

**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 ascertaining the most efficient and economical use of resources including funds, transport facilities and teachers;
- study any legislation or proposed legislation likely to affect the educational interests of the Church of Ireland and take such action with respect thereto as it may deem necessary;
- deliberate and confer on all educational matters affecting the interests of the Church;
- make such enquiries as it shall deem to be requisite and communicate with government authorities and all such bodies and persons as it shall consider necessary.

A. Board of Education (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 Synod of developments in educational policy in NI 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) and the proposed Controlled Sector Body;
- 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. Prepare for requirements under the Safeguarding Vulnerable Groups legislation;
- Contribute to training and support for children's ministry in parishes in particular as a member of the Church of Ireland Children's Ministry Network and a partner in the Building Blocks conferences.

EXECUTIVE SUMMARY

1. **Establishment of the Education and Skills Authority (ESA):** A summary of progress to establish the ESA and concerns of transferors regarding education services for schools.
2. **Controlled Sector Support Body:** Funding for the development of this body is halted pending establishment of the ESA.
3. **Reform of the Common Funding Scheme for schools:** Transferors draw attention to inequitable budget allocations for many schools in proposed changes to this scheme.
4. **Shared Education:** The report from a ministerial advisory group is discussed; a new shared campus scheme announced and positive developments in shared education welcomed.
5. **Religious Education (RE):** Churches working together to provide support for RE in schools.
6. **Review of Initial Teacher Education (ITE) in Northern Ireland:** Transferors offer views on trends to reshape teacher education in NI.
7. **Consultations:** Four important responses by the Transferor Representatives' Council.
8. **Safeguarding Trust:** Report of the work of the child Protection Officer NI.
9. **Building Blocks - Children's Ministry Conferences:** Report of two annual conferences for children's ministry workers.
10. **Annual Theological Lectures at Queen's University Belfast (QUB):** 2014 lectures were well attended and widely appreciated.
11. **Membership**

Report

1. Establishment of the Education and Skills Authority (ESA)

The Education Bill to enable the establishment of the Education and Skills Authority (ESA) has not yet been passed by the NI Assembly. It is understood that there is insufficient political agreement to enable the legislation to be considered by the NI Executive. The proposed legislation would bring together the five Education and Library Boards (ELBs), the Youth Council, Staff Commission and the statutory functions of the Council for Catholic Maintained Schools (CCMS).

The creation of this single authority for all schools in Northern Ireland represents the most significant change in administration of education in forty years. ESA's main functions will be: Improving education and raising standards in schools, planning the schools' estate, providing support for school governors and providing key services to schools such as: school transport, school maintenance, school meals, and youth services.

Transferors have welcomed the fact that their existing legal rights are both acknowledged and protected in the Education Bill, enabling them to continue to play a constructive role in partnership with others in education in Northern Ireland. During the Committee stage of the Bill and subsequently, the TRC has made a number of submissions suggesting some important amendments, namely, to clarify and strengthen the functions of the proposed Controlled Sector Support Body and

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simplify the process of appointing transferor governors to Controlled secondary schools. At the time of writing this report they still await assurance that these issues have been addressed.

Transferors have attempted to be positive in their approach to the development of the Bill. However there is increasing concern that the political impasse is placing a great strain on the existing Education and Library Boards (ELBs) which are required to provide education services to schools at a time of staffing pressures and high workload upon Board officers. Their chief concern is that while political uncertainty continues schools may suffer due to stress on service delivery. In February 2014 the Minister announced that in response to serious concerns expressed by representatives of the ELBs he was reviewing vacancy control in Boards to ensure that they are adequately staffed going into the future.

At the time of writing this report the future of the ESA ‘project’ is uncertain; a political decision is required as to whether the goal of a single education authority is deliverable or whether a return should be made to a revitalised ELB model of administration of education.

2. Controlled Sector Support Body

Alongside the ESA there will also be sectoral support bodies. A new support body has been proposed for the Controlled Sector and a Working Group has been tasked to make all necessary preparations to enable this body to be operational as soon as ESA is in place. Transferors are represented on the Working Group which has been meeting regularly since September 2012. However, the Minister of Education, Mr John O’ Dowd MLA has announced that after December 2013 he would not be providing any further funding for sectoral support bodies and that the work of the Group must be paused. This is deeply regrettable and particularly disadvantages Controlled schools which will have no representative body supporting them. Transferors have made representations to DE and political parties on this issue, however it is clear that further funding is contingent on establishing the ESA.

3. Reform of the Common Funding Scheme for schools

During 2013 the Department of Education issued a consultation on proposals to reform the Common Funding Scheme for schools. This controversial revision proposed the use of the free school meals index to allocate additional resources to schools in socially deprived areas. A consequence of this skewing of funds was that over 600 other schools would receive a reduced allocation of funding. The Department received almost 15,000 responses - one of the largest numbers to respond to any consultation in recent years. The TRC in its response acknowledged that schools with high numbers of children from deprived backgrounds should receive extra funds; however this should not be at the expense of the sustainability of other schools. The TRC also drew attention to the inadequacy of the free school meals index to evaluate educational disadvantage and asked for research to find a more refined measure. Following the consultation the minister announced in February 2014 that most schools which thought they would face budget cuts have been reprieved. Schools which were due to gain a lot of money will still benefit, but perhaps not as much as they had hoped. An interim fund of hundreds of thousands of pounds would be set up to cover those still facing budget cuts, but it is

understood that would only last for one year. At the time of writing details of schools' revised budgets have not been published.

4. Shared Education

Ministerial Advisory Group on Advancing Shared Education: In July 2012 the Minister of Education appointed this group chaired by Professor Paul Connolly of Queen's University Belfast, to explore and bring forward recommendations on how to advance shared education in NI. The group examined all barriers to advancing sharing including different types of schools, underachievement, academic selection and socio-economic status.

The Group reported in March 2013 and made 20 recommendations. Three recommendations identified the need to address the vexed issue of academic selection; these are unlikely to attain widespread support due to the diversity of views on this educational issue. However the main recommendations addressed issues which could be tackled immediately: the need to mainstream shared education; supporting schools in shared education; schools and other institutions working together; area-based planning and the school estate.

The group did endorse a definition of shared education from its remit: it 'involves two or more schools or other educational institutions from different sectors working in collaboration with the aim of delivering educational benefits to learners, promoting the efficient and effective use of resources, and promoting equality of opportunity, good relations, equality of identity, respect for diversity and community cohesion'.

In his response to the report Minister O'Dowd agreed that the correct starting point was to ensure that 'sharing is in the DNA of our education system'. The Minister has committed to include a statutory definition of shared education in the forthcoming Education Bill and provisions for ESA to encourage and facilitate it.

Shared Education Campus Scheme: In January 2014 this scheme was announced by the Minister who invited schools to apply for funding to set up shared education campuses. Campuses will be selected against certain criteria, must be cross-community and supported by both local people and management authorities. The programme is aimed at providing capital assistance to schools to facilitate and deliver the following types of sharing:

- Shared facilities – where new facilities are built to allow for shared use by all schools within the model;
- Enhanced facilities – where current facilities are improved to allow for shared use by all schools within the model;
- Shared Campus – where schools are co-located and share infrastructure.

This is a very welcome development; however there will be an inevitable time-lag of several years before selected campuses become a reality. A number of programmes have been running over the past number of years with funding provided by external philanthropic bodies and have shown the value and potential of sharing across the schools' system.

Lisanelly Education Campus: This government supported scheme of shared education is a unique development for post-primary education provision in Omagh. It offers the potential for up to six existing schools (Controlled, Maintained, Voluntary Grammar and Special Education) to locate to a former military site in a mature parkland setting. There will be new facilities for all areas of education providing opportunities for collaboration between schools whilst retaining their individual identity and ethos on a shared site. The strong backing of the local Churches and the close working of the ELB and school management authorities have been of strategic importance in taking forward this visionary development.

Jointly Managed Church Schools: During the past year transferors, representatives of the Catholic Trustees and DE have held a number of meetings regarding draft guidelines applicable to proposals for such schools. Discussions have been productive and are ongoing as a number of outstanding issues are addressed.

5. Religious Education (RE)

This Board along with the Boards of Education of other transferor churches remain concerned about the extent of future curriculum support for RE teachers currently and within the new arrangements for the ESA. At present there is only one RE Adviser employed within the ELBs and his work is much taken up with general school improvement programmes.

The RE Advisory Group working with the Council for the Curriculum, Examinations and Assessment (CCEA) continues to develop resources to support the teaching of RE; recent work has concentrated on devising non-statutory guidance for the revised RE syllabus. The Churches acknowledge the continued support of CCEA at a time of budgetary restraint and sincerely appreciate the commitment of the group's members to this work.

In the past number of months representatives of the transferor churches and the Roman Catholic Church have begun a series of discussions to consider the contribution they can make to supporting RE in schools. A number of proposals are under consideration to help enhance the esteem of the subject in schools and to provide opportunities for RE teachers to meet and share concerns and resources.

6. Review of Initial Teacher Education (ITE) in NI

A panel of international education experts, appointment by the Department for Employment and Learning, has invited all those with an interest in teacher education to submit opinion papers outlining their vision for the structures necessary to create a world-class system of initial teacher education here which also enhances and improves sharing and integration within the sector.

The TRC in its submission, referred to important international trends which should inform thinking on reshaping the provision of teacher education in NI. Firstly, teaching is viewed as a high status profession; teachers have access to Masters' and Doctoral studies and hence access to a university career pathway as well as in schools. Secondly, teacher education is increasingly dependent on research knowledge and also preparing teachers to use and conduct research to inform their work. Thirdly, many teacher education programmes have a greater focus on

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linking theory and practice during initial preparation of teachers - a practical learning approach often in specialised teacher training schools.

The TRC indicated its support for closer integration of the current ITE providers with their university settings to enable better synergies between educational research, teacher education and professional development. It is essential that this is achieved in a way which fully respects and protects the ethos of each ITE institution. It would also be desirable in the context of developing shared education, if colleges were to build upon existing collaboration and develop an increasingly shared approach to aspects of teacher education.

7. Consultations responded to:

- a. Reform of the Common Funding Scheme for schools
- b. Review of Initial Teacher Education Infrastructure in NI
- c. Review of GCSEs and A Levels
- d. Review of Home – School transport policy

8. Safeguarding Trust

The Child Protection Officer NI (CPONI) continues to provide advice and guidance regarding the implementation of Safeguarding Trust to parishes, dioceses, mission agencies and related organisations throughout Northern Ireland. She liaises closely with the Police Service NI, Probation Board NI, Social Services and other statutory and voluntary agencies whenever issues relating to child protection arise within parishes and dioceses.

The annual Safeguarding Trust training event for newly ordained clergy and first incumbents was facilitated by both the CPONI and CPORI in November 2013. Some members of clergy from the Republic of Ireland also attended. Training events for panel members were held during March and April 2014. Both CPOs will facilitate training in Clogher diocese in the autumn. The CPO also provided training in a number of parishes throughout the year.

The CPONI attended a number of training courses in relation to child protection, including a two day event in Birmingham, by Mentor Forensics on Comprehensive Risk Assessment and Management of Sex Offenders, a session with the Belfast Trust on Child Sexual Exploitation and Think U Know training by CEOP (Child Exploitation and On-line Protection).

The CPONI continues to be involved in a faith-based, interdenominational child protection group in Belfast. The group provides support to the members and shares information on child protection and related issues.

The Diocesan Evaluation Teams met in September 2013 when the lists of parishes to be evaluated during the next twelve months were distributed. The Teams continue with their very valuable work in visiting (on a triennial basis) and supporting parishes. The Board of Education offers sincere thanks to the evaluators for their continuing diligence and expertise in carrying out these parish visits.

Mrs Claire Geoghegan (AccessNI Co-ordinator in the office of the Board of Education in Belfast) continues to process in excess of one hundred applications for

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Enhanced Disclosure checks to AccessNI per month, providing an important service to parishes. AccessNI carried out a compliance audit with the Board of Education NI in October 2013. The purpose of the audit was to verify that the Board of Education as a Registered Body, is meeting the standards required by AccessNI and that the Board uses the information received from AccessNI in accordance with the law. Only one recommendation for action by the Board of Education was made by the audit team. Otherwise the Board was found to be compliant.

An updated Safeguarding Trust Leader's card was produced in November 2013 and has already been distributed to a number of parishes. The CPONI is currently developing a Safeguarding Trust children's card and posters suitable for parish use.

A training day was held in March 2014 for diocesan youth officers and diocesan communications officers on the subject of best practice relating to children and young people in contemporary communications. Mr Jim Gamble, founding Chief Executive of the Child Exploitation and Online Protection (CEOP), was the keynote speaker and the discussion was facilitated by Rev Dr David Rock (Irish Methodist Youth and Children's Department). The event was organised by the Boards of Education NI and RI in conjunction with the Press Officer, Dr Paul Harron.

9. Building Blocks Children's Ministry Conferences

In November 2013, the tenth annual Building Blocks conference took place in Belfast and Dublin. The organising committees comprise representatives of the Church of Ireland, Presbyterian Church, Methodist Church, Scripture Union and also some new churches from the Dublin area. The Belfast and Dublin events together drew approximately 250 delegates from a wide range of churches, with the Church of Ireland having significant representation at both venues. The key-note speaker was Mr John Hardwick - an author, children's song writer and story teller. These conferences which 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: <http://www.buildingblocks.ie>

On the wider issue of this Board's role within Children's Ministry, the Secretary is a member of the Children's Ministry Network Group – a report on its work is found elsewhere within the Book of Reports.

10. Annual Theological Lectures at Queen's University Belfast (QUB)

The 2014 lectures were held on February 24th and 25th and were delivered by Rt Rev Graham Cray, who is the Archbishops' (of Canterbury and York) Missioner and Team Leader of Fresh Expressions in the Church of England. The theme of the lectures was *'The Mission Shaped Church – 10 years on'*. These annual lectures which continue to be well attended and appreciated by a wide range of people are arranged by the Church of Ireland Chaplaincy at QUB and funded by this Board.

11. Membership

The Board accepted the resignation of Professor K Bell who was unable to continue his membership due to an increasing family commitment. Members thank him

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most sincerely for his contribution and insight into matters particularly relevant to Higher Education. The Board welcomed new members: Rev MEM Stevenson, Rev AE Adams and Miss F Boyd and looks forward to their contribution to its discussions. Members also welcomed back the Rev Canon JW McKegney, who retired in June 2013 as an elected member of this Board; he returns as a co-opted member and also continues as a transferor member of the Southern Education and Library Board.

B. 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 Skills (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 in the Synod Examination in Religious Education;
- provide training and advice to Bishops and boards of management;
- provide training and an 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.

REVIEW

2013 was an innovative year in education both in terms of policy and legislation. The Board, as a recognised National Education Partner, engaged in various negotiations in relation to proposed changes and developments throughout the year. A number of specific written submissions were made on behalf of the Board (as set out below). In this manner, the Board continues to be a noted presence in the field of educational policy formation, giving a valuable voice to the Church of Ireland in this particular sphere.

In relation to legislation, the Board contributed to considerations in respect of the following: The draft scheme for School Admissions Bill, 2013, the proposed amendment to Section 37 (b) of the Employment Equality Acts 1998-2011 and the commencement of both Section 30 of the Teaching Council Act 2001 and the National Vetting Bureau Act 2012.

As a National Education Partner, the Board met with the Chief Inspector for schools in November 2013. The Chief Inspector briefed the Board on issues of quality and development in schools, following the launch of his own Report earlier in the year. In addition, the Board has re-awakened its involvement in the field of Education on a European level through the Inter European Commission on Church and School.

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The Board has also been conscious of its role in relation to Religious Education (RE) and its wider role in encouraging and facilitating the mission of the Church where possible. In relation to RE, the Board is embarking on a project of research with regard to the *Follow Me* RE curriculum at primary level. In conjunction with CICE, the Board has also facilitated the awarding of a Certificate in RE (*Follow Me*) which, in time, should see the majority of teachers in Church of Ireland/Protestant primary schools with a formal qualification in RE. The Board has also been actively involved with the Children's Ministry Network in encouraging its new venture with the Sunday School Society of Ireland.

EXECUTIVE SUMMARY

1. Personalia
2. Education Developments at a European Level
3. Educational Developments at a National Level
4. Primary school management developments
5. CICE
6. Child Protection and Safeguarding Trust
7. Religious Education (Follow Me)
8. Children's Ministry Network
9. Grants
10. Church Education Society

1. Personalia

In March 2014 The Ven Robin Bantry White, Archdeacon of Cork, Cloyne and Ross and Honorary Secretary of the General Synod announced his retirement. The Board wishes to express its gratitude and appreciation to the Archdeacon for his insight and engagement in the work of Board of Education (RI) since becoming Honorary Secretary in 2008. The Board wishes the Archdeacon a long and very happy retirement.

2. Education Developments at a European Level

ICCM: Secularisation and the role of Churches in Education.

The Board is a long-standing associate member of the Inter European Commission on Church and School (ICCM), which is an associate member of the Council of European Churches and has NGO status at the Council of Europe. In recent years, the ICCM has perceived a shift in attitude at an EU level towards positive engagement with the Christian Churches in the field of Education, most recently – and significantly – evidenced in the State of the Union address to the European Parliament by the President of the European Commission, José Manuel Barroso. In his speech, Mr Barroso highlighted the need to view the European project as more than just an economic construct but also as an expression of the desire to ensure peace in Europe and the cherishing of basic common values among its member States. The ICCM is committed to ensuring that the role of the Churches in Education is recognised as a being key to the understanding of such common values. In this regard, the theme of the General Assembly of the ICCM was the

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topic of how the Churches can engage with the shared vision of the EU whilst recognising that secularisation is a social reality in many member States. In addition, a central priority for the ICCM is to create and sustain contact among the Protestant churches in Europe in relation to education. This is with a view to maintaining a presence in European affairs and to facilitate the sharing of ideas and experiences regarding the raising of educational interests at government level in individual member States. With the encouragement of Archbishops Clarke and Jackson, the Secretaries of both the NI and RI Boards of Education attended the ICCM General Assembly in November 2013 in Soesterberg, the Netherlands, with a view to determining how best the Church of Ireland may engage in this debate at EU/European level. At the General Assembly, the Secretaries had the opportunity to meet with their education counterparts from other European based Protestant Churches with which the Church of Ireland is in Communion through the Porvoo Agreement. It is increasingly important that the Church of Ireland maintains a presence and voice in the field of Education at a European level, in the context of calls for secularisation in the provision of education at national level.

“Reformation 500”

The 31st October 2017 will mark the 500th Anniversary of Martin Luther nailing his 95 “theses” to the door of Wittenberg Cathedral, popularly regarded as the beginnings of the Reformation movement. The 2013 General Assembly of the ICCM provided the opportunity to learn first-hand from the representatives of the German and Scandinavian Lutheran Churches of plans for the celebration of the 500th Anniversary. One of the major projects is a worldwide online networking of Protestant primary and second level schools with the aim of facilitating schools to explore further the theological underpinnings of the ethos of their respective schools. A world youth gathering in Wittenberg is also planned for 2017. Further information can be found at: www.schools500reformation.net.

The Louise O’Keeffe Case

The members of the RI Board noted with sadness the sexual abuse suffered by Ms Louise O’Keeffe by the Principal of her primary school during the 1970s, as was widely reported in the media. In January 2014, the European Court of Human Rights (ECHR) held that the Irish State was liable for the sexual abuse suffered by Ms O’Keeffe. Ms O’Keeffe brought her application to the ECHR after both the High Court and the Supreme Court held that the State was not vicariously liable for the sexual assaults perpetrated against Ms O’Keeffe because the Board of Management rather than the State was the Principal’s employer. In the education context, the O’Keeffe case will likely have implications for the State in particular in relation to child protection in primary schools.

3. Educational Developments at a National Level

Admissions to School Bill 2013 (Submission and Appearance)

The Minister for Education and Skills published a draft scheme on the issue of school admissions. This draft scheme contains a range of proposals which, if implemented, would see major changes to the conditions of admissions and the role

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of the Board of Management regarding the operations of admissions to the school. It would also see the abolition of an independent appeal on a refusal to enrol (the “section 29” appeal) and create significant new powers for the Minister including the power to relieve a Board of Management of control of admissions to the school.

On the publication of the Draft Scheme and Bill, the Board of Education RI sought specialist legal advice and made a detailed submission to the Oireachtas Committee on Education and Social Protection. The Secretary, accompanied by Archdeacon Robin Bantry White, subsequently made an oral submission to the Oireachtas Committee.

It is the view of the Board of Education, that this Draft Scheme and Bill is the most significant piece of legislation in relation to Education to come before the Oireachtas since the passing of the Education Act 1998. While some aspects of the Draft Scheme and Bill are welcome, the Board has serious concerns with a number of the draft provisions and these have been raised in its submissions to the Department of Education and Skills and the Oireachtas Committee.

The submission by the Board of Education to the Oireachtas Committee is available at: <http://ireland.anglican.org/information/214>

Employment Equality Acts 1998-2011: proposed amendments (Submission)

The Equality Commission engaged in consultations with relevant stakeholders during 2013 regarding its proposal to amend Section 37 (b) of the Employment Equality Acts 1998-2011. Section 37 (b) provides that a religious, medical or educational institution established for a religious purpose may discriminate where it is reasonable to do so in order to maintain the religious ethos of the institution or is reasonably necessary to avoid undermining that ethos. No alternative wording for the proposed amendment has yet been supplied. While the Equality Commission has not yet put forward any specific proposals, the Board made a submission setting out the importance of Section 37(b) in protecting the ethos of Church of Ireland schools.

Budget 2014: submissions and discussions

Representatives of the Board met with both the Minister and his Department in the “run up” to Budget 2014 and also made a submission to the Minister for Education and Skills as part of the process to formulate Budget 2014. The Board strongly put it to the Minister and his Department that schools were struggling financially and could not cope with further funding reductions. It was highlighted that the State had an obligation to provide for free primary level education but that evidence from a large number of schools points to schools relying heavily on private funding in order to keep the school functioning. It was also highlighted to the Minister that the raising of the teacher allocation thresholds in Budget 2012 was showing its effect, with the number of Protestant one teacher schools rising. The submission is available at: <http://ireland.anglican.org/information/214>.

In advance of Budget 2014, Board of Education and the other management bodies at primary level united to form a primary education alliance with the other partners in primary education (comprising of management bodies, the INTO, the IPPN representing principals, and the National Parents Council) with the aim of raising

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the issue of budgetary cuts to primary schools and protecting front line services for the schools. Part of the strategy involved a postcard initiative to lobby public representatives against further cutbacks to primary schools. Despite the Minister's declaration that savings needed to be made in primary education in 2014, no further cuts were made in Budget 2014. The announcement of an "additional" €70 million in funding to schools in lieu of the ceased Minor Works grant in November was also a welcome relief to primary schools across the country.

Following the announcement of Budget 2014, fee-charging Protestant Secondary Schools were relieved to learn that there would be no rise in the pupil teacher ratio (ptr) in 2014/15. However, schools remain anxious to ensure that the ptr will not be raised further in Budget 2015. A further elaboration on second level matters is included in the SEC report.

The reform of the Junior Cycle is also noted by the Board as a significant development for second level students and schools. Ms Rosemary Maxwell-Eager represents the Board on the NCCA and in this capacity is involved in the work of reforming the Junior Cycle. Full information on the reform of the Junior Cycle can be found at www.juniorcycle.ie

Advocacy on Small Primary Schools:

The Board continues to be concerned about the pressure on small schools as a result of recent government policy. Throughout 2013, the Board took a number of opportunities to raise the matter at a senior level in Government and through the Oireachtas. In July 2013, the Bishop of Cork, Cloyne and Ross, the Rt Rev Dr Colton and the Secretary appeared before the Joint Oireachtas Committee on Education to specifically advise the Joint Committee of the impact of recent budgetary reductions on small schools. PQ's were subsequently put down in the Dáil by all opposition leaders to An Taoiseach and during the ensuing debate, the difficulties facing small primary schools were discussed. The debate focussed primarily on Church of Ireland schools and was informed by information provided to the Joint Oireachtas Committee by the Board. The transcript of that Dáil debate is available to view on the online Dail record at ceisteanna 39247/13 onwards.

Earlier in the year a delegation to the Taoiseach and the Minister for Education and Skills was led by the Archbishop of Dublin and Glendalough, the Most Rev Dr Jackson. The Archbishop specifically raised the issue of the Value for Money review on Small Schools at that meeting and the Minister gave assurances that there would be "no rush to the implementation of the Report." The matter was discussed further at the January 2014 meeting of the Board where it was decided to write to the Department seeking clarity as to the status of the Review Report. In addition, the Secretary has raised the small schools issue at numerous meetings, both formal and informal, with the Minister and his senior departmental officials.

Teaching Council Act (Section 30)

The RI Board of Education Secretary is a member of the Teaching Council and was involved in Teaching Council discussions relating to the commencement of Section 30 of the Teaching Council Act 2001. This was commenced by the Minister for Education and Skills on 28 January 2014. Section 30 makes it a requirement for

teachers to register with the Teaching Council in order to be paid a salary by the State.

4. Primary level management developments

Haddington Road Agreement

The Haddington Road Agreement brought about a number of changes in primary and secondary schools. These changes impacted on the provision for supervision and substitution, the recruitment of Special Needs Assistants (SNAs) and the eligibility of teachers for contracts of indefinite duration (CIDs). Prior to the Haddington Road Agreement, SNAs were the only public servants who were subject to redundancy in the event of their post being surplus to requirements. The Haddington Road Agreement provides that any SNA, who has a minimum of one year's service and is notified that he/she is to be made redundant, is deemed to be a member of a Supplementary Assignment Panel for SNAs. If an employer receives an application for a vacancy from an SNA who furnishes a certified copy of a completed Special Needs Assistant Supplementary Assignment Form, the employer is obliged to offer its vacancy to that SNA. However the employer must first interview the SNA to ensure that the SNA meets all the essential qualifications that are required to fill the vacancy. In December 2013, the Department published Circular 64/2013 which reduced the service requirement for entitlement to assessment for a CID from four years to three years in respect of teachers

Data Protection for Schools

The management bodies continued their work in 2013 in devising a specialist website to provide guidance to schools in relation to their obligations under Data Protection legislation. It is intended that schools will be able to consult the website in relation to data access requests, records retention, template policies, storage and security and for other specialist guidance relating to data protection. The progress on the website is at an advanced stage and it is anticipated that website will be launched in advance of the 2014/2015 school year.

5. CICE

As reported to General Synod in 2013, CICE continues to be involved in discussions with DCU regarding its future as a part of the University.

General Synod 2013 passed the following motions regarding CICE:

Motion 18:

That the House endorses the four core principles as promulgated by the Board of Governors of CICE namely:

- Safeguarding and enhancing the holistic educational experience of all students in CICE;
- Protection of the rights of CICE staff;
- Retention of CICE's identity in terms of its ethos and culture, including its relationship with and responsibility to the Church of Ireland network of primary schools throughout the State;

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- Affirmation of and formal positive acknowledgement of, and respect for, the values, origins and traditions of CICE;

And asks that those negotiating on behalf of the College to ensure that these principles are included in any agreement reached with any educational grouping under the proposals of the Minister for Education and Skills for the restructuring of teacher training in the Republic.

And Also:

Motion 17:

“That the House requests that the General Synod Board of Education undertakes a review of the current teacher training proposals as outlined in the document issued on behalf of the Board of Governors of the Church of Ireland College of Education dated the 13th November 2012 which appear to have a potentially detrimental effect on the life of school communities under the patronage of the Church of Ireland and other Protestant churches”.

In relation to Motion 17, the Executive of the General Synod Board of Education met a number of times following General Synod to consider the practicalities of how to action motion 17. An independent panel was appointed, with general terms of reference, to undertake the requested review.

6. Child Protection and Safeguarding Trust

The Child Protection Officer (CPO RI), Ms Renée English, continues to provide advice and guidance to parishes and dioceses on a range of issues regarding the implementation of Safeguarding Trust.

She liaises with statutory authorities in relation to the referral and management of child protection cases. There has been a major reorganisation of child protection and welfare services in the Republic as of January 2014. The Child and Family Agency, operating under the Child and Family Agency Act 2013 is now the independent legal entity comprising HSE Children and Family Services, Family Support Agency and the National Educational Welfare Board as well as incorporating some psychological services and a range of services responding to domestic, sexual and gender based violence. The CPO continues her role as secretary of a child protection network for those holding safeguarding responsibilities in voluntary and community organisations. The network provides for sharing of information and resources and a forum to influence national policy making. Links with child protection colleagues in other churches in the Republic and beyond have been maintained, with the recent addition of the Safeguarding Advisor of the Church in Wales. Training and triennial parish evaluations continue to be undertaken by diocesan support team members. A number of new team members have replaced those who have moved on. The Board of Education greatly appreciates the valuable work of diocesan team members.

The annual clergy training day held in November 2013 was attended by clergy from both jurisdictions. It was co-facilitated by the CPOs. The training programme for junior leaders has been refined following feedback and a ‘trainer friendly’ power point presentation for 14-17year olds is now available for use by trainers skilled in

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working with this age group. Training events attended by the CPO during the year included an all island conference, ‘Improving Child Protection Practice’, a Mentor Forensics seminar in Birmingham ‘Comprehensive Risk Assessment and Management of Sex Offenders’, Scouting Ireland’s refresher day for child protection trainers and a seminar on web safety in youth work run by the National Youth Council of Ireland. In March 2014 a training day for diocesan youth officers and diocesan communication officers on the subject of best practice in social media was held at Church House Dublin. It was organised by the two Boards of Education in conjunction with the Press Officer, Dr Paul Harron. The keynote speaker was Mr Jim Gamble, founding Chief Executive of the Child Exploitation and Online Protection (CEOP).

Garda Vetting:

The National Vetting Bureau (Children and Vulnerable Persons) Act 2012 was enacted in December 2012 and it is understood that this Act will be commenced in the latter part of 2014. It is intended that the provisions of the Vetting Act will replicate the current processing procedures in respect of school employees whereby the Board of Education acts as a conduit between the individual school and the Central Vetting Bureau. The commencement of the Act will place Garda Vetting on a statutory footing and a breach of the Act will constitute a criminal offence. It is expected that the Department of Education and Skills will issue a circular to schools setting out their obligations under the new Act in due course. The e-vetting Garda pilot project continues its work to develop an online vetting processing system. In relation to the administration of Vetting within the Church of Ireland, a most welcome development has been the appointment of Ms Ruth Burleigh as an authorised signatory in February 2014. She has taken major responsibility for the administration of the vetting service. The CPO remains as second authorised signatory and will continue to provide vetting information and advice.

7. Religious Education (Follow Me)

Religious Education (RE) at both primary and secondary level is undergoing a period of change: the Roman Catholic Church (RC) has designed a new RE curriculum at primary level to replace “Alive-O” which will emphasise sacramental preparation in the parish. Such an approach would be very useful in reviewing Follow Me. It is understood that the new RC RE curriculum is currently with the Roman curial dicastery for education awaiting approval. The Department of Education and Skills has recently employed a curriculum designer to draft a new RE programme for pupils who wish to withdraw from denominational RE entitled “Ethics and Religious Beliefs” (ERB). The NCCA advise that this will “support and augment” and be “complementary” to existing RE curricula.

The *Follow- Me* Religious Education Curriculum has now been in place for over 10 years. At its meeting in January 2014, the Board considered how best to proceed with a review and possible re-design of *Follow Me*. The Board concluded that it would not be prudent to proceed with a wholesale rewrite at present in light of the major changes that will occur regarding RE at primary level in the short term. However, the Board agreed a programme of research and review on the provision of RE generally in Church of Ireland primary schools. A sub-committee is to be

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formed for this purpose with the remit to engage in consultations with patrons, school principals and teachers from both single and multi-grade class settings. It is envisaged that these consultations will also include an element of focus group consultation with a sample of senior pupils. It is intended that further quantitative research will be undertaken in conjunction with the qualitative studies. Research and consultation will begin in 2014 and continue into 2015. It is expected that such research will prove very useful in reviewing the future content of RE curricula at primary level.

The Chief Inspector at the Department of Education and Skills, Dr Harold Hislop, attended the November 2013 meeting of the Board (RI) and gave a presentation on the results of his inspections of schools over the preceding three years. He highlighted the importance of ensuring a high level of inspection of subjects to ensure quality in curricular delivery. It was noted by the Board that while individual dioceses may maintain a level of oversight, there is no general quality assurance in relation to the delivery of RE in Church of Ireland primary schools. Consequently, there is no way of assessing whether RE is being delivered properly or of establishing the standard of learning outcome which is being achieved. The Board intends to consider this important dimension of RE curricular delivery in the course of its considerations on *Follow Me*.

Certificate in Follow Me

The Board and CICE continue to engage in a partnership venture regarding the Certificate in Religious Education (Follow Me). This Certificate was initially confined to recent and former graduates of CICE. However it was agreed in 2013 that availability would be extended to all permanent teachers in Church of Ireland/Protestant schools. The awarding of the Certificate will be based on the completion of course work and attendance at a summer school (the particularities of which are a matter for CICE to determine).

The Board continues to be grateful to CICE and in particular to its principal Dr Anne Lodge and Ms Jackie Wilkinson, for nurturing and facilitating this endeavour.

8. Children's Ministry Network

The Board continues to support the work of the Children's Ministry Network and congratulates it on its new partnership with the Sunday School Society and its appointment of Ms Lydia Monds as its new Development Officer. A full report on the Children's Ministry Network can be found in the Report of the Standing Committee.

9. Grants awarded by the Board in 2013

The Board continues to support the following bodies through grant aid:

- The Past Students Association of the Church of Ireland College of Education (PSACICE)
- Search (A Church of Ireland Journal)
- The Children's Ministry Network of the Church of Ireland.

10. Church Education Society

The Secretary is a member of the Committee of the Church Education Society and can report that over the last 15 years or so, the Church Education Society has transformed itself into a significant supporter of religious education activities in Church of Ireland National Schools and of teachers in Church of Ireland schools pursuing educational management qualifications.

- Over the course of each year over 50 small primary schools under sole or joint Church of Ireland management receive grants of up to €500 each towards the purchase of non-consumable resources like religious education books, IT equipment and musical equipment.
- Approximately 10 bursaries are sanctioned to a maximum of €2000 each to teachers in Church of Ireland primary schools who wish to follow certain post graduate courses, including educational management courses. This scheme has proved so popular that the Society has had to establish a limit on its support for such students;
- The Past Students Association of the Church of Ireland College of Education is provided with a substantial grant towards the running of its annual conference;
- Grant-aid is provided towards the running of the Certificate in Religious Education by the Church of Ireland College of Education;
- Other grants consistent with the aims and objectives of the Society are also considered and provided.

The Church Education Society was established in 1839 and aims to support Church of Ireland children in national schools under sole or joint Church of Ireland patronage by making grants available in various ways. The Society is regulated by a Deed of Trust and governed by an elected executive committee. The Society receives many requests for funding each year and tries to support as many as possible provided finance is available and the request itself falls within the terms of the Society's Deed of Trust. For further information please write to the Assistant Secretary, Jennifer Byrne, c/o Church of Ireland House, Church Avenue, Rathmines, Dublin 6, or e-mail ces@ireland.anglican.org

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Appendix A

THE GENERAL SYNOD BOARD OF EDUCATION

The following are the members of the Board and its committees as on 31 March 2014.

THE GENERAL SYNOD BOARD OF EDUCATION

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Mr Sam Harper	Mrs Ethne Harkness
Rev Gillian Wharton	Ven George Davison
<i>Elected members</i>	
Armagh	Rev Elizabeth Stevenson
	Mr Tom Flannagan
Clogher	Rev Canon Bryan Kerr
	Mrs Hope Kerr
Derry	Rev Canon Henry Gilmore
	Mr Des West
Down	Rev Canon John Howard
	Mr James Bunting
Connor	Ven Stephen Forde
	Dr Ken Dunn
Kilmore	Very Rev Raymond Ferguson
	Mrs Brigid Barrett
Tuam	Rev Canon Doris Clements
	Professor Paul Johnston
Dublin	Ms Ruth Handy
	Vacant
Meath	Rev Canon John Clarke
	Mr Adrian Oughton
Cashel and Ossory	Rev Canon Patrick Harvey
	Mrs Avril Forrest
Cork	Ven Adrian Wilkinson
	Mr Wilfred Baker
Limerick and Killaloe	Rev Canon Robert Warren
	Ms Margaret Brickenden

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Co-opted member

Mrs Rosemary Forde
Mrs Helen McClenaghan
Mr Roy McKinney
Mrs Patricia Wallace
Ms Claire Bruton (CIYD)
Rev Brian O'Rourke
Rev Anne Taylor (Sunday School Society)
Dr Anne Lodge (Third Level)
Mr Michael Hall (ISA)
Mr Alan Cox (ISA)
Mr Andrew Forrest (ISA)
Ms Rosemary Maxwell-Eager (ASTI)
Ms Susan Farrell (TUI)
Ms Joyce Perdue
Ms Rachel Fraser
Ms Sarah Richards

Observers:

Rev Trevor Gribben
(Presbyterian Church)
Ms Daphne Wood
(Methodist Church)

Secretary to the General Synod Board of Education:

Dr Ken Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6.

Secretary to the Board of Education (NI) (in attendance)

Rev Ian Ellis, Church of Ireland House, 61-67 Donegal St, Belfast BT1 2QH.

**EXECUTIVE COMMITTEE
(FOR THE YEAR ENDED 31 MARCH 2014)**

Two members of the House of Bishops

Mrs Ethne Harkness
Rev Canon John McKegney
Mr James Bunting
Mr Thomas Flannagan
Rev Brian O'Rourke
Mr Michael Hall
Ms Adrian Oughton

BOARD OF EDUCATION (NORTHERN IRELAND)

Ex-officio members

The Archbishop of Armagh, Most Rev Dr Richard Clarke
Bishop of Clogher, Rt Rev John McDowell
Bishop of Down and Dromore, Rt Rev Harold Miller
Bishop of Kilmore, Rt Rev Ferran Glenfield
The Bishop of Connor, Rt Rev Alan Abernethy
The Bishop of Derry, Rt Rev Ken Good
Lay Hon Sec of General Synod, Mrs Ethne Harkness
Clerical Hon Sec of General Synod, Ven George Davison

Elected members

Armagh	Rev Elizabeth Stevenson Mr Thomas Flannagan
Clogher	Rev Canon Bryan Kerr Mrs Hope Kerr
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

Miss Frances Boyd
Mrs Rosemary Forde
Mrs Helen McClenaghan
Rev Canon John McKegney
Mr Roy McKinney
Mrs Patricia Wallace
Canon Wilfred Young

Observers

Rev Amanda Adams
Rev Canon Peter McDowell
Mr James Kerr

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 Dr Ian Ellis, Church of Ireland House, 61-67 Donegall Street, Belfast BT1 2QH

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BOARD OF EDUCATION (REPUBLIC OF IRELAND)

Ex officio members:

The Archbishop of Dublin

Honorary Secretaries - Mr Sam Harper, Rev Gillian Wharton

Elected by House of Bishops:

Bishop of Tuam, Killlala and Achonry, Rt Rev Patrick Rooke

Bishop of Cork, Rt Rev Dr Paul Colton

Diocesan Representatives: Mr Adrian Oughton, Vacant

Post primary representatives: Mr Michael Hall, Ms Rosemary Maxwell-Eager

Third level representatives: Professor Paul Johnston, Dr Anne Lodge

Primary representatives: Rev Brian O'Rourke, Ms Joyce Perdue

CIYD: Ms Claire Bruton

Sunday School Society: Rev Anne Taylor

Co-options: none.

Observers:

Ms Daphne Wood (Methodist Church)

Rev Trevor Gribben (Presbyterian Church)

Secretary, Board of Education (Republic of Ireland)

Dr. Ken Fennelly, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

APPENDIX B

SUNDAY SCHOOL SOCIETY REPORT 2014

Transition and Change

2013 was a year of change for Church of Ireland Children's Ministry, not least for the Sunday School Society for Ireland. The Society saw the closure of the Resource Centre in Rathmines. This was due to falling sale in printed material and customers moving to purchasing resources online. It was with great regret that the Society took the decision to close the centre but it is hoped that this decision will facilitate new opportunities for the society into the future. In this regard, the Society has undertaken a review of its role and function and has decided to focus support for resources in a number of different ways.

New Resource Opportunities

As part of its new focus the Society has entered into a closer partnership with the Children's Ministry Network of the Church of Ireland. This relationship will facilitate the strengthening of the Society at national, diocesan and parish level. One of the key elements in this new focus is the appointment of a Children's Ministry Development Officer, Lydia Monds, whose role is to provide ongoing support for all involved in children's ministry throughout Ireland.

The focus of the Society has traditionally been to support the parish in its Sunday club activities and this continues to be the case through a newly developed Children's Ministry website: www.cm.ireland.anglican.org. The website contains information about upcoming trainings and events throughout the country, as well as up to date resources and ideas for different age groups, targeting different times of the Church calendar. The hope is that by 2015 all diocesan websites contain a section dedicated to Children's Ministry, which at the very least connects to the Children's Ministry website.

As diocesan trainings take place the learning from these will be uploaded to the website to ensure that all dioceses can benefit from the ideas being shared and explored in a particular diocese at any given time. Furthermore, the website has a Facebook link that allows people to share their own ideas of what has worked well for them: <http://www.facebook.com/churchofirelandchildrensministry>. The page will also provide a forum to ask for help and advice from others in similar roles and to provide support and encouragement.

An Ezine will be sent quarterly through Diocesan Communications Officers to all clergy, and through Children's Ministry Representatives to all children's workers in their respective dioceses that will keep people updated on what is going on and will link them to the latest resources and ideas and to each other.

Funding for Training

The Society is grateful to the Priorities Committee of the Church of Ireland for its awarding of funding to the area of training for Children's Ministry. Training to those working in ministry with children is of key importance and we are grateful for the support of the Priorities Committee in this regard. The amount of training to be delivered will vary depending on the needs of the group or diocese. In some dioceses trainings are bi-annual or quarterly and strong teams are in place to support the ongoing up-skilling

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and encouragement of all who work with children in the Church. Here, the support offered can be administrative, an extra body for setting up or taking down, the provision of a workshop or a reflection or simply being present at the event. For those getting started, it can include the provision of a facilitator for an evening or a day long training to prepare Sunday Club leaders for a specific time of year or to equip them for working with a specific age group. For information on such support, contact Lydia at sss@ireland.anglican.org

Thanks

Throughout such a time of transition, just as we welcome people to new and exciting roles, we bid farewell and thank others for their faithful service over the years. Firstly, we are extremely grateful to Ms Gillian Kohlmann for her management of the resource centre over many years. The centre was an anchor to many within their respective ministries and Gillian was intrinsic in this support provision.

Finally, we say goodbye to Rev Anne Taylor who has championed the cause of Children's Ministry generally and the Sunday School Society is indebted to her for commitment and work for the Society over many years. We wish her and Rev Ted every success and happiness in their new phase of Ministry in the Church of England in Liverpool.

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APPENDIX C

SECONDARY EDUCATION COMMITTEE

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Membership

Church of Ireland

The Rt Rev Dr Paul Colton, Bishop of Cork, Cloyne and Ross (Chairman)
Mrs Joan Bruton
Mr Edward Lindsay
Mrs Patricia O'Malley
Rev Brian O'Rourke
Ms Elizabeth Oldham
Mr Adrian Oughton
Mr Geoffrey Perrin

The Presbyterian Church

Rev Mary Hunter (Deputy Chairman)
Mrs Eleanor Petrie

The Methodist Church

Rev Nigel Mackey
Dr John Harris

The Religious Society of Friends

Mr Alan Harrison
Mr David Grubb

Secretary to the Board and to the Company

Dr. Ken Fennelly

Administrator (Grants Scheme)

Mr DJ Wynne

Secondary Education Committee

The Secondary Education Committee (SEC) is a corporate 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. The distribution of a Block Grant provided by the Department of Education and Skills (DES) to ensure necessitous Protestant children may attend Protestant secondary schools and the representation of the interests of the member churches in the post-primary education system.

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The Committee operates as a limited company thus allowing both the corporate body and the liability of individual members to be appropriately insured, with members of the committee being simultaneously directors of the company.

The SEC meets five times annually (or as necessary). The SEC also has a Finance Sub-Committee which meets five times annually or more often as necessary. In June of each year the SEC Appeals Sub-Committee considers any appeals from grant applications. The SEC also contributes to educational issues at a national level through its representation on the Committee on Management for Protestant Second Level Schools.

Block Grant Scheme

Enrolments in the twenty fee charging schools totalled 7,773 Day Pupils (7,732 in previous year); 2,108 Boarders (2,071); 9,881 in total (9,803). This figure does not include the five comprehensive schools. In the school year the audited accounts showed the total amount, received from the DES, was €6,500,000 (€6,500,000), the grant in aid of fees totalled €6,457,363 (€6,540,396). The net cost of administering the SEC scheme was €146,642 (€145,807). There is no grant to assist the running of the office.

The following numbers of grants were awarded in respect of the 2013/14 school year: 1,505 day grants (1,623), 821 boarding grants (819), in total 2,326 (2,442). The drop in Day Grants was caused by the entry of Kilkenny College into the ‘free tuition scheme’.

While retaining the maximum grants, the Committee were forced to reduce the ceiling of reckonable income to €40,000 (€50,000), and to revise the grants for the school year 2013/14 on a scale for boarding from (1095) to €7767 (€1074 - €7767) day € 399 - €2820 (€414 - €2820). This resulted in reduced access to grants for a number of families.

The Administrator, Mr Wynne and Mrs McLaughlin, 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.

Second Level Educational Developments

2013 saw the publication by the Minister for Education and Skills of ‘Fee-Charging School – Analysis of Fee Income’. This Analysis was conducted by the Department of Education and Skills (DES) in 2012 and was based on a simple calculation of the schools stated fee income multiplied by the number of students in the school. One of the findings of the Analysis claimed that on average each fee charging school (which account for 6% of all secondary schools) had €1.48 million “discretionary” income although the Analysis also indicated that such “discretionary” income varied from school to school “ranging from €112,000 for one relatively small school to €4.7 million for a large school” (Analysis, pg. 3). However in response, the Joint Managerial Body (JMB) highlighted that a Price Waterhouse Coopers (PWC) study has shown that the cost to the State on an annual basis for a pupil educated in a fee-charging school is €4,552 compared to €8,035 in a free education school. In the course of a debate at the Joint Committee on Education in July 2013 on the issue, the Minister for Education and Skills advised that, on average, €103 million is allocated from State funds to pay the salaries of teachers in such schools, an allocation that would be paid regardless of whether or not the schools were comprehended by the free tuition scheme or remained outside that scheme.

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The SEC, through the Committee on Management, made a detailed submission to the Joint Oireachtas Committee on Education regarding the Draft General Scheme on an Education Act (Admissions to School) Bill, 2013. This ‘Admissions’ Bill proposes a number of changes to the operation of admissions to schools and is particularly relevant to Protestant secondary schools as it deals with such factors as the admissions of siblings, past pupils and restrictions on boarding numbers. The Bill also makes provision for the enrolment policy of a school to be determined by the Minister and, in certain circumstances, for admissions to the school to be controlled by the Minister. It also proposes the abolition of the “Section 29” appeals process. The Bill has been considered at the Joint Oireachtas Committee on Education who have made a number of observations in a Report published in March 2014. The Bill has gone back to the Department of Education and Skills for re-consideration before being introduced again in the Oireachtas at a later date.

The SEC notes again the announcement by Kilkenny College to join the free tuition scheme and understands that a number of schools are engaged in similar negotiations with the DES regarding their futures. It should be highlighted that while some schools are involved in active negotiations, others are not in that position and may have come to another conclusion following discussions with the DES. In that regard the SEC notes that The Kings Hospital School, Palmerstown, Dublin issued a statement in February 2014 that, after much consideration, the Board of Governors have discounted any proposal to enter the free tuition scheme.

The Memorandum of Agreement between the SEC and the DES will conclude in January 2015. The SEC is in discussions regarding its renewal and the DES has assured the SEC that the annual amount of €6.5 million is secure. However, the SEC will naturally be seeking an increase on this amount in its negotiations with the DES.

The SEC notes that a number of principal level positions have seen change over the last year, including Mr Michael Hall moving to Sligo Grammar School from The Kings Hospital School, Palmerstown, Dublin; Mr Alan Cox moving from East Glendalough Comprehensive, Co Wicklow to Temple Carrig Secondary School, Greystones, Co. Wicklow; Mr Peter Fraser to St Andrews College, Dublin and the appointment of Mr Craig Petrie to East Glendalough Comprehensive, Co Wicklow. The SEC wishes each well in their new appointments.

The SEC also wishes its Committee member Mr Adrian Oughton well in his retirement from Wilson’s Hospital School, Multyfarnham, Co Westmeath which will take effect from the end of the 2013/14 school year (as a nominee of the Church of Ireland Mr Oughton’s retirement does not affect his continuing role on the SEC). The members of the SEC wish Mr Oughton every happiness in his retirement.

The SEC is a Committee appointed by the four Protestant Churches who have involvement in second level schools. In this regard, the SEC wishes to highlight the 500th Anniversary of the promulgation by Martin Luther of his “95 theses” by nailing them to the door of Wittenberg Cathedral on the 31st October 1517, commonly understood as the beginnings of the Reformation movement in Western Christianity. To mark the anniversary the Protestant Churches in Europe are promoting an international project to connect online Protestant schools across Europe and beyond. Special events are also being planned to mark the anniversary including a youth camp in Wittenberg, Germany in 2017. Further information can be found at www.schools500reformation.net

ADMINISTRATION

The Committee appreciates the work of the Administrator, Mr David Wynne and the Administrative Assistant Ms Bridie McLaughlin. A number of administrative support staff are engaged during the busy processing period. The office is under the management of the (company) secretary, Dr. Ken Fennelly. The Committee is also grateful for the advice and assistance it receives throughout the year from its auditors Deloitte and in particular Mr. Tom Cassin, Partner, Deloitte.

APPENDIX D

The General Synod Board of Education of the Church of Ireland.

**Report of the Review Panel appointed by the General Synod Board of Education in
pursuance of motion 17 passed at the General Synod of the Church of Ireland
(2013).**

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4. Timelines of discussions
5. Constitutional Requirements
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7. Conclusion

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Agreed Note on outcome of discussions between TCD and CICE.
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Preliminary note

The two persons appointed to carry out the Review were:

Dr Dymphna Glenndenning and Ms Thomas Flannagan.

- Dr Glenndenning is a Barrister-at-Law and is widely regarded as being expert in education law having appeared in a number of leading cases on educational issues along with having authored the seminal textbooks: *Education and the Law* and *Religion and Educational and the Law*. Before embarking on her career at the Bar and in academic education law, Dr Glenndenning was a primary school principal.
- Mr Thomas Flannagan is a former second level school principal and inspector with the Inspectorate of the NI Department of Education and is highly regarded in education circles in Northern Ireland.

The Church of Ireland College of Education (CICE):

The CICE moved to its current location in 1969 having been previously located in Kildare Place, Dublin and first offered the current B. Ed programme in 1974.

In conjunction to the B.Ed programme, students study the *Follow Me* Religious Education Programme which was designed co-operatively with the Methodist and Presbyterian Churches and the Society of Friends (Quaker). The delivery of the *Follow Me* Religious Education Programme to students in CICE is funded by CICE and has been financially supported in this activity by the General Synod Board of Education of the Church of Ireland. Students receive a separate Certificate in the *Follow Me* RE Programme which is now also available to graduates of other ITE colleges, who are permanent teachers in a Church of Ireland or Protestant primary school.

In addition to the B.Ed, CICE also offers programmes in Special Needs and students on these courses account for approximately 70% of the annual student intake of the college's student body.

Acknowledgement

The panel records its thanks to those who gave access to the materials we used, consulted with the panel and to Dr K Fennelly and Rev Dr Ian Ellis who facilitated the various meetings that took place during the Review.

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Abbreviations

The following are abbreviations used frequently in this report:

CICE	Church of Ireland College of Education
CICEBG	Church of Ireland College of Education Board of Governors
CITC	Church of Ireland Training College
DES	Department of Education and Skills
DCU	Dublin City University
GS	General Synod
GSBE	General Synod Board of Education
HEA	Higher Education Authority
HEI	Higher Education Institution
ITE	Initial Teacher Education
MDI	Mater Dei Institute
NUIM	National University of Ireland Maynooth
RIBE	Republic of Ireland Board of Education

1. The Issue

In May 2013 the General Synod of the Church of Ireland (GS 2013) passed Motion No 17 which requested that:

"the General Synod Board of Education undertakes a review of the current teacher training proposals as outlined in the document issued on behalf of the Board of Governors of the Church of Ireland College of Education dated 13th November 2012, which appear to have a potentially detrimental effect on the life of school communities under the patronage of the Church of Ireland and other Protestant churches."

The GS also passed Motion No 18 which endorses: 'the four core principles promulgated by the Church of Ireland Board of Governors of CICEBG namely,

1. *Safeguarding and enhancing the holistic educational experience of all students in Church of Ireland College of Education (CICE):*
2. *Protection of the rights of CICE staff;*
3. *Retention of CICE's identity in terms of its ethos and culture, including its relationship with and responsibility to the Church of Ireland network of primary schools throughout the State;*
4. *Affirmation of and formal positive acknowledgement of, and respect for, the values, origins and traditions of CICE.*

And asks that those negotiating on behalf of the College to ensure that these principles are included in any agreement reached with any educational grouping under the proposals of the Minister for Education and Skills for the restructuring of teacher training in the Republic."

On the 17th June 2013 the Executive Committee of the GSBE met and decided to establish an *Independent Review Panel* (the Panel) to provide a Report in accordance with its stated terms of reference and remit (appendix 1).

The Panel takes note of the Remit of the General Synod Board of Education (GSBE) and of its Terms of Reference and regrets it was unable, due to personal difficulties, to provide this Report by 31st December 2013 as requested.

Any reference to "the Church" in this document will mean "The Church of Ireland" unless otherwise indicated.

2. Scope of the Review

The Panel considered the relevant documents issued by the Board of Governors of the College of Education (CICEBG) with a view to providing a clear account of the development of the current initial teacher training proposals (the Proposals). Some of the documents reviewed by the Panel were already in the public domain. Other documents were obtained following Freedom of Information (FOI) requests. The Panel had a two-hour meeting with the chairperson of CICE, the Most Rev Dr Michael Jackson, Archbishop of Dublin and Glendalough and the Principal of CICE Dr Anne Lodge on 21st February 2014 at Church of Ireland House in Rathmines, Dublin which enabled a

Board of Education – Report 2014

helpful and cordial exchange of views and information relating to the Proposals. The Panel has evaluated the main strengths and weaknesses of the Proposals and the opportunities they present. In order to establish the respective relevant powers of the CICEBG, the General Synod (GS), and the GSBE in respect of the Proposals, the Panel considered the legal origins of these bodies and the complex interfaces that arise between them in respect to the Proposals. The Panel noted the restricted timeframe (6 months) for certain replies imposed by the Higher Education Authority (HEA) on the Higher Education Institutions (HEI) in the Landscape Document 2012. Given the complexity of the Church of Ireland's (the Church) governance structures and CICEBG's structures, the Panel recognises that CICEBG faced a very challenging task when seeking to ensure comprehensive engagement and robust collaboration with governance authorities and key stakeholders within the stated timeframe.

2 (i). Division of Powers

As a consequence of the Irish Church Act 1869, the Church of Ireland ceased to be established by law and the ecclesiastical law of Ireland ceased to exist as law save as provided for in the said Act. The Church then formulated its own constitution (the constitution) thereby providing new ecclesiastical arrangements under which the Church and its members have mutually contracted to be bound by the articles, doctrines, rites, rules, discipline and ordinances of the Church. (s. 20). Part IV of the constitution, (later consolidated and amended), declares that:

"..a General Synod of the Church of Ireland, consisting of the archbishops and bishops, and of representatives of the clergy and laity, shall have chief legislative power therein, and such administrative power as may be necessary for the Church, and consistent with its episcopal constitution."

Accordingly, Church members (lay and clerical) are contractually bound by the constitution's articles, doctrines, rules, discipline and ordinances and the Church in accordance with its constitution. Of course, the Church and its members in the Republic of Ireland are also subject to the law of the land and the Constitution of Ireland 1937 (the Constitution).

Under the Educational Endowments (Ireland) Act, 1885 (the Act of 1885) an Order in Council was made in 1886 for the future government and management of certain Educational Endowments. Scheme 2 of that Order provided for the formation of the Governing Body of the Church of Ireland Training College (CITCBG), which was incorporated as a body corporate for the management of the Church of Ireland Training College (CITC). While CITCBG was, *inter alia*, to have and exercise general supervision and control over the College and associated schools (the Model Schools), this was subject to the provisions of Scheme 2 and to the Rules and Regulations of the Commissioners of National Education. CITCBG was required to consist of "the several members for the time being of the Committee appointed by or under the authority of the General Synod for the management of the Training College....."(s.2).

Accordingly, the GS is the supreme legislative authority in the Church pursuant to the Educational Endowments Act 1885 (the 1885 Act). CITCBG is a body corporate under the 1885 Act having and exercising the management, control and supervision of the College and its successor is the Board of Governors of the Church of Ireland Training

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College (CICEBG). It is noted that under the 1885 Act (s. 2) the **"General Synod" includes "any authority duly empowered to represent or act for the Synod in that behalf."** (emphasis added). There are three main boards empowered to act or represent the GS in respect to education, the General Synod Board of Education and the Board of Education (Republic of Ireland), and the Board of Education (Northern Ireland) the former being empowered to act and represent the GS while the latter two are empowered to represent the GSBE (when duly authorised by it).

2 (ii). Church Boards of Education

The GS established the General Synod Board of Education (GSBE) comprising *ex officio* members, elected members and co-opted members including members of the clergy, laity and teachers' representatives. Paragraph 8 of 19.3 of the constitution states:

"It shall be the duty of the Board of Education of the General Synod 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. The Board of Education of the General Synod shall 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." (emphasis added)

The constitution mandates the GSBE to study ["shall study"] any legislation or proposed legislation likely to affect the interests of the Church of Ireland and take such action as it may deem necessary. (par. 9 of 19.4 of the constitution). The GSBE may confer and deliberate on all educational matters affecting the Church's interests, provided any action taken by it, not already sanctioned by the GS, shall be submitted to it at its next meeting. The GS appoints an Executive Committee annually which is empowered to advance the work of the GSBE in accordance with paragraph 6.3 of the constitution.

The Board of Education (Republic of Ireland)

Paragraph 19.12 of the constitution states:

"The Board of Education (Republic of Ireland) shall have power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland."

CICEBG informed the Board of Education (Republic of Ireland) (RIBE) in respect to the Proposals in September 2012, in November 2012 and again in January 2013 (Minutes of the Church of Ireland Board of Education (RI) for 17 Sept. 2012; Minutes of 19th Nov 2012 and Minutes of 21 Jan. 2013). At the latter meeting Dr Lodge provided a report to the Board which included a summary of key feedback received from the schools in the various dioceses. This report was circulated to the members of the RIBE.

In turn, the RIBE sent its report to the GSBE and that report was then sent forward to the GS which approved the Report. The Panel concludes, therefore, that the GS duly authorised the Proposals as is also implicit in Motions (17 and 18) passed by GS 2013.

3. State: Governance and Powers

It is a function of the Minister in s. 7 of the Education Act 1998 as amended by the Education (Amendment) Act 2012 (the 2012 Act) to determine national policy in education. In carrying out his functions the Minister is required ("shall have regard to") the resources available, the need to secure, as far as possible, that the education system provides best practice in teaching methods, value for money, quality outcomes for students, the need to reflect the diversity of educational services in the State and the practices and traditions relating to the organisation of schools or existing groups of schools and their right to manage their own affairs in accordance with the said Act, charters, deeds, articles of management relating to their management or operation. As part of its overall plan to restructure higher education, the State formulated three national policy documents regarding the provision of initial teacher training between 2010-2020:

- (i). Document 1: The Report of the Special Group on Public Service Numbers and Expenditure Programmes 2009 (the 2009 Report).
- (ii). Document 2: The National Strategy for Higher Education 2011 (the Strategy of 2011).
- (iii). Document 3: Towards a Future Higher Education Landscape (the Landscape Document 2012).

These documents stress the need for institutional mergers and a new structural framework in higher education for, *inter alia*, smaller publicly funded institutions other than institutes of technology or universities. They recommended that such institutions should be encouraged to align with or be incorporated into institutions of sufficient scale to enable overall quality and efficiency objectives to be met while respecting the State-aided character of these institutions thus "enhancing diversity".

Document 2 envisaged that future funding should be allocated to an institution in the context of agreement with the HEA of the institution's mission and strategy which the HEA (on behalf of the State) would "critically review including the extent to which the institution has been robust in its preparation, and robust in its analysis, comprehensive in its engagement with key stakeholders, and sufficiently ambitious in its goals so that overall system diversity is maintained."

4. Timelines of Discussions

In summer 2011 CICEBG began a process of strategic thinking regarding closer links with other HEI's/Universities. In line with Document 2 above, CICEBG recognised the potential value of a partner University while remaining committed to its traditions, cultural values and ethos.

The Landscape Document 2012 requested each Higher Education Institution (HEI) to respond to the State's proposals within a period of 6 months from its issue date regarding where and how it proposed to position itself within the Irish Higher Education system as outlined in this document. Such proposals should provide **high level strategic plans with regard to mission, institutional alliances and clusters**. Any such proposals were to be discussed with each HEI and considered by the HEA which would then advise the

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Minister on an outline blueprint for the higher education system that will be required in the next 10-20 years.

The International Report: Report of the International Review Panel on the structure of Initial Teacher Provision (RIRP), which was published by the DES in September 2012, recommended that all Teacher Education be facilitated in designated large university settings. The RIRP identified six centres for re-structured teacher education nationwide, three of which are in the Dublin region; DCU, Trinity College, University College, Dublin and National University of Ireland, Maynooth (NUIM). CICE was uniquely afforded the opportunity to position itself in any one of the said configurations that best meets its needs. The Minister states that he provided space for CICE to negotiate its own destiny in any of the planned amalgamated entities in the greater Dublin region. (Minister's letter to Dr Anne Lodge dated 26/1/2013).

Discussions were initiated with Trinity College, Dublin in this regard and, despite full engagement, it is clear from Appendix 2 below, that for a variety of reasons, agreement could not be reached.

Indeed, in discussions with the chairperson and Principal of CICE, the panel was advised that the CICEBG had engaged in exploratory discussions with three Universities in the Dublin area, but that concluded (subsequently) that DCU's proposals contained the most satisfactory outcome on the basis of both autonomy and ethos.

On the 18 July 2012 CICEBG received a formal *Letter of Invitation* from DCU, St Patrick's College, Drumcondra (St Pat's) and Mater Dei Institute (MDI) which confirmed their invitation to CICE to join the Institute of Education within DCU, which would lead to "the creation of a single University entity, subject to the approval of the respective Governing Authorities and other relevant stakeholders". (emphasis added). This letter also gave assurances that this process will "*take appropriate cognisance of essential issues of the College's identity (culture, tradition, heritage and values), and will afford equality and recognition to its staff.*"

On 20th July 2012 a letter of acceptance was sent by CICE to the representatives of DCU, St Pat's and MDI agreeing to join in the exploration process subject to the approval of their Governing Authorities and other relevant stakeholders.

On 31 July 2012 CICE's Response to the Landscape Document (Document 3) confirmed, *inter alia*, that it had accepted an invitation from DCU, St Pat's and MDI to participate in a process that would culminate in the establishment of a proposed Institute of Education as part of DCU.

On 8th November 2012 the CICEBG unanimously agreed, following "extensive negotiations, explorations and full comprehensive briefings", to pursue as a matter of urgency formal discussions relating to the structure and governance within DCU.

On 13th November 2012 the "Statement on behalf of the Board of Governors of the Church of Ireland College of Education" was issued. It stated that CICE will be a recognised equal partner at the decision-making table and that CICE's decision-making will be guided by its 4 guiding principles (i.e. the 4 core principles referred to in Motion n. 18 of the General Synod 2013). The Document provides a summary of developments to that date. It refers to the unsuccessful negotiations with Trinity College and with NUI Maynooth and to ministerial undertakings to protect the Protestant ethos in any new configuration. This document also states that "**a central aim in the negotiations**

continues to be the preservation of a dedicated publicly-funded pathway for the preparation of teachers to work in primary schools under Church of Ireland and Reformed Christian patronage. Graduates of CICE will continue to be prepared to understand and uphold the ethos of primary schools under Church of Ireland and Reformed Christian patronage. They will continue to have particular expertise in teaching in multi-level small schools and in supporting children with special educational needs."

On the 15th November 2012 a letter on behalf of CICE was sent to Mr Tom Boland of the HEA informing him of the decision of the 8th November 2012 as mentioned above. CICE's letter stated that these discussions indicate CICE's commitment to a process which still requires detailed and time-consuming negotiations to consider, agree and implement the massive changes that will ensue and it continued: "**Certain elements of the proposed change will need to be approved by the General Synod of the Church of Ireland.**" (emphasis added). This letter further states that a more comprehensive response together with an outline roadmap of the process steps leading to the ultimate goal will be provided. In addition this letter states that a very complex and comprehensive process of consultation with staff, students, recent graduates, primary schools under Church of Ireland and other reformed Christian patronage, patrons, church leaders and the GS began in October 2012.

In January 2013 CICE presented to the RIBE a "Summary of Primary School Stakeholder Consultation" (the Summary) which stated that consultations had taken place with teachers, principals and Boards of Management members in primary schools under Church of Ireland, Presbyterian, Methodist and Society of Friends patronage throughout the country and with CICE staff (p.2). Again this is apparent from the Minutes of the RIBE dated 21st January 2013. Dr Lodge also invited comments or queries on the Summary by 28th January 2013. The Summary stated that the Patrons of all primary schools under the said churches were contacted and their permission sought prior to the commencement of the consultation process. Such consultation was also confirmed in the *Agreed Notes of the Meeting* between the Provost and Vice-Provost of Trinity College and CICE dated 10th January 2013. The Summary also stated that a letter was issued to all primary schools under the said churches' patronage on 6th November 2012 inviting school personnel to attend a consultation meeting to be organised in their region nationwide.

The Panel is of the view that the notice period given prior to some of the meetings was quite short possibly due to the time constraints imposed by the Landscape Document. Since CICE had unanimously agreed to pursue as a matter of urgency formal discussions relating to the structure and governance within DCU on the 8th November 2012 and had notified its decision to the HEA on the 15th November 2012, it appears that some of the consultative process with school Boards of Management and patrons took place after the formal discussions with DCU had commenced and after the HEA had been informed of that fact. The Summary states that 41% of all primary schools responded and these schools were invited to 8 meetings nationwide organised between late November and Mid-December 2012. Since the formal discussions are on-going, there is still an opportunity to consult further with patrons of schools and the other Reformed Christian Churches regarding matters of ethos and Religious Education. Consultations with various

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stakeholders have already taken place and the panel is of the opinion that it is important that the views of key stakeholders remain part of the on-going re-configuration process.

The HEA's Report to the Minister dated 17 April 2013 acknowledges: "The governance structure of the Church of Ireland College of Education is complex and it is recognised that changes to it will necessarily take more time to achieve, although these are progressing." (Par. 5.5).

In May 2013 CICE's Information Book (*CICE, Yesterday, Today and Tomorrow*"), (May 2013) was provided to the GS and was launched on CICE's website (www.cice.ie) thereby giving the Proposals transparency.

At the General Synod meeting in Armagh in May 2013 there was a robust discussion by members concerning the Proposals. Subsequently the GS passed Motions nos. 17 and 18 as set out in the opening paragraph of this Review.

On the 17th June 2013 the Executive Committee of the GSBE met and decided to establish an *Independent Review Panel* (the panel) to provide a Report in accordance with its stated terms of reference and remit (appendix 1).

On the 27th August 2013 the President of Dublin City University, Professor Brian MacCraith delivered a lecture at the Anglo Nordic Baltic Theological Conference Education, entitled "Ethos and Social Transformation in which he stated that CICE, amongst other institutions, was "engaged actively in a formal process of incorporation" with DCU, a secular university in a manner that respects its distinctive identity and mission. He stated that DCU has made it clear from the outset that it will respect and value the ethos of the three incorporating institutions and that the new Institute will foster and protect denominational, non-denominational and multi-denominational education.

5. Constitutional Requirements: Church – State Obligations.

While life in Ireland has undoubtedly become increasingly secular, the constitutional framework has not altered in some respects. Accordingly, it is necessary to consider some aspects of Articles 42 (Education) and Article 44 (Religion) of the Constitution which are germane to the Proposals.

Articles 42 and 44 of the Constitution conferred implied constitutional protection on denominational education, a principle recognised by the Supreme Court in, *inter alia*, *Crowley v Ireland* [1980] IR 102; *O'Keefe v Hickey* [2009] 2 IR 302; *Campaign to Separate Church and State* [1998] 3 IR 321 and this principle was enacted in the Education Act 1998 as amended. Arguably, these protections apply also to the denominational training colleges who train/educate teachers for denominational schools since teachers are "the main instruments", so to speak, by which the religious ethos of the denominations is passed on to future generations. Both the Church and State have constitutional obligations to parents in respect to these rights.

In Art 42.1 of the Constitution the Family/parents are the primary and natural educators of the child. In the *Campaign to Separate Church and State* [1998] IR 321 at 341 H.C. Costello P. drew attention to Article 42.4 which recognises that parents have rights not only to provide for the religious *education* of their children but also rights in the matter of their religious *formation*. Article 42.4, he stated, specifically enjoins the State when providing educational facilities or institutions (e.g. new teacher training facilities/institutions for primary school teachers) to have regard to both these distinct

rights. (e.g. through the provision of religious education and of religious instruction, doctrine and worship of the religious denomination in question).

Furthermore, Art 42.4 of the Constitution mandates the State, when the public good requires it, to provide other educational facilities or institutions (such as new teacher training facilities/institutions or reconfigurations with the universities of existing facilities or institutions) with, however, “....**due regard for the rights of parents, especially in the matter of religious and moral formation.**” (emphasis added).

Parents are constitutionally entitled to have denominational education provided for their children, and this has traditionally been provided by teachers trained in denominational training colleges such as CICE. Recent research, conducted by the Irish Primary Principals Network (IPPN, 2012), indicates that 67% of parents with dependent children wish to have religion taught within the school day. (WWW.IPPN.ie/index). It follows that the CICE is required by the Constitution to ensure that denominational teacher education is protected in any future arrangements it makes within the framework of DCU or other third level institution. It is the opinion of the Panel that CICE has an obligation to assert these rights on behalf of parents in the Proposals, to clearly state what those rights are, and how they are to be safeguarded into the future by the State, DCU and others.

It is the view of the panel that these requirements should be agreed and set-down in a written Mission Statement and should be forwarded to the HEA, DES and DCU.

5(i). Ethos Considerations

In the Employment Equality Bill [1997] S.C. 2 IR 321 at 359 Hamilton CJ stated that the word “ethos” is a vague term which was not defined in the Bill. However, he referred to the Chambers English dictionary meaning of the word ethos i.e. “*the distinctive habitual character and disposition of an individual group*”. Hamilton CJ continued:

*“It is probably true to say that the respect for religion which the Constitution requires the State to show implies that each religious denomination should be respected **when it says what its ethos is.** However the final decision on this question as well as the final decision on what is reasonable or reasonably necessary to protect the ethos will rest with the court and the court in making its overall decision will be conscious of the need to reconcile the various constitutional rights involved.”*

6. Assessment

The focus of the panel in this document so far has been to lay out the time-line, detail and processes involved since this matter was first considered by CICE in 2011. However, the panel is mindful that in undertaking this series of activities, CICE has been reacting to the public policy on third level reform as articulated by the HEA and the DES. A key consideration for CICEBG is the reality that the funding for third level education is moving to a standardised form. The panel accepts that reality and recognises that this is foremost to CICEBG together with a deep commitment to the delivery of Initial Teacher Education (ITE) in an ethos which expresses and upholds the Church of Ireland (and Protestant) ethos. The panel is also conscious that the content of the B.Ed degree delivered by CICE is subject to the approval of the Teaching Council of Ireland.

It is within this reality that the panel approaches the “terms of Reference” given to it by the Executive Committee of the General Synod Board of Education, namely:

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To assess the strengths, weaknesses and opportunities presented by the proposals in relation to:

- a. Future students in any new institutional arrangements regarding continuity of a Protestant religious ethos (including RE preparation).
- b. The provision of suitable teachers for primary schools under the patronage of the Church of Ireland and other Protestant churches.
- c. To ascertain if the core principles outlined are part of all agreements with any new entity or re-configuration regarding CICE.

In relation to a):

It is understood, following discussions with Archbishop Jackson and Dr Lodge that it is envisaged that the RE Certificate in *Follow Me* and/or any subsequent RE curriculum provided by the Church, currently funded by CICEBG, GSBOE and Church Education Society, would continue to be delivered to future B.Ed. students in DCU. The panel commends CICE in this regard and is satisfied that the CICEBG recognise the importance of this component. The panel notes that the RE Certificate is distinct from the Religions, Ethics, Morals and Values (REMV) programme which is part of the B.Ed. curriculum.

In relation to b):

The panel understands that the current position is that the restricted entry to CICE, based on specific religious denominational grounds, relies on a derogation from the Equal Status Acts 1998 – 2011; and that this is renewable every three to five years on application to the Ministers for Justice and Education (and is subject to approval by the Oireachtas). Obviously, as this is beyond the jurisdiction of the Church, CICE, (and DCU), assurances cannot be given on this matter into the future.

However, as mentioned above, the panel, having discussed the matter with the chairperson of CICE and the Principal of CICE are satisfied that the CICEBG are sufficiently mindful of the necessity to ensure that the Church of Ireland and Protestant ethos is to the fore in any new arrangements. The panel is not in a position to provide further elaboration on this point as it must respect that discussions are on-going and also that the Equality legislation is currently under review.

The panel notes the content of a letter from the President of DCU to CICEBG dated the 7th February 2013 (obtained under FOI) that “DCU expects that the current dispensation regarding restricted entry route to the B.Ed. for Church of Ireland and other Reformed Faith candidates will continue. Moreover we will support this actively in our discussions with the DES” (appendix 3).

The panel recognises therefore that all parties to the negotiations are aware of the significance of this issue.

The panel also notes that the said letter also states “It is expected that the Head of the CICE Centre will promote and safeguard the CICE ethos and identity”.

The panel is of the view that the contract of employment of any future Head of the proposed CICE Centre should incorporate a clause to that effect in the said contract.

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The Panel is also of the view that before entering into any new arrangement, it will be essential for a legally binding agreement (Memorandum of Agreement) to be agreed on the specifics of the religious ethos of the proposed new entity. Having consulted with the Chair and Principal of CICE, the panel is satisfied that CICEBG are conscious of this necessity.

In relation to c):

The panel has reviewed all the available documentation regarding discussions between CICE and DCU and can report that the “core principles” are stated in a number of the documents concerning the Proposals (e.g. the document of 15 November 2012). The panel were briefed by the chairperson and the Principal regarding the specifics of the on-going discussions with DCU. It was clear from that briefing that the “core principles” of motion 18 (which was proposed by Archbishop Jackson) are prominent in these discussions.

The panel recommends that any legally binding agreement entered into by CICE with DCU would have these “core principles” incorporated into the said agreement as a term (legally binding provision) in that agreement.

7. Conclusion

In considering this matter, the panel observes that the initiative to move away from “stand-alone” (and indeed smaller) third level institutions is part of a wider national and international context. This initiative extends beyond teacher training colleges and follows international trends in this regard. Indeed the panel notes that “total exchequer funding allocated to universities declined by 36% between 2008 and 2014 ... while student numbers have gone up by 10% in the same period.”(Irish Times, 15th February 2014).

The panel recognises that quality learning outcomes and a quality student experience must be part of contemporary third level education. However, the panel is of the strong view that these realities must be balanced with the other reality the necessity to ensure that the religious ethos and values of the Church are promoted and safeguarded in any new re-configuration. Having reviewed all the available documentation and having discussed the issues involved with the Chairperson and Principal of CICE, the panel is satisfied that CICE will continue to uphold, through binding agreement, the four “core principles” as required by Motion 18 passed by GS 2013 in any agreement reached with any educational grouping under the proposals of the Minister for Education and Skills for the restricting of teacher training in the Republic.

ENDS.

Appendix 1

CHURCH OF IRELAND Tel:(+3531) 4125 609

THE BOARD OF EDUCATION

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

General Synod Board of Education - Review of CICE teacher training proposals

Remit and Terms of Reference for Review Panel

Background:

The General Synod 2013 passed Motion No 17 which requested that: *‘the General Synod Board of Education undertakes a review of the current teacher training proposals as outlined in the document issued on behalf of the Board of Governors of the Church of Ireland College of Education dated 13th November 2012, which appear to have a potentially detrimental effect on the life of school communities under the patronage of the Church of Ireland and other Protestant churches’.*

General Synod 2013 also passed Motion No 18 which: *‘endorses the four core principles promulgated by the Board of Governors of CICE namely,*

- *Safeguarding and enhancing the holistic educational experience of all students in CICE;*
- *Protection of the rights of CICE staff;*
- *Retention of CICE’s identity in terms of its ethos and culture, including its relationship with and responsibility to the Church of Ireland network of primary schools throughout the State;*
- *Affirmation of and formal positive acknowledgement of, and respect for, the values origins and traditions of CICE.*

And asks that those negotiating in behalf of the College to ensure that these principles are included in any agreement reached with any educational grouping under the proposals of the Minister for Education and Skills for the restructuring of teacher training in the Republic’.

The Executive Committee of the General Synod Board of Education met on Monday 17th June 2013 in Church House Dublin, and considered Motion No. 17 and No. 18. It resolved to establish an independent Review Panel and requested it provide a report for the Committee by 31st December 2013.

Remit of the Review

2. To undertake a study of all relevant documents¹ to provide a clear account of the development of the current teacher training proposals issued by the Board of Governors of the College of Education.
3. To assess the strengths, weaknesses and opportunities presented by the proposals in relation to:
 - a. Future students in any new institutional arrangements regarding continuity of a Protestant religious ethos (including RE preparation).
 - b. The provision of suitable teachers for primary schools under the patronage of the Church of Ireland and other Protestant churches.
 - c. To ascertain if the core principals outlined are part of all agreements with any new entity or re-configuration regarding CICE.
4. To report back on their deliberations to the General Synod Board of Education. It is not envisaged that report of the Review Panel will be either large or broad ranging but sufficient to fulfil the terms of reference (e.g. 10 pages).

Methodology:

While the Review Panel is clearly free to engage in any method of deliberations, it is not envisaged that such deliberations will entail widespread interviewing or consultations. The Review Panel shall determine how often they wish to meet and are free to determine their own chairperson. It is hoped that the timeframe for completing the review will not be unduly long and, in any case, should be completed by 31st December 2013.

¹ Documents already in the public domain have been passed by the Archbishop of Dublin (Chair of the Board of Governors) to the Executive Committee of the General Synod Board of Education. Other documents which may be required should be sought by the Review Panel under a Freedom of Information request.

Appendix 2

Joint Statement between the Provost of TCD and the Archbishop of Dublin, 28th March 2013.

Both Trinity and CICE are involved in developing their relationships with other partners following the announcement by the Minister for Education and Skills in September 2012 of his new policy on Initial Teacher Education.

Both Trinity and CICE entered into negotiations with one another in good faith. Such good faith was sustained throughout the process. Despite the best efforts of both sides, agreement was not reached.

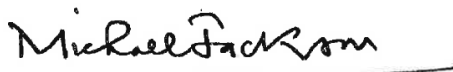
Both institutions share a spirit of inclusivity and are respectful of diversity. They would be saddened if the outcomes of these deliberations and negotiations were understood outside of this framework.

Both institutions regard the new developments as an exciting time of change and progress for Initial Teacher Education in Ireland.

Both institutions continue to wish each other well in the work that lies ahead.



Dr. Patrick Prendergast
Provost of Trinity College Dublin



Dr. Michael Jackson
archbishop of Dublin

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Appendix 3

Letter to CICE from the President of DCU, 7th February 2013

Ollscoil Chathair Bhaile Átha Cliath
Dublin City University

Dr Anne Lodge
Principal
Church of Ireland College of Education
98 Upper Rathmines Road
Dublin 6



7 February 2013

Dear Anne,

In the course of our productive discussions regarding the establishment of an Institute of Education, a number of important questions have arisen in relation to specific concerns of the Church of Ireland College of Education.

I am very happy to provide clear assurances to you regarding these concerns and, in this letter, I seek to address these explicitly along with providing a broader context for our plans to establish a pioneering Institute of Education.

Dublin City University is, and will remain, a secular university that is committed to excellence in its programmes of education, research and innovation. Just 24 years old as a university, DCU is ranked in the top fifty young universities in the world, as reported in the QS 'Top 50 under 50' Rankings announced in 2012. A core value of the university is a strong commitment to social inclusion and diversity, as emphasised in our Strategic Plan 2012-2017 ('Transforming Lives and Societies').

The establishment of the proposed Institute of Education will enable us to educate excellent teachers for a pluralist society. This research-intensive Institute will integrate Initial Teacher Education and Continuous Professional Development for teachers across the full education continuum (from Early Childhood to Third Level) for the first time in Ireland. It will also carry out pioneering research in priority areas for 21st Century Education, such as Special Needs and Inclusive Education, Digital Learning, STEM Education, and Ethical and Values-based Education.

The Institute will respect and value the identity and ethos of the individual institutions (including the Church of Ireland College of Education) that have embarked on a process of incorporation inside DCU. Building on DCU's record in this area over two decades, the Institute will foster and protect denominational, non-denominational and multi-denominational education. DCU is also keen to develop research and education programmes in the area of Inter-Religious Studies to build on its strong profile in Intercultural Studies.

It is planned that the new Institute of Education will have the status of a faculty within the university governance structure, thereby becoming the fifth faculty of the university. Each of our faculties is led by an Executive Dean who is an 'ex officio' member of the University Executive Committee and the Senior Management Team. At a faculty level, the Executive Dean chairs a Faculty Management Board on which all Heads of School have automatic representation. Within the proposed Institute of Education, CICE will have the status of a School, carrying its own name, and is therefore guaranteed representation via its Head in the Faculty structure. It is expected that the Head of the CICE School will promote and safeguard the CICE ethos and identity.

Professor Brian MacCraith MBE FRSF
Uachtarán | President

Oifig an Uachtaráin
Ollscoil Chathair Bhaile Átha Cliath
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Dealing specifically with degree programmes offered by the Institute of Education, it is our intention that the B. Ed. Programme will incorporate pathways that will include expert inputs and assessment of teaching in small schools, multi-level teaching, and exploration of the culture and values of schools under Church of Ireland, Presbyterian, Methodist and Society of Friends patronage. We also expect that CICE will play a key role in exploring synergies of provision along with St. Patrick's College in continuing and developing the excellent postgraduate diploma programme in Learning Support and Special Educational Needs. Furthermore, the provision of religious education and formation will be supported via the RE Certificate (recognised by the General Synod in the case of CICE) which prepares students for teaching in denominational schools.

DCU expects that the current dispensation regarding the restricted entry route to the B.Ed for Church of Ireland and other reformed faith candidates will continue. Moreover, we will support this actively in our discussions with the Department of Education and Science (DES).

With regard to the Rathmines site, DCU is keen to engage in creative exploration of its use in partnership with the Church of Ireland. Furthermore, DCU recognises the great historical significance of the Plunket Museum and the CICE and Kildare Place Archives. DCU has a strong desire to see these flourish and will work with CICE to safeguard their future and identity in any new configuration.

The rights of staff and assurances regarding their ongoing commitments are always core issues in any new configuration such as the proposed Institute. All staff who transition to the Institute within DCU will be treated as equals to existing DCU staff in terms of rights of progression and promotion pathways. In keeping with DCU's well-established reputation for civic and community engagement (again reflected strongly in our Strategic Plan), the CICE commitment to community service will be recognised and supported. Similarly, the DICE and REALT programmes are aligned with DCU research and education programmes in these areas and we look forward to exploring synergies with CICE colleagues in this regard.

Building on an excellent track record to date, DCU's Vision statement emphasises the importance of a research-intensive profile, requiring a high degree of high quality research activity across our academic faculty. In this context, ongoing CICE research activity will be strongly encouraged and fostered.

In conclusion, DCU is committed to developing a transformative Institute of Education involving CICE, St. Patrick's College and Mater Dei Institute. Respectful protection and fostering of denominational entities, such as CICE, inside a secular university is central to our vision of providing excellent education for a pluralist society. We welcome your active engagement with discussions to date and are keen to progress our positive, early dialogue around DCU accreditation of your programmes.

We are deeply grateful to Archbishop Michael Jackson for his insightful and enlightening contributions to developing a shared vision for our proposed Institute, which has the potential to transform education in Ireland.

Yours sincerely,



Prof. Brian MacCraith FInstP MRIA
President,
Dublin City University

cc. Dr. Michael Jackson, Archbishop of Dublin

Church of Ireland Youth Department – Report 2014

CHURCH OF IRELAND YOUTH DEPARTMENT

REPORT 2014

MEMBERSHIP

Executive

President

The Rt Rev John McDowell

Chairman

Rev Paul Whittaker

Treasurer

Mr Edward Hardy

Secretary

Mrs Judith Peters

Rev Malcolm Kingston

Mr Andrew Brannigan

Mrs Alison Jones

Mr David Brown (Youth Ministry Co-ordinator) Resigned April 2013

Central Board – Executive (*above*) and:

Mr Steven Brickenden

Rev Ian Cruickshank (resigned June 2013)

Mr Alan Williamson

Rev Cliff Jeffers (September 2013)

Ms Joyce Clinghan

Rev Malcolm Kingston

Miss Julie Currie

Rev Diane Matchett

Mr Martin Montgomery (September 2013)

CIYD Director

Mr David Brown (Resigned April 2013)

Full-time Youth Ministry Development Worker Northern Ireland

Mrs Sharon Hamill (Resigned March 2013)

Full-time Youth Ministry Development Worker Republic of Ireland

Ms Jude Trenier (Resigned February 2013)

Secretary in Elmwood Avenue, Belfast

Mrs Barbara Swann

Programme Review January to December 2013

Given staff developments in early 2013, the year has proved to be a challenging but fruitful year for the Church of Ireland Youth Department (CIYD) and its many programmes. As an update for the Church, CIYD's programme for 2013 has seen:

Church of Ireland Youth Department – Report 2014

- Twelve successful ‘Connect’ training opportunities for Youth Ministers delivered in Northern Ireland, with an average attendance circa 40 participants;
- One successful ‘Reflect’ residential for voluntary youth leaders delivered (October 2013);
- A very well attended Diocesan Youth Network meeting facilitated by CIYD;
- A new training initiative for Anois volunteers successfully piloted;
- Anois Youth camp for 100 young people and up to 50 young adult leaders;
- Over one thousand cups of coffee and many more tray bakes served at the CIYD Summer Madness ‘Connect’ venue.

We are very grateful to the Diocesan Youth Officers who stood up to the plate and helped CIYD continue with its programme in the first half of the year.

Matters of note:

CIYD Staffing matters

In early 2013 we said farewell to our staff Mr David Brown, Ms Jude Trenier and Mrs Sharon Hamill. We thank them for their contribution to the ministry of CIYD and wish them well for the future.

Mrs Barbara Swann, as the Office Administrator carries significant responsibility; not only for the office in Belfast but all logistical issues and some financial concerns relating to CIYD’s all-Ireland services. In light of staff changes and challenges, Barbara has taken up additional responsibilities and her contribution and commitment is duly noted.

During the first half of 2013 the Central Board and Executive worked extremely hard to re-shape and re-model the department. With the recent economic situation resulting in a reduction of our funding over the past five years the Central Board decided to reduce the field staff from three to two. We decided to have a Youth Ministry Development Officer (Northern Region) and a Youth Ministry Development Officer (Southern Region). After putting together new job specifications we advertised the two posts and a series of interviews took place. We were delighted to announce the appointment of Mr Andrew Frame in the Northern Region and Ms Amy McCrea in the Southern Region. Both started employment in September 2013 and October 2013. We are delighted with their progress so far and wish them well for the future.

CIYD Strategic development

The new CIYD Strategic Plan was formally launched by the Primate at General Synod 2012. With this in place the Central Board and Executive have formulated new Operational Plans for both regions and these were put in place on the arrival of our new staff members. Each Region has their own budget and is responsible for plans to deliver quality youth ministry with their Ministry Development Officers.

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CIYD continues to operate its ‘Devolved Funding Project’ with every diocese in Ireland receiving around £7,500 each year from the Department.

Update on CIYD networks and developments across Ireland

Youth Link (NI)

CIYD representatives on the Youth Link Board are as follows, Mrs Sharon Hamill (Youth Link Chairperson), Mr Andrew Brannigan and Rev Stephen McElhinney.

Youth Net

CIYD represented by the Youth Development Officer (Northern Region).

National Youth Council of Ireland

CIYD is represented by the Youth Development Officer (Southern Region).

National Youth Work Advisory Committee

This committee functions as the Republic of Ireland’s Youth work advisory panel.

Belfast Health Trust, Faith based Sexual Health committee

Mrs Sharon Hamill represents CIYD on this important committee.

Love For Life Hub

Mrs Sharon Hamill represents CIYD on this committee.

Board of Education NI and RoI

CIYD Executive Chairman represents Youth Department on the Board of Education (NI).

Ms Claire Bruton, represents CIYD on the Board of Education (RoI).

Church of Ireland Mission Council

CIYD has nominated Executive Chairman to this committee.

Children’s Ministry Network

CIYD Youth Development Officer (Southern Region) in attendance at this network.

DIOCESAN REVIEW

ARMAGH

- 4 Sunday night events per year averaging 40 -100;
- Easter dawn Service attracts 400;
- Residential in April;
- Wells type project is back on the agenda;
- One full-time youth worker and 3 interns;
- Strong on uniformed organisations.

CORK

- Recruiting DYO;
- Diocesan events have seen falling numbers;
- Youth leaders weekend in January went very well;
- Schools team functioning well.

CONNOR

- Energize group has been set up;
- Hope to run diocesan conference;
- Uniformed organisations are strong;
- Archdeacon is writing brief on confirmation;
- 1 full-time and 2 part-time youth workers.

CLOGHER

- Wells project has now 16 wells covering 29 parishes;
- Capacity is increasing all the time;
- 320 young people/76 youth leaders influenced;
- challenge to build alliances which work;
- hoping to join northern and southern youth councils;
- community relations are better;
- youth link one day conference.

DERRY AND RAPHOE

- Derry & Raphoe Youth (DRY) going extremely well;
- 2,500 young people engaged with youth work;
- 5 parishes have full time youth workers.

DOWN AND DROMORE

- Youth and children department since 2011 has gone extremely well;
- Confirmation programme is steadily on the up;
Preparation/service/follow up
- 31 sessions for confirmation class (of which 10 are essential);
- Post-confirmation area to be assessed;
- Family work;
- Open College Network (OCN);
- 39 youth ministries;
- Summer Camp running for the first time.

DUBLIN AND GLENDALOUGH

- The Diocese is in a state of flux as the new CIYD Central Board Representative Rev Cliff Jeffers conducts a series of surveys about youth and children's work throughout the diocese.
- 3Rock has ceased its ministry and we wish to thank Mr Greg Fromholz and Mrs Susie Keegan for all their work in the past number of years.

KILMORE

- Engage project;
- Involvement with Sligo Grammar School;
- Strategy waiting for new bishop to arrive;
- Large group to Summer Madness;
- Missing the youth officer for contact with young people on the ground;
- Diocesan link to South Carolina.

LIMERICK AND KILLALOE

- there is a gap of youth ministry at parish level;
- small number of youth groups;
- new chaplain at Villiers school;
- Edward Hardy is trying to link with national schools;
- Recession has hit people very hard such that they cannot afford to send young people to events;
- Summer Madness is very popular;
- Harder to define CIYD input;
- Vision plan for the Diocese is being worked on.

Church of Ireland Youth Department – Report 2014

MEATH AND KILDARE

- 4 new youth groups running;
- creation of Meath and Kildare youth council;
- confirmation workshops;
- 189 families targeted;
- important for CIYD to encourage the employment of a DYO.

TUAM

- groups in Westport and Ballina;
- junior camp Lissadell;
- only a few to Summer Madness;
- schools service;
- launch of Bishops Appeal;
- youth leaders residential Sligo.

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT**

YEAR ENDED 31 DECEMBER 2013

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 2013

	2013	2012
	€	€
INCOME		
Department of Education (Republic of Ireland)	178,081	197,868
Representative Church Body	174,657	196,054
Donations	10,418	7,928
Interest	1,228	3,538
Programme	<u>9,244</u>	<u>14,088</u>
TOTAL INCOME	<u>373,628</u>	<u>419,476</u>
EXPENDITURE		
<u>Staff & Volunteer Costs</u>		
Staff Salaries	68,239	174,503
Staff Expenses	16,023	26,586
Central Board and Executive	12,940	15,416
 <u>Training, Programme & Grant Allocations</u>		
Training events	30,750	31,392
Programme events	22,543	28,540
Devolved funding grants	106,204	100,983
 <u>Office & Administration</u>		
Insurance	1,645	1,036
Auditors fees	3,998	6,366
Rent	15,931	15,757
Telephone, postage and internet	8,082	11,005
Office expenses	9,817	13,841
Heat and light	2,621	2,202
Depreciation	-	490
Bank interest and charges	(425)	1,305
Resources	405	3,126
Sundry	<u>1,204</u>	<u>2,223</u>
Carried forward	299,977	434,771

Church of Ireland Youth Department – Report 2014

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT**

**INCOME AND EXPENDITURE ACCOUNT – CONTINUED
YEAR END 31 DECEMBER 2013**

Brought forward	299,977	434,771
<u>Fees & Membership</u>		
General membership fees	1,635	1,497
Youth Link Northern Ireland	<u>11,962</u>	<u>11,930</u>
TOTAL EXPENDITURE	<u>313,574</u>	<u>448,198</u>
	60,054	(28,722)
Foreign exchange difference	<u>1,340</u>	<u>(642)</u>
NET SURPLUS/(DEFICIT) FOR THE YEAR	<u>61,394</u>	<u>(29,364)</u>

Note: The rate of exchange used at 31 December 2013 was £1.00 = €1.204
(2012 – €1.225).

Church of Ireland Youth Department – Report 2014

**EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND
YOUTH DEPARTMENT
BALANCE SHEET AS AT 31 DECEMBER 2013**

	2013		2012	
	€	€	€	€
CURRENT ASSETS				
Debtors and prepayments	131,556		73,330	
CASH AT BANK AND IN HAND				
Cash	<u>10,021</u>		<u>2,466</u>	
	141,577		75,796	
CURRENT LIABILITIES				
Creditors	<u>(39,321)</u>		<u>(34,934)</u>	
NET CURRENT ASSETS		<u>102,256</u>		<u>40,862</u>
NET ASSETS		<u>102,256</u>		<u>40,862</u>
GENERAL FUND ACCOUNT		<u>102,256</u>		<u>40,862</u>

Note: The rate of exchange used at 31 December 2013 was £1.00 = €1.204
(2012 – €1.225).

The Covenant Council – Report 2014

THE COVENANT COUNCIL

The Church of Ireland and the Methodist Church in Ireland

REPORT OF THE COVENANT COUNCIL TO THE CHURCHES 2014

MEMBERSHIP

Church of Ireland

The Most Rev Dr Richard Clarke, Archbishop of Armagh (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Dr Maurice Elliott

Rev Barry Forde (Secretary)

Rev Canon Ginnie Kennerley

Rev Dr Peter Thompson

Vacant

Methodist

Rev Winston Graham (Co-Chair)

Rev Donald Ker

Rev Andrew Dougherty

Rev Janet Unsworth

Rev Louise Donald

Ms Gillian Kingston

Dr Fergus O'Ferrall

Mr Nigel Beattie

Interchangeability of Ministry

The primary focus of the Covenant Council has been on the proposals on Interchangeability of Ministry. The Bill before General Synod in 2014 builds on the Agreed Principles presented to, and received by, the General Synod in 2010 and 2011. It is the considered opinion of the Covenant Council that the Bill is a reflection of the mind of Synod to take a significant step forward in realising the aspirations of the 2002 Covenant between the Church of Ireland and the Methodist Church in Ireland. If passed, it will open up new doors of ecumenical opportunity for both traditions as we seek to carry out the mission of God in Ireland. It is the hope of the Covenant Council that General Synod continues to affirm the journey we have been on together, and provides for the interchangeability of ordained ministries between our two denominations.

The Covenant Council is aware that, if the Bill on interchangeability is passed, it will help pave the way for further development and consideration of how lay ministries might work together, recognising the potential role that the Covenant may play in the Church of Ireland Commission on Ministry and Pioneer Ministry.

Local Covenant Partnerships and Projects

The Covenant Council is delighted to see links continue to grow between the Church of Ireland Theological Institute and Edgehill College. In the area of Pioneer Ministry there

The Covenant Council – Report 2014

were attendees from both the Church of Ireland and the Methodist Church in Ireland at conference on Pioneer Ministry hosted by Rev Ric Thorpe, St Mellitus College in London. There are further plans to grow and develop these links. During the week of prayer for Christian Unity a Methodist Communion Service, presided over by the Covenant Council member Rev Andrew Dougherty took place at the Theological Institute, with Rev Barry Forde sharing in the Ministry of the Word.

There are a number of partnerships and projects that continue to grow. In January 2014, the Church on the Hill in Maghaberry took a significant step forward in a service of celebration to mark the signing of a Local Covenant Partnership, signed by the Rt Rev Harold Miller, Bishop of Down and Dromore and Rev Kenneth Robinson, District Superintendent for the Portadown District. The Church of the Good Shepherd and Primacy in Bangor continue to further the work of the Covenant, whilst the Covenant at Queen's University, Belfast continues to be further consolidated. During Holy Week 2013 a team from QUB Chaplaincy participated in a week of outreach by the Church of Ireland parish and the Methodist church in the town of Strabane, and in 2014 a similar week of outreach took place in the Joint Project at Glencraig, in North Belfast.

The Covenant Council continues to encourage all dioceses and parishes to look for opportunities in which the Covenant might be of assistance for ministry and mission.

Membership

The Covenant Council is thankful for the role of Rev Denis Campbell who acted as Presbyterian Observer on Council for a number of years and looks forward to his successor being appointed by the Presbyterian Church in Ireland in due course. Covenant Council also wishes to propose Mr Harold Giboney as a Church of Ireland successor to the role vacated by Mr Cyril McElhinney.

Website

The Covenant Council website, www.covenantcouncil.com has been revised, with a forum page for Covenant Facilitators and worship resources and Covenant Council booklets available for download.

Covenant Celebration

The Covenant Council is conscious that the month of September is a very busy month in the life of many parishes. Covenant Council has previously encouraged congregations to celebrate the Covenant relationship with neighbouring Methodist congregations on or around September 26 each year. Following deliberation Covenant Council agreed that an alternative date in the year might prove more accessible for many congregations. It was agreed that the 24th May, John Wesley Day in the Church of England, is a suitable date and Covenant Council encourages all churches to consider celebrating the Covenant on or around this date.

Motions to propose at General Synod

The Covenant Council also proposes the following motions for the consideration of the General Synod this year:

“That the following be elected as Church of Ireland representatives on the Covenant Council for the coming year:

The Covenant Council – Report 2014

The Most Rev Dr Richard Clarke, Archbishop of Armagh (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Dr Maurice Elliott

Rev Barry Forde

Mr Harold Giboney

Rev Canon Ginnie Kennerley

Rev Dr Peter Thompson”

‘That General Synod continues to encourage congregations to celebrate the Covenant relationship with neighbouring Methodist congregations on or around John Wesley Day, 24th May each year.’

COMMISSION FOR CHRISTIAN UNITY AND DIALOGUE

REPORT 2014

MEMBERSHIP

The Archbishops and Bishops (ex-officio)

The Rt Rev John McDowell, Bishop of Clogher (Chair)	Dr Kenneth Milne (Honorary Secretary)
Rev Canon Patrick Comerford	Mr Trevor Morrow
Rev Canon David Crooks	Canon Daniel Nuzum
Rev Canon Dr Ian Ellis	Rev Ása Björk Ólafsdóttir
Mr Samuel Harper	Rev Niall Sloane (Honorary Records Secretary)
Rev Darren McCallig	Venerable Helene Tameberg Steed
Mrs Roberta McKelvey	Ms Catherine Turner
Mr Philip McKinley	

INTRODUCTION

The Church of Ireland continues to place great importance on its inter-Church work and on doing what we can to promote a real engagement within and between the Churches.

The Commission conducts its business through a range of Working Groups, each of which has summarised the main features of its work in the body of this report. The Working Groups have the advantage of flexibility and each can make use of extra Church of Ireland expertise to assist in developing projects and dialogue. The Inter-faith Working Group has proved especially adept at this working method.

Although strictly speaking no longer the Synodical business of the Commission, (having passed into a legislative process managed by the Covenant Council) the Commission takes great encouragement and satisfaction from the near unanimous approval by last year's General Synod of the progress towards interchangeability of ministry with the Methodist Church in Ireland.

The Commission was at the forefront of theological discussions with the Methodist Church in Ireland which prepared the way for the current legislation before General Synod. It is our particular delight to have had some hand in working towards an acceptance that, without the sacrifice of any core principle, Episcopal ministry can truly serve as a unifying rather than a divisive force in the Catholic Church.

The theological and ecclesiological rationale which underpins this piece of legislation has been discussed at the last three General Synods and it has been a privilege to facilitate that discussion and to note the immense joy at last year's Synod at the prospect of overcoming any further barriers to interchangeability.

Commission for Christian Unity and Dialogue – Report 2014

The Anglicanism Working Group is continuing its dialogue with the Moravian Church in Great Britain and Ireland, exploring common areas of life and mission.

Since our last report there has been a meeting of the Anglican Consultative Council (ACC) in New Zealand. That is always a very significant meeting, particularly as the ACC is the only one of the Instruments of Unity which has lay membership, and the Commission has sought to act as a conduit whereby the resolutions and reports arising from that meeting have been more widely disseminated and discussed throughout the Church of Ireland.

Individual members of the Commission continue with their work on our behalf with the Churches of the Porvoo Communion, the Old Catholics and the Orthodox world in its Eastern and Oriental incarnations.

Although he continues as a member, the Most Rev Richard Clarke, Archbishop of Armagh stepped down as Chair of the Commission towards the end of 2013. His contribution to the whole range of ecumenical endeavour (in theology, pastoral engagement and practical action) has been immense and we the Commission would wish to pay tribute to his wise and generous chairmanship over the past seven years.

ECUMENICAL INSTRUMENTS

Considerations of space allow for only extremely limited reference to the extensive work of the ecumenical instruments to which the Church of Ireland belongs. Their respective websites should be consulted for detailed reports. Full particulars of Church of Ireland membership of ecumenical organisations and their remit may be found in the appropriate directory on the Church of Ireland website.

The Irish Council of Churches (ICC) /www.churchesinIreland.com

Officers: 2012-2014

President: Rev Fr Godfrey O'Donnell

Vice President: Rev Dr Donald Watts

Immediate Past President: Most Rev Dr Richard Clarke

The annual meeting of the Council was held in Londonderry on Thursday 21 March 2013, the Rev Fr Godfrey O'Donnell presiding.

The programme for the day included participation in the Christian Heritage Trail that has been developed in the city during this its year as 'European City of Culture' by the Churches' Trust and which involves local clergy and artists.

It is customary for a delegation from European Churches to meet with government representatives as member states of the EU assume the EU presidency. On Friday 8

Commission for Christian Unity and Dialogue – Report 2014

March 2013 such a meeting took place at Government Buildings in Dublin, organised by the Irish Council of Churches (on behalf of the Conference of European Churches-CEC) and the Commission of the [Roman Catholic] Bishops' Conferences of the Union. The Taoiseach, Mr Enda Kenny, TD, presided, and was accompanied by officials from several government departments. The Churches' delegation, representing a broad spectrum of Christian traditions in Ireland, raised a number of issues for consideration by the Irish presidency, including the social and economic crisis in Europe and development aid policy. The delegation expressed its concern at the impact of austerity on present and future generations and on the most vulnerable in society.

As reported last year, the ICC has decided to give due emphasis to European issues and has created a European Affairs Committee, representative of member Churches. The Church and Society Commission of the Conference of European Churches is producing documentation for use by local Churches relating to the European Parliamentary Elections, and consideration of this material will be among the first items to be considered by the new committee.

The Irish Inter-Church Committee (IICC) [www.churchesinireland.com]

The Church in Society Forum of IICC, having prepared a paper on ethical investment for presentation to the Churches, followed this by convening a meeting of the finance officers of member Churches to discuss the issues involved, and it is hoped that such meetings will be held regularly.

Churches Together in Britain and Ireland-CTBI/ www.ctbi.org.uk

The annual general meeting of CTBI together with its regular meeting of Senior Representatives took place in London. Dr K Milne is among the representatives of member Churches who are involved in discussion of the process to be adopted by CTBI in appointing a new moderator.

At the invitation of some member Churches, CTBI is convening a meeting to consider the use in local Churches of the material prepared by CEC relative to the European Parliamentary elections.

Conference of European Churches-CEC/ www.ceceurope.org

The radical constitutional changes under consideration by CEC were referred to in last year's report. The present state of this exercise was the main item discussed at a meeting of Ecumenical Secretaries held in Brussels in November 2013 and attended by Dr Ken Milne. A key change will be the transfer of the office from Geneva to Brussels, where CEC's Church and Society Forum, and which relates in particular to the EU and its agencies, has its premises. The meeting was attended by senior personnel from the

Commission for Christian Unity and Dialogue – Report 2014

European institutions, who stressed the fact that 2014 would be a highly significant year for the Union during which a new Commission, a new Commission President, and a new Parliament (at least half of the MEPs taking their seats for the first time) would take office.

World Council of Churches-WCC/ www.wcc-coe.org

The Rt Rev Alan Abernethy, Bishop of Connor, a member of the Central Committee of WCC, attended the 2013 Assembly in the Republic of Korea. He has briefed us on its proceedings and we are studying documentation that issued from the Assembly.

Inter-Faith Working-Group

Membership

The Most Rev Dr Michael Jackson, Archbishop of Dublin (Convenor)
The Rt Rev Trevor Williams, Bishop of Limerick
The Rt Rev Patrick Rooke, Bishop of Tuam
Rev Darren McCallig (Honorary Secretary)
Very Rev Sandra Pragnell
Rev Canon Glenn West
Ms Georgina Coptly
Mr Tom Tate (to March 2013)
Rev Ása Björk Ólafsdóttir
Rev Dr Yazid Said (from November 2013)

Supporting and resourcing the Church's engagement with people of other faiths remains the central focus of the Inter-Faith Working Group. To this end, a seminar on gender and inter-faith dialogue was held in Limerick on Thursday 17 October 2013.

The event, entitled "Building the Common Household", explored the ways in which the gender of those engaged in inter-faith dialogue impacts on their involvement. It also looked at some of the issues which affect both women's participation in dialogue and also men's engagement with women of other faiths.

The keynote speaker was the Rev Bonnie Evans-Hills. Ms Evans-Hills is Inter-faith Advisor to the Bishop of Leicester and assistant curate in the Parish of Saint Peter & Saint Paul, Oadby. Her address introduced the seminar participants to a series of guidelines on gender & inter-religious dialogue which she, along with some others, prepared on the basis of their experience of many years' engagement in dialogue. The document entitled "Talitha cum! Stand up, Girl!" took as its inspiration the story from the Gospel of Mark (5:25-end) where Jesus raises from the dead the twelve-year old daughter of a synagogue leader. As Ms Evans-Hills' concluded:

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“One, insignificant girl – someone no one would have paid attention to, would have shoved into the corner or told to fetch the water or sweep the floor; one insignificant girl – Jesus takes her hand, he tells her to stand. She was dead, but now she is alive! She is no longer lying on the bed silent and ill, she is not even sitting. She is standing, standing tall! ... Talitha Cum, Girl! Stand up, be counted! Know you are loved for the precious child of God you are! Women have much to contribute to our faith communities, but in order to do that they need to be brought to life and nurtured.”

Four responses to the Guidelines were given by members of the Mid-West Interfaith Network: Yonit Kosovske (Jewish); Trish Fallon (Bahá'í); and Eva Maculova and Lonán Ní Dhubháin (Christian). Each spoke from their own personal experience of the opportunities and complexities of inter-faith dialogue. Their papers and copies of the Guidelines can be accessed on the Church of Ireland website.

The Limerick seminar followed-on from similar capacity-building events held in Dublin, Belfast and Galway in recent years. The Working Group is now considering new directions for its work. In particular, it is examining the possibility of developing an intercultural and interreligious mobile exhibition which would highlight diverse expressions of faith across religious traditions. The hope is to continue to call the wider Church's attention to the enrichment as well as the challenges which a multi-religious society provides.

Finally, there were some membership changes during the past year. Mr Tom Tate resigned in March 2013. Later in the year the Rev Dr Yazid Said was co-opted. He is a Palestinian Anglican priest who is currently lecturer in Islamic Studies at the Mater Dei Institute of Education, Dublin.

Anglican Affairs Working-Group

Membership

The Rt Rev Michael Burrows Bishop of Cashel, Ferns & Ossory (Chair)	Rev Dr Maurice Elliott
The Rt Rev Harold Miller, Bishop of Down & Dromore	Rev Canon Ian Ellis
The Rt Rev John McDowell, Bishop of Clogher	Venerable Helene Steed
Rev Canon Patrick Comerford	Ms Catherine Turner (Secretary)
	Mr Wilfred Baker

The working group has rejoiced to observe the progress of the proposal to achieve interchangeability of ministry with the Methodist Church in Ireland, and has continued its work of observing wider Anglican affairs, and promoting relationships with those Churches with which the Anglican Communion has especially close relationships, including those of full communion. We have also monitored the process by which the

Commission for Christian Unity and Dialogue – Report 2014

various resolutions of the most recent meeting of the Anglican Consultative Council are received and implemented in various contexts across the Church of Ireland.

The Working Group participated in the process leading to the appointment of Archdeacon Helene Steed as Porvoo contact person, in succession to the Bishop of Clogher, Rt Rev John McDowell who has brought great commitment, wisdom and insight to this role over several years. Archdeacon Steed brings with her the advantage of having served in the Church of Sweden prior to her ministry in Ireland.

The Porvoo Communion of Churches, (with members from the Lutheran Churches in the Nordic and Baltic countries and the Anglican Churches in these islands and Iberian Peninsula), continued its work of organising consultations, the annual meeting with the contact group, as well as providing a Prayer Diary for the year. As the Porvoo Communion has no paid staff, this was all organised by individuals from the member Churches on a voluntary basis.

In April 2013, the Church of Ireland hosted the Third Consultation on Diaconal Ministry. At the Dublin consultation it was clearly stated that diaconal ministry is part of the responsibility of all baptised and that this may need some ecclesiastical co-ordination by someone appointed to lead this ministry. The Theological Institute was the inspiring venue for consultation.

During 2013 both the Contact Group and the Primates met in Reykjavík, Iceland. Reports were given from the different member Churches and two common themes affecting many Churches were financial austerity and re-organisation. At the Primates' meeting those present welcomed the announcement that two further Churches, namely the Latvian Church Abroad and the Lutheran Church in Great Britain would sign the Porvoo Common Statement. This will take place during the autumn of 2014.

During the meeting in Reykjavík, the Archbishop of Dublin, the Rt Rev Dr Michael Jackson was appointed Anglican co-chair. He will, together with the Rt Rev Peter Skov-Jakobsen, Bishop of Copenhagen, coordinate the work of the Porvoo Communion.

A consultation on Ethics and Economics is scheduled for November 2014. A new homepage has been set up, hosted by the Church of Finland: <http://www.porvoocommunion.org/>

- The task of discussing the possibility of fuller communion with the Moravian Church based on the American experience through the document *'Finding our Delight in the Lord'* has continued. Representatives of our working group again met Moravian representatives at Gracehill, Co Antrim residentially in January and we hope to be in a position to make a full report with positive suggestions to the

Commission for Christian Unity and Dialogue – Report 2014

full Commission and thereafter to the Standing Committee before the summer. At the Gracehill meeting we were glad to have the assistance of the Rev Dr Tom Ferguson from the Episcopal Church (TEC) who was one of the principal Anglican authors of *'Finding our Delight'* We also had present as a most helpful and encouraging observer, the Rev Dr Callan Slipper from the Church of England. We are conscious that any proposals made for greater communion in Ireland must take into account the reality that the Moravian Church in these islands is a single province.

- The Bishop of Cashel, Ferns & Ossory was appointed by the Archbishop of Canterbury as the Anglican co-chair of the Anglican Old Catholic International Coordinating Council (AOCICC) which oversees the relationship of full communion that has existed between us since the Bonn Agreement in the 1930s. He accordingly co-chaired his first meeting of the Council at Amersfoort in the Netherlands in November and the Council will meet again in Ireland in August. We are particularly anxious to work together in engaging with the structures of the European Union and the manner in which they can provide a voice for faith communities in the context of the public square.

European Affairs Working-Group

Membership (as 2013)

The Most Rev Dr Richard Clarke, Archbishop of Armagh
Miss Janet Barcroft
Mr Robert Cochran
Rev Canon Adrian Empey
Rev Canon David Hutton Bury
Rev Canon Eithne Lynch

Rev Canon John Merrick
Dr Kenneth Milne
Mr Robert Roe
Rev Canon Terence Scott
Professor Ben Tonra

As indicated above, the Irish Council of Churches (ICC) has for some time included matters relating to Europe (and in particular the European Union) on the agenda of its Board of Overseas Affairs. A further development in this regard has been the creation by the ICC of a European Affairs committee (already referred to in the section on the ICC). The remit of this new committee is to 'bring a Christian judgement to bear on European Affairs' and to inform and share developments in European affairs with the member Churches of the ICC. Its duties will include liaison with appropriate European organisations and developing relations with the European affairs representatives of the Irish Episcopal Conference and COMECE.

This Committee will consist of up to twenty-two persons representative of the member Churches of ICC, and our Working-Group has been invited by the Commission for Christian Unity and Dialogue to nominate to it for the two Church of Ireland places.

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This fresh initiative by the ICC is timely, 2014 being regarded as an especially significant year for the European Union (EU), as has already been noted in this report. Of further consequence for the members of the Irish Churches, north and south, is the possibility of the debate that will ensue should a referendum on United Kingdom membership of the EU eventually take place. Likewise, the result of the Scottish referendum later this year is thought to have implications for political relationships throughout these islands, not least where EU issues are concerned.

Liturgical Advisory Committee – Report 2014

LITURGICAL ADVISORY COMMITTEE

REPORT 2014

MEMBERSHIP ELECTED 2013

The Rt Rev Harold C. Miller (Chair)	Rev Ken Rue
The Very Rev Gerald G Field (Hon. Secretary)	Rev Robert Ferris
Rev Canon Michael C. Kennedy	Rev Peter K. McDowell
Ven Ricky B Rountree	Mrs Alison Cadden
Rev Alan J. Rufli	Ms Julie Bell
Rev Dr Peter Thompson	Mrs Jacqueline Mullen
Rev Adrian Dorrian	

Co-opted Members:

Very Rev Nigel Dunne
Rev Jason Kernohan

Consultants:

Rev Canon R. Edgar Turner
Mr Richard Ryan
Dr Donald Davison†

Church of Ireland Theological Institute Observer:

Rev Canon Patrick Comerford

Church of Ireland Theological Institute Student Observer:

Rev Rod Smyth

Methodist Church Observer:

Rev Dr Richard Clutterbuck

† *Died 1st August 2013*

EXECUTIVE SUMMARY:

The Committee usually meets four times a year, one of which is a two-day meeting giving members the opportunity for a more in-depth evaluation of the LAC's role in the light of any requests from General Synod and members of the Church of Ireland. The Committee has taken on board the recent request from the Honorary Secretaries to each Synod Committee to "review its membership with a view to expanding the diversity of participants to reflect the membership of the Church in terms of age, gender, geographical location, experience and recently arrived migrant groups".

Our primary aim remains to provide quality liturgical resources worthy of the Church of Ireland and worthy of the glory of the God whom we serve. To that end the sub-committees developing material in the areas of Liturgical Education and Formation, Music, Liturgical Resources and Electronic Liturgy continue to be the focus of the Committee's discussions, planning and action.

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The objectives for the coming year will be:

- to progress the provision of a supplement to the hymnal;
- to continue working with Historical Centenaries Working Group of the General Synod in the preparation of liturgical resources to meet their requirements;
- the completion of on-going projects in the area of formation, electronic liturgical resources;
- to represent the Church of Ireland at the Four Nations Liturgical Group (a conference of representatives from the Liturgical committees of the Anglican churches in Ireland, Scotland, England and Wales) and the International Anglican Liturgical Consultation.

REPORT

DR DONALD DAVISON

Once again the Liturgical Advisory Committee has been saddened by the death of another long-serving member of the Committee. Dr Donald Davison made a significant contribution to the work of the LAC in his capacity as a consultant. His vast experience in music, hymnody and theological insight meant his expertise was invaluable to the Committee on so many levels. We extend our sympathy and prayers to Donald's widow Rosemary and to their family.

The past year has, once again, been one of both consolidation of continuing projects and developing of new projects.

The review of the experimental use of *Holy Communion by Extension (for those unable to be present at the public celebration)* mentioned in last year's report, has been completed. The response to the questionnaire sent to parish clergy was very positive, and the feedback can be viewed in Appendix to this report.

Our work in collaboration with the Church of Ireland Historical Centenaries Working Group in providing liturgies pertinent to the decade of celebrations has been the focus of the work of the Resources sub-committee, and a more detailed report can be seen below. The work on a supplement to the Church Hymnal has also continued during the past year. Whilst the work of the Liturgical Advisory Committee relies to some extent upon the initiative of its members to implement the objectives set out by the General Synod, it is also very much dependent upon suggestions made to it by those within the church community who identify areas where liturgical resources may be lacking. 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

This aspect of the Committee's work is ongoing, and we hope to make further progress on this in the coming year.

MUSIC

The sub-committee appointed to work on material for a Hymnal Supplement has been progressing that project through consideration of further suggested hymns for inclusion. The proofing of the words of hymns is almost complete, and there is close co-operation

Liturgical Advisory Committee – Report 2014

with Cumann Gaelach na hEaglaise for the provision of hymns in the Irish language. The music element of the project is also nearing completion, and matters relating to publishing are now with Standing Committee for a proposed publication date of 2015.

The work of the Recorded Church Music Committee transferred to the Liturgical Advisory Committee at the start of this year. We wish to acknowledge the tremendous work undertaken by the previous Committee under the chairmanship of Bishop Darling. In appointing a new sub-committee for Recorded Church Music it was agreed that the Rev Dr Peter Thompson be chairman. Other members were to be Mr Jim Pike and Mr Brian Pike, the Rev Alan Ruffli, Miss Julie Bell, Mrs Jacqueline Mullen, Mrs Alison Cadden and Mr Derek Verso.

LITURGICAL RESOURCES

This sub-committee is continuing its work in co-operation with the Historical Centenaries Working Group of the General Synod to resource orders of service for use during the various centenary celebrations through 2014-2022. Emphasis is on the provision of liturgical resources which could be used in a general commemoration context, and also for material applicable to each specific commemoration. Last year a Service of the Word to commemorate the Dublin Lockout was produced, whilst this year the focus is on resourcing liturgies commemorating events towards the start of the 1914-18 war, and preparatory work on 1916 commemorations.

As noted in last year's report, the preparatory work on a liturgy for use across the Church of Ireland for the commissioning of diocesan lay ministers, including diocesan readers was put on hold to allow time for the new training programme to be assessed and any liturgy to reflect the ethos of that training. It is proposed to recommence that work this year, as well as responding to requests for the provision of suitable prayers and liturgies for use in the circumstance of suicide and in the circumstance of miscarriage or stillbirth. A series of Orders of Service for the Commemoration of Celtic Saints and others, corresponding to the list on pages 22 and 23 of the Book of Common Prayer, have been prepared by the Rev Dr Michael Kennedy. These have been prepared drawing upon the work of Archbishop George Simms and supplemented with prayers by Canon Brian Mayne. These will be available online soon, and are offered as a tribute to a saintly and much loved Archbishop and to a very highly regarded member of the Liturgical Advisory Committee.

The LAC is also aware of the contribution to the worshipping life of Church and community made by Fresh Expressions, Messy Church, Café Church etc. The Committee is in the early stages of planning an event whereby these offerings can be more widely shared and explored across the Church of Ireland.

ELECTRONIC LITURGY & WORSHIP WEB PAGE

The number of visitors to the Worship webpage continues to give encouragement to those responsible for the maintenance of this on line resource. However, the effectiveness of the web page is hindered to some extent by the main Church of Ireland Website, as feedback from users suggests a level of frustration at the difficulty in navigating the website and finding material.

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The work of maintaining and updating the liturgical resources on the Worship webpage is time consuming and is undertaken on a voluntary basis by people already committed in other areas of ministry. As such we are grateful to those kind enough to point out any errors that may occur, and for the patience of users of the site whilst corrections and improvements are made.

FUTURE PLANS

Our future plans include:

- The finalising of the hymnal supplemental;
- Endeavouring to provide resources for the various centenary celebrations with assistance of other appropriate persons;
- Furthering development of the worship section of the website;
- Furthering the collaboration with Cumann Gaelach na hEaglaise on Irish liturgical texts;
- The provision of suitable prayers and liturgies for use in the circumstance of suicide and in the circumstance of miscarriage or stillbirth;
- A continued representation of the Church of Ireland in the wider national and international liturgical fora, so that resources and ideas which might be of value in the celebration of our liturgy are available for use from the wider Church.

As noted previously, the work of the Liturgical Advisory Committee is dependent to a large extent upon the needs of parishes and worship co-ordinators being identified and communicated to it. Once again we would encourage those involved in planning worship to advise the committee, through the Honorary Secretary (honsec.lac@gmail.com), of any resources they feel the Liturgical Advisory Committee may be able to help provide.

RESIGNATIONS AND APPOINTMENTS

Since last year's report the LAC is pleased to note the co-option of Very Rev Nigel Dunne and Rev Jason Kernohan to the Committee. Invitations were extended to Rev Canon Patrick Comerford to act as Church of Ireland Theological Institute Observer, Rev Rod Smyth as Church of Ireland Theological Institute Student Observer and Rev Dr Richard Clutterbuck as an Observer representing the Methodist Church.

APPENDIX

Liturgical Advisory Committee Holy Communion by extension survey

Analysis of results

The LAC wishes to record its gratitude to those who took the time to reply to the survey regarding Holy Communion by extension. 141 responses were received.

The breakdown is according to percentage of the total number of responses to a given question, in order to provide the easiest frame of reference. The number in brackets at the end of each question indicates how many of the respondents answered that specific question.

The figures have been rounded off to give whole numbers, which is why in some cases the total might not be 100%.

This breakdown is a 'bare bones' outline, for the information of Synod. The LAC will make a detailed study of the responses, and make any further recommendations accordingly.

Summary

Breakdown of responses by diocese (140):

Diocese	%
Armagh	8
Clogher	9
Derry & Raphoe	9
Down & Dromore	14
Connor	14
Kilmore, Elphin & Ardagh	3
Tuam, Killala & Achonry	3
Dublin & Glendalough	14
Meath & Kildare	5
Cashel & Ossory	9
Cork, Cloyne & Ross	11
Limerick, Killaloe & Ardfert	3

How would you describe the size of your parish? (140)

	%
Small (<100 Families)	15
Medium (101-250 Families)	52
Large (251 + Families)	33

How would you describe the demographic of your Parish? (136)

	%
Rural	45
Regional Town	19
Suburban	22
Urban	14

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Number of clergy licensed to officiate in Parish. (137)

	%
1	52
2	31
3	13
4+	4

Number of churches in Parish. (132)

	%
1	38
2	23
3	17
4+	21

Do you use the Order for Holy Communion by Extension? (137)

	%
Yes	29
No	71

If yes, how often? (40)

	%
Weekly	14
Monthly	51
Seasonally	14
Very Occasionally	21

If yes, who is authorised to distribute? (Option to tick more than one)

	%
Deacon	5
Priest	59
Diocesan Reader	17
Parish Reader	9
Other lay worker (employed)	0
Lay Volunteer	3
Eucharistic Minister	7

If no, please state why? (Option to tick more than one)

	%
No need	74
There are objections in the Parish	10
N/A	21

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Did those selected receive formal training? (76)

	%
Yes, from extra-parochial source (e.g. DLO, Bishop)	8
Yes, within the parish	8
No, but informal prep provided	20
No	3
N/A	62

When used, did administration take place immediately after a service? (48)

	%
Always	25
Usually	33
Occasionally	17
Never	25

If yes to previous question, were there any practical difficulties with this? (41)

	%
Yes	10
No	90

Answers here included reference to timing immediately after services regarding lunch in nursing homes etc.; storage of the consecrated elements; congregational understanding and expectation.

Can you suggest any improvements to the current order? (24)

	%
Irish Language Provision	4
Better publicise the order's availability	8
Liturgical Alterations	42
Hospitals other than Sundays	8
No	12
Practicalities	21
Other	4

Would you use a traditional language form of the order if available? (90)

	%
Yes	33
No	67

Have you identified any use other than with sick and housebound? (91)

	%
Yes	21
No	79

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Would you be in favour of additional uses? (94)

	%
Yes	40
No	60

If so, please detail (36)

	%
Eucharistic Service when no priest present	75
Situations where smaller/simpler service suits	3
No need for this provision	6
Other	17

Preface to the Reports of the Council for Mission, the Commission on Ministry and the
Commission on Episcopal Ministry and Structures

JOINT STATEMENT FROM
THE COUNCIL FOR MISSION,
THE COMMISSION ON MINISTRY AND
THE COMMISSION ON EPISCOPAL MINISTRY AND STRUCTURES

The work of the bodies listed above is concerned with the future mission and ministry of the church, each one with its distinctive remit but all recognising the need for co-ordination and co-operation.

This approach is rooted in the desire to see the structures, administration and finances of the church shaped by a clear understanding of the mission of the church, particularly as it is expressed in the statement from the House of Bishops in 2008 which set the aims of *Growth, Unity and Service*.

We are committed to working together with the shared aspiration of ensuring that ministry is contemporary, flexible and effective in furtherance of the mission of the church.

We are united in our desire to pursue this shared aspiration urgently and we offer it to General Synod as a focus to our respective reports.

Preface to the Reports of the Council for Mission, the Commission on Ministry and the
Commission on Episcopal Ministry and Structures

THE CHURCH OF IRELAND COUNCIL FOR MISSION

Report to the General Synod 2014

MEMBERSHIP (JANUARY 2014)

Rt Rev Alan Abernethy	House of Bishops
Rev Canon Stephen Lowry	Synod
Rev Ruth West	Synod
Mrs Felix Blennerhassett	Synod
Vacant	Synod
Rev Paul Hoey	Synod
Capt. Colin Taylor	Synod
Mrs Ruth Mercer	Mothers' Union
Vacant	CIYD
Vacant	Bishops' Appeal
Mr Thomas G Wilson	Methodist Church
Vacant	AMS
Mr John Doherty	AMS
Mr Geoffrey Hamilton	AMS
Ms Linda Chambers	AMS
Vacant	AMS
Rev Patrick Burke	Cashel
Vacant	Cashel Alternate
The Rev Eileen Cremin	Cork
Vacant	Cork Alternate
Mr Colin Ferguson	Down
Dr Trevor Buchanan	Down Alternate
Rev Peter Galbraith	Connor
Vacant	Connor Alternate
Very Rev Kenneth Hall	Clogher
Vacant	Clogher Alternate
Rev Andrew Quill	Kilmore
Vacant	Kilmore Alternate
Mrs Daphne Wright	Meath
Vacant	Meath Alternate
Ven Wayne Carney	Limerick
Vacant	Limerick Alternate
Rev Adam Pullen	Tuam
Vacant	Tuam Alternate
Rev Paul Hoey	Derry
Vacant	Derry Alternate
Rev Paul McAdam	Armagh
Mr Tom Stephenson	Armagh Alternate
Rev Cliff Jeffers	Dublin
Vacant	Dublin Alternate
Miss Mavis Gibbons	Co-opted

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Rev Canon David Brown
Rev Rob Jones

Co-opted
Co-opted

According to the Constitution alternates attend when the principal representative is unable to.

MEMBERSHIP

During the year we welcomed Mrs Ruth Mercer as the representative for the Mothers' Union.

A sizable number of the current members will no longer be eligible to stand for membership of the Council since they have served the maximum term of nine years. To each and every one sincere gratitude is due. Thanks was expressed in particular to Mrs Felix Blennerhassett and Rev Paul Hoey who have acted as Treasurer and Secretary respectively over that period.

Rev Ruth West and Rev Patrick Bourke have been nominated to the posts.

The Council has had ongoing discussions about the system of alternates which was devised originally to ensure good attendance at Council meetings by diocesan representatives. After careful consideration it is of the opinion that, for a variety of reasons this system does not work and should be discontinued. The Council agreed to pursue this as an objective for the coming year.

SUMMARY OF BUSINESS AND DISCUSSIONS OF THE COUNCIL:

1. Back to Church Sunday

Although the Council has taken less of a role in promoting this initiative in 2013 it is gratified to hear that it continues to be an effective vehicle for mission in various parts of the Church and is now a regular part of the life of many churches.

In a new development for 2014 the Back to Church team in the UK are featuring a season of invitation, recognising that for many people an ongoing series of invitations over the period harvest, remembrance and Christmas will be more effective than a stand-alone invitation.

Mr Michael Harvey, one of the UK Directors, who has been of great service to several dioceses in the past, is willing to offer training and support at minimal cost for any diocese or group of churches that wants to develop the initiative.

2. The Suffering Church

The Council continued in its intention to call the Church to give due attention to the plight of the suffering Church and to supporting persecuted believers in prayer.

During the year speakers from Christian Solidarity Worldwide (CSW) addressed the Council. They explained that while other agencies such as Open Doors focused on enabling local churches and individuals to support people in situations of suffering, CSW is more focused on advocacy at an international level.

For theological and pragmatic reasons it supports freedom of religion for all, not just Christians.

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Its chief tools are research and documentation, partnership, sharing good practice, working with the media and informing supporters. It encourages churches to pray, protest, provide and proclaim.

The Council encourages parishes and individuals to make use of the resources offered by CSW.

During the year a number of articles on topical issues relating to the Suffering Church were published in the *Church of Ireland Gazette* for which we are grateful. Some positive feedback encourages the Council to continue to promote the needs of the suffering Church in this way for prayer and action.

Possible plans for the future include a one day conference followed by an evening prayer event which could be hosted by CSW.

3. Synod Mission Event

The Rt Rev Kenneth Clarke, Director of SAMS (South American Mission Society) addressed the 2013 event on the urgency of mission in Ireland today. The title of his address was “Aim Lower” and in it he called the Church to invest in ministry among younger people as a priority for the future.

The speaker this year is the Rt Rev Justin Badi, Bishop of Maridi Diocese in South Sudan. He will address the subject: ‘Through Thick and Thin’ - Partnership that works.

4. Mission and the structures of the Church

The Council has been exploring ways that those central church committees relating to mission can more effectively and imaginatively work together and is encouraged that the matter is under consideration at various levels.

It approved unanimously the following Joint Statement from the Commission on Episcopal Ministry and Structures, the Commission on Ministry, and the Church of Ireland Council for Mission:

“The bodies listed above are aware of the need for extensive co-operation as their remits are concerned with the future ministry of the Church.

This co-operation is rooted in the desire to see the structures, administration and finance of the Church shaped by a clear understanding of the Mission of the Church.

Our understanding of the Mission of the Church is based on the statement from the House of Bishops 2008, setting the aims of Growth, Unity and Service.

Our shared aspiration is to help with shaping the future ministry of the Church of Ireland, ensuring that it is contemporary, flexible and effective in the Mission of the Church.

It is our desire to pursue this shared aspiration and we are united in offering it to General Synod as a focus to our respective reports.”

5. Network Conference

The Council has planned a major Mission Conference for the 28 February – 1 March 2014. It will set out to address the question: “How do we articulate the mission of the Church of Ireland in a way that can be embraced and supported by

Church of Ireland Council for Mission – Report 2014

all?” Also in mind will be the sub-theme: “How can more traditional and newer forms of Church together enhance and strengthen the life of the church”

The Bishop of London, the Rt Rev Richard Chartres, and the President of the Methodist Church in Ireland, Rev Dr Heather Morris, will contribute and delegates from each of the dioceses, along with members of key committees and groups will be involved in the ongoing discussions.

Another feature of the Conference will be the opportunity to explore the underlying missional principles behind five varied mission projects from different parts of the Church.

The key outcomes of the Conference will be made widely available in the form of a brief report. This in turn will form the basis for a break-out session at the General Synod when members will be invited to react and to unpack the implications for the Church at central and diocesan level.

6. Statistics for Mission

The Council welcomes the implementation of the gathering of statistics for church attendance and looks forward to the analysis of the figures.

7. Remit of the Council

The Council, in reviewing its role, give consideration to key themes within the areas of global mission, local mission and communication.

GLOBAL

The Great Commission involves a challenge to the Church at large and to each individual parish to be involved in mission at both local and global levels.

We live in an increasingly global and changing world. Many more people have been involved in META trips – can we harness this for mission in Ireland?

The global should impact the local and vice versa. The commitment ought not to be just to projects but to relationships. At the same time it's not just about those who go on such trips – they need to be the eyes into the culture so that the Church at home can learn.

A key role of the Council could be in coordinating stories of people who have served overseas.

Bishops should take a lead as the brokers of mission in the dioceses.

LOCAL

The situation of many, but not all, churches is changing with a falloff in numbers, aging congregations and weakening community links. At the same time new initiatives e.g. experimental services, church plants etc are springing up in sometimes surprising places. The definition of fringe as equalling our mission field is too limiting.

A key task is to challenge inertia and show that mission is do-able in any parish no matter how small.

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COMMUNICATION

What is the core task of the Council?

- sharing information;
- releasing resources;
- helping the Church to be prophetic in the discerning of the key issues for the Church at any given time.

A priority for the Council is to improve communication about mission throughout the Church by building relationships with the dioceses and key groups.

8. Mission projects and initiatives

At each of its meetings the Council invites news of new developments in mission for prayer and promotion. Among many others in 2013 the following were noted:

- Cashel – a pop up café has been partly financed by diocesan funds;
- Derry and Raphoe Diocese – The Network project for Nigeria is on target to raise £100,000 to buy 20,000 mosquito nets and provide education to use them; over 100 young people were involved in On the Move (streetreach) in Londonderry;
- Clogher Diocese – teams from at least 5 parishes in the diocese spent time in various countries over the summer;
- Down and Dromore is planning towards Mission 2015. An appeal from the Bishop for £1 million over 10 years for church planting got off to a very good start with £65,000 coming in during the Bishops' Bible Week. The diocese supports 30 pastors in Rwanda by providing training and transport;
- The Bible Society NI has entered into partnership with Youversion to make the Bible available free in 409 languages including Irish. To date there have been over 100 million downloads;
- The Leprosy Mission NI provided funding for the refurbishment and re-equipping of Ekpene Obom Leprosy Hospital in Akwa Ibom State, Nigeria at a total cost of £200,000;
- US – celebrates 300 years of service in Ireland. The Irish auxiliary of the Society for the Propagation of the Gospel was formed in 1714 under the chairmanship of the then Bishop of Clogher. In 2013 it organised a team of 22 people to visit a farm project in the diocese of Swaziland;
- Tuam Diocese has developed a different style of church in Claremorris on a monthly basis. It is also developing a project to supply medicine for tropical diseases in Kenya;
- Connor continues to develop a strong link with Yei, South Sudan. Ms Jill Hamilton has been appointed as children's ministry worker;
- Dublin – a Growth team has been formed and is encouraging such projects as CORE, 3 Rock and Rathmines, Holy Trinity;

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- A number of dioceses have been promoting and providing training for Messy Church;
- Cork – Mark Russell (Church Army) visited the diocese and stirred things up at gatherings of the clergy, 19-35s and other lay people;
- Limerick – Almost €40k has been raised for the farm project in Swaziland which is ongoing;
- AMS – is now entitled “The Association of Mission Societies”.

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RESOLUTIONS

Resolution 1:

That this Synod receives the report of the 2014 Mission Conference and affirms its effort to “articulate the mission of the Church of Ireland in a way that can be embraced and supported by all”. Furthermore, it calls on each diocese and body of the Church to note its key findings and to enact an appropriate response.

Resolution 2:

That the General Synod affirms the work of all those agencies advancing Mission at global and local level and especially commends to the prayers and support of the Church those agencies that work together as *The Association of Mission Societies (AMS)*.

Resolution 3:

That the following be elected by General Synod to the Church of Ireland Council for Mission for the forthcoming triennial period:

Ms Johanne Martin
Rev Jake Worley
Rev Ruth West
Mrs Julie Currie
Rev Simon Genoe

COMMISSION ON MINISTRY

REPORT 2014

1. Membership

House of Bishops

The Rt Rev Michael Burrows (Chair)

Standing Committee

Rev Brian Harper

General Synod - Clerical

Rev Canon Terence Scott

Very Rev Katharine Poulton

Rev Dorothy McVeigh (resigned 2013)

Pensions Board

Rev Ted Woods (resigned 2014)

General Synod – Lay

Mr Andrew McNeile (resigned 2013)

Mr Trevor Douglas

Mr Denis Johnston

The Representative Church Body

Mrs Lorna Gleasure

Venerable Leslie Stevenson

Director of the Theological Institute

Rev Dr Maurice Elliott

Honorary Secretaries

Venerable George Davison

Co-opted

Mr Greg Fromholz (resigned 2014)

Central Director of Ordinands

Venerable Robert Miller (resigned
2013)

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 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:

- Retirement planning for Clergy;
- Mid-career Vocation Programme for Clergy;

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- Strategy for Rural Ministry/Pioneer Ministry;
- Engagement with Religious Life as lived in Community;
- Ministerial Development Review.

4. **Retirement Planning for Clergy**

The Commission continues to run pre-retirement courses for clergy. A course organised for the Southern Dioceses in April 2013 was postponed due to limited numbers. A Northern course is planned for spring 2014 in the Armagh City Hotel to include those who had booked for the course in April. The Commission appreciates the work undertaken by Mrs Lorna Gleasure in organising these courses.

5. **Mid-career Vocation Programme for Clergy**

A positive response was received to the Mid-Career training course held in the Theological Institute on 28th and 29th May 2013. The Commission is very grateful to Rev Canon Terence Scott for organising this course and would also like to acknowledge the work undertaken by Ms Ruth Handy and Very Rev Christopher Peters in the planning and delivery of this event. The Commission would like to take the opportunity to thank Rev John Blair, who is leaving the organising group on his retirement.

6. **The Future of Ministry/Urban and Pioneering Ministry**

A resolution was adopted at General Synod 2013 for the Commission on Ministry members, The House of Bishops and the Church of Ireland Theological Institute to explore ways forward in identifying the issue of vocation to and training for Pioneer Ministry as a priority in the ministry strategy of the Church. Representatives from the above mentioned groups have been appointed. Research visits have been undertaken and an encouraging interim report has been forwarded to the Commission and the Bishops. The text is included as *Appendix A* for information at the request of the House of Bishops, although it has at this stage only the authority of its authors. A fuller report will be brought to the General Synod in due course via the Commission on Ministry.

7. **Rural Ministry**

The Commission, with the assistance of Very Rev Katharine Poulton and Venerable Leslie Stevenson have undertaken to consider the future ministry needs of small rural congregations. The Commission, the Dioceses of Meath & Kildare and the Dioceses of Cashel, Ferns & Ossory joined together to invite Rev Canon Andrew Bowden, who has served as a Rural Adviser to the Diocese of Gloucester and is one of the editors of 'Ordained Local Ministry in the Church of England' to speak on his paper (*Appendix B*) at two events held over two days. Members of The House of Bishops attended the meeting of the Commission on

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11th November 2013 at which Canon Bowden provided an insight as to how the Church of England dealt with the decline in numbers of ordained clergy in rural ministry. He attended a meeting of lay and clergy hosted by the above Dioceses in Portlaoise the following day.

8. Ministry and the Religious Life

The Commission has identified the need for exploring ways of engagement with religious communities and their shared life of prayer, with the purpose of investigating whether it would be conceivable to create an Anglican Community of retreat and prayer as another model of Church planting. In February 2014 members attended an overnight stay in the Benedictine Monastery in Rostrevor. The Commission is continuing to reflect on the significance of this experience.

9. Ministerial Development Review

At the November meeting of the Commission, Rev Jennifer McWhirter, CME Co-ordinator was invited to address her paper on Ministerial Development Review. The Commission offered its suggestions as to how such a review might be implemented and commended to the Bishops the possibility of a pilot scheme.

Acknowledgements

The Commission wishes to record its appreciation to outgoing members Rev Dorothy McVeigh, Venerable Robert Miller, Mr Andrew McNeile, Rev Ted Woods and Mr Greg Fromholz and welcomes Mr Trevor Douglas to the Commission. The Commission also extends its thanks to Mrs Sandra Massey for taking responsibility for its administrative work. Names of new members for the Commission are being sought from the General Synod and other designated nominating bodies in the coming months.

APPENDIX A

Aspirational Interim Proposal for Pioneer Ministry

Rationale

The House of Bishops and the Commission on Ministry seek to develop Pioneer Ministry within the Church of Ireland. This would entail careful and distinctive selecting, training, deploying and supporting of Pioneer Ministers (lay or ordained) who would play a part in facilitating discipleship and every member ministry within the church. Their role would encompass serving individual parishes, rural deaneries, archdeaconries and even dioceses as a whole. Among other things they would be tasked with –

- helping to develop new ideas/projects in traditional parishes;
- enabling church members to live out their faith credibly in every day life;
- envisioning fellow clergy so that they would see missiological opportunities in their own parish situation;
- establishing new communities of faith where none had previously existed or where the former one has all but disappeared;
- modeling out the creative use of media in the communication of the gospel.

Three Pathways

What follows is a proposal for the implementation of Pioneer Ministry within the Church of Ireland. Some of what is suggested is already present in embryonic form. Put at its most basic, it is the aspiration that we develop training for pioneer ministry along three separate pathways.

1. Those already involved in ordained ministry, along with some key lay leaders, should be given the opportunity to receive training in church planting and the pioneering of new communities of faith. (This is already being piloted by way of a ten-week course on Church Planting based on the Ric Thorpe/St Mellitus model). We would envisage a course delivered in different settings (ie diocesan, ecumenical, CITI).
2. At present, a forty-hour elective module on building new communities of faith is an option available to all ordinands at CITI. It is proposed that, at the next review this should become an essential element of training for all ordinands; not that all will want to become pioneers but in order that each has an understanding of what it involves.
3. Candidates who wish to specialise in Pioneer Ministry, (people with a ‘demonstrable’ track record of innovation and initiative), should be given the opportunity to participate in the three year degree course on offer at St Mellitus’, (either in London or on their Liverpool campus) or in another course, such as might be developed by the Church Army. This would provide the candidates with academic and practical training specifically geared towards Pioneer Ministry, ordained or lay. Following the St Mellitus model, they would have one day of lectures a week in the college with their placement experience being back in a parish context, (in this case, in Ireland). Seminar and practical support would be given by CITI, although the teaching and degree award would be from

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within the English system. Ordination could then take place, if desired and if deemed appropriate depending on the needs of the context and the role to be undertaken. This training pathway is envisaged as an interim measure with the ultimate goal being that CITI, or CITI in conjunction with Edgehill, would provide all Pioneer training in-house.

Furthermore, we would propose a pilot scheme, running over seven years, with the Church of Ireland undertaking to sponsor the equivalent of two students per year over a five year period. Candidates would already have completed the Foundation Course. They would be sponsored by a bishop for a training parish or mission area with that parish or the diocese being responsible for the equivalent of a half stipend (including locumotory) as well as housing costs (if required) over the three-year training period.

For this pathway, it will be necessary to have someone in place to drive forward the pilot scheme. The role will include advocacy, the creation of support mechanisms and training in developing ‘team’ as Pioneer Ministry will function best in a team setting.

Taken together, these proposals would not only ensure a reservoir of ‘specialised’ Pioneer Ministers but enable all clergy, and especially those in training, to receive a real grounding in a ministry that could have tremendous benefits for the Church of Ireland, and for the Methodist Church in Ireland.

Pioneer Group

as appointed to address General Synod Resolution on Pioneer Ministry

APPENDIX B

Local Ministry

‘Local Ministry’, (LM) the term which has come to express a rebalancing of the focus of ministry within the life of the church, is also a waymark, a way of transitioning the nineteenth century clerical-professional model of ministry into a more inclusive articulation of what belongs to the people of God as whole. Local ministry is not a diminutive term: it lies behind all the strategies to ‘mobilise’ or ‘develop’ the local church.

Over twenty years advocates of Local Ministry have come to believe in the core values of LM as vitally important to the health of our Church:

- Local Ministry recognises that by baptism all are ‘ordained’ to share in the ministry of the church: and that, of its nature, ministry is ‘relational’;
- Local Ministry is about valuing the locality and empowering the local congregation;
- LM is about recognising the need for every local Christian assembly to be able if it wishes to celebrate the Eucharist weekly;
- LM is about recognising the authenticity of vocation to an ordained ministry that is local;
- LM is about a team called out by the whole congregation, not just by the incumbent;
- LM is about ‘vocation’, not about filling gaps;
- LM is about ‘recognised ministry’, not simply about discipleship;
- LM recognises the need for training and on-going support for OLMs and Teams;
- LM is about stipendiary clergy being ready to take a companion-leadership role;
- LM is there to facilitate a ‘healthy church’; it is there to create the ‘energy for growth’;
- LM is about encouraging mission to and within society.

While it is true that some of these values have been recognised and adopted by the wider church, others have not. They are values that are too important to lose. They remain the corner-stone of a vision for the future that is theologically and practically valid.

Ordained Local Ministry – an introduction

The Episcopal Churches in USA, New Zealand and England have been experimenting with Ordained Local Ministry (OLM) and Local Ministry (LM) for over 20 years. In each country, in each diocese, the understanding of them varies; but in each area, even when ‘official’ schemes have been abandoned, the core values of OLM and LM have begun to creep into the bloodstream of the church. As a result, today almost every Anglican everywhere agrees that ministry needs to be locally anchored and lay-clergy collaborative. As a result of the OLM/LM experiment things have changed, and we

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should not under-estimate the cultural shift that has already taken place – and the upset this has often caused!

No one wants to change unless they are uncomfortable where they are; and it is doubtful whether any of these experiments would have happened had it not been for a whole raft of practical ‘dis-comforts’ facing the Episcopal Churches.

Practical Pressure

You know the problems as well as I do. The growth of agnostic secularism since 1700. The growth of the secular social services since 1945 which have steadily elbowed the churches out of the pastoral role they had traditionally exercised. The emergence in England of a multi-cultural multi-faith society which challenges the inherited assumption that Christianity has a monopoly of ‘truth’ – (let alone that the Church of England should be the ‘established’ church of the land). The breakdown since the 1960’s of respect for authority figures or for the authority of historical institutions. All this, besides the computer-information revolution that empowers youth and disables the wisdom of age. Increasingly the churches seem stranded on the beach of history along with the dinosaurs!

And the result of all this for us in England is that fewer young people are offering for ordination as a career. Further, that the less the churches are seen as naturally respected cogs in the wheels of a shared culture, the more difficult it becomes to raise money to pay for stipendiary clergy – and to finance their pensions. And

this pincer pressure of fewer career stipendiary clergy and near bankruptcy means that the delivery of ministry has had to change.

The parish system and the parish clergy were still in 1960 (when I went to theological college) the pride of the Church of England. Our boast was that every person in the land lived in a local place with its local place of worship, cared for pastorally by a resident paid professional clergyman. That now seems as far away as Barchester! My grandfather was Rector of Ditcheat in Somerset with a total population of 250 souls. When told that he must also take on the care of Allerford – total population 50 with its own tin tabernacle – he nearly had a nervous breakdown. Today, our local lady vicar is responsible for thirteen settlements with nine churches; and that is quite normal in the rural areas of Gloucester Diocese. More perhaps a ‘revolution’ than a ‘change’.

I would not of course presume to comment on the Irish context. History and culture will mean it’s all very different for you. But I guess you wouldn’t have asked me to come unless you too had your problems.

Theological Pressures

OLM is not just a response to the practical need for retrenchment; it is also a response to newly recovered theological insights about ministry. Theologians from Moberley on have underlined the importance of the ‘laos’ of God – who are ordained at baptism to minister – who are called by God to minister – who together with the priest celebrate the sacraments – who together nominate and present individuals for priestly ordination – who are gifted by the Holy Spirit with a variety of ‘charisms’, the most important of which is *agape* – who share with ordained priests the responsibility for mission and evangelism, for the *eschaton* is near and the labourers are few.

As both the WCC Lima Text (1982) and the early ARCIC 1 (1982) documents underline, a theology of ministry for today can no longer speak just about the clergy; it has to do justice to ‘all-member-ministry’ – the ministry of all the baptised.

Further, if God himself not only authorises ministry but also models it, ‘godlike ministry’ must be both relational and collaborative. It is difficult to over-emphasise the exhilaration many of us felt on first reading Robin Greenwood’s book ‘Transforming Priesthood’ which showed that this must be so: for the Holy Trinity is in essence relational and collaborative. This truth is there for all to see in the New Testament and in the Fathers: but it had somehow escaped our notice for a millennium or so. What we all knew by experience was that the ‘lone ranger ministry’ was either short-lived – a shooting star – or plain unhelpful, because it de-valued the ministry of others. Ministry that worked and endured was always relational and collaborative (John Wesley); and now Greenwood offered the theological under-pinning of what we already ‘perceived’ but did not ‘know’.

God then is calling his Church to exercise a ministry by all the baptised which is both relational and collaborative. He is also calling us to continue to value ‘localness’. The term local is of course a slippery one: but the key thing for us is to recognise that “my local place moulds and defines who I am and how I think and operate; it is the centre of my universe”. As it was for Jesus - who came from Nazareth and who (presumably) spoke with a Nazarene accent which the Jerusalem townsfolk could immediately identify.

Theologically the importance of the local place is enshrined in the belief that ‘where two or three are gathered together’, wherever there is an altar surrounded by the faithful, there is God the Holy Trinity, there is the Church in all its fullness. The value of the local place was under-pinned by the traditional Anglican parish system – one place, one church, one resident parson. But no longer: and what we call the multi-parish-benefice, good though it is in some ways, has tended to undermine our concentration on the truth that nurturing local people in their local place is an essential element in God’s will for His Church.

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There is one other aspect of the theology of ‘local’. According to the letters of St. Paul, each local church used to meet each week to remember the death and resurrection of Jesus and ‘to break bread’. It would be unthinkable for them not to break bread together. They didn’t wait for the vicar to drop in once a month, they just did it. Somehow over the centuries we have allowed our theology of ministry to let the clerical tail wag the dog. This cannot be what He intends; and OLM is one way to put matters right.

The OLM/LM experiment

It is out of this ferment of practical pressures and recovered theological insights that OLM/LM has emerged. Of course OLM can just be used to paper over the cracks – but that is not what it is designed for. It can be used as an easy fix for a disintegrating parish system – a local clergyperson in each parish again, but now unpaid – and everyone will be happy again. Well perhaps; but I doubt if that is what God wants.

In a memorable sentence Francis Dewar said that “while all are called to ministry, not all are called to be collared”. In other words ‘vocation’ is for all, not just for the clergy. There are an infinite variety of callings, and even the ‘collared’ are not all called to the same ministry. Some are gifted pastors, some gifted teachers: some are called to work in schools, some in hospitals. Crucially for our thinking about ministry, some are called to a peripatetic (one might call it Pauline-style ministry), moving on every so often to pastures new; while for others their vocation is to minister in their special local place, if God wills, forever. This is the vocation of the true OLM, - to what the mediaeval Benedictines called ‘stabilities’: and it is an authentic vocation under God to a first class priesthood. It is similar to the call of the Orthodox village priest; and in practice it has been the call of many Anglican priests over the centuries. My grandfather was born in Ditchet, and after serving his time at Trinity College, Dublin he returned to Ditchet to serve there for the rest of his life – the successor incidentally of his ancestors who had been Rectors there, father and son, for 265 years!

Of course, in our modern mobile world, even someone with a sincere vocation to OLM may well develop and respond to other callings; but initially theirs is a vocation that derives from the local congregation, is tested by the local congregation, and has great benefits for the local congregation. The OLM is a priest who KNOW’S the place and the people in a way a peripatetic priest can never do. It is also usually true that, because they live locally and know local people as neighbours, OLM’s are meshed into local networks in which they have to be team players. Almost without thinking about it they take it for granted that lay people play a valued part in Christ’s ministry in the local area. Team work comes naturally to them.

When preparing the ‘Stranger in the Wings’ report we commissioned an in-depth survey of every OLM then in licensed ministry. 60% of them said that their vocation was

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sparked by suggestions from their local congregations – a remarkable figure that clearly marked them off from their stipendiary colleagues. In fact the survey underlined a whole range of differences and allowed us to draw up a diagram of ‘the marks of OLM’.

As you can see there is a clear distinction between the OLM and the NSM and the Reader in that they are always to be part of a Local Ministry Team made up of lay people who have themselves been nominated by the congregation. Thus OLM, as it were, spearheads officially ‘all member ministry’ in the parish. The OLM then is one who truly bridges the gap between clergy and laity.

By contrast, the stipendiary exercises, and will increasingly be called on to exercise, an ‘episcopal’ role. Christopher Donaldson telling described them as ‘bishops-in-little’: and Stephen Croft’s important book ‘Ministry in three Dimensions’ fleshes out the concept.

So what is envisaged is what can already be seen operating in, for instance, the Diocese of North Michigan in USA, a small number of Paul-style stipendiaries whose role is to support, to teach, to identify vocations and to authorise a much larger group of locally resident OLM’s. The OLM’s are themselves meshed into locally constituted congregational teams; and the role of the teams is to empower all members of the congregation for their varied ministries in the church and in the world.

While this means that the rural stipendiary can no longer follow a vocation to be a mini George Herbert in a congenial local patch, theirs is nevertheless an exciting, challenging, cutting edge role. It can also be difficult, not least because there are inherent dangers in localism and in the local priesthood.

Most OLM’s are older, many are retired. Inevitably this influences their style, and their ability to relate to younger people. While some will be highly trained professionals, others will have left school young and will not be born leaders or teachers; nevertheless they are the natural ‘holy ones’ of the congregation and the appropriate people to ‘celebrate the mysteries’. If the OLM was born and bred locally, and if their vocation has been recognised and nurtured locally they are likely to be pretty satisfied with the status quo; – but the status quo may be exactly what is excluding those on the fringes of church membership. Further, if because of their lifestyle they belong to one network or one family grouping in the village, this may make it difficult for them to minister to or work with those who belong to different networks. There is always the danger that an OLM may seek to become a vicar-in-little in HIS patch, and in so doing becomes ‘the one who keeps the church open and everyone else away’. And this is why OLM’s must be tied into a local lay team which can help to protect them (and the parish) from this terrible fate!

It is the responsibility of the stipendiary priest – the bishop-in-little - to cope with all this. To recognise and encourage the natural gifts and insights of the OLM, while ensuring

they are harnessed to a collaborative future rather than to the nostalgic past. And if the OLM is old and the stipendiary is young, that will require leadership abilities of a high order.

The Role of the Diocese

For this challenging role the stipendiary will need serious training, advice and support from the diocese. In fact the whole experiment will depend on enthusiastic support from the centre. Sadly, the experience of every diocese that has taken on OLM/LM is that, unless the Bishop and his staff are fully on board – (and the new bishop and new members of staff when they come are fully on board) –OLM/LM is unlikely to ‘change the culture’.

We have found it useful to use the list of ‘Core Values of LM’ on page 161-162 of ‘OLM in the Church of England’ as a check list. (*See diagram 2*). I am sure you would find that you are encouraging most of them already, and that others are just not appropriate for Ireland. But when you have created a list that seems ‘do-able’ it gives a map to work from. It will take a decade or two to arrive at the New Jerusalem, but at least the process can begin!

It will probably involve you in a major re-training programme from top to bottom; the re-training of clergy and readers to understand the rationale behind OLM/LM; and the envisioning of OLM candidates about their particular vocation and role. (One of the saddest parts of ‘OLM in the Church of England’ are the short interviews of a number of serving OLM’s. All the stories show how their original vocation has been broken and even destroyed by stipendiaries and diocesan authorities who have just not understood the particularity and validity of the vocation to ‘local priesthood’).

What we found in England was that this training needed to be unashamedly theological, and clearly focussed on the vocation of all to ministry of one sort or another. Only when people had grasped this was it worth moving on to practical training for specific (church) ministries – pastoral, children’s work, liturgy, teaching, leadership in a collaborative situation etc.

Then of course the laity, the parishes, need to be convinced/envisioned. In England we have found that many lay people immediately see the point and want to get going at once: but it does all depend on the clergyperson – and on the clergyperson who comes after the one who started the process has gone. It always involves a lot of patient teaching time bringing local horses to the trough and persuading them to drink and even when they have got launched into the process, they will probably need a lot of TLC, encouragement and further training – for they are after all travelling a new path, not a well trodden road. We have found that what these ‘new recruits’ nearly always need is learning how to work

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as a team, learning what collaborative ministry is really all about. It pays handsome dividends, but collaborative working is no easier in a parish than it is in a family!

So, to use an analogy from Pilgrim's Progress, what I am suggesting is that any diocese who starts an OLN scheme has to be prepared for the challenge of the Hill Difficulty. But if the alternative is the Slough of Despond....? What I can promise you is that the process does lead to a Wicket Gate. It is a vision for ministry in the 21st century that takes lay people seriously, and offers career clergy a role that is challenging and worthwhile.

Local Ministry

'Local Ministry', the term which has come to express a rebalancing of the focus of ministry within the life of the church, is also a waymark, a way of transitioning the nineteenth century clerical-professional model of ministry into a more inclusive articulation of what belongs to the people of God as whole. Local ministry is not a diminutive term: it lies behind all the strategies to 'mobilise' or 'develop' the local church.

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COMMISSION ON EPISCOPAL MINISTRY AND STRUCTURES

REPORT TO GENERAL SYNOD 2014

Preface: Joint Statement from Council for Mission, Commission on Ministry and Commission on Episcopal Ministry and Structures

The Commission asks that this Report be read in the context of the Joint Statement on page 361 of the Book of Reports.

Membership

1. In accordance with the Resolution passed by the General Synod in 2012, the membership of the Commission on Episcopal Ministry and Structures is as follows:
 - Three members of the House of Bishops: Rt Revd Michael Burrows, Rt Revd Harold Miller and Rt Revd Trevor Williams;
 - Two Honorary Secretaries: Ven Robin Bantry White (retired 1 March 2014) and Mrs Ethne Harkness;
 - Mrs June Butler;
 - Rev Andrew Forster;
 - Ven Gary Hastings;
 - Mrs Hilary McClay;
 - Mr Andrew McNeile;
 - Very Revd Sandra Pragnell (until resignation in January 2014);
 - Very Revd Victor Stacey;
 - Mr Roy Totten;
 - A representative of the Methodist Church in Ireland: Revd Donald Ker (non-voting member);
 - A representative of the Roman Catholic Church: Most Revd Donal Murray (non-voting member).
2. At the first meeting of the Commission, Mrs Ethne Harkness was elected Chairman.
3. At the time of writing, the vacancies left by the retirement of Ven Robin Bantry White and the resignation of Very Revd Sandra Pragnell have not been filled. The Commission has not exercised its power to co-opt additional members.

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Summary

4. The Commission on Episcopal Ministry and Structures was established by the General Synod in 2012 to prepare proposals on the provision of episcopal ministry and structures adequate for the needs, and compatible with the resources, of the Church of Ireland. The Commission was directed to report to the General Synod with its conclusions and recommendations on appropriate future arrangements not later than the 2014 meeting. At that point, the 2012 Statute provides that the General Synod may re-appoint, reconstitute or dissolve the Commission as it shall think fit.
5. Although the Commission has worked diligently over the past two years, it has not proved possible or indeed desirable to complete the task set in the timescale allowed. This Report does not contain recommendations on all aspects of the Commission's remit, as was originally envisaged. Instead, it sets out for consideration by the General Synod our statement of *Vision and Principles for Episcopal Ministry and Structures*, which will serve as the foundation upon which to build more detailed specific proposals across the range of issues.
6. In addition, the Report indicates how our thoughts have progressed so far on the role and functions of bishops and on arrangements for the election of bishops and more detailed recommendations and a resolution in relation to initial training and continuing ministerial development for bishops. The Report also includes proposals for a consultation process to be conducted through diocesan synods later this year, if the General Synod votes to extend the life of the Commission. The Commission believes that listening to the views of members of the General Synod and diocesan synods should significantly inform final recommendations and the eventual outcome is more likely to find wide acceptance after such honest and respectful dialogue.
7. Accordingly, the Commission seeks an extension of its time limit for a further two years, with the same terms of reference as the Statute of 2012 granted, and a Bill will be submitted to that effect.

Learning from General Synod 2013

8. In Armagh in 2013, Standing Orders were suspended to enable the Commission to organize small group discussions on a number of aspects of its remit. Some 420 members took part enthusiastically and constructively

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and a summary of their responses was sent to each member and published on the General Synod website. While appreciating that this was not a formal statement of the views of Synod, the Commission continues to refer to those response forms in deliberations. Comments made there are useful for the ideas offered to us but also in showing how important episcopacy is for both clergy and laity – and especially the leadership of bishops.

9. The experience of having that break-out session also made it clear to the Commission that effective communication and broad consultation are essential before reaching conclusions or making recommendations for change. In turn, that realization is one factor in the decision that it would be premature to present final proposals in 2014.
10. Noting the level of interest in these issues, the Commission has added materials to the General Synod website, including papers from previous bodies working in this area. The Commission email address (cems@ireland.anglican.org) remains available as a means of contact.

Vision and Principles for Episcopal Ministry and Structures

11. Appendix B to this Report sets out in full the *Vision and Principles*: the overall expression of *Vision* is supplemented (but not displaced) by a series of *Principles* upon which proposals on specific issues will be based. In submitting this statement of *Vision and Principles* to the General Synod for consideration and comment, the Commission commends it to members as an appropriate approach to inform subsequent detailed recommendations, legislation and implementation. It may be noted that the Commission discussed it at a meeting with the Archbishops and Bishops and it received a favourable response.
12. The *Vision* of the Commission is: “To provide an episcopacy that will allow the Church of Ireland to fulfil its mission in the 21st century:-
 - by enabling bishops to lead the church – clergy and laity – in living the Christian life, furthering the mission of the church and hastening the Kingdom of God;
 - by learning from our history, the experience of other churches and the expertise of leaders and directors in other roles and adapting those lessons to benefit episcopal ministry;
 - by providing episcopal structures that are authoritative, accountable, supportive and encouraging, and flexible enough to meet present needs

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- and provide for evolution in our understanding of ministry and mission;
and
 - by valuing the richness of our inheritance as a national and Anglican church and at the same time recognizing current realities in our ecumenical, political, cultural, social and economic life.”
13. The Commission is mindful of two priorities: firstly, the requirement in the 2012 Statute that the mission of the Church should be the focus of its work, and secondly, the emphasis placed by General Synod members taking part in the break-out session last year on episcopal leadership. Here in the Commission’s *Vision* those two elements come together: mission and leadership.
14. Having established firmly that the ministry comes before the structures, there is much work for the Commission to do in relation to administrative arrangements to support the episcopacy and enable Archbishops and Bishops to carry out all the roles and responsibilities entrusted to them. All these issues are to be considered in the context of the inheritance of the Church of Ireland, its theology, missiology and ecclesiology, while also looking to present realities and future needs.

Role of the Bishop and Models of Episcopacy

15. Moving from the statement of *Vision* to *Principles* underlying specific recommendations, an issue the Commission was asked to consider early in its work concerns the Role of the Bishop and Models of Episcopacy, with a particular interest in the scope for a bishop to carry out other ecclesiastical roles. The relevant *Principles* are set out in the following paragraph.
16. “Bishops, clergy and laity may expect an articulation of the role of bishop:-
- where the core elements are agreed and reflect clearly scriptural insights, the words of the Ordinal and other foundational Anglican documents;
 - where there may be additional responsibilities to be discharged by the bishop personally or under his or her direction;
 - where the full range of gifts, skills and characteristics found in those called to ordained ministry are welcomed and used in episcopal ministry for the mission of the church;
 - where opportunities for collaborative ministry are promoted;

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- where there is flexibility to adopt arrangements that combine episcopal ministry with other ecclesiastical roles or envisage movement from full-time episcopal ministry to other roles in the church; and
 - where it is recognized that significant resources (people, finance and facilities) are required to support episcopal ministry, especially if bishops are to be released from some administrative and management functions.”
17. In relation to the role and functions of bishops, the primary sources studied by the Commission were the Ordinal, the Canons and the Constitution of the Church of Ireland. We were further guided by discussion papers from the Bishops who are members of the Commission: these papers helped our deliberations around *The history of episcopacy in the Irish church and the challenges facing us*, *The Biblical theology and the origins of episcopacy* and *Notes on Anglican Ecclesiology*. The Bishop of Cork, Cloyne and Ross kindly shared with us some work of his on *The Law of Ecclesiastical Persons: Bishops*. We examined other documents as well: for example, the 1970 Report of a sub-committee established by a resolution of the General Synod in 1969 “to investigate the essential nature of the office and work of a bishop,” published in the Journal of the General Synod 1970, and the Reports of other Commissions of the General Synod. In addition, we conducted interviews with serving and former bishops and archbishops of the Church of Ireland.
18. We are grateful to all who assisted in our work in this area, but the views expressed below were developed through a series of discussions and should not be attributed to any one of those persons.
19. There is a wide measure of agreement throughout the Church of Ireland - and indeed the Anglican Communion - as regards the core elements of a bishop’s role. For the Church of Ireland, in Service Two for the Ordination or Consecration of a Bishop, heavy responsibilities are set out, including leading in serving and caring for the people of God and working with them in the oversight of the church, watching over and praying for those committed to their charge, teaching, worshipping, studying, ordaining, enabling, guiding, baptizing, confirming, presiding at Holy Communion, caring for the sick, the outcast and the needy and declaring the forgiveness of sins. There is also reference to a special responsibility shared with fellow bishops, as chief pastors, to maintain and further the unity of the Church, to uphold its discipline, to guard its faith and to promote its mission throughout the world.

20. Here is the traditional, theological exposition of the bishop's role, both in relation to his or her own diocesan ministry and also in a collective or collegial setting. In this, there are many responsibilities, but it is an incomplete picture. The reality is more of an amalgam, less coherent, messier, because the bishop has to accommodate all the modern, practical features of diocesan and central church life: management of people, finances, property and administrative systems, employment issues and disputes, parish conflicts, compliance with legal and quasi-legal requirements, communications, media and public engagements, membership or chairmanship of committees, ecumenical relationships, national and international affairs and, in the Republic of Ireland, patronage of schools.
21. The Commission does not intend to define the role of bishops, much less draft a job description for them. The underlying principle for the Commission is that the core elements, reflecting the Ordinal and other foundational Anglican documents, are agreed and appropriate arrangements are made for the discharge of additional responsibilities. Each bishop must be free to use his or her individual gifts to best effect in episcopal ministry. From that starting point, the structures put in place ought to facilitate the ministry, including collaborative ministry.
22. Having said that, this Commission is not the first to ask if the present accumulation of administrative tasks takes bishops away from what should be their primary roles, as laid down in the Ordinal, nor the first to conclude that the answer is "yes". Episcopal ministry has become overloaded with extraneous functions that must be carried out but not necessarily by bishops. If not bishops, then someone else has to do that work, do it competently and probably be paid for doing it. There are resource implications to be faced.
23. In some cases, it may be that tasks can be delegated to Archdeacons or other diocesan clergy reporting to the bishop or allocated to diocesan staff working under the supervision of diocesan secretary. In other situations, it may be that specified functions should be dealt with elsewhere or outsourced. The Commission suggests as possibilities for further consideration the areas of employment and human resources provision and management, education and school patronage, and some aspects of legal and procedural compliance. It may be that engaging professional expertise in these areas would relieve bishops from the need to master technical detail, lessen the burden on them, improve effectiveness in administration and open the way for some savings through sharing systems.

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24. The Commission believes that the time has come to take concerns about the capacity and the workload of bishops seriously and investigate options for change from the current approach of leaving so much to the bishop. If the General Synod decides to extend the lifespan of the Commission, then these are issues to be explored more fully in consultation with dioceses and central church bodies.
25. One aspect of the role of bishops to which the General Synod drew attention in the 2012 statute is the possibility of bishops undertaking other ecclesiastical roles alongside their episcopal duties. In principle, the Commission supports this approach where there is scope to do so - for example, where time is made available through arrangements for delegation or transfer of some responsibilities - but the full implications have not yet been examined so the Commission is not in a position to make comprehensive recommendations. The Commission is also considering a model of episcopacy that envisages movement from full-time episcopal ministry to other roles in the church should a bishop feel called to serve in another capacity before retirement, but no conclusion has been reached on that.

The Episcopal Appointment Process

26. An area of concern - indeed, one that has generated some adverse publicity outside the Church - is the selection of bishops and the role of electoral colleges. This was another area to which the Commission was asked to give early attention in the 2012 Statute. The break-out session in 2013 showed that there is a significant level of dissatisfaction amongst General Synod members with the current process. The *Principles* adopted to guide future specific recommendations are set out below.
27. “The process for the appointment or election of bishops should have the following features:
 - it is a process of discernment, grounded in prayer and led by the Holy Spirit;
 - it achieves an agreed balance between the voice of the diocese and the voice of the wider church in the composition of electoral colleges;
 - it facilitates the election of the best person for the role;
 - it uses a common framework for objective and clear identification of the needs of the vacant diocese and the wider church;

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- it allows proper consideration and scrutiny of the gifts, skills, experiences, qualities and character of the persons involved in the context of those identified needs;
 - it respects the dignity of those being considered; and
 - it meets modern, accepted standards of good practice.”
28. This emphasises from the outset that this is a process of discernment, grounded in prayer and led by the Holy Spirit. It is not a matter of matching job descriptions with the CVs of applicants. At the same time, this process provides the episcopal leadership of the church and it has to be focused on and fit for that purpose.
29. The Commission has undertaken extensive research on appointment processes, including examining models in other parts of the Anglican Communion in these islands and considering various options. The issues may be examined under a number of separate but inter-related headings:
- Identification of the needs of the Diocese. *How can this be undertaken effectively? Should there be a formal, common process?*
 - Procedure in the electoral college. *How can the process be conducted so as to provide members of the college with sufficient information to make an informed decision while preserving the solemnity of the proceedings and the dignity of those being considered?*
 - Composition of electoral colleges. *What is the appropriate balance of clergy and laity and those from within and outside the diocese? How is the perspective of the wider church to be accommodated?*
30. The Commission believes that it is too early to make specific recommendations on the episcopal appointment process, in part because some aspects will inevitably be influenced by decisions in other areas of the Commission’s work. However, some points may be made at this stage.
31. At present, most dioceses conduct an informal assessment of the diocesan needs before the meeting of the electoral college. The view of the Commission is that dioceses deserve a more formal, structured, objective and inclusive analysis of their needs and some arrangement should be made to provide this in all cases.
32. It appears that members of electoral colleges can sometimes find themselves required to choose between individuals about whom they know very little. The Commission believes that all those participating should be well-

informed about the background, qualities and perspective of persons being considered for the role of bishop. Further, some engagement with the persons involved should be facilitated where possible.

33. Throughout this process, it is important to protect the privacy and dignity of the persons being considered. In this regard, the Commission believes that the role of the House of Bishops, and in particular its timing, should be reconsidered. At present the House of Bishops must be satisfied of the fitness of the person chosen by the electoral college and then take the necessary steps to give effect to the election but that all takes place after a public statement naming that person is released. It may be preferable that no announcement is made until after all steps in the internal process are completed.
34. Subject to General Synod decisions, the Commission will invite comments on these issues over the next few months as part of its consultation process.

Training and Ministerial Development for Bishops

35. The Commission has carried out a major piece of work on arrangements for training and development needs and opportunities for those called to episcopal ministry and a motion in relation to that will be brought to the General Synod. This matter has been discussed in meetings with members of the House of Bishops and they have indicated their support for the proposals. The relevant set of *Principles* is set out below.
36. “In order to equip bishops for their ministry, arrangements for induction and in-post training and development should:
 - assist persons appointed as bishops in their transition into the role and the requirements of episcopal ministry, tailored to the specific context of the relevant diocese,
 - enable bishops to embrace and model the Continuous Life Long Learning approach that is at the heart of the Diaconal and Presbyteral model;
 - encourage approaches to accountability and leadership that can be modeled and deployed to clergy for the enrichment of ministry and mission; and
 - facilitate participation in the variety, depth and professionalism of episcopal equipping resources available in the Anglican Communion and elsewhere.”

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37. Building upon these *Principles*, the Commission recommends that the Church of Ireland should introduce a structured programme of training and development for bishops. This should include both induction training and continuing development, with a process of ministerial review to facilitate self-evaluation and accountability. We welcome the steps the archbishops and bishops have already taken and we believe they would support these further recommendations.
38. Induction training is needed to assist a person new to episcopal ministry through the transition to a different role in the church, in that person's own interests and also, where relevant, to support his or her family in managing a significant change in domestic circumstances. For its part, a diocese in welcoming a new bishop and family needs to give time and space for adaptation to change. The demands faced by bishops are different from other ministry and each new bishop will have individual priorities, stresses and challenges in fulfilling the declarations made at the Ordination or Consecration Service: fully embracing the role, leadership, liturgy, disciplinary responsibilities, local history and environment, media, personal management, public representation, school patronage, staff management, financial pressures, administration, legal, procedural and compliance issues, cathedrals and buildings, personal, family and domestic upheaval.
39. A process of induction training should be tailored to fit the person, the diocese and the Church of Ireland. It may involve some elements delivered on appointment, perhaps before or just after taking up the role, and others later when the person has had time to reflect and identify particular needs. It may be that a mentoring process could be part of this induction training.
40. Furthermore, continuing ministerial development ought to be a feature of all ministry in the Church of Ireland. The Commission believes that if the Continuous Life Long Learning approach embedded in Diaconal and Presbyteral training is to be nourished throughout ministry, then episcopal commitment to that approach must be demonstrated. This would have a wide, positive impact elsewhere in the church. For similar reasons, adoption of a scheme of ministerial review for bishops, with acceptance of feedback and accountability, would give encouragement and credibility to efforts to introduce such an ethos in other aspects of ministry.
41. The Commission has investigated the extensive range of materials and courses available in the Church of England for induction training and continuing ministerial development. The Church of England has been

generous in responding to inquiries and welcoming Church of Ireland participation in its programmes. The Commission recommends that we take these opportunities, and others made available to us, adapted where necessary to the local context. There are financial implications to be managed in due course, but the Commission urges Archbishops and Bishops to build on their work to date and explore suitable arrangements for the implementation of a systematic programme of training, development and ministerial review as soon as possible. A resolution on this will be put to the General Synod.

Extension of time for the Commission to complete its work

42. The Commission on Episcopal Ministry and Structures was established by Statute of the General Synod 2012. Section 2 of the Statute provided for the appointment of members of the Commission by Resolution, those members to hold office until the termination of the ordinary meeting of the General Synod in 2014. It also stated that at that point the General Synod may re-appoint, reconstitute or dissolve the Commission as it thinks fit. In the Schedule to the Statute, it is further provided that the Commission is to report to the General Synod not later than May 2014, with conclusions and recommendations on appropriate future arrangements for episcopal ministry and structures.
43. A Bill seeking an extension of time for the Commission is before the General Synod in 2014. The Bill provides for the Commission to continue its work, with the same terms of reference as at present, and subject to the same conditions. In particular, three of those conditions may be mentioned here: the obligation on the Commission to include details of funding requirements of proposals, the direction to seek relevant information from dioceses and other sources, including statistical data, to provide a satisfactory evidential basis for recommendations, and the provision that “For the purposes of the final scheme presented to the General Synod, as provided by this Statute, there shall be vested in the General Synod as regards all dioceses affected by the scheme, all the powers and functions of the respective diocesan synods concerned under section 31 of Chapter 1 of the Constitution.”
44. The scale of the task given to the Commission appeared immense in 2012 and, despite the best efforts of members and central church staff, it has indeed proved impossible to complete the work properly in the time given. Recommendations must be based on solid evidence but it takes time to collect and validate the necessary information. For example, statistical data coming from the census forms circulated in November 2013 will not be

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available until mid-2014. Similarly, getting reliable financial costings involves work not just for the Commission but for staff in Church House and diocesan offices. When a final scheme is presented to the General Synod in due course, it will want to be satisfied that voices in the dioceses have been heard before it exercises decision-making powers. Effective consultation with interested parties cannot be rushed: it is a two-way process, with coming and going, listening and explaining, discussing and evaluating, modifying and affirming proposals. Sensitivity, patience and prayerful reflection are needed.

45. The Commission believes that these are compelling reasons for asking the General Synod to extend its life for another two years. With that time and space, the Commission will be able to continue working towards presentation of a more comprehensive package of recommendations in 2015 and 2016.

Beyond General Synod 2014

46. This report shows the broad strategic planning work done by the Commission, but the picture is incomplete. With the support of the General Synod, the *Vision and Principles* paper will equip the Commission to examine practical implications and realities. The information from the census exercise will give an evidence base for recommendations. The process of consultation that has been central to our approach will continue and views will be heard from across the church on mission and growth opportunities, priorities and difficulties, to add to the material already gathered. The next major step in consultation will be engagement with diocesan synods in this calendar year. We have already written to diocesan bishops and honorary secretaries asking if these visits can be accommodated, and the response to date has been welcoming, subject of course to the agreement of the General Synod.
47. The preface to this report refers to co-operation with two groups in particular: the Council for Mission and the Commission on Ministry. We three have come together in attaching a joint statement to our General Synod reports in order to remind ourselves and others why we are doing what we do, not in isolation from each other but all playing our part in furthering the mission of the church. We commit ourselves to acting on our shared responsibility, by working together and learning from our partners whose remits impact on ours.

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48. If the General Synod passes legislation extending the period of office for the Commission on Episcopal Ministry and Structures, as we hope, the next stage will be a further interim report in 2015 and in 2016 a final report, with draft legislation, an analysis of knock-on effects of the proposed changes which may require further consideration and an implementation plan to bring the agreed legislative provisions into operation in whatever timescale is appropriate.

Concluding Comments

49. Members of the Commission appreciate the helpful and constructive guidance given to us by the General Synod in 2013, particularly on the significance of the leadership role of bishops in the Church of Ireland, and also the insights offered in our meetings with the House of Bishops, retired bishops, members of the RCB Executive Committee, staff of the Church of Ireland Theological Institute and other interested groups and individuals. We still face significant challenges in determining how we best meet the present and future needs of the church in this generation, with its current financial and societal constraints. We have no illusions about how much work is to be done. We remain confident, however, that the way forward will be found to provide effective and missional episcopal leadership for the Church of Ireland into the future.

APPENDIX A

Resolution to be proposed at the General Synod 2014

That the General Synod respectfully requests that the House of Bishops progress work towards the introduction of arrangements for a systematic programme of induction and in post training, development and ministerial review for the Archbishops and Bishops.

APPENDIX B

COMMISSION ON EPISCOPAL MINISTRY AND STRUCTURES

VISION AND PRINCIPLES FOR EPISCOPAL MINISTRY AND STRUCTURES

VISION

To provide an episcopacy that will allow the Church of Ireland to fulfil its mission in the 21st century:-

- by enabling bishops to lead the Church – clergy and laity – in living the Christian life, furthering the mission of the Church and hastening the Kingdom of God;
- by learning from our history, the experience of other Churches and the expertise of leaders and directors in other roles and adapting those lessons to benefit episcopal ministry;
- by providing episcopal structures that are authoritative, accountable, supportive and encouraging, and flexible enough to meet present needs and provide for evolution in our understanding of ministry and mission; and
- by valuing the richness of our inheritance as a national and Anglican church and at the same time recognizing current realities in our ecumenical, political, cultural, social and economic life.

PRINCIPLES: ROLE OF THE BISHOP AND MODELS OF EPISCOPACY

Bishops, clergy and laity may expect an articulation of the role of the bishop:-

- where the core elements are agreed and reflect clearly the words of the Ordinal and other foundational Anglican documents;
- where there may be additional responsibilities to be discharged by the bishop personally or under his or her direction;
- where the full range of gifts, skills and characteristics found in those called to ordained ministry are welcomed and used in episcopal ministry for the mission of the Church;
- where opportunities for collaborative ministry are promoted;
- where there is flexibility to adopt arrangements that combine episcopal ministry with other ecclesiastical roles or envisage movement from full-time episcopal ministry to other roles in the church; and
- where it is recognised that significant resources (people, finance and facilities) are required to support episcopal ministry, especially if bishops are to be released from some administrative and management functions.

PRINCIPLES: THE EPISCOPAL APPOINTMENT PROCESS

The process for appointment or election of bishops should have the following features:-

- it is a process of discernment, grounded in prayer and led by the Holy Spirit;
- it achieves an agreed balance between the voice of the diocese and the voice of the wider church in the composition of electoral colleges;
- it facilitates the election of the best person for the role;
- it uses a common framework for objective and clear identification of the needs of the vacant diocese and the wider church;
- it allows proper consideration and scrutiny of the gifts, skills, experiences, qualities and character of the persons involved, in the context of those identified needs;
- it respects the dignity of those being considered; and
- it meets modern, accepted standards of good practice.

PRINCIPLES: TRAINING AND MINISTERIAL DEVELOPMENT FOR BISHOPS

In order to equip bishops for their ministry, arrangements for induction and in-post training and development should:-

- assist persons appointed as bishops in their transition into the role and the requirements of episcopal ministry, tailored to the specific context of the relevant diocese;
- enable bishops to embrace and model the Continuous Life Long Learning approach that is at the heart of the Diaconal and Presbyteral model;
- encourage approaches to accountability and leadership that can be modeled and deployed to clergy for the enrichment of ministry and mission; and
- facilitate participation in the variety, depth and professionalism of episcopal equipping resources available in the Anglican Communion and elsewhere.

PRINCIPLES: DIOCESES

Arrangements in relation to diocesan structures and geographical boundaries should:-

- provide flexibility for future shapes of mission and ministry;
- recognize that different structures may be appropriate for different places;
- acknowledge that a range of gifts, skills, expertise and experience and significant commitment of time and energy are required to support the worshipping and functioning life of a diocese;
- aim towards providing appropriate representation for each diocese in decision-making by central church bodies;
- give due regard to historic diocesan identities and their ecumenical significance;

Commission on Episcopal Ministry and Structures – Report 2014

- reflect established, cohesive communities and current centres of worship, mission and population;
- address the implications of a multiplicity of cathedrals;
- present an overall sustainable financial model, taking account of reasonable calls on parishioners, dioceses and central church funds;
- offer the incumbent bishop a sustainable context for his or her episcopal ministry; and
- examine and offer ways of resolving the consequences of any proposals for change.

PRINCIPLES: FUNDING AND RESOURCING OF THE EPISCOPACY

Mindful of the direction from General Synod that episcopal ministry and structures should be adequate for the needs and compatible with the resources, of the Church of Ireland, arrangements in relation to funding and resourcing should:-

- have a sustainable basis;
- have due regard to opportunities, demands and constraints in parishes, dioceses and the Representative Church Body;
- be transparent and equitable and comply with standards of good governance;
- provide appropriate resources to support the episcopal role, such as professional staff, finance, equipment, facilities and premises;
- free bishops from certain administrative and management tasks, for example by enhancing the role of other ordained or lay persons qualified and willing to take on additional responsibilities; and
- recognize that reallocation of functions from bishops to others often means those persons must be paid to do the transferred tasks.

PRINCIPLES: ROLES OF THE ARCHBISHOPS OF ARMAGH AND DUBLIN, PROVINCIAL STRUCTURES AND COLLEGIAL STRUCTURES

Arrangements in relation to these areas should:-

- complement and enhance whichever model of episcopal ministry and structures may be adopted;
- recognize the particular demands made of the Archbishops and the need for appropriate resources;
- facilitate engagement with civic and public affairs in our two jurisdictions;
- enable the Church of Ireland to participate appropriately in international affairs;
- foster the role of the House of Bishops as a House of General Synod; and
- support the collegial, collective ministry and leadership of the Archbishops and Bishops.

CHURCH OF IRELAND MARRIAGE COUNCIL

REPORT 2014

MEMBERSHIP

Appointed by the House of Bishops

Member from House of Bishops (vacant since 2010)

Elected by General Synod

Rev Arthur Barrett
Mrs Sarah Bevan
Rev Brian Harper (Chairman)
Rev Bruce Hayes (Honorary Secretary)
Mrs Lynne Heber

Mrs Lesley Sandes
Rev David Somerville
Mrs Deirdre Whitley
Ms Ros Willoughby

Co-opted: Rev Lynda Peilow

In attendance

Mrs Sandra Massey

The Marriage Council meets five times a year and half of these meetings are conducted with teleconferencing facilities. We have successfully pared our activity and budget to our core task of providing counselling and support for couples who are preparing for marriage or who require support in marriage. During the year 2013, this support was provided to 58 couples. The funding for this counselling is entirely sourced in the Republic of Ireland and we therefore cannot provide for couples resident in Northern Ireland.

Our website www.towardsmarriage.com receives frequent visits with occasional requests to be put in contact with counselling. Most requests however, are for advice on arranging a wedding. This is outside the remit of the Council and we always advise couples to speak directly to their rector.

During 2013 we facilitated a weekend retreat for couples in ministry and the report appears below. This is the third such retreat and all have received excellent feedback from the participants. It is our intention in 2014 to organise a training course for clergy to assist them in identifying issues in marriages and families and how to best provide support for such couples. This follows similar courses held in previous years in Lurgan and Killyman and will be located in Dublin.

Church of Ireland Marriage Council – Report 2014

The Clergy Couple Retreat

In accordance with its original terms of reference and a more recent resolution of the General Synod, the Marriage Council has sought to come to a deeper understanding of the impact that ministry has on clergy marriages and family life.

Whilst recognising that the practice of ministry is a source of enrichment, there is also the recognition that the demands of ministry can impact in ways that are often unseen and unrecognised. Little or no studies have been done to analyse the effect that ministry has on those closest to its proponents, namely wives, husbands and children. Two surveys carried out by the Marriage Council in the last seven years have identified that clergy families can feel at times isolated, unappreciated and vulnerable. What they need is to feel appreciated and supported. In an effort to address these concerns two pilot retreats for clergy and their spouses have been held (in the dioceses of Cork and Down & Dromore).

Last November we organised a further retreat in Kilkenny for the dioceses of Meath & Kildare, Limerick & Cashel, Ferns & Ossory. While the numbers who participated was disappointing the feedback from the couples who did participate was uplifting. It also made us realise that we need to change how we recruit clergy for future retreats.

It is the intention of the Marriage Council, with the support of the House of Bishops, to offer a Clergy Retreat every two years to which all clergy can apply to attend. Despite the current economic environment, we are strongly of the view that we need to continue to build upon the concept of the retreat. Feedback from the couples who attended the two pilot retreats & the most recent retreat in Kilkenny show that they undoubtedly benefitted from it and returned to their parishes and families better equipped to meet future challenges.

With the Bishops support 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 a 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, ie, approximately €250 contribution per couple from the diocese & €50 booking fee from the participant.

We say farewell and thank-you to Rev Brian Harper, Rev Bruce Hayes and Mrs Lesley Sandes who have completed their six years of membership and seek to appoint the names listed below. We are also grateful to Sandra Massey and the RCB for their support and encouragement throughout the year.

Church of Ireland Marriage Council – Report 2014

Resolution

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

That the following be appointed members of the Marriage Council for the next two years from 1 June 2014.

A bishop to be appointed by the House of Bishops

Rev John Ardis
Rev Canon Arthur Barrett
Mrs Sarah Bevan
Rev Stephen Farrell
Mrs Lynn Heber

Rev Canon Lynda Peilow
Rev David Somerville
Mrs Deirdre Whitley
Ms Ros Willoughby
A representative from the Mothers' Union

Church of Ireland Marriage Council – Report 2014

Select Committee on Human Sexuality in the Context of Christian Belief

**REPORT OF THE SELECT COMMITTEE ON HUMAN SEXUALITY IN THE
CONTEXT OF CHRISTIAN BELIEF**

Members:

Rev Patrick Bamber	Rev Trevor Johnston
Mr David Bird	Very Rev John Mann
Ms Thea Boyle	Rev Darren McCallig
Rev Alison Calvin	Ms Hilary McClay
Ven George Davison (Interim Chair)	Ms Helen McClenaghan
Mr Greg Fromholz	Very Rev Sandra Pragnell
Rt Rev Ken Good	Most Rev Patricia Storey
Ms Phyllis Grothier	Rt Rev Trevor Williams

The Select Committee has met four times since being established by the General Synod in May 2013, in September and November 2013 and has held two residential meetings in January and March 2014. The Committee received and adopted a planning paper, which proposes that the work should be addressed in two phases and the Committee has indicated its intention to follow this outline to the Standing Committee. The programme is likely to require more time than was identified by General Synod in 2013 (a two-year term), and the Committee will present a resolution seeking an additional two-year period in May 2015.

During the first phase, a framework will be developed and a *Guide to the Debate on Human Sexuality in the Context of Christian Belief* will be produced. Within this framework issues relating to human sexuality could be addressed.

During Phase 2, it would then be possible to explore in depth specific issues in human sexuality in which questions relating to the place of LGBT persons in the life of the Church would be addressed as a priority, but other issues may also be included concerning relationships and marriage and also some features in society such as domestic abuse, human trafficking, child sexual abuse.

The Committee elected the Very Rev John Mann as Chairman and Mrs Helen McClenaghan as Vice Chair. The Ven George Davison served as Interim Chair until January 2014, when the Select Committee took a decision regarding chairmanship.

A Select Committee is of its nature restricted to membership drawn from the General Synod. The Committee felt that a wider range of voices and experiences should be heard. The Standing Committee in January did not favour a suggestion from the Select Committee that the structure should be amended to that of a Commission, which would allow membership from outside General Synod. The matter was discussed further at the residential meeting in March. This resulted in the Select Committee forming an advisory panel to assist with expert input during phases of its work. This panel will include those who are self-identifying LGBT people and academics and may be expanded further as the need arises.

Select Committee on Human Sexuality in the Context of Christian Belief

The Select Committee is still at a very early stage in its work. It welcomes inputs from individuals and has already invited Changing Attitude Ireland and a number of academics to address it.