

**CHURCH OF IRELAND**  
**THE REPRESENTATIVE CHURCH BODY**  
**REPORT 2008**

## The Representative Church Body – Report 2008

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

**Chairman**

Most Rev AET Harper, Archbishop of Armagh



Most Rev  
Alan Harper

**Committee Chairpersons**

|                            |                     |
|----------------------------|---------------------|
| Executive                  | Mr S Gamble         |
| Allocations                | Mr GC Richards      |
| Investment                 | Mr RS Neill         |
| Property                   | Mr RH Kay           |
| Stipends                   | Mr HJ Saville       |
| Library and Archives       | Mr MJT Webb *       |
| Legal Advisory             | Mr LJW MacCann SC † |
| Audit                      | Mr GC Richards      |
| Historic Churches Advisory | Mr RS Neill         |

**Chief Officer and Secretary**

Mr DC Reardon

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

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Email [office@rcbdub.org](mailto:office@rcbdub.org)  
Website [www.rcb.ireland.anglican.org](http://www.rcb.ireland.anglican.org)

**Library**

Braemor Park  
Churchtown  
Dublin 14  
Tel 01-4923979  
Fax 01-4924770  
Email [library@ireland.anglican.org](mailto:library@ireland.anglican.org)

\* in place of Mrs CH Thomson (retired 2006)

† in place of Mr RL Nesbitt SC (retired 2006)

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

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

The Representative Body is composed of the following sixty members. The attendance of each at the four meetings of the Representative Body held during the year 2007 is denoted by the figure placed before each name.

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

- 4 Most Rev AET Harper, Archbishop of Armagh  
5 Beresford Row, The Mall, Armagh
- 4 Most Rev JRW Neill, Archbishop of Dublin  
The See House, 17 Temple Road, Dublin 6
- 3 Most Rev RL Clarke, Bishop of Meath and Kildare  
Bishop's House, Moyglare, Maynooth, Co Kildare
- 4 Right Rev MGStA Jackson, Bishop of Clogher  
The See House, Fivemiletown, Co Tyrone BT75 0QP
- 4 Right Rev KR Good, Bishop of Derry and Raphoe  
The See House, Culmore Road, Londonderry BT48 8JF
- 4 Right Rev HC Miller, Bishop of Down and Dromore  
The See House, 32 Knockdene Park South, Belfast BT5 7AB
- 2 Rt Rev AF Abernethy, Bishop of Connor\*  
Bishop's House, 113 Upper Road, Greenisland, Carrickfergus, Co Antrim BT38 8RR
- 4 Right Rev KH Clarke, Bishop of Kilmore  
48 Carrickfern, Cavan
- 4 Right Rev RCA Henderson, Bishop of Tuam  
Bishop's House, Knockglass, Crossmolina, Co Mayo
- 4 Right Rev MAJ Burrows, Bishop of Cashel and Ossory  
Bishop's House, Troysgate, Kilkenny
- 3 Right Rev WP Colton, Bishop of Cork, Cloyne and Ross  
The Palace, Bishop Street, Cork
- 2 Right Rev MHG Mayes, Bishop of Limerick and Killaloe  
12 Eden Terrace, North Circular Road, Limerick

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\* from June 2007

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**B Elected members (36)**

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

|                            |   |  |
|----------------------------|---|--|
| Armagh                     | 3 | Ven RG Hoey, The Rectory, 2 Maytown Road, Bessbrook, Co Down BT35 7LY (2009)               |
|                            | 1 | Mrs E Harkness, 134 Coagh Road, Stewartstown, Co Tyrone BT71 5LL (2010)*                   |
|                            | 3 | Mrs J Leighton, 14 Drumbeemore Road, Armagh BT60 1HP (2008)                                |
| Clogher                    | 2 | Ven CT Pringle, Rossorry Rectory, Derrygonnelly Road, Enniskillen, Co Fermanagh (2009)     |
|                            | 3 | Mr JWC Allen, Aughnahinch, Newtownbutler, Co Fermanagh (2010)                              |
|                            | 3 | Mr WJ Dickson, Carrickanure, Annyalla, Castleblayney, Co Monaghan (2008)                   |
| Derry and Raphoe           | 4 | Ven DS McLean, 12 Station Road, Castledawson, Co Derry BT45 8AZ (2008)                     |
|                            | 3 | Mr JHD Livingston, 28 Station Road, Garvagh, Coleraine, Co Londonderry BT51 5LA (2009)     |
|                            | 2 | Mr S Gamble, 14 Spruce Road, Dysart, Strabane, Co Tyrone (2010)                            |
| Down and Dromore           | 4 | Ven PF Patterson, 69 Church Road, Newtownbreda, Belfast BT8 7AN (2009)                     |
|                            | 2 | Mr TA Wilson, 11 Ballymoney Road, Banbridge, Co Down BT32 4DS (2010)†                      |
|                            | 3 | Mr WL Dermott, 3 Ashdene Grange, Comber, Newtownards, Co Down BT23 5SL (2008)              |
| Connor                     | 1 | Rev Canon JO Mann, St John's Rectory, 86 Maryville Park, Belfast BT9 6LQ (2009)            |
|                            | 4 | Mr RH Kay, 2 Brookvale Terrace, Portrush, Co Antrim BT56 8EY (2010)                        |
|                            | 4 | Mr JW Wallace, The Hermitage, 7 Ahoghill Road, Randalstown, Co Antrim BT41 3BJ (2008)      |
| Kilmore, Elphin and Ardagh | 4 | Rev AJ Forster, The Rectory, 26 Circular Road, Dungannon, Co Tyrone BT71 6BE (2008)        |
|                            | 2 | Mrs HR Hicks, Garvary Lodge, 49 Teemore Road, Derrylin, Co Fermanagh BT92 9QB (2009)       |
|                            | 4 | Mr AC McElhinney, 10 Taughrane Heights, Dollingstown, Craigavon, Co Armagh BT66 7RS (2010) |
| Tuam, Killala and Achonry  | 3 | Ven RE Dadswell, The Rectory, Ballisodare, Co Sligo (2008)                                 |
|                            | 3 | Mrs A Walton, Bon Air, Uggool, Moycullen, Co Galway (2009)                                 |
|                            | 1 | Mr B Bradish, Frenchfort, Oranmore, Co Galway (2010)‡                                      |

\* in place of Mr HW Young (retired 2007)

† in place of Mr WH Montgomery (retired 2007)

‡ in place of Mrs CH Thomson (retired 2007)

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|                             |   |  |
|-----------------------------|---|--|
| Dublin and<br>Glendalough   | 2 | Ven DA Pierpoint, The Vicarage, 30 Phibsborough Road, Dublin 7 (2009)    |
|                             | 3 | Mr DA Seaman, Rivendell, Templemills, Celbridge, Co Kildare (2010)       |
|                             | 3 | Mr DG Perrin, Barn Close, Ballybrack Road, Shankill, Co Dublin (2008)    |
| Meath<br>and<br>Kildare     | 4 | Rev LTC Stevenson, The Rectory, Portarlington, Co Laois (2009)           |
|                             | 2 | Mr RF Colton, Highfield, Ballyduff, Tullamore, Co Offaly (2010)          |
|                             | 3 | Mr D Gillespie, Griffinstown, Dunlavin, Co Wicklow (2008)                |
| Cashel<br>and<br>Ossory     | 4 | Very Rev LDA Forrest, The Deanery, Ferns, Enniscorthy, Co Wexford (2008) |
|                             | 2 | Mr PC Clifton-Brown, Ballinamona House, Cashel, Co Tipperary (2009)      |
|                             | 4 | Mr C Galloway, Newtown, Waterford (2010)                                 |
| Cork,<br>Cloyne and<br>Ross | 4 | Ven REB White, Moviddy Rectory, Aherla, Co Cork (2008)                   |
|                             | 4 | Mr JK Roberts, Corran, Ferney Road, Carrigaline, Co Cork (2009)          |
|                             | 4 | Mr JE Stanley, Scart House, Belgooly, Co Cork (2010)                     |
| Limerick<br>and<br>Killaloe | 2 | Very Rev SR White, The Deanery, Killaloe, Co Clare (2008)                |
|                             | 4 | Mrs LM Gleasure, Phoenix Farm, Kilflynn, Tralee, Co Kerry (2009)         |
|                             | 1 | Mr RW Benson, Templehollow, Killaloe, Co Clare (2010)                    |

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

|   |  |
|---|--|
| 3 | Prof P Barker, Karibu Sana, Broomfield, Malahide, Co Dublin (2008)       |
| 2 | Mr TH Forsyth, 3 Hainault Lawn, Dublin 18 (2010)                         |
| 3 | Mr LJW MacCann SC, 2 Knapton Terrace, Dun Laoghaire, Co Dublin (2009)    |
| 2 | Mr TB McCormick, 24 Dartmouth Walk, Dublin 6 (2008)                      |
| 4 | Mr RS Neill, Killegar Park, Enniskerry, Co Wicklow (2009)                |
| 1 | Mrs JM Peters, The Deanery, Rosscarbery, Co Cork (2010) *                |
| 4 | Mr GC Richards, 32 St Alban's Park, Dublin 4 (2009)                      |
| 4 | Mr HJ Saville, 22 Church Road, Boardmills, Lisburn BT27 6UP (2009)       |
| 2 | Mr DAC Smith, Knockleigha, Shaw's Bridge, Co Down BT8 8JS (2009)         |
| 3 | Mr GW Stirling, 3 Alma Road, Monkstown, Co Dublin (2008)                 |
| 2 | Mr MJT Webb, 2 Mount Salus, Knocknacree Road, Dalkey, Co Dublin (2010) * |
| 0 | Mr RP Wilson, 109 Ballyward Road, Castlewellan, Co Down BT31 9PS (2008)  |

The following co-opted members retire in May 2008:

Mr TB McCormick  
Mr GW Stirling  
Mr RP Wilson  
Prof P Barker

**Note** During 2007 Lady Sheil and the late Very Rev RD Harman attended meetings of the Representative Body as Honorary Secretaries of the General Synod.

\* co-opted in place of Mr JRB Hewat and Mr RL Nesbitt SC (both retired 2007)

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**COMMITTEES OF THE REPRESENTATIVE BODY**

The Executive, Allocations, Investment, Property, Stipends, Library and Archives and Legal Advisory Committees are elected from the members of the Representative Body in September each year and their chairpersons are appointed triennially. The Audit Committee and Historic Churches Advisory Committee are appointed triennially. Membership details, number of meetings held between 1 January and 31 December 2007 and record of attendances are given below.

**EXECUTIVE COMMITTEE**

(6 meetings)

Mr S Gamble (5)  
(Chair)



Mr Sydney Gamble

|                     |     |                     |     |
|---------------------|-----|---------------------|-----|
| Most Rev AET Harper | (5) | Rev AJ Forster      | (5) |
| Most Rev JRW Neill  | (6) | Ven CT Pringle      | (4) |
| Most Rev RL Clarke  | (6) | Ven REB White       | (6) |
| Mr GC Richards      | (6) | * Prof P Barker     | (2) |
| Mr RS Neill         | (5) | * Mr TH Forsyth     | (2) |
| Mr RH Kay           | (6) | * Mr LJW MacCann SC | (3) |
| Mr HJ Saville       | (4) | Mr DG Perrin        | (5) |

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. During 2007 the late Very Rev RD Harman attended Executive meetings as an Honorary Secretary of the General Synod.

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

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

\* in place of Mr RW Benson, Mr JRB Hewat and Mrs CH Thomson (all retired 2007)

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Mr Graham Richards

**ALLOCATIONS COMMITTEE**

(3 meetings)

Mr GC Richards (3)  
(Chair)

|                |     |                       |     |
|----------------|-----|-----------------------|-----|
| Mr WL Dermott  | (3) | * Most Rev AET Harper | (2) |
| Rev AJ Forster | (3) | Mr JE Stanley         | (3) |

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



Mr Robert Neill

**INVESTMENT COMMITTEE**

(7 meetings)

Mr RS Neill (6)  
(Chair)

|                |     |                 |     |
|----------------|-----|-----------------|-----|
| Mr WL Dermott  | (7) | Mr TB McCormick | (5) |
| Mr TH Forsyth  | (5) | Mr GW Stirling  | (6) |
| Mr D Gillespie | (6) | Mr RP Wilson    | (3) |

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

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\* in place of Most Rev RHA Eames (retired 2006)



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**PROPERTY COMMITTEE**

(5 meetings)

Mr RH Kay (5)  
(Chair)



Mr Robert Kay

|                      |     |                   |     |
|----------------------|-----|-------------------|-----|
| Mr JWC Allen         | (5) | * Mrs J Leighton  | (3) |
| Mr PC Clifton-Brown  | (4) | Mr JHD Livingston | (5) |
| Mr RF Colton         | (4) | Ven DS McLean     | (5) |
| Very Rev LDA Forrest | (5) | Mr JK Roberts     | (5) |

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

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

**STIPENDS COMMITTEE**

(2 meetings)

Mr HJ Saville (2)  
(Chair)



Mr Henry Saville

|                  |     |                |     |
|------------------|-----|----------------|-----|
| Mr RW Benson     | (1) | Ven DS McLean  | (2) |
| Rt Rev WP Colton | (1) | Mr DG Perrin   | (1) |
| Mrs L Gleasure   | (2) | Ven CT Pringle | (1) |
| Mrs J Leighton   | (2) | Mr D Smith     | (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.

\* in place of Mr N Prins (retired 2006)

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Mr Michael Webb

**LIBRARY AND ARCHIVES COMMITTEE**

(3 meetings)

\*Mr MJT Webb (0)  
(Chair)

|                      |     |                      |     |
|----------------------|-----|----------------------|-----|
| Most Rev RL Clarke   | (3) | Ven REB White        | (2) |
| Rt Rev MGStA Jackson | (1) | Very Rev SR White    | (1) |
| Advisory Members     |     | – Rev Canon CA Empey | (2) |
|                      |     | – Dr K Milne         | (3) |
|                      |     | – Mrs V Coghlan      | (1) |

The function of the Library and Archives Committee is to manage the RCB Library and its resources having regard to trusts and objectives, to maintain archives and Church records generally (including records of contents of churches and of church plate), to co-operate with the Theological College 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.



Mr Lyndon MacCann

**LEGAL ADVISORY COMMITTEE**

(0 meetings)

† Mr LJW MacCann SC  
(Chair)

|                              |                     |
|------------------------------|---------------------|
| Mr AC Aston SC               | Mr RLK Mills SC     |
| His Honour Judge JG Buchanan | ‡ Mrs JM Peters     |
| The Hon Mr Justice DNO Budd  | Master JW Wilson QC |

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.

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\* in place of Mrs CH Thomson (retired 2007)

† in place of Mr RL Nesbitt SC (retired 2007)

‡ in place of Mr LJW MacCann (appointed to Chair 2007)

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**AUDIT COMMITTEE**

(3 meetings)

Mr GC Richards (3)  
(Chair)



Mr Graham Richards

|               |     |               |     |
|---------------|-----|---------------|-----|
| Prof P Barker | (2) | Mr HJ Saville | (3) |
| Mr RW Benson  | (2) |               |     |

The Audit Committee's primary function is to assist the Executive Committee in fulfilling its oversight responsibilities by reviewing the financial statements, the systems of internal control and the audit process. 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.

**HISTORIC CHURCHES ADVISORY COMMITTEE**

(2 meetings)

Mr RS Neill (2)  
(Chair)



Mr Robert Neill

|                    |     |                      |     |
|--------------------|-----|----------------------|-----|
| ‡ The O'Morchoe    | (1) | Very Rev LDA Forrest | (1) |
| ‡ Ven DA Pierpoint | (0) | Mrs P Wilson         | (2) |

The Historic Churches Advisory Committee was formed following a resolution passed by the Representative Church Body at its meeting in September 2003. Its function is to act as a Historic Churches Advisory Committee to the Church of Ireland generally but with particular reference to the revised statutory guidelines issued in relation to the Planning and Development Act, 2000 (R.I.), with power to consult.

The Committee consists of three elected members, at least two of whom shall be members of the Representative Church Body and at least one of whom shall be a member of the Property Committee, with power to co-opt two further members.

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‡ co-opted member

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### **MISSION AND RESPONSIBILITY**

The Representative Body, as trustee for the Church, strives to operate within a framework of sound practice based on principles of integrity and accountability. Its historic and primary mission is to serve and support the Church's ministry with full legal accountability for its governance of property and financial assets. Over the long term, the Representative Body seeks to manage investments to obtain the best possible return for present and future beneficiaries and to work for improvements in clergy stipends and pensions.

### **MAIN POINTS**

Last year's RB report to the General Synod referred to the continuing growth in capital values of both General and Specific Funds held by the Representative Body. Unfortunately, this cannot be the case for the year 2007.

Capital values at year end 2007 have decreased by some €28.7m in the case of General Funds and €59.5m for Specific Trusts. Of these reductions €21.6m can be attributed to currency translation movements, €92.5m to stock market value reductions with both profits on sales of investments €11.8m and new capital €14m partially offsetting these decreases.

Income for 2007 when compared to last year did however continue to show an increase of 8.5% to €8.7m despite the weakening of the Sterling exchange rate versus the Euro.

This year's surplus income has allowed a further addition of €400k to be made to the Allocations Reserve. It also permitted an increase of some 7.1% in the amount allocated towards central Church activities.

The movement in the Sterling exchange rate versus the Euro (some 8.4% reduction in value in 2007), should it continue in 2008, will have a significant impact in our Euro expressed income next year in 2008. This will offset any expected small increases in the general levels of actual incomes expected for 2008.

The committees of the Representative Body have continued to perform in a most conscientious and hardworking manner and each member of these various committees is to be sincerely thanked for their commitment over the year.

The very significant increasing level of activity required in the management of the Representative Body's portfolio of See Houses is proving to be significant. Likewise an ongoing extensive review by the Investment Committee of the external investment management of funds in terms of risk and return is in hand.

The issue of long-term pension funding requirements and having to account for these on an annual basis continues to require significant annual revenue and balance sheet adjustments which tend to complicate the short-term financial results shown in our annual accounts.

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**OPERATING AND FINANCIAL REVIEW 2007**

The accounts of the Representative Church Body for the year ended 31 December 2007 commence on page 37.

• **Summary of financial position**

**Balance Sheet**

The net assets shown in the Balance Sheet (p44) belong to three different funds.

- The General Funds are those available to be utilised for the purposes of meeting the operating expenditure of the Representative Body and funding for Allocations.
- Pension funds represent the funds employed by the Clergy Pensions Fund, and are dedicated to that purpose.
- Other trust funds generate the investments and deposit income shown in Note 1 to the accounts (p47) and belong to parishes, dioceses and sundry Church of Ireland trusts.

The breakdown of value between these funds at the year end is shown following:

| <i>Balance Sheet summary</i> | 2007<br>€'000  | 2006<br>€'000  |
|------------------------------|----------------|----------------|
| General funds                | 217,516        | 246,218        |
| Pension funds                | 125,687        | 138,399        |
| Other trust funds            | 318,625        | 365,437        |
| Balance sheet total          | <u>661,828</u> | <u>750,054</u> |

**Revenue Account**

The surplus for the year is the net income derived from general funds less operating expenses (see p43).

| <i>Revenue Account summary</i> | 2007<br>€'000 | 2006<br>€'000 |
|--------------------------------|---------------|---------------|
| Surplus for the year           | 6,409         | 5,649         |
| Net allocations                | (5,818)       | (5,571)       |
| Surplus after allocations      | <u>591</u>    | <u>78</u>     |

• **Commentary**

The revenue account shows a surplus of €591,000 for the year compared to a surplus of €78,000 in 2006, an increase of €513,000. The reported surplus is greatly influenced by the annual accounting adjustment required by Financial Reporting Standard 17 (FRS 17), accounting for retirement benefits, which records a change of €375,000 year on year. Extracting the influence of this adjustment would change the increase in surplus for the year from €513,000 to €138,000. The surplus available before allocations is €6.409m (2006 - €5.649m), an increase of €760,000, and this also is affected by the movement in the FRS 17 adjustment. The charge for 2008 allocations is €6.045m (2006 - €5.644m), an increase of 7.1%.

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- **Income** (p43)

Despite the turbulence in the financial markets which started to become manifest mid way through the year, 2007 proved, like 2006, to be an exceptional year for increases in corporate dividends, and also, partly as a result of the same pressures in financial markets, to be a much improved year for growth in interest earnings, as credit markets tightened. Income overall has increased by €688,000 over 2006, expressed in euro, a rise of 8.5%. Income expressed in euro in 2007 was €1.515 million higher than 2005, which is an increase of 21% over the two year period and reflects the general buoyancy in corporate distributions over the period.

Appendix A (page 60) shows charts illustrating the sources and application of all the income and expenditure managed by the Representative Body, including trust incomes and disbursements.

- **Operating expenditures** (p54)

Operating expenses show the costs of maintaining the central capability and services managed from Church of Ireland House, offset by income generated and resource recharged to wider church activities.

The cost overall has decreased by €91,000, but this reduction is caused by the technical pension accounting adjustment referred to above, without which the overall cost would have increased by €97,000. Much of this increase relates to inflation-related higher salary costs amounting to €94,000, and depreciation has increased by €14,000.

Under the heading 'Costs Recovered' is the category 'Specific Trusts', which shows the amounts generated from the management and administration of the Unit Trusts and the deposits in the care of the Representative Body. For the second year, and as a result of the increased values and income of directly managed investments and cash, costs recovered have increased substantially by €84,000, an increase over 2006 of 16.1%. Legal costs recovered in the year have declined, as the property market subsided, showing a reduction of €116,000 against 2006.

The category 'Other charges' under the heading of 'Costs recovered' includes recharges relating to the contribution to wider church activities made by staff employed through the Representative Body, and charges relating to the recovery of Gift Aid taxation, and these other charges totalled €739,000 (2006 - €711,000).

- **Allocations** (p43)

Allocations for 2008 are charged against income in 2007 and amount to €6,044,772 (2007 - €5,644,819). A subvention from the Stipends Fund of €75,000 has been made available for a further year, following the expiry of a commitment over the previous three years, and this subvention has been utilised to offset costs associated with the provision of clergy pensions.

The charge to the revenue account represents an increase of 7.1% over the previous year.

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- **Reserves (p44)**

The allocations reserve is maintained to provide protection against the possibility of being unable to meet commitments in a particular year. At the year end the value of the allocations reserve expressed in euro was €4.685m which represents 76.6 % of the gross euro denominated provision for allocations as shown in the Balance Sheet.

At the year end the actuaries of the Staff Pension Fund are required to update the valuation of the fund and at 31 December 2007 the fund showed an actuarially calculated surplus of €289,000 (2006 - €339,000). The charge shown in the accounts, as per the provisions of FRS 17, is calculated retrospectively and reflects not only the cash payments made into the fund, but also includes the actuarially assumed expected performance of investments over the period. The Staff Pension Scheme has been closed to new members since 1 January 2007 and is now a contributory scheme. The detail of the movement in the year is shown in note 15 to the audited accounts.

- **Currency translation rates**

Year end sterling balances have been translated into euro a rate of €1 = £0.7333 or £1 = €1.3637 (2006: €1 = £0.6715 or £1 = €1.4892).

### **ALLOCATIONS RECOMMENDED TO THE GENERAL SYNOD 2008**

- The cost of allocations recommended amounts to €3,824,491 (2007 - €3,312,372) and £1,628,132 (2007 - £1,566,238), showing increases of 15.5% and 4.0% respectively over the previous year. The combined total of allocations expressed in euro reflects an increase of 7.1% over 2007, and is offset to some extent by the decline in value of the pound sterling. At a constant rate of exchange, the increase year on year would be 10.7%.
- The liability in the Balance Sheet at €6,119,772 is the gross amount required to cover expected allocations needs and is greater than the charge to the revenue account by reason of a subvention of €75,000 from the Stipends Fund which has been applied against the cost of provision of the Clergy Pensions Fund.
- The allocations listed below represent net amounts to be allocated after taking into account, where appropriate, income from endowment funds, the episcopal levy and the Child Protection Officers levy paid by all parishes/dioceses and any other sources of funding which offset the costs of financing ministry and other central commitments.

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|  | 2008             | %    | 2008             | %    | 2007             | %    | 2007             | %    |
|--|------------------|------|------------------|------|------------------|------|------------------|------|
|  | €                |      | £                |      | €                |      | £                |      |
| <b>GROUP A</b>                           |                  |      |                  |      |                  |      |                  |      |
| Episcopal Stipends and Expenses          | 1,083,107        |      | 660,201          |      | 1,104,472        |      | 629,756          |      |
| <i>less</i> Episcopal Levy               | (366,947)        |      | (342,576)        |      | (346,233)        |      | (324,799)        |      |
|  | <u>716,160</u>   |      | <u>317,625</u>   |      | <u>758,239</u>   |      | <u>304,957</u>   |      |
| Deans of Residences/University Chaplains | 84,099           |      | 114,595          |      | 81,085           |      | 110,815          |      |
| Queen's University, Belfast, Bursar      | -                |      | 13,510           |      | -                |      | 12,923           |      |
| C of I in Queen's University, Belfast    | -                |      | 500              |      | -                |      | 500              |      |
| C of I in Trinity College, Dublin        | 3,000            |      | -                |      | 2,000            |      | -                |      |
| Clerical Relief - Children's Allowances  | 55,000           |      | 30,000           |      | 55,000           |      | 30,000           |      |
| - Discretionary Grants                   | 2,000            |      | 1,500            |      | 2,000            |      | 1,500            |      |
| Stipends Related Costs                   | 16,215           |      | -                |      | 18,421           |      | -                |      |
| St Patrick's Cathedral, Dublin           | 10,000           |      | -                |      | 10,000           |      | -                |      |
|  | <u>886,474</u>   | 23.2 | <u>477,730</u>   | 29.3 | <u>926,745</u>   | 28.0 | <u>460,695</u>   | 29.4 |
| <b>GROUP B</b>                           |                  |      |                  |      |                  |      |                  |      |
| Clergy Pensions Fund                     | 544,488          |      | 495,365          |      | 506,411          |      | 457,552          |      |
| Stipends Fund and Sundry                 | (75,000)         |      | -                |      | (75,000)         |      | -                |      |
| Supplemental Fund Benefits               |                  |      |                  |      |                  |      |                  |      |
| - Retired Clergy, Surviving Spouses      | 99,475           |      | 3,680            |      | 97,352           |      | 7,485            |      |
| Discretionary Grants                     |                  |      |                  |      |                  |      |                  |      |
| - Retired Clergy                         | -                |      | 13,000           |      | -                |      | 13,000           |      |
| - Surviving Spouses                      | -                |      | 8,500            |      | -                |      | 8,500            |      |
|  | <u>568,963</u>   | 14.9 | <u>520,545</u>   | 32.0 | <u>528,763</u>   | 16.0 | <u>486,537</u>   | 31.1 |
| <b>GROUP C</b>                           |                  |      |                  |      |                  |      |                  |      |
| Training of Ordinands                    | 473,590          |      | -                |      | 500,786          |      | -                |      |
| Theological College                      | 759,250          |      | -                |      | 694,400          |      | -                |      |
| Ministry formation project               | 392,847          |      | -                |      | -                |      | -                |      |
| Bishops' Selection Conference            | 35,000           |      | -                |      | 32,000           |      | -                |      |
|  | <u>1,660,687</u> | 43.4 | <u>-</u>         | 0.0  | <u>1,227,186</u> | 37.0 | <u>-</u>         | 0.0  |
| <b>GROUP D</b>                           |                  |      |                  |      |                  |      |                  |      |
| General Synod/Standing Committee         | 602,588          |      | 281,669          |      | 500,064          |      | 273,707          |      |
| Board of Education                       | 48,256           |      | 91,111           |      | 69,275           |      | 96,416           |      |
| Church of Ireland Youth Department       | -                |      | 202,497          |      | -                |      | 214,738          |      |
| Youth Link grant                         | -                |      | 25,000           |      | -                |      | -                |      |
| Child Protection Officers                | 32,023           |      | 22,080           |      | 34,939           |      | 26,645           |      |
|  | <u>682,867</u>   | 17.8 | <u>622,357</u>   | 38.2 | <u>604,278</u>   | 18.2 | <u>611,506</u>   | 39.0 |
| <b>GROUP E</b>                           |                  |      |                  |      |                  |      |                  |      |
| RCB Library                              | 25,000           |      | 7,500            |      | 25,000           |      | 7,500            |      |
| Regular Sunday Services in Irish         | 500              |      | -                |      | 400              |      | -                |      |
|  | <u>25,500</u>    | 0.7  | <u>7,500</u>     | 0.5  | <u>25,400</u>    | 0.8  | <u>7,500</u>     | 0.5  |
|  | <u>3,824,491</u> | 100  | <u>1,628,132</u> | 100  | <u>3,312,372</u> | 100  | <u>1,566,238</u> | 100  |



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Summary expressed in euro as per General Fund Revenue Statement:

|   | 2008             |      | 2007             |      |
|---|------------------|------|------------------|------|
|   | €                | %    | €                | %    |
| A - Maintenance of the Stipendiary Ministry | 1,537,954        | 25.4 | 1,612,814        | 28.6 |
| B - Pension related costs                   | 1,278,829        | 21.2 | 1,253,315        | 22.2 |
| C - Training of Ordinands                   | 1,660,687        | 27.5 | 1,227,186        | 21.7 |
| D - General Synod Activities                | 1,531,574        | 25.3 | 1,514,935        | 26.8 |
| E - Miscellaneous                           | 35,728           | 0.6  | 36,569           | 0.7  |
|   | <u>6,044,772</u> |      | <u>5,644,819</u> |      |

• **Commentary**

Group A - *Maintenance of the Stipendiary Ministry - €1,537,954*

The allocation towards the maintenance of the stipendiary ministry consists largely of the funding of episcopal stipends and expenses. This part of the allocation, 75% of the group total, represents the budgeted costs and estimates for 2008 in respect of stipends, pension funding, employer's state contributions, office, secretarial and travel expenses and also the cost of running and maintaining the see houses of the Church.

The net total episcopal cost of €1.149 million is supported by a diocesan levy which is budgeted to realise the equivalent of €834,000, approximately 42.1% (2007 - 40.6%) of the total gross cost at the 2007 year end exchange rate. In 2008 the diocesan levy is set at £1,324 and €1,863 per cure (2007 - £1,249 and €1,758) and is 5.4% of the minimum approved stipend.

Other amounts included in group 'A' support the provision of university deans of residence and child and discretionary allowances paid to the clergy.

Group B - *Pension related costs - €1,278,829*

Allocations towards pension provision and other amounts payable in respect of retired clergy and their spouses are dominated by the contribution towards the Clergy Pensions Fund which is a total of €1.220 million for 2008 (2007 – €1.188 million). This is a calculated amount based on a formula approved at General Synod and represents 8.2% of minimum approved stipend. As noted above a subvention of €75,000 from the Stipends Fund has been applied to offset this cost in the allocation for 2008.

Benefits payable via the Supplemental Fund amount to €98,268 in 2008 (2007 - €108,499). This decline in cost reflects in part a reducing need to supplement the pensions of those who did not have entitlement to the full state benefit.

Group C - *Training of Ordinands - €1,660,687*

The cost in allocations for the training of ordinands is increased by 3.3% as against 2007, excluding the impact of the cost of the Ministry Formation Project. This is a project initiated by the House of Bishops to construct a new approach to training for the ministry of the Church, and the budgeted cost of the project for the period to the end of 2008 is €392,847. For the year 2008, as a consequence, the proportion of allocated spend designated for the Training of Ordinands has increased from 21.7% to 27.5%.

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The provision includes the grants for students, and in addition to the costs of training and accommodation, married students will receive a personal grant in 2007/8 of €7,350 (€7,000) and the single grant is €4,200 (€4,000). Total grant payable is also affected by the anticipated number of ordinands, which is 28 for 2007/8 (2006/7: 28). Two non-stipendiary clergy are enrolled to transfer to the stipendiary ministry (2006/7: 2). For 2008/9 the grants proposed are €7,700 for married and €4,400 for single ordinands.

Extracts from the accounts of the Theological College are included as Appendix B (page 61).

### Group D - *General Synod Activities* - €1,531,574

This allocation includes provision for the General Synod and Standing Committee, the Boards of Education and the Church of Ireland Youth Department. Beginning in 2007 it also includes amounts for the centrally funded portion of the costs relating to Child Protection Officers.

The net cost of the Board of Education in the Republic of Ireland is supported by a grant from the Department of Education.

The allocation proposed for the Church of Ireland Youth Department is £202,497 (2007 - £214,738). This year a grant of £25,000 is also proposed to assist the inter church organisation, Youthlink, to establish in new premises in Belfast.

### Group E – *Miscellaneous* - €35,728

The RCB Library allocation comprises grants towards the purchase of new books and provision for the conservation of books, documents and paintings. The running costs of the Library are a component of RCB operating expenses.

## INVESTMENTS AND MARKETS

### • **Ireland**

The Irish economy is estimated to have grown by between 4.5 and 5% in 2007 compared to 5.7% achieved in 2006. The weakening economic situation is driven by the slowdown in the domestic housing market and downward revisions to completions both in 2007 and 2008, which will impact on unemployment as layoffs in the construction sector feed through to labour market statistics.

The performance of the Irish equity market in 2007 was very disappointing with the ISEQ Index falling by 26% versus mid to high single digit gains in UK and European markets. The Irish financials were particularly weak as they had to contend with the negative sentiment toward the sector globally on the back of sub-prime lending issues in the US in addition to the domestic environment and fall off in mortgage applications.

Despite the issues surrounding the domestic housing market and the decline in new mortgage lending, the domestic banking system remains healthy in terms of asset quality, solvency and profitability, albeit the share prices remain sensitive to the macro environment. The Irish banks are believed to have minimal exposure to sub-prime lending. Although earnings are expected to decline for Irish banks in 2008 it is expected that dividends will continue to grow due to the healthy level of dividend cover in place.

### • **UK**

Economic growth in the UK remained robust over the year and is expected to have grown by approximately 3.1% in 2007, ahead of 2006. The UK consumer remained resilient and government spending also increased.

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The UK equity market was not immune to the sub-prime issue and Northern Rock became a casualty of the subsequent credit crunch as banks' refusal to lend to one another created liquidity issues, resulting in a run on the bank and a subsequent collapse in its share price.

Despite the fall in UK banks' shares the FTSE 100 rose 3.8% in capital terms buoyed by very strong gains in mining stocks. However, the weightings in the UK financials and real estate sectors more than offset any gains from mining as these fell heavily over the year.

The fallout from sub-prime has begun to feed through to the broader market and the re-pricing of risk is beginning to impact on other areas. One area of interest is the repercussion for private equity and the increased cost of credit. This is likely to result in a more muted takeover environment and a reduction in merger & acquisition speculation, a key contributor to UK equity market gains in recent years. A more subdued earnings climate is envisaged in 2008, which is likely to impact dividend growth rates with some companies even cutting dividends. The forecasted growth rate for the UK economy for 2008 is 2%.

- **Continental Europe**

The European Central Bank, having raised rates twice in the first half of 2007, left them unchanged in the second half as the economic outlook became less benign. Euro strength versus the dollar and renewed inflationary concerns on the back of a surge in the price of oil limit the scope for interest rate reductions. The ECB remains firm in its stance on inflation which hit a six year high in November/December at 3.1% albeit with an average rate of 2.1% for 2007 overall, above the ceiling rate for an eighth consecutive year.

Following a reasonably strong start to 2007, European economic confidence fell in December to a two year low with many companies citing 'more challenging times'. Despite negative sentiment, the European economy continued to grow and unemployment in the euro region remained at a record low of 7.2% in November.

In relation to equity markets, the Dow Jones Eurostoxx 50 managed a capital gain of 6.8%, despite a fall of approximately 15% in the financial sector. Telecom stocks performed strongly over the period as did utilities.

- Valuations of the various portfolios and comparative figures at year end were as follows:

| Portfolio                     | Valuations   |              | Total returns (weighted) |       |
|-------------------------------|--------------|--------------|--------------------------|-------|
|                               | 2007         | 2006         | 2007                     | 2006  |
| <i>General Funds/Reserves</i> |              |              |                          |       |
| UK and Foreign                | £122,941,449 | £121,670,493 | 5.3%                     | 14.3% |
| Irish                         | €39,760,591  | €54,839,193  | -24.7%                   | 28.8% |
| Allocations Reserve           | €4,098,332   | €4,157,070   | -2.1%                    | 5.9%  |
| <i>Clergy Pensions Fund</i>   |              |              |                          |       |
| Northern Ireland              | £43,216,235  | £43,433,355  | 2.6%                     | 7.0%  |
| Republic of Ireland           | €61,427,878  | €67,984,864  | -7.9%                    | 11.3% |
| <i>Specific Trusts</i>        |              |              |                          |       |
| RB General Unit Trust (RI)    | €232,638,896 | €276,963,933 | -12.8%                   | 22.1% |
| RB General Unit Trust (NI)    | £32,830,094  | £33,145,173  | 2.4%                     | 19.2% |

The market value of the portfolios (expressed in euro) decreased over the year from €699m (translated at €1 =£0.6715) to €608m (translated at €1 =£0.7333).

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Total return performances of relevant equity markets in 2007 were:

|                    |        |                 |             |
|--------------------|--------|-----------------|-------------|
| Ireland (ISEQ)     | -24.7% | DJ Eurostoxx 50 | 10.3% (net) |
| US (S&P Composite) | 5.5%   | UK (FTSE 100)   | 7.3% (net)  |

Five year fund performance figures are included as Appendix C (page 63).

- **Unit Trusts**

Extracts from the financial statements of the two RB General Unit Trusts for the year ended 30 June 2007 are included as Appendix D (page 64).

- **Income**

The Representative Body's General Funds/Reserves investment income for 2007 came in marginally ahead of target (set at the beginning of the year). It is expected that income on the General Funds will not increase by the same magnitude going forward as earnings growth has begun to moderate.

- **Asset Management**

The UK and Foreign section of the General Funds is managed from London by Lazard Asset Management.

The Clergy Pensions Fund (Republic of Ireland and Northern Ireland) was managed by Bank of Ireland Asset Management in 2007. Information relating to the investments for the Clergy Pensions Fund may be found in the Financial Statements which form part of the report of the Church of Ireland Pensions Board.

An extensive review of the management of the assets (risk and return) of the Clergy Pensions Fund was carried out during the year following a period of underperformance by Bank of Ireland Asset Management. Following on from this review, the assets of the Clergy Pensions Fund were invested passively with Irish Life Investment Managers with effect from 24 January 2008. This means that the funds will track given indices until such time as the extensive review in relation to the benefits of active versus passive management and the identification of the most suitable manager or managers for the long term future of the Fund is concluded.

The RB General Unit Trusts and the Irish portion of the General Funds portfolios are managed by the staff of the Representative Body's investment department reporting to the Investment Committee. General investment policy or strategy is to focus on long term capital and income growth (although capital performance has been disappointing in 2007) and to seek to optimise the long term total return for the Representative Body and its trust beneficiaries. Companies with strong balance sheets, reasonable dividend yields and progressive dividend policies are sought to achieve this objective.

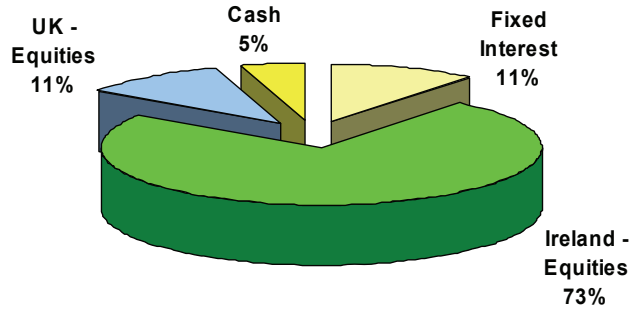
The Investment Committee meets with its external managers on a regular basis to review policy, performance and investment strategy.

- **Socially Responsible Investment (SRI) Review**

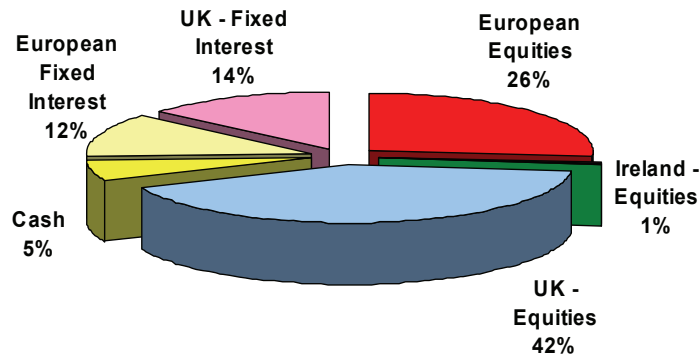
The Investment Committee continues to monitor and carry out an SRI assessment review at least once every year. During the year, the decision to restrict tobacco stocks was taken and any holdings in this sector have been sold. In December, the Investment Committee reported to the Representative Body that it was satisfied that the investment managers are sensitive to the Church's concerns and expectations with regard to ethical and socially responsible investment. The report is included as Appendix E (page 80).

**GENERAL FUNDS PORTFOLIO BY GEOGRAPHICAL AND ASSET CATEGORIES – 31 DECEMBER 2007**

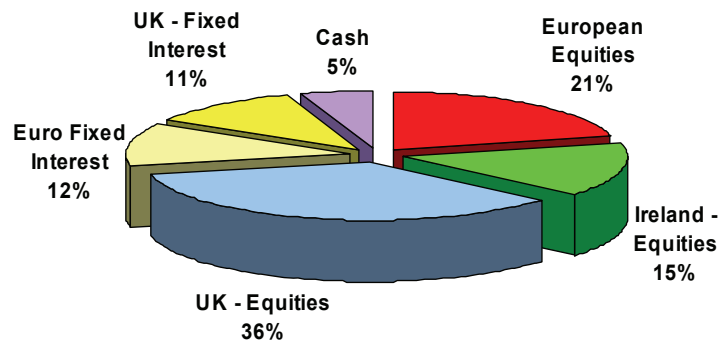
**Under in-house management** **€39.76m**



**Under Lazard management** **£122.94m (€167.66m)**

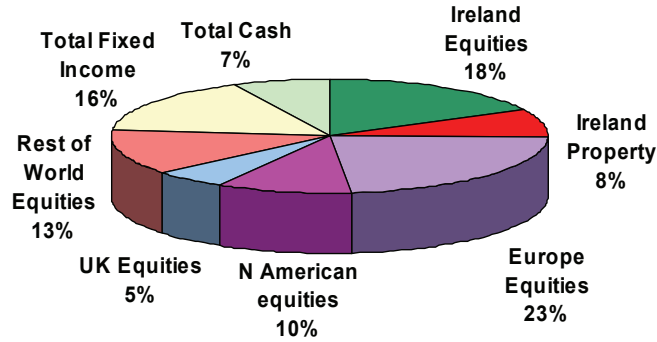


**Combined portfolio** **€207.42m**

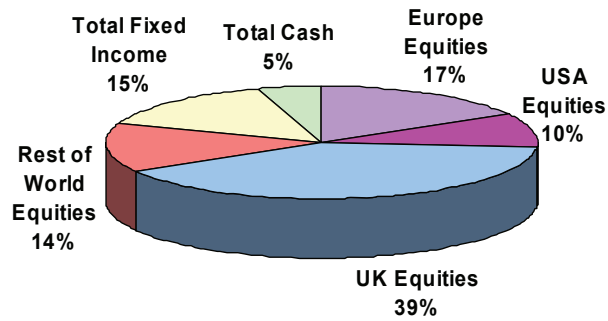


**CLERGY PENSIONS FUND PORTFOLIO BY GEOGRAPHICAL AND ASSET CATEGORIES – 31 DECEMBER 2007**

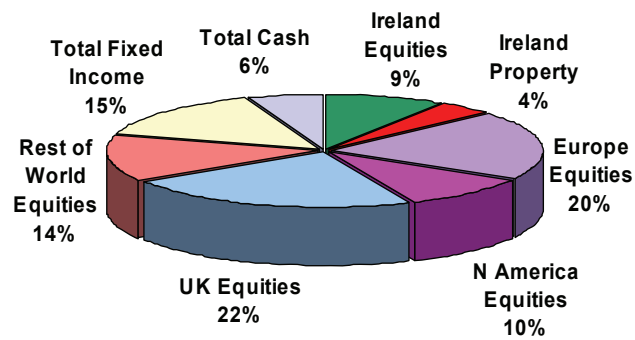
**Clergy Pensions Fund (RI subdivision) €61.43m**



**Clergy Pensions Fund (NI subdivision) £43.22m (€58.93m)**



**Clergy Pensions Fund (RI & NI sub divisions combined) €120.36m**



**CLERGY REMUNERATION AND BENEFITS**

• **Minimum Approved Stipends 2009**

The minimum stipends recommended for approval by the General Synod to take effect from 1 January 2009 are:

|                     | 2009 (recommended) | 2008    |
|---------------------|--------------------|---------|
| Northern Ireland    | £25,498            | £24,400 |
| Republic of Ireland | €36,219            | €34,494 |

The recommendations for 2009 represent increases of 5% (Republic of Ireland) and 4.5% (Northern Ireland). Before concluding on this recommendation the Stipends Committee considered a range of factors including inflation indices, national wage agreements (where appropriate), movements in average earnings and movements in other professions’ pay scales. Clerical representation on the Committee, as well as a number of Diocesan Secretaries, also helped inform the Committee’s deliberations.

Whilst, in general, the Committee is not aware of significant expressions of dissatisfaction with regard to the level of Minimum Approved Stipend, the Committee is nonetheless aware that, particularly for single income families, unexpected expenditure can cause significant problems and the Committee will be looking at how these concerns might be addressed.

• **Locomotory Allowances 2008**

The approved pence/cent per mile rates for locomotory allowances are based on public service rates for Northern Ireland and Revenue approved civil service rates for the Republic of Ireland and are as follows:

|           |                   | Northern Ireland    |
|-----------|-------------------|---------------------|
| Per mile: | first 8,500 miles | 55.80p              |
|           | over 8,500 miles  | 14.40p              |
|           |                   | Republic of Ireland |
| Per km:   | first 6,437 km    | 78.32c              |
|           | over 6,437 km     | 36.65c              |

• **Children’s Allowances 2007/2008**

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

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

|                                     | Academic year starting 1 September 2007 |                  |
|-------------------------------------|---|------------------|
|                                     | Republic of Ireland                     | Northern Ireland |
| Over 11 attending secondary school  | €600                                    | £100             |
| Third level students (up to age 23) | €300                                    | £400             |
| Eligible orphans                    | €600                                    | £400             |

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

Grants are also available from other sources eg Clergy Sons, Clergy Daughters, Secondary Education Committee (Republic of Ireland only) and Jubilee Fund (under the management of Protestant Aid).

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- **Clergy Car Loans**

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

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

This ratio of maximum loan to minimum stipend is designed to maintain a reasonable relationship between borrowing capacity and ability to pay. At 31 December 2007 there were 71 loans outstanding with a total value of €0.531m.

- **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 but should not be made more frequently than at a three year interval to any one individual other than in exceptional circumstances or where clergy might be required to move on appointment as a Dean or Bishop/Archbishop.

The revised approved level for an individual relocation grant is limited to 2/3 of actual cost and is subject to a maximum of €2,500 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.

## PROPERTY AND TRUSTS

- **General**

The demand for church land and buildings including redundant churches remained relatively high during 2007 particularly in the region of dormitory towns and major cities but this demand appears likely to reduce during the coming year. The residential property market in the Republic of Ireland slowed considerably during 2007 due to interest rate increases and also a general lack of confidence following a forecast of lower economic growth and turmoil in the financial markets. There has been a correction in the property market in the Republic of Ireland of some 15% but with housing stock reducing and fewer house starts it is anticipated that the result may be a more stable and consistent market. In Northern Ireland the residential property market increased by an average of some 17% in the first six months of 2007 but then fell back by an average of 10% during the second half of the year.

- **Roles and Responsibilities**

As the legal owner of the vast majority of Church of Ireland properties held in trust for the Church, the Representative Body has both a statutory function as laid down in Chapter X of the Constitution 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 to be cumbersome and bureaucratic from time to time, given the chain of decision making from Select Vestry through Diocese and finally by the Representative Body in its corporate legal role. However, this is a



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consistent, careful and transparent process which reflects this duty of care to past, present and future generations and the legal responsibilities of trustees and custodians.

- **Title and Contract Issues**

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

- **Church Fabric Fund**

The Church Fabric Fund (Constitution of the Church of Ireland, Chapter X) is held by the Representative Body to make grants to defray 'the costs, in whole or in part, of restoration or repair of the fabric of any church or chapel, if same is vested in it, and it is satisfied that it is in use and certified by the diocesan council to be essential for worship by the Church of Ireland'. The Fund was established in 1930 and has grown from the allocation of a minimum of 20% of the net proceeds arising from the majority of churches sold to a capital fund of €4,518,458 and £486,811. Grants of €190,750 and £66,850 were allocated by the Representative Body from the income of the Fund on the recommendation of the Primate in 2007. Applications for grants, subject to criteria, are considered in March and October (details from Church House, Dublin). A list of grants allocated during 2007 is included as Appendix F (page 81).

- **Marshal Beresford Fund**

Grants of €60,510 and £37,350 for repairs to churches were made from the Beresford Fund in 2007. The allocation of the income, in accordance with the trusts, is made by the Archbishop of Armagh who does so in conjunction with his recommendations for grant assistance from the Church Fabric Fund.

- **The See House, Armagh**

Plans for the new See House at Cathedral Hill, Armagh were developed during the year and formally approved by the Representative Body at its meeting in September. The Application for Planning Permission for the project was lodged in December 2007.

- **The Palace, Cork**

The Representative Body approved the sale of a site of circa 0.25 acres of The Palace grounds to St Fin Barre's Cathedral for the construction of a new Deanery.

- **The See House, Kilmore, Cavan**

The sale of the See House, Kilmore, Cavan was completed on 31 August, 2007. It is intended to build a new See House on a greenfield site on portion of the remaining see house lands. Plans for the new See House will be developed during 2008.

- **The Bishop's House, Kilkenny**

The Bishop moved into the new Bishop's House at Kilkenny during 2007.

- **The Bishop's House, Limerick**

The plans for the construction of a new Bishop's House on a greenfield site at Adare, Co Limerick are presently being finalised and an Application for Planning Permission will be lodged during 2008.

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- **Stained Glass (surveys)**

The professional survey of stained glass windows in the Church of Ireland by Dr David Lawrence, an expert in stained glass, has resulted in surveys in St Patrick's Cathedral Dublin, the Dioceses of Cork, Cloyne and Ross (including St Fin Barre's Cathedral), Meath and Kildare, Cashel and Ossory, Ferns, Tuam, Killala and Achonry, Dublin and Glendalough, Kilmore, Elphin and Ardagh, Limerick, Ardfert, Aghadoe, Killaloe, Clonfert, Kilmacduagh and Emly. It is planned to complete the fieldwork and photography in the Dioceses of Cork, Cloyne and Ross, carry out the survey and photography for Christ Church Cathedral Dublin and commence the survey in the Diocese of Clogher during 2008.

To date funding of €162,913 has been received from the Heritage Council towards the project. The Representative Body is grateful for the generous ongoing support of the Heritage Council for this important work and has itself contributed €191,655 towards the project over the past seven years.

A new stained glass survey database has been developed which will be centrally maintained and available at the RCB Library and the Irish Architectural Archive, Merrion Square, Dublin. The database will enable the user to search by diocese, church, artist, studio, by religious subject matter, by date and so on.

- **Civic Structures Conservation Grants Scheme (Republic of Ireland)** – see report of Historic Churches Advisory Committee (below)

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

The text of the Guidelines is available on the Department of the Environment, Heritage and Local Government website at [www.environ.ie](http://www.environ.ie)

- **Churchyard and Graveyard Walls**

Potentially serious financial loss to parishes due to ageing walls surrounding churchyards and graveyards was again evident in 2007. Parishes are strongly advised to inspect walls regularly, to seek technical advice and to carry out preventative maintenance where possible. Parishes should be vigilant when any form of development takes place on adjoining or adjacent sites and ensure that buttresses, foundations and other supporting structures are not interfered with to the detriment of the churchyard or graveyard walls.

- **Insurance**

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

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

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- **Smoke-Free Legislation (Northern Ireland)**

The Smoking (Northern Ireland) Order 2006 came into effect on 30 April, 2007. The legislation makes provision for the prohibition of smoking in enclosed and substantially enclosed public places and workplaces. A no-smoking sign shall be displayed in a prominent position at the entrance to smoke-free premises and shall be flat, rectangular, not less than 148 millimetres x 210 millimetres and display the no-smoking symbol consisting of a single burning cigarette enclosed in a red circle of at least 75 millimetres in diameter with a red bar across it. The sign is required to be displayed at churches and church halls in order for parishes to comply with the legislation.

- **Safety and Parish Premises**

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

### **HISTORIC CHURCHES ADVISORY COMMITTEE**

In addition to considering the submitted Forms of Certificates of Consent to Alterations, during 2007 the Committee examined a variety of issues including uses for redundant churches and the ways and methods through which it can best offer assistance and advice to parishes. Work also continued on finalising the Historic Churches Advisory Committee website.

- **Forms of Certificates of Consent to Alterations (“Blue Forms”)**

No change can be made in the structure, ornament, furnishing or monuments of a church (whether by alteration or removal) without the consent of the Bishop, Incumbent and Select Vestry and until an accurate description or design of the proposed change has been approved. Forms of Certificates of Consent to Alterations must be signed by the Bishop or Ordinary, Incumbent, Select Vestry and Architect (where applicable). The forms are then submitted to the Representative Body and the applications are made available to the Committee which is in a position to offer help and advice on the proposals wherever appropriate.

Thirty-six applications were received in the past year encompassing a variety of alterations, but with particular emphasis on stained glass windows. In undertaking work of this nature the attention of parishes is drawn to the guidelines on memorials in churches, which can be viewed on the website, for which the address is given below.

Supplies of Forms of Certificates of Consent to Alterations may be obtained from the Secretary of the Historic Churches Advisory Committee, Church of Ireland House, Rathmines, Dublin 6. Copies may also be downloaded directly from the Historic Churches Advisory Committee website at [www.historicchurches.ireland.anglican.org](http://www.historicchurches.ireland.anglican.org)

- **Meeting with the Department of the Environment, Heritage and Local Government**

On behalf of the Committee, Very Rev LDA Forrest, together with two members of Representative Body staff, attended a meeting with the Secretary General and other members of the Department of the Environment, Heritage and Local Government in June. Representatives of the other main Churches were also in attendance. The meeting was convened to discuss the effects on Churches of the Planning and Development Act, 2000.

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It was agreed that difficulties experienced since the introduction of the Act have varied from Church to Church. It was stressed to the Secretary General that for the Church of Ireland, where so many of its churches are listed as Protected Structures, the major issue is one of funding for restoration and repair, particularly in parishes with small congregations and insufficient funds to carry out necessary works.

Assistance and co-operation with most Local Authority Conservation Officers has been helpful to parishes, but greater standardisation in relation to interpretation of regulations is required.

The Secretary General expressed the Department's willingness to examine all issues raised and re-iterated the Government's commitment to heritage funding.

Since the meeting, publication by the Department has taken place of two very informative guides:

“Maintenance – A Guide to the Care of Older Buildings” and  
“Windows – A Guide to the Repair of Historic Windows”

Both are available from the Government Publications Sales Office, Molesworth Street, Dublin.

- **National Heritage Memorial Fund Grants (Northern Ireland)**

Parishes in Northern Ireland may make application to the National Heritage Memorial Fund for a grant to assist in the preservation and maintenance of a church. The Church of Ireland has benefited considerably from such grants in recent years. The project must be seen as being of particular importance to the national heritage. Conditions applying to the terms of the grant include a requirement that the church building must be open for 40 days a year apart from Sundays. Additionally, it should be ensured that the church will remain viable for a considerable period as there is a ten year clawback period in respect of the grant. Formal approval must be sought from the relevant Diocesan Council and the Representative Body before an Agreement may be entered into in respect of a Grant.

- **Listed Places of Public Worship Grants Scheme (Northern Ireland)**

The Listed Places of Worship Grant Scheme returns, in grant aid, all or part of the actual amount spent on VAT on eligible repairs to listed places of worship. The Scheme is currently due to continue until the end of March 2011. It is designed to assist the repair of places of worship where the costs would be the responsibility of a local congregation or a recognised denomination faith group. The building must be used as a place of worship at least six times a year.

The Scheme:

- ❖ applies only to repairs and maintenance to listed buildings that are used principally as places of worship;
- ❖ applies to listed places of worship throughout the UK which are included on the public registers of listed buildings;
- ❖ applies to listed places of worship owned by or vested in specified organisations which look after redundant churches;
- ❖ is non-discretionary;

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- ❖ covers work carried out on and after 1<sup>st</sup> April 2001;
- ❖ only accepts applications made in arrears.

It should be noted that the amount of VAT returned is determined by the date of the repair works:

- Eligible works carried out **between 1<sup>st</sup> April 2001 and 31 March 2004** will receive the difference between 5% and the actual amount of VAT paid.
- Eligible works carried out **on or after 1<sup>st</sup> April 2004** can reclaim the full amount of VAT paid.

Full information and application forms may be obtained from [www.lpwscheme.org.uk](http://www.lpwscheme.org.uk) or by contacting: Listed Places of Worship Grant Scheme, PO Box 609, Newport NP10 8QD, South Wales (Tel. 0845 601 5945).

- **Civic Structures Conservation Grants Scheme (Republic of Ireland)**

The Scheme, operated by the Department of the Environment, Heritage and Local Government, provides grants in relation to the restoration and conservation of the architectural heritage of buildings which are in public ownership or open to the public generally and which are seen as being of considerable architectural merit. This includes places of worship. Closing date for applications is generally in mid-February each year. Details may be obtained from the Department's website at [www.environ.ie](http://www.environ.ie)

- **Website**

The Committee commissioned a website in order to provide an easily accessible reference guide to the various papers and guidelines which have been compiled by the Committee, including advice on topics such as the Care and Maintenance of Churches. The website is linked to the Church of Ireland website. Presentations of the website were given to the Diocesan Secretaries at their annual meeting in Church of Ireland House and to the RCB Property Committee. Their comments and suggestions are appreciated and have been incorporated into the site. Churches are encouraged to use the website as a resource before undertaking any alterations, whether internal or external.

## LIBRARY AND ARCHIVES COMMITTEE

- **Committee Membership**

Mrs Mary Thomson retired as Chairman of the Committee in September having served with dedication, determination and good humour for nine years. Mr Michael Webb was appointed as Chairman in her stead.

- **Allocations**

The General Synod allocated €11,000 and £7,500 for the purchase of books. This was generously augmented from the following sources:

Armagh diocese (£400); Cashel and Ossory dioceses (€400); Cork, Cloyne and Ross dioceses (€500); Derry and Raphoe dioceses (£500); Down & Dromore dioceses (£260); Dublin and Glendalough dioceses (€1,000); Elphin and Ardagh diocese (€150); Ferns diocese (€400); Limerick, Killaloe and Ardfert dioceses (€250); Meath and Kildare dioceses (€400); Monkstown (Dublin) parish (€300); Tuam, Killala and Achonry dioceses (€500).

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- **Accessions**

Books and periodicals which were purchased to meet the requirements of those in training for ministry and the needs of the wider church were augmented by donations from publishers, authors and by selections from the collections of a number of individuals, notably, Rev Charles Baker, Canon John Crawford, Rev Kevin Dalton, Rt Rev Gordon McMullan, Rt Rev Samuel Poyntz, and the late Rev Robert Whiteside.

The principal archival accessions were records from some 100 parishes, bringing to over 990 the number of parish collections which the Library manages. A substantial body of administrative records were transferred from the Theological College in respect of which the Librarian and Archivist provides a confidential information service for the College staff.

A list of accessions of archives and manuscripts to the Library during 2007 is included as Appendix G (page 82).

- **Ministerial Training**

In support of ministerial training, one of the core functions of the Library, induction sessions were provided for candidates on the Bishops' Selection Conference, ordinands in the Theological College, those in training for the non-stipendiary ministry (NSM) and for the students on the Archbishop of Dublin's course in theology. On the weekends on which there was NSM training in the Theological College the Library remained open until 7.30 pm.

- **Cataloguing**

Work continued on converting the catalogue of printed books from cards to computer with the intention of making the new catalogue widely available on the internet. Almost 16,500 books have been entered into the computer catalogue and the services of a commercial bibliographical agency have been obtained to assist with this project.

Records from 100 parishes and chapels of ease were catalogued.

The cataloguing of diocesan records of Kilmore, Elphin and Ardagh was completed as was a significant collection of correspondence of Richard Mant, bishop of Down & Connor, 1823-47. Among the smaller collections which were catalogued during the year were the scrapbooks of the Ven WA Macourt, 1964-2004; sermons of the Rev Charles Hickman (later bishop of Derry), 1689-1702; the records of the Meath branch of the GFS, 1895-2005; and a collection of autograph letters of Irish, British and colonial churchmen, 1827-1918.

- **Conservation**

Twenty-two volumes of parish registers were repaired and rebound, as were 34 volumes of reference works.

A new microfilm of the 14<sup>th</sup> century Liber Niger of Christ Church Cathedral, Dublin, was made to facilitate academic research in the USA.

- **Church Plate**

Progress continued to be made with the church plate inventory and over 90% of the inventories have been returned and checked. The transfer of plate from local custody continued as parishes reduced the holdings in their safes and removed items from local banks. The Library continued to facilitate the re-allocation of pieces to other parishes.

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Items of church plate were provided for an exhibition of Limerick silver in the Hunt Museum and for an exhibition of church plate from the Dublin city parishes in the crypt of Christ Church Cathedral.

- **Episcopal Portraits**

The portrait of Richard Chenevix Trench, archbishop of Dublin 1854-84, in Christ Church Cathedral, was repaired and cleaned in preparation for the celebration of the 200<sup>th</sup> anniversary celebration of Trench's birth.

Portraits of Anthony Dopping, bishop of Meath 1682-97, and William Carmichael, bishop of Meath 1758-65, have been sent for repair and cleaning prior to hanging in the Meath & Kildare Diocesan Centre.

The Connor diocesan portraits were transferred from the Bishop's House in Greenisland to temporary storage in Church of Ireland House, Dublin.

A new survey was made of the Cashel & Ossory diocesan portraits most of which have been hung in the new Bishop's House in Kilkenny and the portraits have been photographed.

- **Outreach**

The eleventh volume in the Library's parish register series, *Register of the cathedral of St Patrick, Dublin, 1677-1869*, edited by JH Bernard and Raymond Refaussé, was published as was the third volume in the Library's texts and calendars series, *The vestry records of the united parishes of Finglas, St Margaret's, Artane and the Ward, 1657-1758*, edited by Dr Maighréad Ní Mhurchadha.

Lectures on the Library and its resources were given to students on the Master in Urban Building Construction course in UCD, the Pauline Circle, Omagh Churches Group, Probus Business Club and the Dublin & Glendalough retired clergy group while seminars were facilitated for students from the UCD Archives school and the MA in history course in NUI Maynooth. Library staff facilitated the making of the BBC1 'Would You Believe' programme in Carnew, Co. Wicklow.

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

- **Trustee role of the Representative Church Body**

The Representative Body 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.

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

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

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The Representative Body 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 maintaining the ministry generally. An unfettered donation or bequest can be given or left to the Representative Body 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 size, as long as the amount reclaimed does not exceed the amount of tax paid by the donor during the tax year. Information on how to avail of Gift Aid is available from Church of Ireland House, Dublin.

The total value of the subscriptions collected under Gift Aid on behalf of parishes in 2007 was £5,078,228 to which the income tax recovered by the Representative Body added £1,432,313 to give a total of £6,510,541 as compared with £5,923,726 in the previous year.

### *Republic of Ireland*

Section 45 of the Finance Act 2001 introduced tax relief on donations of €250 or more by individuals and corporate donors to eligible charities and approved bodies. In the case of donors who are PAYE only, tax reclaimable by the charity represents 25% of the original donation for standard rate tax payers and 69% of the original donation for higher rate tax payers. If donors are self assessed for tax purposes, relief is available at the appropriate tax rate against the donation value.

Many parishes and the Bishops’ Appeal have benefited greatly from Section 45 and they are utilising the opportunity to maximise the value of parochial and charitable giving. Information on the reclaim process is available from Church of Ireland House, Dublin.

- **Form of Bequest**

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

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

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



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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 Representative Body in 2007 on behalf of parishes, dioceses and special trusts is included as Appendix H (page 88).

- **Trusts for Graves**

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

**MISCELLANEOUS AND GENERAL**

- **Financing of the Episcopacy (Quinquennial Report)**

The Representative Body in accordance with Section 36 of Chapter VI of the Constitution reports that since 2003 the total number of cures (as defined in the chapter) has decreased by 5 (3 in Northern Ireland and 2 in the Republic of Ireland). The rate of contribution was increased from 4.3% of minimum approved stipend in 2003 to 4.6% in 2004, 4.8% in 2005, 5.2% in 2006, 5.35% in 2007 and 5.4% in 2008.

In 1984, the first year after the relevant Statute was enacted, total contributions or levies financed approximately 41% of costs. This proportion had decreased to 36% at the time of the last quinquennial report in 2003 but now stands at 42%.

Overall, since 1983 the number of cures has decreased by 57 to 457. Cures in Northern Ireland now total 260, having decreased by 15, while cures in the Republic of Ireland total 197, having decreased by 42.

- **Clergy Severance Fund (Quinquennial Report)**

The Representative Body in accordance with Statute Chapter XVI of 2003 reports that the rate of contribution to the Fund was fixed at 1% in respect of each year from 2004 to 2007. Considering the balance of funds in the Fund (year end 2007: €603,606) and the lack of use of the Fund to date, the Representative Body agreed that no levy be fixed in respect of 2008.

- **Deposit Interest (Rates)**

The rates of interest allowed or charged by the Representative Body are linked to the rates ruling from time to time in the money market. The following rates of interest were applied by the Representative Body in 2007:

| QUARTER ENDED | €       |         | £       |         |
|---------------|---------|---------|---------|---------|
|               | Dr<br>% | Cr<br>% | Dr<br>% | Cr<br>% |
| 31 March      | 5.75    | 3.55    | 5.25    | 5.10    |
| 30 June       | 6.00    | 3.75    | 5.75    | 5.30    |
| 30 September  | 6.00    | 4.10    | 6.25    | 5.75    |
| 31 December   | 6.00    | 4.25    | 6.50    | 5.85    |

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

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

| Year on year (December) | UK (RP Index) | Republic of Ireland (CP Index) |
|-------------------------|---------------|--------------------------------|
| 2003                    | 2.8%          | 1.9%                           |
| 2004                    | 3.5%          | 2.6%                           |
| 2005                    | 2.2%          | 2.5%                           |
| 2006                    | 4.4%          | 4.9%                           |
| 2007                    | 4.0%          | 4.7%                           |

**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 for 2008 from the balance on the General Funds Revenue Account for the year ended 31 December 2007:

|   | €           |
|---|-------------|
| Group A – Maintenance of the Stipendiary Ministry | 1,537,954   |
| Group B – Pension Related Costs                   | 1,278,829   |
| Group C – Training of Ordinands                   | 1,660,687   |
| Group D – General Synod Activities                | 1,531,574   |
| Group E – Miscellaneous Financing                 | 35,728      |
|   | <hr/>       |
|   | 6,044,772   |
|   | <hr/> <hr/> |

**II. Minimum Approved Stipend**

That, in accordance with Section 51 (1) of Chapter IV of the Constitution and with effect from 1 January 2009

- (a) no stipend shall be less than £25,498 per annum in Northern Ireland or €36,219 per annum in the Republic of Ireland in the case of an Incumbent or a member of the clergy appointed as Bishop’s Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.

- (b) 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% "                                |