely with CSSC on a number of matters.

5. Children’s Ministry
The Board of Education (NI) welcomes the formation of the Board for Ministry with Children and Families. Dr Hamill acts as Secretary to this new Board. Membership
The Board has welcomed Mr Ray Gilbert (Connor Diocese), Mrs Eileen Trew (Co-opted) and Dr Noel Purdy (Co-opted). All the new members bring a wealth of experience in education and we are delighted to have them as part of the Board.
Professor Rosalind Pritchard retired from the Board of Education (NI) after many years of service and her wisdom and academic knowledge will be greatly missed. The Board wishes to thank Dr Peter Hamill for his ongoing service and commitment to the Board.

Listings of Members of Boards of Education:

THE GENERAL SYNOD BOARD OF EDUCATION MEMBERSHIP (from 31st March 2022 to March 2025)
THE ARCHBISHOPS AND BISHOPS (Ex Officio)
THE HONORARY SECRETARIES OF THE GENERAL SYNOD (Ex Officio)
Ms H. Corrigan
Mr K Gibson
Rev Canon GV Wharton
Rev Canon Malcolm Kingston

Elected members are 2 from each diocese (one clerical and one layperson)

Armagh
Rev Malcolm Kingston
Mr T Flannagan
Clogher
Vacant
Ms. S Hogg
Derry and Raphoe
Rev Canon H Gilmore
Mr D. West
Down
Rev C Simpson
Dr E. Leonard
Connor
Rev Dr A Campbell
Co-opted members: 21 places available (including representatives of teachers)

1. Rev Canon BJG O’Rourke (CIPSMA)
2. V. Rev N Sloane (Sunday School Society)
3. Rev Prof A Lodge (Third Level)
4. Mr M Hall (ISA)
5. Ms. J. Storey (ISA)
6. Mr A Forrest (ISA)
7. Mr K Sparling (ASTI)
8. Mrs S Hall (ASTI)
9. Mrs J Perdue (PSCICE)
10. Ms R Fraser (PSCICE)
11. Ms S Richards (PSCICE)
12. Mr A Oughton
13. Mr S. Grahsam (CIYD)
14. Rev A Adams
15. Mrs R Forde
16. Mr M Johnston
17. Rev M Ferry
18. Miss F Boyd
19. Dr I Hickey
20. Mr R McLoughlin
21. Mrs Diane Cheshire

Observers:
Ms K Jardine
(Presbyterian Church)
Ms D Wood
(Methodist Church)

BOARD OF EDUCATION (NORTHERN IRELAND) (2019-2022)

Members:
Archbishop of Armagh, Most Rev FJ McDowell.
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, Rt Rev G. Davison (as clerical honorary secretary of the General Synod)
Bishop of Clogher, Rt Rev Dr IW Ellis (from 25th April 2021)
Bishop of Kilmore, Rt Rev Dr SF Glenfield
Mr Ken Gibson (Lay Hon. Sec).

Elected members:

ARMAGH
Rev Canon Malcolm Kingston
Mr T Flannagan
CLOGHER
Vacant
Mrs S Hogg
CONNOR
Rev Dr A Campbell
Mr K Gilbert
DOWN
Rev C Simpson
Vacant

Co-opted members:

Rev A Adams
Mrs R Forde
Mr M Johnston
Rev M Ferry
Miss F Boyd
Ms E Trew
Dr N Purdy
Prof R Pritchard (resigned November 2021)
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
GENERAL SYNOD BOARD OF EDUCATION - EXECUTIVE COMMITTEE

Archbishop of Armagh
Archbishop of Dublin and Glendalough
Rev Canon M Kingston (elected clerical hon sec NI 2020)
Hon Secretary RI
Rev Professor A Lodge
Rev C Simpson
Mr T Flannagan
Mr M Hall
Rev BJG O’Rourke
Mr A Oughton

BOARD OF EDUCATION (REPUBLIC OF IRELAND) (2019-2022)

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 January 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)
Third level representatives: Professor P Johnston, Rev Professor A Lodge

Primary representatives: Rev Canon BJG O’Rourke (vice chairman), Mrs J Perdue

CIYD representative: Mr S. Grasham

Sunday School Society: Very Rev N Sloane

Co-options GS BOE:
Mr A Forrest (ISA President)
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: Dr Peter Hamill
Appendix 1 - Letter sent to all Controlled Schools
9th February 2022
Dear Principal,
The Church of Ireland Board of Education (Northern Ireland) is writing to express its continued thanks to all involved in school life at this time and to outline its approach to the Integrated Education Bill.

Covid-19
The Church of Ireland is conscious that schools are currently experiencing a high incidence of Covid-19, recently reported by the Public Health Agency, as being more than five thousand cases among staff and pupils. Thankfully, it is also being reported that in most cases the virus is not leading to individuals experiencing serious symptoms that require hospitalisation. It is acknowledged that required periods of isolation for those testing positive for Covid-19 brings disruption for both staff and pupils and significant organisational pressure on school leaders.

It is clear from reports from school leaders that the absences of affected staff and pupils has had and continues to create challenging circumstances as schools work to ensure that children and young people continue to have access to education, with particular challenges for staff and pupils in those year groups working towards examinations.

The Church of Ireland Board of Education (NI) wishes to commend Principals, Teachers, Staff and Governors on their outstanding dedication and day to day endeavour and resilience in coping with these extraordinary times and to extend our heartfelt thanks to all for their professional work in schools. The Board is encouraged to hear that many restrictions may soon be eased and is hopeful that this will be of benefit to reducing the pressures on the operation of schools. It is also pleasing to note that some direction is emerging in respect to 2022 examinations and that already some examinations have taken place in person.

Integrated Education Bill
Schools will also be aware that the Northern Ireland Assembly are currently considering a Private Member’s Integrated Education Bill which contains elements that, if approved, will have far-reaching effects on the schooling system in Northern Ireland in the years ahead.

The Church of Ireland Board of Education believes that all pupils should learn together. The Board recognises that the Controlled Schools Sector, which in law and ethos is non-denominational, provides an environment for children and young people of all faiths and none, to learn together and would wish to express support for the opportunities provided in these schools.

The Board encourages churches to engage with their local schools and work with them in whatever way helps the pupils, the school and the local community.

Thank you for your time and, again, for all that you do on behalf of our young people.

Yours sincerely,

The Most Rev John McDowell, Archbishop of Armagh
Chairperson

Dr Peter Hamill
Secretary
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

Central Board – Executive (above) and:
Rev Peter Ferguson
Miss Valerie Walker
Rev Alan Breen
Miss Amy Sherlock
Miss Sally Siggins
Rev Alex Morahan
Rev Martin O’Kelly
Rev Canon Malcolm Kingston
Miss Hannah O’Neill

Co-options
Mrs Brigid Barrett
Mrs Hilda Connolly
Ms Christina Baillie

Standing Committee Representatives
Rev Catherine Simpson
Mr Edward Hardy

National Youth Officer
Mr Simon Henry

Youth Ministry Development Officer (Southern Region)
Mr Steve Grasham

Office Manager
Mrs Barbara Swann
Executive Summary
The CIYD team consists of a National Youth Officer, Mr Simon Henry, and a Southern Regional Development Officer, Mr Steve Grasham. They are both provided with administration and communications support by our Office Manager, Mrs Barbara Swann.

CIYD will launch their new Strategic Plan in 2022 for 2022-2025 alongside engagement with The Department of Children, Equality, Disability, Integration and Youth (ROI, formerly known as the Department of Children & Youth Affairs) and the National Quality Standards Framework - a process of self-evaluation and continuous improvement in refocusing its role and areas of ministry for the future.

Developments of note in 2021 were:
- Aurora Children’s course, a natural off shoot of our youth ministry accredited course, meeting online;
- Young Leaders In Ministry Fund, established to celebrate the 150th anniversary of the Act of Disestablishment and to support Church of Ireland Ministry in the future, for young people aged 15-25 years actively involved in church life;
- A “Welcoming Church” Resource - A resource for churches to better support people with disabilities, in partnership with Dublin & Glendalough Youth Council & the Diocese of Leeds;
- Climate Justice work with GFS and Tearfund Ireland;
- Missional Generation partnership – VR (Virtual Reality) and AR (Augmented Reality) resources including a training day for school Chaplains;
- Continued Training Initiatives for paid and voluntary youth leaders across the Church – e.g. Mental Health First Aid accredited training & OCN courses in Youth Ministry;
- A Day of Prayer for the Church’s Ministry with Young People, changing to the Sunday before Advent, with widespread participation;
- Keeping in Touch Project – partly funded by EA to encourage links with young people through COVID.

CIYD ACTIVITIES IN 2021
Like all involved in ministry in 2021, our scope was limited for much of the year due to COVID 19 restrictions and many events cancelled or postponed, but we continued to support and develop with key stakeholders online where possible.

Youth Ministry Leadership: Support and Development
In partnership with dioceses, and in response to their specific needs, CIYD organized regular training and support events for those involved in youth ministry in a paid (full-time and part-time) or volunteer capacity. These events were tailored to the needs and contexts of each region.
• Aurora (Southern Region) – We continued our Aurora Children’s course, albeit more challengingly online in 2021, in partnership with St Peter’s College. It is designed to meet the needs of busy youth leaders, paid or voluntary and is officially accredited. Aurora provides the essential skills, knowledge and understanding needed for effective youth ministry. The training takes place on Saturdays and participants must complete a portfolio of learning and a number of assignments as part of the course. The Aurora Youth Ministry course was paused and will continue in 2022.

• Southern Region – CIYD’s “Connect” programme, training youth workers and volunteers, met regularly throughout the year online, facilitated by Mr Steve Grasham – covering areas such as mental health, Climate Justice and peer support for Southern DYO's.

• Northern Region - The “Connect” programme, partnering with the Irish Methodist Youth Department, continued throughout 2021 with relevant training for youth workers and volunteers. We welcomed formal mental health training for youth workers through the Public Health Agency and we were able to meet in person in September for the first time in 18 months facilitated by Bishop Pat Storey, Rev Heather Morris & Rev Craig Cooney. We concluded the year with a “Connect Christmas” event in December with lunch and a Christmas Communion led by Bishop Ken Good.

• Annual Youth Workers’ Retreat – we of course had to again delay our annual retreat for youth workers and we hope and pray we can get together in 2022.

• Summer Madness – The festival looked very different in 2021 but managed to have a 3 day weekend day event in person on the grounds of the University of Ulster, Coleraine. Numbers were limited and each day was very well attended and very well received. Our National Youth Officer, Mr Simon Henry, was also a host on the mainstage platform at worship sessions each day.

Engagement with Young People

Whilst most of the work of CIYD seeks to resource Youth Leaders and to be available to assist in Youth Ministry Programmes, where guidance is appreciated and where participation is sought, the organization is also keen to assist directly with diocesan youth programmes.

• National Youth Forum – This annual event, which gathers young people from each diocese to be a voice for affecting change in the church, had to be postponed to 2022 due to COVID restrictions.

• Summer Camps – Throughout the summer months our full-time staff supported limited outdoor Diocesan summer camps and events, in line with COVID restrictions.

Diocesan Support

CIYD is heavily involved in supporting Youth Leaders, both employed and volunteer, in the work that they do with young people across both the Northern and Southern Regions.
They have also worked to raise the profile of youth work in the wider church. This has been done in a variety of ways:

- **Direct work with Dioceses** - CIYD staff supported a range of online Diocesan events as well as working with certain Dioceses on strategic development of Diocesan Youth Councils and supporting DYO’s throughout the pandemic. We were also able to have an in person all Ireland DYO Gathering facilitated by Innovista Ireland in November.

- **Day of Prayer 2021** - this well-established Day of Prayer for young people and youth ministry moved in 2021 to the Sunday before Advent, agreed by the House of Bishops. Our Praying for Young People & Youth Ministry booklet continues to be popular and can be used in lots of other ways to develop prayer opportunities in young people, groups and services.

**Resource Development and Communication**
CIYD like to be available for recommending and providing resources for youth leaders and clergy in a wide range of areas related to youth ministry.

- **‘I Believe’** – This Confirmation resource continues to prove popular with both clergy and young people alike and merited a reprint in 2021. The resource has been written with the content of the Church of Ireland Confirmation Service in mind and refers to elements of the Apostles' Creed, The 10 Commandments and the Church Catechism. It is a 12-week course examining essentials of our faith and offers interactive activities to enhance the learning experience for candidates.

- **“A Response to Covid 19”** – online resources to support online youth ministry to continue across the Church of Ireland.

- **“Youth App”** – In collaboration with Summer Madness, PCI, IMYC & Education Authority, CIYD secured funding to develop an app for youth leaders, youth groups and young people. This will hopefully be launched in 2022.

- **“A Welcoming Church”** - A resource for churches to better support people with disabilities, in partnership with Dublin & Glendalough Youth Council & the Diocese of Leeds.

**National Quality Standards Framework.**
This process involves self-evaluation of the organization based on various criteria laid down by the Department of Children, Equality, Disability, Integration and Youth.

**Representation and Collaboration**
CIYD staff and Central Board members continued to represent the Church of Ireland on committees of the following organizations: -

- Church of Ireland Board of Education (ROI & NI);
- Church of Ireland Council for Mission;
Church of Ireland Youth Department – Report 2022

- Children’s Ministry Network of the Church of Ireland;
- Department of Youth and Children’s Affairs;
- National Youth Council of Ireland Board - Special Orgs, Equality and Inclusion Network & Membership Review Committee;
- Irish Youth Ministry Gathering committee;
- Summer Madness Main-stage committee and seminars teams;
- Youth Link NI Council;
- “Together” Youth Leaders Forum;
- EA (NI) Regional Advisory Group.

**CIYD ACTIVITIES IN 2022**

Our staff team continue to work closely with Diocesan Youth Officers and key stakeholders in each Diocese so that CIYD can better complement the work of each diocese and seek to establish new initiatives and links where appropriate.

**Youth Ministry Leadership: Support and Development**

- **Southern Region** – Aurora continues to equip leaders through accredited training and we seek to further encourage the establishment of the children’s ministry course alongside it. Training events will continue to take place both to support existing youth leaders and to equip upcoming leaders.

- **Northern Region** – regular training days are planned for the year ahead with our “Connect” programme in partnership with the Irish Methodist Youth Department. A youth workers’ retreat is planned for April to London with keynote speaker the Rt Rev Harold Miller.

- **Summer Madness** - CIYD will be running the Connect Café as usual and hosting breakfasts and a seminar stream for youth leaders, developing our partnership with Missional Generation. CIYD is also involved in shaping main stage and seminar streams at committee level as well as having our National Youth Officer, Mr Simon Henry, as one of the mainstage hosts.

- **CIYD Youth Forum** – CIYD’s annual Youth Forum was postponed in 2021 but planned for 2022 with a focus on mental health, faith and church.

**Development and Communication**

- **Churches working together – Northern Region** - under new Education Authority (NI) funding streams and criteria, denomination youth departments are actively looking at new ways of working together to benefit faith development in young people across the region, as well as becoming individual Regional Voluntary Youth Organisations to the benefit of funding for parishes and groups on the ground. This will hopefully gain more traction in 2022 having been stalled by COVID 19.

- **“Holy Habits”** – delayed due to the pandemic, CIYD aims to launch a youth group bible study resource in 2022.
Church of Ireland Youth Department – Report 2022

National Quality Standards Framework
The NQSF process will continue with the implementation of a Continuous Improvement Plan for those involved in working for and running the organisation.

Representation and Collaboration
CIYD staff and Central Board members will continue to represent the Church of Ireland on committees of relevant organizations.

DIOCESAN REVIEW:
ARMAGH
As difficult as 2021 turned out to be for so many families, their young people and the local Church in many ways God’s Spirit was at work fashioning new ministry and mission with young people, children and families (albeit often disrupted by Covid). With a new emphasis on “online” events and occasions with the young, a deeper appreciation of how important the outdoors is in terms of ministry development and significantly local parish volunteers finding God given resilience in keeping youth and children’s ministry going, 2021 proved a difficult year but maybe one that much can be learnt from.

Please see below a list of key events and initiatives in terms of Armagh Youth and Children’s ministry across 2021.

• 4th February: “Shaken workshop”. (Focus on young people and mental health);
• 25th February/4th March/11th March: The Aurora Children’s Ministry programme (via CIYD);
• 22nd April: “Getting practical. Ideas and resources for outdoor youth ministry during the summer”;
• 16th June: “Establishing the foundations...A Biblical approach to Youth Ministry and Mission”;
• 18th November: Children’s Ministry Network Christmas and Advent Zoom training session.

In-person:
• 9th September: School Prayer Service, St. Mark’s Armagh;
• 16th October: AYAC Harvest Hedgerow walk for families;
• 13th November: Bugs, Bees and Native trees, tree planting events with Sunday Schools.

Other initiatives:
During the spring and summer of 2021 it was very encouraging to see many parishes and their volunteer teams open up with youth and children’s ministry including outdoor based holiday Bible clubs that engaged many local children. With schools starting back in September 2021 it was noteworthy that parishes across the Diocese in a limited but nonetheless a meaningful way carefully restarted youth groups and youth fellowships with a blend of in-person and on-line ministry.
In support of Dundalk Grammar School, four evening sessions addressing youth mental health (from a mental health first aid perspective) were delivered online to 15 teachers (October to November 2021). Subjects addressed included suicide ideation, anxiety and anxiety disorders, psychosis, eating disorders and depression. A Youth Mental Health First Aid certificate offered through Mental Health First Aid Ireland was awarded to each participant.

Across the year, the Youth and Children’s Development officer with kind support from a number of young adults in the Diocese and the Diocesan Communications officer Mr Jonathan Hull, delivered weekly recorded youth and children’s videos and talks for Sunday Schools and Youth Fellowships.

**CASHEL, FERNS & OSSORY**

*Thanks to Rev Nicola Halford in Enniscorthy for supplying most of this report.*

Covid-19 continues to hamper many of our youth activities. Many parishes have tried new and innovative ways to stay in touch with young people. Many of our parishes have signed up to the ‘Keeping in Touch’ project launched by the Church of Ireland Youth Department. (This free resource includes a postcard, made from seed paper, which can be personalised by church leaders, a wooden token with the word hope and the opportunity to donate 1 euro to a charity of their choice. Each young person will receive a pack.)

Over Christmas care packages were sent to young people from Enniscorthy and Gorey parishes which included Christmas greetings, books which tell the Christmas story, some photos of memorable Youth Club events and some treats.

**Waterford Union**

- Lent packages were sent to families using resources from God Venture;
- Valentine’s Day booklets were sent to members of Gorey Youth Club as well as Easter Hope boxes;
- Continued to email weekly Sunday resources to families which include crafts, prayers and discussion ideas.

**Enniscorthy & Gorey -**

- Lenten photo competition ‘40days40photos’;
- Each day in Lent was set a theme and the young people submitted their photos via email.
- Bishop Michael Burrows and Diocesan Chancellor Charles Galloway judged the photos.

**Waterford Union -**

- Outdoor summer camp from 9th until 13th July;
- Surf project camp ran from the 16th until 20th July 2021;
- A design a poster campaign for the summer camp with three separate age groups.

The choral scholarship in St. Canice’s Cathedral, Kilkenny continues to be popular with many applications each year.

*In Kilkenny College:*
Church of Ireland Youth Department – Report 2022

- All students have been actively engaged in promoting positive mental health. A series of activities including poster competition, poetry and story writing and artwork.
- A Santa Run arranged to remember our two students who died raised funds which were shared between charities identified by their families. It was a fun and happy event.
- Consent workshops for senior students have been and continue to be rolled out.
- Weekly Compline attended mostly by Form 3 boys are very well attended and supported.
- Weekly college assemblies focusing on various youth concerns;
- Lots more planned for coming months.

It is hoped that as soon as Government restrictions allow, we shall begin to arrange both parish and diocesan youth events.

CLOGHER

Our General Synod Report this year reflects both the limited opportunities that there have been to engage with Youth Ministry over the last while but also the intentions and aspirations of what we hope and pray lies ahead. As we tentatively but positively journey out of a pandemic we are looking “ONWARDS” to restrictions continuing to ease, and to regaining a focus upon supporting, engaging with and encouraging our young people, youth leaders and clergy in addressing the issues that have arisen due to the pandemic, and resourcing the youth ministry across the diocese. The vision of “ONWARDS” is to look positively at the path ahead, to consider what moving ahead will look like in each individual and specific youth ministry setting, rural deanery structure and on a diocesan level; and to resource the clergy, youth leaders and young people to navigate that journey onwards.

The aims for the Youth Ministry Programme continue to be led by our Diocesan aims and objectives for youth work. These aims and objectives focus on our 5 “T”s, which reflect the Anglican Communion’s five marks of mission; Tell, Train, Tend (People), Transform, and Tend (Creation). We intend to be guided by these elements and to encourage action, vision, participation, and development within these areas.

CONNOR

Through 2021 Connor Youth Council has continued to respond to the Covid-19 pandemic by seeking to encourage Parishes as they support young people. In early 2021 the Council had missed connecting with young people from across the Diocese and therefore organised two online events. There was a games night with various activities and challenges, along with an evening focused on worship and prayer. It was beneficial to connect with young people from various Parishes in this way. Thankfully, Summer Madness held an in-person event in the summer of 2021 and the Council attended and provided a space for Diocesan groups to connect. It was encouraging to see various Parish groups attend this event.

The Council recognised that summer 2021 provided an opportunity for Parishes to reconnect with young people and wanted to support this. Therefore, the Council provided an initiative entitled ‘every’ which encouraged Parishes to connect with young people
locally. Through the support of CIYD, we were able to give a small grant to Parishes who participated along with in person support from the Diocesan Youth Officer where it was appropriate. The ‘every’ initiative funded a variety of events such as visits to water parks, games nights in Rectory gardens and sports events. In addition to supporting young people meeting together again, the Council acknowledged that our local youth leaders and clergy would benefit from support. Therefore, the Council organised a training event entitled Rebuild in partnership with the Diocesan Children’s Officer, Ms Victoria Jackson. This event allowed the opportunity to share new resources and for local leaders to share ideas about what has worked in their context. Thanks to CIYD for their ongoing support of the youth ministry in the Diocese and to all those supporting young people across Connor Diocese.

CORK, CLOYNE & ROSS
Another strange year for the youth of Cork, Cloyne & Ross, but the Cork Diocesan Youth Council (CDYC) still managed to get a few events in once restrictions lifted. At the beginning of March, a kayaking event was organised but unfortunately, lockdown hit again, and it had to be cancelled. But despite the disappointment of that, we got back on our feet in June with a Bootcamp day, followed by a day at Oysterhaven Outdoor Pursuits Centre, a trip to FootGolf, a day trip out to Cape Clear Island, the annual Quiz and we finally got in our Kayaking trip too! The annual Advent Youth Service had to go back online this year with Zoom which was livestreamed through Facebook.

During lockdown, the Diocesan Youth Officer, Mrs Hilda Connolly, kept up regular contact with the youth of the diocese through Zoom meetings. Plenty of activities, quizzes, discussions, and laughter throughout the weeks. As well as the usual Zoom, Hilda also held a separate zoom to explore the Alpha Youth series. The Young Leaders in Training group have been an asset to Hilda during the Covid pandemic. Their leadership skills and training really came into play during lockdown when they came on board with the youth Zoom nights and came up with new ideas and games each week.

For Easter, CDYC and the young people joined forces with Play It By Ear to create an online drama via Zoom based on the Easter Story. Parish youth groups have been quiet over the past year due Covid. But, hopefully, over the coming months, the youth groups around the diocese will be back up and running soon.

DERRY & RAPHOE
2021 hasn’t been the easiest of years for youth ministry, but Derry & Raphoe Youth have kept a connection with the young people of the diocese by increasing its social media output. We’ve been able to use Instagram to reach young people directly to share bible readings, thoughts, and information about events.

During Lent we were encouraging everyone to Journey to Lent with Seeds Children’s Ministry. This was a huge success and there were so many stories of people and parishes completing their walks safely during lockdown.

DRY held its first photography competition during Lent and announced its winner on Easter Weekend, fitting for its theme of Hope from Home. This was a very special time
to see all the submissions from young people across the diocese at a time when we were kept apart.

Ms Claire Hinchcliff Neill was appointed as the new Diocesan Youth Officer for the Diocese of Derry & Raphoe. Her vision for our youth ministry falls under two headings - connect and commit. It is the hope that working towards these that the Diocese can see a growth in our youth ministry and a deepening of faith amongst our young people. Connect is all about how we as churches collaborate with each other, our leaders, and young people. We want to see growth through these connections. Once we connect, we can commit. We want to see stronger commitment to faith, to our young people and to each other.

Derry & Raphoe Youth have partnered with Exodus NW and SUNI NW to create Freedom – a monthly event held in the Waterside area of Londonderry with the aim of being a space for young people from any background to come and have fun with friends, meet new people and hear a message of faith. This runs on the second Saturday of the month and has had a wonderful atmosphere and reception from all those who have attended.

In our 2022 calendar of events we have brought back some old favourites and included some new ideas. Like many groups we are mixing in person events, online meetings, smaller gatherings outside and trying to keep everyone safe while having meaningful fellowship. We were able to start the year by gathering leaders for a Reflect & Resource day and it was amazing to have leaders wanting to grow their youth ministry. A special thanks to everyone who has been working with the young people of the parish – whether they have programmes up and running or trying to figure out where the next steps are. As a diocese, we are here to support you and your parish work.

In all that we do, we remember the words from Ephesians 3:20

“Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever!”

DOWN & DROMORE

The Down and Dromore Youth, Children’s and Families department provides a wide range of programmes, tailored support and resources for parishes, which includes around 50 youth groups and 75 Sunday Schools. Our work was heavily curtailed due to Covid in 2021 but we managed to run:

- 5 Adventure days for around 120 young people and leaders;
- 2 JAM Camp days away for 70 children and leaders in the summer;
- 2 Summer residential camps for around 100 young people and leaders;
- A young leaders residential for 25 young people aged 17-21 in July;
- The Kilbroney Blast discipleship weekend for 60 young people and leaders in October;
- Around 20 Confirmation services involving 30 parishes in the diocese and goody bags for each candidate;
- Saturday Night Live youth events when restrictions eased.

We also used the time to create a number of online and printed resources to help support churches in training, Sunday Schools and worked in partnership to help create new youth resources including the new ‘Jesus Sessions’ and ‘Resonance’.
DUBLIN & GLENDALOUGH
The past year has seen some changes within DGYC. Earlier in this year we said farewell to Ms Susie Keegan as our Diocesan Youth Officer. We have been so grateful to all the work that Susie has been part of over several years and we wish her every blessing in her new role. Ms Emma Fawcett joined us in September 2021 as our new Youth Officer. In autumn we launched a diocesan-wide initiative called “Back to Youth”; encouraging and equipping parishes and youth groups to get their youth ministry back up and running. Along with CIYD and the Conor Diocese, we loved being part of creating the “Keeping in Touch Project” to help parishes keep connected with their young people. We should be seeing all the planted seed paper bloom wildflowers all around the country anytime now! We are encouraged that as restrictions are gradually lifting, we are seeing a return of youth ministry and an interest to start up groups that may have stopped. Our website www.dgyouthcouncil.net is an online hub of resources and ideas, and we have young leadership courses, fun days, and a diocesan trip to Summer Madness all on the cards for the next few months.

KILMORE, ELPHIN & ARDAGH
There have been so many changes in the world since early 2020. This has particularly been the case when it comes to youth and children’s ministry. However, in parishes throughout our diocese and across this island, this challenge has been turned to creativity. Clergy and lay leaders adapted to continue to minister to those younger generations for whom lockdowns have been especially disruptive. This is a clear example of the commitment of so many who give time and energy to this vital work, so it is only right begin by acknowledging this and taking the opportunity to thank them all. May God establish the work of their hands (see Psalm 90:17)! In November 2019 (how long ago that feels!), we held the first of our Diocesan Confirmation Days. This was held in Killeshandra Parish Hall, Co. Cavan, and saw Confirmation candidates from the Kilmore part of the diocese gather for fellowship, activities, and teaching on what the life of faith we commit to at Confirmation is all about. Mr Simon Henry of the Church of Ireland Youth Department (CIYD) was our guest speaker, and he entertained and engaged all those present in his own inimitable way. A parallel event took place in the Cooper Memorial Hall and Taunagh Parish Church in Riverstown, Co. Sligo, on 7th March 2020 — less than a week before schools closed. Simon also joined us for this Confirmation Day which saw confirmands gather mainly from the Elphin & Ardagh areas. Over 100 young people were present over these two days, and we pray that it will have been helpful to them as they continue their life in the fellowship of Christ and his Church. Thank you to Bishop Glenfield for his support of these events and presence at them, the hosting parishes, the clergy and leaders who organised groups and attended, and anyone else who helped in any way.

Everything changed in the week or so after our event in Riverstown, and we all became more familiar than we ever thought we would with video recording and conferencing equipment and software — especially ZOOM, which is now in all of our vocabularies as a noun and a verb! It is impossible to recount all of the things which have been provided for
young people through these means (both from individual parishes and from the diocese). These provided contact and encouragement which I know has been greatly appreciated by so many young people and their families. A few examples which had a broad range of involvement were the numerous Virtual Nativities for Christmas 2020 (with Play It By Ear Christian drama company), which involved many parishes and schools, and the Saint Patrick’s Confession Project in March 2021, in which over 30 young people from the diocese participated. The technologies which have made all of this ministry possible have been a blessing, but they are second best to in-person ministry and so it was a great relief to be able to gather ‘in-person’ as restrictions eased, albeit initially outdoors with the required precautions. Opportunities for our customary involvement in schools, such as visits and assemblies, were obviously hindered since COVID-19 restrictions were put in place. Nonetheless, contact has been maintained with schools throughout this period by the sharing of resources, recording of assemblies, support by phone and email, and outdoor assemblies when allowed. The staff of our school communities have done a remarkable job to provide continuity of teaching in difficult circumstances, and they deserve all of the support we can give them as a diocese.

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We continue to be grateful for the support we receive from CIYD and its staff. It is true to say that without the generous funding we receive as a youth council from CIYD, what we could offer our children and young people would be greatly diminished.

Above all else, we give thanks to God for his blessings in giving us the hope of Christ. We give him the glory as we strive, in the power of the Spirit, to share that hope with the children and young people he brings us in contact with. Please continue to pray for yKEA, and the whole Church, that we may respond worthily to this call.

**LIMERICK & KILLALOE**

The following has been formulated as Mission Statement for Youth Ministry in the United Dioceses of Limerick, Killaloe and Ardfert:

“To provide opportunities which will facilitate and encourage Christian spiritual growth, fun and fellowship among young people from throughout the United Dioceses of Limerick and Killaloe”

In the past, United Diocesan Youth Council of Limerick & Killaloe have planned a range of day, weekend and weeklong events. The programme catered for children from the age of eight years (3rd class national school) right up to young adults in mid-twenties. At present despite the tremendous efforts of Girls Friendly Society, Boys Brigade, Sunday Schools, a small number of local parish initiatives and UDYC, there are huge gaps in our current delivery of effective Youth & Children’s Ministry in our United Diocese. During 2020 & 2021 considerable discussion by many groups and individuals took place on possible options for the future.

The clergy grouping are keen to prioritize local ministry such as in regional hubs and organizing confirmation day events. U.D.Y.C committee created an online survey on youth ministry, which was shared throughout our social media platforms and by email. The expectation that was derived from our young people and youth leaders prioritized meeting young people from other areas, weekend or week long events, international events, attending Summer Madness, Worship and teaching events. Due to review and Covid 19...
restrictions, U.D.Y.C events have been put on hold since March 2020. It is hoped that 2022 is the year that U.D.Y.C can “Re-start and Re-connect”. We were recently granted funding from the Church of Ireland Youth Department to enable us to organise events during 2022 to prioritise re-gathering our community together with a focus on restarting and reconnecting. We look forward to working with Bishop, clergy and all others to develop this vision. U.D.Y.C. of Limerick & Killaloe continues to be very thankful to Individuals, parents/guardians, parishes, diocese, C.I.Y.D. and wider church and community for continued support and help.

MEATH & KILDARE
2021 continued to have its challenges for youth ministry across the Diocese due to Covid restrictions. Confirmation classes are in full swing with over 150 people to be confirmed. These classes use a range of resources including CY (Christianity Explored for Youth) and the “I Believe” CIYD resource. Beyond that, other resources have been distributed to the Diocese including Shaken, and Fuel II. We have organised events designed to re-start Youth Work after the pandemic, including a gardening party at Geashill. Furthermore the students of Wilson's Hospital School took part in an augmented reality session with Missional Generation utilising AR to teach Biblical stories. We hope that 2022 will have a much busier programme for youth ministry.

TUAM, KILLALA & ACHONRY
Who would’ve thought that when writing the TKA report for last year that the story this year would’ve been the same? Bright hopes that Covid would be gone were dashed as 2021 wore on, leaving the youth programme hanging. The return trip by the young people from our link diocese of Moray, Ross and Caithness was once again postponed and the usual yearly events, like the Confirmation day and Diocesan fun day didn’t happen once again, due to Covid numbers and nervousness from parishes that getting together, even when we might have, was too risky for all involved. As I write this at the beginning of 2022 I’m hoping and praying for a better year this year!
EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND YOUTH DEPARTMENT
YEAR ENDED 31 DECEMBER 2021

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.
**INCOME AND EXPENDITURE ACCOUNT**

**Year ended 31 December 2021**

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<td>Priorities</td>
<td>-</td>
<td>22,379</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>476,490</td>
<td>434,817</td>
</tr>
<tr>
<td><strong>EXPENDITURE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office &amp; Administration Expenses</td>
<td>(39,332)</td>
<td>(45,578)</td>
</tr>
<tr>
<td>Staff Costs</td>
<td>(139,130)</td>
<td>(135,939)</td>
</tr>
<tr>
<td>Fees &amp; Membership</td>
<td>(1,122)</td>
<td>(1,783)</td>
</tr>
<tr>
<td><strong>Total Expenditure</strong></td>
<td>(179,584)</td>
<td>(183,301)</td>
</tr>
</tbody>
</table>

**Operating Surplus for the Year**

<table>
<thead>
<tr>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>296,906</td>
<td>251,516</td>
</tr>
</tbody>
</table>

**TRAINING, PROGRAMME & GRANT ALLOCATIONS**

<table>
<thead>
<tr>
<th>Description</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training, Programme &amp; Grant Allocations</td>
<td>(270,745)</td>
<td>(232,831)</td>
</tr>
<tr>
<td>Surplus after Training, Programme &amp; Grant Allocations</td>
<td>26,161</td>
<td>18,685</td>
</tr>
<tr>
<td>Currency translation adjustment</td>
<td>2,763</td>
<td>(2,621)</td>
</tr>
<tr>
<td><strong>Net Surplus for the year</strong></td>
<td>28,924</td>
<td>16,064</td>
</tr>
</tbody>
</table>
## BALANCE SHEET

### Year ended 31 December 2021

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>€</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TANGIBLE FIXED ASSETS</strong></td>
<td>7</td>
<td>1,656</td>
</tr>
<tr>
<td></td>
<td>641</td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash held on deposit by RCB</td>
<td>8</td>
<td>135,009</td>
</tr>
<tr>
<td>Cash at bank</td>
<td>9,161</td>
<td>4,1616</td>
</tr>
<tr>
<td>Prepayments</td>
<td>2,424</td>
<td>8,800</td>
</tr>
<tr>
<td></td>
<td>311,707</td>
<td>148,425</td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creditors</td>
<td>9</td>
<td>65,468</td>
</tr>
<tr>
<td></td>
<td>(198,811)</td>
<td></td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td>113,537</td>
<td>84,613</td>
</tr>
<tr>
<td><strong>FUNDS EMPLOYED</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at 1 January</td>
<td>84,613</td>
<td>68,549</td>
</tr>
<tr>
<td>Surplus for the year</td>
<td>28,924</td>
<td>16,064</td>
</tr>
<tr>
<td>Balance as at 31 December</td>
<td>113,537</td>
<td>84,613</td>
</tr>
</tbody>
</table>
Notes to the Financial Statements

1. General Information
The Church of Ireland Youth Department (CIYD) is the Church’s youth policy making body with full reporting rights and responsibilities to the General Synod. CIYD is responsible for the support and development of youth work in the Church. Training, resource materials, and support and advice for youth leaders, young people and Clergy are available.

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>2a. Department of Children, Equality, Disability Integration and Youth</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Youth Services Grant Scheme</td>
<td>206,479</td>
<td>196,647</td>
</tr>
<tr>
<td>- Capital Funding Scheme</td>
<td>19,617</td>
<td>31,643</td>
</tr>
<tr>
<td>- Youth Climate Justice Fund</td>
<td>8,375</td>
<td>10,000</td>
</tr>
<tr>
<td>- Youth Covid 19 Minor Grant Scheme</td>
<td>12,500</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>246,971</td>
<td>238,290</td>
</tr>
</tbody>
</table>

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.

2b. Education Authority Northern Ireland
A grant of €52,353 was received from the Education Authority NI. This grant was provided to the Church of Ireland Youth Department to provide a PPE allocation for dioceses, direct Covid support funding for resources and activities and longer term regional development funding.

3. Office & Administration Expenses

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Insurance</td>
<td>2,825</td>
<td>2,046</td>
</tr>
<tr>
<td>Audit Fees</td>
<td>4,446</td>
<td>4,332</td>
</tr>
<tr>
<td>Rent</td>
<td>21,116</td>
<td>19,878</td>
</tr>
<tr>
<td>Telephone, Postage &amp; Internet</td>
<td>3,778</td>
<td>3,159</td>
</tr>
<tr>
<td>Office Expenses</td>
<td>5,918</td>
<td>12,814</td>
</tr>
<tr>
<td>Depreciation</td>
<td>1,058</td>
<td>1,268</td>
</tr>
</tbody>
</table>
### Resources

<table>
<thead>
<tr>
<th>Description</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sundry</td>
<td>-</td>
<td>1,046</td>
</tr>
<tr>
<td>Bank Interest &amp; Charges</td>
<td>64</td>
<td>69</td>
</tr>
</tbody>
</table>

\[39,332 \quad 45,579\]

### 4. Staff Costs

<table>
<thead>
<tr>
<th>Description</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Salaries</td>
<td>130,944</td>
<td>128,936</td>
</tr>
<tr>
<td>Staff Expenses</td>
<td>7,768</td>
<td>5,858</td>
</tr>
<tr>
<td>Central Board &amp; Executive</td>
<td>418</td>
<td>1,145</td>
</tr>
</tbody>
</table>

\[139,130 \quad 135,939\]

### 5. Fees & Membership

<table>
<thead>
<tr>
<th>Description</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Membership Fees</td>
<td>1,122</td>
<td>1,783</td>
</tr>
</tbody>
</table>

\[1,122 \quad 1,783\]

### 6. Training, Programme & Grant Allocations

<table>
<thead>
<tr>
<th>Description</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training Events</td>
<td>127,096</td>
<td>57,174</td>
</tr>
<tr>
<td>Training Equipment Purchases (Funded)</td>
<td>-</td>
<td>32,366</td>
</tr>
<tr>
<td>Programme Events</td>
<td>10,944</td>
<td>9,989</td>
</tr>
<tr>
<td>Devolved Funding Grants</td>
<td>119,277</td>
<td>115,315</td>
</tr>
<tr>
<td>Summer Madness</td>
<td>-</td>
<td>5,585</td>
</tr>
<tr>
<td>Youth Link NI</td>
<td>13,428</td>
<td>12,392</td>
</tr>
</tbody>
</table>

\[297\]
## 7. Tangible Fixed Assets

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cost</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At 1 January</td>
<td>98,816</td>
<td>104,303</td>
</tr>
<tr>
<td>Currency Adjustment</td>
<td>6,048</td>
<td>(5,487)</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>At 31 December</strong></td>
<td><strong>104,864</strong></td>
<td><strong>98,816</strong></td>
</tr>
</tbody>
</table>

### Depreciation

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 January</td>
<td>97,160</td>
<td>101,294</td>
</tr>
<tr>
<td>Currency Adjustment</td>
<td>1,058</td>
<td>(5,402)</td>
</tr>
<tr>
<td>Charge for the year</td>
<td>6,005</td>
<td>1,268</td>
</tr>
<tr>
<td><strong>At 31 December</strong></td>
<td><strong>104,223</strong></td>
<td><strong>97,160</strong></td>
</tr>
</tbody>
</table>

### Net Book Value

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 January</td>
<td>1,656</td>
<td>3,009</td>
</tr>
<tr>
<td><strong>At 31 December</strong></td>
<td><strong>641</strong></td>
<td><strong>1,656</strong></td>
</tr>
</tbody>
</table>

## 8. Cash on deposit held by the RCB

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash on deposit held by the RCB</td>
<td>300,122</td>
<td>135,009</td>
</tr>
</tbody>
</table>

## 9. Creditors

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
</table>
10. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2021, €1 = £0.8413 (2020: €1 = £0.8937).
Independent auditors’ report to the Board of Church of Ireland Youth Department

Report on the audit of the non-statutory financial statements

Opinion
In our opinion, the Church of Ireland Youth Department’s non-statutory financial statements for the year ended 31 December 2021 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 2021;
- 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.

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.

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.
Reporting on other information

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

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

Responsibilities for the financial statements and the audit

Responsibilities of the Board for the financial statements

As explained more fully in the Board’s Responsibilities set out on page 4, the Board are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they have been properly prepared in accordance with the basis of preparation in note (iii) and the accounting policies in the financial statements and for determining that the basis of preparation and accounting policies are acceptable in the circumstances. The Board are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors’ responsibilities for the audit of the financial statements

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

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: http://www.iasa.ie/getmedia/b2989601-3cd6-48fb-9b8f-997f2d1d9c9a/Description_of_auditors_responsibilities_for_audits.pdf.

This description forms part of our auditors’ report.

Page 8
Use of this report
This report, including the opinion, has been prepared for and only for the Board and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the entity, save where expressly agreed by our prior consent in writing.

PricewaterhouseCoopers
Chartered Accountants
Dublin
16 March 2022
The Covenant Council – Report 2022

THE COVENANT COUNCIL
The Church of Ireland and the Methodist Church in Ireland

REPORT 2022

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

In attendance
Dr Catherine Smith (Synod Officer, Church of Ireland)

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. The Council has, like other committees, met on Zoom during the months since its last report.

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, and hopes that 2022 will see progression of this work. The main areas of discussion are:

- Understandings of Ministry and Episcopes within each denomination;
- Regulations regarding Covenant Partnerships;
The Covenant Council – Report 2022

- The nature of co-operation and collaboration at local and Diocesan/District level, as well as national level;
- An explorations of rites of the Methodist Church in Ireland and the Church of Ireland – rites of ordination, Eucharist, marriage, and confirmation.

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. The implications of charity registration for covenant partnerships are being discussed by the Covenant Council as a matter of some urgency, and a residential day is planned to develop a governance document or framework that may be adapted to the required context and which addresses the respective regulatory frameworks.

Church of Ireland – Moravian Church
The Bishop of Cashel has kept the Covenant Council informed on bilateral conversations between the Church of Ireland and the Moravian Church, to provide the Council with an opportunity to consider any implications that this further relationship of interchangeability involving the Church of Ireland might have for Methodist Covenant partners. The wish of the Church of Ireland to proceed to interchangeability has been previously reported to the General Synod. However, the single province of Britain and Ireland of the Moravian Church has required some conference with the Church of England, which has now written to the COI to commend the work of interchangeability.

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 Tuam and Limerick (Co-Chair)
Ms Elva Byrne
Very Rev Nigel Dunne
Rev Canon Dr Maurice Elliott
Ven Barry Forde
Rev Claire Kakuru”
COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE
REPORT 2022

Election of Commission – That the following be elected to serve on the Commission

The Most Rev Dr Michael Jackson (Archbishop of Dublin and Glendalough)
Rt Rev Andrew Forster (Bishop of Derry)
The Rt Rev Michael Burows (Bishop of Tuam, Limerick and Killaloe)
Very Rev Niall Sloane
Rev Canon Patrick Comerford
Rev Canon Dr Daniel Nuzum
Rev Canon Elaine Murray
Rev Suzanne Cousins
Rev Cathy Hallissey
Rev David White
Ms Cate Turner
Dr Kenneth Milne
Mr Glenn Moore

COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE
REPORT 2022

MEMBERSHIP (20)
A Bishop (Chairman): The Rt Rev Michael Burrows l
WCC Representative: VACANT
ACC Representative: Rev Canon Katharine Poulton
ACC Representative: Mr Wilfred Baker
Porvoo Contact Group Person: The Rev Canon Helene Tarneberg Steed
An Honorary Secretary of General Synod: Rev Canon Malcolm Kingston
Hon Records Secretary: Rev David White
Hon Secretary: Very Rev Niall Sloane
The Archbishop of Dublin
The Bishop of Derry
Commission for Christian Unity and Dialogue – Report 2022

Rev Canon Patrick Comerford
Rev Canon Elaine Murray
Rev Canon Dr Daniel Nuzum
Rev Suzanne Cousins
Rev Cathy Hallissey
Ms Cate Turner
Dr Kenneth Milne
Mr Glenn Moore
Vacant x 2

INTRODUCTION
The Commission for Christian Unity and Dialogue was first established by the General Synod as the Home Reunion Committee in 1905 and assumed its current name in 2007. The Commission was previously known as the Committee for Christian Unity. Its terms of reference are:

- To promote within the Church of Ireland the vision of Church unity;
- To promote and support movements in Ireland towards co-operation among the various Christian bodies;
- To maintain Church of Ireland membership of, and participation in, national and international ecumenical bodies;
- To address, in consultation with the Standing Committee, developments within the Anglican Communion;
- To encourage and engage in inter-faith encounter and dialogue;
- To report annually to the General Synod.

The membership consists of up to 20 members elected annually by the General Synod. The Church of Ireland has a rich network of relationships with fellow Anglican churches and other Christian traditions within Ireland and overseas. It is a member of the Anglican Communion and the following ecumenical networks:

- the Irish Council of Churches (ICC);
- the Irish Inter Church Committee;
- Churches Together in Britain and Ireland (CTBI);
- the Conference of European Churches (CEC);
- the World Council of Churches (WCC);
- the Porvoo Communion (which brings together Anglican and Lutheran Churches); and
- the Reuilly Common Statement (between Anglican and French-speaking Protestant Churches).

As an observer on the Meissen Commission, the Church also has links with the Evangelical Church in Germany. The Commission on Christian Unity and Dialogue’s three working groups focus on Anglican, European and inter-faith matters. The Anglican & Ecumenical Affairs Working Group considers the Church’s relations within the Anglican Communion and within the Porvoo Communion, and with the
More information on the Anglican Communion is available at www.anglicancommunion.org

The **European Affairs Working Group** works closely with the ICC’s European Affairs Committee and the CEC to discuss and consider common concerns for European Churches.

The **Inter-Faith Working Group** seeks to build relationships and encourage dialogue with people from other faiths who are living in Ireland.

The Church of Ireland is in full communion with the other members of the Anglican Communion and Porvoo Communion, the Union of Utrecht of the Old Catholic Churches, and the Mar Thoma Syrian Church. Relations between the Church of Ireland and the Methodist Church in Ireland are covered by the Covenant Council.

The Commission’s members attend the annual conferences of other Christian denominations in Ireland and hold regular meetings with the Roman Catholic Church and with the Presbyterian Church.

**EXECUTIVE SUMMARY**

At its meeting in Dun Laoghaire in 2015 the General Synod approved a Resolution to reform the make-up and working methods of the Commission. Prior to 2015 all bishops had been members ex officio. The 2015 Resolution made provision for one Bishop to chair the Commission and for its Working Groups on Anglican and Ecumenical Affairs, Inter Faith matters and Europe to be convened by three other Bishops. However, over time, the working groups have been chaired by a range of people and the Commission is grateful not only to the Bishop of Cashel, the Rt Rev Michael Burrows,, and the former bishops of Limerick and Tuam for their work in this regard, but also to Canon Dr Ian Ellis and Canon Katharine Poulton who have in succession chaired the group on Anglican Affairs.

Each of the Working Groups has 3 members who are also then members of the full Commission. Each group may also and often does co-opt expertise from beyond the Commission membership. The Commission also includes the Church’s representatives on the Anglican Consultative Council (ACC) and the Central Committee of the World Council of Churches (WCC). We trust that the reorganisation has also allowed the Commission and Working Groups to refresh and widen their membership, endeavoring to bear in mind gender, age, clerical/lay, and geographical spread.

The reforms initiated in 2015 are now firmly embedded and have provided a serviceable framework for the Commission to undertake its largely “outward facing” work on behalf of the Church. The Commission is indebted to its Honorary Secretary, the Very Rev’d Niall Sloane who largely devised the reorganisation and who has worked tirelessly to ensure its smooth operation.

The Commission has been in existence in one form or another for 114 years and in that sense at least might be considered something of an Institution. If so, it is one which ensures a continuity and an accountability of ecumenical activity across those years without, we hope, being hidebound. Members of the Commission and others approved by Standing Committee represent the Church of Ireland on National and International Ecumenical Instruments such as the Irish Council of Churches and the WCC. In Ireland at least, these
bodies provide an opportunity for different Christian Traditions to engage on a regular and basis and to jointly speak into the public space as well as to consult with one another.

The Church’s membership of the Irish Inter Church Meeting (IICM), which is the formal means whereby we engage with the Irish Episcopal Conference of the Roman Catholic Church, has provided an invaluable forum to address, in a constructive way, the many perplexities across the whole island, arising from Brexit. In similar vein, and at the request of the Church Leaders Group (Ireland)¹, the Irish Council of Churches (ICC) has organised extremely well attended and well received consultations through Northern Ireland where not least during interruptions to a functioning Legislative Assembly or Executive), representatives from civic society has been able to engage with politicians on many matters in addition to Brexit.

Occasionally a question is raised about the appropriateness of European Affairs as a constituent part of CCUD. There are many good reasons why it should be so, not least the significant recognition which the European Union (EU) gives to religious bodies and the formal mechanisms, through Article 17 of the Lisbon Treaty, which it provides for formal consultation, both at EU and Member State level, with such bodies. Indeed, there is a strong case to be made that it is through neglect of this important aspect of the Social Pillar that much of the positive potential of the Union has been undermined. The Christian churches of Europe, speaking together, have still much to offer our troubled yet also exhilarating continent.

In addition, the Church of Ireland’s membership of the Conference of European Churches provides us with both an influential forum within and beyond the EU and an important formal point of encounter with the Orthodox churches in Europe, who have often provided much of the material and spiritual support to many caught up in the migration crisis. The Churches ecumenical involvement in European affairs will continue to grow in importance and perhaps in prophetic witness in the years ahead.

As you will see from the reports of the Working Groups below, this has been a busy year in every area of activity and the Commission is grateful to all who have contributed to its work and especially to its Hon Minute Secretary, the Rev Ken Rue for his concise and diplomatic recording of our deliberations. We are grateful to the Rev David White who has kindly agreed to undertake this role in the times ahead. On a wider level of ecumenical personnel we note with great joy the appointment of Dr Nicola Brady, to be General Secretary of Churches Together in Britain and Ireland. Dr Brady had previously served with considerable distinction as General Secretary of the ICC and all who worked with her there can testify to her mastery of her brief, great efficiency and utter commitment to issues of reconciliation and justice.

¹ The Church Leaders Group (Ireland) comprises of the Church of Ireland and Roman Catholic Archbishops of Armagh, the President of the Methodist Church in Ireland, the Moderator of the Presbyterian Church in Ireland and the President of the Irish Council of Churches.
ECUMENICAL INSTRUMENTS
Considerations of space allow for only limited coverage of the work of the ecumenical instruments to which the Church of Ireland belongs. Their respective websites (given below) should be consulted for detailed reports. Full particulars of Church of Ireland membership of ecumenical organisations and their remit may be found in the appropriate directory on the Church of Ireland website (www.ireland.anglican.org).

ANGLICAN & ECUMENICAL AFFAIRS WORKING GROUP
Membership
Mr Wilfred Baker, Rev Julie Bell, Canon Dr Maurice Elliott, Canon Dr Ian Ellis (Chair), Canon Dr Daniel Nuzum, Rev Canon Katharine Poulton, Rev Canon Helene Steed and Ms Cate Turner

The Revd Canon Dr Ian Ellis became Convenor of the Anglican and Ecumenical Affairs Working Group in 2017 and on retirement from Stipendiary Ministry in late 2020 relinquished this role. The Group is indebted to him for his hard work which, combined with his vast knowledge of all things ecumenical and Anglican meant that much ground was covered. The Revd Canon Katharine Poulton has agreed to Convene the group and Ms. Cate Turner will act as Secretary.

The Group, meeting entirely online has completed its work looking at the Resolutions from ACC17 (held in April 2019). Although the ACC was due to meet in early 2022, this has now been postponed. In the interim, the bulletin from the Anglican Communion Office is issued, keeping all those interested up to date with what is happening in Anglicanism worldwide. There are now representatives from the Church of Ireland on many of the Anglican Network groups and it is the intention to have each of them speak to the working group in 2022.

Report on the Assembly of the European Christian Environmental Network (ECEN) 2021
The biennial assembly of ECEN was held (a year late) virtually in May/June 2021. It brought together over 200 participants from Churches across Europe, from a wide range of denominations. The theme of this year’s conference was “Reconciled with Creation: A Call for Urgent Action on Climate and Biodiversity” It was fascinating to hear how much is being both done and discussed about climate change and biodiversity across the continent, in a wide variety of contexts and stages of economic development.

The opening addresses were from Bishop Prof. Dr. Jochen Cornelius-Bundschuh, Protestant Church in Baden and Greek Orthodox Archbishop Job of Telmessos. I found
Archbishop Job’s address particularly fascinating: the Orthodox churches have had a long history of environmental engagement, and they are very comfortable with a dialogue between theology and science. He referenced particularly the theological insights of “Humanity as priest and steward of creation”, “The ascetic way of life” (which rejects unbridled consumerism), and “The Eucharistic mind” (gratitude and thanksgiving at the heart of liturgy and life). Later sessions discussed the European Green Deal with members of the European Parliament and also the UK government’s plans for carbon emission reduction, and heard about a number of environmental twinning projects across the continent.

The second day was more concentrated on practical matters; with various churches giving examples of their environmental schemes, and young members of the assembly spoke of school and student action. A scheme involving church young people in Norway (Known as The GreenHouse) won the Roman Juriga award (Roman was one of the main founders of ECEN).

The final session was a briefing on the upcoming COP26 talks which will be held in Glasgow in November.

I found this a wonderful event to be part of: clearly not being present “in the flesh” is a loss but I would hope to be at next year’s event in Karlsruhe. I would like to thank the CCUD for asking me to be a delegate at this fascinating and inspiring assembly.

Andrew Orr
plan, inspired by the 1920 Lambeth Conference principle that ‘God wills fellowship’. Discussion ensued.

4. The Rev Prof Oliver O’Donovan and the Rev Prof David Jasper of the Scottish Episcopal Church’s Doctrine Committee presented the Commission’s recent paper *Learning from the Pandemic*. The thought-provoking questions raised with respect to pastoral care and the conducting of public worship in times of emergency were then considered in groups and in plenary. It is hoped that circumstances will allow an in-person Consultation in 2022, to be hosted by the Church in Wales and held at Gladstone’s Library, Hawarden, between 11 and 13 May.

**THE IRISH COUNCIL OF CHURCHES (ICC: www.churchesinireland.com)**

The ICC is an ecumenical Christian body and is a sister organisation of Churches Together in Britain and Ireland (CTBI). The Church of Ireland is a founding member of the ICC, which was established in 1923.

The 98th annual meeting of the Irish Council of Churches took place on Thursday 25th March 2021, on Zoom. As a member of the ICC, the Church of Ireland is invited to appoint 20 representatives to attend the AGM (they are appointed each year by the Standing Committee), in addition to the members of the ICC Executive, who are automatically entitled to attend.

Regular AGM business includes presentation of the accounts for the previous year, the annual appointment of the Honorary Treasurer, and the receipt of the report of the ICC. There were also 3 addresses, each followed by a question-and-answer session; in the case of the two plenary addresses, there was also a break-out session after each. In times when the ICC is able to meet in person, seating around tables was pre-assigned, and each table formed a discussion group at the appropriate time. On Zoom, attendees joined breakout rooms, which offered a similar, if less convivial, experience.

Dr Gladys Ganuel of Queen’s University Belfast spoke on her survey, carried out from June to December 2020, of faith leaders’ and Churches’ responses to the pandemic across the island of Ireland. 24% of respondents from the Church of Ireland reported that they had had some form of online service before the pandemic; 88% reported holding online services during it, with 70% declaring an intention to retain some aspects of online ministry once the pandemic reaches an end. It was noted, however, that some leaders fear change and loss as a result of “digital church”. The problem of the urban/rural divide in terms of digital access was also noted. Other topics raised by respondents during the survey included stress: 46% reported that their ministry is more stressful than usual during the pandemic. Interestingly, Dr Ganuel noted that the respondents from the Methodist Church were most likely (58%) to report an increase in stress, but also reported the second highest rate of being able to cope with that stress (32%; just behind Roman Catholic priests, who reported at 33%). The factors contributing both to the high stress and to coping with it were not explored but would be interesting to consider. One aspect of Dr Ganuel’s research that perhaps merits consideration is its implicit hierarchical underpinning – from its title, “People Still Need Us”, which indicates a possibly stultifying conception of “them” and “us” in the relationship between congregations and “faith leaders”, to her final suggestion that the laity should be empowered to take on voluntary roles for the purpose of reducing
the stress felt by clergy, rather than as an essential part of the mission of the Church. This falls rather short of the radical, transformative, vision of church for which she had called earlier in her presentation.

The second plenary address was provided by Prof Philip McDonagh, of the Edward M. Kennedy Institute for Conflict Intervention, NUI Maynooth, who explored ways in which Church-state relations can be challenged by, and can learn from, the pandemic experience. He spoke of the need for states, and for individuals, to reach beyond their own borders to the whole human family, and pointed to engagement in the public sphere as a revelation of divine love. Prof McDonagh noted that governments tend to value religious communities when they need their partnership in delivering healthcare or education. However, as he observed, Churches are not lobby groups who present housekeeping lists to governments; instead, they must maintain their moral standpoint from which to criticise laws. Drawing on the work of William Temple and J.H. Oldham, Prof McDonagh suggested six axioms of the religious imagination on its journey towards a more just world, including exploration of the factors that accompany healing in a wounded social structure, and discernment in the midst of opacity in accordance with a common standard as a core value in the conduct of international relations. Concluding his plenary with discussion of individuals who exemplify some of these axioms, Prof McDonagh discussed the life and activism of Ken Sara-Wiwa and Franz Jägerstätter, before ending with a suggestion that a global spiritual retreat, perhaps modelled on the 10 days of deep reflection and acknowledgement of truth of Yom Kippur, is needed as we engage with the global economy and its magnifying inequalities.

The Very Rev Dr Ivan Patterson, President of the ICC, offered the concluding address, on the theme of listening and hearing, which, he noted, in its act of creating a space for an encounter, allows both parties to pursue peace and understanding. The President spoke of those whose cries for help are ignored or neglected, and who must be offered the healing of conversation, which allows them to create new memories, and makes room for them to speak and to be listened to. Such actions also change those who listen, challenging them as they take on another’s viewpoint. We find it hard to imagine a narrative that is not our own, but by listening and by hearing the words and the pain of others, we stretch and open ourselves to love. Dr Patterson concluded by pointing out that we are under a divine obligation to be peace makers, not merely peace keepers, and that listening is one of the ways in which we may make peace and give it space to dwell.

Catherine Smith, Synod Officer

IRISH INTER-CHURCH MEETING (IICM: www.churchesinireland.com)
The Irish Inter-Church Meeting (IICM) was established in 1973 as a forum between ICC’s member churches and the Roman Catholic Church. The current Co-Chairs are the Most Rev Brendan Leahy, Bishop of Limerick, and the Very Rev Dr Ivan Patterson, President of the Irish Council of Churches.

The Irish Inter-Church Meeting of 2021 was held on Thursday 11th November in Dromantine Conference Centre, Newry. The title of the meeting was “Identity and Belonging – Past, Present, Future.”
The event was well attended, and many participants expressed a sense of pleasure in being able to attend in person.

The day was divided into sessions as follows:

11.30-13.00: Identity and Belonging: Past, Present, Future
The IICM Co-Chairs led participants in a session concerning initiatives of inter-church work that were undertaken during the previous year.

14.00-15.30: Response of Church Leaders to Partition
Dr Éamon Phoenix, of Stranmillis University College – a political historian, and member of the Taoiseach’s Expert Advisory Group on Centenaries – presented on how various expressions of the Church responded to partition and the formation of the two jurisdictions on the island of Ireland, and suggested relationships with the ongoing work of reconciliation.

The lecture was well received, and generated a great deal of interest among participants. In fact, several of those who were seated at my table expressed a wish that there had been a long slot time-tabled for this item, as they would like to have continued the discussion with those present.

16.00-17.30: Roundtable Discussion: Racial Justice and Inclusion
This session considered people’s experiences of racial/ethnic diversity and inclusion in the Church in Ireland. It was chaired by the Rev. Dr Sahr Yambasu, President of the Methodist Church in Ireland, and expanded on the research conducted by IICM in partnership with Evangelical Alliance, Tearfund, and VOX magazine, viz. Every Nation, Tribe and People? Race and the Churches in Ireland. Arising from a contribution made earlier in the day, this panel was expanded shortly before the session began to include Ms Geraldine McDonnell, who spoke about racism with respect to that experienced by the Travelling Community in Ireland.

The Very Rev. Dr Ivan Patterson, President of the Irish Council of Churches, and the Most Rev. Dr Brendan Leahy, Co-Chair of the IICM, led expression of thanks to Dr Nicola Brady, ICC General Secretary, and also led those present in warmly congratulating her upon her appointment to the position of General Secretary of the Churches Together in Britain and Ireland.

I am grateful to the Standing Committee for appointing me as one of the Church of Ireland’s representatives to the IICM. I found the event thought-provoking and collegial, and have since been in contact, both by email and in person, with several other representatives, to discuss the ongoing work of the meeting.

Rev. Dr Leonard Madden
CHURCHES TOGETHER IN BRITAIN AND IRELAND (CTBI: www.ctbi.org.uk)
Churches Together in Britain and Ireland (CTBI) is an ecumenical organisation. The members include most of the major churches in England, Scotland, Wales and Ireland. It was formed on 1 September 1990, as the successor to the British Council of Churches, and was formerly known as the Council of Churches of Britain and Ireland.

Report from the Dean of Limerick on the Annual General Meeting of Churches Together in Britain and Ireland held on-line on 22nd September 2021

Introduction
Over 40 people were in attendance. Opening prayers included material from the Week of Prayer for Christian Unity 2021. Dr Nicola Brady was welcomed as the new CTBI General Secretary and introduced to the AGM (by way of a short interview with the Moderator, Graham Sparkes).

AGM
The AGM was held at which the minutes from the 2020 AGM and the annual accounts and reports were approved. Several Trustees and Directors of the Company were appointed including, Ms Gillian Kingston.

Keynotes
2 presentations were delivered
1) Racial Justice is everyone’s business (Richard Reddie, CTBI)
   - 13th February is Racial Justice Sunday and a resource is being prepared for it and should be available from CTBI by the end of this year.
   - Week of Prayer for Christian Unity 2022 is being prepared in conjunction with Churches in Minnesota, USA (state where George Floyd was murdered). The theme will be around Racial Justice.
   - A Racial Justice Advocacy Forum is to be launched.
   - The importance of the 4 Nations working together was emphasized.
   - General updates and comments were presented by some members.
2) Unity and Witness
   - Further information of the Week of Prayer for Christian Unity 2022 was provided. Next year will be the first year the material will be produced in Scot Gaelic.
   - CTBI’s Mission and Theology Advisory Group is preparing some daily spiritual resources. More information available through www.ctbi.org.uk
   - The CTBI Church’s Forum for Inter-Religious Relations has been carrying out work on Inter-Faith responses to the Pandemic, Islamophobia and Inter-Faith work developments since 9/11.
   - Israel-Palestine: Support for Ecumenical Accompaniment Programme.

The meeting closed with prayer.

Niall J. Sloane

CONFERENCE OF EUROPEAN CHURCHES (CEC: www.ceceurope.org)
The Conference of European Churches (CEC) was founded in 1959 to promote reconciliation, dialogue and friendship between the churches of Europe at a time of growing Cold War political tensions and divisions. CEC is a fellowship of some 116 Orthodox, Protestant, Anglican, and Old Catholic Churches from all countries of Europe, plus 40 National Council of Churches and Organisations in Partnership.

Report from the Rev David White on the General Assembly of CEC 2021

The 2021 General Assembly of CEC which was to be held virtually on the 30th of June was unable to take place as the required quorum of delegates was not reached. The Assembly then took place on the 30th of September 2021. At this meeting, a quorum was not required for it to go ahead. The morning session concluded with prayers led by the President, the Rev. Christian Krieger and the Vice-President, His Eminence Metropolitan Cleopas of Sweden and All Scandinavia.

In the afternoon, a webinar was held with the title, ‘Impact of Covid-19 on Churches. Positive outcomes?’ This was moderated by Dr Jørgen Skov Sørensen, CEC General Secretary.

Keynote Address

While we are all aware of the challenges and negative effects of Covid-19 perhaps the positive outcomes have been neglected. The keynote address was given by the Revd Dr Richard Sudworth, Secretary for Inter-Religious Affairs to the Archbishop of Canterbury and National Inter-Religious Affairs Adviser for the Church of England. He began with an overview of statistics relating to online services in the Church of England. Some of interest were: 1 in 5 viewers were not regular attenders; 15% of viewers across Facebook and YouTube were 34 or under. He said that there is an opportunity now to proclaim the Gospel particularly among a demographic missing from physical Sunday services. Drawing on the statistics, he suggested that, ‘Online church will be a determining factor in our worshipping life going forward.’ While the future may be uncertain and threatening, online services offer some hope. There has been significant engagement by the Church in the UK public square, he claimed, which means that the Church is seen as a vital agent of social transformation moving out of the pandemic.

Reflection 1

Fr Stavros K. Kofinas, Coordinator of the Network of the Ecumenical Patriarchate for Pastoral Health Care gave the second reflection. He made the point that the pandemic has debunked the myth that human power is limitless. It has unearthed the reality of our powerlessness and fearfulness which we often choose to deny. He suggested that as we emerge from the pandemic, evangelisation needs to seriously address the issue of death. This has not been adequately dealt with by the Church. The challenge is not to deny or beautify death but to perceive it as a reality of human existence. Responding to the idea of continuing online service as we emerge from the pandemic, he said that body and soul must be present in the liturgy so that we can completely place ourselves in God’s presence for sanctification.

Reflection 2

Revd. Dr Vilmos Fischl, Ecumenical Council of Churches in Hungary gave a very helpful overview of how the churches in Hungary coped with the pandemic. While Protestant and
 Anglican churches held online services, the Roman Catholic and five Orthodox churches remained open, as the government gave the churches freedom to remain open if they wished. His main concern was about people remaining at home on Sundays and preparing the main Sunday meal while watching services online. He suggested the posting of services online a couple of days after the service is held, so as to avoid this problem. He also pointed out that the International Eucharistic Congress will be held in Hungary in September with Pope Francis due to attend. Finally, he said, 'Everything has changed and we will just have to get used to this new world.'

David White

WORLD COUNCIL OF CHURCHES (WCC: www.wcc-coe.org)
The World Council of Churches (WCC) is a worldwide inter-church organization founded in 1948. Its 349 members today include the Assyrian Church of the East, the Oriental Orthodox Churches, most jurisdictions of the Eastern Orthodox Church, the Mar Thoma Syrian Church of Malabar, the Old Catholic Church, Anglican Communion, most mainline Protestant churches (such as the Lutheran, Mennonite, Methodist, Moravian and Reformed) and some evangelical Protestant churches (such as the Baptist and Pentecostal).

The 11th Assembly will be held in 2022.

MEISSEN (Meissen: www.europe.anglican.org/ecumenical-information-and-links/agreements-and-partners)
The Church of England’s relations with the Evangelical Church in Germany (EKD) are based on the Meissen Agreement, signed in 1991. The Church of Ireland is an observer at meetings and is currently represented by the Rev Markus Dünzkofer of the Scottish Episcopal Church.

Meissen Commission Meeting 2021
Church Of England/Evangelische Kirche in Deutschland (EKD)
Report of the Celtic Churches Observer
(Representative: Rev Canon Dr Maurice Elliott (Church of Ireland))
The 31st meeting of the Meissen Commission was held via Zoom on 7-8 October. Those in attendance were six representatives each from the Evangelische Kirche Deutschland and the Church of England (the Co-chairs are respectively Landesbischof Ralf Meister and Rt Rev Jonathan Gibbs) with observers from the Diocese in Europe, the German-speaking Synod of Great Britain and the Celtic Anglican Churches. The meeting is essentially bilingual, however the lead-language is customarily determined according to the host church. This year’s agenda covered four principal areas during the two days – the ongoing work of the Meissen theological conference; reports from the churches; theological and journalistic perspectives from invited guests; review of existing work and future planning.

The Theological Conference
Professor Mark Chapman (Oxford) reported on the most recent theological conference in the July 2021 which further explored the outstanding issue of full consensus between the two traditions in relation to 'the historic episcopate'. He observed that aspects of how
Anglicans are apt to understand this touchstone amount to little more than ‘wishful thinking’, and that the interpretation of its significance has repeatedly proven challenging in other ecumenical dialogues. Chapman noted the willingness of the Church of England to live with certain anomalies in other areas, not least in matters of its own internal polity, and the extent to which the overall profile of the English church within society had changed substantially even since the first signing of the Meissen Agreement in 1988. In light of this new reality, typified by a steeply declining membership and sense of adherence, he suggested that certain markers of Anglicanism from the past, such as an overly inflexible way of recognising the historic episcopate, may need to be re-visited, and that there should be greater willingness on the part of Anglicans to ‘live with anomalies for the sake of mission’.

Church Reports
Not surprisingly there were many overlapping themes amongst the various church reports submitted: Responses to the global pandemic, with genuine levels of apprehension as to the impact of the pandemic in terms of church attendance and material resources; climate change, with a particular focus on the forthcoming COP26 conference in Glasgow; Brexit and its ongoing impact; young people; human sexuality; and safeguarding. Particular concerns were noted in relation to the Diocese in Europe which reported ‘devastating consequences’ to its congregations as a result of the cumulative combination of Brexit and the pandemic.

Theological and Journalistic Perspectives
There were three contributors to this section of the business: From a German perspective Horst Thoren, editor-in-chief of the Rheinische Post, challenged the churches to face into a deepening contemporary crisis of faith and moral standing. He voiced his perception that the church appears to have lost both its distinctiveness and its voice within wider society. Revd Dr Brendan McCarthy (a son of the Church of Ireland now working as an advisor to the Church of England in Mission and Public Affairs) outlined the Church of England’s national response since the beginning of the pandemic in 2020 and its commitment to the international Covax programme for vaccine justice. Of interest here were his, and the English Co-chair’s, comments that the Church of England now sees itself as ‘a church for, and not of, the nation’. Lastly, Professor Traugott Jaenchen, a lecturer in Christian sociology, shared some stimulating thoughts on ways in which the gospel might be more effectively communicated in contemporary society. He contrasted the continuing influence of the Christian churches within society, for example in so many facets of the social calendar, with the reality that for many post-modern people organised religion feels at best ‘strange’, and he posited the need for churches to do more creative thinking in areas such as ‘spirituality’ and ‘mystery’ as possible pathways towards re-establishing a meaningful sense of societal connection.

Review and Future Planning
The final session of the meeting reviewed the progress of the work of the Meissen Commission over the last five years and outlined its future trajectory. In view of the forthcoming Lambeth Conference and next year’s Kirchentag it was agreed that the focus for 2022 would be ‘the churches in their international context’. Beyond this it was left to the secretariat to advance other relevant agenda items.

M.J. Elliott
October 2021


The Reuilly Common Statement calls for a closer relationship between the Anglican Churches of Britain & Ireland and the Église Réformée (a grouping of four French Protestant Churches, namely the Lutheran and Reformed Churches of France and the Lutheran and Reformed Churches of Alsace and Lorraine).

(Observer: Rev Dr Christine O’Dowd-Smyth (Church of Ireland))

2021 was a very important year for the Reuilly Agreement, as on June 23rd the Committee celebrated the twentieth anniversary of the signing of the Reuilly Agreement. When the Committee had last met in person in Edinburgh in late February 2020, we had discussed holding a service of celebration in St Mark’s Anglican Church Versailles on the 23rd of June, and in the Autumn of 2021 a theological conference at Lambeth Palace, opened by the Archbishop of Canterbury. The pandemic changed everything however. The Committee met on zoom in March 2021 and agreed on a zoom celebration on the 23rd June. That March meeting was very important as the delegates of all the churches present spoke of the importance of the Church being “a cloud of witnesses/une église de témoins” in our outreach to wider society. All present spoke on the one hand of the weariness experienced by all because of the pandemic lockdowns. The Bishop of Warwick spoke of the burnout felt by many clergy and Christian Krieger of the United Protestant Reformed Churches spoke of la lassitude de tous. However all registered increased attendance at online services. There was a discussion on how to proceed post lockdown. The French reformed churches discussed the increase in ordained local ministry (something interesting from an Irish point of view). They also emphasised the importance of youth outreach and youth ministry.

There was a discussion on how to develop the pilot joint ministry envisaged in France in Lyon and Strasbourg between the Anglican and Protestant Reformed Pastors. The Anniversary Celebration took place as planned on zoom on the 23rd June 2021 at 6pm Irish time. (The Bishop of Cashel Ferns and Ossory the Right Reverend Michael Burrows attended as invited by the Church of Ireland representative Rev Dr C O’Dowd-Smyth.) The ceremony was opened by the Co-Chairs: Bishop John Stroyan of the Church of England, Pastor Christian Krieger of UEPAL. Peter Hooper of the Anglican Diocese of Europe is the new representative replacing Archdeacon Meurig Williams who is now a Rector in the Church of Ireland.

There were reports from Lyon and Strasbourg about the progress of the joint initiatives in ministry between the Anglican churches and the Reformed Churches. There was an organ and choral recital with music played on Albert Schweitzers organ at Grunsbach; as well as the Old Saint Paul’s Edinburgh choir.

Intercessory Prayers for unity were from England, France and Scotland. The prayer for peace was prayed by Red Christine O’Dowd-Smyth in Irish as well as French and English. Bishop John Stroyan said goodbye to us all as he was retiring. The new liaison between the Church of England and the Reuilly Group is Revd Dr Isabelle Hamley.
The closing blessing was given by Bishop Robert Innes the New Bishop of the Anglican Diocese of Europe. There was a pre-recorded message of encouragement and blessing from his Grace the Archbishop of Canterbury.

COMMUNITY OF PROTESTANT CHURCHES IN EUROPE (CPCE: https://www.leuenberg.eu/)
The CPCE is the umbrella organisation of the protestant churches. 94 Lutheran, Methodist, reformed and united churches from over thirty countries in Europe and South America belong to it. With that the CPCE represents altogether around 50 million Protestants. The CPCE exists thanks to the Leuenberg Agreement of 1973

The next General Assembly of the Community of Protestant Churches in Europe is due to take place in 2024

PORVOO (www.porvoocommunion.org)
The Porvoo Communion of Churches, (with members from the Lutheran Churches in the Nordic and Baltic countries and the Anglican Churches in Britain and Ireland and on the Iberian Peninsula), continued its work of bringing the Porvoo Churches and its member closer together in mission and ministry during 2021.

The Porvoo Communion of Churches, (with members from the Lutheran Churches in the Nordic and Baltic countries and the Anglican Churches in Britain and Ireland and on the Iberian Peninsula), did not meet in person during 2020 and 2021. During both these years scheduled meetings had to be moved to online platforms. The Theological Conference in October 2020 raised the question of how we see and develop the Porvoo portrait – as we considered our identity, closer contribution and unity. Dr Mary Tanner was among the speakers. In 2021 the Primates in the Porvoo Communion had hoped to gather in Tampere, Finland, with members of the contact group to celebrate the 25th Anniversary of the Porvoo Communion. Unfortunately, this meeting was postponed and will take place in October 2022, with the same theme of: Portrait, Unity and Vulnerability.

The Porvoo contact group met for a day conference on Zoom in October 2021 at which we discussed the current situation in our churches and shared some insights and experiences of ministry during a pandemic. We also discussed:
How Porvoo can support exchange and twinning between dioceses and parishes. (If you are interested, please contact Rev Canon Helene T. Steed)
Transitivity: The difficulties regarding recognition of Lutheran and Anglican pastors from churches outside the Porvoo communion.

The Church of Ireland was represented in by:
Rev Canon Helene T. Steed, Church of Ireland member of the Porvoo Contact Group
Archbishop Michael Jackson, Anglican Co-chair of the Porvoo Contact Group

Work plan for the next three years:
2022: Primates’ Meeting, Tampere, Finland: Celebrating the 25th Porvoo Anniversary
Thematic suggestion: Life in the Eucharist / the Eucharistic life in our churches.
2024: Church Leaders’ Consultation in Sweden

The Churches in the Porvoo Communion pray for each other. Every Sunday, Diocese, its bishop/s, clergy and people are remembered in prayer by congregations and parishes, as well as by individuals. The prayer diary for 2022 is found on-line at: https://porvoocommunion.org/prayer-diary-2022/

EUROPEAN AFFAIRS WORKING-GROUP
Membership
Vacant (Chair), Dr Ken Milne, Rev Cathy Hallissey, Rev David White (Hon Sec).
Co-opted - Canon Adrian Empey, Ms Maxine Judge, Canon Eithne Lynch.

Conference on the Future of Europe
The European Union has embarked on a Conference on the Future of Europe, a major critique of its agenda and of how the Union operates in the light of the new world order that is emerging in which countries in Asia and elsewhere are assuming increased influence. Furthermore, a Union of 27 nation states must recognise that its character has changed considerably from the original much smaller (and entirely Western) membership. It now faces huge demands such as climate change, migration, the digital revolution and a rapidly developing global economy, which can best be tackled internationally. The Conference on the Future of Europe will report during the French presidency of the EU in 2022 and President Macron attaches huge importance to its work.

A major flaw in the EU is perceived to be a ‘democratic deficit’ whereby there is insufficient engagement between the institutions of the Union and the citizens of the member states. The Conference attempts to address this problem by ensuring the involvement of ‘citizens assemblies’, one of which will be held in Ireland early in 2022. It is hoped that the Irish Churches will play their part in the formulation of recommendations to the Conference and to this end Dublin City University has, through its Centre for Religion, Human Values and International Relations, convened a ‘Consultation on the Conference on the Future of Europe’. Participants in this Consultation include the Irish Council of Churches and the Irish Inter-Church Meeting. It has already met by Zoom and is intending to meet (if possible, corporally) in February.

The founding fathers of what has become the European Union did not see it as simply a 'Common Market' but believed that it should be guided by human values and the Churches have an obligation to support that aspect of the Union's life at a time when there are divergent views in Europe as to what these values are and when basic democratic principles within the EU need to be secured.

Beyond Brexit
While we have been preoccupied with the implications of Brexit, members feel that we also need to consider our place in Europe and the key international relationships which will be needed for the future. We noted Paul Gillespie’s report on a conference of the Irish Association for Contemporary European Studies entitled “After Brexit, what next?”

One speaker of note was Eoin Drea from the centre right Wilfried Martens think tank in Brussels who according to Gillespie “lamented the failure to articulate a vision of Irish policy reflecting his own priorities. Ireland is seen as an exemplar of an Anglo-American socio-economic model in Brussels; but it is caught between the neoliberal northern European Hanseatic model and the deeper fiscal one of southern states led by France – which does it prefer?”

“Likewise, he [Drea] outlined the benefits his child receives from public social care services where he lives in Belgium … There is little political or media awareness or debate here about how much of an outlier Ireland is on social care in Europe, where most such services are provided at local level from local taxation. Our weak local government powers combine with privatised US-style welfare and health arrangements to make the issue invisible. This is despite evidence from polling and the recent Citizens’ Assembly on equality that most citizens would prefer publicly provided care.” The issues raised will be of interest to the EAWG in the coming year.

Ms Janet Barcroft
We were saddened to hear of the death of Janet Barcroft on September 13th 2021. We would like to extend our sympathies to her brother Stephen, sister-in-law Birgitta, nephews and niece, Peter, John and Vanessa, and their partners Katie, Sonja and Peter, great nieces and nephews, Luke, Michael, Eva, Ashley, Hannah and Owen, extended family and her wide circle of friends and former colleagues and pupils of The High School, Rathgar.

INTER FAITH WORKING GROUP
Membership
Rt Rev Dr Kenneth Kearon (Chair), Rev Suzanne Cousins, Rev Canon Patrick Comerford, Rev Canon Elaine Murray (Hon. Sec)

While COVID-19 restrictions have naturally curtailed events, the Interfaith Working Group continued to meet by zoom and to report following these meetings to the Commission for Christian Unity and Dialogue.

The Chairperson, Bishop Kenneth Kearon, retired at the end of the year and will be replaced by the Rev Suzanne Cousins. The group would like to express their sincere thanks to Bishop Kearon for all he achieved during his years at the helm. In March, the Most Revd John McDowell, Archbishop of Armagh and Primate of All Ireland, appointed one of the members of the Interfaith Working Group, the Rev Suzanne Cousins, Rector of the Benburb Group of Parishes, as his Inter Faith Adviser. The group congratulates Suzanne on this well-deserved position which will prove very beneficial to the Church of Ireland.
The group advertised a World Council of Churches essay competition on ‘The Future of Interreligious Dialogue’ and were delighted that the Rev Christopher West, then curate in Taney Parish, was one of five international winners, the others were Lea Schlenker from Germany, Kritsno Sapteno from Indonesia, Ioannis Christodoulakis originally from Greece, Nicole Kallsen from the USA. In July, Christopher, along with the other winners, took part in an online intergenerational conversation to mark the 50th anniversary of the World Council of Churches (WCC) Interreligious Dialogue and Cooperation Programme. They had an opportunity to briefly share salient points of their prizewinning essays as a starting point for the conversation. They spoke with Rev Dr Wesley Ariaratiah, former deputy general secretary of the WCC and director of the Dialogue programme, and Dr Clare Amos, former WCC programme coordinator of Interreligious Dialogue and Cooperation.

The group commended the Cork 3FF interfaith leaflet as an example of an effective local initiative.

There was an important publication by the WCC’s Office of Interreligious Dialogue and Cooperation (WCC IRDC) with the Vatican’s Pontifical Council for Interreligious Dialogue (PCID) of *Serving a Wounded World in Interreligious Solidarity: A Christian Call to Reflection and Action During Covid 19 and Beyond*. An excellent summary of that publication and of the Search Colloquium (August 2021) “Who is my Neighbour? Serving a Wounded World in Interreligious Solidarity” is contained in the summer 2021 edition of Search (Vol. 44.2). The emphasis is on dialogue with members of other faiths as collaboration and working alongside one another to be healing hands in a suffering world.

Following on from publicising and supporting the IFUK statement on refugees in November of this year, the Interfaith Working Group also raised the question of who in the Church of Ireland has responsibility for refugee matters. It was decided that CCUD, as an interim measure, will take on this role until the Honorary Secretaries can make a final decision on who will have responsibility for being the Church of Ireland’s voice for Refugees.


The Interfaith Working Group expanded their membership with the addition of the Rev Abigail Sines, currently Dean’s Vicar in Christ Church Cathedral. Rev Sines has been involved with many Refugee initiatives in recent years and the group are delighted she has agreed to come on board.

*Future Work*

Plans are in place for friendly visits by the Archbishop of Armagh along with the Interfaith Adviser to the Belfast synagogue and to the Belfast Islamic Centre (covid circumstances and restrictions allowing).

The group are waiting for a full complement on the House of Bishops before requesting Bishops to nominate two representatives from their diocese to be part of a wider Interfaith
Forum which would meet a couple of times a year. This Forum would help equip parishes to develop pastoral and theological responses to interfaith challenges, issues and dilemmas arising in an increasingly multi-cultural Ireland.

The group are exploring the idea of a conference or seminars in the area of both ‘Women Theologians and Faith Practitioners ’ and ‘Chaplaincy ’ in an interfaith context.

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Appendix 1 ~ Annual Church Meetings

The Church of Ireland extended invitations to ecumenical partners to attend the online meeting of the General Synod in 2021, but not all partners were able to send a representative.

The guests who attended were:

Very Rev Dr William Henry Presbyterian Church in Ireland
Mrs Joan Doherty Methodist Church in Ireland
Rev Dr Sahr Yambasu Methodist Church in Ireland
Dr Nicola Brady Irish Council of Churches
Rev Richard Wood Church in Wales

The Church of Ireland was not present at the following
General Assembly of The Presbyterian Church in Ireland
The General Synod of the Church of England
The General Synod of the Scottish Episcopal Church

RELIGIOUS SOCIETY OF FRIENDS IRELAND YEARLY MEETING
On-line, 8th – 11th April 2021

Report from the Very Rev John Bond

A TIME TO ACT TOGETHER IN FAITH AND HOPE

(Let us try what Love can do - William Penn.)

I was invited to attend the Quaker Yearly Meeting in 2020 but like so many other events it was cancelled because of Covid-19. This year it was a privilege to be asked again (with my wife Joyce who was an observer) and Gina Copty to represent the Church of Ireland at the 2021 Quaker Yearly Meeting via Zoom. I attended Thursday evening - Saturday evening. The theme of the Meeting was "A Time to Act together in Faith and Hope", which proved very timely as violence erupted on many streets in towns across Northern Ireland, The Good Friday Agreement was signed on 10th April 1998 - 23 years ago. It has been easier to find a vaccine for a Global pandemic than a solution for a corrosive/toxic hatred that not only destroys property and the economy in Northern Ireland but also destroys lives. There is a terrible evil in our land. Ghandi once said, "Prayer, properly understood and applied ... it is the most potent instrument of action". Easter is a time of hope and
celebration and with the vaccine being rolled out we will once again be able to see a future, hug our loved ones and worship in our Churches D.V.

**Thursday Evening - MINISTRY & OVERSIGHT** - The opening Session on Thursday evening focussed on various reports (Epistles). Monthly meeting venues included newly added St. Finbarr's, Cork, Limerick and Churchtown. The merits and demerits of Zoom were discussed together with the Carbon Footprint and lack of personal contact.

Two Friends spoke of their pilgrimages to the Lake District in 2020 to the heart of Quakerism. In 1652 the Established Church was in control and not favourably disposed towards 'outsiders'. However, George Fox did preach at Ulverston Parish Church for three hours by invitation, I suspect he was not invited back!

In the present day's challenging situation the Society has a real heart for the advancement of the Gospel, wanting to connect with Churches and groups working for Peace and dealing with issues such as Abortion with compassion and sensitivity, and especially as some 400,000 women in Ireland have had to cope with abortion.

**Friday Morning Session - FAITH IN ACTION** - began with a half hour meeting for Worship. The emphasis was the charitable concern of Quakers, working with Christian Aid and Right Sharing of World Resources, supporting projects in Uganda, Palestine, Bolivia, Nicaragua, Rwanda, Zimbabwe and Kenya. Their new website with a Pay Pal A/c. will soon be functioning. The Society is committed to give practical and spiritual support in Ireland and elsewhere through donations from Friends, Quaker Meetings, occasional bequests, and fund raising. Unfortunately fund raising events were cancelled in 2020 because of Coronavirus.

**Friday Afternoon - CONNECTING WITH OUR NEIGHBOURS** - began with a silent tribute to the Duke of Edinburgh who died earlier. Representatives from the Churches were welcomed - Church of Ireland, Methodist, Presbyterian, Jewish, Baha'i and Roman Catholic. Bishop Leahy, Limerick, was unable to be present until Saturday afternoon. Both Gina and I conveyed greetings from the Church of Ireland. Friends from different parts of the world were also welcomed via Zoom.

In Reports (Epistles) the major issues included Climate Change and also violence against human-beings against the Earth. The focus was on reaching out to the most marginalised, helping prisoners, mother and babies, young people, speaking truth to Power. There was a useful meeting with Justice Minister Naomi Long in N.I., cross community work and making sure families were supported during lockdown and able to have a break at the Quaker Cottage, Belfast. Friends have a Charity Shop on the Lisburn Road, Belfast. "We try to make Love visible" as one member said. A Challenge was issued - "Is there anything Friends can do to support and promote the work that is already being done?"

There is a need to hold the uncomfortable conversations - the response to racism must be as important as the response to war, the inhumane treatment of immigrants especially in Ireland. The need to speak to people we would not normally speak to... Gender Equality, LGBTQ, the way the Pandemic has affected people and the huge loss of life and mental health. There was an opportunity to ask questions, to express views, and just like General Synod some people enjoy the sound of their own voices! In all this Friends are to reflect on the "light within", and their work to discern and carry out the will of God as individuals and as Meetings!
Friday Evening - 7.30pm PUBLIC LECTURE "RESURRECTION AND PERSONALITY" by Eoin Stephenson was erudite, thoughtful and grounded in the reality of life. In this Lecture, Eoin challenged us to listen deeply and think anew about our experience of God, exploring how the Risen Jesus of Nazareth is experienced as a Presence, as a friend. We were reminded that the Resurrection is core to our faith and that Jesus is experienced in ordinary life by us as ordinary people each with our different personalities. In this relationship, in this encounter with a living Presence it is possible to grow as open personalities, balancing our positive and dark aspects and addressing the challenge of fear, And it is this quiet Presence that we hope is within us in death experienced as if we are coming into a new life. The silence that followed, as at the end of each Session was effective and meaningful - much to ponder, challenge and reflect on.

Saturday Morning - "PEACE AND SOCIAL JUSTICE" Stop Fuelling War - Karen King - gave an overview of the development of "Stop fuelling War", formally established in 2017 in France after 20 years of Quaker witness against the world's biggest Arms Fair, Eurosatory. Its goals include raising awareness about the widespread impact of the arms industry on civil society, to reframe the way we think about security, to divert resources to peaceful ends and offer alternatives to militarisation. Karen pointed to the arms industries enabling war, the immense social deprivation that results and this industry is also central to many other issues of concern to Quakers, such as Climate Change where armaments are central to the use of carbon. We need to work together i.e. with Churches and other groups to find a better way to stop fuelling war.

Campaign to Stop Killer Robots - Claire Conboy-Stephenson shared her concern on the insidious development of weapons systems that lack meaningful human control and lead to digital dehumanisation. She described the work of the Campaign to Stop Killer Robots with which she is also involved and referred to the paradigm shift in society from gun powder to nuclear power. Claire said, "self-driving cars do not recognise dark skin only white skinned people"... and yet production is going ahead. Technology should improve all lives. Quakers in Ireland were urged to sign an interfaith document with other faiths to work for international action towards peaceful resolution to ban fully these autonomous weapons. These issues are enormous and hope is the decision not to give up.

Saturday afternoon - Sustainability - Young Friends' Activities. Young Friends reported on the wide range of activities achieved online - Climate Change, the importance of Relationships, how to take our Testimonies forward to build community and to create opportunity for all to be involved. What is happening to confront the difficult issue of the lack of diversity within our worshipping communities? Do we do enough to link with other organisations and speak out about our concerns? All are challenging questions but the experience of Zoom meetings has taught how to develop and build relationships online, how to cope with a virtual hug!

Owing to commitments I was unable to attend on Sunday. Attendances at sessions: Thursday Evening 120; Friday - 90; Public Lecture - 200 and Saturday 110.

I am grateful to the Standing Committee for the opportunity to attend this Yearly Meeting of Quakers in Ireland - Religious Society of Friends. There was care and sensitivity in dealing with a wide range of delicate and contentious issues and an excellent quality of debate throughout the Meeting. I was impressed with the role of women in the Society and the excellent way Denise Gabuzda, Clerk of Ireland Yearly Meeting, held it all together.
Any speaker going over their allotted time was muted, more effective than the red light at General Synod!! Maybe our Synod could take cognisance of this effective method? The Society looks forward to 2022 Yearly Meeting in person, with renewed commitment and confidence, and with God’s loving support in faith and hope to put their faith into action in the world moving forward to a future in which we can live in harmony with God’s creation.

Report from Ms Gina Copty

The meeting was held over zoom starting Thursday evening, April 8 till the afternoon of Sunday the 11th. It was a long event to be held over zoom but I tried to attend most of the sessions, most crucially both opening and closing sessions. It was good as I was called upon on a few occasions to introduce myself and say a few words. I got the impression that it was important for the meeting to see other church bodies represented there. They also do some projects with the Palestinians and seem to hold them in high esteem which I think may have elevated my status somewhat when I spoke directly to that topic. I found their meeting to be well organised with the backing of an impressive technical team. The range of topics was also very interesting most notably on climate change, Stop Fuelling War advocacy and the Campaign to Stop Killer Robots. In the closing session on Sunday, attendees were invited to share their reflections and give feedback. I took that opportunity to speak for a few minutes. I thanked the meeting on behalf of the CoI, praised them for running a smooth operation, told them how much I learnt and even highlighted some of the take home lessons I got. I also thanked Denise Gabuzda, the IYM Clerk and Mary McNeilly, the IYM Recording Clerk.

I thought I should let you know that our church was well represented and the IYM participants seemed to greatly appreciate our involvement.

CONFERENCE OF THE METHODIST CHURCH IN IRELAND

The Methodist Conference with the theme “People First, Under God, was held online from 9-13th June 2021.

The opening service at which the Revd Dr Sahr Yambasu was installed at President was attended by a small number of people and streamed to all who wanted to watch and participate at a distance.

As with most church conferences and meetings the agenda was packed with items to do with church administration, mission, and outreach. One of the interesting discussions centered on governance and it was interesting to see how the Methodist Church has tackled this issue, in the hope of freeing local communities from the burden of compliance to concentrate on pastoral care, mission, worship and youth ministry. There was also considerable discussion on matters of Safeguarding, which is also a common theme in all churches working with children, young people, and vulnerable adults.

One of the unique features throughout the Conference was the opportunity built into the timetable for participants to pause and reflect whilst being led through this by different members of the Conference. Another feature was the early morning (7am) bible studies. The considerable emphasis on and time devoted to celebrating the lives of those ministers who had died during the year, those being ordained and those selected for training for ministry was interesting. Another session of note is what they call “Conversation on the
Work of God”. This allows anyone to speak about anything significant, of wider interest or innovative that is happening in their church. There is a day session just for clergy. The length of conference is interesting - Wednesday (clergy) day, and installation of the President, morning, afternoon, evening of Thursday, Friday and Saturday plus Sunday morning. Evening sessions were more informal. Whilst perhaps ok for an in-person conference, such a long conference online was, we conclude, somewhat wearing. Whilst hard to be precise, particularly with an online event, our perception is that the age profile of participants might be somewhat better than ours.
THE CHURCH OF IRELAND COUNCIL FOR MISSION

REPORT 2022

MEMBERSHIP (JANUARY 2022)

Rt Rev Dr Ferran Glenfield (3)                House of Bishops / Kilmore
Very Rev Tim Wright (Hon Chair) (4)                Meath and Kildare
Rev Colin McConaghy (Hon Secretary) (4)                Clogher
Mr Derek Neilson (Hon. Treasurer) (4)                Dublin
Rev Adam Pullen (2)                                 Synod (left Sept 2021)
Rev Cliff Jeffers (1)                                 Cork / Synod (left June 2021)
Ms Emma Lynch (2)                                   AMS
Ms Jenny Smyth (3)                                   AMS
Ms. Catherine Little (2)                             AMS
Rev Stephen McElhinney (3)                          AMS
Ms Lydia Monds (3)                                   Bishops’ Appeal
Rev Dr Paddy McGlinchey (0)                         CITI
Mr Steve Grasham (3)                                 CIYD
Rev Dr Laurence Graham (1)                          Methodist Church (from Jan 2022)
Mrs Phyllis Grothier (2)                             Mothers’ Union (left Nov 2021)
Mr Thomas Stevenson (3)                             Armagh
Ven Paul Mooney (3)                                  Cashel
Rev Charles McCartney (1)                           Limerick & Killaloe
Ven Stephen McWhirter (0)                           Tuam
Rev Kingsley Sutton (4)                              Cork
Rev Jonathan McFarland (4)                          Derry and Raphoe
Rev Canon Andrew Orr (1)                             Synod (from Nov 2021)

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 from June 2021 to January 2022. All four meetings took place online via zoom.

Changes in membership since January 2021:
Rev Adam Pullen (Synod), Rev Cliff Jeffers (Synod) and Mrs Phyllis Grothier all stepped down from the Council in 2021 having served the maximum time in office. Rev Canon Andrew Orr was elected as a Synod rep at the meeting of General Synod 2021. Rev Dr Laurence Graham joined the Council as Methodist rep in January 2022. 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)


Items for discussion:
The continued Covid restrictions over the past year has impacted upon the Council for Mission as with all of society. Meetings continued to take place via Zoom, there have been no face-to-face meetings of the CFM since January 2020. This has been a challenge as the membership of the Council has seen a major overhaul in the last two years. A number of long serving members have reached the permitted 9 years and a number of new members have joined. We have also had a change of Chairperson with Very Rev Tim Wright taking over from Rev Adam Pullen and a change of secretary with Rev Colin McConaghie replacing Rev Cliff Jeffers. We thank Adam and Cliff for their years of dedication to the work of CFM, their passion and expertise will be missed.

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 playing an active role in exploring what mission looks like online and in what will be the “new normal” as restrictions ease. As a Council we very much see our role as facilitating the growth of mission within the Church of Ireland.

2022 promises to be an exciting year for the Council of Mission as we complete our previous project of creating videos on the 5 Marks of Mission and seek God’s guidance for the role of the Council moving forward, while at all times being pro-active in supporting and encouraging mission both in Ireland and worldwide.

Report:
At General Synod 2019 Council 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.

Following delays in filming due to Covid we will complete the set of videos in 2022, thanks to the generous support of the Priorities Fund.

At this year’s General Synod, we are highlighting the marks of Discipleship (Teach) and Creation (Treasure). These will also be available on the Church of Ireland Website, Vimeo and YouTube as well as the Council for Mission Facebook Page.

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 on the Council for Mission page of the Church of Ireland website.
By the end of 2022 the complete series of videos, which will include the third and fourth Marks of Mission, Christian Service (Tend) and Challenging Injustice (Transform) will be available.

**International Consultations:**
Rev Adam Pullen and Very Rev Tim Wright continue to represent the Church of Ireland on the Anglican Discipleship Forum. Similar to the CFM the Forum has been undergoing a number of personnel changes and is currently seeking a fresh vision for the future. The Forum produced a Grove Booklet on the themes of Discipleship and Collaborative ministry in the context of 21st century UK and Ireland. The Council for Mission has been discussing a number of the key issues on the report and plans to produce a response to the report in the context of the Church of Ireland.

**Online Church:**
2021 saw us move between churches re-opening, further closures and restrictions. This had led to many questions around the continued role of social media and online worship going forward. Following on from the Council’s paper “Mission reflections, response and resources for parishes.” produced in April 2020, the Council hosted a webinar entitled “Online Church – Practical Lessons from the Frontline” in June 2021. The aim of the webinar was to give practical advice and guidance to churches seeking to maintain an online presence alongside in-church worship. The key speaker was Nick Shephard of Church of England Digital Labs with seminars lead by Rev Nicola Halford, Rev Andrew Quill and Rev Cliff Jeffers.

The Council has also sought to support other agencies in hosting online training and was delighted to make a financial contribution towards the Mothers’ Unions project to help tackle gender violence.

**Raising the profile:**
The Council is actively seeking to raise our profile within the Church of Ireland and beyond. In doing so we believe we in turn ensure that mission sits at the very core of all we do as a church. The Council actively seeks to facilitate and promote the work of other Councils and Organisations within the Church of Ireland collaborating especially with Children’s and Youth ministry, the Bishop’s Appeal, Mothers’ Union and the Association of Missionary Societies.

In December 2021 our Chairperson, the Very Rev Tim Wright, was interviewed for the Church of Ireland Gazette profiling the work of the CFM and the ever-evolving question of what mission is and what it looks like in today’s world.

We are delighted to once again be able to host the Mission Breakfast at this year’s General Synod. The breakfast will highlight the work of Bishop’s Appeal by linking in projects it has supported across a number of mission agency. The format will be slightly different this year and we have no doubt that those who attend will leave both informed and inspired. The CFM also seeks to raise the profile of mission across the Church of Ireland on social
media. The CFM Facebook page has been very active in the past year seeing a rise in views and followers.

**Council Membership:**
The aim of the CFM has always been to represent the wide breadth of the Church of Ireland with representation from each Diocese alongside members elected by General Synod and representatives of the Association of Missionary Societies. With a number of members having to step down over the last two years we have been left with a number of Dioceses not being represented on the Council. We hope to fill those vacancies in 2022 and would ask for the support of Bishops who can nominate clergy or laity to represent their Diocese.

**Future Vision:**
Even prior to the outbreak of the pandemic the landscape of worldwide mission was changing rapidly. The traditional thinking of churches sending out missionaries from the west to the majority world no longer fits with a paradigm shift in Christianity. Mission is no longer about sending but rather receiving and sharing as we acknowledge we have much to learn from our brothers and sisters in Christ globally.

The pandemic both closed down borders and opened new opportunities. Travel was restricted but churches could contact via online platforms. Bible studies could be joined across the nations, projects could be shared and developed from multiple locations. Of course, this new world brought its own difficulties as technology injustice was faced not just in far of places but in some rural areas of Ireland.

The CFM seeks to be at the forefront of facilitating and promoting missional activities on both a global and local level as the world learns to adopt to life after restrictions and lockdowns. As the video projects on the 5 Marks of Mission conclude the Council wants to be proactive in seeking God’s vision for how we can best continue to keep mission at the forefront of all we do as a church as we seek to answer the great commission to spread the Good News of the Gospel throughout the world.

In September 2022 the Council members will hold a two-day residential in the Church of Ireland Theological Institute. We hope and pray the facilitated residential will help equip the Council for what is to come next and give us a clear vision of how best to support our mission partners and churches across Ireland. We ask for your prayers as we enter this new cycle in the life of the CFM.

**Association of Missionary Societies:**
The Association of Mission Societies (AMS) has actively participated on the Church of Ireland Council for Mission through regular attendance at meetings by 4 of its members and communication with the council throughout the year. This connection enables good cooperation between the mission agencies and the Church of Ireland in facilitating missional initiatives.

Rev Stephen McElhinney (SAMS Ireland) continues his role as Chair, Ms Catherine Little
Church of Ireland Council for Mission – Report 2022

(BSNI) Treasurer and Ms Emma Lynch (Tearfund Ireland) has taken up the role of Secretary from Ms Jenny Smyth (CMSI). AMS are most grateful to Jenny for all her work on behalf of member agencies. The Leprosy Mission NI left the AMS network this year. AMS are grateful for all their fellowship and work over many years. AMS has also welcomed a new member in the past year, Christian Aid Ireland. A lot of planning and work went into planning and developing a joint AMS/Council for Mission Sunday Service for RTÉ television. The theme of the service broadcast in June 2021 was ‘Church without Walls’. It was great to input from Bishops near and far in the programme.

AMS made a submission to Bishops Appeal during the year as part of the review into the decline in giving to Bishops Appeal. Although not directly involved in the process, AMS provided some further areas for consideration in the ongoing discussion. AMS continues to meet 3 times a year, with 2 meetings held at CITI, giving members the valuable opportunity to preach at Chapel and engage with students. However, this past year AMS members were only able to visit in November due to Government Covid-19 restrictions and all other meetings were held over Zoom.

AMS members continue to give input on mission engagement to the Continuing Ministerial Education (CME) for curates; this being the third year. This connection with the CME programme runs on a 3-year cycle. The purpose of the AMS input is to broaden understanding of integral mission, cross cultural awareness, international development and the range of ways the societies can facilitate ordained ministers and their congregations in their missional involvement. Combined initiatives planned for 2022 are a Missions Zone at General Synod 2022.

We look forward to working with Council for Mission in the coming year to encourage mission within the Church of Ireland.
LITURGICAL ADVISORY COMMITTEE
REPORT 2022

MEMBERSHIP ELECTED 2019

Chair – Most Rev Michael Jackson
Vice Chair – Ven Ricky Rountree  Rev Ken Rue
Very Rev Gerald Field (Hon. Secretary) Rev Julie Bell
Very Rev Nigel Dunne Rev Abigail Sines
Rev Alan Rufli Rev Nigel Pierpoint
Rev Dr Peter Thompson Rev Jonny Campbell-Smyth
Rev Canon Peter McDowell Mrs Jacqueline Mullen
Rev Adrian Dorrian Mr John Morris

Co-opted Members:
Ven Ricky Rountree Rev Dr Michael Kennedy
Very Rev Susan Green Rev Canon Gary Hastings

Consultants:
Rt Rev Harold Miller

Church of Ireland Theological Institute Observer:
Dr Bridget Nichols (2017)

Church of Ireland Theological Institute Student Observer:
Mr Timothy Eldon (2021)

Methodist Church Observer:
Rev Ruth Patterson (2017)

EXECUTIVE SUMMARY:
Since the last Report the Committee has met twice in a residential two-day setting and via the Zoom platform.

The objectives for the coming year will be
• to continue working with the 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 publish a three year cycle resource of Collects of the Word;
• 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 2022).

REPORT:
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 publication of suitable prayers and liturgies for use in the circumstance of sudden and unexpected death;
• Provision of resources for a Creation Theme in the Church of Ireland Liturgical Calendar, which may be used for:
  ➢ a service on the theme of Creation or Climate Change;
  ➢ the Second Sunday before Lent;
  ➢ the season of Creation (the five Sundays from 1 September to 4 October);
  ➢ Harvest Thanksgiving services;
  ➢ Rogationtide services;
  ➢ Plough Sunday.
• Provision of resources for the Platinum Jubilee of Queen Elizabeth II;
• 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), of any resources they feel the Liturgical Advisory Committee may be able to help provide.

MEMBERSHIP:
This year sees the Triennial Election of the LAC membership. The Very Rev Gerald Field (Honorary Secretary) and the Revd Ken Rue, having served on the LAC for several years, are not standing for election to the Committee. The LAC wishes to acknowledge the very considerable contribution they have made to the work of the LAC and the liturgical life of the Church of Ireland through this Committee. The Very Rev Gerald Field has served as Honorary Secretary of the LAC with distinction for the past 18 years and has represented the Church of Ireland at international liturgical meetings. We are indebted to The Rev Ken Rue for his work in compiling the Lectionary year by year and for his more recent work on the Collects of The Word and the development of the Daily Prayer. We trust that their considerable expertise and experience will continue to be available to the LAC on occasion.

Motion:
Proposed by: The Very Revd Susan Green
Diocese: Cork, Cloyne and Ross

“That the following be elected to the Liturgical Advisory Committee for the triennium term May 2022 – May 2025.”

Most Rev Dr Michael Jackson
Very Rev Nigel Dunne
Rev Alan Rufli
Rev Dr Peter Thompson
Rev Canon Lynda Peilow
Rev Adrian Dorrian
Rev Canon Peter McDowell
Very Rev Susan Green
Rev Julie Bell
Rev Abigail Sines
Rev Nigel Pierpoint
Revd John McLoughlin
Mrs Jacqueline Mullen
Mr John Morris
COMMISSION ON MINISTRY

REPORT 2022

1. Membership (March 2022)

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<thead>
<tr>
<th>House of Bishops</th>
<th>Standing Committee</th>
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<tr>
<td>The Rt Rev David McClay(Chair)</td>
<td>Ven Barry Forde</td>
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<tr>
<th>General Synod - Clerical</th>
<th>Pensions Board</th>
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<tr>
<td>Ven Elizabeth Cairns</td>
<td>Ms Judith Peters</td>
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<td>Very Rev Paul Draper</td>
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<td>Rev Rob Jones</td>
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<th>General Synod – Lay</th>
<th>The Representative Church Body</th>
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<tr>
<td>Mrs Heather Carson</td>
<td>Ms Hazel Corrigan</td>
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<td>Captain George Newell</td>
<td>Very Rev Nigel Crossey</td>
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<td>VACANT</td>
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<tr>
<th>Director of Theological Institute</th>
<th>Central Director of Ordinands</th>
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<td>Rev Canon Dr Maurice Elliott</td>
<td>Very Rev Lynda Peilow</td>
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<td>Mrs Ruth Galbraith</td>
<td>VACANT</td>
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<td>Rev Emma Carson</td>
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Membership

The Commission was delighted to be able to appoint new clerical members at the 2021 General Synod: Ven Elizabeth Cairns, Very Rev Paul Draper, and Rev Rob Jones, each of whom bring particular knowledge and expertise to the work of the Commission, and have already taken on topics and formed sub-groups to further its projects. The Commission also co-opted Rev Emma Carson, who is a further welcome addition. Two vacancies remain, which the Commission will fill this year. It is hoped that the Commission will have met in person by the time the General Synod takes place, as it has not been able to do so since the Rt Rev David McClay took on its role as Chair, and the Bishop is keen to meet members in person rather than on screen.

Sincere thanks and appreciation are offered from the Commission to Rev Canon David Gillespie, who stepped down as Central Director of Ordinands in 2021. Canon Gillespie’s presence at meetings, and contribution to the work of the Commission, were highly valued by all its members, as was the friendship, enthusiasm, dedication and vision that you brought to its work. In particular, his contribution to the revival of the Commission’s Vocations Retreat and promotion of material for Vocations Sunday will bear fruit for the Church in the years to come.
Commission on Ministry – Report 2022

Following her appointment as Central Director of Ordinands, the Commission welcomed the Very Rev Lynda Peilow to its membership.

Report
The following represent some of the topics that the Commission is exploring, and on which it would be glad to hear from members.

Advent retreat
The Commission’s fifth Advent retreat, “One Step Too Far Away – One Breath Too Near” was held online on Zoom on 20th September, led by Rev Dr Ruth Patterson of Restoration Ministries. It had 40 attendees, some of whom joined from Canada and the United States, despite this requiring a very early start to the day. As in previous years, it received warm feedback; one attendee wrote that she had signed up on impulse and found that it provided her with the spiritual peace that she needed. Others spoke of the beauty of the reflections and music and the mixture of speech and silence. For enquiries about the 2022 retreat, please contact catherine.smith@rcbdub.org.

Nurturing Vocations
As reported last year, the Commission’s activities in this area have been necessarily curtailed by the pandemic, but it is hoped that 2022 and 2023 will see a revival in its work on nurturing vocations. The Commission wishes to prompt reflection on the wide and evolving forms of ministry, and to lead people to identify vocations in members of their congregations, or perhaps in themselves. Part of its recent discussions has been the question of how to build momentum around vocation throughout the year, and how to support and encourage women to fulfil their vocations. Regularly raised by commission members was the need for further support for the families of those in training, and the ongoing reality that the Church of Ireland Theological Institute cannot offer family accommodation to families who might want to avail of that possibility. The Commission has also discussed the high numbers of clergy due to reach retirement age in the next decade (c. 170 clergy over the next ten years), which highlights the need for the Church, at every level, especially parish and diocesan level, to nurture vocations in the next few years.

As reported in 2021, the Commission is grateful to the Church Fabric & Development Fund and the Priorities Fund for providing monies for the production of a second Vocations video and further resources, which it hopes to undertake in 2022/3. The Commission also intends to develop social media resources in conjunction with CITI to promote the exploration of vocation and God’s call. A second Vocations Retreat, following the first extremely successful one in January 2020, will be held in January 2023. Further details will follow.

Legislation
An anomaly in the Constitution concerning parochial nominations came to light last year with the Commission’s presentation of legislation on the topic at General Synod. The Commission thus presents further legislation to address this Constitutional issue.
Rural ministry
The Commission would welcome feedback and responses from members of the General Synod on this topic, which it has decided will form part of its work in 2022 and 2023. While the Commission is aware that many of the issues affecting rural parishes are also significant in urban settings (such as an ageing congregation, financial stress, and a decline in volunteerism), there are particularities to rural life, not least an often-reported sense of being marginalized or overlooked by government agencies, and a lack of infrastructure, from national roads and regular bus services to broadband, the latter having been felt particularly during the pandemic. The Commission is also aware of the many positives of rural mission and ministry, from the great value that the church building and associated graveyards hold for people in the area, to the ministry of presence, with clergy in rural areas usually invited to every local event from ploughing championships to feiseanna to the opening of a supermarket.

The burden of compliance and administration on parishes
As reported in 2021, the Commission is exploring this topic, and the ways in which the parochial unit can be supported to cope with the need to be compliant in areas such as health and safety, GDPR, charity registration, safeguarding and many other topics. Many clergy report that this adds considerably to their stress, and diminishes their joy in their ministry, as they become weighed down by administration. To connect back to the previous topic, rural parishes, in particular, struggle with administrative overload as many do not have a parish office, a secretary, or broadband and an office PC. Discussion of this topic will form a significant part of the Commission’s work in 2022 and 2023. The Commission recommends that this administrative burden cannot continually be handed down to parishes or dioceses, but advises that greater support will be required from central Church.

Women in Ministry Sub-Group
Following the referral of the report on women in ministry to the Commission by the Standing Committee, the Commission, in June 2021, drew up a proposed list of members to form a sub-group, and issued invitations. Three members of the Commission are also on the sub-group, so the two bodies are kept informed of each other’s work. The report of the sub-group forms an appendix to this report.

Pioneer Ministry
The Commission received a report from the Pioneer Ministry Working Group at its March meeting. Substantial work has been carried out over the past ten years, which has laid the foundation for the development of new pioneer ministries and initiatives across the Church of Ireland. The initiatives are intended to work alongside traditional forms of ministry, and will equip both lay and ordained leaders. In both rural and urban settings, these initiatives will aim to reach new people, while valuing and complementing the existing forms of mission and ministry. Pioneer Ministry will complement other areas of the Commission’s work, such as that on nurturing vocations and on rural ministry. The Commission expresses thanks and appreciation to diocesan advocates, to Bishops Alan Abernethy and Patrick Rooke in their chairing of this work, and especially Bishop Patrick Rooke for his tireless work of enabling the Church to see the future value of embracing
pioneer work and ministry. The Commission also extends a welcome to the Bishop of Down as the new chair of the Pioneer initiative, and thanks him for his work, as well as thanking the other members of the Commission for their presentation on the subject: Rev Canon Dr Maurice Elliott, Ven Barry Forde, and Rev Rob Jones.

Facilitation Committee recommendations
Several of the Committee’s recommendations, approved by the General Synod of 2020, were referred to the Commission by the Standing Committee. It is continuing to exploring the role of an archdeacon (tenure, retirement age of 70 as given in the Constitution, and other issues) and will provide a final report to the Standing Committee during 2022.

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.
Women in Ministry – Report 2022

Women in Ministry

(a sub-group of the Commission on Ministry)

REPORT 2022

1. Membership (March 2022)

Rev Emma Carson  Commission on Ministry/Co-Chair
Mrs Heather Carson  Commission on Ministry
Ven Ruth Elmes  Member
Very Rev Susan Green  Member
Rev Nicola Halford  Representative Church Body
Rt Rev David McClay  Commission on Ministry
Rev Dr Paddy McGlinchy  Church of Ireland Theological Institute
Very Rev Lynda Peilow  Commission on Ministry/Central Director of Ordinands/Co-Chair
Very Rev Niall Sloane  Member

Establishment

On the 30th anniversary of the ordination of women to the priesthood, the House of Bishops set up a focus group to look at the progress of women in ministry in the Church of Ireland. This group presented a report to the Standing Committee in June 2021, which suggested that the Commission on Ministry should be asked to establish a sub-group to take forward the work. The Commission was glad to do so, and the sub-group held its first meeting in October 2021. It also met in November and January. It is co-chaired by Rev Emma Carson and Very Rev Lynda Peilow.

Research and presentations

Report from Ms Emma Purser

At its first meeting, the group heard a presentation by Ms Emma Purser on her research for her Masters degree, which informed the report produced by the House of Bishops’ group that led to the setting up of the Women in Ministry sub-group. Ms Purser shared a PowerPoint presentation with the group to outline her research, which included interviews with women in ordained ministry throughout the Church. She noted that 50% of women in ordained ministry responded to her survey. Ms Purser’s work explores the experiences of her respondents that they attribute to their gender. These included difficulties in their vocational journey, difficulties in ministry, non-consensual sexual experiences, and bullying. In some cases, theological reasons were presented as an ostensible excuse for the hostile and aggressive behaviour towards women and their ordained ministry. Ms Purser also noted that few women reach the higher levels of ordained ministry, but 30% of female clergy are NSMs (compared to 9% of men).

Report from Mr Eddie Hallissey
Mr Eddie Hallissey, HR Manager, has updated members on initiatives being discussed by the Stipends Committee, and to speak about HR approaches to addressing gender imbalances. The 2016 collection of Church of Ireland statistics showed that 60% of churchgoers are female, and, in the recent MindMatters COI survey, 70% of respondents identified as female. Thus, the Church of Ireland should have greater female representation at higher levels of committees and in ordained ministry to reflect its makeup. Mr Hallissey mentioned various ways in which organisations can address the role of women: it should be made clear that the organisation is actively encouraging women to take part at all levels; barriers to women’s participation should be examined and dismantled in whatever way possible (e.g. use of Zoom instead of in-person meetings, as surveys show that women carry a disproportionate share of domestic burdens); and active recruitment of women for membership roles.

Mr Hallissey also provided an update on the work of the Stipends Committee in drafting policies for maternity leave, paternity leave, and adoptive leave for clergy. The group is unanimous in supporting these policies and has engaged with the Commission on Ministry and the Stipends Committee to urge that they should be funded centrally, rather than at diocesan level, to ensure that no implicit bias attends appointments – in particular of women, given the greater length of maternity leave than paternity leave.

Topics under discussion

Part-time ministry
According to the Central Statistics Office in the Republic of Ireland, women are 3 times more likely than men to be in part-time employment. While clergy are not employees, there are more women than men in part-time ministry and in non-stipendiary ministry and ordained local ministry. The report commissioned by the House of Bishops indicates that motherhood is particularly pertinent to how women enter ministry: there is a significant percentage of women who took the NSM route and now take the OLM pathway in order to fit in with family responsibilities, and who pursue part-time ministry for this reason. The Group is concerned to try to provide the support necessary for women to have the option of pursuing full-time stipendiary ministry if they wish to do so, and to ensure that clergy who are in part-time ministry should receive an equitable stipend and adequate time for preparation, reflection, reading and learning.

Supporting women in training for ordained ministry
Rev Dr Paddy McGlinchy has informed the Group of various ways in which the Church of Ireland Theological Institute supports women in training for ordination, as well as their families. All CITI staff are active supporters of women’s ministry. Of the academic staff, half are women. There is one female and one male chaplain. The preaching rota of invited guests has a good gender mix. Family involvement is encouraged by inviting families to attend dinner in CITI on Wednesday nights. The Group considers that further support might be provided at diocesan level, for both ordinands and their families.
Future Work and Recommendations
Having gathered information and heard presentations, the Sub-Group now intends to explore these areas further and to develop recommendations for actions to be taken. The members will agree upon these and report back to the Commission on Ministry, to decide how these actions may be taken further.

Members of General Synod who wish to raise any issues or discuss matters concerning women in ministry should contact Dr Catherine Smith in the first instance at catherine.smith@rcbdub.org

Thanks
The members offer thanks to Dr Catherine Smith for her work as Secretary, to Mr Eddie Hallissey (HR Manager, Church House) for his reports, and to Ms Emma Purser for her presentation on her research and for sharing a recent publication with the Group.
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 Emma Rutherford
Rev Nicola Halford  Rev James Boyd
Rev Ian Linton  Mrs Patsy Devoy
Ms Dianne Morris

In Attendance  Ms Aisling Sheridan (Administrative Secretary)

New Initiatives

Due to the Covid-19 pandemic, there has been increased need for couples counselling and an awareness that it is not just married couples who need counselling services. In discussion with Túsla, it was agreed in 2021 that their funding allocation be expanded to cover all couples and also marriage preparation.

In 2022, the Council plans to prepare a short video on its counselling and marriage preparation services, featuring some of the counsellors on its panel and couples who have benefitted from its services.

Marriage Preparation & Counselling

The demand for marriage preparation and counselling has been steady over the last year. Túsla, the Family Support Agency, has once again given funding towards marriage counselling in the Republic of Ireland. We would encourage clergy and church leaders to get in touch with the Council to access these funds. Five new counsellors have joined the Marriage Council panel of counsellors, representing a much better coverage of the island.

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 Council is planning to meet with all counsellors to provide support for
them to meet with couples. In addition to marriage support, counsellors in RoI are available to lead couples through marriage preparation.

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 Túsla have once again provided funding towards marriage counselling, and indeed have allocated an increased grant, we have seen substantial cuts over the years. Whilst this provides a great challenge, no one is ever turned away, even if they cannot afford to contribute to the cost of the counselling session.

Also, initial investigations have begun to seek funding streams in Northern Ireland to support couples through counselling who are experiencing financial difficulties.

Resourcing Clergy and Church Leaders

In partnership with Alpha Ireland and Alpha UK, the Marriage Council facilitated a webinar on 29th April 2021 for all clergy and church leaders on the Marriage Course (https://themarriagecourse.org/). This webinar was a great success and provided a ready-made resource for leaders who are involved in marriage preparation.

In January & February 2022, the Council hosted a 7 week online Marriage Enrichment Course in conjunction with Alpha Ireland. A total of 13 couples attended.

Vision Day

The Council have met to consider the vision of the Marriage Council for the next 3 years.
New Members
Following the resignations of several long standing members, we now welcome Rev Emma Rutherford, Rev James Boyd and Mrs Patsy Devoy as members. We look forward to working with them in the coming year.