

JOURNAL

of

THE THIRD ORDINARY SESSION

of the

FORTY SEVENTH

GENERAL SYNOD

of the

CHURCH OF IRELAND

HELD IN ARMAGH

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MMXI

with

AN APPENDIX

containing

STATUTES PASSED, REPORTS OF COMMITTEES &c., &c.

Edited by

KENNETH MILNE

Published by the Authority of the General Synod

Published by
Church of Ireland Publishing
Church of Ireland House
Church Avenue
Rathmines, Dublin 6

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ISBN 978-1-904884-38-5

Printed by Massey Brothers Printing

Dublin

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Church of Ireland

GENERAL SYNOD, 2011

HOUSE OF BISHOPS

ARCHBISHOPS	Sees	Cons.	Tr.
Alan Edwin Thomas Harper, Primate of All Ireland	Armagh	2002	2007
Michael Geoffrey St Aubyn Jackson, Primate of Ireland	[Dublin [Glendalough	2002	2011
BISHOPS			
Richard Lionel Clarke	[Meath [Kildare	1996	
Vacant	Clogher		
Kenneth Raymond Good	[Derry [Raphoe	2002	
Harold Creeth Miller	[Down [Dromore	1997	
Alan Francis Abernethy	Connor	2007	
Kenneth Herbert Clarke	[Kilmore [Elphin [Ardagh	2001	
Vacant	[Tuam [Killlala [Achonry		
Michael Andrew James Burrows	[Cashel [Waterford [Lismore [Ossory [Ferns [Leighlin	2006	
William Paul Colton	[Cork [Cloyne [Ross	1999	
Trevor Russell Williams	[Limerick [Ardfert [Aghadoe [Killaloe [Kilfenora [Clonfert [Kilmacduagh [Emly	2008	

HOUSE OF REPRESENTATIVES
ALPHABETICALLY ARRANGED

Abercorn, The Duke of (Derry)
Acheson, Dr AR (Connor)
Acheson, Mrs J (Clogher)
Adair, Rev Canon WM (Armagh)
Ainsworth, Mrs ME (Dublin)
Aiton, Rev JH (Meath)
Alexander, Mr HJ (Glendalough)
Anderson, Mrs F (Armagh)
Anderson, Mr WDH (Armagh)
Appelbe, Rev Canon FC (Dublin)
Appleyard, Mr DS (Dublin)
Armitage, Mrs E (Killaloe)
Armstrong, Mr A (Killaloe)
Armstrong, Rev E (Meath)
Armstrong, Rev MA (Clogher)
Arnold, Mr WR (Raphoe)
Atkins, Rev Canon FW (Elphin)
Auchmuty, Mrs BL (Tuam)
Auchmuty, Mr DJ (Tuam)
Auchmuty, Rev JR (Down)
Austin, Mr AC (Derry)
Baker, Mr WF (Cork)
Bamber, Rev PH (Elphin)
Bantry White, Mrs CFR (Cork)
Barrett, Mrs B (Elphin)
Benson, Mr RW (Killaloe)
Beresford, Mrs M (Dublin)
Berry, Rev Canon ITH (Clogher)
Bird, Mr JAD (Cork)
Blackwell, Mr L (Killaloe)
Blair, Rev WH (Clogher)
Blake, Ms J (Ferns)
Blakely, Mr E (Kilmore)
Bleakley, Mr IK (Clogher)
Blennerhassett, Mr TN (Ardfert & Aghadoe)
Bloomfield, Mr CG (Clogher)
Bogan, Ms CPJ (Cork)
Bond, Very Rev JFA (Connor)
Bond, Mrs JP (Connor)
Borthistle, Mr G (Ferns)
Bourke, Rev RSJ (Meath)
Bourke, Rev Canon SG (Clogher)
Bourke, Mrs U (Clogher)
Bourne, Mr DJ (Cork)
Boyd, Miss M (Raphoe)
Boyd, Mr R (Ferns)
Boyd, Rev SRT (Armagh)
Boyle, Mrs DE (Glendalough)
Bradish, Mr B (Tuam)
Bradley, Ms FA (Cashel)
Bradley, Mr G (Cashel)
Bradley, Mr N (Derry)
Brannigan, Mr RA (Down)
Brickenden, Mrs MV (Limerick)
Briggs, Mr G (Connor)
Briggs, Mr RS (Dromore)
Brislane, Mr KE (Limerick)
Brodison, Mr WS (Armagh)
Brown, Mr B (Dublin)
Brown, Rev Canon DL (Down)
Brown, Mr K (Derry)
Brown, Mrs S (Down)
Brown, Mr SR (Down)
Browne, Mr K (Clogher)
Brownlees, Mr JL (Connor)
Bruce, Mr JPH (Armagh)

HOUSE OF REPRESENTATIVES
ALPHABETICALLY ARRANGED

Bruton, Ms CL (Meath)
Bruton, Mrs JM (Meath)
Bunting, Mr JE (Down)
Burgess, Mr D (Cashel)
Butler, Rev Canon GW (Glendalough)
Buttimer, Mrs EA (Cork)
Buttimer, Mr R (Cork)
Cadden, Rev Canon TJ (Dromore)
Cadoo, Mrs A (Dublin)
Caird, Mr DN (Dublin)
Camier, Mrs AM (Glendalough)
Campbell, Rev Canon JNT (Armagh)
Campbell, Mr ME (Dromore)
Canning, Mr AD (Connor)
Capper, Rev WA (Clogher)
Cargo, Mr JA (Down)
Carney, Ven RW (Killaloe)
Carroll, Rev JT (Dublin)
Carson, Mrs H (Connor)
Carson, Rev JI (Connor)
Carson, Mrs NL (Down)
Carson, Mr VG (Derry)
Cassidy, Mr F (Cork)
Catterall, Rev Canon DA (Elphin)
Champ, Mr TE (Ardfert & Aghadoe)
Cherry, Mrs CLH (Connor)
Cherry, Mrs S (Connor)
Clampett, Mr P (Elphin)
Clark, Rev Canon SK (Kilmore)
Clarke, Mr H (Kilmore)
Clarke, Mr I (Derry)
Clarke, Rev Canon JDM (Meath)
Clarke, Rev Canon JP (Glendalough)
Clarke, Mr JW (Limerick)
Clarke, Rev Canon RW (Derry)
Cleland, Rev T (Connor)
Clements, Rev Canon DTS (Tuam)
Cliffe, Rev Canon CG (Cashel)
Clifton Brown, Mr PC (Cashel)
Clingan, Miss JH (Clogher)
Clunie, Rev G (Armagh)
Cobbe, Mr E (Meath)
Cochrane, Mrs EE (Armagh)
Codd, Mr RP (Cashel)
Codd, Mr W (Cashel)
Cole-Baker, Rev PM (Cashel)
Coleman, Mr A (Cork)
Colton, Mr RF (Meath)
Colton, Mr WG (Meath)
Comerford, Rev Canon P (Dublin)
Cooke, Mr RI (Killaloe)
Corrigan, Ms H (Cashel)
Corrigan, Ms MG (Cashel)
Couchman, Mr JMD (Cashel)
Crawford, Miss AJ (Down)
Crawford, Rev L (Derry)
Creighton, Rev Canon FD (Derry)
Cremin, Rev EV (Cork)
Cromer, Mrs JE (Dublin)
Cromey, Mrs D (Connor)
Cromey, Dr R (Connor)
Crooks, Rev Canon DWT (Raphoe)
Crowe, MR R (Clogher)
Cruickshank, Rev IM (Cashel)
Cunningham, Miss EM (Kilmore)
Cunningham, Mrs I (Dromore)

HOUSE OF REPRESENTATIVES
ALPHABETICALLY ARRANGED

Davey, Mr MC (Down)
Davidson, Mr SI (Down)
Davies, Mr J (Elphin)
Davison, Rev GTW (Kilmore)
Davison, Dr WD (Connor)
Deane, Mrs L (Cork)
Dempsey, Mr RJ (Killaloe)
Devenney, Mr JN (Raphoe)
Deverell, Mr J (Meath)
Dillon, Mr GH (Dromore)
Dillon, Mrs HE (Dromore)
Dodds, Ven NB (Connor)
Donaghy, Mrs W (Raphoe)
Donnell, Mrs ME (Dromore)
Donohoe, Rev OMR (Meath)
Doogan, Rev SE (Down)
Douglas, Mr DW (Meath)
Douglas, Mr TSJ (Dromore)
Dowd, Rev GG (Dublin)
Dowd, Mr P (Cashel)
Draper, Very Rev PR (Cork)
Dring, Mr JRH (Cork)
Driver, Mr EGJ (Cashel)
Dukelow, Ms SR (Cork)
Dunbar, Mr JJ (Derry)
Dundas, Rev EP (Connor)
Dungan, Mr K (Glendalough)
Dunn, Dr KF (Connor)
Dunne, Very Rev DPM (Dublin)
Dunne, Mr IW (Down)
Dunne, Mr JK (Meath)
Dunne, Very Rev NK (Cork)
Dunstan, Rev Canon GJO (Connor)
Durand, Rev Lady SE (Cashel)
Eames, Rev C (Clogher)
Easton, Rev CRA (Connor)
Edge, Mr RA (Killaloe)
Elliott, Rev Dr MJ (Dromore)
Ellis, Rev Canon IM (Dromore)
Ellis, Rev IW (Dromore)
Ellis, Professor S (Tuam)
Elsdon, Rev JM (Connor)
Elsdon, Rev Dr R (Connor)
Fair, Mrs S (Tuam)
Ferguson, Very Rev WR (Kilmore)
Ferry, Rev Canon HDJ (Derry)
Ferry, Rev MRK (Derry)
Field, Rev Canon GG (Meath)
Fielding, Rev SA (Connor)
Finlay, Mr DN (Cashel)
Flynn, Rev AVG (Killaloe)
Forbes, Mr GA (Armagh)
Forde, Mr RC (Clogher)
Forde, Ven SB (Connor)
Forrest, Mrs A (Ferns)
Forster, Rev AJ (Armagh)
Forster, Rev TS (Armagh)
Foster, Mr WH (Kilmore)
Frayne, Mr B (Connor)
Fromholz, Mr G (Dublin)
Fryday, Rev Canon BY (Cashel)
Fryday, Mr JN (Cashel)
Fullerton, Mr DRG (Connor)
Galbraith, Rev JA (Limerick)
Galbraith, Rev PJ (Connor)
Gallagher, Mrs MM (Down)

HOUSE OF REPRESENTATIVES
ALPHABETICALLY ARRANGED

Gallagher, Mr RJH (Down)	Hall-Thompson, Rev CL (Down)
Galloway, Mr JBP (Cashel)	Halliday, Mr B (Dublin)
Gamble, Mr S (Derry)	Halliday, Miss JP (Dromore)
Gibbons, Miss MK (Connor)	Hamill, Mr P (Connor)
Gibson, Mr K (Connor)	Hamilton, Mr RT (Armagh)
Gilbert, Mr AA (Cashel)	Handy, Ms R (Glendalough)
Gill, Rev R (Killaloe)	Hanley, Rev M (Ardfert & Aghadoe)
Gillespie, Mr DP (Elphin)	Hanlon, Rev TK (Clogher)
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Gillespie, Rev Canon NG (Cashel)	Hanna, Rev PE (Limerick)
Gillis, Mr AL (Cashel)	Hanna, Rev Canon RC (Killaloe)
Gilmore, Rev Canon H (Raphoe)	Hardy, Mr E (Killaloe)
Gilmore, Mrs LM (Tuam)	Hardy, Mr TS (Limerick)
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Glenn, Mr G (Derry)	Harper, Rev BJ (Armagh)
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Godsil, Mr RW (Cork)	Harris, Rev Canon EJ (Connor)
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Graham, Rev TKD (Down)	Harvey, Mrs P (Connor)
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Groom, Mr NAC (Tuam)	Hay, Very Rev J (Raphoe)
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Groves, Mr RV (Ardfert & Aghadoe)	Heaslip, Mr K (Kilmore)
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Hadden, Mr JR (Armagh)	Henry, Mr TG (Armagh)
Hall, Mr A (Connor)	Hewitt, Rev PSP (Down)
Hall, Mrs EA (Connor)	Hewitt, Rev Canon WP (Cork)
Hall, Very Rev KRJ (Armagh)	Hibbert, Mrs GM (Connor)

HOUSE OF REPRESENTATIVES
ALPHABETICALLY ARRANGED

Hicks, Rev H (Kilmore)	Jennings, Mr SJ (Cork)
Higgins, Mrs F (Tuam)	Jestin, Mr I (Cashel)
Higgins, Mrs FE (Meath)	Johnston, Mr DAS (Dromore)
Higgins, Rev Canon K (Down)	Johnston, Mr G (Armagh)
High, Mr MBW (Connor)	Johnston, Mrs J (Elphin)
Hilliard, Mr A (Ardfert & Aghadoe)	Johnston, Mr JD (Dromore)
Hilliard, Rev D (Armagh)	Johnston, Mr JID (Clogher)
Hillis, Dr JP (Dublin)	Johnston, Mr LV (Armagh)
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Hoey, Ven RG (Armagh)	Johnston, Professor PM (Tuam)
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Howard, Rev Canon JR (Dromore)	Jones, Very Rev RW (Meath)
Hudson, Mr SJ (Derry)	Jones, Rev SF (Cashel)
Hull, Very Rev TH (Down)	Jones, Dr V (Dublin)
Hume, Mr TJ (Armagh)	Jordan, Mr TJ (Connor)
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Hunter, Mr NJ (Connor)	Keating, Mr JH (Clogher)
Hurst, Mrs ML (Clogher)	Kee, Mr JCH (Raphoe)
Huston, Mr NJ (Meath)	Kenmuir, Mr DE (Dromore)
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Hyde, Mr PMR (Killaloe)	Kennedy, Rev Canon MC (Armagh)
Hyland, Mr AJ (Dublin)	Kennedy, Mrs SM (Derry)
Irvine, Mr JJ (Clogher)	Kenny, Mr D (Meath)
Irwin, Rev Canon WG (Connor)	Kenny, Mrs FW (Killaloe)
Jackson, Rev IM (Cashel)	Kenwell, Miss BEE (Connor)
Jackson Noble, Rev RE (Cork)	Kenwell, Ms L (Dromore)
Jackson, Dr TMR (Cork)	Keown, Mr D (Dromore)
Jansson, Rev MP (Ferns)	Kerr, Rev BT (Clogher)
Jardine, Rev Canon N (Down)	Kerr, Mr DJ (Down)
Jenkins, Mr JB (Cork)	Kerr, Mr J (Clogher)
Jenkins, Mr M (Dublin)	Kerr, Mrs S (Clogher)

HOUSE OF REPRESENTATIVES
ALPHABETICALLY ARRANGED

Kerr, Mr VWB (Armagh)	Lucy, Mr GRE (Connor)
Kidd, Mr GW (Cashel)	Lynch, Rev Canon EEM (Cork)
Kilpatrick, Mr JV (Raphoe)	Lyons, Mr N (Connor)
Kilroy, Mr CTE (Tuam)	MacCann, Mr LJW (Dublin)
Kilroy, Major WR (Meath)	Macartney, Mr AW (Connor)
King, Mr GD (Meath)	Macartney, Rev GW (Armagh)
Kingston, Rev Canon AW (Elphin)	Macartney, Mrs RA (Connor)
Kingston, Mr JW (Cashel)	MacGillycuddy, Mr N (Cork)
Kingston, Rev MT (Armagh)	MacKay, Mrs VM (Connor)
Kingston, Rev RG (Clogher)	MacLaughlin, Mrs PW (Down)
Kirk, Mrs JH (Dublin)	Madill, Mr T (Armagh)
Knowles, Very Rev PJ (Cashel)	Malcolm, Rev MA (Connor)
Laird, Mr G (Raphoe)	Mann, Rev Canon JO (Connor)
Langford, Mr R (Limerick)	Marley, Very Rev AG (Cork)
Lanigan, Ms M (Cashel)	Martin, Rev BR (Clogher)
Laverty, Rev Canon WJR (Down)	Mason, Miss CP (Ardfert & Aghadoe)
Law, Mrs FH (Dromore)	Masterson, Mr WH (Ferns)
Lawson-Kearns, Mrs G (Tuam)	Matchett, Rev CJ (Clogher)
Leckey, Miss ME (Dromore)	McBride, Mr N (Dromore)
Leighton, Mrs J (Armagh)	McBride, Ven SR (Connor)
Leighton, Mr SEC (Armagh)	McCabe, Mr T (Ferns)
Lester, Very Rev TR (Cashel)	McCann, Rev TAG (Connor)
Lewis, Mr EW (Dublin)	McCauley, Ven CWL (Kilmore)
Lewis, Rev Canon WA (Connor)	McClay, Miss CG (Down)
Lindsay, Rev AJ (Kilmore)	McClay, Rev Canon DA (Down)
Linton, Rev BI (Elphin)	McClay, Mrs H (Down)
Linton, Mr JE (Armagh)	McClay, Mr W (Raphoe)
Little, Mr B (Connor)	McCleary, Mr BH (Down)
Little, Mr TB (Connor)	McClelland, Mrs JF (Armagh)
Loane, Miss JA (Clogher)	McClure, Mrs ES (Armagh)
Lockhart, Rev D (Connor)	McCollum, Mr WJ (Armagh)
Long, Ven CW (Ferns)	McConnell, Rev RM (Connor)
Lowry, Very Rev SH (Dromore)	McCoy, Mr KJ (Dromore)

HOUSE OF REPRESENTATIVES
ALPHABETICALLY ARRANGED

McCullagh, Rev Canon JE (Dublin)	Minish, Mrs S (Tuam)
McCullagh, Rev Canon MA (Cashel)	Mitchell, Mr WD (Down)
McCutcheon, Ms C (Cork)	Mitchell, Mr RH (Down)
McDowell, Rev FJ (Down)	Montgomery, Mr GH (Clogher)
McDowell, Rev PK (Connor)	Montgomery, Mr MI (Dromore)
McElhinney, Mr AC (Elphin)	Montgomery, Mr WT (Derry)
McElhinney, Mr WR (Derry)	Moore, Mr A (Derry)
McEndoo, Rev Canon NG (Dublin)	Moore, Rev Canon CF (Armagh)
McFarland, Mr SC (Derry)	Moore, Mr GMT (Clogher)
McGlinchey, Rev PG (Connor)	Morrow, Mr SB (Clogher)
McGuinness, The Hon Mrs Justice C (Dublin)	Morton, Very Rev WW (Derry)
McKegney, Rev Canon JW (Armagh)	Moynan, Rev Canon DG (Dublin)
McKelvey, Mrs ER (Connor)	Moynan, Mr RW (Cashel)
McKenzie, Mr J (Connor)	Mulligan, Mr AH (Dublin)
McKeown, Miss M (Armagh)	Munyangaju, Rev JC (Down)
McKinley, Rev Canon AHN (Dublin)	Murphy, Rev Canon WA (Connor)
McLean, Ven DS (Derry)	Murray, Rev EME (Cashel)
McLeod, Mr NA (Down)	Murray, Ven JG (Cashel)
McMaster, Mr GW (Glendalough)	Myles, Mr JR (Down)
McMullan, Mr AR (Connor)	Neill, Mr J (Connor)
McNeile, Mr AN (Dublin)	Neill, Mrs M (Armagh)
McReynolds, Rev Canon KA (Connor)	Neill, Rev Canon RC (Down)
McSparrow, Mr MA (Derry)	Neill, Mr RS (Glendalough)
McVeigh, Rev DS (Armagh)	Neill, Rev Canon SM (Killaloe)
McVeigh, Rev Canon S (Derry)	Neill, Mr WJA (Armagh)
Megarrell, Rev MJ (Dromore)	Neilson, Mr DF (Glendalough)
Meredith, Mr R (Meath)	Nelson, Mr T (Down)
Millar, Mr DBM (Dublin)	Nesbitt, Mr DWG (Down)
Millar, Rev G (Dromore)	Nesbitt, Rev Canon R (Down)
Miller, Rev RS (Derry)	Nevin, Rev AJ (Killaloe)
Mills, Mr GM (Derry)	Newenham, Mr REW (Cork)
Mills, Mr LN (Connor)	Nicholl, Mr J (Derry)
Minion, Rev A (Ferns)	Nixon, Miss GM (Clogher)

HOUSE OF REPRESENTATIVES
ALPHABETICALLY ARRANGED

Nixon, Rev WS (Down)	Potterton, Mr TG (Meath)
Noble, Mr S (Down)	Poulton, Very Rev KM (Dublin)
Nuzum, Rev D (Cork)	Press, Rev WJ (Dromore)
O'Callaghan, Mr DB (Down)	Price, Mr EI (Elphin)
O'Hara, Mr BC (Elphin)	Pringle, Mr WR (Clogher)
O'Neill, Mrs H (Dublin)	Prole, Mrs FAD (Dublin)
O'Raw, Rev Canon NJ (Tuam)	Quinn, Rev Canon DJ (Derry)
O'Rourke, Rev BJG (Cork)	Rathdonnell, Lord B (Cashel)
Obe, Ms S (Dublin)	Read, Mr PDG (Killaloe)
Oliver, Mr W (Derry)	Redfern, Rev P (Connor)
Orr, Rev ADH (Dublin)	Richards, Mr GC (Dublin)
Orr, Rev WJC (Connor)	Richardson, Mr J (Connor)
Oughton, Mr AG (Meath)	Ritchie, Mr HJE (Down)
Pappin, Mrs JEC (Dublin)	Roberts, Mrs IN (Kilmore)
Parker, Rev MA (Down)	Roberts, Mr JK (Cork)
Patterson, Ven PF (Down)	Roberts, Mr W (Kilmore)
Patterson, Mrs R (Connor)	Rodgers, Mrs KM (Connor)
Patterson, Mr RJ (Connor)	Rodgers, His Honour Judge RF (Connor)
Peavoy, Mr J (Cashel)	Roe, Mr R (Killaloe)
Peilow, Rev LEA (Meath)	Ronne, Rev K (Meath)
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Peoples, Mr GL (Raphoe)	Rooke, Very Rev PW (Armagh)
Peoples, Rev MTE (Raphoe)	Ross, Mr W (Derry)
Perrin, Mr DG (Dublin)	Rothwell, Mrs GE (Ferns)
Perrott, Mr WT (Cork)	Rountree, Ven RB (Glendalough)
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Peters-Gallagher, Mrs RI (Connor)	Ruiters, Rev IJ (Kilmore)
Pierpoint, Ven DA (Dublin)	Russell-Browne, Mrs B (Down)
Plant, Ms H (Ferns)	Rutherford, Dr JJ (Down)
Pollock, Mr RA (Derry)	Rutherford, Rev PM (Meath)
Potterton, Mr EG (Meath)	Rutledge, Mr J (Kilmore)
Potterton, Mrs HM (Meath)	Sandes, Very Rev DL (Tuam)
Potterton, Mr R (Meath)	Satchwell, Mrs V (Elphin)

HOUSE OF REPRESENTATIVES
ALPHABETICALLY ARRANGED

Scholes, Mr DW (Connor)	Stewart, Rev Canon JW (Clogher)
Scholes, Mr WD (Connor)	Stewart, Mr TA (Connor)
Schutz, Mr PR (Limerick)	Storey, Rev PL (Derry)
Scott, Rev KBDES (Limerick)	Strong, Mr ST (Meath)
Scott, Rev Canon T (Armagh)	Suitor, Mr WV (Armagh)
Scott, Ven WJ (Dromore)	Symes, Mr GJRM (Dublin)
Seale, Mrs ME (Derry)	Synnott, Ven APS (Tuam)
Seale, Rev WA (Derry)	Taggart, Rev WJ (Connor)
Shannon, Mr J (Tuam)	Tannahill, Miss D (Connor)
Shannon, Mr JH (Elphin)	Tanner, Rev LJ (Dublin)
Shaw, Ms I (Elphin)	Taylor, Captain C (Down)
Sheil, Brenda (Down)	Templeton, Mr AL (Down)
Sherlock, Rev Canon TA (Cashel)	Ternan, Mrs HM (Clogher)
Sherwood, Rev NJW (Glendalough)	Thomas, Mr DJ (Down)
Shine, Rev Canon AA (Dublin)	Thompson, Mr AJ (Raphoe)
Shirley, Ms S (Cashel)	Thompson, Mr JE (Cashel)
Sims, Dr BA (Connor)	Thompson, Mr WI (Derry)
Sinnamon, Rev Canon WD (Dublin)	Totten, Mr HRJ (Connor)
Skuce, Rev Canon D (Clogher)	Totten, Mrs PME (Connor)
Smallwoods, Mr TA (Derry)	Treacy, Mr FJ (Cork)
Spiers, Mr DN (Connor)	Treacy, Ms IM (Cork)
St Leger, Dr AE (Cork)	Treacy, Mr JC (Clogher)
St Leger, Mrs EM (Cork)	Trenier, Mr N (Kilmore)
Stanley, Mr JE (Cork)	Trimble, Dr PHC (Down)
Stanley Wetzel, Mrs OR (Killaloe)	Trimby, Rev Canon KR (Tuam)
Stephens, Rev JC (Ardfert & Aghadoe)	Tuft, Mr SJ (Connor)
Stephens, Mrs M (Ferns)	Turner, Miss CS (Connor)
Stevenson, Mrs EA (Connor)	Tweedie, Mr J (Connor)
Stevenson, Ven LTC (Meath)	Vincent, Mr A (Dublin)
Stevenson, Mr T (Connor)	Wallace, Mr C (Cashel)
Stevenson, Mr TR (Clogher)	Wallace, Mr D (Cashel)
Stewart, Rev B (Connor)	Wallace, Mr JW (Connor)
Stewart, Mr H (Clogher)	Wallace, Mrs P (Connor)

HOUSE OF REPRESENTATIVES
ALPHABETICALLY ARRANGED

Wallace, Mr TJ (Derry)
Walsh, Mr EJJ (Dublin)
Walton, Mrs A (Tuam)
Warburton, Mr HN (Dublin)
Wardlow, Mr MT (Down)
Warren, Ven R (Ardfert & Aghadoe)
Watchorn, Mr B (Cashel)
Watterson, Rev Canon SM (Ardfert & Aghadoe)
Webb, Mr HRJ (Armagh)
Webb, Mr MJT (Dublin)
Weir, Mrs J (Connor)
Weldon, Mr CB (Dublin)
Wellwood, Mr C (Cashel)
West, Mr D (Raphoe)
West, Rev Canon TR (Dromore)
Wharton, Rev GV (Dublin)
White, Mr JD (Cork)
White, Mrs ME (Dublin)
White, Ven REB (Cork)
Wilkinson, Rev AM (Cork)
Wilkinson, Mrs JO (Down)
Williams, Very Rev A (Elphin)
Williams, Rev Canon DH (Cork)
Williams, Mr JA (Connor)
Williams, Dr JR (Clogher)
Williams, Mr TJM (Killaloe)
Willoughby, Rev Canon PM (Cork)
Wilson, Mr E (Armagh)
Wilson, Mr RP (Dromore)
Wilson, Mr TA (Dromore)
Wiseman, Mr G (Meath)
Witherow, Mr KW (Raphoe)
Witherow, Mr SDG (Raphoe)
Woodman, Mr GD (Connor)
Woods, Rev ECJ (Dublin)
Wray, Mr A (Clogher)
Wright, Mr P (Dromore)
Wright, Rev Canon WS (Connor)
Wynne, Mr DJ (Dublin)
Young, Miss AT (Connor)
Young, Mrs M (Ferns)
Young, Mr WA (Cashel)

HOUSE OF REPRESENTATIVES

ARRANGED ACCORDING TO DIOCESES

NUMBERS INDICATE DAYS ATTENDED AT THE 2011 SESSION.

ARMAGH

ARMAGH - CLERICAL

3 Adair, Rev Canon WM
 3 Harper, Rev BJ
 2 Scott, Rev Canon T
 3 Campbell, Rev Canon JNT
 3 Rooke, Very Rev PW
 3 Forster, Rev AJ
 2 Hall, Rev KRJ
 2 Hoey, Ven RG
 3 Forster, Rev TS
 3 Boyd, Rev SRT
 3 Kennedy, Rev Canon MC
 2 McKegney, Rev Canon JW
 2 Hilliard, Rev D
 2 McVeigh, Rev DS
 3 Kingston, Rev MT
 3 Moore, Rev Canon CF
 3 Clunie, Rev G
 3 Macartney, Rev GW

ARMAGH – LAY

2 Johnston, Mr LV
 3 Forbes, Mr GA
 3 Greenaway, Mr D
 3 Linton, Mr JE
 2 Leighton, Mrs J
 1 Hamilton, Mr RT
 3 Anderson, Mr WDH
 2 Madill, Mr T
 2 Neill, Mr WJA
 2 Leighton, Mr SEC
 1 Cochrane, Mrs EE
 3 Anderson, Mrs F
 3 Hume, Mr TJ
 3 Neill, Mrs M
 3 McClelland, Mrs JF
 3 Harkness, Mrs EE

2 McKeown, Miss M
 0 Brodison, Mr WS
 2 Bruce, Mr JPH
 3 Suitor, Mr WV
 3 McClure, Mrs ES
 2 Hadden, Mr JR
 0 Johnston, Mr G
 1 Webb, Mr HRJ
 3 Kerr, Mr VWB
 1 McCollum, Mr WJ
 2 Wilson, Mr E
 1 Henry, Mr TG
 3 Hatrick, Mr LJ

CLOGHER

CLOGHER - CLERICAL

3 Stewart, Rev Canon JW
 1 Armstrong, Rev MA
 3 Kerr, Rev BT
 2 Matchett, Rev CJ
 1 Hanlon, Rev TK
 2 Blair, Rev WH
 2 Bourke, Rev Canon SG
 1 Martin, Rev BR
 3 Berry, Rev ITH
 3 Skuce, Rev D
 2 Capper, Rev WA
 3 Hoey, Rev DP
 2 Eames, Rev C
 3 Kingston, Rev RG

CLOGHER - LAY

2 Moore, Mr GMT
 2 Irvine, Mr JJ
 2 Pringle, Mr WR
 3 Kerr, Mr J
 3 Clingan, Miss JH

Journal 2011 – List of Representatives of each Diocese

0	Crowe, Mr R	2	Glenn, Mr G
2	Johnston, Mr JID	3	Austin, Mr AC
3	Keating, Mr JH	3	Montgomery, Mr WT
2	Humphries, Miss HE	2	Oliver, Mr W
0	Hutchinson, Mr D	2	Ross, Mr W
3	Loane, Miss JA	3	McFarland, Mr SC
0	Stevenson, Mr TR	3	Pollock, Mr RA
0	Browne, Mr K	2	Smallwoods, Mr TA
2	Bourke, Mrs U	0	Nicholl, Mr J
0	Bloomfield, Mr CG	2	Moore, Mr A
1	Hurst, Mrs ML	0	Carson, Mr VG
3	Treacy, Mr JC	0	Mills, Mr GM
2	Morrow, Mr SB	0	Wallace, Mr TJ
3	Kerr, Mrs S	0	Dunbar, Mr JJ
3	Wray, Mr A	2	McElhinney, Mr WR
3	Bleakley, Mr IK	2	Kane, Mr WRG
1	Williams, Dr JR	0	McSparron, Mr MA
3	Stewart, Mr H	2	Hudson, Mr SJ
3	Nixon, Miss GM	2	Thompson, Mr WI
3	Ternan, Mrs HM	0	Abercorn, The Duke of
2	Forde, Mr RC	1	Brown, Mr K
0	Acheson, Mrs J	0	Junkin, Mr J
2	Montgomery, Mr GH	0	Seale, Mrs ME
		3	Bradley, Mr N
		0	Clarke, Mr I
		0	Kennedy, Mrs SM

DERRY AND RAPHOE

DERRY - CLERICAL

3	Miller, Rev RS
3	Storey, Rev PL
1	Morton, Very Rev WW
3	McLean, Ven DS
0	Seale, Rev WA
0	Crawford, Rev L
2	Given, Rev HR
2	Quinn, Rev Canon DJ
2	Hanna, Rev IJ
2	McVeigh, Rev Canon S
0	Ferry, Rev Canon HDJ
1	Creighton, Rev Canon FD
2	Ferry, Rev MRK
3	Clarke, Rev Canon RW

DERRY - LAY

2	Gamble, Mr S
---	--------------

RAPHOE – CLERICAL

1	Harte, Ven MS
3	Hay, Very Rev J
1	Crooks, Rev Canon DWT
2	Griscome, Rev D
2	Gilmore, Rev Canon H
2	Peoples, Rev MTE

RAPHOE – LAY

0	McClay, Mr W
0	Arnold, Mr WR
2	Boyd, Miss M
1	Thompson, Mr AJ
0	Witherow, Mr KW
0	West, Mr D
0	Devenney, Mr JN
0	Laird, Mr G
1	Witherow, Mr SDG

Journal 2011 – List of Representatives of each Diocese

0 Peoples, Mr GL
 3 Donaghy, Mrs W
 3 Kee, Mr JCH
 2 Kilpatrick, Mr JV

DOWN AND DROMORE

DOWN - CLERICAL

2 Doogan, Rev SE
 3 Parker, Rev MA
 2 Graham, Rev TKD
 3 Patterson, Ven PF
 2 Brown, Rev Canon DL
 0 Hewitt, Rev PSP
 2 Jardine, Rev Canon N
 2 Hull, Very Rev TH
 3 McDowell, Rev FJ
 3 Nesbitt, Rev Canon R
 2 Laverty, Rev Canon WJR
 2 Munyangaju, Rev JC
 2 Neill, Rev Canon RC
 0 Higgins, Rev Canon K
 2 Hall-Thompson, Rev CL
 3 McClay, Rev Canon DA
 3 Auchmuty, Rev JR
 3 Nixon, Rev WS
 3 Harvey, Rev JM

DOWN - LAY

3 Brannigan, Mr RA
 0 McClay, Miss CG
 0 Rutterford, Dr JJ
 2 Ritchie, Mr HJE
 0 Mitchell, Mr RH
 3 Sheil, Canon Lady B
 3 Wilkinson, Mrs JO
 3 O'Callaghan, Mr DB
 0 Cargo, Mr JA
 3 Gallagher, Mr RJH
 1 McCleary, Mr BH
 3 McClay, Mrs H
 3 Taylor, Captain C
 0 Wardlow, Mr MT
 3 Bunting, Mr JE

3 Kerr, Mr DJ
 3 Gallagher, Mrs MM
 3 Brown, Mrs S
 0 Crawford, Miss AJ
 3 Davey, Mr MC
 2 McLeod, Mr NA
 3 Templeton, Mr AL
 2 Trimble, Dr PHC
 0 Noble, Mr S
 0 Kennedy, Mr BS
 0 Davidson, Mr SI
 1 Dunne, Mr IW
 0 Nesbitt, Mr DWG
 3 Brown, Mr SR
 2 Godfrey, Mr WE
 2 MacLaughlin, Mrs PW
 0 Carson, Mrs NL
 3 Johnston, Mr MH
 0 Mitchell, Mr WD
 1 Nelson, Mr T
 0 Thomas, Mr DJ
 0 Myles, Mr JR
 0 Russell-Browne, Mrs B

DROMORE - CLERICAL

0 Elliott, Rev DR MJ
 3 Megarrell, Rev MJ
 3 West, Rev Canon TR
 3 Scott, Ven WJ
 3 Lowry, Very Rev SH
 3 Cadden, Rev Canon TJ
 2 Press, Rev WJ
 3 Howard, Rev Canon JR
 3 Ellis, Rev IW
 3 Ellis, Rev Canon IM
 0 Millar, Rev G

DROMORE - LAY

3 Montgomery, Mr MI
 0 Kenwell, Ms L
 2 Johnston, Mr JD
 3 Wilson, Mr TA
 3 Halliday, Miss JP
 3 Law, Mrs FH
 3 Campbell, Mr ME

Journal 2011 – List of Representatives of each Diocese

2 Douglas, Mr TSJ
 3 Cunningham, Mrs I
 3 Briggs, Mr RS
 1 Dillon, Mr GH
 2 Keown, Mr D
 0 Wilson, Mr RP
 0 Dillon, Mrs HE
 1 McCoy, Mr KJ
 3 Donnell, Mrs ME
 1 Houston, Mrs EM
 1 McBride, Mr N
 3 Johnston, Mr DAS
 1 Wright, Mr P
 2 Kenmuir, Mr DE
 0 Leckey, Miss ME

CONNOR

CONNOR - CLERICAL

2 Dundas, Rev EP
 3 McCann, Rev TAG
 3 Fielding, Rev SA
 1 McDowell, Rev PK
 2 Johnston, Rev TS
 2 Dodds, Ven NB
 3 Elsdon, Rev Dr R
 3 Murphy, Rev Canon WA
 0 Mann, Rev Canon JO
 3 Taggart, Rev WJ
 2 Redfern, Rev P
 3 McBride, Ven SR
 2 Dunstan, Rev Canon GJO
 1 Wright, Rev Canon WS
 3 Bond, Very Rev JFA
 2 Carson, Rev JI
 3 Forde, Ven SB
 3 Lockhart, Rev D
 2 Malcolm, Rev MA
 3 Irwin, Rev Canon WG
 0 Harris, Rev Canon EJ
 1 McReynolds, Rev Canon KA
 3 Elsdon, Rev JM
 2 Stewart, Rev B
 2 McConnell, Rev RM
 2 McGlinchey, Rev PG

2 Galbraith, Rev PJ
 0 Easton, Rev CRA
 2 Cleland, Rev T
 2 Lewis, Rev Canon WA
 2 Orr, Rev WJC
 0 Graham, Rev Canon GE

CONNOR - LAY

2 Young, Miss AT
 3 Stevenson, Mr T
 3 Hibbert, Mrs GM
 3 Patterson, Mr RJ
 0 Wallace, Mrs P
 3 Gibson, Mr K
 3 Gibbons, Miss M
 3 Tweedie, Mr J
 3 Neill, Mr J
 3 Rodgers, His Honour Judge RF
 1 Tuft, Mr SJ
 2 Wallace, Mr JW
 1 Stevenson, Mrs EA
 3 Cromey, Mrs D
 3 Macartney, Mr AW
 1 Fullerton, Mr DRG
 0 Totten, Ms PME
 3 Patterson, Mrs R
 2 Briggs, Mr G
 2 Cherry, Mrs CLH
 0 Harvey, Mrs P
 3 Woodman, Mr GD
 1 Acheson, Dr AR
 3 Cromey, Dr R
 2 Scholes, Mr DW
 2 Turner, Miss CS
 2 Rodgers, Mrs KM
 3 Brownlees, Mr JL
 3 Dunn, Dr KF
 0 Hall, Mr A
 2 Spiers, Mr DN
 3 MacKay, Mrs VM
 0 Cherry, Mrs S
 0 Scholes, Mr WD
 0 Richardson, Mr J
 1 Carson, Mrs H
 0 Littler, Mr B
 1 Williams, Mr JA

Journal 2011 – List of Representatives of each Diocese

0 Hall, Mrs EA
 2 High, Mr MBW
 3 Hunter, Mr NJ
 1 Jordan, Mr TJ
 3 Macartney, Mrs RA
 3 McKelvey, Mrs ER
 2 Sims, Dr BA
 3 Bond, Mrs JP
 0 Davison, Dr WD
 2 Stewart, Mr TA
 2 Totten, Mr HRJ
 1 Canning, Mr AD
 2 Frayne, Mr B
 2 Hamill, Mr P
 3 Harris, Mr GR
 0 Littler, Mr TB
 0 Tannahill, Miss D
 3 Lucy, Mr GRE
 2 Peters-Gallagher, Mrs RI
 3 Kenwell, Miss BEE
 0 McMullan, Mr AR
 3 Jones, Mr AA
 3 Mills, Mr LN
 3 Weir, Mrs J
 0 McKenzie, Mr J
 1 Lyons, Mr N

KILMORE, ELPHIN AND ARDAGH

KILMORE - CLERICAL

3 Davison, Rev GTW
 2 Ferguson, Very Rev WR
 2 McCauley, Rev CWL
 3 Clark, Rev SK
 3 Ruiters, Rev IJ
 2 Hicks, Rev H
 3 Lindsay, Rev AJ

KILMORE - LAY

0 Blakely, Mr E
 1 Clarke, Mr H
 2 Cunningham, Miss EM
 2 Foster, Mr WH
 0 Heaslip, Mr K

2 Roberts, Mrs IN
 2 Roberts, Mr W
 0 Rutledge, Mr J
 2 Trenier, Mr N

ELPHIN AND ARDAGH - CLERICAL

0 Catterall, Rev Canon DA
 2 Williams, Very Rev A
 3 Atkins, Rev Canon FW
 0 Kingston, Rev Canon AW
 2 Linton, Rev BI
 2 Bamber, Rev PH

ELPHIN AND ARDAGH - LAY

1 Gillespie, Mr DP
 2 Satchell, Mrs V
 0 Shaw, Ms I
 3 Shannon, Mr JH
 0 Johnston, Mrs J
 2 Price, Mr EI
 3 McElhinney, Mr AC
 2 O'Hara, Mr BC
 0 Davies, Mr J
 3 Barrett, Mrs B
 2 Clampett, Mr P
 0 Henry, Mrs ME

TUAM, KILLALA AND ACHONRY

TUAM, KILLALA AND ACHONRY - CLERICAL

3 Hastings, Ven GL
 2 Grimason, Very Rev AJ
 3 Clements, Rev Canon DTS
 0 O'Raw, Rev Canon NJ
 3 Sandes, Rev Canon DL
 3 Trimby, Rev KR
 3 Synnott, Ven APS

Journal 2011 – List of Representatives of each Diocese

TUAM, KILLALA AND ACHONRY - LAY

2 Auchmuty, Mr DJ
 2 Walton, Mrs A
 1 Bradish, Mr B
 3 Gilmore, Mrs LM
 3 Johnston, Professor PM
 2 Auchmuty, Mrs BL
 0 Minish, Mrs S
 2 Shannon, Mr J
 0 Fair, Mrs S
 3 Kilroy, Mr CTE
 3 Ellis, Professor S
 0 Higgins, Mrs F
 0 Lawson-Kearns, Mrs G
 0 Groom, Mr NAC

3 Fromholz, Mr G
 0 Caird, Mr DN
 3 Webb, Mr MJT
 2 Kirk, Mrs JH
 0 Beresford, Mrs M
 2 Symes, Mr GJRM
 3 Wynne, Mr DJ
 1 Prole, Mrs FAD
 3 Perrin, Mr DG
 3 Halliday, Mr B
 3 MacCann, Mr LJW
 3 Hillis, Dr JP
 3 McNeile, Mr AN
 2 Obe, Ms S
 3 White, Mrs ME
 3 Pappin, Mrs JEC
 2 Lewis, Mr EW
 3 Warburton, Mr HN
 3 Weldon, Mr CB

DUBLIN AND GLENDALOUGH

DUBLIN - CLERICAL

0 Appelbe, Rev Canon FC
 3 McEndoo, Rev Canon NG
 3 Pierpoint, Ven DA
 2 Poulton, Rev Canon KM
 2 McKinley, Rev Canon AHN
 1 Sinnamon, Rev Canon WD
 2 McCullagh, Rev Canon JE
 3 Wharton, Rev GV
 0 Gyles, Rev S
 2 Moynan, Rev Canon DG
 2 Dunne, Very Rev DPM
 3 Woods, Rev ECJ
 3 Comerford, Rev Canon P
 3 Carroll, Rev JT
 1 Dowd, Rev GG
 3 Tanner, Rev LJ
 3 Orr, Rev ADH
 3 Shine, Rev Canon AA

3 O'Neill, Mrs H
 3 Jenkins, Mr M
 3 Mulligan, Mr AH
 3 Millar, Mr DBM
 1 Vincent, Mr A
 3 Brown, Mr B
 3 Richards, Mr GC
 2 Cadoo, Mrs A
 3 Ainsworth, Mrs ME
 3 Rooke, Mr P
 3 Walshe, Mr EJJ
 2 Hyland, Mr AJ
 0 Cromer, Mrs JE
 2 Goodwin, Mr WS

GLENDALOUGH - CLERICAL

3 Rountree, Ven RB
 2 Sherwood, Rev NJW
 2 Butler, Rev Canon GW
 2 Clarke, Rev Canon JP

GLENDALOUGH – LAY

DUBLIN - LAY

2 McGuinness, The Hon Mrs Justice C
 3 Appleyard, Mr DS
 3 Jones, Dr V

3 Dungan, Mr K
 3 Handy, Ms R
 3 McMaster, Mr GW
 3 Neill, Mr RS

1 Alexander, Mr HJ
 3 Neilson, Mr DF
 3 Boyle, Mrs DE
 3 Camier, Mrs AM

**CASHEL, WATERFORD,
 LISMORE, OSSORY, FERNS
 AND LEIGHLIN**

*CASHEL, WATERFORD, LISMORE,
 OSSORY AND LEIGHLIN -
 CLERICAL*

MEATH AND KILDARE

*MEATH AND KILDARE -
 CLERICAL*

3 Field, Rev Canon GG
 3 Clarke, Rev Canon JDM
 2 Rutherford, Rev PM
 2 Stevenson, Ven LTC
 2 Bourke, Rev RSJ
 3 Peilow, Rev LEA
 3 Jones, Very Rev RW
 0 Donohoe, Rev OMR
 3 Aiton, Rev JH
 3 Ronne, Rev K
 0 Armstrong, Rev E

3 Knowles, Very Rev PJ
 3 Murray, Ven JG
 3 Harvey, Rev Canon PA
 3 Fryday, Rev Canon BY
 3 Gillespie, Rev Canon NG
 3 Lester, Very Rev TR
 3 Cliffe, Rev Canon CG
 3 Durand, Rev Lady SE
 2 Sherlock, Rev Canon TA
 3 McCullagh, Rev Canon MA
 3 Murray, Rev EME
 2 Jackson, Rev IM
 3 Cruickshank, Rev IM
 0 Jones, Rev SF
 3 Cole-Baker, Rev PM

MEATH AND KILDARE - LAY

3 Potterton, Mrs HM
 2 Colton, Mr RF
 3 Bruton, Mrs JM
 0 Oughton, Mr AG
 2 Gillespie, Mr DR
 0 Huston, Mr NJ
 2 Colton, Mr WG
 0 Potterton, Mr R
 2 Higgins, Mrs FE
 1 Bruton, Ms CL
 2 Kilroy, Major WR
 1 Strong, Mr ST
 0 Kenny, Mr D
 0 Potterton, Mr EG
 1 Wiseman, Mr G
 2 Meredith, Mr R
 3 King, Mr GD
 3 Dunne, Mr JK
 0 Cobbe, Mr E
 0 Potterton, Mr TG
 2 Deverell, Mr J
 2 Douglas, Mr DW

*CASHEL, WATERFORD,
 LISMORE, OSSORY AND
 LEIGHLIN - LAY*

3 Harper, Mr SR
 3 Codd, Mr RP
 3 Kingston, Mr JW
 0 Kidd, Mr GW
 2 Rathdonnell, Lord B
 0 Clifton Brown, Mr PC
 2 Gillis, Mr AL
 3 Driver, Mr EGJ
 3 Fryday, Mr JN
 3 Wellwood, Mr C
 0 Wallace, Mr C
 3 Peavoy, Mr J
 0 Shirley, Ms S
 3 Moynan, Mr RW
 1 Bradley, Mr G
 1 Bradley, Ms FA
 2 Wallace, Mr D
 3 Galloway, Mr JBP
 0 Jestin, Mr I

Journal 2011 – List of Representatives of each Diocese

0	Finlay, Mr DN	3	O'Rourke, Rev BJJ
3	Young, Mr WA	3	Marley, Very Rev AG
0	Couchman, Mr JMD	3	Draper, Very Rev PR
3	Gilbert, Mr AA	2	Nuzum, Rev D
3	Codd, Mr W	3	Peters, Very Rev CL
3	Corrigan, Ms H	0	Williams, Rev Canon DH
0	Thompson, Mr JE	3	Willoughby, Rev Canon PM
0	Watchorn, Mr B	3	Cremin, Rev EV
3	Dowd, Mr P	3	Jackson, Rev R
3	Lanigan, Ms M		
0	Burgess, Mr D		
0	Corrigan, Ms MG		

CORK, CLOYNE AND ROSS - LAY

FERNS – CLERICAL

3	Long, Ven CW
2	Jansson, Rev MP
3	Minion, Rev A
0	Hayden, Rev Canon MJJ
0	Harmsworth, Rev Canon RJ
0	Homfray, Rev KLJ

FERNS - LAY

3	Rothwell, Mrs GE
3	Young, Mrs M
3	Forrest, Mrs A
2	Boyd, Mr R
3	Graham, Ms IM
3	Blake, Ms J
0	Masterson, Mr WH
3	Stephens, Mrs M
3	McCabe, Mr T
3	Plant, Ms H
3	Borthistle, Mr G

CORK, CLOYNE AND ROSS

CORK, CLOYNE AND ROSS - CLERICAL

3	White, Ven REB
3	Wilkinson, Rev AM
2	Hewitt, Rev Canon WP
3	Dunne, Very Rev NK
3	Lynch, Rev Canon EEM

3	Baker, Mr WF
3	Roberts, Mr JK
3	Bird, Mr JAD
3	Bantry White, Mrs CFR
3	St Leger, Dr AE
3	Buttimer, Mrs EA
3	Dukelow, Ms SR
3	McCutcheon, Ms C
3	Perrott, Mr WT
3	Bogan, Ms CPJ
1	Coleman, Mr A
3	Treacy, Mr FJ
3	Stanley, Mr JE
3	White, Mr JD
3	Treacy, Ms IM
3	Newenham, Mr REW
3	St Leger, Mrs EM
0	Buttimer, Mr R
3	Bourne, Mr DJ
3	MacGillycuddy, Mr N
3	Godsil, Mr RW
0	Cassidy, Mr F
3	Deane, Mrs L
0	Jenkins, Mr JB
3	Jackson, Dr TMR
0	Jennings, Mr SJ
3	Dring, Mr JRH
3	Hunter, Mrs J

Journal 2011 – List of Representatives of each Diocese

**LIMERICK, ARDFERT,
AGHADOE, KILLALOE,
KILFENORA, CLONFERT AND
KILMACDUAGH**

0 Groves, Mr RV
3 Champ, Mr TE
3 Mason, Miss CP

LIMERICK – CLERICAL

0 Galbraith, Rev JA
2 Hanna, Rev PE
0 Scott, Rev KBDES

LIMERICK - LAY

1 Peirce, Dr TH
0 Schutz, Mr PR
0 Brislane, Mr KE
0 Hardy, Mr TS
0 Clarke, Mr JW
0 Brickenden, Mrs MV
0 Langford, Mr R

*ARDFERT AND AGHADOE -
CLERICAL*

3 Warren, Ven R
3 Watterson, Rev SM
1 Hanley, Rev M
0 Stephens, Rev JC

ARDFERT AND AGHADOE - LAY

3 Gleasure, Mrs LM
3 Hilliard, Mr A
0 Blennerhassett, Mr TN
3 Groves, Mrs MK

*KILLALOE, KILFENORA, CLONFERT
AND KILMACDUAGH - CLERICAL*

3 Carney, Ven RW
2 Neill, Rev Canon SM
3 Gill, Rev R
0 Nevin, Rev AJ
0 Rowley-Brooke, Rev Canon M
0 Hanna, Rev Canon RC
0 Flynn, Rev AVG

*KILLALOE, KILFENORA, CLONFERT
AND KILMACDUAGH - LAY*

1 Dempsey, Mr RJ
1 Benson, Mr RW
0 Stanley Wetzel, Mrs OR
0 Roe, Mr R
0 Kenny, Mrs FW
0 Hardy, Mr E
3 Armstrong, Mr A
2 Blackwell, Mr L
0 Read, Mr PDG
0 Hyde, Mr PMR
0 Armitage, Mrs E
0 Edge, Mr RA
0 Williams, Mr TJM
3 Cooke, Mr RI

COMMITTEES OF THE GENERAL SYNOD

(as on 1 July, 2011)

STANDING COMMITTEE

Ex-officio Members

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Ven Robin Bantry White

Rev John McDowell

Mr Samuel Harper

Mrs Ethne Harkness

Elected Members

Diocese of:

Armagh

Very Rev Patrick Rooke

Rev Shane Foster

Mr Leslie Johnston

None available

Clogher

Rev Canon John Stewart

Rev Brian Kerr

Mr Walter Pringle

Mr Glenn Moore

Derry

Rev Patricia Storey

Rev Robert Miller

Mr Robert Pollock

Mr Kenneth Witherow

Down

Rev Canon Philip Patterson

Rev Simon Doogan

Mrs Hilary McClay

Mr Andrew Brannigan

Connor

Ven Stephen McBride

Rev Stephen Fielding

Mr Roy Totten

Mr Peter Hamill

Kilmore

Very Rev Raymond Ferguson

Rev Craig McCauley

Mr David Gillespie

Mrs Brigid Barrett

Journal 2011 - Committees of the General Synod

Tuam	Rev Canon Denis Sandes Ven Gary Hastings Mr Denzil Auchmuty None available
Dublin	Very Rev Katharine Poulton Rev Gillian Wharton Dr Valerie Jones Mr Lyndon MacCann
Meath	Very Rev Robert Jones Rev Lynda Peilow Mrs Joan Bruton None available
Cashel	Ven John Murray Rev Arthur Minion Mr Cecil Wellwood Mr Eric Driver
Cork	Very Rev Christopher Peters Rev Adrian Wilkinson Mr Wilfred Baker Mr Roy Buttimer
Limerick	Vacant Rev Canon Stephen Neill Mr Adrian Hilliard Mr Edward Hardy

Co-opted Members

Rev Canon Patrick Comerford	Mr Andrew McNeile
Rev George Davison	Ven Richard Rountree
Rev Dr Maurice Elliott	Ms Catherine Turner
Rev Andrew Forster	

COURT OF THE GENERAL SYNOD

The Archbishops and Bishops

The Hon Mr Justice Declan Budd	Mr Lyndon MacCann SC
His Honour Judge Tom Burgess	The Hon Mrs Justice Catherine McGuinness
The Rt Hon Sir Anthony Campbell	Mr Ronald Robins
The Rt Hon Sir Paul Girvan	The Hon Sir Benjamin Stephens
Mr Patrick Good	Mr John Wilson QC

Registrar: Rev Canon Victor Stacey, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

BOARD OF EDUCATION

Ex-officio Members

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Elected Members

Diocese of:

Armagh	Rev Canon John McKegey Mr Leslie Johnston
Clogher	Rev Bryan Kerr Mr Samuel Morrow, O.B.E.
Derry	Rev Canon Henry Gilmore Mr Desmond West
Down	Rev Canon Robert Howard Mr James Bunting
Connor	Ven Stephen Forde Dr Kenneth Dunn
Kilmore	Very Rev Raymond Ferguson Mrs Brigid Barrett
Tuam	Rev Canon Doris Clements Professor Paul Johnston
Dublin	Rev Gillian Wharton Ms Ruth Handy
Meath	Rev Canon John Clarke Mr Adrian Oughton
Cashel	Rev Canon Patrick Harvey Mrs Avril Forrest
Cork	Rev Adrian Wilkinson Mr William Perrott
Limerick	Ven Robert Warren Mr Thomas Hardy

Co-opted Members

Mr Thomas Flannagan	Dr Anne Lodge
Mrs Rosemary Forde	Mr Michael Hall
Mrs Helen McClenaghan	Mr Alan Cox
Mr Roy McKinney	Mr Ian Coombes
Dr Wilfred Mulryne	Ms Susie Hall
Mrs Patricia Wallace	Ms Rosemary Maxwell-Eager
Ms Claire Bruton	Ms Sadie Honner
Rev Canon Robert Black	Ms Eileen Jackson
Rev Brian O'Rourke	Mrs Patricia Conran
Rev Anne Taylor	Ms Susan Farrell

PETITIONS COMMITTEE

Vacant Mr Graham Richards

The Honorary Secretaries of the General Synod

ELECTIONS COMMITTEE

Vacant Mr Graham Richards

The Honorary Secretaries of the General Synod

BILLS COMMITTEE

The Assessor (<i>ex officio</i>)	The Honourable Mrs Justice Catherine McGuinness
The Rt Rev Paul Colton	Canon Lady Sheil
Ven Raymond Hoey	Ven REB White

COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE

THE ARCHBISHOPS AND BISHOPS

Rev Canon Patrick Comerford	Mr Philip McKinley
Rev Canon David Crooks	Dr Kenneth Milne
Rev Canon Dr Ian Ellis	Mr Trevor Morrow
Mr Samuel Harper	Rev Daniel Nuzum
Rev Iain Knox	Rev Niall Sloane
Rev Darren McCallig	Rev Helene Tarneberg Steed
Rev John McDowell	Miss CS Turner
Mrs Roberta McKelvey	Rev Obinna Ulogwara

LEGISLATION COMMITTEE

Ms Claire Bruton	Ven Philip Patterson
The Rt Hon Sir Anthony Campbell	Canon Lady Sheil
The Honourable Mrs Justice Catherine McGuinness	

The Honorary Secretaries of the General Synod

RECORD COMMITTEE

The Rt Hon Sir Anthony Campbell	Mr Graham Richards
The Honourable Mrs Justice Catherine McGuinness	

The Honorary Secretaries of the General Synod

STANDING ORDERS COMMITTEE

The Rt Hon Sir Anthony Campbell	Mr Graham Richards
The Honourable Mrs Justice Catherine McGuinness	

The Honorary Secretaries of the General Synod

CHURCH OF IRELAND PENSIONS BOARD

Rt Rev Paul Colton	Mr Geoffrey Perrin
Mr Terence Forsyth	Mrs Judith Peters
Rev John McDowell	Canon Lady Sheil
Ven Donald McLean	Mr Robert Willis
Mr William Oliver	Rev Edward Woods

CHURCH OF IRELAND COUNCIL FOR MISSION

Rt Rev Harold Miller	House of Bishops
Very Rev Stephen Lowry	Synod
Rev Bobbie Moore	Synod
Mrs Felix Blennerhassett	Synod
Vacant	Synod
Rev Paul Hoey	Synod
Vacant	Synod
Mrs Margaret Crawford	Mothers' Union
Vacant	CIYD
Vacant	Bishops' Appeal
Mr Thomas Wilson	Methodist Church
Vacant	AMS
Mr John Doherty	AMS
Mr Geoffrey Hamilton	AMS
Ms Linda Chambers	AMS
Capt Colin Taylor	AMS
Vacant	Cashel
Vacant	Cashel alternate
Mr Mark Dunwoody	Cork
Rev Eileen Cremin	Cork alternate
Mr Colin Ferguson	Down
Dr Trevor Buchanan	Down alternate
Rev Peter Galbraith	Connor
Miss Diane Rhodes	Connor alternate
Vacant	Clogher
Rev Robert Kingston	Clogher alternate
Vacant	Kilmore
Vacant	Kilmore alternate
Vacant	Meath
Mrs Daphne Wright	Meath alternate
Very Rev Maurice Sirr	Limerick
Ven Wayne Carney	Limerick alternate
Vacant	Tuam
Vacant	Tuam alternate
Rev Canon Derek Creighton	Derry
Rev Ken McLaughlin	Derry alternate
Rev Paul McAdam	Armagh
Mr Tom Stephenson	Armagh alternate
Rev Ken Gibson	Dublin
Rev Cliff Jeffers	Dublin alternate
Miss Mavis Gibbons	Co-opted
Rev Canon David Brown	Co-opted

CHURCH OF IRELAND YOUTH DEPARTMENT

Central Board

Rt Rev Alan Abernethy (President)	Ms Susan Ferguson
Rev Paul Whittaker (Chairman)	Mr Thomas Hardy
Dr Quentin Heaney (Secretary)	Mr Norman Jackson
Mr Edward Hardy (Treasurer)	Rev Malcolm Kingston
Mr Andrew Brannigan	Rev Lynda Peilow
Mr Steven Brickenden	Mrs Judith Peters
Ms Joyce Clingan	

Youth Ministry Co-ordinator (*ex-officio*): Mr D Brown

**MEMBERS AND COMMITTEES OF THE REPRESENTATIVE BODY OF
THE CHURCH OF IRELAND**

See pages 5-13 of Representative Body Report

HONORARY SECRETARIES OF THE GENERAL SYNOD

Ven Robin Bantry White	Moviddy Rectory, Aherla, Co Cork
Rev John McDowell	St Mark's Rectory, 4 Sydenham Avenue, Belfast, BT4 2DR
Mr Samuel Harper	Cramer's Grove, Kilkenny, Co Kilkenny
Mrs Ethne Harkness	134 Coagh Road, Stewartstown, Co Tyrone, BT71 5LL
Assistant Secretary:	Mrs Janet Maxwell
Synod Officer:	Vacant
Office:	Church of Ireland House Church Avenue Rathmines Dublin 6

STANDING ORDERS

ADOPTED BY THE HOUSE OF REPRESENTATIVES MAY, 1965

(amended 1970, 1971, 1972, 1975, 1979, 1984, 1985, 1987, 1988, 1997, 2000, 2003, 2009 and 2011)

General

1. The Holy Bible and the Book of Common Prayer shall lie on the table of the Synod Hall.
2. Each day's proceedings shall open with a reading from Holy Scripture and prayer, during which time the doors shall be closed.
3. The hours for the Synod when in ordinary session shall be as follows:-

First day: 11.00 a.m. to 1.00 p.m.; 2.00 p.m. to 6.30 p.m. or, if the first and second readings of all Bills sent to the members with the summonses have not then been concluded, until such later hour as the Synod shall determine.

Second day: 10.00 a.m. to 1.00 p.m.; 2.00 p.m. to 6.30 p.m.

Third day: 10.00 a.m. to 1.00 p.m.; 2.00 p.m. to 4.30 p.m. or such other hour as the Synod may determine.

Provided that:

- (a) The Standing Committee may by Resolution determine that –
 - i. the number of days of the Synod; and/or
 - ii. the hour at which the Synod shall commence on any day shall be otherwise than as stated above.
- (b) The Synod by Resolution assented to by at least two-thirds of the members of the House of Representatives present and voting thereon may (unless the Bishops present by a majority object) prolong the period of any sitting to such hour as may be named in such Resolution.

The hours for the Synod when in special session shall be specified in the notice convening the meeting.

4. (a) Notice of each ordinary meeting of the General Synod shall be sent by post to every member thereof at least 21 days before the day fixed for such meeting.
- (b) Notice of each special meeting of the General Synod shall be sent by post to every member thereof at least 7 days before the day fixed for such meeting.

5. Every member shall be furnished with a card of admission by the honorary secretaries, to be presented at the door of the house: and without such card no person, save members of the Representative Body and its Chief Officer and Secretary, the assessors, and other officers of the Synod, and representatives of Churches invited by the General Synod or by the Standing Committee, shall be admitted to the body of the Synod Hall. Strangers may, on the introduction of a member, be admitted to the gallery, subject to such conditions in this behalf as may be laid down by the Synod. They shall not be admitted to the body of the Synod Hall unless by leave of the house.
6. Reporters shall be admitted to such part of the Synod Hall as the Synod may appoint except when the Synod shall exclude them by standing order or by an express vote.
7. Four honorary secretaries, two clerical and two lay, shall be elected by their respective orders from among their own members. Any casual vacancy may be filled by the Standing Committee provided always that the clerical or lay representative so elected by the Standing Committee shall be deemed to hold office only until the day previous to the next meeting of the General Synod.
8. On the first day of each ordinary session the President shall appoint as Assessor a person having legal qualifications and experience of the form of government of the Church. The Assessor shall hold office until immediately prior to the following ordinary session and shall be eligible for re-appointment.
9. When the President shall have taken the Chair, no member shall continue standing, except when addressing the Chair.
10. No member shall pass between the Chair and a member who is speaking.
11. If it appear on notice being taken that a quorum is not present, the President shall thereupon adjourn the Synod, without question put, until an hour to be named by the President, or until the next day of meeting, as he shall think fit.
12. A motion to suspend Standing Orders may be moved without notice and to be passed such motion shall require the consent of three-fourths of the members present and voting.
13. All questions of order and relevance shall be decided by the President.
14. The President shall regulate the proceedings of the Synod in all matters not provided for in these Orders by analogy to parliamentary practice.

Rules of Debate

15. Every member desiring to speak shall rise and address the Chair, and when two or more members shall rise simultaneously to address the Chair the President shall decide which of them shall speak.
16. The President shall confine each speaker to the subject-matter of debate; it shall not be in order for any member to interrupt the speaker, except through the medium of the President.

17. Whenever the President rises during a debate, any member speaking or offering to speak shall sit down so that the President may be heard without interruption.
18. No speech of more than five minutes' duration shall be permitted except
 - (a) the proposer of the reports of the Standing Committee and the Representative Body, who may speak for fifteen minutes each; and
 - (b) the seconder of the reports of the Standing Committee and the Representative Body and the proposer of any other report or of any bill, who may speak for ten minutes;provided that the President, having regard to the circumstances, including the gravity or complexity of the subject of the debate and the time available for the disposal of business, may decide that compliance with the above restrictions ought to be waived in regard to a particular speech.
19. The President shall leave the Chair when desiring to take part in a debate.

(Note - Appointment to the Chair - see appendix)
20. The proposer of a motion shall have a right of reply, but otherwise a member shall not be permitted to speak more than once on the same question except on the committee stage of a bill. The seconder of a motion or amendment may reserve the right to make a speech to any period of the debate.
21. Members of the Representative Body and its Chief Officer and Secretary shall be entitled to address the House on any question before it. Ecumenical guests shall be entitled to address the House on reports and motions, but shall not be entitled to address the house on bills. Only those who are members of the House shall be entitled to vote.

Bills

22. Notice of motion for leave to bring in bills for specified purposes may be sent to the honorary secretaries of the Synod with the proposed bill at any time not less than one week before the day appointed for the opening of the session of the Synod, and shall appear on the Agenda for the first day of such session; provided that any bill which is lodged with the honorary secretaries not less than six weeks before the first day of the session shall be printed and sent to the members with the summonses.
23. On leave being asked to bring in a bill, the name or names of the member or members proposing to bring in the bill shall be stated and the name or names shall be printed with the bill.
24. (a) At the first ordinary session of each Synod a Bills Committee consisting of six members with the Assessor ex officio shall be elected to hold office until immediately prior to the first ordinary session of the following General Synod.

- (b) The Bills Committee shall meet prior to each session of the General Synod to consider legal and drafting aspects of the Bills being presented. The proposer of each Bill shall be notified of the date and place of meeting, and the proposer or the proposer's nominee shall be entitled to participate during the consideration of such Bill.
 - (c) It shall be competent for the Synod to refer to the Bills Committee any amendments which may be proposed during the progress of a Bill through the Synod.
25. Bills shall be considered in the order of lodgement thereof with the honorary secretaries, save that bills introduced at the request of the Synod or the House of Bishops or the Standing Committee or the Representative Body or the Pensions Board shall have priority over other bills.
26. Where there are for consideration two or more bills dealing with the same subject matter, the President, if of the opinion that it is advisable so to do, may direct that the question be not put on the second reading of any such bills until there shall have been a debate on the second reading of the other or others.
27. Notice of any amendment proposed to a bill shall be given in writing to the honorary secretaries. (And see S.O.s Nos. 34 to 39.)
28. In the case of any Ordinary Bill which has been printed and sent to the members with the summonses, no amendment shall be considered, save with the leave of the Synod, unless it has been notified to the honorary secretaries on or before the Friday next preceding the session of the Synod; and in the case of such bill (not being a bill to which Standing Order 30 refers) the Synod, if it thinks fit, may proceed on the day of the first reading to the second reading and consideration in committee.
29. Procedure on Ordinary Bills (Ch. 1 sec. 25 of the Constitution) shall be as follows:-

(a) Introduction and First Reading

The member moving for leave to introduce a bill shall be permitted to make a brief explanatory statement of not more than ten minutes' duration, and if the motion is opposed, a member opposing may make a statement in opposition of not more than ten minutes' duration. The member moving for leave may postpone making a statement until after the member opposing has spoken.

Only the one speech in support of, and one in opposition to, the motion may be made, and the question shall then be put without amendment or further debate; provided that in the case of a bill proposed to be introduced at the request of the Synod or the House of Bishops or the Standing Committee or the Representative Body or the Pensions Board the resolution giving leave to introduce it shall be put without debate unless notice of intention to oppose the resolution has been given to the honorary secretaries of the Synod on or before the Friday next preceding the meeting of the Synod.

Leave to introduce having been given, the bill shall be read a first time, without debate, and an order made fixing a day for the Second Reading.

(b) Second Reading

On the motion “That the bill be now read a second time”, the debate, if any, shall be confined to the question whether the Synod approves the proposal in principle, matters of detail being postponed to the committee stage. The only amendment which may be moved to this motion is one proposing to delete all or some of the words after “That,” and the substitution of words which state some reason against the bill being read a second time forthwith.

The bill having been read a second time, an order shall be made fixing a day for consideration in Committee of the whole Synod.

(c) Consideration in Committee

The Committee of the whole Synod shall consider the bill, clause by clause, together with any relevant amendments which may be proposed, the preamble being taken last. The bill, with or without amendments, shall then be reported to the Synod and an order made fixing a day for consideration on report.

(d) Consideration on Report

On the order for consideration of a bill on report being read, the Synod may consider amendments which arise out of consideration on the committee stage and of which notice has been given the previous day: Provided that amendments rejected in committee shall not be in order. Amendments may also be made without notice if in the opinion of the President they involve merely matters of drafting or the correction of grammatical or clerical errors.

When the bill has received any relevant consideration, an order shall be made fixing a day for the third reading; provided that such order, together with that made under para. (c) above, must permit, unless the Synod otherwise direct, for a clear day being interposed between consideration in Committee and the third reading.

(e) Third Reading

On the motion “That the bill be now read a third time and passed,” any debate shall be confined to what is provided in the bill.

30. Procedure on Special Bills (Ch. 1 sec. 26 of the Constitution) shall be as for Ordinary Bills; provided that:-

- (a) Leave to introduce such a bill may only be given at an ordinary session of the Synod; leave having been given, the bill shall be deemed to have been read a first time, but it shall not be processed further until the next ordinary session when it will come before the Synod for second reading. No amendment to such a Bill may be moved at the first reading stage, but notice of any such amendment

must be given at this stage provided that written notice of any such amendment if received by the Honorary Secretaries within one calendar month of the end of this Ordinary Session shall be deemed to have been given at the first reading stage. Amendments, of which notice has been given at the first reading stage, may be moved at the committee stage, and no other amendment may then be moved except any dealing with omissions, grammatical or clerical errors.

- (b) Copies of the resolution giving leave to introduce shall be sent to each diocesan synod within one month after the ending of the session at which the resolution was passed.
- (c) The consent of not less than two-thirds of each order, present and voting, shall be required to pass the motions (i) for leave to introduce the bill, (ii) that the bill be now read a second time, and (iii) that the bill be now read a third time and passed, and
- (d) Debate on the motion that leave to introduce be given shall be governed by the rules of debate without the limitations imposed by S.O. 29(a).

Motions

- 31. (a) A notice of motion (other than a notice of motion referred to in (d) or (e) of this Order) shall be delivered to the Honorary Secretaries not less than one month before the day appointed for the opening of the session of the Synod at which the motion is to be moved.
- (b) A notice of motion duly delivered to the Honorary Secretaries in accordance with (a) of this Order shall be sent to the members of the Synod with the Summons for the Synod at which the motion is to be moved. Such notice shall also be printed on the agenda for the 1st day of such Synod, and may be taken into consideration without further notice.
- (c) A notice of motion shall be signed by the intended mover or by some member on the mover's behalf.
- (d) A notice of motion received during a session of the Synod shall be read to the Synod by one of the Honorary Secretaries on such day as the President shall direct, but such motion shall not be taken into consideration until the next following session unless:-
 - (i) it arises out of business already transacted at the session at which it is received, or
 - (ii) The President and a two-thirds majority of the members present and voting consent to its being taken into consideration at the session at which it is received.

If a motion is taken into consideration under (i) or (ii) it shall be taken into consideration on such day as the President shall direct.

- (iii) A Notice of Motion received during a Session of the Synod shall be signed by the intended mover with a written indication of support signed by five other members.
 - (iv) The full text of such a Motion shall be submitted in writing to the Honorary Secretaries, shall be read to the Synod by one of the Honorary Secretaries on such day as the President shall direct and printed copies of such Motion shall be made available for consideration by all members of the Synod as soon as possible after receipt from the person proposing the Motion and in any event not later than 12 noon on the final day of the Session unless in exceptional circumstances the President directs otherwise.
 - (v) All amendments to any such Motion shall be delivered in writing to the Honorary Secretaries and copies of such amendments shall be made available for consideration by all members of the Synod as soon as possible after receipt from the person tabling the amendment and in any event not later than 1.00 p.m. on the third day of the Synod unless the President shall direct otherwise.
 - (vi) Any such Motion which is not taken into consideration under (i) or (ii) above shall be sent to the members of the Synod with the Summonses for the next following Session.
- (e) A motion may be moved without notice by the unanimous leave of the Synod.

- 32.** Motions shall be set down in the order in which the notices were given, provided that motions relating to the same subject shall be taken consecutively and provided that motions relating to any committee or board or commission shall be taken in conjunction with the report of such committee or board or commission.
- 33.** A motion which does not propose that action be taken beyond its publication or transmission to certain persons shall not be moved unless the permission of the Synod has been previously obtained. When such a motion has been submitted the President shall put the question that leave be given to the member desiring to propose the motion to do so, and a vote shall be taken on this question without debate.
- 34.** No motion or amendment, except in Committee, shall be taken into consideration unless it be seconded; but, if seconded, it shall not be withdrawn without the leave of the Synod.

Amendments

- 35.** A question having been proposed may be amended (a) by leaving out specified words or (b) by inserting in lieu of specified words included therein other specified words, or (c) by adding or inserting specified words; provided that an amendment which is in effect a direct negative to the question may not be moved.

All amendments shall be delivered in writing to the honorary secretaries.

36. All amendments shall be put according to the priority of the words proposed to be inserted in or omitted from the clause under consideration, and, except by leave of the Synod, no amendment may be proposed in any part of a question after a later part has been amended.
37. The question to be put in regard to any proposed amendment shall in all cases be whether the proposed amendment be made.
38. (a) At any time before the question has been put in regard to any proposed amendment the mover thereof may with the leave of the Synod alter the terms thereof, but no other amendment to a proposed amendment shall be in order.

(b) When an amendment has been made, the question thus amended becomes the substantive question and further amendments may then be proposed.
39. Where amendments have been made, the main question as amended shall be put and where no amendments have been made the question shall be put as originally proposed.
40. The Synod may order a complicated question to be divided.

Enforced Closure of Debate

41. (a) At any time after a question has been proposed in the Synod, or in a Committee of the whole Synod, a member may claim to move “that the question be now put,” and, unless it shall appear to the President that such a motion is an abuse of Standing Orders, it shall be put forthwith and decided without amendment or debate.

(b) At any time after a question has been proposed in the Synod a member who considers that a vote on the question is undesirable may claim to move “that the Synod do now pass from this question to its next business,” and, unless it shall appear to the President that such a motion is an abuse of Standing Orders, it shall be put forthwith and decided without amendment or debate.

(c) The proposer of a closure motion under (a) or (b) above may not interrupt a speaker to do so, and the President, before putting such motion, shall read the original motion (or the motion as amended as the case may be) which was being debated.

(d) If a closure motion under (a) or (b) above is negatived this shall not of itself preclude the proposal of (i) further amendments and (ii), at the discretion of the President, further closure motions, upon the subject in debate.

Motion for Adjournment of Debate or of the Synod

42. No discussion shall be permitted on a motion for adjournment; but the question shall be put immediately from the Chair, and decided by a show of hands on such motion, or by a division, if called for.

43. No adjournment of a debate or of the Synod may be moved if a similar motion on the same subject has been made within the preceding hour.

Voting Procedure

44. (a) When any question is to be put to the Synod or to a Committee of the whole Synod, the President shall rise and announce that “The question is that ...”, thereupon reading or stating the question, and shall require that as many as are of that opinion shall say “Aye” and as many as are of the contrary opinion shall say “No”. The President shall judge from the answers to such requests and state the result, as an opinion, of putting the question.
- (b) After the President shall have stated the result, as an opinion, of the putting of any question, any member may call for a vote upon that question. If a vote is not called for, the President shall forthwith declare the result to be that which had previously been expressed as an opinion.
- (c) When a vote is called for, it shall be taken by show of hands unless 20 members request a division; and the President, before calling for a show of hands, shall afford sufficient opportunity for requests to be made for a division or for a vote by orders.
- (d) A vote by orders shall be taken if ten members of either order or the provisions of Ch. 1 sec. 25 of the Constitution so require, and such vote shall be by show of hands unless a division is requested by the requisite number of members.
- (e) When a division is to be taken, an interval of five minutes shall be allowed after which the doors shall be closed and the question put a second time. The President shall appoint two tellers for each side and order the House to divide; whereupon every member of the House of Representatives present, and wishing to vote, shall record an opinion by passing into the lobby with the “Ayes” or with the “Noes”. At the conclusion of the voting the tellers, having added their own votes, shall report the result to the President, who shall communicate it to the Synod.
- (f) No question shall be deemed to be carried in the House of Representatives unless, in the case of both orders voting together, there is a majority in favour of the same of the representatives voting thereon, or in the case of the votes being taken by orders there is a majority in favour of the same of the representatives of each order voting thereon. (But see S.O. 29(c) in the case of Special Bills.)
45. When a division is called for, it shall be taken, notwithstanding that the time may have arrived at which, according to standing orders, the Synod ought to adjourn, or proceed to some other business.

(Note - Voting by bishops in Synod - see appendix)

Committees of the Synod

46. All committees of the Synod appointed at one session, and ordered to report at the following session of the Synod, shall lay their report upon the table within the first two days of the session, accompanied by such resolutions as may be necessary.
47. The Synod may order any resolutions, presented by committees upon the first day of the session, to be taken into consideration without further notice.
48. When a motion for the appointment of a committee is carried, the mover thereof shall then, or at the next meeting of the Synod, move the appointment of the members proposed to serve on the Committee, one of whom shall be named as convener. The name of the mover of the resolution for the Committee shall be included in the list of proposed members, provided that this shall not be obligatory when the resolution has been moved on behalf of the House of Bishops, the Standing Committee or the Representative Body.
49. No committee shall, without leave of the Synod, consist of more than fifteen members. Each Committee shall appoint its own chairperson.
50. Every report of a committee requiring action shall be accompanied by a resolution or resolutions for the consideration of the Synod, and the mere adoption by the Synod of a report of a committee shall not be an authority for the expenditure of money.

Request for Information

51. If any member ask for information with regard to the business of any committee, either of the Synod or of the Representative Body, it shall be the duty of the chairperson of such committee, or of some other member thereof or of the Chief Officer and Secretary of the Representative Body, if so requested, to reply: Provided that at least one clear day's notice of such question shall have been given. The terms of all such requests received by the Honorary Secretaries not less than one week before the first day of a session of the Synod shall be printed on the agenda for the said first day. Any such requests shall be answered on each day of the session at 2 p.m. or as soon thereafter as may be practicable.

Allocation of Money in the Hands of the R.C.B.

52. No resolution relating to the allocation of money in the hands of the Representative Body other than (a) money to the credit of the General Purposes Fund, or (b) for the payment of the expenses of the Synod and its committees shall be put to the Synod until a report from the Representative Body on the subject shall have been first obtained.

Separate Consideration by Bishops of Any Matter in Debate

53. When the bishops shall express their wish to consider separately any matter in debate, and upon such separate consideration shall think fit to communicate to the Synod their opinion upon such matter, the communication so made shall be inserted

in the printed orders of the day, and shall come before the Synod in due course for its consideration.

54. If the communication so made shall relate to a bill previously discussed in committee, and then awaiting its third reading, the publication as aforesaid of such communication shall of itself have the effect of re-committing the bill for further consideration upon the subject of such communication, but for no other purpose.

(Note - Voting by bishops in Synod - see appendix)

Orders of the Day

55. Prior to each session of the Synod the honorary secretaries shall prepare an agenda paper which shall include (a) all items required by the Constitution or Standing Orders to be discharged by the Synod, (b) all items which the Synod at a previous session has directed to be included, and (c) all bills, reports and notices of intention to propose motions or amendments which have been received by them by the appointed date. Motions relating to any committee, board or commission shall be placed on the agenda paper in conjunction with the report of the appropriate committee, board or commission.
56. On the first day at such time as the President shall deem appropriate and in any event not later than 12 noon, the Synod shall consider a motion or motions to be presented by the honorary secretaries with the approval of the President to allocate the time available under Standing Order 3 between the items listed on the agenda paper. In allocating the Synod's time the Honorary Secretaries shall bear in mind that the first priority of the Church of Ireland is spiritual not material. On the adoption of such motion or motions (with or without amendments) business shall be conducted in accordance therewith. Such motion or motions shall include provision of not less than two hours each for consideration of the reports of the Standing Committee and the Representative Body and not less than one hour for the consideration of the report of the Role of the Church Committee.
57. The minutes of the proceedings of the session as certified by the honorary secretaries shall be presented to the next meeting of the Standing Committee and shall be confirmed by the signature of the Chairperson.

Consideration of the General State of the Church

58. On any day of meeting it shall be open to any member, at an hour when motions have precedence, to move that in priority to all other motions the Synod shall proceed to take into consideration the general state of the Church, its progress, prospects and needs. Such motion shall be put without discussion.
59. On such motion being passed, any subject then brought forward by any of the bishops shall have precedence of all others.

60. During such consideration neither strangers nor reporters shall be admitted to any part of the Synod hall or gallery.
61. Such consideration, if not sooner concluded, shall automatically cease at the expiration of one hour, unless prolonged by a special vote.
62. It shall not be necessary for a member bringing forward any subject to conclude with a resolution.
63. A separate record of the proceedings during such consideration shall be kept, and shall be authenticated by the signature of the President before the resumption of the business of the Synod.
64. During such consideration the discussion shall be regulated by the President, whose decision shall be final in all matters not provided for in the foregoing orders.

Petitions

65. A petition in writing may be made by any person or persons of the age of 18 years or upwards being a member or members of the Church of Ireland. Such petition shall be sent to the honorary secretaries of the Synod not later than one week before the day appointed for the meeting of the Synod. Any such petition shall be presented to the Synod by a member thereof and shall be referred to the Petitions Committee which shall be elected at the first session of each Synod.

APPENDIX

Voting by Bishops in Synod

Procedure relative to voting by the bishops at meetings of the General Synod is in accordance with the provisions contained in the following sections of Chapter I of the Constitution:

20. If at any time the bishops express their wish to consider separately any matter in debate, the further discussion of that matter shall be postponed until the bishops shall have had the opportunity of so doing.
21. The bishops shall vote separately from the representatives, and no question shall be deemed to have been carried unless there be in its favour a majority of the bishops present, if they desire to vote, and a majority of the clerical and lay representatives present voting conjointly or by orders: Provided always, that if a question affirmed by a majority of the clerical and lay representatives present and voting, conjointly or by orders, but in favour of which there shall not be a majority of the bishops, shall be re-affirmed at the next ordinary session of the General Synod, by not less than two-thirds of the clerical and lay representatives present and voting conjointly or by orders, it shall be deemed to be carried, unless it be negatived by not less than two-thirds of the then members of the House of Bishops, the said two-thirds being present and voting, and giving their reasons in writing.

22. The bishops shall not vote until after the declaration of the votes of the clerical and lay representatives. If they desire to vote, the bishops may withdraw from the General Synod for that purpose, and may reserve the declaration of their vote until the following day.

Appointment to the Chair

Procedure relative to the appointment to the Chair at meetings of the General Synod is in accordance with the provisions contained in the following section of Chapter I of the Constitution:

18. The President may, at his discretion, invite any member of the House of Bishops to take the Chair for such period during a session as the President may determine; any person so taking the Chair shall have, and may exercise, all the powers and functions conferred by Standing Orders on the President.

Venue for the meeting of the General Synod

In the Standing Orders of the General Synod the expression ‘Synod Hall’, wherever it occurs, shall be deemed to include the room in any building in which, for the time being, the General Synod of the Church of Ireland is meeting in Ordinary or in Special Session.

GENERAL SYNOD OF THE CHURCH OF IRELAND

2011

BILLS AND EXPLANATORY MEMORANDA

This pamphlet contains those Bills which were lodged with the honorary secretaries at least six weeks before the first day of the session.

A Bill is a proposal for legislation which, if passed, will become a Statute, binding on all members of the Church of Ireland. The procedure is designed to ensure that the proposed legislation is considered carefully, both in principle and in detail, and that there is a day's interval for reflection before final approval is given.

The Bills will be taken into consideration in the order in which they appear in this pamphlet, unless the Synod directs otherwise. On the first stage, the proposer moves "That leave be given to introduce Bill No. __" unless leave has been given in the previous session. This is a formal motion which is normally put to the Synod without debate, but in certain circumstances one speech in support of the motion, and one in opposition to it, may be permitted.

If that motion is passed, the Synod proceeds to the Second Reading, when the principles of the Bill are open to debate. At the conclusion of the debate on this stage, the motion "That the Bill be approved in principle and given a second reading" is put to the Synod. If this motion is passed, indicating that the Synod approved the Bill in principle, the Committee stage follows.

In the case of Special Bills leave to introduce such a Bill may be given only at an ordinary session of the Synod; leave having been given, the Bill shall be deemed to have been read a first time, but it shall not be processed further until the next ordinary session when it will come before the Synod for second reading.

On the Committee stage, the Bill is considered in detail, the clauses being put to the Synod one by one for debate and decision. The clauses are taken first in their order; then, the schedules (if any); and, finally, the Preamble (the introductory matter). Amendments, notice of which was given to the honorary secretaries not later than the Friday before the session, will appear on the agenda paper for the first day; no other amendment may be moved on Committee stage except with the leave of the Synod. An amendment is taken on the clause to which it relates, and is disposed of before the clause itself is put to the Synod.

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In the case of Special Bills, an amendment can be moved on Committee stage only if notice has been given in the previous session except for any dealing with omissions or grammatical errors.

When the Committee stage has been concluded, the Bill is reported to the Synod, and a day – usually the third day – is fixed for the remaining stages.

On the third day the Report stage is taken. Any amendments which have been lodged with the honorary secretaries before the close of business on the second day will appear on the supplemental agenda paper for the third day. After these amendments have been disposed of – or immediately if there are not any amendments – the Synod proceeds to the Third Reading. At this stage, debate is confined to the provisions of the Bill, and at its conclusion the motion “That the Bill be now read a third time and passed” is put to the Synod.

A simple majority of the House of Representatives is required to pass any and every motion during the passage of a Bill through the Synod, except when

- (a) a vote by orders has been requisitioned by ten members of either order (which may be done on any motion), in which case a simple majority of each order, voting separately, is required.
- (b) a two-thirds majority of each order, voting separately, is required to pass the Second Reading and the Third Reading of a Bill which proposes a modification or alteration in the articles, doctrines, rites, rubrics or formularies of the Church.

For fuller information on Bill procedure reference should be made to Part II of Chapter I of the Constitution and to the Standing Orders. A leaflet on Bill procedure is available on application to the Honorary Secretaries.

BILL NO 4

BISHOP OF CORK, CLOYNE AND ROSS
MR SR HARPER

(at the request of the Representative Church Body and the Standing Committee of the General Synod)

Explanatory Memorandum

To amend Section 51 (1) of Chapter IV of the Constitution

BILL NO 5

BISHOP OF CORK, CLOYNE AND ROSS
REV FJ MCDOWELL

(at the request of the Representative Church Body and the Standing Committee of the General Synod)

Explanatory Memorandum

To amend Section 2 of Chapter XIV of the Constitution

BILL NO 6

VERY REV PW ROOKE
CANON LADY SHEIL

Explanatory Memorandum

To amend the provisions relating to the regulation and management of the Cathedral Church of St Patrick, Armagh

BILL NO 1

Explanatory Memorandum

In 2010, the General Synod approved, by the requisite majorities, a resolution granting leave for the introduction of this Bill and accompanying Schedule in 2011.

The Bill provides for the amendment of the *Book of Common Prayer* by including, in all future printings thereof, a prayer for Northern Ireland.

BISHOP OF DOWN AND DROMORE
REV CANON MC KENNEDY

BILL

(at the request of the General Synod)

To amend *The Book of Common Prayer (2004)* by including therein a prayer for Northern Ireland

WHEREAS it is desirable that a prayer for Northern Ireland, as set out in the accompanying Schedule, be included in *The Book of Common Prayer (2004)*, in *The Order for Morning and Evening Prayer*, immediately after *N.I. [A Prayer for the High Court of Parliament ...our most blessed Lord and Saviour. Amen]* and immediately before *R.I. [A Prayer for the President and all in authority]*;

BE IT ENACTED by the Archbishops and Bishops and the Clergy and Laity of the Church of Ireland in General Synod assembled in Armagh in the year 2011 and by the authority of the same as follows:-

1. In all future printings of *The Book of Common Prayer (2004)* in the Order for Morning and Evening Prayer there shall be included the prayer for Northern Ireland, as set out in the accompanying Schedule, immediately after *N.I. [A Prayer for the High Court of Parliament ...our most blessed Lord and Saviour. Amen]* and immediately before *R.I. [A Prayer for the President and all in authority]*.

SCHEDULE

A Prayer for Northern Ireland

God of our ancestors, God of our future;
from whom all authority comes,
We pray for the legislative assembly and its executive;
By your gracious help may it give Northern Ireland good governance,
serve with integrity and seek the common good;
that all people may live peaceably, and grow in respect for one another;
This we ask through Jesus Christ our Lord. **Amen.**

BILL NO 2

Explanatory Memorandum

In 2009, the Standing Committee initiated a process to consider the possibility of introducing an enabling ecumenical Canon which would provide for the regulation of local ecumenical partnerships.

The Standing Committee directed the Legislation Committee, with the assistance of the Bills Committee, to draft an enabling ecumenical Canon to which regulations could be attached which would be binding as is the case with the *Safeguarding Trust* and the Marriage Regulations.

In January 2011, the Standing Committee requested that the Bill drafted by the Legislation Committee and the Bills Committee be brought to the General Synod 2011.

VEN PF PATTERSON
VERY REV NK DUNNE

BILL

(at the request of the Standing Committee)

To amend Chapter IX of the Constitution

WHEREAS it is desirable to recognise and to make formal provision for the regulation of local ecumenical partnerships between a Church of Ireland parish or ministry and a church or ministry of another Christian denomination not in full communion with the Church of Ireland but with which the Church of Ireland has a formal ecumenical agreement approved by the General Synod;

AND WHEREAS for such purposes it is necessary to amend Chapter IX of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the Clergy and Laity of the Church of Ireland in General Synod assembled in Armagh in the year 2011 and by the authority of the same as follows:-

1. In this Statute, ‘Chapter IX’ means Chapter IX of the Constitution of the Church of Ireland.

2. In Chapter IX, immediately after Section 11, there shall be inserted the following section:

11 (A) Local Ecumenical Partnerships

- (1) A “local ecumenical partnership” shall mean a partnership formed, with the leave of the ordinary, between a Church of Ireland parish or ministry and a church or ministry of another Christian denomination not in full communion with the Church of Ireland but with which the Church of Ireland has a formal ecumenical agreement approved by the General Synod.
- (2) The Standing Committee of the General Synod may make such regulations as may be required to govern local ecumenical partnerships. Such regulations shall not alter the doctrine, rites, formularies or rubrics of the Church of Ireland.
- (3) All regulations made under paragraph (2) of this Canon shall be published and reported to the General Synod.

BILL NO 3

Explanatory Memorandum

Currently, in accordance with the Constitution of the Church of Ireland (hereinafter referred to as the Constitution), Chapter I, Section 5 (1), the diocesan synods elect representatives and supplementalists to the General Synod for a period of three years commencing on 1st January following their election.

This results in a significant number of members of General Synod who, in this capacity, serve as members of committees, being ineligible to continue their work as members of those committees from 1 January in an election year.

It is proposed to amend Chapter I, Section 5 (1) of the Constitution to state that newly elected members of General Synod will assume their office on the day preceding the next ordinary session of the General Synod. Therefore existing Synod members will be eligible to continue their committee work until the day before the next ordinary session of the General Synod.

MRS EE HARKNESS
VEN REB WHITE

BILL

To amend Chapter I of the Constitution

WHEREAS it is desirable, to enable those members of Church of Ireland committees who serve on such committees by virtue of their membership of General Synod to continue their committee work until the day preceding the next ordinary session of the General Synod;

AND WHEREAS for such purposes it is necessary to amend Chapter I of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the Clergy and Laity of the Church of Ireland in General Synod assembled in Armagh in the year 2011 and by the authority of the same as follows:-

1. In this Statute ‘Chapter I’ means Chapter I of the Constitution of the Church of Ireland.

2. In this Statute ‘the Constitution of the Standing Committee’ means The Constitution, Duties and Powers of the Standing Committee as provided by the resolution of the General Synod dated the 9th May 1967, as amended 1972, 1974, 1975, 1980, 1989, 1992, 1996 and 2009.
3. In Section 5 (1) of Chapter I for ‘1st January’ there shall be substituted ‘the day preceding the next ordinary session of the General Synod’.
4. In the Constitution of the Standing Committee Sections 5 (3) 1 and 5 (3) 2 shall be replaced with the following:
 - 5 (3) The vacancies so caused shall be filled by election by postal ballot in accordance with the following rules, the clerical representatives-elect of each diocese being entitled to nominate and to vote for the clerical members for that diocese, and the lay representatives-elect of each diocese being entitled to nominate and to vote for the lay members for that diocese:
 1. The Honorary Secretaries shall, not later than six weeks before the first ordinary session of each General Synod, send to each member-elect of the House of Representatives a copy of these rules.
 2. (1) Each clerical member-elect may nominate
 - (a) a clerical member-elect for the diocese who is forty-five* years or over on the first day of the next ordinary session of the General Synod; and
 - (b) a clerical member-elect for the diocese who is under forty-five* years on such date.
 - (2) Each lay member-elect may nominate
 - (a) a lay member-elect for the diocese who is forty-five* years or over on the first day of the next ordinary session of the General Synod; and
 - (b) a lay member-elect for the diocese who is under forty-five* years on such date.

* In the case of any diocese where the Standing Committee has so directed, for “forty-five” read “fifty-five”.

- (3) Nominations shall be in writing, shall indicate that the consent of each person being nominated has been obtained, shall be signed by the member-elect making the nomination and countersigned by the member-elect being nominated, and shall be sent to the Honorary Secretaries so as to reach them not later than three weeks before the first day of the next ordinary session of the General Synod.

BILL NO 4

Explanatory Memorandum

The report of the Representative Church Body (RCB) to the General Synod 2010 stated that the RCB had undertaken to review the timing of the process involved in arriving at and approval of the annual rates of the Minimum Approved Stipend (MAS) (*Book of Reports 2010* page 28).

The review was initiated following consistent concerns raised at General Synod at how changing economic circumstances may make decisions on MAS levels out of date by the time they are implemented.

Under the current system a recommendation for MAS levels is arrived at by the RB Stipends Committee in January, considered by the RB Executive Committee in February and by the Representative Church Body in March. It is then recommended to the next ordinary session of the General Synod and implemented the following January.

The RB Stipends Committee produced the following proposal for a revised timing and process for arriving at MAS levels that was approved by the RB Executive Committee, the Representative Church Body and the Standing Committee:

- Statistical data to 30 June to be used.
- RB Stipends Committee to meet in late August/early September to consider MAS levels for the following January.
- RB Executive Committee to consider recommendation of Stipends Committee and make proposal to September meeting of RB.
- September meeting of RB (to be held in morning) to consider Executive Committee proposal and make recommendation to Standing Committee of General Synod.
- September meeting of Standing Committee (to be held in afternoon) to ratify, on behalf of General Synod, recommendation of RB.
- MAS to be implemented in following January.
- MAS as implemented in January to be reported to General Synod in that year.

This new process was proposed with the understanding that a movement of the MAS implementation date away from January each year would cause diocesan and central Church budgetary and administrative difficulties.

The proposed new sequence of events would significantly reduce the delay between the decision on MAS levels and the date of implementation.

The inclusion of the words "an incumbent or" in the substituted paragraph (a) of section 51 (1) of Chapter IV is to correct a clerical error following the consolidation of the Constitution in 2003.

BISHOP OF CORK, CLOYNE AND ROSS
MR SR HARPER

BILL

(at the request of the Representative Church Body and the Standing Committee of the General Synod)

To amend Section 51 (1) of Chapter IV of the Constitution

WHEREAS it is desirable that the process of annual approval of Minimum Approved Stipend levels be changed to reduce the delay between approval and implementation;

AND WHEREAS for such purposes it is necessary to amend Section 51(1) of Chapter IV of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the Clergy and Laity of the Church of Ireland in General Synod assembled in Armagh in the year 2011 and by the authority of the same as follows:-

1. In this Statute "Chapter IV" means Chapter IV of the Constitution of the Church of Ireland.
2. In Section 51(1) of Chapter IV for the second and third paragraphs thereof there shall be substituted:

"The term "approved stipend" shall mean such stipend as the diocesan council from time to time, and after all the facts that appear to be relevant in the particular case have been taken into account, shall determine to be the "approved" stipend of the office: provided that the sum of the approved stipends for incumbents, divided by the number of incumbencies in the diocese, shall not exceed 110% of the minimum stipend approved by the Standing Committee on behalf of the General Synod.

The Standing Committee on behalf of the General Synod shall in 2011 and annually thereafter determine by resolution, to be reported to the next ordinary session of the General Synod, the minimum stipend which may be approved for:

- (a) an incumbent or a member of the clergy appointed as bishop's curate under the provisions of section 42 of this Chapter or a diocesan curate over the age of 30 years appointed under the provisions of section 43 of this Chapter and
- (b) a diocesan curate who is under the age of 30 years or a curate assistant.'

SCHEDULE

In Section 2 of Chapter XIV of the Constitution of the Church of Ireland for the definition of “Minimum Approved Stipend” there shall be substituted:

“Minimum Approved Stipend” shall mean the minimum stipend determined by the Standing Committee on behalf of the General Synod in accordance with the provisions of section 51 (1) of Chapter IV.

BILL NO 5

Explanatory Memorandum

The Representative Church Body (RCB) and the Standing Committee have agreed to bring legislation to General Synod in 2011 to change the approval process for Pensionable Stipend in line with the proposed changes to the approval process for Minimum Approved Stipend (Bill No 3).

Under the current system a recommendation on Pensionable Stipend is brought by the Representative Church Body and the Church of Ireland Clergy Pensions Trustee Limited for approval at the ordinary session of the General Synod and implemented the following January.

The legislation seeks to provide for a recommendation on Pensionable Stipend to be brought by the Representative Church Body and the Church of Ireland Clergy Pensions Trustee Limited for approval by the Standing Committee in September for implementation on the following 1 January.

The proposed change would, as in the case of the proposals relating to Minimum Approved Stipend, allow more up-to-date statistical data to be used in arriving at recommendations and would also substantially reduce the lead time for implementation of agreed figures.

BISHOP OF CORK, CLOYNE AND ROSS
REV FJ MCDOWELL

BILL

(at the request of the Representative Church Body and the Standing Committee of the General Synod)

To amend Section 2 of Chapter XIV of the Constitution

WHEREAS it is desirable that the process of annual approval of Pensionable Stipend be changed to reduce the delay between approval and implementation;

AND WHEREAS for such purposes it is necessary to amend Section 2 of Chapter XIV of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the Clergy and Laity of the Church of Ireland in General Synod assembled in Armagh in the year 2011 and by the authority of the same as follows:-

1. In this Statute, ‘Chapter XIV’ means Chapter XIV of the Constitution of the Church of Ireland.
2. In Chapter XIV, Section 2 of the Constitution of the Church of Ireland for the sentence “‘Pensionable Stipend” shall mean the figure approved annually by the General Synod on the recommendation of the Trustee and the Representative Body having regard to the financial status of the Fund and having received actuarial advice and shall not be a figure lower than that for the previous year.’

there shall be substituted:

“‘Pensionable Stipend” shall mean the figure approved annually by the Standing Committee on behalf of the General Synod on the recommendation of the Trustee and the Representative Body having regard to the financial status of the Fund and having received actuarial advice and shall not be a figure lower than that for the previous year.’

BILL NO 6

Explanatory Memorandum

In 1972 a comprehensive revision and amendment of the Statutes of General Synod relating to the Cathedral Church of St Patrick Armagh resulted in the enactment of Chapter XI of 1972. Apart from a single-purpose Statute of 1993 (Chapter III of 1993), to make provision for the appointment by the Archbishop of Armagh of Lay Canons, there has been no further revision of the relevant legislation. This Bill seeks to amend and consolidate the provisions of the earlier legislation. While many of the provisions of the Statute of 1972 remain virtually unchanged, others have been substantially amended and the Bill includes several entirely new provisions.

Clause 1 follows the format of the Statute of 1972 in providing for the repeal of the earlier legislation and the substitution of the provisions contained in Schedule I for those of the Statutes so repealed.

Clause 2 seeks to amend the First Schedule to Chapter VII of the Constitution by substituting a summary of the provisions of this Bill for the summary of the 1972 and 1993 Statutes which this Bill seeks to repeal.

As with the 1972 legislation, the detailed provisions relating to the regulation and management of the Cathedral are set out in paragraphs in a Schedule to the Bill, in this instance, Schedule I.

Paragraphs 1 and 2 are exactly the same as before except that the term of any such appointment is no longer limited to 10 years but will be for such term of years as the Archbishop shall determine. Paragraph 3 is similar to the earlier provision but no longer includes provision for the appointment by the Dean of a sub-Dean.

The provisions of paragraph 4 are similar to the corresponding provisions of the earlier legislation but the four Prebendaries are no longer in order of precedence. The paragraph also makes new provision for each Dignitary and Prebendary to undertake, by arrangement with the Dean, two Sundays in-residence each year in the Cathedral.

In paragraph 5, provision is made for the conduct of meetings of the Chapter and paragraph 6 (i) permits the appointment by the Dean, with the approval of the Archbishop, of a Dean's Vicar; similarly paragraph 6 (ii), which is entirely new, enables the appointment by the Precentor, with the approval of the Dean and of the Archbishop, of a Succentor. Not more than six Clerical Vicars Choral may, with the approval of the Archbishop, be appointed by the Dean and Chapter.

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The provisions of paragraph 7, which are entirely new for Armagh Cathedral, enable the Archbishop of Armagh to appoint two Ecumenical Canons to the Chapter. Apart from the appointment being made by the Archbishop of Armagh rather than by the Dean and Chapter the provisions of this paragraph are to all intents and purposes identical to those of Sections 24A of Chapter VII of the Constitution, which relate to the appointment of ecumenical canons to St Patrick's Cathedral Dublin, and those of the legislation governing the appointment of ecumenical canons to the Chapter of St Anne's Cathedral Belfast. Schedule II to this Bill contains the Declaration for Subscription required under paragraph 7 (iii).

Paragraph 8 which replaces and restates the provision of Chapter III of 1993 concerning the appointment of Lay Canons expands the provisions of the 1993 Statute to enable two Lay Canons to attend Chapter meetings as non-voting members.

Paragraph 9, which makes provision for the register of vestrypersons for the Cathedral, is very similar to the existing provision of the earlier legislation as is paragraph 10, except that the period of time within which the meeting to elect members of the Cathedral Board has been altered to bring it into line with the time-frame for parochial general vestry meetings to elect Select Vestries.

Paragraph 11 contains provisions relating to the membership of the Cathedral Board which are very similar to those of existing legislation but one provision is new. Under paragraph 11 the Dean, with the agreement of the Board, may appoint a Dean's Cathedral Warden for one year and the Board may then appoint a People's Cathedral Warden. Such Wardens, whose appointment would be renewable, would become ex-officio members of the Board for the term of their appointment.

With one exception, namely sub-paragraph (e), the provisions of paragraph 12 are very similar to those of the Statute of 1972. Paragraph 12 (e) provides that the Board shall have the control, charge and management of all contributions from the Cathedral payable to the Diocese of Armagh towards Diocesan Assessments.

Paragraphs 13 and 14 are identical to those of the existing legislation.

Schedule II contains the Declaration for Subscription required under the provisions of paragraph 7 (iii) of Schedule I to this Bill.

VERY REV PW ROOKE
CANON LADY SHEIL

BILL

**To amend the provisions relating to the regulation and management of
the Cathedral Church of St Patrick, Armagh**

WHEREAS it is expedient to amend the provisions relating to the regulation and management of the Cathedral Church of Saint Patrick, Armagh;

AND WHEREAS it is desirable to make consequential amendment of the First Schedule to Chapter VII of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the Clergy and Laity of the Church of Ireland in General Synod assembled in Armagh in the year 2011 and by the authority of the same as follows:-

1. The Statutes of the General Synod, Chapter XI of 1972 and Chapter III of 1993 are hereby repealed and the provisions contained in Schedule I hereto annexed substituted therefor.
2. For paragraph (1) of the First Schedule to Chapter VII of the Constitution of the Church of Ireland there shall be substituted:-

(1) Armagh Cathedral

2011, cap. []

Under this Statute the Archbishop of Armagh is the Ordinary and has the right of appointment to the Deanery, Dignities and Prebends; appointments (other than to the Deanery) shall be for such term of years as the Archbishop shall decide; and are not confined to clergy of the diocese. The Statute also provides for the regulation of the Cathedral affairs; the appointment of a Dean's Vicar, Succentor, not more than six Clerical Vicars Choral, two Ecumenical Canons and not more than six Lay Canons; the registration of vestrypersons; and the election of ten lay members of the Cathedral Board and its constitution.

SCHEDULE I

1. The existing Dean, Dignitaries and Prebendaries of the Cathedral of Saint Patrick, Armagh, shall (subject to the provisions of the Irish Church Act, 1869) continue to hold their respective offices therein, and shall retain the same rights, powers and privileges as they have heretofore enjoyed, and shall be liable to the discharge of all duties to which they have hitherto been subject, except so far as the same may be extended or modified by the provisions of this Act.
2. The Archbishop of Armagh shall be the Ordinary of the said Cathedral, and shall have the right of appointment to each and every of the Deanery, Dignities, and Prebends thereof and in exercising such right of appointment shall choose one who is a Bishop or a Priest, having due regard to the abilities and qualifications required for the proper performance of the duties of each office. Each such appointment, save that to the Deanery, shall be for such term of years as the Archbishop shall determine.
3. The Dean, who shall be resident, shall be subject to the authority and control of the Ordinary. The Dean shall order the services of the Cathedral and, in matters pertaining thereto, shall direct the clergy and officials. Unless hindered by reasonable cause, the Dean shall attend and assist in the services of the Cathedral on Sundays and week-days.
4. The officers who shall continue to constitute the Cathedral Body shall be the Dignitaries; namely, the Dean, Precentor, Chancellor, Treasurer and Archdeacon, in that order, and the Prebendaries; namely, the Prebendary of Mullabrack, Prebendary of Ballymore, Prebendary of Loughgall and Prebendary of Tynan, in no particular order. The Dignitaries shall undertake the customary duties pertaining to their office. Each Dignitary and Prebendary shall undertake, by arrangement with the Dean, two Sundays in-residence each year in the Cathedral. The Dignitaries and Prebendaries shall also undertake any other duties as decided from time to time by the Dean and Chapter.
5. The Dean and Chapter shall have power to make rules and regulations for the times and conduct of meetings of the Chapter and the discharge of its responsibilities. Meetings of the Chapter shall be presided over by the Dean or, in the absence of the Dean, by the member of the Chapter next in order of precedence who is present.
6. (i) There may be one Dean's Vicar, appointed by the Dean, subject to the approval and confirmation of the Ordinary. The Dean's Vicar shall be licensed by the Archbishop of Armagh for specific duties in the Cathedral.

(ii) There may be one Succentor, appointed by the Precentor, subject to the approval and confirmation of the Ordinary and the Dean. The Succentor shall be licensed by the Archbishop of Armagh for specific duties in the Cathedral.

(iii) The Dean and Chapter, subject to the approval and confirmation of the Ordinary, may appoint not more than six Clerical Vicars Choral from among the clergy resident within the Diocese who shall discharge such duties in the Cathedral as may from time to time be prescribed by the Ordinary and the Dean and Chapter. Clerical Vicars Choral will relinquish their posts upon retirement or on moving from the Diocese. Each Clerical Vicar Choral so appointed shall normally hold office for a term of five years from the date of appointment. Any such appointment may be renewed.

7. (i) The Archbishop of Armagh may appoint two Ecumenical Canons to the Chapter. An Ecumenical Canon shall mean a minister or accredited preacher of one or other of such Christian denominations not in full communion with the Church as may from time to time be specified by the House of Bishops. The Ecumenical Canons shall each have a designated stall in the Cathedral and shall be non-voting members of the Chapter.

(ii) Such Ecumenical Canons may be removed by the Archbishop of Armagh for cause shown. Each Ecumenical Canon, if not so removed, shall hold office for a term of five years from the date of appointment or until such Ecumenical Canon shall resign from such office. An Ecumenical Canon who has served five years may be reappointed.

(iii) The appointment of an Ecumenical Canon shall not be effective unless and until that person shall make and subscribe before the Archbishop of Armagh the declaration contained in Schedule II hereto annexed.

(iv) An Ecumenical Canon may be invited by the Dean to perform all or any of the following duties insofar as the same are consonant with the provisions of Canon 10 –

- (a) To say or sing Morning or Evening Prayer or the Litany;
- (b) To read the Holy Scriptures;
- (c) To deliver an address;
- (d) To assist at a Baptism, Marriage or Funeral Service or at the Celebration of the Holy Communion;

if the Ecumenical Canon is authorised to perform a similar duty in his or her own Church.

(v) The Court of the General Synod shall have authority to determine all questions and disputes that may arise respecting the appointment or removal of an Ecumenical Canon.

8. The Archbishop of Armagh in his capacity as Primate of All Ireland and Ordinary of the Cathedral, shall have the right to appoint, at his sole discretion, not more than six Lay

Canons to the Cathedral, such appointments to be in recognition of particular and distinguished service to the Church of Ireland.

A Lay Canon shall be entitled to a designated seat in the Cathedral during his or her lifetime. Two of the Lay Canons shall be entitled to attend Chapter Meetings but will be non-voting members. The six Lay Canons shall choose two of their number to represent them on the Chapter for a three year term, which shall be renewable.

9. (i) There shall be a register of vestrypersons for the Cathedral, and every member of the Church of Ireland of the age of 18 years and over, who shall have been for one year immediately prior to registration an accustomed member of the congregation and a contributor towards the funds of the Cathedral, shall be entitled to register.
 - (ii) The Register shall be revised annually during Lent by the Dean and the Lay Treasurer of the Cathedral Board in the manner set forth in sections 5, 6 and 7 of Chapter III of the Constitution of the Church of Ireland: provided however that the Dean or the Lay Treasurer may, for the purpose of this section, appoint a deputy.
10. Those registered shall meet triennially, not earlier than twenty days before and not later than twenty days after Easter Day, to elect out of their own number:-
- (i) Six Lay members of the Cathedral Board as hereinafter constituted of which there must be at least two male and two female.
 - (ii) Synodspersons to sit as members of the Armagh Diocesan Synod who shall possess the same rights and privileges as the synodspersons elected by parishes. The number of such synodspersons shall be in proportion to the number of clergy of the said Cathedral who are not otherwise qualified to sit as members of the Armagh Diocesan Synod.

The registered vestrypersons shall also meet at such other times as the Dean may decide.

11. The Dean, Dignitaries and Prebendaries shall be *ex-officio* members of the Cathedral Board. The Dean's Vicar shall also be an *ex-officio* member of the Board, provided that, when there is no Dean's Vicar or the Dean's Vicar is a member of the Chapter, the Succentor shall be a member of the Board, which Board shall at the same time be completed by the addition of:-
- (i) Six lay persons elected as herein provided and
 - (ii) Four lay persons elected by the lay members of the Armagh Diocesan Council whose qualification for election shall be the same as that for the General Synod.

Vacancies in the places of the elected members occurring in the interval between triennial elections shall be filled as to (i) above, by the lay members of the Board by co-option of the persons qualified for election as in the section provided; and as to (ii) above, by the lay members of the Diocesan Council, and any persons chosen to fill such vacancies shall hold office until the next triennial election. The elected members of the Cathedral Board shall retire from office every third year, but if still qualified shall severally be eligible for re-election.

The Dean may appoint from the list of registered vestrypersons a Dean's Cathedral Warden to act for one year. The Board may then appoint from the list of registered vestrypersons a People's Cathedral Warden to act for one year. The Cathedral Wardens so appointed become *ex-officio* members of the Board for the term of their appointment. Such appointments shall be renewable.

The Board shall triennially elect a Secretary, who shall record the proceedings of the meetings of the Board, and a lay Treasurer who shall submit annually to the Board for its approval an audited financial statement of all funds under the control or management of the Board. If either is not already a member of the Board they may be co-opted.

At least five members, excluding any co-opted members, must be present to form a quorum.

12. The Cathedral Board shall have power to make rules and regulations for the times and conduct of its meetings and the discharge of its responsibilities. It shall be presided over by the Dean or, in the absence of the Dean, by the member of the Chapter next in order of precedence who is present, such President having both an ordinary and a casting vote, except that in the case of co-option to fill a vacancy, such President shall have a casting vote only. A special meeting of the said Board shall be summoned by the Dean or, in the absence of the Dean, by the Precentor, or at any time on the written requisition of five members of the Board. The Board shall have the control, charge and management of the following:-
 - (a) The preservation, restoration and repair of the fabric of the Cathedral and of all permanent structures therein.
 - (b) The lighting, heating and cleaning of the Cathedral.
 - (c) The ornaments of the Cathedral, the monuments, tablets, windows and brasses to be placed in the Cathedral: provided that none shall be erected or placed in the Cathedral, or removed therefrom, without the consent or approval of the Dean and Chapter and of the Ordinary.

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- (d) All Cathedral property and funds not excluded from the operation of this paragraph by the Trusts upon which they are held, and in particular the regulation of all salaries and pensions payable by the Board: provided that the selection of the objects of the collections shall be at the discretion of the Dean.
 - (e) All contributions from the Cathedral payable to the Diocese of Armagh towards Diocesan Assessment.
 - (f) The appointment and dismissal of lay officials of the Cathedral, with the exception of the Organist and Master of the Choristers, hereinafter referred to as the Director of Music, who shall be appointed and may be dismissed by the Archbishop of Armagh, and the Dean's Verger who shall be appointed and may be dismissed by the Dean. The appointment of members of the choir shall be made by the Dean after consultation with the Director of Music.
13. The Dean shall act on behalf of the Board in directing the officers appointed by the Board in the discharge of their duties.
14. Matters relating to the Cathedral not herein otherwise provided for and not heretofore subject to the rights of the Dean and Chapter shall be determined by the Board.

SCHEDULE II

DECLARATION FOR SUBSCRIPTION

I, A.B., do hereby solemnly declare that:

- 1 I am a minister or accredited preacher of Church.
- 2 I agree to be bound by the provisions of Part II of Chapter VII of the Constitution of the Church of Ireland and, to that extent only, I submit myself to the authority of the Church of Ireland, and to the laws and tribunals thereof.
- 3 I A.B. do declare that I will perform Canonical obedience to the Ordinary of the Cathedral Church of Saint Patrick, Armagh and *his* successors, Archbishops of Armagh. I will observe the statutes and ancient customs of the Cathedral Church, so far as they are not repugnant to the laws of the Church of Ireland, and will keep private and undisclosed the secrets of the Chapter.

I subscribe the above declaration to be appointed to the office of Ecumenical Canon of the Cathedral Church of St Patrick, Armagh.

This day of 20 .

FORTY SEVENTH GENERAL SYNOD

Third Ordinary Session, held in Dublin, on 12, 13 and 14 May 2011

FIRST DAY'S PROCEEDINGS

THURSDAY 12 MAY 2011

On this day, according to the summons of His Grace the Lord Primate, the Synod assembled in the Armagh City Hotel, Armagh.

The Chair was taken at 10.00am by His Grace the Lord Primate.

A hymn was sung and a portion of Holy Scripture and Prayer were read by the Rt Rev Trevor Williams, Bishop of Limerick, Killaloe and Ardfert.

Members of General Synod

A list of members of the General Synod was laid on the Table.

Nomination of an Assessor

The President nominated Mr Lyndon MacCann SC to act as his Assessor.

Election of a Lay Honorary Secretary

It was proposed by Mr Roy Totten, seconded by Canon Lady Sheil and passed:

That the following be elected as a Lay Honorary Secretary of the General Synod:

Mrs Ethne Harkness

President's Address

His Grace the Lord Primate delivered an address.

Members of the General Synod,

I welcome you, together with our ecumenical and other guests, to the opening day of the third ordinary session of the Forty Seventh General Synod of the Church of Ireland. The Forty

Seventh Synod has been notable, although not unique, for having so far incorporated three ordinary sessions and one special session. I shall refer to that special meeting of the General Synod later in my address.

Let me say at the outset that this address will not focus to any great extent on political or community issues. Both in this jurisdiction and in the Republic of Ireland recent elections have returned to power governments with fresh and commanding mandates to continue the process of building prosperous and cohesive communities. The challenges faced by governments in both jurisdictions and by the people whom they serve are unquestionably daunting. In the case of Northern Ireland we do not even yet know how the various portfolios are to be assigned. Let me, therefore, say just two things to elected representatives and especially those in government:

Our prayers for the needful gifts of wisdom and courage are with you as you undertake the discharge of your duties; and

The Church of Ireland, as a significant stakeholder in the communities north and south, will endeavour to be a constructive partner with you in both jurisdictions.

I am sure that the members of this synod will have noted with pleasure, as I have, the historic visit next week of Her Majesty Queen Elizabeth the Second to the Republic of Ireland at the invitation of President Mary McAleese. Many of us recall with great happiness the groundbreaking visit of Her Majesty to Armagh in 2008 for the Service of the Royal Maundy and, later in the same year, the visit of President McAleese to the Meeting of the General Synod held in Galway. I rejoice that relationships between the Republic of Ireland and the United Kingdom have so changed as to make the visit of Her Majesty possible. I salute the tireless efforts of President McAleese and Dr Martin McAleese in seeking to break down barriers and heal divisions in both parts of Ireland. I also pray earnestly, “on my knees”, that those who remain discontent with the current political accommodations on this island may turn away permanently from violence and bloodshed and play their part in enabling the processes of peace and reconciliation to come to a richer fruition.

I now turn to matters internal to the Church of Ireland. I recognize that such issues rarely command media attention but, of course, they should and do command the attention of the General Synod.

It will not have escaped your notice that there have been some significant changes already in the make up of the Synod. I draw particular attention to the absences this year of the former Archbishop of Dublin, the Rt Revd Dr John Neill and of the former Bishop of Tuam, Killala and Achonry, the Rt Revd Dr Richard Henderson.

Archbishop John served the Church of Ireland in the ordained ministry for almost 42 years, 25 of those years as a bishop. In his leadership, successively, of the Dioceses of Tuam, Killala and Achonry; Cashel, Waterford, Lismore, Ossory, Ferns and Loughlin; and of Dublin and

Glendalough, John Neill brought impressive pastoral gifts and a distinctive spirituality. His contribution to the counsels of the Church of God ecumenically, and especially of the Anglican Communion, the World Council of Churches, and the Porvoo Communion of Churches which embraces the Anglican Provinces of Britain and Ireland with the Evangelical Lutheran Churches of Scandinavia and the Baltic, has been immense.

Part of Archbishop John's most recent work for the Anglican Communion stands before us for consideration at this session of the Synod in the form of the definitive text of the proposed Anglican Covenant. It is difficult and indeed invidious to attempt to evaluate the many components of John Neill's ministry and I shall not attempt to do so save to say this: John Neill gave unstintingly of his wise counsel and generous friendship and for these things in particular he is much admired and will be much missed from the General Synod.

Bishop Richard Henderson left Ireland at the end of January this year to take up a post in the Diocese of Carlisle in the romantically named "Heart of Eden" Team Ministry. His humble and deeply spiritual pastoral ministry will, without doubt, endear him as much to his new parishioners as it did to the people of the Diocese of Tuam, Killala and Achonry, and before that the people of Abbeystrewry Union and Ross Union.

The Rt Revd Dr Richard Henderson brought to the ministry of the Church of Ireland a profound depth of scientific understanding. His capacity to draw together the insights of both science and religion made a rich contribution to the life of the Church, not least because of his capacity to express often complex ideas in accessible language. He was also in great demand as a giver of retreats. Indeed, one of Richard Henderson's most heart-felt desires was that a retreat house might be provided by and for the Church of Ireland. He takes up his appointment in the Heart of Eden with the gratitude of all who knew him in the Church of Ireland for all that he has given to the life of the Church.

Meanwhile, although remaining a member of General Synod, Canon Lady Brenda Sheil has stepped down as an Honorary Secretary.

Lady Sheil was been a member of the Standing Committee for 23 years, 12 of those years as a Lay Honorary Secretary of the General Synod. She was also for a time one of our representatives on the Anglican Consultative Council (the ACC). Lady Sheil brought to the service of the Church the particular gifts of a barrister, including extensive experience in the drafting of legislation. The amount of work and specialist knowledge required for this is immense, and, in this respect Lady Sheil deployed her skill and industry unstintingly on behalf of the Church she so loved.

Lady Sheil is a daughter of the Diocese of Armagh. She is also a daughter of the rectory. It is that latter experience which made Brenda Sheil so committed and industrious a member of the Clergy Pensions Board. The clergy of the Church of Ireland owe much to the Pensions Board

for its stewardship of their pensionable rights. They owe more, perhaps, to Brenda than to any other single person. Her tenacious championing of the interests of the clergy has been hugely significant, highly effective and deeply appreciated.

The retirement of Dr Neill and the resignation of Dr Henderson bring with them a series of changes in the membership of the House of Bishops. The Electoral College for the United Dioceses of Dublin and Glendalough elected the Rt Revd Dr Michael Jackson to be Archbishop of Dublin, Bishop of Glendalough, Primate of Ireland and Metropolitan. He took up his responsibilities as Archbishop on April 11th. I congratulate him warmly. We all look forward with great anticipation to the contribution he will make in his new role.

The translation of the new Archbishop from the See of Clogher has created a vacancy in that see. The process for electing a new bishop for Clogher will be completed in due course.

Meanwhile, a Special Meeting of the General Synod held in Christ Church Cathedral, Dublin, on March 5 rejected a bill which would have provided for a delay in calling the Electoral College for the See of Tuam. Consequently that Electoral College was held in Armagh on March 30. Subsequently at a meeting of the House of Bishops held on April 13 the Very Revd Patrick Rooke, Dean of Armagh, was elected to serve as the next Bishop of Tuam, Killlala and Achonry. I warmly congratulate the Dean on his election. I look forward to presiding in due course (God willing) at his ordination and consecration as a Bishop of the Church of God. We all look forward to the contribution he will make to the life of the Church both in Tuam and more widely throughout Ireland.

I have already made two references to the holding of a Special Synod on March 5 and I should like to refer now not to the substance of the debate in Christ Church but to the passion which so many contributors to the discussion brought to the microphone.

It is passion that has been lacking in successive meetings of General Synods for many years. Many of our debates seem bloodless and to lack sustained engagement. The range and depth of the theological dialogue has sometimes seemed limited.

Part of this may be a result of the fact that the culture of Anglicanism militates towards measured debate, tolerance in embracing a breadth of theological perspectives, and, consequently, a reserved and polite demeanour easily interpreted as indifferentism.

Another part of the reason may be fear: fear of engendering or revealing splits within the Church. We know that in Ireland we have divisions enough to cope with and we don't want unnecessarily to strain further the bonds of affection. Thus we have been content to accommodate disagreement by avoiding careful, deep discussion.

It is essential to differentiate between engendering division and revealing division. No one, except those who are deliberately mischievous, wishes to engender division. Yet difference in sentiment and opinion is part of the human condition, and exploring differences provides opportunity for understanding, if not necessarily sharing, alternative views.

Such was the motivation behind the work of the Archbishops and Bishops of the Church of Ireland in publishing their Pastoral Letter on human sexuality in September 2003. That statement reflected the range of views represented among the bishops at that time. It also indicated that diversity need not be a source of irreconcilable division. It allowed for respectful listening to one another and defined a long-term objective of achieving an informed “consensus fidelium.”

In this respect the statement underscored the principle that, in circumstances of substantial disagreement, change in an established position is inappropriate. The strength of that principle is that prophetic witness, responsibly expressed, is enabled but scrutinized in order to discern whether “it seems good to the Holy Spirit and to us.” Its weakness is that it tends to preclude the Gamaliel Principle which is that latitude should be permitted because, if a particular change or movement is not of God it will wither away, if it is of God it will prosper, and woe to the one who sets his face against what God is doing.

Sadly we live in an age of short attention spans in which nuanced discussion is largely discounted, whilst “sound-bite” journalism and trivialisation by the media reduce serious discussion to vanishing point. There isn’t appetite for considered debate unless it involves sensational elements, preferably sex, scandal and conflict. The agenda and debates of the Church of Ireland General Synod only occasionally fall into such categories.

Having said that, it has to be admitted that when I turn to the Book of Reports which provides much of the substance for our work in General Synod – 406 pages of solid print this year – I read the record of an immense amount of labour, much description of what has been reported and discussed, many worthy and Godly sentiments and intentions, but few sparks that will set the heather ablaze. That is, until I turn to page 402.

In the compass of three pithy pages, the Archdeacon of Tuam has sounded the death knell of the Church of Ireland as we know it. Certainly the prognosis he describes sounds terminal.

He describes a condition of decline in traditional forms of religious observance; widespread apathy; numerical decline. “For sure,” he writes, “in 20 years time, or possibly before that, many small rural churches will either have gone, or be on their last legs.” He describes an ageing church population with an increasingly wide gap between the young and the next age group. “A cord has been cut, the tradition of osmotically passing on the faith, combined with weekly church attendance, is past.” “Metaphors of cancer and the Titanic may be too dramatic, it’s more a matter of slow, quiet, respectable deflation, a gentle haemorrhaging

allowing us to drift off to sleep in the damp but hallowed halls of elder glory.” Meanwhile Christianity will re-polarise around contemporary issues, most likely liberal versus conservative. He therefore calls for a bit of “crystal ball gazing” to find out where the ship is going down, how fast and what sort of lifeboats we may need to design.

Startlingly, the archdeacon ends his piece by denying that all is doom and gloom. Rather, “There is quite clearly a period of catharsis ahead of us and the Church of Ireland will not come through it unchanged.” He anticipates new life through catharsis but, so to speak, “not as we know it.”

Catharsis is purgation: in Aristotle’s “Poetics” it is a purification of the emotions through some vicarious experience. That which is cathartic is a purgative - a cleanser of the bowels. Catharsis is a clear out, a sovereign remedy for that kind of constipation from which, periodically, my computer suffers, requiring the work of a clean-up wizard and a defragmentation programme.

The article in question is Appendix A to the Report of the Commission on Ministry, but its substance extends far beyond the narrow confines of a consideration of what we normally think of as ministry. This is about the state of the Church of Ireland. It is a “wake up and smell the coffee” moment and it is to the General Synod that the wake up call is initially directed. Perhaps, therefore, we need to start with the General Synod.

It is my opinion that meetings of the General Synod, whether or not they gain the notoriety which will influence the wider world, should aim to inform, reform and stimulate the Church of Ireland. I assume that we are committed to the view that the mission of the Church of Ireland is largely exercised in and through the parishes and dioceses, but that it should be enabled, resourced and stimulated by the General Synod. I see little evidence that this is the case. I especially see little evidence of the passionate engagement that ought to reverberate around the Church to animate its life. How ironic that the only passion displayed in recent years emerged at this year’s Special Synod, where it was deployed in defence of the status quo. It is time, indeed, to wake up and smell the coffee. So here is what I think.

Tough decisions are now required about what we expect of General Synod and what we want Synod to achieve:

Is it merely a meeting to rubber stamp or, at best, mildly critique the reports before it?

Is it simply a parliamentary style assembly to consider legislation affecting the internal polity of the Church?

Is it a body that considers the work and recommendations of committees and then actually does something, advocating specific action in the light of the gospel?

Are major reports placed before us simply to defend historic rights and privileges or have we important things to say on social, educational and justice issues?

Or, are we here to address things that we are passionate about and to do something about them?

It seems to me that a very strong case can be made for separating the legislative and governance functions of the General Synod from consideration of committee reports that are (or ought to be) missional in character. We might do well to hold two one and a half day synods a year (say Friday to Saturday), dealing with legislation and governance at one and the mission of the Church in society at the other.

If legislation and governance arouse little passion, discussion of the mission of the Church in society surely should. I think we need to ask, “What are we passionate about? Is it evangelization? If so we have to do much more than merely tell people that they have to be saved because the Bible says so! Most people never read the Bible. Most probably do not accept its authority as greater than that of any other significant book. Most people probably believe that science disproves much if not most of it, and anyway are more interested in making a living and enjoying themselves, not associating church life with enjoyment!

Evangelism is, first and foremost, about making friends and standing alongside to serve them, not primarily to make them members but to make their lives richer. Conversion is the work of the Spirit, conversation and concern is the work of the Christian.

If we are passionate about evangelization then we have to be passionate about children, the family, social justice and education. Here is an abbreviated and random list, an incomplete illustration of the kind of issues you and I should care about and respond to if we are committed to sharing the love of God:

Are we passionate about child care? One of the major problems for women in the workplace is access to affordable child care or after school care. It is too expensive. What could the Church do? When did we last discuss the principles of the educational and social needs of the child: home circumstances, child poverty, child neglect, family stability? What have we to offer that may support and enhance the life chances of children? Are we ready to advocate increased taxation to provide for higher standards? Are we prepared to collaborate in providing services the state refuses or is incapable of providing? That surely is the acid test of our commitment, on Christ’s behalf, to the little children: to bring them into the centre rather than push them to the periphery.

Are we passionate about education? We invest huge amounts of time, money and energy in education at primary and secondary level, but what do we think about the role of education in reinforcing existing stereotypes and divisions in society? What must be done to address educational inequalities and the shortfall in educational aspiration, especially among young working-class males? Are we concerned about the cost to the student of a university education or, indeed, about its quality and appropriateness in all circumstances?

Are we passionate about divisions in society: about sectarianism, racism, sexism, homophobia, ageism, multiculturalism, integration and multi-faith dialogue? Of course we are! As a church we have a track record of attempting to address some of these difficult things. But worthy beginnings do not guarantee progress to completion.

Are we passionate about the environment, ecology, bio-diversity, climate change? What do we actually know about any of these things? How do we as a church, but more particularly as a synod of ordinary folk, engage with the responsibilities of stewardship, the ethics of ecology and the theology of creation?

When did we last discuss medical ethics, assisted pregnancy, organ donation, end of life issues?

Are we passionate about justice, the justice system, the cost of access to justice, prison regimes, sentencing policy, alternatives to custody, and mental health and substance abuse - serious issues among prison populations? I guess we are, but, as with other issues we do not seem able to muster the expertise, urgency or commitment to do more than we have always done, and thus we neither come alongside those affected nor advocate effectively for the things which should concern us all.

Everyone here, I suspect, is concerned about the economy, poverty, debt, and the consequences of these things for the lives and life chances of our fellow citizens. We are yet again haemorrhaging (that word again!) home grown talent and especially young people. Have we any wisdom to offer? Have we any expertise drawn from within the Church of Ireland to offer? Most importantly have we structures and mechanism which would help us to operate effectively, or is that someone else's business? How can we pretend to get worked up about such things and have no strategy for response?

Are we structured, as a Church, to provide more than a chaplaincy service among assigned parishioners?

Ultimately any responses we make as a church to these or any other pressing issues have to be implemented not in synod but in the dioceses and parishes. The synod can often only ask the questions, raise consciences and sometimes propose solutions. It should not, however, look for the easy way out. The easy way out is to write things down in reports, mutter assent (or dissent) in Synod, and then return home after what may seem to outsiders to have been little more than an expensive annual re-union. Therefore I want to say some trenchant things about how we might experiment to make our proceedings more relevant and less inclined to be a remedy for insomnia.

The Constitution of the Church of Ireland, not a notably flexible document, provides within Standing Orders a device for the initiation of what might turn out to be the catharsis referred

to by the Archdeacon of Tuam. Standing Orders 58-64 lay down procedures for conducting (behind closed doors) a “Consideration of the General State of the Church”. Thus we are not shackled in all respects by the dominance of a largely retrospective, formal agenda. Perhaps we need to see this measure not as an emergency provision but as an encouragement to take stock. So, in respect of the business of the General Synod, here goes:

1. Chairmanship. Is it necessary that the President of the Synod should also be wholly responsible for the chairmanship of the Synod. Yes he can hand over to a fellow bishop from time to time but why should we not provide for the creation of a panel of persons, including lay people, identified as endowed with the requisite skills and experience, who would chair, by prior arrangement, specific sessions of each year’s synod?

2. Let’s consider dividing the business of the General Synod between governance and mission and let’s consider separating those sessions accordingly.

3. We are here, in Synod, to hold one another, as well as the world, to account. Why not, then, open up conversation by providing time for Questions directed to reporting bodies? Questions submitted in advance might be answered by a spokesperson for the relevant body. Supplementary questions might follow. If such a device were adopted it would surely not be necessary to present and discuss every report contained in the Book of Reports every year.

4. Ought we not deliberately to set out to have a general discussion about the state of the Church on a regular basis, perhaps at the end of each triennium? Why not use our triennial structure?

5. I also favour discussion of committee reports on a triennial rota. This would save vast amounts of time in the preparation of detailed annual committee reports; it should save considerable space and therefore expense in publishing the Book of Reports each year; and it would enable a major discussion of major topics after mature and final consideration by the committee or commission concerned.

6. If such a device were to free up agenda time, might we also consider seeking from each diocese a verbal report and presentation to the General Synod articulating the issues that are regarded locally as urgent and relevant? With a bit of imagination there might be four such brief reports each year, again ordered on a rota basis, so that each diocese may make one presentation in each triennium. It would be an opportunity to share information, celebrate initiative and be better known and understood by one another. Better still, if the dioceses concerned each year were collaboratively to share perspectives and identify common concerns we might make better progress in sharing and bearing one another’s burdens.

7. Might it be possible to find agenda time for generic topics, not necessarily in response to written reports or set texts but introduced, perhaps, by someone whose passion is roused?

What about “God in the inner city”, “God in the suburbs”, “God at the mart and farm gate”, “God in business and industry”, “God in government”, “God on the sports field”, “God in the armed forces”, “God behind bars”. How might we feel about giving the floor to people, from our dioceses or the wider community, who have expertise to share and who understand the issues? If we so choose they need not be Synod members, just persons who have something to say and insights to offer. Our task would be to reflect and respond and assist the Church of Ireland by doing so.

Please note, I have said nothing about changing diocesan boundaries, reducing the number of bishops, nor even about changing the numbers or pattern of representation at the General Synod. I am more interested in making the meetings of the General Synod more worthwhile, more energizing, more dynamic and better equipped to command appropriate attention. The General Synod could be a platform for what is best and most creative in the life of our church. It seems to have lost that capacity. I want us to remake it.

I have been pleading for ways to bring more passion into the life of the General Synod, but let me point out that the root meaning of the word passion is “suffering”. Nothing worthwhile is without cost. Are we prepared to make sacrifices in order to serve God and the people of Ireland? If the answer is “no”, so be it; but please, if the answer is even a guarded “yes”, don’t tell me what the problems are, tell me what the solutions are.

Let our membership and participation in the business of the General Synod be a sign not a sinecure in the wilderness of this world.

Let us embrace catharsis. Let us become a synod of “dunamis”, of power, of energy and of purpose.

Motion on Procedure

AMENDMENT

It was proposed by Mr Michael Davey, seconded by Mr David Wynne and passed:

That for the specified times of debate proposed for the following motions, Motion No 6 (Anglican Covenant) and Motion No 9 (The Covenant Council), be substituted the words “to be determined by the Chair”.

It was proposed by the Honorary Secretaries and passed:

That Motion No 1 on procedure as amended be passed.

FIRST DAY

- 10.00am President takes the chair
Reading from Holy Scripture and Prayer
List of members of the General Synod to be laid on the table
Nomination of an Assessor
Election of a Lay Honorary Secretary
- to President's Address
Welcome official guests
Motion No 1 (Timetable)
Motion No 2 (Standing Orders)
Motion No 3 (Speaking Rights for Ecumenical Guests)
Formal business and communications
- 1.00pm Bill Nos 1 to 6
- 2.00pm Answers to requests for information (if any) (SO51)
Continuation of Bill Nos 1 to 6
- to Report of the Church of Ireland Pensions Board (not more than 45 minutes)
Report of the Board of Education (not more than 1 hour 30 minutes)
Motion No 4 (Board of Education NI) (not more than 30 minutes)
- 6.30pm Report of the Church of Ireland Youth Department (not more than 45 minutes)

SECOND DAY

- 10.00am Reading from Holy Scripture and Prayer
Formal business and communications
- to Report of the Representative Church Body (not more than 2 hours)
Report of the Commission on Ministry (not more than 30 minutes)
- 1.00pm Motion No 5 (Commission on Ministry) (not more than 15 minutes)
- 2.00pm Answers for requests for information (if any) (SO51)
Report of the Standing Committee (not more than 2 hours)
Motion No 6 (Anglican Covenant) (to be determined by the Chair)
Motion No 7 (Code of Duty and Conduct of Clergy) (not more than 10 minutes)
- to Motion No 8 (Hard Gospel Implementation Group) (not more than 10 minutes)
Report of the Church of Ireland Marriage Council (not more than 30 minutes)
Report of the Covenant Council (not more than 30 minutes)
Motion No 9 (The Covenant Council) (to be determined by the Chair)
Report of the Commission for Christian Unity and Dialogue (not more than 30 minutes)
- 6.30pm Motion No 10 (Commission for Christian Unity and Dialogue) (not more than 5 minutes)

THIRD DAY

10.00am	Reading from Holy Scripture and Prayer
to	Formal business and communications
1.00pm	Bill Nos 1 to 6: Further stage as ordered on the first day
2.00pm	Answers for requests for information (if any) (SO51)
	Continuation of Bill Nos 1 to 6: Further stage as ordered on the first day
	Representative Church Body Resolutions
to	Report of the Church of Ireland Council for Mission (not more than 30 minutes)
	Motion No 11 (The Church of Ireland Council for Mission) (not more than 20 minutes)
	Report of the Liturgical Advisory Committee (not more than 30 minutes)
	Motion No 12 (The Journal) (not more than 5 minutes)
4.30pm	Any outstanding items will be put from the Chair without debate

If business listed for any period is completed before the hour appointed, reports listed for the third afternoon will be taken in reverse order, commencing with the Liturgical Advisory Committee. References in this motion to a “report” shall include any resolutions accompanying such report on the agenda paper.

Standing Orders

It was proposed by the Ven Robin Bantry White on behalf of the Standing Orders Committee and passed:

- (i) That Standing Order 22 be amended by the inclusion of the words “with the proposed bill” after the words “honorary secretaries of the Synod” and before the words “at any time not less than one week”.
- (ii) That, in order to enable the correction of clerical errors in Special Bills in the same way as such errors may be corrected in Ordinary Bills, in Standing Order 30 (a) for the words “omissions or grammatical errors” there shall be substituted the words “omissions, grammatical or clerical errors”.

Speaking Rights for Ecumenical Guests

It was proposed by Rev John McDowell on behalf of the Standing Orders Committee and passed:

That, in order to enable ecumenical guests to address the Synod on reports and motions, for Standing Order 21 there shall be substituted the following:-

- ‘21. Members of the Representative Body and its Chief Officer and Secretary shall be entitled to address the House on any question before it. Ecumenical guests shall be entitled to address the House on reports and motions, but shall not be entitled to address the house on bills. Only those who are members of the House shall be entitled to vote.’

Reports of Committees and Boards

The following reports were presented:

Representative Church Body
Church of Ireland Pensions Board
Standing Committee
Board of Education
Church of Ireland Youth Department
The Covenant Council
Commission for Christian Unity and Dialogue
Liturgical Advisory Committee
Church of Ireland Council for Mission
Commission on Ministry
Church of Ireland Marriage Council
Priorities News
Incorporated Society: Report and Accounts to 31 July 2010

New Rules and Regulations made by Diocesan Synods

The Diocese of Clogher submitted the Financial Scheme, Standing Orders and Rules.

The Diocese of Connor submitted Diocesan Regulations 2010 with Proceedings and Standing Orders of the Diocesan Synod, the Diocesan Glebes Regulations.

The Diocese of Down and Dromore submitted Diocesan Regulations 2010 with Proceedings and Standing Orders of the Diocesan Synod, the Diocesan Glebes Regulations.

Bills

A copy of the Bills Pamphlet was laid on the Table.

Report of the Bills Committee

In accordance with Standing Order 24 (b) the Bills Committee met at Church of Ireland House, Rathmines, Dublin 6 and via teleconference at 11.00am on Tuesday 5 April.

PRESENT: Rt Rev Paul Colton (Chair)
Ven Raymond Hoey
The Hon Mrs Justice Catherine McGuinness
Canon Lady Sheil
Ven Robin Bantry White

APOLOGIES: Mr Lyndon MacCann SC

BILLS

The Committee considered the legal and drafting aspects of Bill Nos 1 to 6 in the attached Bill Pamphlet.

The Committee made no comment on Bill Nos 1, 2, 4 and 5.

The Committee noted that at the report stage of Bill No 6 on the third day of the General Synod that an amendment would have to be made to include the chapter number in Clause 2, Section 1.

A further meeting of the Bills Committee was held at 9.30am on 12 May 2011 in the Armagh City Hotel.

PRESENT: Rt Rev Paul Colton (Chair)
Ven Raymond Hoey
The Hon Mrs Justice McGuinness
Canon Lady Sheil
Ven Robin Bantry White

APOLOGIES: Mr Lyndon MacCann SC

BILLS

The Committee gave further consideration to Bill No 3. The Committee advises the General Synod that an amendment will be required at the committee stage to provide for a transitional arrangement to cover the period from 1 January 2012 until the day preceding the next first ordinary session of the General Synod.

The Committee is aware that the amendment has been drafted and has no comment to make on the amendment.

Bill (No 1) To amend *The Book of Common Prayer (2004)* by including therein a prayer for Northern Ireland

It was proposed by the Bishop of Down and Dromore, seconded by Rev Canon Michael Kennedy and passed:

That the Bill be approved in principle and given a second reading.

VOTING:	Clerical	Ayes: 111	Noes: 0
	Lay	Ayes: 218	Noes: 0

According to order the House went into Committee.

The Bill was considered in detail.

AMENDMENT

It was proposed by the Bishop of Down and Dromore, seconded by Rev Canon Michael Kennedy and passed:

Delete:

God of our ancestors, God of our future,
from whom all authority comes,
We pray for the Legislative Assembly and its executive;
By your gracious help may it give Northern Ireland good governance,
that all people may live peaceably,

Replace with:

God of our past, God of our future,
from whom comes all authority in heaven and on earth,
We pray for the Northern Ireland Assembly and the Executive;
By your gracious help may they govern with wisdom and integrity, and serve the common good;
that all may enjoy peace,

So the prayer now reads:

God of our past, God of our future,
from whom comes all authority in heaven and on earth,
We pray for the Northern Ireland Assembly and the Executive;
By your gracious help may they govern with wisdom and integrity, and serve the common good;
that all may enjoy peace, and grow in respect for one another,
This we ask through Jesus Christ our Lord. Amen

The Clause was passed.

The Schedule as amended was passed.

The Preamble was passed.

The Bill was reported.

Saturday 14 May was fixed for the next stage.

Bill (No 2) To amend Chapter IX of the Constitution

It was proposed by the Ven Philip Patterson, seconded by the Very Rev Nigel Dunne and passed:

That leave be given to introduce Bill No 2.

That the Bill be approved in principle and given a second reading.

According to order the House went into Committee.

The Bill was considered in detail.

The Clauses were passed.

The Preamble was passed.

The Bill was reported.

The House resumed.

Saturday 14 May was fixed for the next stage.

Bill (No 3) To amend Chapter I of the Constitution

It was proposed by Mrs Ethne Harkness, seconded by the Ven Robin Bantry White and passed:

That leave be given to introduce Bill No 3.

That the Bill be approved in principle and given a second reading.

According to order the House went into Committee.

The Bill was considered in detail.

AMENDMENT

It was proposed by Mrs Ethne Harkness, seconded by the Ven Robin Bantry White and passed:

That the following be inserted after Clause 4 in Bill No 3:

5. Transitional Provision

In the year 2011 the representatives and supplementals elected under the provisions of Section 5 (1) of Chapter I of the Constitution shall be elected for a period beginning on 1st January 2012 and terminating on the day preceding the first ordinary session of the General Synod 2015.

The Clauses as amended were passed.

The Preamble was passed.

The Bill was reported.

The House resumed.

Saturday 14 May was fixed for the next stage.

Bill (No 4) To amend Section 51 (1) of Chapter IV of the Constitution

It was proposed by the Bishop of Cork, Cloyne and Ross, seconded by Mr Samuel Harper and passed:

That leave be given to introduce Bill No 4.

That the Bill be approved in principle and given a second reading.

According to order the House went into Committee.

The Bill was considered in detail.

The Clauses were passed.

The Schedule was passed.

The Preamble was passed.

The Bill was reported.

The House resumed.

Saturday 14 May was fixed for the next stage.

Bill (No 5) To amend Section 2 of Chapter XIV of the Constitution

It was proposed by the Bishop of Cork, Cloyne and Ross, seconded by Rev John McDowell and passed:

That leave be given to introduce Bill No 5.

That the Bill be approved in principle and given a second reading.

According to order the House went into Committee.

The Bill was considered in detail.

The Clauses were passed.

The Preamble was passed.

The Bill was reported.

The House resumed.

Saturday 14 May was fixed for the next stage.

Bill (No 6) To amend the provisions relating to the regulation and management of the Cathedral Church of St Patrick, Armagh

It was proposed by the Very Rev Patrick Rooke, seconded by Canon Lady Sheil and passed:

That leave be given to introduce Bill No 6.

That the Bill be approved in principle and given a second reading.

According to order the House went into Committee.

The Bill was considered in detail.

The Clauses were passed.

The Schedules were passed.

The Preamble was passed.

The Bill was reported.

The House resumed.

Saturday 14 May was fixed for the next stage.

Privilege

By leave of the House, Dr Philip Giddings was invited to address the House on behalf of the Church of England.

Adjournment

The House adjourned at 1.00pm and resumed at 2.00pm

Privilege

By leave of the House, Rev Paul Kingston, President of the Methodist Church in Ireland, was invited to address the House on behalf of the Methodist Church in Ireland.

Church of Ireland Pensions Board

It was proposed by Rev Edward Woods, seconded by Mrs Cynthia Cherry and passed:

That the Report of the Church of Ireland Pensions Board be received and adopted.

Board of Education

It was proposed by Professor Paul Johnston, seconded by the Bishop of Derry and Raphoe and passed:

That the Report of the Board of Education be received.

Board of Education

It was proposed by the Bishop of Derry and Raphoe, seconded by Rev Ian Ellis and passed:

- a) The General Synod of the Church of Ireland welcomes a public debate on the potential for shared education in Northern Ireland and encourages dialogue between schools and educational sectors with the aim of developing closer relationships through opportunities for collaboration and sharing.
- b) The General Synod of the Church of Ireland strongly supports recent efforts to identify factors contributing to educational underachievement particularly among disadvantaged Protestant communities in Northern Ireland. The Synod calls for the identification of policy and practical measures to help address these issues.

Chair

The Archbishop of Dublin took the chair.

Church of Ireland Youth Department

It was proposed by Mr Andrew Brannigan, seconded by Rev Ian Cruickshank and passed:

That the Report of the Church of Ireland Youth Department be received.

Chair

The Archbishop of Armagh resumed the chair.

Liturgical Advisory Committee

It was proposed by the Bishop of Cashel and Ossory, seconded by Rev Gerald Field and passed:

That the Report of the Liturgical Advisory Committee be received.

Requests for Information (Standing Order No 51)

Very Rev Stephen Lowry

1. Is there any reason why the opening service on each day of Synod cannot be projected on screens instead of being printed?

Journal – First Day (Thursday 12 May 2011)

2. Is it possible to produce a fast-track legislative path to expedite non-controversial Bills and Special Bills so as to avoid 33 steps, as required currently? Could a proposer ask for leave to fast-track a bill where there is either no objection or where not more than say five members of Synod object to the faster process?

The following response to the first request for information was delivered by Mr Samuel Harper:

There is no reason why this cannot be achieved and indeed it will be convenient for the Honorary Secretaries and staff next year in the planned venue at Christ Church Cathedral.

The following response to the second request for information was delivered by Mr Samuel Harper.

It is possible but not under present legislation. There has been a commitment arising from the present Primate's speech at the first meeting of the General Synod that he chaired in Kilkenny to examine how we might do this. This legislation requires much careful work and those competent in such work have been extremely busy in recent years. It is planned to visit this issue as soon as possible.

The Benediction was pronounced and the Synod adjourned until Friday 13 May 2011.

SECOND DAY’S PROCEEDINGS

FRIDAY 13 MAY 2011

The Chair was taken at 10.00am by His Grace the Lord Primate.

A hymn was sung and a portion of Holy Scripture and Prayer were read by the Rt Rev Trevor Williams, Bishop of Limerick, Killaloe and Ardfert.

Communication from the Representative Church Body

The following communication was received from the Representative Church Body:

To the Honorary Secretaries of the General Synod

Co-opted Members

I wish to advise you that at its meeting on 13 May 2011 the Representative Church Body elected the following as co-opted members:

Rev Andrew Forster
Mr Tim McCormick
Mr William Oliver
Mr Samuel Harper

Denis C Reardon
Chief Officer and Secretary

Communication from the Record Committee

The following communication was received from the Record Committee:

To the Honorary Secretaries of the General Synod

Record Committee

The Record Committee reports that, as provided by the Statutes, the Statutes passed at the last Session have been printed in duplicate and they now present two copies which have been compared, certified and sealed, and signed by His Grace the Lord Primate.

Samuel Harper
Chairman

Rules Committee of Ecclesiastical Tribunals

The following communication was received from the Rules Committee of Ecclesiastical Tribunals:

To the Honorary Secretaries of the General Synod
Rules Committee

The Rules Committee presented, as provided by Chapter 8 Section 11 c of The Constitution, a form for use pertaining to the licensing of deacons.

Archbishop of Armagh
Chairman

Representative Church Body

It was proposed by Mr Sydney Gamble, seconded by Mr Robert Neill and passed:

- (a) That the Report of the Representative Church Body be taken in consideration.
- (b) The Representative Church Body recommends that the resolution relating to allocations printed on page 47 of the *Book of Reports* be adopted by the General Synod.

Allocations

That the General Synod hereby notes that the Representative Body has made the following allocations for 2011 from the balance on the General Funds Revenue Account for the year ended 31 December 2010:

Group A – Maintenance of the Stipendiary Ministry	€ 1,274,904
Group B – Pension Related Costs	943,502
Group C – Training of Ordinands	1,086,895
Group D – General Synod Activities	885,281
Group E – Miscellaneous	500
	<hr/> 4,191,082

Commission on Ministry

It was proposed by the Ven Gary Hastings, seconded by Ms Ruth Handy and passed:

That the Report of the Commission on Ministry be received.

Adjournment

The House adjourned at 1.00pm and resumed at 2.00pm.

Privilege

By leave of the House, Fr Seán Dooley was invited to address the House on behalf of the Roman Catholic Church.

Request for Information (Standing Order No 51)

Dr Alan Acheson

In the two provinces of the Church of Ireland, respectively, how many of the current bishops have been elected by (1) the Electoral College and (2) the House of Bishops?

The question assumes that the impending election to the See of Clogher, to be made by the House of Bishops, will be taken into account.

The following response to the request for information was delivered by Mr Samuel Harper:

The present Archbishop of Dublin and Bishops of Meath and Kildare, Cashel and Ossory, Cork, Cloyne and Ross and Limerick, Killaloe and Ardferd have been elected by Episcopal Electoral College.

The Archbishop of Armagh was elected to the See of Connor by Electoral College held on 17 December 2001 and elected Archbishop of Armagh by the House of Bishops as laid down in the Constitution of the Church of Ireland, Chapter VI, Part I, paragraph two.

The Bishop of Down and Dromore was elected by the House of Bishops on 18 February 1997.

The Bishop of Derry and Raphoe was elected by the House of Bishops on 13 March 2002.

The Bishop of Kilmore, Elphin and Ardagh was elected by Electoral College on 13 November 2000.

The Bishop of Connor was elected by the House of Bishops on 17 April 2007.

The Bishop Elect of Tuam was elected by the House of Bishops on 30 March 2011.

The Episcopal College held to elect a Bishop for the vacant See of Clogher on 5 May 2011 failed to elect and so the election of the Bishop of Clogher now goes to the House of Bishops under Part I, paragraph 18 of Chapter VI of the Constitution of the Church of Ireland.

Communication from the House of Bishops

The House of Bishops notifies members of General Synod that in consultation with the Warden of Readers, and the Director of the Church of Ireland Theological Institute, the Bishops have been engaged in a thorough and comprehensive review of the selection and training of Readers in the Church of Ireland. The new processes will be implemented in the near future and a full Report will be given to General Synod next year.

Privilege

By leave of the House, Rev Dr George Zavershinsky was invited to address the House on behalf of the Russian Orthodox Church.

Commission on Ministry

AMENDMENT

It was proposed by Mr Samuel Harper, seconded by the Ven Robin Bantry White and passed:

That the words “for one year” be inserted between the words “amended” and “by”.

That the word “deleting” be replaced with “suspending”.

That the words “for a period of one year” be inserted after the words “That the following be elected members of the Commission on Ministry”.

It was proposed by Ven Gary Hastings, seconded by Ms Ruth Handy and passed:

That the terms of reference of the Commission on Ministry be amended for one year by suspending the following from Section 2:

“Provided that no member shall be eligible for re-election or appointment or co-option if he has served for three consecutive triennial terms of appointment”

That the following be elected members of the Commission on Ministry for a period of one year:

Elected by Clerical Members of the General Synod

Ven Gary Hastings

Rev Dorothy McVeigh

Rev Canon Terence Scott

Elected by Lay Members of the General Synod

Ms Ruth Handy

Mr Andrew McNeile

Mr Denis Johnston

Privilege

By leave of the House, the Very Rev Dr Stafford Carson was invited to address the House on behalf of the Presbyterian Church in Ireland.

Standing Committee

It was proposed by Mr Andrew McNeile, seconded by Rev Andrew Forster and passed:

That the Report of the Standing Committee be received and adopted.

Anglican Covenant

It was proposed by the Bishop of Cashel and Ossory, seconded by the Bishop of Down and Dromore and passed:

Seeing that the Anglican Covenant is consonant with the doctrines and formularies of the Church of Ireland, the General Synod hereby subscribes the Covenant.

VOTING:	House of Representatives:	Ayes: 235	Noes: 52
	House of Bishops:	Ayes: 9	Noes: 1

Code of Duty and Conduct for Clergy

It was proposed by the Ven Robin Bantry White, seconded by Rev Simon Doogan and passed:

That the General Synod appoints the following to the Clergy Code of Duty and Conduct Committee to produce a Clergy Code of Duty and Conduct and make a report to the General Synod in 2012, with an interim report to the Standing Committee in January 2012 and that the Committee be afforded the power to co-opt members:

The Rt Rev Paul Colton
Rev Stephen Farrell
Rev Maria Jansson
Mrs Ethne Harkness
Ven Stephen McBride

Rev Terence Dunlop – Consultant

Hard Gospel Implementation Group

It was proposed by the Bishop of Limerick, Killaloe and Ardfert, seconded by Mrs Ethne Harkness and passed:

- (a) That the Standing Committee appoint the following to the Hard Gospel Implementation Group for the period June 2011 – May 2013

Rev Andrew Forster
Mrs Ethne Harkness
Mr Geoffrey Perrin
The Rt Rev Trevor Williams (Chair)

- (b)
- (i) That the Hard Gospel Implementation Group continue its work until the final day of the ordinary session of the General Synod in 2013, reporting its progress regularly to the Standing Committee.
- (ii) That the Hard Gospel Implementation Group adopts the following objectives for the next two years:
- (a) The Group shall strive to raise awareness of issues relating to gender imbalance among parishes, dioceses and central church bodies both in terms of membership of those bodies and in the outputs of the work they undertake, with a view to increasing the participation of women in such groups.
- (b) The Group will work with the Church of Ireland Youth Department and the youth ministry structures of the Church in the dioceses and parishes to

Journal – Second Day (Friday 13 May 2011)

increase the participation of younger people in the governance and outreach structures of the Church, including engagement with the work of the General Synod.

- (c) The Group will consider the materials presented by Changing Attitude Ireland, which has requested that the Church provide an information pack on pastoral issues affecting gay and lesbian Christians, and will return suggestions to the Standing Committee.
- (iii) That members of General Synod commit themselves to encourage parish, diocesan and central bodies on which they serve to seek actively the inclusion of greater numbers of young adults and women in their membership and programme of work.

Adjournment

The Benediction was pronounced and the Synod adjourned until Saturday 14 May 2011.

THIRD DAY'S PROCEEDINGS

SATURDAY 14 MAY 2011

The Chair was taken at 10.00am by His Grace the Lord Primate.

A hymn was sung and a portion of Holy Scripture and Prayer were read by the Rt Rev Trevor Williams, Bishop of Limerick, Killaloe and Ardfert.

Bill (No 1) To amend *The Book of Common Prayer* (2004) by including therein a prayer for Northern Ireland

As ordered, Bill No 1 was received for final consideration.

It was agreed that the next stage be taken.

It was proposed by the Bishop of Down and Dromore, seconded by Rev Canon Michael Kennedy and passed:

That the Bill to amend *The Book of Common Prayer* (2004) by including therein a prayer for Northern Ireland be read a third time and passed.

VOTING:	Clerical:	Ayes: 84	Noes: 0
	Lay:	Ayes: 164	Noes: 1

Bill (No 2) To amend Chapter IX of the Constitution

As ordered, Bill No 2 was received for final consideration.

It was agreed that the next stage be taken.

It was proposed by the Ven Philip Patterson, seconded by the Very Rev Nigel Dunne and passed:

That the Bill to amend Chapter IX of the Constitution be read a third time and passed.

VOTING:	Ayes: 236	Noes: 0
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Bill (No 3) To amend Chapter I of the Constitution

As ordered, Bill No 3 was received for final consideration.

It was agreed that the next stage be taken.

It was proposed by Mrs Ethne Harkness, seconded by the Ven Robin Bantry White and passed:

That the Bill to amend Chapter I of the Constitution be read a third time and passed.

VOTING: Ayes: 242 Noes: 1

Bill (No 4) To amend Section 51 (1) of Chapter IV of the Constitution

As ordered, Bill No 4 was received for final consideration.

It was agreed that the next stage be taken.

It was proposed by the Bishop of Cork, Cloyne and Ross, seconded by Mr Samuel Harper and passed:

That the Bill to amend Section 51 (1) of Chapter IV of the Constitution be read a third time and passed.

VOTING: Ayes: 242 Noes: 1

Bill (No 5) To amend Section 2 of Chapter XIV of the Constitution

As ordered, Bill No 5 was received for final consideration.

It was agreed that the next stage be taken.

It was proposed by the Bishop of Cork, Cloyne and Ross, seconded by Rev John McDowell and passed:

That the Bill to amend Section 2 of Chapter XIV of the Constitution be read a third time and passed.

VOTING: Ayes: 240 Noes: 1

Bill (No 6) To amend the provisions relating to the regulation and management of the Cathedral Church of St Patrick, Armagh

As ordered, Bill No 6 was received for final consideration.

It was agreed that the next stage be taken.

AMENDMENT

It was proposed by the Very Rev Patrick Rooke, seconded by Canon Lady Sheil and passed:

In clause 2, line 4, after ‘2011, cap.’ For the square brackets there shall be substituted the figure ‘VI’.

It was proposed by the Very Rev Patrick Rooke, seconded by Canon Lady Sheil and passed:

That the Bill to amend the provisions relating to the regulation and management of the Cathedral Church of St Patrick, Armagh be read a third time and passed.

VOTING: Ayes: 238 Noes: 0

Church of Ireland Marriage Council

It was proposed by Rev Brian Harper, seconded by Rev Mark Harvey and passed:

That the Report of the Church of Ireland Marriage Council be received.

The Covenant Council

It was proposed by the Bishop of Meath and Kildare, seconded by the Very Rev Nigel Dunne and passed:

That the Report of the Covenant Council be received.

The Covenant Council

It was proposed by the Bishop of Meath and Kildare, seconded by the Very Rev Nigel Dunne and passed:

- (i) That the General Synod receives the *Second Statement on the Interchangeability of Ministry and Episcopate (Book of Reports 2011 page 367)* and refers it to the Standing Committee for further implementation.

- (ii) The General Synod re-appoints its representatives to the Covenant Council for the coming year.

Church of Ireland

The Most Rev Dr Richard Clarke, Bishop of Meath & Kildare (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Dr Maurice Elliott

Rev Barry Forde

Rev Canon Virginia Kennerley

Rev Peter Thompson

Mr Cyril McElhinney

- (iii) The General Synod continues to encourage congregations to celebrate the Covenant relationship with neighbouring Church of Ireland congregations on or around September 26 each year.

Commission for Christian Unity and Dialogue

It was proposed by the Archbishop of Dublin, seconded by Rev Canon Patrick Comerford and passed:

That the Report of the Commission for Christian Unity and Dialogue be received.

Chair

The Bishop of Kilmore, Elphin and Ardagh took the chair.

Chair

The Archbishop of Armagh resumed the chair.

Commission for Christian Unity and Dialogue

It was proposed by the Archbishop of Dublin, seconded by Rev Canon Patrick Comerford and passed:

- (i) That the following be elected members of the Commission

The Archbishops and Bishops

The Most Rev Dr Richard Clarke, Bishop of Meath & Kildare (Chair)

Rev Canon Patrick Comerford	Mrs Roberta McKelvey
Rev Canon David Crooks	Dr Kenneth Milne (Honorary Secretary)
Rev Canon Dr Ian Ellis	Mr Philip McKinley
Mr Samuel Harper	Rev Niall Sloane
Rev Iain Knox	Rev Helene Tarneberg Steed
Rev Darren McCallig	Ms Catherine Turner
Mr Trevor Morrow	Rev Obinna Ulogwara
Rev Daniel Nuzum	
Rev John McDowell	

- (ii) That the General Synod welcomes the work of the Inter-Faith Working Group and encourages each diocese to appoint an Inter-Faith Resource Person to foster and encourage Inter-Faith initiatives at diocesan and parochial level.

Representative Church Body

As the Bill to amend Section 51 (1) of Chapter IV of the Constitution was passed by the General Synod, it was proposed by Mr Geoffrey Perrin, seconded by Mr Robert Neill and agreed by the General Synod that the following resolution would be withdrawn:

- (c) The Representative Church Body recommends that the resolution pertaining to minimum approved stipend printed on page 48 of the *Book of Reports* be adopted by the General Synod.

As the Bill to amend Section 2 of Chapter XIV of the Constitution was passed by the General Synod, it was proposed by Mr Geoffrey Perrin, seconded by Mr Robert Neill and agreed by the General Synod that the following resolution would be withdrawn:

- (d) The Representative Church Body recommends that the resolution pertaining to pensionable stipend printed on page 48 of the *Book of Reports* be adopted by the General Synod.

It was proposed by Mr Geoffrey Perrin, seconded by Mr Robert Neill and passed:

- (e) That the Report of the Representative Church Body be adopted subject to the resolutions already passed.

Standing Orders

Standing Orders were suspended at 12.31pm to allow Mr Ronnie Briggs, Mission Director of CMS Ireland, to present two videos regarding the *Discover* course and *Back to Church Sunday* to the General Synod on behalf of the Church of Ireland Council for Mission.

Standing Orders

Standing Orders were resumed at 12.36pm.

Church of Ireland Council for Mission

It was proposed by Rev Paul Hoey, seconded by Capt Colin Taylor and passed:

That the Report of the Church of Ireland Council for Mission be received.

Church of Ireland Council for Mission

It was proposed by Rev Paul Hoey, seconded by Capt Colin Taylor and agreed by the General Synod that the following motion be withdrawn:

That the constitution of the Church of Ireland Council for Mission be amended to read as follows:

Remit

- to stimulate within the Church of Ireland a sense of the priority and urgency of mission;
- to advocate the complementary nature of mission globally and locally;
- To maintain close relationships with other bodies concerned with mission in particular with Diocesan Boards of Mission, the Association of Mission Societies and mission and overseas development agencies;
- to promote effective models of mission and evangelism;
- to encourage reflection on the theology of mission;
- to allocate funds from St Patrick's Memorial Fund and other funds at its disposal.

Membership, elected triennially, should consist of:

- one member nominated by the House of Bishops, elected triennially;
- six members nominated by General Synod, elected triennially;
- four members nominated (on a rotation basis) from within the Association of Mission Societies;
- One member nominated by the Covenant partners in the Methodist Church in Ireland

Journal – Third Day (Saturday 14 May 2011)

- one member nominated from among the students of the Church of Ireland Theological Institute;
- up to four members co-opted.

To address the issue of communication with dioceses the Council will host an annual network conference, with the purpose of listening and sharing and stimulating debate:

1. That each parish in the Church of Ireland should be encouraged to make the most of the missional opportunity afforded by Back to Church Sunday;
2. That the Council should continue with the important work of compiling the statistics that are already available in the dioceses of the Church of Ireland and, at an appropriate stage, widen out the pilot presently being conducted to include all the dioceses;
3. That endorsement be given to CMSI in its promotion of the Discover course and that parishes be encouraged to use it with as many different groups as possible.

It was proposed by Rev Paul Hoey, seconded by Capt Colin Taylor and agreed by the General Synod that the following motion be withdrawn:

That the following be elected as members of the Church of Ireland Council for Mission:

The Very Rev Stephen Lowry
The Rev Paul Hoey
The Rev Eileen Cremin
Rev Ruth West
Rev Rob Jones
Mrs Felix Blennerhassett

The Assessor stated that the Council for Mission membership will continue as is for the ensuing year and they will have to seek additional membership from those dioceses that have not currently filled their positions.

Journal of the General Synod

It was proposed by the Honorary Secretaries and passed:

That the Honorary Secretaries of the General Synod be instructed to publish with as little delay as possible, the Journal of the Proceedings of the General Synod during this session, with such appendices as they think expedient.

Journal – Third Day (Saturday 14 May 2011)

Attendance of Members

	Clerical	Lay	Total
Thursday 12 May 2011	180	282	462
Friday 13 May 2011	174	271	445
Saturday 14 May 2011	111	194	305

The Benediction was pronounced and the session terminated at 1.45pm.

RESOLUTIONS

ADOPTED BY THE GENERAL SYNOD SESSION 2011

Anglican Covenant

Seeing that the Anglican Covenant is consonant with the doctrines and formularies of the Church of Ireland, the General Synod hereby subscribes the Covenant.

Bills

To amend *The Book of Common Prayer* (2004) by including therein a prayer for Northern Ireland.

Second reading passed.

Third reading passed.

To amend Chapter IX of the Constitution.

First reading passed.

Second reading passed.

Third reading passed.

To amend Chapter I of the Constitution.

First reading passed.

Second reading passed.

Third reading passed.

To amend Section 51 (1) of Chapter IV of the Constitution.

First reading passed.

Second reading passed.

Third reading passed.

To amend Section 2 of Chapter XIV of the Constitution.

First reading passed.

Second reading passed.

Third reading passed.

To amend the provisions relating to the regulation and management of the Cathedral Church of St Patrick, Armagh.

First reading passed.

Second reading passed.

Third reading passed.

Board of Education

- (a) That the Report of the Board of Education be received.
- (b) The General Synod of the Church of Ireland welcomes a public debate on the potential for shared education in Northern Ireland and encourages dialogue between schools and educational sectors with the aim of developing closer relationships through opportunities for collaboration and sharing.
- (c) The General Synod of the Church of Ireland strongly supports recent efforts to identify factors contributing to educational underachievement particularly among disadvantaged Protestant communities in Northern Ireland. The Synod calls for the identification of policy and practical measures to help address these issues.

Church of Ireland Council for Mission

That the Report of the Church of Ireland Council for Mission be received.

Church of Ireland Marriage Council

That the Report of the Church of Ireland Marriage Council be received.

Church of Ireland Pensions Board

That the Report of the Church of Ireland Pensions Board be received and adopted.

Church of Ireland Youth Department

That the Report of the Church of Ireland Youth Department be received.

Code of Duty and Conduct for Clergy

That the General Synod appoints the following to the Clergy Code of Duty and Conduct Committee to produce a Clergy Code of Duty and Conduct and make a report to the General Synod in 2012, with an interim report to the Standing Committee in January 2012 and that the Committee be afforded the power to co-opt members:

The Rt Rev Paul Colton
Rev Stephen Farrell
Rev Maria Jansson
Mrs Ethne Harkness
Ven Stephen McBride

Rev Terence Dunlop – Consultant
[cvii]

Commission for Christian Unity and Dialogue

- (a) That the Report of the Commission for Christian Unity and Dialogue be received.
- (b) That the following be elected members of the Commission:

The Archbishops and Bishops
The Most Rev Dr Richard Clarke, Bishop of Meath & Kildare (Chair)

Rev Canon Patrick Comerford	Mrs Roberta McKelvey
Rev Canon David Crooks	Dr Kenneth Milne (Honorary Secretary)
Rev Canon Dr Ian Ellis	Mr Philip McKinley
Mr Samuel Harper	Rev Niall Sloane
Rev Iain Knox	Rev Helene Tarneberg Steed
Rev Darren McCallig	Ms Catherine Turner
Mr Trevor Morrow	Rev Obinna Ulogwara
Rev Daniel Nuzum	
Rev John McDowell	

- (c) That the General Synod welcomes the work of the Inter-Faith Working Group and encourages each diocese to appoint an Inter-Faith Resource Person to foster and encourage Inter-Faith initiatives at diocesan and parochial level.

Commission on Ministry

- (a) That the Report of the Commission on Ministry be received.
- (b) That the terms of reference of the Commission on Ministry be amended for one year by suspending the following from Section 2:

“Provided that no member shall be eligible for re-election or appointment or co-option if he has served for three consecutive triennial terms of appointment”

- (c) That the following be elected members of the Commission on Ministry for a period of one year:

Elected by Clerical Members of the General Synod

Ven Gary Hastings
Rev Dorothy McVeigh
Rev Canon Terence Scott

Elected by Lay Members of the General Synod

Ms Ruth Handy
Mr Andrew McNeile
Mr Denis Johnston

The Covenant Council

- (a) That the Report of the Covenant Council be received.
- (b) That the General Synod receives the *Second Statement on the Interchangeability of Ministry and Episcopate (Book of Reports 2011 page 367)* and refers it to the Standing Committee for further implementation.
- (c) The General Synod re-appoints its representatives to the Covenant Council for the coming year.

Church of Ireland

The Most Rev Dr Richard Clarke, Bishop of Meath & Kildare (Co-Chair)
Ms Elva Byrne
Very Rev Nigel Dunne
Rev Dr Maurice Elliott
Rev Barry Forde
Rev Canon Virginia Kennerley
Rev Peter Thompson
Mr Cyril McElhinney

- (d) The General Synod continues to encourage congregations to celebrate the Covenant relationship with neighbouring Church of Ireland congregations on or around September 26 each year.

Hard Gospel Implementation Group

- (a) That the Standing Committee appoint the following to the Hard Gospel Implementation Group for the period June 2011 – May 2013

Rev Andrew Forster
Mrs Ethne Harkness
Mr Geoffrey Perrin
The Rt Rev Trevor Williams (Chair)

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- (b)
- (i) That the Hard Gospel Implementation Group continue its work until the final day of the ordinary session of the General Synod in 2013, reporting its progress regularly to the Standing Committee.
 - (ii) That the Hard Gospel Implementation Group adopts the following objectives for the next two years:
 - (a) The Group shall strive to raise awareness of issues relating to gender imbalance among parishes, dioceses and central church bodies both in terms of membership of those bodies and in the outputs of the work they undertake, with a view to increasing the participation of women in such groups.
 - (b) The Group will work with the Church of Ireland Youth Department and the youth ministry structures of the Church in the dioceses and parishes to increase the participation of younger people in the governance and outreach structures of the Church, including engagement with the work of the General Synod.
 - (c) The Group will consider the materials presented by Changing Attitude Ireland, which has requested that the Church provide an information pack on pastoral issues affecting gay and lesbian Christians, and will return suggestions to the Standing Committee.
 - (iii) That members of General Synod commit themselves to encourage parish, diocesan and central bodies on which they serve to seek actively the inclusion of greater numbers of young adults and women in their membership and programme of work.

Journal of the General Synod

That the Honorary Secretaries of the General Synod be instructed to publish with as little delay as possible, the Journal of the Proceedings of the General Synod during this session, with such appendices as they think expedient.

Lay Honorary Secretary

That the following be elected as a Lay Honorary Secretary of the General Synod:

Mrs Ethne Harkness

Liturgical Advisory Committee

That the Report of the Liturgical Advisory Committee be received.

Representative Church Body

- (a) That the Report of the Representative Church Body be taken in consideration.
- (b) The Representative Church Body recommends that the resolution relating to allocations printed on page 47 of the *Book of Reports* be adopted by the General Synod.

Allocations

That the General Synod hereby notes that the Representative Body has made the following allocations for 2011 from the balance on the General Funds Revenue Account for the year ended 31 December 2010:

	€
Group A – Maintenance of the Stipendiary Ministry	1,274,904
Group B – Pension Related Costs	943,502
Group C – Training of Ordinands	1,086,895
Group D – General Synod Activities	885,281
Group E – Miscellaneous	500
	<hr/> 4,191,082

- (c) That the Report of the Representative Church Body be adopted subject to the resolutions already passed.

Speaking Rights for Ecumenical Guests

That, in order to enable ecumenical guests to address the Synod on reports and motions, for Standing Order 21 there shall be substituted the following:-

- ‘21. Members of the Representative Body and its Chief Officer and Secretary shall be entitled to address the House on any question before it. Ecumenical guests shall be entitled to address the House on reports and motions, but shall not be entitled to address the house on bills. Only those who are members of the House shall be entitled to vote.’

Standing Committee

That the Report of the Standing Committee be received and adopted.

Standing Orders

- (a) That Standing Order 22 be amended by the inclusion of the words “with the proposed bill” after the words “honorary secretaries of the Synod” and before the words “at any time not less than one week”.

That, in order to enable the correction of clerical errors in Special Bills in the same way as such errors may be corrected in Ordinary Bills, in Standing Order 30 (a) for the words “omissions or grammatical errors” there shall be substituted the words “omissions, grammatical or clerical errors”.

STATUTES

OF

THE CHURCH OF IRELAND

passed in

THE SESSION OF THE GENERAL SYNOD 2011

CHAPTER I

To amend *The Book of Common Prayer (2004)* by including therein a prayer for Northern Ireland

WHEREAS it is desirable that a prayer for Northern Ireland, as set out in the accompanying Schedule, be included in *The Book of Common Prayer (2004)*, in *The Order for Morning and Evening Prayer*, immediately after *N.I. [A Prayer for the High Court of Parliament ...our most blessed Lord and Saviour. Amen]* and immediately before *R.I. [A Prayer for the President and all in authority]*;

BE IT ENACTED by the Archbishops and Bishops and the Clergy and Laity of the Church of Ireland in General Synod assembled in Armagh in the year 2011 and by the authority of the same as follows:-

1. In all future printings of *The Book of Common Prayer (2004)* in the Order for Morning and Evening Prayer there shall be included the prayer for Northern Ireland, as set out in the accompanying Schedule, immediately after *N.I. [A Prayer for the High Court of Parliament ...our most blessed Lord and Saviour. Amen]* and immediately before *R.I. [A Prayer for the President and all in authority]*.

SCHEDULE

A Prayer for Northern Ireland

God of our past, God of our future,
from whom comes all authority in heaven and on earth,
We pray for the Northern Ireland Assembly and the Executive;
By your gracious help may they govern with wisdom and integrity, and serve the common good;
that all may enjoy peace, and grow in respect for one another,
This we ask through Jesus Christ our Lord. Amen

CHAPTER II

To amend Chapter IX of the Constitution

WHEREAS it is desirable to recognise and to make formal provision for the regulation of local ecumenical partnerships between a Church of Ireland parish or ministry and a church or ministry of another Christian denomination not in full communion with the Church of Ireland but with which the Church of Ireland has a formal ecumenical agreement approved by the General Synod;

AND WHEREAS for such purposes it is necessary to amend Chapter IX of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the Clergy and Laity of the Church of Ireland in General Synod assembled in Armagh in the year 2011 and by the authority of the same as follows:-

1. In this Statute, ‘Chapter IX’ means Chapter IX of the Constitution of the Church of Ireland.
2. In Chapter IX, immediately after Section 11, there shall be inserted the following section:

11 (A) Local Ecumenical Partnerships

- (1) A “local ecumenical partnership” shall mean a partnership formed, with the leave of the ordinary, between a Church of Ireland parish or ministry and a church or ministry of another Christian denomination not in full communion with the Church of Ireland but with which the Church of Ireland has a formal ecumenical agreement approved by the General Synod.
- (2) The Standing Committee of the General Synod may make such regulations as may be required to govern local ecumenical partnerships. Such regulations shall not alter the doctrine, rites, formularies or rubrics of the Church of Ireland.
- (3) All regulations made under paragraph (2) of this Canon shall be published and reported to the General Synod.

CHAPTER III

To amend Chapter I of the Constitution

WHEREAS it is desirable, to enable those members of Church of Ireland committees who serve on such committees by virtue of their membership of General Synod to continue their committee work until the day preceding the next ordinary session of the General Synod;

AND WHEREAS for such purposes it is necessary to amend Chapter I of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the Clergy and Laity of the Church of Ireland in General Synod assembled in Armagh in the year 2011 and by the authority of the same as follows:-

1. In this Statute ‘Chapter I’ means Chapter I of the Constitution of the Church of Ireland.
2. In this Statute ‘the Constitution of the Standing Committee’ means The Constitution, Duties and Powers of the Standing Committee as provided by the resolution of the General Synod dated the 9th May 1967, as amended 1972, 1974, 1975, 1980, 1989, 1992, 1996 and 2009.
3. In Section 5 (1) of Chapter I for ‘1st January’ there shall be substituted ‘the day preceding the next ordinary session of the General Synod’.
4. In the Constitution of the Standing Committee Sections 5 (3) 1 and 5 (3) 2 shall be replaced with the following:
 - 5 (3) The vacancies so caused shall be filled by election by postal ballot in accordance with the following rules, the clerical representatives-elect of each diocese being entitled to nominate and to vote for the clerical members for that diocese, and the lay representatives-elect of each diocese being entitled to nominate and to vote for the lay members for that diocese:
 1. The Honorary Secretaries shall, not later than six weeks before the first ordinary session of each General Synod, send to each member-elect of the House of Representatives a copy of these rules.

2. (1) Each clerical member-elect may nominate
 - (a) a clerical member-elect for the diocese who is forty-five* years or over on the first day of the next ordinary session of the General Synod; and
 - (b) a clerical member-elect for the diocese who is under forty-five* years on such date.
- (2) Each lay member-elect may nominate
 - (a) a lay member-elect for the diocese who is forty-five* years or over on the first day of the next ordinary session of the General Synod; and
 - (b) a lay member-elect for the diocese who is under forty-five* years on such date.
- (3) Nominations shall be in writing, shall indicate that the consent of each person being nominated has been obtained, shall be signed by the member-elect making the nomination and countersigned by the member-elect being nominated, and shall be sent to the Honorary Secretaries so as to reach them not later than three weeks before the first day of the next ordinary session of the General Synod.

5. Transitional Provision

In the year 2011 the representatives and supplementals elected under the provisions of Section 5 (1) of Chapter I of the Constitution shall be elected for a period beginning on 1st January 2012 and terminating on the day preceding the first ordinary session of the General Synod 2015.

* In the case of any diocese where the Standing Committee has so directed, for “forty-five” read “fifty-five”.

CHAPTER IV

To amend Section 51 (1) of Chapter IV of the Constitution

WHEREAS it is desirable that the process of annual approval of Minimum Approved Stipend levels be changed to reduce the delay between approval and implementation;

AND WHEREAS for such purposes it is necessary to amend Section 51(1) of Chapter IV of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the Clergy and Laity of the Church of Ireland in General Synod assembled in Armagh in the year 2011 and by the authority of the same as follows:-

1. In this Statute "Chapter IV" means Chapter IV of the Constitution of the Church of Ireland.
2. In Section 51(1) of Chapter IV for the second and third paragraphs thereof there shall be substituted:

"The term "approved stipend" shall mean such stipend as the diocesan council from time to time, and after all the facts that appear to be relevant in the particular case have been taken into account, shall determine to be the "approved" stipend of the office: provided that the sum of the approved stipends for incumbents, divided by the number of incumbencies in the diocese, shall not exceed 110% of the minimum stipend approved by the Standing Committee on behalf of the General Synod.

The Standing Committee on behalf of the General Synod shall in 2011 and annually thereafter determine by resolution, to be reported to the next ordinary session of the General Synod, the minimum stipend which may be approved for:

- (a) an incumbent or a member of the clergy appointed as bishop's curate under the provisions of section 42 of this Chapter or a diocesan curate over the age of 30 years appointed under the provisions of section 43 of this Chapter and
- (b) a diocesan curate who is under the age of 30 years or a curate assistant.'

SCHEDULE

In Section 2 of Chapter XIV of the Constitution of the Church of Ireland for the definition of “Minimum Approved Stipend” there shall be substituted:

“Minimum Approved Stipend” shall mean the minimum stipend determined by the Standing Committee on behalf of the General Synod in accordance with the provisions of section 51 (1) of Chapter IV.

CHAPTER V

To amend Section 2 of Chapter XIV of the Constitution

WHEREAS it is desirable that the process of annual approval of Pensionable Stipend be changed to reduce the delay between approval and implementation;

AND WHEREAS for such purposes it is necessary to amend Section 2 of Chapter XIV of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the Clergy and Laity of the Church of Ireland in General Synod assembled in Armagh in the year 2011 and by the authority of the same as follows:-

1. In this Statute, ‘Chapter XIV’ means Chapter XIV of the Constitution of the Church of Ireland.
2. In Chapter XIV, Section 2 of the Constitution of the Church of Ireland for the sentence “‘Pensionable Stipend” shall mean the figure approved annually by the General Synod on the recommendation of the Trustee and the Representative Body having regard to the financial status of the Fund and having received actuarial advice and shall not be a figure lower than that for the previous year.’

there shall be substituted:

“‘Pensionable Stipend” shall mean the figure approved annually by the Standing Committee on behalf of the General Synod on the recommendation of the Trustee and the Representative Body having regard to the financial status of the Fund and having received actuarial advice and shall not be a figure lower than that for the previous year.’

CHAPTER VI

To amend the provisions relating to the regulation and management of the Cathedral Church of St Patrick, Armagh

WHEREAS it is expedient to amend the provisions relating to the regulation and management of the Cathedral Church of Saint Patrick, Armagh;

AND WHEREAS it is desirable to make consequential amendment of the First Schedule to Chapter VII of the Constitution of the Church of Ireland;

BE IT ENACTED by the Archbishops and Bishops and the Clergy and Laity of the Church of Ireland in General Synod assembled in Armagh in the year 2011 and by the authority of the same as follows:-

1. The Statutes of the General Synod, Chapter XI of 1972 and Chapter III of 1993 are hereby repealed and the provisions contained in Schedule I hereto annexed substituted therefor.
2. For paragraph (1) of the First Schedule to Chapter VII of the Constitution of the Church of Ireland there shall be substituted:-

(1) Armagh Cathedral

2011, cap. VI

Under this Statute the Archbishop of Armagh is the Ordinary and has the right of appointment to the Deanery, Dignities and Prebends; appointments (other than to the Deanery) shall be for such term of years as the Archbishop shall decide; and are not confined to clergy of the diocese. The Statute also provides for the regulation of the Cathedral affairs; the appointment of a Dean's Vicar, Succentor, not more than six Clerical Vicars Choral, two Ecumenical Canons and not more than six Lay Canons; the registration of vestrypersons; and the election of ten lay members of the Cathedral Board and its constitution.

SCHEDULE I

1. The existing Dean, Dignitaries and Prebendaries of the Cathedral of Saint Patrick, Armagh, shall (subject to the provisions of the Irish Church Act, 1869) continue to hold their respective offices therein, and shall retain the same rights, powers and privileges as they have heretofore enjoyed, and shall be liable to the discharge of all duties to which they have hitherto been subject, except so far as the same may be extended or modified by the provisions of this Act.
2. The Archbishop of Armagh shall be the Ordinary of the said Cathedral, and shall have the right of appointment to each and every of the Deanery, Dignities, and Prebends thereof and in exercising such right of appointment shall choose one who is a Bishop or a Priest, having due regard to the abilities and qualifications required for the proper performance of the duties of each office. Each such appointment, save that to the Deanery, shall be for such term of years as the Archbishop shall determine.
3. The Dean, who shall be resident, shall be subject to the authority and control of the Ordinary. The Dean shall order the services of the Cathedral and, in matters pertaining thereto, shall direct the clergy and officials. Unless hindered by reasonable cause, the Dean shall attend and assist in the services of the Cathedral on Sundays and week-days.
4. The officers who shall continue to constitute the Cathedral Body shall be the Dignitaries; namely, the Dean, Precentor, Chancellor, Treasurer and Archdeacon, in that order, and the Prebendaries; namely, the Prebendary of Mullabrack, Prebendary of Ballymore, Prebendary of Loughgall and Prebendary of Tynan, in no particular order. The Dignitaries shall undertake the customary duties pertaining to their office. Each Dignitary and Prebendary shall undertake, by arrangement with the Dean, two Sundays in-residence each year in the Cathedral. The Dignitaries and Prebendaries shall also undertake any other duties as decided from time to time by the Dean and Chapter.
5. The Dean and Chapter shall have power to make rules and regulations for the times and conduct of meetings of the Chapter and the discharge of its responsibilities. Meetings of the Chapter shall be presided over by the Dean or, in the absence of the Dean, by the member of the Chapter next in order of precedence who is present.
6. (i) There may be one Dean's Vicar, appointed by the Dean, subject to the approval and confirmation of the Ordinary. The Dean's Vicar shall be licensed by the Archbishop of Armagh for specific duties in the Cathedral.

(ii) There may be one Succentor, appointed by the Precentor, subject to the approval and confirmation of the Ordinary and the Dean. The Succentor shall be licensed by the Archbishop of Armagh for specific duties in the Cathedral.

(iii) The Dean and Chapter, subject to the approval and confirmation of the Ordinary, may appoint not more than six Clerical Vicars Choral from among the clergy resident within the Diocese who shall discharge such duties in the Cathedral as may from time to time be prescribed by the Ordinary and the Dean and Chapter. Clerical Vicars Choral will relinquish their posts upon retirement or on moving from the Diocese. Each Clerical Vicar Choral so appointed shall normally hold office for a term of five years from the date of appointment. Any such appointment may be renewed.

7. (i) The Archbishop of Armagh may appoint two Ecumenical Canons to the Chapter. An Ecumenical Canon shall mean a minister or accredited preacher of one or other of such Christian denominations not in full communion with the Church as may from time to time be specified by the House of Bishops. The Ecumenical Canons shall each have a designated stall in the Cathedral and shall be non-voting members of the Chapter.

(ii) Such Ecumenical Canons may be removed by the Archbishop of Armagh for cause shown. Each Ecumenical Canon, if not so removed, shall hold office for a term of five years from the date of appointment or until such Ecumenical Canon shall resign from such office. An Ecumenical Canon who has served five years may be reappointed.

(iii) The appointment of an Ecumenical Canon shall not be effective unless and until that person shall make and subscribe before the Archbishop of Armagh the declaration contained in Schedule II hereto annexed.

(iv) An Ecumenical Canon may be invited by the Dean to perform all or any of the following duties insofar as the same are consonant with the provisions of Canon 10 –

- (a) To say or sing Morning or Evening Prayer or the Litany;
- (b) To read the Holy Scriptures;
- (c) To deliver an address;
- (d) To assist at a Baptism, Marriage or Funeral Service or at the Celebration of the Holy Communion;

if the Ecumenical Canon is authorised to perform a similar duty in his or her own Church.

(v) The Court of the General Synod shall have authority to determine all questions and disputes that may arise respecting the appointment or removal of an Ecumenical Canon.

8. The Archbishop of Armagh in his capacity as Primate of All Ireland and Ordinary of the Cathedral, shall have the right to appoint, at his sole discretion, not more than six Lay

Canons to the Cathedral, such appointments to be in recognition of particular and distinguished service to the Church of Ireland.

A Lay Canon shall be entitled to a designated seat in the Cathedral during his or her lifetime. Two of the Lay Canons shall be entitled to attend Chapter Meetings but will be non-voting members. The six Lay Canons shall choose two of their number to represent them on the Chapter for a three year term, which shall be renewable.

9. (i) There shall be a register of vestrypersons for the Cathedral, and every member of the Church of Ireland of the age of 18 years and over, who shall have been for one year immediately prior to registration an accustomed member of the congregation and a contributor towards the funds of the Cathedral, shall be entitled to register.
 - (ii) The Register shall be revised annually during Lent by the Dean and the Lay Treasurer of the Cathedral Board in the manner set forth in sections 5, 6 and 7 of Chapter III of the Constitution of the Church of Ireland: provided however that the Dean or the Lay Treasurer may, for the purpose of this section, appoint a deputy.
10. Those registered shall meet triennially, not earlier than twenty days before and not later than twenty days after Easter Day, to elect out of their own number:-
- (i) Six Lay members of the Cathedral Board as hereinafter constituted of which there must be at least two male and two female.
 - (ii) Synodspersons to sit as members of the Armagh Diocesan Synod who shall possess the same rights and privileges as the synodspersons elected by parishes. The number of such synodspersons shall be in proportion to the number of clergy of the said Cathedral who are not otherwise qualified to sit as members of the Armagh Diocesan Synod.

The registered vestrypersons shall also meet at such other times as the Dean may decide.

11. The Dean, Dignitaries and Prebendaries shall be *ex-officio* members of the Cathedral Board. The Dean's Vicar shall also be an *ex-officio* member of the Board, provided that, when there is no Dean's Vicar or the Dean's Vicar is a member of the Chapter, the Succentor shall be a member of the Board, which Board shall at the same time be completed by the addition of:-
- (i) Six lay persons elected as herein provided and
 - (ii) Four lay persons elected by the lay members of the Armagh Diocesan Council whose qualification for election shall be the same as that for the General Synod.

Vacancies in the places of the elected members occurring in the interval between triennial elections shall be filled as to (i) above, by the lay members of the Board by co-option of the persons qualified for election as in the section provided; and as to (ii) above, by the lay members of the Diocesan Council, and any persons chosen to fill such vacancies shall hold office until the next triennial election. The elected members of the Cathedral Board shall retire from office every third year, but if still qualified shall severally be eligible for re-election.

The Dean may appoint from the list of registered vestrypersons a Dean's Cathedral Warden to act for one year. The Board may then appoint from the list of registered vestrypersons a People's Cathedral Warden to act for one year. The Cathedral Wardens so appointed become *ex-officio* members of the Board for the term of their appointment. Such appointments shall be renewable.

The Board shall triennially elect a Secretary, who shall record the proceedings of the meetings of the Board, and a lay Treasurer who shall submit annually to the Board for its approval an audited financial statement of all funds under the control or management of the Board. If either is not already a member of the Board they may be co-opted.

At least five members, excluding any co-opted members, must be present to form a quorum.

12. The Cathedral Board shall have power to make rules and regulations for the times and conduct of its meetings and the discharge of its responsibilities. It shall be presided over by the Dean or, in the absence of the Dean, by the member of the Chapter next in order of precedence who is present, such President having both an ordinary and a casting vote, except that in the case of co-option to fill a vacancy, such President shall have a casting vote only. A special meeting of the said Board shall be summoned by the Dean or, in the absence of the Dean, by the Precentor, or at any time on the written requisition of five members of the Board. The Board shall have the control, charge and management of the following:-
 - (a) The preservation, restoration and repair of the fabric of the Cathedral and of all permanent structures therein.
 - (b) The lighting, heating and cleaning of the Cathedral.
 - (c) The ornaments of the Cathedral, the monuments, tablets, windows and brasses to be placed in the Cathedral: provided that none shall be erected or placed in the Cathedral, or removed therefrom, without the consent or approval of the Dean and Chapter and of the Ordinary.

- (d) All Cathedral property and funds not excluded from the operation of this paragraph by the Trusts upon which they are held, and in particular the regulation of all salaries and pensions payable by the Board: provided that the selection of the objects of the collections shall be at the discretion of the Dean.
 - (e) All contributions from the Cathedral payable to the Diocese of Armagh towards Diocesan Assessment.
 - (f) The appointment and dismissal of lay officials of the Cathedral, with the exception of the Organist and Master of the Choristers, hereinafter referred to as the Director of Music, who shall be appointed and may be dismissed by the Archbishop of Armagh, and the Dean's Verger who shall be appointed and may be dismissed by the Dean. The appointment of members of the choir shall be made by the Dean after consultation with the Director of Music.
13. The Dean shall act on behalf of the Board in directing the officers appointed by the Board in the discharge of their duties.
14. Matters relating to the Cathedral not herein otherwise provided for and not heretofore subject to the rights of the Dean and Chapter shall be determined by the Board.

SCHEDULE II

DECLARATION FOR SUBSCRIPTION

I, A.B., do hereby solemnly declare that:

- 1 I am a minister or accredited preacher of Church.
- 2 I agree to be bound by the provisions of Part II of Chapter VII of the Constitution of the Church of Ireland and, to that extent only, I submit myself to the authority of the Church of Ireland, and to the laws and tribunals thereof.
- 3 I A.B. do declare that I will perform Canonical obedience to the Ordinary of the Cathedral Church of Saint Patrick, Armagh and *his* successors, Archbishops of Armagh. I will observe the statutes and ancient customs of the Cathedral Church, so far as they are not repugnant to the laws of the Church of Ireland, and will keep private and undisclosed the secrets of the Chapter.

I subscribe the above declaration to be appointed to the office of Ecumenical Canon of the Cathedral Church of St Patrick, Armagh.

This day of 20 .

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CHURCH OF IRELAND

THE REPRESENTATIVE CHURCH BODY

REPORT 2011

The Representative Church Body – Report 2011

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THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

Chairman

The Most Rev Alan Harper, Archbishop of Armagh



The Most Rev
Alan Harper

Committee Chairpersons

Executive	Mr Sydney Gamble
	Mr Robert Neill (Deputy)
Allocations	Mr Graham Richards
Investment	Mr Robert Neill
Property	Mr Robert Kay
Stipends	Mr Henry Saville
Library and Archives	Mr Michael Webb
Legal Advisory	Mr Lyndon MacCann SC
Audit	Mr Robert Neill

Chief Officer and Secretary

Mr Denis 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 Institute and the Church at large. The committee structure is designed to reflect these mainline activities and responsibilities.

Office

Church of Ireland House
Church Avenue
Rathmines Dublin 6

Tel 01-4978422 Fax 01-4978821
Email office@rcbdub.org
Website www.rcb.ireland.anglican.org

Library

Braemor Park
Churchtown
Dublin 14

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

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 recorded attendance of each at the four meetings of the Representative Body held during the year 2010 is denoted by the figure placed before each name.

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

- 4 The Most Rev Alan Harper, Archbishop of Armagh
5 Beresford Row, The Mall, Armagh
- 4 The Most Rev John Neill, Archbishop of Dublin*
The See House, 17 Temple Road, Dublin 6
- 4 The Most Rev Richard Clarke, Bishop of Meath and Kildare
Bishop's House, Moyglare, Maynooth, Co Kildare
- 4 The Rt Rev Michael Jackson, Bishop of Clogher†
The See House, Fivemiletown, Co Tyrone BT75 0QP
- 3 The Rt Rev Kenneth Good, Bishop of Derry and Raphoe
The See House, Culmore Road, Londonderry BT48 8JF
- 3 The Rt Rev Harold Miller, Bishop of Down and Dromore
The See House, 32 Knockdene Park South, Belfast BT5 7AB
- 2 The Rt Rev Alan Abernethy, Bishop of Connor
Bishop's House, 113 Upper Road, Greenisland, Carrickfergus, Co Antrim BT38 8RR
- 4 The Rt Rev Kenneth Clarke, Bishop of Kilmore
48 Carrickfern, Cavan
- 4 The Rt Rev Richard Henderson, Bishop of Tuam‡
Bishop's House, Knockglass, Crossmolina, Co Mayo
- 4 The Rt Rev Michael Burrows, Bishop of Cashel and Ossory
Bishop's House, Troysgate, Kilkenny
- 4 The Rt Rev Paul Colton, Bishop of Cork, Cloyne and Ross
The Palace, Bishop Street, Cork
- 3 The Rt Rev Trevor Williams, Bishop of Limerick and Killaloe
Rien Roe, Adare, Co Limerick

* retired January 2011

† elected Archbishop of Dublin February 2011

‡ resigned January 2011

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 of the Church of Ireland* 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	1	Ven Raymond Hoey, The Rectory, 2 Maytown Road, Bessbrook, Co Down BT35 7LY (2012)
	2	Mrs Ethne Harkness, 134 Coagh Road, Stewartstown, Co Tyrone BT71 5LL (2013)
	2	Mrs Jane Leighton, 14 Drumbeemore Road, Armagh BT60 1HP (2011)
Clogher	2	Ven Cecil Pringle, 31 Station Road, Letterbreen, Enniskillen, Co Fermanagh BT74 9FD (2012)
	4	Mr William Allen, Aughnahinch, Newtownbutler, Co Fermanagh (2013)
	1	Mr John Keating, Kilturk West, Newtownbutler BT92 2BS, Co Fermanagh (2011)
Derry and Raphoe	4	Ven Donald McLean, 12 Station Road, Castledawson, Co Derry BT45 8AZ (2011)
	4	Mr Robert Pollock, 77 Edenderry Road, Omagh, Co Tyrone BT79 0NP (2012)
	4	Mr Sydney Gamble, 14 Spruce Road, Dysart, Strabane, Co Tyrone (2013)
Down and Dromore	4	Ven Philip Patterson, 69 Church Road, Newtownbreda, Belfast BT8 7AN (2012)
	4	Mr Albert Wilson, 11 Ballymoney Road, Banbridge, Co Down BT32 4DS (2013)
	2	Mr Lance Dermott, 3 Ashdene Grange, Comber, Newtownards, Co Down BT23 5SL (2011)
Connor	2	Rev Canon John Mann, St John's Rectory, 86 Maryville Park, Belfast BT9 6LQ (2012)
	1	Mr Robert Kay, 2 Brookvale Terrace, Portrush, Co Antrim BT56 8EY (2013)
	3	Mr John Wallace, The Hermitage, 7 Ahoghill Road, Randalstown, Co Antrim BT41 3BJ (2011)
Kilmore, Elphin and Ardagh	3	Rev George Davison, The Rectory, 12 Harwood Gardens, Carrickfergus, Co Antrim BT38 7US (2011)
	3	Miss Maud Cunningham, Clonatumpher, Florencecourt, Enniskillen, Co Fermanagh BT92 1BA (2012)
	1	Mr Kenneth Davis, Aughafad, Longford (2013)*
Tuam, Killala and Achonry	2	Very Rev Alistair Grimason, The Deanery, Deanery Place, Cong, Co Mayo (2011)
	1	Prof Paul Johnston, Luimnagh West, Corrandulla, Co Galway (2012)
	3	Mr Ben Bradish, Frenchfort, Oranmore, Co Galway (2013)

* elected October 2010 in place of Mr Cyril McElhinney (retired)

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Dublin and Glendalough	3	Ven David Pierpoint, The Vicarage, 30 Phibsborough Road, Dublin 7 (2012)
	3	Mr Robert Neill, Killegar Park, Enniskerry, Co Wicklow (2013)
	4	Mr Geoffrey Perrin, Barn Close, Ballybrack Road, Shankill, Co Dublin (2011)
Meath and Kildare	3	Ven Leslie Stevenson, The Rectory, Portarlington, Co Laois (2012)
	1	Mr Ronald Colton, Highfield, Ballyduff, Tullamore, Co Offaly (2013)
	0	Mr Dermot Gillespie, Griffinstown, Dunlavin, Co Wicklow (2011)
Cashel and Ossory	4	Very Rev Leslie Forrest, The Deanery, Ferns, Enniscorthy, Co Wexford (2011)*
	3	Mr Peter Clifton-Brown, Ballinamona House, Cashel, Co Tipperary (2012)
	3	Mr Charles Galloway, Newtown, Waterford (2013)
Cork, Cloyne and Ross	3	Ven Robin Bantry White, Moviddy Rectory, Aherla, Co Cork (2011)
	3	Mr Keith Roberts, Corran, Ferney Road, Carrigaline, Co Cork (2012)
	4	Mr John Stanley, Scart House, Belgooly, Co Cork (2013)
Limerick and Killaloe	4	Ven Robert Warren, St John's Rectory, Ashe Street, Tralee, Co Kerry (2011)
	3	Mrs Lorna Gleasure, Phoenix Farm, Kilflynn, Tralee, Co Kerry (2012)
	2	Mr Roy Benson, Templehollow, Killaloe, Co Clare (2013)

C Co-opted Members (12)

- 3 Rev Andrew Forster, The Rectory, 26 Circular Road, Dungannon BT71 6BE, Co Tyrone (2011)
- 2 Mr Terence Forsyth, 3 Hainault Lawn, Dublin 18 (2013)†
- 2 Mr Samuel Harper, Cramer's Grove, Kilkenny, Co Kilkenny (2011)‡
- 3 Mr Lyndon MacCann SC, 2 Knapton Terrace, Dun Laoghaire, Co Dublin (2012)
- 2 Mr Tim McCormick, 24 Dartmouth Walk, Dublin 6 (2011)
- 3 Mr William Oliver, Exorna House, Castlerock, Co Londonderry BT51 4UA (2011)
- 2 Mrs Judith Peters, The Deanery, Rosscarbery, Co Cork (2013)†
- 1 Ms Hilary Prentice, Wayside Cottage, Drummin West, Delgany, Co Wicklow (2012)§
- 4 Mr Graham Richards, 32 St Alban's Park, Dublin 4 (2012)
- 4 Mr Henry Saville, 22 Church Road, Boardmills, Lisburn BT27 6UP (2012)
- 2 Mr David Smith, Knockleigha, Shaw's Bridge, Co Down BT8 8JS (2012)
- 3 Mr Michael Webb, 2 Mount Salus, Knocknacree Road, Dalkey, Co Dublin (2013)†

The following co-opted members retire in May 2011:

Rev Andrew Forster	Mr William Oliver
Mr Tim McCormick	Mr Samuel Harper

Note Two Honorary Secretaries of the General Synod are in attendance at meetings of the Representative Body.

* retired February 2011

† eligible to attend three meetings maximum due to triennial retirement as co-opted member (re-elected May 2010)

‡ elected September 2010 in place of Mr Patrick Wilson (retired March 2010)

§ elected September 2010 in place of Mr Robert Neill (elected by Dioceses of Dublin and Glendalough 2008)

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 is appointed triennially. Membership details, number of meetings held and record of attendances for the year 2010 are shown below.

EXECUTIVE COMMITTEE

(7 meetings)

Mr S Gamble (7)
(Chair)



Mr Sydney Gamble

The Most Rev Alan Harper	(5)	Rev Andrew Forster	(6)
The Most Rev John Neill*	(6)	Ven Cecil Pringle	(6)
The Most Rev Richard Clarke	(6)	Ven Robin Bantry White	(7)
Mr Graham Richards	(6)	Mr Terence Forsyth	(6)
Mr Robert Neill	(6)	Mr Lyndon MacCann SC	(3)
Mr Robert Kay	(5)	Mr Geoffrey Perrin	(6)
Mr Henry Saville	(6)	Mr Michael Webb	(6)

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

The Archbishops and the Chairpersons of the Allocations, Investment, Property and Stipends Committees are *ex officio* members of the Executive Committee. Mr Samuel Harper attends Executive Committee meetings as an Honorary Secretary of the General Synod.

Prayer read at the commencement of all Executive Committee meetings

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

* retired January 2011 (The Rt Rev Michael Jackson elected Archbishop of Dublin February 2011)



Mr Graham Richards

ALLOCATIONS COMMITTEE

(4 meetings)

Mr Graham Richards (2)
(Chair)

Rev Andrew Forster	(4)	Mr William Oliver	(3)
The Most Rev Alan Harper	(4)	Mr John Stanley	(4)

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 Robert Neill (6)
(Chair)

Mr Lance Dermott	(6)	Mr Tim McCormick	(6)
Mr Terence Forsyth	(5)	Mr David Smith	(6)
Mr Dermot Gillespie	(7)	Mr John Wallace	(4)

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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PROPERTY COMMITTEE

(5 meetings)

Mr Robert Kay (4)
(Chair)



Mr Robert Kay

Mr William Allen	(4)	Very Rev Leslie Forrest*	(5)
Mr Peter Clifton-Brown	(5)	Mrs Jane Leighton	(4)
Mr Ronald Colton	(4)	Ven Donald McLean	(5)
Miss Maud Cunningham	(5)	Mr Keith Roberts	(4)

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

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

STIPENDS COMMITTEE

(3 meetings)

Mr Henry Saville (3)
(Chair)



Mr Henry Saville

Mr Roy Benson	(2)	Mr Cyril McElhinney†	(2)
The Rt Rev Paul Colton	(3)	Ven Donald McLean	(3)
Mrs Lorna Gleasure	(3)	Mr Geoffrey Perrin	(3)
Mrs Jane Leighton	(3)	Ven David Pierpoint	(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.

* retired February 2011 (Ven Robert Warren elected March 2011)

† retired October 2010 (Mr William Oliver elected December 2010)

LIBRARY AND ARCHIVES COMMITTEE

(3 meetings)

Mr Michael Webb (3)
(Chair)



Mr Michael Webb

The Most Rev Richard Clarke	(2)	Ven Robin Bantry White	(2)
The Rt Rev Michael Jackson	(2)	Rev Canon John Mann	(2)

Advisory Members	–	Mrs Valerie Coghlan	(1)
	–	Rev Dr Maurice Elliott	(1)
	–	Rev Dr Adrian Empey	(2)
	–	Dr Kenneth Milne	(3)

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 cooperate 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.

LEGAL ADVISORY COMMITTEE

(0 meetings)

Mr Lyndon MacCann SC
(Chair)



Mr Lyndon MacCann

Mr Anthony Aston SC	Mrs Judith Peters
His Honour Judge Gerard Buchanan	Ms Hilary Prentice*
The Hon Mr Justice Declan Budd	Mr John 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.

* elected September 2010 in place of Mr Kenneth Mills SC (retired March 2010)

AUDIT COMMITTEE

(2 meetings)

Mr Robert Neill (2)
(Chair)



Mr Robert Neill

Mr Roy Benson	(2)	Mr William Oliver *	(2)
Mr Henry Saville	(2)		

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 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.

* retired December 2010 (Mr Ben Bradish elected March 2011)

MISSION AND RESPONSIBILITY

The Representative Body, as trustee for the Church of Ireland, 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 report referred to a concern that best estimates indicated income levels in 2010 were unlikely to show much improvement. This has proved to be the case.

In 2010, however, a combination of a small increase in income, reducing operating costs and a reduction in net allocations has allowed the deficit on normal activities to be reduced from €751,000 in 2009 to €247,000 in 2010. This outturn on normal activities was achieved through specific support which cannot be relied on into the future.

A special contribution of €m to the Church of Ireland Clergy Pensions Fund as approved last year was made during the year. Further contributions may be made in the years 2011–2014.

Staff numbers in the RCB are reduced following a voluntary redundancy programme the net costs of which are included in operating costs. The thanks of the Representative Body are expressed to those five members of staff who left during 2010 and to those who will be leaving in coming months.

The Allocations Reserve expressed in euro at the end of 2010 stood at €3.8m, approximately 87% of the cost of 2010 allocations.

Capital values (Total Funds Employed on the Balance Sheet, page 59) at some €463m show a small increase from the prior year, a far cry from the 2007 level of €750m.

The outlook for 2011 continues to remain very challenging especially in the area of matching income with expenditure. The level of regular income is not expected to show significant change and levels of expenditure must continue to be carefully considered.

The sharp drop in worldwide investment incomes over past years continues also to place a strain on the income generating ability of the RB General Unit Trusts (RI) and (NI) (page 26). As a consequence this increasingly places a continuing strain on the financial capabilities of parishes and dioceses.

In pension-related matters, following legislation passed by the General Synod in 2010, the trusteeship of the Church of Ireland Clergy Pensions Fund has with effect from 1 January 2011 been delegated to the new trustee company The Church of Ireland Clergy Pensions Trustee Limited (page 44).

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The solvency of the Clergy Pensions Fund continues to be a matter of concern requiring continuing close review (page 43). In light, however, of expected new national legislation on pension funding, no proposals for changes to the Fund are being brought to the General Synod in 2011.

During the year, separate reviews of the levels of Minimum Approved Stipend (page 28) and Pensionable Stipend (page 44) have been undertaken and Bills relating to these reviews are submitted for the consideration of the General Synod.

OPERATING AND FINANCIAL REVIEW 2010

The accounts of the Representative Church Body commence on page 49.

• Commentary

- A) The Revenue Account is shown on page 58 of the *Book of Reports* and is summarised below:

<i>Revenue Account summary</i>	2010	2009
	€000	€000
Income	6,373	6,166
Operating costs	(2,630)	(2,543)
	<hr/>	<hr/>
	3,743	3,623
Staff pension scheme net finance	88	170
	<hr/>	<hr/>
Surplus for the year	3,655	3,453
Allocations net of prior year unexpended	(3,902)	(4,204)
	<hr/>	<hr/>
(Deficit) on normal activities	(247)	(751)
Special contribution to Clergy Pensions Fund	(5,000)	-
Profit on sale of asset	799	-
	<hr/>	<hr/>
Net (deficit) for the year	(4,448)	(751)
	<hr/>	<hr/>

- (i) Outturn for the year

The reduction in the deficit on normal activities for the year, from €751,000 to €247,000, is influenced by a small increase in income, a reducing overall level of operating expenses, a reduction in net allocations and also a reduction in the actuarial adjustment to the finance cost of the staff pension scheme. The net charge for allocations has been reduced again in 2010 by generous assistance from the Stipends Fund and the General Synod Royalties Fund, amounting in total to €200,000 (2009 €275,000), and without this the deficit for the year would have been significantly higher. This support cannot be relied on for the future.

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The deficit on normal activities is stated after accounting for the net costs of redundancies in 2010 in Church House which amounted to €157,000. It is stated before accounting for a special contribution of €5m to the Church of Ireland Clergy Pensions Fund and a profit of €799,000 recognised in the year on the sale of a property in Northern Ireland.

(ii) Income

Income for the year benefited from a slightly stronger sterling exchange rate against the euro which accounted for half of the increase of 3% in the year. The injection of a sum of €5m into the Church of Ireland Clergy Pensions Fund reduced the value of investment income in 2010 and will impact on 2011 income levels. Similar transfers may be made in the years 2011–2014. Interest rates achievable on deposits remained low in historic terms and in general uninvested cash levels were maintained at low levels.

Indications are that robust growth in income is unlikely to return in 2011, although there is a possibility of a small recovery in interest rates. Exchange rates, particularly the euro:sterling rate, are important to the RCB's overall financial performance reported in euro, and these are volatile.

Appendix A (page 78) shows charts illustrating the sources and application of all the income and expenditure managed by the Representative Body, including trust incomes and disbursements.

(iii) Operating expenditures

The detail of operating expenses is shown on page 69 (note 11) of the *Book of Reports*. Detail of financial and professional costs is shown in the Revenue Account on page 58.

Following a reduction of €285,000 in administration costs in 2009, a further €165,000 has been cut in 2010, making a 13.6% reduction over the two years. Most administrative costs are payroll related and some further savings will be achieved in 2011 as the results of a voluntary redundancy programme in Church House take effect.

Legal income net of legal costs, excluding payroll costs, reflects the fall in property related activity in both jurisdictions and was less by €87,000 (60%) year on year.

The travel cost reimbursements claimed by members of central committees were reduced again in 2010 by €16,000, following a fall of €19,000 in 2009.

Professional fees, shown on the General Fund Revenue Account on page 58, include external professional costs in connection with the General Synod Complaints Procedure and continuing legal and actuarial advice relating to the funding of clergy pensions.

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B) Balance Sheet

The net assets shown in the Balance Sheet (page 59) belong to four different funds.

- RCB Funds are the Auxiliary Fund and Sundry Projects Fund, which are available for broadly described RCB and Church purposes, as resolved by the RCB. In previous years these funds have been included as Other Trust Funds and the 2009 balance has been restated.
- 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 Church of Ireland 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 (page 62) 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>	2010	2009
	€000	€000
RCB funds	4,708	3,814
General funds	147,498	146,336
Pension funds	110,931	96,957
Other trust funds	200,159	200,898
Balance sheet total	<u>463,296</u>	<u>448,005</u>

Revaluation gains from 2009 were retained and overall funds value in euro terms increased by €15.3m.

Pension funds, being predominantly the Church of Ireland Clergy Pensions Fund, benefited from strong value growth and from the capital injection of €5m from General Funds and the euro denominated value of Pension Funds increased by 14.4%, just under €14m.

The staff pension scheme deficit as measured by the Actuary at the year end, based on financial reporting standards, increased by €43,000 despite an increase of €13,000 in the fair value of scheme assets. The increased deficit is primarily as a result of a decrease in the discount rate applied to scheme liabilities (see note 16 to the accounts).

- **Allocations** (page 58)

Allocations for 2011 are made available from net income and reserves in 2010 and amount to €4.191m (2010 €4.542m). This expenditure in 2011 will help to support the episcopacy and clergy pensions, and finances ministerial training as well as the functions of the General Synod and the Standing Committee.

The net cost of allocations has been relieved by subventions from the Stipends Fund of €25,000 (2010 €200,000) and from the General Synod Royalties Fund of €75,000 (2010 €75,000). These have been offset respectively against the costs of training for the ordained ministry and the costs of the General Synod and the Standing Committee. The Representative Body is grateful to the Committees for this valuable support.

The cost is reduced by €351,000, a large part of the reduction relating to the allocation for 2011 to the Church of Ireland Clergy Pensions Fund which has fallen by €264,559 to €371,698. The allocation to the Clergy Pensions Fund is adjusted as a consequence of the capital injection of €5m from General Funds to the Clergy Pensions Fund in 2010.

Committees of the Standing Committee, the Church of Ireland Theological Institute, the Church of Ireland Youth Department and the RCB Library all have responded very positively to the request of the Allocations Committee for spending restraint in a difficult financial environment.

- **Exceptional items**

The completion of the sale of the property previously occupied by the Education Officer in Northern Ireland generated a substantial surplus. This surplus was reinvested in General Funds net of the cost in 2010 of the voluntary redundancy programme in Church House.

- **General reserves** (page 66)

Reserves are maintained to provide protection against the possibility of being unable to meet commitments for a particular year. The net cost of allocations for 2011 and unexpended allocations for 2010 amounted to €3.902m, which exceeded the surplus of income over expenditure by €90,000. After a transfer of income relating to the staff pension reserve, an amount of €92,000 was transferred from reserves to meet the allocations commitment for 2011. At the year end the value of the allocations reserve expressed in euro was €3.802m which represents 86.6% of the gross euro denominated provision for allocations as shown in the Balance Sheet (2010 85.4%).

At the year end the actuaries of the staff pension scheme assess the comparative solvency of the scheme on a discontinuance basis and the results are set out in detail in note 16. This shows that, at 31 December 2010, the scheme remained in deficit and, primarily as a result of changes in assumptions and in particular the discount rate, the amount of the deficit had increased from €2.252m to €3.195m. This deficit is shown as a long-term liability in the Balance Sheet and reduces the overall value of reserves.

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The staff pension scheme was closed to new entrants at 1 January 2007.

- **Currency translation rates**

Year end sterling balances have been translated into euro a rate of €1 = £0.8607 or £1 = €1.1618 (2009: €1 = £0.8881 or £1 = €1.1260).

ALLOCATIONS CHARGED AGAINST THE REVENUE ACCOUNT FOR 2010

- Allocations charged to the General Fund Revenue Account amounted to €4.191m in 2010. Together with this charge, subventions from the Stipends Fund and from the General Synod Royalties Fund totalling €200,000 allow for a total allocation spend in 2011 of €4.391m and this liability is shown in the Balance Sheet.
- 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 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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2011 ALLOCATIONS

GROUP A	2011		2010		2011		2010	
	€	%	€	%	£	%	£	%
Episcopal Stipends and Expenses	1,058,898		1,105,922		554,625		546,085	
less Episcopal Levy	(381,386)		(385,298)		(351,107)		(355,238)	
	<u>677,512</u>		<u>720,624</u>		<u>203,518</u>		<u>190,847</u>	
Deans of Residences/University Chaplains	89,273		88,366		120,333		119,882	
Queen's University, Belfast, Bursar	-		-		14,085		14,085	
C of I in Queen's University, Belfast	-		-		2,000		2,000	
C of I in Trinity College, Dublin	3,000		3,000		-		-	
Clerical Relief - Children's Allowances	37,000		37,000		41,500		41,500	
- Discretionary Grants	4,000		4,000		3,000		3,000	
Stipends Related Costs	16,465		21,749		-		-	
St Patrick's Cathedral, Dublin	1,000		1,000		-		-	
	<u>828,250</u>	31.9	<u>875,739</u>	29.1	<u>384,436</u>	28.1	<u>371,314</u>	27.3
GROUP B	<u>285,706</u>		<u>559,986</u>		<u>504,363</u>		<u>511,786</u>	
Clergy Pensions Fund	285,706		559,986		504,363		511,786	
Supplemental Fund Benefits								
- Retired Clergy, Surviving Spouses	43,846		11,972		3,064		1,025	
Discretionary Grants								
- Retired Clergy	-		-		13,000		13,000	
- Surviving Spouses	-		-		8,500		8,500	
	<u>329,552</u>	12.7	<u>571,958</u>	19.0	<u>528,427</u>	38.6	<u>534,311</u>	39.3
GROUP C	<u>480,248</u>		<u>511,660</u>		<u>-</u>		<u>-</u>	
Training of Ordinands	480,248		511,660		-		-	
Theological Institute	707,000		745,535		-		-	
Ministry formation project	-		30,000		4,000		-	
Stipends Fund	(125,000)		(200,000)		-		-	
Bishops' Selection Conference	20,000		28,000		-		-	
	<u>1,082,248</u>	41.6	<u>1,115,195</u>	37.0	<u>4,000</u>	0.3	<u>-</u>	0.0
GROUP D	<u>352,502</u>		<u>405,039</u>		<u>205,651</u>		<u>209,401</u>	
General Synod/Standing Committee	352,502		405,039		205,651		209,401	
Royalties fund	(75,000)		(75,000)		-		-	
Board of Education	55,974		67,137		66,479		43,681	
Church of Ireland Youth Department	-		-		160,000		180,000	
Child Protection Officers	26,500		26,500		20,000		20,000	
	<u>359,976</u>	13.8	<u>423,676</u>	14.1	<u>452,130</u>	33.0	<u>453,082</u>	33.4
GROUP E	<u>-</u>		<u>25,000</u>		<u>-</u>		<u>-</u>	
RCB Library	-		25,000		-		-	
Regular Sunday Services in Irish	500		500		-		-	
	<u>500</u>	0.0	<u>25,500</u>	0.8	<u>-</u>	0.0	<u>-</u>	0.0
	<u>2,600,526</u>	100	<u>3,012,068</u>	100	<u>1,368,993</u>	100	<u>1,358,707</u>	100

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Summary of allocations expressed in euro as per General Fund Revenue Statement:

	2011		2010	
	€	%	€	%
A - Maintenance of the Stipendiary Ministry	1,274,904	30.4	1,293,838	28.5
B - Pension related costs	943,502	22.5	1,173,592	25.8
C - Training of Ordinands	1,086,895	26.0	1,115,195	24.5
D - General Synod Activities	885,281	21.1	933,846	20.6
E - Miscellaneous	500	-	25,500	0.6
	4,191,082		4,541,971	
	4,191,082		4,541,971	

• **Commentary**

Group A - Maintenance of the Stipendiary Ministry - €1,274,904

The funding of episcopal stipends and expenses is the major part of this allocations cost, at €13,968 (2010 €35,518) and 72% of the total (2010 72%). The figure includes office costs, secretarial and travel expenses, financing costs for See Houses as well as stipends, pension funding and employer's state contributions.

The dioceses contribute towards the costs of the episcopacy through a levy which is based on the number of cures and a percentage of a minimum approved stipend per cure. The levy has been maintained at 5.4% of a minimum approved stipend per cure since 2008 and this is budgeted to realise the equivalent of €89,318, which is 46% of the total cost of funding the episcopacy (2010 46%). For 2011 the diocesan levy is €1,377 and €1,956 per cure (2010 €1,377 and €1,956).

The total cost of the episcopacy is budgeted at €1.703m (2010 €1.721m).

In 2010 the actual cost of the episcopacy was reduced from the budgeted level by an underspend of €1,000, which is included in the figure for unexpended allocations on the Revenue Account.

A more detailed breakdown of Episcopal costs is shown on page 30.

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 - €943,502

As noted, the corollary of a capital injection of €5m into the Church of Ireland Clergy Pensions Fund from General Funds in 2010 is a reduction of €50,000 in the allocation to the Fund for 2011, this representing the increase in earning power transferred to the Fund. A stronger sterling exchange rate applied to sterling pension allocations, and small increases in some supplementary payments, limit the reduction in the total contribution to pension related costs to €230,000.

Group C - Training of Ordinands - €1,086,895

The overall cost of training for the ministry in 2011 is expected to show a decrease from the level in 2010, as the transition costs from the old to the new course work through the system, as a result of lower numbers in the institute in 2010/11 and through the efforts of the staff to suppress unnecessary cost. The total is again aided through a subvention from the Stipends Fund of €125,000 (2010 €200,000). This level of support from the Stipends Fund is most welcome but cannot be guaranteed for subsequent years.

In total the provision is €1.087m (2010 €1.115m). The main elements are the amount provided to pay for the upkeep of the Church of Ireland Theological Institute and the amount provided to pay for grants to ordinands in training and in relation to external academic costs arising. The costs of developing the ministry training programme are much reduced to €4,647 from €30,000 in 2010.

The cost of the upkeep of the Institute is that expected for the academic year 2011/2012 and shows costs being contained to €707,000 (2010 €745,535).

The Training of Ordinands provision shows the cost relating to grants for students, their accommodation costs and the fees paid in respect of Trinity College Dublin and outside lecturers. Married students in 2010/11 receive a personal grant of €7,700 (€7,700) and the single grant is €4,400 (€4,400). There are also grant allowances made for dependent children.

The academic year 2011/12 will see students in all three years of the new course and the third year students based in parishes with training rectors, and this will be the first typical year of cost relating to the MTh course.

Extracts from the accounts of the Church of Ireland Theological Institute are included as Appendix B (page 79).

Group D - General Synod Activities - €885,281

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

The effort in 2010 to restrain spending levels has been maintained for 2011, resulting in further reductions in allocations for the Standing Committee and the General Synod and for the Church of Ireland Youth Department.

The ability to offset relevant interest earned against the costs of the Board of Education in Northern Ireland was reduced in 2010 and will not arise in 2011, giving rise to an increase in net costs, but not in the gross allocation. The net cost of the Board of Education in the Republic of Ireland is supported by a grant from the Department of Education for which the Representative Body on behalf of the Church of Ireland wishes to record its gratitude.

Total cost for this group of allocations is reduced by €48,565 or 5% against 2010. The allocation proposed for the Church of Ireland Youth Department is €160,000 (2010 €180,000).

Group E - Miscellaneous - €500

No allocation is this year being made to the RCB Library as it has been indicated that for 2011 unexpended funds from allocations and other donations will be sufficient to provide for 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

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

Portfolio	Valuations (millions)		Total returns (weighted ¹)	
	2010	2009	2010	2009
<i>General Funds/Reserves</i>				
UK and Foreign ²	€123.41	€119.89	12.2%	24.8%
Ireland and Europe	€18.60	€19.77	-4.7%	14.3%
Allocations Reserve ³	€3.78	€4.85	-2.5%	11.0%
<i>Clergy Pensions Fund</i> ²	€107.73	€93.89	11.3%	24.7%
<i>Specific Trusts</i>				
RB General Unit Trust (RI)	€137.57	€138.77	2.4%	22.8%
RB General Unit Trust (NI)	€34.72	€31.91	11.6%	18.6%

The market value of the portfolios (expressed in euro) increased over the year from €12.52m (translated at €1 =£0.8881) to €30.87m (translated at €1 =£0.8607).

Total return performances of relevant equity and bond market Indices in 2010 were:

Ireland (ISEQ)	-0.1%	DJ Eurostoxx 50	-2.0% ⁴
US (S&P Composite)	15.1%	UK (FTSE 100)	12.7%
ISEQ Bond Index	-13.8%	FTSE All UK Gilts	7.2%

Five year fund performance figures are included as Appendix C (page 81).

- **Ireland**

The health of the Irish economy remained in a perilous state in 2010, although there was emerging evidence to suggest that the precipitous decline in economic activity in 2008 (-3.5%) and 2009 (-7.6%) started to show some signs of levelling out. The Irish economy emerged from recession in the first quarter 2010 with GDP growth of 2.2%. The recovery in the Irish economy is being driven by exports, while domestic demand is still weak. Consumer confidence remains fragile against a background of ongoing job losses and downward pressure on disposable incomes with further pressures to come as austerity measures announced in the national budget 2011 take effect.

¹ Adjusted for the effect of cash inflows and outflows in the year.

² €5m was transferred from General Funds to the Clergy Pensions Fund during 2010.

³ €753,000 was withdrawn from the Reserve for 2009.

⁴ Net of Dividend Withholding Tax.

The Irish government bond market came under strain as concerns mounted regarding the level of funding required to recapitalise the Irish banking system. The potential impact of the banking system on the state finances eventually proved too much for the Irish Sovereign as 10 year yields rose to over 9% and Ireland agreed to an €85bn EU/IMF bailout in November which was hoped would prevent contagion from spreading to other peripheral EU countries.

Ireland's debt/GDP ratio is estimated at 95% of GDP at end 2010. It is projected to peak at 102.5% of GDP by 2014. Without the cost of the banking rescue, the ratio would have been closer to 75%. There are significant risks that the debt level could go higher should the cost of the banking bailout rise further or if economic growth comes in below forecasts. High levels of private sector debt and potential mortgage arrears/defaults remain a risk for the banking sector. To date capital injections in the banking system have failed to ease access to credit and this remains a risk to growth in 2011.

On a positive note Ireland's wages and other costs in the Irish economy have fallen resulting in an improvement in competitiveness. The economy is undergoing a rebalancing away from its previous over reliance on the construction sector towards more sustainable export-orientated activity.

The Irish equity market fell by 3% in 2010, with the ISEQ Financials Index plummeting by 61% on revised capital targets, higher core capital requirements and higher state ownership levels than previously envisaged (over 90% in the case of AIB). Irish Government bonds also impacted portfolio returns with the ISEQ Bond Index falling by 18.4% over the 12 months on fears of a restructuring and/or bailout.

- **UK**

The UK economy proved more resilient than its Irish and European counterparts in 2010. Having emerged from recession in the fourth quarter of 2009, growth momentum surprised on the upside in 2010, with GDP for the full year coming in at circa 1.7%. However, Q4 was a good deal weaker than anticipated, partly as a result of poor weather. Construction output in particular outperformed but this level of support is unlikely to continue with expenditure on public sector construction set to fall sharply. The UK economy is expected to expand by 2% in 2011.

Corporate sector balance sheets are less stretched than households and the public sector. In what is a scarce yield environment and low deposit interest rates, demand for dividend paying stocks and corporate bonds should remain strong. It is envisaged that companies (in certain sectors) may begin to make cash returns to shareholders, implement share buyback programmes and renew emphasis on dividend growth (albeit off a low base).

The UK equity market rose by 9% in capital terms (12.6% in euro terms) over the twelve months (following a 22% gain in 2009). Industrial and mining companies performed strongly as did select utilities, oil and gas stocks and chemical companies. Retail and pharmaceutical sectors underperformed and on an individual level, BP's share price fell heavily (22%) following an oil spill in the Gulf of Mexico in April 2010 and potential clean up costs arising from the incident.

- **Continental Europe**

The Eurozone economy did reasonably well in 2010 with overall growth projected to come in at 1.7% (ahead of expectations). However, growth was driven by Germany (GDP growth of 3.3%) and the other Northern European economies such as France and the Netherlands, whilst economic growth in Italy remains muted and Spain is estimated to have contracted by 0.3% over the year.

News flow in Europe was dominated by the escalating sovereign debt crisis which has resulted in surging refinancing costs, plunging credit quality and a host of ratings downgrades amongst the Eurozone's most vulnerable sovereigns. Austerity measures have had to be implemented across various European economies to combat burgeoning deficits with associated repercussions for the consumer in terms of reduced government spending and the prospect of higher taxes. The crisis has increased borrowing costs and resulted in pressure on the euro which fell by 8% versus sterling and by 10% against the US dollar over the twelve months to 31 December 2010. Unease has been further compounded by speculation that from 2013 euro bonds may contain clauses permitting payment conditions (coupon and/or capital) to be altered during any future crisis.

Sovereign risk has created renewed tensions in bank funding markets and calls for further capital adequacy requirements and stress testing in the banking sector which is reflected in the underperformance of the European banking sector versus the broader index over the period. European equities underperformed most global markets over the year and were one of the few global markets to experience a negative capital return with the Dow Jones EuroStoxx 50 falling by 5.8% in 2010. This masks the significant variability of returns within the index at both a sectoral and individual stock level where returns ranged from +85% to -38%.

- **Outlook for 2011**

It is expected that corporate earnings will remain strong in 2011 and with data indicating that we are presently at the early to mid point of the current cyclical bull market, equity market returns should be positive for the year. Macroeconomic conditions such as sustained geopolitical tensions or a worsening of the European sovereign debt have the potential to derail such an outcome. Additionally, persistently high unemployment, government spending cuts and subdued private consumption are likely to continue to drag on growth in developed economies. Interest rates should remain low into 2011, which will support continued growth.

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

In 2010, the Investment Committee monitored and carried out its annual SRI assessment of individual stock holdings within the various portfolios and excluded stocks where it was deemed appropriate. In December 2010, 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 D and is unchanged from the previous year (page 82).

- **Income**

The Representative Body's General Funds and General Reserves investment income for 2010 was up 3% on 2009. A stabilisation in corporate dividends was seen in 2010 with some companies reinstating their dividends while others announced modest increases. While 2011 is likely to provide a further modest uplift to income, ongoing uncertainty surrounding issues like sovereign debt, fiscal austerity measures and ongoing weakness in consumer demand in developed economies are liable to result in corporate caution regarding shareholder distributions. Additionally, stock specific issues similar to those that befell BP in 2010 remain a risk to General Funds income levels and unit trust distributions. Greater international diversification within portfolios should help portfolio income.

- **Unit Trusts**

Extracts from the financial statements of the two RB General Unit Trusts for the year ended 30 June 2010 are included as Appendix E (page 84).

Distribution rates for the RB General Unit Trust (RI) were once again lower in 2010 despite drawing further on the dividend equalisation reserve, while the RB General Unit Trust (NI) distribution was marginally reduced for the first time during 2010.

- **Asset Management**

Over the years, the general investment policy or strategy for in-house managed funds has been to focus on long-term capital and income growth and to seek to optimise the long-term total return for the Representative Body and its trust beneficiaries. As noted last year, the weighting to bonds for in-house funds and in particular General Funds was increased in early 2009 to stabilise income during the financial crisis. However, towards the end of 2010 it was decided to gradually return the asset allocation back towards equities in order to ensure that the Funds' longer term capital and income growth objectives are achieved and this process is expected to continue during 2011.

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

The Church of Ireland Clergy Pensions Fund is invested passively with Irish Life Investment Managers. A Statement of Investment Policy Principles (SIPP) sets out the Trustee's investment policy for the management of the assets of the Clergy Pensions Fund. A copy of the SIPP is included as Appendix F (page 105). (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 beginning on page 117).

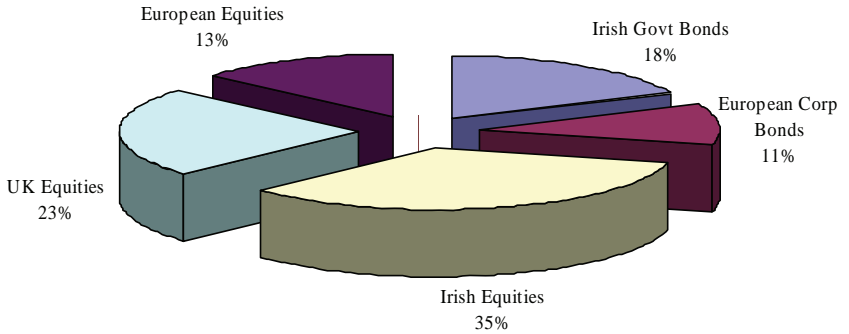
The RB General Unit Trusts (and a portion of the General Funds) portfolios are managed by the staff of the Representative Body's investment department reporting to the Investment Committee.

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

GENERAL FUNDS PORTFOLIO BY GEOGRAPHICAL AND ASSET CATEGORIES – 31 DECEMBER 2010

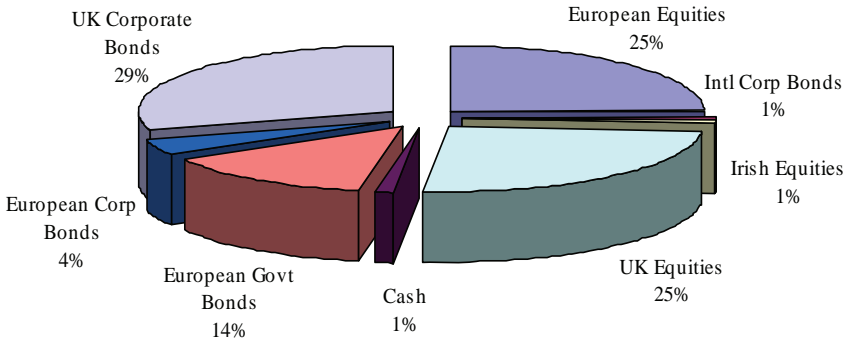
Under in-house management

€18.6m



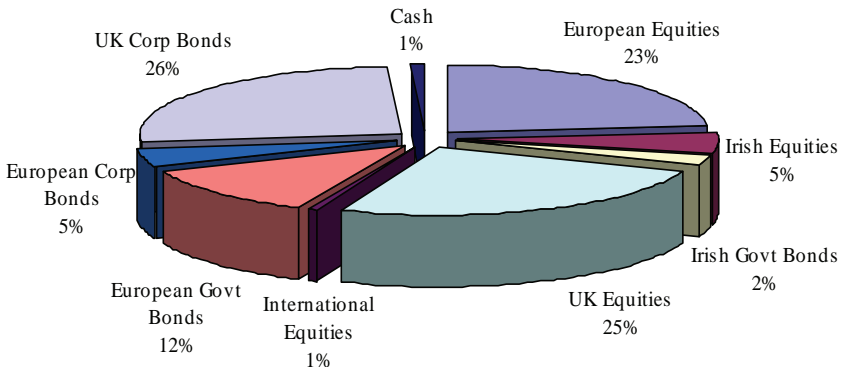
Under Lazard management

€23.4m (€106.2m)



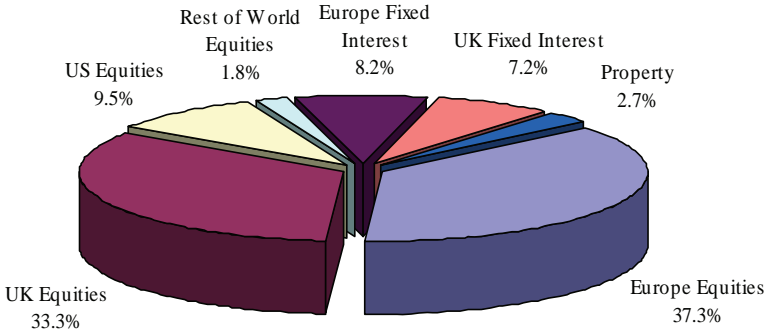
Combined portfolio

€42m



CLERGY PENSIONS FUND PORTFOLIO BY GEOGRAPHICAL AND ASSET CATEGORIES – 31 DECEMBER 2010

Combined Value:	€107.7m
Irish Sub-Division Value:	€53.4m
UK Sub-Division Value:	€54.3m (£46.7m)



CLERGY REMUNERATION AND BENEFITS

• **Minimum Approved Stipends (MAS) 2012**

As indicated in the report of the Representative Body to the General Synod in 2010 a review of the timing and implementation of the annual review of Minimum Approved Stipends (MAS) was to be undertaken due to consistent concerns having been raised at how changing economic circumstances can make decisions on MAS levels appear to be out of date by the time they are implemented.

The following proposal for a revised timing and process for arriving at MAS levels has been approved by the Representative Body and the Standing Committee of the General Synod:

- statistical data to 30 June to be used;
- Stipends Committee to meet in late August / early September to consider MAS levels for the following January;
- Executive Committee to consider the recommendation of the Stipends Committee and make a proposal to the September meeting of the Representative Body;
- September meeting of the Representative Body (to be held in morning) to consider the proposal of the Executive Committee and make a recommendation to the Standing Committee of the General Synod;

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- September meeting of the Standing Committee (to be held in afternoon) to ratify, on behalf of the General Synod, the recommendation of the Representative Body;
- MAS to be implemented in the following January;
- MAS as implemented in January to be reported to the General Synod in that year.

An amendment to Section 51(1) of Chapter IV of the *Constitution of the Church of Ireland* will be necessary to enable the Standing Committee to determine MAS levels on behalf of the General Synod. (Details of the proposed legislation are included in the Bill Pamphlet circulated to members of the General Synod in 2011.)

In the event that the proposed legislation fails it will be necessary to have a resolution in place for stipend levels from 1 January 2012.

Republic of Ireland – In reviewing the cumulative percentage figures of comparison data for the previous ten years the movement in MAS is broadly in line with increases in earning comparators and well ahead of cumulative Consumer Price Index (CPI) to December 2010.

Northern Ireland – For the ten years to December 2010 the cumulative percentage figures for Retail Price Index (RPI), teachers' salary scales, Church of England recommended stipends and average earnings reflect increases ahead of the comparative MAS cumulative percentage. Whereas MAS has remained static for 2010 and 2011 the Church of England has awarded increases. Furthermore, RPI for the year to 31 December 2010 was running at 4.8% and average earnings increases for the same period were between 1.9% and 2.3%.

In the event of the legislation passing, a reassessment of the most up-to-date data will be undertaken in early September 2011 and recommendations in relation to MAS for 2012 will be brought by the Representative Body for approval by the Standing Committee in September.

The following minimum stipends are recommended for approval by the General Synod to take effect from 1 January 2012, should legislation fail. The recommended levels reflect no change in the Republic of Ireland and a 2% increase in Northern Ireland levels:

	2012 (recommended)	2011
Northern Ireland	£26,008	£25,498
Republic of Ireland	€36,219	€36,219

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• **Episcopal costs**

The breakdown of total Episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€	€	£	£
	2011	2010	2011	2010
(1) Stipends together with state insurance costs	491,532	492,194	268,141	268,320
(2) Pension costs	175,800	215,512	62,622	63,790
(3) Offices of the Sees expenses	328,197	328,197	174,406	169,844
(4) See Houses and other costs	243,874	263,552	133,428	133,080
Totals (gross)	1,239,403	1,299,455	638,597	635,034
(5) Less endowment income	(207,594)	(220,622)	(61,627)	(65,071)
Totals (net of income)	1,031,809	1,078,833	576,970	569,963

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

Notes relating to the figures above:

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

Stipends are multiples of minimum approved stipends as follows:

Archbishop of Armagh	2.45
Archbishop of Dublin	2.25
All Bishops	1.75

- (2) Clergy Pensions Fund contribution.
(ie actuarially calculated contributions to episcopal pension costs)
- (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 2011**

The approved locomotory allowances for 2011 are based on public service rates for Northern Ireland as at 1 April 2010 and Revenue approved civil service rates for the Republic of Ireland as at 1 July 2008, as follows:

		Northern Ireland
Per mile:	first 8,500 miles	65.00p
	over 8,500 miles	16.40p
		Republic of Ireland
Per km:	first 6,437 km	78.76c
	over 6,437 km	37.94c

Locomotory allowances have historically been benchmarked against civil service rates of allowances in the Republic of Ireland and public service rates in Northern Ireland.

As reported to the General Synod in 2010, the Government in the Republic of Ireland significantly reduced the civil service rates of allowances in 2009. However, in view of the extent to which the locomotory allowance forms part of the total remuneration package for clergy, it was agreed in 2009 that the rate for 2010 should remain at the rate applicable prior to the reduction in civil service rates. In 2010 it was agreed to maintain this same locomotory allowance rate for 2011 despite civil service rates remaining at their reduced level.

The Northern Ireland public service rates applicable from 1 April 2010 moved significantly upwards (by approximately 10%) from the rates approved by the Representative Body in 2009 for the year 2010. It was agreed to adopt the revised Northern Ireland public service rates from 1 January 2011.

• **Children’s Allowances 2010/2011**

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 2010	
	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 Daughters, Secondary Education Committee (Republic of Ireland only), Clergy Sons and Jubilee Fund (both under the management of Protestant Aid).

- **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 2010 there were 66 loans outstanding with a total value of €496,000.

- **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.

- **Chaplaincy Provision to Third Level Educational Institutions**

The policy for chaplaincy funding adopted in 2004 was reviewed in 2010. The policy states:

“Where a proposal arises to employ a full time chaplain at a third level educational institution and commitments have been received from other sources to fund at least two thirds of employer’s costs, the RCB will consider funding up to one third of employer’s costs, being not more than one half of the Minimum Approved Stipend in force at the time.”

This policy is based on the premise that funding support should be for part funding of full-time chaplains and not funding of part-time chaplains.

The review concluded that this policy is still the most appropriate under current circumstances.

PROPERTY AND TRUSTS

- **General**

The Heritage Council has offered grants each year since 1998 to support heritage projects nationwide but cutbacks in Government spending have resulted in the Heritage Council announcing that it is to suffer a 28% cut to its budget in 2011. This is on top of a 30% cut in 2010 and as a result there is not sufficient funding to support all three grant schemes (Heritage Management, Heritage Research and Heritage Education, Community and Outreach). This budget reduction means the Heritage Council has to give priority to projects that support capital works to heritage under threat and creation of employment through the Heritage Management Grant Scheme. There will be limited funding available for significant places of public worship, large-scale projects and conservation plan led projects. The significantly reduced funding will impact particularly on church conservation projects. The Heritage Council is not in a position to fund projects under the Heritage Research Scheme in 2011 and this will affect the funding for the Survey of Stained Glass Windows in the Church of Ireland.

Residential property prices in the Republic of Ireland and Northern Ireland continued to fall during 2010. While prices are not falling at the rapid rate seen during the recent slump, the current lack of confidence in the market due to public spending cuts, high unemployment, reduced take-home incomes, the continuing scarcity of finance and speculation that interest rates may rise, give little optimism for anything other than a sluggish and uncertain property market for 2011. The income that can be obtained from rented property has been adversely affected in many areas due to high emigration and oversupply, particularly outside of the major cities.

- **Roles and Responsibilities**

As the legal owner of the vast majority of Church of Ireland properties held in trust for the Church, the Representative Church Body 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 Representative Church Body in its corporate legal role. However, this is a 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 Part IV) 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 €4,854,828 and £514,741. Grants of €77,025 and £117,850 were allocated by the RCB from the income of the Fund on the recommendation of the Primate in 2010. Applications for grants, subject to criteria, are considered in March and October (details/application form from Church of Ireland House, Dublin). A list of grants allocated during 2010 is included as Appendix G (page 110).

- **Marshal Beresford Fund**

Grants of €63,425 and £38,775 for repairs to Churches were made from the Beresford Fund in 2010. The allocation of this income, in accordance with the trusts, is made by the Archbishop of Armagh on behalf of the Trustees of the Fund. Grants are allocated in conjunction with the recommendations for grant assistance from the Church Fabric Fund. (Details/application form from Church of Ireland House, Dublin.)

- **The See House, Armagh**

Following the granting of Planning Permission for a new See House at Cathedral Hill, Armagh and a tender process for the construction project, work commenced on the site in November 2010 with completion scheduled for December 2011.

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

Plans for the proposed new See House at Kilmore, Cavan were approved by the Representative Church Body in December 2009. It was intended to submit a planning application in early 2010 for the project but the application was delayed due to the issuing of new draft Planning Guidelines to Local Authorities by the Department of the Environment Heritage and Local Government, which resulted in amendments being necessary to the plans. Following a number of discussions with the Local Authority planners, it is now hoped to submit the Application for Planning Permission in March 2011.

- **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, Christ Church Cathedral Dublin, the Dioceses of Cork, Cloyne and Ross (including St Fin Barre’s Cathedral), Clogher, Derry and Raphoe, 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 embark on the fieldwork and photography in the Diocese of Armagh during 2011.

To date funding of €230,842 has been received from the Heritage Council towards the project. The Representative Church Body is grateful for the generous ongoing support of the Heritage Council for this important work and has itself contributed €63,885 towards the project over the past ten years.

The Stained Glass Database (Gloine) which was launched in April 2008 has now been made widely available on the internet at www.gloine.ie. The database enables the user to search by diocese, church, artist, studio, religious subject matter and date.

- **Churchyard and Graveyard Walls**

Potentially serious financial loss to parishes due to ageing walls surrounding churchyards and graveyards was again evident in 2010. 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.

A circular concerning the matter of parish insurance policies was issued recently to all parishes in the Republic of Ireland and Northern Ireland following advice from the Representative Church Body's insurance advisors.

- **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.

- **Energy Performance of Buildings - European Communities Regulations 2006**

Northern Ireland (Energy Performance Certificate) and Republic of Ireland (Building Energy Rating Certificate)

Section 7 of the European Communities Energy Performance of Buildings Directive (EPBD) requires that, when a building is constructed, sold or rented, a Certificate detailing its energy consumption must be made available to the prospective purchasers or tenants. These certificates in Northern Ireland are called *Performance Energy Certificates* and in the Republic of Ireland *Building Energy Rating Certificates*.

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From 1 January 2009 all new and existing domestic dwellings, regardless of age must have an Energy Performance/Rating Certificate when being offered for sale or rent.

Energy Performance or Building Energy Rating Certificates are not required for the following:

- Places of Worship;
- Protected Structures/National Monuments;
- Buildings used for the purpose of carrying out religious activities;
- Temporary buildings and certain non-habitable agricultural and industrial buildings with low energy demand;
- Stand alone buildings with a useful floor area of less than 50 m²;
- If a building is to be demolished after sale.

The Certificate, when issued, will cover a property for a period of 10 years.

It is the responsibility of parishes to arrange for *Energy Performance Certificates* or *Building Energy Rating Certificates* to be obtained where required.

• **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 Worship Grant 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. 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 or 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;

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- applies to listed places of worship owned by or vested in specified organisations which look after redundant churches;
- is non-discretionary;
- covers work carried out on and after 1 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 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 April 2004** can reclaim the full amount of VAT paid.

It has been announced that funding for listed places of worship will continue for a further 4 years from April 2011 and the following points should be noted:

- To make the scheme ‘financially sustainable’ the terms have already been tightened (with effect from 4 January 2011) by removing the eligibility of professional fees and repairs to clocks, pews, bells and organs.
- There will be an annual fixed maximum budget of £12 million from the Department for Culture, Media and Sport. The Department intends to discuss with faith groups and denominations how the scheme can best operate within that budget. Further announcements will be made in due course.
- The way the scheme works will be reviewed so it can be managed in the most simple and un-bureaucratic way possible in order to stay within the budget cap that has already been announced.
- The last date for receipt of applications under the current arrangements (ie the tightened ones) will be 31 March 2011.
- Following the increase of VAT to 20% from 4 January 2011, it has been confirmed that the current scheme will continue to refund up to the full VAT paid for works that remain eligible.
- For any ‘rejected’ claims that are subsequently resubmitted, the date of receipt will be the date on which the resubmitted claim is received and not the date the original claim was received.

Full information and application forms may be obtained from the website lpwscheme.org.uk or contact:

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 mid-February each year. Details may be obtained from the Department’s website at www.environ.ie.

- **The Heritage Council Buildings at Risk Scheme**

Operated by the Heritage Council for repairs to historic buildings. Details may be obtained from the Heritage Council’s website at www.heritagecouncil.ie and from the Heritage Council, Church Lane, Kilkenny, Co Kilkenny.

- **The Heritage Council Significant Places of Worship Grant Scheme**

The Department of the Environment, Heritage and Local Government set up the Grant Scheme in 2008, administered by the Heritage Council, to assist in meeting the costs of major conservation works for Cathedrals, Churches and other Places of Public Worship of national importance in the ownership of religious bodies. Details may be obtained from the Heritage Council’s website at www.heritagecouncil.ie and from the Heritage Council, Church Lane, Kilkenny, Co Kilkenny.

- **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.

- **Church Buildings Sub-Committee**

Following the disbandment of the Historic Churches Advisory Committee, its functions were assigned to the Representative Church Body Property Committee and the Church Buildings Sub-Committee was subsequently formed in September 2008. The Sub-Committee reports directly to the Property Committee and its membership comprises the Very Rev Leslie Forrest and Mrs Jane Leighton (both of whom are members of the Property Committee) and Mrs Primrose Wilson, who acts as Advisor.

The Committee’s principal function is to report to the Property Committee on applications received in respect of Forms of Certificates of Consent to Alterations, also known as the ‘Blue Form’. Following a recommendation made by the Historic Churches Advisory Committee at its final meeting on 16 September 2008, the wording of the Blue Form was altered from “...it will not be necessary to apply to The Representative Church Body for their express consent...” to read “...**prior to signature by the Bishop or Ordinary and before Planning Permission is sought, it will be necessary to apply to The Representative Church Body for their express consent to the proposed improvements...**”. The alteration in procedure is to ensure that appropriate approval is obtained before parishes enter into the planning process.

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When submitting a Form of Certificates of Consent to Alterations it is essential that supporting documentation, for example illustrations of proposed stained glass windows, or plans for the location of a font or removal of pews, should be supplied to enable the Sub-Committee to consider the proposal fully.

During the year, the Church Buildings Sub-Committee reviewed and approved 29 applications. The alterations included items such as the erection of memorial plaques and tablets and stained glass windows, the installation of public address and loop systems, new fonts and new or replacement church organs.

In the Republic of Ireland, in instances where a church is included in the List of Protected Structures, it is essential that parishes notify their Local Authority of any proposed alteration and gain the requisite agreement. Ecclesiastical Exemption in Northern Ireland means that Listed Building Consent is not required for internal alterations, but it is recommended that NIEA Built Heritage be notified where a church is a Listed Building. In order to assist parishes, a step by step guideline is set out below on the procedures which should be followed in respect of any proposed alteration in both Northern Ireland and the Republic of Ireland, in order to comply with Church and State regulations.

Northern Ireland

- ❖ Appoint an Architect with expertise in the conservation of historic buildings.
- ❖ Establish if the Church is a listed building.
- ❖ Where any alteration in the structure, ornaments, furnishings or monuments of a church (whether by introduction, alteration or removal) is being contemplated, a Form of Consent to Alterations (available from the Representative Church Body) should be completed and the approval of the Bishop or Ordinary obtained.
- ❖ Obtain the approval of the Diocesan Council and the Representative Church Body to any works involved in the church building development that is not covered by the Form of Consent to Alterations.
- ❖ Alterations to churches are subject to the same planning requirements for obtaining planning permission as unlisted buildings but ‘The Ecclesiastical Exemption’ applies to the interior and therefore Listed Building Consent is not required but it is recommended that NIEA Built Heritage should be consulted.
- ❖ Obtain the consent of the relevant Planning Authority to the proposed works, if applicable.
- ❖ Refer to the Department of the Environment Built Heritage website at www.ehsni.gov.uk.

Republic of Ireland

- ❖ Appoint an Architect with expertise in the conservation of historic buildings.
- ❖ Establish if the Church is listed as a Protected Structure under the Planning and Development Acts.

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- ❖ Where any alteration in the structure, ornaments, furnishings or monuments of a church (whether by introduction, alteration or removal) is being contemplated, a Form of Consent to Alterations (available from the Representative Church Body) should be completed and the approval of the Bishop or Ordinary obtained.
- ❖ Obtain the approval of the Diocesan Council and the Representative Church Body to any works involved in the church building development that is not covered by the Form of Consent to Alterations.
- ❖ Obtain the consent of the relevant Planning Authority to the proposed works, if applicable.
- ❖ Refer to the Architectural Heritage Protection – Guidelines for Planning Authorities, ‘Places of Public Worship’ Chapter 5. Available on the Department of the Environment Heritage and Local Government website at www.environ.ie.

Supplies of Forms of Certificates of Consent to Alterations may be obtained from the Property Department, Representative Church Body, Church of Ireland House, Rathmines, Dublin 6, or may be downloaded directly from the Historic Churches website at www.hc.anglican.org.

Website

The website set up by the Historic Churches Advisory Committee, www.hc.ireland.anglican.org remains in operation and provides information on the care and maintenance of churches. The website is also linked to the Church of Ireland website www.ireland.anglican.org.

LIBRARY AND ARCHIVES COMMITTEE

• Summary

The principal focus of the Library’s work continues to be the provision of resources for ministerial training through the sourcing, accessioning and cataloguing of new books, the re-cataloguing of the existing book stock, the management of a borrowing facility and the provision of study space.

During 2010, substantial progress has been made on converting the card catalogue of printed books to a new online catalogue which will provide universal access through the Library’s website www.library.ireland.anglican.org. At the end of 2010, 25,183 books were available on the online catalogue.

Considerable progress was also made, with the assistance of the Church House IT Department, in populating the Library’s website with introductory information and a beginning has been made to making lists and indexes of archives and manuscripts available online.

In addition the Library has continued to discharge its curatorial responsibilities for archives and manuscripts, church plate and episcopal portraits and has taken on responsibility for the editorial dimension of the *Church of Ireland Directory*.

- **Allocations**

The General Synod allocated €1,000 for the purchase of books. This was generously augmented from the following sources:

Cashel and Ossory dioceses (€400); Clogher diocese (€150); Down & Dromore diocese (£280); Ferns diocese (€400); George E. Greene Memorial Fund (€1,750); Limerick, Killaloe & Ardfert dioceses (€250).

- **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 substantial purchasing was required to meet the needs of the new courses in the Church of Ireland Theological Institute. These purchases were augmented by donations from publishers, authors and from a number of individuals and organizations, notably the late Very Rev WNC Barr, CMSI, the Rev Ron Elsdon, the late Rev WRJ Gourley and Canon GPSJ Hilliard.

The principal archival accessions were records from 40 parishes, bringing to 1016 the number of parish collections which the Library manages. In addition there were 32 accessions of miscellaneous manuscript material among which the theological treatises of the Cork cleric, James Hingston, will be valuable for students of the 18th century, the records of the Actors' Church Union will cast some light on a little known aspect of the Church's missionary work, while the sermons of the Ven Guy Cave (1919-2009) and the Rev Wilbert Gourley (1948-2010) may prove to be important sources for interpreting contemporary parish life.

A list of accessions of archives and manuscripts to the Library during 2009 is included as Appendix H (page 111).

- **Storage**

Semi-current archival material which is not available to researchers was transferred to storage in the basement of Church of Ireland House. However, the shortage of storage space in the Library, for both books and archives, remains a problem and one which will continue to increase.

- **Ministerial Training**

In support of ministerial training, one of the core functions of the Library, induction sessions were provided for ordinands in the Church of Ireland Theological Institute, for those in training for the non-stipendiary ministry (NSM) and for students on the Foundation Year programme. On the weekends on which there was NSM training in the Theological Institute the Library remained open until 7.30 pm.

- **Cataloguing**

Work continued on converting the catalogue of printed books from cards to computer. Over 25,000 books have been processed and these are available online through the Library website.

The first stage of this operation, the conversion of records relating to the modern working core of the Library, has been completed and this is of particular significance for ordinands in the Church of Ireland Theological Institute and especially those involved in distance learning. The second stage, the conversion of the older theological and historical book stock, is underway and it is anticipated that this will be of value for the third year students who, as part of the MTh course, are required to write a dissertation.

Records from 40 parishes were listed.

The papers of the Rev DRC Hilliard (1911-95) were catalogued and further work was undertaken on the diocesan records of Kilmore, Elphin & Ardagh.

- **Conservation**

Nineteen volumes of parish records were repaired and rebound and thirty volumes of reference works were bound.

- **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 and continued to facilitate the reallocation of pieces to other parishes. The Library holds some 680 pieces of church plate.

- **Episcopal Portraits**

Six portraits from the Down & Dromore See House collection were cleaned, repaired and re-hung. This completes the conservation of this collection.

Three portraits from the Cashel & Ossory collection, which had been in store following the sale of the Palace in Kilkenny, have been hung in the re-furnished Palace which is now the headquarters of the Heritage Council, and the last portrait remaining in store has been hung in St Canice's Library. This completes the re-location of all the portraits which were in the Palace.

- **Church of Ireland Directory**

Following a re-organization of responsibilities in Church of Ireland House, editorial responsibility for the *Church of Ireland Directory* was assigned to the Library staff.

- **Outreach**

The fifth volume in the Library's texts and calendars series, *The vestry records of the parish of St Bride, Dublin, 1662-1742*, edited by WJR Wallace, was prepared for publication.

The second phase of the genealogical website, www.irishgenealogy.ie, which consisted largely of parish records from the Library's collections, was launched by the Minister of Tourism, Culture & Sport in St Werburgh's church, Dublin.

Library staff gave presentations on aspects the Library's holdings during Heritage Week in Dublin and Cavan and contributed to the Landmark Trust's conference on St Werburgh's Church, Dublin; facilitated the BBC with filming for a programme in its *Who do you think you are?* series and TG4 for one of its *Who lived in my house?* programme; mounted an exhibition for the *Back to our past* show in the RDS; assisted the architect Jeremy Williams in the planning for his forthcoming exhibitions on the architects RC Carpenter, Rawson Carroll, William Gillespie and William Atkins.

Presentations on the Library and its resources were given to history students from TCD and NUI Maynooth and from the Trinity Irish Art Research Centre. In addition, seminars were facilitated for students from the UCD Archives School and the MA in history course in NUI Maynooth.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND SOLVENCY

Last year it was reported that the Actuary, in his formal actuarial valuation as at 30 September 2009, had identified that the Clergy Pensions Fund (CPF) had failed to achieve the Minimum Funding Standard (MFS) as at that date. Where schemes fail to achieve this MFS, the Trustee and Sponsor of the scheme are required to put in place a Funding Proposal designed to restore the solvency of the scheme over a number of years. To this end a series of proposals was brought to and passed by the General Synod in 2010 with the aim of satisfying both the long-term funding position and the short-term MFS. Details of the key elements of the changes passed by Synod, which it was planned would be incorporated into a Funding Proposal, are set out in the report of the Church of Ireland Pensions Board on page 123.

Following the General Synod in 2010, the Executive Committee established a small working group whose brief was, with the Actuary, to prepare the Funding Proposal for formal submission to *An Bord Pinsean* in the early part of 2011. However, in September 2010 the Actuary advised that, while he projected that the long-term funding position had been secured by the changes agreed at the General Synod in 2010, these were no longer likely to satisfy the MFS deficit. This re-emergence of a MFS deficit resulted from an increase in the liabilities of the Fund which had been caused by significant reductions in the rates of interest being earned on secure, high quality, long-term bonds which are used to value the liabilities of the Fund. The yield on these is at historically low levels. This outcome is not unique to the CPF as many, if not all, defined benefit pension schemes both in Ireland and the UK have been similarly affected by the dramatic drop in long-term bond yields.

The working group then met to consider what course of action it would recommend to make good the newly identified MFS deficit through a revised Funding Proposal. As at August 2010 the then legislation required that such a Funding Proposal be filed with *An Bord Pinsean* by May 2011. However in October 2010 *An Bord Pinsean*, recognising that many defined pension plans were confronted by problems similar to that faced by the CPF, announced that it would introduce new legislation no later than July 2011 in relation to the governance of defined benefit plans. It advised that such new legislation will deal with the basis of calculation of the funding standard, including such areas such as risk management and smoothing out effects of changes in the bond markets. As a result of this the Actuary advised the working group that the deadline for filing a new Funding Proposal with *An Bord Pinsean* will be no earlier than July 2011 and further that it is believed that such new legislation will incorporate some additional flexibility in relation to how MFS is to be calculated in future.

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In December 2010, the working group reported to the Representative Body that it believed it to be premature to propose any further radical changes to the CPF pending sight of the proposed new legislation. This position was agreed. Accordingly no changes to the CPF are being brought to the General Synod in 2011.

The working group further advised that the issue of the short-term solvency of the CPF has not gone away, but more time has been granted to consider the best approach to the challenge of eliminating any MFS deficit and the approach will be informed by the awaited pensions legislation.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND TRUSTEESHIP

The General Synod in 2010 approved Bill No 1 giving effect to the recommendations of the Representative Body and the Church of Ireland Pensions Board in relation to the establishment of a new corporate Trustee for the Church of Ireland Clergy Pensions Fund, The Church of Ireland Clergy Pensions Trustee Limited (“the Company”). The revised Chapter XIV of the *Constitution of the Church of Ireland* (the Trust Deed and Rules of the Fund) as approved by the General Synod in 2010 came into force on 1 January 2011.

In accordance with the provisions of the legislation, Memorandum and Articles of Association for the Company were approved by the Representative Body in March 2010 and the Company was duly incorporated in December 2010. The five directors of the Trustee Company, who were appointed by the Representative Body in December 2010 and who were nominated in accordance with the articles of the company, are as follows: The Rt Rev Paul Colton and Mr Bruce Maxwell, nominated by the Church of Ireland Pensions Board and Mr Terence Forsyth, Mr Geoffrey Perrin and Mr John Wallace, all nominated by the Executive Committee of the Representative Body. The Trustee Company will discharge its responsibilities as trustee of the Clergy Pensions Fund as from 1 January 2011.

PENSIONABLE STIPEND

Legislation will be brought to the General Synod in 2011 by the Representative Body and the Standing Committee to change the annual approval process for Pensionable Stipend in line with the proposed changes to the approval process for Minimum Approved Stipend (for details see Bills Nos 4 and 5 as circulated to Synod members).

Under the current system a recommendation on Pensionable Stipend is brought by the Representative Body and the Trustee for approval by the General Synod in May and implemented the following January. The legislation seeks to allow a recommendation to be brought by the Representative Body and the Trustee for approval by the Standing Committee in September for implementation the following January. This would allow more up-to-date statistical data to be used in arriving at recommendations and would also substantially reduce the lead time for implementation of agreed figures.

AMENDMENT TO BY-LAWS OF THE REPRESENTATIVE CHURCH BODY

The Representative Body in March 2010 amended its By-Laws to increase the term of membership for members of its Committees from one to three years.

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.

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 2010 was £4,949,491 to which the income tax recovered by the Representative Body added £1,396,011 to give a total of £6,345,502 as compared with £6,606,486 in the previous year. This figure includes an element of transitional relief which was provided by the Government to allow charities to adjust to the fall in basic rate tax from 22 per cent to 20 per cent and is paid in respect of all qualifying Gift Aid donations made to charities between 6 April 2008 and 5 April 2011. This means that for every pound donated under Gift Aid scheme the charity will continue to receive 28p until the end of the tax year 2010/11, when the rate reduces to 20 per cent.

HM Revenue & Customs announced during 2010 that backdated claims and Gift Aid declarations can now only go back four years rather than six.

Republic of Ireland

Tax relief is available on donations of €250 or more made 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, this higher rate relief being retained in the 2011 budget. 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 this tax relief 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].

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 2009 on behalf of parishes, dioceses and special trusts is included as Appendix I (page 115).

- **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

• **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 2010:

QUARTER ENDED	€		£	
	Dr %	Cr %	Dr %	Cr %
31 March	3.50	2.20	2.50	1.60
30 June	3.50	2.10	2.50	1.60
30 September	3.50	2.10	2.50	1.65
31 December	3.50	2.50	2.50	1.80

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)
2006	4.4%	4.9%
2007	4.0%	4.7%
2008	0.9%	1.1%
2009	2.4%	-5.0%
2010	4.8%	1.3%

RESOLUTIONS RECOMMENDED TO THE GENERAL SYNOD

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

I. Allocations

That the General Synod hereby notes that the Representative Body has made the following allocations for 2011 from the balance on the General Funds Revenue Account for the year ended 31 December 2010:

Group A – Maintenance of the Stipendiary Ministry	€ 1,274,904
Group B – Pension Related Costs	943,502
Group C – Training of Ordinands	1,086,895
Group D – General Synod Activities	885,281
Group E – Miscellaneous	500
	4,191,082

II. Minimum Approved Stipend

That, in the event of the failure of Bill No 4 of 2011 to amend the Minimum Approved Stipend approval process, in accordance with Section 51 (1) of Chapter IV of the *Constitution of the Church of Ireland*, Minimum Approved Stipends shall be as follows with effect from 1 January 2012, remaining unchanged from 2011 in the case of the Republic of Ireland and being increased by 2% in Northern Ireland:

- (a) no stipend shall be less than £26,008 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%	"

III. Pensionable Stipend

That as recommended by the Representative Body and the Trustee, in the event of the failure of Bill No 5 of 2011 to amend the Pensionable Stipend approval process, in accordance with Section 2 of Chapter XIV of the *Constitution of the Church of Ireland*, Pensionable Stipend shall be as follows with effect from 1 January 2012, remaining unchanged from 2011 in the case of the Republic of Ireland and being increased by 1.75% in Northern Ireland:

- (a) Pensionable Stipend shall be £25,944 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland in the case of an Incumbent or a member of the clergy appointed as Bishop's Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.
- (b) Pensionable Stipend for a Curate-Assistant shall be in accordance with the following scale:

First Year	75.0%	of Pensionable Stipend for incumbent
Second Year	77.5%	"
Third Year	80.0%	"
Fourth Year	82.5%	"
Fifth and succeeding Years	85.0%	"

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2010

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
FINANCIAL STATEMENTS 2010

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THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

EXECUTIVE COMMITTEE AND OTHER INFORMATION

PAGE 3

CHAIRMAN

- Mr S Gamble

MEMBERS (*ex officio*)

- The Archbishop of Armagh
- The Archbishop of Dublin
- Mr GC Richards (Allocations Committee)
- Mr RS Neill (Investment Committee) (Deputy Chairman)
- Mr RH Kay (Property Committee)
- Mr HJ Saville (Stipends Committee)

MEMBERS (elected)

- The Bishop of Meath
- Rev AJ Forster
- Ven CT Pringle
- Ven REB White
- Mr TH Forsyth
- Mr LJW MacCann
- Mr DG Perrin
- Mr MJT Webb

BANKERS

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

CUSTODIANS

- Northern Trust
Canary Wharf, London E14 5NT

AUDITORS

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

OFFICERS

- Chief Officer and Secretary
- Head of Investments
- Head of Finance
- Head of Property and Trusts
- Head of Synod Services and Communications
- Senior Solicitor
- Mr DC Reardon
- Mr PM Talbot
- Mr TA Clements
- Mr TJ Stacey
- Mrs JM Maxwell
- Mr M McWha

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

Following the dramatic fall in investment income in 2009, income in 2010 showed signs of stabilising, and, partly aided by a more beneficial sterling to euro exchange rate, improved overall by 3.3%. Costs also were stable, and aided by continuing restraint by spending committees and a consequent reduction in allocations, the like for like deficit was reduced from €751k in 2010 to €47k in 2010. This result was after providing for €157k being the net cost arising in 2010 of a voluntary redundancy programme in Church House which will reduce longer term employment costs.

The first € million of a series of planned transfers of capital from General Funds to the Clergy Pension Fund was made in 2010 and has the consequence for General Funds that earning capability is impaired going forward. The corollary of this is that a contributor to the fall of €350k in the allocations charge for 2011 was a reduction of €250k in the annual RCB subvention to the Clergy Pension Fund. Future transfers of capital will be matched similarly. The Clergy Pension Fund will benefit not only from the capital injection but also from internal enhanced earning power.

The outlook for the world economy, and thus for future earnings potential, is uncertain and growth prospects could be damaged by unforeseen world events. The Executive Committee continues to plan for the future with prudence, taking these uncertainties into account.

Following the satisfactory resolution of trust based issues, the profit arising from the sale of a property in Belfast has been recognised at €799k in 2010. Net of the funding cost of the redundancy programme, the balance of this profit was reinvested in General Funds. The value written off against the Allocations Reserve in 2010 was €2k, and the value of that Reserve at year end was €3.8 million.

As noted in the accounting policies following, the presentation of the accounts will be changing for 2011 year end, and this is being done to make them more informative for the reader and more consistent with current and expected future accounting practice for charities.

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.



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

We have audited the financial statements on pages 6 to 28. These financial statements have been prepared in accordance with the accounting policies as set out on pages 6 to 8.

Respective responsibilities of trustees and auditors

The responsibilities of the Representative Body, as Trustee, for preparing the Annual Report and the financial statements in accordance with the accounting policies are set out in the Statement of Trustee's Responsibilities on page 4.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). This report, including the opinion, has been prepared for and only for the Trustee as a body 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 save where expressly agreed by our prior consent in writing.

We report to you our opinion as to whether the financial statements are properly prepared in all material respects, in accordance with with the Accounting Policies in Note 1 to the financial statements and present the state of affairs and results of the Representative Body of the Church of Ireland in accordance therewith.

We state whether we have obtained all the information and explanations we consider necessary for the purposes of our audit and whether the financial statements are in agreement with the books of account. We also report to you our opinion as to whether the Representative Body has kept proper books of account.

We read the Executive Committee Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the Trustee in the preparation of the financial statements, and of whether the accounting policies are consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

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

Opinion

In our opinion the financial statements have been properly prepared in accordance with the Accounting Policies in Note 1 and present the state of affairs of the Representative Body of the Church of Ireland at 31 December 2010 and of its result for the year then ended in accordance with these accounting policies.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit. In our opinion proper books of account have been kept by the Trustee. The financial statements are in agreement with the books of account.



PricewaterhouseCoopers
Chartered Accountants and Registered Auditors
Dublin

9 March 2011

The Representative Church Body is responsible for the maintenance and integrity of the Church of Ireland website.

Uncertainty regarding legal requirements is compounded as information published on the internet is accessible in many countries with different legal requirements relating to the preparation and dissemination of financial statements.

The maintenance and integrity of the Church of Ireland's website is the responsibility of the Representative Church Body; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdiction.

1. The significant accounting policies adopted by the Representative Body are as follows:
- (i) **Basis of preparation** – The financial statements have been prepared in accordance with accounting policies of the Representative Body.

The accounting policies adopted by the Representative Body for the year ended 31 December, 2010, are set out following.

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

Initial measurement

Purchases and sales of financial instruments are accounted for at trade date for financial statement purposes. Realised gains and losses on disposals of financial instruments 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 instruments are recognised directly and included in the cost of the investment. Transaction costs associated with the disposal of a financial instrument are offset against the sales proceeds received.

Subsequent measurement

After initial measurement the Representative Body measures financial instruments at fair value. 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 instruments 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 Total Recognised Gains and Losses on page 11.

In the case of instruments not traded on an exchange fair value is determined on the basis of their probable realisable value at the balance sheet date, determined with care and in good faith by a competent person appointed by the Head of Investments, approved by the Investment Committee for that purpose, without any deduction for estimated future selling costs.

- (iii) **Income recognition** – Income includes interest and dividends receivable during the financial year and, in the case of the General Fund, reflects bought and sold interest on bond transactions in the accounting period.
- (iv) **Foreign exchange translation** – The Functional and Presentation currency of the Representative Body 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 Representative Body are translated into euro at the exchange rates ruling at the balance sheet date. Transactions in currencies other than the functional currency of the Representative Body 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 Total Recognised Gains and Losses on page 11. Sterling is the most significant currency other than euro for transactional and balance sheet purposes, and at the year end the rate for the year end was €1 = £0.8607 (2009 €1 = £0.8881).

- (v) **Taxation** – The Representative Body 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 the Section 505 of the Income and Corporation Tax Act 1988, under registration number XN45816.

The Representative Body is not generally chargeable to Irish and UK taxation its income or capital gains. Withholding tax refunds received are recognised at the point when they are recovered.

- (vi) **Loans** – Loans are stated at book cost at the balance sheet date.
- (vii) **Financial Risk** – The Representative Body 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 instruments. Note 18 to the financial statements sets out the exposure and the detail of treatment adopted.
- (viii) **Current accounts** – Current accounts (see note 2) are treated as current liabilities in the financial statements, as by their nature they are amounts which are owned by other entities, or have a committed purpose, or are reserved specifically for a future purpose.
- (ix) **Tangible fixed assets and depreciation** – Land is stated at cost. Other fixed assets are stated at cost less accumulated depreciation and are depreciated over the period of their expected useful economic lives. Depreciation is calculated using the following annual rates: Premises: 2% to 10%; Furniture and fittings: 8% to 10%; Office equipment: General 20%, System software 10%, Other software 20%.
- (x) **Allocations** – Allocations are recognised in the financial statements when they are approved by the Representative Body. Typically this occurs at the December meeting of the Representative Body when recommendations from the Allocations Committee are considered and a value for the year adopted by resolution.

- (xi) **Retirement benefits** – Defined benefit pension scheme assets are measured at fair value. Defined benefit pension scheme liabilities are measured on an actuarial basis using the projected unit method. The excess of scheme liabilities over scheme assets is presented on the balance sheet as a liability net of related deferred tax. The defined benefit pension charge to General Fund Revenue Account comprises the current service cost and past service costs. The excess of the expected return on scheme assets over the interest cost on the scheme liabilities is presented in the General Fund Revenue Account as other finance income. Actuarial gains and losses arising from changes in actuarial assumptions and from experience surpluses and deficits are recognised in the statement of total recognised gains and losses for the year in which they occur. The year-end bid price is taken as the fair value of these assets. The defined contribution pension charge to General Fund Revenue Account comprises the contribution payable to the scheme for the year.
2. The Representative Body plans to restructure the presentation of its financial statements with effect from 1 January, 2011.

This will involve the following:

- A columnar layout of a Statement of Financial Activity (SOFA) based on a fund generating category basis to be determined and agreed by management
- The SOFA will disclose separately by fund type incoming resources ('income'), resources expended ('expenditure'), transfers, allocations and realised and unrealised gains and losses on the face of this primary financial statement
- A columnar split or separate Balance Sheet for each of General Funds, Specific Trusts and RCB Funds
- The assets of the Clergy Pension Fund will not be included and will be presented only in separate Clergy Pension Fund statements

The restructuring of the presentation of the financial statements is planned to achieve:

- That the financial statements will comply with the requirements of Generally Accepted Accounting Practice in Ireland and are to be prepared in accordance with the Statement of Recommended Practice (SORP) – Accounting and Reporting by Charities, issued in February, 2005.
- That the financial statements can be readily and easily understood by their principal users and readers and that changes are well planned and executed within the organisation.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

GENERAL FUND REVENUE ACCOUNT

YEAR ENDED 31 DECEMBER 2010

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	Notes	2010 €000	2009 €000
INCOME			
Investments		5,886	5,629
Property and loans		139	119
Deposit interest		78	147
Sundries		146	130
Interest on reserves		124	141
		<u>6,373</u>	<u>6,166</u>
EXPENDITURE			
Operating expenses	11	1,956	2,090
Professional fees (including investment management costs)		315	244
Audit fees (including Unit Trusts)		79	89
Pensions for retired staff		123	120
Staff pension scheme net finance expense	16c	88	170
Reorganisation costs	17a	157	-
		<u>2,718</u>	<u>2,713</u>
Surplus of income over expenditure		3,655	3,453
Allocations			
- Allocations		(4,191)	(4,542)
- Prior year allocations unexpended		289	338
(Deficit) after general allocations		<u>(247)</u>	<u>(751)</u>
Special contribution to Clergy Pension Fund	17b	(5,000)	-
Profit on sale of property	17c	799	-
		<u>(4,448)</u>	<u>(751)</u>
Transfers			
	6 & 7		
- from / (to) allocations and FRS 17 reserves		92	753
- from building development reserve		85	85
- from computer development reserve		75	75
- (to) staff pensions reserve - income in year		(2)	(2)
- from/(to) general funds		4,198	(160)
		<u>-</u>	<u>-</u>

Signed: *S Gamble*

R Neill

Date: *08 March 2011*

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

BALANCE SHEET

31 DECEMBER 2010

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	Notes	2010 €000	2009 €000
		As restated	
CURRENT ASSETS			
Debtors		1,197	1,236
Cash on short term deposit	15	42,632	46,287
Bank balances	15	-	938
		43,829	48,461
CURRENT LIABILITIES			
Current account income balances	2	8,059	8,645
Allocations	12	4,391	4,817
Creditors		1,144	1,050
Bank balances	15	117	-
		13,711	14,512
NET CURRENT ASSETS		30,118	33,949
LONG TERM (LIABILITY)			
Staff pension scheme (deficit)	16	(3,195)	(2,252)
		26,923	31,697
TANGIBLE FIXED ASSETS	3	4,852	4,932
INVESTMENTS			
Loans		1,456	1,555
General funds	4	144,311	141,239
RCB funds		4,354	3,668
Specific trusts	5	281,400	264,914
TOTAL NET ASSETS		463,296	448,005
FUNDS EMPLOYED			
General funds	6	145,700	143,122
General reserves	7	1,798	3,214
GENERAL FUNDS EMPLOYED		147,498	146,336
RCB funds	9	4,708	3,814
Pensions and related funds	8	110,931	96,957
Other trust funds	10	200,159	200,898
TOTAL FUNDS EMPLOYED		463,296	448,005

Signed: S Gamble
R Neill

Date: 08 March 2011

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES AND
RECONCILIATION OF MOVEMENT IN GENERAL FUNDS EMPLOYED
YEAR ENDED 31 DECEMBER 2010 **PAGE 11**

STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES	Notes	2010 €000	2009 €000
Deficit after general allocations		(247)	(751)
Transfer to Clergy Pension Fund		(5,000)	-
Profit on sale of property		799	-
		<hr/>	<hr/>
		(4,448)	(751)
Currency translation movement	6 & 7	2,299	4,150
Unrealised surplus on revaluation of investments and property	6 & 7	4,809	27,307
(Loss) on investment sales	6	(555)	(10,986)
Actuarial (loss)/profit on staff pension scheme	16d	(943)	1,562
		<hr/>	<hr/>
Increase in funds employed		1,162	21,282
		<hr/>	<hr/>

**RECONCILIATION OF MOVEMENT IN
GENERAL FUNDS EMPLOYED**

Balance 1 January	146,336	125,054
Increase in funds employed	1,162	21,282
	<hr/>	<hr/>
Balance 31 December	147,498	146,336
	<hr/>	<hr/>

Signed: *S Gamble*
 R Neill
Date: *08 March 2011*

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

CASH FLOW STATEMENT

YEAR ENDED 31 DECEMBER 2010

PAGE 12

	Notes	2010 €000	2009 €000 As restated
NET CASH FLOW FROM OPERATING ACTIVITIES	13	3,976	3,690
ALLOCATIONS OF INCOME PAID		(4,327)	(4,763)
 CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS			
Purchase of investments		(46,408)	(73,611)
Sale of investments		49,362	70,500
Advances of glebe, miscellaneous and car loans		(587)	(626)
Repayment of glebe, miscellaneous and car loans		685	237
Purchase of fixed assets		(217)	(113)
Sale of fixed assets		832	-
Pension related adjustment and capital movements		(4,933)	128
NET CASH FLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS		(1,266)	(3,485)
 FINANCING			
Net cash inflow/ (outflow) - RCB funds		208	(862)
Net cash (outflow) for specific trusts		(3,347)	(21,516)
NET CASH FLOW FROM FINANCING		(3,139)	(22,378)
 (DECREASE) IN CASH	14	(4,756)	(26,936)

Signed: *S Gamble*
R Neill

Date: *08 March 2011*

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS

PAGE 13

1 SPECIFIC TRUSTS FUND INCOME AND COVENANTS

	2010 €000	2009 €000 As restated
INCOME		
Investments	7,456	7,772
Deposit interest	1,001	1,252
	<hr/> 8,457	<hr/> 9,024
GIFT AID		
Income tax refund on Gift Aid donations	1,622	1,637
	<hr/> 10,079	<hr/> 10,661
Less related administration charges	(500)	(494)
	<hr/> 9,579	<hr/> 10,167
Applied or paid to specific trusts or parishes	(9,579)	(10,167)
	<hr/> <hr/>	<hr/> <hr/>

A portion of specific trusts income is applied to the payment of stipends, allowances and pensions which in total amounted to €22.5m in the year ended 31 December 2010 (2009 €22.4m). The balance of the cost of remuneration and pensions is funded by transfers from dioceses and from General Synod allocations.

Income relating to RCB Funds is shown, net of outgoings, in note 9, and investment income in 2009 has been restated accordingly.

2 CURRENT ACCOUNT INCOME BALANCES

	2010 €000	2009 €000 As restated
Diocesan stipend & general funds	5,005	5,367
Parochial endowments	94	143
Miscellaneous diocesan trusts	401	371
General Synod trusts	147	193
Other trust income & suspense balances	2,229	2,378
Clergy pensions & related funds	183	193
	<hr/> 8,059	<hr/> 8,645
	<hr/> <hr/>	<hr/> <hr/>

Current account income balances have been restated for 2009 to exclude those balances relating to RCB funds - see note 9.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 14

3 TANGIBLE FIXED ASSETS

	Premises	Furniture and fittings	Office equipment	Total
	€000	€000	€000	€000
<u>Cost</u>				
At beginning of year	4,921	478	1,369	6,768
Additions	200	-	10	210
Disposals	(41)	-	-	(41)
Currency adjustment	7	-	3	10
At end of year	<u>5,087</u>	<u>478</u>	<u>1,382</u>	<u>6,947</u>
<u>Depreciation</u>				
At beginning of year	602	306	928	1,836
Charge for year	113	38	113	264
Disposals	(7)	-	-	(7)
Currency adjustment	1	-	1	2
At end of year	<u>709</u>	<u>344</u>	<u>1,042</u>	<u>2,095</u>
<u>Net book value</u>				
At beginning of year	<u>4,319</u>	<u>172</u>	<u>441</u>	<u>4,932</u>
At end of year	<u>4,378</u>	<u>134</u>	<u>340</u>	<u>4,852</u>

Premises additions of €0.2m represent the balance from €1.3m of refurbishment costs for the Church of Ireland Theological Institute not borne by the Auxiliary Fund and Sundry Project Fund (€1.0m), or by Allocations specifically provided to meet that cost.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 15

4 GENERAL FUNDS – ANALYSIS OF FUND ASSETS

	2010	2009
	€000	€000
<u>Investments at valuation</u>		
Ireland		
Government bonds	3,426	2,715
Corporate bonds	363	703
Equities - financial	340	959
Equities - commercial	9,331	7,756
Unit trusts	168	-
United Kingdom		
Bonds	-	626
Equities	35,768	31,316
Unit trusts	36,133	35,043
Europe		
Bonds	24,574	27,532
Equities	30,554	31,218
Rest of the world		
North America equities	13	14
	<hr/>	<hr/>
	140,670	137,882
<u>Other assets</u>		
Cash	1,341	1,800
	<hr/>	<hr/>
	142,011	139,682
<u>General reserves</u>		
Government bonds	1,739	986
RB General Unit Trust (RI)	561	571
	<hr/>	<hr/>
	144,311	141,239
	<hr/>	<hr/>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 16

5 SPECIFIC TRUSTS – ANALYSIS OF FUND ASSETS

	2010 €000	2009 €000
		As restated
<u>Investments at valuation</u>		
Ireland		
Unit trusts (excluding RB)	3,084	2,867
United Kingdom		
Bonds	7,745	6,616
Equities	32,109	26,532
Europe		
Bonds	8,804	8,475
Equities	33,749	30,134
Global fund		
Equities	22,240	19,255
	<u>107,731</u>	<u>93,879</u>
<u>Other assets</u>		
Cash	661	560
Debtors	18	15
RB General Unit Trusts	172,990	170,460
	<u>281,400</u>	<u>264,914</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 17

6 GENERAL FUNDS

	Balance at 1.1.10	Currency translation movements	Capital changes/ movements	Loss on investment sales	Revaluation movements	Balance at 31.12.10
	€000	€000	€000	€000	€000	€000
Realised value	136,194	2,280	(4,198)	(555)	-	133,721
Unrealised surplus/(deficit) on revaluation of investments	6,561	-	-	-	5,051	11,612
Unrealised surplus on revaluation of property	367	-	-	-	-	367
	<u>143,122</u>	<u>2,280</u>	<u>(4,198)</u>	<u>(555)</u>	<u>5,051</u>	<u>145,700</u>

General Funds capital changes records the transfer of €5.0m to support the solvency of the Clergy Pension Fund, less reinvestments of funds resulting from the realised profit on the sale of a property less reorganisation costs (€642k - see note 17) and the annual repayment of funds from the Building and Computer development reserves (€160k - see note 7).

7 GENERAL RESERVES

	Balance at 1.1.10	Surplus	Currency translation movements	Capital changes	Revaluation movements	Balance at 31.12.10
	€000	€000	€000	€000	€000	€000
Allocations reserve	4,116	550	19	(642)	(242)	3,801
Staff pension - FRS 17	(2,252)	-	-	(943)	-	(3,195)
Building development reserve	886	-	-	(85)	-	801
Computer development reserve	375	-	-	(75)	-	300
Staff pensions reserve	89	2	-	-	-	91
	<u>3,214</u>	<u>552</u>	<u>19</u>	<u>(1,745)</u>	<u>(242)</u>	<u>1,798</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 18

8 PENSIONS AND RELATED FUNDS

	Balance at 1.1.10	Currency translation movements	Capital changes/ movements	Revaluation movements	Balance at 31.12.10
	€000	€000	€000	€000	€000
Clergy Pensions Fund	93,989	-	3,109	10,719	107,817
Widows and Orphans Funds	1,695	4	-	(18)	1,681
Supplemental Fund	706	18	-	39	763
Clergy Pensions Fund (AVC scheme)	567	3	100	-	670
	<u>96,957</u>	<u>25</u>	<u>3,209</u>	<u>10,740</u>	<u>110,931</u>

The Church of Ireland Pensions Board report includes more detailed financial statements covering a substantial portion of the above funds which are administered by the Board in accordance with the provisions of Chapters XIV and XV of the Constitution.

9 RCB FUNDS

	Balance at 1.1.10	Currency translation movements	Capital changes/ movements	Net income	Revaluation movements	Balance at 31.12.10
	€000	€000	€000		€000	€000
Auxiliary and Sundry Projects Funds	3,668	36	587	-	63	4,354
Revenue balances	146	-	-	208	-	354
	<u>3,814</u>	<u>36</u>	<u>587</u>	<u>208</u>	<u>63</u>	<u>4,708</u>

RCB Funds represent endowments and trusts the disposition of which is entirely at the discretion of the Representative Church Body. In prior years the capital of these funds was included in Other Trust Funds, and the income in Current Accounts.

See notes 2 and 10.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 19**

10 OTHER TRUST FUNDS

	Balance at 1.1.10	Currency translation movements	Capital changes/ movements	Profit/ (loss) on sales	Revaluation movements	Balance at 31.12.10
	€000	€000	€000	€000	€000	€000
	As restated					
Parochial trusts and glebe sales	118,858	910	(587)	24	31	119,236
Diocesan stipend and general funds	21,317	208	28	-	227	21,780
Diocesan miscellaneous trusts	8,849	58	(239)	(61)	84	8,691
Diocesan episcopal funds	4,286	41	-	-	43	4,370
Less: diocesan car loans	(359)	(4)	(102)	-	-	(465)
	<u>152,951</u>	<u>1,213</u>	<u>(900)</u>	<u>(37)</u>	<u>385</u>	<u>153,612</u>
Sundry trusts	39,829	230	(1,547)	3	(171)	38,344
General Synod funds	8,118	42	7	50	(14)	8,203
	<u>200,898</u>	<u>1,485</u>	<u>(2,440)</u>	<u>16</u>	<u>200</u>	<u>200,159</u>

The opening balance of Other Trust Funds has been restated to exclude the capital represented by RCB Trusts - see note 9.

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

11 OPERATING EXPENSES

	2010	2010	2009	2009
	€000	€000	€000	€000
Salaries and wages		1,817		1,898
PRSI		185		191
Staff pension costs		242		289
Other staff costs		48		69
Office supplies		129		129
Light, heat and power		28		31
Postage and telephones		42		43
Maintenance and repairs		8		21
Insurance, rates and taxes		83		62
Banking and other charges		10		4
Depreciation		263		283
General administration total		<u>2,855</u>		<u>3,020</u>
Library		222		230
Central committees		89		105
Episcopal electors		-		-
		<u>3,166</u>		<u>3,355</u>
<u>Less costs recovered</u>				
Specific trusts	(408)		(393)	
Legal fees	(58)		(145)	
Other charges	(744)		(727)	
		<u>(1,210)</u>		<u>(1,265)</u>
		<u>1,956</u>		<u>2,090</u>

12 ALLOCATIONS

	2010	2009
	€000	€000
Maintenance of the stipendiary ministry	1,275	1,294
Retired clergy and surviving spouses	943	1,174
Training of ordinands	1,212	1,315
General Synod activities	960	1,009
Miscellaneous financing	1	25
	<u>4,391</u>	<u>4,817</u>

The balance sheet figure of allocations is the gross amount committed by the Representative Church Body to be expended on wider church activities in 2011. (The charge in the General Fund Revenue Account is net of subsidies from other funds).

Allocations are recognised in the financial statements when they are approved by the Representative Body, typically at the December meeting.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 21****13 CASH FLOW RECONCILIATION**

The Cash Flow Statement has been prepared in accordance with Financial Reporting Standard No 1 as required by the Accounting Standards Board and reflects the cash flows of the Representative Church Body General Funds and Reserves. Cash flows relating to Specific Trusts and Clergy Pension Funds are included to the extent that they are currently reflected in bank accounts or monetary asset and liability balances of the Representative Church Body at the financial year end.

Reconciliation of surplus of income over expenditure to net cash inflow from operating activities:

	Notes	2010 €000	2009 €000
Surplus of income over expenditure		3,655	3,453
Change in other debtors		(15)	(6)
Change in creditors		71	(34)
Net amortisation of fixed assets	3	264	283
Effect of foreign exchange rate changes		1	(6)
Net cash flow from operating activities		<u>3,976</u>	<u>3,690</u>

14 ANALYSIS OF CHANGES IN CASH DURING THE YEAR

		2010 €000	2009 €000
Net cash (outflow)		(5,433)	(29,479)
Effect of foreign exchange rate changes		677	2,543
(Decrease) in cash		<u>(4,756)</u>	<u>(26,936)</u>
Balance at 1 January		54,590	81,526
Balance at 31 December	15	<u>49,834</u>	<u>54,590</u>

15 ANALYSIS OF CASH BALANCES

		2010 €000	2009 €000
Cash on short term deposit		42,632	46,287
Due (to)/from bankers		(117)	938
Cash held for RCB managed funds		5,978	5,565
Cash held by investment managers	4	1,341	1,800
		<u>49,834</u>	<u>54,590</u>

Cash held for RCB managed funds is held for the RB General Unit Trusts and is included under this heading in Specific Trust assets in note 5.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

16 RETIREMENT BENEFITS

(a) The Representative Body operates a contributory defined benefit pension scheme with assets held in a separately administered fund. The most recent valuation was as at 1 January 2008 and is available for inspection by the scheme members. The scheme is closed to new members.

The 1 January 2008 valuation showed that the market value of the assets of the scheme was €0.042m which represented 93.9% of the benefits that had accrued to members after allowing for expected future increases in earnings.

The figures for the year ending 31 December 2010 (and comparatives for 31 December 2009) show that the fair value of the assets of the scheme to be €7.674m (€6.861m), and that this represents 73.1% of the value of benefits that had accrued to members as at that date. The market value of assets has improved by €0.813m (11.8%) during the year. This compares to an average increase of 11.4% for Irish pension funds in the year. The present value of scheme liabilities as calculated by the actuary has increased from €0.113m to €10.869m in 2010.

Amongst the assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments, particularly the discount rate, and the actuarial changes in mortality projections. The discount rate, as prescribed by FRS 17, is based on the market yield at the valuation date of high quality corporate bonds, and was set at 5.4%.

Actuarial calculation of the amounts to be recognised in the general revenue account is shown in note 16c following. The net finance income or expense is shown on page 7 and the current service cost is included in operating expenses.

(b) Financial Reporting Standard 17 'Retirement Benefits' disclosures

The amounts recognised in the balance sheet are as follows:

	2010	2009
	€000	€000
Present value of funded obligations	(10,869)	(9,113)
Fair value of plan assets	7,674	6,861
Pension Liability in the balance sheet	<u>(3,195)</u>	<u>(2,252)</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 23

16 RETIREMENT BENEFITS - CONTINUED

(c) **The amounts recognised in the general revenue account are as follows:**

	2010 €000	2009 €000
Interest cost	548	542
Expected return on plan assets	(460)	(372)
Net finance expense	88	170
Current service cost - included in operating expenses	177	205
	<u>265</u>	<u>375</u>
Actual return on plan assets	<u>867</u>	<u>1,251</u>

(d) **The amounts recognised in the Statement of Total Recognised Gains & Losses (STRGL) are as follows:**

	2010 €000	2009 €000
Actual less expected return on scheme assets	407	879
Experience gains on liabilities	91	257
Change in assumptions underlying the present value of the scheme liabilities	(1,441)	426
Actuarial (losses)/gains recognised in the STRGL	<u>(943)</u>	<u>1,562</u>

The cumulative actuarial loss recognised in the Statement of Total Recognised Gains and Losses up to and including the financial year ended 31 December 2010 is €3.701m.

	2010		2009	
	Pension Assets €000	Pension Liabilities €000	Pension Deficit €000	Pension Deficit €000
(e) Movement in Scheme Assets and Liabilities				
At 31 December 2009	6,861	(9,113)	(2,252)	(3,699)
Current Service Cost	-	(177)	(177)	(205)
Interest on scheme liabilities	-	(548)	(548)	(542)
Expected return on scheme assets	460	-	460	372
Actual less expected return on scheme assets	407	-	407	879
Experience gains on liabilities	-	91	91	257
Changes in assumptions	-	(1,441)	(1,441)	426
Benefits paid	(337)	337	-	-
Premiums paid	(46)	46	-	-
Contributions by plan participants	63	(63)	-	-
Employer contributions paid	265	-	265	260
At 31 December 2010	<u>7,673</u>	<u>(10,868)</u>	<u>(3,195)</u>	<u>(2,252)</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 24

16 RETIREMENT BENEFITS - CONTINUED

(f) **Risks and rewards arising from the assets**

At 31 December 2010 the scheme assets were invested in a diversified portfolio that consisted primarily of equity and debt securities and properties. The fair values of the scheme assets as a percentage of total scheme assets and target allocations are set out below:

	Planned		
	2010	2009	2008
(as a percentage of total scheme assets)	%	%	%
Equities	73	69	64
Bonds	14	19	24
Property	4	5	9
Cash	9	7	3

(g) **Basis of expected rate of return on scheme assets**

The fixed interest fund run by investment managers contains a mix of gilts and corporate bonds with different earnings potential. Thus a range of different assumptions has been used to estimate the expected return.

For equities and property, the long term rate of return is expected to exceed that of bonds by a margin, the "risk premium". In assessing the equity risk premium, past returns have been analysed giving a risk premium of 4.0% above the long term gilt yields, giving an assumed return of 8.0%.

For property assets, the assumed rate of return is 5.5% reflecting an expectation that property returns will not match equity returns in the future. Thus, the overall expected return on scheme assets at 31 December 2010 is 6.88% (2009: 6.73%).

(h) **The principal actuarial assumptions at the balance sheet date:**

	2010	2009
	%	%
Discount rate	5.40	6.00
Future salary increases	3.00	3.00
Future pension increases	2.00	2.00
Inflation rate	2.00	2.00

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 25

16 RETIREMENT BENEFITS - CONTINUED

Assumptions regarding future mortality are set based on advice from published statistics and experience. The average life expectancy in years for a pensioner retiring aged 65 is as follows:

	2010	2009
		As restated
Male	22.8	20.7
Female	24.4	23.8

Amounts for the current and previous four years are as follows:

	2010	2009	2008	2007	2006
Present value of the defined benefit obligation (€000)	(10,869)	(9,113)	(9,376)	(8,755)	(9,032)
Fair value of plan assets (€000)	7,674	6,861	5,677	9,044	9,371
Pension (deficit)/surplus (€000)	(3,195)	(2,252)	(3,699)	289	339
Experience adjustments on plan liabilities as a percentage of scheme liabilities at the balance sheet date	0.84%	2.8%	(15.2%)	(1.4%)	(4.1%)
Experience adjustments on plan assets as a percentage of scheme assets at the balance sheet date	5.30%	12.8%	(67.1%)	(10.2%)	5.8%

17 EXCEPTIONAL ITEMS

- a The costs of a voluntary severance programme are shown as reorganisation costs, net of expected rebate from the state.
- b A special contribution of €5m was made in 2010 to support the solvency of the Church of Ireland Clergy Pension Fund.
- c Profit on the sale of a property has been recognised in 2010 following resolution of trust ownership issues.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 26

18 FINANCIAL INSTRUMENTS

The main risks to the Representative Church Body (RCB) relating to its holding of financial instruments are market price, foreign currency, interest rate and liquidity.

(a) Market Price Risk

Market risk arises mainly from uncertainty about future prices of 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. Derivative instruments to hedge the investment portfolio against market price risk have not been used.

(b) Foreign currency risk

A portion of the financial assets/net assets of the RCB is denominated in currencies other than Euro with the effect that the balance sheet and total return can be affected by currency movements. The RCB does not hedge against foreign currency risk.

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

	2010	2009
	Total	Total
Currency	€000	€000
Sterling	71,956	67,612
Swiss Francs	4,097	4,681
Danish Kroner	1,759	1,308
Czech Kroner	275	-
Norwegian Kroner	935	934
Swedish Kroner	49	-
Polish Zloty	86	-
US Dollars	13	14
	<u>79,170</u>	<u>74,549</u>

The following sets out the rates of exchange used at 31 December 2010.

Sterling	0.86
Swiss Francs	1.25
Danish Kroner	7.45
Czech Kroner	25.06
Norwegian Kroner	7.80
Swedish Kroner	9.02
Polish Zloty	3.98
US Dollars	1.34

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 27

18 FINANCIAL INSTRUMENTS (Contd)

(c) Interest Rate Risk

The RCB has interest bearing assets but does not have interest bearing liabilities. The majority of the RCB's financial assets are equity shares and other investments which neither pay interest nor have a maturity date.

The interest profile of the RCB's interest bearing financial assets at 31 December 2010 was:

	2010		2009	
	Total €000	Fixed rate interest €000	Total €000	Fixed rate interest €000
Sterling	-	-	626	626
Euro	30,102	30,102	31,936	31,936
Total	30,102	30,102	32,562	32,562

	Fixed rate financial assets			
	2010		2009	
	Weighted average interest rate	Weighted average period for which rate is fixed	Weighted average interest rate	Weighted average period for which rate is fixed
Sterling	-	-	8.25	5.32
Euro	5.77	7.40	5.83	8.74

(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 and can be readily disposed of.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 28**

18 FINANCIAL INSTRUMENTS (Contd)

(e) Credit Risk

The RCB will 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.

(f) Fair values of financial assets and financial liabilities

All of the financial assets of the RCB are shown at fair value.

(g) Gains and losses on financial assets and financial liabilities held or issued for trading

The net gains/(losses) from trading in financial assets are shown in the statement of total return.

19 PRIOR YEAR COMPARATIVES

In recognition of the nature of the terms of trust of the Sundry Projects and Auxiliary Funds, being funds disposable at the discretion of the Representative Church Body, they are shown as RCB Funds which is a new balance sheet classification in the 2010 financial statements. As a consequence certain 2009 comparative amounts have been restated to maintain comparability with current period disclosures. The effect of these restatements is summarised as follows:

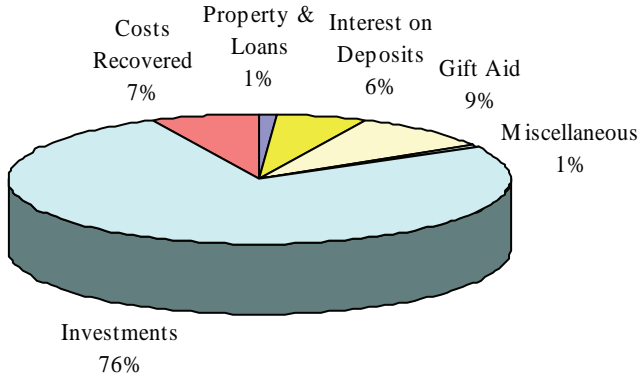
	2009	Adjustment to prior year	2009 as restated
	€000	€000	€000
Current account income balances	(8,791)	146	(8,645)
Investments			
Specific trusts	268,582	(3,668)	264,914
RCB funds	-	3,668	3,668
Funds employed			
RCB funds	-	(3,814)	(3,814)
Other trust funds	(204,566)	3,668	(200,898)

See notes 2, 5, 9 and 10.

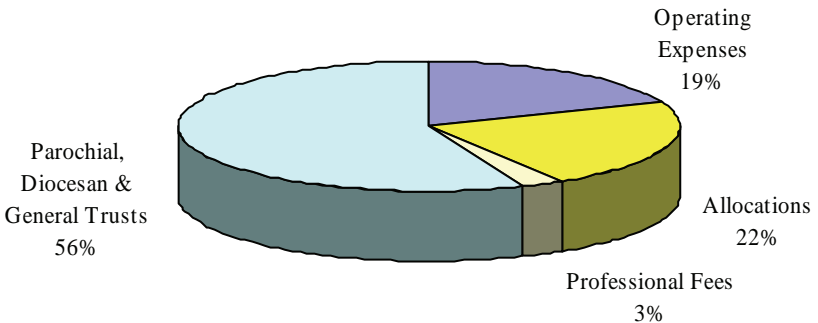
APPENDIX A

The total income applied by the Representative Body in 2010 was €17.642m as summarised below. These figures do not include parochial contributions to Diocesan Funds, the Bishops’ Appeal or the Priorities Fund.

**Sources of Income
(including Trust Funds and Covenants)**



Application of Income on Funds vested in or administered by the Representative Body



APPENDIX B

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

INCOME AND EXPENDITURE ACCOUNT

For the year ended 30 June 2010

	2010 €	2009 €
INCOME		
Grants from General Synod	800,155	828,927
Divinity student fees	141,460	116,890
Receipts from guests and conference	63,017	79,536
Non-stipendiary ministry training	19,371	33,660
Clergy study courses	-	3,880
Interest	197	1,229
Foundation course	30,824	30,562
	<u>1,055,024</u>	<u>1,094,684</u>
EXPENDITURE		
Academic expenses	395,893	449,568
Administration expenses	125,514	111,382
Operating expenses	268,742	265,247
Establishment expenses	228,164	252,226
Transfer to Chapel Library	-	700
	<u>1,018,313</u>	<u>1,079,123</u>
Surplus for the year	36,711	15,561
Balance at beginning of the year	16,264	17,524
Opening balance paid to RCB	(15,233)	(16,821)
Balance at the end of the year	<u><u>37,742</u></u>	<u><u>16,264</u></u>

Income and the surplus arose solely from continuing operations. There were no other recognised gains or losses other than those dealt with above.

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

BALANCE SHEET

As at 30 June 2010

	2010	2009
	€	€
EMPLOYMENT OF CAPITAL		
FIXED ASSETS	39,986	59,272
CURRENT ASSETS	<hr/>	<hr/>
Sundry debtors	55,170	40,954
Bank deposit accounts	9,367	11,617
Bank current accounts	26,193	18,498
Cash on hand	17	4
	<hr/>	<hr/>
	90,747	71,073
CURRENT LIABILITIES		
Bank current accounts	-	-
Train a Deacon Fund	210	231
Sundry creditors and accruals	45,226	43,720
Deferred	-	1,000
Undistributed Chapel collections	-	2,289
Development finance	13,329	19,171
	<hr/>	<hr/>
	58,765	66,411
Net current liabilities	31,982	4,662
Provision for retirement of long term employees	(7,569)	(7,569)
Development finance	(26,657)	(40,101)
	<hr/>	<hr/>
	37,742	16,264
CAPITAL AND TRUST FUNDS		
Accumulated surplus	16,264	15,233
Ferrar Memorial Fund for Liturgical Library	163	154
Gregg Memorial Fund for College Library	1,040	877
	<hr/>	<hr/>
	37,742	16,264
	<hr/>	<hr/>

APPENDIX C

FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS

		2010	3 year	5 year
		%	annualised	annualised
			2008-2010	2006-2010
			%	%
Clergy Pensions Fund	(a)	11.3	-3.2	-1.4
General Funds				
General Funds (In-House)		-4.7	-18.8	-12.3
General Funds (Lazard)		12.2	-2.6	0.8
Parochial, Diocesan Funds etc				
RB General Unit Trust (RI)		2.4	-12.5	-6.6
RB General Unit Trust (NI)		11.6	1.7	5.1
Market Averages	(b)			
<i>Mercer Average (Ireland)</i>	(c)	<i>11.4</i>	<i>-4.1</i>	<i>-0.8</i>
<i>ISEQ Index</i>		<i>-0.1</i>	<i>-23.2</i>	<i>-15.0</i>
<i>ISEQ Financial Index</i>		<i>-60.8</i>	<i>-65.7</i>	<i>-48.9</i>
<i>ISEQ Bond Index Total</i>		<i>-13.8</i>	<i>-1.3</i>	<i>-0.4</i>
<i>Dow Jones EuroStoxx 50 Index</i>		<i>-2.0</i>	<i>-10.2</i>	<i>-1.0</i>
<i>FTSE All Share Index (€)</i>		<i>18.7</i>	<i>-3.3</i>	<i>1.0</i>
<i>FTSE All Share Index (£)</i>		<i>14.7</i>	<i>1.7</i>	<i>5.3</i>
<i>FTSE ALL UK Gilt Index</i>		<i>7.2</i>	<i>6.1</i>	<i>4.8</i>

(a) 3 year and 5 year performance returns were previously shown in the underlying currencies when the subdivisions were actively managed.

(b) Total returns assume reinvestment of dividends and are quoted gross (do not account for dividend withholding tax that is deducted at source).

(c) Mercer average is the average return of Irish group pension managed funds. However, the asset base of the Mercer average differs materially from that of the Clergy Pensions Fund and is therefore provided for information only and is not intended to represent a benchmark for the Clergy Pensions Fund which is passively managed and tracks specified market indices.

APPENDIX D

SOCIALLY RESPONSIBLE INVESTMENT

ANNUAL REVIEW AND REPORT OF THE INVESTMENT COMMITTEE TO THE REPRESENTATIVE CHURCH BODY (DECEMBER 2010)

Ethical considerations form an integral part of the Representative Church Body's investment management process in keeping with its Christian witness and values.

The RCB seeks to invest in companies which will develop their business financially and generate acceptable investment returns for the shareholders, but which also demonstrate equitable employment, incorporate good corporate governance practices, are conscientious with regard to environmental performance and human rights and act with sensitivity to the communities in which they operate. The use of 'positive' ethical criteria in assessing companies is firmly incorporated within our ethical investment policy, although 'negative' criteria are also applied.

The Representative Body is committed to striking a balance between investment that takes account of ethical considerations (which are complex and sometimes subjective) and the implications of Trust Law, which places a fiduciary responsibility on the RCB, as Trustee, to obtain the best risk adjusted financial return possible for the trust beneficiaries.

The RCB recognises that, given the complex and changing structures of many companies and their diversified subsidiary interests, some may develop/acquire business interests in areas the RCB might otherwise wish to avoid. Disinvestment will be considered if these interests become a material proportion of the focus or business activity of the company with any disposals to take place within a six month time frame (so as to minimise any possible monetary loss).

Investment is avoided in any company that manufactures pornographic products. In addition, investment is to be avoided in companies where a material share of revenue is derived from the manufacture of tobacco products or end weapons. End weapons refer to finished products that are designed to kill, maim or destroy and are sold exclusively for military uses.

The RCB remains sensitive to the issues of environmental damage, human rights and using animals for product testing (cosmetics in particular) and endeavours to invest in companies with high standards and policies in these areas. The investment managers have been charged with the authority to participate in constructive engagement with companies on these issues where deemed appropriate and following engagement, if no satisfactory conclusion can be reached, disinvestment may be considered.

The Investment Committee monitors and reviews the RCB's investments including an ethical assessment at least once each year.

The Representative Church Body – Report 2011

In addition, the Committee reviews the research findings of the Ethical Investment Advisory Group of the Church of England and participates in the Church Investors' Group (a formal group representative of various Churches in the UK and Ireland) through correspondence and attendance at review meetings.

Following this year's annual review, and having received written reports from our external fund managers, the Investment Committee is satisfied that the investments held for all funds are consistent with the RCB's investment policy and that the investment managers continue to be sensitive to the Church's expectations on socially responsible investment issues.

APPENDIX E

GENERAL UNIT TRUSTS

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

YEAR ENDED 30 JUNE 2010

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RB General Unit Trust (Northern Ireland)	96

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER'S REPORT
YEAR ENDED 30 JUNE 2010

FUND OBJECTIVES

The objectives of the Fund are (i) to maintain a balanced spread of investments primarily in Irish, UK and Continental European equities and fixed income stocks, and (ii) to generate a stable income base and, over the longer term, to seek to provide an increasing income stream with capital appreciation.

MARKET REVIEW

IRELAND

Economies across the globe began to emerge from recession following strong government stimulus packages and accommodative monetary policy (in an attempt to stabilise global financial markets) resulting in reasonable gains across most major global equity markets.

It should be noted however that the financial year was one of two halves with exceptional double digit returns seen in H1 whilst H2 (of the financial year) brought with it intensifying renewed speculation of a possible 'double dip' recession as the sovereign debt crisis escalated forcing major austerity measures to combat burgeoning deficits across various European and the UK economies with associated repercussions for consumer spending in terms of reduced government spending and the prospect of higher taxes.

The Irish economy lagged its peers in the return to economic growth which came in Q1 2010 with an increase in GDP of 2.7%. This level of growth must be considered however in the context of a 15% contraction in output over the preceding two years.

The Irish equity market, which rose by 6.4% in capital terms was, along with Europe, one of the weaker performing markets over the twelve months. As one of the 'PIIGS' economies (Portugal, Italy, Ireland, Greece and Spain), Ireland's debt came under pressure although the ISEQ Bond Index managed a respectable total return of 6.0% for the year to 30 June 2010.

The preliminary transfer of assets to the National Asset Management Agency (NAMA) was completed at a higher discount than originally envisaged which, together with the introduction of more onerous regulatory capital requirements for financial institutions and proposed capital raising plans (asset sales and rights issues), impacted share prices of Irish financials which fell by 44% in capital terms over the twelve months. News flow on state injections of cash, particularly into Irish Nationwide and Anglo, and the associated impact on the exchequer deficit added to market jitters.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2010

EUROPE

European equity markets generally performed poorly on a relative basis with the DJ Eurostoxx 50 gaining 7.1% in capital terms; however Germany performed strongly with the DAX rising by 24% over the period.

The German (ILO) unemployment rate fell to 7.3% in March 2010, the lowest level recorded since February 2009 reflecting the rebound in German industry. Measures taken by that government to support the labour market including a policy of work sharing and reduced hours per employee has helped to retain the workforce. Data remains very mixed across the various European economies however, and unemployment for the 16 nation euro area overall remained at a near 12 year high of 10% in May 2010 with companies reluctant to employ additional staff as the recovery shows further signs of losing momentum. Investor confidence has also declined in recent months as fears of a double dip recession have escalated.

The European Central Bank (ECB) on 10 June 2010 lowered its euro-region growth forecast for 2011 to 1.2% (from 1.5% previously) citing weak labour-market prospects with expectations for 2010 in the region of 1%. Spain has the highest jobless rate in the euro region standing at 19.9% in June.

Interest rates were kept on hold over the financial year at 1.0% and are unlikely to increase before 2011. The sovereign debt crisis has increased cost of borrowing for many European countries and resulted in pressure on the euro which fell by 4% versus sterling and by 15% against the US dollar over the twelve months to 30 June 2010. The euro weakness against sterling had positive translation effects on the valuation with 38% of the portfolio in sterling denominated assets as at 30 June 2010. Euro weakness has also been beneficial in terms of driving the economic recovery and resurgent exports, in the face of wavering domestic consumption in most economies.

UK

The UK equity market rose strongly over the period reversing a large part of the decline seen in the previous year and outperforming many other global equity markets. The FTSE 100 Index gained 15.7% in capital terms and 19.9% on a total return basis (25% in euro terms) as economic growth began to resume and major global economies emerged from recession.

The UK was the last *major* economy to emerge from recession in Q4 2009 with GDP growth of 0.4%, followed by growth of 0.3% in Q1 2010. Uncertainty regarding the UK elections in May and the possibility of a hung parliament created market jitters and impacted sterling although the emergency budget announced by the new coalition government to address the deficit has been well received by the market. The UK deficit, which is likely to reach 12% of GDP in 2010, is expected to decline to 6% over the next five years through planned austerity measures commencing immediately with an 80/20 mix of spending cuts/tax increases (majority VAT).

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER'S REPORT
YEAR ENDED 30 JUNE 2010

The jobs market has seen recent setbacks and volatility with the unemployment rate rising to 8% in February (highest since September 1996) before falling back to 7.8% in May. Any recovery in employment may be somewhat hampered by the fallout from the recent emergency budget in terms of public sector employment.

The UK housing market continued to recover over the 12 months and April 2010 saw the first double digit price increase recorded (measured by the Nationwide house price index) since October 2007. This brings the price increase to 10.5% year on year.

The Bank of England kept rates on hold over the period at 0.5% with hikes unlikely before Q1 2011.

KEY CHANGES TO THE PORTFOLIO

The Fund increased its exposure to corporate bonds in H1 of the financial year as corporate dividends remained under pressure and equity market volatility persisted. Some of these positions were unwound or switched into alternative bonds in H2 following strong capital gains (with minimal downward impact on income). On the equity side, additions were made to a number of core holdings with hopefully sustainable dividend yields including GlaxoSmithKline, Royal Dutch Shell, Nokia, E.On and Sanofi and a new holding was established in Swiss insurance company Zurich Financial.

The Fund benefited from renewed Merger and Acquisition activity in the year with the takeover of food company Cadbury by Kraft and transport company Arriva by Deutsche Bahn. Bids for these companies resulted in share price gains (in euro terms) of 96% in the case of Arriva over the financial year and 58% for Cadbury (up to 8 March 2010 when it was taken over) contributing to portfolio returns.

Although risk appetites were relatively high in H1, this was reversed in H2 (of the financial year) as the recovery was threatened. Financial stocks which had performed strongly (previously laggards) declined in the second half as the global drive towards higher capital requirements in financial institutions and news of further stress tests to be imposed by the European Commission saw an increase in the possibility of second round rights issues. Consumer confidence and spending will remain weak and a recovery will be difficult pending an improvement in the jobs market and clarity regarding fiscal tightening.

Volatility in equity markets provides opportunities to acquire select stocks at attractive valuations. There will continue to be additions to high quality conviction stocks where the dividends are relatively secure, balance sheets are strong and focused management teams are in place. All companies must comply with the Representative Church Body's socially responsible investment policy.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2010

The proportion of the Fund invested in fixed income and cash as at 30 June 2010 is 29% (2009: 31%).

PERFORMANCE

During the period under review the capital value of the Fund rose by 8.3% while the total return (capital and income) was 12.9%.

Annualised Total Returns:

	1 Year	3 Years	5 Years	10 Years
ISEQ Overall	8.2%	-30.6%	-13.1%	-3.0%
ISEQ Financial	-43.9%	-62.5%	-41.6%	-15.6%
FTSE 100 Index (€)	24.9%	-11.6%	-0.9%	-1.7%
DJ Eurostoxx 50	11.5%	-13.4%	-0.5%	-3.7%
ISEQ Bond Index Total	6.0%	4.6%	2.5%	N/A
RB General Unit Trust (RI)	12.9%	-18.0%	-6.0%	1.2%

Defensive stocks underperformed over the twelve months (although over the last quarter this trend has begun to reverse). The Fund's high exposure to Utilities and Oil & Gas stocks would have hurt performance as these sectors underperformed the broader indices on a relative basis.

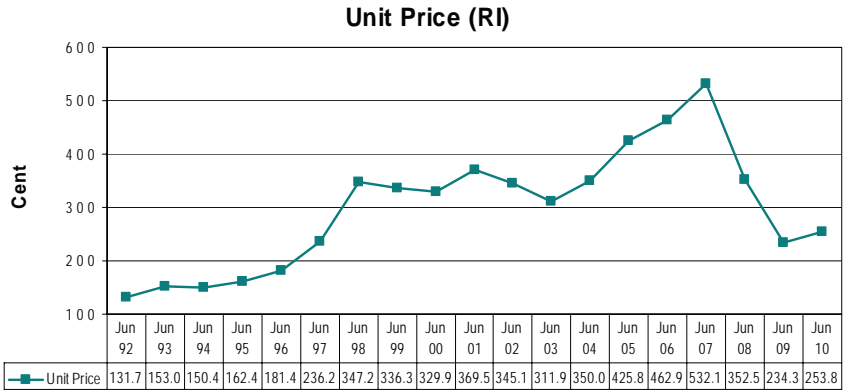
On a positive note resource stocks performed strongly. Mining companies Rio Tinto and BHP Billiton saw significant capital gains rising by 47% and 34% (in euro terms) respectively over the period. Strong performances from a number of individual stocks (in euro terms) across a variety of sectors also contributed to performance such as hotel company Whitbread (+ 80%), global technology company Smiths Group (+59%), electronics company Philips (+88%), chemicals company BASF (+59%) and food services company Compass (+50%).

The Fund adopts a longer term view for investment and is committed to investing in quality companies with strong balance sheets and management teams which should provide security in these turbulent markets.

The longer term capital performance of the Fund and the historic price of a unit are detailed in the chart below for information.

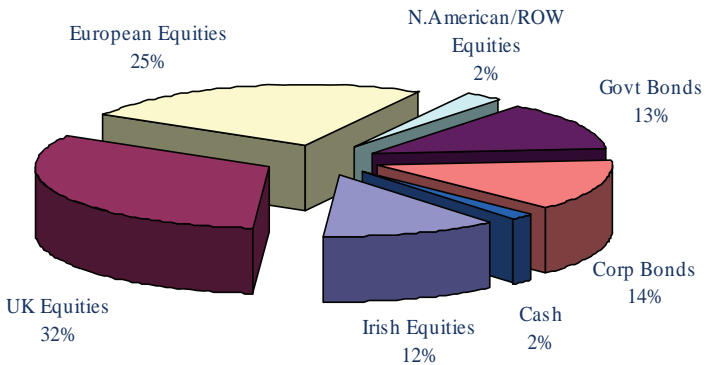
THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER’S REPORT
YEAR ENDED 30 JUNE 2010

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



TRUST ASSET DISTRIBUTION

The investment profile in terms of distribution of the assets (by value) at 30 June 2010 is displayed in the following chart:



The market value of the investments, including the value of the capital deposit account was €133,577,386. Of this figure, the value of euro denominated securities (including some international securities) plus cash held by the Trust was €83,419,947 (62% of the total Fund value).

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2010

The value of the UK holdings (denominated in sterling) including sterling cash was £41,003,706 (38% of the Fund). The closing exchange rate was €Stg 0.8175 (2009: 0.8521).

The ten largest equity holdings at 30 June 2010 were:

	% of Fund		% of Fund
1. CRH	5.8%	6. BG Group	2.1%
2. Total	4.2%	7. Eni	2.1%
3. BHP Billiton	3.0%	8. GlaxoSmithKline	1.9%
4. E.On	2.9%	9. Scottish & Southern Energy	1.7%
5. Royal Dutch Shell	2.5%	10. Aryzta	1.6%

INCOME DISTRIBUTION TO UNIT HOLDERS

The corporate earnings environment remained difficult over the financial year (H1 in particular) and many European companies reconsidered their dividend policies (which are now more closely aligned with earnings). With limited visibility in terms of dividend growth, the Trust deemed it prudent to decrease its interim distribution from 5.0 cent to 4.0 cent and its final distribution from 7.8 cent to 7.0 cent. Once again, this level of distribution requires the Trustee to supplement the projected income of the Fund by continuing to draw on the Dividend Equalisation Reserve. It is hoped that this degree of reduction will form a base from which the dividend can be sustained in the future.

This amounts to a 14% reduction in the full year distribution to 11.0 cent (2009: 12.8 cent) for the unit trust year ending 30 June 2010. The balance in the Reserve at the financial year end was €1,824,434 (2009: €2,276,855).

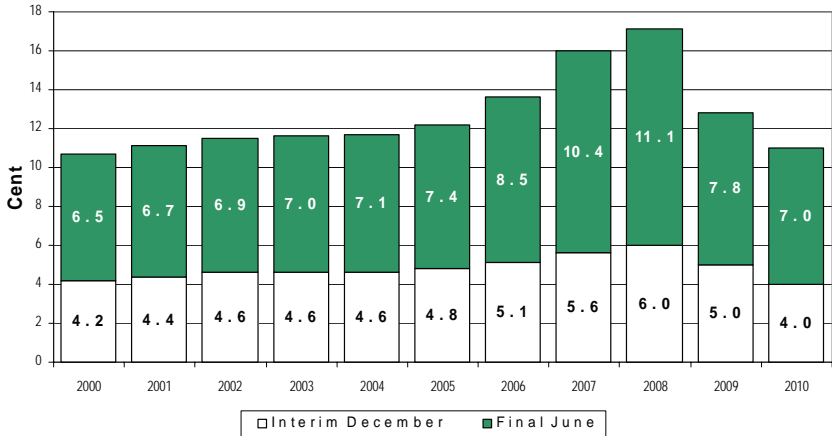
Based on the value of a unit at 30 June 2010 of €2.538, and a full year distribution of 11.0 cent, the distribution yield was 4.3%. (The comparative figures for 30 June 2009 showed a yield of 5.4% based on a unit value then of €2.343 and a full year distribution of 12.8 cent).

There has been some evidence of stabilisation in the level of dividend cuts over the past six months and even modest growth and resumption of dividend payments albeit off a very low base. The concentration of dividends (within certain industries) remains a concern but selecting companies with strong balance sheets where earnings are sufficient should mitigate risk in this regard.

The recent announcement by BP that it will suspend its dividend following the deepwater horizon oil spill in the Gulf of Mexico is very disappointing and will impact the income considerably in the coming financial year. We continue to hold the company which has the *capacity* to continue to pay a dividend and believe the shares are undervalued at current levels. It is expected that the dividend will be resumed in 2011.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER’S REPORT
YEAR ENDED 30 JUNE 2010

Income Distributions (2000 – 2010) - Financial Year-end 30 June



INPUTS INTO FUND

There were net inputs of €1,305,366 into the Fund for the twelve months, reflecting new cash of €1,940,463 less redemptions of €635,097.

OUTLOOK

The global economic background has shown significant improvement over the past twelve months, although more recent data has been somewhat volatile with speculation of a possible double dip recession.

Following a turbulent quarter to 30 June 2010 some degree of stabilisation is expected now that measures to address ballooning deficits have begun but it is wise to be cautious as the recovery remains fragile. Aggressive deficit reduction programmes may impact employment and will dampen growth prospects for some time leading to a slower recovery than was being forecast at the beginning of 2010.

Economic growth across Europe, the United Kingdom and Ireland is expected to remain moderate in the near term and the recovery in employment may be negatively impacted by the various austerity measures being introduced. Ultimately a sustainable improvement in the rate of unemployment is awaited to drive consumer spending and stimulate the economy.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2010

Key risks for the coming financial year include the scaling back of various quantitative easing programmes (the U.S and U.K in particular) and further deterioration in the labour market statistics. Monitoring of the transfer of risk from financial to sovereign institutions via cash injections, debt buybacks etc. will continue.

The Fund remains defensively positioned although there are some cyclical stocks which will benefit from the recovery.

PM TALBOT
Head of Investments
20 October 2010

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2010

	30-Jun-10 €000	30-Jun-09 €000
Income	5,595	6,170
Expenses	-	(1)
Net income	<hr/> 5,595	<hr/> 6,169
Net gains / (losses) on investment activities		
- Net realised (losses)	(3,054)	(24,791)
- Net change in unrealised gains / (losses) on euro investments	6,162	(24,053)
- Net change in unrealised gains / (losses) on sterling investments	5,130	(8,361)
- Net change in currency exchange gains / (losses)	1,869	(4,056)
Total return of the financial year	<hr/> 15,702	<hr/> (55,092)
Distributions	(6,047)	(7,025)
Net increase / (decrease) in net assets from investment activities	<hr/> 9,655	<hr/> (62,117)
Transfer from dividend equalisation reserve	453	856
Transfer of realised losses from trust capital account	3,054	24,791
Transfer of unrealised (gains to) / losses from trust capital account	(11,293)	32,414
Transfer of unrealised exchange (gains to) / losses from trust capital account	(1,869)	4,056
	<hr/> -	<hr/> -

Signed on behalf of the Trustee: *S Gamble*

R Neill

Date:

20 October 2010

The Representative Church Body – Report 2011

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

BALANCE SHEET AS AT 30 JUNE 2010

	30-Jun-10 €000	30-Jun-09 €000
Investments	131,365	117,896
Current assets	_____	_____
Debtors	4,663	6,942
Cash at bank	10	4
	_____	_____
	4,673	6,946
	_____	_____
Current liabilities		
Creditors (amounts falling due within one year)	636	401
	_____	_____
	636	401
Net current assets	4,037	6,545
	_____	_____
Total assets	135,402	124,441
	_____	_____
Trust capital fund	135,402	124,441
	_____	_____

Signed on behalf of the Trustee: *S Gamble*

R Neill

Date: 20 October 2010

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

STATEMENT OF CHANGES IN NET ASSETS

	30-Jun-10 €000	30-Jun-09 €000
Net income	5,595	6,169
Net gains / (losses) on investment activities	8,238	(57,205)
Net gains / (losses) on currency movements	1,869	(4,056)
	<hr/>	<hr/>
Total return for the financial year	15,702	(55,092)
Distributions	(6,047)	(7,025)
Proceeds from units issued	1,941	891
Cost of units redeemed	(635)	(415)
	<hr/>	<hr/>
Net increase / (decrease) in net assets from unit transactions	10,961	(61,641)
Net assets		
At beginning of year	124,441	186,082
	<hr/>	<hr/>
At end of year	135,402	124,441
	<hr/>	<hr/>

Signed on behalf of the Trustee: *S Gamble*

R Neill

Date: 20 October 2010

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2010

FUND OBJECTIVES

The objectives of the Fund are (i) to maintain a balanced spread of investments primarily in UK equities and fixed income stocks, and (ii) to generate a stable income base and, over the longer term, to seek to provide an increasing income stream together with capital appreciation.

MARKET REVIEW

The UK equity market rose strongly over the period reversing a large part of the decline seen in the previous year and outperforming many other global equity markets. The FTSE 100 Index gained 15.7% in capital terms and 19.9% on a total return basis as economic growth began to resume and major global economies emerged from recession. It should be noted however that the financial year was one of two halves with exceptional double digit returns seen in H1 whilst H2 (of the financial year) brought with it intensifying renewed speculation of a possible 'double dip' recession as the sovereign debt crisis escalated forcing major austerity measures to combat burgeoning deficits with associated repercussions for consumer spending in terms of reduced government spending and the prospect of higher taxes.

The UK was the last major economy to emerge from recession in Q4 2009 with GDP growth of 0.4%, followed by growth of 0.3% in Q1 2010. Uncertainty regarding elections in May and the possibility of a hung parliament created market jitters and impacted sterling although the emergency budget announced by the new coalition government to address the deficit has been well received by the market. The UK deficit, which is likely to reach 12% of GDP in 2010, is expected to decline to 6% over the next five years through planned austerity measures with immediate measures to be achieved via an 80/20 mix of spending cuts/tax increases (majority VAT).

The jobs market has seen recent setbacks and volatility with the unemployment rate rising to 8% in February (highest since September 1996) before falling back to 7.8% in May. Any recovery in employment may be somewhat hampered by the fallout from the recent emergency budget in terms of public sector employment.

The Bank of England kept rates on hold over the period at 0.5% with hikes unlikely before Q1 2011.

The UK housing market continued to recover over the 12 months and April 2010 recorded the first double digit price increase (measured by the Nationwide house price index) since October 2007. This brings the price increase to 10.5% year on year.

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2010

The FTSE All UK Gilts Index had a total return of 6.7% over the period, underperforming its corporate counterparts which saw a total return of 8.7% (Barclays Sterling Bond Non Gilt Index). Government Bonds across Europe and the UK suffered due to the Greek sovereign debt crisis and fears of a contagion effect. These fears were further compounded by the escalating deficits of the individual countries and the implications of fiscal tightening in terms of a slower recovery.

A double dip is unlikely; more likely is a slower return to growth than previously envisaged with on-going volatility.

KEY CHANGES TO THE PORTFOLIO

The Fund increased its exposure to Corporate Bonds in H1 as corporate dividends remained under pressure and equity market volatility persisted. Some of these bond positions were unwound or switched into alternative bonds in H2 following strong capital gains (with minimal downward impact on income).

On the equity side, additions were made to a number of core holdings with hopefully sustainable dividend yields including GlaxoSmithKline, Greene King, Royal Dutch Shell, Vodafone and Land Securities. Some of the smaller holdings with low/no income were sold including DSG (formerly Dixons), Premier Foods, 3i and Old Mutual.

The Fund benefited from renewed Merger and Acquisition activity in the year with the takeover of food company Cadbury by Kraft and transport company Arriva by Deutsche Bahn. Bids for these companies resulted in share price gains of 88% in the case of Arriva over the financial year and 66% for Cadbury (up to 8 March 2010 when it was taken over) contributing to portfolio returns.

Although risk appetites were relatively high in H1, this was reversed in H2 as the recovery was threatened. Financial stocks which performed strongly (previously laggards) declined in the second half as the global drive towards higher capital requirements in financial institutions and news of further stress tests to be imposed by the European Commission saw an increase in the possibility of second round rights issues. Consumer confidence and spending will remain weak and a recovery will be difficult pending an improvement in the jobs market and clarity regarding fiscal tightening.

The current volatility in equity markets provides opportunities to acquire select stocks at attractive valuations. There will continue to be additions to high quality conviction stocks where the dividends are relatively secure, balance sheets are strong and focused management teams are in place. All companies must comply with the Representative Church Body's socially responsible investment policy.

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER’S REPORT

YEAR ENDED 30 JUNE 2010

PERFORMANCE

During the period under review the capital value of the Fund rose by 12.3% while the total return (capital and income) was 17.5%.

Benchmark Annualised Total Returns:

	1 Year	3 Years	5 Years	10 Years
FTSE 100	19.9%	-5.7%	3.0%	0.9%
FTSE All UK Gilts	6.7%	8.6%	5.3%	5.6%
RB General Unit Trust (NI)	17.5%	-3.7%	4.6%	5.5%

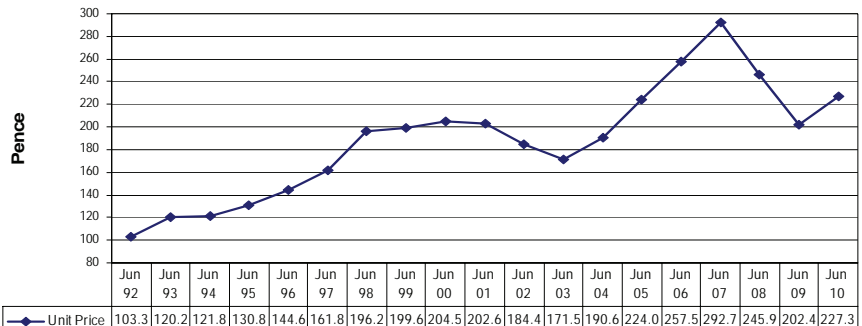
Defensive stocks underperformed over the twelve months (although over the last quarter this trend has begun to reverse). The Fund’s overweight exposure to Utilities would have hurt performance as this sector made only marginal capital returns in the region of 5% versus the broader index at 16%.

On a positive note resource stocks performed strongly. Mining companies Rio Tinto and BHP Billiton saw significant capital gains rising by 41% and 29% respectively over the period. Strong performances from a number of individual stocks across a variety of sectors also contributed to performance such as hotel company Whitbread (+ 73%), global technology company Smiths Group (+53%) and food services company Compass (+50%).

The Fund adopts a longer term view for investment and is committed to investing in quality companies with strong balance sheets and management teams which should provide security in these turbulent markets. The longer term capital performance of the Fund and the historic price of a unit are detailed in the chart below for information.

The historic unit price is detailed in the below chart.

Unit Price (NI)



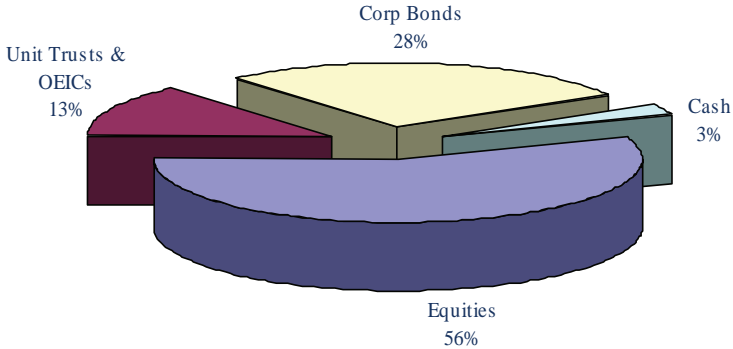
THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER’S REPORT

YEAR ENDED 30 JUNE 2010

TRUST ASSET DISTRIBUTION

The investment profile in terms of distribution of the assets (by value) at 30 June 2010 is displayed in the following chart:



The market value of the investments, including the value of the capital deposit account, was £30,287,700 at 30 June 2010.

The ten largest equity holdings at 30 June 2010 were:

	% of Fund		% of Fund
1. BHP Billiton	5.8	6. Scottish & Southern Energy	2.7
2. GlaxoSmithKline	3.8	7. BP	2.6
3. Royal Dutch Shell	3.7	8. AMEC	2.3
4. BG Group	3.3	9. Alliance Trust	2.3
5. Diageo	2.8	10. Standard Chartered	1.8

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER’S REPORT

YEAR ENDED 30 JUNE 2010

INCOME DISTRIBUTION TO UNIT HOLDERS

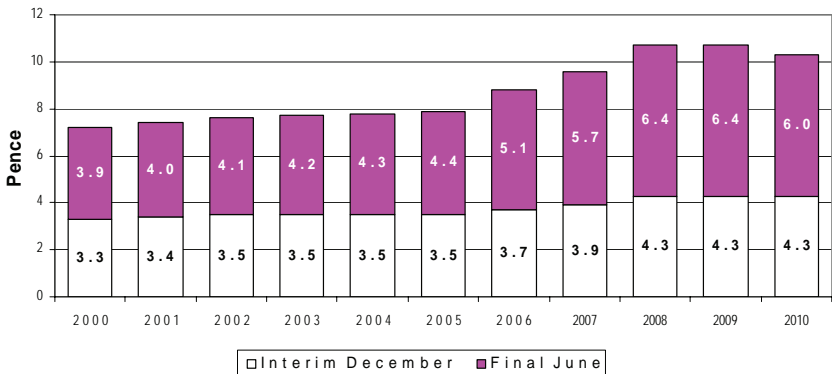
The Trust maintained its interim distribution at 4.3 pence; however, unfortunately, due to the on-going level and magnitude of dividend cuts it had no option but to decrease its final distribution from 6.4 pence to 6.0 pence. This level of reduction was necessary (despite the decision by the Trustee to supplement the projected income of the Fund by drawing on the Dividend Equalisation Reserve) due to the scope and breadth of dividend cuts by companies across a variety of sectors. The balance in the Reserve at the financial year end was £219,915 (2009: £258,591).

Based on the value of a unit at 30 June 2010 of £2.273, and a full year distribution of 10.3 pence, the distribution yield was 4.5%. (The comparative figures for 30 June 2009 showed a yield of 5.3% based on a unit value then of £2.024 and a full year distribution of 10.7 pence).

There has been some evidence of stabilisation in the level of dividend cuts over the past six months and even modest growth and resumption of dividend payments albeit off a very low base. The concentration of dividends (within certain industries) remains a concern but selecting companies with strong balance sheets where earnings are sufficient should mitigate risk.

The recent announcement by BP that it will suspend its dividend following the deepwater horizon oil spill in the Gulf of Mexico is very disappointing and will impact the income considerably in the coming financial year. We continue to hold the company which has the *capacity* to continue to pay a dividend and believe the shares are undervalued at current levels. It is expected that the dividend will be resumed in 2011.

Income Distributions (2000 – 2010) - Financial Year-end 30 June



THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

INVESTMENT MANAGER'S REPORT

YEAR ENDED 30 JUNE 2010

INPUTS INTO FUND

There were net inputs of €1,657,526 into the Fund for the twelve months, reflecting new cash of €1,771,526 less redemptions of €14,000.

OUTLOOK

The economic background, both in the UK and the wider global economy, has shown significant improvement over the past twelve months, although more recent data has been somewhat volatile. Having emerged from recession in the final quarter of 2009, modest levels of GDP growth are expected for 2010 in the region of 1.25%.

Following a turbulent quarter to 30 June 2010 some degree of stabilisation is expected now that measures to address the deficit have begun but with caution as the recovery remains very fragile. The aggressive deficit reduction programme that the new coalition government plans to implement may result in a large decline in public sector employment and will no doubt dampen UK growth prospects for some time. On a positive note, the austerity measures should help underpin Britain's AAA sovereign debt rating.

Stabilisation in the rate of unemployment (although this may be some time away) will ultimately drive consumer spending and help restore economic growth to a more sustainable level.

Key risks for the coming financial year include the threat of on-going inflationary pressures and how the MPC deal with the quantitative easing programme in terms of scaling it back. The Fund remains defensively positioned although there are some cyclical stocks which should be benefit from the recovery.

PM TALBOT
Head of Investments
20 October 2010

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

STATEMENT OF TOTAL RETURN

	30-Jun-10 £	30-Jun-09 £
Income	1,389	1,263
Expenses	-	(1)
Net income	<u>1,389</u>	<u>1,262</u>
Net gains / (losses) on investment activities		
- Net realised (losses)	(264)	(1,368)
- Net change in unrealised gains/(losses)	3,402	(3,792)
Total return for the financial year	<u>4,527</u>	<u>(3,898)</u>
Distributions	(1,427)	(1,364)
Net increase/(decrease) in net assets from investment activities	<u>3,100</u>	<u>(5,262)</u>
Transfer from dividend equalisation reserve	38	102
Transfer of realised losses from trust capital account	264	1,368
Transfer of unrealised (gains to) / losses from trust capital account	(3,402)	3,792
	<u>-</u>	<u>-</u>

Signed on behalf of the Trustee:

S Gamble

R Neill

Date:

20 October 2010

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

BALANCE SHEET AS AT 30 JUNE 2010

	30-Jun-10 £	30-Jun-09 £
Investments	29,417	24,698
Current assets	_____	_____
Debtors	1,096	1,091
Cash at bank	3	-
	_____	_____
	1,099	1,091
	_____	_____
Current liabilities		
Creditors (amounts falling due within 1 year)	8	39
	_____	_____
Net current assets	1,091	1,052
	_____	_____
Total fund net assets	30,508	25,750
	_____	_____
Trust capital fund	30,508	25,750
	=====	=====

Signed on behalf of the Trustee:

S Gamble

R Neill

Date:

20 October 2010

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

STATEMENT OF CHANGES IN NET ASSETS

	30-Jun-10 £	30-Jun-09 £
Net income	1,389	1,262
Net gains/(losses) on investment activities	3,138	(5,160)
	_____	_____
Total return for the financial year	4,527	(3,898)
Distributions	(1,427)	(1,364)
Proceeds from units issued	1,772	2,113
Cost of units redeemed	(114)	(323)
	_____	_____
Net increase/(decrease) in net assets from unit transactions	4,758	(3,472)
Net assets		
At beginning of year	25,750	29,222
	_____	_____
At end of year	30,508	25,750
	_____	_____

Signed on behalf of the Trustee:

S Gamble

R Neill

Date:

20 October 2010

APPENDIX F

CHURCH OF IRELAND CLERGY PENSIONS FUND

STATEMENT OF INVESTMENT POLICY PRINCIPLES (2010)

1. INTRODUCTION

The purpose of this Statement of Investment Policy Principles (the “Statement”) is to document the policies and guidelines that govern the management of the assets of the Church of Ireland Clergy Pensions Fund (the Fund). It has been reviewed and adopted by the Trustee of the Fund and the Investment Committee of the RCB.

This Statement outlines the responsibilities of the various parties involved with the Fund, their objectives, policies and risk management processes in order that:

- a. There is a clear understanding on the part of the Trustee, the Investment Committee and investment managers (the Managers), as to the objectives and policies.
- b. There are clear principles governing the guidelines and restrictions to be presented to the Managers regarding their investment of the Fund’s assets.
- c. The Investment Committee and the Trustee have a meaningful basis for the evaluation of the investment performance of the Managers, investment performance of the Fund as a whole and the success of overall investment strategy through achievement of defined investment objectives.
- d. The Trustee fulfils the requirements of the Occupational Pension Schemes (Investment) Regulations 2005, which stipulate that such a Statement is put in place.

This Statement will be reviewed by the Trustee and Investment Committee, at least every three years and also following any change in investment policy which impacts on the content of the Statement.

2. MANAGEMENT STRUCTURE

▪ The “Sponsor” of the Clergy Pension Fund

For the purposes of pension’s legislation the Representative Body is deemed to be the sponsor of the Clergy Pension Fund. The Representative Body, as sponsor, is not responsible for the Fund’s investments but has an interest in the Fund’s solvency and state of funding.

▪ The Trustee

The Trustee of the Clergy Pension Fund¹ has a fiduciary responsibility in relation to the operation of the trust deed and rules of the Clergy Pension Fund, including

¹ *The Representative Church Body was the Trustee as at 31 December 2010.*

the monitoring of the Fund’s investment performance, its overall solvency and its investment strategy.

The Trustee has delegated its on-going oversight responsibilities to the Investment Committee of the RCB.

▪ **The Investment Committee**

The Investment Committee of the RCB has been delegated responsibility for overseeing and monitoring the performance of the Fund’s investments against pre-agreed performance benchmarks and in turn has delegated the day to day investment management of the Clergy Pension Fund to an external fund manager or managers. The minutes of Investment Committee Meetings as they relate to the oversight and management of the Fund must be furnished to the Trustee on a regular basis.

▪ **The Investment Manager:**

One or more 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). The investment manager(s) shall observe the specific guidelines, restrictions and philosophies within this Statement and as expressed in any written agreement furnished by the Investment Committee and pre-agreed with the Trustee.

3. IDENTIFICATION OF INVESTMENT RESPONSIBILITIES

The performance benchmark(s) for the Fund are agreed with the Investment Committee by the Trustee and, where appropriate, by the Executive Committee of the RCB.

The specific delegated responsibilities of the Investment Committee include:

- (a) Determining the investment objectives of the Clergy Pension Fund.
- (b) Identifying the Fund’s risk tolerance levels, or appetite for risk.
- (c) The establishment of guidelines/operational parameters on investment strategy including asset allocation and deciding suitable benchmarks.
- (d) Recommending the criteria for Social and Responsible Investment, securing the RCB’s agreement on same and advising the investment managers.
- (e) Monitoring and evaluating performance and reporting to the Trustee and Executive as required.
- (f) Monitoring of purchases and sales of stocks and trading patterns generally.
- (g) Monitoring and if necessary changing the custodians, consultants and others that provide services to the Fund relating to the investment or custody of assets.
- (h) Regularly reviewing this Statement, and revising as necessary.

Subject to such guidelines and restrictions imposed by the Investment Committee 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.

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

Other parties with specific duties with regard to investment include the Fund's custodian(s) and consultants. These duties are documented under separate contractual agreements with those parties.

4. SOCIALLY RESPONSIBLE INVESTMENT

The Investment Committee on behalf of the Trustee will, on an annual basis, review social, environmental and ethical issues with the investment manager(s) for the selection, retention and realisation of investments.

5. INVESTMENT OBJECTIVES

The overall investment objective of the Trustee is to maximise the level of investment return at an acceptable level of risk, through adopting a prudent, carefully funded and well-executed investment policy having regard to Socially Responsible Investment. 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.

6. RISK MEASUREMENT METHODS

In determining the level of risk appropriate to the Fund at any point in time, the Trustee recognises the importance of the nature and duration of the liabilities (i.e. age profile of members), and measures the risk of the chosen investment policy by reference to these liabilities.

In particular, the Investment Committee on behalf of the Trustee considers the following risks:

- (a) The risk of achieving an insufficient level of investment return relative to the rate required to match the growth in liabilities over time.
- (b) The risk of excessive volatility in the investment returns of the Fund relative to the movement in liabilities over shorter-term periods (e.g. one year). Consideration will be given to this volatility in relation to the liabilities measured under the Minimum Funding Standard basis.

Managing the two risks above in isolation may lead to conflicting investment policies. Therefore, in formulating an appropriate investment policy, the Trustee seeks to arrive at an acceptable balance between these risks in order to meet as best it can its investment objectives. Furthermore, the Trustee will manage a range of other investment risks using the risk management processes outlined in the next section in order to create a prudent, diversified and efficient portfolio.

7. RISK MANAGEMENT PROCESSES

The Investment Committee on behalf of the Trustee will ensure, either through direct guidance or through ascertaining the suitability of any commingled (unitised) vehicles that are used, that policies and guidelines are in place for the appointed investment manager(s) and other providers such that:

- (a) Investments are predominantly limited to marketable securities traded on recognised/regulated markets.
- (b) Prior oral agreement must be obtained from the Investment Committee to use futures, options and contracts for differences. Any such agreements must be minuted. The use of futures, options and other financial derivatives may only be used by the Manager to hedge an existing position or to pre-empt known cash flow. They may not be used to gear the portfolio.
- (c) The portfolio is properly diversified in such a way that :
 - for an active mandate, no one stock (with the exception of sovereign debt and pooled investments) may be more than 5% of the Fund so as to limit excessive reliance on any particular asset, issuer or group of undertakings and so as to limit accumulations of risk in the portfolio as a whole. However, in the case of significant share price appreciation of an existing holding, while the investment manager may not add to a stock once it exceeds 5% of the portfolio by market value, the stock may continue to be held and permitted to increase to a maximum of 7% of the portfolio value within an agreed time frame.
 - for a passive mandate no one stock shall exceed the combined weighting of its exposure to the various indices that are being tracked adjusted for any Socially Responsible Investment modifications.
 - Investments in assets issued by the same issuer or by issuers belonging to the same group do not expose the scheme to excessive risk concentration.
- (d) the Manager (s) must at all times remain conscious of the Fund's risk tolerance level (as agreed between the Investment Committee and Investment Manager from time to time)
- (e) the security, quality and liquidity of the portfolio as a whole is ensured together with an awareness of the currency requirement.

All Managers of the Fund are employed by the Investment Committee on behalf of the Trustee and are subject to termination at any time.

8. CURRENT INVESTMENT POLICY

The current investment strategy of the Trustee is set out below along with a description of the investment manager arrangements adopted.

Strategic Asset Allocation

- The Trustee has considered the Fund's strategic asset allocation mix and has determined, having considered the views of the actuary, that an overall (i.e. for the combined Irish & UK sub-divisions of the Fund) real asset allocation (equities and property) should be approximately 85% with rebalancing to take place at a frequency determined by the Investment Committee in agreement with the Trustee. Other asset classes, such as fixed interest and cash are also typically held.
- The Trustee is aware of the nature and duration of the expected future retirement benefits but at the same time is conscious that over the longer term equity markets tend to outperform bond markets. Accordingly, the Trustee believes that such a strategy should enable the Fund to achieve its objectives over the longer term, but is aware that it may not always achieve its objectives on a short term basis. However, this strategy is kept under constant review.
- The performance benchmark(s) are developed by the Investment Committee and agreed with the Trustee.
- The Trustee recognises that even though the Fund's investments are subject to short-term volatility, it is critical that a long-term investment focus be maintained.

Manager Structure and Performance Objectives

- The Trustee has chosen to appoint Irish Life Investment Managers (ILIM) (with effect from 24 January 2008) to manage the Fund on a passive (i.e. index-tracking) basis.
- The manager's performance objective is to perform in line with the relevant benchmarks (as agreed with the Trustee).

APPENDIX G

CHURCH FABRIC FUND – GRANTS ALLOCATED DURING 2010

Diocese	Church	Amount	
		£	€
Armagh	Armagh Cathedral	7,900	
Clogher	Kiltyclogher		3,650
	Lisnaskea	34,000	
Derry	Muff		4,400
Raphoe	Craigadooish		2,500
	Meevagh		2,100
Connor	Ballymacash	25,750	
	Belfast, St Aidan's	13,000	
	Dunluce	37,200	
Kilmore	Kilmore Cathedral		2,900
Killala	Skreen		4,100
Dublin	St Stephen's		18,000
Glendalough	Donoughmore		700
	Leixlip		6,525
Lismore	St Mary's, Clonmel		1,600
Ferns	Killanne		4,300
	New Ross		1,950
Leighlin	Carlow, St Mary's		2,400
	Old Leighlin Cathedral		4,700
Cork	Drimoleague		5,900
Clonfert	Portumna		3,900
Emly	Abington		3,100
Ardfert	Kenmare		4,300
		117,850	77,025

APPENDIX H

**ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE
REPRESENTATIVE CHURCH BODY LIBRARY, 2010**

The inclusion of material in this list does not necessarily imply that it is available to researchers.

1. ARCHIVES

(i) Parish Records

Castlecomer (Ossory)

Bilboa: regs, 1950-2006

Castlecomer: regs, vestry bks, regs of vestrymen, 1870-2007

Castlecomer Colliery: regs, preachers' bks, SS roll bks, 1903-2006

Mother: regs, reg of vestrymen, 1870-2006

Christ Church Cathedral (Dublin)

St Werburgh: deeds, papers 1799-1867

Clane (Kildare)

Clane: baptismal reg, preachers' bk, 1947-2001

Conwal (Raphoe)

Gartan: marriage & burial regs, 1882-2007

Cork – St Fin Barre (Cork)

St Fin Barre: preachers' bk, 1911-23

Crumlin (Dublin)

Chapelizod: papers, 2002-07

Donnybrook (Dublin)

Donnybrook: marriage reg, 1957-2005

Irishtown: marriage reg, 1957-2006

Drogheda (Armagh)

Charlestown: vestry bk, 1824-1925

Collon: reg, 1823-1950

Kilkenny ((Ossory)

Agour: preachers' bks, 1953-2001

Kilkenny – St Canice: regs of vestrymen, accounts, preachers' bks, SS register, papers, 1834-1995

Kilkenny – St John: accounts, reg of vestrymen, preachers' bks, 1870-1973

Kilkenny – St Mary: vestry bk, preachers' bks, school visitors' bk, 1789-1950

Odagh: preachers' bks, 1928-66

Kilmoremoy (Killala)

Easkey: reg of vestrymen, 1946-2006
Kilglass: reg of vestrymen, 1870-2005
Killanley: reg of vestrymen, 1870-2005
Kilmoremoy: reg of vestrymen, 1876-2005

Leighlin (Leighlin)

Old Leighlin: vestry bk, 1850-2007

Malahide (Dublin)

Balgriffin: preachers' bk, 1982-2009

Mountmellick (Kildare)

Coolbanagher: vestry bk, 1928-75

Moviddy (Cork)

Macroom: vestry bk, 1766-1857

Naas (Kildare)

Rathmore: vestry bks, 1828-1996

Narraghmore (Glendalough)

Castledermot: marriage regs, vestry bks, reg of vestrymen, preachers' bk, 1877-2007
Kilkea – Duke of Leinster's Private Church: marriage reg, 1921-48
Kinneigh: marriage regs, accounts, 1848-1985
Narraghmore: marriage & burial regs, vestry bks, 1825-2006
Timolin: regs, vestry bks, preachers' bks, 1802-2007

Newcastle (Glendalough)

Calry: vestry bk, graveyard plan, 1934-92

Raheny (Dublin)

Coolock: poor fund accounts, 1813-36

Royal Hibernian Military School (Dublin)

Royal Hibernian Military School: baptismal reg, 1851-1922

Sandymount (Dublin)

Sandymount: parish newsletters, 2000-04

Santry (Dublin)

Glasnevin: vestry bks, 1976-2008

Tralee (Ardfert)

Tralee: vestry bk, 1892-1947

Wexford & Kilsoran (Ferns)

Killinick: preachers' bk, 1885-92

Whitechurch (Dublin)

Whitechurch: preachers' bk, parish magazines, photographs, papers, 1996-2010

(ii) Diocesan Records

Ardfert & Aghadoe: synod minute bk, 1943-90

From Mrs Lorna Gleasure.

Dublin & Glendalough: title bk, subscriptions rolls, simony rolls, papers, 1915-99

From Canon VG Stacey.

Kilmore: misc. diocesan registry papers

From Rev Sandra Lindsay.

(iii) General Synod Records

Board of Education: draft minute bk, 1875-99

From Ms Jennifer Byrne.

Court of the General Synod: petition, case papers, 1969-2003

Provincial Registrar: episcopal simony roll, 1960-2001

From Canon VG Stacey.

2. MANUSCRIPTS

Acheson, AR: corresp. & papers, 1990-96

From Dr Alan Acheson, Canada

Actors' Church Union: minutes, accounts & papers, 1947-2009

From Rev Niall Sloane, Dublin.

Bartlett, JR; corresp, papers & sermons, 1999-2010

From Canon JR Bartlett, Dalkey, Co. Dublin.

Cassidy, Rev Frederick: letters of deacon's orders, 1842

From Mr CW Bigley, Witney, Oxfordshire.

Cave, Ven. GN (1919-2009): sermons & papers

From Mrs Mary Furlong, Dublin.

Christ Church, Belfast: minutes, accounts, papers & printed material of the trustees,
1892-1992

From Mr HT Morrison, Lisburn, Co. Antrim.

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Church Mission Society Ireland: administrative records, photographs, printed reports, 19-20th cent.
From Overseas House, Dublin.

Daly, Robert, dean of St Patrick's, Dublin: letter from Buckingham Palace, 1847
From Canon JWR Crawford, Cavan.

Divinity School Charter: corresp, papers, 1839
Misc. autograph letters, 19th cent.
From Dr A. Lyons, Gilford, Co. Down.

Gourley, Rev WRJ (1948-2010): sermons
From Mrs Gladys Gourley, Dublin

Hilliard, Rev DRC: letters, papers, certificates, scrapbooks, presscuttings, 1917-76
From Canon GPStJ Hilliard, Cork

Hingston, Rev James (d.1775): 3 vols of theological treatises
From Mrs Diana Johnson, Rosscarbery, Co. Cork

Fingal Clerical Union: minutes, 1999-2008
From Rev Elaine Dunne, Dublin

Hewetson's School, Clane, accounts & papers, 1880-1980
From Clane parish

Reede, Very Rev SW (1924-2010): research papers rel. to Bp John Jebb
From Mr Charles Reede, Dublin

Semple, SP: letter from Cardinal Connell, 2001, and texts of literary writings.
From the Rev SP Semple, Monkstown, Co. Dublin.

3. PHOTOGRAPHS

Photographs of HS Stanistreet, bp of Killaloe, 1957-71
From Mr & Mrs G. Bell, Kilkenny.

4. PHOTOCOPIES

Jackson, Joseph (1884-1970), dean of Tuam: memoir
From Mr H. Williamson, Bangor, Co. Down

APPENDIX I

**FUNDS RECEIVED
BY THE
REPRESENTATIVE CHURCH BODY IN 2010
FOR
PAROCHIAL AND DIOCESAN ENDOWMENT ETC**

	€	£
Allen, Norman		690
Association for Promoting Christian Knowledge (addition)	22,081	
Berry, Mrs M	1,155	
Bleakley, Annie		1,360
Board of Education (RE Curriculum Development)	80,000	
Carpenter, Edward H	99,286	
Carson, Robert Taylor	6,000	
Conlon, Richard		1,000
Coyles, Elizabeth		8,000
Dillon-Mahon, Audrey	1,250	
Dixon, Connolly Wakefield		474,500
Dublin & Glendalough Dioc Board of Education (additional)	36,000	
Dunlop, Earnest		500
Fleming, Samuel M	1,869	
Garden of Remembrance Zion (Dublin) (addition)	275	
Garden of Remembrance Zion (Dublin) (addition)	488	
Henry, Francis Bayly		12,135
Holy Trinity (Cork) Organ (addition)	5,000	
Kee, William & Annie Mary	16,675	
Kelly, Mitty	830	
Kettyle, Mr & Mrs Cyril		100
Knox, Cecil		800
Leeper, Charles	360	
Love, Caroline	350	
Mahon, Mathew Neary	72,000	
McCrea, Richard	845	
McGuinness, Margaret	1,067	
McKeown, Thomas & Letitia	1,000	
Melbourne, Richard	35,698	
Mills, Hazel	635	
Monaghan Mr & Mrs Robert (addition)		100
Mothers' Union of Ireland Centenary Fund (addition)	6,500	
Parochial Funds Powerscourt (Glendalough)	100,000	
Pattyson RJ		3,712
Russell, Aileen	71,205	
Rutledge, Margaret Elizabeth (Lily)		1,000

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	€	£
Sellers, Raymond	5,000	
Shine, Elizabeth D	2,256	
Sinnamon, Benjamin HI		110,765
Smyth, Hugh (addition)	1,270	
Smyth, Hugh Thomas	5,000	
Stinson, Claudius		2,000
Wallace, Nellie	5,000	
Waller, Joseph & Sarah (addition)	200	
Webb, Ven WP (addition)	3,726	
Williams, Rhona	1,000	
Wilson, Annie J	40,500	
Wynne, Edith Frances May		19,461
Young, Mary Vera	2,300	
	<hr/>	<hr/>
	626,821	636,123
	<hr/>	<hr/>

THE CHURCH OF IRELAND PENSIONS BOARD
REPORT FOR THE YEAR 2010

REPORT TO THE GENERAL SYNOD 2011

AND FINANCIAL STATEMENTS FOR THE YEAR 2010

Members/Meetings of the Board

There were (6) meetings of the Board in 2010.

Elected by the House of Bishops

Most Rev Dr John Neill (retired 31 January 2011) (6)

Right Rev Paul Colton (3)

Elected by the General Synod

Ven Donald McLean (4)

Canon Lady Sheil (6)

Rev Edward Woods (6)

Mr Leslie Johnston (resigned November 2010) (5)

Mr William Oliver (1)

Elected by The Representative Church Body

Mrs Judith Peters (5)

Mr Robert Willis (3)

Mr Terence Forsyth (4)

Mr Geoffrey Perrin (5)

Rev John McDowell (5)

Chairperson – Canon Lady Sheil

Vice-Chairperson – Mr Terence Forsyth

Honorary Secretary – Ven Donald McLean

Honorary Consultant – Canon Barry Deane

Trustee – The Representative Church Body (to 31 December 2010)

The Church of Ireland Clergy Pensions Trustee Limited (from 1 January 2011)

Actuarial Advisers – Mercer (Ireland)

Investment Managers – Irish Life Investment Managers

Assistant Secretary – Mr Philip Talbot

Pensions and Welfare Officer – Mr Peter Connor

Grants Committee

Canon Lady Sheil

Ven Donald McLean

Vacancy

Office: Church of Ireland House
Church Avenue
Rathmines
Dublin 6

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

**REPORT OF THE BOARD OF THE CHURCH OF IRELAND
CLERGY PENSIONS FUND TO THE GENERAL SYNOD**

EXECUTIVE SUMMARY FOR THE YEAR 2010

- **Revised Chapter XIV** – the changes to Chapter XIV, approved by the 2010 General Synod, came into effect on 1 January 2011 and bring the Constitution of the Fund into line with State law.
- **New Trustee** – The Church of Ireland Clergy Pensions Trustee Limited, a special purpose corporate trustee company, established by the 2010 General Synod, became the trustee to the Clergy Pension Fund with effect from 1 January 2011. The five directors of the Trustee Company are: Rt Rev Paul Colton, Mr Bruce Maxwell, Mr Terence Forsyth, Mr Geoffrey Perrin and Mr John Wallace (see also Representative Body Report page 44)
- **Overview of Return on Fund** – the total return on the Fund for the year ended 31 December 2010 was 11.3% (2009, 24.7%; 2008, -34.6%). Over the past three years the annualised return on the Fund has been -3.2% and -1.4% over the past 5 years. The total value of the Fund as at 31 December 2010 was €108m. The main portion of the Fund is managed on a passive basis by Irish Life Investment Managers.
- **Solvency of the Fund** – various changes to rates of contribution to the Fund from clergy, dioceses and from central funds were agreed by 2010 General Synod. These were designed to restore the long term solvency of the Fund and were planned to form the basis of a Funding Proposal to eliminate the Minimum Funding Standard Deficit which had been identified by the actuary in December 2009 and subsequently confirmed in December 2010 (see Actuarial Certificate dated February 2011 in Appendix B (page 209) to this report). While the actuary has projected that these changes will address the longer term solvency of the Fund, he has subsequently advised that, due to adverse movements in bond yields during 2010, some further initiatives will be required to address the Minimum Funding Standard Deficit which remains.
- **A New Funding Proposal** - a small Working Group (working with the actuary) was established by the RCB Executive Committee to finalise a new Funding Proposal designed to eliminate the Minimum Funding Standard Deficit by 2019 i.e. ten years from the most recent triennial actuarial valuation. While the filing date to *An Bord Pinsean* for such a Funding Proposal was initially by May 2011, that Bord announced during the year that it would introduce new legislation in relation to the calculation of funding standards no later than July 2011. Accordingly, the development of a new Funding Proposal has been put on hold pending sight of this new legislation (see also Representative Body Report page 43).

1. INTRODUCTION

The Church of Ireland Pensions Board (the Board) administers the Church of Ireland Pensions Fund. The Board is elected triennially. The Representative Church Body was the Trustee of the Fund up to 31 December 2010. The new Trustee, The Church of Ireland Clergy Pensions Trustee Limited, was appointed with effect from 1 January 2011. Chapter XIV of the *Constitution of the Church of Ireland* details how the Fund is to be governed. Chapter XIV was amended by the 2010 General Synod to ensure that the governance of the Fund conforms with current legislation. All references in this year's report relate to the version of Chapter XIV prior to the changes made at the 2010 Synod.

The powers and duties of the Board are set out in Chapter XIV of the Constitution and are, in the main, to administer the system of contributions and benefits in accordance with the principle that a proper actuarial relationship shall be maintained between the contributions payable to, and the benefits paid out of, the Fund. The Board is required to report annually to the General Synod and to ensure that the Fund is revalued at intervals of not more than three years and to report on such valuations to the General Synod.

As set out in Chapter XIV the Board may determine, on the advice of the actuary and with the approval of the Representative Body, increases in pensions in the course of payment.

2. MEMBERSHIP OF THE BOARD

The Most Rev Dr John Neill, the former Archbishop of Dublin, retired from the Board on 31 January 2011.

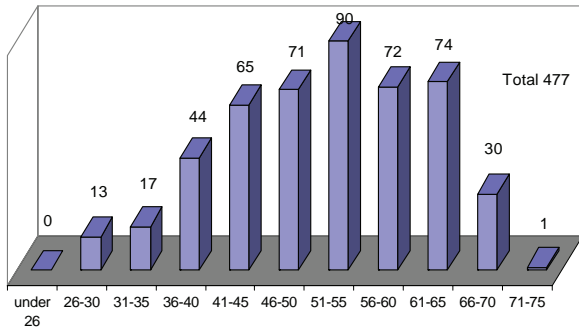
The Board expresses its thanks and appreciation to the Archbishop for his good counsel and greatly valued contribution to the work of the Board and wishes him well in his retirement.

The Board also wishes to express its thanks and appreciation to Mr Leslie Johnston, who resigned during the year, for his tireless and greatly valued work on the Board and as a member of the Grants Committee.

3 MEMBERSHIP OF THE FUND

Contributing members 1 January 2010		476	
Additions:	Newly ordained clergy	8	
	Clergy who re-entered service	2	
	Clergy who entered service from other Churches	6	
	Clergy who entered service from other posts	0	
	Transfer from Non-Stipendiary Ministry	3	
		<u>495</u>	
Deductions:	Clergy retired on pension	10	
	Clergy who died in service	2	
	Clergy who left service with entitlement to deferred benefits	6	
	Clergy who left service and transferred their benefits to another fund	0	(18)
		—	—
Contributing members 31 December 2010		477	

Age distribution of members



Age	under 26	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	Total
Clergy	0	13	17	44	65	71	90	72	74	30	1	477

There are six clergy in the full-time stipendiary ministry who are not members of the Fund having been granted exemption on entering service and there is one who elected to leave the Fund and make independent pension arrangements.

4. PENSIONERS

(a) Retired Clergy

Retired clergy on pension 1 January 2010	257
Add: Retirements during the year	10
Add: Deferred, became payable during the year	2
Deduct: Ceased on death during the year	(19)
	<hr/>
Retired clergy on pension 31 December 2010	250
	<hr/>

(b) Surviving Spouses of Clergy

Surviving spouses on pension 1 January 2010	219
Add: Commenced during the year	14
Deduct: Ceased on death during the year	(21)
	<hr/>
Surviving spouses on pension 31 December 2010	212
	<hr/>

(Note: The total of 212 includes 17 widows of members who either retired or died before 1976 and 11 widows of voluntary members (see section 7))

(c) Children

Child Dependency Allowances 1 January 2010	7
Add: Commenced during the year	0
Deduct: Ceased during the year	(0)
	<hr/>
Child Dependency Allowances 31 December 2010	7
	<hr/>

5. PENSIONS IN PAYMENT

The annual rate of pensions etc in payment at 1 January 2011 are:

	€		£
Clergy	1,505,121	and	2,030,612
Surviving spouses and orphans	1,400,622	and	1,014,731
	<hr/>		<hr/>
	2,905,743	and	3,045,343
	<hr/>		<hr/>

6. DEFERRED PENSIONS

There are 98 clergy with entitlement to deferred benefits as at 31 December 2010.

7. PENSIONS IN PAYMENT

Under the provisions of the Fund, pensions in payment to retired clergy and surviving spouses at the end of each year may be increased on the following 1 January. The amount of any increase will be the percentage required by law, or such greater percentage up to 5%, as the Board on the advice of the actuary and with the approval of The Representative Church Body may determine.

Up to and including 1 January 2009, pensions in payment on 1 January each year were increased by the preceding September's annualised rate of inflation in each jurisdiction (up to a maximum of 5%) except for those being paid to widows of voluntary members¹.

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 2010 was 4.6%; accordingly, on 1 January 2011 under (i) above a 4.6% increase was applied and under (ii) a 2.5% increase was applied. These increases relate to the service periods outlined at (i) and (ii) in the previous paragraph.

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

8. FUNDING PROPOSAL AND CONTRIBUTIONS

Current funding proposal with *An Bord Pinsean* – as previously reported, the actuary had stated in his Actuarial Certificate as at 31 December 2008 that he was not satisfied that the Funding Proposal agreed with *An Bord Pinsean* was on track in order to restore the solvency level of the Fund to 100% by 30 September 2011. The *Bord* had also reported that in view of the content of the Actuarial Certificate at December 2008 and the anticipated outcome of the then Triennial Actuarial Valuation of the Fund (at 30 September 2009), a new Funding Proposal will have to be submitted to *An Bord Pinsean* for its agreement.

Subsequently, and as anticipated, when the results of the triennial actuarial valuation at 30 September 2009 were received, it showed a deficit in the Minimum Funding Standard (MFS) of some €43m. This deficit had arisen mainly as a result of the

¹ A voluntary member is a member of the former Widows and Orphans Fund who remained a contributing member of that Fund following the inception of the Clergy Pensions Fund on 1 January 1976.

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collapse in global asset values together with an increase in life expectancy of the members of the Fund.

In early 2010, the Board considered in detail and supported a proposed (new) Funding Proposal, developed by the RCB Executive Committee to address the MFS deficit in the Scheme. Details of the proposed Funding Proposal were brought to the General Synod 2010 and incorporated the following key elements:

- capital transfers to the Fund of €5m per annum for five years from central funds;
- increased annual contribution rates of dioceses/parishes and members from 26% to 30% with a planned further increase in 2015 to 34% if required;
- freezing Minimum Approved Stipend (MAS) for the years 2010 and 2011;
- basing the calculation of pension for the duration of the Funding Proposal (that is up to 2019) on Final Pensionable Stipend. Pensionable Stipend was set at equal entitlement to the 2010 level of MAS. Thereafter, it would be considered for increase each year by an amount which is somewhat less than inflation (as per page 121 in last year's *Book of Reports*);
- there would be no increase in pensions in payment on 1 January 2010 and 2011, and for the period up to 2019 it was assumed in the draft Funding Proposal that pensions in payment would increase by no more than 1% less than inflation.

New Funding Proposal required – it had been anticipated that the above Funding Proposal, incorporating the changes also referred to above, would be submitted to *An Bord Pinsean* by May 2011 for approval by that body. However, for the reasons set out in detail in the report of the Representative Body (see page 43) this did not happen and as indicated there, the Representative Body has decided to await sight of the proposed new legislation relating to the governance of defined benefit pension schemes before any new Funding Proposal is developed and submitted. It is unlikely that this will happen until after July 2011.

Triennial Actuarial Valuation – this valuation report as at 30 September 2009 (and dated 29 June 2010) is included as Appendix A to this report (page 160).

Contribution Rate – the Members and Dioceses/Parishes annual total contribution rate (which is made up of a contribution to meet the deficit in respect of past service and to meet future service funding) was increased from 26% to 30% of Minimum Approved Stipends with effect from 1 January 2011. This figure is made up of:

<u>Rate</u>	<u>Source</u>
9%	Members

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<u>21%</u>	Dioceses/Parishes
30%	Total

In addition, there is a contribution rate from central funds which for 2010 was calculated at 8.2% of Minimum Approved Stipends.

Contribution from central funds for 2011 – a transfer by the Representative Church Body of €5m under the Funding Proposal took place in 2010. As set out previously it is proposed that a further €20m of capital from central funds be paid into the Fund over the years 2011/2014. As the proposed capital sums are paid into the Fund, the contribution rate of 8.2% of Minimum Approved Stipend will, in effect, decrease except for the contributions payable under Section 39 of Chapter XIV. The transfer from central funds (€85,706 and £504,363 – equivalent to €871,698 in 2011) is included in the recommendations to the General Synod for allocation from the Income and Expenditure Account of the Representative Church Body (see page 20). This (reducing) allocation is calculated on the formula in Section 38 of Chapter XIV and forms part of the overall contribution level to enable the Board and the Trustee to meet its statutory obligations under the *Pensions Act, 1990* and meet the Minimum Funding Standard originally set for 30 September 2011.

9. LUMP SUM BENEFITS

Under the provisions of the Fund a cash lump sum is payable in a number of eventualities. The following is a summary:

On death in service or within 5 years following retirement;

On retirement before reaching Normal Retirement Age² (NRA), individual members may elect to commute part of their pension;

On reaching NRA individual members may elect to commute part of their pension, whether or not they actually retire (applies to Republic of Ireland members only);

On retirement after reaching NRA, individual members may elect to commute part of their pension if, on reaching NRA, they had decided to defer a decision until their actual retirement;

On deferred pension entitlement becoming payable.

During 2010 lump sums totalling €194,714 and £133,400 became payable under the above headings in respect of 6 members as follows:

² Those members who were in the Fund on or before 31 December 2008 have a normal retirement age of 65. Normal retirement age for members, including deferred members who re-entered the Fund, on or after 1 January 2009, is 67.

Died in service (1); died within 5 years following retirement (0); paid before NRA (0); paid at NRA (0); paid on retirement (5); deferred pension (0).

10. EXPLANATORY BOOKLET

The Explanatory Booklet, designed to give a broad outline of the Fund and the benefits provided, is available on request from the Assistant Secretary.

The latest revision in 2010 (with the inclusion of updated contribution rates for 2011) incorporates recent changes in pensions legislation and regulations together with ‘best practice’ and has been forwarded to every member. A copy is also available to any member on request to the Assistant Secretary.

11. INTERNAL DISPUTE RESOLUTION (IDR)

As required under pensions legislation the Board and the Trustee have put an Internal Dispute Resolution Procedure in place. A copy of the IDR Procedure may be obtained on request from the Assistant Secretary.

12. ACTUARIAL CERTIFICATE

The Actuarial Certificate as at 31 December 2010 (dated February 2011) is included as Appendix B to this report.

13. EXTERNAL CONTACTS FOR INFORMATION AND SUPPORT

The Board has compiled a guide towards external sources of information and help to assist chaplains who support retired clergy and surviving spouses. A copy of the guide is available on request from the Assistant Secretary.

14. ADDITIONAL PERSONAL CONTRIBUTIONS (APCs)

Members who will not have completed 40 years of service on reaching 65 or 67 years of age, as the case may, will not qualify for a full pension. However, subject to limitations contained in civil legislation, such members may purchase additional service by making APCs either by monthly deduction, or by the payment of a lump sum, or by a combination of the two. These contributions qualify for full income tax relief at the highest rate payable by the contributor.

At present 101 members have made, or are making, contributions to the APC Scheme.

Copies of the Regulations and explanatory memorandum in relation to APCs may be obtained on request from the Assistant Secretary.

15. ADDITIONAL VOLUNTARY CONTRIBUTIONS (AVCs)

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 (see pages 156 and 157).

Church of Ireland Pensions Board – Report 2011

Standard Life Euro Cash Fund for members in the Republic of Ireland – Standard Life has informed the Trustee of the Scheme that the Fund is closed to new members and existing members will not be permitted to increase their regular contributions. A review of the Scheme will now take place.

16. FINANCIAL STATEMENTS

The Financial Statements of the Clergy Pensions Fund are set out in the following pages.

Note: The formal Financial Statements are expressed in euro for technical reasons. The Accounts of the Northern Ireland subdivision of the Fund are maintained in sterling in which currency the contributions and benefits are also paid. Since the formal Accounts are presented in euro only, changes in the relationship between euro and sterling, and the *realised* and *unrealised* gains or losses which occur as between one year and another may give a misleading impression of the comparative figures.

The following schedule illustrates the equivalent figures in sterling for contributions and benefits in relation to the Northern Ireland subdivision for 2010 and 2009 as shown in the Financial Statements. It is hoped that this schedule will be helpful in studying the accounts.

	2010	2009
	£'000	£'000
Contributions		
- Members - normal	459	350
- additional personal	50	51
- Dioceses	1,166	1,075
Representative Church Body	512	511
Pensions to Retired Clergy and Bishops	2,025	2,025
Pensions to surviving spouses and orphans	1,035	1,024
Commutation of pensions	133	114
Death benefits	-	93

17. RESOLUTION RECOMMENDED TO THE GENERAL SYNOD

The Church of Ireland Pensions Board recommends that the following resolution be adopted by the General Synod:

‘That the Report of the Church of Ireland Pensions Board be received and adopted’.

Church of Ireland Pensions Board – Report 2011

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2010

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THE CHURCH OF IRELAND CLERGY PENSIONS FUND

TRUSTEE AND ADVISORS AND OTHER INFORMATION

PAGE 3

Trustee

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

Actuary

Mercer Actuarial Services
Charlotte House
Charlemont Street
Dublin 2

Auditors

PricewaterhouseCoopers
Chartered Accountants and Registered Auditors
Spencer Dock
Dublin 1

Investment Managers

Irish Life Investment Managers
Beresford Court
Dublin 1

Sponsoring Employers

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

Solicitors

Mark McWha
Senior Solicitor
The Representative Church Body

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

TRUSTEE'S REPORT

FINANCIAL STATEMENTS

PAGE 4

Introduction

The Trustee presents the annual report on the performance of the assets of the Clergy Pensions Fund for the year ended 31 December 2010 and cash additions and withdrawals for the year.

Constitution of the Fund

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 Representative Church Body acted as Trustee of the Fund effective to 31 December 2010. The Fund is administered by the Church of Ireland Pensions Board in accordance with the provisions of Chapter XIV.

The latest revision of Chapter XIV which was carried out in 2010 has brought this Chapter into line with current Pensions legislation. The Bill gave approval for the Representative Church Body to establish a specialist company to act as trustee of the fund and the Representative Body is the sole member of this new Trustee Company. The Trustee Company assumes full responsibility as from 1 January 2011.

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, exclusive of the part relating to the Republic of Ireland, 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.

The Financial Statements are expressed in euro currency for balance sheet reporting purposes. The Fund is maintained in separate sub divisions by jurisdiction.

Management of the Fund

The Representative Church Body is the Trustee of the Clergy Pensions Fund for the relevant reporting period. The Representative Church Body is a trust corporation with perpetual succession. The Trustee is appointed by the General Synod of the Church of Ireland.

No costs or expenses were incurred by the Fund in respect of Trustee training during the year.

Summary Performance of Fund Assets

The Financial Statements record only the performance of the Fund Assets and net cash additions or withdrawals. Actuarial calculations of the liability for future benefits do not form part of these accounts.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

TRUSTEE'S REPORT

FINANCIAL STATEMENTS

PAGE 5

The financial development of the Fund over the year 2010 was as follows:

	€000
Contributions and other receipts	5,221
Special Capital receipt	5,000
Benefits paid and other expenses	<u>(7,041)</u>
Net Surplus	3,180
Investment return for year	10,648
Value of Fund at 31 December 2009	<u>93,989</u>
Value of fund at 31 December 2010	<u>107,817</u>

The Representative Body, as Trustee of the Fund, is responsible for investment policy and meetings are held with the Investment Manager to review strategy and performance on a regular basis. The external Investment Manager is remunerated on a fee basis calculated by reference to asset values and in accordance with formal fund management agreement between the Manager and the Trustee. Management fees and attributed costs of administration are charged to the Fund by the Trustee.

The investment objectives are to maximise total returns through diversified portfolios of equity, fixed interest, property and cash investments having regard to liability restraints, cash flow, interest rate and currency movements. The Trustee reviews investment objectives to ensure that these are appropriate to the profile of the Clergy Pensions Fund.

Actuarial Valuation

The Actuary's Certificate is included in the annual report of the Clergy Pensions Board. The certificate states that, at 31 December 2010, the Clergy Pension Fund did not satisfy the statutory Minimum Funding Standard under Section 44 of the Pensions Act.

As a result, the Trustee is required to submit a Funding Proposal to the Irish Pensions Board to eliminate the deficit under the statutory Minimum Funding Standard over a time period to be agreed with the Board.

Investment Management

The management of the Fund's assets is currently delegated by the Trustee to Irish Life Investment Managers.

Signed on behalf of the Trustee: *S Gamble*
DG Perrin

Date: 8 March 2011

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
STATEMENTS OF TRUSTEE'S RESPONSIBILITIES
FINANCIAL STATEMENTS

Statement of Trustee's Responsibilities

The Representative Body is Trustee of the Church of Ireland Clergy Pensions Fund.

The financial statements are the responsibility of the Trustee. Irish pension legislation requires the Trustee to make available for each scheme year the annual report of the scheme, including audited financial statements and the report of the auditor. The financial statements are required to show a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the financial transactions for the scheme year and the asset 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 Statement of Recommended Practice - Financial Reports of Pension Schemes (revised May 2007) (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 is required by law to have appropriate procedures in place throughout the year under review, to ensure that:

- contributions payable during the Plan year 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 Plan and the recommendation of the actuary.

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, including financial statements which show a true and fair view of the financial transactions of the Plan in the year under review and of the assets and liabilities at the year end, other than liabilities for pensions and other benefits payable after the year end. 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.

Signed on behalf of the Trustee: *S Gamble*

DG Perrin

Date:

8 March 2011

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
REPORT OF IRISH LIFE INVESTMENT MANAGERS 2010
FINANCIAL STATEMENTS

Review of 2010

2010 was a year of sharp contrasts for investors. Fears of a double dip recession in the developed world contrasted the strong growth in emerging economies; concerns over government and consumer indebtedness compared to improving corporate balance sheets; record low Triple A bond yields contrasted with record high yields in the periphery. Finally the fiscal austerity measures adopted across Europe compared to the unprecedented government and central bank stimulus put in place in the US.

Equity market returns were supported by earnings growth. Company profitability in 2010 far exceeded analysts' expectations. In January 2010 analysts forecast a 26% improvement in S&P earnings, by December expectations had increased to 42% growth. The improvement was driven by cost cutting and strong demand, for those with exposure to emerging markets. Such factors have offset the sluggish low single digit revenue growth experienced in developed economies.

The sovereign debt crisis emerged in January 2010 when it became evident that the fiscal situation in Greece was unsustainable. This crisis led to a reconsideration of safe assets, as the risk of default began to be priced into government bonds. This re-rating of safety is likely to continue in 2011 as rating agencies signal further country downgrades. There were even rumblings that the "ultimate safe haven" – US Government Bonds could be put on review for a potential downgrade. The concern remains that as the number of "risky" countries increases the potential bailouts become less feasible. On the other hand, the credit risk attached to companies eased, as balance sheets improved and as companies became more mobile and more able to gain exposure to countries with more robust growth. As a result the spread between government bonds and corporate bonds declined through 2010 with corporate bonds outperforming conventional government bonds.

Economic data weighed on markets during the year. However, measures to buy back government bonds, to extend tax cuts and to provide additional stimulus to business boosted markets in the fourth quarter. This additional stimulus has boosted the outlook for the US economy in 2011 but also raised concerns regarding the sustainability of the US budget deficit.

Emerging economies continued to improve in 2010 and investors sought to gain exposure to companies, government bonds and the currencies of these regions. The continued expansion of the middle classes is expected to drive growth over the next few years. However, concerns about regional over-heating continue to rise.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
REPORT OF IRISH LIFE INVESTMENT MANAGERS 2009
FINANCIAL STATEMENTS - CONTINUED

Investment Outlook

The global economic growth outlook has drifted higher for 2011 with strong growth in emerging markets offsetting the tepid developed world recovery. The US final quarter stimulus has resulted in forecasts for US economic growth for 2011 rising by more than 0.5%. Elsewhere the recoveries in Germany and Japan have also been much stronger than expected, although expectations are that growth will ease in these regions in 2011 and 2012.

Equity markets moved out of the trading range that had been maintained during the first three quarters of 2010, helped by US stimulus measures and improved German economic data. Earnings news continues to be supportive. As a result the fundamentals have improved for equity markets. In the short term, however, the recent rally leaves equities looking overbought.

Corporate earnings are expected to grow by a further 13% in 2011. Improvements to this number will be harder to come by in 2011 as further cost-cutting becomes harder to achieve. This earnings growth expectation may in fact drift back to single digit revenue growth numbers. The recent rise in input costs could also lead to some margin pressure as the ability to pass these cost increases on to the consumer becomes more limited.

Valuations remain undemanding with PE multiples well below their historic average levels. Nevertheless valuations are rarely a catalyst to move markets higher, but are a better guide for investors with a longer term horizon. The dividend yield offered by equities is now as attractive as the yield on ten year government bonds, particularly in Triple A countries.

Sovereign concerns are unlikely to abate in 2011. In fact, they are likely to intensify early in the year as countries attempt to front load new debt issuance. Potential rating downgrades should lead to continued volatility for both bond and equity markets. Despite this, continued strong earnings, supportive valuations, and robust corporate balance sheets are likely to support markets during 2011.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
REPORT OF IRISH LIFE INVESTMENT MANAGERS 2008
FINANCIAL STATEMENTS - CONTINUED

Performance

Investment management of the equity and fixed interest elements of the Clergy Pension Fund transferred to Irish Life Investment Managers with effect from 24th January 2008. Property and Venture Capital investments continue to be managed by other managers.

Equities and fixed interest bonds for both the Irish and UK funds are managed on an indexed (passive) basis replicating the performance of a particular index. Certain equities are excluded on socially responsible investing (SRI) grounds. The composite return for the equity and bonds funds for the 12 months to 31-Dec-2010 was +11.4%.

Valuation and Asset Distribution

Including property and venture capital values provided by other managers:

Valuation at 31-Dec-2010	€000's
ILIM Irish Fund	51,883
ILIM UK Fund	52,764
Property & Venture Capital	<u>3,084</u>
	<u>€107,731</u>

Asset Distribution at 31-Dec-2010

Equity

Europe	37.2%	
UK	33.3%	
US / Rest of the World	<u>11.3%</u>	81.8%

Fixed Interest

Europe	8.2%	
UK	<u>7.2%</u>	15.4%

Property

2.7%

Venture Capital

0.1%
100.0%

Irish Life Investment Managers
04 February 2010



PricewaterhouseCoopers
One Spencer Dock
North Wall Quay
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Independent Auditors' Report to the trustees of the Church of Ireland Clergy Pension Fund Pension Scheme

We have audited the financial statements on pages 12 to 21. These financial statements have been prepared under the accounting policies set out in the statement of accounting policies on page 12.

Respective responsibilities of trustee and auditors

As described in the statement of trustee's responsibilities on page 6, the trustee is responsible for making available the audited financial statements prepared in accordance with applicable Irish pension law and accounting standards issued by the Accounting Standards Board and published by The Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). This report, including the opinions, has been prepared for and only for the scheme's trustee as a body in accordance with Section 56 of the Pensions Act 1990 and for no other purpose. We do not, in giving this report including the 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.

We report to you our opinion as to whether the financial statements show a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the financial transactions of the scheme during the scheme year and of the amount and disposition of its assets and liabilities, other than liabilities to pay benefits in the future, and whether the financial statements contain the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006. We also report to you whether in our opinion the contributions payable to the scheme have been received by the trustee within 30 days of the scheme year end and, in our opinion, have been paid in accordance with the scheme rules and the recommendation of the actuary.

We read the other information contained in the annual report and consider whether it is consistent with the audited financial statements. This other information comprises only the trustee's report and the investment manager's report. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by or on behalf of the trustee in the preparation of the financial statements, and of whether the accounting policies are appropriate to the scheme's circumstances, consistently applied and adequately disclosed. Our work also included examination, on a test basis, of evidence relevant to the amounts of contributions payable to the scheme and the timing of those payments.



Independent Auditors' Report to the trustee of the of the Church of Ireland Clergy Pension Fund Pension Scheme - continued

Basis of opinion - continued

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error, and that contributions have been paid in accordance with the scheme rules and the recommendation of the actuary and received within 30 days of the scheme year end. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion, the financial statements show a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the financial transactions of the scheme during the year ended 31 December 2010, and of the amount and disposition at that date of its assets and liabilities, other than liabilities to pay benefits in the future, and contain the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006.

In our opinion the contributions payable to the scheme during the year ended 31 December 2010 have been received by the trustee within 30 days of the end of the scheme year and, in our opinion, such contributions have been paid in accordance with the scheme rules and the recommendation of the actuary.

A handwritten signature in black ink, appearing to read 'PricewaterhouseCoopers', is written over a faint, larger version of the company name.

PricewaterhouseCoopers
Chartered Accountants and Registered Auditors
Dublin

9 March 2011

The Representative Church Body is responsible for the maintenance and integrity of the Church of Ireland website.

Uncertainty regarding legal requirements is compounded as information published on the internet is accessible in many countries with different legal requirements relating to the preparation and dissemination of financial statements.

The maintenance and integrity of the Church of Ireland's website is the responsibility of the Representative Church Body; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdiction.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

ACCOUNTING POLICIES

PAGE 12

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

(i) Basis of preparation

The financial statements have been prepared in accordance with The Occupational Pension Schemes (Disclosure of Information) Regulations, (2006), and the guidelines set out in the Statement of Recommended Practice, Financial Reports of Pensions Schemes (Revised May 2007).

(ii) Investment Income

Income on investments includes all dividends and interest receivable during the year adjusted to reflect bought and sold interest on bond transactions in the accounting period.

(iii) Investments

Invested assets are held in a unitised fund which is managed by Irish Life Investment Managers. 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.

(iv) Financial Risk

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

(v) Foreign Currencies

Balances and transactions denominated in foreign currencies have been translated into Euro at the rate of exchange ruling at the year end. (2010 €1 = £0.8607
2009 €1 = £0.8881).

(vi) Benefits

The pension benefits are secured by contributions to a separately administered defined benefits scheme in accordance with the provisions of Chapter XIV of the Constitution of the Church of Ireland as amended from time to time by the General Synod.

(vii) Contributions

Normal contributions, both from the members and from the employer, are accounted for on an accruals basis in the month employee contributions are deducted from the payroll. Employers' augmentation contributions are accounted for in accordance with the agreement under which they are paid, or in the absence of such an agreement, when received. Additional voluntary contributions from the members are accounted for, on an accruals basis, in the month deducted from the payroll.

Employers' deficit funding contributions are accounted for in accordance with the agreement under which they are being paid or, in the absence of an agreement, on a receipt basis.

(viii) Transfers to and from other Schemes

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

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FUND ACCOUNT **YEAR ENDED 31 DECEMBER 2010**

FINANCIAL STATEMENTS **PAGE 13**

CONSOLIDATED FUND

	Notes	2010 €000	2009 €000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions receivable	3	5,221	4,777
Special contribution	4	5,000	-
		<hr/>	<hr/>
		10,221	4,777
BENEFITS AND OTHER PAYMENTS			
Benefits payable	5	6,887	6,814
Administrative expenses		154	127
		<hr/>	<hr/>
		7,041	6,941
NET ADDITIONS / (WITHDRAWALS)			
		<hr/>	<hr/>
		3,180	(2,164)
RETURNS ON INVESTMENTS			
Investment income	6	27	62
Realised and unrealised investment gain		10,719	18,859
Currency translation adjustment		(32)	43
Investment management expenses		(66)	(56)
		<hr/>	<hr/>
NET RETURNS ON INVESTMENTS		10,648	18,908
NET INCREASE IN FUND FOR YEAR			
		<hr/>	<hr/>
BALANCE 1 JANUARY		93,989	77,245
		<hr/>	<hr/>
BALANCE 31 DECEMBER		107,817	93,989
		<hr/> <hr/>	<hr/> <hr/>

The Fund has no recognised gains or losses other than those dealt with in the Fund Account.

Signed on behalf of the Trustee: *S Gamble*

DG Perrin

Date: 8 March 2011

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
STATEMENT OF NET ASSETS **YEAR ENDED 31 DECEMBER 2010**
FINANCIAL STATEMENTS **PAGE 14**

CONSOLIDATED FUND

	Notes	2010	2009
			€000
INVESTMENT ASSETS	7	107,749	93,895
		_____	_____
CURRENT ASSETS			
Amounts due from the Representative Church Body		152	162
CURRENT LIABILITIES			
Creditors		(84)	(68)
		_____	_____
NET CURRENT ASSETS		68	94
		=====	=====
NET ASSETS		107,817	93,989
		=====	=====

The accounts summarise the transactions of the Fund and deal with the net assets at the disposal of the Trustee. They do not take account of obligations to pay pensions and benefits which fall due after the end of the Fund year. The actuarial position of the scheme, which does take account of such obligations, is dealt with in the actuarial certificate included in the Annual Report and these accounts should be read in conjunction with this.

Signed on behalf of the Trustee: *S Gamble*

DG Perrin

Date: 8 March 2011

THE CHURCH OF IRELAND CLERGY PENSIONS FUND**YEAR ENDED 31 DECEMBER 2010****FINANCIAL STATEMENTS****PAGE 15****REPUBLIC OF IRELAND SUBDIVISION**

	Notes	2010	2009
		€000	€000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions receivable	3	2,680	2,520
Special contribution	4	2,484	-
Transfers from Northern Ireland subdivision		<u>72</u>	<u>49</u>
		5,236	2,569
BENEFITS AND OTHER PAYMENTS			
Benefits payable	5	3,177	3,148
Transfers to Northern Ireland subdivision		502	36
Administrative expenses		153	126
		<u>3,832</u>	<u>3,310</u>
NET ADDITIONS / (WITHDRAWALS)		<u>1,404</u>	<u>(741)</u>
RETURNS ON INVESTMENTS			
Investment income		24	55
Realised and unrealised investment gain		5,330	9,354
Investment management expenses		(33)	(28)
NET RETURNS ON INVESTMENTS		<u>5,321</u>	<u>9,381</u>
NET INCREASE IN FUND FOR YEAR		<u>6,725</u>	<u>8,640</u>
BALANCE 1 JANUARY		<u>46,839</u>	<u>38,199</u>
BALANCE 31 DECEMBER		<u><u>53,564</u></u>	<u><u>46,839</u></u>

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

YEAR ENDED 31 DECEMBER 2010

FINANCIAL STATEMENTS

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NORTHERN IRELAND SUBDIVISION

	Notes	2010	2009
		€000	€000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions receivable	3	2,541	2,257
Special contribution	4	2,516	-
Transfers from Republic of Ireland subdivision		<u>502</u>	<u>36</u>
		5,559	2,293
BENEFITS AND OTHER PAYMENTS			
Benefits payable	5	3,710	3,666
Transfers to Republic of Ireland subdivision		72	49
Administrative expenses		1	1
		<u>3,783</u>	<u>3,716</u>
NET ADDITIONS / (WITHDRAWALS)		<u>1,776</u>	<u>(1,423)</u>
RETURNS ON INVESTMENTS			
Investment income		3	7
Realised and unrealised investment gain		5,389	9,505
Currency translation adjustment		(32)	43
Investment management expenses		(33)	(28)
NET RETURNS ON INVESTMENTS		<u>5,327</u>	<u>9,527</u>
NET INCREASE IN FUND FOR YEAR		7,103	8,104
BALANCE 1 JANUARY		47,150	39,046
BALANCE 31 DECEMBER		<u>54,253</u>	<u>47,150</u>

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS

FINANCIAL STATEMENTS

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1. ACTUARIAL POSITION

The development of the Fund is monitored by the Actuary by means of an actuarial valuation which is carried out at intervals of not more than three years. The most recent valuation of the Fund was carried out as at 30 September 2009. Based on that valuation, the Actuary reported that, in common with many defined benefit schemes at this time, the Fund did not satisfy the minimum funding standards in section 44 of the Pensions Act, 1990 (Republic of Ireland).

The Actuary is required annually to produce a certificate commenting on the status of the funding of the Clergy Pensions Fund. At 31 December 2010 the Actuary's certificate stated that the Fund still did not satisfy the statutory minimum funding standard, and that the current funding arrangements were unlikely to enable the standard to be achieved as planned by 30 September 2011. It is expected a revised funding plan will be agreed with the Irish Pensions Board during 2011.

2. FORMAT OF THE FINANCIAL STATEMENTS

The statements summarise the transactions and net assets of the scheme. They do not take account of liabilities to pay pensions and other benefits expected to become payable in the future. The actuarial position of the fund, which takes account of such liabilities, is dealt with in the certificate supplied by the Actuary in the text of the Annual Report of the Church of Ireland Pensions Board and these statements should be read in conjunction therewith.

3. SUMMARY OF CONTRIBUTIONS RECEIVABLE

	2010 €000	2009 €000
<u>Republic of Ireland</u>		
Members – normal	536	425
– additional personal	168	164
Dioceses	1,409	1,352
Representative Church Body	560	579
Transfers from other funds	7	-
Special contribution	<u>2,484</u>	-
	<u>5,164</u>	<u>2,520</u>
<u>Northern Ireland</u>		
Members – normal	533	394
– additional personal	58	57
Dioceses	1,355	1,210
Representative Church Body	595	576
Transfers from other funds	-	20
Special contribution	<u>2,516</u>	-
	<u>5,057</u>	<u>2,257</u>
Total	<u>10,221</u>	<u>4,777</u>

The value of Northern Ireland contributions in sterling is translated for reporting purposes to euro at the year end rate of exchange.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FINANCIAL STATEMENTS

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4. SPECIAL CONTRIBUTION

As part of a funding proposal which was presented to General Synod in 2010 the Representative Church Body made a capital transfer of €5m to the Clergy Pensions Fund. Further transfers may be made in the years 2011 to 2014.

5. BENEFITS PAYABLE

	2010 €000	2009 €000
<u>Republic of Ireland</u>		
Pensions to retired bishops and clergy	1,605	1,712
Pensions to surviving spouses and orphans	1,377	1,389
Commutation of pensions	50	47
Death benefits	145	-
	<u>3,177</u>	<u>3,148</u>
<u>Northern Ireland</u>		
Pensions to retired bishops and clergy	2,353	2,280
Pensions to surviving spouses and orphans	1,202	1,153
Commutation of pensions	155	128
Death benefits	-	105
	<u>3,710</u>	<u>3,666</u>
Total	<u><u>6,887</u></u>	<u><u>6,814</u></u>

The cost of Northern Ireland benefits in sterling is translated for reporting purposes to euro at the year end rate of exchange.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FINANCIAL STATEMENTS

6. ANALYSIS OF INVESTMENT INCOME

	2010	2009
	€000	€000
Miscellaneous trust income	18	54
Interest	<u>9</u>	<u>8</u>
	<u>27</u>	<u>62</u>

The invested assets are held in a unitised fund and income is attributed to the fund as it arises and is not separately reported.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FINANCIAL STATEMENTS

7. (a) INVESTMENT ASSETS

	Market Value 2010	Market Value 2009
Equities	€000	€000
UK	35,852	29,870
Europe ex UK	40,098	36,330
Global	12,160	9,738
Bonds		
European	8,801	8,474
UK	7,754	6,616
	-----	-----
	104,665	91,028
	-----	-----
Other		
Irish Property Unit Trust	202	225
New Ireland Pension Property Series 1	2,706	2,467
New Ireland Venture Capital	176	175
	-----	-----
	3,084	2,867
	-----	-----
Total	107,749	93,895
	=====	=====

The total invested assets include an amount of €17,591 (€15,455 in 2009) of cash in transit to Irish Life Investment Managers.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND
NOTES TO THE FINANCIAL STATEMENTS – CONTINUED
FINANCIAL STATEMENTS

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7. INVESTED ASSETS – CONTINUED

(b) The fund tracks various published indices on a passively managed basis.

The relative weighting of the value invested in each index is controlled by the Trustee. As at 31 December 2010, the indices and the percentage of the fund, excluding property unit trusts and cash, invested in these was as follows:

Indices	Weighting
FTSE All World Series Developed Europe Ex UK	38.3%
FTSE All World Series UK	34.2%
S&P Global 100	11.7%
Merrill Lynch EMU Govt > 10 Year	8.4%
Merrill Lynch UK Govt > 10 Year	7.4%

8. CONTINGENT LIABILITIES

As stated in the accounting policies on page 12, 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 2010.

9. 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 Trustee.

10. RELATED PARTIES

- (a) The Trustee: The Trustee of the Fund is set out on page 3 of this report.
- (b) Remuneration of the Trustee: The Trustee does not receive and is not due any remuneration from the Fund in connection with its responsibilities as Trustee.
- (c) Employer: The Representative Church Body acts as the sponsoring employer for the Clergy Pensions Fund and employer contributions to the scheme are made in accordance with funding proposals agreed with the Actuary from time to time.
- (d) The Administrator: The Representative Church Body is the Registered Administrator of the scheme and is remunerated on a fee basis as shown on page 13 of this report.
- (e) The Investment Manager: Irish Life Investment Managers was appointed by the Trustee to manage the Fund's assets. The Manager is remunerated on a fee basis calculated as a percentage of the assets under management. These fees are reflected in unit prices and borne by the Fund.

11. APPROVAL OF FINANCIAL STATEMENTS

The Representative Church Body as Trustee of the fund at 31 December 2010 signed the accounts on 8 March 2011.

THE SUPPLEMENTAL FUND

1. ADMINISTRATION OF THE FUND FOR THE YEAR ENDED 31 DECEMBER 2010

The Supplemental Fund is held by the Representative Body 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:

(1) Minimum Income of Surviving Spouses and Orphans

Grants to ensure each has a minimum income from all sources in the year commencing 1 January 2010 of not less than:

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£11,984	€17,023
Surviving spouse 80 or over	£12,439	€17,670

On 31 December 2010, pensions were in course of payment to 198 surviving spouses (excluding widows of voluntary members) of clergy of the Church of Ireland. Four surviving spouses required a grant to bring their total income up to the relevant figure in the Table.

During 2010, each surviving spouse who was in receipt of a grant from the Supplemental Fund also received:

- (a) a grant towards basic housing costs of £350 or €500 from the Housing Fund;
- (b) a grant of £375 or €10 from monies allocated from the Priorities Fund.

As a result of these grants, the actual minimum income of surviving spouses during 2010 exceeded the figures in the Table by £725 or €1,010.

(2) Minimum Income for Retired Clergy

Grants shall be payable from the Supplemental Fund to retired clergy to ensure that each has a minimum income, including the Retirement Pension payable from the Church of Ireland Clergy Pensions Fund or any other approved Scheme, of not less than £8,924 (if resident in the U.K.) or €12,677 (if resident in the Republic of Ireland). Such minimum pension shall be in addition to a State or other pension (excluding a Retirement Pension payable under the Church of

Church of Ireland Pensions Board – Report 2011

Ireland Pensions Fund or any other approved Scheme) or a Sickness or Invalidity Benefit or a Supplemental Grant in lieu thereof.

In calculating grants the first £1,000 (if resident in the UK) or €1,419 (if resident in the Republic of Ireland) of income earned by the clergy and/or their spouse is disregarded.

One was payable on 31 December 2010.

(3) Supplement in lieu of State Pension

Grants shall be payable to retired clergy who are not eligible for a State, partial State or other pension (excluding a Retirement Pension payable under the Church of Ireland Pensions Fund) or a Sickness or Invalidity Benefit in lieu thereof as follows:

- | | |
|---|---------------|
| (a) Clergy who retired from an office in the Republic of Ireland: | |
| Eligible clergy aged under 80 | €1,976 |
| Eligible clergy aged 80 or over | €2,496 |
| Married clergy only: | |
| Spouse under 66 | €7,982 extra |
| Married clergy only: | |
| Spouse 66 or over | €10,728 extra |
| Single/widowed clergy only: | |
| Living alone | €400 extra |
| (b) Clergy who retired from an office in Northern Ireland: | |
| Eligible clergy: | |
| Single/widowed | £4,953 |
| Eligible clergy: | |
| Married | £7,920 |

The number of grants in payment on 31 December 2010 was three.

(4) Widow of Bishop

A grant in accordance with the following table to the widow of a bishop who retired before 1 January 1979:

Widow of bishop	€6,481
-----------------	--------

One grant was payable on 31 December 2010.

(5) Removal Grants

A grant to a surviving spouse towards the cost of removal, if his/her wife or husband was in the service of the Church of Ireland at the time of death, of the total amount involved up to a sum of £1,322 if he or she died while holding

office in Northern Ireland, or €1,876 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.

(6) 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 £3,786 if they died while holding office in Northern Ireland or €5,673 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 £1,192 if they resided in the United Kingdom or €1,689 if they resided in the Republic of Ireland shall be paid.

(7) 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 2011

The Representative Body recommends that the General Synod of 2011 approves allocations of €43,846 plus £3,064 to the Supplemental Fund from 2010 income (see page 20 of the report of the Representative Body).

The allocations recommended, combined with an unexpended surplus for 2010 and dividend income for 2011, will enable the Board to continue the schemes of *ex-gratia* payments to surviving spouses and retired clergy and it has decided that from 1 January 2011 these shall be as follows:

(1) Minimum Income of Surviving Spouses and Orphans

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£11,984	€17,023
Surviving spouse 80 or over	£12,439	€17,670

It is estimated that the cost of this scheme will be €1,556 plus £11,150.

(2) Minimum Income for Retired Clergy

Grants shall be payable from the Supplemental Fund to retired clergy to ensure that each has a minimum income, including the Retirement Pension payable from the Church of Ireland Clergy Pensions Fund or any other approved Scheme, of not less than £8,924 (if resident in the U.K.) or €12,677 (if resident in the Republic of Ireland). Such minimum pension shall be in addition to a State or other pension (excluding a Retirement Pension payable under the Church of Ireland Pensions Fund or any other approved Scheme) or a Sickness or Invalidity Benefit or a Supplemental Grant in lieu thereof.

In calculating grants the first £1,000 (if resident in the UK) or €1,376 (if resident in the Republic of Ireland) of income earned by the clergy and/or their spouse is disregarded.

It is estimated that the cost of this scheme will be £1,025.

(3) Supplement in lieu of State Pension

- (a) Clergy who retired from an office in the Republic of Ireland:
- | | |
|---------------------------------|---------------|
| Eligible clergy aged under 80 | €1,976 |
| Eligible clergy aged 80 or over | €12,496 |
| Married clergy only: | |
| Spouse under 66 | €7,982 extra |
| Married clergy only: | |
| Spouse 66 or over | €10,728 extra |
| Single/widowed clergy only: | |
| Living alone | €400 extra |
- (b) Clergy who retired from an office in Northern Ireland:
- | | |
|------------------|--------|
| Eligible clergy: | |
| Single/widowed | £4,953 |
| Eligible clergy: | |
| Married | £7,920 |

It is estimated that the cost of this scheme will be €12,496 plus £1,532.

(4) Widow of Bishop

A grant in accordance with the following table to the widow of a bishop who retired before 1 January 1979:

Widow of bishop	€6,481
-----------------	--------

The cost of this scheme will be €6,481.

(5) Removal Grants

Northern Ireland	£1,363
Republic of Ireland	€1,876

(6) Immediate Grants to Surviving Spouses

In service:

Northern Ireland	£3,905
Republic of Ireland	€5,673

In retirement:

Northern Ireland	£1,229
Republic of Ireland	€1,689

3. RULES

Copies of the rules are available on application to the Assistant Secretary.

4. FINANCIAL STATEMENTS

The Financial Statements of the Supplemental Fund are set out in the following pages.

THE SUPPLEMENTAL FUND**31 December 2010****FUND STATEMENT**

	2010 €000	2009 €000
INCOME		
General Synod Allocations	13	42
Investment Income	31	31
Income from Trusts and Donations	2	2
	<u>46</u>	<u>75</u>
EXPENDITURE		
Augmentation – Surviving Spouses and Orphans	34	22
Grants to Surviving Spouses	21	12
Grants to Retired Clergy	22	23
Expenses	5	5
	<u>82</u>	<u>62</u>
Surplus of income	<u>(36)</u>	<u>13</u>
Revaluation movement	42	94
Currency translation adjustment	15	31
	<u>57</u>	<u>125</u>
Net increase/(decrease) in fund for year	57	125
Capital balance 1 January	707	582
Capital balance 31 December	<u><u>764</u></u>	<u><u>707</u></u>

THE SUPPLEMENTAL FUND

ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2010

	2010 €000	2009 €000
Investments at Valuation		
RB General Unit Trusts	763	707
	<u>763</u>	<u>707</u>

Notes

1. The Supplemental Fund is vested in The Representative Church Body, as Trustee, for the provision of assistance to retired clergy of the Church of Ireland and to spouses, orphans and dependants of clergy of the Church of Ireland.

The Fund is established under Chapter XV of the Constitution of the Church of Ireland and administered by the Church of Ireland Pensions Board.

2. Accounting Policies are the same as those adopted for the Clergy Pensions Fund.

ACCOUNTANTS' REPORT

The Representative Church Body is responsible for preparing the Fund Statement and the Statement of Assets for the year ended 31 December 2010. We have examined the above and have compared them with the books and records of the Fund. We have not performed an Audit and accordingly do not express an audit opinion on the above statements. In our opinion the above statements are in accordance with the books and records of the Fund.

PricewaterhouseCoopers
Chartered Accountants
Dublin

March 2011

**THE CHURCH OF IRELAND
VOLUNTARY CONTRIBUTIONS SCHEME**

1. MEMBERSHIP AS AT 31 DECEMBER 2010

	Membership 31/12/09	New Contributors	Death in Service	Fund Transfers	Retired	Membership 31/12/10
RI	30	0	0	0	1	29
NI	<u>6</u>	<u>0</u>	0	0	<u>0</u>	<u>6</u>
Total	36	0	0	0	1	35
Previous Year	39	1	0	0	4	36

One member increased their contributions. The average annual contribution at the end of 2010 was (RI) €4,511 and (NI) £840. Contributions continue to be invested with the Standard Life Assurance Company in the “Managed Pension Fund”, the “With Profits Pension Fund”, the “Cash Pension Fund” or the “Pension Fixed Interest Fund”, as appropriate, of 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.

2. FUND STATEMENT

	2010 €000	2009 €000
Contributions received	105	93
Less paid on retirement or death	(5)	(23)
Less commuted to pension	-	-
	100	70
Balance 1 January	567	492
Currency Translation Adjustment	3	5
Balance 31 December	670	567

Notes

1. The Representative Church Body is Trustee of the Scheme which is administered by the Church of Ireland Pensions Board under the authority of a resolution adopted by the General Synod on 21 May 1985.

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2. Under the Scheme members are permitted to make voluntary contributions which are invested with the Standard Life Assurance Company to provide additional benefits within the overall limits allowed by the Revenue authorities. The balance at the year end represents the net accumulation of members' contributions which have been transferred to the Standard Life Assurance Company by the Trustee. The value of the investments underlying these contributions is not reflected in the statement.
3. Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2010 €1 = £0.8607 (2009 €1 = £0.8881)

ACCOUNTANTS' REPORT

The Representative Church Body is responsible for preparing the Fund Statement for the year ended 31 December 2010. We have examined the above and have compared it with the books and records of the Fund. We have not performed an Audit and accordingly do not express an audit opinion on the above statement. In our opinion the above statement is in accordance with the books and records of the Fund.

PricewaterhouseCoopers
Chartered Accountants
Dublin

March 2011

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 2010 was €41,708 and £3,244.

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 €42,920 plus £79,079 were allocated in 2010 as in previous years. Many expressions of thanks and appreciation have been received from the recipients.

The Board is most grateful for these donations and hopes that this Fund, which has already been of considerable help to retired clergy and surviving spouses with financial outlay arising from the provision and/or upkeep of housing accommodation, will be given further support by donations or bequests.

Two houses were bequeathed to the Representative Church Body, one of which is let to a member of the clergy and the other let to the surviving spouse of a member of the clergy. These are administered by the Board.

3. PRIORITIES FUND – ADDITIONAL INCOME FOR THE MOST ELDERLY AND NEEDY

A further grant was allocated by the Standing Committee from the Priorities Fund in 2010 to provide additional income for the most elderly and needy retired clergy and surviving spouses of clergy. This enabled the Board to give an additional grant of €510 or £375 as appropriate, to each retired member of the clergy who had reached 65 years of age and to each surviving spouse irrespective of age who also needed a grant from the Supplemental Fund to ensure a minimum income under the schemes in operation for that purpose. A total of four surviving spouses and one clergy benefited from the allocation and expressions of appreciation have been received.

The Board has applied to the Priorities Fund Committee for a grant for 2011.

4. MRS E TAYLOR ENDOWMENT

The Representative Body requested the Board to administer the Endowment “to provide additional benefits over and above the normal pensions for retired clergymen of the Church of Ireland who should be residing in the 26 counties of Southern Ireland”.

The Board has decided that the income from the Endowment should be allocated in the first instance for the benefit of those retired clergy in the Republic of Ireland who required nursing/home care either for themselves or their spouses including health and paramedical expenses.

During 2010, grants totalling €27,300 were paid to 9 retired clergy.

5. REV PRECENTOR RH ROBINSON BEQUEST

The income of this bequest is allocated annually by the Board in accordance with the terms of trust as an additional payment to a retired clergyman.

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 2010, the total of grants paid was €1,148.

7. DISCRETIONARY FUND – RETIRED CLERGY/SURVIVING SPOUSES

This Fund is available to provide (i) discretionary grants unrelated to housing, to surviving spouses of clergy to be administered in a similar fashion to that of the Housing Fund and (ii) greater support for retired clergy resident in Northern Ireland or outside Ireland.

Allocations of €21,500 were made in 2010 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €13,000 and £13,305 to 18 surviving spouses and grants totalling £10,540 to nine retired clergy.

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

APPENDIX A

June 2010

**Actuarial Valuation Report as
at 30th September 2009**

The Church of Ireland Clergy
Pensions Fund

MERCER



MARSH MERCER KROLL
GUY CARPENTER OLIVER WYMAN

Consulting. Outsourcing. Investments.

Church of Ireland Pensions Board – Report 2011

Actuarial Valuation Report as at 30
September 2009

The Church of Ireland Clergy Pensions Fund

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Appendix A: Data

Appendix B: Benefit Summary

Appendix C: Benefits

Appendix D: Minimum Funding Standard Assumptions

Appendix E: Actuarial Funding Method – Ongoing Valuation

Appendix F: Actuarial Assumptions – Ongoing Valuation

Appendix G: Value at Risk Analysis

Appendix H: Glossary

Appendix I: Actuarial Funding Certificate

Mercer (Ireland) Limited



Introduction

This is a report to the Church of Ireland Pensions Board and the Trustee of the Church of Ireland Clergy Pensions Fund on the actuarial valuation of the Fund as at 30 September 2009. The previous actuarial valuation of the Fund had an effective date of 30 September 2006.

The Fund has members in both the Republic of Ireland and Northern Ireland and is an exempt approved pension scheme in both jurisdictions, having received approval from the Revenue Commissioners and the Inland Revenue. The Clergy Fund, however, is regulated as an Irish pension scheme by The Pensions Board and, as such, is required to satisfy the minimum funding standard under The Pensions Act. Consequently this report assesses the funded position of the Fund in relation to the trustee's obligations under The Pensions Act.

The valuation meets the requirements of chapter XIV of the Constitution of the Church of Ireland and of section 56 of the Pensions Act, 1990, which require the Trustee to obtain an actuarial valuation periodically. It complies with relevant actuarial standards issued by the Society of Actuaries in Ireland (ASPEN1) and current at the date of signature. In this regard, it is confirmed that the actuary signing the report holds a current Fund Actuary Certificate.

The purposes of the valuation are to:

- 1) Set out the funding level at the valuation date on the basis that the Fund continues to operate indefinitely.
- 2) Set out the funding level on the basis that the Fund had been determined (i.e. wound up) at the valuation date and, on the basis of this analysis, confirm if the Fund satisfied the statutory Minimum Funding Standard.
- 3) Consider the adequacy of the contributions payable under chapter XIV of the Constitution of the Church of Ireland, taking account of the Trustee's funding objectives.

Church of Ireland Pensions Board – Report 2011

**Actuarial Valuation Report as at 30
September 2009**

The Church of Ireland Clergy Pensions Fund

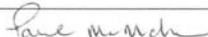
- 4) Set out an analysis of the principal factors that have contributed to the change in the ongoing funding level since the last valuation.
- 5) Provide an understanding of the financial risks inherent in the current funding and investment policies.

The methods and assumptions employed in the valuation are appropriate for the purposes described above. They may not be appropriate for other purposes. The valuation report must be disclosed to members on request, in accordance with the disclosure regulations of the Pensions Act, 1990. The report may be disclosed to other parties with the consent of the Trustee or under disclosure legislation and regulations. Such parties may rely upon the results only for the purposes described above or any other purpose agreed with the Fund actuary at the time of disclosure.

Fund Actuary Name	Paul McMahon
--------------------------	--------------

Fund Actuary Certificate Number	P076
--	------

Qualification	Fellow of the Society of Actuaries in Ireland
----------------------	---

Signature	
------------------	---

Date of Signing	29/6/2010
------------------------	-----------



Data

2.1 The valuation is based on data relating to:

- 1) The membership of the Fund at the valuation date.
- 2) The benefits provided by the Fund.
- 3) The amount of assets held by the Fund on the valuation date.

Further information relating to the data is set out below and in the Appendices.

Membership

- 2.2 Data in relation to members in service (active members), former members with deferred pensions (deferred members) and current pensioners (pensioners), was obtained from records maintained by the Church of Ireland.
- 2.3 I have relied on the accuracy of the information provided to me without additional detailed audit. I have however undertaken such reasonableness checks as are practicable on this data and, on the basis of these checks, I have no reason to doubt its accuracy in any material respect. These checks do not however provide a guarantee in this regard.
- 2.4 The Fund was open to new entrants at this valuation date.
- 2.5 The following is a summary of the membership data at the valuation date. A reconciliation with membership figures at the previous valuation date is set out in Appendix A.

Church of Ireland Pensions Board – Report 2011

Actuarial Valuation Report as at 30
September 2009

The Church of Ireland Clergy Pensions Fund

Republic of Ireland

Active Members	Current Valuation	Previous Valuation
Number of members	197	219
Total MAS (€000's)	7,184	6,852
Average age	51.0	51.3
Average past pensionable service	16.5	15.5
Deferred Members	Current Valuation	Previous Valuation
Number	40	35
Total deferred pensions (€000's pa) (includes revaluation to 30/09/2009)	212	161
Average age	51.8	51.4
Pensioners	Current Valuation	Previous Valuation
Number	214	193
Total pensions payable (€000's pa)	3,393	2,620
Average Age	77.9	77.8

Northern Ireland

Active Members	Current Valuation	Previous Valuation
Number of members	252	269
Total MAS (sterling £000's)	6,332	6,039
Average age	49.6	50.2
Average past pensionable service	15.8	17.2
Deferred Members	Current Valuation	Previous Valuation
Number	46	46
Total deferred pensions (sterling £000's) (includes revaluation to 30/09/2009)	155	133
Average age	48.8	48.2
Pensioners	Current Valuation	Previous Valuation
Number	300	286
Total pensions payable (sterling £000's)	3,382	2,671
Average Age	78.0	78.5

Benefits

- 2.6 A summary of Fund benefits on which the valuation is based is included in Appendix B. The benefits are unchanged from the previous valuation.
- 2.7 Northern Ireland members in receipt of a pension are required by UK law to receive a minimum level of increase in their pension each year. All other increases to pensions in payment are paid on a discretionary basis under Chapter XIV of the Constitution of the Church of Ireland. This report assumes that the trustee will continue to increase all pensions on a discretionary basis.

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- 2.8 I have assumed for the purposes of the ongoing valuation that the Trustee will continue to provide these discretionary benefits in the future.

Contributions

- 2.9 Following the last valuation it was agreed that a total contribution rate of 30.6% of Minimum Approved Stipend (MAS) would be paid to the Fund. Expenses of administering the Fund were payable in addition. The audited accounts confirm that contributions have been paid at this rate since 30 September 2006.

Assets

- 2.10 Information on the assets of the Fund was sourced from the investment reports prepared by the investment managers covering the period ended 30 September 2009. No allowance has been made for any current assets or liabilities.
- 2.11 For the purposes of assessing whether the Fund satisfies the Minimum Funding Standard I am required to estimate the realisable value of the fund (including AVCs) at the valuation date but disregarding those assets, if any, which constitute self investment and concentration of assets beyond the limits prescribed in the Pensions Act.
- 2.12 On the basis of the foregoing, the net asset value at the valuation date for the purposes of the ongoing valuation was €90,876,000 (including AVCs) while the net realisable value at the same date for the purposes of the Minimum Funding Standard test was €90,876,000 (including AVCs).
- 2.13 Further information on the assets, including a consolidated revenue account for the inter-valuation period, is set out in Appendix A. This has been compiled from the Fund's audited accounts over the inter-valuation period where applicable. However, accounts were not available at the valuation date as the plan year ends on 31 December.

Investment Policy

- 2.14 The trustee's investment policy can be summarised as follows:
- The Trustee has engaged professional investment managers Irish Life to manage the fund on their behalf.
 - The assets are split into Republic of Ireland and Northern Ireland subsections to better match the currency of the respective liabilities.
 - The portfolio comprises:
 - 1) A diversified portfolio of equity, fixed interest and property investments, the objective of which is to maximise return subject to an acceptable level of risk. Risk in this context is managed primarily by diversifying the

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portfolio and placing limits on the allocation to any particular sector or individual stock.

- 2) An allocation to liability driven investments (conventional and index-linked bonds and/or derivative based interest rate and inflation swap instruments). The objective of this element of the portfolio is to immunize the Fund against changes in financial conditions. At the valuation date, some 17% of the assets were invested in bonds in this regard.
- 2.15 The application of this policy has resulted in the following distribution of the invested assets at the valuation date.

Asset Class	Proportion of Fund
Fixed interest	17%
Equity	80%
Property	3%
Other	0%
Total	100%

- 2.16 Given the nature of the Fund's liabilities which are dominated in both euro and pounds sterling, the assets are also split with an allocation to each of these currencies to match the appropriate liability. However, for convenience, all asset and liability figures in this report have been expressed in euro.
- 2.17 Death in service benefits under the Fund are self insured. Given the level of such benefits and the total value of the Fund's assets, I am satisfied that this arrangement is appropriate. However, the Trustee should be aware that a significant number of death claims over a short period of time may adversely affect the funded status of the Fund, particularly under the statutory minimum funding standard. To help protect the Fund against such an eventuality, the trustee may wish to consider a stop-loss or catastrophe insurance policy.

3

Valuation of Discontinuance Liabilities

Minimum Funding Standard

- 3.1 A Fund is deemed to have satisfied the Minimum Funding Standard if, in the opinion of the actuary, the assets were greater than the value of the contractual benefits that would have become payable if the Fund had been determined (i.e. wound up) on the effective date, together with the expenses of winding up the Fund.
- 3.2 The assets, net of any self investment or concentration of investment beyond prescribed limits, are taken into account for the purposes of the Minimum Funding Standard at the estimated realisable value.
- 3.3 The assumptions on which the Minimum Funding Standard liability is determined are prescribed in actuarial standards - see Appendix C.
- 3.4 The contractual benefits payable to, and in respect of, the various beneficiaries are as follows (Contractual benefits do not include an allowance for discretionary pension increases, with the exception of increases guaranteed by law to Northern Ireland members, the discontinuance liabilities do not include any allowance for future increases to pensions in payment):
 - Benefits secured as a consequence of a member making additional voluntary contributions to the Fund
 - The pensions and contingent pensions payable to and in respect of retired members and other former employees who may have died in service.
 - The deferred benefits payable to, and in respect of, former members to which these members became entitled on leaving service. The Minimum Funding Standard liability includes revaluation in the period to retirement on the element of certain preserved benefits that relates to pre 1991 pensionable service.
 - The benefits payable to, and in respect of, active members on wind up are determined as the deferred benefits that would have been payable to, or in respect of, these members if they had left service on the effective date of

- the wind up, again including revaluation in the period to retirement on that element of preserved benefits related to pre 1991 pensionable service.
- Where appropriate, benefits for Northern Ireland members are assumed to revalue or increase in payment in line with appropriate legislation.
- 3.5 The value of liabilities also includes a priority allowance for the estimated expenses of administering a wind up.
- 3.6 Where a Fund fails to satisfy the Minimum Funding Standard, the Trustees are required to develop a Funding Proposal in conjunction with the company and the Fund Actuary to resolve the shortfall.

Sensitivity Analysis

- 3.7 Future investment returns will never exactly match the assumptions underlying the statutory Minimum Funding Standard basis especially in the short term. To illustrate the impact that adverse market conditions would have on the statutory funding level of the Fund, we have also calculated this funding level at the valuation date assuming long bond yields were ½% p.a. lower (and liabilities increase as a result) and equity and property values were 20% lower. While such market conditions may trigger a review by the SAI of its standard transfer value basis, we have ignored this possibility for the purposes of our illustrations.

Discontinuance Liability

- 3.8 The actual liability on discontinuance differs from the Minimum Funding Standard liability in the following respects:
- In the case of Northern Ireland members, the Minimum Funding Standard liability incorporates a substituted fixed rate of pension indexation in lieu of the rate guaranteed under the rules of the Fund.

We have separately estimated the value of the discontinuance liability taking account of the factors outlined above.

- 3.9 Section 48 of the Pensions Act allows, but does not require, Trustees to settle deferred benefit obligations in respect of active and deferred members by firstly capitalising these benefits in accordance with actuarial guidance and then making equivalent transfer payments to alternative pension arrangements. Notwithstanding this, the Trustees may, instead, wish to consider settling these benefit obligations by purchasing comparable deferred annuities in the market place. However, our understanding is that there is not, at the current time, a liquid market in these policies (especially in respect of Republic of Ireland members) and it is therefore not clear whether it would be possible to implement such an option. As a result we have not considered it further in this valuation beyond noting that if such an option were available to the Trustees, it is likely that the cost of settling benefits on this basis would greatly exceed the corresponding cost on the standard transfer value basis.

4

Valuation of Ongoing Liabilities

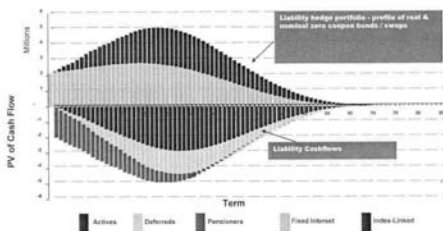
Nature of Liabilities

- 4.1 The Fund's liabilities on an ongoing basis consist of obligations to make pension and other benefit payments to current and potential future beneficiaries. Once in payment, pension entitlements are generally increased annually in line with any minimum legislative requirements and further increases are currently provided on a discretionary basis in line with annual increases in inflation, capped at 5% in any one year. In the period up to retirement, death or earlier leaving service, accrued benefits increase each year in line with changes in the Minimum Annual Stipend, which generally might be expected to be linked to, but exceed, price inflation over the period. Deferred benefits for early leavers are indexed in the period to retirement in line with price inflation. In summary, the Fund liabilities are linked to price inflation during the period up to and beyond retirement.
- 4.2 The value of these liabilities is determined by firstly projecting the benefits payable in the future. The projected benefit cash flows allow for:
- The anticipated incidence of benefits commencing, and ceasing, determined in accordance with the demographic assumptions.
 - Projected Pensionable Stipend allowing for future anticipated increases which will determine the benefits payable to, and in respect of, active members.
 - Future revaluation of the preserved benefits payable to and in respect of deferred members.
 - Increases on pensions in payment in accordance with the current policy.

Benefit outflows are capitalised and represented as a Fund liability by discounting the future anticipated cash flows at a suitable discount rate. The diagram below sets out an illustration of the projected outflow by member class of a typical pension Fund.

Valuation of Fund Liabilities – Economic Basis**Minimum Risk Approach**

- 4.3 In theory it is possible to construct a portfolio of assets (conventional and index-linked bonds and/or derivative based interest rate and inflation swap instruments) that generate an income stream that coincides exactly with the corresponding projected benefit outgo of the Fund. The market value of this fully liability-hedged portfolio would equal the subjective economic market valuation of the Fund's liabilities.



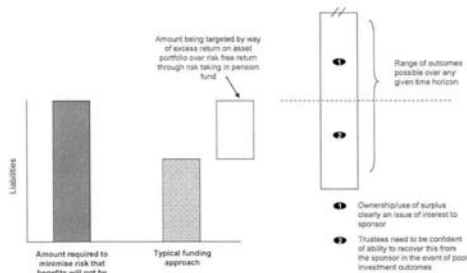
- 4.4 Therefore, in order to determine the economic value of the Fund's liabilities, it is necessary to discount each future projected benefit payment at the market interest rate appropriate to a fixed interest investment of that duration. For ease of calculation we have used a single interest rate to discount all benefit outflow chosen by reference to the yield on a fixed interest stock with duration similar to the average duration of Fund benefit outgo.
- 4.5 The assumptions on which the valuation of liabilities is determined are as set out in Section 6.

Determining the Funded Component of the Liability

- 4.6 Paragraph 4.3 describes the approach to determining the economic value of the Fund's benefits. To the extent that this liability is not financed by the accumulated fund, the residual liability may be funded by a combination of
- future contributions from the members, dioceses and the Representative Church Body and/or
 - targeting a return on investments in excess of the minimum risk approach.

Funding policies have traditionally been set by anticipating asset out-performance in the liability valuation basis and investment policy has been constructed accordingly. In practice effect is given to this policy by discounting liabilities at a rate that reflects the expected return on the fund – thus resulting in a funding target for past service liabilities below the economic valuation.

This is represented in the diagram below. The economic value of the liability is shown as the left hand bar whereas the funded component of the liability is represented by the middle bar.



Risk Management

- 4.7 One of the important implications of the funding and investment policies outlined above is that the assets (to the extent that they are invested in assets other than bonds of appropriate duration) could not be considered to be matched to the form and incidence of the liabilities. There is also a currency mismatch to the extent that the assets are denominated in currencies other than the Euro or Pounds Sterling. The diagram above shows a stylised illustration of the "spread" of likely outcomes as a consequence of pursuing an unmatched asset and liability funding strategy. The key point is that by embracing an unmatched investment strategy and anticipating future investment gains as an integral part of financing Fund liabilities, the Trustees are accepting an inevitability that future outcomes will either be better than the projections (scenario 1) or that a funding shortfall will arise (scenario 2).
- 4.8 Another way of understanding the pension risk associated with a particular investment strategy is to focus on a Value-at-Risk analysis which measures the impact on the funding level of adverse movements in interest rates and asset values. Value-at-Risk analysis can be undertaken in many different ways but in this valuation we have focused on events that, on the basis of experienced statistical evidence, might be expected to occur one year in twenty. Appendix F explains the methodology employed in a Value-at-Risk assessment in more detail. The results of this analysis are contained in Section 7.
- 4.9 Alternatively, if the value of the Fund's assets equals its liabilities when assessed on an economic basis, and assets are invested in accordance with the liability-hedged portfolio, the Fund's assets and liabilities will be largely immunized against changes in financial conditions and the Value-at-Risk would reduce accordingly. Experience gains and losses would then be confined to non-financial

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areas such as Pensionable Stipend inflation, demographic movements, longevity etc.

5

Development of Funding Policy

Valuation objectives

- 5.1 Chapter XIV of the Constitution of the Church of Ireland specifies the contributions payable by the members and parishes to fund the benefits payable. Additional amounts as determined by the Board on the advice of the actuaries are also payable by the Representative Church Body. A wide range of potential outcomes are possible and any additional contributions payable by the Representative Church Body must ultimately be determined on a basis consistent with the Trustees' funding objectives.
- 5.2 The Minimum Funding Standard regime provides a practical base line in terms of both a target funding level and contribution rate. In circumstances where the Fund fails to satisfy the Standard, the Trustees must agree a Funding Proposal to restore the solvency position. The Pensions Board has established guidelines in relation to what would constitute an acceptable Funding Proposal.
- 5.3 Beyond this funding policy is largely discretionary and the Trustee's objectives have been developed in the context of the following:
- the pension Fund represents a voluntary arrangement whereby the Trustee, the Representative Church Body and parishes enter an agreement to provide various benefits to the members subject to adequacy of resources;
 - the assumptions and method used in the valuation result in a recommendation as to the adequacy of the current contribution structure.
 - the assumptions and method used in the valuation result in a recommendation as to the pace at which the benefits will be paid for by means of any additional contributions from the Representative Church Body.
 - the true cost of providing pensions promised to members depends on the Fund's experience and will emerge only in time;
 - higher contributions now will lead to lower contributions later and vice versa;

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- higher contributions now will provide members with greater benefit security.
- 5.4 In determining a funding policy the Trustee must strike a balance between various (potentially competing) objectives including the financial preferences of the members, parishes and the RCB and the need to maximize the security of members' benefits. When making decisions on these matters the Trustees will be informed by their attitude to risk and, in particular, by their view on the ability and willingness of the members, parishes and the Representative Church Body to support a lower (but potentially more volatile) future funding requirement versus a higher (but more stable) obligation.
- 5.5 For the purposes of the current valuation it has been agreed that funding policy should encompass the elements set out below. This policy is broadly consistent with that adopted at the last valuation.
- 1) The funded component of the accrued liability has been determined by reference to a discount rate that exceeds the risk free rate in the pre-retirement period (see Section 7 for further details).
 - 2) The funding liability includes reserves to provide for a continuation of current discretionary practices.
 - 3) The contribution rate in respect of future service for currently active members has been calculated using the Projected Unit method, at this valuation. See Appendix D for a technical description of this method. This is a change from the previous valuation when the Attained Age valuation method was used. As the Fund remains open to new entrants, I am satisfied that the Projected Unit Method is suitable for determining the ongoing cost of benefits.
 - 4) No allowance is made for the operational costs, which are met separately by the Representative Church Body. Provision has been made for future investment management expenses within the financial assumptions.
- 5.6 While it is intended that the valuation will be undertaken at intervals of three years, the financial position of the Fund should be reviewed if a significant event occurs which materially affects either the financial position of the Fund or the Trustees' funding policy. Without prejudice to the generality of this statement such an event would encompass material changes in the assets, liabilities or funding level, the membership profile or the relative strength or covenant of the employer.

6

Assumptions

- 6.1 The valuation results depend on the assumptions used. There are two broad categories of assumptions:

financial assumptions - such as the investment return that will be earned in the future and the rates at which earnings and pensions will increase; and

demographic assumptions - such as rates of mortality, retirement, and withdrawal from the Fund.

- 6.2 A market based approach has been used in setting the assumptions for the purposes of the ongoing valuation. This involves using the yield available in the market at the valuation date on long-dated Government Bonds as a determinant of the best estimate of future market returns. The market value of assets is compared to liabilities valued using the market approach in order to determine the past service funding level. Assets and liabilities are thus measured in a consistent manner. At the valuation date, there was not a significant difference between the yield on long-dated Government Bonds in the Euro and Sterling market, and the valuation assumptions have therefore been set by reference to Eurozone yields.
- 6.3 Except where noted otherwise, the assumptions are unchanged from the last valuation.

Financial Assumptions

- 6.4 The financial assumptions have been derived from the yield on long dated government bonds at the valuation date. The table below compares the key market yields on the valuation date with the corresponding yields at the previous valuation:

	Current Valuation	Previous Valuation
Annualised yield on long-dated Eurozone bonds	4.28%	3.94%
Annualised yield on long-dated Eurozone index-linked gilts	1.81%	1.68%
Long term expectation for annual Eurozone price inflation*	2.43%	2.22%

- 6.5 On the basis of these yields the financial assumptions adopted for this valuation compared to those adopted for the previous valuation are as follows:

	Economic Valuation	Funding Policy	Previous Valuation
Discount Rate			
Pre-retirement	4.25% pa	6.25% pa	6.0% pa
Post Retirement	4.25% pa	4.25% pa	5.0% pa
Benefit Increases			
Price inflation	2.5% pa	2.5% pa	2.5% pa
Pensionable Stipend Increases	0% pa until 31/12/2011 and 1.5% thereafter	0% pa until 31/12/2011 and 1.5% thereafter	3.5% pa
Pension increases	1.5% pa	1.5% pa	2.5% pa

Demographic Assumptions

- 6.6 It is also necessary to make a range of demographic assumptions to project the incidence and level of future benefit payments. These include:
- Mortality rates used to derive post retirement life expectations as well as the incidence of death in service.
 - The incidence of commutation of pension for lump sum payments at the point of retirement.
 - Family statistics relating to the proportion of members who are married and the age differential between husband and wife.
- 6.7 A comprehensive description of the assumptions adopted, noting changes relative to the previous valuation, is included in Appendix E.
- 6.8 The valuation outcome is sensitive to the assumptions made. The key assumptions to which the contribution rate is particularly sensitive are:
- The assumed rate(s) of interest used to discount future benefit payments.
 - The assumed rate of benefit inflation resulting from Pensionable Stipend and Fund pension increases.
 - Mortality rates and the associated allowance for post retirement longevity.

Clearly different assumptions give different outcomes. Weaker assumptions would give a more favourable valuation income in terms of a higher funding level and lower future contribution requirement and vice versa. It is beyond the scope of the valuation to demonstrate the sensitivity of the valuation outcome to all of the assumptions. However, the results do, in terms of the difference between the economic and funding bases, convey a sense of the sensitivity of both the funding level and contribution rate to the valuation interest rate.

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Beyond this the VaR analysis gives a sense to the extent to which the funding level might change in adverse market conditions. The extent to which a change of this magnitude would give rise to a change in the contribution rate would be a matter for debate and agreement in the context of the Trustee's funding policy.

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7

Results and Recommendations

Value of Discontinuance Liabilities and Assets

- 7.1 The table below contains a breakdown of the Minimum Funding Standard liability at the current and previous valuation dates, the corresponding liability under the Sensitivity Analysis and the Discontinuance Liability. It also includes the associated level of asset coverage taking account of statutory priorities.

The figures below are inclusive of AVCs.

	Minimum Funding Standard (MFS)		MFS Sensitivity	Discontinuance
	30/09/2009	30/09/2006	30/09/2009	
Expense provision	800	500	800	800
Cost of securing annuities for pensioners	86,436	95,218	90,426	87,342
Asset Coverage	100%	100%	84%	100%
Cost of paying transfer values to active members (including revaluation of pre 1991 benefits)	43,361	42,332	44,175	43,361
Cost of paying transfer values to deferred members (including revaluation of pre 1991 benefits)	3,555	3,115	3,602	3,555
Asset coverage	7.8%	70.5%	0%	5.8%
Total liabilities	134,152	141,165	139,003	135,058
Value of assets	90,876	127,768	76,559	90,876
Deficit	43,276	13,397	62,444	44,182

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Minimum Funding Standard

- 7.2 The Fund does not meet the Minimum Funding Standard at the valuation date. I have completed an Actuarial Funding Certificate confirming this outcome and a copy is included in Appendix H.
- 7.3 The liabilities above exclude any allowance for discretionary pension increases. They do, however, include an allowance for any guaranteed pension increases for Northern Ireland members under applicable UK legislation.
- 7.4 Assuming contributions are paid in accordance with those set out in the Constitution and later in this section, the funded status of the Fund under the Minimum Funding Standard is expected to gradually improve over the period to the next valuation in 2012. At this time, the expected deficit is €33.6m with coverage for actives and deferreds increasing to 28% (from 7.8% at present).

Sensitivity Analysis

- 7.5 Section 3.7 provides details of a sensitivity analysis demonstrating the impact on the Minimum Funding Standard funding level of a materially adverse notional event. Under this scenario I estimate that the Fund would have a shortfall of assets to liabilities of €62,444,000.
- 7.6 The extent of the change in the funding level reflects the degree to which the assets and liabilities are mismatched. Of course the mismatch also creates the potential for significant experience gains in a converse scenario. While I haven't undertaken the calculations, it would be reasonable to expect the gains in the converse scenario would be of a similar order of magnitude to the losses in the scenario shown.

Discontinuance position

- 7.7 I noted in Section 3.8 the differences between the Minimum Funding Standard liability and the actual discontinuance liability. I estimate the additional liability on discontinuance would amount to €906,000. The discontinuance funding level is 67.3%.

Value of Ongoing Liabilities and Assets

- 7.8 The following table sets out a breakdown of the accrued liability at the valuation date on the economic basis and also the funding target. Both are compared with the value of Fund's assets.

	Economic Valuation	Funding Target
	€000's	€000s
Accrued Liabilities		
Members in service	57,396	49,844
Deferred pensioners	5,702	4,566
Pensioners	80,776	80,776
All members	143,874	135,186
Market value of assets	90,876	90,876
Unfunded liabilities	52,998	44,310
Funding level %	63%	67%

- 7.9 The Trustee's funding policy is to target an accumulated fund which is less than the economic liability in anticipation that the residual balance will be financed by future outperformance of the assets over the risk free rate of return.
- 7.10 As is evident from the foregoing, there is considerable scope for variability in the funding level and the contributions required to amortise any resulting deficit depending on the funding policy adopted. The difference identified above between the deficit resulting from the application of the economic and funding bases respectively provides an indication of the scope for variability associated with the use of different financial assumptions.

Value at Risk Analysis

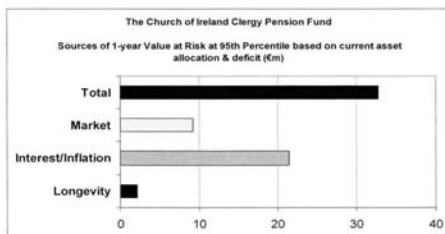
- 7.11 The VaR analysis we have undertaken suggests that, under the current investment policy, there is a 1 in 20 chance that the amount of unfunded liability (measured on the economic basis) will increase by €32.8 million or more in a single year – mainly as a result of changes in interest rates, the market value of assets and future longevity patterns. While the Representative Church Body and Trustee would most likely consider a number of alternatives to fund a change of this magnitude, on the basis of the method and assumptions employed in the economic valuation, such an outcome could result in an increase in the contribution rate of 19% of pensionable salaries. This analysis serves to demonstrate the extent of the external financial risk carried by the scheme.
- 7.12 Changes in future longevity patterns have also emerged as a material long term financial risk for Trustees although more difficult to measure and expected to be of a lower magnitude than the larger and more easily "managed" financial risks.
- 7.13 The chart below summarises the output from the VaR analysis. The total change of €32.8 million may be subdivided between changes in the market value of the

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fund €9.2 million (Market) and changes in the liabilities associated with interest rate movements €21.5 million (Liability).



- 7.14 The main point to note in the context of this analysis is that alternative investment strategies are available which would reduce the financial risks considerably. The Trustee needs to be satisfied that the level of risk currently taken is appropriate having regard to the circumstances of the scheme and, if not, to consider the scope to "de-risk" the investment strategy.
- 7.15 It should be noted that modeling was 'limited' to the risks mentioned above. Other non-hedgeable risks would remain, including exposure to Irish consumer price inflation and real salary increases, other demographic factors including withdrawal and ill-health retirement and options that members may have to retire early or exchange pension for cash.
- 7.16 As the Fund maintains two separate subsections for Republic of Ireland and Northern Ireland members, there is no additional currency risk in this regard.

Recommended Contribution Rates

- 7.17 The general synod of the Church of Ireland 2010 passed changes to chapter XIV of the Constitution which impacts the contributions payable by the members and parishes. Changes to the payment and calculation of benefits have also been agreed.
- 7.18 In relation to contributions, the amount payable by the members and parishes will increase to 30% of pensionable Stipend with effect from 1 January 2011. This will further increase to 34% with effect from 1 January 2015.

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- 7.19 In addition to the above, the Representative Church Body has also agreed to contribute the following lump sum amounts:

Deficit Lump Sum Contributions	
	€000's
2010	6,200
2011	5,950
2012	5,700
2013	5,450
2014	5,200

- 7.20 The general synod also introduced a new definition – Pensionable Stipend. Pensionable Stipend will no longer be directly linked to Minimum Approved Stipend, but will instead be determined on an annual basis. As part of a Funding Proposal to be submitted to the Pensions Board, it was agreed at synod that increases in Pensionable Stipend and future discretionary pension increases would be a rate lower than inflation for the foreseeable future.
- 7.21 Based on the assumptions used for the Funding Target, I am satisfied that the contributions outlined above are sufficient to provide the benefits under the Fund.
- 7.22 However, under the Economic valuation assumptions, the proposed contributions would not have been sufficient. I estimate that in this situation additional contributions of 6% of Pensionable Stipend would be required.
- 7.23 Pensionable Stipend is defined in chapter XIV of the Constitution of the Church Of Ireland and summarised in Appendix B.
- 7.24 The contributions outlined above do not include an allowance for the cost of administrative expenses to be paid from the fund.
- 7.25 I recommend that the regular contributions, net of benefit outflows, are paid regularly throughout the year and in any event no less frequently than quarterly from an effective date of 30 September 2009. Lump sum contributions should be paid on or before 31 December for the years noted above.
- 7.26 Member contributions (including AVCs) are included in the above contributions. These contributions must be remitted to the Fund within 21 days of the end of the month in which they are deducted.

Continuing Discretionary Practices

- 7.27 In view of the changes to Chapter XIV of the Constitution agreed at General Synod 2010, and the RCB's commitments to additional funding, I believe it is reasonable for the Trustee to maintain for the time being the established discretionary practices identified earlier. These may however need to be reviewed should the Fund's circumstances change materially.

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Investment Risk

- 7.28 I recommend that the Trustee keep investment strategy under review. In my view consideration should be given to reducing investment risk should the circumstances so permit.

8

Reconciliation with Previous Valuation*Intervaluation Experience*

- 8.1 The following table sets out key items of inter-valuation experience:

	Expected Outcome	Actual Outcome	Financial Impact at 30/09/2009
Investment return	142,240	90,876	(51,365)
MAS growth	65,386	57,908	7,478
Pension increases	70,592	64,317	6,275

The figures in the above table are expressed in Euro terms and show a positive contribution from MAS and pension increases. This is primarily due to the favourable movement in exchange rates over the inter-valuation period. While increases in both MAS and pensions have been ahead of expectation over the period 2006 to 2009 (approximately 4.5% p.a.), the Fund has benefited in terms of a reduction in total liabilities due to a strengthening of the Euro against the Pound Sterling over this period. The exchange rate at the 2009 valuation date was €1 = Stg £0.92 compared to €1 = Stg = £0.67 in 2006. This has had the effect of reducing the Fund's liabilities when expressed in Euro terms.

Ongoing Funding Level

- 8.2 Jim Kehoe carried out the previous actuarial valuation at 30 September 2006.

The previous valuation results may be compared to those arising at the current exercise as follows:

	Current Valuation €000's	Previous Valuation €000's
Accrued Liabilities	135,186	144,463
Market value of assets	90,876	127,768
Deficit	44,310	16,695
Funding level %	67%	88%

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- 8.3 The principal reasons for the change in the deficit position between the two valuations are shown below with the appropriate financial impact at the current valuation date:

	Financial Impact at 30/09/2009
+ Employer contributions in excess of cost of accrual	4,899
+ Deaths	4,394
- Investment return lower than assumption	(51,365)
+ MAS growth lower than assumption	7,478
+ Change in assumptions	1,966

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Appendix A

Data

Membership

- A.1 The following is a reconciliation of the membership data as at the valuation date with membership figures at the previous valuation date:

	Active Members	Deferred Members	Pensioners
Number at previous valuation	488	81	479
Adjustment	-1		
New entrants	56		
Members leaving and taking deferred benefit	-21	21	
Members moving from deferreds to actives	10	-10	
Transfer Out		-1	
Retirements	-43	-5	48
New spouse in receipt of pension	-3		3
Death with no survivors	-1		-52
Actives past Normal retirement Age	-36		36
Number at current valuation	449	86	514

Net Asset Value

- A.2 The net asset value employed in the ongoing valuation has been calculated as follows as at the valuation date:

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	€000s
Investments at market value	€90,876
Net current Assets	€0
Net Asset Value	€90,876

Realisable Value of Assets

- A.3 In arriving at the realisable value of assets for the purposes of the Minimum Funding Standard test I have taken the net asset value identified above (which includes AVCs).

Consolidated Revenue Account

- A.4 The consolidated revenue account in respect of the intervalation period is as follows:

	€000s
Revenue	
Normal Contributions - Dioceses	7,559
Normal Contributions - RCB	3,626
Member Normal Contributions	2,382
Employee Additional Contributions	698
Transfers In	29
Total Revenue	14,294
Expenditure	
Pensions Paid	13,495
Pensions to surviving spouses and orphans	5,603
Lump sums on retirement	895
Lump sums on death in service	619
Transfers Out	11
Administration Expenses	411
Total Expenditure	21,034
Net Asset Value at previous valuation date	127,768
Net Cash Flow	(6,740)
Investment Return [net of investment management charges]	(30,152)
Net Asset Value at this valuation date	90,876

Other matters to note in relation to the assets

- A.5 It is the general practice of the Trustee to accept transfer values into the Fund from other approved Funds at the request of individual members. The benefit provided to members who take transfer values into the Fund is credit for additional years of pensionable service. The additional liability has been taken into account in valuing the member's entitlement and the assets have been included in the valuation.
- A.6 The spouse's/dependant's pension is self insured under the trust.
- A.7 Members can enhance their benefits by making additional voluntary contributions to the Fund and purchasing additional years of Pensionable Service. These contributions are held under the same fund to the main body of assets. In the ongoing valuation we have included both assets and liabilities associated with additional voluntary contributions.

Appendix B

Benefit Summary

The Fund commenced on 1 January 1976 and is an Exempt Approved Fund under Part 30, Chapter 1 of the Taxes Consolidation Act 1997.

The benefits and contributions on which the valuation is based are summarised in broad terms below. A full description of the benefits provided is provided under Chapter XIV of the Constitution.

Retirement Age:

The normal retirement age for incumbents and curates is 65. For new entrants after 1 January 2009, normal retirement age is 67.

Pension:

On retirement at normal retirement age a member receives a pension calculated as 1/60th of Pensionable Stipend in force at that time, in respect of each year of service up to a maximum of 40 years.

Commutation Option:

A member, on retirement, can elect to receive a portion of his pension up to 25% as an equivalent lump sum equal to 9 times the amount of pension given up.

Death in Retirement:

On the death of a pensioner, a widow's pension of two-thirds of the member's full pension entitlement (before commutation) is payable, but the members pension is paid for a minimum period of 5 years.

Provision for additional pension payments in respect of dependent children and orphans are also included.

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Death in Service:

On death in service a pension is payable to a member's widow equal to two-thirds of the pension payable to the member had he remained in service to normal retirement age but based on the rate of Pensionable Stipend at the date of death.

A lump sum is also payable of four times the rate of MAS at the date of death.

Provision for dependent children and orphans' benefits is included.

Early and Late Retirement:

A member who has attained the age of 60 and completed two years' service may retire immediately and receive reduced retirement benefits. Members who have completed at least 40 years Pensionable Service (42 years for recent entrants) may receive an unreduced pension.

If a member is forced to retire as a result of ill health, he is entitled to receive 90% (and in certain cases, 100%) of the pension which derives from the service he has completed at his date of retirement based on the rate of Pensionable Stipend in force at that date.

A member who retires after normal retirement age receives an enhanced pension payable from actual date of retirement.

Withdrawal from Service:

On ceasing to be a contributing member of the Fund, a member having completed two years of service will receive either his accrued pension accumulation in respect of service to date of leaving, or a transfer to another fund approved by the appropriate Revenue authority of an amount equal to the value of the pension accumulation. If he has completed less than two years service he will receive only a refund of his contributions (see below) to the fund with interest thereon at 3% per annum or with the Board's consent the accrued pension accumulation. In respect of contributions paid on or after 1st January 1976 the accrued pension accumulation shall be increased each year up to retirement by the same percentage as that applied to pensions in course of payment.

Increases in Pension:

Pensions in the course of payment may be increased each year by inflation subject to an annual maximum of 5% subject to this not being greater than is acceptable to the relevant Revenue authority.

Special Provision for Bishops and Archbishops:

Bishops and archbishops receive similar benefits to incumbents/curates but have a normal retirement age of 65, and are automatically credited with 40 years of service in respect of that portion of the pension relating to minimum approved stipend. Additional benefits are based on the bishop's (or archbishop's) actual stipend, being 1/18th of the additional stipend (over minimum approved stipend) up to a maximum of 12 years, for each year of Episcopal service.

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Contributions

Following the 2010 General Synod of the Church of Ireland, contributions are payable as follows:

- A contribution of 30% of Pensionable Stipend from the members and the parishes.
- An individually calculated additional contribution is payable in respect of those members over age 35 on entry to the Fund. A fixed proportion of this special contribution is charged to the individual member concerned.
- Certain members now make Additional Personal Contributions to increase their pension entitlements up to the Revenue maxima.
- Some voluntary contributors to the pre-1976 Widows and Orphans (Church of Ireland) General Fund, providing additional reversionary pensions for their widows, elected to continue their contributions to the Clergy Pensions Fund.

Appendix C

Minimum Funding Standard Assumptions

Active and Deferred Members

- C.1 The value placed on the liabilities in respect of active and deferred members is determined on the assumption that the Trustee will decide to discharge this liability by the payment of standard transfer values in respect of these members to an alternative pension arrangement. This value has been determined in accordance with the minimum transfer value basis prescribed by the Society of Actuaries in Ireland.

Pensioners

- C.2 The value placed on the liability in respect of pensioners for the purpose of calculating whether the Fund meets the funding standard is the estimated cost of purchasing annuities from a life office.

Pension Increases

- C.3 In assessing whether a Fund meets the funding standard, it is not necessary to include the cost of granting discretionary pension increases.

Expenses

- C.4 I have assumed that the expenses of administering a wind up would amount to no more than €800,000.

Appendix D

Actuarial Funding Method – Ongoing Valuation

Projected Unit Method

- D.1 The recommended contribution rate under the projected unit method consists of two parts:
- 1) The **normal contribution** required to meet the cost of benefits accruing for service after the valuation date. This is calculated as the value of benefits expected to accrue to the membership in respect of one year's pensionable service based on projected Pensionable Stipend, divided by the present value of the total Pensionable Stipend over that year, plus
 - 2) The **contribution adjustment** required to remove (over the remaining working lifetime of the currently active membership) any imbalance between the assets of the Fund and the funding target.
- D.2 For a given set of actuarial assumptions, the normal contribution rate has the following characteristics:
- 1) if the membership profile remains stable in terms of age and sex, then the normal contribution rate (as a percentage of Pensionable Stipend) will remain broadly stable. The method therefore implicitly allows for the replacement of leavers with younger new entrants;
 - 2) if the supply of new entrants to the Fund ceases or declines, then the normal contribution rate will tend to rise at future valuations, as the average age of the active membership is likely to increase.

Appendix E

Actuarial Assumptions – Ongoing Valuation

Discount Rate

- E.1 In arriving at an appropriate discount rate to determine the economic valuation of Fund liabilities I have used the gross redemption yield on a 30 year Eurozone Government Bond this being a proxy for the average duration of the Fund liabilities based on the approach described in paragraph 4.4. At the valuation date, the gross redemption yield on appropriate Euro and Sterling denominated Government Bonds was not significantly different and I am, therefore, satisfied that this is an appropriate assumption.
- E.2 For funding purposes the discount rate includes an allowance for the out-performance of equity and property investments over the risk free rates. It is a matter of judgement and policy what this allowance should be but in our opinion, a reasonably prudent allowance could be that the out-performance of equities would average up to 3.0% p.a., while property could be expected to out-perform bonds up to 1.5% p.a.

Having regard to the foregoing and taking account of investment expenses, I have adopted a discount rate of 6.25% p.a. in the pre retirement period.

In respect of the post retirement period I have adopted a discount rate of 4.25% p.a. The post retirement discount rate is determined on the basis that the Trustee will, in due course, invest a greater portion of the Fund's investments in bonds as the Fund matures

Price Inflation

- E.3 I have allowed for price inflation by taking account of the market expectation for both Eurozone and UK price inflation, and also economic forecasts of such inflation. Accordingly, I have assumed future inflation of 2.5% p.a.

Pension Increases

- E.4 Pensions are increased annually in line with any minimum legislative requirements and further increases are currently provided on a discretionary basis in line with annual increases in inflation, capped at 5% in any one year. However, it is the intention of the Trustee to pay a lower level of pension increase into the future and accordingly, I have allowed for this discretionary practice to continue in the future by including projected increases at the rate of 1.5% p.a. (that is 1.0% p.a. below inflation).

Pensionable Stipend Increases

- E.5 The direct link between Minimum Approved Stipend and Pensionable Stipend has been broken. It is the intention of the Representative Church Body and the Trustee that increases in Pensionable Stipend should be less than inflation for the foreseeable future. Accordingly, I have assumed that increases in Pensionable Stipend will be 0% p.a. until 31 December 2011 and 1.5% thereafter.

Demographic Assumptions – Ongoing Valuation

- E.6 As well as the financial assumptions, it is necessary to make a number of assumptions regarding membership movements such as retirements, deaths and other matters. The most important demographic assumptions are discussed below.

Early Retirement and Ill-Health Retirement

- E.7 No allowance for early or ill health retirements has been made.

Mortality

- E.8 The number of members in the Fund is too small to analyse and produce any meaningful Fund specific estimates of future levels of mortality. Therefore I have relied on statistics generally available in relation to occupational pensioners and in the population at large in setting future post retirement mortality rates.
- E.9 Recent survey material produced in Ireland has indicated that pensioner mortality rates have declined substantially in recent years, with the rate of improvement outstripping long term norms and more significantly the rates provided for in actuarial valuations. The trend in this regard is consistent with that in evidence in the wider population in Ireland and indeed in other jurisdictions in the developed world.

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- E.10 As a result I consider it necessary to adopt mortality assumptions in this valuation which are considerably lighter than those used in the previous valuation. The standard tables I have adopted for this purpose are set out below.
- E.11 The acceleration in the rate of improvement in post retirement mortality rates in recent times and associated change in life expectation has resulted in a considerable increase in liabilities. Furthermore the trend in the rate of improvement in these in the future is a material financial risk. Notwithstanding the level of change incorporated in this valuation, there can be little doubt but that this assumption will need to be revisited again in the future if the prevailing high rate of improvement year on year persists.

LIFE TABLES EMPLOYED		Current Valuation	Last Valuation
Life Table			
Current Retirees	Male	85% PMA92 2015 with 1 year offset	PMA92 2010
	Female	85% PFA92 2015 with 1 year offset	PFA92 2010
Future Retirees	Male	85% PMA92 2030 with 1 year offset	PMA92 2025
	Female	85% PFA92 2030 with 1 year offset	PFA92 2025
Future Life Expectations at age 65			
Current Retirees	Male	21.6	19.0
	Female	24.7	22.0
Future Retirees	Male	22.7	20.2
	Female	25.8	23.2

Withdrawals

- E.12 I have made no allowance for members leaving the Fund. In practice, leavers result in a reduction to the ongoing liability of the Fund, if withdrawal rates are heavier than expected.

New Entrants

- E.13 I have made no specific allowance for new entrants.

Commutation

- E.14 Members have been assumed to commute 25% of pension for a cash sum at retirement, as permitted under the rules of the Fund, subject to the maximum allowed by the Revenue Commissioners. The terms available under the Fund for exchanging pension for lump sum are such that the Fund's liabilities reduce if lump sum and reduced pension is taken by the member instead of unreduced pension. If the assumption is not borne out, this would place a strain on the Fund. The current commutation factors for males and females at retirement is 9:1.

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Proportion Married and Age Difference

- E.15 The Fund provides pensions to widows/widowers and also has the facility for pensions to be paid to dependants where there is no widow/widower. I have assumed that at the point of retirement, 90% of males and females will be married or will have a dependant to whom a pension would be payable. I have also assumed that wives are three years younger, on average than their husbands.

Appendix F

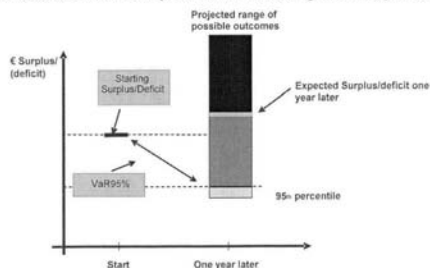
Value at Risk Analysis

F.1 Value at Risk (VaR) is defined as a maximum potential loss over a specific time horizon and is typically expressed in monetary terms with a specific probability level. The VaR measure is clearly defined in terms of confidence levels and timeframes to generate a meaningful and insightful number. For example a 1 year VaR5% of €100 million implies the following three statements can be used interchangeably:

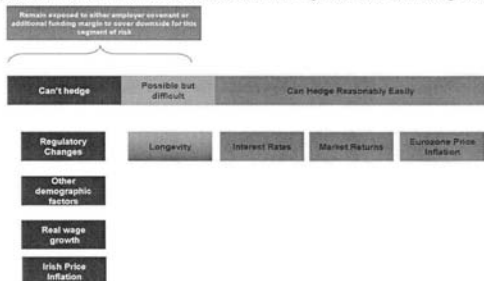
- At a 95% probability, the difference between the value of assets and accrued liabilities will decrease by at most €100m over the next year.
- At a 5% probability, the difference between the value of assets and accrued liabilities will decrease by at least €100m over the next year.
- €100m or more of loss is expected to occur 1 year in 20.

How does VaR translate in a pension plan context?

F.2 Loss is usually expressed relative to liabilities rather than in absolute terms (i.e., surplus loss rather than portfolio loss) over a time horizon that is typically 1 year. A 5% or 10% confidence is typically used for 1 year VaR as a representation of an extreme event that is plausible without being so unlikely as to be dismissed.



- F.3 VaR analysis is an attempt to quantify the extent of volatility in pension Fund risks that are readily hedgeable. The diagram below shows the key risks within a pension Fund and differentiates between hedgeable and non hedgeable risks.



Therefore, the VaR analysis concentrates on modeling the volatility in funding level as a result of changes in the following risks:

- Interest rate and Eurozone inflation.
- Changes in asset values.
- Longevity risk.

Methodology

- F.4 The calculation assumes asset returns and liability growth rates are normally distributed. Therefore, it assumes symmetrical probability events for downside and upside scenarios. A disadvantage of this approach is that it understates the extreme events. However, it is a commonly used approach that is adequate to give a broad account of the risks inherent in the current investment strategy.
- F.5 Assets are modeled as per the current strategic allocation. Liabilities are modeled as a negative position in long term bonds of suitable type and duration. Assumptions for expected return, standard deviation and correlations between the asset classes are used to determine a confidence interval at the desired probability level.
- F.6 The allowance for longevity risk is subjective. We have assumed that longevity is uncorrelated with the asset classes and the allowance for longevity in the calculation of liability has a standard deviation of 5%.

Sensitivities

- F.7 All else being equal, the following factors will cause an increase in VaR in descending order of severity:

- Low interest rate hedge ratio.
- High equity exposure.
- Low or zero correlation assumed between equity and fixed income over the short term.
- Decreased equity diversification.

Low interest rate hedge ratio: Hedge ratio is driven by how much of the portfolio is allocated to fixed income, duration of fixed income, the funded status, and duration of liability. In general the more interest rate risk of the liability is being hedged, the more risk reduction but the risk is reduced at a decreasing rate as hedge ratio increases.

High equity exposure: Interest rate risk can be hedged significantly by extending duration. But if the portfolio maintains high equity exposure, equity volatility will still be dominant. So the risk reduction by hedging will be mitigated by high equity exposure.

Low or zero correlation assumed between equity and fixed income over the short term: Assuming moderate level correlation between equity and fixed income means equity will move somewhat in tandem with fixed income/liability due to movement of interest rates (as liabilities are modeled as a negative holding of long bonds). Hence, equity can provide some level of hedging impact, and reduce the risk if correlation between equities and bonds is assumed to be high. Assuming low or zero correlations means equity allocation will increase the risk or VaR.

Equity diversification: In general diversification reduces the risk for a given level of return or increases the return for a given level of risk. The better diversification of the portfolio, the lower risk in general. But the impact is not as great as other factors mentioned above.

Key inputs

- The latest market value of assets and liability as of same measurement date.
- Discount rate used to measure the liability.
- Liability duration.
- Asset allocation.
- Expected return, standard deviation and correlation of all asset classes.

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Key Assumptions

Assets	Mean	Volatility
Liabilities	3.40%	11.15%
Liability Matching Bonds	3.40%	11.15%
Cash	3.40%	0.31%
Index-Linked gilts (AS)	3.40%	7.30%
Fixed Interest Gilts (>5yrs)	3.40%	9.80%
Fixed Interest Gilts (>10yrs)	3.40%	12.10%
Euro Corporate Bonds (AS)	4.10%	6.00%
Euro Corporate Bonds (>10yrs)	4.10%	11.81%
Property	5.60%	19.18%
Commodities	4.40%	21.00%
Hedge Funds	3.40%	0.33%
Irish Equities	7.30%	22.34%
Eurozone Equities	7.30%	19.71%
Private Equity	9.10%	31.40%
Global Equities (hedged)	7.30%	17.08%
Small Cap	8.50%	22.00%
GTAA	3.40%	0.33%
Emerging Markets	8.50%	23.46%

Correlation matrix

Asset	US Gov	US Utility	UK Gov	UK Utility	EM Gov	EM Utility	EM Energy	EM Health	EM Tech	EM Telecom	EM Other	EM Int'l	EM Div	EM Real	EM Commod	EM Hedge	EM Cash	EM Other
US Gov	1.00																	
US Utility	0.15	1.00																
UK Gov	0.12	0.12	1.00															
UK Utility	0.10	0.10	0.10	1.00														
EM Gov	0.08	0.08	0.08	0.08	1.00													
EM Utility	0.07	0.07	0.07	0.07	0.07	1.00												
EM Energy	0.06	0.06	0.06	0.06	0.06	0.06	1.00											
EM Health	0.05	0.05	0.05	0.05	0.05	0.05	0.05	1.00										
EM Tech	0.04	0.04	0.04	0.04	0.04	0.04	0.04	0.04	1.00									
EM Telecom	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03	1.00								
EM Other	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	0.02	1.00							
EM Int'l	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	1.00						
EM Div	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00					
EM Real	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00				
EM Commod	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00			
EM Hedge	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00		
EM Cash	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	
EM Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00

Appendix G

Glossary

An explanation of the terms used in this report is set out below:

<i>Term used</i>	<i>Explanation</i>
<i>Accrued Benefit:</i>	Pension or other benefit that has accumulated to the member taking into account the service the member has completed up to the <i>valuation date</i> .
<i>Amortisation Rate:</i>	The contribution rate required to remove a deficit or surplus.
<i>Amortisation Period:</i>	The contribution rate required to remove a deficit or surplus. The period over which contributions are either increased or decreased to remove a deficit or surplus respectively is called the Amortisation Period.
<i>Certified Percentage:</i>	The percentage of the cost of revaluation from date of leaving to retirement, on pensions secured by service before 1991 that is covered by assets if the Fund wound up at the effective date of the last actuarial funding certificate. The percentage must reach 100% by 1st June 2012.
<i>Contribution Adjustment:</i>	Increase or decrease to the <i>normal contribution</i> rate to take into account any past service surplus or deficit.

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The Church of Ireland Clergy Pensions Fund

<i>Term used</i>	<i>Explanation</i>
Deferred Annuity:	An insurance policy taken out to provide income in the future to a member who has not yet retired. In the context of a Fund wind-up, a deferred annuity may replace accrued benefits to be provided to non-pensioner members of the Fund. The market in deferred annuities is extremely limited.
Deferred Member:	A former member who retains an entitlement to a benefit from the Fund.
Funding Basis:	The financial and demographic assumptions used to determine the value of the assets and liabilities of the Fund. The funding basis could be determined assuming the Fund is ongoing or to test the funding standard requirements.
Funding Level:	Under any particular set of actuarial assumptions, the ratio of the value of the accumulated assets at the valuation date to the value of the accrued benefits (the liabilities).
Funding Objective:	The long term goal for operating the finances of the Fund determined by the Trustee and the Employer.
Funding Policy:	A set of principles adopted by the Trustees to achieve their funding objective(s) .
Minimum Funding Standard:	The statutory minimum funding level set down by the Pensions Act 1990.
Funding Target:	The long term desired funding level set out in the funding objective .
Future Service Benefits:	Pension or other benefits that the member will earn under the Fund for service to be completed after the valuation date .
Immediate Annuity:	An insurance policy to provide income to a retired individual. In the context of a Fund wind-up, an immediate annuity may replace the benefits being provided under the Fund for a pensioner member.

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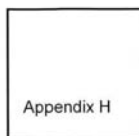
The Church of Ireland Clergy Pensions Fund

<i>Term used</i>	<i>Explanation</i>
Market Yields:	The return currently available on investments, typically government or corporate debt.
Future Service contribution Rate:	The Employer cost of providing future service benefits under the Fund in the absence of any surplus or deficit.
Past Service Benefits:	Pension or other benefit that has accumulated to the member taking into account the service the member has completed up to the valuation date .
Real Return:	The investment return measured relative to wage or price inflation e.g. if investment return is 6% per annum and price inflation is 2½% per annum, the real return relative to price inflation is 3½% per annum (6% less 2½%).
Real Yield:	The return available on an investment at any point in time measured relative to price inflation. A positive real yield implies the purchasing power of the asset will increase over time.
Real Pensionable Stipend Increases:	The rate of increase in the Minimum annual Stipend measured relative to price inflation.
Risk Free Rate:	The interest rate that can be obtained by investing in financial instruments with no default risk.
Valuation Date:	The date at which the calculations are effective for the purposes of this report.
Value at Risk	Value at Risk is a measure of the potential loss or change in funding level over a specific time horizon. It is typically expressed in monetary terms with a specific probability level.

Church of Ireland Pensions Board – Report 2011

**Actuarial Valuation Report as at 30
September 2009**

The Church of Ireland Clergy Pensions Fund



Actuarial Funding Certificate

MERCER

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APPENDIX B

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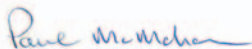
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Actuarial Certificate

The most recent actuarial valuation of the Church of Ireland Clergy Pensions Fund was at 30 September 2009. The results of that valuation showed that the Fund did not satisfy the statutory Minimum Funding Standard under Section 44 of the Pensions Act 1990 at the valuation date. The assets of the Fund were sufficient to cover 67% of the liabilities under the Minimum Funding Standard at the valuation date. These liabilities include benefits for the current active members based upon completed service and the Minimum Approved Stipend at the valuation date, pensions in the course of payment to members and their spouses, and deferred pensions in respect of members who have left service.

Investment returns since the valuation have generally been positive, but this has been offset somewhat by lower interest rates which increase the Fund's liabilities. Accordingly, I am not satisfied that as at 31 December 2010 the Church of Ireland Clergy Pensions Fund would have met the Minimum Funding Standard under Section 44 of the Pensions Act.

As a result, the Trustee will have to submit a Funding Proposal to the Irish Pensions Board to eliminate the deficit under the statutory Minimum Funding Standard over a time period to be agreed with the Board. In December 2010, the Minister for Social Protection announced the government's intention to conduct a review of the pensions' environment and the Minimum Funding Standard. Pending details of this review, the timeframe for submitting Funding Proposals to the Irish Pensions Board has been deferred.



Paul McMahon
Fellow of the Society of Actuaries in Ireland

February 2011

Standing Committee – Report 2011

STANDING COMMITTEE

REPORT OF PROCEEDINGS LAID BEFORE

THE GENERAL SYNOD AT ITS

ONE HUNDRED AND FORTY-FIRST ORDINARY SESSION 2011

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

HONORARY SECRETARIES OF THE GENERAL SYNOD

Ven Robin Bantry White, Moviddy Rectory, Aherla, Co Cork

Rev John McDowell, St Mark's Rectory, 4 Sydenham Avenue, Belfast, BT4 2DR

Mr Samuel Harper, Cramer's Grove, Kilkenny, Co Kilkenny

Mrs Ethne Harkness, 134 Coagh Road, Stewartstown, Co Tyrone, BT71 5LL

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Standing Committee – Report 2011

1. SUMMARY

Some significant matters dealt with by the Standing Committee during the year were:

- The Anglican Covenant
- Child Protection Officer (RI) Review
- Children’s Ministry
- Ecumenical Canons

2. NAMES AND ATTENDANCE OF MEMBERS

During the period six ordinary meetings of the Standing Committee were held. The number of meetings attended by each member is placed before his/her name.

Ex-officio Members

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

6	Ven Robin Bantry White
5	Rev John McDowell
6	Mr Samuel Harper
4	† Canon Lady Sheil
1	* Mrs Ethne Harkness

Elected Members

Diocese

Armagh	3	Very Rev Patrick Rooke
	1	Rev Shane Forster
	2	Mr Leslie Johnston
		None available
Clogher	4	Rev Canon John Stewart
	4	Rev Brian Kerr
	6	Mr Walter Pringle
	6	Mr Glenn Moore

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Derry	5	Rev Patricia Storey
	5	Rev Robert Miller
	6	Mr Robert Pollock
	0	Mr Kenneth Witherow
Down	6	Ven Phillip Patterson
	4	Rev Simon Doogan
	6	Mrs Hilary McClay
	6	Mr Andrew Brannigan
Connor	3	Ven Stephen McBride
	6	Rev Stephen Fielding
	4	Mr Roy Totten
	6	Mr Peter Hamill
Kilmore	5	Very Rev Raymond Ferguson
	6	Rev Craig McCauley
	4	Mr David Gillespie
	6	Mrs Brigid Barrett
Tuam	3	° Rev Canon Denis Sandes
	6	Ven Gary Hastings
	6	Mr Denzil Auchmuty
		None available
Dublin	5	Very Rev Katharine Poulton
	6	Rev Gillian Wharton
	6	Dr Valerie Jones
	1	Mr Lyndon MacCann SC

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Meath	4	Very Rev Robert Jones
	2	Rev Lynda Peilow
	4	Mrs Joan Bruton
		None available
Cashel	6	Ven John Murray
	4	Rev Arthur Minion
	5	Mr Cecil Wellwood
	3	Mr Eric Driver
Cork	4	Very Rev Christopher Peters
	4	Rev Adrian Wilkinson
	5	Mr Wilfred Baker
	1	Mr Roy Buttimer
Limerick	4	Very Rev Maurice Sirr
	5	Rev Canon Stephen Neill
	6	Mr Adrian Hilliard
	4	Mr Edward Hardy

Co-opted Members

5	Rev Canon Patrick Comerford	6	Mr Andrew McNeile
5	Rev George Davison	3	Ven Richard Rountree
6	Rev Dr Maurice Elliott	4	Ms Catherine Turner
6	Rev Andrew Forster		

† Retired December 2010

* Honorary Secretary March 2011

◦ Elected July 2010

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The Chief Officer and Secretary of the Representative Church Body is entitled to attend and speak at meetings of the Standing Committee. The Assistant Secretary of the General Synod is also entitled to attend and to speak at meetings.

COMMITTEES OF THE STANDING COMMITTEE

FINANCE AND ARRANGEMENTS SUB-COMMITTEE

Mr Wilfred Baker

Rev Shane Forster

The Honorary Secretaries

LEGAL ADVISORY COMMITTEE

The Hon Mr Justice Declan Budd

His Honour Judge Tom Burgess

The Rt Hon Sir Anthony Campbell

Mr Michael Davey

Mr Lyndon MacCann SC

The Honorary Secretaries

The Hon Mrs Justice Catherine McGuinness

Mr William Prentice

His Honour Judge Derek Rodgers

The Hon Mr Justice Ben Stephens

Mr John Wilson QC

PRIORITIES FUND COMMITTEE

Capt Neville Barnes

Mrs Joan Bruton

Rev George Davison

Mr Sam Harper

Mrs Jane Leighton

Ven Stephen McBride

Mr Roy Totten

Rev Adrian Wilkinson

BUDGET SUB-COMMITTEE

Mr Wilfred Baker

Mr Sam Harper

Mr Leslie Johnston

Rev John McDowell

Mr Andrew McNeile

Mr Roy Totten

WORLD DEVELOPMENT – BISHOPS' APPEAL ADVISORY COMMITTEE

Rt Rev Michael Burrows

Rev Olive Donohoe

Ms Ruth Handy

Rev Elizabeth Hanna

Most Rev Alan Harper

Rev Canon Patrick Harvey

Mr William Kingston

Rev Jonathan Pierce

Mrs Alison Rooke

Mr Albert Smallwoods

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LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

The Hon Mr Justice Declan Budd	Mr Lyndon MacCann SC
His Honour Judge Tom Burgess	The Hon Mrs Justice Catherine McGuinness
The Rt Hon Sir Anthony Campbell	Mr Ronald Robins SC
The Rt Hon Lord Justice Paul Girvan	The Hon Mr Justice Ben Stephens
Mr Patrick Good	Mr John Wilson QC

3. ANGLICAN COVENANT

In June 2009, the Standing Committee appointed the Anglican Covenant Working Group to examine Section 4 of the Ridley Cambridge Draft of the Anglican Covenant and to recommend a response.

In September 2009, the Standing Committee adopted the report of the Anglican Covenant Working Group (*Book of Reports 2010* page 233) as the official response to Section 4 of the Ridley Cambridge draft of the Anglican Covenant from the Standing Committee of the General Synod of the Church of Ireland. This response was then forwarded to the Anglican Communion Office.

The final text of the Anglican Covenant (*Book of Reports 2010* page 234) was submitted to the Standing Committee in January 2010. The Committee agreed to refer the final text of the Anglican Covenant to the Commission for Christian Unity and Dialogue to enable the Commission to make a recommendation concerning appropriate action in relation to the Covenant at the General Synod 2011.

In November 2010, the Commission for Christian Unity and Dialogue recommended to the Standing Committee that the Anglican Covenant be presented to the General Synod 2011 as a simple motion.

The Standing Committee agreed that an opinion from the archbishops and bishops should be sought to advise whether the Anglican Covenant is consonant with the doctrines and formularies of the Church of Ireland.

In January 2011, the Standing Committee received a letter from the archbishops and bishops stating that they were “of the opinion that the Anglican Covenant is consonant with the doctrines and formularies of the Church of Ireland”. The archbishops and bishops also suggested that the term ‘subscribe’ rather than ‘adopt’ may be more suitable terminology for use in the proposed motion to the General Synod 2011 and the Standing Committee agreed.

In March 2011, the Anglican Covenant Working Group submitted a briefing paper (Appendix B on page 238) regarding the Anglican Covenant to the Standing Committee. The Standing Committee agreed that the briefing paper should be publicised on the website, sent to parishes and dioceses, included in the *Book of Reports 2011* and in the stipends mailing.

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4. APPOINTMENTS

Committee etc	Name
Annual Meeting of the Religious Society of Friends, Lisburn, April 2010	Very Rev John Bond
General Assembly of the Presbyterian Church, Belfast, June 2010	The Rt Rev Michael Jackson Mr Leslie Johnston
Conference of the Methodist Church, Belfast, June 2010	The Rt Rev Harold Miller Mrs Hilary McClay
General Synod of the Scottish Episcopal Church, Edinburgh, June 2010	Rev Dr Maurice Elliott
General Synod of the Church of England, York, July 2010	Ven Robin White
Meissen Commission Meeting, Wittenberg, Germany, September 2010	Rev Canon Dr Ian Ellis
General Synod of the Church of England, Westminster, November 2010	The Most Rev Alan Harper
Anglican Consultative Council Lay Representative	Mr Wilfred Baker
Association of Church of Ireland Press Ltd	Very Rev William Morton Rev John Auchmuty Dr Valerie Jones Mr Anthony Forbes Mr Geoffrey Perrin Mr David Pyle Mr Donald Kerr Mrs Vera Hamilton Mrs Sheila McCormick Mr Patrick Good Mr Dermot O'Callaghan Mr Albert Fenton
Four Nations' Faith and Order Consultation	The Rt Rev Michael Jackson Rev Niall Sloane
Four Nations' Faith and Order Reference Group	The Rt Rev Michael Jackson
Executive Committee of the Irish Council of Churches	Dr Kenneth Milne

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Irish Council of Churches

The Most Rev Richard Clarke
The Rt Rev Alan Abernethy
The Rt Rev Trevor Williams
Rev Canon David Crooks
Rev Canon Walter Lewis
Rev Grace Clunie
Rev John McDowell
Rev Daniel Nuzum
Rev Niall Sloane
Rev Helene Steed
Rev Obinna Ulogwara
Ms Ruth Handy
Mr Sam Harper
Mrs Roberta McKelvey
Dr Kenneth Milne
Ms Uta Rabb
Ms Catherine Turner
Rev Canon Dr Ian Ellis

Irish Council of Churches Board of
Overseas Affairs

Mr Colin Ferguson
Dr Kenneth Milne

Irish Inter Church Meeting Church in
Society Forum

Mrs Hilary McClay
Dr Kenneth Milne
Mr Trevor Morrow

5. AUDIT OF ACCOUNTS

The Standing Committee appointed PricewaterhouseCoopers to audit the accounts of the Representative Church Body.

6. BETHANY HOME

In September 2010, the Archbishop of Dublin read the following statement he had made on 15 September 2010 regarding Bethany Home:

It is a matter of grave concern and deep pain that in the first half of the last century Bethany Home, which was operated by an independent charity with a Protestant ethos, should have been inadequate to its task. As Archbishop of Dublin, I lament the fact that women and children suffered through the reported failures of the charity. My paramount concern is a pastoral one for those women and children who suffered through physical neglect or abuse of any kind. Whilst recognising the apparent poverty of the Bethany Home, the allegations of a lack of human kindness and compassion are deeply disturbing. As the largest church within the wider Protestant community, we recognise that many residents of the home would have

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been Church of Ireland members and that the Church of Ireland community engaged in public fundraising for the home. Furthermore, I acknowledge that some clergy and laity were involved in a personal capacity in the management of the Bethany Home. I am deeply concerned at the information revealed by recent research and the Church of Ireland has repeatedly petitioned the State to have the home brought under the remit of the Residential Institutions Redress Board.

The Standing Committee agreed that it wished to associate itself with this statement.

7. BISHOPS' APPEAL ADVISORY COMMITTEE

The World Development Bishops' Appeal Advisory Committee report is included in Appendix C on page 241.

8. BOARD FOR SOCIAL THEOLOGY IN ACTION

At the meeting of the Standing Committee in April 2010 the following were appointed as members of the new Board for Social Theology in Action:

Mr Andrew Brannigan
Mrs Anne Brown
Dr Rory Corbett
Rev Adrian Dorrian

Mr Kenneth Gibson
Rev Kenneth Hall
Rev Victoria Lynch
Mrs Hilary McClay

As per the terms of reference for the Board for Social Theology in Action the Rt Rev Michael Jackson was appointed to the Board by the archbishops and bishops and Mr Samuel Harper was appointed to the Board by the Honorary Secretaries. The Archbishop of Armagh, the Archbishop of Dublin and the chairperson of the General Purposes and Finance Committee of the Church of Ireland Board for Social Responsibility (NI) also are *ex-officio* members of the Board for Social Theology in Action.

The Board for Social Theology in Action report is included in Appendix D on page 248.

9. CENTRAL COMMUNICATIONS BOARD

A report from the Central Communications Board, which includes the work of the Broadcasting Committee and the Literature Committee is included as Appendix E on page 252.

10. CHILD PROTECTION OFFICER RI REVIEW

In March 2006, the Representative Church Body approved the positions of Child Protection Officers (CPOs) for Northern Ireland and the Republic of Ireland subject to review by Standing Committee. A Child Protection Officer for the Republic of Ireland (CPO RI) was appointed in September 2007 on a three-year contract. In December 2009, the Chief Officer requested that the Head of Synod Services and Communications conduct a review of the role of the CPO in order to inform members of Standing Committee on the need for the continuation of the post. The Child Protection Officer RI review is included as Appendix F on page 261.

In June 2010, the Standing Committee resolved that the role of Child Protection Officer RI be continued for a further three years subject to a review and recommends to the Representative Church Body Executive Committee that the post remains part-time on a three-year term. It further recommends that the role description of the post be amended following the conclusions of the report of the review of the post.

11. CHILDREN'S MINISTRY

The Children's Ministry Working Group presented a report (Appendix G on page 274) to the Standing Committee in November 2010. Following discussion the Standing Committee requested that the Children's Ministry Working Group enter discussions with the Church of Ireland Youth Department and bring forward proposals to the Standing Committee in January 2011. This process was successful and in January 2011, the Standing Committee passed the following resolution:

Standing Committee directs the Honorary Secretaries to set up a Children's Ministry Network. This Network will consist of one member nominated by the bishop of each diocese (or united diocese) and 3 additional co-opted members as chosen by the Network. The Boards of Education NI and RI would be asked to agree to nominate an *ex-officio* member to the Children's Ministry Network. The Church of Ireland Youth Officer will attend the Children's Ministry Network and the Network will nominate a member to attend board meetings of the Church of Ireland Youth Department (CIYD), both as observers.

One of the Honorary Secretaries will convene and chair the first meeting of the Network. At this first meeting the Network will appoint its own officers and working groups. The Network will report to Standing Committee twice per year at meetings directed by the Honorary Secretaries.

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The Network will have the following roles:

- to organise meetings of the Network on at least an annual basis;
- to make available to diocesan children’s ministry representatives the most up-to-date information on relevant training and resources in order to support volunteers working in children’s ministry;
- to investigate the provision of a support network for those employed in children’s ministry;
- to engage in discussion with CIYD to develop a proposed joint Children’s and Youth strategy with the long term aim of a common children’s and youth department. To present this proposed strategy to Standing Committee for discussion at General Synod 2012.

The Standing Committee then sent letters to the 12 dioceses of the Church of Ireland requesting that either the bishop or commissary nominate a person to the new Children’s Ministry Network. When all the responses have been received the Honorary Secretaries will organise the inaugural meeting of the Network.

12. CLERGY TIED HOUSING

The Clergy Tied Housing Working Group reported to the Standing Committee in March 2010 that it has met on two occasions and is exploring various issues concerning the subject. *Inter alia*, these include tax issues, conformity of diocesan and parochial provision, experiences from other provinces and denominations and concerns relating to clergy mobility and retirement.

The Working Group intends to report to Standing Committee in March 2012 and take further advice and direction if required.

13. CODE OF DUTY AND CONDUCT FOR CLERGY

In March 2011, the Code of Duty and Conduct for Clergy Working Group submitted an interim report to the Standing Committee. This interim report is included as Appendix H on page 278.

The Standing Committee agreed that the motion from the Code of Duty and Conduct for Clergy Working Group should be included in Appendix A on page 236. The Committee also agreed that the proposed Clergy Code of Duty and Conduct Committee should be given the power to co-opt members.

14. COMPLAINTS AND DISCIPLINARY PROCEDURE

The current complaints process was established when the General Synod 2008 passed legislation implementing a new Chapter VIII in the *Constitution of the Church of Ireland*. At the meeting of the Standing Committee in September 2010, it was agreed that in order to ensure an effective running of the process a review is required following the conclusion of the first case. Therefore the Honorary Secretaries will initiate a review of the complaints and disciplinary procedure that will be reported to the Standing Committee upon its completion.

Furthermore, the *Constitution of the Church of Ireland* Chapter VIII, Section 23 (e) requires that within one month of the end of each year the Complaints Committee shall submit to the Representative Church Body and the Standing Committee an income and expenditure account for the Complaints Committee for that year. The report was considered by the Standing Committee at its meeting in January 2011. The report is included as Appendix I on page 280.

15. ECUMENICAL CANON

In September 2010, the Standing Committee discussed a draft of the proposed enabling ecumenical Canon. The Standing Committee queried the definition of a Local Ecumenical Partnership. The Standing Committee requested that a meeting be held between the Bills Committee and the Legislation Committee for further discussion of the issue and requested that the item be placed on the January 2011 agenda for the Standing Committee.

A joint meeting of the Bills Committee and the Legislation Committee was held on 8 December 2010. Subsequently, a draft Bill for the proposed enabling ecumenical Canon was produced and agreed upon by members of the Committees. The Legislation Committee submitted the draft Bill to the Standing Committee for consideration and the Standing Committee agreed that the Bill should be brought to the General Synod in May 2011.

16. GENERAL SYNOD 2012

The Standing Committee agreed that the meeting of the General Synod 2012 be held in Christ Church Cathedral, Dublin on 10, 11 and 12 May.

17. GENERAL SYNOD / STANDING COMMITTEE FINANCES

In June 2010, the Standing Committee was informed by the Chairman of the Budget Sub-Committee, Mr Wilfred Baker, that a letter had been received from the Allocations Committee thanking the Standing Committee for the cuts in expenditure that it made for the 2010 budget. The letter also encouraged committees to make additional savings if possible during the remainder of the year.

Furthermore, Mr Baker informed the Standing Committee that committees were to be requested to reduce their budget requests for 2011 by 15% from the provisions that were allocated in 2010.

The Budget Sub-Committee met on 1 September 2010 and considered budget submissions from the various bodies concerning their projected expenditure for the year 2011.

At the September meeting of the Standing Committee Mr Baker conveyed the thanks of the Mr Denis Reardon on behalf of the Representative Church Body for the efforts that the committees had made to make further reductions in their budget proposals for 2011. Mr Baker informed the Standing Committee that the overall 2011 budget recommendation was 20.22% less than the 2010 allocation.

The Commission for Christian Unity and Dialogue proposed a number of changes to ecumenical annual contributions and the gift to the Irish School of Ecumenics Trust. These amendments were approved by the Standing Committee.

The Standing Committee noted the report of the Budget Sub-Committee and agreed that the recommendations be adopted and forwarded to the Representative Church Body Allocations Committee as amended.

18. GENERAL SYNOD ROYALTIES FUND

The Standing Committee approved the payment of €1,000 from the General Synod Royalties Fund towards the publication of *Churches dedicated to St Anne* by Duncan Scarlett.

The Standing Committee agreed to a special grant of €75,000 to the Allocations Committee to support expenditures in the areas of communications, education and publishing work requested in the budgetary process for 2011.

The Standing Committee approved a grant of €2,000 to the Church of Ireland College of Education for the digitization of an historic student's register of the Church of Ireland

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Training College 1884 – 1911 to mark the bi-centenary of the Kildare Place Society in 2011.

The Standing Committee agreed to a grant of €1,000 to the General Synod Board of Education to facilitate the distribution of APCK leaflets to schools.

The Standing Committee approved a grant of €1,000 to Canon David Crooks for the publication of *Clergy of Killaloe, Kilfenora, Clonfert and Kilmacduagh*.

The Standing Committee approved that monies be made available from the General Synod Royalties Fund to enable the re-print of 8,500 copies of the large print standard edition, at a cost of £7 per copy, and 3,000 of the large print presentation edition, at a cost of £11 per copy, of the *Irish Church Hymnal* (2000) by Oxford University Press.

19. GENERAL SYNOD REQUEST FOR EX-OFFICIO MEMBERSHIP

In September 2010, the Honorary Secretaries informed the Standing Committee that they received a request from Mr David Millar regarding his proposal to bring a Bill to the General Synod in 2011 to ensure “*that the Dean of St Patrick’s Cathedral, Dublin, be made a Member of General Synod by virtue of the unique office he holds as Dean and Ordinary of the National Cathedral of the Church of Ireland*”. Mr Millar asked for assistance in drafting a Bill and therefore the matter was referred to the Legislation Committee.

The Legislation Committee met in September 2010 and following a discussion on the issue, stated that whereas it understood the reasoning behind such a proposal it would not be advisable to alter the constitutional triennial election procedures to cater for an anomalous situation. The Legislation Committee sent a letter outlining this opinion to Mr DBM Millar.

20. HARD GOSPEL IMPLEMENTATION GROUP

The interim report of the Hard Gospel Implementation Group is included as Appendix J on page 281. In March 2011, on presentation of the report the Standing Committee requested that the Hard Gospel Implementation Group consider information from a range of organisations that deal with wider issues of sexuality from a Christian perspective. The Standing Committee agreed that the motion from the Hard Gospel Implementation Group should be included in Appendix A on page 236.

21. HISTORIOGRAPHER’S REPORT

A report from the Church of Ireland Historiographer, Dr K Milne, is included as Appendix K on page 283.

22. MEISSEN AGREEMENT

A meeting of the Meissen Commission was held in Wittenberg, Germany from 16 to 19 September 2010 and was attended by Rev Canon Dr Ian Ellis as the Observer for the Celtic Anglican Churches. The report of the meeting is attached as Appendix L on page 285.

23. PARISH DEVELOPMENT WORKING GROUP

The report of the Parish Development Working Group is included as Appendix M on page 288.

24. PRIORITIES FUND

- (a) The following allocations from the Priorities Fund were approved by the Standing Committee in March 2011:

ALLOCATION OF GRANTS FROM 2010 PRIORITIES FUND

Ministry	€
Clogher Diocesan Council – Funding for the programme ‘Faith for the Future – Clogher 2011’ – (Stg£3,000)	3,486
Irish College of Preachers – To assist the Irish College of Preachers in delivering its ministry training in preaching	3,000
Parish Development Working Group – Funding to enable a third programme of parish development for the Church of Ireland – (Stg£10,000 per year for 2 years) – First year	11,618
The Board for Social Theology in Action – To enable the new board to demonstrate, initiate and encourage parishes in projects and good practice, that are active in faith and faith in action – (Stg£2,500)	2,905
The Church of Ireland Theological Institute – Funding to facilitate a programme for Continuing Ministerial Education and lay training – (€65,000 per year for 5 years) – First year	65,000
The House of Bishops – To support continuing ministerial education in the dioceses	40,000
Sub-total	€126,009
Retirement	
C of I Clergy Pensions Fund – Additional income for most needy	2,763
Sub-total	€2,763

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Education

Building Blocks Children’s Ministry Conference – To assist in funding the annual conference ‘Building Blocks’, to support and train those involved in children’s ministry	1,000
Eco Congregation Ireland – To obtain seed funding to enable this organisation to encourage churches to incorporate environmental issues into worship, lifestyle and community outreach – (€5,000 – First year : €2,000 – Second year : €1,000 – Third year) – Second year	2,000
Girls’ Friendly Society World Ltd – Financial assistance for the GFS World Council, to be held in the King’s Hospital School, Dublin from 24 June to 3 July 2011	3,000
Love for Life (NI) – Financial assistance for pastoral core training, advice and support to church and clergy, around sexuality issues – (€7,000 – First year : €5,000 – Second year : €3,000 – Third year) – Second year	5,000
Sunday School Society for Ireland – Financial assistance for the updating of the website, continuation of training events and attendance at functions with the Book Shop	1,300
The following applications all concern youth work and the grants allocation take into consideration recommendations made by the Executive Committee of the Church of Ireland Youth Department	
C of I Youth Department – To assist CIYD in meeting the running costs of the Jump Programme – (Stg£15,000 per year for 3 years) – Second year	17,428
C of I Youth Department – Financial assistance for the training of clergy and line managers, in best practice, in youth work management – (Stg£3,000)	3,486
Clogher Diocesan Council – Funding for a three year project called ‘The Wells Project Youth Ministry’ – (Stg£12,000 – First year : Stg£9,000 Second year : Stg£9,000 – Third year) – First year	13,942
Cork, Cloyne and Ross Diocesan Youth Council – Funding to further progress the dioceses’ new initiative, of Mission to secondary schools, over a three year period – (€10,000 – First year : €6,000 – Second year : €4,000 – Third year) – Second year	6,000
Dungiven Parish (Derry) – Funding for the establishment of a project, aimed at providing a fresh expression of youth orientated church, in a rural context – (Stg£20,000 – First year : Stg£15,000 – Second year : Stg£10,000 – Third year) – Second year	17,428
Elemental (Diocesan Youth Initiative for Cashel and Ossory) – To assist with funding for the sustainability of diocesan youth work, in urban and rural areas across the southeast – (€10,000 – First year : €5,000 – Second year) – First year	10,000
Embrace Ballysillan (Connor) – Part-funding for a week long youth project, to enable Christian young people to serve their community and grow in faith – (Stg£2,000)	2,324
Greenisland Realway Adopt a Station Project (Connor) – To assist with the continuing development of the GRASP drop-in centre – (Stg£5,000 – First year : Stg£3,000 – Second year : Stg£2,000 – Third year) – Second year	3,486
Kilkeel Parish Bridge Association Limited – Funding to establish the new youth outreach work between Jims and Kingdom Youth Club, to build on relationships between Catholic and Protestant young people, in the Kilkeel and surrounding areas – (Stg£2,000 – First year : Stg£1,000 – Second year : Stg£1,000 – Third year) – Second year	1,162
Meath and Kildare Diocesan Youth Council – To assist financially with a Pre-Post Confirmation programme – ‘Sowing the Seeds’	2,500
Parish of St Aidan, Belfast (Connor) – To develop a summer holiday club for primary school children, into a weekly ministry among them – (Stg£500)	581

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Parish of St Paul and St Barnabas, Belfast (Connor) – Funding for the provision of detached youth work and diversionary activities for young people in north Belfast – (Stg£10,000 per year for 3 years) – First year	11,618
St Augustine’s Church, Londonderry (Derry) – Financial support for ‘All Together Now’, a 4-stranded project that aims to integrate all ages into church life and to reach out to others outside the church doors and walls – (Stg£6,000)	6,971
St Mary’s Parish, Ballybeen (Down) – Funding for the continuation of ACTS Ballybeen (Active Compassion Through Serving Ballybeen), to respond to the physical, emotional and spiritual needs in the community but mainly focusing on children in the locality – (Stg£6,000 – First year : Stg£4,000 – Second year : Stg£3,000 – Third year) – Third year	3,486
The Basement Youth Centre (Dromore) – Financial assistance for the provision of equipment for a Media Club for the youth club in St Mary’s Parish, Newry – (Stg£2,000)	2,324
The Logic Cafe, St John’s Parish, Moira (Dromore) – Financial assistance to further develop the work of the Logic Cafe – (Stg£8,000 – First year : Stg£6,000 – Second year : Stg£4,000 – Third year) – Third year	4,647
Willowfield Parish Community Association (Down) – Financial assistance for a project to reach out to over 150 children in inner city Belfast, e.g. homework clubs, English classes for ethnic minority children and a Kidz Klub programme to introduce them to the Christian faith – (Stg£25,000 – First year : Stg£20,000 – Second year : Stg£15,000 – Third year) – Third year	17,428
Xpression (Armagh) – To assist with the ongoing development of the Xpression cross community outreach initiative – (Stg£1,500)	1,743

Sub-total

€38,854

Community

Cleenish Renewal Company Limited (Clogher) – Funding for the provision of equipment and help with running costs, for a new Christian youth centre on the edge of Lough Erne – (Stg£20,000 – First year : Stg£10,000 – Second year) – Third year	11,618
The Kilbroney Centre, Rostrevor (Dromore) – Funding for the development and extension of the centre, in order that it may offer high quality accommodation and reconciliation programmes – (Stg£25,000 per year for 3 years) – First year	29,046
The Open Hands Centre at St Luke’s Parish (Connor) – To assist financially with the creation of a Peace and Reconciliation Centre, in the unused church building of St Luke’s, Northumberland Street, Belfast – (Stg£35,000 – First year : Stg£20,000 – Second year : Stg£20,000 – Third year) – First year	40,665

Sub-total

€81,329

Areas of Need

Armagh – St Mark’s Parish, Portadown – To assist financially with an outreach ministry project, with alcoholics and drug addicts – (Stg£7,500 – First year : Stg£5,000 – Second year : Stg£2,500 – Third year) – Second year	5,809
Connor – Kilmakee Parish – Financial assistance for equipping a new multi-purpose building, geared towards outreach to the community – (Stg£6,000)	6,971

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Derry – Boveagh Parish – Financial assistance for an outreach and fellowship centre, for the church and local community, in a very deprived area – (Stg€2,000)	2,324
Down – Christ Church Primacy – Funding to reach out to children and families in a disadvantaged and deprived area of Bangor, through Kidz Klub, family support schemes and a fresh expression of church – (Stg€12,000 – First year : Stg€9,000 – Second year : Stg€6,000 – Third year) – Second year	10,457
Elphin – St John’s Cathedral, Sligo – Funding for the restoration of St John’s Hall, necessitated by changes in population and the needs of ministry	2,000
Glendalough – Timolin Parish – Financial assistance for the restoration of the derelict coach house, for use by parish and community and necessitated by changes in population	2,000
Kilmore – Bailieborough Parish – To assist with funding for the extension of the hall, to facilitate expanding youth work	2,000
Limerick – Limerick City Parish – Funding to enable the development of the cathedral programme of children’s ministry, pastoral care and counselling, for members of the wider community	7,500

Sub-total

€9,061

Outreach Initiatives

Christ Church Primacy (Down) – Funding to provide a service offering practical help to people who are struggling with debts, in the wider Bangor area – (Stg€9,000 – First year : Stg€7,500 – Second year : Stg€5,000 – Third year) – Second year	8,714
Church of the Good Shepherd, Monkstown (Connor) – Financial assistance for parochial development in Monkstown Estate, necessitated by the needs of effective ministry to the wider community and the growth of Kids Club – (Stg€15,000 – First year : Stg€10,000 – Second year) – First year	17,428
Church of the Pentecost, Mount Merrion (Down) – To assist financially with the development of the outreach ministry of the church – (Stg€40,000 – First year : Stg€20,000 – Second year : Stg€15,000 – Third year) – Second year	23,237
C R E E D (Communities Regenerated Enabled Enriched and Developed) – Final year of funding to enable parishes to benefit from CREED’s expertise, in co-ordination and utilisation of resources – (Stg€10,000)	11,618
Holy Trinity Parish, Portrush (Connor) – Financial assistance to enable this parish achieve its vision for community outreach – (Stg€10,000)	11,618
Knocknagoney Parish (Down) – Funding to enable the further development of creative ministry and outreach, to a disadvantaged community – (Stg€7,000 per year for 2 years) – First year	8,133
Magheralin Parish (Dromore) – Financial assistance for the launch of a Christians Against Poverty centre, to help people who are experiencing financial difficulties – (Stg€9,000 – First year : Stg€7,500 – Second year : Stg€5,000 – Third year) – Second year	8,714
Muckamore Parish Development Association (Connor) – To assist with re-establishing the outreach work of the parish in the Ballycraigy housing area and re-connecting with the unchurched of Muckamore – (Stg€30,000 – First year : Stg€22,000 – Second year : Stg€14,000 – Third year) – Third year	16,266

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Parish of Coleraine, St Andrew’s (Connor) – Financial assistance to develop a more strategic outreach ministry to those in need in our community, through the work of Restored Ministries, the Thrift Shop, Meals on Wheels and Care in the Community projects – (Stg£5,000)	5,809
Parish of Rathmines with Harold’s Cross (Dublin) – Initial funding for the start-up costs involved in this new parish outreach project	10,000
Parish of St Mary Magdalene, Belfast (Connor) – Funding to develop the lunch-time ministry, among the elderly of the parish – (Stg£400)	465
St Columba’s Community Association (Connor) – Funding to re-establish a church presence in Whiterock Parish, to connect with the unchurched and create a self-sustaining congregation in a new community building – (Stg£50,000 – First year : Stg£8,000 – Second year : Stg£6,000 – Third year) – First year	58,092
St Dorothea’s Church, Gilnahirk (Down) – Financial assistance to develop a project for re-engaging with the local community – (Stg£2,500)	2,905
The Dock, Titanic Quarter, Belfast (Down & Dromore) – Funding for the research, production and distribution of a formal business plan, for ‘The Dock’ outreach initiative in the Titanic Quarter – (Stg£4,000)	4,647
Willowfield Parish (Down) – Funding to enable the setting up of a centre, to provide debt counselling, for the people of East Belfast – (Stg£9,000 – First year : Stg£7,500 – Second year : Stg£5,000 – Third year) – Second year	8,714

Sub-total

€196,360

Innovative Ministry in a Rural Context

Armagh Diocesan Council – To provide for a diocesan outreach to rural areas, reconnecting with young people who are involved in loyalist band and other rural organisations – (Stg£25,000 – First year : Stg£20,000 – Second year : Stg£20,000 – Third year) – First year	29,046
Clogher Diocesan Council – Funding for a diocesan music festival service, with vocal and singing workshops – (Stg£1,000)	1,162
Kilcooley Community Group Ltd (Cashel) – To assist financially with the continuation of a rural project for the benefit of the local community, facilitating residential and day activities, primarily for youth and young adults	15,000

Sub-total

€45,208

Total Allocated

€629,584

Sterling grants have been converted to Euro using the 2010 end of year rate of 0.8607.

- (b) Accounts for the year ended 31 December 2010 are included as Appendix N on page 290. Contributions to the Fund do not close until the end of February. The amount actually received by 28 February 2011 was €554,180.

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- (c) Following a recommendation from the Priorities Fund Committee, the Standing Committee, in March 2011, agreed that diocesan targets for contributions to the 2012 Fund should not be increased and should remain at their current levels.

25. PROGRAMME FOR COHESION, SHARING AND INTEGRATION

In September 2010, the Standing Committee appointed a working group to produce a response for the Church of Ireland to the consultation on the Programme for Cohesion, Sharing and Integration that was launched by the First Minister Rt Hon Peter Robinson MLA and Deputy First Minister Martin McGuinness MP MLA. This response was approved by the Archbishops and the Honorary Secretaries as the deadline for receipt of responses was 29 October 2010. The response was made available to members of Standing Committee on the subsequent agenda of that meeting. The response is included as Appendix O on page 292.

26. PROVINCIAL MEDIATION PANELS AND SEVERANCE FUND REVIEW

In 2001, the General Synod passed legislation relating to the creation of Provincial Mediation Panels for the assistance of bishops in the resolution of conflict within dioceses and to make further provision in relation to mediation and related matters.

Subsequently, in 2003, the General Synod also passed legislation to make provision for the establishment of a Severance Fund for clergy, to be raised within each diocese, to deal with situations of irretrievable pastoral breakdown.

This legislation has never been resorted to since its inception and at its meeting in September 2010, the Standing Committee agreed that it is desirable that a review of the legislation and the situations it was intended to address be undertaken to inform the Standing Committee of a way forward to meet issues of this kind more effectively.

Following a request from the Standing Committee, the Honorary Secretaries initiated a review of the Provincial Mediation Panels and the Severance Fund that will be reported to the Standing Committee upon its completion.

27. REVIEW OF COMMITTEES

In April 2010, the Standing Committee discussed a proposal submitted by the Archbishop of Armagh, entitled *Purposeful Re-organisation, the Boards, Commissions and Committees of the General Synod* (Appendix P on page 309). Some of the ideas raised have subsequently been used to inform Standing Committee's approach to proposals regarding the development of children's ministry, for example. More broadly, the ongoing request from the Representative Church Body to curtail costs led to the

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Committee's attention being refocused in the autumn of 2010 on the work of the Budget Sub-Committee. However, the Standing Committee indicated its long-term intention to give further consideration to the Primate's document.

28. SPEAKING RIGHTS AT GENERAL SYNOD FOR ECUMENICAL GUESTS

In September 2009, the Standing Committee agreed that ecumenical guests attending the General Synod should be afforded speaking rights to enable them to participate in debates.

The Standing Orders Committee met on 8 September 2010 and agreed to formulate a motion to amend Standing Order 21 to enable ecumenical visitors at the General Synod to participate in the discussion of reports and motions. The Standing Orders Committee agreed that ecumenical guests should be precluded from debating Bills. In September 2010, the Standing Committee requested that this motion be brought to the General Synod in May 2011.

29. STIPENDS REVIEW

As indicated in the Representative Church Body (RCB) report to the General Synod 2010 a review was undertaken of the timing of the process involved in arriving at and approval of the annual rates of the Minimum Approved Stipend (MAS) (*Book of Reports 2010* page 28). A proposal prepared by the RB Stipends Committee that was approved by the RB Executive Committee and the RCB in September 2010 was submitted to the Standing Committee meeting in November 2010 for consideration. This proposal is included as Appendix Q on page 314.

The proposal requested that the Standing Committee bring legislation to the General Synod in May 2011 to amend Section 51 (1) of the *Constitution of the Church of Ireland*, to enable the Standing Committee to determine MAS levels on behalf of the General Synod to ensure that the delay between the decision on MAS levels and the date of implementation would be significantly reduced in future. The proposal also required the Standing Committee meetings in September, traditionally held in the morning, to now be held in the afternoon to facilitate the new process. The Standing Committee approved the recommendations and a Bill was submitted for the ordinary session of the General Synod 2011.

Furthermore, at the meeting of the RCB Executive Committee in February 2011 it was agreed to recommend to the Representative Church Body (RCB) and the Standing Committee that legislation be brought to General Synod in 2011 to amend the approval process for Pensionable Stipend. The amendment is to be presented in a manner similar to the proposed changes to the approval process for Minimum Approved Stipends as agreed by the RCB in September 2010 and the Standing Committee in November 2010.

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In March 2011, the Standing Committee agreed to submit the relevant legislation to the ordinary session of the General Synod 2011.

30. WORKING GROUP ON DISABILITY

A report from the Working Group on Disability is included as Appendix R on page 315.

31. OBITUARY

The following member died since the last session:

Mr Jack Stuart

APPENDIX A

RESOLUTIONS TO BE PROPOSED TO THE GENERAL SYNOD

1. ANGLICAN COVENANT

Seeing that the Anglican Covenant is consonant with the doctrines and formularies of the Church of Ireland, the General Synod hereby subscribes the Covenant.

2. CODE OF DUTY AND CONDUCT FOR CLERGY

That the General Synod appoints the following to the Clergy Code of Duty and Conduct Committee to produce a Clergy Code of Duty and Conduct and make a report to the General Synod in 2012, with an interim report to the Standing Committee in January 2012 and that the Committee be afforded the power to co-opt members:

The Rt Rev Paul Colton
Rev Stephen Farrell
Rev Maria Jansson
Mrs Ethne Harkness
Ven Stephen McBride

Rev Terence Dunlop - Consultant

3. HARD GOSPEL IMPLEMENTATION GROUP

- (a) That the Standing Committee appoint the following to the Hard Gospel Implementation Group for the period June 2011 – May 2013

Rev Andrew Forster
Mrs Ethne Harkness
Mr Geoffrey Perrin
The Rt Rev Trevor Williams (Chair)

- (b)
- (i) That the Hard Gospel Implementation Group continue its work until the final day of the ordinary session of the General Synod in 2013, reporting its progress regularly to the Standing Committee.
- (ii) That the Hard Gospel Implementation Group adopts the following objectives for the next two years:

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- (a) The Group shall strive to raise awareness of issues relating to gender imbalance among parishes, dioceses and central church bodies both in terms of membership of those bodies and in the outputs of the work they undertake, with a view to increasing the participation of women in such groups.
 - (b) The Group will work with the Church of Ireland Youth Department and the youth ministry structures of the Church in the dioceses and parishes to increase the participation of younger people in the governance and outreach structures of the Church, including engagement with the work of the General Synod.
 - (c) The Group will consider the materials presented by Changing Attitudes Ireland, which has requested that the Church provides an information pack on pastoral issues affecting gay and lesbian Christians, and will return suggestions to the Standing Committee.
- (iii) That members of General Synod commit themselves to encourage parish, diocesan and central bodies on which they serve to seek actively the inclusion of greater numbers of young adults and women in their membership and programme of work.

APPENDIX B

Resolution regarding the Anglican Covenant – some explanatory thoughts from the working group set up by the Standing Committee to consider the issue, approved by the Standing Committee on 8 March 2011.

For many years the ‘glue’ which held together the autonomous and mostly national churches of the Anglican Communion was, over and above the bonds of affection which derive from a common history and a shared approach to worship and theology, four acknowledged Instruments of Communion. These have been, in the order in which they have emerged over time, the archbishop of Canterbury as ‘primus inter pares’ among the bishops, the Lambeth Conference of Bishops, the Anglican Consultative Council on which each province is represented and which includes lay people and priests as well as bishops, and – more recently – the Primates’ meeting. Of late, however, some have been questioning the adequacy of these arrangements in the rapidly changing circumstances of to-day.

Undoubtedly there have been contentious events within Anglicanism which have raised questions about the extent to which individual provinces in their own cultural settings may act unilaterally in great matters when their actions impinge on their relationships with others, and hence deserve reflection and evaluation in a wider context. Autonomy of its nature is textured in any communion by mutual commitment and to some extent discipline. No province can be deprived of its freedom of action, but all provinces have to agree upon a means of recognising and addressing the relational consequences of their actions. In addition, other global churches and communions with which the Anglican Communion is in ecumenical dialogue may well value being able to consult an articulated series of theological principles by which we consider ourselves to be held together.

The Anglican Covenant, the fruit of considerable international deliberation and rewriting over a number of years (a complex task concerning which we in Ireland must acknowledge the particular role played by Archbishop John Neill) is a noble attempt to walk a tight rope. On the one hand it makes absolutely clear that each province must be governed by its own independent canonical procedures and that there is no hidden agenda to centralise Anglicanism. On the other hand it demonstrates that in a Communion, as in any family, the actions of one member have consequences for others and that – following due process – individual provinces *may* have to acknowledge, at least for a time, that actions which they have decided to take could lead to a situation in which their full participation in the instruments that bind Anglicanism together may become compromised.

The motion before the General Synod is clear in its intention. By presenting it at all we are acknowledging the value of having a covenant and our view that the present text is the most satisfactory likely to be produced in these times. The House of Bishops have made clear their view that the covenant is consonant with the formularies and the doctrines of this church. We are not seeking to make the covenant itself part of our formularies, which would extend its range in a manner that could be problematical.

Rather, should the synod pass this motion, the Church of Ireland would be saying that in the context of its own clear and unchanged self-understanding, the covenant provides a means, not of altering the character of the Church of Ireland, but of regulating our external relationships with other churches in a manner which we freely acknowledge to have value and from which we indeed have the capacity to withdraw should external circumstances change. The covenant does not lock us into an arrangement that undermines our autonomy, but passing the motion before the synod does display our willingness to display generosity and faithfulness and our acknowledgement that in making major or innovative decisions no Anglican province can simply walk alone. It will be the role of the General Synod in the future to assess the extent to which the covenant has borne fruit in terms of the purposes for which it was gestated.

It should be noted that the Preamble and Declaration of 1870, written when the then United Church of England and Ireland was being sundered by action of the legislature, committed the Church of Ireland in the future to retain communion particularly with the sister Church of England. We therefore have already in our own formularies a commitment to an external relationship and of course such a commitment has practical consequences if the relationship is to be sustained and cherished. It is interesting to note how for 140 years now the relationship of communion with the Church of England has been utterly unquestioned here and has been, some might say, one of the shoots which led Anglicanism from being a largely English experience to being a truly global and multi-cultural one. And, interestingly enough, in the evolution of events since, there was no widespread challenging of the Irish decision of 1990 to allow for the ordination of women to the episcopate, notwithstanding our commitment to maintain communion with another church where such a decision has not yet been finally made. This historical precedent might suggest, to those who fear the effects of the covenant could be the over-constraining of individual provinces from doing what they believe to be right, that where there is mutual attentiveness and respect, differing decisions on a major matter do not always inevitably lead to impaired communion.

We are asked to subscribe the covenant as it has been set before us. Such a document is not the equivalent of Holy Scripture and it is almost bound over the years to need improvement and indeed amendment. A procedure for such amendment has been articulated within the covenant. We would anticipate that in the context of that procedure the possibility of an amendment being imposed on a church such as our own without consent would be very low indeed. Were such an unlikely eventuality to occur, we could of course exercise our option to review our relationship with the covenant.

People around the world will contend, from various perspectives, that the covenant is from their point of view problematical. Some will say it is too little and too late in terms of maintaining the unity of the communion. Others will say its inner agenda is the disciplining of particular provinces and that its capacity to survive the test of time, after present controversies have passed, is at best limited. As a church which has always championed balance and lived with a considerable measure of diversity, perhaps the Church of Ireland would wish to give the covenant process a fair chance, to demonstrate real commitment to it, to avoid elevating it into a formulary of our own but to acknowledge the virtue of how it strives to bring home to people what are often the huge

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relational consequences of their actions? At a moment like this the famous words of the revisers of our own post-Disestablishment Prayer Book in 1878 seem always to inspire – *Let (us).., on the one side and on the other, consider that... judgements of perfection are very various and that what is imperfect, with peace, is often better than what is otherwise more excellent, without it.* The resolution offered to the synod concerning the covenant is presented very much in that spirit, conscious too that the attitude of the Church of Ireland to the covenant, given our long history and capacity to live with significant diversity on many levels, will send out an important signal to the rest of the Anglican family

APPENDIX C

**WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE
REPORT 2011**

MEMBERSHIP

The Rt Rev Michael Burrows (Chair)
Rev Olive Donohoe
Rev Elizabeth Hanna
Ms Ruth Handy (Honorary Secretary)
The Most Rev Alan Harper

Rev Canon Patrick Harvey
Mr William Kingston (Honorary Treasurer)
Rev Jonathan Pierce
Ms Alison Rooke
Mr Thomas Smallwoods

- Bishops' Appeal income in 2010 was €715,162 and £255,886 as against €400,288 and £100,809 in 2009.
- Collections received in response to emergencies formed a significant element of Bishops' Appeal income in 2010.
- The 2010 Water of Life Project garnered wide support and had profound effects in the communities it assisted.
- 2011 marks the 40th anniversary of Bishops' Appeal, an occasion for review and, perhaps, reorientation of the work of the Appeal.
- The crisis in the Irish economy has brought substantial cuts in Irish Government overseas aid meaning the response of church members is ever more important.

FORTY YEARS

Forty is a significant number in Scripture: occurrences of it may help us reflect on how we might best respond to the Biblical mandate to act justly, to love mercy and to walk humbly with God.

“Forty years long was I grieved with this generation, and said, It is a people that do err in their heart, and they have not known my ways”: the words of Psalm 95, sung in churches for generations as the canticle ‘Venite’, introduce an appropriately penitent tone. As a church, we have not managed a sustained and growing response to the needs of the world’s poor. A review of previous General Synod Books of Reports shows a continuing pattern of rises and falls in the level of support for Bishops’ Appeal. When confronted by the media with situations of disaster, churches respond; but when the television coverage ceases, or never occurs in the first place, giving declines, or never happens. In 2010, the flooding in Pakistan brought demands from within the Church of Ireland for an emergency response, yet the critical situation in Niger, where poverty is at its most extreme, was virtually ignored within church circles. The aggregate of human need and suffering in our world does not change from year to year, yet many church members seem to persist in the erroneous belief that when there

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are no shocking images carried by the media, then the need for a generous giving does not exist. Our failure to educate our Church concerning the Scriptural requirements to respond to the poor points to a lack of knowledge of God's ways; a lack that needs to be constantly addressed.

“And he was there in the wilderness forty days”, says Saint Mark of Jesus' preparation for his ministry. The forty days were a time of reflection, a time of discerning what it was that God wanted. The forty years of Bishops' Appeal's existence have brought many occasions of reflection and attempts to discern God's way. Understandings of the nature of effective aid and the best use of resources have changed significantly since 1971, never having large sums of money at their disposal, successive Bishops' Appeal committees have had to be careful in their stewardship of money, seeking to maximize the impact of what has been received through a careful and considered making of grants.

In Scripture, forty years can be an occasion of seizing, but also of missing, opportunities. Moses intervenes to defend an Israelite when he is forty years old, supposing this to be the first step in God's plan to liberate his people, yet the people do not understand. Forty years pass before Moses encounters God in the burning bush and God sends him to lead his people out of Egypt.

Whether the 40th anniversary of Bishops' Appeal represents an opportunity missed or grasped will be determined by the whole Church of Ireland and not by a small committee. The Scriptural teaching on justice is clear and unambiguous.

A REORIENTATION?

Bishops' Appeal is operating in a context of increasing fragmentation of both the church and the aid sector. It continues to garner high levels of support where a sense of strong Church of Ireland identity is evident within local church communities but has diminishing appeal where parochial and diocesan identity is not nearly as significant a factor.

Given a situation of flat levels of income, a review of our situation might suggest three possible courses of action:

- (i) to reinvent the Appeal as an enabling and co-ordinating body to tap into the massive potential that exists in establishing partnerships between parishes/dioceses and overseas partners;
- (ii) to continue as at present, on an *ad hoc* and 'make do' basis, where requests to the Appeal far outstrip the available funds and where there is too often a sense that those who have come seeking have been sent away empty-handed;
- (iii) to use the 40th anniversary as an opportune moment to enable dioceses and parishes to determine their own response to Gospel demands for justice and righteousness.

The 2010 Water of Life Project demonstrated the potential of a national project focused on a particular theme. The project, supporting the Leprosy Mission, Fields of Life and SAFE, raised funds for water filters for individual families, well drilling rigs in Uganda, and a reservoir to supply water to an entire community in Afghanistan. Its simplicity and directness

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commended it to many people who supported it. It is those qualities that are the strongpoints of partnerships that already exist between groups in Ireland and overseas partners.

Diocesan projects, such as that of Clogher Diocese in its partnership with Kaduna and Meath and Kildare's support of work in Malawi and South Africa, demonstrate that there is a potential for building significant levels of support in local communities. Such partnerships have a number of merits including creating a sense of ownership, being transparent in their stewardship, and having a significant educative function.

Where the capacity exists partnerships between groups of parishes, or individual parishes, can bring benefits to both home and overseas partners in the projects. There are numerous anecdotal examples of parishes raising substantial funds for their particular project; sums running well into five figures are not uncommon. Such partnerships bring not only material benefits for the overseas partner but energize and encourage people at home.

A reorientation of the Appeal would provide an opportunity for the role of Education Adviser to the Bishops' Appeal to be redefined as that of a projects co-ordinator whose task would be to identify, help establish, and resource partnerships. A rejuvenated Bishops' Appeal would create the possibility of a significant biblical response to the poor and spiritual blessing within our dioceses.

PERSONNEL

Mr Martin O'Connor retired as part-time Education Adviser to the Bishops' Appeal Committee at the end of January 2011. The Committee would wish to record our sincere thanks to him for the seven years of intensely committed service he gave to the work of the Appeal. Always well informed and conversant with issues, Mr O'Connor had a passion for justice for the poor and a desire for righteousness in international affairs. He readily took on duties well beyond his job description and worked hours far exceeding those for which he was contracted.

We hope by the time of General Synod to have engaged someone to fulfil the role played by Mr O'Connor, albeit a role that may be differently nuanced.

Noting that the 2010 all-Ireland income exceeded €1 million, it must be emphasized, that with the exception of the single part-time post, Bishops' Appeal relies entirely upon volunteers. There would be no Appeal without the diocesan representatives and those who at parish level ensure the distribution of leaflets and envelopes and the return of monies collected. Only when one sees how such work enables the transformation of lives overseas can it sometimes be appreciated how important is each of those envelopes.

HARMAN SCHOLAR

Following the death of the Very Rev Desmond Harman in December 2007, the Bishops' Appeal Committee resolved to establish a scholarship in his memory. Dean Harman gave invaluable service to the Appeal during his years as a member of the Committee, ensuring efficiency, good stewardship and focused and precise use of funds. Negotiations have been taking place with CMS Ireland and Gurteen Agricultural College with a view to creating a

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place for an annual Harman scholar who would be identified by CMS Ireland and who would have a tailored programme of study.

CONTRIBUTIONS TO BISHOPS' APPEAL

A desire for transparent fundraising processes, to ensure Bishops' Appeal complies with legislation, prompted a request to parishes that collections for the Appeal be sent directly to Church of Ireland House. A clear paper trail, from donor to the intended recipient, is important and the existing system, whereby funds are lodged to diocesan accounts before being forwarded to Bishops' Appeal at a later date, lacked clarity. Funds received from parishes will still be credited to diocesan totals as has always been the case.

TAX EFFICIENT GIVING

Bishops' Appeal continues to welcome tax efficient giving; the amounts received have become important in times of reduced income. Taxpayers are reminded that tax-efficient schemes are available in both parts of Ireland whereby donations to Bishops' Appeal can be enhanced at no extra cost to the donor. In the Republic the scheme applies to taxpayers making a donation of €250 or more in the tax year. Taxpayers in Northern Ireland can avail of the Gift Aid scheme. Details of both schemes are available from the Representative Church Body office in Church House, Dublin and Church of Ireland House, Belfast.

THANKS

The Committee renews its annual word of thanks to the staff in Church of Ireland House. Once again we express our particular gratitude to Ms Doreen Smyth and Mr Adrian Clements, for their ever attentive, patient and polite assistance in the financial management of the Bishops' Appeal funds.

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**BISHOPS' APPEAL ACCOUNT 2010
FUND ACCOUNT**

	Year ended 31 December	
	2010	2009
	€	€
INCOMING RESOURCES		
Contributions	996,763	498,560
Deposit Interest	3,440	1,954
Sterling translation gain	1,332	4,705
Tax refunds	12,259	11,214
	<u>1,013,794</u>	<u>516,433</u>
RESOURCES EXPENDED		
Grants	907,637	513,998
Printing and stationery	11,968	13,233
Administration & Personnel costs	30,821	25,434
	<u>950,426</u>	<u>552,665</u>
Surplus/(Deficit) for year	63,368	(36,232)
Balance at 1 January	93,176	129,408
Balance at 31 December	<u>156,544</u>	<u>93,176</u>
EMPLOYMENT OF FUNDS		
Available for distribution	156,544	93,176
Balance at 31 December	<u>156,544</u>	<u>93,176</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2010, €1 = £0.8607 (2009: €1 = £0.8881).

ACCOUNTANTS' REPORT

The Standing Committee is responsible for preparing the Income and Expenditure and the Fund Account for the year ended 31 December 2010. We have examined the above and have compared it with the books and records of the Fund. We have not performed an audit and, accordingly, do not express an audit opinion on the above statement. In our opinion, the above statements are in accordance with the books and records of the Fund.

PricewaterhouseCoopers
Chartered Accountants
Dublin
March 2011

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BISHOPS' APPEAL CONTRIBUTIONS

	2010		2009	
	Stg£	€	Stg£	€
ARMAGH	62,662	6,922	17,593	3,515
CLOGHER	42,152	6,039	13,660	1,800
CONNOR	25,491	100	10,219	-
DERRY & RAPHOE	64,665	37,570	23,695	14,023
DOWN & DROMORE	39,432	-	18,724	-
DOWN DROMORE & CONNOR	-	-	-	-
KILMORE	1,797	12,124	-	6,785
ELPHIN	-	17,508	-	6,376
CASHEL & OSSORY	-	66,641	-	57,934
FERNS	150	35,727	-	21,492
CORK	-	55,052	-	55,744
DUBLIN	20	300,350	-	154,967
LIMERICK	-	46,290	-	11,290
MEATH & KILDARE	-	49,878	-	29,842
TUAM	-	13,415	-	11,666
INDIVIDUALS (INCL. LEGACIES)	7,957	64,924	7,707	19,649
OTHER	<u>305</u>	<u>-</u>	<u>300</u>	<u>-</u>
TOTALS	<u>244,631</u>	<u>712,540</u>	<u>91,898</u>	<u>395,083</u>
TOTALS IN EURO		<u>996,763</u>		<u>498,560</u>

BISHOPS' APPEAL GRANTS PAID

TYPE OF DEVELOPMENT	2010	2009
	€	€
Disaster Relief	414,294	86,995
Health & Medical	109,161	198,567
Education/Communications	64,523	140,423
Rural Development	<u>319,659</u>	<u>88,013</u>
Totals	<u>907,637</u>	<u>513,998</u>
DEVELOPMENT AGENCY		
Christian Aid	413,649	71,718
CMSI	14,523	39,775
Feed the Minds	-	15,721
Tearfund	56,930	32,849
Others	<u>422,535</u>	<u>353,935</u>
Totals	<u>907,637</u>	<u>513,998</u>

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BISHOPS' APPEAL GRANTS PAID

GEOGRAPHICAL LOCATION

AFRICA - €238,287;Stg £96,039

Agricultural Programme	Ethiopia	Christian Aid
Agricultural Project	Burkina Faso	Self Help
AIDS Project	Swaziland	USPG
Designated Donations	Africa	Christian Aid
Designated Donations	Ethiopia	Christian Aid
Essential Drugs Pharmacy	Tanzania	Direct
Food Production	Uganda	Direct
Health Centre	Rwanda	Direct
Health Education Programme	Uganda	Oxfam
HIV Programme	Sudan	Christian Aid
Jacaranda Farm	Kaduna	Direct
Malaria Prevention	Sierra Leone	GOAL
Meath & Kildare Diocesan Project	Malawi	Direct
Meath & Kildare Diocesan Project	Ubombo	Direct
Niger Emergency Relief	Niger	Christian Aid
Teachers' Houses	Zambia	Sisters of the Holy Spirit
Vocational Training	Uganda	CMSI
Water of Life Project	Africa	Fields of Life
Water of Life Project	Africa	The Leprosy Mission
Women's Project	Burundi	YWCA

ASIA - €167,098;£42,583

Al Ahli Hospital	Gaza	Direct
Designated Donations	Indonesia	Christian Aid
Education & Training	Palestine	NECC
Flood Relief	India	Tearfund
HIV/AIDS Project	India	The Friends of HOPE
Livelihoods Programme	Cambodia	Tearfund
Pakistan Emergency Relief	Pakistan	Direct
Rainwater Harvesting	India	ICDGH
Water of Life Project	Afghanistan	SAFE

CENTRAL AMERICA - €19,188

Training Programme	Nicaragua	Christian Aid
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NORTH AMERICA - €202,168;£66,429

Haiti Emergency Relief	Haiti	Christian Aid
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SOUTH AMERICA - €24,246;£15,848

Community Project	Chile	USPG
Projeto Bem-me-Quer	Brazil	Sr Helen Regan
Relief Work	Chile	SAMS

APPENDIX D

BOARD FOR SOCIAL THEOLOGY IN ACTION REPORT 2011

Membership

Mr Andrew Brannigan
Mrs Anne Brown
Rev Dr Rory Corbett
Rev Adrian Dorrian
Mr Kenneth Gibson
Very Rev Kenneth Hall
The Most Rev Alan Harper
Mr Samuel Harper
The Rt Rev Michael Jackson (Interim Chair)
Rev Vickie Lynch
Mrs Hilary McClay
Rev Dr Judith McGaffin
The Most Rev Dr John Neill (Retired January 2011)

Function:

- The new Board for Social Theology in Action is proactive and seeks to identify, contribute to, challenge and develop areas of living today where the mission of the Church can be active and the love of God shared. It does this through the development of reports, resource materials and by developing projects that apply theological perspectives to public issues in a challenge to Christian living.
- The new Board for Social Theology in Action is reactive and would respond to reports and documents and would be free to release statements in the name of the Board but for statements to be recognised as officially statements of the Church of Ireland they would have to be submitted to the Standing Committee for ratification.
- Areas of interest (not exhaustive) - the environment, ecumenics, political and European issues, legislation, health and social care and medical ethics.

Executive Summary

The first part of 2010 saw the official formation of the Church of Ireland Board for Social Theology in Action. The Board grew out of a process of consultation between the Board for Social Action NI, the Board for Social Responsibility RI and the Church in Society Committee. Members were appointed after application and by a process of selection that included interviews and the collection of references. The membership of the Board includes a bishop appointed by the archbishops and bishops, an Honorary Secretary appointed by the Honorary Secretaries. The archbishops and chairperson of the General Purposes Finance Committee of the Church of Ireland Board for Social Responsibility (NI) also are ex-officio members of the Board.

The inaugural meeting took place in October 2010. As per the original terms of reference, it was intended that this initial meeting would be followed up by a residential meeting during which members of the Board would draw up a new mission statement and affirm new terms of reference. This meeting, due for December 2010, was postponed as

a result of the adverse weather conditions.

A number of working groups from the Board have collaborated on press releases on a number of issues and continue to work to respond to public consultation documents on a wide range of subjects.

In October and December 2010, press releases were issued on behalf of the Board in relation to the current economic situation in Britain and Ireland and the consultation on the relaxation of Sunday Trading Laws in NI, launched by the Minister for Social Development, respectively. These releases are appended. Both of these ongoing issues will continue to feature on the Board's agenda.

The members of the Board would like to express gratitude to those members of staff in both Church Houses (Dublin and Belfast) for their support – in particular Jenny Polden for her co-ordination of the formation process and the Church of Ireland Press Officer Paul Harron and the Press Office for their advice in relation to press releases.

The members of the Board are also keen to express their congratulations to Bishop Michael Jackson, interim chair, on his election as Archbishop of Dublin. The Board looks forward to the continuing support of the new Archbishop, as well as welcoming a new member to the episcopacy in 2011.

APPENDIX 1

Board for Social Theology Comments on Current Economic Circumstances

25th October 2010

Alongside the people of Northern Ireland and the Republic of Ireland, the Board for Social Theology recognises that the Comprehensive Spending Review from the Chancellor of the Exchequer in London and the imminent Dublin Budget will lead to difficult times in the years ahead. The cuts to both benefits and public sector jobs will inevitably impact on lifestyles and have costs at a human level.

The Board for Social Theology calls on members of the Church of Ireland and the wider community, North and South, to remain committed to the Christian principles that underpin society at its best. We affirm the life-giving value of relational living, which has always been a premium in Irish society.

In the run-up to Christmas, we encourage all people to remember the value of living within our own means and of taking a responsible approach to the season. We ask people to remain faithful to charitable giving – conscious of those in the world, at home and abroad, who have less than nothing.

We call on society at large and particularly decision makers in Dublin, Belfast and London, to remain committed to protecting the most vulnerable in our society.

APPENDIX 2

Board for Social Theology Responds to Social Development Minister’s Call for Views on Sunday Trading Review:

20th December 2010

‘An extension of opening hours on a Sunday would put more pressure on workers, small businesses and churches and also be detrimental to family and community life.’

The Church of Ireland Board for Social Theology is disappointed to note the Social Development Minister’s recent statement considering the extension of Sunday trading hours. The current Sunday trading arrangements were reviewed as recently as 2006 across the UK and widely concluded to have struck the right balance. Given these conclusions and the extensive work required to ensure a robust review process, it seems wasteful to call for another review so soon. Research shows the current arrangements also have the support of Unions, workers, small businesses, church groups and majority of the public. It is therefore puzzling that the minister should be pushing for a review, despite no significant call for such from the community.

With increasing pressure and stress on family and community life, the current arrangements for Sundays allow a day for relationships, rest and recreation. Such a day encourages families and communities to reconnect with each other at the end of a busy week and before another busy week starts. It is also a day that takes on extra significance for the 45% of people in Northern Ireland who regularly attend church.

An extension of opening hours on a Sunday would put more pressure on workers, small businesses and churches and also be detrimental to family and community life. The minister proposes a review that seems more inclined to benefit large retail stores than small businesses and ordinary families. Recent economic events have reminded us of the importance of placing community profit above that of big business.

Government is increasingly recognising the role played by churches in Northern Ireland, but adding the pressure of more Sunday working hours will inevitably impact on people’s goodwill and their desire to contribute through church at a community level. At a time of economic cutbacks the role of community organisations, volunteers and churches is taking on increasing significance and the Minister’s proposal runs the risk of inhibiting this role.

The Board has great respect for much of the work undertaken by the minister but would urge him not to pursue any extension of Sunday opening hours. The Board is keen to meet with the Minister in order to engage with him on this and other social and community issues.

APPENDIX E

CENTRAL COMMUNICATIONS BOARD

MEMBERSHIP

The Rt Rev Trevor Williams	(House of Bishops)
Dr Valerie Jones	(Standing Committee)
Ven Robin Bantry White	(Honorary Secretary)
Rev Eileen Cremin	(Chair - Broadcasting Committee)
Dr Kenneth Milne	(Chair - Literature Committee)
Dr Raymond Refaussé	(Hon Secretary - Literature Committee)
Mr Denis Reardon	(Church House Senior Management)
Mrs Jane Leighton	(Representative Body)
Head of Synod Services & Communications	<i>(ex officio)</i>
Press Officer	<i>(in attendance)</i>

OBJECTIVES 2011-12

- To review the structure and role of the Church of Ireland website.
- To review the role of the Diocesan Communications Officers and the DCO network.
- To examine the potential of social networking media as a tool of central communications.

Terms of Reference

To initiate policy in relation to the communications strategy of the Church.
To co-ordinate the work of the sub-committees.
To report annually to the General Synod.

Executive Summary

The Board directed budgetary resources towards the maintenance of an active press office and providing support to those exceptional events that punctuate the life of the Church, such as providing media support and training for newly appointed bishops and supporting the meeting of the Primates of the Anglican Communion and responding to enquiries around the special meeting of the General Synod. The Board members concentrated on reviewing aspects of the communications structure, prioritising developing the website and refreshing the vision for the diocesan communications officers' network to reflect the multiplication of communications tools in recent years. The Board members invested considerable energy considering the future of the Church of Ireland website and other new media.

Report

Website Review

The CCB would like to develop more of a Church witness aspect to the website, which is currently information oriented. To achieve this it will be necessary to consider how the activity of the wider church relates to and can be articulated on the main website. This, in turn, led to fresh consideration of the role of the diocesan communications officers' network.

At present, the main source of information about the wider church is channelled from the Diocesan Communications Officers (DCOs). Owing to the expansion in communications channels, many DCOs are now managing traditional press releases alongside a website, diocesan magazine and possibly an e-zine and may also be trying to produce pod-casts, while managing Twitter and Facebook profiles. Not surprisingly, many dioceses now require a range of people in various capacities to keep this effort going, so that in addition to the DCO, there is likely to be a web-manager, a magazine team, and perhaps a social networking group. The Board believes that the Church must keep abreast of all these new forms of technology and do so in a competent manner.

The CCB has found itself asking a number of questions. Whether the Church needs a central platform gathering all of the diocesan material, if that material is already accessible? Do we still need the information hosted on the main website, or should the Church move to a completely different model focused on telling the story of the ministry and mission of the Church through stories about people? Should a future site do both of these things?

During the year, the Church of Ireland has developed a presence on Twitter and on Facebook:

Facebook.com/churchofireland

Twitter.com/churchofireland

Many members of the Church are beginning to use these media as a way of keeping in touch with Church news and events. The CCB has prepared a brief survey of usage of new social media which members of Synod are invited to participate in by filling in a survey form which may be obtained from the Press Office.

DCO Network Report

The CCB has been pleased to note that despite the recession, dioceses which committed themselves to magazines, websites and to paid communications staff have maintained their commitment. Almost half of the dioceses now use paid professional communicators in the role of DCO reflecting the increasing volume of work in this area of Church witness. The CCB extends sincere thanks to all those paid and voluntary workers who maintain this body of work. The Board also reminds the Church that this work now requires a much greater number of hours work than used to be the case and that the commitment entailed is considerable.

A DCO training day is held annually. This year, it was decided to extend the invitation to include other volunteers involved in all aspects of diocesan communications work and the new Irish Language Development Officer for Cumann Gaelach na hEaglaise, Ms

Caroline Nolan. Mr Jan Butter, the new Director of Communications for the Anglican Communion addressed the meeting on the subject of new media.

As new technology has altered the nature of communications in society, the Board has recognised that dioceses have increased their resourcing of communications. The Board is looking to a future in which the local dioceses take on a larger role in this area and make greater resources available. Despite the recession this must be a high priority for the Church in the 21st century if it is to be true to its mission.

Publishing

There is ongoing activity and interest in the publishing area and the Literature Committee has had a busy year. The production of the *Church of Ireland Handbook* is moving ahead with a publication date during 2011.

Broadcasting

The Broadcasting Committee is currently exploring the potential for local online broadcast services to assist parishes in providing worship for members who are not able to attend. The CCB referred the launch of a new Christian radio service, Spirit Radio, to the Broadcasting Committee and a presentation was subsequently made at the time of the station's launch. The Board welcomes Spirit Radio and wishes them every success. (Dublin 89.9FM, Galway 91.7FM, Limerick 89.8FM, Cork 90.9FM, Waterford 90.1FM)

Press Office

The Press Office responded to a wide variety of media requests for comment and information in connection with Church-related and societal issues over the course of a busy year. Approximately 120 press releases were issued and disseminated across secular and religious platforms during 2010. These releases ranged from information about significant Church events, initiatives, appointments and newsworthy occasions to statements from several Church committees and by the archbishops and bishops responding to current affairs and concerns, from the local to the national to the international. Press releases were also issued on behalf of certain church-related organisations, some of the dioceses and the larger cathedrals.

Media assistance was given to parishes and cathedrals for civic and large-scale events, such as the funeral of Alex Higgins at St Anne's Cathedral, Belfast, which invited international interest. In particular, there were a number of responses to political developments and events in Northern Ireland during 2010.

In addition, the Press Office facilitated broadcasters through providing able spokespeople on many topics for both local and national radio and television programmes, and for internet-based outlets. Good working relations were maintained with the main national and local broadcasters. News from the General Synod and from meetings of the Standing Committee during the year was also reported in detail.

A regular flow of information was maintained with Diocesan Communications Officers across the island and with *The Church of Ireland Gazette*. The main Church of Ireland website was updated with news stories (as press releases) and with updates from several committees and Church of Ireland Publishing; the front page of the site was modified to appear less static and to highlight news pieces and information about upcoming events easily as they were uploaded.

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The appearance and workability of the site remains under continued review and development. Information generated by the Press Office was simultaneously issued via Twitter and the Church of Ireland Facebook site which has enabled a degree of social interaction with Church news – a new development during the year.

As well as being the conduit for responding to and issuing news and information at the central level, it has been the aim of the Press Office to provide communications advice and support to all areas of Church life and to encourage greater emphasis on effective local communication at parish and diocesan levels. Once again, the Press Office ran its annual Communications Competition for parish and diocesan magazines / newsletters, websites and social media / new technologies, attracting a healthy level of interest and indicating much excellent work being carried out by communicators across the whole Church.

The Board is aware of the demands on the time of staff of the press office both during and beyond office hours and wishes to express its appreciation of the professional and courteous manner in which they respond.

LITERATURE COMMITTEE

MEMBERSHIP

Dr Kenneth Milne (Chairman)

Prof Raymond Gillespie

Rev Peter McDowell

Ven Richard Rountree

Rev Bernard Treacy OP

Ms Cecilia West

Very Rev Stephen White

Dr Raymond Refaussé (Honorary Secretary) Mrs Janet Maxwell (*ex officio*)

In attendance: Dr Susan Hood, Publications Officer

Mr Paul Harron, Press Officer

EXECUTIVE SUMMARY

In 2011 the Committee will seek to:

- promote church-related publications within and beyond the Church of Ireland;
- manage Church of Ireland Publishing in the new economic climate;
- evaluate applications for support from the General Synod Royalties Fund.

ACTION PLAN 2011

- Implement a formal promotion and marketing, sales and distribution, management structure;
- promote the use of electronic publishing as well as traditionally printed material to maximise the use of resources;
- work towards the publication of a Church of Ireland parish handbook;
- work with the Liturgical Advisory Committee on the publication of a marriage service booklet;
- work with Booklink publishers on the production of a pictorial history of the Church of Ireland;
- work with the Rev Dr Michael Kennedy on the on-line publication of his course material on authorized liturgies of the Church of Ireland.

CHURCH OF IRELAND PUBLISHING

The Literature Committee has continued to devote much of its time to furthering the work of Church of Ireland Publishing (CIP), the publishing imprint for the Church of Ireland. The CIP website (cip.ireland.anglican.org) was maintained.

The following titles were published in 2010:

- Mr Andrew Brannigan, *Church of Ireland origins, history & present day practice*;
- Church in Society Committee, Social Justice and Theology Group (RI), *Broken trust and how to restore it*;
- Liturgical Advisory Committee, *Liturgical space and church re-ordering*;
- Rev Brian Mayne (ed.) *Sunday and weekday readings 2011*;
- Dr Kenneth Milne (ed.) *Journal of the General Synod 2009*.

PUBLICATIONS OFFICER

The Publications Officer worked with the authors and editors of the titles listed above and continued to work with the designer, Mr Bill Bolger.

In addition to preparing the CIP titles for publication she has worked with the Rev Dr Michael Kennedy to prepare an on-line edition of his course material on authorized liturgies of the Church of Ireland.

GENERAL SYNOD ROYALTIES FUND

The Committee recommended the following grants:-

- €1,000 to the Board of Education (RI) to facilitate the distribution of APCK leaflets to schools.
- €1,000 to Mr Duncan Scarlett for a booklet on Church of Ireland churches dedicated to St Anne.
- €2,000 to the Church of Ireland College of Education towards the cost of a bi-centenary history of the Kildare Place Society and €2,000 to digitize the earliest college student register.
- €2,700 to the Liturgical Advisory Committee for the completion of the project ‘Singing Psalms’.
- €4,000 to the APCK for two information pamphlets.
- In the light of the particular financial difficulties facing the Church of Ireland, the Allocations Committee requested a grant of €75,000 to assist in maintaining funding for communications, education and publishing.
- €1,000 to Canon David Crooks for the publication of *Clergy of Killaloe, Kilfenora, Clonfert and Kilmacduagh*.

BROADCASTING COMMITTEE

Members

Ms Ruth Buchanan
Mr Roger Childs
Rev Eileen Cremin (Chair)
Very Rev Tom Gordon
Rev Dr Bert Tosh

In attendance

Mrs Janet Maxwell: Head of Synod Services and Communications
Mr Paul Harron: Press Officer

Executive Summary

The Committee explored a new service that enables on-line transmission of religious services. The Committee continued to maintain links with the main broadcasters, the Churches Media Council, Westminster Media Forum and Ofcom and to support broadcasters in maintaining religious programming.

Objectives

To encourage parishes and dioceses to engage with new technology to enable the provision of local religious services through on-line access.

Webcast Religious Services

During 2010, the Broadcasting Committee gave consideration to developing broadcast church services on the website and investigated how this might be provided. This follows a pilot project several years ago, when a number of parishes engaged with an Ofcom-led project to utilise CB radio to broadcast services to parishioners. This scheme enjoyed moderate success, but technology has moved on significantly and it is now possible to transmit live services on-line with both sound and image.

To do this requires the placement of cameras and microphones and the installation of a computer editing system in the church. Services can be picked up by parishioners on a home computer linked to the internet or their TV using a set-top box which is rented from the service provider for a cost of €8.00 or €6.50 per month. In future, it will be possible to watch on a home TV set linked to the internet.

The Committee received a presentation from a provider called Catholic Ireland (catholicireland.net) and examples of what can be achieved can be viewed at their website <http://www.churchservices.tv>. Other information can be found on the main Church of Ireland website at the following link www.ireland.anglican.org/resources/broadcasting. The set-up costs for such broadcasts are in the region of €15,000 (£8,750 approximately), although a very basic version of the system may be established for €4,000 (£3,600 approximately). Annual hosting costs are approximately €250 + VAT (£215 +VAT approximately). Given the cost of establishment and maintenance, the Broadcasting Committee suggests that this concept might be given consideration at a diocesan level as well as by individual parishes. It is unlikely that every parish will find itself in a position to install such a system. However, a strategic approach might identify one or two parishes that would be interested in

exploring this new way of sharing ministry, providing access to a local church service for those unable to attend across a wider catchment area.

The benefits of the system are that it is simpler to use than the previous radio-based system. It allows more participation through visual as well as aural reception. It enables a better local connection to be maintained with parishioners who are unable to attend services. The Committee will write to dioceses during 2011 regarding this service.

Churches Media Council, Westminster Media Forum, Ofcom

The Committee reduced its level of attendance at the Churches Media Council and Westminster Media Forum in line with budgetary restraints. However, the Committee remains in contact with these organisations which provide key networking and industry information contacts. Ofcom NI ran a particularly significant seminar on protecting children in the on-line environment in the summer of 2010 and this event was also attended by the Secretary to the Board of Education NI, Rev Ian Ellis.

Broadcast Training

Ongoing budgetary restraints curtailed broadcast training in 2010 and no plans to reinstate training have been put forward for 2011. The Broadcasting Committee hopes that finances will be available to begin further training in 2012. The Committee thanks Rev Dr Bert Tosh for assisting the communications team in providing a short course in communications to the Ordinands at the Theological Institute. Dr Tosh lectured on skills and techniques for broadcast services.

BBC

BBC Radio Ulster continues to carry religious and ethical programming of different types: music based, worship, reflection and current affairs, represented by Sunday Sequence which, in September 2010, celebrated its 30th anniversary. Presented by Mr William Crawley and produced by Mr Martin O'Brien, the programme continues to probe and examine those areas where religion, ethics, society and culture interact with each other.

BBC Northern Ireland continues to contribute to various network programmes on Radios 2, 3 and 4. On network television, *Songs of Praise* reflects the best of church music, traditional and contemporary, and a televised version of The Nativity won good audiences and critical praise. The Sunday morning show, *Sunday Morning Live* was produced from Belfast.

Generally, the BBC is facing a tough time ahead in financial terms. The decision not to seek licence fee increases and the taking on of extra commitments does mean that further economies will be made, but exactly where and when is not yet known.

RTÉ

RTÉ Religious Programmes continues to be committed to reflecting, interrogating, celebrating and explaining the full diversity of religious life in Ireland, north and south of the border. In terms of Church of Ireland coverage, significant events in recent months have included:

- i. broadcast coverage of *Summer Madness*, the Christian youth event in Belfast;

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- ii. a Midnight Eucharist on Christmas Eve from St Stephen's Church, Dublin, which drew a certain amount of controversy, because it was perceived to be in place of Midnight Mass, but nonetheless attracted more viewers than the previous year's religious broadcast on Christmas Eve;
- iii. a live, televised sung Eucharist, featuring the Dean and Choir of Christ Church, Dublin, during RTÉ Music Week, in October.

Live coverage of the National Service of Remembrance from St Patrick's Cathedral, Dublin, has now become a regular feature on RTÉ Radio One, as has the Festival of Nine Lessons and Carols, and RTÉ continues to enjoy a fruitful partnership with the Anglican community, through the Broadcasting Committee and the particular efforts and creativity of the Dean of Leighlin, Dr Tom Gordon.

A tendering process is under way to commission radio worship programmes from the independent sector, but this is being done on the understanding that neither liturgical nor broadcasting quality will suffer in the process. Editorial control will still rest with the Editor of Religious Programmes at RTÉ, Mr Roger Childs.

APPENDIX F

BOARD OF EDUCATION RI

REPORT OF THE REVIEW OF THE POSITION OF CHILD PROTECTION OFFICER FOR RI (CPO RI) MAY 2010

INTRODUCTION

In March 2006, the Representative Church Body (RCB) approved the positions of Child Protection Officers for NI and RI subject to review by Standing Committee. A CPO RI was appointed in September 2007 with a job role description which included the following strategic and operational roles:

Strategic role

1. Developing and reviewing policy

Operational roles

2. Co-ordinating and delivering training at all levels
3. Providing professional advice and assessment in relation to the reporting of any child protection issue
4. Monitoring implementation of Safeguarding Trust

(A detailed Job Description is found in Appendix 1 of this report).

In respect of the appointment of Child Protection Officers in the Church of Ireland, it was considered prudent to review the roles at the end of the first contract period in order to inform members of the Standing Committee on the perceived needs of the Church in respect of these positions.

Review of operational role – survey

In order to assist with a review of the operational roles, a questionnaire was devised which sought responses from a limited number of individuals who had experienced direct contact with the CPO over the past two years in the above three areas of the role. It was made clear to respondents that the purpose of the questionnaire was to consider the position and not the current post holder. The questionnaire used in the review of the CPO RI position was adjusted where appropriate to reflect the marginal difference in the role description between the two jurisdictions, there being some distinctions between the legislative requirements in NI and the Republic of Ireland. The questionnaire is found in Appendix 2 of this report.

Sample

The questionnaire was issued to a small and limited sample of: Bishops, Clergy, Diocesan Secretaries, Parish Panel members and Diocesan Support Team members. In the selection of respondents consideration was given to geographical spread across the dioceses in the Republic of Ireland and included clergy and lay members. The total sample number was 24. This was not designed as an exhaustive survey but rather as a capture of the some experiences of the CPO role over the past two years.

ANALYSIS OF RESPONSES

The following is a summary of responses under the following four operational aspects of the role:

1. Designing and delivering training

Those who had experienced the training provided by the CPO, rated it as either highly or fully meeting their needs. The SGT training programme for parish panels was rated as good by the majority of respondents, and the training package for parish workers was also rated as good by almost all respondents. The Republic of Ireland responses mirrored those already obtained from the review of the NI position in stressing the importance of connecting the CPO's role to diocesan and parish worker training and making training more centralised. The RI responses articulated a stronger concern over support for parish panels and indicated a greater sense of 'loneliness' and perhaps even anxiety among parish panel volunteers. A large number of suggestions were made in respect of aspects of training that require to be developed including: ensuring that parish panels understand fully the range of actions that they are responsible for taking; more information on mobile phone and internet issues (including some education about the specifics of how young people use these new services); providing evaluation; refresher training for people after a year in post; more engagement with Select Vestries to ensure they understand the supports and resources needed to ensure Safeguarding Trust is effectively implemented; consideration of having diocesan training teams to support parishes; developing interactive training resources (electronic or CD); more emphasis on Safeguarding Trust in respect of youth ministry work.

Supporting parishes and dioceses take appropriate action to recognise and respond to concerns about the welfare of children

Most respondents had consulted the CPO on two or more occasions. The evaluation of the support in response to issues raised was appreciative and expressed the view that their

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expectations were fully met with a number of respondents making specific comment in support of this.

2. Monitoring implementation of Safeguarding Trust

Seven of the returns had experienced parish evaluation visits. The responses indicated that this area requires considerable reinforcement and development and a number of suggestions were made.

- Volunteers for children’s ministry are put off by the sense of liability now associated with child protection and view implementing Safeguarding Trust as a part of the scariness of the environment of children’s ministry rather than in a positive light;
- Where no visit had taken place - dioceses should be compelled to do visiting;
- The newsletter is helpful, but not always given to parish panels – a new method of distribution should be considered;
- The person doing the audit should have permission to view records and check for compliance.

The response of sampled bishops to the idea of written reports was positive and seemed to favour an annual diocesan report of parishes visited.

3. Other comments by respondents

A number of comments were returned which reflected upon the future role of the CPO, which was seen as essential and some considered that it really required more than the current 3/5 day staffing allocation.

Among the other suggestions made, a number reflected the concerns expressed at Section 2 in respect of parish panels. These respondents suggested more direct support from the CPO to parishes in respect of training and evaluation. However, as it was never envisaged that the CPO would support parishes directly in this way, it is recommended that a review of the training of local trainers and evaluators should be undertaken so that a universal approach can be developed.

Another request was that additional dates are made available so that those unable to attend a diocesan meeting with the CPO can receive this training at another time.

CONCLUSION OF RESULTS OF SURVEY

The overall conclusions to be drawn from the survey are:

The role of the CPO is regarded as essential to the Church of Ireland. Most respondents had required the services of the CPO to address specific issues within the two year period. Their evaluation of the service delivered was positive, commenting on the availability of the CPO and the pragmatic, non-intimidating way in which advice was delivered. Respondents felt that it would be beneficial to have more rather than less of the existing role, which was established at three days per week. Some of this demand seemed to be related to a concern over the way in which dioceses exercise their responsibilities, although it was clear that this perception arose from comments related to specific dioceses as other comments reflected a sense of excellence on the part of the diocese regarding evaluation and support. This dimension of the survey needs to be looked at more fully.

The reaction to the training programme is positive and the training events seem to act as a form of anchor for Safeguarding Trust volunteers, providing part of the structure of implementation. A need has been expressed for increased support for parish worker training in SGT and there was a distinct sense that parish volunteers can feel isolated.

The effectiveness of administration of evaluation visits requires review in the light of comments received.

REVIEW OF STRATEGIC ASPECTS OF THE ROLE OF CPO NI

The CPO job description has a strategic role in developing and reviewing policy. These include:

1. to review and develop SGT guidelines in the light of changing legislation and guidance from other agencies;
2. to develop policy and practice and assess risk;
3. to undertake research and further development of child protection issues for central church bodies as appropriate.

The CPO was asked to provide a short summary of her activity over the past two years. Her report is provided as Appendix 3 and includes a report on strategic aspects of the role.

Comments by the Head of Synod Services on the strategic aspects of the role:

- The need to review SGT in the light of changing legislation is vital and ongoing. In NI, the development of the role is being driven legislatively by the introduction of the Safeguarding Vulnerable Groups NI Order, which will introduce a new **Vetting and Barring Scheme** requiring all who have close contact with children and vulnerable adults to be registered with the Independent Safeguarding Authority. Best practice suggests that the Church should be taking parallel steps to introduce guidelines in respect of vulnerable adults for the Republic of Ireland, even if it is not legislatively required at this point. There have already been numerous instances that raise concern over services for the elderly and disabled in the Republic of Ireland and, given the recent national experience in respect of child protection, Standing Committee should consider a proactive approach in respect of vulnerable adults. This may require a review of the resourcing allocated to the role in future.
- **The management of risk** is another developing area of child protection within which the church will require to gain expertise. A number of rectors have received disclosures from individuals with convictions for sexual offences against children who wish now, following the completion of their sentence, to become part of the worshipping congregation. In order to provide advice to clergy in these circumstances the church needs to develop a policy for working with offenders, with appropriate guidelines. This challenging work will require risk assessment and close working with An Garda Síochána and the probation service.
- If a case of a serious nature arises where criminal action or church disciplinary procedures have to be instigated following disclosures of offences of a sexual nature having been committed by clergy and other church workers, the reporting of such disclosures to the statutory authorities does require a **facilitation role** on behalf of the church. This requires information gathering and fact-checking as well as liaison with An Garda Síochána, the HSE, the Department of Education, the Garda Vetting Unit, CPOs in other jurisdictions, bishops, and individuals/ families affected by the abuse. This role needs to be clarified and added to the CPO role description as it is not explicitly part of the current role description.

To carry out the activities required in respect of child protection and the protection of vulnerable adults, the Church continues to need a professional appointment, possibly for more than the current three days per week if the Standing Committee agrees to the development of

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certain aspects of the role in respect of vulnerable adults. Some responsibilities of the CPO will overlap with aspects of role of the Secretary of the Board. The Secretary will continue to have a responsibility for overseeing the work of the CPO and providing a strategic direction to the work of the Board in the area of child protection.

CONCLUSION OF REVIEW

In the three years since its inception, the role of CPO has become well-established and has demonstrable benefits to the Church. If the CPO did not exist, bishops, clergy and parish panels, would lose a key support in implementing child protection and in addressing any reported incidents. The Church of Ireland must by reason of its calling and public responsibility offer the highest standard of care for all the children within its ministry – child protection must be one of our top priorities. The conclusion reached as a result of the review is that the role of CPO should be continued with some adjustment to current roles made on the basis of the above discussion.

The public sphere views child protection as a primary function of any organisation engaged in working with or caring for children – many churches in the past have been found not to have dealt with child protection concerns with the paramountcy of the welfare of the child as a first principle. To have a professional social worker lead this work brings objectivity and enables the church to be much more accountable for the standards of care provided in our parishes.

This review has highlighted a number of areas where the CPO role may need developed, these include:

- risk assessment of offenders in church;
- new roles arising from best practice in respect of safeguarding vulnerable adults;
- a facilitation role for cases of a serious nature;
- further development of training programmes for panels and workers at the diocesan and parish level;
- as a result of reallocation of work in Church House following staff reductions, incorporation of a component of Garda vetting work into the CPO role, as in the NI position.

APPENDIX 1

Child Protection Officer (Republic of Ireland) - Job Description

Summary: To advise and support parishes, dioceses and central Church bodies on the implementation and development of the Church of Ireland’s child protection policy “*Safeguarding Trust*” throughout the Republic of Ireland. The role will include coordinating and delivering training at all levels, providing professional advice and assessment in relation to the reporting of any child protection issue and advising on future policy development and review. The post will be based in Dublin and will involve travel throughout the Republic of Ireland.

Accountability

The post-holder will report to the Education Officer (Republic of Ireland) and will attend meetings of the Board of Education (RI) to report on *Safeguarding Trust* matters as appropriate. The line management of the post will be as follows:

Child Protection Officer → Education Officer (RI) → Head of Synod Services → Chief Officer RCB

Strategic Roles

1. Developing and reviewing policy

- a. To review and develop the *Safeguarding Trust* guidelines, subject to the approval of the Standing Committee of the General Synod, in the light of changing legislation and guidance from other statutory agencies
- b. To develop policy and practice to assess and manage risk
- c. To liaise with insurers and to advise in relation to the programme
- d. To undertake research and further development of child protection issues for central church bodies as appropriate

Operational Roles

1. Designing and delivering training

- a. To coordinate and/or deliver training to clergy and parish panel members in *Safeguarding Trust*
- b. To assist clergy and parish panels to understand and implement the *Safeguarding Trust* guidelines
- c. To coordinate the training of the Diocesan Support Teams or trainers and further develop their training and evaluation roles.
- d. To develop child protection support within each diocese

2. **Supporting parishes and dioceses taking appropriate action to recognise and respond to concerns about the welfare of children**
 - a. To advise rectors and panel members on child protection queries
 - b. To advise bishops on child protection matters within their dioceses
 - c. To ensure appropriate supports are in place for rectors/panel members during and following a child protection enquiry
 - d. To keep a record of concerns reported by bishops / rectors / panel members
3. **Monitoring implementation of the code**
 - a. To develop and oversee the programme of parish *Safeguarding Trust* evaluations
 - b. To monitor the implementation of *Safeguarding Trust* in parishes and assist bishops and diocesan councils review implementation
4. **Forging links with statutory organisations and other bodies**
 - a. To develop links with the HSE, Garda and others in the Health and Voluntary sector
 - b. To liaise with the child protection officers of other churches
 - c. To help prepare for the possibility of accreditation
5. **Providing reports for the Board of Education (RI)**
 - a. To present *Safeguarding Trust* progress reports to the Board of Education (RI)
 - b. To devise and maintain an annual budget for *Safeguarding Trust* functions to the Board of Education (RI)

APPENDIX 2

BOARD OF EDUCATION RI

REVIEW OF THE POSITION OF CHILD PROTECTION OFFICER FOR RI (CPO RI)

Questionnaire issued to limited sample of: Bishops, Clergy, Diocesan Secretaries, Parish Panel members and Diocesan Support Team members.

INTRODUCTION

In March 2006 the RCB approved the positions of Child Protection Officers for NI and RI subject to review by Standing Committee. The review of the CPO RI is now due and this questionnaire is being circulated to a sample of: Bishops, Clergy, Diocesan Secretaries, Parish Panel members and Diocesan Support Team members to help evaluate the role.

Please note that **the purpose of this questionnaire is to consider the position** and not the current post-holder – this will be undertaken internally by the RCB as employer. It may be that the future role needs to be modified in the light of responses and we therefore value your thoughts about this important resource for the church.

Designing and delivering training

1. Have you experienced any training delivered by the Board of Education RI since September 2007?

Yes / No [If you answered ‘No’, please move on to question 5.]

2. How much did the training meet your needs? [1=less than fully , 5 fully]

1 2 3 4 5

3. How would you describe the design of the Safeguarding Trust training programme for Parish Panels? (Please circle as appropriate)

inadequate adequate satisfactory good excellent

4. How would you describe the effectiveness of the training package provided for parish workers?

inadequate adequate satisfactory good excellent

5. Thinking broadly about training needs, which aspects of training require to be developed in your view?

Supporting parishes and dioceses take appropriate action to recognise and respond to concerns about the welfare of children

6. How often have you required the advice / support of the Child Protection Officer (CPO) in the past two years?

Never once, twice, more than twice (Please circle as appropriate)

[If you answered 'Never' please move on to question 8]

7. How much did that support meet your expectation? [1=less than fully , 5 fully]

1 2 3 4 5

8. Have you any views on how the child protection support service could be improved?
-

Monitoring implementation of Safeguarding Trust

[Questions 9-12 for Clergy and Parish Panel members only]

If your parish received an evaluation visit in the last two years please answer the following questions. [If you received no visit please move on to question 12]

9. How would you describe the administration of that visit?

inadequate adequate satisfactory good excellent

10. How would you describe the helpfulness of that visit? [1=not very, 5 = very helpful]

1 2 3 4 5

11. Did you find that there was effective support during and after the visit to enable you to implement Safeguarding Trust in your parish? Yes/ No

12. Have you any comments to make about how the Board of Education can help you implement Safeguarding Trust better?
-

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[Questions 13-14 for Bishops only]

13. Would you like to receive written reports following evaluation visits, assessing the implementation of Safeguarding Trust in parishes your diocese? Yes / No
14. If you answered 'Yes' to question 13, how frequently would you like reports provided for you? (Please circle)

termly

annually on a needs basis

And finally,

15. In your view, is there any additional role required of the CPO in future to enhance implementation of Safeguarding Trust in your parish / diocese?

16. Have you any further comment to make which may be of assistance in reshaping the role of the CPO or reviewing the priorities of the tasks assigned to the role?

APPENDIX 3

Summary report of the work of CPO (RI) September 2007- 2010

Strategic Roles

1. **Developing and reviewing policy**

- September 2007- March 2008 Preparation of revised Safeguarding Trust policy document
- April-June 2008 Information events in dioceses and distribution of new Safeguarding Trust manuals
- Spring 2008 Preparation of revised worker's summary cards
- 2009+Researching policy in relation to sex offenders' involvement in parish life
- 2009 Introduction of 2 part training requirement for panel members to reflect their responsibilities

Operational Roles

1. **Designing and delivering training**

- Regular updating of Safeguarding Trust training programmes and notes for trainers
- Annual training for Theological Institute students
- 2008 2 session training for new Safeguarding Trust trainers
- Provision of an annual training event for Diocesan Support Team members
- 2008 Joint presentation with Margaret Yarr at Anglican Safer Church conference in Woking Surrey
 - training day for new incumbents introduced
- Provision of training to both panel members and workers on request from the dioceses
- Annual delivery of Keeping Safe training in compliance with registration requirements of the HSE/Volunteer Development Agency partnership

Select Vestry members who are not panel members might find it useful to attend panel members training to assist their understanding of the content and administrative requirements of implementing Safeguarding Trust in parishes

2. **Supporting parishes and dioceses taking appropriate action to recognise and respond to concerns about the welfare of children**

- Advising rectors, panel members and workers on child protection issues, including responses to issues of historical abuse
- Advising bishops on child protection matters within their dioceses
- Maintaining records of reported concerns

Most contact with parishes is in relation to implementing good practice in children's and youth ministry rather than responding to child abuse concerns. There is now a central record of child welfare concerns discussed with parishes. Safeguarding Trust (2008) requires the reporting of concerns whether or not the parish panel has a legal interest.

3. **Monitoring implementation of the code**

- Advising rectors regarding the process of parish evaluations
- Reviewing evaluations carried out by the Diocesan Support Teams and at times providing feedback to rectors
- Providing support and advice to parish evaluators
- Reviewing and providing feedback to bishops who have carried out their own parish evaluations
- Liaison with bishops re parish evaluation needs
- 2010 Preparation of training for a team of parish evaluators
- Dioceses have been offered assistance in training nominated evaluators where appropriate.

4. **Forging links with statutory organisations and other bodies**

- Developing and maintaining links with HSE Social Work Depts., the Keeping Safe initiative, An Garda Síochána, voluntary and community organisations such as the National Youth Council of Ireland and the Society of St Vincent de Paul. Linking with child protection personnel in other Churches both nationally and internationally.
- Founding member of network for child protection workers in voluntary bodies
- Member of the Anglican Safe Church Consultation

5. **Providing reports for the Board of Education (RI)**

- Providing annual reports to the Board of Education (RI)

6. **Looking to the future**

- Incorporating Garda vetting into the role of the CPO would be a useful development.
- Vulnerable Adults - While there is currently no legislation in the Republic, this is an area for development in the CPO role in line with that in Northern Ireland.

The CPO role provides integral support to youth and children's ministry in the Church of Ireland. There remain concerns that regulation inhibits volunteerism but this should not be overemphasised and indeed, some dioceses have increased the number of youth workers to carry out this vital role. The Church of Ireland has a duty to implement national guidelines for good practice in the youth work sector and a positive presentation by those in authority and reassurance that guidelines are also for the protection of workers can help to allay fears.

APPENDIX G

Report from Children’s Ministry Working Group November 2010

INTRODUCTION

The group has met on a number of occasions and carried out research building on that recently undertaken in Connor Diocese and through fresh research with clergy. Clergy research was not carried out in Connor and Down and Dromore due to recent research in these dioceses. This report is designed as a discussion paper.

The Rt Rev Alan Abernethy, as a member of the sub-group, has agreed to lead a discussion with the archbishops and bishops at their January meeting to draw out their diocesan responses to this report.

Following discussion, analysis of the research and group members’ experiences in children’s ministry the following key areas and recommendations have been developed.

KEY AREAS

Growth

- Good quality children’s ministry will produce strong church growth.
- Contrariwise, when children’s ministry is ignored church growth declines.

Unity

- Children’s ministry is a distinct ministry and must be equally valued alongside other aspects of church ministry

Service

- The ministry of those involved as leaders should be more valued through recognition, support and training.
- Leaders and clergy should have training in both faith development and practical skills before they engage in children’s ministry.

KEY RECOMMENDATIONS

1. Every diocese is encouraged to have a vision and strategy for developing children’s ministry in their parishes.
2. A Children’s Ministry Network should be set up as an official part of the Standing Committee. This group would be made up of a clerical representative from each diocese (similar to a Diocesan Liturgical Officer) plus relevant experts and practitioners. The group would be managed by a small steering group who would be responsible for:
 - a. organising meetings of the network on at least an annual basis;
 - b. ensuring diocesan representatives have available the most up-to-date information on training and resources;
 - c. providing a support network for those in an employed role in children’s ministry.
3. The Church of Ireland Theological Institute is requested at its earliest convenience to review the place of children’s ministry in its current curriculum.

4. When economic conditions improve the Church of Ireland should be set up a Children’s Ministry Department for the whole Church.

Working Group Members -

The Rt Rev Alan Abernethy; Rev Jane Galbraith; Rev Isobel Jackson; Mr Peter Hamill; Rev John McDowell; Rev Anne Taylor; Mrs Jacqui Wilkinson.

RESEARCH RESULTS

LEADERS

258 leaders returned questionnaires, 21% men and 79% women the following were from responses on how they work:

- 63% of leaders are over the age of 40, in another survey carried out recently with youth leaders in churches 62% of youth leaders were under 30.
- 40% are in full-time employment and 28% are in part-time employment.
- 15% of leaders hold a teaching qualification, 17% hold a youth work qualification and 6% hold a theology qualification.
- 58% miss part of church due to children’s ministry, 34% of those who miss church do not like missing church.
- 33% attend some other fellowship outside church.
- 17% never meet with leaders outside the children’s group.
- 24% never meet with the rector as a leader team outside the children’s group.
- 56% have never heard of Building Blocks.
- 65% have not attended any training events in the last year.
- 84% would welcome training in the parish, 73% would welcome training in the Diocese.

The following were the responses on opinions on ministry

- The most popular reasons for children’s ministry were ‘to bring children to a faith in Jesus (97% agree) and ‘to build positive relationships with children’ (96%) agree.
- 95% of leaders enjoy being a leader.
- 32% took on being a leader because there was nobody else to do it.
- 59% feel called to being a leader.
- 70% became leaders due to their own childhood experience.
- 53% of leaders believe the children have a faith.
- 64% of leaders are not sure if the children pray on their own regularly.
- 67% of leaders are not sure if the children read the Bible regularly.
- 70% of leaders are happy with the space / environment they work in.
- 61% of leaders would like more time to listen to the children.
- 60% feel they do not know a lot about the Bible.
- 74% would need help from other leaders if they were to change things.
- 63% are happy to be leaders for years to come.
- More than 65% feel their church appreciates what they do, understands their work, and supports them in what they do.

CLERGY

55 parishes sent in returns

Clergy reported an average of 55 children present in each parish

Number of leaders per group averaged between with 6 to 8 leaders

- 91% of parishes have a Sunday School.
- 16% have a Bible club not on a Sunday.
- 17% have a Family ministry.
- 27% have a crèche during services.
- 11% have an after schools club.
- 44% have a church sponsored uniform organisation for under 12s.
- 40% have a music / worship group including under 12s.
- 24% have a Holiday bible club.

Responses to opinion questions

	Agree	Not certain	Disagree
The Church of Ireland should have a vision for children's ministry	98%	2%	0%
My parish has a vision for children' ministry	75%	11%	14%
Working with children is not a high priority in my parish	23%	4%	73%
I need support from the diocese with ministry among children in the parish	67%	26%	7%
Children in my church feel they belong	78%	16%	6%
Building relationships is key to ministry among children	96%	2%	2%
My parish focuses more on family ministry, rather than on a specific children's ministry	36%	26%	38%

QUALITATIVE DATA

Who is responsible for children's ministry in your parish?

- *Most identified either an individual, a team of leaders or teachers.*
- *38/55 (69%) stated that clergy have some responsibility for children's ministry.*

How do you ensure it is part of the wider vision for the parish? (*these are verbatim comments made on the questionnaire*)

- *We have spent a great deal of time listening to parents and our teenagers and have implemented some of their ideas eg. Children's Church during Church,*

instead of Sunday School and bringing all pre-school and Sunday school children together this has been very successful and has increased Church attendances.

- *Inform parishioners of the vision of all levels; for children's ministry and continue communicating the message and encouragement!*
- *Firstly need Sunday school teachers with a vision for children's ministry.*
- *I think there is generally a lack of vision; focus tends to be on maintenance despite my best efforts as Rector. Parishioners welcome involvement of children in worship and activities but wouldn't imagine they see it as part of the wider vision of the parish apart from giving the parish a future.*
- *We always have some of the leaders also on the select vestry so it is always 'on the table' of the select vestry. And the rector and the respective leaders are pro-active making the children and ministry to them a priority in the two parishes. We also work hard at integrating the school into the parish life and vice-versa.*

What training would equip you to better support children's ministry in your parish?
(these are verbatim comments made on the questionnaire)

- *Anything would be a help as I feel I stand on my own.*
- *I have done training I just need more hours.*
- *Liturgical resources.*
- *Perhaps a gathering of leaders from all over Ireland to share ideas!*
- *Perhaps local training and envisioning plus more support with resources and how to use them. Finances and people resources are also an issue.*
- *None that I can think of; just need more children in Church on Sundays to exercise this ministry.*
- *I'm not sure.*
- *Not aware!*
- *Child psychology, child development, basic teaching skills, other people's experience of what works and what doesn't.*
- *Don't know at this stage!*

APPENDIX H

Code of Duty and Conduct Working Group

Interim Report March 2011

The Code of Duty and Conduct Working Group met on four occasions by teleconference during 2010/11. The group has now produced:

- (a) a scoping study of the existing rules on the duty and conduct in the Canons, the Constitution and the Ordinal of the Church of Ireland;
- (b) a review of cases heard before the Court of the General Synod to identify precedent relating to clergy duty and conduct;
- (c) a review of protocols established by other churches within the Anglican Communion.

The Working Group has received considerable assistance from Prof Norman Doe of the University of Cardiff, an international expert on Canon Law and Mrs Karen Phillips of the Church in Wales.

The Working Group reports the following points to the General Synod

1. Two models for regulating clergy conduct are used elsewhere:
 - (a) involves the presence of disparate provisions throughout various documents including the Constitution, Canons and Ordinal (and insofar as clergy conduct may be said to be regulated in the Church of Ireland it is this first model which is approximated to). While these provisions tend to be legally binding they don't constitute a very comprehensive coverage of the potential areas where clergy conduct may give rise to problems;
 - (b) involves the production of a separate code of conduct or set of guidelines of best practice which sits outside the above-mentioned legal instruments. This type of approach, which is of more recent provenance and now favoured by our sister churches in Wales and England, provides greater comprehensiveness and clarity as to what is expected of clergy. There remains an issue as to how to ensure that clergy will consider themselves bound (whether legally or morally) by such a code and whether it can or should have contractual force or force of church law.

A choice is required and the Working Group will make a recommendation to the General Synod in due course.

2. An analysis of existing material indicates that clergy duty and conduct can be reflected under a series of categories or headings:
 - moral;
 - protection of children and vulnerable adults;
 - wider pastoral care and ministry;

- liturgy, doctrine, ritual and spiritual.

Conduct breaches may range from relatively minor matters to criminal behaviour and the Working Group appreciates that while it is engaged in addressing a Code of Duty and Conduct, others are reviewing procedures to deal with breaches of duty or conduct.

Some of the areas mentioned above are already subject to considerable regulations, e.g. *Safeguarding Trust*, liturgical, doctrine and ritual and other matters governed by the Constitution. The Working Group felt that the areas where there is less overt guidance include pastoral care and ministry and moral behaviour.

The Working Group recommends that the Church gives consideration to developing a Code of Duty and Conduct for Clergy, which is the second of the two models identified above. If the General Synod should concur in this approach to taking the matter forward, the Working Group further recommends that a committee should be appointed to draw up such a Code and to report it to the General Synod of 2012 for discussion as to its content and method of implementation. The Synod may consider that a consultation exercise forms part of the process.

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APPENDIX I

COMPLAINTS COMMITTEE – INCOME AND EXPENDITURE ACCOUNT

Disciplinary Procedure Costs

Record of Financial Transactions to 31 December 2010

ROE 0.8607

	Euro	Sterling	Sterling as Euro	Total
Deposits	-	-1,800.00	-2,091.32	-2,091.32
Less – deposit refund	-	600.00	697.11	697.11
Net deposits	-	-1,200.00	-1,394.21	-1,394.21
Costs				
Legal	64,715.41	12,159.29	14,127.21	78,842.62
Technical	-	1,050.00	1,219.94	1,219.94
Expert Witness Costs	-	1,889.60	2,195.42	2,195.42
Administrative & Secretarial	5,256.75	4,000.00	4,647.38	9,904.13
Travel	996.55	181.61	211.00	1,207.55
Complaints Administrator	-	851.44	989.24	989.24
Sundry	330.00	33.99	39.49	369.49
	71,298.71	20,165.93	23,429.69	94,728.39

No account has been taken of Church House administration time or overhead cost

Appendix J

**Hard Gospel Implementation Group
Report to General Synod 2011**

Members

Mr Geoffrey Perrin
Rev Andrew Forster
Mrs Ethne Harkness
The Rt Rev Trevor Williams (Chair)

Executive Summary

The Working Group prioritised three areas of work: gender-based participation in church life; youth participation in church life; consideration of a request for a guide to pastoral ministry for gay and lesbian members of the Church. The Working Group made proposals to the Standing Committee of the General Synod.

Report

Gender-based participation in church life

The Hard Gospel Implementation Group expresses its thanks to Canon Doris Clements for the research she presented on gender-based participation in the Church of Ireland. Canon Clements made a detailed presentation to the 2010 General Synod but time pressures had significantly curtailed the debate on such an important topic. The Group has reflected on Canon Clement's research during the year and made a presentation to the Standing Committee in November 2010, highlighting the main points of concern.

1. The representation of women decreases significantly from parish bodies to diocesan bodies to central committee bodies.
2. The representation of women is lowest on committees addressing finance and employment issues and Boards of Nomination.

The Group returned with proposals to the Standing Committee in March 2011 and these are presented as a resolution at the end of the Standing Committee Report.

Youth

Similar concern was raised about the sense of disconnect between the youth ministry of the Church, which has seen a dynamic resurgence in recent years, and the follow-through into participation in the wider structures of the Church. It was felt that more under-45 representatives could be drawn from this section of church membership at General Synod and diocesan structures of the Church would also benefit from encouraging younger people to join in. Consideration is being given to how young people might attend General Synod and how a view from the youth within the Church might be brought to the notice of General Synod for

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discussion. Above all, part of handing down our tradition of faith requires being open to and engaged with our young people and extending a welcome to join with us.

The Group returned with proposals to the Standing Committee in March 2011 and these are presented as a resolution at the end of the Standing Committee Report.

Pastoral ministry for gay and lesbian members of the Church

In addition, the Group responded to a request from the Honorary Secretaries to give consideration to a suggestion from the Rev Mervyn Kingston from Changing Attitude Ireland to publish a guide to pastoral provision for gay and lesbian people in the Church of Ireland and certain other materials to assist parishes and families in understanding the issues facing gay and lesbian Christians. The Group met with Mr Kingston and other representatives of Changing Attitude Ireland in February 2011 and will have a further meeting to consider the materials presented following the General Synod. The Group will return suggestions to the Standing Committee in due course.

APPENDIX K

HISTORIOGRAPHER'S REPORT

More than most churches of the Anglican Communion, the Church of Ireland has reason to attach importance to the historical context in which it finds itself. To use the term 'Church of Ireland', and not to have some understanding of the complexity of Irish history is to be prey to grave misconceptions as to our own self-perception, and to be ill-equipped to confront comments that are historically untenable.

Such hazards are especially likely to be encountered at times of public commemoration as we approach the centenary of what was possibly the most critical decade in modern Irish history, the years from 1912 to 1922. Andrew Scholes's *The Church of Ireland and the Third Home Rule Bill* (Irish Academic Press) is especially pertinent in this context. It is to be expected that the events of that crucial period will be widely commemorated and this is not necessarily to be regretted, for we in Ireland live in political systems that reflect an historical continuum more strongly than is to be found anywhere else in these islands.

Commemorations can have positive results if rather than entrenching long-standing attitudes, they cause us to reflect more deeply on cause and effect, and, above all, if they lead us to some understanding of positions other than those to which we are most comfortable. The marking of anniversaries as diverse such as those of the Great Famine, the 1916 Rising and the Battle of the Somme have promoted greater understanding and have thus improved community relations to a degree that could scarcely have been anticipated. Much of the credit for bringing this about must go to the participation of historians trained in the tradition of the renaissance in the study of Irish history that emanated from the Irish universities in the 1930s and not least from the Queen's University of Belfast. It would therefore seem appropriate that the Church of Ireland should take a keen interest in whatever forms of commemoration are proposed in the coming years and some thought is being given as to how best that interest might be expressed. Nor should we overlook anniversaries that relate to the wider church, a notable date being that of the appearance of the Authorised Version of the Holy Bible (1611), which will be marked by a small exhibition in the Treasury of Christ Church Cathedral, Dublin and will doubtless be observed elsewhere.

As ever, the past year has seen the publication of several books devoted to, or especially relevant to, our understanding of the Church of Ireland's past and indeed of the social environment in which the Church subsists. Adrian Empey's *The proctors' accounts of the parish church of St Werburgh, Dublin 1481-1627* is the fourth volume in the texts and calendars series published by Four Courts Press in association with the Representative Church Body Library. Like the ten titles in the Library's parish register series, these volumes make available to the scholar and general reader primary source material that would otherwise be virtually inaccessible. *Medieval Dublin X* (ed. Seán Duffy) as well as containing a chapter on

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medieval St Michan's, also lists the contents of all the volumes in this series, many of which have seminal articles on the Dublin cathedrals. Henry A. Jefferies's *The Irish Church and the early Tudor Reformation* provides fresh insights into a subject that will forever be of compelling interest to Irish historians. Kenneth Milne, *The Dublin liberties, 1600-1850*, one of the latest of the Maynooth Studies in Local History (ed. Raymond Gillespie), deals with the four Dublin manorial jurisdictions, three of which were ecclesiastical. A title of special interest to church musicians with competence in the Irish language is Liam Mac Cóil's *An chlairseach agus an choróin: seacht gceolsiansa Stanford*, ('The harp and the crown: seven Stanford symphonies'), an erudite treatment of Charles Villiers Stanford, son of the Church of Ireland and a towering figure in the musical world of his day whose settings still enrich our religious experience and were sung at the liturgical welcome for Pope Benedict at Westminster Abbey in September 2010. This year also saw the publication of the paperback edition of *Christ Church Cathedral, Dublin, a history*, first published in 2000, and which had been out of print for some time.

It is appropriate that I should record with sadness the death of the Rev Canon William Neely, who must be credited with the foundation of the Church of Ireland Historical Society. Its flourishing state today, under the leadership of Canon Adrian Empey, is a fitting memorial to Canon Neely's commitment to the promotion of what he rightly considered to be a part of our heritage that furthers our self-understanding and shapes our contemporary attitudes.

Kenneth Milne

APPENDIX L

MEISSEN COMMISSION MEETING SEPTEMBER 2010 REPORT

A meeting of the Church of England - German Protestant Church (EKD) Meissen Commission was held from 16 to 19 September, 2010 at the Leucorea conference centre at Wittenberg. I attended as the official observer for the Church of Ireland, the Scottish Episcopal Church and the Church in Wales.

After an introductory session and before proceeding to the main agenda items, members of the Commission visited places in the town associated with the Reformers, Martin Luther and Philipp Melancthon, in particular the Schlosskirche on the door of which Luther is reputed to have nailed his 95 theses in 1517. Later in the meeting, members visited the Lutherhaus and were given a tour of the extensive historic building.

The years 2008 to 2017 are being observed by the EKD as a 'Luther Decade', 2017 marking the 500th anniversary of the publication of Luther's theses. Each year has been given a theme, this year's being 'Reformation and Education' with a special focus on Melancthon, the *Praeceptor Germania* or 'Teacher of Germany'. The Reformation scholar, Dr Stefan Rhein, delivered a lecture on Melancthon to the members of the Commission, drawing attention to the Reformer's erudition as a scholar, the renowned nature of the university at Wittenberg in the 16th century and the wide, international reach of Melancthon's influence. At the time of Luther and Melancthon (who was 14 years younger than Luther), Wittenberg had the most significant university in Germany. Melancthon was essentially a man of dialogue, less strident than Luther, for whom Melancthon nonetheless had a high regard. Melancthon was particularly esteemed by the English Reformers, with 20 of his books being translated into English already in the 16th century.

Professor Michael Weinrich reported to the Commission on the formation of the World Communion of Reformed Churches, a merging of the former World Alliance of Reformed Churches and the Reformed Ecumenical Council, the latter having been characteristically conservative. The merging of the two bodies became possible when the Reformed Ecumenical Council agreed that apartheid was an issue of *status confessionis*, that is, involving a fundamental aspect of Christian teaching. One aim of the new body, the World Communion of Reformed Churches (representing 80 million Christians in 227 member Churches in 108 countries), is to deepen mutual commitment among the member Churches.

The Danish Church, which has now become a full member of the Porvoo Communion, had expressed an interest in participating in the Meissen Commission. It was decided to postpone consideration of this matter until after the Porvoo Contact Group had an opportunity of discussing it.

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The Commission discussed a draft Quinquennial Report, due to be finalized at the 2011 meeting. There were updates on partnerships between dioceses and parishes, delegation visits and the Meissen theological conferences.

There are currently 65 Church of England-EKD links with some ministerial sharing. The Commission is awaiting with interest the EKD's response to a Lutheran paper on ordination and commissioning as this raises the issue of lay Eucharistic presidency. The paper has not been well received in some of the EKD's regional Churches. Both the EKD and the Methodist Church have asked the Church of England to recognise their confirmations; this is currently being discussed within the Church of England.

Delegation visits are another of the established ways in which the Church of England and the EKD seek to share their common life, according to the Meissen Declaration (B.ii). The two Churches invite a delegation visit once in the lifetime of each of their Synods.

The Meissen theological conferences (two in every five years) have the purpose of building on the theological consensus and convergence already reached and working to resolve outstanding differences between the two Churches. The next theological conference will be held at Sarum College, Salisbury, from 11 to 14 January, 2011 on the theme, *Ecclesiology in Mission Perspective*.

The Commission discussed the ecumenical Kirchentag that was held earlier this year in Munich. The EKD and the Roman Catholic Church hold Kirchentag gatherings in alternate years with a joint, or ecumenical, Kirchentag being held every seven years. Tensions arose this year at Munich over lay Roman Catholic expressions of dissatisfaction with the Roman Catholic hierarchy's approach to the sexual abuse crisis. Roman Catholic bishops were uneasy at this open discussion and consequently it is possible that no Ecumenical Kirchentag will be held when it is next due, in 2017. This would be a significant occasion, falling at the culmination of the already mentioned 'Luther Decade', and the EKD hopes that it will be possible.

The reform process within the Conference of European Churches (CEC) was noted by the Commission and led to some discussion of the subject. CEC was established in the immediate post World War II era and since the fall of the Iron Curtain and the former Soviet Union, the pivotal role of CEC in terms of East-West Church relations has changed at a very fundamental level. The cost of the 2009 CEC Assembly at Lyon contributed mainly to CEC's €200,000 deficit at the end of that year. The future programmatic work of CEC will focus on four areas: (1) Trust and Commitment; (2) Dialogue and Strengthening of Relations; (3) Coherence and Visibility; and (4) Witness and Responsibility. A reform working group will next meet from 1 to 4 October in Hungary and the next CEC Assembly is planned for 2013. The deficit is being addressed by major cuts within CEC's operation.

Standing Committee – Report 2011

Next year, 2011, will mark the 20th anniversary of the Meissen Declaration; the Commission will meet again in September 2011 in London.

Germany: Church membership (2008 statistics):

EKD	24,514,929
Roman Catholic Church	25,176,517
Orthodox Church	1,456,500
Protestant Free Churches	323,202
Other Christian Churches	33,274

Total Church membership 51,504,422 (62.8% of the German population. Other faiths and members of no faith tradition together comprise 37.2% of the population. There is a high number of non-believing people in Germany, partly as a result of the legacy of communism in the former eastern bloc.)

Ian M Ellis
21 September 2010

APPENDIX M

PARISH DEVELOPMENT WORKING GROUP

REPORT 2011

COMMITTEE MEMBERSHIP

Mrs Brigid Barrett (Administrator)

The Rt Rev Kenneth Clarke, Bishop of Kilmore

Rev Paul Hoey (Chair)

Rev Ruth Jackson Noble

Mr Cyril McElhinney

Mrs Carolyn O’Laoire

Mr John Tyrell

CONCEPT

In essence *Church21*, the Church of Ireland programme of parish development, offers parishes a framework development along the following lines:

- participating parishes form teams of parishioners (four lay people along with the rector) to steer the parish through the two-year process;
- a *Team Together Day* sets out to give an outline of the process and to encourage the parish team members to think about their role of communication and guidance;
- a six-session preparation course is run in each parish, ideally during Lent, designed to help parishes to begin to identify key areas for development;
- a three-day conference offers parishes help with the practical skills of shaping and sharing their vision and lets them see how other churches have gone about this process;
- the core of the process is the year-long period of facilitation designed to help parishes to identify clear priorities for the future and to develop an action plan for implementing them;
- a *Follow-up Day* gives parishes an opportunity to measure process and to share their stories and ideas.

The part played by the parish teams is vital since they are the main channels of communication throughout the process.

Each parish is at a different stage and approaches the task in a different way and there is flexibility within the programme to allow for that. This is not a one-size-fits-all venture.

In general, given the variety and spread of the parishes, the Working Group is encouraged by reports of what is being achieved. In some cases, change is quantifiable in terms of specific initiatives that have been started as a result of the process. In others, progress is more easily, but no less commendably, identified by pointing to such things as a greater sense of shared decision making, an increased atmosphere of prayer or a sense that setting goals for the future is not just a helpful thing to do but is essential if spiritual progress is to be made.

The programme is continually being revised in the light of feedback from participating parishes and facilitators, reflection on our experience of running the programme and in the light of good practice observed elsewhere.

PROGRAMME THREE

Invitations to apply for the third programme were sent out to every parish in Ireland at the start of September 2010. An information day was held in Dublin at the start of November. Applications were prioritised by the Bishops according to specific criteria and another fourteen parishes, from across the Church of Ireland, have signed up to the third *Church21* Parish Development Programme.

In contrast to the last programme, during which the majority of participating parishes were representing dioceses in the northern province of the Church of Ireland, this new batch is predominantly southern based.

The unpredictable geographical spread of parishes makes the process of finding suitable facilitators an interesting one. However, we are very grateful to have a committed and effective group of facilitators in place.

Listening is at the heart of this process; listening to God, to each other and to those around. It generally takes parishes some time to cultivate this sense of listening.

The Working Group is most grateful to those who have agreed to act as parish facilitators. They act as guides, working in close connection with the parish teams, to ask key questions, share stories and offer an external perspective, all with a prayerful and scriptural focus. The facilitators came together at intervals during the programme, to avail of training and to share resources and experience.

The positive comments about the part played by Rev Ian Coffey as conference speaker has motivated the committee to invite him to participate again.

The website www.church21.org, is proving to be a valuable resource for parishes and is being added to on a regular basis.

The Working Group has also sought to share some of the stories and ideas emerging from the process in the *Church21 Newsletter* an edition of which is made available twice a year to every parish in the Church of Ireland.

We wish to express gratitude to Mrs Brigit Barrett for all that she does in her role as programme administrator.

During the past year Rev Adrian Wilkinson, Mr Desmond Bain and Rev Kevin Brew resigned. The members of the Working Group are most grateful for their participation and continuing commitment to the work of parish development in the Church of Ireland.

Rev Dorothy McVeigh has taken up membership of the group.

APPENDIX N

PRIORITIES FUND

INCOME AND EXPENDITURE ACCOUNT	Year ended 31 December	
	2010 €	2009 €
INCOME		
Contributions from dioceses	419,620	595,581
Contributions from individuals	13,974	-
Deposit interest	1,152	2,914
Dividend income	29,295	31,392
Miscellaneous income	-	-
	<u>464,041</u>	<u>629,887</u>
EXPENDITURE		
Administration expenses		
Salaries and PRSI	23,024	23,129
Organiser's and Committee expenses	2,487	2,938
Printing and stationery	6,418	3,604
Postage and photocopying	615	1,278
Miscellaneous and transfers	3,036	2,498
	<u>35,580</u>	<u>33,447</u>
Grants and loans		
Ministry	116,784	131,635
Retirement benefits	2,253	3,612
Education	194,054	219,494
Community	110,367	97,430
Areas of need	68,297	24,871
Innovative ministry	53,482	20,313
Outreach initiatives	144,774	68,686
	<u>690,011</u>	<u>566,041</u>
Total expenditure	<u>725,591</u>	<u>599,488</u>
Surplus before currency exchange	(261,550)	30,399
Currency movement for year	3,849	21,472
(Deficit)/surplus for the year	<u>(257,701)</u>	<u>51,871</u>

PRIORITIES FUND

FUND ACCOUNT	Year ended 31 December	
	2010 €	2009 €
CURRENT ASSETS		
Cash in bank	689	181
Cash on deposit	372,478	623,916
	<hr/>	<hr/>
	373,167	624,097
CURRENT LIABILITIES		
Loan for Priorities Fund purposes	(23,760)	(16,760)
PAYE/PRSI	(4,187)	(4,119)
	<hr/>	<hr/>
	(27,947)	(20,879)
INVESTMENTS		
Investments held by RCB in trust at cost	658,221	657,924
	<hr/>	<hr/>
NET ASSETS	1,003,441	1,261,142
	<hr/>	<hr/>
FUNDS EMPLOYED		
Balance at 1 January	1,261,142	1,209,271
Surplus / (deficit) for the year	(257,701)	51,871
	<hr/>	<hr/>
Balance as at 31 December	1,003,441	1,261,142
	<hr/>	<hr/>

ACCOUNTANTS' REPORT

The Standing Committee is responsible for preparing the Income and Expenditure Account and the Fund Account for the year ended 31 December 2010. We have examined the above and have compared them with the books and records of the Fund. We have not performed an audit and accordingly do not express an audit opinion of the above statements. In our opinion the above statements are in accordance with the books and records of the Fund.

PricewaterhouseCoopers
Chartered Accountants
Dublin
March 2011

APPENDIX O

THE CHURCH OF IRELAND SUBMISSION REGARDING THE PROGRAMME FOR COHESION, SHARING AND INTEGRATION PUBLISHED BY THE OFFICE OF THE FIRST MINISTER AND DEPUTY FIRST MINISTER

Format of Response

Section A	Introduction and Summary Response
Section B	Vision and ‘Goals’
Section C	Equality, Rights, Relations and Prejudice
Section D	Mechanisms for Implementation, Policy and Funding
Section E	Proposals for the Future – the role of the Church and a vision for genuine reconciliation
Appendix	Summary of existing policies detailed in CSI

Section A – Introduction and Summary Response

1. We acknowledge the publication of the Programme on Cohesion, Sharing and Integration (hereafter CSI) and welcome the opportunity to participate in the consultation that now follows. The role of the local Churches will be vital in working towards a future that seeks the dignity and respect of every individual within Northern Ireland, the reconciliation of divided communities, and the delivery of a peaceful and equitable future for all.
2. In reviewing the detail of the Programme for Cohesion, Sharing and Integration (CSI) it became apparent to us that there is much to be grateful for. We have tabled the wide range of existing policies, initiatives and projects highlighted in CSI and have attached our overview in the Appendix. As the Foreword says “*the last decade has delivered many positive changes*”, and there can be little doubt that considerable hard work has indeed been carried out and continues. Much of the detail in CSI is concerned with re-stating the existing policies and activities that cohere with the stated goals of CSI. In what can often be a fractious and difficult political and social arena, it is important not to overlook the very many progressive steps that have been taken. We wish to record our thanks and gratitude for all the work that has been done and is ongoing.

Summary Response

3. We find that CSI lacks an underlying ethic or ethos and a genuine vision of what our shared future might look like. In such a situation it is difficult to address specific policy areas as these are either not present or, where they are suggested, are often neither consistent nor coherent. Regrettably it appears that party politics have overtaken a genuine opportunity for OFMDFM to deliver a convincing blue print for the future.
4. The lack of consistency in CSI means that several key areas are addressed in different sections, making a ‘section-by-section’ response almost impossible. We have thus chosen to make our response in this fashion and trust that our views will

be given the same weight and consideration as they would have been given had we completed the form supplied.

5. The inclusion of so much detail on existing policies masks the serious shortcomings that exist in CSI with regard to future goals and aspirations. It is the view of the Church of Ireland that CSI fails to articulate a vision of, programme for, or pathway to a genuine reconciled future for Northern Ireland. In our submission we highlight the following points:
- (a) CSI seeks to promote and maintain a position of equality between two historically divided communities at the expense of community relations and reconciliation. The absence of the language of reconciliation is deeply regrettable.
 - (b) CSI reflects the party political interests of OFMDFM in securing electoral mandates from existing tribal divisions, perpetuating the failings of the past at the expense of the future.
 - (c) There is no reflection on how CSI relates to, builds upon or potentially supersedes other publications and reports that address the future of Northern Ireland.
 - (d) Whilst some of the goals in CSI are laudable, others give rise to the concerns in (a) and (b) above. Further, it is not clear if OFMDFM jointly and wholly subscribe to all of the goals stated, there is a lack of a clear timeframe for the implementation of some goals, and a lack of clarity as to whether some of the aspirations alluded to are actually goals of OFMDFM.
 - (e) In particular key areas, such as housing and education, CSI is woefully inadequate and lamentable in its lack of vision and direction.
 - (f) There is no reference to the role of victims.
 - (g) The use of language in relation to such matters as equality, rights, tolerance, and prejudice is at times incoherent and inconsistent.
 - (h) With such a lack of vision and clear goals it necessarily follows that implementation will be problematic. The options presented for implementation and funding are, unsurprisingly, lacking in clarity and detail.
 - (i) There is a consistent failing to present robust research and statistics for many of the aims and goals, and an alarming lack of research or analysis in the mechanisms to oversee implementation.
 - (j) The role of the Church and other faith based communities is largely absent, to the complete detriment of the publication and our society as a whole.

6. We would further submit that the title itself, '*Cohesion, Sharing and Integration*', will not find its way into the public consciousness. This is regrettable precisely because the title '*A Shared Future*' was something the entire community could grasp, rather than only being accessible to those comfortable with political-speak.
7. In such circumstances we conclude sadly that CSI does not represent an adequate attempt to build towards a reconciled and shared future for the people of Northern Ireland.

Summary Proposals

8. As an alternative we propose the following:
 - (a) A vision of the future must be predicated on more than accepting historic divisions as unalterable, then allowing for equal but separate communities in the future.
 - (b) The aspiration for reconciliation, mutual respect, and peaceful relationships should undergird the concepts of equality and rights and how these concepts are articulated and pursued.
 - (c) The need for peace and reconciliation must always take precedence over the interests of party politics.
 - (d) An independent body, representative of the whole community, is vital in holding those in political office to account and to take a lead in promoting, training and equipping communities and individuals for the work of reconciliation.
 - (e) Seeking forgiveness for the past is vital for the healing of relationships and to enable the community to secure a peaceful future.
 - (f) There is much collaborative work that must be done, and can be done, across political and religious divides and as a Church we commit ourselves anew and afresh to this challenge.
 - (g) The language of reconciliation, forgiveness, truth, and grace articulated by, and personified in, Christ becomes the voice of our future.

Section B: Vision and ‘Goals’

1. We would seek clarification as to how the Programme relates to, or even replaces, a range of reports and proposals that have been published in recent years with the intent of building a better future for all. As the Programme comes from OFMDFM we feel it should be made clear if the present publication supersedes or concludes work carried out by others. In particular we draw reference to:
 - (a) The Shared Future Report – is the Programme a replacement of this Report? The Foreword seems to use the language of building a “*shared and better future*” but nowhere is the Report itself acknowledged. This lack of clarity is unhelpful.
 - (b) The Eames-Bradley Report – there is nothing to indicate whether any or all of the proposals in the Eames-Bradley Report are being addressed, dismissed or re-worked. Are these proposals no longer being considered?
2. CSI fails to articulate a genuine vision of what our future might look like. At times CSI seems to look towards a fully integrated society in housing, living environments, education, health and leisure provision. At other key moments however, the document seems to suggest a perpetuation of two equal but distinct communities, each allowing the other to co-exist, with middle-ground shared public spaces. We are somewhat confused as to what OFMDFM is seeking to achieve in our society, especially if the programme is predicated on historic divisions that will perpetuate equal but separate communities in the future.
3. If a vision of society for the future were to be articulated we believe that, in broad terms, four options might emerge on the following spectrum:
 - (a) We continue to live in a divided society. Each historic community will retain its distinct areas, perpetuating the present political landscape, further entrenching opinions, maintaining ideological walls and deeply held divisions.
 - (b) We continue to live in a segregated society in terms of housing, education, religious, political, sporting, and organisational units, but seek a better understanding of our differences and agree not to pursue violence against the other. We agree to work together for economic opportunity but continue to lead and live separate lives.
 - (c) We move beyond simply working together for economic opportunity and an agreement not to resort to physical violence. Our society moves beyond mutual respect afforded from an agreed distance and towards reconciliation in attitudes, people and places. Although not exhaustive such a vision seeks housing policies that work towards integration, changing the party political landscape that benefits presently from heavily concentrated localised voting patterns. Educational systems seek the removal of political and religious

barriers that we have erected between our children. Our diverse cultural heritage and sporting traditions are made accessible to all. Freedom of religious belief and conscience provides for differing religious views and historic cultural allegiances to remain but honest dialogue is entered into to provide clarity and understanding as to points of difference.

- (d) We live in a harmonious unity of civic and economic opportunity. Differences are celebrated to the point where there are differences are neutralised and a unified society enjoys the same values and belief systems. Segregation on the grounds of religion, political opinion, and (crucially because the impact of this is often ignored) economic standing is eradicated, and we all live as one.
4. It is our opinion that (a) above is to be abhorred. Further, (d) lacks integrity or understanding of the freedom of the human person not only to have freedom of conscience or belief but to shape their life in a way that gives expression to that freedom. The right of the individual in this regard however, is always limited by the rights of others and the responsibilities that each individual owes to the community at large.
5. It is our reading of the consultation document that although it alludes to the possibility of (c) in its various goals and key aims, it seems in fact to settle for (b). We make this observation for the following reasons:
- (a) Para. 3.25 – 3.30 deal most extensively with mixed religion neighbourhoods. Impressive statistics are stated to indicate that 80% of people would prefer to live in a mixed neighbourhood. There is an alarming lack of clarity in the presentation of the statistic. What was the sample population? What was the breakdown between the two traditional communities? Was research spread across those living in both segregated and desegregated areas or carried out in one area alone? What for instance would the response have been in the fourteen areas identified in Belfast as being deprived and highly segregated? Two existing policies are highlighted that are making tentative steps towards mixed housing, but nothing is stated about housing policies in the Key Aims at the end of the section on People & Places.
- (b) Integration is referred to with regard to the rights of EU citizens to live and work here (para. 7.2) but once again there is no integrated housing policy stated in the Key Aims at the end of the Section on ‘A Cohesive Community’.
- (c) Para 3.7 indicates that 62% of people would prefer to send their children to a mixed religion school. Once again there is a lack of clarity as to the statistic. Who was asked? What was the spread between those who already send their children to an Integrated School and those who do not? What did ‘mixed religion’ actually refer to and, potentially more importantly, what did respondents think it referred to? This lack of precision in such an important arena of our present and future society in a document that seeks to chart a path

for our future is alarming. The only inference to be drawn is that there is no appetite for implementation of a robust plan for educating our children.

- (d) Once again, although some existing practices are highlighted (paras. 3.13-3.14; 3.22-3.24) there is nothing on how OFMDFM defines ‘integrated education’ or ‘mixed religion schools’ in the Key Aims at the end of the section on People and Places. Further, there is no articulation of what the key aims or policies might be in this area. This is deeply concerning. Section 5 of CSI refers to education and the need to ‘Respect Cultures’, an indication perhaps of a desire to maintain segregation but with respect, rather than reconciliation.
 - (e) In particular we make reference to the very recent public debate between the First Minister and Deputy First Minister on the subject matter of Integrated Education. We do not wish to see issues of education manipulated for political ends. It is clear that inferences are made in CSI welcoming integrated education but it seems equally clear that such inferences do not reflect the true and unified vision of OFMDFM. The people of Northern Ireland deserve better.
 - (f) We would seek clarity from OFMDFM as to its proposals for Integrated Education, knowing that as existing stakeholders the local churches have much work to do in addressing how changes in our educational structures might contribute positively towards our Shared Future. We would observe the need for caution in the use of the phrase ‘mixed religion’ which sometimes in Northern Ireland can wrongly refer to different denominations within the Christian faith rather than differing world religions.
 - (g) There is ambiguity over flags, emblems, and symbols. It is recognised that one of the Long Term Aims in chapter two concerns Cultural Identity, including issues around flags, emblems, murals, bonfires and so on. Yet this is simply stated. There is no long term goal, aim or objective applied to the issue. Elsewhere the intimidatory aspects of such behaviour is recognised yet the only solution presented is the containment of such practices in environments that respect individual and community rights (para 3.43). The inference again is that in addition to Shared Spaces that are safe, there is an acceptance of Exclusive Places that will continue to be intimidating unless one subscribes to the views of ‘the group’.
 - (h) As indicated above, the concept of Shared and Safe Spaces does leave open the acceptance of areas that are not shared nor safe. Is the latter really a goal in a document entitled ‘Cohesion, Sharing and Integration’? If so, then the integrity of the whole document really does come under considerable pressure.
6. We are not convinced that the proposals have properly delineated the distinctions between Goals, Aims and Objectives. Much of the detail in CSI refers to work that is already ongoing, often with ‘Key Aims’ stated in imprecise and general terms at the end of each section. Chapter 2 sets out a range of goals and further states a

number of themes for action over periods of time simply stated as ‘Short Term’, ‘Medium Term’ and ‘Long Term’. Yet there is no indication as to what actual timeframe is envisaged by the use of Short, Medium and Long. Without establishing clear timeframes to work towards, the entire enterprise lacks focus and public accountability.

7. We submit that much of this ambiguity and inconsistency arises due to party political expediency. Political mileage has been gained through acquiring an electoral mandate from ‘our community’. It is not difficult to see why neither the First Minister or Deputy First Minister would seek to push hard proposals that might endanger attaining such a mandate or indeed to alienate the said ‘community’.
8. There is also no indication of how these proposals are to be worked out in a geo-political region that is in itself the subject of much dispute between the two historic communities. The title ‘Northern Ireland’ is given scant recognition throughout the document, and we believe much greater consideration needs to be given to how the ultimate differing ‘goals’ for the governance of Northern Ireland impacts upon the level of Cohesion, Sharing and Integration OFMDFM actually aspires towards.
9. We welcome the statement in the Foreword that the *“whole of Government here has a role to play...(and)...we will improve the co-ordination of all Government effort”*. However, given the contradictory detail in CSI, it is not at all clear if the whole of Government will know or approve of what it is supposed to be working towards.
10. We would strongly urge OFMDFM to aspire to the sort of society envisaged in 3 (c) above. We must move beyond a mindset that aspires to nothing more than maintaining the peace between two separate communities. As a vision of our future, CSI represents a fear of moving beyond our fears into a new era that seeks to build trust, not barriers, and that seeks reconciliation over and above equality of representation.
11. As a final observation in this section, we highlight the absence of any mention of the role of victims in CSI. Both the Eames-Bradley Report and the Bill of Rights Proposals gave considerable attention to the needs of victims, either for compensation or for justice in reviewing past actions. In both processes the issues raised brought a wide range of public opinions and responses. As we move forward we must at the very least consider the role of those who suffered most during the conflict, that is hopefully in our past. It is deeply regrettable that in a consultation document proposed by the leaders of our Assembly, no mention is made of the role of victims.

Section C - Equality, Rights, Relations and Prejudice

1. We have significant reservations about the language used in the consultation document. It is unfortunate that it is in parts contradictory, ambiguous and, potentially forgettable. In this section we wish to draw attention to a number of concerns that arise in CSI.

Equality and Rights.

2. We note the variance in party political opinion on the recent proposals by the NI Human Rights Commission for a Bill of Rights for NI. The Programme states that “*we aim to build a strong community where everyone....can live, work and socialise in a context of fairness, equality, rights, responsibilities and respect*”. We would seek clarification from OFMDFM as to how they seek to interpret *equality and rights* within a Northern Ireland context. We would further seek clarification as to the role of the Programme in supporting or indeed suppressing the maximalist approach of the Human Rights Commission in its recent proposals.
3. We further question the juxtaposition in the Foreword in relation to ‘Equality’ and ‘Rights’ as seemingly compatible aspirations in building a strong community. Rights are necessarily hierarchical, with some rights being afforded preference over others in matters of social or personal dispute. It does not follow therefore that the existence of rights will lead to equality. In short, not all rights are created equal and when one right is preferred over another it may perpetuate a sense of inequality. The recognition of two or more equal communities who have access to comparable and competing rights is not a basis for good community relations. We will not succeed if Community Relations are to be considered a subset of Equality provisions. One does not necessarily lead to the other.
4. We would seek clarification as to the understanding of ‘Equality’ proposed. Is it equality of civic and economic opportunity, or is it the homogenisation of belief systems, conscience, and personal opinion. It is noted that the only reference to religious belief is entitled “*Confronting Exclusivity and Prejudice in Judaism, Christianity and Islam*” (p. 26). We greatly value all engagement in the area of faith and the exploration of the faith traditions of others in the pursuit of truth, justice and peace. Yet different faith traditions, and indeed those who claim no-faith, must be allowed to hold with integrity their, at times, exclusive belief systems without the assumption that the position of exclusivity must be ‘confronted’.
5. We observe that it is not just religious groupings that subscribe to values or ideologies that may appear exclusive to others. CSI refers to the Orange Order and GAA within the context of promoting greater understanding and respect for the other, primarily with a view to reducing attacks on their symbolic premises. As with faith based communities, there are many within both institutions who work for the good of their community and, being cross-border institutions, for Northern Ireland and the island as a whole. However, both also have a history and a cultural

expression that might be considered by others as being exclusive and prejudicial, yet there is no stated intent or desire to challenge or ‘confront’ this. Once again the overriding concerns of maintaining electoral mandates and not alienating a supportive community or constituency appears to prevail.

Intolerance and Zero Tolerance

6. Again the use of language is unhelpful. A key goal which is stated is to tackle visible forms of intolerance and other forms of prejudice. Para 3.2 states that sectarianism, racism and intolerance destroy lives. Yet it is surely not too pedantic to highlight that it is important that we are intolerant of racism and sectarianism. Indeed a key goal is that we adopt a zero tolerance approach to such prejudice. It cannot therefore be the case that ‘intolerance’ in and of itself destroys lives.
7. Further, if intolerance is in context, a vice, it follows that tolerance is a virtue. Yet we do not tolerate that which we already accept. We tolerate the things or the attitudes that we do not accept, sometimes to the point of distress. To tolerate is to admit to difference and to disagreement, not necessarily to harmony and agreement. It follows that tolerating difference cannot be the same as ‘celebrating difference’ (para 3.5). Therefore to be a tolerant society, considered in this context as a virtue, may be to live with difference, not celebrate it. To celebrate difference is in some part, intellectually, emotionally or ideologically, to embrace that which we formerly understood to be ‘not us’. This may be considered a movement or even a conversion in perception and perspective, negating an idea which is often held to be virtue of modern thinking – that we can all agree to differ.
8. It is important therefore to distinguish properly between those matters that we must be intolerant of, recognising that there may be areas of difference in which tolerance itself is necessary because not all differences can be simply eradicated or dismissed as irrelevant in a culture that lauds relativism.
9. If it is the case that the language used is ambiguous then it comes as no surprise to us that the goals themselves, addressed in Section B, are ambiguous. Nor is it a surprise that the mechanisms for implementation are fraught with difficulties. We turn now to address these difficulties in Section D

Section D - Mechanisms for Implementation, Policy and Funding

1. Para. 10.2 says that the Programme must be implemented “in a new fashion that is both effective and efficient.” There is no analysis of why provisions to date have failed. Have they not been effective or efficient and if not, why not? How has this been measured? There has been no mention of the Community Relations Council in the Paper up to this point – it is referred to for first time in Chapter 11 (11.20, page 65) and, even then, there is no evaluation of its record at all. So where is the evidence base for this “new” policy?
2. We have concerns about the lack of clarity and detail in this part of the Paper. The proposed Ministerial Panel is to include representatives from a range of community organisations and the Racial Equality Forum. Who these organisations will be is not specified. There are no details of membership of the Advisory Panel (or alternatively an “arms length body”). There is also to be a Funders Group to advise the Ministerial Panel on funding issues and improve targeting and co-ordination of funding, but again scant detail on membership. There is no explanation of why the Advisory Group should not examine progress on implementation, offer advice on good relations issues, act as critical friend to Ministerial Panel and also advise on co-ordination and targeting of activity, yet all those matters are functions of the Funders Group. We ask for clarification on these issues. Our major concern, however, is that there would be no strong champion for community relations in these proposals, to hold the Executive Departments to account.
3. With regret, we must assert that we found much of the section on Policy and Funding unhelpful, as is indicated below:
 - (a) Paragraph 11.7 on Delivery of Funding refers to a successful alternative approach to the delivery of funding from the North Belfast Strategic Good Relations Programme but does not explain what it is or where it fits into the mechanisms proposed.
 - (b) Paragraph 11.13 has the first reference to churches (apart from page 26 in the context of three workshops run by The Junction on “Confronting exclusivity and prejudice in Judaism, Christianity and Islam”). We see that under Option 1, it is suggested that the church sector could be part of the Advisory Panel. We welcome that, and would be anxious to play our full part.
 - (c) Paragraph 11.18 outlines an alternative mechanism – Option 2. Instead of an Advisory Panel, Advisory Services would be obtained from one or more organisations. At this point in the Paper, there is the first mention of the Community Relations Council as one possible source of such advice. It is not entirely clear if this route would mean the exclusion of other groups, including the churches. Yet the Funders Group apparently remains unchanged.
 - (d) Option 3(a) would turn the Community Relations Council into a Non-Departmental Public Body with both advice and funding delivery functions. We presume that

would be in place of Options 1 and 2, giving the roles exclusively to CRC, and ruling out involvement from churches. We note, however, that the Funders Group remains in position too. The paper says this proposal would require assessment to determine if the current CRC is fit for purpose. In the absence of proper analysis, any response from us would be premature.

- (e) Option 3(b) proposes taking the funding role from the newly constituted CRC/NDPB and leaving it with only an advice role. There would then be a new body or bodies for funding delivery, but with the Funders Group retained as well. The Paper speculates that a dual role for CRC may lead to lack of focus and compromise quality, but no evidence is provided. There is no information on what other bodies would have the funding role. OFMDFM would manage the contracts involved. We would question the need to add layers of bureaucracy, especially with the current financial pressures.

Section E - Proposals for the Future – the role of the Church and a vision for genuine reconciliation

1. We regret the virtual absence of acknowledgement of the work of the Churches and other Faith Based Communities in the document. We recognise that the divisions in our denominations within the Church have contributed to the divisions in our society. However, at institutional and local levels, churches have played a vital role in building peace and community. Churches continue to be the single biggest provider of services to young people, with improving opportunities for young people clearly identified in the report as a key aim. In addition, local churches do much to provide care and support for the most vulnerable in our societies, as well as having walked quite literally beside the dying, the grieving and the suffering during our decades of conflict.
2. It is clear that churches have an absolutely vital role in shaping our future. In doing so we need to contribute by acknowledging the failings of our past and indeed the potential for preserving some of the existing status quo as being in our own selfish 'best-interests'. With this in mind we wish to affirm the recent proposals outlined by the Archbishop of Armagh at the Armagh Diocesan Synod on 12th October 2010. These have been adapted for the purposes of this response but in summary the approach and commitment of the Church can be set out as follows:
 - (a) The first condition that needs to be met in the process leading to reconciliation is the open recognition that we have, in fact, allowed ourselves, in our various denominations, to be instruments of division, patient of or apologists for actions and attitudes incompatible with the teachings of God in Christ Jesus. While we cannot change the past we can and should regret and repudiate evil actions perpetrated against other people in the name of our religious tribe. Much as we might wish to, we cannot re-write history but we should never hide from past offences, especially when they have been offences in respect of which we, as churches, have been, historically, consenting. We can and should

seek to rid ourselves of unacceptable attitudes or actions that are our contemporary legacy from conflicts of the past. The standards of the past are not those of the present. In refusing to be imprisoned by the past, yet recognising the sin, we can and should start afresh.

- (b) It is therefore no longer enough for the churches in Northern Ireland to behave merely as polite neighbours engaged in discussions which rarely have tangible outcomes. To borrow the imagery of St Paul, setting aside what lies behind, we must strain forward to what lies ahead, pressing on towards the goal for the prize of the upward call of Christ. [Phil. 3.13b-14] We need to consider, as churches, what work we ought to do together to make fruitful and concrete the goal of a reconciled society. For example:
 - (i) The churches, which already provide most of the work with children and young people in Northern Ireland, and which share training programmes through Youthlink, must consciously sit down together, collaboratively to harmonise, resource and support each other at grass roots level. We need to examine how the contribution of the churches could be improved, enhanced and extended on the basis of “shared future” principles and incorporating the highest possible standards for the safeguarding of young people.
 - (ii) The churches already, independently, make a highly significant contribution to the well being of the elderly and vulnerable in our society. We now need an audit of everything that falls into such a category, first to evaluate the work already in hand, and second to coordinate, extend and enhance such work for the future on a consciously cross community basis. Where particular churches do things well, or have expertise and capacity that others do not have, these should be shared, duplication reduced and standards enhanced.
 - (iii) The churches, and especially the four largest churches, are already major stakeholders in the provision of education at primary and post primary levels. Schools already collaborate with one another, to greater or lesser extents, through Area Learning Communities and the like. However, it remains a common perception that educating children separately tends to reinforce sectarian division. The Controlled and Voluntary Grammar Sectors are open to all children regardless of religious affiliation but have largely a “Protestant” ethos; the Catholic Maintained Sector, likewise, is open to non Roman Catholics but is committed to a Roman Catholic ethos. Many parents want schools with a Christian ethos but they want their children to have a wider experience, and a wider respect, for traditions other than their own. They also want their children to grow up enjoying the company and friendship of children from a variety of Christian traditions. We can respond to those aspirations by setting out to create the links that have the power to draw separate institutions into an ever closer relationship of collaboration, respect and affection. Where new schools are required, we can work together with imagination and creativity to offer a shared Christian vision to enhance the educational experience of

children in our schools. Although the voices of secularists are strident we are not yet (and we submit never will be) a secular society. Patterns of faith are changing but faith itself is not in decline, quite the opposite. Our children deserve and need the rich and distinctive colours that each tradition brings to an understanding of the tapestry of the world that is God's and the society that God calls us to serve and shape in his name.

Towards an Ethic for a Truly Shared Future

3. We believe that we have an opportunity in this moment to build from and towards the common humanity that we all share. This will require an agreed value basis on which to build and to which all can subscribe, and a commitment to taking the difficult and costly steps to see these values lived out in Northern Ireland.
4. We have, in our submission, highlighted the inconsistent use of language that permeates the goals and the underlying value basis of CSI. In both the Church and in the world, how we use language is critically important. Language that is used to deceive, to manipulate, to cause or maintain division must have no part in the vocabulary of the future. We need a new voice that is willing to articulate the language of reconciliation, of forgiveness, of truth and of grace. It is this voice that will present a vision of genuine hope, that will converse over difficulties and disagreements, will define and direct policy decisions and the path to get there. We urge OFMDFM to speak with a united voice, providing the people of Northern Ireland with a hope and a vision that seeks to heal the wounds of the past, acknowledges the difficulties of the present, and looks towards a reconciled future.
5. The voice of the Church has not always been an instrument of healing and hope. We acknowledge this and we need to move on from this. To 'remember' is not, analogically, the opposite of 'to forget', but rather the opposite of 'dismember'. In remembering the language of Jesus Christ we seek not simply to forget our past but to see our lives and our society made whole. We offer the language of Christ to shape our lives, our society, our values and policies. So we submit that:

For a truly shared future every policy and initiative must ask:

- ***will this value and esteem the marginalised, the broken and the weary?***
Blessed are the poor in spirit, for theirs is the kingdom of heaven.
- ***will this bring about justice and show compassion to victims and their families?***
Blessed are those who mourn, for they will be comforted.
- ***will this ensure that territory and space is not dominated by the strong and violent?***
Blessed are the meek, for they will inherit the earth.

- ***will this seek out, resource and value individuals and groups who look to build relations, rather than simply appeasing those who might destroy them? Blessed are those who hunger and thirst for righteousness, for they will be filled.***
 - ***will this help to bring about forgiveness for the hurts and legacy of the past? Blessed are the merciful, for they will be shown mercy.***
 - ***will this seek a genuine and honest peace, placing integrity and people above party and political advantage? Blessed are the pure in heart, for they will see God.***
 - ***will this move us beyond a culture of violence and the conditions that give rise to violence to one of reconciliation that seeks wholeness for individuals and communities? Blessed are the peacemakers, for they will be called sons of God.***
 - ***will this seek right relationships and genuine reconciliation rather than settling for 'benign' accommodation? Blessed are those who are persecuted because of righteousness, for theirs is the kingdom of heaven.***
6. These are critical questions that we must ask ourselves if we are to find a future that all might share in. We submit that the present consultation, whilst highlighting a range of initiatives that seek to address some of the above, does not adequately address these questions. Further, we submit that the consultation does not provide our divided community with a unified basis or agreed set of values for moving forward and, as a consequence, is lacking in any unifying vision for our future. We offer our views and opinions in this consultation in a genuine attempt to be part of the construction of a reconciled and peaceful future for all in Northern Ireland.

Appendix – Identification of Existing Programmes and Policies outlined in the Programme for Cohesion, Sharing and Integration

<u>Paragraph</u>	<u>Department / Agency</u>	<u>Existing Programme / Policy</u>
<i>Relations between Good Relations and Other Key Policy Areas</i>		
1.4-1.9; 1.12	Northern Ireland Act 1998	Section 75 – Equality of Opportunity Provisions; Immigration and Asylum issues for UK Government
1.10 – 1.11	Racial Equality Strategy for Northern Ireland 2005 – 2010	
<i>Shared Workplaces</i>		
3.9	Equality Commission	Promoting diversity in workplace and developing harmonious working environment
3.10 – 3.11	NICS	Commitment to equal working environment
<i>Education</i>		
3.13	Department of Education	Statutory Duty to encourage and facilitate development of integrated education
<i>Health & Leisure</i>		
3.19	Dept of Health, Social Services and Public Safety	Investing for Health strategy for health issues facing people in areas impacted most by conflict
3.21	Dept of Culture, arts and Leisure	NI Strategy for Sport and Physical Recreation 2009-2019 supporting cross community projects
<i>Participation in Further Education</i>		
3.22	Dept for Employment and Learning	Learner Access and Engagement Pilot Programme
<i>Places</i>		
3.29 – 3.30	Department for Social Development	Twin Track approach for new build and existing social housing programmes. Promotion of mixed tenure and how best to accommodate those who wish to live in mixed religion neighbourhoods
3.32	2005 Flags Protocol	Established by OFMDFM but recognised as needing updating
3.33	Arts Council for NI	Re-Imaging Communities – enhancing physical and natural environment, removing displays of sectarian aggression
3.37-3.39	Dept for Social Development	City and Town Centre Master Planning Programme
3.40	Dept for Regional Development	Revised Regional Development Strategy setting out guidance on strengthening community cohesion, community spirit, and importance of city and town centres as shared spaces
3.41	Dept of Agricultural and Rural Development	Funds 75% of Rural Community Network, rural Support Networks and NI Rural Women’s Networks that promote community relations
<i>Empowering Next Generation</i>		
4.6	Department of Justice	Aspiration of taking lead in reducing risk of young people engaging in hate crime
4.7 – 4.10	Department of Education	Development of Community Relations, Equality

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		and Diversity in Education policy; Acts as Managing Agent for International Fund for Ireland's Sharing in Education Programme
4.12	Department of Employment and Learning	Study on those Not in Education, Employment or Training
<i>Respecting Cultures</i>		
5.6 – 5.8	Department of Education	Citizenship Education Element in Revised Curriculum; Local and Global Citizenship at post-primary level
<i>Symbolic Premises & Cultural Expression</i>		
5.13 – 5.14	OFMDFM	Consultation Paper on Public Assemblies, Parades and Protests on 20 April 2010
5.16	Department of Culture, Arts and Leisure	Regional or Minority Languages Strategy (yet to be agreed)
5.18 – 5.19	ArtsEkta / OFMDFM	Artistic led celebration of ethnic culture and creativity
5.21	Department of Culture, Arts and Leisure	Cultural diversity budget towards existing Executive Programme to promote tolerance, inclusion and health and well being'. (seek to review and align with Programme for CSI)
5.23 – 5.26	Community Festivals Fund 2006	Recognising festivals and their positive contribution; Example given of Orangefest – 5.26.
<i>Tourism</i>		
5.32	Dept of Enterprise, Trade and Investment	Draft Tourism Strategy for Northern Ireland to 2020
<i>Secure Community</i>		
6.5 – 6.6	Department of Culture, Arts and Leisure	Promotion of Libraries / Museums as Shared Spaces;
6.7	NI Environment Agency	Provides access to range of shared sites and properties
6.8	Dept for Social Development	Funding for Public Realm Schemes
6.9 – 6.11	Dept for Social Justice	Targeting anti-social behaviour; Development of new Community Safety Strategy (in alignment with Programme for CSI)
6.12 – 6.13	Community Safety Partnerships and District Policing Partnerships; PSNI	Proposed new Crime Reduction Partnerships
6.14	Dept of Justice	Chairs Hate Crime Action Group
6.14 insert	Unite Against Hate	Support of local celebrities, sports, and others
6.15	Justice Bill (to be introduced in 2010/2011 Assembly Term)	Addressing sectarian behaviour at spectator sports
6.20	Regional Transportation Strategy (2002 – 2012)	Under review and will revolve around economic, environmental and societal themes
6.21	Integrated Transport Plans	Related to Translink and Transport Hub in Belfast
6.22	Department for Social Development	Range of schemes, eg. Executive's Neighbourhood Renewal Strategy
<i>Cohesive Community – Reaching Out and Being Inclusive</i>		

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7.6	Dept of Health, Social Services and Public Safety	Equality, Good Relations and Human Rights Strategy and Action plan – promoting equality, good relations and human rights within health and social care system
7.7	Dept of Health, Social Services and Public Safety	Embracing Diversity – Good Practice Guide for Health Sector Employers launched in 2004
7.8 – 7.9	Dept of Health, Social Services and Public Safety & Equality Commission for NI	Racial Equality in Health and Social Care & NI Health & Social Care Interpreting Service
<i>Embracing Difference and Celebrating Cultural Diversity</i>		
7.12	Minister of Education	2008 Cross-Sectoral Taskforce on Traveller Education to be presented to Dept of Education by Dec 2010
7.14	Dept for Employment and Learning	Leads sub-group of Racial Equality Forum to help meet needs of migrant workers and those who employ or advise
7.15	Employers and Trade Unions	Anti-racist Workplace Week (Programme for CSI to draw together this work)
7.19	Dept of Enterprise, Trade and Investment	Development of Social Economy Enterprise Strategy 2010-11
<i>Supporting Local Communities</i>		
8.3 – 8.4	District Council Good Relations Programme	Role of local Councils in meeting local needs

APPENDIX P

**PURPOSEFUL RE-ORGANISATION
THE BOARDS, COMMISSIONS AND COMMITTEES OF THE GENERAL SYNOD**

A communication from the archbishops and bishops of the Church of Ireland

The proposals set out below will be seen by some as radical and controversial. They are meant to provoke discussion that could lead to renewal and a fresh focus on the central committee work of the Church of Ireland overseen by the Standing Committee and reported to the General Synod. A fresh vision, drawn from the shared perspectives of the bishops of the Church of Ireland, offering a design for the way we approach those areas of work which may be described as having a missional rather than a governance function. Broadly this distinction may be described as follows:

- governance – those constitutionally related to the oversight and/or legislative work of the General Synod, the Representative Church Body or the Clergy Pensions Fund; and
- missional – those committees which, from time to time, support more directly the mission related activities, needs and priorities of the Church of Ireland.
- For the purposes of this paper “central committees” are not taken to include the bishops’ meetings, the governance structures of the Theological Institute, the Bishops’ Selection Conference, bodies dealing with sector ministry and chaplaincies, Reader ministry or continuing ministerial development, even though these areas of activity are currently supported financially, in whole or in part, by central funding provided through the Allocations process or the Priorities Fund.

The objective of these proposals is to provide a considered and focused address to the mission priorities of the Church of Ireland rather than continuing to approach the work of the Church at central level in a piecemeal and ad hoc fashion. The intention is also to simplify the arrangements for the work of committees and enhance accountability. This is emphatically not an exercise in “slash and burn” prompted by current financial circumstances, rather it is a response to the contemporary needs of the mission of God in the Church of Ireland and to the calls for committee re-structuring that have been eloquently voiced in the past three years and which the Honorary Secretaries have endeavoured to facilitate.

It is towards the missional work of the Church of Ireland, that this paper is directed. Therefore, it is suggested that:

1. The bishops’ statement *Growth, Unity, Service*, which offers a triune description of the mission of the Church of Ireland, should become a structural template for the future. It is contended, therefore, that all the extra-diocesan missional activity of the Church of Ireland, (i.e. that which is driven from the centre and as defined above) should be re-ordered to reflect the triune shape of that mission. Individual dioceses will remain free to order things in response to local circumstances and perceptions.

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2. In order to achieve this – to create space for fundamental re-alignments – all existing committees, commissions, councils and working groups, whether or not referred to specifically below and apart from those required to exist in response to statutory responsibilities, (specifically in the fields of governance, pensions, management, discipline and public education,) should be “stood down” with effect from a date to be determined. No new initiatives should be proposed by existing committees and existing work should be curtailed or brought to a rapid conclusion as soon as practicable.
3. Three new divisions should then be created each with a small core group or “oversight directorate” with strong representation, including representatives of the bishops and the Honorary Secretaries, and each with a brief defined by the appropriate section of the triune mission statement of the Church of Ireland and submitted to the Standing Committee for ratification or amendment. In consultation with the Standing Committee each core group would then become responsible for identifying and prioritizing the key tasks to be undertaken in the respective divisions. It may be prudent to provide that a review of priorities for key mission tasks be undertaken on a regular six yearly basis, i.e. after every second triennium. Such a provision in no way prevents more frequent review if deemed appropriate by either the Standing Committee or a core group.
4. The three divisions are identified as follows:
 - a. Worship and Spiritual Growth
 - b. Unity and Dialogue
 - c. Living God’s Kingdom and Serving the World
5. The creation of policy and proposals for action on the hoof and in an ad hoc fashion has characterized the genesis of many committees and working groups in the past. This practice should be avoided in future. Proposals for new initiatives deriving from individual members of Standing Committee or elsewhere (other than by resolution of the General Synod) should first be scrutinized by the core group of the relevant division and then reported back to the Standing Committee for resolution.
6. In respect of the existing committee structure, the three divisions may embrace, but not be confined to, work undertaken in the past by the following bodies:
 - a. Worship and Spiritual Growth:
 - i. Liturgical Advisory Committee
 - ii. Council for Mission
 - iii. Commission on Ministry
 - iv. Parish Development Working Group
 - v. The above thus bringing together mission and ministry and linking those things to liturgy and worship. One of the obvious cross cutting themes here is that of catechesis (see below at c.)

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- b. Unity and Dialogue
 - i. Commission on Unity and Dialogue
 - ii. Covenant Council
 - iii. Bishops' Advisory Commission on Doctrine
 - iv. Representatives of other churches including Roman Catholic, Methodist and Presbyterian together with an ICC representative
 - c. Living God's Kingdom and Serving the World
 - i. Church in Society/BSA (NI)/Theology and Social Action/BSR(RI)
 - ii. Marriage Council
 - iii. Youth Department
 - iv. Children's Ministry
 - v. The question needs to be asked: Why are ministries to children, young people and married couples not addressed together and treated coherently? Is there a case for focusing upon "catechesis" across the age ranges but especially in these related and, arguably, inseparable categories? (See above at a.)
 - vi. Bishops' Appeal (perhaps re-branded as something like "The Church of Ireland World Relief and Development Appeal")
 - vii. Hard Gospel Implementation Group
7. Two major committees fall outside these groupings and proposals in respect of these are set out below. They are:
- a. The Priorities Fund Committee; and
 - b. The Central Communications Board and its committees
8. The centralized distribution of monies contributed to the Priorities Fund should be re-evaluated recognizing that the principle rationale for the setting up of the Priorities Fund was to provide for training for ministry. Therefore, after considering the requirements of training, 60% of the remainder should be redistributed to the dioceses to enable Diocesan Councils to oversee allocations within each diocese and to ensure that such allocations conform to priorities inspired by the overall vision for mission articulated for the Church of Ireland as individually interpreted in each diocese. The remaining 40% should be made available through the Standing Committee for projects directed by the Standing Committee where such projects have a reach or impact across the whole Church of Ireland. The particular commitment to the financial support of training for ministry is re-stated.
9. The Central Communications Board and two of its committees – Internet and Broadcasting - should be disbanded. Communications should be seen as a support service provided "in house" through the Head of Synod Services and Communications. Each of the three divisions proposed above should be required to give consideration to what requires to be communicated and seek advice and support from the Communications team in identifying and achieving its aims. If the Head of

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Communications feels in need of strategic guidance, the matter should be brought by the Honorary Secretaries to the full Standing Committee for determination.

10. The Literature Committee should remain to advise the Standing Committee on proposals for publications. Management of and allocations from the General Synod Royalties Fund should be overseen and controlled by the Standing Committee.

Why is all of this necessary?

It is necessary for several reasons:

- To attempt to implement a greater level of integration and coherence, replacing a culture of fragmentation and division in our committee structure.
- To provide a clean sheet upon which each newly created division may establish priorities for action appropriate to the circumstances of Ireland and the Church of Ireland beyond 2010.
- To provide for a new way of working based upon identifying key tasks and desired outcomes and delegated to small, focused working groups established for a clearly specified and carefully bounded task. The tracking of progress to completion will be enabled thereby. When a task is completed the working group would be dissolved.
- To provide a framework for budgeting. The aim should be to require each division to make a “global” budgetary bid and then to direct allocations from its global budget towards the activities that serve that division’s internally agreed priorities. Such priorities to be discussed in detail within the division and presented to the Standing Committee for affirmation before moving to the stage of budget application and subsequent implementation.

There should be an expectation that communication by email and teleconferencing will be a preferred way of working in all appropriate circumstances. The equipment to enable this should be made available at selected hubs. For environmental, as well as for economic reasons, there should be developed a culture that seeks to avoid unnecessary or wasteful travel. These considerations should not, however, be allowed to hamper the achievement of the best outcomes possible for the mission of God in the Church.

Care will need to be taken to minimize the expectation of servicing and administrative support by the staff of Church of Ireland House. Divisions and working groups should aim either to service themselves from within their membership or provide for the acquisition of administrative and/or research support in accordance with pre-agreed budgetary provision.

Although it is too early fully to determine such things, it is suggested (see above) that each division should be overseen by a relatively small but highly focused core group or “oversight directorate” able to engage in a concentrated address to the establishment of priorities for each division and responsible for articulating those priorities in Standing Committee. There should be an expectation that the agenda of the Standing Committee should provide for reporting and scrutiny of divisional issues on a regular basis. More direct responsibility should devolve upon the Standing Committee so that the work of the three divisions may be “owned” and

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tracked. Standing Committee would, in effect, take responsibility for strategic decision making, under the guidance of each core group or “oversight directorate”, with informed and, perhaps, more leisurely debate undertaken on the basis of strategic issues notified to the Standing Committee for resolution.

There is a clear implication that more and not less business will be disposed of by the Standing Committee and that therefore more time should be allocated for that purpose. There is no reason, in principle, why the business of the Standing Committee should not continue into the afternoon of each day of meeting. The business could then be divided between a session devoted to routine business and a session devoted to the discussion of strategic issues. The key objective of enhancing transparency and accountability would then be met. Furthermore, the valuable time of members would be better utilized and the cost of meetings better justified.

The archbishops and bishops of the Church of Ireland commend these proposals to the Standing Committee.

PURPOSEFUL RE-ORGANISATION A POSSIBLE STRATEGY FOR IMPLEMENTATION

The bishops asked the Bishops of Down and Dromore and of Cashel and Ossory to recommend a strategy for bringing about the implementation of the proposals for re-organisation. The following is commended to the Honorary Secretaries for information and comment.

The strategy proposed is as follows:

1. Inform and persuade the Honorary Secretaries.
2. Provide for a special meeting of the Standing Committee – perhaps in April 2010.
3. Inform the RB that there are no negative budgetary consequences in the proposals under consideration.
4. Set out the proposals in the Primatial Address to the General Synod.
5. 2010-11 persuade existing committees of the need for change
6. General Synod 2011 – take decision to wind down committees and have the new model in place by 2012

APPENDIX Q

Submission from Representative Church Body to Standing Committee November 2010 Minimum Approved Stipend – Annual Review Process

As indicated in the report of the Representative Body to the General Synod 2010 a review of the timing and implementation of the annual review of Minimum Approved Stipend (MAS) was promised due to consistent concerns having been raised at how changing economic circumstances can make decisions on MAS levels inappropriate by the time they are implemented.

Accordingly the Standing Committee is now asked to consider the following proposal for a revised timing and process for arriving at MAS levels, which has been prepared by the RB Stipends Committee and approved by the RB Executive Committee and the Representative Church Body:

- Statistical data to 30 June to be used.
- RB Stipends Committee to meet in late August/early September to consider MAS levels for the following January.
- RB Executive Committee members to consider recommendation of Stipends Committee and make proposal to September meeting of RCB.
- September meeting of RCB (to be held in morning) to consider Executive Committee proposal and make recommendation to Standing Committee of General Synod.
- September meeting of Standing Committee (to be held in afternoon) to ratify, on behalf of General Synod, recommendation of RCB.
- MAS to be implemented in following January.
- MAS as implemented in January to be reported to General Synod in that year.

Recommendation to the Standing Committee

The Standing Committee is asked to consider:

1. Bringing legislation to the General Synod in 2011 to amend Section 51(1) of Chapter IV of the Constitution to enable the Standing Committee to determine MAS levels on behalf of the General Synod.
2. Agreeing to hold future September meetings of the Standing Committee in the afternoon to allow for the new sequence of recommendation/ratification, on the understanding that the Representative Church Body would make a corresponding amendment to its By-laws to provide for its September meetings to be held in the morning.

Notes

- Under the current system a recommendation is arrived at by the Stipends Committee in January, considered by the Executive Committee in February and the RCB in March, recommended to the General Synod in May and implemented the following January.
- The proposed new sequence of events would significantly reduce the delay between the decision on MAS levels and the date of implementation.
- In arriving at the proposal it was noted that a movement of the MAS implementation date away from January each year would cause diocesan and central Church budgetary and administrative difficulties.

APPENDIX R

WORKING GROUP ON DISABILITY

Membership

Rev Dr Judith McGaffin (Chairperson)

Mrs Joan Bruton

Mr James Clarke

Rev Canon William Murphy

Mr Ian Slaine

1. TERMS OF REFERENCE

The Standing Committee, in March 2005, established the Working Group on Disability to address issues concerning disability that affect the Church of Ireland and to consider the implications of legislation and proposed legislation on disability in both jurisdictions. The Church of Ireland is periodically invited to comment on consultation documents, white papers and draft legislation. It was envisaged that a working group with expertise in this area would be in a position to prepare considered responses on behalf of the Church.

2. DISABILITY AWARENESS SUNDAY

This is the seventh such Sunday in the Church of Ireland calendar. This year resources were sent to all parishes in the Church of Ireland to help them celebrate *Disability Sunday* on the third Sunday in November. For the first time all these resources were also posted on the Church of Ireland website. Again the evaluation of the event was positive, with continued requests for more information and resources to be sent to parishes in future years.

3. MINISTRY TO DEAF PEOPLE

The group continues to work with the Rev Canon William Murphy and other agencies with expertise in this area of ministry to raise awareness and to provide services to deaf people.

4. NEW MEMBERS

The working group are delighted to welcome the Rt Rev Trevor Williams, Bishop of the Dioceses of Limerick and Killaloe onto the membership. Other members are currently being sought.

5. WORKPLAN

The working group are currently redrafting the terms of reference in order that the work of the group continues to be relevant to changing needs.

The working group is working with synod officers to look at how the General Synod can most effectively address issues relating to disability at future general synod venues

A mapping exercise in relation to how the disability working group relates and communicates with other Church committees is underway.

The working group is in contact with the Church of Ireland Theological Institute to discuss how the issue of disability can be included in a meaningful way in the curriculum for ordinands.

A workplan for the 2011 – 2014 period will be developed by the disability working group in order to focus effort and continue to promote inclusivity.

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APPENDIX S
STANDING COMMITTEE
RECEIPTS AND DISBURSEMENTS ACCOUNT

	Notes	2010 €	2009 €
RECEIPTS			
Representative Church Body		648,331	758,033
Deposit Interest	2	11,171	12,854
Royalties Fund Income		22,331	22,252
Grants/Contributions		20,611	90,920
Adjustment to Opening Balances		5,569	(2,083)
		<hr/> 708,013	<hr/> 881,976
DISBURSEMENTS			
Ecumenical and Anglican Organisations	3	116,673	144,146
Central Communications Board	4	130,241	127,147
Grants paid to Church Organisations			
- General Organisations		-	26,123
- To Support Allocations – Royalties Fund		75,000	75,000
Church of Ireland Marriage Council		12,414	11,346
Royalties Fund Expenditure		10,990	66,777
The Church in Society		4,332	5,350
The Hard Gospel		2,100	37,132
Safeguarding Trust		4,453	7,938
		<hr/> 356,203	<hr/> 500,959
EXPENSES			
Facilities provided by RCB		258,065	279,906
General Synod Expenses	5	46,462	33,377
Miscellaneous Expenses	6	50,780	52,222
		<hr/> 355,307	<hr/> 365,505
(Deficit)/surplus for year		<hr/> (3,497)	<hr/> 15,512
Refund excess allocation to RCB		(64,890)	(152,280)
Balance 1 January		573,506	701,424
Currency translation adjustment		1,468	8,850
		<hr/> 506,587	<hr/> 573,506
Balance 31 December		<hr/> 506,587	<hr/> 573,506
FUNDS EMPLOYED			
Cash on Deposit	7	<hr/> 506,587	<hr/> 573,506

ACCOUNTANTS' REPORT

The Standing Committee is responsible for preparing the Receipts and Disbursements Account for the year ended 31 December 2010. We have examined the above and have compared it with the books and records of the Fund. We have not preformed an Audit and accordingly do not express an audit opinion on the above statement. In our opinion the above statement is in accordance with the books and records of the Fund.

PricewaterhouseCoopers
Chartered Accountants
Dublin
March 2011

Notes to the Accounts

1. Foreign currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2010, €1 = £0.8607 (2009: €1 =£0.8881).

	2010	2009
	€	€
2. Deposit Interest		
- Royalties Fund	11,171	12,495
- The Hard Gospel	-	359
	<hr/>	<hr/>
	11,171	12,854
	<hr/>	<hr/>
3. Ecumenical and Anglican Organisations		
- Anglican Consultative Council	43,582	52,892
- Churches Together in Britain and Ireland	12,780	22,805
- Irish Council of Churches	20,820	20,178
- Irish Inter-Church Meeting	10,157	9,843
- Irish School of Ecumenics	8,440	10,550
- World Council of Churches	4,420	8,840
- Conference of European Churches	8,133	7,882
- Delegates' expenses (travel/conferences)	8,341	11,156
	<hr/>	<hr/>
	116,673	144,146
	<hr/>	<hr/>
4. Central Communications Board		
- Press Office	108,242	109,886
- Broadcasting Committee	2,698	901
- Internet	14,151	12,745
- Liturgical Advisory Committee	5,150	3,615
	<hr/>	<hr/>
	130,241	127,147
	<hr/>	<hr/>

Standing Committee – Report 2011

	31 December	
	2010	2009
	€	€
5. General Synod Expenses		
-Venue and Facilities	46,462	33,377
	<u>46,462</u>	<u>33,377</u>
6. Miscellaneous Expenses		
- Working Group on Disability	-	1,196
- Parish Development Working Group	14,198	30,604
- Publications & Printing	1,215	7,804
- Honorary Secretaries' expenses	10,148	10,302
- Porvoo Communion	2,976	1,016
- Historiographer's Expenses	2,000	1,300
- Board of Social Action	19,170	-
- Minor expenses of committees	1,073	-
	<u>50,780</u>	<u>52,222</u>
7. Cash on Short Term Deposit		
- Royalties Fund	446,968	502,206
- Hymnal Revision	1,496	1,450
- Other Account Balances	58,123	69,850
	<u>506,587</u>	<u>573,506</u>

GENERAL PURPOSES FUND

INCOME AND EXPENDITURE ACCOUNT	Year ended 31 December	
	2010	2009
	€	€
INCOME		
Interest and Dividends	1,034	1,110
Venerable E Colvin Bequest	23	24
	<u>1,057</u>	<u>1,134</u>
EXPENDITURE		
Equipment	-	824
Legal and other costs	17,779	-
	<u>17,779</u>	<u>824</u>
 (Deficit)/surplus for year	 (16,722)	 310
Balance 1 January	35,222	34,901
Currency translation adjustment	-	11
 Balance 31 December	 <u>18,500</u>	 <u>35,222</u>
FUND ACCOUNT		
Investments	18,488	18,494
Cash	12	16,728
 TOTAL NET ASSETS	 <u>18,500</u>	 <u>35,222</u>

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2010, €1 = £0.8607 (2009: €1 = £0.8881).

ACCOUNTANTS' REPORT The Standing Committee is responsible for preparing the Income and Expenditure Account and the Fund Account for the year ended 31 December 2010. We have examined the above and have compared it with the books and records of the Fund. We have not performed an audit and accordingly do not express an audit opinion on the above statement. In our opinion the above statement is in accordance with the books and records of the Fund.

PricewaterhouseCoopers
Chartered Accountants
Dublin
March 2011

**BOARD OF EDUCATION OF THE GENERAL SYNOD
OF THE CHURCH OF IRELAND**

The aims of the General Synod Board of Education are to:

- define the policy of the Church in education, both religious and secular and, in promotion of this policy, to take such steps as may be deemed necessary to co-ordinate activities in all fields of education affecting the interests of the Church of Ireland;
- maintain close contact with government, Diocesan Boards of Education, and other educational and school authorities with a view to 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 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 educational partner to the Department of Education and Science (DE&S) and other educational bodies;
- support, through the *Follow Me* programme, religious education in primary schools under Protestant management;
- co-ordinate and encourage the participation of post-primary Protestant schools in the Synod Examination in Religious Education;
- provide training and advices to bishops and boards of management;
- provide training and advisory service to bishops, dioceses and parishes in the implementation of *Safeguarding Trust*;
- facilitate Garda vetting of workers and volunteers in Church of Ireland primary schools and parishes.

EXECUTIVE SUMMARY:

- Personalia
- Submissions to the Department of Education and Skills
- *Follow Me* Religious Education Programme
- R.E. Qualification for CICE Graduates
- Transport Scheme D
- Modern Languages in Primary Schools Initiative
- RE Reference Group

- School Closure (Primary)
- RE at Second Level
- Issue of Patronage in Ashton Comprehensive School, Cork
- Involvement in new Community Comprehensive School, Gorey, Co. Wexford.
- *Safeguarding Trust*
- Garda Vetting
- Conferences
- Grants

Personalia

Dr Ken Fennelly took up the post of Secretary to the General Synod and Republic of Ireland Boards of Education in April 2010 in succession to Rev Canon John McCullagh. Dr Fennelly has previously held posts in The National University of Ireland Maynooth (NUIM) and DIT and has completed doctoral research on the topic of the provision and future of Protestant education in the Republic of Ireland.

The Board is extremely grateful to Ms Jennifer Byrne, Education Administration, who acted as Secretary during the intervening period of Canon McCullagh's departure and Dr Fennelly's arrival.

Ms Mary Coughlan, TD was appointed Minister for Education and Skills in May 2010, in succession to Mr Batt O'Keeffe, TD. The Board wished the Minister well on her appointment. The Minister was also appointed Tánaiste. Following the Minister's appointment, the Department's name was changed to The Department of Education and Skills.

Mr Ruairí Quinn, TD was appointed Minister for Education and Skills in March 2011. The Board wished the Minister well on his appointment.

Mr Pat King was appointed General Secretary of the ASTI in succession to Mr John White. The Board wished Mr King well on his appointment.

Ms Sheila Nunan was appointed General Secretary of the INTO in succession to Mr John Carr. The Board wished Ms Nunan well on her appointment.

Submissions to the Department of Education and Skills

The Board made a number of submissions to the Department of Education and Skills (DE&S).

Two submissions were made on *the Report of the Commission on New School Accommodation*. This report envisages a shared campus arrangement where two or three individual schools might share one site and a connecting building. While this is prudent in that it would avoid duplication, reservations were expressed about how it would work in practice and what ethos safeguards would be put in place. Following the submissions and further meetings with the DES, a redraft was circulated which allayed some of those concerns. This report is a significant policy development in the field of primary school provision and may well be of interest to Church of Ireland and Protestant primary schools in the future.

***Follow Me* The Primary Religious Education Programme**

The Committee set up to look at the development of the *Follow Me* RE Programme has now completed its work. Revised infant Teachers' Books were published and distributed free of charge to schools in September. The Board is very grateful to Ms Jacqui Wilkinson and the Committee for their work in this area over the past number of years. A working group will be established to examine ways in which religious education at primary level can be developed into the future.

Religious Education Qualification

The Certificate in Religious Education is now in place in the Church of Ireland College of Education. The current second years students will complete module four by June 2011. An intensive summer course will be offered to third year students in 2010/11 following the completion of summer examinations. The current first year students have just commenced module one. The graduation class of 2010/11 and onwards will hold the Certificate. The Certificate is offered to students on a voluntary basis.

Transport Scheme D (primary)

The number of qualifying families stands at 337 and grants totalling €178,249 for the school year 2010/2011 were received from the Department of Education and Skills (DE&S) at the end of December 2010. Payment to families was therefore delayed until January 2011.

Cutbacks in funding and also the moratorium on staff appointments within the DE&S continue to impact on the scheme in terms of responses to queries and applications. It is very important that applications are made as soon as possible after enrolment. A small auxiliary transport fund, managed by the Board, still exists to provide one-off grants for Church of Ireland families who are experiencing exceptional short-term transport difficulties.

Modern Languages in Primary Schools Initiative

The outlook for modern languages in Primary schools is looking somewhat uncertain with a reduction in the co-coordinating team from eight to five persons. There are now 527 schools in the initiative and training is still continuing and within budget despite the reduction of resources.

Recent media coverage has indicated that Irish primary schools have the lowest level of foreign language tuition in Europe. Ireland has no official National Language in Education Policy. In fact, Ireland is the only European country where a modern foreign language is neither a compulsory subject nor a core curriculum option.

The team is determined to continue this initiative and involve new schools. Clustering of schools as a result of a restructuring of school support and regional allocation is proving very successful and the website is to be developed further with a focus on Best Classroom Practice and European Language Portfolio implementation.

Religious Education Reference Group

The Board is grateful to Rev Canon Horace McKinley who represented the Church of Ireland on the Religious Education Reference Group until the appointment of a new Secretary.

School Closure – Arva

It was with regret that Arva NS, Co. Cavan was forced to close. Despite heroic efforts made over a number of years, falling numbers to the point below that which is deemed to be a sustainable school had been reached. The Bishop of Kilmore (Patron) wishes to record his thanks to all who were associated with the school.

Religious Education at Second Level

The APCK raised concerns which were brought to the attention of the Board, that secondary school textbooks for both the Junior and Leaving Certificate curricula were inadequate on the topic of the Church of Ireland and Protestant Churches and portrayed the Churches in only a superficial and, in some textbooks, an erroneous way. In an attempt to address the problem in the short term, APCK information leaflets were distributed to every second-level school in the State. The response was very positive. In the longer term, a working group of RE teachers and the Secretary has been established with a view to liaising with the textbook publishers and re-writing the relevant section of the textbooks.

Patronage of Ashton Comprehensive School

The Bishop of Cork, Cloyne and Ross has agreed to enter into joint Patronage with City of Cork VEC in relation to Ashton Comprehensive School. This has been achieved through negotiations with the Department of Education and Skills and made possible by the positive and co-operative relationship that exists between the Diocese of Cork, Cloyne and Ross and City of Cork VEC. The Board is grateful to the Bishop of Cork for his dedication and commitment to this issue over a number of years. Ashton school is now in a position to expand its Board of Management since the issue of the Patronage of the school has been clarified and resolved.

Community School Involvement in Gorey, Co. Wexford

After a process of wide consultation by the Department of Education and Skills with existing patrons, parents and the local community, a new Community School is to be established in Gorey, Co. Wexford. At a public meeting in Gorey, Co. Wexford, representatives of Wexford VEC and Educate Together made presentations for the management of the new school. At the meeting, the Church of Ireland Board of Education was represented by the Secretary and the Diocese of Ferns was represented by the Diocesan Secretary, the Archdeacon of Ferns and the Rector of Gorey. The result of that process saw Co. Wexford VEC receive the management of the new school. The Bishop of the United Diocese of Cashel, Ossory and Ferns will have representation on the Board of Management of the new Community school. There is a long history in the Diocese of Ferns of the VEC serving the Church of Ireland and Protestant population so this is most especially appropriate.

Safeguarding Trust

Training in *Safeguarding Trust* for panels and workers was carried out during the year by the diocesan trainers and by Ms Renée English, the Child Protection Officer (CPO RI). Updated training material was provided to facilitate the recommended extended training for panel members in view of their responsibilities.

A clergy training day, new and refresher, was held in September. There was significant demand for this training and 17 members of the clergy attended.

Training capacity was strengthened by the recruitment of a number of new diocesan trainers. The United Diocese of Limerick recruited a team of parish evaluators and training was held for them.

Parish evaluations continued on a triennial basis, with some parishes included for the first time. The CPO receives copies of parish evaluations from a number of dioceses. This provides valuable feedback regarding implementation and issues arising.

A meeting for diocesan support teams was held in October 2010. The group was addressed by Rev Pearl Luxon, until recently National Safeguarding Advisor to the Church of England and Methodist Church and now provides a variety of services on a freelance basis. Ms Luxon spoke about past, current and future issues and challenges in safeguarding for Churches.

A new leaflet which provides information for parents on *Safeguarding Trust* was produced in 2010. It was widely distributed and well received as a useful addition to the suite of resources.

The CPO maintains links with statutory and voluntary child protection agencies. During 2010 she was involved in setting up a child protection network for those working in the community and voluntary sector.

Garda Vetting

Owing to a reorganisation of duties within the Board of Education, the CPO Ms Renée English, has taken on the role of authorised signatory, in addition to Ms Jennifer Byrne. She attended training with the Garda Vetting Unit in September and commenced this work in October. Vetting is in relation to both parishes and non-teaching personnel in schools.

There has been much confusion regarding the vetting of school personnel across all sectors. Several meetings were held in 2010 with the Department of Education & Skills, the Teaching Council, unions and management bodies. This resulted in the publication of circular 0063/2010 which clarifies the matter in relation to paid and unpaid staff.

The vetting of teachers has been extended to include teachers moving employment and it is proposed that the vetting of all teachers will commence in 2011. This will be subject to resources being made available both to the Garda Central Vetting Unit and the Teaching Council.

The retrospective vetting of clergy is also under consideration by the Board. A protocol document, similar to the procedures being adopted by the Teaching Council, has been drafted and a working group set up to move the issue forward.

Conferences

The Secretary attended the ASTI Annual Conference held in Galway in May 2010. Ms Byrne attended the INTO Annual Conference also held in Galway in May 2010. Much of the business of both conferences was taken up with delegates expressing disquiet at the fiscal measures taken by government and the Croke Park Agreement.

The Secretary also attended the IVEA annual Conference in Portlaoise and the National Trustees Forum for Community (NFT) and Comprehensive Schools annual conference held in Mullingar. The Secretary represents the Protestant Comprehensive Schools on the NTF.

Grants

The Board provides grant aid to the Church of Ireland College of Education towards the provision of the course leading to the Certificate in Religious Education.

The Board provides grant aid to the Past Students' Association of the Church of Ireland College of Education to assist in the running of its annual conference, to *Building Blocks* to offset the deficit in running the annual conference and also toward the publication of *Search* a Church of Ireland Journal.

Synod Examination in Religious Education

The prize winners for 2009/2010 were as follows:

YEAR 1

Morgan Jellett Fund Prize	Emily Hanlon	Alexandra College
2 nd Prize	Christine O’Neill	Newpark Comprehensive
3 rd Prize	Natalie Beckett	King’s Hospital

YEAR 2

James Fitzgerald Gregg Prize	Meabh O’Regan	Cavan Royal
2 nd Prize	Vanessa Winn	Alexandra College
3 rd Prize	Rachel Blennerhassett	Alexandra College

YEAR 3

Morgan Jellett Memorial Prize	Anna Hartnett	Alexandra College
2 nd Prize	Jack Mills	Wilson’s Hospital
3 rd Prize	Bella Purcell	Alexandra College

Junior Division Prizes:

Rachael Slattery	Alexandra College
Louise McCollum	Alexandra College
Ellin Patterson	Royal and Prior
Arianna Stewart	Royal and Prior
Nadia Hourihan	King’s Hospital
Victoria Forster	King’s Hospital
Melissa Heaslip	Cavan Royal
Alice Hamman	Newpark Comprehensive
Jacqui Memagh	King’s Hospital
Aine Beirne	Wilson’s Hospital

TRANSITION YEAR

Ferns Fund Prize	John Fallows	Royal and Prior
2 nd Prize	Shannen McGuinness	Wilson’s Hospital
3 rd Prize	Lorraine Levis	Wilson’s Hospital

YEARS 5 AND 6

Ferns Exhibition Prize	Carolyn Holt	King’s Hospital
2 nd Prize	Emma Nwokonko	King’s Hospital
3 rd Prize	Nikola Porter	Royal and Prior

Senior Division Prizes:

Jennifer Gorrison	Wilson’s Hospital
Hannah McCauley	Royal and Prior
Ben Oliver	Royal and Prior
Killian Hales	Wilson’s Hospital
Beth Kirwan	Newpark Comprehensive

The Board would like to thank Rev David McDonnell who kindly agreed to act as Examiner again this year.

A working group has been established by the APCK to look at ways in which the Synod Examination might be restructured or represented to try and make it more appealing to a teenage audience.

B. Board of Education (Northern Ireland)

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 General Synod of developments in educational policy in Northern Ireland and to 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) to promote the interests and safeguard the rights of transferors in the future;
- make submissions to relevant government consultations in particular regarding legislative changes to establish the new Education and Skills Authority (ESA);
- 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;
- provide a training and advisory service to bishops, dioceses and parishes in the implementation of *Safeguarding Trust* and prepare for requirements under the Safeguarding Vulnerable Groups legislation;
- contribute to training and support for children's ministry in parishes in particular as a partner in the *Building Blocks* conferences.

EXECUTIVE SUMMARY

1. Reform of education administration in Northern Ireland

Transferor Churches continue to serve on Education and Library Boards at a time of difficult decision making and have lobbied for a way forward in the establishment of the Education and Skills Authority which protects their existing rights.

2. Education budget

The Department of Education draft budget proposes severe savings measures over the next four years. Transferors are concerned that these measures will have a direct impact on core educational services.

3. Shared education in Northern Ireland

The First Minister's speech opened debate on shared education in schools in Northern Ireland – the Board expresses willingness to explore new arrangements for collaboration and sharing.

4 Arrangements for transfer to post-primary

Independent testing regimes continue to be used for admission to grammar schools.

5. Proposed merger of Queens University Belfast School of Education and Stranmillis College

Churches offer a cautious response to the merger proposals and seek measures to mitigate any adverse impact upon students from the Protestant community.

6. Other consultations responded to:

Two reports investigating under-achievement and a new policy on community relations in education.

7. Religious education

Teacher support restricted by uncertainty and financial cut-backs.

8. Safeguarding Trust

A report by the Child Protection Officer NI.

9. Building Blocks

A report of another successful annual conference for children's ministry leaders.

10. Annual Theological Lectures at Queen's University

The 2011 lectures by the Rev Dr Michael Ward were widely appreciated.

1. Reform of education administration in Northern Ireland

Due to the failure of the Northern Ireland Assembly to pass the necessary legislation to establish the Education and Skills Authority (ESA), the five Education and Library Boards (ELBs) have continued to administer services to schools in Northern Ireland albeit with reduced membership. Church nominees continue to serve with great dedication and have borne a heavy load of responsibility along with their trustees and other professional colleagues. It is of great concern that, at the time of writing, not all political representatives have been appointed to ELBs leaving a democratic deficit in decision making at a time of unprecedented financial restraint. The greatest challenge in the coming months will be the setting of budgets with inevitable cut-backs to Board services.

The Department of Education plans to use the interim ELB structure as a means to eventually establish the ESA through the convergence of services across the five Boards; some have questioned whether this process is practicable. All political parties now agree that the original plan for the ESA would have removed rights from the transferor Churches and delivered a huge inequality to the Protestant community and controlled schools. The Transferor Representatives' Council (TRC) has lobbied political parties over the past months to find a way forward which retains the rights of transferor Churches to nominate members of any ownership and decision-making body for Controlled schools. To date, no political agreement on a way forward has been reached by parties.

2. Education budget 2011–2015

In January 2011, the Department of Education published its draft budget for consultation. The budget proposes annual savings measures for the next four years

beginning with £139m in 2011 rising to £303m in 2015. The proposals include a release of £41m of capital monies to ‘resource’ in 2011–2012 to minimise the impact of the level of funding directly available to schools. The Minister has proposed a number of protected spending areas including: allocations for Special Educational Needs, Extended Schools, Post-primary School Counselling Services and Early Years.

It is of concern that many schools planning for capital investment to address inadequate facilities will not see improvements in the foreseeable future. It is equally concerning that many of the savings measures will, in coming years, have direct impact at school level through significant reductions in the Aggregated Schools Budget, school transport and curriculum support for teachers. It is paradoxical that the Department continues to expect schools to address priority areas such as raising standards, closing the performance gap and increasing access and at the same time endure such painful cuts to funding. The TRC has submitted a response on behalf of the three transferor Churches’ Boards of Education in which it has drawn attention to the adverse affect of the proposed savings on core educational services and the far-reaching social consequences for local communities.

3. Shared education in Northern Ireland

In October 2010, an important debate on the nature of schools in Northern Ireland was initiated following a speech by the First Minister, Rt Hon Peter Robinson, MP, MLA, in which he spoke of the need to create a single educational system. His unexpected intervention revealed his belief that educating our children separately “is fundamentally damaging to our society”. In what was interpreted as an attack on denominational schools he expressed the view that although Churches can provide and fund schools for those who choose them he objected to the state providing and funding such schools. His speech concluded that a body be tasked with bringing forward recommendations for a staged process of integration to be taken forward.

The Church of Ireland, along with other Churches, was asked for comment on this speech. It was noted that the Church is open to finding ways of sharing education between the major sectors across the traditional community divide; however, the structure of our divided school system is a product of our history and not easily changed. The Archbishop of Armagh in his address to the Armagh Synod earlier that month pointed to the need for Churches to show leadership and imagination to encourage schools to develop closer relationships through collaboration and sharing between sectors. The debate has reawakened the idea of exploring potential for shared management of schools, in particular to provide a sustainable school in a local community – a proposal which this Board strongly supports.

4. Arrangements for transfer to post-primary schools

The Board has been kept informed of developments in 11+ transfer arrangements and discussed the matter at its meetings. The issue remains as last year; the Minister has issued guidelines for admissions to post-primary schools which do not include the use of academic criteria. Grammar schools have for a second year devised and set independent entrance tests, the results of which are used by schools to select pupils for admission. The process last year was completed without the legal

challenges anticipated by the Department of Education. It is of great concern that having two testing regimes, with a total of five tests, is adding greatly to the pressure on children especially those hoping to keep options open for admission to both the Catholic grammar and non-denominational grammar schools.

5. Equality Impact Assessment - a proposal of the governing body of Stranmillis University College to seek a merger with Queen’s University Belfast (QUB)

The TRC submitted a response to this consultation, on behalf of the Boards of Education of the Church of Ireland, Presbyterian Church in Ireland and the Methodist Church in Ireland. The view of the Churches is that the proposed merger has the potential to be a positive development bringing enhanced provision for education programmes, research expertise and longer term financial stability. It is however vital that both legislative protection for ethos and appropriate institutional measures are introduced, in order to mitigate the otherwise potentially negative impact of the merger on prospective students from the Protestant community as well on parents and pupils within the Controlled sector who hold a Christian belief.

The TRC has had helpful discussions with the Vice Chancellor of QUB regarding the churches concerns. Various provisions and assurances have been suggested which if coming to fruition have the potential to mitigate any adverse impact of the merger. The TRC has participated in discussions with the minister and officials from the Department of Employment and Learning regarding possible mitigating measures. A full consultation by the Department on the proposed merger is expected later this year.

6. Other consultations responded to:

- NI Assembly Education Committee: *Inquiry into successful post-primary schools serving disadvantaged areas;*
- *Educational Under-achievement and the Protestant Working Class* – private member’s consultation by Ms Dawn Purvis, MLA;
- Department of Education draft policy paper: *Community Relations, Equality and Diversity in Education (CRED).*

7. Religious education

Over many years the TRC has found its termly meetings with RE Advisers from the Education and Library Boards (ELBs) very valuable. From concerns expressed at such meetings, the Churches have identified that the uncertainty in the establishment of the ESA poses a question about the extent of future curriculum support for RE teachers. The proposed budget cutbacks to professional services to teachers will have a considerable impact on the capacity of advisers to support RE teachers in schools.

8. Safeguarding Trust

The Child Protection Officer NI, (CPO NI), continues to provide advice and guidance on a range of issues to parishes, dioceses, mission agencies and related organisations throughout Northern Ireland. Whenever situations relating to child protection arise which lead to PSNI and Social Services involvement, the CPO NI

liaises closely with the statutory agencies in relation to these issues and advises and supports the parishes/dioceses through the process.

The CPO NI was a member of the Safeguarding Vulnerable Adults Advisory Group which produced *Safeguarding Vulnerable Adults – A Shared Responsibility*, launched by the Department of Health and Social Services on 7 October 2010. This guidance outlines standards for good practice in the running of services to vulnerable adults. It is specifically aimed to help those who work in the voluntary and community sectors – including churches. A copy has been made available to each parish in Northern Ireland. It has helpful guidance relevant to the services/groups such as: pastoral visiting teams for the elderly, luncheon clubs for the elderly, a counselling service for those suffering mental illness, support group for those suffering addictions and activities for adults with learning difficulties.

The Vetting and Barring Scheme which was to have been implemented in stages in 2010, has been put on hold by the coalition government while a review is undertaken. However, vetting for all those who work with children, and now also vulnerable adults, continues through AccessNI.

The annual training event for newly ordained clergy and first incumbents was facilitated by the CPO NI in October 2010. There have been a number of training sessions for parish panel members in each diocese and the CPO NI has also facilitated training sessions for a number of parishes. Working closely together Ms Renée English, CPO RI and Ms Yarr, CPO NI have delivered training to students in the Church of Ireland Theological Institute, clergy in the Republic of Ireland and to clergy in a cross border setting in Monaghan. The trainers who were recruited in 2009 have delivered training on a more local level to various parishes within their individual dioceses. The Board thanks them for their commitment, expertise and generous giving of their time.

The CPO NI attended a number of training courses including the Church of England and Methodist Church National Safeguarding Conference 2011 and the National Organisation for the Treatment of Abusers conference on *Young People Who Engage in Sexually Harmful Behaviour*. During 2010 the CPO NI undertook professional training in child protection for children with disabilities as part of her ongoing *Keeping Safe* trainer role.

A Memorandum of Co-operation between Faith and Worship Organisations in Northern Ireland and the Public Protection Arrangements Northern Ireland, (PPANI) which deals with the management of sex offenders in their attendance at places of worship has recently been developed. The CPO NI is the designated contact person for the Church of Ireland in Northern Ireland.

The process of parish evaluation continues and is overseen by the CPO NI. Teams of evaluators in each diocese carry out the evaluation visits on a triennial basis and follow-up reports are provided by the CPO NI to the incumbents. The Board appreciates and values the commitment of the evaluators, who give of their time and expertise so generously, and offers sincere thanks to all of them for their continued support.

9. *Building Blocks* - Children’s Ministry Conferences

In November 2010, the ninth annual *Building Blocks* conference took place in Belfast and Dublin. The Northern Ireland organising committee comprises representatives of the Church of Ireland, Presbyterian Church, Methodist Church and Scripture Union. The Belfast and Dublin events each drew over 200 delegates from a wide range of Churches. The keynote speaker was Rev Dr Ivy Beckwith from the USA who is an acclaimed author of books on children’s ministry whose area of interest is children’s faith formation using story, ritual and relationship. These conferences, which also feature a variety of practical seminars, have become established as important sources of inspiration and training for children’s ministry leaders. Details of the conferences including seminar notes are available at www.buildingblocks.ie

10. Annual Theological Lectures at Queen’s University Belfast (QUB)

The 2011 lectures were held on the 21 and 22 February and were delivered by Rev Dr Michael Ward, a noted authority on CS Lewis. His lectures highlighted how the theological and cosmological imagination of Lewis shaped his construction of the world of Narnia and its many well known characters. These widely appreciated lectures are arranged by the Church of Ireland Chaplaincy at Queen’s University Belfast and funded by this Board.

Personalia

The Board offers its good wishes to Canon Lady Sheil on her retirement, and expresses its appreciation of her faithful attendance, expertise and contribution to discussions over many years.

APPENDIX A

THE GENERAL SYNOD BOARD OF EDUCATION

The following are the members of the Board and its committees as on 31 March 2011.

THE GENERAL SYNOD BOARD OF EDUCATION

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Ven Robin Bantry White
Mr Samuel Harper

Rev John McDowell
Mrs Ethne Harkness

Elected members

Armagh

Rev Canon John McKegey
Mr Leslie Johnston

Clogher

Rev Bryan Kerr

Derry

Mr Samuel Morrow

Rev Canon Henry Gilmore

Down

Mr Desmond West

Rev Canon Robert Howard

Connor

Mr James Bunting

Ven Stephen Forde

Kilmore

Dr Kenneth Dunn

Very Rev Raymond Ferguson

Tuam

Mrs Brigid Barrett

Rev Canon Doris Clements

Dublin

Professor Paul Johnston

Rev Gillian Wharton

Meath

Ms Ruth Handy

Rev Canon John Clarke

Cashel and Ossory

Mr Adrian Oughton

Rev Canon Patrick Harvey

Cork

Mrs Avril Forrest

Rev Adrian Wilkinson

Limerick and Killaloe

Mr William Perrott

Ven Robert Warren

Board of Education – Report 2011

Mr Thomas Hardy

Co-opted members

Mr Thomas Flannagan
Mrs Rosemary Forde
Mrs Helen McClenaghan
Mr Roy McKinney
Dr Wilfred Mulryne
Mrs Patricia Wallace
Ms Claire Bruton
Rev Canon Robert Black
Rev Brian O'Rourke
Rev Anne Taylor

Dr Anne Lodge
Mr Michael Hall
Mr Alan Cox
Mr Ian Coombes
Ms Susie Hall
Ms Rosemary Maxwell-Eager
Ms Sadie Honner
Ms Eileen Jackson
Mrs Patricia Conran
Ms Susan Farrell

Secretary

Dr Kenneth Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6.

The Rev Ian Ellis attends in his capacity as Secretary to the Board of Education (NI)

**EXECUTIVE COMMITTEE
(FOR THE YEAR ENDED 31 MARCH 2012)**

Two members of the House of Bishops

Rev John McDowell
Ven Robin Bantry White
Rev Canon John McKegey
Mr James Bunting
Mr Thomas Flannagan
Ms Eileen Jackson
Rev Brian O'Rourke
Ms Sadie Honner

BOARD OF EDUCATION (NORTHERN IRELAND)

Ex-officio members

The Archbishop of Armagh, the Most Rev Alan Harper
The Bishop of Clogher, the Rt Rev Dr Michael Jackson
The Bishop of Down and Dromore, the Rt Rev Harold Miller
The Bishop of Kilmore, the Rt Rev Kenneth Clarke
The Bishop of Connor, the Rt Rev Alan Abernethy
The Bishop of Derry, the Rt Rev Ken Good
Rev John McDowell

Elected members

Armagh	Rev Canon John McKegey Mr Leslie Johnston
Clogher	Rev Bryan Kerr Mr Samuel Morrow
Derry	Rev Malcolm Ferry Mr Malcolm McSparron
Down	Rev Canon Robert Howard Mr James Bunting
Connor	Ven Stephen Forde Dr Kenneth Dunn

Co-opted members

Mrs Patricia Wallace
Dr Wilfred Mulryne
Mrs Helen McClenaghan
Mr Thomas Flannagan
Mr Roy McKinney
Mrs Rosemary Forde
Canon Wilfred Young
Professor Kenneth Bell

Observers

Rev Peter McDowell
Mrs Florence Brunt

Honorary Secretary, Board of Education (Northern Ireland)

Mr James Bunting

Honorary Treasurer, Board of Education (Northern Ireland)

Mr Roy McKinney

Secretary, Board of Education (Northern Ireland)

Rev Ian Ellis, Church of Ireland House, 61-67 Donegall Street, Belfast BT1 2QH

BOARD OF EDUCATION (REPUBLIC OF IRELAND)

Ex officio members:

The Archbishop of Dublin

Honorary Secretaries - Ven Robin Bantry White, Mr Samuel Harper

Elected by House of Bishops:

The Bishop of Kilmore, Rt Rev Kenneth Clarke

The Bishop of Cork, Rt Rev Paul Colton

Diocesan Representatives: Mr Adrian Oughton, Rev Gillian Wharton

Post primary representatives: Mr Michael Hall, Ms Rosemary Maxwell-Eager

Third level representatives: Prof Paul Johnston, Dr Anne Lodge

Primary representatives: Rev Brian O'Rourke, Ms Eileen Jackson

CIYD: Ms Claire Bruton

Sunday School Society: Rev Anne Taylor

Co-options: Rev Canon Robert Black, Ms Sadie Honner

Secretary, Board of Education (Republic of Ireland)

Dr Kenneth Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

APPENDIX B
SECONDARY EDUCATION COMMITTEE
REPORT 2011

Membership

Church of Ireland

Bishop of Cork, Cloyne and Ross, the Rt Rev Paul Colton, (Chairman)
The Rev Canon Robert Black (Resigned December 2010)
Mrs Joan Bruton
Mr Edward Lindsey (Appointed January 2010)
Mrs Patricia O'Malley
Rev Brian O'Rourke
Ms Elizabeth Oldham
Mr Adrian Oughton
Mr Geoffrey Perrin

The Presbyterian Church

Mr Brian Duffy (Resigned May 2010)
Rev Mary Hunter (Deputy Chairman)
Mrs Eleanor Petrie (Appointed December 2010)

The Methodist Church

Rev Nigel Mackey
Dr John Harris

The Religious Society of Friends

Mr Alan Harrison
Mr David Grubb

Secretary to the Committee and to the Company

Rev Canon John McCullagh (Resigned April 2010)
Dr Kenneth Fennelly (Appointed April 2010)

Administrator (Grants Scheme)

Mr David Wynne

Secondary Education Committee

The Secondary Education Committee (SEC) is a body comprising representatives from the Church of Ireland, the Methodist Church in Ireland, the Presbyterian Church in Ireland and the Religious Society of Friends.

The Committee derives its authority from a resolution passed by the sponsoring Churches in 1965.

The functions of the SEC are twofold: to distribute the block grant provided by the Department of Education and Skills (DE&S) to ensure necessitous Protestant children

may attend Protestant secondary schools and to represent the interests of the member Churches in the post-primary education system.

The Committee operates as a limited company thus allowing both the corporate body and the liability of individual members to be appropriately insured.

Personalia

Two long serving members of the Secondary Education Committee retired in 2010, Mr Brian Duffy in May and Canon Robert Black in December. Both had contributed much to the work of the Committee from their educational and management skills. New appointments were Mrs Eleanor Petrie on behalf of the Presbyterian Church and Mr Edward Lindsey and Mr Geoffrey Perrin on behalf of the Church of Ireland.

In addition to Canon Black and Mr Duffy, the Committee's long serving Secretary, Canon John McCullough, also retired in 2010. His long service and immense knowledge had contributed a lot to the cause of education in the Protestant sector. We wish his successor, Dr Kenneth Fennelly, every success in his post.

Block Grant Scheme

Enrolments for 2009/10 in the twenty-one fee charging schools totaled 9,794 (9,863 in the previous year). This figure does not include the five comprehensive schools. In the school year 2009/10 the audited accounts showed the total amount received from the DE&S was €6,381,185 (€6,555,763), the grant in aid of fees totaled €6,580,259 (€5,528,025) and capitation adjustment grant totaled €244,126 (€1,863,082). The net cost of administering the SEC scheme was €15,752 (€4,817). There is a small grant to assist the running of the office. The rise in costs reflects the loss of interest from deposits which were distributed in 2009 on the instructions of the previous Minister for Education and Science Mr Batt O'Keeffe, TD.

The following numbers of grants were awarded in respect of the 2010/11 school year: 1,588 day grants (1,622), 894 boarding grants (924), 2,482 in total (2,546).

The Committee agreed to increase grants for the school year 2010/11 on a scale from boarding €1,140 - €7,767 (€1,140 - €6,699) day €480 - €820 (€480 - €2,505). An increase in certain allowances was also agreed in relation to the reckoning of assessments. This resulted in improved access to grants for a number of families.

The Administrator, Mr David Wynne and Ms Bridie McAuley, Administrative Assistant, attended a number of open days at the request of schools and took the opportunity to discuss issues with individual parents. Mr Wynne also made contact with each school to discuss the functioning of the grant scheme.

Educational Developments

Late 2009 saw a publicity campaign by the Protestant schools to raise, in the public domain the difficulties that Protestant schools have suffered since the withdrawing of ancillary grants. However, this report last year highlighted that a dialogue had tentatively been put in place with the Department of Education and Skills (DES) on the general issue of the future funding of Protestant secondary schools. That dialogue picked up apace after a meeting with the newly appointed Minister for Education and Skills, An Tánaiste Mary Coughlan, TD, took place in 2010. The delegation, led by the Bishop of Cork,

Cloyne and Ross (Chairman of the SEC), sought to renew the dialogue that had tentatively begun in 2009, with a view to advancing the dialogue in a spirit of co-operation and partnership. The Minister was receptive to this approach and a series of meetings between the DE&S and a delegation, which included the Secretary Dr Fennelly, were held throughout late 2010. A timeframe and agenda for these discussions was agreed and the discussions are continuing. The first set of discussions related mainly to the funding of the SEC and have been positive. However, the Department has premised all its discussions to date on the advice from the Attorney General to the Department that Protestant fee-charging schools must be treated in the same manner as schools of other religious denominations in like circumstances. This imposes a considerable limitation on the scope for discussions with the Department. Nonetheless discussions have continued. A working group under the Chairmanship of Dr John Harris and drawn from various bodies involved in the Protestant secondary education provision was formed. It acts as an advisory and consultation body on discussions with the DES. It is hoped that the appointment of a new Minister for Education and Skills, Mr Rory Quinn TD, from the formation of a new government in March 2011 will offer a new opportunity for a new direction in these negotiations.

Administration

The Secondary Education Committee maintains a review and appeal procedure, in the form of an appeals sub-committee, for applicants who are dissatisfied with a decision by the grants office. This sub-committee sat in July 2010 and considered a number of appeals. Each case was reconsidered on an agreed criterion and is determined by the level of need and the amount of funds available after the current years grant payments have been made. A number of applicants had their grants increased.

The Secondary Education Committee appreciates the work of the Administrator, Mr David Wynne and the Administrative Assistant, Ms Bridie McCauley and during grants processing, Ms Penny Dewar and Ms Alison Andrew. The office is under the management of the Secretary Dr Fennelly who is also Secretary to the Committee on Management. The Committee is also grateful for the advice and assistance it receives throughout the year from its auditors Deloitte and in particular to Mr Tom Cassin, Partner, Deloitte.

Appendix C

SUNDAY SCHOOL SOCIETY REPORT

The Sunday School Society had a less hectic year in 2010 after our year of 200th celebrations in 2009. The main concern was the financial state and survival of the Resource Centre. Would we make it to the end of the year or were we facing closure? The result of the audit shows that we have just about broken even. This is due to the generous donations of parishes and also well-wishers and to the ongoing support of many clergy, Sunday Club leaders and parishioners. We, the Committee, along with the staff of the Resource Centre, Ms Gillian Kohlmann and Ms Betty Cox, are most appreciative of the support. As the margins of survival are still very tight please continue to remember us for all parish resources, books and gifts.

During the year we welcomed Rev Adrienne Galligan and Ms Lynn Storey to the committee and we were pleased to welcome back Rev Anne Taylor to the Committee.

Our annual autumn training evening was held in Rathmines in October and was a very successful evening. The speaker was Ms Barbara McDade who is Director of Programmes for the Presbyterian Church in Ireland. Rev Anne Taylor gave a synopsis on the courses available for children's groups and Ms Lynn Storey presented some seasonal craft ideas. The event was much appreciated by a large group of leaders from the four corners of the Diocese and beyond.

The annual Children's Ministry Conference *Building Blocks* was held in All Hallows College, Drumcondra in November and the keynote speaker was Rev Dr Ivy Beckwith. Ivy is well known in America as a speaker and an author of children's ministry books. She was received very warmly and feed-back forms recorded many words of praise and appreciation from a very large number of participants. The Building Blocks Committee would like to thank the Board of Education RI for the financial support for this valuable training event. Over half the participants are from Church of Ireland parishes from throughout the country and it has become an important event in the calendar for many involved in children's ministry. The 2011 *Building Blocks* Conference will be held on Saturday 12 November in Belfast and Saturday 19 November in Dublin.

We wish to thank most sincerely Rev Neil McEndoo for the frequent use of Holy Trinity Church premises for committee meetings and training events. It is much appreciated. We also thank the staff of the Resource Centre for their commitment, dedication and loyalty to the Society.

Introduction: What is the Church of Ireland Youth Department?

The Church of Ireland Youth Department (CIYD) was constituted by the Church of Ireland General Synod in May 1999 (with a further constitutional revision 2007), in order to:

- (a) define policy towards young people in the Church of Ireland;
- (b) the acquisition, development and distribution of resources;
- (c) the appointment, direction, management and terms and conditions of its staff;
- (d) directing specific programmes of activities and events.

In essence, CIYD facilitates, equips, resources and engages with many stakeholders around the Church's youth ministry from diocesan councils and bishops to local youth groups and volunteer leaders. CIYD is grant aided by the Representative Church Body and the Office of the Minister for Children and Young People. As such, CIYD is an approved National Voluntary Youth service agency under the Irish Youth Work Act (2001).

Vision: What vision guides the work of CIYD?

“The Church of Ireland Youth Department's guiding vision is to see young people and those who work with them, equipped for a life of mission and service.”

CIYD Strategic Plan 2007 – 2010

What we do: Activities and Services

Activities and Programme Development:

- adult and young adult training regarding youth work (parish consultation, OCN level training);
- residential training opportunities for adults and young people around youth work (*Connect* and *Summer Madness*);
- seminar/workshop programmes for adult learners on youth ministry;
- residential retreats for young people aged 13 – 17; (*Anois*)
- internship scheme for young adults aged 18 – 30; (the *Jump* programme)
- speaking engagements across the Church of Ireland;
- advocacy on behalf of young people and youth leaders across Church and other networks.

Services offered by CIYD:

- monthly e-zine featuring youth work issues;
- practical youth work resources;
- CIYD website;

Church of Ireland Youth Department – Report 2011

- parish/diocesan youth work consultation;
- support to youth workers, parishes and clergy regarding human resource issues;
- youth programme facilitation by CIYD Staff;
- representation of youth work issues across the Church of Ireland;
- member of Irish and Northern Irish youth networks, allowing for advocacy on youth issues.

General Synod Report 2011

The year 2010 saw a number of encouraging developments and youth work initiatives occur within and around the work of CIYD. A number of significant programmes and developmental outputs are reflected upon in this annual report along with an indication of the outcomes these programmes and services have led to. In saying this, 2010 has proven to be a difficult year with CIYD having to cut back on diocesan funding to our twelve dioceses and in having to notify a staff member of redundancy in 2011.

The Reflect residentials

Targeting young adults aged between 16 – 25 years of age, the *Reflect* programme aims to equip young adult volunteers with their first experience of youth work training. As such, one residential training weekend occurred in January 2010, in Wexford. Sadly, due to inclement weather, the Northern *Reflect* in Coleraine was cancelled. In total around 60 volunteer youth workers attended the residential which focussed on youth work, local community engagement and provided opportunity for sharing of best practice from across the country. CIYD greatly appreciates the strategic role of our dioceses in helping support and shape the *Reflect* residential as a collaborative exercise across the Church.

Outcomes:

A number of outcomes have been experienced following the *Reflect* residential. Firstly, a significant number of young people engaged with basic youth work training regarding their own local practice. Secondly, many voluntary leaders expressed how supportive and encouraging this residential had been, and finally, these learning opportunities have encouraged some young adults to volunteer further within their parish and diocesan contexts.

The Connect training days and Connect residential

With over 100 full or part-time youth workers now active across the Church of Ireland in Northern Ireland and the border areas and the wider Republic of Ireland, the *Connect* programme provides a packed training schedule and learning opportunities for these youth workers.

In partnership with the Methodist Church in Ireland, the *Connect* programme in the period January to December 2010 covered items such as:

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- drug and solvent misuse among young people;
- sexuality and relationships;
- time management and organisational management;
- alongside opportunities for spiritual reflection and input.

It would be fair to say that these training days have been well attended by Church of Ireland youth work colleagues and importantly by growing numbers of Methodist youth workers.

Outcomes:

Written and verbal feedback from participants has continued to evidence how important these in-service training days are for Church of Ireland youth work practitioners. Evidence has been found that alongside an experience of new insights and learning being encountered informally, the *Connect* programme provides a supportive network for youth workers across the Church.

The Jump programme

The *Jump* programme is CIYD's young adult internship programme focusing on developing young adults and their youth work experience. For 2010, the objectives of the programme were as follows:

- to increase the number of young adults entering full time youth ministry within the Church of Ireland;
- to allow young adults a unique learning experience, drawing on their skills and enthusiasm to serve the Church of Ireland and Irish society;
- for the individuals concerned, to develop a broad and informed awareness of situations and issues across the island of Ireland to enhance their social capital;
- for the parishes/dioceses hosting an intern to develop best practice in managing and developing youth work;
- that hosting parishes/dioceses would develop the wherewithal to develop full-time ministry positions following the *Jump* experience;
- that CIYD would be seen to facilitate local youth ministry development in accordance with our strategic review 2007-2010.

Jump interns, until June 2010, were placed in Cork, Belfast, Maghera, Glenavy, and Athy. Since September 2010, our two interns have been placed in Glenavy and Dungannon.

Diocesan Youth Officers' Network

The month of May proved a busy time for CIYD. Firstly, in attending the Church's General Synod, much time and effort was given by the CIYD team to meeting the Church of Ireland at a central level and reporting back to the Church on youth work developments. CIYD also facilitated ten diocesan youth work colleagues as part of our annual all-Ireland Youth Officer retreat, held in Wales.

Outcomes:

This was an important opportunity for CIYD and our diocesan colleagues to come together to examine issues of common concern regarding youth work and to work more collaboratively across the voluntary youth sector. A second Youth Officers' residential occurred in November 2010.

Summer Madness

CIYD, in partnership with Youth Link NI, ran a very successful and well received *Connect* coffee shop and seminar programme during *Summer Madness* 2010 focusing on the needs of adult youth work leaders. *Summer Madness* itself is Ireland's largest Christian festival (with a Church of Ireland emphasis) attracting up to 5,000 young people and 1,000 adult leaders from across Ireland. The workshops themselves focused on such themes as:

- community development and youth work;
- community relations across the North and border areas of the Republic.

Outcomes:

- up to 1,200 participants engaged with training and workshops and the drop-in coffee bar over the five day event;
- significant learning opportunities arose from the above workshops that continue to see CIYD and Youth Link NI respond through our on-going programme work;
- finally, the CIYD/Youth Link programme at *Summer Madness* provided a secure space for youth work practitioners to receive off-line management support from CIYD and Youth Link staff.

Diocesan support from CIYD

The staff of the Church of Ireland Youth Department has continued their support and facilitation of diocesan youth initiatives across the Church. It is worth noting the high levels of activity and ministry across the dioceses and many parishes, and this level of ministry was borne out in 2009's all-Ireland Youth Work Audit of the Church's youth work. From CIYD's viewpoint, the synergy between parish and diocesan initiatives and CIYD's all-Ireland programme and staff expertise is central in supporting and developing youth work through the Church.

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Of particular significance are CIYD's support to:

- Clogher Diocese (cross border) in the provision of accredited youth work training over a three month period;
- Derry and Raphoe Diocese in terms of supporting the selection and recruitment process for a new Diocesan Youth Officer;
- Limerick Diocese in terms of a thorough diocesan youth work review in 2010.

Outcomes:

CIYD's support to Church of Ireland dioceses remains a central theme in all of CIYD's programme development, representation and advocacy work. Alongside financial assistance, the CIYD support to diocesan youth ministry has comprised of:

- strategic review for diocesan youth developments;
- support and advice on appointment processes regarding new youth officers;
- training and leadership development opportunities through the main CIYD programme.

Anois 2010

It was a real privilege to see another *Anois* youth event occur this year, October 23 – 25 2010, targeting 13 to 17 year olds from across the Republic. Over 50 adult and young adult volunteers from across the Church participated in running *Anois*. The event itself saw around 150 participants involved in workshops, fun and activities, addressing issues around relationships and sexuality. CIYD acknowledges the hard work of many volunteers who made this year's event happen, notably Mr Edward Hardy of Limerick Diocese and Mrs Alison Jones of Meath and Kildare Diocese.

Outcomes:

- youth work programme delivered to and with 150+ teenagers;
- 50+ young adult volunteers recruited, trained and supported throughout the event;
- Conference addressed issues of significant relevance to teenagers including self-esteem, relationships and sexuality not forgetting the provision of a broadly fun and educational residential!

Alongside these main programme events, CIYD has been engaged throughout 2010 with a number of initiatives, networks and issues impacting on youth work and the Church's response.

Manus

A new pilot training programme designed to support clergy in best practice on human resource concerns.

Youth Net NI

As of December 2010, the Youth Officer is Vice Chair of Youth Net Northern Ireland, a sister organisation of the National Youth Council of Ireland (NYCI).

National Youth Council of Ireland

Following three years as a Director on the NYCI, the Youth Officer for CIYD has now been replaced with Cork Diocese's Youth Officer, Mr Mark Dunwoody.

Church of Ireland Children's Network

The Church of Ireland Youth Department in 2010 has commenced discussions with the Church's Children's Ministry Working Group with a view to produce a joint Strategic plan for 2012.

Diocesan Youth Ministry

Diocese of Armagh

During the 2009/10 year, the Armagh Diocesan Youth Council continued with its established programme format including a number of regular events in different locations across the Diocese, the annual *Easter Dawn Service* and a residential weekend at the Cleenish Centre in Co Fermanagh. We are very grateful for the good support that we have received at our events and for the affirmation by youth leaders that our work is of benefit to their ministry with young people. Looking ahead towards the autumn of 2011, we hope to enhance our contribution to local youth ministry by offering the availability of a Youth Leadership Training course in cooperation with CIYD and Youth Link NI. It is our desire that this course will affirm local youth leaders in their calling to serve in an important and exciting ministry of the Church.

Diocese of Cashel & Ossory

Working in a primarily rural diocese with a high number of students leaving for university and not returning until later life, one of our big challenges is training and developing a network of young volunteers and role models for teens in our churches.

We are really excited about the development of our internship process, going from having one Diocesan Youth Officer (DYO) to a DYO, a full-time team manager (volunteer) and four full-time interns. Our primary focus is developing these interns through plugging them into parish work around the Dioceses, creating a culture of youth ministry and working towards a sustainable future for both our youth and our churches.

Diocese of Clogher

Clogher Diocesan Youth Council (North) operates under the name of J1, meaning ‘Jesus First’.

J1 weekend

The J1 weekend 2010 was held on 5, 6 and 7 March. Everyone gained greatly from the teaching of Mr Trevor Johnston, Crosslinks Ireland Team Leader, who was the guest speaker for the weekend as well as enjoying various water sports, crafts and other activities provided by the Share Centre.

Grants

Two young people were awarded grants to assist them in their work with churches during 2010, one working with Ellel Ministries, Scotland and another working with Dwelling Places in Uganda.

Leaders’ Retreat 2010

Ms Helen Warnock, Director of Scripture Union Northern Ireland, was the guest speaker for the youth leader training weekend *Making Leadership Work* in the Cleenish Renewal Centre on 10 and 11 September 2010.

Accredited Training for Youth Leaders

Nineteen youth leaders from the diocese completed the OCN Level 2 training course over the weekends 5, 6 and 7 November 2010 and 26, 27 and 28 November 2010 in the Cleenish Centre, facilitated by Youth Link and CIYD. It was a very practical and useful course covering ten learning opportunities related to good youth work practice and assessment was by portfolio completion. All learning was interactive and covered subjects such as communicating with young people, developing appropriate relationships, programme planning and preparation, understanding young people’s needs, and safe youth work practice. As part of the course participants were required to do some survey work with their youth groups and also had to make a short presentation with others on an issue related to young people.

Clogher Diocesan Youth Council (Co Monaghan Area)

A programme of spiritual and social events was planned for 2010.

Pantomime Trip

The first event was a visit to the Pantomime in the Grand Opera House in Belfast in January. This was a very enjoyable evening for family groups.

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St Patrick's Day Walk

The St Patrick's Day sponsored walk was hosted by Rev Helene Steed and the Select Vestry of Currin Parish Church, Scotshouse. Walkers made their way through Hilton Park with the kind permission of the Madden family and ended with a barbeque at Scotshouse Rectory. Proceeds totalled €1,655.

Easter Dawn Service

The Easter Dawn service was very well supported with a large congregation at St Peter's Lake, Monaghan. A beautiful breakfast was provided in St Patrick's Church Hall after the service.

Praise Service

In May 2010, a praise service was held in St Salvador's Church, Glaslough, during which the proceeds for the St Patrick's Day walk were presented to Ms Janice Wedlock from the Monaghan branch of the ISPCC. Members of St Salvador's church provided a delightful supper afterwards.

Barbeque and Family Fun Night

The year's events were concluded with a barbeque and family fun night held in Dudgeon's field, Glaslough.

Clogher's First Diocesan Youth Officer

The Diocesan Council approved plans to proceed with the appointment of a Diocesan Youth Worker. Mr Jonny Phenix was appointed to the post in December 2010 and is due to take up the position on 1 March 2011. The new DYOW will be directed by a small management committee comprising of Rev Kyle Hanlon and Ms Joyce Clingan (appointed by Diocesan Council) and Rev Helene Steed and Mrs Diane Wright-Kendrick (appointed by Bishop Michael Jackson). The group also has the option to co-opt an external fifth member.

Diocese of Connor

2010 saw the beginning of a restructuring of Connor's Diocesan Youth Council a process that has continued into 2011. This allowed space for consolidation of existing youth provision in the Diocese, but it also made room for the expansion of provision.

A Vision Day conducted in the early part of the year by Bishop Alan Abernethy saw a renewed focus on two areas – provision for leaders and discipleship. This led to some three leaders' evenings (one in each archdeaconry) in the autumn, as well as the development of a specialised youth discipleship programme *go4it* authored by Mr Keith Neill, youth worker in Lisburn Cathedral. The programme was launched across the Diocese in late autumn and we have been very pleased with the response.

As well as these new developments, the annual *Energise* youth event took place in Ballymena in October. Over 200 young people and leaders attended this event, at which worship was led

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by the Mr Mark Ferguson Band and the speaker was Rev Simon Genoe. The Bishop's Barbecue at *Summer Madness* was also an important part of our programme and has led to exciting developments for our diocesan provision at *Summer Madness* in 2011.

Connor Youth will continue to seek to provide support and resources for youth leaders and for discipling young people in the year ahead.

Diocese of Cork

Cork Diocese continues to prioritize parish youth work, events, training and schools work. All areas have seen growth this year. A few highlights would be both Cloyne Union & Ross Union have continued their volunteer youth worker projects which has resulted full-time workers in these parishes, as a result of the ongoing relationship between Cork Diocesan Youth Council (CDYC) and the Mothers' Union (MU). A development officer was appointed in March 2010 with a remit for both schools and families. Four parish workers have now completed the UCC Diploma in Youth and Community work. Alongside this we are running a FETAC level 5 course for 11 volunteer workers in partnership with the YMCA. 2010 saw both the beginnings and continuation of youth groups in our parishes, thanks to the continued support of the Bishop, clergy, parents and young people themselves. A full program of events was coordinated by CDYC thanks to its active and hard working membership. This included a visit by a group of young Romanians who worked alongside our young people to deliver kids clubs to those from all sectors of the community.

Diocese of Derry & Raphoe

2010 was a challenging year centred on firstly, a Diocesan Youth Officer (DYO) vacancy, and then the recruitment of a new DYO in September. We are delighted to have Mr David Cavan on board and are looking forward to all David might bring to the diocese. David has been a Parish youth worker in Ballyholme for several years, has recently moved to Coleraine and his wife Julie has had a son, Reuben - so all the major life stress factors are in David's life as he begins his ministry here! Derry and Raphoe is ready for a new phase. Our *Sitting Ducks* groups have continued to operate around the diocese and we are grateful to many volunteer youth leaders who have carried this through. We have had two strategic review days with Ms Lynda Gould as we look to the future as a Board. DRYC continues to organize and hold great events particularly for the Donegal end of the diocese and it is hoped that David will have an increasing role in Raphoe Royal and Prior School. We are grateful to God for meeting our needs in a changing environment and we remain encouraged for the future of youth ministry in Derry and Raphoe.

Diocese of Down & Dromore

The year 2010 for Down and Dromore continued to see many parishes place a high emphasis on youth and children's ministry. A key indicator of this is that several more parishes employed workers in these areas over 2010 and we now have 40 people working in either a full or part-time capacity in youth and/or children's ministry in the Diocese. At a diocesan level we have continued with our emphasis on training, resourcing parish work and confirmation. Over this year we had another 25 leaders gain youth leadership qualifications and we also produced a small book for young people and new church members on the origins, history and present day practice of the Church of Ireland.

Diocese of Dublin & Glendalough

Know hope. Be hope. Know love. Show love. Four very simple sentences that I believe have encapsulated the ongoing youth work of 3Rock in the United Dioceses of Dublin and Glendalough. Whether it be training and mentoring leaders, partnering with churches and other dioceses, creative gatherings and youth services, mission opportunities or even creating new initiatives and confirmation resources, it is all driven by the desire to see our teenagers know and show the love and hope found in God. Highlights included the five interns trained, the addition of three youth workers, the development of a new web-based resource portal, the second year of the *Enniskerry Youth Festival*, the ecumenical sacred space at the *National Ploughing Championships*, the thousands reached in schools, the annual RTE service with the *Rend Collective*, diocesan camps and *Urban Soul*. It's been a great year, but it's only just begun.

Diocese of Kilmore, Elphin & Ardagh

Many delegates were excited when four of our young leaders shared at Diocesan Synod something of recent developments in the Diocese.

Ms Susan Ferguson, who is a full-time worker in Sligo, shared how the Youth Fellowship, *SNACS*, has really taken off on Sunday evenings with over 30 young people. At the Sligo IT College a Christian Union has been started and is now being run by the students themselves. At Sligo Grammar School a Sacred Space has been set up with the initiative of one of the teachers, Ms Ruth Galbraith. It is a little chalet in the school grounds, heated and equipped with aids to reflection and prayer and is regularly used by the students.

Ms Isla Poyntz, a teacher in Cavan Royal School, shared about a number of developments in that area. She is involved in a thriving Girls' Friendly Society (GFS) group and is representing Ireland at the GFS World Conference. She is also involved in a youth group of about 40, which meets weekly at the Cathedral Hall and includes young people from Cavan and Killeshandra. Just last term Isla started a Christian Union in the Royal School and was pleasantly surprised when 45, nearly 25% of the students, turned up to enrol.

Ms Olwen Heaslip, a student nurse, shared about our regular mission trip to Romania where a group of young people assist in a special needs respite centre near Brasov. The centre is

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dependent entirely on charitable donations and this year's group raised a staggering £14,500 towards the centre's running costs. The people of this Diocese and the wider community are a very generous lot.

Finally, Mr Alan Williamson shared about our Diocesan Group who attended *Summer Madness*. The group numbered over 80 this year, including 18 visitors from South Carolina Diocese in the USA. Everyone really enjoyed the worship, teaching and the friendships built with our visitors. One of our group took part in the RTE programme which was recorded at the Festival.

Partnership

The visitors from USA were the first part of a Diocesan Link being formed. After Summer Madness they spent a week in Sligo and Cavan having fellowship with our young people and experiencing some good Irish culture. This year the Diocese is taking a group of young people over to Charleston in South Carolina where they will take part in a Youth Camp for a week before spending a week in Charleston working alongside some of the local youth on a couple of projects as well as seeing something of their culture and enjoying their BBQ's! It is hoped that in 2012 we will partner with South Carolina to take a joint Mission Group to serve in a Diocese in a developing country, probably in Africa.

Diocese of Limerick & Killaloe

The United Diocesan Youth Council completed an extensive programme of very successful events during 2010 including weeklong summer camps, weekends and day long events. This also involved participation at *Summer Madness* and at *Anois* youth event. The challenge of meeting participation fees by participants, leaders, parents and guardians was a challenge for everyone during 2010.

The two-year Certificate in Youth Ministry at Mary Immaculate College, Limerick concluded at the end of 2010 and a good number of Diocesan personnel completed the course. The youth groups at parish level continue to prosper particularly in Tralee, Adare, Limerick and Roscrea. During the year, under the guidance and direction of the Bishop, a Diocesan Youth Ministry Group was established with representatives from all groups involved in youth ministry throughout the United Diocese with a very exciting vision, goals and objectives. In September, the appointment of Mr Jackie McNair as chaplain at Villiers School was a significant development and much welcomed.

Diocese of Meath & Kildare

In 2010, the young people and youth leaders in Meath and Kildare enjoyed great fun and fellowship at a host of events throughout the year.

The young people of the Dioceses enjoyed an adventure weekend with EcoAdventure Ireland in Knockree Hostel, Enniskerry. The Rend Collective Experiment from Bangor, Co Down rocked St Patrick's Cathedral in Trim at the *Harvest Youth Festival* for all our young people and their families. Eighteen youth leaders from Navan, Kells and Trim met together for some very competitive kart action at a fun night out in The Zone, Navan and a number of young people and leaders attended *Anois* in Kilkenny. Many other projects were encouraged and assisted in their development; these include new teenage youth groups in Trim and a new Sunday School in Clane.

Raising the profile of our youth ministry within the Dioceses has encouraged greater participation from volunteer leaders; just over two hundred leaders completed *Safeguarding Trust* training and Garda vetting throughout 2010.

Diocese of Tuam

The year has been busy with an Easter camp, *Anois* all-Ireland camp, training weekend, *Summer Madness* and a primary schools' service.

Leadership Training Course A group of young people took part in a leadership training course run by Mr Edward Hardy and the Limerick Youth Worker Rev Vicki Lynch.

Youth Groups Meeting The DIG group and SPLASH group, continue to meet during the year. Ms Irene Goulden and Ms Hazel Clarke organised a varied programme of events throughout the autumn and spring terms. A new group called IGNITE is going well in Ballina with a worship band at St Michaels.

Primary Schools Service St Nicholas' Parochial School Galway, Holy Trinity School Westport, St Paul's Collooney, Newtownwhite School Killala, St Michael's School Ballina and Leaffoney School Kilglass all gathered for a service and lunch in Tuam Cathedral. Dean Alistair Grimason, The Rev Alan Synnott and Bishop Richard Henderson all helped to make it an enjoyable service.

Anois 09 Our all-Ireland CIYD Camp was held in Kilkenny College last October, there were around 230 participants, a group went from our Diocese. All of the Diocesan Youth Officers organized a busy weekend of activities, and talks.

Ice Skating Dublin A group went up to Dublin for the day.

Senior Camp Killary We linked up with the Cork, Cloyne and Ross group for our senior camp. It was held in Killary Adventure Centre. The theme for the weekend was from the passage in Ezekiel about dry bones becoming flesh. Mr Mark Dunwoody, Mr Shane Tucker and Mr David Brown led the evening meetings.

Church of Ireland Youth Department – Report 2011

Dawn Service at Skreen A group of 50 turned up at 7am to watch the sun rise and enjoy communion on the beach with Bishop Richard Henderson and Rev Alan Synnott. Ms Audrey Moore and her army put a warm breakfast together afterwards in the hall.

Boda Berg trip to Roscommon The three youth groups went for the day to Roscommon.

Worship Service St Michaels IGNITE Group held a service in Ballina, Rev Alan Synnott gave the talk.

Youth Group Leaders Meeting Ten leaders gathered in The Ice House in Ballina to look at the programme of events in the past and upcoming events in the Dioceses. Mr Shane Tucker the all-Ireland Co-Ordinator for Ireland spoke.

Summer Madness 10 A group of 10 went up to Belfast to *Summer Madness* in July. This event has been running for many years now and offers a wide range of workshops/seminars, prayer/worship styles, Christian rock bands, charities and sports/activities. We camped with the other dioceses from around the south of Ireland. On Monday the leaders organised a barbeque for everyone.

Junior Camp Lissadell A group of 10 to 13 year olds went on the Lissadell camp, the theme for the weekend was Survival, we looked at passages from the Bible connected to survival. We went horse riding and go-karting in Letterkenny.

Events 2010

- September leadership training weekend with Rev Vicki Lynch Youth Officer for Limerick;
- Junior Camp in Galway with Limerick group;
- DIG, Splash and IGNITE Youth Group meetings;
- October Service for all the primary schools in the Dioceses;
- All-Ireland Camp ANOIS 10 for the second time in Kilkenny College, speaker was Ms Rachel Gardiner from London, and was held in October for 13 – 17 year olds. All of the Dioceses' worked together to create a fun weekend with bands, activities, worship and workshops;
- *Connect* Training for Youth Officers;
- Ice skating Dublin January;
- *Summer Madness* for 13 – 17 year olds;
- Junior camp Lisadell.

Conclusion:

The Church of Ireland Youth Department (CIYD) remains deeply grateful for continued support received from the Republic of Ireland Department of Health and Children (through the Youth Services Grant Scheme) and the Representative Church Body Allocations Committee. The CIYD Board would also wish to thank the Priorities Fund Committee for support regarding programme initiatives across our ministry. At a time of deepening financial concerns, the Church of Ireland Youth Department in partnership with growing youth ministry across the Church's dioceses' continues to develop deepening collaboration and synergy between parish, diocesan and provincial youth ministry. Please pray for the work of CIYD, our dioceses and parish youth ministers that together we will remain faithful to Christ and His mission to a new generation!

Church of Ireland Youth Department – Report 2011

CIYD Programme 2011 preview

Organisational Planning and delivery 2011	
‘CONNECT’ (NI) Dates throughout the year.	Series of ‘in-service’ training opportunities for Youth Ministers and volunteer youth leaders.
‘CONNECT’ VENUE @ SUMMER MADNESS 1 – 5 July 2011	CIYD’s annual workshop and coffee bar space that supports youth work at the event.
‘CONNECT’ (RoI) Dates throughout the year.	Series of training opportunities run in partnership with Dioceses across the Church of Ireland.
DYO CONFERENCE 24 – 26 May 2011 17 – 18 November 2011	Annual networking and resource residential for Diocesan Youth Officers across the Church.
REFLECT (NI) 7 – 9 January 2011	Training and development opportunity for volunteer youth leaders aged 16 years and above.
REFLECT (RoI) 18 – 20 February 2011	Training and development opportunity for volunteer youth leaders aged 16 years and above.
ANOIS 2011 29 – 31 October 2011	Republic of Ireland youth work event for young people aged 13+ years.
JUMP PROGRAMME 2011 Young adult intern year	Church of Ireland dedicated year ‘in’ for young adults exploring vocational issues particularly re youth work.

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT**

YEAR ENDED 31 DECEMBER 2010

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.

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CHURCH OF IRELAND YOUTH DEPARTMENT
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2010

INCOME	2010 €	2009 €
Department of Education (Republic of Ireland)	227,944	232,596
Representative Church Body	209,132	228,011
Donations	13,044	3,435
Priorities Fund	34,855	28,150
Insurance	1,737	1,652
Interest	2,193	329
Jump Team	7,668	15,518
Programme	<u>24,103</u>	<u>37,614</u>
TOTAL INCOME	<u>520,676</u>	<u>547,305</u>
EXPENDITURE		
<u>Staff & Volunteer Costs</u>		
Staff salaries and expenses	230,112	250,406
Central Board and Executive	12,340	12,921
<u>Training, Programme & Grant Allocations</u>		
Training events	40,340	42,992
Programme events	40,949	47,403
Devolved funding grants	76,541	100,980
Summer Madness	5,809	11,260
Youth Link NI audit fee	-	8,901
Jump Project Expenses	11,370	17,478
<u>Office & Administration</u>		
Insurance	3,957	8,615
Auditors fees	2,182	3,250
Rent	20,141	21,890
Telephone, postage and internet	4,652	7,759
Office expenses	10,984	12,761
Heat and light	2,043	1,912
Depreciation	7,120	7,234
Bank interest and charges	152	136
Resources	686	311
Sundry	<u>3,391</u>	<u>6,952</u>
Carried forward	472,769	563,161

Church of Ireland Youth Department – Report 2011

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT
INCOME AND EXPENDITURE ACCOUNT – CONTINUED
YEAR END 31 DECEMBER 2010**

Brought forward	472,769	563,161
<u>Fees & Membership</u>		
General membership fees	1,470	1,524
Youth Link Northern Ireland	<u>11,090</u>	<u>10,537</u>
TOTAL EXPENDITURE	<u>485,329</u>	<u>575,222</u>
	35,347	(27,917)
Foreign exchange difference	<u>(1,880)</u>	<u>6036</u>
NET (DEFICIT) FOR THE YEAR	<u>33,467</u>	<u>(21,881)</u>

Note: The rate of exchange used at 31 December 2010 was £1.00 = €1.162
(2009 – €1.1259).

Church of Ireland Youth Department – Report 2011

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT**

BALANCE SHEET AS AT 31 DECEMBER 2010

	2010		2009	
	€	€	€	€
TANGIBLE FIXED ASSETS		1,121		7,985
CURRENT ASSETS				
Debtors and prepayments	116,048		83,232	
CASH AT BANK AND IN HAND				
Cash	<u>7,890</u>		<u>6,961</u>	
	123,938		90,193	
CURRENT LIABILITIES				
Creditors	<u>34,209</u>		<u>40,795</u>	
NET CURRENT ASSETS		<u>89,729</u>		<u>49,398</u>
NET ASSETS		<u>90,850</u>		<u>57,383</u>
GENERAL FUND ACCOUNT		<u>90,850</u>		<u>57,383</u>

Note: The rate of exchange used at 31 December 2010 was £1.00 = €1.162 (2009 – €1.1259).

THE COVENANT COUNCIL

The Church of Ireland and the Methodist Church in Ireland

REPORT OF THE COVENANT COUNCIL TO THE CHURCHES 2011

MEMBERSHIP

Church of Ireland

The Most Rev Dr Richard Clarke, Bishop of Meath & Kildare (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Dr Maurice Elliott

Rev Barry Forde

Rev Canon Virginia Kennerley

Rev Peter Thompson

Mr Cyril McElhinney

Methodist

Rev Winston Graham (Co-Chair)

Rev Donald Ker

Rev Andrew Dougherty (Secretary)

Rev Janet Unsworth

Rev Louise Donald

Ms Gillian Kingston

Dr Fergus O’Ferrall

Mr Nigel Beattie

Facilitators’ Scheme

After much thought and discussion, it was agreed that our facilitators should take on a reactive rather than a proactive role and act as representatives in a particular area rather than be fettered by District/Diocesan boundaries. The following areas were agreed: Cork & Kerry, Limerick & Tipperary, Galway, Sligo & Mayo, the Midlands, South East, Gorey, Dublin, Derry & Donegal, Enniskillen & the Lakelands, Armagh & Tyrone, Belfast & North East and Down & Dromore. The Council has recruited some new facilitators and most gaps have now been filled. At the end of each of our meetings news items are agreed and uploaded onto our website to keep facilitators and others informed of our work. (www.covenantcouncil.org)

Signing of the Covenant

2012 will mark the tenth anniversary since the signing of the Covenant and we are hoping it can be celebrated in a number of hubs. In particular, it will be celebrated as part of the Mission Meeting at the Methodist Conference in Enniskillen on Friday 8 June 2012. There is an open invitation to attend that evening.

Local Covenant Partnerships

During the year, the Council has endeavoured to actively support and encourage Covenant Partnerships that have shown signs of immense strain. Sadly, despite best efforts, some relationships have come to a natural end often because of misunderstanding. Notwithstanding difficulties, the Council would want to encourage

those partnerships that have dissolved to keep the channels of communication open and to continue to exercise mutual respect for the sake of mission. Consequently, the Council offers the following recommendations to existing and future Covenant Partnerships.

Recommendations to Covenant Partnerships

1. When two congregations wish to move forward in a local covenant partnership they should consult and follow the guidelines provided by the Covenant Council. The Covenant Council should appoint Mentors to assist with establishing the Covenant partnership and to ensure that there is continuing adherence to the guidelines.
2. Any covenant arrangement must cover all aspects of the union of the two congregations and be reviewed periodically.
3. An essential element of any new covenant arrangement must be a forum.
4. As both the Church of Ireland and Methodist churches operate different mechanisms for guidance on child protection, each local covenant agreement should stipulate to which scheme it will adhere.
5. Care should be taken over joint initiatives, to ensure that both parties to any such agreement have the same understanding of all issues involved.

Interchangeability of Ministries

The Council has been encouraged to see the progress being made in furthering the proposals for establishing interchangeability of ministry between the two traditions. The Second Statement on the Interchangeability of Ministry and Episcopate to the General Synod of the Church of Ireland and the Conference of Methodist Church in Ireland, included as Appendix B on page 367, is presented to both the General Synod and the Methodist Conference for acceptance by both churches and agreement that the proposals will be pursued.

Queen's University of Belfast

The Council has been regularly updated regarding this project and is encouraged by the admirable progress made. The main players are very close to creating a Local Covenant Partnership, having consulted with and received the imprimatur of all stakeholders. Both chaplains are regularly sharing in ministry and serving as co-chaplains in the Church of Ireland, Church of the Resurrection. They have even given the common space of church and cafe, that sits between the two chaplaincies, a new identity that is all about connections and bringing different networks together. They have also given it a new name *The Hub* as a visible sign of their present endeavours and future goal.

Meeting with Church Leaders

The Council welcomed the Most Rev Alan Harper, Archbishop of Armagh and Primate of All Ireland and Metropolitan and the Rev Paul Kingston, President of the Methodist Church in Ireland, along with other distinguished guests, to our January 2011 meeting which was held in Edgemoor Theological College, Belfast. We were updated about the joint Queen's University Chaplaincy Project and considered a working paper on the issue of interchangeability of ministries. The wisdom, encouragement and support offered by both church leaders and other guests, was much appreciated.

Membership

It was agreed to invite two Student Observers to the Council, one nominated by Edgehill Theological College and the other by the Church of Ireland Theological Institute (CITI), which are to be renewed after a twelve month period. Mr Paul Maxwell was nominated by Edgehill and Mr John Godfrey was nominated by CITI. We have also welcomed Rev Denis Campbell as an Observer from the Presbyterian Church in Ireland.

APPENDIX A

RESOLUTIONS TO BE PROPOSED TO THE GENERAL SYNOD

1. That the report of the Covenant Council be received.
2. That the General Synod receives the *Second Statement on the Interchangeability of Ministry and Episcopate (Book of Reports 2011 page 367)* and refers it to the Standing Committee for further implementation.
3. The General Synod re-appoints its representatives to the Covenant Council for the coming year.

Church of Ireland

The Most Rev Dr Richard Clarke, Bishop of Meath & Kildare (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Dr Maurice Elliott

Rev Barry Forde

Rev Canon Virginia Kennerley

Rev Peter Thompson

Mr Cyril McElhinney

4. The General Synod continues to encourage congregations to celebrate the Covenant relationship with neighbouring Church of Ireland congregations on or around September 26 each year.

APPENDIX B

The Covenant Council

Second Statement on the Interchangeability of Ministry and Episcopate to the General Synod of the Church of Ireland and the Conference of Methodist Church in Ireland

I. Introduction

The Council welcomes the support of the working groups of both churches for proposals to bring about the full interchangeability of ministry between our traditions. We believe the joint report and the Agreed Principles tabled at Conference and Synod in 2010 alongside the warm reception of our report to both bodies means that our most urgent task is to help our churches bring about full interchangeability of ministry within the next few years. This is another vital step towards that unity which is both God's will and gift to his people and the end to which the Covenant aspires. The mission of the one, holy, catholic and apostolic church will be greatly strengthened by reaching this important point on our journey together.

Whilst there has now been substantial agreement on key theological and ecclesiological issues, those who prepared the Agreed Principles also noted that among the unresolved issues was 'the manner in which personal *episcopate* is, or could be, manifested in both churches without compromising the best tradition of either as well as some practical matters.'

II. Office and Function of Bishops and Presidents

The same Agreed Principles were centred on the close relationship between office and function in the case of Church of Ireland Bishops and the Presidents/Past Presidents of the Methodist Church. The Council suggests that the following be considered for agreement in this key area:

That, from an agreed future date: (The Council suggests 2014 at the latest)

- 1.a. the Church of Ireland accept that the Methodist President and his/her predecessors and successors give personal expression to the historic episcopate as embodied in the Methodist Conference.
- b. the Methodist Church in Ireland embrace the title 'episcopal minister' as descriptive of the role and function of the Methodist President and his/her predecessors and successors and Church of Ireland bishops and Archbishops. The term 'episcopal minister' expresses the role of personal oversight currently exercised by the President of the Methodist Church in Ireland in a manner parallel to that in which the Church of Ireland describes the role of personal oversight exercised by a bishop.
2. a. the Methodist President and at least one former Methodist President participate fully in the ordinations/consecrations of Church of Ireland bishops
- b. at least two Church of Ireland bishops participate fully in the Installations of the Methodist President.

- c. after both the above have taken place, Methodist Presidents or former Presidents and Church of Ireland Bishops should participate fully in the ordination of presbyters/priests in either church.
3. both churches would be prepared to live with ‘a period of anomaly’ (just as the Church of South India did in the past) where those ordained as priests/presbyters and consecrated/installed as bishops, archbishops and Presidents before the mutual participation of both churches in each others’ consecrations be fully recognised and accepted within both churches.
4. a. both churches continue to explore the full meaning of the diaconal order/diaconal ministry and commit to working together to further explore and strengthen its role and function.
 - b. the Church of Ireland accepts that the diaconal ministry can be discerned in a variety of forms, including that of Probationers within the Methodist Church in Ireland.

III. Liturgy - Ordination, Consecration, Installation

The Agreed Principles have already stated that our churches ‘affirm the collegial participation of at least three persons, who express the office and function of Episcopal ministry, in the act of Installation of a new President and in the consecration of a Bishop and the communal affirmation of the action by the People of God.’ This is already embodied in the Church of Ireland Ordinal. The Methodist liturgy (or the regulations governing it) for the Installation of a President may need to be amended to ensure that this is made a mandatory requirement.

The Agreed Principles have already noted that ‘common features of the act of Installation/consecration in the two Churches are prayer, the laying on of hands, the presentation of the Bible and vesting’. The invocation of the Holy Spirit is of course also essential. We recommend that just as the Church of Ireland Ordinal uses the phrase ‘for the office and work of a bishop/archbishop’ the Methodist Installation of a President would include something like ‘graciously behold this your servant now called to the sacred office of episcopal ministry and as President of the Conference’.

IV. Liturgy - Regulation

The Church of Ireland may need to amend some of its Constitution regarding who may use Church of Ireland rites in Church of Ireland churches. It may also need to look at regulations governing consecrations to allow the first time participation of a Methodist President. This will not arise if a Church of Ireland bishop participates in the Installation of a President first.

V. Authority

It is proposed that both churches will continue to operate their own ecclesiastical polities post-interchangeability for the time being. However, should a presbyter/priest from either polity take up a post in the other church, he/she will be deemed to be under the authority and regulations of that church.

V. Church Polity and Governance Issues

There are many church polity and governance issues which will have to be addressed, some of which are beyond the remit of the Covenant Council:

1. Disciplinary Policies and Procedures

Provision will need to be made for the mutual recognition of disciplinary policies and procedures in both polities.

2. Appointments

It is assumed that both churches will continue to operate their regulations for the appointment of presbyters/priests through the Stationing Committee, Boards of Nomination, Bishops' appointments etc. However some thought needs to be given to how clergy might be affected when it comes to moving from one church to the other and back again. Our concern here is that there needs to be a seamless movement from one system to the other.

3. Finance

Cognisance would need to be taken of differences between clergy stipends and allowances in the two polities. Both churches may have to amend their clergy pension schemes to allow those working in the other church to continue making payments to the scheme in which they began.

Commission for Christian Unity and Dialogue – Report 2011

COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE

REPORT 2011

MEMBERSHIP

The Archbishops and Bishops

The Most Rev Dr Richard Clarke, Bishop of Meath & Kildare (Chair)	Rev John McDowell
Rev Canon Patrick Comerford	Mrs Roberta McKelvey
Rev Canon David Crooks	Dr Kenneth Milne (Honorary Secretary)
Rev Canon Dr Ian Ellis	Mr Trevor Morrow
Mr Samuel Harper	Rev Daniel Nuzum
Rev Iain Knox	Ms Catherine Turner
Rev Darren McCallig	

Executive Summary

The work of the Commission for Christian Unity and Dialogue has seen welcome development over the past year.

The business of the Anglican sub-group has inevitably been dominated by consideration of the Anglican Covenant and on a particular approach to the matter that might seem appropriate for the Church of Ireland. There has also, however, been consideration of the use of the Anglican Networks and further attention as to which of these are of particular value and usefulness. The connections between the Church of Ireland and the Porvoo churches have been given both immediacy and verve in the participation of Rev John McDowell.

The Inter-Faith sub-group has embarked on an ambitious programme of integrating dioceses into the work of inter-faith engagement. A very successful conference was held in Dublin in September 2010 and this has been followed by the establishment of inter-faith liaison officers in many of the dioceses of the Church of Ireland. The conference has been the first step in a process that included study of established inter-faith structures in the Diocese of Leicester.

The appointment of the Chair of the Commission for Christian Unity and Dialogue, the Bishop of Meath and Kildare, as President of the Irish Council of Churches has brought the work of the Council more directly within the ambit of the ecumenical work of the Commission. We also welcome the appointment of Mr Mervyn McCullagh as Executive Officer for the Irish Council of Churches and the Irish Inter-Church Meeting.

Although the work of the Covenant Council is under the direct purview of the General Synod, the Commission has properly discussed central aspects of the work of the Covenant Council.

On an experimental basis, the Commission for Christian Unity and Dialogue has added a fourth sub-group to its work, European Affairs. This strand of the concerns of the Church of Ireland had earlier been part of the structures of the Church in Society Committee and on its

Commission for Christian Unity and Dialogue – Report 2011

re-ordering, it was felt that the Commission for Unity and Dialogue might be a suitable ‘parent’ for this group. This is now being undertaken for a limited period, to be followed by review as to effectiveness.

Ecumenical Affairs

Membership

The Most Rev Dr Richard Clarke, Bishop of Meath and Kildare (Convenor)

Dr Kenneth Milne (Honorary Secretary)

The Rt Rev Richard Henderson, Bishop of Tuam (*resigned 31 January 2011*)

Rev Canon David Crooks

Rev Daniel Nuzum

Mrs Roberta McKelvey

Mr Trevor Morrow

One Church of Ireland representative from the Covenant Council

One Methodist representative from the Covenant Council

The Irish Council of Churches (ICC)

At the annual general meeting of the Irish Council of Churches in March 2010, the Bishop of Meath and Kildare assumed the presidency of the ICC in succession to Rev Tony Davidson. Following the retirement of Mr Michael Earle, (the General Secretary of the Council) the Executive Committee of the Council (through its Management Committee) discussed in detail the restructuring of the ICC and the decision was taken to re-fashion the role of the senior staff member as primarily strategic and less representational in scope. It has been good to welcome Mr Mervyn McCullagh as Executive Officer following his appointment in June 2010. He has quickly settled to his tasks with great insight and energy and in company with a young staff, his colleagues Ms Karen Kelly, Mr Philip McKinley and Mr Adrian Cristea, is giving the ICC a commendable freshness of style and approach. We thank Rev Raymond Fox, who retired in 2010, for his years of service to the Executive Committee of the ICC as a Church of Ireland representative and also Mrs Roberta McKelvey as a co-opted member for twelve years. We welcome the appointment of Dr Kenneth Milne as Rev Raymond Fox’s replacement on the Executive Committee. The Church of Ireland is represented on the ICC Board of Overseas Affairs by Dr Milne (with special reference to European matters) and Mr Colin Ferguson. Church of Ireland representatives on the Irish Council of Churches and representatives at Church meetings may be found on page 220 of the Standing Committee report.

The Irish Inter-Church Meeting (IICM)

Work continues on aligning the work of the Irish Council of Churches more closely with the Irish Inter-Church Meeting (which includes representation also from the Roman Catholic Church). The IICM hosted a well-organised and lively meeting in October 2010 on the role of the Churches in Irish education systems. This meeting included welcome and major participation from the Church of Ireland representatives.

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Churches Together in Britain and Ireland (CTBI)

The Church of Ireland is involved in the work of Churches Together in Britain and Ireland through Dr Kenneth Milne as its official representative and also through the appointment of the Bishop of Meath and Kildare (as representative of the Anglican Churches in these islands) as a trustee of CTBI and moderator of its Faith and Order Reference Group. The Archbishop of Dublin (Designate) is also a member of the latter group, appointed by the Church of Ireland. In addition to its meetings on contemporary issues (including a lively meeting in Manchester in May 2011, focusing on inter-church dialogues) CTBI has energetically moved into a greater use of web-based technology, with particular effect. A particular interest of CTBI has been the developing of relationships with the Chinese Christian Churches, a task that it is in a unique position to undertake. Those seeking up-to-date and very usable material for parochial or diocesan study on these and other ecumenical and social issues are strongly recommended to explore CTBI's superb web-site at www.ctbi.org.uk.

Networks (see below)

The Conference of European Churches (CEC) and the World Council of Churches (WCC)

We are continuing to explore ways in which our relations with Churches in Europe and other parts of the world can be fostered by our membership of CEC and the WCC (see report of the European Affairs Working Group below).

Inter-Faith Affairs

Membership

The Rt Rev Dr Michael Jackson, Bishop of Clogher (Convenor)

The Rt Rev Trevor Williams, Bishop of Limerick

Rev Canon Patrick Comerford (Honorary Secretary)

Rev Obinna Ulogwara

Rev Darren McCallig

Mr Samuel Harper

Dr Susan Hood

The Church of Ireland took a major and innovative initiative in Inter-Faith Dialogue last September when the Inter-Faith Working Group organised a conference on Inter-Faith relations and dialogue, which took place in the Church of Ireland Theological Institute, Dublin.

Expert speakers and panellists came from the Church of Ireland, the wider Anglican Communion, other colleges and other major faith groups, while the attendance included bishops, diocesan representatives, chaplains, interested clergy and laity. Participants visited the Irish Islamic Centre and Mosque in Clonskeagh and the Dublin Synagogue in Terenure. In both places of worship the hosts extended warm hospitality to the group and also gave significant time for questions.

Commission for Christian Unity and Dialogue – Report 2011

Minister Conor Lenihan spoke at the conference dinner which was hosted by the two Archbishops of Dublin, Dr John Neill and Dr Diarmuid Martin. Guest of honour on the night was Rabbi Zalman S Lent (Community Rabbi in Ireland). The Muslim leaders could not attend the dinner as they were breaking the Ramadan fast with their families. (See <http://www.ireland.anglican.org/index.php?do=news&newsid=3159> for images from the Conference).

The conference follow-up included a subsequent visit to the Church of Ireland by Archdeacon Michael Iprgrave, an internationally-acclaimed Anglican expert in this field. Then in spring a group, led by the Bishop of Clogher, attended a three-day residential programme in the St Philip's Centre in Leicester. The programme included a visit to a mosque and a Hindu temple as well as opportunities to examine the many theological, pastoral and practical issues raised by living in a multi-religious environment.

The then Archbishop of Dublin, the Most Rev Dr John Neill, played a key role in establishing the new Dublin Interreligious Council (DIRC), co-hosting the inaugural meeting at the end of 2010. The Council is due to be launched officially in May 2011 and promises a model for similar local initiatives.

The Working Group welcomes the committed relationship-building process between Abrahamic faith leaders in Ireland, in which the Archbishop of Armagh, the Most Rev Alan Harper, with other Christian leaders and the leaders of the main Islamic traditions and the Jewish community, in Ireland, have been engaged, including a dialogue where they exchanged Jewish, Christian and Muslim understandings of peace, at Farmleigh House, and shared a meal together, hosted by the President of Ireland, Mary McAleese, at Áras an Uachtaráin.

Meanwhile, the Working Group continues to express the fear voiced in last year's report that the downturn in the economies, both north and south, may cause a backlash resulting in the marginalisation of or new attacks on the diverse communities on this island, leading to serious and damaging impacts on inter-faith relations and dialogue. Positive and pro-active steps can help build community and build confidence between faith communities and the Working Group hopes the appointment of Interfaith Advisers in each diocese is seen as a priority in the ministry and mission of the whole church.

Anglican Affairs

Membership

The Rt Rev Michael Burrows, Bishop of Cashel and Ossory (Convenor)

The Rt Rev Harold Miller, Bishop of Down and Dromore

Rev Canon Dr Ian Ellis

Rev Iain Knox

The Church of Ireland representative on the Porvoo Contact Group (Rev John McDowell)

The Church of Ireland representatives on the Anglican Consultative Council (Rev Dr Maurice Elliott and Ms Catherine Turner (Honorary Secretary))

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Anglican Covenant

The working group continued to follow the local and international developments on the Anglican Covenant.

Anglican Networks

The working group suggested appropriate Church of Ireland engagement with the range of Anglican Consultative Council Networks. Church of Ireland contacts have now been identified for each of the networks and a reporting arrangement with the full Commission on Church Unity and Dialogue (CCUD) has been put in place.

Anglican Consultative Council (ACC)

The working group noted that the Standing Committee would be appointing a lay member of ACC to succeed Ms Kate Turner whose term of three meetings would be completed on the eve of the next ACC. Rev Dr Maurice Elliott remains the Church of Ireland clerical member of ACC for another two meetings.

Moravian Church

The working group met with representatives of the Moravian Church in Ireland and agreed to initiate discussions on deepening relationships between the Moravian Church, Church of Ireland and developments arising from the Fetter Lane Agreement (1995).

Porvoo

Regular informative reports on meetings, activities and news in the Porvoo Communion were made by Rev John McDowell, the Church of Ireland Porvoo contact person. The Bishop of Cashel and Ossory attended the Porvoo Church Leaders Consultation in Sweden. Written reports on Porvoo Communion activities were submitted by Rev John McDowell to the CCUD and to the Standing Committee.

Porvoo Report

Full Membership for Denmark

The most significant event of 2010 in the life of the Porvoo Communion was the accession into full membership of the Evangelical Lutheran Church of Denmark (ELCD). The occasion was marked by a Eucharist and signing ceremony in Copenhagen Cathedral where the Church of Ireland was represented by the Bishop of Clogher, the Rt Rev Michael Jackson.

The ELCD has had observer status within the Communion since the beginning. Decision making within the Church is entirely devolved to the dioceses and although strongly committed to the principles of Porvoo, it took a number of years to work through the internal process of ratifying the Porvoo Common Statement. In the end this was achieved through a decision of the Ecumenical Relations Council of ELCD.

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Church Leaders' Consultation

A Church Leaders' Consultation also took place in Sigtuna, Sweden in April 2010. The Church of Ireland was represented by the Bishop of Cashel, the Rt Rev Michael Burrows and Rev John McDowell.

Meeting of the Porvoo Contact Group (PCG)

The PCG had its annual meeting in Madrid, hosted by the Spanish Episcopal Reformed Church, a full member of the Porvoo Communion. The Group meets to exchange information on developments within its respective Churches and jurisdictions and to plan future Porvoo events.

An additional attraction at the Madrid meeting was the attendance of the Lutheran Church in Great Britain (LCGB), represented by the Rt Rev Jana Gringerga. The LCGB are contemplating applying for full membership of the Porvoo Communion and in the meantime has been given observer status.

A presentation in support of an application for observer status was also given on behalf of the Latvian Evangelical Lutheran Church Abroad (LELCA) by the Rt Rev Ernsts Rotzitis.

Porvoo Communion Extension

The procedure for considering applications for membership of the Porvoo Communion has been somewhat *ad hoc*. The matter was discussed at the PCG meeting and the following process was agreed.

1. Request for Observer status should be sent to PCG, which will make a decision on the matter.
2. The observers would attend at least one PCG meeting, a Church Leaders' Consultation, and a Primates' Meeting before applying for full membership.
3. Requirements for full membership will include the Church's full knowledge of, and agreement with, the Porvoo Declaration.
4. The decision on full membership will be made at a Porvoo Primates' Meeting. (The Church of Ireland expressed reservations to the PCG in respect of this decision).

Country Reports

It is the custom at PCG meetings for each representative to speak to a Country Report submitted earlier.

Below is a sample of matters of interest from other countries:

England: it was explained that the process of ratifying the General Synod's Measure for the Ordination of Women to the Episcopate may take a further two years.

Estonia: As with many Lutheran churches, especially in the Baltic States, the enthusiasm for liturgical reform is not shared by all parishes and there is some difficulty in formalising a Church-wide liturgy.

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Finland: The Finnish Church is continuing to work towards a common understanding of that Porvoo perennial: the diaconate.

Iceland: Some fall-out in Church/State relations has occurred following allegations of a cover-up of sexual abuse.

Norway: Some further discussion has taken place on the matter of the recognition of ministerial qualification from other Churches for the purpose of appointment within the Norwegian Church. It is notoriously difficult to find canonical acceptance within National Lutheran Churches if not trained within those Churches.

Portugal: The recognition of the Lusitanian Church by the State is a huge step forward. The Church now enjoys the same legal status as the Roman Catholic Church.

Future Events

A Consultation on *Responding to Conflict* was held in Tallinn, Estonia 20 – 23 February 2011. The Church of Ireland is regarded as having particularly useful experience in this field of endeavour and invitations were issued to the Bishops of Limerick and Clogher to act as Resource Persons for the Consultation. The Bishop of Colombo, the Rt Rev Duleep de Chichera, was also been invited to act in that capacity.

The bi-annual Porvoo Primates' Meeting will take place in Cardiff 3 – 7 October 2011 and the PCG member for the Church in Wales, the Rev Gwynn ap Gwilym, reported on preparations. The 2013 meeting has been scheduled for Iceland.

The Evangelical Lutheran Church of Finland will host a *Consultation on Marriage* 1 – 4 November 2011. The aim will be to look at the theological, practical, medical, sociological and moral issues surrounding marriage.

A Porvoo Theological Conference on *Sacraments in the Mission of the Church* will be hosted by the Danish Lutheran Church, in Copenhagen 7 – 10 October 2012.

It is hoped that a further Consultation on the Diaconate will take place in Ireland in 2013.

Networks

The Commission for Christian Unity and Dialogue appoints representatives to the various networks it is associated with. With the advancement of electronic communication many of these networks converse through email groups/forums thus greatly reducing costs and increasing interaction. These networks include: *Anglican Affairs*, *Network for Inter Faith Concerns* (NIFCON), *Churches Together in Britain and Ireland* (CTBI) and *Church Action on Labour and Life* (CALL). Full information on the networks may be found at: www.ireland.anglican.org/index.php?do=news&sid=16.

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Anglican Networks

ANGLICAN NETWORKS

The official Networks of the Anglican Communion, co-ordinated from the Anglican Consultative Council (ACC) office in London, draws together Anglicans involved in particular aspects of mission and ministry. The Church of Ireland is represented on the following committees.



International Anglican Women’s Network (IAWN)	Canon Doris Clements
http://iawn.anglicancommunion.org/index.cfm	
International Anglican Family Network (IAFN)	Mrs Roberta McKelvey
http://iafn.anglicancommunion.org/index.cfm	
International Anglican Youth Network (IAYN)	Mr David Brown
http://iayn.anglicancommunion.org/index.cfm	
Anglican Health Network	Rev Daniel Nuzum & Mr Martin O’Connor
http://www.anglicanhealth.org/	
Anglican Communion Legal Advisor’s Network (ACLAN)	The Rt Rev Paul Colton
No website	
Anglican Theological Education Network	Rev Dr Maurice Elliott
http://www.anglicancommunion.org/ministry/theological/teac/index.cfm	
Anglican Peace and Justice Network (APJN)	The Rt Rev Trevor Williams
http://apjn.anglicancommunion.org/index.cfm	
Anglican Refugee and Migrant Network (ARMN)	Mr Philip McKinley
http://www.anglicancommunion.org/acns/news.cfm/2010/2/12/ACNS4683	
Anglican Communion Environmental Network (ACEN)	Rev Elaine Murray
http://acen.anglicancommunion.org/index.cfm	



NETWORK FOR INTER FAITH CONCERNS (NIFCON)

NIFCON links those in different provinces with a particular concern for inter faith relations, and coordinates news and resources in this area.

The Rt Rev Michael Jackson

<http://nifcon.anglicancommunion.org/index.cfm>

CTBI NETWORKS

Many issues facing the church benefit from a unified approach. Churches Together in Britain and Ireland works with member churches to co-ordinate responses, share resources and learn from each other's experiences. There are currently seven main work areas.



The Churches Inter-religious Network	Rev Obinna Ulogwara
http://www.ctbi.org.uk/CD/16	
The Churches Racial Justice Network	<i>Vacant</i>
http://www.ctbi.org.uk/CB/14	
The Global Mission Network	Rev Paul Hoey
http://www.ctbi.org.uk/CA/13	
The Churches International Student Network	Rev Darren McCallig
http://www.ctbi.org.uk/CC/15	
Church and Public Issues	Mr Trevor Morrow
http://www.ctbi.org.uk/CF/18	
Faith & Order Reference Group	The Rt Rev Michael Jackson
http://www.ctbi.org.uk/CG/19	
China Desk	The Rt Rev Michael Jackson
http://www.ctbi.org.uk/153	



CHURCH ACTION ON LABOUR AND LIFE (CALL)

An Ecumenical Initiative to Promote Social Europe

Dr K. Milne

<http://www.ceceurope.org/cec-newsletters/call-church-action-on-labour-and-life/>

European Affairs

Membership

Miss Janet Barcroft

Mr Garrett Casey

The Most Rev Richard Clarke

Mr Robert Cochran

Rev Canon Adrian Empey

Rev Canon David Hutton Bury

Rev Canon Eithne Lynch

Dr Kenneth Milne (Convenor)

Mr Robert Roe

Rev Canon Terence Scott

Professor Ben Tonra

It has been agreed that this working-group, which previously reported through the Church in Society Committee, shall for the present be part of the Commission for Christian Unity and Dialogue, the arrangement to be reviewed after one year. The terms of reference of the working-party are set out in the Church in Society Committee's report to General Synod in 2004 and its role can be summarised as the monitoring of developments in the European Union as they affect Irish society and, in particular, the Church of Ireland. EU policies form a significant part of the agenda of CEC's Church and Society Forum and it is mostly through our membership of ecumenical instruments, CEC in particular, that the Church of Ireland participates in discussion of matters relating to the Union.

The Lisbon Treaty [article 11(4)] provides for a new mechanism, the 'Citizens' Initiative', whereby, subject to certain criteria, the EU can be required to address citizens' concerns about those matters in which the Union has competence. A green paper [EU COM(2009) final] proposing how the Citizens' Initiative might operate issued from Brussels and was considered by the parliamentary Joint Committee in European Affairs in the Republic early in 2010. The Joint Committee sought comments, which we submitted, and which it appended to its report. While pre-dating our working-group's association with the Commission for Christian Unity and Dialogue, the submission is included as an Appendix to this report. The green paper on which the submission comments is to be found on the EU website.

APPENDIX A

RESOLUTIONS TO BE PROPOSED TO THE GENERAL SYNOD

1. That the report of the Commission for Christian Unity and Dialogue be received.
2. That the following be elected members of the Commission

The Archbishops and Bishops	
The Most Rev Dr Richard Clarke, Bishop of Meath & Kildare (Chair)	Rev John McDowell
Rev Canon Patrick Comerford	Mrs Roberta McKelvey
Rev Canon David Crooks	Dr Kenneth Milne (Honorary Secretary)
Rev Canon Dr Ian Ellis	Mr Philip McKinley
Mr Samuel Harper	Rev Niall Sloane
Rev Iain Knox	Rev Helena Tarnberg Steed
Rev Darren McCallig	Ms Catherine Turner
Mr Trevor Morrow	Rev Obinna Ulogwara
Rev Daniel Nuzum	
3. That the General Synod welcomes the work of the Inter-Faith Working Group and encourages each diocese to appoint an Inter-Faith Resource Person to foster and encourage Inter-Faith initiatives at diocesan and parochial level.

Appendix

Submission on the green paper on a European Citizens' Initiative from the Working-group on Europe of the Church of Ireland Church in Society Committee to the Oireachtas Joint Committee on European Affairs.

We welcome the ambition of the European Commission, as expressed in the green paper (p.3) to ensure that European citizens should benefit from this new right as soon as possible after the entering into force of the Lisbon Treaty (i.e., by December 2010). We are glad to avail ourselves of the opportunity afforded us by the Commission and the Oireachtas Joint Committee on European Affairs to submit our comments.

Before taking in numerical order the issues set out in the green paper we wish to put on record our appreciation of the fact that the proposed Initiative goes some way towards addressing the view frequently expressed by supporters of the Union, as well as by its critics, that insufficient effort is devoted to bridge the gap that is perceived to exist between the citizens of the member states and the institutions of the Union. We also recognise that in devising the *modus operandi* of the Initiative the perennial tension between parliamentary democracy and populism has to be borne in mind.

1. Minimum number of member states from which citizens must come

We consider that a minimum of one third is preferable, and that while this is easily computed with 27 member states, the number would be rounded up where the number of member states was not evenly divisible by three.

2. Minimum number of signatures per member state

While the suggested 0.2% seems reasonable to us, it might foster alliances between large and small states by stipulating a minority of 0.2% per state to require each state to reach 1% of the aggregate of participating states.

3. Eligibility to support a citizens' initiative- minimum age

We agree that the age for eligibility to sign should in each state be the age of eligibility for voting in European elections there, noting that this is the general practice in those states that have an equivalent of the Citizens' Initiative.

4. Form and wording of a Citizens' Initiative

While arguing that requiring proposers to draft a legal document is unrealistic (and quite likely in the eyes of some to cast doubts on the good faith behind the whole concept of citizen involvement) yet we acknowledge the necessity to avoid frivolous, unclear and inappropriate proposals. Nor would we wish to see the spirit that informs the concept to become the tool of well-organised and well-funded pressure groups. Perhaps a template of some kind needs to be provided identifying:

- the terms of the proposal itself;
- the aims that it seeks to achieve, with arguments;

- how it relates to treaty-based powers of the Commission;
- such organisations and groups that support the proposal, with details of their sources of funding. (see 8 below)

5. Requirements for collection, verification and authentication of signatures

While at first sight a harmonised procedure for collecting signatures would be attractive, it is scarcely necessary in practice, and so we would recommend that the mechanisms that already exist for such procedures in member states should suffice. However, account needs to be taken of the fact that in the case of Ireland, for example, the register for European elections lists voters who are not necessarily citizens.

So far as the participation of non-resident citizens is concerned, it should be noted that they have no votes in Irish elections other than those for university seats in Seanad Éireann. Furthermore, and while it might be consistent with the spirit of the Citizens' Initiative for the signatures of non-resident citizens to be allowed, the sheer logistics of validating them would seem daunting.

6. Time limit for the collection of signatures

The period of one year would seem reasonable.

7. Registration of proposed initiatives

A mandatory system of initiation is necessary, the ratification of registration being the required starting point for the collection of signatures. We would recommend that the registration process be the business of the Ombudsman, rather than of the Commission or other institutions of the Union.

8. Requirements for organisers-Transparency of funding

Agreed

9. Examination of citizens' Initiatives by the Commission

We agree that there is a strong case for fixing a time limit for the Commission to respond to a Citizen's Initiative. Six months, with the possibility of extension by a further three months in especially complex cases, would seem appropriate.

10. Initiatives on the same issue

We would be reluctant to envisage the Commission or other EU institutions having the right to reject Initiatives other than for non-compliance with the provisions provided for in (4) and (8) above, and would prefer that no disincentives were put in place.

THE LITURGICAL ADVISORY COMMITTEE

REPORT 2011

MEMBERSHIP ELECTED 2010

The Rt Rev Harold Miller (Chair)
The Rt Rev Michael Burrows (Vice Chair)
Rev Canon Gerald Field (Hon Secretary)
Rev Canon Michael Kennedy
Ven Richard Rountree
Rev Dr Maria Jansson

Rev Alan Ruffi
Rev Elizabeth Hanna
Rev Peter McDowell
Mrs Jacqui Wilkinson
Mrs Alison Cadden
Ms Julie Bell

Co-opted Members

Rev Peter Thompson
Rev Adrian Dorrian
Rev Sandra Pragnell
Rev Robert Ferris
Rev Ken Rue

Consultants

Canon Lady Shiel
Rev Canon Brian Mayne
Rev Canon Edgar Turner
Dr Donald Davison

Church of Ireland Theological Institute Rep

Mr Jim Conlan

EXECUTIVE SUMMARY

The Liturgical Advisory Committee (LAC) continues to work on behalf of the Church of Ireland in considering the diverse elements which are brought together when a community meets for worship. The sub-committees which have served the LAC so well during the past triennium continue to be the focus of discussion, planning and action. Completed projects and future plans have brought about a revision of the sub-committees, which now function in the areas of Liturgical Education and Formation, Music and Art, with Liturgical Resources and Electronic Liturgy having been amalgamated. The Liturgical Space sub-committee has completed its task.

The objectives for the coming year will be the production of the second volume in the *PRISM Series*, continuing development and enhancement of the worship webpages, consideration of worship resources for Lent, Holy Week and Easter pertinent to the Church of Ireland, and a review of musical resources in the area of hymnody. The involvement of the Church of Ireland continues to be valued and respected within the international and interdenominational liturgical forums. The LAC will once again represent the Church of Ireland at the International Anglican Liturgical Consultation in Canterbury, England in August, and the Four Nations Liturgical Group (an annual conference of representatives from the Liturgical committees of the Anglican churches in Ireland, Scotland, England and Wales).

REPORT

A number of projects which the Committee has been working on came to fruition in the past year, most notably the final edition in the three-year cycle of *Singing Psalms* and the publication of guidelines for those considering the development and use of liturgical space in our churches.

The work of Mrs Alison Cadden and Rev Peter Thompson in producing an alternative to Anglican Chant or simply saying the psalms has been on-going for four years. The publication of *Singing Psalms Year A* in time for Advent Sunday 2010 brings to a conclusion their work on the Sunday Lectionary Psalms, on behalf of the LAC and for the Church of Ireland. The LAC wishes to express its deepest appreciation to Alison and Peter for their generosity of time and talents in enabling this project to reach fruition, both through the printed volumes and their piloting of their work as the publications were launched across the country. The three volumes of *Singing Psalms* will be a lasting testament to their contribution to the liturgy of the Church and a great resource within the Church of Ireland (and beyond) for many years. As a Committee we wish also to express our thanks to Columba Press for their support of this project over the period of its development through their publishing facilities.

Following its presentation to General Synod last year and Synod's authorization for publication, *Liturgical Space and Church Re-ordering: issues of good practice* (produced by Church of Ireland Publishing) was launched in November 2010 and has been made available to all parishes and their clergy for reference.

The Committee also completed its work on a eucharistic prayer which may be used when a significant number of children are present. The final draft was presented to the archbishops and bishops, which approved a seven year experimental use from December 2010.

The final work to be completed, which was highlighted in last year's report, was the guidelines for good practice in the liturgical use of oil.

By its very nature the work of the Committee is dependent not just upon the resources of its membership, but also on suggestions made to it by those within the Church community in highlighting possible areas of liturgical development. We are grateful to all those who over the past year have identified ways in which we may support them in their ministry of worship.

LITURGICAL EDUCATION AND FORMATION

Following on from the success of *Celebrating Communion*, the first in the *PRISM* series of parish based liturgical education programmes, the authors have been working on the second volume in the series looking at baptism. It is expected that we will have this resource available for parish use later in the year and, as was the case with the first volume in the series, the expectation is that this may be used in a variety of ways within the parish setting.

ART

This is a process of continuing exploration under three headings: building, liturgy and publicity. The LAC will consider the material presented relating to these areas during the coming year.

MUSIC

Under this heading a new sub-committee has been formed to consider the subject of hymnody. As reported last year, it is over ten years since Church Hymnal 5 was published and over fifteen years since the original committee began its work on its composition. During that time significant new hymnody resources have been produced which have led to particular areas of consideration by the sub-committee, including material which is suitable for worship with children, 'new' material that has emerged in recent years, liturgical resources and popular hymns which are absent from Church Hymnal 5. The sub-committee welcomes the involvement of the Dublin and Glendalough Church Music Committee, and appreciates the suggestions already submitted from across the wider Church of Ireland and would welcome further suggestions for items that might be included in a modest, low-cost supplement to the hymnal.

LITURGICAL RESOURCES & ELECTRONIC LITURGY

It has been the intention of the LAC that, wherever possible, new liturgical resource material be made available to parishes and clergy via the worship pages of the Church of Ireland website. To facilitate this, the Committee decided to amalgamate the Resources and Electronic Liturgy Sub-committees. The first task of this group was to upload the content of the previously circulated green folder *The Book of Common Prayer Resource Manual*. This was completed in November 2010 and all future additions to those resources will be added via the Resources section of the website.

After extensive revision Canon Michael Kennedy has completed the updating of his *Commentaries on the 2004 Edition of the Book of Common Prayer of the Church of Ireland*. The Commentaries are in five sections, Morning and Evening Prayer and the Litany; the Eucharist; Christian Initiation; the Pastoral Offices; the Ordinal.

It is envisaged that this work will be made available through electronic publication, in collaboration between the General Synod's Literature Committee and the Liturgical Advisory Committee.

As noted in last year's report, the work of this sub-committee is largely dependent 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 Diocesan Liturgical Officers, of any resources they feel the LAC may be able to help provide.

The work of this sub-committee in the area of Electronic Liturgy has continued to focus upon the worship pages of the Church of Ireland website. The Sunday lectionary readings are available via the Calendar, with the Daily Lectionary linked to the order for Daily Prayer having come on stream in autumn 2010.

As reported last year, discussions with the author have taken place to make available on line Bishop Edward Darling's valuable resource *Sing to the Word*. Now that the book is unfortunately out of print, Bishop Darling has generously given permission for *Sing to*

the Word to be included initially in the Sunday Lectionary resources of the worship page. The suggested hymns for each Sunday (relevant to the Readings) appear below the Post-Communion Prayer.

Following last year's advice to registered users of the electronic liturgy software *Visual Liturgy 4* was to continue using VL4 without the upgrade to VL Live whilst talks were undertaken with the new publishers (Hymns Ancient and Modern) we can report that an agreement has been reached whereby an updated Irish module calendar for Visual Liturgy is available. Those wanting information on how to access the update are invited to contact Rev Alan Rufli.

FUTURE PLANS:

Our future plans include:

- looking toward the development of future programmes in the *Prism* series;
- developing liturgies for Lent, Holy Week and Easter, supplementing for use in the Church of Ireland the Church of England's recent publication *Times and Seasons*;
- gathering of supplemental Hymn Resources;
- further developing the worship section of the website;
- continuing to represent the Church of Ireland in the wider national and international liturgical forums, so that resources and ideas which might be of value in the celebration of our liturgy are available for our use from the wider Church.

RESIGNATIONS AND APPOINTMENTS:

Following his ordination last year Rev Paul Arbuthnot (formerly the CITC observer on the LAC) was replaced on the Committee by Mr Jim Conlon. In recent years the LAC has recognised its limitations with regard to marketing the work it produces. We are most grateful to Mr Richard Ryan for agreeing to act as a consultant to the LAC in regard to this matter.

THE CHURCH OF IRELAND COUNCIL FOR MISSION

Report to the General Synod 2011

Membership (January 2011)

The Rt Rev Harold Miller	House of Bishops
Very Rev Stephen Lowry	Synod
Rev Bobbie Moore	Synod (resigned 2010)
Mrs Felix Blennerhasset	Synod
Vacant	Synod
Rev Paul Hoey	Synod
Vacant	Synod
Mrs Margaret Crawford	Mothers' Union
Vacant	CIYD
Vacant	Bishops Appeal
Mr Thomas Wilson	Methodist Church
Vacant	AMS
Mr John Doherty	AMS
Mr Geoffrey Hamilton	AMS
Ms Linda Chambers	AMS
Captain Colin Taylor	AMS
Vacant	Cashel
Vacant	Cashel alternate
Mr Mark Dunwoody	Cork
Rev Eileen Cremin	Cork alternate
Mr Colin Ferguson	Down
Dr Trevor Buchanan	Down alternate
Rev Peter Galbraith	Connor
Miss Diane Rhodes	Connor alternate
Vacant	Clogher
Rev Robert Kingston	Clogher alternate
Vacant	Kilmore
Vacant	Kilmore alternate
Vacant	Meath
Mrs Daphne Wright	Meath alternate
Very Rev Maurice Sirr	Limerick
Ven Wayne Carney	Limerick alternate
Vacant	Tuam
Vacant	Tuam alternate
Rev Canon Derek Creighton	Derry
Rev Ken McLaughlin	Derry alternate

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Rev Paul McAdam	Armagh
Mr Tom Stephenson	Armagh alternate
Rev Ken Gibson	Dublin
Rev Cliff Jeffers	Dublin alternate
Miss Mavis Gibbons	Co-opted
Rev Canon David Brown	Co-opted

Alternates attend when the principal representative is unable to.

EXECUTIVE SUMMARY

OBJECTIVES for 2011:

1. To seek the permission of the Synod to re-shape the committee in such a way as to enable it to fulfil its aims in a more efficient way.
2. To build on the initially encouraging response to *Back to Church Sunday* and to enable more parishes to make this most of this venture as a missional opportunity.

Membership

The Council, mindful of the potential reorganization of committee structures within the Church of Ireland, chose not to seek reappointments where membership places fall vacant.

It was also generally felt that a smaller, more streamlined body could serve the purposes of the Church more effectively and a motion to this end is being presented to the Synod.

Joint Mission Group

A new Joint Mission Group with the Methodist Church in Ireland has been established to promote shared missional education and communication.

The Council is represented by Rev Paul Hoey, Capt Colin Taylor and Mr Geoffrey Hamilton.

In its first two meetings the group has focused on:

1. shared promotion of the *Back to Church Sunday* initiative;
2. anticipating the interchangeability of ministry as a reality. How might this be seen as a creative missional experiment?
3. shared missional leadership training (ordained and lay). The group is looking at what resources are available and could be recommended and how this information could best be made available.

Synod Mission Event

The 2010 Mission Event was held on Saturday 8 May at CORE Church. The Fields of Life Director, Rev Trevor Stevenson, gave a presentation on the work of this agency and an interview about its vision and strategy. The integral approach taken to mission and the well-thought through strategy impressed many who attended.

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The Mission Event in 2011 is a seminar on *Making the Most of Back to Church Sunday*. It will be held in the Armagh City Hotel. Mr Michael Harvey, co-ordinator of *Back to Church Sunday* in UK and Ireland, will be the main speaker.

Mission Strategy and the Church of Ireland

The Council recognizes the work of the mission agencies to provide vital, ongoing resources and support to parishes in the outworking of their involvement in the mission of God. It is concerned that parishes should make the most of the resources they allocate by supporting the official mission agencies of the Church. It encourages each parish in the Church of Ireland to be strategic, prayerful and generous in support for the agencies even in these times of financial stringency.

The Council wishes to commend the *Discover* course produced by CMSI as a tool to help parishes develop a missional mindset. For more information see www.discovermission.org

Mission Statistics

The Council's plans to pilot the gathering and analysis of already available statistics for the purposes of mission were strengthened by a proposal being put forward by Mr Andrew McNeile concerning statistics prepared by Tear Fund after market research about church attendance and involvement in the Republic and Northern Ireland.

These highlighted that in 2002 both jurisdictions in Ireland had the highest levels of church attendance anywhere in Europe. But they also showed a serious decline in weekly attendance. For instance, in the Republic of Ireland, attendance had declined in the two years from 2002 to 2004 from 55% to 45% and there is general expectation that subsequent years could contain information of an even more drastic decline following publication of the Ryan Report.

In a presentation to the Council Andrew drew out some implications:

- the pastoral model of congregational chaplain has all but gone;
- rapid disintegration in participation is a challenge to all churches;
- rapid disintegration in the urban priestly structures of the dominant denomination that is highly sacramentally dependant creates further missiological pressures;
- connection between national and religious identity continues to be strong;
- new initiatives are likely to be welcomed;
- further work needs to be done to gather statistics to fill out the picture.

But already it is clear that there is a massive mission opportunity and challenge in all parts of Ireland.

The Council concurs with a number of recommendations being made concerning:

- the need for further research with cultural analysis of the missiological and sociological context for mission in Ireland;

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- the establishing of a balanced cross-denominational group operating under a Church of Ireland banner;
- the production of something akin to the English *Mission Shaped Church* Report with analysis and pointers towards missional communities in a mixed or blended economy of church.

The Council's own pilot project to collect statistics has commenced with three dioceses, Derry, Kilmore and Meath. A sample of the form to be filled in is attached as an appendix to this report. We are grateful to the Bishops and Diocesan Secretaries concerned for their willingness to be involved.

As soon as the figures are available the process of analysis will be carried out using an electronic tool. The process will also be reviewed with the Diocesan Secretaries.

Mission Council Agenda

In order to ensure a balanced agenda the Council has embarked on a process of study and engagement on the following issues over the next two years:

1. rediscovering the mission of God: theological reflection on Biblical principles in world mission;
2. relief, development evangelism and church growth: presenting God's call to holistic mission.

AMS

The Association of Mission Societies (AMS) is an informal forum for representatives of those mission agencies which have an ongoing relationship with the Church of Ireland. It meets regularly to discuss issues of mutual concern and to inform and be informed by the wider Church on important mission concerns and initiatives. A key part of this is AMS's representation on the Council.

It is currently pursuing a number of areas of activity:

- a. it is producing a series of articles on the work of agencies within AMS for publication in the *Church of Ireland Gazette*;
- b. it is engaging in an ongoing discussion with the Archbishop of Armagh on the nature of mission in Ireland today and the needs of the Church of Ireland;
- c. it is building an involvement in the life of the Church of Ireland Theological Institute by regular participation in worship, leading information events and helping in appropriate ways to resource the curriculum. The Institute has also appointed a staff and a student representative to attend annual AMS meetings with the intention of promoting a two-way listening process.

Mission Networks

The Council is represented on the Churches Together in Britain and Ireland (CTBI) mission forum, the Churches' Network for Mission. This is a valuable forum for the sharing of missional experience and resources. Information is available on the website www.globalmissionsnetwork.info/.

Much of the focus over 2010 was on the Edinburgh World Mission Conference, celebrating the centenary of the first ecumenical world mission conference. It was a much smaller event than the original nevertheless the conference was significant in its impact particularly through the provision of some excellent study materials and new resources.

For these see www.edinburgh2010.org/en/resources.html

Back to Church Sunday

Back to Church Sunday is an initiative that has been making an impact in Great Britain since 2004 in just one English diocese. Although a few Church of Ireland churches tapped into this in an informal way it was only in 2010 that Back to Church Sunday was officially promoted in Ireland, north and south. The initial response was encouraging with over 40 parishes signed up for participation. Approximately 50/60 Methodist churches took part.

Research shows that, overall, there has been a positive impact. One medium sized parish recorded a 25/30% increase in attendance. Another small church's Sunday congregation hit 100 for the first time in very many years, using as its slogan "Come as you are". Another parish invited back parents of children baptized in recent years and has seen a healthy response. Several months on one parish records that 15 – 20 of those who 'came back' have stayed.

The Council is recommending that the Church should build on this encouraging beginning. It has established a small group, jointly with the Methodist Home Mission Department, to develop some resources particularly appropriate for churches in Ireland and to run a number of promotional events in different parts of the country.

Mission News and Prayer

An important part of each meeting is the time spent finding out what mission agencies, dioceses and individuals are doing in terms of mission and in praying for these initiatives.

In particular, the Council welcomed the appointments of Mr Ronnie Briggs as CMSI Director of Mission and Rev Trevor Johnston as Crosslinks Ireland Team Leader.

APPENDIX A

RESOLUTION TO BE PROPOSED TO THE GENERAL SYNOD

1. That the constitution of the Church of Ireland Council for Mission be amended to read as follows:

Remit

- to stimulate within the Church of Ireland a sense of the priority and urgency of mission;
- to advocate the complementary nature of mission globally and locally;
- To maintain close relationships with other bodies concerned with mission in particular with Diocesan Boards of Mission, the Association of Mission Societies and mission and overseas development agencies;
- to promote effective models of mission and evangelism;
- to encourage reflection on the theology of mission;
- to allocate funds from St Patrick's Memorial Fund and other funds at its disposal.

Membership, elected triennially, should consist of:

- one member nominated by the House of Bishops, elected triennially;
- six members nominated by General Synod, elected triennially;
- four members nominated (on a rotation basis) from within the Association of Mission Societies;
- One member nominated by the Covenant partners in the Methodist Church in Ireland
- one member nominated from among the students of the Church of Ireland Theological Institute;
- up to four members co-opted.

To address the issue of communication with dioceses the Council will host an annual network conference, with the purpose of listening and sharing and stimulating debate:

1. That each parish in the Church of Ireland should be encouraged to make the most of the missional opportunity afforded by Back to Church Sunday;
2. That the Council should continue with the important work of compiling the statistics that are already available in the dioceses of the Church of Ireland and, at an appropriate stage, widen out the pilot presently being conducted to include all the dioceses;
3. That endorsement be given to CMSI in its promotion of the Discover course and that parishes be encouraged to use it with as many different groups as possible.

Church of Ireland Council for Mission – Report 2011

APPENDIX B

Church of Ireland
GROWTH | UNITY | SERVICE

Council for Mission
COUNTING ON GROWTH

Diocese:

Parish:

Church:

Occasions

Baptisms	<i>Up to 1 year old</i>	<i>1 to 12 years</i>	<i>13 and over</i>
<i>Insert number...</i>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Confirmations	<i>Up to 12 years</i>	<i>13-18 years</i>	<i>18 and over</i>
<i>Insert numbers</i>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Marriages:	<input type="text"/>	<input type="text"/>	<input type="text"/>
Funerals:	<input type="text"/>	<input type="text"/>	<input type="text"/>
Festivals	<i>Communicants</i>	<i>Total attending worship</i>	<input type="text"/>
Easter:	<input type="text"/>	<input type="text"/>	<input type="text"/>
Christmas:	<input type="text"/>	<input type="text"/>	<input type="text"/>

Attendances in 1st Four Sundays of October

Sunday	All	Adults	Under 16	
<i>1st 4 Sundays:</i>	<i>All at worship on Sunday</i>	<i>Adults attending weekday services & worship events</i>	<i>Number at worship services and/or Sunday activities</i>	<i>Additional no. at weekday services & worship activities</i>
__ Oct 20 __	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
__ Oct 20 __	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
__ Oct 20 __	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
__ Oct 20 __	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Type of Parish:

I would describe this individual church as... (circle underline all that apply)

Rural Village-based Town-based Urban Other _____

This year's Mission Question:

Which small group programme or materials (if any) have you used in your parish in the last two years? e.g. Alpha, Church 21, etc..

Avg Sunday Attendance	adults	Young (under 16)
<i>Insert numbers</i>	<input type="text"/>	<input type="text"/>

General Vestry List:

Signed: _____ Name in Block Capitals: _____ Date: _____
Please return to your local diocesan office by Jan 31st 2011 PLEASE SEE NOTES OVERLEAF

Church of Ireland Council for Mission – Report 2011

Church of Ireland
GROWTH | UNITY | SERVICE

Council for Mission
COUNTING ON GROWTH

NOTES:

A separate form should be completed for each church in a group or union of parishes. This enables analysis of the strengths of different sized worshipping communities

- 1 Baptisms are to be categorised into three age groups.
- 2 Confirmations may only happen once every few years. Please include here people from this church who were confirmed here, or took part in a confirmation service elsewhere. Do not include people from other parishes who were confirmed in this church. Please record those confirmed into the three age groups.
- 3 Number of couples married in this church. This does not include Blessings following Civil Ceremonies.
- 4 Total number of Funeral Services associated with this church community, including Cremations, Burials, whether or not the church building was used.
- 5 Easter Services include any Saturday Vigil and all services on Easter Day. Add also total number of Communicants present
- 6 Christmas Services for this survey include services from 4 pm on Christmas Eve and all Christmas Day
- 7 You were asked to identify numbers of children and adults attending all services during the first four weeks of October. If you have a regular midweek service, or a daily service please count the total number of attendances (the same person may be counted more than once) and include the figure here.
Please indicate with an asterisk and make a note if any of these attendance figures were unusual for any reason (Harvest etc.)
- 8 Each year the survey asks a once-only question, the answer to which is unlikely to change in your parish from year to year. Annual returns will build up a picture of the qualities of life in local churches which aid or hinder mission and growth. This year's question is to do with your locality. Please indicate which term(s) best describe your church's setting.
- 9 Eliminating Harvest Sunday and Easter Sunday, and Christmas Day if it falls on a Sunday, please estimate the numbers of young people (aged under 16) and adults on an average Sunday, by adding the attendances over the year and dividing by 50. This figure may change e.g. if you have two services a month the figure will be 24; or if Christmas Day is on a Sunday and there are otherwise 52 Sundays the figure will be 49.
- 10 Please return the numbers of people on your General Vestry List following its most recent revision.

Church of Ireland Council for Mission – Report 2011

APPENDIX C

MISSIONARY SOCIETY CONTRIBUTIONS FROM THE CHURCH OF IRELAND 2010

Where there are blanks no figure was returned

Society	Donations £ Stg	Donations Euro
Bible Society (NI)	12029	0
Church Army	60102	0
CMSI	0	597807
Church's Ministry among the Jewish People	32845	0
CPAS	27894	2707
Crosslinks	115800	21500
Dublin University Far Eastern Mission	3852	0
Dublin University Mission to Chota Nagpur	0	0
Feed the Minds, Ireland	0	0
ICS		0
ICM		0
Interserve		0
Jerusalem and Middle East Church	1468	0
Leprosy Mission	0	0
Mission to Seafarers		10051
Mothers' Union	160052	0
National Bible Society	0	
Society for the Promotion of Christian Knowledge	855	4262
Tearfund		0
SOMA	0	0
South American Missionary Society	197804	8400
United Society for the Propagation of the Gospel	0	0
	0	0
Total	600671	644727

COMMISSION ON MINISTRY

REPORT 2011

1. Membership

House of Bishops

The Rt Rev Kenneth Good, Bishop of Derry and Raphoe (Chairman)

Standing Committee

General Synod – clerical

Ven Gary Hastings

Pensions Board

Rev Edward Woods

General Synod – lay

Ms Ruth Handy
Mr Andrew McNeile

Representative Church Body

Mrs Lorna Gleasure

Director of the Theological Institute

Rev Dr Maurice Elliott

Honorary Secretaries

Mr Samuel Harper

Co-opted

Mr Greg Fromholz

Director of Ordinands

Very Rev Katharine Poulton

2. Terms of Reference

The Commission on Ministry was established by the General Synod in 1996. In accordance with its terms of reference, the Commission makes recommendations concerning the Christian ministry, both lay and ordained. This includes the deployment of stipendiary and non-stipendiary clergy appropriate to the requirements of the Church of Ireland in the future. Matters relating to ministry may be referred to the Commission by the archbishops and bishops, the Standing Committee and the Representative Church Body.

3. Summary

The Commission on Ministry concentrated on the following issues:

- Ministry in the West of Ireland
- Retirement Planning for Clergy
- Mid-career Programme for Clergy

4. Purpose

To reflect on and propose changes to ministry training, deployment and support as will assist the Church to achieve its mission and sustain and nurture the clergy already in the Church's care throughout their lifetime.

5. Aims for 2011 to May 2012

The Commission on Ministry aims:

- a) to continue to provide pre-retirement courses for clergy;
- b) to examine ministry development;
- c) to examine best practice for diocesan and parish missional structures;
- d) to assist in furthering the development of missional ministry in the West of Ireland;
- e) to structure and provide mid-career opportunities for clergy;
- f) to collaborate with other Church of Ireland committees where areas of work may coincide.

6. Missional Ministry in the West of Ireland

The Very Rev Sue Patterson produced a large body of work on missional ministry in the west of Ireland that was appended to the Commission on Ministry's report to General Synod in 2009.

Further to this work a meeting was held in Magee House, Sligo, in May 2009 with representatives of the dioceses in the west of Ireland. It was agreed that work needed to begin in local areas bringing together clergy and laypeople to discuss the issues surrounding ministry in the west of Ireland.

The Commission on Ministry applied for funds in the 2010 budget to the Standing Committee to financially support this initiative.

During 2010, the Commission on Ministry was informed that work in this area had faltered due to an uncertain response to it from some quarters. The Commission on Ministry recognised that there may be a broader crisis within the Church of Ireland and felt that this should be explored and quantified with greater clarity before any other work is undertaken.

The Commission on Ministry requested that the Ven Gary Hastings produce a paper on this issue and it is included as Appendix A on page 402.

In January 2011, the Commission on Ministry appointed a sub-group to examine the issue of how ministry in the west of Ireland may be brought forward. The sub-group informed the Commission on Ministry at its meeting in March 2011 that thought had been given as to how the findings of the papers written by the Very Rev Sue Patterson and the Ven Gary Hastings could best be advanced. The Commission agreed that the

Commission on Ministry – Report 2011

strength of Ven Gary Hastings' paper could be reinforced by the gathering of objective data and statistics.

It was noted that the Council for Mission, in recent years, had sought the permission of the Standing Committee to proceed with a project for collecting statistical information and it was agreed that the Rt Rev Kenneth Good as Chairman of the Commission on Ministry would contact the Chairman of the Council for Mission to ascertain if it was still the Council for Mission's wish for this research to be carried out and, if so, the Commission on Ministry wished to support and work with the Council for Mission in this task. It was agreed that if the joint project were to proceed the Commission would inform the archbishops and bishops at the relevant time.

7. Mid-Vocation Programme for Clergy

In 2010, the Commission on Ministry appointed a working group, chaired by the then Bishop of Tuam, to design and run a mid-vocation programme for clergy. The group met several times and ran an overnight workshop in the Church of Ireland Theological Institute in January 2011 as a pilot programme. It was well received by the clergy who participated in it and it is hoped to repeat the experiment, with some amendments, in early 2012. The group is also compiling a list of resources useful to people at this stage in their ministry.

8. Retirement Planning for Clergy

The Commission has continued with pre-retirement courses for clergy. One was run in Armagh in the spring of 2010 and another one is scheduled for Dublin in May, 2011.

APPENDIX A

The Future of the Church of Ireland.

The public face of the Church of Ireland today still bears a strong resemblance to the public face it had in the 1950's and 60's, if the Irish Times, Diocesan magazines and the Gazette are anything to go by. It looks, sounds and smells much the same. Charity drives for one good cause or another, mission in Africa and the Third World, Bishops, Archdeacons and clergy, choirs and history, tea and buns; schools and church roofs and halls to be built or kept up. Elderly churchwardens, organists and choirmasters, someone doing something somewhere with 'Youth'. It's still much the same institution most of us were baptised and confirmed in. On the surface.

We are living at a time of cultural flux which is increasingly affecting our church. Religion has been marginalised from mainstream culture. It is no longer obligatory to be a Christian, or a Christian of a particular denomination, in order to be a member of society. This cultural change has induced a widespread trend of apathy towards religion on the one hand, and a swing to the right on the other. Though there is a vocal, minority, anti-faith, 'scientist' movement with strong media support, [Dawkins et al.] a majority of the population still say they 'believe in God' and are 'spiritual', though not in any structured or visible way. (In that at least they may differ little from some of our own parishioners!) Other faiths now present in society, Islam amongst the largest of them, are mostly ethnically based, and not usually perceived as an alternative. The European institutional churches —Roman Catholic, Presbyterian, Methodist, Anglican, Lutheran, etc. — are the product of long political and historical processes, including the Reformation, but they now find themselves in an entirely new context. This is comparable to the state of religious affairs in North America, where churches and faiths are in a 'commercial' context where every religious grouping has an equal place in a competitive market, and is obliged to sell itself and its beliefs as best it can. Not what we are used to, with our hereditary, tribal, ethno-political population bases.

The result of all this in the Church of Ireland so far is that numbers in our churches are going down, North and South, and young people are no longer attending. This is also the case for other denominations, especially the institutional churches, both here in W. Europe and North America. The speed of this decline varies from country to country depending on local situations, history and culture. We are still relatively high up the 'slippery slope'. A sample of attendance figures across Ireland over the last 10 years would tell us how steep that slope is in our case, and where the line of decline is theoretically going to hit the metaphorical X axis, the 'vanishing point', — The End of the Church of Ireland As We Know It. [To be melodramatic about it.]

For sure, in 20 years time, or possibly before that, many small rural churches will either have gone, or be on their last legs, and not just in the scattered West of Ireland. A large proportion

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at the minute have an elderly or at least later middle aged population, and the gap between the very young,(under 12 or Confirmation age) and the next age group above them is widening constantly. In many churches the youngest members apart from young children may be in their early 40's. Young people, having departed after confirmation, (if they were there at all,) no longer return later in life with their own children as was once the case. A cord has been cut, the tradition of osmotically passing on the faith, combined with weekly church attendance, is past. As a result the 'vanishing point' for very many of these small communities is no longer over the visible horizon, it will arrive within our lifetimes.

Urban churches are a more mixed bag, and it is more difficult to generalise amongst them. Some of these have specialised in their worship style or approach and have drawn congregations from outside parish geography and hereditary groupings, and may have a greater chance of survival, but others are as doomed as any small rural parish.

The North of Ireland with its larger numbers may seem healthier than the Republic, but the same process of decline seems inevitable there too. Since the end of the Troubles in the North, the religious markers which delineate tribe and belonging even in the most superficial and facile way will increasingly wither away, and any support this gives to either church attendance or nominal affiliation will also atrophy. The cultural ties and obligations of church membership in the South of Ireland are also greatly weakened by societal changes there.

Metaphors of cancer and the Titanic may be too dramatic, it's more a matter of slow, quiet, respectable deflation, a gentle haemorrhaging allowing us to drift off to sleep in the damp but hallowed halls of elder glory. If it is a crisis, it is a crisis in slow motion. Yet things are going to change and we should prepare for that change. There is time, but we should look at trends and plan ahead where we can.

There are two sides to this (at least). At the level of management, — staffing, finance, pensions, income, the grouping and structuring of parishes and dioceses, we must be proactive in as far as we can. On the religious side of things it will be more complicated. To prophesy for a moment: —some will wish to continue to be what they are, the way they always were and fair play to them, and they must be looked after, clergy and laity. Others will, as trends elsewhere have shown, tend to pull sharply to the right, to a more narrowly defined and exclusive theology. It is to be hoped that the majority will keep its collective head and attempt to achieve a living, breathing, flexible institution, (or perhaps loose confederation of smaller groups,) which will, all being well, continue to be broad minded, broad based, inclusive, outward looking, and happy to engage with the culture round them constructively and to vocalise the gospel in a stimulating and relevant way. Reformation divisions will fade into insignificance, and the older, reactionary churches which came out of that Reformation period, ourselves and our 39 Articles amongst them, will find themselves in new reactionary positions as Christianity (re-)polarises round contemporary issues, most likely liberal versus conservative.

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This is the time to do some crystal ball gazing, gather a bit of information, and see where the boat is going, how fast [or whether] it's going down and what sort of lifeboats we may need to design. Merely harvesting figures is not enough, detailed analysis will be necessary with a view to informing policy. (For example, cf *Quo Vadimus*, 1998 & *The Challenge of Indifference (A Need for Religious Revival in Ireland)*, 2009, by Micheál Mac Gréil SJ.) This is also a wider European phenomenon, and the Lutherans, the Presbyterians, European Roman Catholics and other institutional churches are going through the same thing, so there is an ecumenical element here which is worth remembering, and other churches are already engaged in this research. In Ireland the cultural changes affecting us equally affect the RC church, and there is expertise there we should not ignore. In the South of Ireland at least our fates are intertwined to a large extent. More fundamentally for us, changes in liturgy, spirituality, worship and ministry styles and needs will mean that our definition of ourselves as Anglican will need looking at, since at present it is based on just those things.

This is not entirely a matter of doom and gloom. There is quite clearly a period of catharsis ahead of us, and the Church of Ireland will not come through it unchanged. A decline in numbers or adherents is going to happen, one way or another. This is neither good nor bad, merely inevitable, but it may be possible for us to influence what happens at the bottom of the graph —how close we get to the X-axis, and what happens afterwards. We may be able at this stage to initiate a process of conversation, self-analysis and self-awareness which will allow us to identify the richest treasures we have which we feel are worth passing on to future generations — ways of living the gospel and of being church, peculiar to ourselves. Not everything will survive, but that's ok. It has always been thus. The process of change has already started and our responsibility is to manage the institution the best we can for the future.

Gary Hastings

Church of Ireland Marriage Council – Report 2011

CHURCH OF IRELAND MARRIAGE COUNCIL

REPORT 2011

MEMBERSHIP

Appointed by the House of Bishops

The Rt Rev Richard Henderson, Bishop of Tuam (resigned January 2011)

Elected by General Synod

Rev Arthur Barrett

Mrs Leslie Sandes

Rev Brian Harper (Chairman)

Rev David Somerville

Rev Bruce Hayes (Honorary Secretary)

Mrs Deirdre Whitley

Rev Elizabeth McElhinney

Ms Rosalind Willoughby

In attendance

Mrs Sandra Massey

Consultant

Mrs Claire Missen

Executive Summary

The Marriage Council exists to provide a range of services in support of marriage throughout the Church of Ireland.

We are focussing on three areas:

- 1) the provision of counselling services;
- 2) the provision of resources for clergy involved in marriage preparation and counselling. This may include web-based resources and a library;
- 3) continuing to examine the needs of clergy marriages and to encourage programs of enrichment and support.

Preparation, Counselling, Enrichment

The Marriage Council continues to offer Marriage Preparation, Marriage Counselling and Marriage Enrichment advice and programmes, generously funded by the Family Support Agency (FSA) in the Republic of Ireland. Unfortunately, the budget contribution from the FSA may be heavily cut in the future and the provision of professional counselling services will be at risk. We intend to apply for further funding before our present allocation runs out.

At present, funding enables the provision of one counsellor to one couple marriage preparation at a cost of €10 and marriage counselling is available at €70 (or at the discretion of the Counsellor depending on circumstances) through the FSA.

Contemporary Couples

The *Contemporary Couples* clergy training course was considered to be successful and the Council is now updating this resource in order to ensure that it lives up to its name. This course involves a series of seminars highlighting the sorts of issues that clergy may encounter in providing pastoral support to couples and families. We would encourage dioceses to make use of the course.

Clergy Support

The clergy and spouses retreat was successfully piloted in Cork and is being made available to all dioceses. It is hoped to encourage dioceses to use the retreat as an opportunity to acknowledge the marriage partnerships involved in ministry and the particular issues, positive and negative, which arise. The retreat involves a Saturday and Sunday stay at an hotel/resort and the diocese would take responsibility for Sunday cover, which would not be considered as a ‘weekend off’. The cost of the retreat is carried by the diocese and the participants.

Provision of resources

We are committed to providing good resources within a limited budget. We have updated our *Marriage Matters* material which is now available from Mrs Sandra Massey in Church of Ireland House, Dublin and also through our web-site www.marriagematters.ireland.anglican.org

The Year Ahead

Along with the many other Church agencies and committees, the Marriage Council continues to work on a reduced budget. We are committed to doing so for the benefit of the whole church and are also committed to providing the best support possible to the Church in its ministry to those who are married or preparing for marriage. We continue to seek ways of encouraging and supporting couples, particularly in the present financial climate.

Personalia

The thanks of the Council are expressed to all those who have assisted with its work throughout the year, including our counsellors, consultants and secretarial support. We extend our thanks to those who have completed their term of office, the Rt Rev Richard Henderson, Mrs Desney Cromey, Mrs June Bunting, Mrs Hazel Caird, Mrs Glynis Good and Mrs Olive Thorpe.

**INDEX TO STATEMENTS FROM CHURCH OF IRELAND SOURCES
1966 - 2011**

Key to abbreviations: GS – General Synod
SC – Standing Committee
HB – House of Bishops
RC – Role of the Church
CS – Church in Society Committee
PO – indicates material available from Press Office
STA – Board for Social Theology in Action
CCUD – Commission for Christian Unity and Dialogue

A

Abortion: 1983 SC 100; 1984 SC 109;
1984 RC 182; 1993 SC 186; 1999 RC 224;
2000 RC 173.
Adelaide Hospital: 1992 GS lxxiv.
Advance Directives: 2007 CS 269.
AIDS: 1987 RC 145; 1987 HB PO;
1990 Abp Dublin PO; 1991 RC 127
Adoption of children (RI): 1973 RC 333;
1976 SC 59; 1977 SC 81.
Agriculture: 1991 RC 129; 1999 RC 230.
Air disaster: 1973 SC 74.
Alcohol in the life of Young People: 2004
CS 293.
American factor: 1980 RC 108.
Anglo-Irish Agreement: 1985 HB PO;
1986 SC 86; 1986 RC 191;
1987 RC 143.
Armies, private: 1973 RC 340.
Articles 2 and 3: 1990 RC 167.
Assassinations: 1973 RC 334.

B

Biotechnology: 1991 RC 130.
Blood sports: 1969 GS lxxxvii.
Broadcasting: 1989 SC 93.

C

Capital Punishment: 1990 RC 172; 2007
CS 253.
Capital taxation (RI): 1975 SC 72.
Change, challenge of: 1979 RC 93.
Child Care Bill (RI): 1990 SC 135.
Child Protection: 2007 CS 277; 2008 CS
253.

Children and Communion: 2000 HB lxxiii.
Church of Ireland community (NI):
1983 RC 154.
Church/State relations: 1985 RC 153;
1990 HB PO.
Churches, role of in Irish society:
1970 GS xcix; 1970 SC 91;
1971 SC 88.
Civil Partnership Bill RI: 2010 CS 354.
Cluster Munitions: 2009 CS 225.
Cohabitees: 2005 SC 231.
Common Agricultural Policy: 2003 CS
210.
Constitution of Ireland: 1973 SC 75;
1982 RC 123. 2005 SC 247.
Consultative Group on the Past: 2008 SC
195; 2008 CS 246; 2009 SC 189; 2009
CS 229.
Contribution to Ireland's future:
1982 SC 86; 1983 SC 97; 1984 SC 98.
Controlled schools (NI): 1982 GS xcvi.
Co-operation North: 1980 RC 115.
Criminal conversation: 1979 SC 79;
1980 SC 97.

D

Derry bombing: 1989 HB PO.
Disarmament: 1978 GS lxxiv;
1983 SC 106; 1983 RC 163;
1986 RC 186.
Discrimination in private sector (NI):
1974 RC 248.
Divorce: 1973 RC 342; 1978 SC 80;
1987 SC 84; 1996 SC 192.
Dominus Iesus: 2001 SC 185.

Drug Research in the Third World: 2006
CS 280.

E

Ecological Mission Statement: 2010 CS
356.

Education and Libraries Bill (NI) 1972:
1972 GS cvi.

Education, integrated: 1977 GS lxxi;
1978 GS lxxi.

Education, NI: 1995 GS civ.

Education, primary (RI): 1987 HB PO.

Education, secondary (RI): 1969 GS xciii.

Elderly, Care of: 2007 CS 259.

Emigration: 1990 RC 170.

Enactments, repeal of: 1974 SC 91.

End of life: 2010 CS 344

Enticement and harbouring of child:
1980 SC 98.

Enticement and harbouring of spouse:
1979 SC 79; 1980 SC 97.

Environment: 1986 RC 194; 1987 RC 148.

Ethnic cleansing: 1993 GS lxxix.

Eucharistic sharing: 1999 SC 161.

Europe, National Forum on: 2002 SC 180.
2006 CS 279; 2007 CS 258.

European Citizens' Initiative 2011, CCUD
382.

European elections: 1979 GS xcix.

European Strategy, Northern Ireland 2005
CS 274.

European Union Constitution: 2004 SC
227.

Euthanasia: 2010 CS 344.

F

Fair Employment Agency (NI):
1983 RC 158.

Family: 2005 SC 247.

Family planning: 1971 GS cxii;
1974 RC 250; 1979 SC 76;
1980 RC 114; 1985 SC 123;
1985 HB PO; 1991 SC PO;
1992 SC 124.

Foreign adoption: 1991 RC 141.

G

Gambling: 1989 RC 120; 1990 RC 171.

Gulf War: 1991 SC 105.

H

Holycross Abbey: 1969 SC 74.

Homosexuality: 1976 RC 91; 1978 SC 80.

Human rights: 1977 RC 93; 1978 RC 97;
1979 RC 96.

I

Illegitimacy: 1980 SC 64; 1984 SC 129.

Income Tax (RI): 1974 SC 83.

Internment: 1972 RC 251.

Intimidation in border areas:
1981 SC 62, 84.

Iraq, War in: 2003 CS 223.

Irish Church Act 1869: 1979 SC 66;
1980 SC 83.

Irish Language: 2009 CS 233.

Irish Relations, Dail Committee on:
1974 RC 265; 1975 RC 93.

J

Judiciary: 1984 RC 185.

L

Leisure: 1983 SC 130.

Lisbon Treaty: 2009 CS 227; 2009 CS 232;
2010 CS 340.

Loss of consortium: 1980 SC 99.

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Ferns Diocese: Transfer of Parishes - 1872, C.viii; 1878, C.i; 1900, C.iii.
Financial Reconstruction Commission - 1946, C.ii.
Glendalough Diocese: Transfer of Parishes - 1872, C.viii; 1874, C.ii; 1881, C.i.
Hildersheim Dish: 1981, C.vi.
Kildare Cathedral - 1878, C.viii; 1892, C.ii; 1923, C.v; 1998, C.iii.
Kildare Deanery - 1923, C.iv; 1960, C.vii; 1973, C.vii; 1978, C.ii.
Kildare Diocese: Transfer of Parishes - 1872, C.viii; 1881, C.i.
Kilfenora Cathedral - 1890, C.iii; 1915, C.v.
Kilkenny Cathedral - 1892, C.xii; 1963, C.viii.
Killala Cathedral - 1891, C.i; (See Resolution 1925).
Killala Diocese: Transfer of Parishes - 1881, C.ii.
Killala and Achonry Diocese: Union with Tuam - 1961, C.viii.
Killaloe Cathedral - 1880, C.ii; 1890, C.iii; 1915, C.v; 1927, C.vi; 1970, C.vi; 1987, C.viii.
Killaloe Diocese: Transfer of Parishes - 1872, C.viii.
Kilmacduagh Cathedral - 1890, C.iii; (See Resolution 1934).
Kilmore Diocese: Transfer of Parishes - 1878, C.ii; 1909, C.ii; 1921, C.xiii.
Kilmore Diocese: Union with Meath and Ardagh - 1973, C.ii.
Leighlin Cathedral - 1922, C.xii; 1963, C.viii.
Leighlin Diocese: Transfer of Parishes - 1872, C.viii; 1878, C.i.
Leighlin Diocese: Union with Ossory - 1975, C.vii.
Limerick Cathedral - 1890, C.iv; 1901, C.ii; 1923, C.vi; 1963, C.vi; 1987, C.viii.
Limerick Diocese: Transfer of Parishes - 1872, C.viii; 1874, C.ii.
Lisburn Cathedral - 1952, C.iv; 1965, C.vii.
Lismore Cathedral - 1890, C.ii; 1922, C.xi; 1981, C.v.
Lismore Diocese: Transfer of Parishes - 1872, C.viii.
Meath Diocese: Election of Bishop - 1885, C.iii.
Meath Diocese: Transfer of Parishes - 1872, C.viii; 1878, C.iii; 1919, C.iv.
Meath Diocese: Union with Kilmore and Ardagh - 1973, C.ii.
New English Bible - 1962, C.i.
Newry and Mourne, Exempt Jurisdiction of - 1873, C.ii.

Ossory Diocese: Transfer of Parishes - 1782, C.viii; 1900, C.iii.
Ossory Diocese: Union with Leighlin - 1975, C.vii.
Provincial Mediation Panels - 2001, C.vi.
Raphoe Diocese: Transfer of Parishes - 1872, C.viii; 1876, C.iii; 1921, C.viii.
Repeal of Statutes - 1974, C.ii.
Revised Standard Version - 1965, C.i.
Revised Version - 1929, C.i.
Revision Committee Report (Procedure) - 1873, C.xii.
Ross Cathedral - 1890, C.i; 1972, C.x.
Ross Diocese: Transfer of Parishes - 1872, C.viii.
Severance Fund for Clergy – 2003, C.xvi.
Sparsely Populated Areas Commission - 1956, C.iii; 1957, C.iv; 1960, C.iii; 1962, C.iv;
1964, C.ix; 1965, C.v.
Trim Cathedral - 1954, C.iv; 1998, C.iii.
Tuam Cathedral - 1891, C.iii; (See Resoluion 1925).
Tuam Diocese: Transfer of Parishes - 1872, C.viii.
Tuam Diocese: Union with Elphin - 1973, C.ii.
Tuam Diocese: Union with Killala and Achonry - 1961, C.viii.
Union of Parishes Commission - 1920 (Special Session), C.iii; 1925, C.iii.
Waterford Cathedral - 1872, C.ii; 1890, C.ii; 1922, C.xi; 1981, C.v.

CHRONOLOGICAL TABLE OF THE STATUTES
of
THE GENERAL CONVENTION, 1870
and of
THE GENERAL SYNOD, 1871 – 2011

Year and Chapter	Subject	Repeal etc.
1870	Preamble and Declaration.	-
Cap. i.	General Synod, Diocesan Synods, Parishes and Parochial Organisation.	Repealed by 1879, C.i. (Certain sections repealed by earlier statutes.)
"	ii. Representative Body.	Repealed by 1878, C.i.
"	iii. Election of Bishops. Appointments to Cures.	Repealed by 1879, C.i. (except ss. 35-37, which were spent) (Certain sections repealed by earlier statutes.)
"	iv. Ecclesiastical Tribunals.	Repealed by 1879, C.i.
"	v. Ecclesiastical Offences.	Repealed by 1879, C.i.
1871		
Cap. i.	Election to See of Armagh.	All except s.i repealed by 1879, C.i.
"	ii. Modification or Alteration of Articles, etc.	All except s.i repealed by 1879, C.i.
"	iii. Diocesan Synods.	Repealed by 1879, C.i.
"	iv. Canons.	Repealed by 1879, C.i.
"	v. Declaration of Lay Synodsmen.	Repealed by 1879, C.i.
"	vi. Disputed Elections.	Repealed by 1879, C.i.
"	vii. Appointment to Cures.	Repealed by 1974, C.ii.
"	viii. Diocesan Councils. Appointments to Cures.	Repealed by 1879, C.i.
"	ix. Unions of Benefices.	s.3 amended by 1878, C.ix. All repealed by 1879, C.i.
"	x. Cathedrals.	Repealed by 1974, C.ii.
"	xi. Roll of Subscription.	Repealed by 1879, C.i.
1872		
Cap. i.	Form of Consecrating Archbishop or Bishops.	-

1872 continued

Cap.	ii.	Cathedrals. Waterford Cathedral.	All except s.23 (Waterford Cathedral) repealed by 1879, C.i.s.23 repealed by 1981, C.v.
"	iii.	Armagh Cathedral.	Repealed by 1972, C.xi.
"	iv.	Christ Church Cathedral, Dublin.	s.1 repealed by 1974, C.ii. ss. 5, 12-14 repealed by 1874, C.i. ss. 3, 7-9 and 11 repealed by 1879, C.ii. Remainder (except s.1) repealed by 1886, C.vii.
"	v.	St. Patrick's Cathedral, Dublin.	Repealed by 1879, C.i.
"	vi.	Downpatrick Cathedral.	s.3 amended by 1958, C.ii. s.5 amended by 1900, C.ii. s.7 amended by 1883, C.iii, 1922, C.ix and 1985, C.ii. s.9 repealed by 1985, C.ii.
"	vii.	Appointments to Cures.	All except s.1 repealed by 1879, C.i.
"	viii.	Diocesan and Parochial Boundaries.	Portion repealed by 1879, C.i. Portions of schedule repealed by 1876, C.iii, and 1880, C.iii.
"	ix.	Boulter Fund.	Repealed by 1879, C.i.
"	x.	Diocesan Synods.	Repealed by 1879, C.i.
1873			
Cap.	i.	Modification of Alteration of Articles, etc.	Repealed by 1879, C.i.
"	ii.	Exempt Jurisdiction of Newry and Mourne.	-
"	iii.	Declarations of Parochial Nominators.	Repealed by 1879, C.i.
"	iv.	General Synod.	Repealed by 1879, C.i.
"	v.	St. Patrick's Cathedral, Dublin.	Repealed by 1879, C.i.
"	vi.	Churchwardens.	Repealed by 1879, C.i.
"	vii.	Table of Lessons. Shortening the Services.	Schedule amended by 1875, C. vi, and 1876, v.i.
"	viii.	Preservation and Authentication of Records of General Convention and General Synod.	All except ss.4 and 5 repealed by 1879, C.i.
"	ix.	Burying Grounds.	Repealed by 1879, C.i.
"	x.	Faculties.	Repealed by 1879, C.i.
"	xi.	Unions of Benefices.	Repealed by 1879, C.i.
"	xii.	Consideration of Report of Revision Committee by Synod of 1874.	Repealed by 1974, C.ii.

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1874			
Cap.	i.	Christ Church Cathedral, Dublin.	s.2 repealed by 1879, C.ii. Remainder repealed by 1866 C.vii.
"	ii.	Diocesan Boundaries.	-
1875			
Cap.	i.	Creed of St. Athanasius.	Repealed by 1877, C.i.
"	ii.	Creed of St. Athanasius.	Repealed by 1877, C.i.
"	iii.	Ecclesiastical Tribunals.	Repealed by 1879, C.i.
"	iv.	Diocesan Synod. Parochial Organisation.	ss. 2-18 and 2nd Schedule repealed by 1879, C.i.
"	v.	Title Page, etc. of Prayer Book.	-
"	vi.	Calendar, etc.	-
"	vii.	Morning and Evening Prayer.	s.14 amended by 1877, C.v.
"	viii.	Litany, Prayers and Thanksgivings.	s.8 repealed by 1877, C.ii.
"	ix.	Collects, Epistles and Gospels.	-
"	x.	Holy Communion.	-
"	xi.	Holy Communion.	-
"	xii.	Baptism.	-
"	xiii.	Baptism.	-
"	xiv.	Catechism and Confirmation.	-
"	xv.	Catechism.	-
"	xvi.	Confirmation.	-
"	xvii.	Solemnization of Matrimony.	-
"	xviii.	Visitation of the Sick.	-
"	xix.	Communion of the Sick.	-
"	xx.	Churching of Women.	-
"	xxi.	Commination.	-
"	xxii.	Prayer to be used at Sea.	-
"	xxiii.	Ordinal.	-
"	xxiv.	Accession Day Visitation of Prisoners.	-
"	xxv.	First Sunday after Institution. Thanksgiving for Harvest. Consecration of Church. Consecration of Churchyard.	-
1876			
Cap.	i.	Table of Lessons.	-
"	ii.	Diocesan Boundaries.	-
"	iii.	Diocesan Boundaries.	-
"	iv.	Widows and Orphans.	Repealed by 1879, C.i.
"	v.	Burial of the Dead.	-
"	vi.	Burial of the Dead.	-
"	vii.	Burial of the Dead.	-

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1877

Cap.	i.	Creed of St. Athanasius.	-
"	ii.	Prayers and Thanksgiving.	-
"	iii.	Order of New Services.	-
"	iv.	Appointments to Cures.	Repealed by 1879, C.i.
"	v.	Morning and Evening Prayer.	-
"	vi.	Holy Communion.	-
"	vii.	Solemnization of Matrimony.	-
"	viii.	Preface.	-
"	ix.	Preface.	-
"	x.	Preface.	-
"	xi.	Preface.	-
"	xii.	Preface.	-
"	xiii.	Preface.	-
"	xiv.	Canons.	-
"	xv.	Burial of the Dead.	-
"	xvi.	Preface.	-
"	xvii.	Preface.	-
"	xviii.	Preface.	-
"	xix.	Preface.	-
"	xx.	Table of Contents of Prayer Book.	-
"	xxi.	Appointments to Cures.	Repealed by 1879, C.i.
"	xxii.	Date of Coming into Effect of Prayer Book Revision Statutes.	-

1878

Cap.	i.	Diocesan Boundaries.	-
"	ii.	Burial of the Dead.	-
"	iii.	Diocesan Boundaries.	-
"	iv.	Diocesan Boundaries.	-
"	v.	Diocesan Boundaries.	-
"	vi.	Widows and Orphans.	Repealed by 1879, C.i.
"	vii.	Boulter Fund.	Repealed by 1879, C.i.
"	viii.	Kildare Cathedral.	ss. 1 and 2 amended by 1923, C.v. s.3 amended by 1892, C.ii, and 1923, C.v.
"	ix.	General Synod. Diocesan Synods. Parishes and Parochial Organisation. Appointments to Cures. Cathedrals.	Repealed by 1879, C.i.

1879

Cap.	i.	Consolidation of Constitution.	1st schedule (except Preamble and Declaration and Chapter VIII) repealed by 1889, C.i.
"	ii.	Christ Church Cathedral, Dublin.	Repealed by 1886, C.vii.

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1880		
Cap.	i.	Cashel Cathedral. Repealed by 1974, C.ii.
"	ii.	Killaloe Cathedral. -
"	iii.	Diocesan Boundaries. -
"	iv.	Parish of Drumcar. -
1881		
Cap.	i.	Diocesan Boundaries. -
"	ii.	Diocesan Boundaries. -
"	iii.	Parochial Records. Repealed by 1889, C.i.
"	iv.	Armagh and Clogher Dioceses. -
1882		
Cap.	i.	Glebes. Repealed by 1889, C.i.
"	ii.	Armagh and Clogher Dioceses. -
1883		
Cap.	i.	Unions of Parishes. Repealed by 1889, C.i.
"	ii.	Christ Church Cathedral, Dublin. Repealed by 1886, C.vii.
"	iii.	Downpatrick Cathedral. -
"	iv.	Widows and Orphans. Repealed by 1889, C.i.
1884		
Cap.	i.	Glebes. All except schedules repealed by 1889, C.i.
1885		
Cap.	i.	Diocesan Boundaries. -
"	ii.	Ecclesiastical Tribunals. Repealed by 1889, C.i.
"	iii.	Election of Bishop of Meath. Repealed by 1974, C.ii.
"	iv.	Retirement of Bishops. Repealed by 1889, C.i.
1886		
Cap.	i.	Election of See of Armagh. All except the repealing clauses in ss. 3 and 4 repealed by 1889, C.i.
"	ii.	Armagh and Clogher Diocese. -
"	iii.	Sextons, Schoolmasters, etc. Repealed by 1889, C.i.
"	iv.	Rules, etc. of Diocesan Courts. ss. 1 and 2 repealed by 1889, C.i.
"	v.	Proprietary Churches. Repealed by 1889, C.i.
"	vi.	Diocesan Boundaries. -
"	vii.	Christ Church Cathedral, Dublin. All except s.1 repealed by 1902, C.i.
"	viii.	Court of General Synod. Repealed by 1974, C.i.
1887		
Cap.	i.	Armagh and Clogher Dioceses. -

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1887 continued

Cap.	ii.	Ecclesiastical Tribunals.	All except s.1 repealed by 1889, C.i.
"	iii.	Glebes.	Repealed by 1889, C.i.
"	iv.	Widows and Orphans.	Repealed by 1889, C.i.
1888			
Cap.	i.	Augmentation of Clerical Incomes.	Repealed by 1974, C.ii.
"	ii.	Representative Body.	All except s.1 repealed by 1889, C.i.
1889			
Cap.	i.	Consolidation of Constitution.	1st schedule (except Preamble and Declaration and Chapter IX) repealed by 1889, C.i.
"	ii.	Augmentation of Clerical Incomes.	Repealed by 1974, C.ii.
"	iii.	Boulter and other Annuities.	Repealed by 1974, C.ii.
1890			
Cap.	i.	Cork, Cloyne & Ross Cathedrals.	s.4 and schedule No. 11 repealed by 1972, C.x.
"	ii.	Waterford & Lismore Cathedrals.	Repealed by 1981, C.v.
"	iii.	Killaloe, Kilfenora, Clonfert and Kilmacduagh Cathedrals.	s.4(2) repealed by 1915, C.v. Repealed by 1974, C.ii.
"	iv.	Limerick Cathedral.	-
"	v.	Exchange of Benefices.	Repealed by 1899, C.i.
1891			
Cap.	i.	Killala and Achonry Cathedrals.	-
"	ii.	Ferns Cathedral.	Repealed by 1974, C.ii.
"	iii.	Tuam Cathedral.	-
1892			
Cap.	i.	Cork, Cloyne & Ross Diocesan Synod.	-
"	ii.	Kildare Cathedral.	-
1893			
Cap.	i.	Ecclesiastical Tribunals.	Schedule repealed by 1899, C.i.
1894			
Cap.	i.	Diocesan Courts.	Repealed by 1899, C.i.
"	ii.	Glebes.	All except repealing clause repealed by 1889, C.i.
"	iii.	Easter Vestry.	Repealed by 1899, C.i.
1895			
Cap.	i.	Court of General Synod.	All except repealing clause repealed by 1899, C.i.
"	ii.	Glebes.	Repealed by 1899, C.i.
"	iii.	Widows and Orphans.	Repealed by 1899, C.i.
1896			
No Statutes.			

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1897			
Cap.	i.	Retirement of Bishops.	All except s.14 repealed by 1899, C.i.
"	ii.	Incumbents Mentally Incapacitated.	Repealed by 1899, C.i.
"	iii.	Glebes.	Repealed by 1974, C.ii.
"	iv.	Election of Bishops.	Repealed by 1899, C.i.
"	v.	Appointments to Cures.	Repealed by 1899, C.i.
1898			
No Statutes.			
1899			
Cap.	i.	Consolidation of Constitution.	1st schedule (except Preamble and Declaration and Chapter IX) repealed by 1909, C.i. Repealed by 1944, C.v.
"	ii.	Belfast Cathedral.	
1900			
Cap.	i.	Election of Bishops.	Repealed by 1909, C.i.
"	ii.	Downpatrick Cathedral.	-
"	iii.	Diocesan Boundaries.	-
"	iv.	General Synod. Appointments to Cures.	Repealed by 1909, C.i.
1901			
Cap.	i.	Ferns Cathedral.	-
"	ii.	Limerick Cathedral.	-
1902			
Cap.	i.	Christ Church Cathedral, Dublin.	ss. 11,13,14 amended by 1997, C.ii. s.3 amended by 1971, C.ix. s.11 amended by 1920, C.v. ss.12,16 and 17 amended by 1920, special session, C.vi. s.14 amended by 1920, C.v. and 1920, special session, C.vi.
1903			
Cap.	i.	Appointment to Cures.	Repealed by 1909, C.i.
1904			
No Statutes.			
1905			
Cap.	i.	Superannuation of Clergy.	Schedule repealed by 1909, C.i.
1906			
Cap.	i.	Archdeacons.	Repealed by 1909, C.i.
"	ii.	Glebes.	Repealed by 1909, C.i.
"	iii.	Court of General Synod.	Repealed by 1909, C.i.
"	iv.	Cathedrals.	Repealed by 1909, C.i.
"	v.	Widows and Orphans.	All except repealing clause repealed by 1909, C.i.
1907			
No Statutes.			

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1908			
Cap.	i.	Superannuation of Clergy.	Repealed by 1909, C.i.
1909			
Cap.	i.	Consolidation of Constitution.	1st schedule (except Preamble and Declaration and Chapter IX) repealed by 1919, C.i.
"	ii.	Diocesan Boundaries. (Note - a statute concerning appointments to cures was also passed, and was incorporated in Cap.i.)	-
1910			
No Statutes.			
1911			
No Statutes.			
1912			
Cap.	i.	Glebes and Parochial Buildings.	Repealed by 1919, C.i.
"	ii.	Easter Vestry. Registers of Vestrymen.	Repealed by 1919, C.i.
1913			
Cap.	i.	Divinity Hostel.	s.2 amended by 1943, C.ii.
"	ii.	General Synod.	Repealed by 1919, C.i.
1914			
Cap.	i.	Ecclesiastical Tribunals.	Repealed by 1919, C.i.
"	ii.	Widows and Orphans.	Repealed by 1919, C.i.
"	iii.	Table of Lessons.	-
"	iv.	Table of Lessons.	-
"	v.	Table of Proper Psalms.	-
"	vi.	Table of Proper Psalms.	-
"	vii.	Table of Proper Psalms.	-
"	viii.	Table of Proper Psalms.	-
"	ix.	Tables and Rules for Feasts.	-
"	x.	Tables and Rules for Feasts.	-
1915			
Cap.	i.	General Synod.	Repealed by 1919, C.i.
"	ii.	Superannuation of Clergy	Repealed by 1919, C.i.
"	iii.	Superannuation of Clergy.	Repealed by 1919, C.i.
"	iv.	St. Patrick's Cathedral, Dublin.	Repealed by 1919, C.i.
"	v.	Killaloe & Kilfenora Cathedrals.	Repealed by 1974, C.ii.
"	vi.	Order how Holy Scriptures is to be read.	-
"	vii.	Morning and Evening Prayer.	-
"	viii.	Morning Prayer.	-
"	ix.	Morning Prayer.	-
"	x.	Evening Prayer.	-
"	xi.	Evening Prayer.	-
"	xii.	Prayers and Thanksgiving.	-
"	xiii.	Confirmation.	-
"	xiv.	Confirmation.	-

1915 continued

"	xv.	Confirmation.	-
"	xvi.	Confirmation.	-
"	xvii.	Confirmation.	-
"	xviii.	Confirmation.	-
"	xix.	Confirmation.	-
"	xx.	Confirmation.	-
"	xxi.	Confirmation.	-
"	xxii.	Solemnization of Matrimony.	-
"	xxiii.	Solemnization of Matrimony.	-
"	xxiv.	Solemnization of Matrimony.	-
"	xxv.	Solemnization of Matrimony.	-
"	xxvi.	Solemnization of Matrimony.	-
"	xxvii.	Solemnization of Matrimony.	-
"	xxviii.	Solemnization of Matrimony.	-
"	xxix.	Public Institution of Minister.	-
"	xxx.	First Sunday after Institution.	-
"	xxxi.	First Sunday after Institution.	-
"	xxxii.	First Sunday after Institution.	-
"	xxxiii.	First Sunday after Institution.	-
"	xxxiv.	First Sunday after Institution.	-
"	xxxv.	First Sunday after Institution.	-

1916

No Statutes.

1917

Cap.	i.	General Synod.	Repealed by 1919, C.i.
"	ii.	Superannuation of Clergy.	Repealed by 1919, C.i.
"	iii.	Widows and Orphans.	Repealed by 1919, C.i.
"	iv.	Diocesan Boundaries.	-
"	v.	Morning Prayer.	-
"	vi.	Evening Prayer.	-

Journal 2011 – Chronological Table of Statutes

1917 continued

Cap.	vii.	Prayers and Thanksgivings.	-
"	viii.	Confirmation.	-
"	ix.	Consecration of Churchyard.	-
"	x.	Date of Coming into Effect of Prayer Book Revision Statutes.	-

1918

Cap.	i.	Churchwardens.	Repealed by 1919, C.i.
"	ii.	Retirement of Bishops.	Repealed by 1919, C.i.
"	iii.	Burying Grounds.	Repealed by 1919, C.i.
"	iv.	Superannuation of Clergy	Repealed by 1919, C.i.
"	v.	Superannuation of Clergy.	Repealed by 1919, C.i.
"	vi.	Morning and Evening Prayer. Litany, Prayers and Thanksgivings. Collects, Epistles and Gospels.	-

1919

Cap.	i.	Consolidation of Constitution.	1st schedule (except Preamble and Declaration and Chapter IX) repealed by 1926, C.i.
"	ii.	Widows and Orphans.	Consolidated with 1919, C.i.
"	iii.	Morning and Evening Prayer. Litany. Prayers and Thanksgivings. Holy Communion. Collects. Epistles and Gospels.	-
"	iv.	Diocesan Boundaries.	-

1920

Cap.	i.	Election of Bishops.	Repealed by 1926, C.i.
"	ii.	Eligibility of Women.	Repealed by 1926, C.i.
"	iii.	Appointments to Cures.	Repealed by 1926, C.i.
"	iv.	Superannuation of Clergy.	Repealed by 1926, C.i.
"	v.	Christ Church Cathedral, Dublin.	-
"	vi.	Prayer Book. Sundry Amendments.	-
"	vii.	Date of Coming into effect of Prayer Book Revision Statutes.	-

1920

Special Session

Cap.	i.	Stipends.	Repealed by 1926, C.i.
"	ii.	Central Church Fund.	Repealed by 1926, C.i.
"	iii.	Commission for Union of Parishes.	Commission dissolved by 1925, C.iii. Repealed by 1974, C.ii.
"	iv.	Light Duty Parishes.	Repealed by 1926, C.i.
"	v.	Representative Body.	Repealed by 1926, C.i.
"	vi.	Christ Church Cathedral, Dublin.	-
"	vii.	Suspension of Board of Nomination.	Repealed by 1926, C.i.
"	viii.	Appointments to Cures.	Repealed by 1926, C.i.

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1921		
Cap.	i.	General Synod. Repealed by 1926, C.i.
"	ii.	Churchwardens. Repealed by 1926, C.i.
"	iii.	Stipends. Repealed by 1926, C.i.
"	iv.	Central Church Fund. Repealed by 1926, C.i.
"	v.	Diocesan Synods. Repealed by 1926, C.i.
"	vi.	Prayer Book. Sundry Amendments. -
"	vii.	Psalter. -
"	viii.	Diocesan Boundaries. -
"	ix.	Armagh Cathedral. Repealed by 1972, C. xi.
"	x.	Provincial and Diocesan Boundaries. Repealed by 1926, C.i.
"	xi.	Representative Body. Repealed by 1926, C.i.
"	xii.	Appointments to Cures. Repealed by 1926, C.i.
"	xiii.	Diocesan Boundaries. -
"	xiv.	Enniskillen Cathedral. -
1922		
Cap.	i.	Widows and Orphans. All except repealing clause repealed by 1926, C.i.
"	ii.	Superannuation of Clergy. Repealed by 1926, C.i.
"	iii.	Retirement of Bishops. Repealed by 1926, C.i.
"	iv.	Curates-in-charge, etc. Repealed by 1926, C.i.
"	v.	Election to See of Armagh. Repealed by 1974, C.ii.
"	vi.	Prayer Book. Sundry Amendments. -
"	vii.	Psalter. -
"	viii.	Psalter. -
"	ix.	Downpatrick Cathedral. -
"	x.	Cashel Cathedral. Repealed by 1981, C.v.
"	xi.	Waterford & Lismore Cathedrals. Repealed by 1981, C.v.
"	xii.	Kilkenny & Leighlin Cathedrals. ss.1 and 3 partly repealed by 1963, C.viii.
1923		
Cap.	i.	Incumbents' Leave of Absence. Repealed by 1926, C.i.
"	ii.	Central Church Fund. Repealed by 1926, C.i.
"	iii.	Ecclesiastical Tribunals. All except s.11 repealed by 1926, C.i.
"	iv.	Deanery of Kildare. Repealed by 1973, C.vii.
"	v.	Kildare Cathedral. -
"	vi.	Limerick & Ardferth Cathedrals. Repealed by 1963, C.vi., insofar as inconsistent therewith.
"	vii.	Canon 43. Repealed by 1974, C.ii.
"	viii.	Representative Body. Repealed by 1926, C.i.
"	ix.	Prayer Book. Sundry Amendments. -

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1924			
Cap.	i.	Diocesan Synods.	Repealed by 1926, C.i.
"	ii.	Prayer Book. Sundry Amendments.	-
"	iii.	Psalter.	-
1925			
Cap.	i.	Prayer Book. Sundry Amendments.	-
"	ii.	Date of Coming into Effect of Prayer Book Revision Statutes.	-
"	iii.	Commission for Union of Parishes. Central Church Fund. Stipends. Light Duty Parishes.	Repealed by 1974, C.ii.
"	iv.	Suspension of Boards of Nomination.	Repealed by 1926, C.i.
"	v.	St. Patrick's Cathedral, Dublin.	All except repealing clause repealed by 1926, C.i.
1926			
Cap.	i.	Consolidation of Constitution.	1st schedule (except Preamble and Declaration and Chapter IX) repealed by 1934, C.i.
"	ii.	Prayer Book. Sundry Amendments.	-
"	iii.	Psalms and Canticles.	-
"	iv.	Order of Services.	-
"	v.	Prayer Book. Sundry Amendments.	-
"	vi.	Prayers and Thanksgivings. Visitation of Sick.	-
"	vii.	Appointments to Cures.	Repealed by 1934, C.i.
"	viii.	Bishopric of Down and Connor and Dromore.	Repealed by 1974, C.ii.
"	ix.	St. Patrick's Cathedral, Dublin.	Repealed by 1934, C.i.
"	x.	Archdeacons. Superannuation of Clergy.	-
"	xi.	Elphin and Ardagh Dioceses.	-
1927			
Cap.	i.	Superannuation of Clergy.	Repealed by 1934, C.i.
"	ii.	Widows and Orphans.	Repealed by 1934, C.i.
"	iii.	Easter Vestry.	Repealed by 1934, C.i.
"	iv.	Superannuation of Clergy.	Repealed by 1934, C.i.
"	v.	Belfast Cathedral.	Repealed by 1944, C.v.

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1927 continued

Cap.	vi.	Killaloe Cathedral.	Repealed by 1974, C.ii.
"	vii.	St. Patrick's Cathedral, Dublin.	Repealed by 1934, C.i.
1928			
Cap.	i.	Church Extension in Belfast.	s.2 amended by 1931, C.ii. All repealed by 1974, C.ii.
"	ii.	Easter Vestry.	Repealed by 1934, C.i.
"	iii.	Register Books.	Repealed by 1934, C.i.
"	iv.	Representative Body.	Repealed by 1934, C.i.
"	v.	Widows and Orphans.	Repealed by 1934, C.i.
"	vi.	Diocesan Synods.	Repealed by 1934, C.i.
1929			
Cap.	i.	Revised Version of Holy Bible.	-
1930			
Cap.	i.	Church Fabric Fund.	Repealed by 1946, C.i.
"	ii.	Superannuation of Clergy.	Repealed by 1934, C.i.
"	iii.	Widows and Orphans.	Repealed by 1934, C.i.
"	iv.	St. Patrick's Cathedral, Dublin.	Repealed by 1934, C.i.
1931			
Cap.	i.	Superannuation of Clergy.	Repealed by 1934, C.i.
"	ii.	Church Extension in Belfast.	Repealed by 1974, C.ii.
"	iii.	Appointments to Cures.	Repealed by 1934, C.i.
"	iv.	Widows and Orphans.	Repealed by 1934, C.i.
"	v.	Alternative Forms of Evening Prayer.	Repealed by 1934, C.vi.
1932			
Cap.	i.	Diocesan Synods.	Repealed by 1934, C.i.
1933			
Cap.	i.	Modification of Alteration of Articles, etc.	Repealed by 1934, C.i.
"	ii.	Boulter Fund.	All except repealing clause repealed by 1934, C.i.
"	iii.	Superannuation of Clergy.	Repealed by 1934, C.i.
"	iv.	Alternative Forms of Evening Prayer.	-
1934			
Cap.	i.	Consolidation of Constitution.	All except Preamble and Declaration repealed by 1946, C.i.
"	ii.	Glebes and Parochial Buildings.	Repealed by 1946, C.i.
"	iii.	Central Church Fund.	Repealed by 1946, C.i.
"	iv.	Church Plate and Parochial Documents.	ss.4-7 repealed by 1946, C.i. Remainder repealed by 1974, C.ii.
"	v.	Widows and Orphans.	Repealed by 1946, C.i.
"	vi.	Alternative Forms of Evening Prayer.	-
"	vii.	Appointments to Cures.	Repealed by 1946, C.i.

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1935			
Cap.	i.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	ii.	Groups of Parishes.	Repealed by 1946, C.i.
"	iii.	Modification of Alteration of Articles, etc.	Repealed by 1946, C.i.
"	iv.	Retirement of Bishops.	Repealed by 1946, C.i.
"	v.	Armagh Cathedral. Christ Church Cathedral, Dublin.	-
1936			
No Statutes.			
1937			
Cap.	i.	Retirement of Bishops.	Repealed by 1946, C.i.
"	ii.	Light Duty Parishes.	Repealed by 1946, C.i.
"	iii.	General Synod. Diocesan Synods.	Repealed by 1946, C.i.
1938			
Cap.	i.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	ii.	Superannuation of Clergy.	Repealed by 1946, C.i.
1939			
Cap.	i.	Election of Bishops.	Repealed by 1945, C.iii.
"	ii.	Augmentation of Widows' Annuities Fund.	Repealed by 1946, C.i.
1940			
Cap.	i.	Election of Bishops.	Repealed by 1945, C.iii.
"	ii.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	iii.	Retirement of Bishops.	Repealed by 1946, C.i.
"	iv.	Vacancy in See.	Repealed by 1946, C.i.
1941			
Cap.	i.	Retirement of Bishops. Augmentation of Incomes of Bishops' Widows Fund.	Repealed by 1946, C.i.
"	ii.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	iii.	Election of Bishops.	Repealed by 1945, C.iii.
"	iv.	Augmentation of Widows' Annuities Fund.	Repealed by 1946, C.i.
1942			
Cap.	i.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	ii.	Augmentation of Widows' Annuities Fund.	Repealed by 1946, C.i.
"	iii.	Appointments to Cures.	Repealed by 1946, C.i.
"	iv.	Bishopric of Down and Connor and Dromore.	Repealed by 1974, C.ii.
1943			
Cap.	i.	Bishopric of Down and Connor and Dromore.	-
"	ii.	Divinity Hostel.	-

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1943 continued

Cap.	iii.	Vacancy in See.	Repealed by 1946, C.i.
"	iv.	Appointments to Cures.	Repealed by 1946, C.i.
"	v.	St. Patrick's Cathedral, Dublin.	Repealed by 1946, C.i.
"	vi.	Diocesan Synods.	Repealed by 1946, C.i.
1944			
Cap.	i.	State Prayers.	Repealed by 1950, C.i.
"	ii.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	iii.	Central Church Fund.	Repealed by 1946, C.i.
"	iv.	Down, Connor & Dromore Dioceses.	s.6 repealed by 1946, C.i.
"	v.	Belfast Cathedral.	s.5 repealed by 1984, C.vii. s.8 amended by 1984, C.viii. s.5 amended by 2008, C.iii
1945			
Cap.	i.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	ii.	Canon 1.	Repealed by 1946, C.i.
"	iii.	Election of Bishops.	Repealed by 1946, C.i.
"	iv.	Glebes and Parochial Buildings.	Repealed by 1946, C.i.
"	v.	Superannuation of Clergy.	Repealed by 1946, C.i.
"	vi.	General Synod.	Repealed by 1946, C.i.
"	vii.	Canons 1 and 30.	Repealed by 1946, C.i.
1946			
Cap.	i.	Consolidation of Constitution.	All except Preamble and Declaration repealed by 1960, C.i.
"	ii.	Commission of Financial Reconstruction.	Repealed by 1974, C.ii.
"	iii.	Superannuation of Clergy.	Repealed by 1960, C.i.
"	iv.	Canon 28.	Repealed by 1960, C.i.
"	v.	Holy Communion.	-
"	vi.	Appointments to Cures.	Repealed by 1960, C.i.
"	vii.	Chancellors of Dioceses.	Repealed by 1960, C.i.
1947			
Cap.	i.	Table of Kindred and Affinity.	-
"	ii.	Representative Body.	Repealed by 1960, C.i.
"	iii.	Suspension of Boards of Nomination.	Repealed by 1974, C.ii.
"	iv.	Suspension of Episcopal Elections.	Repealed by 1974, C.ii.
"	v.	Select Vestry.	Repealed by 1960, C.i.
1948			
Cap.	i.	Stipends.	Repealed by 1960, C.i.
"	ii.	City and Town Parishes Commission.	s.5 amended by 1954, C.vi. s.6 amended by 1949, C.vi. and 1954, C.vi.
"	iii.	Appointment to Cures.	Repealed by 1960, C.i.
"	iv.	Armagh Cathedral.	Repealed by 1972, C.xi.

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1949		
Cap.	i.	State Prayers. Repealed by 1974, C.ii.
"	ii.	Representative Body. Repealed by 1960, C.i.
"	iii.	Superannuation of Clergy. Repealed by 1960, C.i.
"	iv.	Stipends. Repealed by 1960, C.i.
"	v.	Glebes. Repealed by 1960, C.i.
"	vi.	City and Town Parishes Commission. -
"	vii.	Bishops' Curates. Repealed by 1960, C.i.
"	viii.	Eligibility of Women. Repealed by 1960, C.ii.
"	ix.	Election of Bishops. Repealed by 1974, C.ii.
1950		
Cap.	i.	State Prayers. -
"	ii.	Augmentation of Widow's Annuities Fund. Repealed by 1960, C.i.
1951		
Cap.	i.	Augmentation of Widow's Annuities Fund. Repealed by 1960, C.i.
"	ii.	Appointments to Cures. Repealed by 1960, C.i.
1952		
Cap.	i.	Superannuation of Clergy. Repealed by 1960, C.i.
"	ii.	Litany. -
"	iii.	Alternative Forms of Evening Prayer. -
"	iv.	Lisburn Cathedral. s.2 amended by 1965, C.vi.
1953		
Cap.	i.	Glebes and Parochial Buildings. Repealed by 1960, C.i.
"	ii.	Parishes and Parochial Organization. Repealed by 1960, C.i.
"	iii.	Church Fabric Fund. Repealed by 1960, C.i.
1954		
Cap.	i.	Burial of the Dead. -
"	ii.	New Areas (Connor) Churches and Church Halls. s.2 amended by 1955, C.ii. All repealed by 1974, C.ii.
"	iii.	New Areas (Down and Dromore) Churches and Church Halls. Repealed by 1974, C.ii.
"	iv.	Trim Cathedral. -
"	v.	Augmentation of Widows' Annuities Fund. Repealed by 1960, C.i.
"	vi.	City and Town Parishes Commission. -
1955		
Cap.	i.	Superannuation of Clergy. Repealed by 1960, C.i.
"	ii.	New Areas (Connor) Churches and Church Halls. Repealed by 1974, C.ii.
1956		
Cap.	i.	Shortening the Services. -
"	ii.	Election of Bishops. Repealed by 1974, C.ii.

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1956 continued

Cap.	iii.	Sparse Populated Areas Commission.	ss.4 and 6 amended by 1957, C.iv. s.11 amended by 1960, C.iii, 1962, C.iv and 1964, C.ix.
"	iv.	Central Church Fund.	Repealed by 1960, C.i.
"	v.	Belfast Cathedral.	Repealed by 1984, C.vii.
"	vi.	Cashel Cathedral.	Repealed by 1981, C.v.

1957

Cap.	i.	Stipends.	Repealed by 1960, C.i.
"	ii.	Suspension of Episcopal Elections.	Repealed by 1960, C.v.
"	iii.	Unions of Parishes.	Repealed by 1960, C.i.
"	iv.	Sparse Populated Areas Commission.	-
"	v.	Widows and Orphans. Augmentation of Widows' Annuities Fund.	Repealed by 1960, C.i.

1958

Cap.	i.	Retirement of Bishops.	Repealed by 1960, C.i.
"	ii.	Downpatrick Cathedral.	-

1959

Cap.	i.	General Synod.	Repealed by 1960, C.i.
"	ii.	Ecclesiastical Tribunals.	Repealed by 1960, C.i.
"	iii.	Election of Bishops.	Repealed by 1960, C.i.
"	iv.	Retirement of Bishops. Superannuation of Clergy.	Repealed by 1960, C.i.
"	v.	Churches and Church Halls.	ss.2 and 6 amended by 1962, C.v. 1964, C.vi., and 1966, C.v., and 1969, C.iv. s.8 amended by 1966, C.v. s.9 amended by 1971, C.iv.
"	vi.	Widows and Orphans.	Repealed by 1960, C.i.

1960

Cap.	i.	Consolidation of Constitution.	All except Preamble and Declaration and Rules and Schedules to Chapter XIII, repealed by 1972, C.i. Rules and Schedules to Chapter XIII, repealed by 1973, C.iv.
"	ii.	Collects, Epistles and Gospels.	Repealed by 1963, C.i.
"	iii.	Sparse Populated Areas Commission.	-
"	iv.	Representative Body.	Repealed by 1966, C.ii.
"	v.	Suspension of Episcopal Elections.	-
"	vi.	St. Patrick's Cathedral, Dublin.	Repealed by 1970, C.iii.
"	vii.	Deanery of Kildare.	Repealed by 1973, C.vii.

1960 continued

Cap.	viii.	Augmentation of Widows' Annuities Fund.	Repealed by 1972, C.i.
1961			
Cap.	i.	Superannuation of Clergy.	Repealed by 1972, C.i.
"	ii.	Chancellors of Dioceses.	Repealed by 1971, C.vi.
"	iii.	Election of Bishops.	Repealed by 1971, C.vii.
"	iv.	Superannuation of Clergy.	Repealed by 1972, C.i.
"	v.	City and Town Parishes Commission.	-
"	vi.	Widows and Orphans.	Repealed by 1974, C.ii.
"	vii.	Election of Bishops.	Repealed by 1971, C.vii.
"	viii.	Dioceses of Tuam, Killala and Achonry.	-
1962			
Cap.	i.	New English Bible, New Testament.	-
"	ii.	Table of Lessons.	Schedule amended by 1964, C.i.
"	iii.	Canons 1 and 30.	Repealed by 1971, C.ii.
"	iv.	Sparsely Populated Areas Commission.	-
"	v.	Churches and Church Halls.	-
"	vi.	Stipends.	Repealed by 1971, C.ii.
1963			
Cap.	i.	Prayer Book. Sundry Amendments.	-
"	ii.	Register Books.	Repealed by 1971, C.ii.
"	iii.	Ecclesiastical Tribunals.	Repealed by 1971, C.vi.
"	iv.	Stipends.	Repealed by 1971, C.ii.
"	v.	Central Church Fund.	Repealed by 1972, C.i.
"	vi.	Limerick Cathedral.	-
"	vii.	City and Town Parishes Commission.	-
"	viii.	Kilkenny & Leighlin Cathedrals.	-
1964			
Cap.	i.	Tables of Lessons	-
"	ii.	Book of Occasional Prayers.	-
"	iii.	Dedication of Memorial or Gifts.	-
"	iv.	Parochial Organization.	ss.1 and 3 repealed by 1977, C.ii. s.2 repealed by 1970, C.iii.
"	v.	Cathedrals.	Repealed by 1970, C.iii.
"	vi.	Churches and Church Halls.	-
"	vii.	Retirement of Bishops.	Repealed by 1972, C.i.
"	viii.	Superannuation of Clergy.	-
"	viii.	Retirement of Bishops.	Repealed by 1972, C.i.
"	viii.	Superannuation of Clergy.	-
"	ix.	Sparsely Populated Areas Commission.	-
"	x.	Suspension of Episcopal Elections.	Repealed by 1974, C.ii.

1964 continued

Cap.	xi.	Canon 36.	Repealed by 1971, C.ii.
1965			
Cap.	i.	Revised Standard Version.	-
"	ii.	Ecclesiastical Tribunals.	Repealed by 1971, C.vi.
"	iii.	Churches and Church Halls.	-
"	iv.	Stipends.	Repealed by 1971, C.ii.
"	v.	Sparsely Populated Areas Commission.	-
"	vi.	General Synod.	Repealed by 1969, C.ii.
"	vii.	Archdeaconries in Diocese of Connor.	Repealed by 1984, C.vii.
1966			
Cap.	i.	Canon 1.	Repealed by 1971, C.ii.
"	ii.	Representative Body.	Repealed by 1972, C.i.
"	iii.	Widows and Orphans.	Repealed by 1972, C.i.
"	iv.	Glebes and Parochial Buildings.	Repealed by 1972, C.i.
"	v.	Churches and Church Halls.	-
1967			
Cap.	i.	Modification or alteration of Articles, etc.	Repealed by 1969, C.ii.
"	ii.	Diocesan Councils.	Repealed by 1971, C.ii.
1968			
Cap.	i.	Diocesan Synods.	Repealed by 1971, C.ii.
"	ii.	Churches and Church Halls.	-
"	iii.	Modification or alteration of Articles, etc.	Repealed by 1969, C.ii.
"	iv.	Limitation of Rights of Bishops.	-
1969			
Cap.	i.	Central Church Fund.	Repealed by 1972, C.i.
"	ii.	General Synod.	Repealed by 1972, C.i.
"	iii.	Diocesan Councils.	Repealed by 1971, C.ii.
"	iv.	Churches and Church Halls.	-
"	v.	Stipends.	Repealed by 1971, C.ii.
"	vi.	Insurance.	Repealed by 1971, C.ii.
1970			
Cap.	i.	Holy Communion.	Amended by 1979, C.i.
"	ii.	Appointment to Cures.	Repealed by 1975, C.ii.
"	iii.	Cathedrals.	Repealed by 1972, C.i.
"	iv.	Retirement of Bishops. Superannuation of Clergy.	Repealed by 1972, C.i.
"	v.	Endowment Assurance Fund.	Repealed by 1971, C.viii.
"	vi.	Killaloe & Clonfert Cathedrals.	-
"	vii.	City and Town Parishes Commission. St. Patrick's Cathedral, Dublin.	-
1971			
Cap.	i.	Burial Grounds.	Repealed by 1972, C.i.

1971 continued

Cap.	ii.	Dioceses and Diocesan Organisation. Parishes and Parochial Organisation. Appointment to and Tenure of Cures. Canons.	Repealed by 1972, C.i.
"	iii.	Stipends.	Repealed by 1972, C.i.
"	iv.	Churches and Church Halls.	-
"	v.	Appointment of Cures.	Repealed by 1975, C.ii.
"	vi.	Ecclesiastical Tribunals.	Repealed by 1972, C.i.
"	vii.	Election of Bishops.	Repealed by 1972, C.i.
"	viii.	Endowment Assurance Fund.	Repealed by 1972, C.i.
"	ix.	City and Town Parishes Commission. Christ Church Cathedral, Dublin.	-
"	x.	Modification or Alteration of Articles, etc.	Repealed by 1972, C.i.
"	xi.	Archdeaconries in Diocese of Connor.	Repealed by 1984, C.vii.
"	xii.	Resignation of Bishops.	Repealed by 1972, C.i.
"	xiii.	St. Patrick's Cathedral, Dublin.	Repealed by 1972, C.i.
"	xiv.	Appointment to Cures.	Repealed by 1975, C.ii.
1972			
Cap.	i.	Consolidation of Constitution.	All except Preamble and Declaration repealed by 1978, C.i.
"	ii.	Baptism.	-
"	iii.	Archbishops and Bishops.	-
"	iv.	Modification or Alteration of Articles. etc.	Repealed by 1976, C.ix.
"	v.	Canon 28.	-
"	vi.	Suspension of Episcopal Elections.	Spent.
"	vii.	Stipends.	-
"	viii.	Representative Body.	-
"	ix.	Superannuation of Clergy.	-
"	x.	Cork, Cloyne & Ross Cathedrals.	-
"	xi.	Armagh Cathedral.	-
"	xii.	Widows and Orphans.	-
1973			
Cap.	i.	Translations of Bible.	-
"	ii.	Meath, Kilmore & Tuam Dioceses.	-
"	iii.	Parishes and Parochial Organisation.	Repealed by 1978, C.i.
"	iv.	Glebes and Parochial Buildings.	Repealed by 1978, C.i.
"	v.	Stipends.	Repealed by 1978, C.i.
"	vi.	Retirement of Bishops. Superannuation of Clergy.	Repealed by 1978, C.i.
"	vii.	Kildare Deanery.	-
1974			
Cap.	i.	Canons.	Repealed by 1978, C.i.
"	ii.	Repeal of Statues.	-

1974 Continued

Cap.	iii.	Commission on Episcopal Needs.	-
"	iv.	Stipends.	Repealed by 1978, C.i.
"	v.	Superannuation of Clergy.	-
"	vi.	Churches and Church Halls.	-
"	vii.	St. Patrick's Cathedral, Dublin.	Repealed by 1978, C.i.
"	viii.	Diocesan Synods.	Repealed by 1978, C.i.

1975

Cap.	i.	Solemnization of Matrimony.	-
"	ii.	Appointments to Cures.	Repealed by 1978, C.i.
"	iii.	Office of Vicar.	Repealed by 1978, C.i.
"	iv.	Superannuation of Clergy. Widows and Orphans.	ss.4 and 5 repealed by 1978, C.i.
"	v.	Stipends.	Repealed by 1978, C.i.
"	vi.	Parishes and Parochial Organisation.	Repealed by 1978, C.i.
"	vii.	Dioceses of Ossory & Leighlin.	-

1976

Cap.	i.	Diocesan Reorganisation.	Repealed by 1981, C.vii.
"	ii.	General Synod.	Repealed by 1978, C.i.
"	iii.	Auxiliary Priests.	Repealed by 1978, C.i.
"	iv.	Election of Bishops.	s.1 repealed by 1978, C.i.
"	v.	Clergy Pensions Fund.	Repealed by 1978, C.i.
"	vi.	Supplemental Fund.	Repealed by 1978, C.i.
"	vii.	Amendments to Constitution.	Repealed by 1978, C.i.
"	viii.	Stipends.	Repealed by 1978, C.i.
"	ix.	Modification or Alteration of Articles, etc.	Repealed by 1978, C.i.
"	x.	Diocesan Councils.	Repealed by 1978, C.i.
"	xi.	Glebes and Parochial Buildings.	Repealed by 1978, C.i.

1977

Cap.	i.	Amendments to Constitution.	Repealed by 1978, C.i.
"	ii.	Clergy Pensions Fund.	Repealed by 1978, C.i.

1978

Cap.	i.	Consolidation of Constitution.	All except Preamble and Declaration repealed by 1988, C.iii.
"	ii.	Kildare Deanery.	-

1979

Cap.	i.	Holy Communion.	-
"	ii.	Auxiliary Clergymen.	Repealed by 1988, C.iii.
"	iii.	St. Patrick's Cathedral, Dublin.	Repealed by 1988, C.iii.
"	iv.	Representative Body.	Repealed by 1988, C.iii.

1979 continued

Cap.	v.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	vi.	Resignation of Bishops. Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	vii.	Belfast Cathedral.	Repealed by 1984, c.vii.
1980			
Cap.	i.	Parishes and Parochial Organisation.	Repealed by 1988, C.iii.
"	ii.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	iii.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	iv.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
1981			
Cap.	i.	Morning and Evening Prayer.	-
"	ii.	Sentences of Scripture.	-
"	iii.	Canticles.	-
"	iv.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	v.	Cashel, Waterford & Lismore Cathedrals.	-
"	vi.	Hildersheim Dish.	-
"	vii.	Diocesan Reorganisation.	-
"	viii.	Stipends.	Repealed by 1988, C.iii.
1982			
Cap.	i.	Holy Communion.	-
"	ii.	Concerning the Services of the Church.	-
"	iii.	Archdeaconries.	Repealed by 1988, C.iii.
"	iv.	Baptismal and Burial Registers.	Repealed by 1988, C.iii.
"	v.	Glebe Repair Loans.	Repealed by 1988, C.iii.
"	vi.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
1983			
Cap.	i.	Financing of the Episcopacy.	Repealed by 1988, C.iii.
"	ii.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	iii.	Belfast Cathedral.	-
1984			
Cap.	i.	Ordination of Women as Deacons.	s.1 and Schedule (Pt.V) repealed by 1988, C.iii.
"	ii.	Psalter.	-
"	iii.	Calendar, Collects & Lectionary.	-
"	iv.	Litany, Late Evening Office.	-
"	v.	Baptism.	-
"	vi.	General Synod.	Repealed by 1988, C.iii.
"	vii.	Belfast Cathedral.	-
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"	ix.	Alternative Prayer Book.	-
"	x.	Preface.	-
"	xi.	Canon 38.	Repealed by 1988, C.iii.

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Cap.	xii.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
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"	ii.	Downpatrick Cathedral.	-
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Cap.	i.	Commission on Churches.	Repealed by 2009, C.iv.
"	ii.	Church Fabric Fund.	Repealed by 1988, C.iii.
"	iii.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
1987			
Cap.	i.	Confirmation.	-
"	ii.	Solemnization of Matrimony.	-
"	iii.	Burial of the Dead.	-
"	iv.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	v.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	vi.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	vii.	Clergy Pensions Fund.	Repealed by 1988, C.iii.
"	viii.	Limerick, Killaloe and Clonfert Cathedrals.	-
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Cap.	i.	Renewal of Baptismal Vows.	-
"	ii.	Baptism, Confirmation, First Communion.	-
"	iii.	Consolidation of Constitution.	All except Preamble and Declaration repealed by 2003, C.xv.
"	iv.	Amendments to the Constitution.	Repealed by 2003, C.xv.
"	v.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
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"	ii.	General Synod.	Repealed by 2003, C.xv.
"	iii.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
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Cap.	i.	Ordination of Women as Priests and Bishops.	Repealed by 2003, C.xv.
"	ii.	Institution of an Incumbent.	-
"	iii.	Stipends. Central Church Fund.	Repealed by 2003, C.xv.
"	iv.	Church Fabric Fund.	Repealed by 2003, C.xv.
"	v.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
"	vi.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
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1992			
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"	iii.	Clergy Pensions Fund.	Repealed by 2003, C.xv.

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"	ii.	Commission on Churches.	Repealed by 2009, C.iv.
"	iii.	Armagh Cathedral.	-
1994			
Cap.	i.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
"	ii.	Parish and Parochial Organisation.	Repealed by 2003, C.xv.
"	iii.	Commission on Churches.	Repealed by 2009, C.iv.
1995			
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"	ii.	Parish and Parochial Organisation.	Repealed by 2003, C.xv.
1996			
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"	ii.	Alternative Prayer Book.	-
"	iii.	Management of Glebes etc.	Repealed by 2003, C.xv.
"	iv.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
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Cap.	i.	Church Fabric Fund.	Repealed by 2003, C.xv.
"	ii.	Christ Church Cathedral, Dublin.	-
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Cap.	i.	Appointment of Archbishops and Bishops.	Repealed by 2003, C.xv.
"	ii.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
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"	iii.	Clergy Pensions Fund.	Repealed by 2003, C.xv.
"	iv.	Part-time Deployment of Stipendiary Clergy.	Repealed by 2003, C.xv.
"	v.	Membership of General Vestries.	Repealed by 2003, C.xv.
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Cap.	i.	Book of Common Prayer.	-
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"	iv.	Commission on Churches.	Repealed by 2009, C.iv.
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"	ix.	Amendments to the Constitution.	Repealed by 2003, C.xv.

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"	xiv.	The Canons.	-
"	xv.	Consolidation of the Constitution.	-
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"	iv	Christ Church Cathedral	-
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"	ii	Institution of an Incumbent	-
"	iii	Canon 32	-
"	iv	Clergy Pension Fund	-
"	v	St Patrick's Cathedral	-

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- Cap. i Ecclesiastical Courts and Tribunals
- " ii Clergy Pension Fund
- " iii Cathedral Church of St Anne, Belfast
- " iv Archdeaconries

2009

- Cap. i. Book of Common Prayer
- " ii Book of Common Prayer
- " iii Clergy Pension Fund
- " iv Commission on Churches
- " v Non-stipendiary Ministers
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- " vii Cathedral Church of St Anne, Belfast

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- Cap. i. Clergy Pension Fund
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2011

- Cap. i. Book of Common Prayer
- " ii. Local Ecumenical Partnerships
- " iii. Triennial Elections to General Synod
- " iv. Minimum Approved Stipend Process
- " v. Pensionable Stipend Process
- " vi. Cathedral Church of St Patrick, Armagh

COURT OF THE GENERAL SYNOD

REPORTS OF CASES HEARD

The following Cases have been reported in the Journals of the General Synod as follows:-

1. 1885 Re Meath Episcopal Election. Right of Diocesan Synod to submit the names of three clergymen to the Bench of Bishops. Case from Bishops. - Reported in Journal, 1886, p. 169.
2. 1886 Re Precedence of Bishop of Meath. Case from Bishops. - Reported in Journal, 1886, p. 176.
3. 1888 Legality of Grant for Divinity School in connection with the Church of Ireland. Case from General Synod. - Reported in Journal, 1888, p. 158.
4. 1888 Mode of Election of Diocesan Nominators. Case from General Synod. - Reported in Journal, 1888, p. 160.
5. 1888 Effect of Resignation of his Benefice of Archdeacon upon his Retainer of the Archdeaconry. Case from Bishops. - Reported in Journal, 1888, p. 161.
6. 1890 M'Keown v. Irwin.
Immorality of Clerk. Case from Diocesan Court of Derry. Sentence of Suspension. - Reported in Journal, 1895, p.202.
7. 1892 Brown and Creagh v. Pattison.
Legality of Election of Incumbent. Petition under Chapter IV of the Constitution. - Reported in Journal, 1895, p. 203.
8. 1892 Grant v. Smith and others.
Construction of Canon XXXVI. Appeal from Diocesan Court of Dublin. Cross on Stand behind Communion Table held to be illegal. - Reported in Journal, 1895, p.204.
9. 1893 MacLaughlin and MacMahon v Diocesan Synod of Cashel.
Power of Diocesan Synod to amend Diocesan Scheme. - Reported in Journal, 1895, p.215.
10. 1893 Ross v M'Donagh.
Drunkenness of Clerk. Using Profane Language. Neglecting to celebrate Divine Service. Case from Diocesan Court of Down, Connor and Dromore. Sentence of Deprivation. - Reported in Journal, 1895, p.216.

11. 1894 Campbell and others v. Hunt.
Maintaining Doctrines contrary to the Articles of the Church of Ireland.
Petition. - Reported in Journal, 1895, p.217.
12. 1896 Bishop of Limerick v. Cotter.
Maintaining Doctrines contrary to the Articles of the Church of Ireland.
Refusing to wear Surplice. Sentence of Deprivation.
- Reported in Journal 1897, p. 258.
13. 1898 Bishop of Cashel v. Going.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1902, p. 222a.
14. 1900 Bellingham, Macan and M'Kee v. Leslie.
Legality of Election of Incumbent. Insufficient notice of holding of Board
of Nomination. - Reported in Journal, 1902, p.222b.
15. 1903 Re Tyney.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1905, p. 332.
16. 1903 Re Leet.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1905, p. 333
17. 1905 Archbishop of Armagh v. Hains.
Neglect of Ministerial Duty. Ceasing to reside in Parish. Sentence of
Deprivation. - Reported in Journal, 1906, p.313.
18. 1905 Re Sleator.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1906, p.314.
19. 1907 Re Cooney.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1908, p.332.
20. 1908 Re The Deceased Wife's Sister Marriage Act, 1907. Case from Bishops.
- Reported in Journal, 1908, p.333 and pp. liii-lv.
21. 1909 Re Dancy.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1910, p. 316.
22. 1914 Correll v. Robinson and others.
Rights of Burial in Parochial Graveyard. Appeal from Diocesan Court of
Glendalough. Appeal dismissed. - Reported in Journal, 1915, p.459.

23. 1916 Diocesan Council of Down, Connor and Dromore v. Representative Church Body.
Claim in respect of Bequest of Archdeacon Smythe.
- Reported in Journal, 1916, p. 324.
24. 1918 Archbishop of Dublin v. Robinson.
Ceasing to reside in Parish and to perform his duties as Incumbent.
Sentence of Suspension. - Reported in Journal, 1919, p.363.
25. 1918 Hitchcock and others v. Archbishop of Armagh.
Claim a Declaration that ruling of Respondent as President of the Session of the General synod was erroneous. No jurisdiction.
- Reported in Journal, 1919, p. 365.
26. 1919 Re Powers of the General Synod.
The Court decided that it was within the power of the General Synod to amend Canon XXII by the insertion of the following words after the word "Ministers": "and in such examination shall be included a course of theological study approved by the General Synod". Case from Bishops.
- Reported in Journal, 1919, p. 366.
27. 1921 Johnson and others v. Robinson.
Alleged sub-letting of Glebe without permission, and other charges.
Petition withdrawn on agreed terms. - Reported in Journal, 1922, p.333.
28. 1928 Chamney and others v. Simpson.
Violations of Canons. Sentence of Admonition.
- Reported in Journal, 1928, p.367.
29. 1933 Re Bradshaw.
Clergyman incapacitated by permanent mental infirmity.
- Reported in Journal, 1933, p. 381.
30. 1935 Christie and others v. Colquhoun.
Violation of Canons. Sentence of Admonition.
- Reported in Journal, 1937, p. 355.
- 30A. 1937 Chamney and others v. Colquhoun.
Violation of Canons. Sentence of six months suspension.
- Reported in Journal 1992, p.368.
31. 1939 Caithness and others v. Colquhoun and others.
Petition for a Faculty for the removal of a Crucifix. Appeal from Diocesan Court of Dublin. Appeal dismissed.
- Reported in Journal, 1941, p.406.

Journal 2011 – Court of the General Synod

32. 1940 Colquhoun and others v. Caithness and others.
Petition for a Faculty to confirm the retention of a Crucifix. Appeal from Diocesan Court of Dublin. Remitted to Diocesan Court.
- Reported in Journal, 1941, p.413.
33. 1941 Hick and others v. Wilson
Alleged violation of Canons. Petition dismissed.
- Reported in Journal, 1947, p.330.
34. 1947 Bishop of Tuam v. Judge.
Refusal to meet Ordinary. Sentence of Admonition. Sundry other charges dismissed. - Reported in Journal, 1948, p.283.
35. 1991 Carnduff and Others v. Thomas and Another.
Grant of Faculty for the placing of a cross on the Communion Table. Appeal from Diocesan Court of Down and Dromore. Appeal dismissed.
- Reported in Journal, 1991, p.302.
36. 2001 Re Special Diocesan Synod of Cashel and Ossory held on 29 June 2000.
Question concerning rules and procedures. – Reported in Journal, 2001, p. 368.
37. 2002 The Bishop of Meath and Kildare v. Very Rev AWU Furlong.
Holding beliefs contrary to the doctrines of the Church of Ireland. Petition withdrawn on agreed terms. – Reported in Journal 2003.

NOTES

1. The following case was also heard and decided by the Court, but was not reported:-

1872 Gilbert v. Maturin.
Defendant was charged with certain ecclesiastical offences, some of which were held to be proved, but in the exceptional circumstances of the case no punishment was inflicted nor were costs awarded.
2. The Court sat on sundry dates in November and December, 1923, to hear Appeals from the Decisions of the Commissioners appointed under the Statute 1920 (Special Session), c.iii, in respect of Final Schemes framed by them. Six Appeals were granted, and three were dismissed. Details of the nine Appeals are printed in Journals, 1924 - 1963.

ECCLESIASTICAL TRIBUNALS

REPORTS OF CASES

The following Cases have been reported in the Journals of the General Synod as follows:-

Disciplinary Tribunal

1. 2011 Complaints Committee v. Williamson
Conduct unbecoming to sacred calling – neglect of duty – breach of Safeguarding Trust.
Sentence of permanent deprivation of office and deposition from holy orders, upon terms. - Reported in Journal, 2011, p. 451

Complaints Committee

1. 2011 Complaints Committee v. Hemphill
Conduct unbecoming to sacred calling – neglect of duty.
Sentence of severe admonition on consent. - Reported in Journal, 2011, p. 454

CHURCH OF IRELAND DISCIPLINARY TRIBUNAL

**IN THE MATTER OF A COMPLAINT LODGED BY THE MOST REVEREND
ALAN HARPER**

THE COMPLAINTS COMMITTEE OF THE CHURCH OF IRELAND

Presenter

-and-

REVEREND ALISTER WILLIAMSON

Respondent

Upon hearing counsel for the Complaints Committee and counsel for the Respondent and upon the provision by the Respondent of the written undertakings scheduled hereto:

The Tribunal orders as follows:

1. The Respondent be permanently deprived of his office as Incumbent of the parish of Errigle Keerogue with six weeks to vacate the Rectory.
2. The Respondent be deposed from holy orders.
3. The Respondent pay the sum of €65,000 in costs to the Complaints Committee.
4. The orders at 2 and 3 above be stayed for a period of one year upon the following conditions:
 - (a) That the Respondent undertake to consult with and receive treatment from a consultant psychiatrist (or other appropriate medical consultant) concerning the matters the subject of the complaints herein.
 - (b) That the Respondent undertake to procure that the said consultant provide a report to the Archbishop of Armagh for the time being (hereinafter “the Archbishop”) concerning his treatment as aforesaid on or before the expiry of ten months from the date of these orders.
 - (c) That, upon provision of the report referred to at 4(b) above to the Archbishop, the Respondent undertake to permit a consultant psychiatrist (or other appropriate medical consultant) appointed by the Archbishop to examine him for the purposes of providing the Archbishop with a report concerning the matters the subject of the complaints herein.
 - (d) That the Respondent undertake not to seek a position within the ministry of the Church of Ireland or any other Church in full communion with the Church of Ireland for the period set forth in paragraph 4 of the undertakings scheduled hereto.

5. The stay at 4 above will become permanent in the event that the Archbishop determines, upon the evidence of the two said reports, that, in his reasonable opinion, there is no reason for which the said stay should not continue permanently.
6. The stay at 4 above will lapse in the event that the Archbishop determines, upon the evidence of the two said reports, that, in his reasonable opinion, the stay should lapse.

Provided, however, that in the event that the Archbishop determines that the stay should lapse and the Respondent disagrees with such determination, the matter shall be referred to the Disciplinary Tribunal to decide whether the Archbishop's determination is reasonable.

7. Provided always that the stay at 4 above shall not lapse while the procedures provided for at 4 and 6 above are continuing.

Dated this 16th day of February 2011

Signed by the members of the Disciplinary Tribunal

CHURCH OF IRELAND DISCIPLINARY TRIBUNAL

**IN THE MATTER OF A COMPLAINT LODGED BY THE MOST REVEREND
ALAN HARPER**

THE COMPLAINTS COMMITTEE OF THE CHURCH OF IRELAND

Presenter

-and-

REVEREND ALISTER WILLIAMSON

Respondent

SCHEDULE

UNDERTAKINGS

I, the Reverend Alister Williamson, hereby undertake to the Disciplinary Tribunal as follows:

1. That I shall consult with and receive treatment from a consultant psychiatrist (or other appropriate medical consultant) concerning the matters the subject of the complaints herein.
2. That I shall procure that the said consultant provide a report to the Archbishop of Armagh for the time being (hereinafter “the Archbishop”) concerning my treatment as aforesaid on or before the expiry of ten months from the date hereof.
3. That, upon provision of the report referred to at 2 above to the Archbishop, I shall permit a consultant psychiatrist (or other appropriate medical consultant) appointed by the Archbishop to examine me for the purposes of providing the Archbishop with a report concerning the matters the subject of the complaints herein.
4. That I shall not seek a position within the ministry of the Church of Ireland or any other Church in full communion with the Church of Ireland for the period of one year or the period during which the procedures provided for in the Order, on the basis of which these undertakings are given, are continuing.

Signed:

Rev. Alister Williamson

Witnessed by:

Lewis Singleton, solicitor for the Respondent

Dated this 16th day of February 2011

**CHURCH OF IRELAND
COMPLAINTS COMMITTEE**

**IN THE MATTER OF A COMPLAINT LODGED BY
THE VENERABLE PHILIP PATTERSON, ARCHDEACON OF DOWN DATED
30 NOVEMBER 2009**

THE COMPLAINTS COMMITTEE OF THE CHURCH OF IRELAND

Presenter

-and-

REVEREND JOHN HEMPHILL

Respondent

Whereas the Complaints Committee established under Chapter VIII of the Constitution of the Church of Ireland having investigated the complaint lodged by the Venerable Philip Patterson has decided that a *prima facie* case has been made out in respect of the following:

1. The Respondent's conduct in relation to his dealings with members of the congregation of the parishes of Ballyhalbert and Ardkeen as set out in the Complaint amounted to conduct unbecoming to the sacred calling of a person in holy orders.
2. The Respondent's conduct of the funeral of a named parishioner amounted to conduct unbecoming to the sacred calling of a person in holy orders.
3. The Respondent's closure of the Bible Study Group, without consultation and causing distress, and the dismissal of the teachers in the Sunday School, without consultation and causing distress, was conduct unbecoming to the sacred calling of a person in holy orders.
4. The Respondent's failure to provide leadership in resolving concerns within the congregations of both parishes and his failure to comply with the reasonable directions of his Bishop amounted to neglect of duty.
5. The Respondent neglected to comply with his duties in respect of the following:
 - (a) holding of vestry meetings in accordance with Diocesan regulations and with the requirements of the Constitution of the Church of Ireland;
 - (b) the revision and maintenance of the Register of Vestry Members.

And whereas the Complaints Committee and pursuant to its powers under Article 30 of the Constitution orders as follows:

6. In respect of the complaints of conduct unbecoming to the sacred calling of a person in holy orders at numbers 1, 2 and 3 that the Respondent be severely admonished in respect of same.
7. In respect of the complaints of neglect of duty at numbers 4 and 5 that the Respondent be severely admonished in respect of same.
8. The orders at numbers 6 and 7 are made upon the Respondent complying with the following conditions within four weeks of the date of this Order:
 - (a) That the Respondent reads an apology in the wording as agreed by the parties in public at the first main Sunday morning service in each parish.
 - (b) That the Respondent discontinues forthwith all proceedings lodged before the Industrial Tribunal in Northern Ireland and undertakes not to issue any further proceeding against the Bishop of Down and Dromore or any member of the Church of Ireland based on any of the issues which are the subject matter of the Complaint.
 - (c) That the Respondent discontinues forthwith all complaints lodged with the Police Ombudsman for Northern Ireland.
 - (d) That the Respondent reaffirms he will abide by the provisions of the Constitution of the Church of Ireland including the Diocesan Regulations in relation to his conduct of the affairs of the parishes of Ballyhalbert and Ardkeen.
9. The Complaints Committee and the Respondent shall each bear their own costs in respect of the Complaint.
10. That the Respondent's re-instatement shall take place upon the effecting of the matters referred to at paragraph 8 above save and in so far as the Respondent shall be permitted to issue the public apology as set out at paragraph 8(a).
11. A copy of this Order shall be published in the Journal of the General Synod in accordance with Article 30(h) of Chapter VIII of the Constitution of the Church of Ireland.

Dated this 30th day of March 2011

**CHAIRMAN
COMPLAINTS COMMITTEE**

GENERAL SYNOD OF THE CHURCH OF IRELAND

ATTENDANCE OF REPRESENTATIVES 2011

Thursday 12 May

Diocese	Clerical	Lay	Total
Armagh	18	23	41
Clogher	14	21	35
Derry & Raphoe	15	21	36
Down & Dromore	26	40	66
Connor	26	43	69
Kilmore, Elphin & Ardagh	10	13	23
Tuam, Killala & Achonry	6	8	14
Dublin & Glendalough	19	38	57
Meath & Kildare	9	14	23
Cashel & Ossory	17	28	45
Cork, Cloyne & Ross	13	23	36
Limerick & Killaloe	7	10	17
Total	180	282	462

Friday 13 May

Diocese	Clerical	Lay	Total
Armagh	18	25	43
Clogher	11	21	32
Derry & Raphoe	13	17	30
Down & Dromore	25	33	58
Connor	27	41	68
Kilmore, Elphin & Ardagh	12	11	23
Tuam, Killala & Achonry	6	9	15
Dublin & Glendalough	18	40	58
Meath & Kildare	9	13	22
Cashel & Ossory	17	29	46
Cork, Cloyne & Ross	12	23	35
Limerick & Killaloe	6	9	15
Total	174	271	445

Saturday 14 May

Diocese	Clerical	Lay	Total
Armagh	12	14	26
Clogher	6	11	17
Derry & Raphoe	7	11	18
Down & Dromore	17	25	42
Connor	11	33	44
Kilmore, Elphin & Ardagh	6	5	11
Tuam, Killala & Achonry	5	4	9
Dublin & Glendalough	11	31	42
Meath & Kildare	6	4	10
Cashel & Ossory	14	25	39
Cork, Cloyne & Ross	12	24	36
Limerick & Killaloe	4	7	11
Total	111	194	305

SUMMARY OF ATTENDANCE

Date	Clerical	Lay	Total
May 12	180	282	462
May 13	174	271	445
May 14	111	194	305

Total number of attendances recorded: 1,212; average 404

Clerical	465	Average	155
Lay	747	Average	249

NOTES ON THE SESSION OF 2011

The House of Bishops did not sit separately and ten were present at the meeting of the full Synod.

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