

CHURCH OF IRELAND

General Synod

**REPORTS
2016**

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* The reports of the Church of Ireland Clergy Pensions Trustee Limited (page 106) and the Church of Ireland Pensions Board (page 131) are incorporated into the Report of the Representative Church Body.

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CHURCH OF IRELAND

THE REPRESENTATIVE CHURCH BODY

REPORT 2016

The Representative Church Body – Report 2016

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THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

Chairman

The Most Rev Dr Richard Clarke, Archbishop of Armagh



The Most Rev
Dr Richard Clarke

Committee Chairpersons

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

Chief Officer and Secretary

Mr Adrian Clements

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

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

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Website www.rcb.ireland.anglican.org

Library

Braemor Park
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Dublin 14

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THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

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

The Representative Body is composed of the following sixty members. The recorded attendance of each at the four meetings of the Representative Body held during the year 2015 is denoted by the figure placed before each name.

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

- 4 The Most Rev Dr Richard Clarke, Archbishop of Armagh
The See House, Cathedral Close, Armagh BT61 7EE
- 4 The Most Rev Dr Michael Jackson, Archbishop of Dublin
The See House, 17 Temple Road, Dublin 6
- 4 The Most Rev Pat Storey, Bishop of Meath and Kildare
Bishop's House, Moyglare, Maynooth, Co Kildare
- 2 The Rt Rev John McDowell, Bishop of Clogher
The See House, Fivemiletown, Co Tyrone BT75 0QP
- 2 The Rt Rev Kenneth Good, Bishop of Derry and Raphoe
The See House, 112 Culmore Road, Londonderry BT48 8JF
- 3 The Rt Rev Harold Miller, Bishop of Down and Dromore
The See House, 32 Knockdene Park South, Belfast BT5 7AB
- 3 The Rt Rev Alan Abernethy, Bishop of Connor
Bishop's House, 3 Upper Malone Road, Belfast BT9 6TD
- 2 The Rt Rev Ferran Glenfield, Bishop of Kilmore
The See House, Kilmore, Cavan, Co Cavan
- 4 The Rt Rev Patrick Rooke, Bishop of Tuam
Bishop's House, Breaffy Woods, Castlebar, Co Mayo
- 4 The Rt Rev Michael Burrows, Bishop of Cashel, Ferns and Ossory
Bishop's House, Troysgate, Kilkenny
- 4 The Rt Rev Dr Paul Colton, Bishop of Cork, Cloyne and Ross
The Palace, Bishop Street, Cork
- 3 The Rt Rev Kenneth Kearon, Bishop of Limerick and Killaloe*
Rien Roe, Adare, Co Limerick

* consecrated January 2015 in place of the Rt Rev Trevor Williams (retired July 2014)

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B Elected members (36)

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

- Armagh 3 Ven Terence Scott, The Rectory, 1 Churchwell Lane, Magherafelt, Co Londonderry BT45 6AL (2018)*
4 Mrs Ethne Harkness, 134 Coagh Road, Stewartstown, Co Tyrone BT71 5LL (2016)
2 Mrs Jane Leighton, 14 Drumbeemore Road, Armagh BT60 1HP (2017)
- Clogher 1 Rev Canon Brian Harper, 27 Craghan Road, Ballinamallard, Co Fermanagh BT94 2BT (2018)†
4 Mr William Allen, Aughnahinch, Newtownbutler, Co Fermanagh BT92 8LU (2016)
3 Mr John Keating, Kilturk West, Newtownbutler BT92 2BS, Co Fermanagh (2017)
- Derry and Raphoe 4 Rev Canon Henry Gilmore, The Rectory, Ramelton, Letterkenny, Co Donegal (2017)
4 Mr Robert Pollock, 77 Edenderry Road, Omagh, Co Tyrone BT79 0NP (2018)
2 Mr Sydney Gamble, 14 Spruce Road, Dysart, Strabane, Co Tyrone (2016)
- Down and Dromore 4 Ven Roderic West, The Rectory, 63 Lurgan Road, Banbridge, Co Down BT32 4LY (2018)
3 Mr Basil O'Malley, 182 Lurgan Road, Magheralin, Craigavon, Co Armagh BT67 0QP (2016)
- Vacant (2017)‡
- Connor 1 Ven SR McBride, The Vicarage, 10 Vicarage Gardens, Station Road, Antrim, Co Antrim BT41 4JP (2018)§
4 Mr Robert Kay, 2 Brookvale Terrace, Portrush, Co Antrim BT56 8EY (2016)
4 Mrs Pauline High, 26 Ballyvannon Road, Glenavy, Co Antrim BT29 4QJ (2017)
- Kilmore, Elphin and Ardagh 4 Rev Ian Linton, The Rectory, 8 Mullaghmenagh Avenue, Omagh, Co Tyrone BT78 5QH (2017)
3 Miss Maud Cunningham, Clonatumper, Florencecourt, Enniskillen, Co Fermanagh BT92 1BA (2018)
4 Mr Kenneth Davis, Aughafad, Longford (2016)
- Tuam, Killala and Achonry 2 Very Rev Alistair Grimason, The Deanery, Deanery Place, Cong, Co Mayo (2017)
3 Prof Paul Johnston, Luimnagh West, Corrandulla, Co Galway (2018)
3 Mr Julian Ellison, Ardagh Lodge, Newport, Co Mayo (2016)

* elected March 2015 in place of Ven Raymond Hoey (retired September 2014)

† elected September 2015 in place of Very Rev Bryan Kerr (retired September 2015)

‡ arising from the retirement of Capt (now Rev) Colin Taylor (September 2015)

§ elected September 2015 in place of Very Rev John Mann (retired September 2015)

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- Dublin and Glendalough 1 Ven David Pierpoint, The Vicarage, 30 Phibsborough Road, Dublin 7 (2018)
4 Mr Robert Neill, Killegar Park, Enniskerry, Co Wicklow (2016)
4 Mr Geoffrey Perrin, Barn Close, Ballybrack Road, Shankill, Co Dublin (2017)
- Meath and Kildare 4 Ven Leslie Stevenson, The Rectory, Portarlinton, Co Laois (2018)
3 Mr Ronald Colton, Highfield, Ballyduff, Tullamore, Co Offaly (2016)
3 Mr Kevin Bowers, Springwood, 2 Narrowways, Bettystown, Co Meath (2017)
- Cashel, Ferns and Ossory 2 Very Rev Katharine Poulton, The Deanery, Kilkenny (2017)
1 Mr William Galloway, Dean's Close, Annestown, Co Waterford (2018)*
2 Mrs Hazel Corrigan, Liscolman House, Tullow, Co Carlow (2016)
- Cork, Cloyne and Ross 3 Ven Adrian Wilkinson, The Rectory, Carrigaline Road, Douglas, Cork (2017)
3 Mr Keith Roberts, Corran, Furney Road, Carrigaline, Co Cork (2018)
4 Mr John Stanley, Scart House, Belgooly, Co Cork (2016)
- Limerick and Killaloe 1 Rev Patricia McKee Hanna, Seafield Cottage, Quilty, Co Clare (2017)
2 Ms Yvonne Blennerhassett, "Manderley", Farmers Bridge, Ballyseedy, Tralee, Co Kerry (2018)†
4 Mr Roy Benson, Templehollow, Killaloe, Co Clare (2016)

C Co-opted Members (12)

- 2 Ven Andrew Forster, The Rectory, 26 Circular Road, Dungannon BT71 6BE, Co Tyrone (2017)
3 Mr Terence Forsyth, 3 Hainault Lawn, Dublin 18 (2016)
3 Mr Samuel Harper, Cramer's Grove, Kilkenny, Co Kilkenny (2017)
1 Mr Lyndon MacCann SC, 2 Knapton Terrace, Dun Laoghaire, Co Dublin (2018)‡
3 Mr Tim McCormick, 13 Ontario Terrace, Dublin 6 (2017)
4 Mr William Oliver, Exorna House, Castlerock, Co Londonderry BT51 4UA (2017)
1 Mrs Judith Peters, The Deanery, Rosscarbery, Co Cork (2016)
3 Ms Hilary Prentice, Wayside Cottage, Drummin West, Delgany, Co Wicklow (2018)‡
3 Canon Graham Richards, 32 St Alban's Park, Dublin 4 (2018)‡
2 Mr Henry Saville, 22 Church Road, Boardmills, Lisburn BT27 6UP (2018)‡
0 Mr David Smith, Knockleigha, Shaw's Bridge, Co Down BT8 8JS (2018)‡
3 Dr Michael Webb, 2 Mount Salus, Knocknacree Road, Dalkey, Co Dublin (2016)

The following co-opted members retire in May 2016:

Mr Terence Forsyth
Mrs Judith Peters
Dr Michael Webb

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

* elected October 2015 in place of Mr Peter Clifton-Brown (retired October 2015)

† elected June 2015 in place of Mrs Lorna Gleasure (retired June 2015)

‡ eligible to attend three meetings maximum due to triennial retirement as co-opted member (re-elected May 2015)

COMMITTEES OF THE REPRESENTATIVE BODY

The Executive, Allocations, Investment, Property, Stipends, Library and Archives, Legal Advisory and Audit Committees are elected triennially from the members of the Representative Body. The current triennium for members and chairpersons ends in September 2016. Membership details, together with numbers of meetings held and record of attendances for the year 2015 are shown below.

EXECUTIVE COMMITTEE

7 meetings

Mr Robert Neill - 7
(Chair)



Mr Robert Neill

Most Rev Dr Richard Clarke	6	Ven Andrew Forster	6
Most Rev Dr Michael Jackson	6	Very Rev John Mann*	3
Rt Rev Dr Paul Colton	3	Rev Canon Henry Gilmore	7
Canon Graham Richards	6	Mr Terence Forsyth	5
Mr Henry Saville	6	Mr Lyndon MacCann SC	3
Mr Robert Kay	6	Mr Geoffrey Perrin	4
Mr William Oliver	7	Dr Michael Webb	5

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

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

Prayer read at the commencement of all Executive Committee meetings

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

* retired September 2015 and replaced by Ven Adrian Wilkinson in December 2015



Canon Graham Richards

ALLOCATIONS COMMITTEE

3 meetings

Canon Graham Richards - 3
(Chair)

Most Rev Dr Richard Clarke	3	Ven Andrew Forster	2
Mr Kenneth Davis	2	Mr John Stanley	3

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



Mr Henry Saville

INVESTMENT COMMITTEE

5 meetings

Mr Henry Saville - 4
(Chair)

Mr Roy Benson	5	Mr Tim McCormick	5
Mr Kevin Bowers	4	Ms Hilary Prentice	5
Mr Terence Forsyth	5	Mr David Smith	5

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

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PROPERTY COMMITTEE

5 meetings

Mr Robert Kay - 5
(Chair)



Mr Robert Kay

Mr William Allen	4	Mr Julian Ellison	3
Mr Peter Clifton-Brown*	4	Mrs Jane Leighton	5
Mr Ronald Colton	3	Mr Keith Roberts	3
Miss Maud Cunningham	3	Ven Roderic West	3

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

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

STIPENDS COMMITTEE

2 meetings

Mr William Oliver - 2
(Chair)



Mr William Oliver

Mr Kevin Bowers	2	Mrs Jane Leighton	1
Rt Rev Dr Paul Colton	1	Mr Basil O'Malley†	1
Prof Paul Johnston	1	Mr Geoffrey Perrin	2
Very Rev Bryan Kerr‡	0	Ven David Pierpoint	1

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

* retired October 2015 and replaced by Mr Sam Harper in December 2015

† retired September 2015 and replaced by Rev Canon Brian Harper in December 2015

‡ elected September 2015 in place of Mrs Lorna Gleasure (retired June 2015)



Dr Michael Webb

LIBRARY AND ARCHIVES COMMITTEE

2 meetings

Dr Michael Webb - 2
(Chair)

Prof Paul Johnston	2	Very Rev John Mann*	1
Rt Rev John McDowell	1	Rt Rev Patrick Rooke	2
Advisory Members	–	Mrs Valerie Coghlan	0
		– Rev Canon Dr Maurice Elliott	1
		– Rev Dr Adrian Empey	1
		– Dr Kenneth Milne	1
		– Ven Robin Bantry White	2

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



Mr Lyndon MacCann

LEGAL ADVISORY COMMITTEE

0 meetings

Mr Lyndon MacCann SC
(Chair)

Mr Anthony Aston SC	Mrs Judith Peters
His Honour Judge Gerard Buchanan	Mr Andrew Walker
The Hon Mr Justice Declan Budd	Mr John Wilson QC†

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

* retired September 2015 and replaced by Mrs Ethne Harkness in December 2015

† retired June 2015 and replaced by Rt Rev Dr Paul Colton in December 2015

AUDIT COMMITTEE

3 meetings

Mr Henry Saville - 3
(Chair)



Mr Henry Saville

Mr Roy Benson	3	Ms Hilary Prentice	3
Mr Robert Pollock	3		

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

REPORT ON THE YEAR 2015

The Representative Church Body (RCB) reports to General Synod each year on the performance of its responsibility as Trustee over the previous twelve month period, highlighting issues arising of most relevance to the wider Church.

The General Funds of the Church of Ireland

The General Funds are the free funds of the Church of Ireland. They are applied in maintaining the central administrative resource of the Church, in supporting central Church governance and, through annual allocations of funds, in providing for ministry training, the episcopal ministry and General Synod committees and activities. These needs arise annually and providing the necessary resource demands an ability to budget with a degree of certainty over the short term.

For this reason General Funds are managed with a view to their long term capacity to provide resource either through income or capital growth. Over the six years from 2010 to 2015 a total of €43m has been provided by General Funds in resourcing the ministry and governance of the Church, while €25m has been transferred to the Clergy Pensions Fund to support its solvency. This amounts to the equivalent of €153,000 or £113,000 per parish over the period, and emphasises the importance of the legacy of the past to support the ministry of the present.

In 2015 the value in the Balance Sheet of Funds Employed grew €12.9m, a percentage growth of 7.4% in a year of low inflation, having met €6.8m of resourcing obligations in the year. The sustainable long term objective is to grow the Funds by 0.5% per annum.

The detail of the performance of General Funds assets is shown in Appendix B (page 88).

RB Unit Trusts (NI) and (RI) and Trust Cash Balances

The value represented by the Unit Trusts is held in trust for dioceses and parishes according to the rules set down by General Synod, or by the specific terms of the trust under which they were founded. The Unit Trusts, together with cash held for parishes, had a euro equivalent capital value at the year end of €297m.

In the year €10.2m was paid in distributions and tax reclaims to parishes and dioceses from the income arising on their funds, providing invaluable support in the sustenance of the delivery of mission throughout the wider Church.

The Investment Committee oversees the management of the Unit Trusts and seeks to provide a stable level of distribution over the medium to long term. Dividend equalisation reserves in each Unit Trust are held to militate against income volatility in the short term.

Investment in the unit trusts of capital earmarked for utilisation in the short term is not generally recommended, as asset values can be volatile, and the advantage in terms of income and capital maintenance against inflation is best obtained over the longer term.

Details of annualised fund returns for the RB General Unit Trusts (NI) and (RI) are included in Appendix B (page 88).

Church of Ireland Property and Charities Legislation

Since the disestablishment of the Church of Ireland most of the real property of the Church of Ireland has been held in trust for dioceses and parishes by the Representative Church Body. This has provided a consistent approach in the management of Church property and safeguards members of Select Vestries from direct personal liability for the consequences of property ownership, while they retain responsibility for the upkeep and insurance of the properties.

As parishes in both Northern Ireland and the Republic of Ireland register as charities, and the trustee responsibilities of Select Vestries and other locally established Church trusts become more plain, it is important that dioceses and parishes examine the terms under which Church properties may be held, where they are held locally. In some cases the charitable and legal status of such local trusts is not obvious thus possibly making vulnerable the position of the trustees and the property held on behalf of the parish.

Church of Ireland Property Database

In 2015 the transfer of property records to an electronic database was completed, and a total of around ten thousand individual records is now accessible on that facility.

A process has begun of checking with parishes and dioceses that the information which has been notified to Church House over the years is complete and up to date.

Rules governing the disposal of Church property

The Representative Body in 2015 agreed that the existing provisions of the *Constitution of the Church of Ireland* in relation to the use of Church assets should be reviewed with a view to providing appropriate ways of releasing some of the Church's resources to support the long-term mission of the Church. Accordingly legislation will be brought to General Synod in 2016 to widen the scope of the application of funds realised by the sale of church buildings, subject to regulations to be drafted by the Representative Body and approved by Standing Committee.

Dignity in Church Life Charter

In accordance with Statute Ch I of the General Synod 2015, the Representative Body during 2015 developed policies in support of the principles outlined in the *Dignity in Church Life Charter* and submitted these to the Standing Committee for approval. The policies are in the areas of prevention of bullying and harassment, grievances of members of the clergy and long-term illness of members of the clergy, and will be implemented throughout the Church of Ireland during 2016.

General Synod in 2003 authorised the Representative Body to raise a levy with the intention of providing resource for the Clergy and Ministry Protection Fund (previously Severance Fund), to be accessible in cases where clergy seek to resign permanently from the stipendiary ministry. A levy of 1% of Minimum Approved Stipend built the Fund to a level that allowed the suspension of the levy for the years 2008-2016.

The balance standing to credit of the Fund has been reduced by applications to the Fund in recent years and in addition the provisions of Statute Ch III of General Synod 2015 have broadened the scope of the Fund to include cases of permanent incapacity through illness.

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In accordance with Statute Ch XVI of 2003 the approval of General Synod is sought to reinstate the levy at a rate of 0.5% of Minimum Approved Stipend, such approval being required for a year-on-year increase in excess of 25%. A resolution is set out on page 51.

Lobbying Act 2015 (Republic of Ireland)

In compliance with the requirements of the Lobbying Act, commenced in September 2015, the Representative Body has registered as a lobbying organisation.

The Act requires that any representative organisation with more than a minimum number of employees registers all occasions where it has approached designated officials within government and local government to influence government action. Such reports are to be made on a four-monthly basis, and will be available to enquiry by the public.

Only where lobbying has been authorised by the central Church will this be regarded as reportable by the Representative Body. The detail of authorised lobbyists and when they will be deemed to act for the Church of Ireland is set out in Appendix F (page 103).

Clergy Pensions – Contributions Beyond Normal Retirement Age

New defined contribution (DC) clergy pension schemes for Northern Ireland and the Republic of Ireland were established in 2013 to provide for clergy pensions into the future, as the Clergy Pensions Fund (CPF) closed to new members and to future accruals. The DC schemes were established with the same objective as the CPF, to create a fund for the retiring member of the clergy that is accessible at the earliest normal retirement age, currently 66 years and increasing to 68 years. As with the CPF, standard pension contributions by the ‘employer’ – in the Church context, the parish – currently cease at that age for all scheme members.

As DC schemes by their nature cannot be guaranteed to provide a certain outcome at a set future date, the Representative Church Body (RCB), as sponsor of the DC schemes, considers that both ‘employer’ and member contributions should continue until actual retirement, whether that occurs at the earliest normal retirement age or at a later date up to the compulsory retirement age of 75, unless the individual member elects to cease contributions. Legislation to amend the scheme regulations to this effect will be brought to General Synod in 2016. Should the scheme regulations be amended in this way, the RCB would propose to fund payments in respect of the intervening period since 2013, without the need for corresponding member contributions.

Acknowledgements

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

They are supported by the staff in Church House Dublin and Belfast, and in the RCB Library, and their dedication is much valued by the Representative Body. In particular three members of staff who retired during the year are to be thanked for their dedicated service: Linda Andrews, legal secretary; Jenny Compston, press office administrator and Mary Furlong, library administrator.

Obituary

The Representative Body noted with regret the deaths of two of its former committee chairmen. Fred Rankin was a member of the Representative Body for the Diocese of Down and Dromore from 1989-2004 and chaired the RB Executive Committee from 1999-2002. The O'Donovan served as a co-opted member of the Representative Body from 1989-2004 and chaired the Ministry (later Stipends) Committee from 1995-1999.

FINANCIAL AND OPERATIONAL REVIEW 2015

The accounts of the Representative Church Body commence on page 52.

• Commentary

- A) The Statement of Financial Activities (SoFA) of the Representative Church Body is shown on page 62.

The SoFA shows the income and expenditure, investment, currency gains and losses, capital receipts or withdrawals of funds for which the RCB is responsible, for 2015 and the prior year. The SoFA layout shows the income generated from General Funds and Parish, Diocesan and Other Trust Funds along with the costs of operations and distributions which support the wider Church.

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

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

RCB activities and General Funds

General Funds increased in value by €12.86m to €186.18m. This is due to profits on the sale of investments being realised during the year and a favourable currency exchange, which was partly offset by an unrealised loss on revaluation and an excess of expenditure over income.

Incoming resources

Total income of €6.48m shows a marginal decrease on the prior year of €0.11m (2014: €6.59m). Investment income of €5.91m shows an increase of €0.11m on the prior year. Investment income in 2015 benefited from a strengthening in the sterling & US dollar exchange rates and increased income from the in-house managed equity portfolio, which was partly offset by a reduction of income in the global equity portfolio. The global equity fund was disposed of towards the

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end of 2015. Reserve income of €0.12m (2014: €0.31) sees a reduction on the prior year of €0.19m due to a high yielding corporate bond reaching maturity. The Allocations Reserve was reinvested in General Funds during 2015.

Resources expended

Expenditure for 2015 shown in the SoFA is analysed in greater detail on page 73 (Note 5).

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

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

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

Other operating costs are those relating to professional fees and pension payments for retired staff.

Total cost of operations of €3.52m shows an increase of €0.15m on the prior year (2014: €3.37m). The increase in cost of operations relates to an increase in payroll costs in respect of sick and maternity leave cover and once-off professional fees. A significant portion of other costs of operations is represented by actuarial and consultancy costs relating to clergy pensions.

The total of resources expended which are chargeable against General Funds has increased year on year by €0.11m (3.9%).

Allocations expended

Allocations expended in the year of €3.88m (2014: €3.97m) shows a decrease on the prior year by €0.09m. 2015 benefited from an unexpended allocation of €0.16m against a marginal overspend of €0.02m in the prior year. The Allocations Committee is grateful for the continuing spending restraint shown by committees.

Special pension contributions and charges

The final special €5m transfer to the Clergy Pensions Fund was made during 2014.

General Funds gains and losses

General Funds results for the year shown in the SoFA sees the total value of General Funds increasing by €12.86m (7.4%) to €186.18m (2014: €173.32m). This increase is accounted for by realised gains of €14.40m on the sale of investments and €1.91m due to favourable rates of currency exchange at year

end. These gains were offset by unrealised losses of €4.27m on investment revaluations and a decrease in resources of €0.29m. During the year and as part of a ten year commitment €0.35m was transferred from General Funds to support the solvency of the staff defined benefit pension fund, which was closed to new entrants at 1 January 2007.

Parish, diocesan and other trust funds gains and losses

Incoming resources in relation to the RB General Unit Trusts are represented by investment income, deposit income and Gift Aid refunded. All incoming resources, net of expenses and transfers to equalisation reserve, are distributed to parishes and dioceses. Total funds have increased by €12.50m (4.5%) to €297.22m (2014: €279.45m). This increase is accounted for by unrealised gains of €8.77m on investment revaluations, realised gains of €0.33m on sale of investments and €3.40m due to stronger sterling values at year end. Net capital inflows amounted to €5.26m (2014: €0.68m inflow).

B) Balance Sheets

The net assets shown in the Balance Sheets (page 64) belong to three separate fund groupings.

- RCB activities are the assets and liabilities which are used in the provision of services by the central Church. The net current balance on these is offset against General Funds.
- General Funds are the funds available for the operating expense of the RCB and for funding allocations. Total fund values increased by €12.86m to €186.18m as detailed above in General Funds.
- Parish, Diocesan and Other Trust funds investments and deposits income shown in the SoFA belongs to parishes, dioceses and sundry Church of Ireland trusts. Total fund values increased by €12.50m to €297.22m as detailed above in Parish, Diocese and Other Trust Funds.

• Allocations (page 62)

Allocations budgeted for 2016 are provided for in 2015 as a reserve and will be drawn down in 2016. The amount provided is €4.00m and is gross of subventions. A detailed table of the 2016 budget is available on page 21. Allocations have been supported by a subvention from the Stipends Fund of €0.12m (2014: €0.11m). The Allocations Committee is most grateful to the Stipends Committee for this valuable support.

• Total Return

The RCB has adopted a Total Return-based approach to managing withdrawals from General Funds. This sets a long-term sustainable target return of 4% on invested assets. Total Return sets a target withdrawal of 3.5% from the five-year average of

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fund value to meet cost of operations and cost of allocations, with 0.5% to be invested for asset growth. The actual withdrawal required to meet cost of operations and allocations exceeded the target by 0.8% at 4.3%. However, having funded this withdrawal, General Funds grew by 7.5%, well in excess of the 0.5% target. Projections show a reduction in the required withdrawal rate over the next number of years based on current expenditure.

- **Staff pension scheme**

At year end the actuaries to the staff pension scheme assess the solvency of the scheme on a discontinuance basis and the results are set out in detail in Note 11. This shows that, whilst at 31 December 2015 the scheme remained in deficit, the amount of the deficit decreased by €1.49m to €2.66m. This deficit is shown as a long-term liability in the Balance Sheet. Amongst the assumptions which have the most significant impact on the results is the discount rate. The discount rate is based on the market yield at the valuation date of high quality corporate bonds. For FRS102 the 2015 discount rate was set at 2.60% against the 2014 rate of 2.15%.

- **Currency translation rates**

Year end sterling balances have been translated into euro a rate of €1 = £0.7370 or £1 = €1.356 (2014: €1 = £0.7765 or £1 = €1.288).

ALLOCATIONS BUDGET PROVIDED FOR 2016

Allocations provide financial support for Church-wide activities. The detailed allocations analysis for 2016 with 2015 comparisons is provided overleaf. The table shows the net amounts to be allocated after taking into account income from endowment funds, the episcopal levy, the child protection levy and any other sources of funding which offset the costs of financing ministry and other central commitments.

The summary position of 2016 allocations budget is set out below and is net of subventions. Sterling balances have been exchanged at 0.737 for 2016 budget and 2015 comparisons.

	2016		2015	
	€	%	€	%
A - Maintenance of the Stipendiary Ministry	1,296,146	33.4	1,343,664	34.2
B - Pension related costs	130,597	3.4	143,048	3.6
C - Training of ordinands	1,363,185	35.1	1,399,429	35.6
D - General Synod Activities	1,081,546	27.8	1,034,757	26.5
E - Miscellaneous	11,571	0.3	5,500	0.1
	<u>3,883,045</u>		<u>3,926,398</u>	

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2016 ALLOCATIONS BUDGET

	2016	2015	2016	2015
	€	€	£	£
GROUP A				
Episcopal Stipends and Expenses	1,133,893	1,188,164	622,466	623,049
less Episcopal Levy	(464,716)	(463,748)	(456,511)	(454,453)
	<u>669,177</u>	<u>724,416</u>	<u>165,955</u>	<u>168,596</u>
Deans of Residences/University Chaplains	91,487	90,323	135,708	127,240
Queen's University, Belfast, Bursar	-	-	15,379	15,077
C of I in Queen's University, Belfast	-	-	2,000	2,000
C of I in Trinity College, Dublin	3,000	3,000	-	-
Clerical Relief - Children's Allowances	41,000	36,000	25,000	30,000
- Discretionary Grants	4,000	4,000	3,000	3,000
Stipends Related Costs	15,597	15,572	-	-
St Patrick's Cathedral, Dublin	1,000	1,000	-	-
	<u>825,261</u>	<u>874,311</u>	<u>347,042</u>	<u>345,913</u>
GROUP B				
Clergy Pensions Fund	50,000	50,000	37,000	41,500
Central Church Fund				
- Augment Clergy Pension	-	-	-	-
Supplemental Fund Benefits	-	-	-	-
- Retired Clergy, Surviving Spouses	-	6,481	900	800
Discretionary Grants				
- Retired Clergy	-	-	13,000	13,000
- Surviving Spouses	-	-	8,500	8,500
	<u>50,000</u>	<u>56,481</u>	<u>59,400</u>	<u>63,800</u>
GROUP C				
Training of Ordinands	621,738	692,998	-	-
Theological Institute	836,400	790,000	-	-
Ministry formation project	-	5,000	-	-
Stipends Fund	(100,000)	(100,000)	(15,000)	(10,000)
Bishops' Selection Conference	25,400	25,000	-	-
	<u>1,383,538</u>	<u>1,412,998</u>	<u>(15,000)</u>	<u>(10,000)</u>
GROUP D				
General Synod/Standing Committee	406,302	359,567	214,153	217,335
Royalties Fund	-	-	-	-
Board of Education	39,274	36,394	89,150	88,031
Church of Ireland Youth Department	-	-	145,000	145,000
Child Protection Officers	11,000	11,000	12,300	12,300
	<u>456,576</u>	<u>406,961</u>	<u>460,603</u>	<u>462,666</u>
GROUP E				
RCB Library	7,000	5,000	3,000	-
Regular Sunday Services in Irish	500	500	-	-
	<u>7,500</u>	<u>5,500</u>	<u>3,000</u>	<u>-</u>
	<u>2,722,875</u>	<u>2,756,251</u>	<u>855,045</u>	<u>862,379</u>

- **Commentary**

Group A – *Maintenance of the stipendiary ministry – €1,296,146*

The total cost of Group A is budgeted at €1,296,146 and is the cost relating to financing the episcopacy, university chaplaincy, clerical grants and stipends related costs.

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

The total gross episcopal costs are budgeted for 2016 at €1.97m (2015: €2.03m). The episcopal costs net of episcopal levy contributions are budgeted at €0.89m or 69% of Group A costs (2015: €0.95m or 71%). The episcopal levy for 2016 is set at 6.5% of MAS and sees a reduction from 6.6% of 0.01% from the prior year. The episcopal levy for 2016 is budgeted to contribute €1.08m or 54.8% (2015: €1.08m or 53.1%) of the total episcopal costs. The cost per cure for 2016 is €1,812 and €2,395 (2015: €1,803 and €2,390). A more detailed breakdown of episcopal costs is shown on page 27.

Other amounts included in Group A support university deans of residence and children's and discretionary allowances paid to clergy.

Group B – *Pension related costs – €130,597*

The total cost of Group B is budgeted at €130,597 and is made up of Clergy Pensions Fund costs and discretionary grants to retired clergy and spouses.

Total support through allocations to the Clergy Pensions Fund for 2016 is budgeted at €100k. This represents the amount committed annually to the Fund as part of the long-term funding proposal to restore solvency over a ten-year period to 2023.

Group C – *Training of ordinands – €1,363,185*

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

The total budgeted for 2016 shows a reduction of €0.04m to €1.36m on the 2015 budget of €1.40m. This decrease is due to lower student numbers giving rise to lower student grants, travel & accommodation costs and tuition fees, which has been partly offset by higher costs at the Theological Institute.

The training of ordinands includes the cost of student grants, student accommodation, fees paid to Trinity College Dublin and external lecturer fees. Married students in 2015/16 receive a personal grant of €7,700 and single student's grant is €6,000.

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Personal grants will be increased for the academic year 2016/2017, with the married student's grant increasing by €270 to €7,970 and the single student's grant increasing by €210 to €6,210. Accommodation grants and travel allowances are provided to students in their final intern year. The total budgeted costs for 2015/16 of training of ordinands are €621,738 (2014/15: €692,998). For the academic year 2015/16 total student numbers are 32 ordinands in full-time training and six in part-time training.

The cost category Theological Institute includes the costs of running the Institute and includes academic, administration and facilities costs. The total budgeted for the academic year 2016/17 is €836,400 (2015/16: €790,000). Costs have increased by €46,000, mainly due to a planned reduction in support for CME/Lay Training by €25,000 from the Priorities Fund and an increase in operational costs by €17,000.

Extracts from the accounts of the Church of Ireland Theological Institute for the year ended 30 June 2015 are included as Appendix A (page 86).

Group D – General Synod activities – €1,081,546

The General Synod budget of €1,081,546 is made up of costs relating to General Synod and its Standing Committee, the Boards of Education, the Church of Ireland Youth Department and the centrally funded portion of the Child Protection Officers.

The total shows an increase on 2015 of €47k, largely due to a reduction in state support to the Marriage Council (ROI), funding for the Select Committee on Human Sexuality in the Context of Christian Belief and additional funding in media and communications.

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

Group E – Miscellaneous – €11,571

The total cost of Group E is €11,571 and represents an allocation of €11,071 to the RCB Library. €500 is provided for the maintenance of the Irish language as part of regular Church of Ireland worship.

INVESTMENTS AND MARKETS

• Economic Backdrop

Global growth slowed in 2015 as the credit-fuelled Chinese economy cooled further. This manifested in a rout in commodity prices particularly in oil and base metals, having knock-on effects in other countries such as Brazil and Russia. In contrast, developed service based economies, such as the US and Ireland, saw impressive employment growth, benefiting from gains in real income and the strength of the technology and healthcare sectors. The first US rate rise in almost 10 years in December put upward pressure on the dollar, further exacerbating tensions in the global financial system as the already struggling commodity producers sought to defend their dollar related exchange rates.

- **Equity Markets**

Eurozone based investors enjoyed respectable returns of c.10% from equity markets as ECB action (quantitative easing) effectively devalued the single currency thus aiding European exporters and also lifting values of non-euro assets. Underlying returns for domestic US or UK based investors were flat to negative. Although headlines reflected the various geographic tensions as they unfolded (Ukraine, Greece, China) the underlying fundamental (a downturn in the corporate profits cycle) was apparent.

- **Bond Markets**

The backdrop for bonds was generally supportive; zero interest rates and near zero inflation. However, valuations were already stretched hence total returns were barely positive. Irish government bonds achieved slightly more than this (+1.7%) as the market further consolidated its recovery from 2011 lows. Corporate bonds were mixed with some stress evident in the high yield sector.

- **Property Markets**

Irish commercial property continued to enjoy strong returns in 2015, particularly in the Dublin Office market, driven by strong demand and little availability of prime accommodation. Total returns from UK commercial property were also strong, while global REITs (Real Estate Investment Trusts) were hampered by a move away due to stock market related aversion to the sector.

- **General Funds Performance 2015**

Total return for the year was 10.7% versus a benchmark of 8.8%. This outturn was achieved despite a lower risk profile in equities (c.48% exposure on average versus a benchmark of 70%). Of note, Irish property produced a return of over 23% while total return from bonds was 9.3%.

- **Unit Trusts**

The Unit Trusts continued to deliver on their mandate over the year. The RB General Unit Trust (RI) had a total return for the year of 9.2% versus a benchmark of 8.8% and the RB General Unit Trust (NI) had a total return of 2.7% versus a benchmark of 4.1%. Again, in the context of a lower risk profile in equities relative to the benchmark this represents a good outturn.

The standout in terms of absolute return came from IPUT (Irish Property Unit Trust) with a gain of over 23%. Also, in the RI fund, a relative outperformance of 6% came from bonds. These two factors were lesser in the NI fund, hence the weaker outcome relative to benchmark.

The distribution rate for the RI Trust was increased modestly at the June and December dates for a total distribution of 11.5c for the year, representing a yield of 3.03% at end 2015. The distribution for NI was left unchanged for an equivalent yield of 3.32%.

The financial statements for the RB General Unit Trusts (NI) and (RI) and extracts from the investment manager's reports for the year ended 30 June 2015 are set out in Appendix C (page 89).

- **Clergy Pensions Fund**

In 2013 the Trustee of the Clergy Pensions Fund and the RCB in conjunction with the actuary filed a Funding Proposal with the Pensions Authority which identified a series of initiatives designed to restore the solvency of the Fund by 2023. One of the elements of that Funding Proposal was a commitment to secure a more 'balanced' asset allocation by that date, insofar as the bond element within the Fund would more closely match the proportion of pensioner liabilities within the Fund.

The process of moving towards this more matched investment allocation is ongoing, whilst being mindful that bond yields have tightened considerably and opportunities are limited. The diversification strategy being employed for other RCB funds is also being applied, where possible and within the confines of the Funding Proposal, including a growing exposure to alternative assets and other income-generative assets with fixed income-like characteristics. An active approach is taken to seek out opportunities within the agreed high level asset allocation. The passive element of the Fund managed by ILIM represented 72% of total assets at end December. The Clergy Pensions Fund had a total return of 9.7% in 2015 compared to the passive benchmark of 5.2%.

- **Fund Valuations and Performances**

Valuations of the various portfolios as at 31 December 2015 along with three- and five-year fund performance figures are included as Appendix B (page 88).

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

In 2015, the Investment Committee monitored and carried out its annual ESG assessment of individual stock holdings within the various portfolios and reported to the Representative Body in December that it was satisfied that the investment managers remain sensitive to the Church's concerns and expectations with regard to Environmental, Social and Governance issues. The topic of Climate Change was discussed in detail and the Committee is satisfied with the disposition of the energy component of the portfolios and the balance between renewable energy sources and the fossil fuel element.

The Investment Committee approved a new Climate Change Policy and the implementation of a restriction for companies with greater than 10% turnover generated from coal in recognition of the high level of carbon dioxide emissions generated. As a responsible investor, the RCB on behalf of the Church of Ireland seeks to mitigate and lower the climate change impact within its investment portfolios and, with this in mind, recently became a member of the Institutional Investors Group on Climate Change (IIGCC). The current ESG policy statement is included as Appendix D (page 100) and the Climate Change Policy is included as Appendix E (page 102).

- **Outlook for 2016**

Returns from financial markets have been exceptionally strong over the last five years, illustrated by a more than tripling of the S&P 500, the world's bellwether index. The performance of assets has clearly been linked to the injections of liquidity from various quantitative easing (QE) programmes, hence the heightened attention to central banks and their key decision makers. The main impact for the real economy would appear to be via the exchange rate; the euro was trading close to \$1.40 before the ECB's vocalisation of a QE programme and subsequently fell to \$1.05. The resulting asset price inflation makes the allocation of assets more problematic. The long-term risk of holding bonds is now significant; while current official measures of inflation are close to zero historical precedent points to an eventual inflationary environment as a result of monetary debasement. Prospects for established businesses throwing off strong cash flow are positive in an environment of zero interest rates. Continued diversification and a preference for real assets are being pursued.

CLERGY REMUNERATION AND BENEFITS

- **Minimum Approved Stipends (MAS) 2016**

The Standing Committee determines levels of MAS annually on behalf of the General Synod in accordance with Section 51(1) of Chapter IV of the *Constitution*. MAS levels are determined in September for the following year, taking into account economic data, conditions, earnings trends and indices at 30 June. Recommendations on MAS levels are initially brought to the Representative Body by the Stipends Committee, which considers movements in inflation and general earnings levels as well as the ability of parishes in both jurisdictions to pay.

Republic of Ireland – Inflation for the twelve month period to 30 June 2015, as measured by the Consumer Price Index (CPI), was marginally negative at -0.1% (0.4% for the previous twelve month period), with average inflation over the same period running at -0.15% (average over previous twelve months +0.26%). However, cumulative inflation for the five-year period to 30 June 2015 was 5.26%. In addition, after several years of minimal movement in non-incremental average earnings nationally, published surveys suggested that over three quarters of private sector employers intended to award pay increases in 2015 and 2016 and that these increases were expected to average 2% in 2015 and 2-3% in 2016.

The Stipends Committee in considering the Republic of Ireland MAS recommendation for 2016 took into account the expected increases in non-incremental earnings nationally, the cumulative level of inflation over five years and consideration of the fact that MAS in the jurisdiction was last increased in January 2009. The Committee concluded that an increase of 1.75% in MAS for the Republic of Ireland be recommended for 2016.

Northern Ireland – Inflation moderated in the twelve month period to 30 June 2015 with the Consumer Price Index (CPI) remained flat at 0% (1.9% for the previous twelve month period). Average inflation over the same period was running at 0.6%

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(average over previous twelve months was 1.9%). Cumulative inflation for the five-year period to 30 June 2015 was 13.64%. Average annual earnings trends in Northern Ireland were again positive with cumulative earnings increases for the five-year period to 30 June 2015 estimated at 10.11%.

In considering the Northern Ireland MAS the Stipends Committee took cognisance of recent and expected future earnings increases, both generally and within Church organisations including the Church of England. As indicated in last year's report there is a continuing concern to avoid a widening gap between MAS and earning comparators. It was therefore agreed to recommend a 2% increase in Northern Ireland MAS for 2016.

It is estimated that MAS increases in both the Republic of Ireland and Northern Ireland over recent years are broadly in keeping with the relevant average annual earnings trends.

The Standing Committee received and agreed with a recommendation from the Representative Body that the rate of Minimum Approved Stipend for 2016 be increased by 1.75% in the Republic of Ireland and by 2% in Northern Ireland. Consequently, levels of Minimum Approved Stipend for 2016 are:

	2016	2015
Northern Ireland	£27,870	£27,324
Republic of Ireland	€36,853	€36,219

• Episcopal costs

The breakdown of total episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€	€	£	£
	2016	2015	2016	2015
(1) Stipends together with state insurance costs	502,080	493,517	294,119	288,355
(2) Pension costs	108,071	106,212	49,683	56,042
(3) Offices of the Sees expenses	325,978	322,535	179,421	178,142
(4) See Houses and other costs	396,433	384,069	158,765	156,351
Totals (gross)	1,332,562	1,306,333	681,988	678,890
(5) Less endowment income	(226,209)	(145,743)	(39,402)	(34,408)
Totals (net of income)	1,106,353	1,160,590	642,586	644,482

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

Notes relating to the figures above:

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

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Stipends are multiples of Minimum Approved Stipends as follows:

Archbishop of Armagh	2.45
Archbishop of Dublin	2.25
All Bishops	1.75

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

• Locomotory Allowances 2016

The approved locomotory allowances for 2016 are based on public service rates for Northern Ireland applicable as at 1 April 2010 and Revenue approved civil service rates for the Republic of Ireland as at 1 July 2008, as follows:

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

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

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

The Northern Ireland public service rates applicable from 1 April 2010 continue to remain in place as the National Employers for Local Government have not published revised rates. In view of the ongoing freeze in rates it was agreed by the Representative Body that the rates applicable from 1 January 2016 should remain the same as those adopted for 2015.

- **Children’s Allowances 2015/2016**

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

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

	Academic year starting 1 September 2015	
	Republic of Ireland	Northern Ireland
Over 11 attending secondary school	€600	£100
Third level students (up to age 23)	€300	£400
Eligible orphans	€600	£400

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

Grants are also available from other sources and a list of possible sources was circulated to clergy in February 2016.

- **Clergy Car Loans**

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

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

This ratio of maximum loan to minimum stipend is designed to maintain a reasonable relationship between borrowing capacity and ability to pay. At 31 December 2015 there were 49 loans outstanding with a total value of €432,183.

- **Central Church Fund – Removal (relocation) Grants**

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

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

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

CLERGY PENSIONS

There are three separate schemes providing pension benefits for Church of Ireland clergy.

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

The Representative Church Body acts as Sponsor of all three schemes.

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

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

Northern Ireland members - www.zurich.co.uk/save/coiclergy

Republic of Ireland members - www.zurichlife.ie/groups/aspire/60521399

The annual reports of the scheme trustees are included in Appendix G (page 104).

- **The Clergy Pensions Fund**

Trusteeship

The annual report of the Church of Ireland Clergy Pensions Trustee Limited, which in accordance with Chapter XIV of the *Constitution of the Church of Ireland* is the Trustee of the Clergy Pensions Fund, is included as Appendix H (page 106). The Representative Body is the sole member of the Trustee Company.

Further to the Companies Act 2014, the Representative Body has agreed that the Church of Ireland Clergy Pensions Trustee Limited should be converted to a designated activity company (DAC). The authority of General Synod is sought, by way of a resolution set out on page 51, to make the necessary amendments to the Memorandum and Articles of Association of the Trustee Company, and to enable the Standing Committee to consent to future amendments to the Memorandum and Articles, rather than the General Synod as at present, to allow for future amendments to be made in a timely manner.

Supplemental Fund and other funds

The Church of Ireland Pensions Board administers the Supplemental Fund and certain other funds on behalf of the Representative Body.

A report on the administration of these funds during the year ended 31 December 2015 is attached as Appendix I (page 148).

Further information on clergy pensions is available from:

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

PROPERTY AND TRUSTS

• General

During the year some fifteen parishes in Northern Ireland became the recipients of grants totalling £763,900 (ranging from £13,900 to £94,500) from the Listed Places of Worship Roof Repair Fund, which is a UK Government sponsored fund established to make listed places of worship weather tight, safe and open for use. The Chancellor of the Exchequer announced that the Fund would reopen from 2 December 2015 with a budget of £25m to be awarded in 2016. In addition to new applicants, those applicants who were unsuccessful during the first round would be eligible to reapply for grants in 2016.

In the Republic of Ireland, the issue of domestic water charges for all residential property connected to a public water supply or to public wastewater services continued to be controversial. The occupier of the property that gets water and/or wastewater services from Irish Water is liable to pay domestic water charges. Following amendment of the legislation during 2015 it is possible for the legal owner of the property, in instances where they are not the occupier, to provide details of the occupier to Irish Water in order to prove that they are not the occupier. In the event of water charges being unpaid, the matter of payment will rest between the occupier and Irish Water.

Funding from Government Departments for the conservation of historic buildings and other heritage projects both in the Republic of Ireland and Northern Ireland remained at a relatively low level in 2015, with the situation being particularly poor in the Republic relative to the number of protected structures. Looking to 2016, it is unlikely that there will be any significant improvement in the funding situation for historic buildings and this will undoubtedly impact on parishes planning essential maintenance/conservation projects and put pressure on local fundraising.

There were a number of collapses of graveyard walls during 2015 and such events will inevitably increase in the future as a result of the majority of the structures being in existence since the 1800s which, combined with increased level of rainfall, can have major implications, particularly for retaining walls. The level of funding available from government or local authorities to assist in rebuilding walls that have collapsed is small in relation to overall reinstatement costs, often leaving parishes with a large financial burden.

The property market in the Republic of Ireland has seen a fall in house inflation in Dublin from some 20% year-on-year in 2014, to less than 3% by the end of 2015, mainly as a result of the new Central Bank restrictions on mortgage lending, and it is

expected prices will likely increase in 2016 at a sustainable 3% overall. Outside of the Dublin area, the price of property increased by some 13% in strong rural locations such as Cork, Limerick and Galway but elsewhere in more outlying areas, there have been more modest increases due to emigration and lack of employment opportunities.

In the rental market, government measures designed to deal with rapid increases in rents were signed into law in the Republic of Ireland on 4 December 2015 and one of the main changes is that landlords are now only permitted to review rent every two years of a tenancy and rent increases moving forward will be tied to not more than ‘market rent’.

The property market in Northern Ireland continued to recover during 2015 with prices in many areas up some 10% on average. Lack of house building has resulted in a shortage of housing, particularly in the employment corridor of Belfast, Lisburn and North Down, which may influence prices in those areas but overall it is anticipated that home values will increase in the region of 5% in 2016.

- **Roles and Responsibilities**

As the legal owner of the vast majority of Church of Ireland properties held in trust for the Church, the Representative Church Body has both a statutory function as laid down in Chapter X of the *Constitution of the Church of Ireland* and a general duty of care under the common law. Property transactions by their nature involve strategic, technical and legal issues which must be considered in great detail and processed with accuracy and technical certainty. The procedure for dealing with church property may appear cumbersome and bureaucratic from time to time, given the chain of decision making from Select Vestry through Diocesan Council and finally by the Representative Church Body in its corporate legal role. However, this is a consistent, careful and transparent process which reflects this duty of care to past, present and future generations and the legal responsibilities of trustees and custodians.

- **Title and Contract Issues**

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

- **Church Fabric Fund**

The Church Fabric Fund (*Constitution of the Church of Ireland*, Chapter X Part IV) is held by the Representative Body to make grants to defray ‘the costs, in whole or in part, of restoration or repair of the fabric of any Church or Chapel, if same is vested in it, and it is satisfied that it is in use and certified by the Diocesan Council to be essential for worship by the Church of Ireland’. The Fund was established in 1930 and has grown

from the allocation of a minimum of 20% of the net proceeds arising from the majority of churches sold to a capital fund of €5,814,314 and £843,940. Grants of €149,000 and €1,300 were allocated by the RCB from the income of the Fund on the recommendation of the Primate in 2015. Applications for grants, subject to criteria, are considered in March and October (details from Church of Ireland House, Dublin). A list of grants allocated during 2015 is included as Appendix J (page 157).

- **Marshal Beresford Fund**

Grants of €39,470 and £62,350 for repairs to churches were made from the Beresford Fund in 2015. The allocation of the income, in accordance with the trusts, is made by the Archbishop of Armagh who does so in conjunction with his recommendations for grant assistance from the Church Fabric Fund.

- **The See House, Limerick**

The new See House for the United Dioceses of Limerick, Ardfert, Aghadoe, Killaloe, Kilfenora, Clonfert, Kilmacduagh and Emly at Castletroy, Limerick was purchased in February 2015. The plans for the refurbishment and extension of the See House were approved during the year and planning permission was granted in October 2015. The tender process has completed and it is anticipated that work will commence on the project during March 2016.

- **Stained Glass Windows (surveys)**

The professional survey of stained glass windows in the Church of Ireland by Dr David Lawrence, an expert in stained glass, has resulted in surveys being completed in: St Patrick's Cathedral Dublin; Christ Church Cathedral Dublin; the Dioceses of Cork, Cloyne and Ross; Armagh; Clogher; Derry and Raphoe; Connor; Meath and Kildare; Cashel, Ferns and Ossory; Tuam, Killala and Achonry; Dublin and Glendalough; Kilmore, Elphin and Ardagh; Limerick, Ardfert, Aghadoe, Killaloe, Clonfert, Kilmacduagh and Emly. The survey in the Dioceses of Down and Dromore is planned to commence in early 2016 with the work scheduled for completion by the end of 2017. When the survey is finalised, the majority of stained glass windows in the Church of Ireland will have been entered on the stained glass database (Gloine).

The Representative Church Body has contributed €433,198 towards the project over the past 14 years. Funding of €241,842 was received from the Heritage Council towards the project until 2013 but grants are no longer available for such work due to the economic downturn. Support for the project was also received from Allchurches Trust and from the Northern Ireland Environment Agency.

The stained glass database (Gloine) which was launched in April 2008 is available on the internet at www.gloine.ie. The database enables the user to search by diocese, church, artist, studio, religious subject matter and date. A zoom and pan function on all images together with a search by map facility together with floor plans of the church buildings are also available on the website.

- **Churchyard and Graveyard Walls**

Potentially serious financial loss to parishes due to ageing walls surrounding churchyards and graveyards was again evident in 2015. Parishes are strongly advised to inspect walls regularly, to seek technical advice and to carry out preventative maintenance where possible. Parishes should be vigilant when any form of development takes place on adjoining or adjacent sites and ensure that buttresses, foundations and other supporting structures are not interfered with to the detriment of the churchyard or graveyard walls.

- **Insurance**

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

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

- **Safety and Parish Premises**

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

- **Letting of Parish Lands**

Where parish lands are let under Conacre (tillage) and Agistment (grazing) Agreements, it is critical that such agreements are fully completed by both the Parish and the Tenant in order to comply with Department of the Environment and Department of Agriculture regulations. If following inspection by the relevant Department agreements are not in compliance with EU Regulations, financial penalties may be applied.

- **Local Property Tax (Republic of Ireland)**

The Local Property Tax came into effect in the Republic of Ireland from 1 July 2013 and is a tax payable on the market value of residential property as determined on 1 May 2013. Residential property was scheduled for revaluation on 1 November 2016 but this has changed following the announcement in Budget 2016 that the revaluation date is being postponed until 1 November 2019. The postponement means that home owners will continue to pay LPT based on the original valuations that applied for 2013-2016.

Residential properties within parishes in the Republic of Ireland are not exempt under the Finance (Local Property Tax) Act, 2012 and parishes are liable to pay the Local Property Tax in respect of these properties.

The Local Property Tax is collected by the Revenue Commissioners and is initially paid by the Representative Church Body to ensure compliance with Revenue deadlines. The tax is then collected from the parishes, which are the beneficial owners, through the dioceses during the year.

Parishes should consult the Revenue Commissioners website www.revenue.ie for further information on the Local Property Tax.

- **Domestic Water Charges (Republic of Ireland)**

A new system of domestic water charges was introduced during 2015 for homes that are connected to a public water supply or to public wastewater services. The date for registration with Irish Water to ensure allowances and the Water Conservation Grant could be availed of and accurate bills issued, was revised to 30 June 2015. The occupier of the property that gets water and/or wastewater services from Irish Water is liable to pay domestic water charges under the new system. The legal owner of the property will be presumed to be the occupier unless it is proven otherwise. Following amendment of the legislation during 2015 it is possible for the legal owner of the property, in instances where they are not the occupier, to provide details of the occupier to Irish Water in order to prove that they are not the occupier. In the event of water charges being unpaid, the matter of payment will rest between the occupier and Irish Water.

Since 1 October 2015, in the case of a letting of property (except for short-term lets), the legal owners are now required to provide information to Irish Water on the occupiers of such property within 20 days of the start of a tenancy.

The table below shows the capped charges for a sample of household types using both water services, including the maximum amount of the quarterly bills that these sample households will receive, starting from April 2015:

Sample capped charges for households using both water services

People in household	Maximum annual charge	Maximum quarterly bill	Annual Water Conservation Grant
1 adult, with or without children	€160	€40	€100
2 adults, with or without children	€260	€65	€100
More than 2 adults, with or without children	€260	€65	€100

For a single service: The maximum rate for a single-adult household is €80 per year or €20 per quarter for a household that uses only one water service. The maximum rate for a multi-adult household is €130 per year or €32.50 per quarter.

The table below shows the capped charges for a sample of household types using one water service, including the maximum amount of the quarterly bills that these sample households will receive, starting from April 2015.

Sample capped charges for households using a single water service

People in household	Maximum annual charge	Maximum quarterly bill	Annual Water Conservation Grant
1 adult, with or without children	€80	€20	€100
2 adults, with or without children	€130	€32.50	€100
More than 2 adults, with or without children	€130	€32.50	€100

Further information can be obtained from Irish Water:

- Website: www.water.ie
- Phone: LoCall 1890 278 278/1890 448 448 or +353 1 707 2828, 24 hours a day, 7 days a week
- Minicom: 1890 378 378 (for hearing-impaired customers with their own minicom equipment)

• **Domestic Waste Water Treatment Systems Registration (Republic of Ireland)**

The Department of the Environment introduced a Domestic Waste Water Treatment Systems charge under the Water Services (Amendment) Act, 2012. All domestic wastewater treatment systems have to be registered. This includes septic tanks, waste water tanks and treatment systems which are receiving, storing, treating or disposing of domestic waste water. It also includes all fittings and percolation areas associated with such tanks and systems and drains which are used to discharge waste water from premises, whether or not a receiving tank is present.

Domestic Waste Water Treatment Systems should have been registered by 1 February 2013. There was a €5 fee to register up to 28 September 2012, after which the charge increased to €50. Registration will last for five years and there will be no fee for second or subsequent registrations.

An inspection scheme, for which there is no charge, commenced in 2013.

It is important for parishes to ensure that they register any Domestic Waste Water Treatment System located on parish property, as failure to do so could incur a fine of up to €5,000.

Select Vestries should consult the Department of the Environment, Community and Local Government website www.environ.ie for further information on the registration and inspection system.

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

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

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

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

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

- Places of Worship;
- Protected Structures/National Monuments;
- Buildings used for the purpose of carrying out religious activities;
- Temporary buildings and certain non-habitable agricultural and industrial buildings with low energy demand;
- Stand-alone buildings with a useful floor area of less than 50m²;
- If a building is to be demolished after sale.

The Certificate, when issued, will cover a property for a period of 10 years.

It is the responsibility of parishes to arrange for *Energy Performance Certificates* or *Building Energy Rating Certificates* to be obtained where required.

- **Built Heritage Investment Scheme 2016 (Republic of Ireland)**

The Minister for the Department of Arts, Heritage and the Gaeltacht in October 2015 announced a new national scheme named the Built Heritage Investment Scheme 2016 for the repair and conservation of protected structures. The Government has allocated funding of €2m for the Scheme which will operate during 2016 and will be

administered by Local Authorities operating on the same model as the successful Built Heritage Jobs Leverage Scheme which ran in 2014. Details of the Scheme are available on the website of each Local Authority.

- **Heritage Lottery - Grants for Places of Worship (Northern Ireland)**

Parishes in Northern Ireland may make application to the Heritage Lottery Fund (National Heritage Memorial Fund) for a grant to assist in the preservation and maintenance of a church. The Church of Ireland has benefited considerably from such grants in recent years. The project must be seen as being of particular importance to the national heritage and be urgent in nature. Conditions applying to the terms of the grant include a requirement that the church building must be open for 40 days a year, apart from Sundays. Additionally, it should be ensured that the church will remain viable for a considerable period as there is a minimum ten year clawback period in respect of the grant.

The Places of Worship programme is for projects that involve **urgent** structural repairs to public places of worship that are listed A, B+, B, B1 or B2. As part of a repair project, funds are also given for work to encourage greater community use and engagement. Parishes can apply for a grant from £10,000 to £250,000.

Grants for Places of Worship projects must achieve the following outcomes:

Outcome for heritage:

With the grant, heritage will be in better condition.

Outcome for communities:

With the grant, more people and a wider range of people will have engaged with heritage.

The Application process

Grants for Places of Worship applications go through a two-round process. This is so that you can apply at an early stage of planning the project and get help in working out the scope of the work that you need to undertake before you submit your proposals in greater detail.

- At the first round, the Heritage Lottery Fund assess the application in three months, and then it goes to the next decision meeting.
- The development phase can take up to 12 months, depending on the complexity of your project.
- At the second round, the Fund will assess your application in three months and give you a decision.

It is recommended that you submit a project enquiry form before you apply.

Decision meetings

Decisions are made four times a year, by the Heritage Lottery Fund Committee (HLF) for Northern Ireland and you should contact the HLF office in Northern Ireland for information about meeting dates.

Formal approval must be sought from the relevant Diocesan Council and the Representative Body before an agreement may be entered into in respect of a grant.

Information may be obtained from www.hlf.org.uk/inyourarea/northernireland

- **Big Lottery Fund (Northern Ireland)**

Applications can be made to the Big Lottery Fund for grants towards works to buildings such as church halls, which are used to bring improvements to the lives of people most in need in their communities, bringing them together to enjoy a wide range of charitable, community, educational, environmental and health-related activities.

Formal approval must be sought from the relevant Diocesan Council and the Representative Body before an agreement may be entered into in respect of a grant.

Information may be obtained from www.biglotteryfund.org.uk

- **Listed Places of Worship Roof Repair Fund (Northern Ireland)**

The Listed Places of Worship Roof Repair Fund, is a UK Government sponsored fund established to provide financial support to churches to enable them to undertake urgent repairs in order to make listed places of worship weather tight, safe and open for public worship or other community functions and events. The Chancellor of the Exchequer announced that the Fund would reopen from 2 December 2015 with a budget of £25m to be awarded in 2016. In addition to new applicants, those applicants who were unsuccessful during the first round would be eligible to reapply for grants in 2016. Applications can be made for a grant from £10,000 to £100,000 to help meet the cost of urgent repairs. The place of worship must be used at least six times a year for public worship to qualify for a grant.

Information may be obtained from www.lpowroof.org.uk

- **Listed Places of Worship Grant Scheme (Northern Ireland)**

The Listed Places of Worship Grant Scheme was established in 2001 to provide grants towards VAT paid on eligible repairs and maintenance to listed buildings that are used principally as places of worship.

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The Scheme:

1. applies primarily to the repair and maintenance of listed buildings that are used principally as places of worship. However, from 1 October 2013 applications will be accepted in respect of redundant listed places of worship;
2. applies to listed places of worship throughout the UK which are included on the public registers of listed buildings for England, Scotland, Wales and Northern Ireland;
3. applies to listed places of worship owned by or vested in a number of specified organisations which look after redundant churches;
4. applies to listed places of worship of all religions and faith groups;
5. only accepts applications made in arrears;
6. only accepts claims where invoices are submitted within 12 months of the invoice date; and
7. only accepts applications where the value of the works eligible for the scheme is over £1,000 (excluding VAT).

Following the introduction of the change to the VAT rate applied to alterations to listed buildings on 1 October 2012, the funding for the Listed Places of Worship Grant Scheme has been substantially increased.

As part of the Budget 2012, the zero rate of VAT was withdrawn for approved alterations to listed buildings, effective from 1 October 2012 and it was announced that the Listed Places of Worship Grant Scheme would be extended to offset the financial impact of the VAT change on listed places of worship undertaking alteration works.

The extended scheme incorporates repairs, maintenance and alterations to listed places of worship and became operational on 1 October 2012. The extended scheme is designed to be as simple as possible with the same eligibility criteria applied for both alteration and repair and maintenance works. Claimants will use one application form for both kinds of work and will not be asked to identify whether a work was repair, maintenance or an alteration to a listed place of worship.

In summary:

- The scheme has a system of monthly payments
- Some of the restrictions on eligibility criteria on certain repair and maintenance works are lifted
- There are some additional items added to the eligibility criteria

The following restrictions on eligibility have been lifted since 1 October 2013:

- ◆ Removal of restrictions on works to pipe organs, turret clocks, bells and bell ropes.

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The following have been **added** to the eligibility criteria:

- ◆ Claims on security and forensic systems to prevent crime.
- ◆ The cost of professional services directly related to eligible building work, including work necessary at the planning and design stage of such works.

The scheme is administered by the Listed Places of Worship Grant Scheme office of the Department for Culture, Media and Sport in the UK.

Full information and application forms may be obtained from their website, www.lpwscheme.org.uk or you can contact:

Listed Places of Worship Grant Scheme,
Topmark (LPOW)
160 Bath Street
Glasgow G2 4TB
Tel: 0845 013 6601

Email: dcms@topmarkadjusters.co.uk

- **National Churches Trust (UK)**

The National Churches Trust under its Repair Grants Programme offers funds of £10,000 and above towards the cost of urgent and essential structural repair projects. A small number of grants are available at £40,000 and above. Projects must have a minimum estimated cost of at least £100,000 (including VAT and fees) to qualify. Information may be obtained from www.nationalchurchestrust.org

- **All Churches Trust Limited**

All Churches Trust Limited supports appeals from churches for building and restoration projects, repair of church fabric, church community initiatives, religious charities, charities preserving UK heritage and other charitable causes. Grants are made out of income derived from All Churches Trust Limited's wholly owned subsidiary, Ecclesiastical Insurance Office Plc. Full information and application form may be obtained from the website www.allchurches.co.uk

- **Awards For All Programme**

Applications for funding from a minimum of £500 to a maximum of £10,000 can be made to the Big Lottery Fund's Awards for All Programme. This includes small improvements grants for premises. Only one award can be held at a time. You can reapply for funding to meet the needs of your project, but the total amount of funding awarded to any one project in any twelve month period, cannot be more than £10,000. Full details of the programme may be obtained from the website www.biglotteryfund.org.uk

- **Leader Funding (Republic of Ireland)**

There are 36 individual companies administering Leader funding throughout rural areas in the Republic of Ireland. These companies use different names based on their location, and often are referred to as Integrated Local Development Company, Leader Company, the Leader Partnership or the Local Action Group (LAG). They all administer this particular rural development fund and must apply consistent rules for administering the money. Each LAG will have different priorities based on their local plan and the needs of the area. Parishes have benefited through applications to the fund in their area and have received grants for building works which fall into the relevant criteria, such as the upgrading of rural heritage and renewal and development. Contact your local Leader Group for advice or the website www.environ.ie/eururaldevelopment for details.

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

The text of the Guidelines is available on the Department of the Environment, Heritage and Local Government website at www.environ.ie

- **Church Buildings Sub-Committee**

The Church Buildings Sub-Committee was formed in September 2008 and performs the duties previously undertaken by the former Historic Churches Advisory Committee, whose functions were assigned to the RCB Property Committee. The Church Buildings Sub-Committee reports directly to the Property Committee and its membership comprises Ven TR West and Mrs J Leighton (both of whom are members of the Property Committee).

The Committee's principal function is to report to the Property Committee on applications received in respect of Forms of Certificates of Consent to Alterations, also known as the 'Blue Form'.

When submitting a Form of Certificates of Consent to Alterations, to enable the Church Buildings Sub-Committee to consider the matter fully, it is essential that it is accompanied by supporting documentation, for example, illustrations of proposed stained glass windows, the proposed wording for a memorial plaque, or plans for the reordering of a church.

During the year, the Church Buildings Sub-Committee recommended 37 applications. These included items such as the erection of memorial plaques, the installation of stained glass windows, the removal of pews, alterations to provide better access for the disabled, the installation of sound systems, general restoration works and the reordering of interiors of churches.

In the Republic of Ireland, in instances where a church is included in the List of Protected Structures, it is essential that parishes notify their Local Authority of any proposed alteration and gain the requisite agreement. Ecclesiastical Exemption in

Northern Ireland means that Listed Building Consent is not required for internal alterations, but it is highly recommended that NIEA Built Heritage should be notified where a church is a Listed Building. In order to assist parishes, a step by step guideline is set out below on the procedures which should be followed in respect of any proposed alteration in both Northern Ireland and the Republic of Ireland, in order to comply with Church and State regulations.

Northern Ireland

- ❖ Appoint an Architect with expertise in the conservation of historic buildings.
- ❖ Establish if the church is a listed building.
- ❖ Where any alteration in the structure, ornaments, furnishings or monuments of a church (whether by introduction, alteration or removal) is being contemplated, a Form of Consent to Alterations (available from the Representative Church Body) should be completed and the approval of the Bishop or Ordinary obtained.
- ❖ Obtain the approval of the Diocesan Council and the Representative Church Body to any works involved in the church building development that is not covered by the Form of Consent to Alterations.
- ❖ Alterations to churches are subject to the same planning requirements for obtaining planning permission as unlisted buildings but ‘The Ecclesiastical Exemption’ applies to the interior and therefore Listed Building Consent is not required but it is recommended that NIEA Built Heritage should be consulted.
- ❖ Obtain the consent of the relevant Planning Authority to the proposed works, if applicable.
- ❖ Refer to the NIEA Built Heritage website at www.doeni.gov.uk/niea

Republic of Ireland

- ❖ Appoint an Architect with expertise in the conservation of historic buildings.
- ❖ Establish if the church is listed as a Protected Structure under the Planning and Development Acts.
- ❖ Where any alteration in the structure, ornaments, furnishings or monuments of a church (whether by introduction, alteration or removal) is being contemplated, a Form of Consent to Alterations (available from the Representative Church Body) should be completed and the approval of the Bishop or Ordinary obtained.
- ❖ Obtain the approval of the Diocesan Council and the Representative Church Body to any works involved in the church building development that is not covered by the Form of Consent to Alterations.

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- ❖ Obtain the consent of the relevant Planning Authority to the proposed works, if applicable.
- ❖ Refer to the Architectural Heritage Protection – Guidelines for Planning Authorities, ‘Places of Public Worship’ Chapter 5. Available on the Department of the Arts, Heritage and the Gaeltacht website at www.ahg.gov.ie

Supplies of Forms of Certificates of Consent to Alterations may be obtained from the Property Department, Representative Church Body, Church of Ireland House, Rathmines, Dublin 6 (Email: property@rcbdub.org)

Advice Series on Built Heritage

In the Republic of Ireland, the Department of the Arts, Heritage and the Gaeltacht has also published an excellent advice series on the following aspects of Built Heritage:

- Access - Improving the Accessibility of Historic Buildings and Places
- Paving-Conservation of Historic Ground Surfaces
- Bricks - A Guide to the Repair of Historic Brickwork
- Conservation of Places of Worship
- Energy Efficiency in Traditional Buildings
- Iron - The Repair of Wrought and Cast Ironwork
- Maintenance - A Guide to the Care of Older Buildings
- Roofs - A Guide to the Repair of Historic Roofs
- Ruins - The Conservation and Repair of Masonry Ruins
- Windows - A Guide to the Repair of Historic Windows

The above publications can be downloaded at: www.ahg.gov.ie/heritage/heritage-publications and filter under Built Heritage Advice Series.

Website

The website set up by the Historic Churches Advisory Committee, www.hc.ireland.anglican.org remains in operation and provides information on the care and maintenance of churches. The website is also linked to the Church of Ireland website www.ireland.anglican.org

LIBRARY AND ARCHIVES

• **Summary**

The principal focus of the Library’s work continues to be the provision of resources for ministerial training through the sourcing, accessioning and cataloguing of new books, the re-cataloguing of the existing book stock, the management of a borrowing facility and the provision of study space.

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During 2015 further substantial progress was made on converting the card catalogue of printed books to the online catalogue which provides universal access through the Library's website www.library.ireland.anglican.org. At the end of 2015, 46,606 books were available on the online catalogue.

Further progress was also made, with the assistance of the Church House IT department, in populating the Library's website with introductory information and in making lists and indexes of archives and manuscripts available online. The 'Archive of the Month' initiative continued to be valuable in introducing aspects of the collections to a wider audience, and in attracting media attention. A list of 'Archive of the Month' titles for the year is included as Appendix K (page 158).

Additional tranches of parish and diocesan records were transferred to the Library from local custody. The Library manages, and makes available to researchers, records from 1,101 parishes, chapels of ease and chaplaincies, 20 dioceses and 20 cathedrals as well as 1,206 collections of ecclesiastical manuscripts and the non-current records of the General Synod and the RCB.

In addition the Library has continued to discharge its curatorial responsibilities for church plate and episcopal portraits, and for the editorial dimension of the *Church of Ireland Directory*.

• **Committee Membership**

Dr Valerie Coghlan resigned as an advisory member. Very Rev JO Mann resigned and Mrs Ethne Harkness was elected in his place.

• **Allocations**

The General Synod allocated €5,000 for the purchase of books and conservation, and this was supplemented from accumulated resources. Welcome donations were received from Armagh diocese (£500); APCK (€1,000); Cashel, Ferns and Ossory diocese (€800); Clogher diocese (€500); George Greene Memorial Fund (€220), Holy Trinity, Killiney, parish (€100); Irish Section of the Huguenot Society of Great Britain & Ireland (€150); Limerick, Killaloe & Ardfert diocese (€250).

• **Accessions**

Books and periodicals were purchased to meet the requirements of those in training for ministry and the needs of the wider church. In particular, continued purchasing was required to meet the needs of ordinands in the Church of Ireland Theological Institute. These purchases were augmented by donations from publishers, authors and from a number of individuals, notably Ms Jean Binnie, Rev JW Caldwell, Rev RG Kingston, Rev NC Quinn and Canon HM Wakeman.

The principal archival accessions were records from 52 parishes. In addition there were transfers of diocesan records from Cork, Down & Connor, and Dublin and there

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were 29 accessions of miscellaneous manuscript material, among which were papers of John Leslie, bishop of Elphin, and Charles Leslie, bishop of Kilmore, papers relating to Geraldine Fitzgerald, first RCB Librarian, and illuminated addresses presented to the Archdeacon of Clogher Ven George Finlay.

A list of accessions of archives and manuscripts to the Library during 2015 is included as Appendix L (page 159).

- **Storage**

A further 60 boxes of archives were transferred to offsite commercial storage and there are now 467 boxes of archives, manuscripts and printed material in store. Further transfers are expected during 2016.

- **Oral Archive**

The project to interview prominent members of the Church of Ireland was re-activated. Recordings were made of Very Rev RB MacCarthy, Dr K Milne and Rev Canon RE Turner.

- **Ministerial Training**

In support of ministerial training, one of the core functions of the Library, induction sessions were provided for ordinands in the Theological Institute, for those in part-time training, and for students on the Foundation Year programme. On the weekends on which there was part-time training in CITI the Library remained open until 7.30pm.

- **Cataloguing**

The Library management and cataloguing system was upgraded. Work continued on converting the catalogue of printed books from cards to computer. Almost 4,000 books were processed in 2014 and these are available online through the Library website. Work is continuing on converting the older theological and historical book stock. Records from 52 parishes were listed. The project to digitize, catalogue and make available online the Library's collections of architectural drawings of churches continued. The processing of drawings from Christ Church Cathedral, Dublin, funded by the cathedral, and churches in the diocese of Down & Dromore, partly funded by the Esmé Mitchell Trust, was completed. Some 4163 drawings of 517 churches are now available at www.archdrawing.ireland.anglican.org

- **Conservation**

Seven volumes of parish records, seven architectural drawings and twenty text and reference books were repaired and rebound. Mr Henry Alexander generously arranged for the binding of the issues of the *Church of Ireland Gazette* and the *Church Review* for 2014.

- **Church Plate**

Progress continued to be made with the church plate inventory and over 90% of the inventories have been returned and checked. The transfer of plate from local custody continued as parishes reduced the holdings in their safes and removed items from local banks and continued to facilitate the reallocation of pieces to other parishes. Some 850 pieces of church plate are in secure storage. Many of these are pieces of 19th century silver plate which are of little artistic or monetary value.

- **Outreach**

The Library cooperated with

- the Board of the *Church of Ireland Gazette* to promote the digitization of the *Gazette* for the Decade of Centenaries. Funding from the Department of Arts, Heritage & the Gaeltacht, the Buckley Foundation, Louis Hemmings, Malcolm Macourt and Dr Edith Morrison enabled all the issues of the *Gazette* from 1911 to 1923 to be made available online.
- the Irish Architectural Archive in the preparation of exhibitions to mark the 150th anniversary of the Guinness restoration of St Patrick's Cathedral, Dublin, and on the architect FE Fuller.
- the Irish Society for Archives by contributing to a World War I seminar in St Patrick's Cathedral, Dublin.
- Christ Church Cathedral, Dublin, on the preparation of an exhibition on Magna Carta.

The seventh volume in the Library's 'Text and Calendars' series, *Preaching in Belfast, 1747-54: a selection of the sermons of James Saurin*, edited by Professor Raymond Gillespie, was published by Four Courts Press.

Library staff gave presentations on aspects the Library's holdings at a 'digital future' conference in Budapest, to the North of Ireland Family History Society, the Old Dublin Society and the Rathmines, Rathgar & Ranelagh Historical Society.

A study day for the UCD School of History and Archives was facilitated in the Library as were group visits organized by the Ulster Historical Foundation.

- **Library Staff**

The Library and Archives Committee would like to place on record their thanks and appreciation to the staff of the Library for their unfailing efficiency and friendly way they have served the Library and the Church over the past year.

DONATIONS AND BEQUESTS TO THE CHURCH OF IRELAND

• Trustee role of the Representative Church Body

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

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

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

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

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

• Tax relief on charitable donations

Northern Ireland

The Gift Aid scheme gives tax relief on charitable donations and is available to all taxpayers resident in Northern Ireland. Tax can be reclaimed on donations of any size, as long as the amount reclaimed does not exceed the amount of tax paid by the donor during the tax year. Information on how to avail of Gift Aid is available from Church of Ireland House, Dublin.

The total value of the subscriptions collected under Gift Aid on behalf of parishes in 2015 was £5,293,844 to which the income tax recovered by the Representative Body

The Representative Church Body – Report 2016

added £1,323,463 to give a total of £6,617,307 as compared with £6,543,447 in the previous year.

From 6 April 2013, charities that receive small donations of £20 or less have been able to apply for a Gift Aid style repayment, without the need to obtain Gift Aid declarations for those donations, under the Gift Aid Small Donations Scheme (GASDS). The Representative Body assists parishes who wish to make claims through GASDS. The amount of small donations on which the repayment can be claimed is capped at £5,000 per tax year, per church. The value collected under GASDS on behalf of parishes in 2015 was £448,996 to which the income tax recovered by the Representative Body added £112,249 to give a total of £561,245 as compared with £384,581 in 2014. Information on how to claim under GASDS is available from Church of Ireland House, Dublin.

Republic of Ireland

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

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

Further information is available from Church of Ireland House, Dublin.

• **Form of Bequest**

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

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

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

The Representative Church Body – Report 2016

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

- **Donations, Bequests and Funds Received**

A full list of funds received by the Representative Body in 2015 on behalf of parishes, dioceses and special trusts is included as Appendix M (page 163).

- **Trusts for Graves**

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

MISCELLANEOUS AND GENERAL

- **Deposit Interest (Rates)**

The rates of interest allowed or charged by the Representative Body are linked to the rates ruling from time to time in the money market. The following rates of interest were applied by the Representative Body in 2015:

QUARTER ENDED	€		£	
	Dr %	Cr %	Dr %	Cr %
31 March	3.50	0.50	2.00	0.65
30 June	3.50	0.40	2.00	0.55
30 September	3.50	0.30	2.00	0.50
31 December	3.50	0.25	2.50	0.50

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

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

Year on year (December)	UK (CP Index)	Republic of Ireland (CP Index)
2011	4.2%	2.5%
2012	2.7%	1.2%
2013	2.0%	0.2%
2014	0.5%	-0.3%
2015	0.2%	0.2%

RESOLUTIONS RECOMMENDED TO THE GENERAL SYNOD

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

I. Allocations

That the General Synod hereby authorises the Representative Body to make the following allocations from General Funds in 2016:

	€
Group A – Maintenance of the Stipendiary Ministry	1,296,146
Group B – Pension Related Costs	130,597
Group C – Training of Ordinands	1,363,185
Group D – General Synod Activities	1,081,546
Group E – Miscellaneous	11,571
	<hr/>
	3,883,045
	<hr/> <hr/>

II. Clergy and Ministry Protection Fund

That, in accordance with Clause 1 of the Statute Chapter XVI of 2003 as amended by Statute Ch III of 2015, the General Synod hereby affirms the decision of the Representative Body that the rate of contribution from each diocese to the Clergy and Ministry Protection Fund in respect of the year 2017 be set at 0.5% of the Minimum Approved Stipend in force at 1 January 2017 multiplied by the sum of the number of cures, including vacant cures, in such diocese at 30 June 2016.

III. The Church of Ireland Clergy Pensions Trustee Limited

That, pursuant to section 56(1) of the Companies Act 2014 and in accordance with the provisions of the Memorandum of Association of the Church of Ireland Clergy Pensions Trustee Limited (the Company), the General Synod hereby consents to the Representative Body making such amendments to the Memorandum and Articles of Association of the Company (the Memorandum and Articles) as may be necessary:

- (a) to enable the registration of the Company as a designated activity company (DAC); and
- (b) to ensure that the Memorandum and Articles reflect the provisions of the Companies Act 2014; and
- (c) to provide that the consent of the Standing Committee and not the General Synod be required for any future amendment to the Memorandum and Articles.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2015

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
FINANCIAL STATEMENTS 2015 **PAGE 2**

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THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
EXECUTIVE COMMITTEE AND OTHER INFORMATION **PAGE 3**

CHAIRMAN

- Mr RS Neill

MEMBERS (*ex officio*)

- The Archbishop of Armagh
- The Archbishop of Dublin
- Canon GC Richards (Allocations Committee)
- Mr HJ Saville (Investment Committee) (Deputy Chairman)
- Mr RH Kay (Property Committee)
- Mr W Oliver (Stipends Committee)

MEMBERS (elected)

- Rt Rev Dr WP Colton
- Rev AJ Forster
- Ven AM Wilkinson
- Rev Canon H Gilmore
- Mr TH Forsyth
- Mr LJW MacCann
- Mr DG Perrin
- Dr MJT Webb

BANKERS

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

CUSTODIANS

- Northern Trust
Canary Wharf, London E14 5NT

AUDITORS

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

OFFICERS

- Chief Officer and Secretary
- Head of Finance
- Head of Property and Trusts
- Head of Synod Services and Communications
- Head of Investments
- Senior Solicitor
- Mr TA Clements
- Ms K Williams
- Mr TJ Stacey
- Mrs JM Maxwell
- Mr R Asher
- Mr M McWha

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

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

EXECUTIVE COMMITTEE REPORT

PAGE 4

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

General Funds so held are applied in support of the general mission of the Church and parish, diocesan and other funds are held to the benefit of the particular Church entity which is the beneficial owner. The outcomes for the year ended 31 December 2015 for General Funds and for other trust funds are set out in the financial statements.

€6.8 million was expended from General Funds in meeting central Church operations and in supporting wider Church activities. This expenditure is in excess of the longer term target for withdrawals from General Funds, that target being based on the historic five year average of invested asset values. The objective remains to manage expenditure over the long term at 3.5% of historic asset values and projections indicate that this target is achievable in the short to medium term. Asset growth after providing for expenditure, at 7.5%, comfortably exceeded the long term expectation of 0.5% after inflation.

Other trust funds are invested for the beneficiaries in unit trusts established for that purpose. Distributions are made biannually and these, together with the refund of Gift Aid reclaimed for parishes, permitted more than €10 million to be made available in the year towards furthering the work of the Church. Receipts of new capital net of units redeemed amounted to €5.3 million, and this contributed towards a growth of €19 million in the value of invested assets held for parishes and dioceses.

Statement of Trustee's Responsibilities

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

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

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

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

RS Neill
Chairman, Executive Committee
8 March 2016



Independent auditors' report to the Representative Body of the Church of Ireland

Report on the financial statements

In our opinion, the Representative Body of the Church of Ireland's non-statutory financial statements (the "financial statements") for the year ended 31 December 2015 have been properly prepared, in all material respects, in accordance with the basis of preparation and accounting policies on pages 7 to 10 of the financial statements.

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

The financial statements, included within the Annual Report, comprise:

- the Balance sheet as at 31 December 2015;
- the Statement of Financial Activities for the year then ended;
- the Cash Flow Statement for the year then ended;
- the accounting policies; and
- the notes to the financial statements, which include other explanatory information.

The financial reporting framework that has been applied in the preparation of the financial statements is the basis of preparation and accounting policies on pages 7 to 10 of the financial statements.

In applying the financial reporting framework, the Representative Body (as Trustee) has made a number of subjective judgements, for example in respect of significant accounting estimates. In making such estimates, they have made assumptions and considered future events.

Responsibilities for the financial statements and the audit

As explained more fully in the Trustee's Responsibilities Statement set out on page 4, the Trustee is responsible for the preparation of the financial statements in accordance with the basis of preparation and accounting policies on pages 7 to 10 of the financial statements and for determining that the basis of preparation and accounting policies are acceptable in the circumstances.

Our responsibility is to audit and express an opinion on the financial statements in accordance with International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.



Independent auditors' report to the Representative Body of the Church of Ireland - continued

This report, including the opinion, has been prepared for and only for the Trustee as a body for governance purposes in accordance with our engagement letter dated 2 December 2015 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the Representative Body of the Church of Ireland, save where expressly agreed by our prior consent in writing.

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland). An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of:

- whether the accounting policies are appropriate to the Representative Body of the Church of Ireland's circumstances and have been consistently applied and adequately disclosed;
- the reasonableness of significant accounting estimates made by the Trustee; and
- the overall presentation of the financial statements.

We primarily focus our work in these areas by assessing the Trustee's judgements against available evidence, forming our own judgements, and evaluating the disclosures in the financial statements.

We test and examine information, using sampling and other auditing techniques, to the extent we consider necessary to provide a reasonable basis for us to draw conclusions. We obtain audit evidence through testing the effectiveness of controls, substantive procedures or a combination of both.

In addition, we read all the financial and non-financial information in the Financial and Operational Review on pages 17 to 20 to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.


PricewaterhouseCoopers
Chartered Accountants and Registered Auditors
Dublin

16 March 2016

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

ACCOUNTING POLICIES

PAGE 7

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

(i) **Basis of preparation**

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

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

The financial information in relation to the activities of the RCB and the assets under its management is presented in columnar format in the Statement of Financial Activities (SoFA) on page 11 and the Balance Sheet on page 12.

• **RCB activities**

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

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

• **General Funds**

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

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

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

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

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

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

Initial measurement

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

Subsequent measurement

After initial measurement the RCB measures financial assets at fair value, including financial instruments (put and call options and index covered calls). Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm’s length transaction. On the last business day of the year when markets are open for business, the fair value of financial assets is based on their official closing prices on a recognised exchange. Both realised and unrealised gains and losses on arm’s length transactions are recognised in the Statement of Financial Activities on page 11.

In the case of financial assets not traded on an exchange, fair value is determined on the basis of their probable realisable value at the balance sheet date, determined with care and in good faith by a competent person appointed by the Head of Investments, approved by the Investment Committee for that purpose, without any deduction for estimated future selling costs.

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

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

ACCOUNTING POLICIES

PAGE 9

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

The stock options and index covered calls are stated at market value at year end.

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

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

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

Assets and liabilities in currencies other than the functional currency of the RCB are translated into euro at the exchange rates ruling at the balance sheet date. Transactions in currencies other than the functional currency of the RCB are translated into euro at the rates ruling at the transaction date. Gains and losses on foreign exchange transactions are recognised in the Statement of Financial Activities on page 11. Sterling is the most significant currency other than euro for transactional and balance sheet purposes, and at the year end the rate was €1 = £0.7370 (2014 €1 = £0.7765).

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

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

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

- (ix) **Financial Risk** – The RCB manages a variety of risks, including market price, interest rate, foreign currency and liquidity, through the maintenance of a widely diversified portfolio of actively traded financial assets. Note 13 to the financial statements sets out the exposure and the detail of treatment adopted.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

ACCOUNTING POLICIES

PAGE 10

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

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

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

Included in Reserves is an amount provided for the expected value of Allocations to be expended in 2016, and also an Allocations Equalisation Reserve which is utilised to smooth the impact of expected Allocations expenditure on income arising in the year.

- (xii) **Retirement benefits** – Defined benefit pension scheme assets are measured at fair value. The year-end bid price is taken as the fair value of these assets. Defined benefit pension scheme liabilities are measured on an actuarial basis using the projected unit method. The excess of scheme liabilities over scheme assets is presented on the Balance Sheet as a liability. The defined benefit pension charge included in Resources Expended on the Statement of Financial Activities (SoFA) comprises the current service cost and past service costs. An excess arising of the expected return on scheme assets over the interest cost on the scheme liabilities is presented in the SoFA as part of the cost of operations. Actuarial gains and losses arising from changes in actuarial assumptions and from experience surpluses and deficits are recognised in the SoFA in the year in which they occur.

- (xiii) **Cost of operations**

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

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

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

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2015**

PAGE 11

	Notes	2015	2014	Parish, Diocesan and Other Trust Funds €'000
		RCB activities €'000	General Funds €'000	RCB activities €'000
Incoming resources				
Income from investments		-	5,914	-
Income from property and loans		-	122	-
Deposit Interest		-	16	408
Reserve Income		-	121	-
Tax refund Gift Aid		-	-	1,784
Sundry		-	189	-
Subvention from other Church funds		-	120	-
		-	6,482	10,823
Resources expended				
Cost of operations				
Cost of generating funds	5	1,724	-	1,686
Cost of charitable activities	5	908	-	880
Cost of governance activities	5	458	-	443
Other operating costs	5	432	-	362
RCB costs recovered	5	(3,522)	2,896	(3,371)
		-	2,896	-
				10,348
				585
				585

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Net incoming resources before allocations and distributions	-	3,586	10,197	-	3,809	9,763
Allocations and distributions						
- Allocation expended in year	6	3,881	-	-	3,967	-
- Special pension contributions and charges	12	-	-	-	5,000	-
- Distributions		-	10,197	-	-	9,763
		3,881	10,197	-	8,967	9,763
(Decrease) in resources before gains and losses	4	(295)	-	-	(5,158)	-
Recognised gains and (losses)						
(Loss)/Gains unrealised on revaluation	4,7	(4,271)	8,768	-	6,414	25,154
Gains realised on invested assets	4,7	14,398	333	-	8,570	189
Currency movements	4,7	1,914	3,401	-	1,998	3,969
Other recognised gains/(losses)	4	1,147	(32)	3	53	-
Transfers between funds	12	1,147	-	(3)	3	-
Net gain in funds		12,861	12,502	-	11,880	29,312
Total funds brought forward		173,321	279,454	-	161,441	249,466
Capital receipts	7(c)	-	5,260	-	-	676
Total funds carried forward		186,182	297,216	-	173,321	279,454

Signed: RS Neill

HJ Saville

Date: 8 March 2016

The Representative Church Body – Report 2016

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
BALANCE SHEET
YEAR END 31 DECEMBER 2015**

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	2015		2014	
	Notes	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
TANGIBLE FIXED ASSETS				
INVESTMENTS				
Loans		-	1,668	-
Invested fund assets	2(a),3	4,231	172,917	245,912
		<u>4,231</u>	<u>174,585</u>	<u>245,912</u>
CURRENT ASSETS				
Debtors		202	1,265	-
Cash on short term deposit	10	-	4,153	33,542
Bank balances	10	1,247	1,186	-
		<u>1,449</u>	<u>5,418</u>	<u>33,542</u>
CURRENT LIABILITIES				
Creditors		(1,108)	(915)	(3)
Financial Instrument	2(b)	-	-	(7,276)
		<u>(1,108)</u>	<u>(915)</u>	<u>(7,279)</u>
NET CURRENT ASSETS		341	440	(1,861)
				<u>33,542</u>

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TOTAL ASSETS LESS CURRENT LIABILITIES		4,760	172,724	279,454
LONG TERM (LIABILITY)		(4,163)	-	-
Staff pension scheme (deficit)	11	(597)	597	-
BALANCE WITH GENERAL FUNDS		-	173,321	279,454
TOTAL NET ASSETS		-	173,321	279,454
FUNDS EMPLOYED	4,7(c)	-	173,321	279,454

Signed: RS Neill

HJ Saville

Date: 8 March 2016

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**NOTES TO THE FINANCIAL STATEMENTS****PAGE 14**

1 TANGIBLE FIXED ASSETS

	Premises	Furniture and fittings	Office equipment	Total
	€'000	€'000	€'000	€'000
<u>Cost</u>				
At beginning of year	5,109	512	1,760	7,381
Additions	-	-	99	99
Disposals	-	-	-	-
Currency adjustment	12	-	8	20
At end of year	<u>5,121</u>	<u>512</u>	<u>1,867</u>	<u>7,500</u>
<u>Depreciation</u>				
At beginning of year	1,166	434	1,461	3,061
Charge for year	113	19	68	200
Disposals	-	-	-	-
Currency adjustment	3	-	5	8
At end of year	<u>1,282</u>	<u>453</u>	<u>1,534</u>	<u>3,269</u>
<u>Net book value</u>				
At beginning of year	<u>3,943</u>	<u>78</u>	<u>299</u>	<u>4,320</u>
At end of year	<u>3,839</u>	<u>59</u>	<u>333</u>	<u>4,231</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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2(a) GENERAL FUNDS – ANALYSIS OF FUND ASSETS

	2015 €'000	2014 €'000
<u>Investments at valuation</u>		
Ireland		
Government bonds	4,775	12,368
Corporate bonds	23,532	18,777
Equities	10,981	1,973
Property Unit trust	17,447	14,807
United Kingdom		
Bonds	656	3,853
Equities	25,838	28,061
Managed Investment Funds	5,251	3,041
Europe		
Bonds	8,513	2,204
Equities	43,445	44,876
North America		
Bonds	7,083	7,536
Equities	16,290	15,405
Managed Investment Funds	1,172	3,595
Rest of the world		
Equities	723	5,782
	<u>165,706</u>	<u>162,278</u>
<u>Other assets</u>		
Cash	12,673	10,639
Total Invested Assets 2(a)	<u><u>178,379</u></u>	<u><u>172,917</u></u>

2(b) FINANCIAL INSTRUMENTS

Financial Instrument	<u>(231)</u>	<u>(7,276)</u>
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2(b) FINANCIAL INSTRUMENTS (CONTINUED)

During the year the RCB entered into stock options, index covered calls and futures. The market values of open options is €0.12m and open futures is €0.11m at the balance sheet date totalling €0.23m (2014: €5.83m), included in current liabilities under financial instruments in the Balance Sheet. Also included in invested assets is a future with a market value of €0.19m.

General Funds received premiums for stock options and index covered calls during the year totalling €5.42m (€3.14m). Premium on open positions from prior year of €4.36m, premiums paid to close out positions totalled €10.48m (2014: €2.37m), giving net premiums paid out during the year of €0.70m. Net premiums paid at the year end on open options entered into during 2015 amounted to €0.004m. The net premium paid on open options of €0.004m together with the unrealised valuation loss of €0.13m, is the market value of open options of €0.125m at the year end and is included in the Balance Sheet as a financial liability. Realised losses on closed options of €0.44m and the unrealised valuation loss of €0.13m are included in the SoFA. Sold call options are covered by quoted equity positions and cash collateral. Sold put options, indexed covered calls and futures are covered by cash collateral.

2(c) INVESTMENT AT FAIR VALUE

FRS102 requires the RCB to classify fair value measurements using a fair value hierarchy that reflects the significance of inputs used in making the measurements.

The fair value hierarchy has the following levels:

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

Level 2 - Valuation techniques used to price securities based on observable inputs which is based on the underlying value of the assets which have been independently valued by professionals.

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

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

2(c) INVESTMENT AT FAIR VALUE (CONTINUED)

The following is an analysis of the RCB's financial assets and liabilities measured at fair value as at 31 December 2015 and 31 December 2014. No assets or liabilities are valued at Level 3.

	2015		2014	
	Level 1 €'000	Level 2 €'000	Level 1 €'000	Level 2 €'000
Financial assets at fair value				
Debt Securities	44,559	-	44,738	-
Equity	85,563	135	89,312	138
Gold	6,481	-	6,647	-
Managed Funds	6,957	4,566	4,653	1,983
Cash	12,671	-	10,639	-
Managed Funds property	-	17,447	-	14,807
	<u>156,231</u>	<u>22,148</u>	<u>155,989</u>	<u>16,928</u>

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

2(d) SECURITIES LENDING

The invested assets of General Funds include securities on loan at year end with a market value of €5.96m (2014: €9.15m). The loaned securities continue to be carried as investment assets in General Fund investments in the Balance Sheet. The lending agreement requires collateral to be provided by the borrowers of the securities. General Funds hold non cash collateral of €6.42m (2014: €9.76m) in respect of these securities. This collateral is not recorded as an asset with a matching liability in the Balance Sheet. The income received due to securities lending activities is included in income from investments in the SoFA and totals €96k for the year (2014: €78k).

3 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	2015 €'000	2014 €'000
RB General Unit Trusts	264,163	245,238
Cash	604	674
	<u>264,767</u>	<u>245,912</u>

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

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4 FUNDS EMPLOYED

	Balance at 1.1.15 €'000	Decrease in resources before gains and losses €'000	Currency translation movements €'000	Pension & reserve movements €'000	Recognised gains/(losses) €'000	Profit on investment sales €'000	Transfer between funds €'000	Revaluation movements €'000	Balance at 31.12.15 €'000
Capital invested	167,929	(295)	1,791	(350)		14,370	4,357	(4,229)	183,573
Unrealised surplus on revaluation of property	367	-	-	-	-	-	-	-	367
Invested assets	168,296	(295)	1,791	(350)	-	14,370	4,357	(4,229)	183,940
Less - Staff pension deficit	(4,163)	-	-	350	1,147	-	-	-	(2,666)
Net capital invested	164,133	(295)	1,791	-	1,147	14,370	4,357	(4,229)	181,274
Designated reserves									
Allocations reserve for following year (Note 6)	3,980	-	-	24	-	-	-	-	4,004
Allocations equalisation reserve	4,277	-	118	(24)	-	28	(4,357)	(42)	-
Staff pensions reserve	97	-	-	-	-	-	-	-	97
Sundry designated reserves	834	-	5	-	(32)	-	-	-	807
	173,321	(295)	1,914	-	1,115	14,398	-	(4,271)	186,182

General Funds capital movements records the transfer of €350,000 to support the Staff Pension Fund.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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5 COST OF OPERATIONS	2015 €'000	2014 €'000
Cost of generating funds		
Payroll and related costs	1,443	1,392
Less - payroll costs recharged	(258)	(231)
	<u>1,185</u>	<u>1,161</u>
External managers	231	210
Office supplies, repairs and taxes	203	193
Depreciation	105	122
	<u>1,724</u>	<u>1,686</u>
Cost of charitable activities		
Payroll and related costs	716	677
Less - payroll costs recharged	(230)	(222)
	<u>486</u>	<u>455</u>
Office supplies, repairs and taxes	127	120
Depreciation	66	77
RCB Library	229	228
	<u>908</u>	<u>880</u>
Cost of governance activities		
Payroll and related costs	379	350
Less - payroll costs recharged	(192)	(186)
	<u>187</u>	<u>164</u>
Office supplies, repairs and taxes	57	55
Depreciation	30	35
Audit fees	83	79
Central committee expenses	101	105
Episcopal electors expenses	-	5
	<u>458</u>	<u>443</u>
Other operating costs		
Professional fees	313	245
Pensions for retired staff	119	117
	<u>432</u>	<u>362</u>
Total cost of operations	<u>3,522</u>	<u>3,371</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

5 COST OF OPERATIONS (CONTINUED)

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

The activities falling under each function heading are set out in Accounting Policies (xiii), on page 10 of the financial statements.

6 ALLOCATIONS

	2016	2015	2014
	€'000	€'000	€'000
(a) Reserve for following year			
Maintenance of the stipendiary ministry	1,296	1,344	1,254
Retired clergy and surviving spouses	131	143	257
Training of ordinands	1,484	1,513	1,447
General Synod activities	1,082	1,035	982
Miscellaneous financing	11	5	5
Reserve for following year (see Note 4)	<u>4,004</u>	<u>4,040</u>	<u>3,945</u>
		2015	2014
		€'000	€'000
(b) Expended in year			
Allocation Expended in Year		4,040	3,945
Less - allocations over expended/(unexpended)		(159)	22
		<u>3,881</u>	<u>3,967</u>

The reserve for 2016 Allocations included in designated reserves in Note 4, is the gross amount committed by General Funds to be spent on wider Church activities in 2016.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

7 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	Balance at 1.1.15 €'000	Currency translation movements €'000	Capital changes/ movements €'000	Profit/ (loss) on sales €'000	Revaluation movements €'000	Balance at 31.12.15 €'000
(a) INVESTED CAPITAL						
Parish trusts and glebe sales	150,881	1,942	2,687	287	5,169	160,966
Diocesan stipend and general funds	30,477	587	65	-	917	32,046
Diocesan miscellaneous trusts	11,895	147	(97)	40	416	12,401
Diocesan episcopal funds	5,098	59	3,581	-	42	8,780
Less: diocesan car loans	(374)	(6)	50	-	-	(330)
	<u>197,977</u>	<u>2,729</u>	<u>6,286</u>	<u>327</u>	<u>6,544</u>	<u>213,863</u>
Sundry trusts	52,952	498	(3,052)	6	1,678	52,082
General Synod funds	10,907	111	(12)	-	436	11,442
Trusts for retired clergy and spouses	4,276	63	64	-	110	4,513
	<u>266,112</u>	<u>3,401</u>	<u>3,286</u>	<u>333</u>	<u>8,768</u>	<u>281,900</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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7 PARISH, DIOCESAN AND OTHER TRUST FUNDS (CONTINUED)

(b) PARISH, DIOCESAN AND OTHER FUNDS RESERVES

	2015 €'000	2014 €'000
Designated		
Diocesan stipend & general funds	5,330	4,494
Parish endowments	172	110
Miscellaneous diocesan trusts	476	423
General Synod trusts	133	69
Other trust funds	7,286	6,486
Clergy pensions & related funds	345	293
Trust creditors	438	420
	<u>14,180</u>	<u>12,295</u>
Undesignated		
Auxiliary and Sundry Projects Funds	<u>1,136</u>	<u>1,047</u>
Summary - reserves		
Designated	14,180	12,295
Undesignated	<u>1,136</u>	<u>1,047</u>
	<u>15,316</u>	<u>13,342</u>

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

	2015 €'000	2014 €'000
Capital funds invested	281,900	266,112
Designated and undesignated reserves	<u>15,316</u>	<u>13,342</u>
	<u>297,216</u>	<u>279,454</u>
Net receipts/(withdrawals)		
Capital (withdrawals)/receipts (7a)	3,286	(409)
Movement in reserves (7b)	<u>1,974</u>	<u>1,085</u>
	<u>5,260</u>	<u>676</u>

8 CASH FLOW RECONCILIATION

The Cash Flow Statements have been prepared in accordance with Financial Reporting Standard No 1 as required by the Financial Reporting Council.

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

	2015			2014		
	Notes	RCB €'000	Parish, Diocesan and Other Trust Funds €'000	RCB €'000	General Funds €'000	Parish, Diocesan and Other Trust Funds €'000
Net incoming resources before allocations and distributions		-	10,197	-	3,809	9,763
Other recognised losses		(188)	-	357	(357)	-
Change in other debtors		(33)	-	158	524	-
Change in creditors		193	-	(134)	3,303	-
Change in financial instruments		-	-	-	(2,044)	-
Net amortisation of fixed assets	1	208	-	243	-	-
Net cash inflow		180	10,197	624	5,235	9,763

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	Notes	2015	2014
		RCB €'000	RCB €'000
		General Funds €'000	General Funds €'000
		Parish, Diocesan and Other Trust Funds €'000	Parish, Diocesan and Other Trust Funds €'000
9 ANALYSIS OF CHANGES IN CASH DURING THE YEAR			
Net cash inflow/(outflow)		1,318	(7,411)
Effect of foreign exchange rate changes		274	453
Increase/(decrease) in cash		1,592	(6,958)
Balance at 1 January		14,792	21,750
Balance at 31 December	10	16,384	14,792
10 ANALYSIS OF CASH BALANCES			
Cash on short term deposit		3,711	4,153
Due from bankers		1,247	1,186
Cash held by investment managers		12,673	10,639
		1,247	1,186
		32,449	33,542
		604	674
		33,053	34,216

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 24****11 RETIREMENT BENEFITS**

- (a) The RCB operates a contributory defined benefit pension scheme with assets held in a separately administered fund. The most recent triennial valuation was as at 1 January 2014 and is available for inspection by the scheme members. The scheme is closed to new members. In 2013 the RCB established a defined contribution pension scheme to provide pension benefits to new employees.

The 1 January 2014 valuation showed that the market value of the assets of the scheme was €10.7m which represented 74% of the benefits that had accrued to members after allowing for expected future increases in earnings.

The figures for the year ending 31 December 2015 under FRS102 (and comparatives for 31 December 2014) show that the fair value of the assets of the scheme to be €12.4m (€11.5m), and that this represents 82% of the value of benefits that had accrued to members as at that date. The fair value of assets has improved by €0.88m (7.6%) during the year and the actual return on the plan assets was €0.5m during the year. The present value of scheme liabilities as calculated by the actuary under FRS102 has decreased from €15.7m to €15.1m in 2015. As required by FRS102 the valuation was prepared using the 'projected unit cost' method.

Amongst the assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments, the discount rate and the actuarial changes in mortality projections. The discount rate, as set by FRS102, is based on the market yield at the valuation date of high quality corporate bonds, and was set at 2.60% (2.15%).

The actuarial calculation of the amounts to be recognised in the Statement of Financial Activities is shown in Note 11c following. The current service cost and net finance cost are included in resources expended.

- (b) Financial Reporting Standard 102 'Retirement Benefits' disclosures

The amounts recognised in the Balance Sheet are as follows:

	2015 €'000	2014 €'000
Present value of funded obligations	(15,049)	(15,663)
Fair value of plan assets	12,383	11,500
Pension liability in the Balance Sheet	<u>(2,666)</u>	<u>(4,163)</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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11 RETIREMENT BENEFITS - CONTINUED

(c) **The amounts recognised in the Statement of Financial Activities are:**

	2015 €'000	2014 €'000
Interest cost	332	532
Expected return on plan assets	-	-
Net finance expense	332	532
Current service cost - included in costs of operations	347	237
	<u>679</u>	<u>769</u>
Actuarial gains/(losses)	2015 €'000	2014 €'000
Return on scheme assets	483	1,293
Experience gains/(losses) on liabilities	(384)	807
Change in assumptions underlying the present value of the scheme liabilities	384	(807)
	<u>483</u>	<u>1,287</u>

	2015 Pension Assets €'000	2015 Pension Liabilities €'000	2015 Pension Deficit €'000	2014 Pension Deficit €'000
(d) Movement in Scheme Assets and Liabilities				
At 31 December 2014	11,500	(15,663)	(4,163)	(4,516)
Current service cost	-	(347)	(347)	(237)
Plan amendments	-	-	-	605
Interest income	249	-	249	371
Interest on scheme liabilities	-	(332)	(332)	(532)
Expected return on scheme assets	-	-	-	-
Return on scheme assets	483	-	483	1,293
Experience gains on liabilities	-	(384)	(384)	807
Changes in assumptions	-	1,266	1,266	(2,520)
Benefits paid	(431)	431	-	-
Premiums paid	(32)	32	-	-
Contributions by plan participants	52	(52)	-	-
Employer contributions paid	562	-	562	566
At 31 December 2015	<u>12,383</u>	<u>(15,049)</u>	<u>(2,666)</u>	<u>(4,163)</u>
Note - actual return on plan assets			732	1,664

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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11 RETIREMENT BENEFITS - CONTINUED

(e) **Risks and rewards arising from the assets**

At 31 December 2015 the scheme assets were invested in a diversified portfolio that consisted primarily of equity and debt securities and properties. The fair values of the scheme assets as a percentage of total scheme assets and target allocations are set out below:

	2015	2014	2013
(as a percentage of total scheme assets)	%	%	%
Equities	33	44	53
Bonds	44	47	18
Property	9	8	4
Cash/Other	14	1	25

(f) **Basis of expected rate of return on scheme assets**

The fixed interest fund run by investment managers contains a mix of gilts and corporate bonds with different earnings potential. Thus a range of different assumptions has been used to estimate the expected return.

In line with FRS102 the expected rate of return on assets is based on a discount rate of 2.60%.

(g) **The principal actuarial assumptions at the balance sheet date:**

	2015	2014
	%	%
Discount rate	2.60	2.15
Future salary increases	2.00	2.00
Future pension increases	1.00	1.00
Inflation rate	1.50	1.50

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 27**

11 (g) RETIREMENT BENEFITS - CONTINUED

Assumptions regarding future mortality are set based on advice from published statistics and experience. The average life expectancy in years for a pensioner retiring aged 65 is as follows:

	2015	2014
Male	23.6	23.5
Female	25.6	25.5

Amounts for the current and previous four years are as follows:

	2015	2014	2013	2012	2011
Present value of the defined benefit obligation (€'000)	(15,049)	(15,663)	(14,197)	(13,815)	(10,975)
Fair value of plan assets (€'000)	12,383	11,500	9,681	8,727	7,609
Pension (deficit) (€'000)	(2,666)	(4,163)	(4,516)	(5,088)	(3,366)
Experience adjustments on plan liabilities as a percentage of scheme liabilities at the balance sheet date	3.0%	5.0%	2.0%	0.00%	6.71%
Experience adjustments on plan assets as a percentage of scheme assets at the balance sheet date	4.0%	11.0%	3.0%	5.00%	(11.55%)

11 (h) Prior year restatement

Some prior year figures within note 11 have been restated for comparison purposes due to the actuarial valuation report being prepared under FRS102.

12 SPECIAL PENSION CONTRIBUTIONS AND CHARGES

The movement in the Staff Pension Scheme amounting to €1.147m consists of €1.497m, being the reduction in the actuarially calculated deficit under FRS102 after accounting for a capital injection during the year into the fund of €350,000. The RCB made a final capital contribution of €5m to the Clergy Pensions Fund in 2014.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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13 FINANCIAL RISK

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

(a) Market Price Risk

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

(b) Foreign currency risk

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

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

	2015 Total €'000	2014 Total €'000
Currency		
US Dollars	25,979	23,815
Sterling	42,120	15,912
Swiss Francs	5,663	7,843
Hong Kong Dollars	-	2,240
Swedish Krone	1,443	1,842
Norwegian Krone	5,314	1,439
Danish Krone	2,285	1,301
Turkish Lira	488	1,228
Brasilian Real	-	1,006
Total of other currencies	724	1,284
	84,016	57,910

The rates of exchange used at 31 December 2015 for significant currency exposures:

Sterling	0.7370
US Dollars	1.0862
Swiss Francs	1.0882
Swedish Krone	9.1707
Norwegian Krone	9.6075
Danish Krone	7.4630

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

13 FINANCIAL RISK (CONTINUED)

(c) Interest Rate Risk

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

The interest profile of the RCB's interest bearing financial assets at 31 December 2015 was:

	2015		2014	
	Total interest bearing €'000	Interest bearing at fixed rate €'000	Total interest bearing €'000	Interest bearing at fixed rate €'000
Euro	44,559	23,201	44,738	37,661
Total	44,559	23,201	44,738	37,661

Fixed interest rate financial assets

	2015		2014	
	Weighted average interest rate %	Weighted average period for which rate is fixed (years)	Weighted average interest rate %	Weighted average period for which rate is fixed (years)
Euro	4.14	11.16	5.41	11.63

(d) Liquidity Risk

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

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

13 FINANCIAL RISK (CONTINUED)

(e) Credit Risk

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

APPENDIX A

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

INCOME AND EXPENDITURE ACCOUNT

For the year ended 30 June 2015

	2015 €	2014 €
Income		
Grants from General Synod	786,500	765,000
Divinity student fees	165,768	169,058
Receipts from guests and conference	86,119	67,770
Non-stipendiary ministry training	715	2,825
Clergy study courses	2,467	4,717
Foundation course	23,813	29,376
CME/lay training	104,383	98,878
	<u>1,169,765</u>	<u>1,137,624</u>
Expenditure		
Academic expenses	509,724	521,909
Administration expenses	106,384	107,428
Operating expenses	284,192	291,909
Establishment expenses	215,009	197,847
	<u>1,115,309</u>	<u>1,119,093</u>
Surplus for the year	54,456	18,531
Balance at beginning of the year	18,531	(7,374)
Funding adjustment in respect of previous year surplus/(deficit)	(18,531)	7,374
Balance at the end of the year	<u><u>54,456</u></u>	<u><u>18,531</u></u>

Income and the surplus arose solely from continuing operations. There were no other recognised gains or losses other than those dealt with above.

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

BALANCE SHEET

As at 30 June 2015

	2015	2014
	€	€
EMPLOYMENT OF CAPITAL		
Current assets		
Sundry debtors	111,482	38,300
Bank deposit accounts	1,320	6,018
Bank current accounts	55,934	90,592
Cash on hand	-	15
	<hr/>	<hr/>
	168,736	134,925
Creditors – amounts falling due within one year	(111,806)	(109,780)
	<hr/>	<hr/>
Net current liabilities	56,930	25,145
Total assets less current liabilities	56,930	25,145
Creditors – amounts falling due after more than one year	(1,319)	(5,944)
	<hr/>	<hr/>
Net liabilities	55,611	19,201
	<hr/>	<hr/>
Capital and trust funds		
Accumulated surplus	54,456	18,531
Ferrar Memorial Fund for Liturgical Library	75	50
Gregg Memorial Fund for College Library	1,080	620
	<hr/>	<hr/>
	55,611	19,201
	<hr/>	<hr/>

APPENDIX B

ANNUALISED FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS

	valuation (millions) 2015	valuation (millions) 2014	2015 %	3-year annualised 2013-2015 %	5-year annualised 2011-2015 %
General Funds (Combined)	€178.2	€162.4	10.7	13.4	11.6
Benchmark			8.8	12.6	10.6
Relative Performance			1.9	0.8	1.0
Parochial, Diocesan Funds etc					
RB General Unit Trust (RI)	€204.4	€187.7	9.2	12.2	11.7
Benchmark			8.8	13.1	10.9
Relative Performance			0.4	-0.9	0.8
RB General Unit Trust (NI)	£44.1	£44.7	2.7	7.6	7.9
Benchmark			4.1	8.8	7.3
Relative Performance			-1.4	-1.2	0.6
Clergy Pensions Fund	€170.5	€163.5	9.7	12.2	9.9
Benchmark			5.2	10.4	8.9
Relative Performance			4.5	1.8	1.0
<i>Bond Market Indices /Benchmark Components</i>					
ML Irish Govt Bond Index			1.7	9.0	13.6
ML European Broad Mkt Bond Index			1.0	4.7	5.7
ML Sterling Broad Mkt Bond Index			0.5	3.7	6.1
<i>Equity Market Indices /Benchmark Components</i>					
Dow Jones Stoxx 600 (€)			10.1	12.9	9.4
S&P 500 (USD)			1.4	15.1	12.6
FTSE 100 (£)			-1.4	5.7	5.0

All values shown are as at end of calendar year.

APPENDIX C

GENERAL UNIT TRUSTS

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

YEAR ENDED 30 JUNE 2015

	Page
RB General Unit Trust (Republic of Ireland)	90
RB General Unit Trust (Northern Ireland)	95

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2015

FUND OBJECTIVE

To at least maintain the capital value of the Fund in real terms over time while paying a stable, sustainable and competitive distribution rate.

PERFORMANCE

Annualised Returns:

Annualised Total Returns %:	1 Year	3 Years	5 Years
RB General Unit Trust (RI)	18.1	16.5	13.1
Benchmark*	17.4	17.1	12.4
RB General Unit Trust (RI) Capital	14.0	12.1	8.6
ROI Inflation (CPI)	-0.1	0.3	1.1

* Benchmark from 1 January 2014:

Equities 70%: 2/3 Stoxx Europe 600; 1/3 S&P 500

Bonds 30%: 1/3 Irish Govt, 1/3 Euro broad market, 1/3 Sterling broad market

During the period under review the capital value of the Fund rose strongly by 14.0% while the total return (capital and income) was 18.1%. This compares favourably with the fund benchmark of 17.4% despite a lower risk profile within the Fund. This was achieved by out-performance from multiple sources including bonds, equities and property. Over longer time periods the fund is broadly in-line with benchmark. This can be viewed as highly satisfactorily as the risk profile has been substantially lower over the timeframe.

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



THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2015

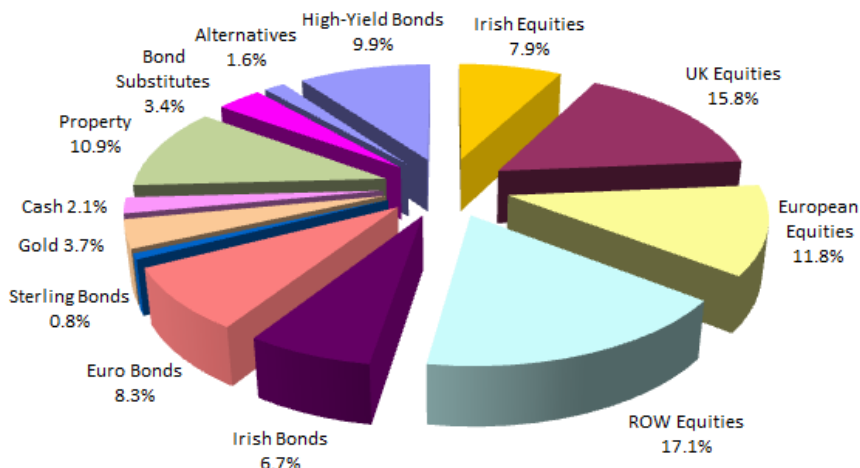
TRUST ASSET DISTRIBUTION

The market value of the investments, including the value of the capital deposit account was €205.38m.

The ten largest holdings at 30 June 2015 were:

	% of Fund		% of Fund
1. Irish Property Unit Trust	8.7%	6. BOI 10.1% Pref	2.4%
2. 2.4% TB 2030	3.5%	7. Cash	2.1%
3. Gold SPDR ETF	2.8%	8. Kinder Morgan	1.9%
4. AIB 12.5% 2035	2.7%	9. NAMA 5.264% 2049	1.8%
5. Elan 4.691% 2017	2.5%	10. JPM 6.3% perpetual	1.8%

The investment profile in terms of distribution of the assets (by value) at 30 June 2015 is displayed in the following chart:



INCOME DISTRIBUTION TO UNIT HOLDERS

Following the increase in the capital base over recent years and in accordance with policy, an increase in the final distribution from 7 cent per unit to 7.3 cent per unit was approved. This brought the total distribution for the year to 11.3 cents.

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

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2015

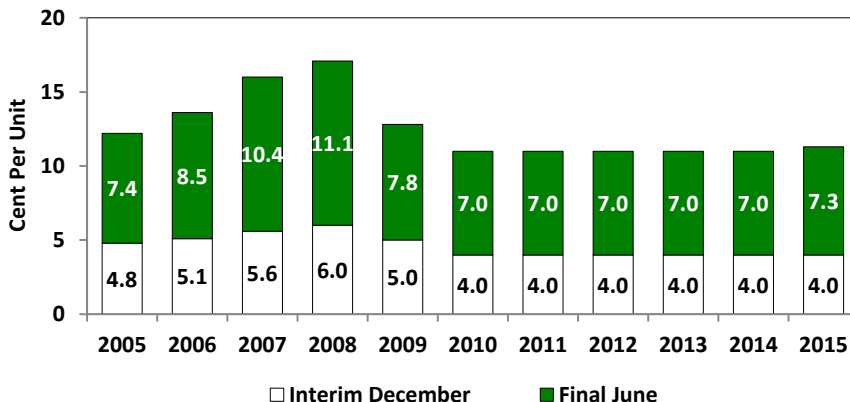
Based on the value of a unit at 30 June 2015 of €3.83, and a full year distribution of 11.3 cent, the distribution yield was 2.95%. (The comparative figures for 30 June 2014 showed a yield of 3.27% based on a unit value then of €3.36 and a full year distribution of 11.0 cent). *Note: As the price of a unit increases the distribution yield falls.* At 30th June 2015 a transfer of €0.736m was made to the Dividend Equalisation Reserve resulting in a DER of €4.153m or 2.02% of the net asset value of the fund.

There were net inputs of €2.69m into the Fund for the twelve months to 30 June 2015, reflecting new cash of €3.22m less redemptions of €0.53m.

Environmental and Social Governance (ESG)

In the reporting period, the Investment Committee monitored and carried out its annual assessment of individual stock holdings within the various portfolios and reported to the Representative Body in December that it was satisfied that the investment managers remain sensitive to the Church’s concerns and expectations with regard to ethical and socially responsible investment. A revised policy statement with a focus on Environmental, Social and Governance issues (ESG) was approved by The Representative Body in March 2015. This Report aims to adopt a more positive approach to ESG issues.

Income Distributions (2005 – 2015) - Financial Year-End 30 June



In-house investment team
 July 2015

The Representative Church Body – Report 2016

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2015

	30-Jun-15 €'000	30-Jun-14 €'000
Income	7,134	6,406
Expenses	(26)	(26)
Net income	<u>7,108</u>	<u>6,380</u>
Distributions	<u>(6,372)</u>	<u>(6,138)</u>
Transfer to dividend equalisation reserve	736	242
Net gains / (losses) on investment activities		
- Net realised gains	11,151	11,359
- Net change in unrealised gains on investments	13,631	3,346
- Net change in currency exchange gains/(losses)	<u>152</u>	<u>2,691</u>
Net increase in net assets from investment activities	25,670	17,638
Funds brought forward	181,174	162,181
Proceeds from units issued	3,222	2,667
Cost of units redeemed	<u>(528)</u>	<u>(1,312)</u>
Funds carried forward	<u><u>209,538</u></u>	<u><u>181,174</u></u>

Signed on behalf of the Trustee:

HJ Saville

TH Forsyth

Date:

21 October 2015

The Representative Church Body – Report 2016

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
YEAR TO 30 JUNE 2015

	30-Jun-15 €'000	30-Jun-14 €'000
Investments	<u>208,498</u>	<u>181,936</u>
Current assets		
Debtors	<u>4,359</u>	<u>3,490</u>
Current liabilities		
Financial instruments	3,115	4,180
Creditors (amounts falling due within one year)	<u>204</u>	<u>72</u>
	3,319	4,252
Net current assets	<u>1,040</u>	<u>(762)</u>
Total assets	<u><u>209,538</u></u>	<u><u>181,174</u></u>
Trust capital fund	<u><u>209,538</u></u>	<u><u>181,174</u></u>

Signed on behalf of the Trustee:

HJ Saville

TH Forsyth

Date:

21 October 2015

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2015

FUND OBJECTIVE

To at least maintain the capital value of the Fund in real terms over time while paying a stable, sustainable and competitive distribution rate.

PERFORMANCE

Annualised Returns:

Annualised Total Returns %	1 Year	3 Years	5 Years
RB General Unit Trust (NI)	5.5	10.6	10.8
Benchmark*	7.5	10.6	9.6
RB General Unit Trust (NI) Capital	1.4	6.2	6.4
UK Inflation (CPI)	-0.1	1.6	2.3

* Benchmark from 1 January 2014
 Equities 70%: 2/3 Stoxx Europe 600; 1/3 S&P 500
 Bonds 30%: Sterling broad market

During the period under review the capital value of the Fund rose by 1.4% while the total return (capital and income) was 5.5%. This was slightly behind benchmark for the reporting period of one year, reflecting a somewhat prudent stance at this mature stage of the market cycle. Also, by diversifying outside of Sterling denominated assets, the fund suffered some short term currency impact.

Over longer term periods the fund continues to demonstrate excellent returns.

The historic unit price is detailed in the below chart.



THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2015

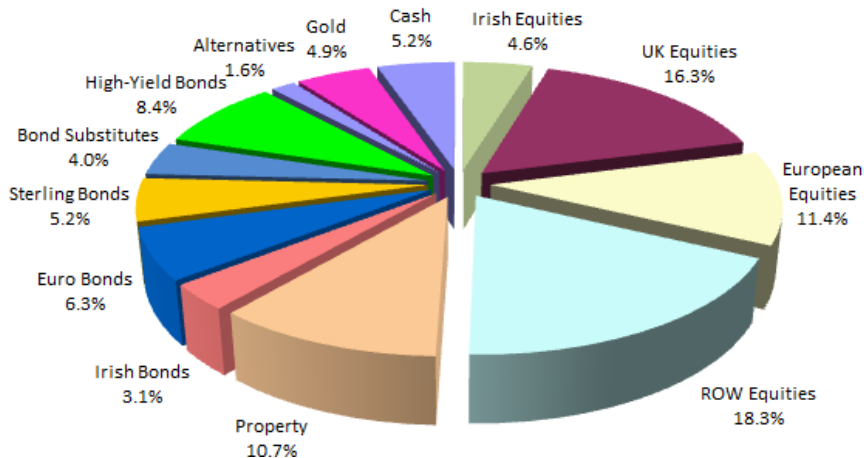
TRUST ASSET DISTRIBUTION

The market value of the investments, including the value of the capital deposit account was £44.52m.

The ten largest holdings at 30 June 2015 were:

	% of Fund		% of Fund
1. Cash	5.1	6. HSBC 6.75% 2028	2.7
2. Avenue Properties	4.3	7. Barclays 5.75% 2026	2.5
3. Irish Property Unit Trust	4.2	8. Kinder Morgan	2.0
4. AIB 12.5% 2035	3.1	9. BOI 10.1% Pref	1.9
5. Gold SPDR ETF	2.8	10. BOI 15.24% Pref	1.8

The investment profile in terms of distribution of the assets (by value) at 30 June 2015 is displayed in the following chart:



INCOME DISTRIBUTION TO UNIT HOLDERS

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

Moderate growth continued in dividends as corporate earnings remained resilient during the year and the Trust agreed to maintain its interim distribution at 4.3 pence and its final distribution at 6.0 pence. In addition, a sum of £0.21m was transferred to the Dividend Equalisation Reserve as at 30 June 2015 in line with the DER policy. The balance in the Reserve at the financial year end was £0.93m (2014: £0.72m). The DER at period end was 2.10% of the net asset value of the fund.

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2015

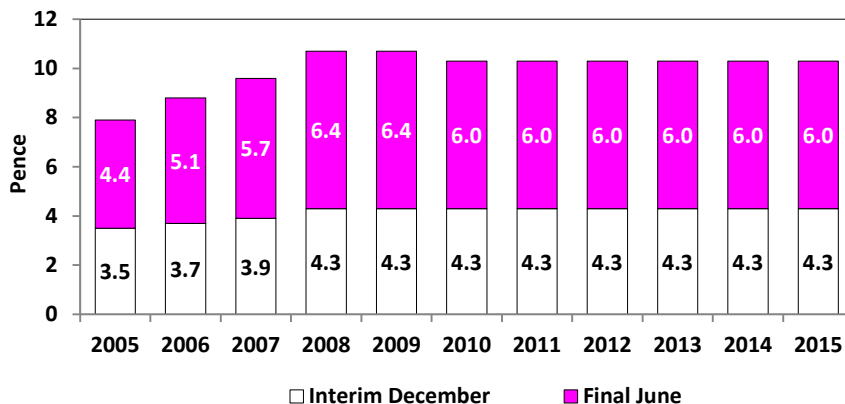
Based on the value of a unit at 30 June 2015 of £3.10, and a full year distribution of 10.3 pence, the distribution yield was 3.32%. (The comparative figures for 30 June 2014 showed a yield of 3.37% based on a unit value then of £3.06 and a full year distribution of 10.3 pence.)

There were net inputs of £0.64m into the Fund for the twelve months, reflecting new cash of £1.21m less redemptions of £0.57m.

Environmental and Social Governance (ESG)

In the reporting period, the Investment Committee monitored and carried out its annual assessment of individual stock holdings within the various portfolios and reported to the Representative Body in December that it was satisfied that the investment managers remain sensitive to the Church’s concerns and expectations with regard to ethical and socially responsible investment. A revised policy statement with a focus on Environmental, Social and Governance issues (ESG) was approved by The Representative Body in March 2015. This Report aims to adopt a more positive approach to ESG issues.

Income Distributions (2005 – 2015) - Financial Year-End 30 June



In-house investment team
 July 2015

The Representative Church Body – Report 2016

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2015

	30-Jun-15 £	30-Jun-14 £
Income	1,793	1,589
Expenses	<u>(9)</u>	<u>(10)</u>
Net income	1,784	1,579
Distributions	(1,571)	(1,539)
Transfer to dividend equalisation reserve	213	40
Net gains / (losses) on investment activities		
Net realised gains	1,549	2,770
Unrealised gains/(losses) on investments	(989)	257
Unrealised exchange (losses)/gains on currency movements	<u>49</u>	<u>(1,532)</u>
Net increase in net assets from investment activities	<u>822</u>	<u>1,535</u>
Funds brought forward	44,003	41,011
Proceeds from units issued	1,207	1,832
Cost of units issued	<u>(574)</u>	<u>(375)</u>
Funds carried forward	<u><u>45,458</u></u>	<u><u>44,003</u></u>

Signed on behalf of the Trustee:

HJ Saville

TH Forsyth

Date:

21 October 2015

The Representative Church Body – Report 2016

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

BALANCE SHEET AS AT 30 JUNE 2015

	30-Jun-15 £'000	30-Jun-14 £'000
Investments	<u>45,237</u>	<u>44,349</u>
Current assets		
Debtors	<u>951</u>	<u>742</u>
Current liabilities		
Financial instruments	712	1,066
Creditors (amounts falling due within 1 year)	<u>18</u>	<u>22</u>
	730	1,088
Net current assets	<u>221</u>	<u>(346)</u>
Total fund net assets	<u>45,458</u>	<u>44,003</u>
Trust capital fund	<u>45,458</u>	<u>44,003</u>

Signed on behalf of the Trustee:

HJ Saville

TH Forsyth

Date:

21 October 2015

APPENDIX D

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY –
INTEGRATING ESG INTO INVESTMENT DECISIONS 2015**

**ANNUAL REVIEW AND REPORT OF THE INVESTMENT COMMITTEE
TO THE REPRESENTATIVE CHURCH BODY**

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

What is ESG?



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

The RCB believes that organisations which manage ESG factors effectively are likely to create sustainable value over the long term and hence are considered an essential component of investment analysis. This approach is adopted both by the in-house investment team and by any active manager appointed by the RCB.

The RCB actively seeks to avoid investment in businesses which would be inconsistent with the ethos and mission of a Christian organisation. For this reason it does not invest

in companies where a significant source of revenue (in excess of 10%) is derived from strategic military sales and/or from the manufacture of tobacco products. From time to time companies may have or acquire exposure to interests which we would prefer to avoid via subsidiaries and/or takeovers and these are reviewed on a case by case basis by the Investment Committee.

Fossil Fuels and their role in Environmental stability are recognised by the RCB as a distinct and complex ethical investment issue. The RCB is supportive of the transition to a low carbon economy and will engage collaboratively to achieve progress on this topic. Investment exclusions have been implemented for companies where more than 10% of turnover is derived from coal mining activities (highest carbon emissions).

How is ESG implemented?

Integrate ESG into Investment Decisions	Actively Engage as Owners	Make an impact through Collaboration
<ul style="list-style-type: none">• Integrate material ESG factors into due diligence, investment analysis, monitoring and asset management	<ul style="list-style-type: none">• Act as a constructive, active owner by advocating progress on defined areas and exercising our voting rights as shareholders	<ul style="list-style-type: none">• Collaborate with other like minded global investors via the Church Investors Group (CIG) to advocate for better performance on ESG factors in companies and markets in which we invest

Companies may also be excluded from time to time because of unethical behaviour or consistent breaches of core ESG principles. Exclusion should always be a measure of last resort once the company's will and commitment to improve its practices have been assessed.

As shareholders, we seek to be active, engaged and informed owners. We endeavour to monitor ESG factors and to engage with companies to promote improved management of ESG in order to enhance long-term outcomes in the companies for the benefit of Church of Ireland beneficiaries. Engagement is most frequently undertaken as part of a wider collaborative group through our membership of the Church Investors Group.

Third party research is used to identify companies globally that may be ineligible for investment under our policy. Such research is not exhaustive and resources are limited, but RCB is committed to having a strong 'ethical' as well as a strong financial 'balance sheet'.

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

December 2015

APPENDIX E

RCB POLICY ON CLIMATE CHANGE

Climate Change and the impact of fossil fuels on the environment are extremely complex; as responsible investors the RCB is committed to take account of them in the management of its investment portfolios. The Investment Committee has reviewed its investments in this sector at an individual stock level and in terms of overall exposure as well as its investments and commitments to renewable and/or sustainable energy.

The RCB is supportive of public policy to support a diverse energy mix and a transition to a low carbon economy, however, the fact is that fossil fuels will continue to contribute a major component of this energy mix for the foreseeable future and remain one of the most cost efficient methods of energy production. As Christians and responsible investors, the RCB seeks to mitigate and lower the Climate Change impact within our portfolios. The Investment Committee has reviewed the current holdings and is satisfied with the overall energy intensity and balance between fossil fuels and renewables. A restriction has been placed on investments in coal mining companies.

The investment team carries out due diligence on all Environmental, Social and Governance (ESG) issues including Climate Change before making an investment. Once invested, the team (mostly through its collaboration with the Church Investors Group (CIG)) can then engage with companies on a variety of ESG issues, including Climate Change, encouraging them to improve their practices and reduce their emissions.

Clearly there will be on-going debate about the use of fossil fuels, their impact on climate change on the one hand, and how they help bridge the gap between emerging and developed economies on the other. The RCB supports shareholder engagement in the area of environmental sustainability but, on fiduciary grounds, does not advocate a broad divestment at this point. Although it is possible that fossil fuels may ultimately become 'stranded assets', this is likely to be many years away. Furthermore petrochemicals are the building block for a huge variety of products and virtually every company in the investment universe is exposed to fossil fuels, if not as a producer then as a consumer and/or distributor. We will continue to explore all these issues, establish reasoned policies and engage with companies as shareholders seeking good long term sustainable profits.

In addition to being a member of the Church Investors Group the RCB has recently become a member of the Institutional Investors Group on Climate Change (IIGCC) who provide investors with a collaborative platform for engagement with public policy makers and exchange of expertise on Climate Change issues.

December 2015

APPENDIX F

**REGULATION OF LOBBYING ACT 2015 –
LOBBYING ON BEHALF OF THE CENTRAL CHURCH**

The following persons are recognised for the purpose of carrying out lobbying activities on behalf of the central Church on occasions when they speak with the specific authority of the Church of Ireland:

- The Archbishops and Bishops
- The Honorary Secretaries of the General Synod
- Chairpersons of central Church committees
- Senior staff of the Representative Body
- Other individuals specifically commissioned to lobby on a particular occasion and on a particular matter

APPENDIX G

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

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

Background

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

Management of the Scheme

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

The member's rights and obligations under the scheme are managed by the Trustee in accordance with a Definitive Deed and Rules dated 17 June 2013. The Scheme is a registered pension scheme for tax purposes under Part 4 of the Finance Act 2004.

Administration

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

Investments

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

Governance

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

Trustee Solutions Limited
March 2016

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

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

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

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

The Registered Administrator of the Scheme is Zurich Life. Mercer Limited is the consultant and investment advisor.

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

At the end of the last reporting period (31 May 2015) the scheme had 179 active members and 12 deferred members. The value of the assets at that date was €2.837m and the Scheme was compliant with all Revenue and Pensions Act (as amended) requirements.

Irish Pensions Trust Limited
March 2016

The Representative Church Body – Report 2016

APPENDIX H

THE CHURCH OF IRELAND

CLERGY PENSIONS TRUSTEE LIMITED

REPORT ON THE CLERGY PENSIONS FUND

FOR THE

YEAR ENDED 31 DECEMBER 2015

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The Representative Church Body – Report 2016

THE TRUSTEE AND ITS ADVISORS

Trustee	The Church of Ireland Clergy Pensions Trustee Limited
Registered Office	Church of Ireland House, Church Avenue, Rathmines, Dublin 6 Tel 01-4978422 Fax 01-4978821 Email pensiontrustee@rcbdub.org Web www.ireland.anglican.org/clergypensions Company Registered in Ireland No 492302 The Representative Church Body is the sole member of the Company.
Trustee Directors	<i>Nominated by the RCB Executive Committee</i> Mr Terence Forsyth Mr Geoffrey Perrin Mr John Wallace (Chairman) <i>Nominated by the Church of Ireland Pensions Board</i> Rt Rev Dr Paul Colton Mr Bruce Maxwell
Company Secretary	Mr Adrian Clements, Chief Officer and Secretary, Representative Church Body
Fund Management and Advisory	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Primary Investment Managers	Irish Life Investment Managers, Beresford Court, Dublin 1
Investment Custodians	Citibank, 1 North Wall Quay, Dublin 1
Scheme Actuary	Mr Liam Quigley, Mercer, Charlotte House, Charlemont Street, Dublin 2
Consulting Actuaries	Mercer Actuarial Services, Charlotte House, Charlemont Street, Dublin 2
Auditors	PricewaterhouseCoopers, Chartered Accountants and Registered Auditors, Spencer Dock, Dublin 1
Solicitor	Mr Mark McWha, Senior Solicitor, Representative Church Body
Bankers	Bank of Ireland, College Green, Dublin 2 Bank of Ireland, Talbot Street, Dublin 1
Sponsor	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Registered Administrator	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Enquiries	The Company Secretary, Church of Ireland Clergy Pensions Trustee Limited, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

The Clergy Pensions Fund is Pensions Authority Scheme no PB1667.

INTRODUCTION

The Trustee presents its annual report on the operation of the Clergy Pensions Fund for the year ended 31 December 2015. The report covers the main areas of Fund activity including financial statements, actuarial and investment management, and also looks at developments during the year. The content of this report conforms to the Occupational Pensions Schemes (Disclosure of Information) Regulations, 2006 prescribed by the Minister for Social Protection under the Pensions Act 1990.

OPERATIONAL REPORT 2015

Financial position of the Fund

At the year end the assets of the Fund had grown by €7.1m to €170.7m, having met benefit payments of €7.8m and administrative and other costs of €0.3m.

Contributions to the Fund in the year were €2.6m, being the total value of diocesan pension levies and a contribution from the RCB. Investment return, including income and realised and unrealised investment gains, totalled €12.6m net of investment management expenses. The Fund is managed with the objective of meeting the cost of future liabilities from a combination of contributions, income and growth in investment value.

The Fund performance in the year contributed a total return of 9.7% against a benchmark of 5.2%.

A continued regime internationally of artificially induced low interest rates impacts on the calculated value of the future liabilities of the Fund. The liabilities of the Fund are the capitalised value of the benefits payable to members now and in the future. They are calculated by reference to the cost of purchasing high quality government bonds with a view to providing the flow of income needed to meet the benefits payable. Very low interest rates increase the cost of purchasing such bonds, and thus the actuarially calculated liability increases.

The development of the Fund is monitored by the Actuary and a full valuation is carried out at intervals of not more than three years and the final results presented to the Trustee. The last completed triennial valuation was as at 30 September 2012 and the results of the most recent triennial valuation as at 30 September 2015 have been considered by the Trustee and the Sponsor.

The 2015 triennial valuation is the first full valuation since a Funding Proposal was developed and agreed with the Pensions Authority in 2013. The overall objective of the Funding Proposal was to restore the solvency of the Fund by 2023 through the implementation of a series of funding and cost saving initiatives. A summary of the key elements of the Funding Proposal is contained in Annex 2 to this report (page 138).

In his 2015 triennial valuation, which values the fund on an ongoing basis, the Actuary has identified that at September 2015 there is a projected surplus asset as at 2023 of €7m. This projected surplus should be viewed in the context of a fund where its assets were

valued at €166m as at September 2015. This is viewed by the actuary and the Trustee as a relatively positive outcome, having regard to the current turbulent economic climate worldwide. It is of interest to note that since 2012 bond yields have moved to near all-time lows as a result of the quantitative easing programmes initiated by all major economies. As a general principle, lower bond yields result in increases in the valuation of the liabilities of defined benefit pension plan. While this reduction in yields has had a negative impact of the ongoing valuation of the Fund, the resulting impact has been offset by the good performance of the investment assets and the additional financial contributions to the Fund since 2012. Accordingly it is the view of the Actuary and the Trustee that the range of initiatives contained in the Funding Proposal remain appropriate and no adjustment need be made to them at this time. The further weakening of bond yields and the decline in asset values since September 2015 have reinforced this view.

The Actuary is also required to make annual assessments of the solvency of the Fund, as measured on a basis which is prescribed by the Pensions Authority. This basis is known as the Funding Standard. The Funding Proposal submitted to and agreed with the Pensions Authority in 2013 states that the Fund will satisfy this Funding Standard by 2023. While some progress has been made towards this 2023 goal, the Actuary's Statement (page 142) indicates that the Fund did not satisfy the Funding Standard as at 31 December 2015, the reference date for this test. However, in this statement the Actuary has expressed an opinion that he is "reasonably satisfied that the current Funding Proposal remains on track to meet its objective". In order to provide a measure of the somewhat improved Funding Standard position, the Actuary has identified that as at 30 September 2012, some 73% of the then Funding Standard was covered by Fund assets. As at September 2015 he has identified that some 82% of the now strengthened Funding Standard was covered.

In concluding his report the Actuary has recommended, and the Trustee has agreed, that while his valuations and assessments show some improvement in both the ongoing funding position and in respect of the Funding Standard, they are not of sufficient magnitude to warrant any reduction in the rate of funding of the Fund, nor the reintroduction of any discretionary increases to pensions in payment or Pensionable Stipend. The position will be formally reviewed again following the next triennial valuation due to take place in 2018.

Copies of the Actuarial Funding Certificate and Funding Standard Reserve Certificate as submitted to the Pensions Authority following the most recent triennial valuation are included as Annex 3 to this report (page 139). A copy of the Actuary's Statement as at 31 December 2015 is included as Annex 4 (page 142).

Government levy on pensions (Republic of Ireland)

A tax on the assets of pension funds was introduced in 2011 by the Irish Government for the four years to 2014. The levy was set at 0.6% of relevant asset value, being the assets providing for benefits of members based in the Republic of Ireland.

The levy charges for 2011 and 2012 were paid from the assets of the Fund. From 2013 onwards, due to the solvency position of the Fund and as the Sponsor was not in a

position to fund the levy, it was agreed by the Trustee that the cost of the levy should be borne by Fund members based in the Republic of Ireland.

In 2013 the government announced a further levy on pension assets at a rate of 0.15% for the two years 2014 and 2015. The levy applicable in 2015 was borne by Fund members in the Republic of Ireland and results in a reduction in benefit of 0.14%.

Administrative duties

The Trustee is pleased to report that the Fund has been administered in accordance with all regulatory requirements during the year. Under the structures established in 2011 various duties in relation to the operation of the Fund were carried out during 2015 by the RCB administration department, the Church of Ireland Pensions Board and the RCB Investment Committee. The Trustee wishes to thank each of these for their assistance and support in its management of the Fund.

Membership

Details on the membership of the Fund are reported by the Church of Ireland Pensions Board in Annex 1 to this report (see page 133). The Fund was closed to new members and to future accruals of pensionable service on 31 May 2013.

Discretionary increases to pensions in payment

In accordance with the Rules of the scheme, annual discretionary increases to pensions in payment are permitted up to a maximum of 5% as the Trustee on the advice of the Actuary and with the approval of the RCB may determine. In view of the solvency position of the Fund and in accordance with the current Funding Proposal it was agreed during 2015 that no discretionary increases in pensions in payment be applied in 2016.

Pensionable Stipend

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

In accordance with the Funding Proposal for the Fund, it was agreed by the Standing Committee in September 2015 on the recommendation of the RCB and the Trustee that Pensionable Stipend levels with effect from 1 January 2016 should remain unchanged from 2015 at £25,498 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland.

Statutory increases in UK pensions for service post April 1997

Under UK pensions legislation statutory increases must be applied to a pension which relates to service completed in that jurisdiction for the period (i) 6 April 1997 to 5 April

The Representative Church Body – Report 2016

2005 or normal retirement age, if earlier, by the annualised rate of inflation up to a maximum of 5% and (ii) 6 April 2005 to date of retirement, whether that be on or before normal retirement age, by the annualised rate of inflation up to a maximum of 2.5%.

The UK annualised rate of inflation to September 2015 was -0.1%, therefore no increase or decrease was applied on 1 January 2016 under (i) or (ii) above. These increases relate to the service periods outlined at (i) and (ii) in the previous paragraph.

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

Deferred pensions

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

Additional Voluntary Contributions (AVC) fund

The report on the AVC Fund for 2015 is contained in the report from the Church of Ireland Pensions Board, set out in Annex 1 to this report (see page 135).

CONSTITUTION AND GOVERNANCE OF THE FUND

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

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

The Trustee

The Church of Ireland Clergy Pensions Trustee Limited is the sole Trustee of the Church of Ireland Clergy Pensions Fund and is responsible for the stewardship of the Fund assets in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland* (the Trust Deed and Rules of the Fund). The powers and duties of the Trustee are set out in section 12(1) of Chapter XIV. In accordance with the provisions of Chapter XIV certain duties have been delegated by the Trustee to the Representative Church Body, the Church of Ireland Pensions Board and the RB Investment Committee. The Statement of the Trustee’s Responsibilities in relation to the financial statements is set out on page 119.

The Trustee Directors are appointed by the Representative Church Body, in accordance with the articles of the company, on the nomination of the Church of Ireland Pensions

Board and the Executive Committee of the Representative Church Body. The Directors' term of office was renewed for a further three years in December 2013. The Trustee Directors and the administrators have access to a copy of the Trustee Handbook and Guidance notes issued by the Pensions Authority. The Trustee Directors have completed appropriate training for their duties and responsibilities, however no costs or expenses were incurred by the Fund in respect of Trustee Director training during the year.

Management and administration of the Fund

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

The Church of Ireland Pensions Board also carries out certain duties relating to the administration of the Fund as delegated to the Board by the Trustee in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland*. A report from the Board is included in Annex 1 to this report (page 131).

Actuarial advice is provided by Mercer Actuarial Services, Dublin.

Investment management is undertaken by investment managers in accordance with a formal fund management agreement. The costs in relation to administration, administrative actuarial advice and investment management are charged to the Fund.

Citibank was the custodian of the unit-linked funds held by Irish Life Investment Managers (ILIM) for the Clergy Pensions Fund for the year ended 31 December 2015. In addition to the records maintained by the custodians, ILIM maintains its own records of securities. Both sets of records are reconciled regularly. The custodian has produced a report on its internal controls in accordance with SAS 70. The securities are held beneficially in the name of Irish Life Assurance plc on behalf of the Trustee of the Fund.

Statement of Risk

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

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

The full risk statement, which was updated in 2015, can be found in Annex 5 to this report (page 143).

Investment policy

The investment objective of the Fund is to optimise returns while meeting the future liabilities of the Fund over the long term through diversified portfolios of fixed interest, equity, property and cash holdings. The Trustee reviews investment objectives to ensure that they remain appropriate to the profile of the Fund.

The investment policy for the management of the assets of the Fund is set out in a Statement of Investment Policy Principles (SIPP), which was updated in 2015 and can be found at Annex 6 (page 145).

Following the closure of the Fund to new members and to future benefit accrual agreed at General Synod 2013 a revised investment strategy was adopted by the Trustee in consultation with the Sponsor and having taken expert investment and actuarial advice.

The equity and fixed interest elements of the Clergy Pensions Fund are managed by Irish Life Investment Managers on an indexed (passive) basis replicating the performance of particular indices. Certain equities are excluded in accordance with the Representative Church Body's Environmental, Social and Governance Policy.

Property and other investments are managed by other professional managers.

Internal Dispute Resolution

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

The trustees of every occupational pension scheme are required to establish internal procedures for resolution of disputes and to set out certain steps which must be included in those procedures. The Trustee has put in place such an IDR Procedure, which was last updated in 2011 and is available online at www.ireland.anglican.org/clergypensions or from the Pensions Administration Manager.

Member information

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

Benefit Statements as at 30 June are issued annually to all Fund members.

Further information

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

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

Financial Statements

The Financial Statements of the Clergy Pensions Fund are set out in the following pages.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2015

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FINANCIAL STATEMENTS 2015

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THE CHURCH OF IRELAND CLERGY PENSIONS FUND

TRUSTEE AND ADVISORS AND OTHER INFORMATION

PAGE 3

Trustee

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

Actuaries

Mercer Actuarial Services
Charlotte House
Charlemont Street
Dublin 2

Auditors

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

Primary Investment Managers

Irish Life Investment Managers
Beresford Court
Dublin 1

Sponsor

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

Solicitors

Mr Mark McWha
Senior Solicitor
The Representative Church Body

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

STATEMENT OF THE TRUSTEE'S RESPONSIBILITIES

PAGE 4

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

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

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

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

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

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

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

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



Independent auditors' report to the trustee of the Church of Ireland Clergy Pensions Fund

Report on the financial statements

1. Our opinion

In our opinion, The Church of Ireland Clergy Pensions Fund's financial statements (the "financial statements"):

- show a true and fair view of the financial transactions of the scheme during the year ended 31 December 2015 and of the amount and disposition of the assets and liabilities (other than liabilities to pay pensions and other benefits in the future) at that date; and
- have been prepared in accordance with Generally Accepted Accounting Practice in Ireland.

2. What the financial statements comprise

The financial statements comprise:

- the Statement of Net Assets as at 31 December 2015;
- the fund account for the year then ended;
- the accounting policies; and
- the notes to the financial statements, which include other explanatory information.

The financial reporting framework that has been applied in the preparation of the financial statements is Irish pension law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

In applying the financial reporting framework, the trustee has made a number of subjective judgements, for example in respect of significant accounting estimates. In making such estimates, they have made assumptions and considered future events.

Opinions on other matters on which we are required to report by the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006

In our opinion:

- the financial statements include the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 which is applicable and material to the scheme;
- the contributions payable to the scheme during the year ended 31 December 2015 have been received by the trustee within thirty days of the end of the scheme year; and
- such contributions have been paid in accordance with the rules of the scheme and the recommendation of the actuary.



Independent auditors' report to the trustee of the Church of Ireland Clergy Pensions Fund - continued

Responsibilities for the financial statements and the audit

Trustee's responsibilities and those of the trustee

As explained more fully in the trustee's Responsibilities Statement set out on page 4, the trustee is responsible for the preparation of the financial statements showing a true and fair view, and for ensuring that contributions are made to the scheme in accordance with the scheme's rules and the recommendation of the actuary.

Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish pension law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

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

What we audit or examine in accordance with the standards


We conducted our audit in accordance with International Standards on Auditing (UK and Ireland). An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of:

- whether the accounting policies are appropriate to the scheme's circumstances and have been consistently applied and adequately disclosed;
- the reasonableness of significant accounting estimates made by the trustee; and
- the overall presentation of the financial statements.

We primarily focus our work in these areas by assessing the trustee's judgements against available evidence, forming our own judgements, and evaluating the disclosures in the financial statements.

We test and examine information, using sampling and other auditing techniques, to the extent we consider necessary to provide a reasonable basis for us to draw conclusions. We obtain audit evidence through testing the effectiveness of controls, substantive procedures or a combination of both.

In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.


PricewaterhouseCoopers
Chartered Accountants and Registered Auditors
Dublin

16 March 2016

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

ACCOUNTING POLICIES

PAGE 7

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

(i) Basis of preparation

The financial statements have been prepared in accordance with The Occupational Pension Schemes (Disclosure of Information) Regulations (2006), and the guidelines set out in the Statement of Recommended Practice, Financial Reports of Pensions Schemes (Revised December 2014).

(ii) Investments

Invested assets are held in unithised funds, most of the value of which is managed by Irish Life Investment Managers. This fund tracks a range of published equity and bond indices. The value of the units at the year end reflects the relative performance of these indices and the value of the relevant underlying stocks. The balance of funds are managed by the Representative Church Body and are shown in Note 7 to these accounts.

(iii) Investment Income

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

(iv) Financial Risk

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

(v) Foreign Currencies

Balances and transactions denominated in foreign currencies have been translated into euro at the rate of exchange ruling at the year end. (2015 €1 = £0.737; 2014 €1 = £0.7765).

(vi) Benefits

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

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

ACCOUNTING POLICIES (CONTINUED)

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(vii) Contributions

Normal contributions from the dioceses/parishes are accounted for on an accruals basis. Augmentation contributions are accounted for in accordance with the agreement under which they are paid, or in the absence of such an agreement, when received.

(viii) Transfers to and from other Schemes

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

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FUND ACCOUNT **YEAR ENDED 31 DECEMBER 2015**
FINANCIAL STATEMENTS **PAGE 9**

CONSOLIDATED FUND

	Notes	2015 €'000	2014 €'000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions	3	2,619	2,642
Special contribution	4	-	5,000
		<u>2,619</u>	<u>7,642</u>
BENEFITS AND OTHER PAYMENTS			
Benefits	5	7,786	7,961
Administrative expenses		192	132
Pension Levy		129	559
		<u>8,107</u>	<u>8,652</u>
NET (DECREASE)		<u>(5,488)</u>	<u>(1,010)</u>
RETURNS ON INVESTMENTS			
Investment Income	6	1,409	998
Realised and unrealised investment gains		11,306	22,953
Currency (loss)/gain		(37)	91
Investment management expenses	10(e)	(95)	(97)
NET RETURNS ON INVESTMENTS		<u>12,583</u>	<u>23,945</u>
NET INCREASE IN FUND IN THE YEAR		7,095	22,935
BALANCE 1 JANUARY		<u>163,598</u>	<u>140,663</u>
BALANCE 31 DECEMBER		<u><u>170,693</u></u>	<u><u>163,598</u></u>

The fund has no recognised gains or losses other than those dealt with in the Fund Account.

Signed on behalf of the Trustee: *DG Perrin*
 TA Clements
Date: *8 March 2016*

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS

FINANCIAL STATEMENTS

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1 FUND STATUS

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

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

2 FORMAT OF THE FINANCIAL STATEMENTS

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

3 SUMMARY OF CONTRIBUTIONS

	2015	2014
	€'000	€'000
Diocesan levies	2,513	2,420
Representative Church Body	106	222
Total	2,619	2,642

The value of Northern Ireland contributions in sterling is £1.07m (2014: £1.096m) and was translated to euro at the year end rate of 0.737 (2014: 0.7765).

The value of Republic of Ireland contributions is €1.17m (2014: €1.23m).

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

4 SPECIAL CONTRIBUTION

The Representative Church Body during 2014 made a capital contribution of €5m to the Clergy Pensions Fund. In total €25m has been transferred over a 5 year period, 2010-2014. The final contribution was made in 2014.

5 BENEFITS

	2015 €'000	2014 €'000
Pensions to retired bishops and clergy	5,015	4,826
Pensions to surviving spouses and orphans	2,524	2,518
Commutation of pensions	190	486
Death benefits	57	131
Total	7,786	7,961

The cost of Northern Ireland benefits in sterling is £3.27m (2014: £3.46m) and was translated to Euro at the year end rate of 0.737 (2014: 0.7765).

The cost of Republic of Ireland benefits in euro is €3.35m (2014: €3.51m). This cost excludes administration charges and the pension levy.

6 ANALYSIS OF INVESTMENT INCOME

	2015 €'000	2014 €'000
Investment income	1,403	984
Interest	5	5
Miscellaneous trust income	1	9
Total	1,409	998

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

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

	2015		2014	
	Market Value €'000	% of Fund	Market Value €'000	% of Fund
7 INVESTED ASSETS				
ILIM managed				
Equities				
UK	18,476	10.8%	20,383	12.5%
Europe ex UK	20,765	12.2%	21,890	13.4%
Global	22,992	13.5%	30,568	18.7%
Bonds				
Ireland	11,832	6.9%	11,631	7.1%
European	24,191	14.2%	23,819	14.6%
UK	24,105	14.1%	31,232	19.1%
	<u>122,361</u>	<u>71.8%</u>	<u>139,523</u>	<u>85.4%</u>
In-house managed				
Property	16,505	9.7%	14,146	8.6%
Bonds and Bond Substitutes	21,718	12.7%	8,138	5.0%
Equities	1,932	1.1%	-	-
Other	5,239	3.1%	-	-
Cash on deposit	2,698	1.6%	1,700	1.0%
	<u>48,092</u>	<u>28.2%</u>	<u>23,984</u>	<u>14.6%</u>
	<u><u>170,453</u></u>	<u><u>100.0%</u></u>	<u><u>163,507</u></u>	<u><u>100.0%</u></u>

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

FINANCIAL STATEMENTS

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8 CONTINGENT LIABILITIES

As stated in the accounting policies on page 7 of the Financial Statements, liabilities to pay pensions and other benefits in the future have not been taken into account. On that basis, in the opinion of the Trustee the scheme had no contingent liabilities at 31 December 2015.

9 ADMINISTRATIVE AND INVESTMENT MANAGEMENT EXPENSES

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

10 RELATED PARTY TRANSACTIONS

- (a) The Trustee: The Trustee of the Fund is as set out on page 3 of the Financial Statements.
- (b) Remuneration of the Trustee: The Trustee does not receive and is not due any remuneration from the Fund in connection with its responsibilities as Trustee.
- (c) Sponsor: The Representative Church Body acts as the Sponsor for the Clergy Pensions Fund. Contributions to the scheme are made in accordance with funding arrangements agreed with the Actuary from time to time.
- (d) The Administrator: The Representative Church Body is the Registered Administrator of the scheme and is remunerated on a fee basis.
- (e) The Investment Manager: Irish Life Investment Managers was appointed by the Trustee to manage most of the Fund's assets. The Manager is remunerated on a fee basis calculated as a percentage of the assets under management. These fees are borne by the fund.

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

PAGE 15

	2015 €'000	2014 €'000
11 SUB DIVISIONS		
REPUBLIC OF IRELAND		
Contributions	1,173	1,230
Special contribution	-	2,485
Net benefits and other payments	(3,667)	(4,200)
Net transfer between sub divisions	(289)	(154)
Net (decrease)	(2,783)	(639)
Net returns on investments	6,361	12,193
Balance 1 January	81,988	70,434
	<u>85,566</u>	<u>81,988</u>
NORTHERN IRELAND		
Contributions	1,446	1,412
Special contribution	-	2,515
Net benefits and other payments	(4,440)	(4,452)
Net transfer between sub divisions	289	154
Net (decrease)	(2,705)	(371)
Net returns on investments	6,222	11,752
Balance 1 January	81,610	70,229
	<u>85,127</u>	<u>81,610</u>
CONSOLIDATED FUND		
Contributions	2,619	2,642
Special contribution	-	5,000
Net benefits and other payments	(8,107)	(8,652)
Net (decrease)	(5,488)	(1,010)
Net returns on investments	12,583	23,945
Balance 1 January	163,598	140,663
	<u>170,693</u>	<u>163,598</u>

12 APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the Trustee on 8 March 2016.

ANNEX 1

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

Members/Meetings of the Board

There were four meetings of the Board in 2015, two prior to and two after the General Synod. One of the amendments to Chapter XIV of the *Constitution of the Church of Ireland*, passed at the General Synod in 2015, reduced the membership of the Board from twelve to seven.

Elected by the House of Bishops

Rt Rev John McDowell (2)

Elected by the General Synod

Canon Lady Sheil (4)

Rev John Auchmuty (3)

Mrs Cynthia Cherry (3)

Elected by the Representative Church Body

Mrs Judith Peters (3)

Mr Geoffrey Perrin (3)

Mr Owen Driver (4)

Chairperson – Canon Lady Sheil

Vice-Chairperson – Mr Geoffrey Perrin

Honorary Secretary – Rt Rev John McDowell

Pensions Administration Manager – Mr Peter Connor

Grants Committee

Canon Lady Sheil

Mrs Judith Peters

Rev John Auchmuty

Office: Church of Ireland House
Church Avenue
Rathmines
Dublin 6

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

1. INTRODUCTION

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

The Report of the Church of Ireland Pensions Board on other funds administered by it, as delegated by the Representative Church Body (RCB), is found in Appendix I to the Report of the RCB (*Church of Ireland General Synod Reports 2016*, page 148).

2. MEMBERSHIP OF THE BOARD

Following the closure of the Church of Ireland Clergy Pensions Fund to new membership from 2013 and the establishment of new Defined Contribution Pension Schemes, the work and responsibilities of the Clergy Pensions Board became greatly reduced.

Consequently, in a new amended and consolidated Chapter XIV of the *Constitution of the Church of Ireland*, the membership of the Board was reduced from twelve to seven. The new Board now consists of seven members following the passing of the relevant Bill amending Chapter XIV. It will continue to be elected triennially in accordance with Section 25 of Chapter XIV.

Thanks and appreciation for the immense amount of work undertaken by the five former members of the Board, Rt Rev Dr Paul Colton, Mr William Oliver, Mrs Brigid Barrett, Mr Terence Forsyth and Rev Chris Matchett, was recorded by the Board at its first meeting after General Synod 2015.

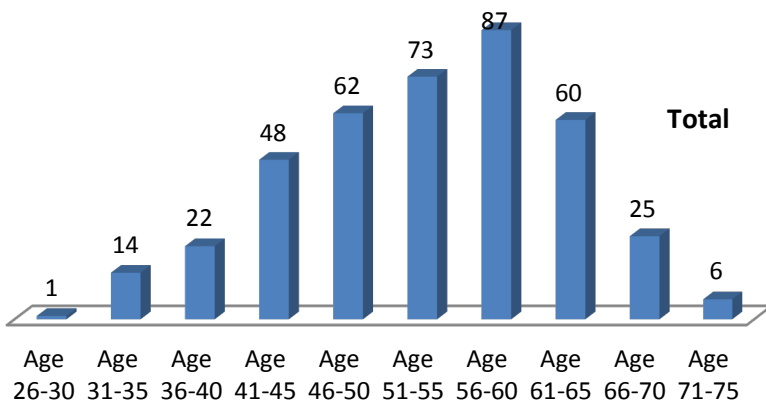
3. MEMBERSHIP OF THE FUND

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

	Active members	Deferred members	Pensioners	Spouses on pension
At 1 January 2015	415	97	290	201
Leavers with deferred benefits	(8)	8	-	-
Leavers taking benefits elsewhere	-	-	-	-
Deaths before retirement	-	(1)	-	-
Retirements on pension	(9)	(3)	12	-
Deaths on pension	-	-	(11)	(11)
New spouses' pensions	-	-	-	8
At 31 December 2015	398	101	291	198 ¹

In addition there were 11 child dependency allowances in payment at 31 December 2015 (11 at 31 December 2014).

Age distribution of active members



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

¹ The total of 198 includes 9 widows of members who either retired or died before 1976 and 10 widows of voluntary members.

4. RETIREMENT AGE

The revised Normal Retirement Age (NRA) from 1 June 2013 (for contributing members of the Fund as at 31 May 2013) is in accordance with the following table:

Date of birth	Normal Retirement Age	Number of members in each retirement age category at 31 December 2015
31 May 1949 and before	65	28
1 June 1949 to 31 May 1954	66	55
1 June 1954 to 31 May 1959	67	80
1 June 1959 and after	68	235

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

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

5. PENSIONS IN PAYMENT

The annualised pensions etc in payment at 1 January 2016 are:

	€		£
Clergy	1,996,007	and	2,237,646
Surviving spouses and orphans	<u>1,189,553</u>	and	<u>960,231</u>
	<u>3,185,560</u>	and	<u>3,197,877</u>

The total annualised pensions in payment translated to euro at the year end exchange rate of 0.7370 are €7,524,606.

6. CONTRIBUTIONS

A contribution from central funds amounting to €106,310 was made during the year in accordance with Section 37 of Chapter XIV of the *Constitution of the Church of Ireland*.

7. LUMP SUM BENEFITS

Under the provisions of the Fund a cash lump sum is payable in a number of eventualities. During 2015 lump sums totalling €101,629 and £106,658 became payable in respect of 9 members as follows:

Died in service (1); died within five years following retirement (1); paid on retirement (3); deferred pension (4).

8. EXTERNAL CONTACTS FOR INFORMATION AND SUPPORT

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

9. ADDITIONAL PERSONAL CONTRIBUTIONS (APCS)

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

There remain 90 members in active service who purchased additional service to 31 May 2013.

10. ADDITIONAL VOLUNTARY CONTRIBUTIONS (AVCS)

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

AVCs are unaffected by the closure of the Clergy Pensions Fund to future accruals.

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

(i) Membership of the AVC Fund as at 31 December 2015

	Membership 31/12/14	New Contributors	Death in Service	Fund Transfers	Retired	Membership 31/12/15
RI	22	0	0	2	0	20
NI	5	0	0	0	1	4
	---	---	---	---	---	---
Total	27	0	0	2	1	24
Previous Year	29	1	0	0	3	27

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

(ii) AVC Fund Statement of Contributions

	2015 €'000	2014 €'000
Contributions received	52	62
Less paid on retirement or death	(69)	(59)
Less transfers to Clergy DC Scheme	(161)	-
Realised Gain on retirement and transfers to the Clergy DC Scheme	104	32
	<hr style="width: 100%; border: 0.5px solid black;"/>	<hr style="width: 100%; border: 0.5px solid black;"/>
	(74)	3
Balance 1 January	677	670
Currency Translation Adjustment	4	5
	<hr style="width: 100%; border: 0.5px solid black;"/>	<hr style="width: 100%; border: 0.5px solid black;"/>
Balance 31 December	607	678
	<hr style="width: 100%; border: 1px solid black;"/>	<hr style="width: 100%; border: 1px solid black;"/>

NOTES

1. A resolution adopted by the General Synod on 12 May 2012 transferred the role of trustee from the Representative Body to The Church of Ireland Clergy Pensions Trustee Limited.
2. Under the Scheme members are permitted to make voluntary contributions which are invested with the Standard Life Assurance Company to provide additional benefits within the overall limits allowed by the Revenue authorities. The balance at the year end represents the net accumulation of members' contributions which have been transferred to the Standard Life Assurance Company by the Trustee. The value of the investments underlying these contributions is not reflected in the statement.
3. Sterling balances and transactions have been translated to euro at the rate of exchange ruling at 31 December 2015 €1 = £0.7370 (2014 €1 = £0.7765).



Trustees of the Church of Ireland Clergy Pensions Fund
Church House
Church Avenue
Rathmines
Dublin 6

Dear Sir/Madam

Chartered Accountants' report on the unaudited financial information of the Church of Ireland General AVC Fund

In accordance with our engagement letter dated 2 December 2015 we have compiled the entity's financial information which comprises the Statement of Contributions from the accounting records and information and explanations you have given us.

The financial information has been compiled on the basis set out in the notes to the financial information.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2015 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.


PricewaterhouseCoopers
Chartered Accountants
Dublin

16 March 2016

PricewaterhouseCoopers, One Spencer Dock, North Wall Quay, Dublin 1, Ireland, I.D.E. Box No. 137
T: +353 (0) 1 792 6000, F: +353 (0) 1 792 6200, www.pwc.com/ie

Chartered Accountants

ANNEX 2

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

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

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

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

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

ANNEX 3

ACTUARIAL FUNDING CERTIFICATE



An tÚdarás Pinsean
The Pensions Authority

SCHEDULE BD

Article 4

ACTUARIAL FUNDING CERTIFICATE

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

SCHEME NAME: The Church of Ireland Clergy Pensions Fund

SCHEME COMMENCEMENT DATE: 01/01/1976

SCHEME REFERENCE NO.: PB1667

EFFECTIVE DATE: 30/09/2015

EFFECTIVE DATE OF PREVIOUS
CERTIFICATE (IF ANY): 30/09/2012

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

(1) the resources of the scheme, which are calculated for the purposes of section 44(1) of the Act to be €165,954,000.00, would not have been sufficient if the scheme had been wound up at that date to provide for the liabilities of the scheme determined in accordance with section 44(1) of the Act which, including the estimated expenses of administering the winding up of the scheme, amount to €184,044,000.00, and

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

I, therefore, certify that as at the effective date of this certificate the scheme does not satisfy the funding standard provided for in section 44(1) of the Act.

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

Signature:  Date: 21/03/2016

Name: Mr Liam Quigley Qualification: FSAI

Name of Actuary's
Employer/Firm: Mercer Limited Scheme Actuary
Certificate No.: P044

Submission Details

Submission Number: SR1119927 Submitted Electronically on: 21/03/2016

Submitted by: Liam Quigley

FUNDING STANDARD RESERVE CERTIFICATE



An tÚdarás Pinsean
The Pensions Authority

SCHEDULE BE

Article 4

FUNDING STANDARD RESERVE CERTIFICATE

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

SCHEME NAME: The Church of Ireland Clergy Pensions Fund

SCHEME COMMENCEMENT DATE: 01/01/1976

SCHEME REFERENCE NO.: PB1687

EFFECTIVE DATE: 30/09/2015

EFFECTIVE DATE OF PREVIOUS CERTIFICATE (IF ANY): 30/09/2012

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

(1) the funding standard liabilities (as defined in the Act) of the scheme amount to €184,044,000.00,

(2) the resources of the scheme (other than resources which relate to contributions or a transfer of rights to the extent that the benefits provided are directly related to the value of those contributions or amount transferred (DC resources)), calculated for the purposes of section 44(1) of the Act amount to €165,954,000.00,

(3) €44,426,000.00, of the amount referred to in paragraph (2) (subject to a maximum of an amount equal to the funding standard liabilities) is invested in securities issued under section 54(1) of the Finance Act 1970 (and known as bonds), securities issued under the laws of a Member State (other than the State) that correspond to securities issued under section 54(1) of the Finance Act 1970, cash deposits with one or more credit institutions and such other assets (if any) as are prescribed under section 44(2)(a)(iv) of the Act,

(4) the amount provided for in section 44(2)(a) of the Act (Applicable Percentage x ((1) minus (3))) is €13,962,000.00,

(5) the amount provided for in section 44(2)(b) of the Act, being the amount by which the funding standard liabilities of the scheme would increase if the interest rate or interest rates assumed for the purposes of determining the funding standard liabilities were one half of one per cent less than the interest rate or interest rates (as appropriate) assumed for the purposes of determining the funding standard liabilities less the amount by which the resources of the scheme (other than DC resources) would increase as a result of the same change in interest rate or interest rates is €5,028,000.00,


(6) the aggregate of (4) and (5) above amounts to €18,990,000.00, and

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

I therefore certify that as at the effective date of the funding standard reserve certificate, the scheme does not hold sufficient additional resources to satisfy the funding standard reserve as provided in section 44(2) of the Act.

The Representative Church Body – Report 2016

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

Signature:		Date:	<u>21/03/2016</u>
Name:	<u>Mr Liam Quigley</u>	Qualification:	<u>FSAI</u>
Name of Actuary's Employer/Firm:	<u>Mercer Limited</u>	Scheme Actuary Certificate No.:	<u>P044</u>

Submission Details

Submission Number:	SR1119960	Submitted Electronically on:	21/03/2016
Submitted by:	Liam Quigley		

ANNEX 4

ACTUARY'S STATEMENT



Church of Ireland Clergy Pensions Fund
Year ended 31 December 2015


Pensions Authority reference number: PB1667

Actuary's Statement

An Actuarial Funding Certificate and a Funding Standard Reserve Certificate have been submitted to the Pensions Authority with an effective date of 30 September 2015. This certificate confirmed that at the effective date, the scheme did not satisfy the funding standard set out in Section 44 of the Pensions Act, 1990. A Funding Proposal is currently in place with the objective of putting the scheme in a position to satisfy the funding standard or risk reserve requirement by 31 December 2023. This extended date was granted by the Pensions Authority at the request of the Trustees.

I have undertaken an actuarial assessment to consider whether the funding proposal remains on track to achieve its objectives. This assessment is undertaken in accordance with guidance set down by the Society of Actuaries in Ireland. It reflects known developments in relation to the assets and liabilities and also assumptions about the future.

On the basis of the assumptions employed, the Scheme's assets were projected to exceed the projected Funding Standard Liability and Funding Standard Reserve at 31 December 2023. Accordingly I can confirm that I am reasonably satisfied that the current Funding Proposal remains on track to achieve its objective.


Liam Quigley

Fellow of the Society of Actuaries in Ireland

Certificate number: P044

Date: 23 February 2016

ANNEX 5

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

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

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

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

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

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

Various actions have been taken by the Trustee to mitigate the risks. The investment strategy is reviewed regularly to ensure that it is consistent with the needs of the Fund as well as meeting the requirements arising under the Funding Proposal. Professional investment managers have been appointed to manage the Clergy Pensions Fund assets,

The Representative Church Body – Report 2016

which are invested in a range of diversified assets. There is regular monitoring of how these investments are performing. An actuarial valuation of the Fund is carried out at least every three years to assess the financial condition of the Fund and determine the rate of contributions required to meet the future liabilities of the Fund. In addition, an annual review of the solvency position of the Fund is carried out on the assumption that it is wound up at that time.

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

September 2015

ANNEX 6

CHURCH OF IRELAND CLERGY PENSIONS FUND

STATEMENT OF INVESTMENT POLICY PRINCIPLES

1. Introduction

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

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

2. Investment Objectives

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

3. Investment Strategy

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

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

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

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

4. Investment Management

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

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

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

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

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

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

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

5. Risk Management

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

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

6. Review

This Statement will be reviewed by the Trustee with the Investment Committee, at least every three years and also following any change in investment policy which impacts on the content of the Statement.

September 2015

APPENDIX I

THE CHURCH OF IRELAND PENSIONS BOARD

Funds administered by the Board as delegated by The Representative Church Body.

THE SUPPLEMENTAL FUND

1. ADMINISTRATION OF THE FUND FOR THE YEAR ENDED 31 DECEMBER 2015

The Supplemental Fund is held by the Representative Body for the provision of assistance to retired clergy of the Church of Ireland and to surviving spouses, orphans and other dependants of clergy of the Church of Ireland and is administered by the Church of Ireland Pensions Board.

The income is derived from the investments representing the capital of the various Funds comprising the Supplemental Fund and grants allocated to it by the General Synod.

Last year the following assistance was provided by means of *ex gratia* payments:

(i) Minimum Income of Surviving Spouses and Orphans

Grants to ensure each has a minimum income from all sources in the year commencing 1 January 2015 of not less than:

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£12,842	€17,023
Surviving spouse 80 or over	£13,330	€17,670

On 31 December 2015, pensions were in course of payment to 188 surviving spouses (excluding widows of voluntary members) of clergy of the Church of Ireland. Two surviving spouses required a grant to bring their total income up to the relevant figure in the table.

During 2015, each surviving spouse who was in receipt of a grant from the Supplemental Fund also received:

- (a) a grant twice yearly towards basic housing costs of £450 or €600 from the Housing Fund;
- (b) a grant of £375 or €510 from monies allocated from the Priorities Fund.

As a result of these grants, the actual minimum income of surviving spouses during 2015 exceeded the figures in the Table by £1,275 or €1,710.

(ii) Supplement in lieu of State Pension

Grants shall be payable to retired clergy who are not eligible for a State, partial State or other pension (excluding a Retirement Pension payable under the Church of Ireland Pensions Fund) or a Sickness or Invalidity Benefit in lieu thereof as follows:

- (a) Clergy who retired from an office in the Republic of Ireland:
- | | |
|---------------------------------|---------------|
| Eligible clergy aged under 80 | €11,976 |
| Eligible clergy aged 80 or over | €12,496 |
| Married clergy only: | |
| Spouse under 66 | €7,982 extra |
| Married clergy only: | |
| Spouse 66 or over | €10,728 extra |
| Single/widowed clergy only: | |
| Living alone | €400 extra |
- (b) Clergy who retired from an office in Northern Ireland:
- | | |
|------------------|--------|
| Eligible clergy: | |
| Single/widowed | £5,881 |
| Eligible clergy: | |
| Married | £9,407 |

One grant was payable on 31 December 2015.

(iii) Widow of Bishop

A grant is paid to the widow of a bishop who retired before 1 January 1979:

Grant	€6,481
-------	--------

The death occurred during 2015 of the last possible recipient of this grant.

(iv) Removal Grants

A grant to a surviving spouse towards the cost of removal, if his/her wife or husband was in the service of the Church of Ireland at the time of death, of the total amount involved up to a sum of £2,000 if he or she died while holding office in Northern Ireland, or €4,000 if he or she died while holding office in the Republic of Ireland.

Should death occur less than two months after date of retirement and before vacation of the glebehouse a similar grant will be paid.

(v) Immediate Grants to Surviving Spouses

On the death of clergy in the service of the Church of Ireland who are survived by a spouse, an immediate grant of £4,500 if they died while holding office in Northern Ireland or €6,000 if they died while holding office in the Republic of Ireland shall be paid.

The Representative Church Body – Report 2016

On the death of clergy in retirement from the service of the Church of Ireland who are survived by a spouse, an immediate grant of £1,500 if they resided in the United Kingdom or €2,000 if they resided in the Republic of Ireland shall be paid.

(vi) Other Grants

Certain other grants which, in the opinion of the Board and in the particular circumstances of each case, merited special consideration.

In addition to the grants allocated under the above headings retired clergy, surviving spouses and dependants in need received help from other sources. The Board would like to record its thanks to the Priorities Fund, the Corporation of the Sons of the Clergy, the Friends of the Clergy Corporation and the other charities and funds which provided this help.

2. GRANTS 2016

The Representative Body recommends that the General Synod of 2016 approves an allocation of £900 to the Supplemental Fund from 2015 income (see report of the Representative Body, page 21 in *Church of Ireland General Synod Reports 2016*).

The allocation recommended, combined with an unexpended surplus for 2015 and dividend income for 2016, will enable the Board to continue the schemes of *ex gratia* payments to the surviving spouses and retired member of the clergy who were in receipt of such payments as at 1 January 2016 as follows:

(i) Minimum Income of Surviving Spouses and Orphans

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£13,099	€17,321
Surviving spouse 80 or over	£13,597	€17,979

It is estimated that the cost of this scheme will be £4,088.

(ii) Supplement in lieu of State Pension

(a) Clergy who retired from an office in the Republic of Ireland:	
Eligible clergy aged under 80	€12,132
Eligible clergy aged 80 or over	€12,652
Married clergy only:	
Spouse under 66	€8,086 extra
Married clergy only:	
Spouse 66 or over	€10,868 extra
Single/widowed clergy only:	
Living alone	€400 extra
(b) Clergy who retired from an office in Northern Ireland:	
Eligible clergy:	
Single/widowed	£6,029

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Eligible clergy:

Married £9,643

It is estimated that the cost of this scheme will be £1,001.

(iii) Removal Grants

Northern Ireland £2,000

Republic of Ireland €4,000

(iv) Immediate Grants to Surviving Spouses

In service:

Northern Ireland £4,500

Republic of Ireland €6,000

In retirement:

Northern Ireland £1,500

Republic of Ireland €2,000

3. RULES

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

4. FINANCIAL STATEMENTS

The Financial Statements of the Supplemental Fund are set out in the following pages.

THE SUPPLEMENTAL FUND

31 December 2015

INCOME AND EXPENDITURE ACCOUNT

	2015 €'000	2014 €'000
INCOME		
General Synod Allocations	1	7
Investment Income	35	34
Income from Trusts and Donations	2	2
	<u>38</u>	<u>43</u>
EXPENDITURE		
Augmentation – Surviving Spouses and Orphans	4	18
Grants to Surviving Spouses	11	9
Grants to Retired Clergy	1	8
Expenses	5	5
	<u>21</u>	<u>40</u>
OPERATING SURPLUS FOR THE YEAR	17	3
Balance 1 January	1,042	905
Revaluation movement	18	83
Currency translation adjustment	30	35
Cash adjustment on prior years	-	16
Balance 31 December	<u>1,107</u>	<u>1,042</u>
FUNDS EMPLOYED		
Investments	1,068	1,022
Cash held with the RCB	39	20
	<u>1,107</u>	<u>1,042</u>

THE SUPPLEMENTAL FUND

ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2015

	2015 €'000	2014 €'000
Investments at Valuation		
RB General Unit Trusts	1,068	1,022
	<u>1,068</u>	<u>1,022</u>
	<u><u>1,068</u></u>	<u><u>1,022</u></u>

Notes

1. The Supplemental Fund is vested in The Representative Church Body, as Trustee, for the provision of assistance to retired clergy of the Church of Ireland and to spouses, orphans and dependants of clergy of the Church of Ireland.

The Fund is established under Chapter XV of the *Constitution of the Church of Ireland* and administered by the Church of Ireland Pensions Board.

2. Accounting Policies are the same as those adopted for the Clergy Pensions Fund.



Representative Church Body
Church House
Church Avenue
Rathmines
Dublin 6

Dear Sir/Madam

Chartered Accountants' report on the unaudited financial information of the Supplemental Fund

In accordance with our engagement letter dated 2 December 2015 we have compiled the entity's financial information which comprises the Income and Expenditure account, the analysis of Fund assets and the related notes from the accounting records and information and explanations you have given us.

The financial information has been compiled on the basis set out in the notes to the financial information.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2015 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.


PricewaterhouseCoopers
Chartered Accountants
Dublin

16 March 2016

*PricewaterhouseCoopers, One Spencer Dock, North Wall Quay, Dublin 1, Ireland, I.D.E. Box No. 137
T: +353 (0) 1 792 6000, F: +353 (0) 1 792 6200, www.pwc.com/ie*

Chartered Accountants

OTHER FUNDS ADMINISTERED BY THE BOARD

1. Sundry Diocesan Widows' and Orphans' Funds

Grants are paid on the recommendation of the patron, who is usually the Bishop. The total of grants paid in 2015 was €39,579 and £2,212.

2. Housing Assistance Fund

The Housing Fund has been created by The Representative Church Body mainly from the income of certain endowments and bequests received by it from generous benefactors and where the terms of trust permit.

The Fund is being administered under a Scheme prepared by the Board and approved by The Representative Church Body. Grants amounting to €58,181 plus £66,407 were allocated in 2015. Many expressions of thanks and appreciation have been received from the recipients.

The Board is most grateful for these donations and hopes that this Fund, which has already been of considerable help to retired clergy and surviving spouses with financial outlay arising from the provision and/or upkeep of housing accommodation, will be given further support by donations or bequests.

Two houses were bequeathed to The Representative Church Body, one of which is let to a member of the clergy and the other let to the surviving spouse of a clergyman. These are administered by the Board.

3. Priorities Fund – additional income for the most elderly and needy

A further grant was allocated by the Standing Committee from the Priorities Fund in 2015 to provide additional income for the most elderly and needy surviving spouses of clergy. This enabled the Board to give an additional grant of £450 to each surviving spouse irrespective of age who needed a grant from the Supplemental Fund to ensure a minimum income under the scheme in operation for that purpose. Two surviving spouses benefited from the allocation.

The Board has applied to the Priorities Fund Committee for a grant for 2016.

4. Mrs E Taylor Endowment

The Representative Body requested the Board to administer the Endowment “to provide additional benefits over and above the normal pensions for retired clergymen of the Church of Ireland who should be residing in the 26 counties of Southern Ireland”.

The Board has decided that the income from the Endowment should be allocated in the first instance for the benefit of those retired clergy in the Republic of Ireland who

required nursing/home care either for themselves or their spouses including health and paramedical expenses.

During 2015, grants totalling €22,750 were paid to nine retired clergy.

5. Rev Precentor RH Robinson Bequest

The income of this bequest has in previous years been allocated annually by the Board in accordance with the terms of trust as an additional payment to a retired clergyman. The income is currently circa €10 per annum. In 2011 it was decided, after consultation with the Head of Property and Trusts, to allow the income to accumulate for a period of five years until a more substantial grant may be allocated.

6. Rev GJ Wilson Bequest

The income of this bequest is available for the benefit of retired clergymen of the dioceses of Dublin, Glendalough and Kildare. The Board allocates the income having sought recommendations from the Archbishop of Dublin and the Bishop of Meath and Kildare.

In 2015, the total of grants paid was €1,851.

7. Discretionary Fund – Retired Clergy/Surviving Spouses

This Fund is available to provide (i) discretionary grants unrelated to Housing, to surviving spouses of clergy to be administered in a similar fashion to that of the Housing Fund and (ii) greater support for retired clergy resident in Northern Ireland or outside Ireland.

Allocations of £21,500 were made in 2015 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €6,000 and £2,500 to four surviving spouses and grants totalling £8,575 to four retired clergy.

The Board would welcome donations and bequests in order to provide a permanent income for this Fund.

APPENDIX J

CHURCH FABRIC FUND – GRANTS ALLOCATED DURING 2015

Diocese	Church	Amount	
		£	€
Armagh	Clonfeacle	1,300	
Clogher	Drummully		5,850
Elphin	Boyle		2,500
Dublin	Clontarf		68,000
	Milltown		7,100
	St Bartholomew		30,600
	Tullow		1,700
Glendalough	Ballymore Eustace		1,350
	Calary		750
Meath	Clara		28,850
Cashel	Tipperary		2,300
		1,300	149,000

APPENDIX K

ARCHIVE OF THE MONTH 2015

January	Edition of <i>Irish Archives</i> journal devoted to Church of Ireland records (582 visits during the month)
February	Kiltiernan parish registers, 1817-1900, transcribed and indexed by the Anglican Record Project (662)
March	Magic lantern slides connecting the Church of Ireland with the world of mission in the 1930s (516)
April	<i>Church of Ireland Gazette</i> issues for 1915 digitized and searchable online (676)
May	Pilgrimage to the Holy Land in 1962 with RCB Librarian, Geraldine Fitzgerald (426)
June	Yeats 150: Church of Ireland archives record key events in the poet's life (528)
July	Updated listing of original parish registers (1722)
August	Papers of Richard Whately, Archbishop of Dublin, 1831-63 (491)
September	What is a preachers' book? (579)
October	Kilbrogan parish register records escape from slavery in Africa and baptism in Ireland of George Ellis Bernard Freeman, 1855 (529)
November	Letters from the Western Front – meeting with Kenny McKeague, grandson of WJ Milliken of Dundela parish (374)
December	Magic lantern slides discovered in Stillorgan parish (374)

APPENDIX L

**ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE
REPRESENTATIVE CHURCH BODY LIBRARY, 2015**

The inclusion of material in this list does not necessarily imply that it is available to researchers.

1. ARCHIVES

(i) Parish Records

Aughrim (Kilmacduagh)

Killinane: copy papers rel. to Southern Irish Loyalist Relief Assoc., 1922-28.

Carlow (Leighlin)

Carlow: marriage reg, vestry bk, accounts, preachers' bk, 1952-2007

Urglin: marriage reg, 1959-2007

Staplestown: marriage reg, 1960-2007.

Cashel (Cashel)

Ardmayle: baptismal & burial regs, 1815-2001

Athassil: burial reg, 1877-2013

Ballintemple: regs, vestry bk, 1844-2014

Ballysheehan: baptismal & burial regs, 1837-1932

Cashel: reg, 1842-2013

Clonbeg: baptismal & burial regs, 1878—2014

Kilshane: burial reg, 1884-2002

Magorban: regs, 1804-2013

Templeneiry: burial reg, 1895-2013

Tipperary: baptismal reg, 1883-2011.

Christ Church Cathedral (Dublin)

Dublin – St Andrew: vestry bks, papers, 1858-1969.

Clonmel (Lismore)

Clonmel: parish newsletters, 2007-14.

Clontarf (Dublin)

Clontarf: vestry bk, papers, 1988-2011.

Cloonclare (Kilmore)

Cloonclare: vestry bks, preachers' bks, accounts, SS records, 1820-1961

Drumlease: vestry bks, accounts, preachers' bks, reg of members SS records,
papers, 1828-1969

Glenlough: vestry bk, preachers' bk, 1825-1949

Killargue: preachers' bk, 1874-90

Killasnet: vestry bk, 1825-62

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Killenumery: vestry bk, reg. of vestrymen, 1853-1990
Lurganboy: preachers' bk, 1947-69.

Cobh & Glanmire (Cloyne)

Clonmel: regs, vestry bks, accounts, papers, 1734-1987
Rushbrooke: regs, vestry bks, 1866-1991
Spike Island Garrison: baptismal reg, 1924-36.

Douglas (Cork)

Douglas: reg, architectural drawings, papers, 1792-1934.

Enniscorthy (Ferns)

Monart: vestry bks, accounts, papers, 1807-1958
Templescobin: accounts, preachers' bks, 1872-1927.

Holmpatrick (Dublin)

Balrothery: account bk, 1864-98
Kenure: preachers' bks, 1866-78.

Killala (Killala)

Dunfeeny: preachers' bk, 1976-2012.

Killiney – Holy Trinity (Dublin)

Holy Trinity: parish magazines, papers, 2011-15.

Kinsale (Cork)

Ballymartle: reg, vestry bk, reg of vestrymen, preachers' bks, 1799-2009
Dunderrow: vestry bks, 1806-72
Kinsale: vestry bks, reg of vestrymen, preachers' bks, banns, papers, 1685-2003
Rincurren: vestry bks, reg of vestrymen, preachers' bk, papers, 1793-1883
Templetrine: vestry bks, reg of vestrymen, preachers' bks, 1823-1999.

Kilternan (Dublin)

Kilternan: accounts, Chancel Guild minutes, papers, 1952-88.

Malahide (Dublin)

Malahide: Temperance Society records, 1883-98.

Omey (Tuam)

Errislannan: preachers' bk, 1932-68.

Rathfarnham (Dublin)

Rathfarnham: accounts, banns, preachers' bks, 1959-2006.

Rathmines (Dublin)

Rathmines: parish magazines, 1911-20.

Sandford (Dublin)

Sandford: bowling club records, parish magazines, 1882-2002.

Stillorgan (Dublin)

Stillorgan: preachers' bk, 1883-1917.

Swords (Dublin)

Clonmethan: accounts, preachers' bks, 1884-1959

Killsallaghan: preachers' bks, 1883-1935

Naul: preachers' bks, 1858-99

Swords: burial reg. regs of vestrymen, preachers' bks, visitors' bks, deeds, papers, 1858-2000.

Waterford (Waterford)

Waterford – St Patrick: architectural drawings & corresp, 1962-65.

Whitechurch (Dublin)

Whitechurch: architectural drawings & papers, 2011-15.

(ii) Diocesan Records

Cork, Cloyne & Ross: schedules of parishes & townlands, 1914

From the Diocesan Secretary.

Down, Connor & Dromore: church plate files, 1973-87

From Church of Ireland House, Belfast.

Dublin & Glendalough: Diocesan Board of Education records, 1960-2014

From Mrs M. Dunne & Ms Caroline Richardson.

(iii) General Synod Records

Press Office: misc. files, 20th cent.

2. MANUSCRIPTS

Bartlett, Canon JR: sermons, 2014

From Canon JR Bartlett, Dalkey, Co. Dublin.

Boyd, HA: letter, 1932, & sermon, 1976

From Church of Ireland House, Belfast.

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Dublin Diocesan Choral Association: minute bk, 1888-99
From among the records of the APCK.

Dublin Retired Clergy Fellowship: minute bk, 1981-2004
From Canon CG Hyland, Skerries, Co. Dublin.

Finlay, Ven. George: illuminated addresses, 1903.
From Ms Elizabeth West, Dublin.

Fitzgerald, Geraldine: corresp., papers, photographs, press cuttings, printed material, 1931-2012
From Ms Patricia Smyth, Cootehill, Co. Cavan.

Leslie family: diaries, episcopal charges, accounts, corresp & papers inc. materials rel. to John Leslie, Bp of Elphin, & Charles Leslie, Bp of Kilmore, 19th cent.
From Mrs Lesley Whiteside, Mullingar, Co. Westmeath.

Love's & Gardiner's Charities: minutes, accounts corresp, papers, 1980-2006
From Mrs Margaret Dunne, Dublin.

Mercer, Canon JJG: sermons, 20th cent.
From Paul Gilmore, Belfast.

Orr, John: photograph of group at his enthronement as Bp of Kilmore, 1927
From Mrs Mary Furlong, Dublin.

Perrin family: family bible, 1903-08
From Geoffrey Perrin, Shankill, Co. Dublin.

Symes: LGM: photographs of Church of Ireland cathedrals & churches, 1950s.
From JF Rankin, Ballylesson, Co. Antrim.

Warburton, Rev RHH: TCD Divinity School notebook, c.1934 & sermons, 1936-75.
From Nigel Warburton, Malahide, Co. Dublin

3. PHOTOCOPIES

Cork – St Peter: photocopy of Richard Caulfield's transcription of records of baptisms & marriages, 1744-1824
From Dr Robin Gwynn, Napier, New Zealand.

APPENDIX M

**FUNDS RECEIVED BY THE
REPRESENTATIVE CHURCH BODY IN 2015
FOR PAROCHIAL AND DIOCESAN ENDOWMENT ETC**

	€	£
Anonymous Donation (Elphin & Ardagh)	1,000.00	
Archbishops Choir Fund (addition)		4,538.00
Beattie, Mabel Gertrude	3,584.83	
Carter, Arthur & Hilary	1,000.00	
Cassidy, Dean Herbert Appeal Fund		17,500.00
Cathedral Funds Armagh		1,500.00
Caughey, Mary Catheart		140.32
Cavan Protestant Orphan Society (addition)	2,141.26	
Church Education Society for Ireland (addition)	20,000.00	
Clail, Anna Bella		58,000.00
Clarke, Robert		1,280.00
Conservation Fund St Patrick's Cathedral (Dublin)	500,025.00	
Cox, Joseph & Olivia (addition)	100.00	
Davis, Elizabeth	1,270.00	
Dobson, Robert	644.84	
Feeney, Miss J		407.27
Garden of Remembrance (addition)	1,032.16	
Good, Cynthia	92,000.00	
Hamilton, Robert TIF		1,000.00
Hughes, Stanley		883.13
Huston, Annie	2,000.00	
Irish Clergy Sons Education Society	440,000.00	
Johnston, David	2,490.69	
Limerick, Killaloe & Ardfert Contingency Fund (addition)	55,131.00	
Mahon, Matthew Neary (addition)	3,000.00	
McClelland, ME (Peggy)		18,335.43
McClelland, TEB		300.00
McGeogh Bond Trust		2,085.29
McKinley, Ruby	640.00	
Ministry Training Fund - Armagh Diocese		15,000.00
Mothers' Union of Ireland Centenary Fund (addition)	5,000.00	
O'Meara, Martin J	53,473.98	
Parish Funds Ashfield (Kilmore)	30,000.00	

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Parish Funds Borrisfarney (Killaloe)	10,000.00	
Parish Funds Drumgoon (Kilmore)	80,000.00	
Parish Funds Drumkeeran (Clogher)		20,000.00
Parish Funds Gorey (Ferns)	2,000.00	
Parish Funds Kilbride Arklow (Glendalough)	30,000.00	
Parish Funds Monaghan (Clogher)	100,000.00	
Parish Funds Mullabrack (Armagh)		75,000.00
Parochial Funds Donoughmore (Glendalough)	20,000.00	
Parochial Funds Powerscourt (Glendalough) (addition)	60,000.00	
Patterson, Helen V		1,000.00
Pope, Valle & E White (addition)	7,567.55	
Primrose, Sarah Elizabeth		1,000.00
Reserve Fund Camus-Juxta-Bann (Derry)		50,000.00
Robinson Bequest		2,657.35
Ross, Emily		3,111.89
Russell, Jack	420.00	
Sundry Trusts Donaghmore (Armagh)		2,959.75
Sundry Trusts Kildallon (Kilmore)	2,970.00	
Sundry Trusts Kilmore (Kilmore)	186,525.68	
Sundry Trusts Maguiresbridge (Clogher)		8,592.39
Sundry Trusts Portadown St Saviour (Armagh)		2,682.81
Sundry Trusts Rossnowlagh (Raphoe)	10,500.00	
Webb, Ven WP (addition)	8,286.00	
Weir, Margaret		2,000.00
Willmott, Richard (addition)	1,000.00	
	<u>1,733,802.99</u>	<u>289,973.63</u>

STANDING COMMITTEE

REPORT OF PROCEEDINGS LAID BEFORE

THE GENERAL SYNOD AT ITS

ONE HUNDRED AND FORTY-SIXTH ORDINARY SESSION 2016

**THE GENERAL SYNOD
OF THE
CHURCH OF IRELAND**

HONORARY SECRETARIES OF THE GENERAL SYNOD

Mr Samuel Harper, Cramer's Grove, Kilkenny, Co. Kilkenny

Mrs Ethne Harkness, 134 Coagh Road, Stewartstown, Co. Tyrone, BT71 5LL (to June 2015)

Ven George Davison, 12 Harwood Gardens, Carrickfergus, Co. Antrim, BT38 7US

Rev Gillian Wharton, The Rectory, Cross Avenue, Booterstown, Blackrock, Co. Dublin

Mr Kenneth Gibson, 11 Magheralave Court, Lisburn, Co. Antrim, BT28 3BY (from September 2015)

ASSISTANT SECRETARY – Mrs Janet Maxwell

SYNOD OFFICER – Mr Garrett Casey (to September 2015)
– Dr Catherine Smith (from September 2015)

OFFICE

Church of Ireland House
Church Avenue
Rathmines
Dublin 6

Telephone No +353 1 4978422

Facsimile No +353 1 4978821

E-mail synod@rcbdub.org

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1. SUMMARY

Some significant matters dealt with during the period 11 March 2015 to 8 March 2016 were:

- Registration of dioceses and parishes as charities in Northern Ireland and the Republic of Ireland;
- Approval of the policies of the Dignity in Church Life Charter: prevention of bullying and harassment policy, clergy grievance procedure, long-term illness policy.

2. NAMES AND ATTENDANCE OF MEMBERS

Ex-officio Members

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

4/5 Mr Samuel Harper
1/1 Mrs Ethne Harkness ¥
5/5 Ven George Davison
5/5 Rev Gillian Wharton
3/3 Mr Kenneth Gibson ¥

ELECTED MEMBERS

Armagh	3/5	Rev Matthew Hagan
	5/5	Rev Malcolm Kingston
	3/5	Mr Paul Bruce
	0/5	Mr Adam Metcalfe
Clogher	1/5	Rev Canon Brian Harper
	5/5	Rev Canon Ian Berry
	4/5	Mr Walter Pringle
	0/5	Mr Glenn Moore
Derry & Raphoe	5/5	Rev Canon Henry Gilmore
	5/5	Ven Robert Miller
	5/5	Mrs Kaye Nesbitt
	5/5	Mr Martin Montgomery
Down & Dromore	5/5	Ven Roderic West
	5/5	Rev Joanne Megarrell
	5/5	Mrs Hilary McClay
	5/5	Mr Andrew Brannigan

Connor 4/5 Rev Dr Alan McCann

Standing Committee - 2016

	3/5	Rev Trevor Johnston
	4/5	Mr Roy Totten
	5/5	Mrs Pauline High
Kilmore,	5/5	Rev Hazel Hicks
Elphin &	3/5	Rev Canon Patrick Bamber
Ardagh	4/5	Mrs Brigid Barrett
	5/5	Mr Alan Williamson
Tuam,	2/5	Ven Alan Synnott
Killala &	5/5	Rev Adam Pullen
Achonry	4/5	Mr Denzil Auchmuty
	4/5	Mr Neville Bagnall
Dublin &	5/5	Ven Richard Rountree
Glendalough	4/5	Rev Stephen Farrell
	3/5	Mr Lyndon MacCann SC
	4/5	Dr Éimhín Walsh
Meath &	4/5	Rev Peter Rutherford
Kildare	2/5	Rev Canon Lynda Peilow
	5/5	Mrs Joan Bruton
	0/5	Cllr Ronan McKenna
Cashel, Ferns	4/5	Rev Canon Susan Green
&	4/5	Rev Nicola Halford
Ossory	4/5	Mr Richard Codd
	2/5	Mr Thomas Cosby
Cork, Cloyne	4/5	Ven Adrian Wilkinson
& Ross	4/5	Rev John Ardis
	4/5	Mr Wilfred Baker
	0/5	Ms Sile Hunt
Limerick &	4/5	Rev Simon J. Lumby
Killaloe	1/5	Rev Lucy Green
	5/5	Mr Adrian Hilliard
	4/5	Mr Edward Hardy

Co-opted Members

Mrs Judith Cairns	*	1/1	Ven Gary Hastings	4/5
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Standing Committee - 2016

Rev Alison Calvin	5/5	Very Rev Bryan Kerr	*	1/3
Rev Canon Dr Maurice Elliott	3/5	Rev Gary McMurray		5/5
Ven Andrew Forster	5/5	Rev Stephen Neill		5/5

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

¥ Mrs Harkness resigned as Honorary Secretary in June. Mr Gibson was elected to succeed her.

*Dean Kerr resigned from the Standing Committee in December. Mrs Cairns was co-opted to succeed him.

COMMITTEES OF THE STANDING COMMITTEE

FINANCE AND ARRANGEMENTS SUB-COMMITTEE

Mr Wilfred Baker
Ven Robert Miller
The Honorary Secretaries

LEGAL ADVISORY COMMITTEE

His Honour Judge Tom Burgess	Mr Oswyn Paulin
The Rt Hon Sir Anthony Campbell	Mr William Prentice
Mr Michael Davey	His Honour Judge Derek Rodgers
His Honour Judge Alistair Devlin	The Hon Mr Justice Benjamin Stephens
Mr Lyndon MacCann SC	The Honorary Secretaries
The Hon Mrs Justice Catherine McGuinness	

PRIORITIES FUND COMMITTEE

Mrs Brigid Barrett	Mr Glenn Moore
Mrs Joan Bruton	Rev Stephen Neill
Ven George Davison	Mr Roy Totten
Ven Andrew Forster	Ven Adrian Wilkinson
Mr Samuel Harper	

BUDGET SUB COMMITTEE

Mr Wilfred Baker	Mr Roy Totten
Ven George Davison	Rt Rev John McDowell
Mr Samuel Harper	

Standing Committee - 2016

WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE

Rev John Ardis (from Sept. 2015)	Rev Canon Jonathan Pierce
Rev Olive Donohoe (to June 2015)	Rev Canon Noel Regan
Rt Rev Ferran Glenfield	Rt Rev Patrick Rooke
Ms Ruth Handy	Mr Albert Smallwoods
Rev Elizabeth Hanna	Ms Iris Suitor
Mr William Kingston	

LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

His Honour Judge Tom Burgess	Mr Patrick Good QC
The Rt Hon Sir Anthony Campbell	Mr Lyndon MacCann SC
His Honour Judge Alistair Devlin	The Hon Mrs Justice Catherine Mc Guinness
Mr Charles Galloway	Mr Ronald Robins
The Rt Hon Lord Justice Paul Girvan	The Hon Mr Justice Benjamin Stephens

3. APPOINTMENTS

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

Irish Council of Churches AGM (Christ Church Cathedral, Dublin, 2016)	The Most Rev Dr R.L. Clarke
	The Most Rev Dr M Jackson
	Rt Rev Alan Abernethy
	Rt Rev Michael Burrows
	Rev Canon Neil McEndoo
	Rev Ása Björk Ólafsdóttir
	Rev Canon Daniel Nuzum
	Rev Canon Ian Ellis
	Rev Ken Rue
	Rev Abigail Sines
	Rev Canon Niall Sloane
	Rev Canon David Crooks
	Dr Catherine Smith
	Dr Michael Webb
	Mr Sam Harper
	Ms Georgina Coptly
	Ms Ruth Handy
	Ms Cate Turner
	Ms Rebecca Guildea
	Mr Ian Mills
Irish Inter-Church Committee	Dr Kenneth Milne

Standing Committee - 2016

Christian Aid Annual General Meeting (London, October 2015) Voting member for the Church of Ireland to Christian Aid	Rt Rev Trevor Williams Ms Ruth Handy
Provincial Synod of the Moravian Church of Great Britain and Ireland (Swanwick, Derbyshire, July 2016)	Rt Rev Alan Abernethy
Yearly Meeting of the Religious Society of Friends (King's Hospital, Palmerstown, Dublin, Mar-Apr 2016)	Rev Ása Björk Ólafsdóttir Ms Ruth Handy
Representatives to the United Society (Us.) Council	Rev Canon Patrick Comerford (to Feb. 2016) Mr Gerrard O'Callaghan MBE Very Revd Arthur Barrett (from March 2016)
General Synod of the Church of England (November 2015 and July 2016 Sessions)	Very Rev John Bond Mr David Ritchie
Liaisons to PACT	Mrs Daphne Townsend Mrs Mary White
Provincial Link to the International Anglican Women's Network	Mrs Iris Suitor
General Synod of the Scottish Episcopal Church (Edinburgh, June 2016)	Rt Rev Patrick Rooke
General Assembly of the Presbyterian Church in Ireland (Portadown, June 2016)	Ven George Davison Mrs Hilary McClay
Annual Conference of the Methodist Church in Ireland (Belfast, June 2016)	Rt Rev Harold Miller Mrs Helen McClenaghan

4. AUDIT OF ACCOUNTS

In June 2015 the Standing Committee appointed PricewaterhouseCoopers as Auditors of the accounts of the Representative Church Body.

5. BISHOPS' APPEAL ADVISORY COMMITTEE

The Rev John Ardis was appointed to the Bishops' Appeal Advisory Committee in September 2015.

The report of the Bishops' Appeal Advisory Committee appears in Appendix B on page 188.

6. BOARD FOR SOCIAL RESPONSIBILITY (NI)

The report of BSRNI may be found on page 221.

7. CENTRAL COMMUNICATIONS BOARD

A report from the Central Communications Board incorporating the reports of the Broadcasting Committee and the Literature Committee can be found in Appendix C on page 201.

8. CHARITIES LEGISLATION

In November 2015, Mr Ken Gibson was appointed to the Charities Registration Monitoring Group.

The report of the Charities Registration Monitoring Group can be found in Appendix D on page 213

9. CHURCH AND SOCIETY COMMISSION

The Church and Society Commission's report can be found in Appendix E on page 218.

10. CLERGY PENSIONS LEVY

In September 2015, the Standing Committee adopted a resolution on the recommendation of the Representative Church Body that, in accordance with Section 34 of Chapter XIV of the Constitution of the Church of Ireland, and on the recommendation of the Representative Body and the Trustee, the rate of levy to be paid by each diocese towards the cost of securing the solvency of the Clergy Pensions Fund from 1 January 2016 be set at 13% of the Minimum Approved Stipend in force at 1 January 2016.

11. COMPLAINTS AND DISCIPLINARY PROCEDURE

In January 2016, the Standing Committee considered the 2015 Income and Expenditure report for the Complaints Committee as required under Chapter VIII 23 (e). This report is appended as Appendix F on page 226.

12. GENERAL SYNOD 2017

In September 2015, the Honorary Secretaries presented their conclusions following consideration of various venues for General Synod 2017. The Standing Committee debated the alternatives considered and authorised the Honorary Secretaries to determine the date and venue for the 2017 General Synod.

In November 2015, the Honorary Secretaries reported that they had decided that the General Synod of 2017 would take place in the South Court Hotel, Limerick, from Thursday 4 May to Saturday 6 May 2017.

13. GENERAL SYNOD/STANDING COMMITTEE FINANCES

In September 2015, the Budget Sub-Committee presented its report to the Standing Committee. It was agreed that the Budget Sub-Committee would note the concerns of the Standing Committee, would meet again, and would bring further recommendations in November. In November 2015 the revised report of the Budget Sub-Committee was accepted by the Standing Committee.

14. GENERAL SYNOD ROYALTIES FUND

During the year the following allocations were made from the Royalties Fund:

- A grant of £11,250 to subvent the completion and publication of *Thanks & Praise*.
- A grant of £84,825 to buy stock of the various editions of *Thanks & Praise* in order to provide a stock of the books for parish use.
- A grant of €3,500 to subvent the publication of Braemor Series 5 and 6.
- A grant of €4,500 to subvent the publication of 6 APCK leaflets.
- A grant of €2,500 to the Church of Ireland Historical Society to subvent the publication of *The Church of Ireland and its Histories* (forthcoming 2017, Four Courts Press).
- A grant of €1,000 to subvent the publication of the Commission on Episcopal Ministry and Structures' booklets for General Synod 2016.
- A grant of €10,000 to the Select Committee on Human Sexuality in the Context of Christian Belief for the production of materials for the use of the wider Church.
- Support of €2,000 to assist the publication of *Search: a Church of Ireland Journal*.
- A 12-month load of £1,500 to the online Christian bookshop The Bookwell in order to reprint copies of *The Desire of Our Soul*, by the Rt Rev Harold Miller, to meet clergy and student needs.
- A grant of €1,000 to subvent the publication of a book on Church of Ireland churches dedicated to St. Thomas.
- A grant of €1,000 to subvent the publication of a book on Archbishop Richard Whately (1831-63).

15. HISTORICAL CENTENARIES WORKING GROUP

The report of the Historical Centenaries Working Group is included as Appendix G on page 227.

16. HISTORIOGRAPHER'S REPORT

A report from the Church of Ireland Historiographer, Dr Kenneth Milne, is included as Appendix H on page 229.

17. HYMNAL SUPPLEMENT

In September 2015, the hymnal supplement, *Thanks & Praise*, was launched in St. Patrick's Cathedral, Dublin. *Thanks & Praise* contains some 200 hymns, songs and liturgical settings, reflecting the best of church music to emerge since the compilation of the most recent edition of the Church Hymnal. The selection includes many hymns and songs, plus new settings for the Eucharist, short songs and chants (alleluias, kyries, blessings etc.), a number of items in the Irish language, music from the world church and some completely new compositions and arrangements. *Thanks & Praise* is available in both Words and Music editions; a *Companion to Thanks & Praise* and CDs of recorded Church music are also available. A revised edition of *Sing to the Word*, by the Rt Rev Edward Darling, was also launched at the event in St. Patrick's Cathedral.

18. LONG TERM CHURCH

In May 2015, the General Synod passed a Bill to adopt the Dignity in Church Life Charter, and authorised the RCB to propose policies which would give effect to this Charter. In January 2016, the Standing Committee gave formal approval to the final version of the Policies of the Dignity Charter.

Further information on other aspects of the Long Term Church Project can be found in the report of the Representative Church Body.

19. MINIMUM APPROVED STIPENDS

Under Section 51(1) of Chapter IV of the Constitution of the Church of Ireland as revised by Chapter IV of 2011, the Standing Committee is required to consider recommendations from the Representative Church Body as to the rates of Minimum Approved Stipends to take effect from 1 January 2016.

At its meeting of 15th September 2015, the Standing Committee heard a submission by Mr Robert Neill, Chairman of the Executive of the Representative Church Body, which detailed the background to the RCB's recommendations.

The Standing Committee approved the recommendations of the Representative Church Body with the adoption of the following resolution:

That, in accordance with Section 51 (1) of Chapter IV of the Constitution of the Church of Ireland, Minimum Approved Stipends shall be as follows with effect from 1 January 2016, being increased by 2.0% in Northern Ireland and 1.75% in the Republic of Ireland, being increased by 2.0% in Northern Ireland and 1.75% in the Republic of Ireland:

Northern Ireland £27,870

Republic of Ireland €36,853

Standing Committee - 2016

the dioceses in establishing a centre of mission and grow new communities of faith – (Stg€20,000 per year for 2 years) – Second year	27,137
Dioceses of Dublin and Glendalough – DIT Chaplaincy – To assist with the development of a new Chaplaincy Centre in Dublin Institute of Technology, for outreach and support in the new campus – (€20,000 per year for 2 years) – Second year	20,000
Holy Trinity Parish, Rathmines (Dublin) – To fund the development of Rubicon, an established annual conference for young adults, to explore the interplay between culture and the Christian faith	10,000
The Church of Ireland Theological Institute – Funding to facilitate a programme for Continuing Ministerial Education and lay training – (€45,000 – First year : €40,000 – Second year : €30,000 – Third year) – First year	45,000
The Commission on Ministry – To seek funding for a professional feasibility study, to ascertain the need within the Church of Ireland, for the establishment of a Retreat Centre, as per the motion passed at General Synod 2015	5,000
The House of Bishops – To support continuing ministerial education in the dioceses	40,000
The Irish College of Preachers – Financial support for an annual residential conference	3,000
Sub-total	€162,137
Retirement	
C of I Clergy Pensions Fund – Additional income for most needy – (Stg€800)	1,085
Sub-total	€1,085
Education	
Kilkenny College – Funding for the renovation of a laboratory, to provide a new chapel to meet the spiritual needs of the school	15,000
Love for Life (NI) – Financial support for the Every Campaign – Bring a value based relationships and sexuality education programme, to every post primary school in Northern Ireland – (Stg€5,000 – First year : Stg€3,000 – Second year) – First year	6,784
Mothers' Union All Ireland – Funding to ensure that members are adequately trained and resourced, to carry out the Mothers' Union mission of Christian care for families, in their local communities – (€5,000 – First year : €3,000 – Second year) – First year	5,000
Newpark School, Dublin – Financial assistance to furnish the school meditation room with suitable furniture, e.g. seats, communion table, cupboards etc.	3,583
Solas Project, Dublin – Funding for a project 'The Yard Crew', helping young men aged 15 – 24, not currently in employment, education or training, to return to education or join the work force	15,000
St Andrew's Church, Ballysally (Connor) – To assist with the development of the S.A.F.E. (Schools and Families Education) Programme, to connect children, families, schools, church and parish – (Stg€10,000 – First year : Stg€5,000 – Second year : Stg€3,000 – Third year) – Third year	4,071
The following applications all concern youth work and the grants allocation take	

Standing Committee - 2016

into consideration recommendations made by the Executive Committee of the Church of Ireland Youth Department	
Armagh Diocesan Council – Financial support for the development of a new youth ministry strategy in the diocese – (Stg£5,000 – First year : Stg£3,000 – Second year) – Second year	4,071
Braniel Community Church (Down and Dromore) – Funding for outreach to children and young people in the Braniel Estate – (Stg£4,000)	5,427
Church of Ireland Youth Department – Financial assistance for the production of a Confirmation preparation resource	7,000
Derry and Raphoe Youth (DRY) – Funding to support, encourage and increase participation of youth leaders and young adults in Derry and Raphoe dioceses – (Stg£2,000 – First year : Stg£1,000 – Second year) – First year	2,714
Donegal Parish Church (Raphoe) – To assist financially with a new Sunday night youth ministry in Donegal town	1,000
Down and Dromore Youth, Children’s and Families Department – Seed funding over three years, for a long term ‘Leaders in Training’ Programme, for young people aged 15 – 18 years – (Stg£5,000 – First year : Stg£3,000 – Second year) – First year	6,784
Meath and Kildare Diocesan Council – Seed funding for programme costs, to include and involve young people and children in every aspect of diocesan life – (€8,000 per year for 2 years) – First year	8,000
St George’s Church, Balbriggan (Dublin) – Funding to develop a teen ministry programme in one of the fastest growing diverse populations in Dublin	7,500
St Paul’s Caring Group, Lisburn (Connor) – Funding to support ‘IMPACT’ Youth and Children’s Project, serving Christ through social and community outreach – (Stg£15,000 – First year : Stg£10,000 – Second year) – Second year	13,569
“Transformers”, Ardstraw Parish Church (Derry) – Funding to enable the creation of a youth project, to serve and reach out to unchurched young people in the Newtownstewart area – (Stg£10,000 – First year : Stg£3,000 – Second year : Stg£2,000 – Third year) – Third year	2,714
Tullamore Union of Parishes (Meath) – To assist financially with the development of children’s ministry and reach out to young families	7,000
Sub-total	€115,217
Community	
Dioceses of Meath and Kildare – “The Furrow” – Financial assistance for the provision of a pitch, set and resources for a Church of Ireland presence at the 2016 Ploughing Championships in Tullamore	6,000
Hands On Support Ministries – Saintfield Parish (Down) – Financial assistance to grow a support ministry, so that the parish can respond to specific pastoral needs within the community, especially young families – (Stg£500)	678
Waterford Union of Parishes (Waterford) – To part fund a National Conference on Easter 1916, at Christ Church Cathedral, Waterford	2,000
Willowfield Parish Community Association (Down) – Funding for a project ‘Mind the Gap’, reaching out to those in real need in East Belfast, who often fall in the gap between churches and social services, due to poverty, sectarianism, unemployment, family pressures etc. – (Stg£8,000 – First year : Stg£5,000 – Second year) – Second year	6,784

Standing Committee - 2016

Sub-total	€15,462
Areas of Need	
Magheraculmoney Parish (Clogher) – To assist with funding for a screened off area at the back of the side aisle, for use as a quiet room, to attract more young families to church services – (Stg£8,000)	10,855
St Macartin’s Cathedral Mothers’ Union (Clogher) – Financial assistance towards the installation of a new kitchen, to serve the needs of St Macartin’s Cathedral hall – (Stg£5,000)	6,784
Vortex Youth Group of Monaghan Parish (Clogher) – Funding for the provision of a comfortable, affordable space for the group to meet in the church hall, make friends and most importantly grow in faith	10,000
St Anne’s Cathedral, Belfast (Connor) – Financial assistance for the sustainability of the cathedral outreach, through the cross community choir school’s project – (Stg£11,791)	15,999
CCCMSPP – Christ Church, Culmore, Muff and St Peter’s (Derry) – Funding to enable mission and ministry in the parish and community, through upgrading the parish centre facilities – (Stg£10,000)	13,569
St Columba’s Parish Church, Knock (Down) – Funding to facilitate renewed parochial growth and community outreach, by transforming the west end of St Columba’s parish church – (Stg£2,000)	2,714
Sub-total	€59,921
Outreach Initiatives	
Braniel Community Church (Down and Dromore) – Funding for mission and outreach in the Braniel Estate, over the next two years – (Stg£12,000 – First year : Stg£6,000 – Second year) – First year	16,282
Carrigrohane Union of Parishes (Cork) – Financial assistance for the development of community engagement and outreach in Blarney village	3,000
Holy Trinity Church, Carrickfergus (Connor) – To fund the successful outreach Holiday Bible Club / Messy Church project into 2016/17 and to provide support materials – (Stg£1,500)	2,035
Icon Community (Dublin and Glendalough) – Funding to assist with the establishment of a new Anglican network church plant, called Icon Community – (€20,000 – First year : €15,000 – Second year) – Second year	15,000
Muckamore Parish Development Association (Connor) – Funding for a project to support lone parents with dependent children in the Ballycraigy Estate – (Stg£10,000 – First year : Stg£7,500 – Second year) – First year	13,569
Moneyreagh Community Church (Down) – Seed funding for the rural mission area of Moneyreagh, to continue building a new church community among many families who have no church connection – (Stg£10,000 – First year : Stg£6,000 – Second year) – Second year	8,141
Seagoe Parish (Dromore) – Funding for the establishment of a church plant and outreach, to transform the challenging loyalist estate of Killicomaine – (Stg£7,000 –	

Standing Committee - 2016

First year : Stg£5,000 – Second year) – Second year	6,784
Seapatrick Parish, Banbridge (Dromore) – Financial assistance to establish a CAP Centre in Banbridge – (Stg£7,500 – First year : Stg£5,000 – Second year) – Second year	6,784
St Catherine’s Church (Dublin) – Provision of funding to ensure the ongoing growth and development, of an inner city church reaching into a local community	16,000
St Clement’s Parish Church, Belfast (Down) – Funding to help with the costs of outreach events throughout 2016 – (Stg£5,000)	6,784
St Mark’s Parish Church, Newtownards (Down) – Funding for the creation of an outreach to the Glen Estate, Newtownards, a community which has significant social and spiritual needs – (Stg£12,000 – First year : Stg£8,000 – Second year) – Second year	10,855
St Paul and St Barnabas Parish, Belfast (Connor) – Financial assistance for the provision of improved accommodation/equipment, for those participating in various outreach projects – (Stg£1,500)	2,035
Sub-total	€107,269
Innovative Ministry in a Rural Context	
Armagh Diocesan Council – Financial assistance to sustain diocesan outreach to rural areas, known as the ‘Zacchaeus Outreach Project’ and to build upon children’s ministry within the diocese – (Stg£10,000 per year for 2 years) – Second year	13,569
Dioceses of Down and Dromore (Church Planting Group) – Seed funding to help launch a new outreach in Killough and Ardglass, which will be innovative ministry in a rural context – (Stg£8,000 – First year : Stg£5,000 – Second year) – Second year	6,784
Kells Union of Parishes (Meath) – Funding to create a central hub within the parish, for parishioners to gather for social and ministerial purposes and to engage with the wider community	5,000
Killeshandra Parish (Kilmore) – Financial assistance to further the vision of innovative life-giving ministry, to strengthen the church and its witness in this area of great need – (€20,000 – First year : €10,000 – Second year) – Second year	10,000
Lecale Area Mission Partnership (Down) – Funding to enable the launch and growth, of a new community outreach project in Downpatrick, focussed on young families and provision of a drop-in centre – (Stg£10,000)	13,569
St Ann’s Church, Tullaghobegley (Raphoe) – To assist financially with the development of the church building, for use as a shared space by the community, for youth gatherings, drama, faith and music groups – (€15,000 – First year : €5,000 – Second year) – First year	15,000
St Paul’s Church, Collooney (Achonry) – Funding for the transformation of an unused north wing in the church, into an outreach focused parish room	35,000
St Thomas’ Church, Rathlin Island (Connor) – Financial assistance for building and programmes, which will enable the parish to extend its outreach to residents and visitors to Rathlin Island – (Stg£23,000 – First year : Stg£15,000 – Second year) – First year	31,208
The Church Lads’ and Church Girls’ Brigade – Funding to create the facilities, to expand this organisation into various rural communities – (Stg£3,400)	4,613

Standing Committee - 2016

The Church on the Hill, Maghaberry (Dromore) – Provision of funding for outreach work in an area of exceptional population growth – (Stg£25,000 – First year : Stg£15,000 – Second year) – First year	33,921
Sub-total	€168,664
Total Allocated	€629,755
Sterling grants have been converted to Euro using the 2015 end of year rate of 0.7370.	
Accounts for the year ended 31 December 2015 are included as Appendix K on Page 235.	
Contributions to the Fund do not close until the end of February. The amount actually received by 29 February 2016 was €578,106.	
Following a recommendation from the Priorities Fund Committee, the Standing Committee in March 2016, agreed that diocesan targets for contributions to the 2017 Fund should not be increased and should remain at their current levels.	

24. SELECT COMMITTEE ON HUMAN SEXUALITY IN THE CONTEXT OF CHRISTIAN BELIEF

In January 2016, the Select Committee's Resources to Assist the Church in Listening, Learning, and Dialogue on Human Sexuality in the Context of Christian Belief were launched, comprising a Guide to the Conversation, an Executive Summary, and three Study Modules.

In June 2015, Mr Leo Kilroy was appointed to the Select Committee. Mr Damian Shorten resigned from the Committee at the end of 2015.

The report of the Select Committee on Human Sexuality in the Context of Christian Belief appears elsewhere in the Book of Reports on page 369.

25. WORKING GROUP ON DISABILITY

Mr James Clarke and Mr Ian Slaine resigned from the Working Group during 2015. Mr Arthur Canning was appointed in March 2016.

The report of the Working Group on Disability can be read in Appendix L on page 242.

27. OBITUARIES

The death of the following member has occurred since the last session of the General Synod:

Mrs Margaret Stephens (Ferns)

APPENDIX A

MOTIONS TO BE PROPOSED AT GENERAL SYNOD

1. Children’s Ministry Network

That this General Synod supports and encourages the ongoing discussions in making Children’s Ministry a central, fundamental and integral part of the life of the Church of Ireland. This General Synod affirms the key importance of formulating a practical vision for Children’s Ministry and looks forward to learning at a subsequent General Synod how this will be achieved in the short, medium and long term.

2. The Covenant Council

- (a) 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.
- (b) That the following be elected as Church of Ireland representatives on the Covenant Council for the coming year:

The Rt Rev Alan Abernethy, Bishop of Connor (Co-Chair)
Ms Elva Byrne
Very Rev Nigel Dunne
Rev Canon Dr Maurice Elliott
Rev Barry Forde
Mr Harold Giboney
Rev Dr Peter Thompson

3. Liturgical Advisory Committee

- (a) That, in accordance with the provisions of Section 26(1) of Chapter 1 of the Constitution, leave be given for the introduction of a Bill in the General Synod 2017 to amend *The Table of Readings* and *The Collects* in *The Book of Common Prayer 2004 (rev.ed. 2005)* in the following terms:

THE TABLE OF READINGS

In The Table of Readings under the Sunday between 6 and 12 November the following be inserted:

“Remembrance Sunday

Isaiah 2:1-5 or Isaiah 10.33-11.9 or Ezekiel 37:1-14

Psalms 4 or Psalm 47 or Psalm 93 or Psalm 126 or Psalm 130

Romans 8:31-39 or Revelation 1:1-7

Matthew 5:1-12 or John 15:9-17

Any combination of the above may be used.”

THE COLLECTS

In The Collects after The Third Sunday before Advent insert the following rubric:

“Collect Two and the Post Communion Prayer above are suitable for use on Remembrance Sunday”

- (b) That the following be elected to the Liturgical Advisory Committee for the triennium term May 2016 – May 2019:

The Rt Revd Harold Miller
The Very Revd Gerald Field
The Ven Ricky Rountree
The Very Revd Nigel Dunne
The Revd Alan Rufli
The Revd Dr Peter Thompson
The Revd Robert Ferris
The Revd Ken Rue
The Revd Julie Bell
The Revd Abigail Sines
The Revd Nigel Pierpoint
The Revd Johnny Campbell Smith
Mrs Jacqueline Mullen
Mr John Morris.

4. Council for Mission

- (a) That the General Synod recognises that Christians are the most persecuted body of people on the planet; expresses its solidarity with its brothers and sisters in Christ throughout the world who are persecuted for their faith and commits to supporting them in prayer; and charges the Council for Mission to raise awareness of this issue within the Church of Ireland and also in wider society in an effort to put an end to what is effectively genocide in certain parts of the world.
- (b) That the following be elected by General Synod to the Church of Ireland Council for Mission for the forthcoming triennial period: Rev Adam Pullen, Rev Andrew Quill, Rev Patrick Burke.

5. Commission on Ministry

That the Synod receives the Report of the Commission on Ministry.

That the General Synod commends the proposals contained in Appendix One of the Report of the Commission on Ministry.

6. Marriage Council

(a) That the report of the Church of Ireland Marriage Council be received.

(b) That the following be appointed members of the Marriage Council for the next two years from 1 June 2016:

A bishop to be appointed by the House of Bishops

Mrs Sarah Bevan

Rev Stephen Farrell

Mrs Lynn Heber

Rev Canon Lynda Peilow (Hon
Secretary)

Rev John Ardis (Chairperson)

Mrs Jennifer O'Regan

Rev Jonathan Campbell-Smyth

Rev Nicola Halford

APPENDIX B

**BISHOPS' APPEAL ADVISORY COMMITTEE
REPORT 2016**

COMMITTEE MEMBERSHIP

Rt Rev Patrick Rooke (Chair)	Rev Precentor Noel Regan
Mr William Kingston (Treasurer)	Rev John Ardis
Ms Ruth Handy (Outgoing Secretary)	Rev Elizabeth Hanna
Mrs Iris Suitoer (Incoming Secretary)	Rev Canon Jonathan Pierce
Rt Rev Ferran Glenfield	Mr Albert Smallwoods

Diocesan Representatives:

Dublin & Glendalough: Mr Geoffrey McMaster & Rev Kenneth Rue
Meath & Kildare: Rev William Steacy
Cashel, Ferns & Ossory: Mr William Kingston and Mrs Valerie Power
Cork, Cloyne & Ross: Mr Andrew Coleman
Limerick & Killaloe: Rev Canon Robert Hanna
Tuam, Killala & Achonry: Very Rev Alistair Grimason
Kilmore, Elphin & Achonry: Rev Canon David Catterall
Clogher: Rev Precentor Noel Regan
Derry & Raphoe: Mr Albert Smallwoods, Mr Harry Grier & Mrs Sue Grier
Connor: Rev John Anderson & Rev Elaine O'Brien
Armagh: Rev Elizabeth Stevenson
Down & Dromore: Rev Nigel Kirkpatrick

Staff: Warm thanks are once again expressed to Education Advisor Lydia Monds for her ongoing work.

The Committee is very grateful to the RCB for their support, particularly Ms Doreen Smyth for her work overseeing finances, financial reports and project payments.

"Is this not the fast which I choose.....Is it not to divide your bread with the hungry and bring the homeless poor into the house; When you see the naked, to cover them; And not to hide yourself from your own flesh?" Isaiah 58:6a and 7

The crowds were questioning him and asking him, 'then what should we do?' John replied, "If you have two shirts, give one to the poor. If you have food, share it with those who are hungry." Luke 3:10-11

Then the King will say....'For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in...'" Matthew 25:35

There was a general increase in donations to Bishops' Appeal from €322,450 and £212,917 in 2014 to €428,590 and £215,830 in 2015. Bishops' Appeal is grateful to dioceses, parishes and individuals within the Church of Ireland who diligently and generously give, and in doing so allow people in crisis to survive and people in grinding daily poverty to gain access to opportunities in the areas of health, education and rural development. This year we saw an increase in project applications that responded to the devastation of conflict, climate change and gender based discrimination and violence. We were also challenged by the realities of our unequal world, where our global tax and trade systems continue to actively keep people poor. Indeed the current system has seen inequality grow in our own communities, the poor becoming poorer as the rich become richer and we realise we are glimpsing a microcosm of what has been happening globally on a macro-level. Our desire is to go beyond funding poverty-alleviating projects, to look at the deeper issues of why such programmes and supports continue to be needed and to challenge the systems and structures that prop up Western lifestyles whilst denying others a life worth living.

Emergencies & Disaster Relief Responses:

Nepal:

The Church of Ireland gave generously to the Nepal Appeal and €101,180 and £58,946 were released to Christian Aid and Tearfund partners enabling them to provide lifesaving support such as shelter, food, water and medicine. Some funds were also used to regain access to villages where landslides had cut them off and to provide trauma counselling and support people in the rebuilding process.

Syria, Lebanon, Jordan, Iraq:

12.3 million people have fled their homes since fighting broke out in Syria in 2011. 6.6 million are internally displaced with up to 13.5 million people within Syria needing humanitarian assistance. Many millions more (approximately 4.6 million) have fled to the surrounding countries of Lebanon, Jordan and Iraq. Most people moved nearby initially in the hope of soon returning. That hope has been decimated and those places of exile are under increasing strain.

In Jordan, Lebanon, Turkey and Iraq, refugees do not have the right to work and so face evictions due to the inability to pay rents. They are forced to go to overcrowded camps, to work illegally, to take on debt, to spend all their savings, and eventually to flee further afield.

There is not enough international aid; the appeal for Syria globally is only half funded. World Food Programme vouchers were cut for thousands of refugees forcing many into negative coping strategies such as begging and child labour.

In Jordan many lost access to free healthcare. In 2015 60% of Syrian adults were forced to go untreated for chronic illnesses. This was a drastic increase from 23% in 2014.

In Jordan 90,000 Syrian children are going without formal education. 20% of Syrian refugee children have abandoned school in order to work. Many girls stop attending due to early marriages, another survival mechanism of the crisis. In Lebanon, where

education for Syrian children is free, 200,000 are out of school because they can't afford transport fees and because they are needed to support their families.

Bishops' Appeal is grateful for the support of churches all over Ireland that has enabled funding of food, water, shelter, schooling, trauma counselling and medical support for Syrians caught up in these horrendous circumstances.

Refugee Crisis Appeal:

47 people, including 17 children, died attempting to reach Europe in January 2016 alone. Many of the Anglican churches in Europe are responding to refugees in culturally specific ways: churches in Florence are providing art classes alongside their provision of food banks and Parisian churches are organising cookery classes with children as part of their provision of trauma counselling, however all of those surveyed have emphasised collaboration.

Bishops' Appeal, having liaised with the Anglican Alliance for guidance, released funds to United Society for their ecumenical work in Greece on behalf of the Diocese of Europe.

United Society are collaborating with local Anglican congregations, as well as with the Pharos Lighthouse volunteers on the Island of Lesbos, the Greek medical charity MedIn on the Island of Samos, Apostoli, the Greek Orthodox humanitarian agency on the Islands of Chios, Kos and Lerros and the Salvation Army in Athens. In these various contexts they are providing medical attention, food, water, shelter and welcome.

In Ireland, the Church of Ireland continues to keep the Refugee Crisis at the forefront of its endeavours, even as processes in Europe regarding policies and relocation programmes bringing refugees to Ireland have slowed and the media attention has waned. Part of this response has been the setting up of working groups for Northern Ireland and the Republic of Ireland respectively, of which Bishops' Appeal has active members. Through these, engagement with agencies and Governments has commenced and avenues for collaboration and response from the Church are being continuously explored. Understandably many people feel frustrated at the slow pace of the response; however the need for our long term involvement is guaranteed and we must not lose that sense of empathy and urgency in the face of bureaucracy and stagnation.

Central African Republic:

Often referred to as the forgotten conflict, the war in Central African Republic has seen 2.5 million people out of a total population of 4.6 million people in need of humanitarian assistance. Bishops' Appeal has supported the provision of tools, agricultural and nutrition training and seeds for returning refugees who return home to find their homes and their seed stores completely destroyed.

Farmers need a minimum of four tools (rake, watering can, spade and hoe) to cultivate the land, but only 5% of households have three types of tools, 10% have only one tool and 26% of households have no tools at all.

Forgotten Projects:

Although we cannot list all of the projects and community initiatives funded over the past 12 months, a sample will provide insight into the depth, breadth and impact of Church of Ireland funds and where they are bringing transformation and hope. For the remainder, see the Annual Leaflet 2016 and the Projects section of the website.

A SAMS project in a dry semi-tropical region of northwest Paraguay called the Chaco region works alongside indigenous Indian communities who are amongst the most marginalised people in the country. These are isolated communities where the Anglican Church is active. Agriculture is difficult owing to the climate vagaries and there is little work except on local ranches. As part of their nomadic life the Indians were used to gathering wild honey and in 1984 a project began in Sombrero Piri, one of the large Indian homelands, to provide groups of families with hives and processing equipment to enable them to produce honey. This brought much needed finance and nutrition into the community. In 1985 the project was extended into the El Estribo homeland.

With the support of Bishops' Appeal the project was extended to La Patria, a community of separate villages, which is the most remote of the Indian homelands being approximately 80 km from the nearest tarmac road. This has not been possible until now as the Indian community has not been able to afford the purchase of hives and the other equipment needed.

Families across a number of different villages were able to produce honey. Groups, each of five families, worked together sharing protective clothing and other tools for extracting and sieving the honey between them.

Christian Aid received funding for the completion of two irrigation systems and agricultural training and support for households benefiting from the irrigation in the South Omo Zone of Ethiopia. Natural disasters, particularly droughts and floods, occur frequently in Ethiopia, with over 2 million people requiring humanitarian assistance every year. Natural resources, especially water, land and vegetation, are under severe pressure from overpopulation and overexploitation. The irrigation programmes and the establishment of associations for their maintenance will improve the food security of local villages in the area.

Similarly, solar powered irrigation in Burkina Faso provided an improved water supply, increased the production of market gardening and the resilience of the local communities to future disasters. The implementation of the water pumps improved crop yields, nutrition, household incomes and the level of access the communities have to clean drinking water.

Irish Aid Funded Workshops & Publication: Global Poverty & the Church's Response

Over the course of 2014 and 2015, Education Advisor Ms Lydia Monds facilitated workshops for clergy, lay readers, youth leaders and other interested parties on the subjects of Global Poverty and the Church's response to it. The workshops explored our global interconnection and the need to address the systems and structures that create inequality and benefit the few at the same time as addressing grinding poverty that keeps

people poor. The two cannot and should not be separated and in order for our giving to mission and development projects and agencies to have long term impact, we must begin to address the deeper root causes of poverty and injustice, many of which stem from unfair global trade and tax systems. The result of these workshops was a publication of the same name, which continues to be available free of charge.

Leading on from these workshops were opportunities to lead sessions, give talks and participate in Mothers' Union councils and events regarding issues about displacement and refugees and about Gender Based Violence. Using the broader Global Poverty workshop as the foundation for exploration, Education Advisor Ms Lydia Monds facilitated workshops on both the global refugee crisis and on a Church based response to Gender Based Violence both locally and globally.

Overseas Visit: Malawi:

Bishops' Appeal Advisory Committee has supported the IMPACT project on several occasions through multiple donations that reached €20,000. The Committee was encouraged by reports from Tearfund Malawi and their partner agency Lisap of the success of the programme regarding the decrease to the point of eradication of Parent to Child HIV transmission. There was also interest in Tearfund's approach, which mobilises church and community leaders to identify the needs and the resources within the community to respond through its own means. This model, which emphasises sustainability, is something the Church would do well to support more regularly.

Education Advisor Ms Lydia Monds visited the projects in Malawi alongside Ms Emma Lynch of Tearfund Ireland to evaluate the work, listen to stories from community leaders and beneficiaries and to hear from the various groups where they would like to see the programmes develop on into the future. A full report on the Monitoring and Evaluation Visit including Mother Buddy programmes, stories from parents, livelihoods support, conservation farming, saving schemes and self-help groups can be found on the Bishops' Appeal website in the News Section.

Diocesan Link Projects:

Meath & Kildare have had a focused support on partnering with Leprosy Mission and Bishops' Appeal in providing custom made sandals for people living with disability due to leprosy. Their 'Good for the Sole' diocesan link project will enter a second phase after Easter 2016 when it focuses on providing surgeries to correct clawing that has occurred in feet. The diocese has reached its self designated fundraising target before the deadline and has been invigorated by the ability to bring transformation to people who have been marginalised and stigmatised in communities in India.

Derry & Raphoe has focused on people who have experienced conflict, displacement, and lack of food security in El Penon, Santander, Colombia. The uncertainty about food is a result of loss of land in some instances and changing weather patterns due to climate change in all instances. These factors make traditional crops impossible to grow. The result is a 62% malnutrition rate among children in the region. Imagine then, the lifeline of support that such communities experience in receiving training, tools and resources to

increase both the quantity and the quality of the food being produced. Derry and Raphoe enabled 109 families to set up fish farms and to grow maize, soya beans and citrus trees.

Cashel, Ferns & Ossory will take on a new diocesan link project in 2016 that addresses a multitude of issues from Refugees to Reconciliation to Gender Based Violence, Income Generation and Literacy. By partnering with Bishops' Appeal, Feed the Minds and Mothers' Union, the diocese will raise funds for literacy projects in Ethiopia and Democratic Republic of Congo. Both programmes target both local people and refugees who have fled conflict.

Tuam, Killala & Achonry. The Mabweni Project in partnership with CMS Ireland, Bishops' Appeal and the Diocese of Kajiado in Kenya has come to an end. Funds were raised for various needs in the Oloosuyian Maasai Girls' Secondary School. The united Diocese is about to take on a water project with the same three partners.

Dublin & Glendalough continued to send in funds in 2015 for their Gaza diocesan link project. Initially Bishops' Appeal had a broader focus supporting people caught up in the conflict who were without food, water or shelter and who needed medical attention. Dublin and Glendalough honed in on supporting Al Ahli Hospital as part of their increasing link with the Diocese of Jerusalem and partnered with United Society (Us) and Bishops' Appeal to raise funds for refurbishing the doctor's quarters and providing solar panels to decrease dependency on electricity.

Cork, Cloyne & Ross has been funding the building of housing in Haiti for victims of the 2010 earthquake. Partnering with Christian Aid and Bishops' Appeal, they have provided secure and resilient homes for families whose homes and lives were devastated in the quake.

Bishops' Appeal: All of us Together

In a world of uncertainty and gross inequality, the church must continue to challenge itself and the communities of which it is a part, to live a life worthy of the calling of Christ. In doing so, we question our own structures and lifestyles in tandem with responding to the needs of the majority of the world. The Bishops' Appeal committee, the Education Advisor, the Bishops' Appeal Diocesan Representatives and the Finance staff in the RCB could not facilitate and administer programme funding and humanitarian assistance to the world's most vulnerable and marginalised communities without your continued engagement and support. As we move forward together, may we say to the mountain of injustice and inequality 'Move' and with faith and action hand in hand, may we see the impossible made possible.

BISHOPS' APPEAL ACCOUNT 2015

INCOME & EXPENDITURE ACCOUNT

Year ended 31 December

2015 2014
€ €

INCOME

Contributions	774,039	627,813
Irish Aid grant from Department of Foreign Affairs & Trade	11,661	5,239
Deposit Interest	670	1,163
Sterling translation gain(loss)	3,330	3,313
Tax refunds	33,814	29,707
	<u>823,514</u>	<u>667,235</u>

EXPENSES

Printing and stationery	7,980	6,054
Administration & Personnel costs	38,089	37,805
	<u>46,069</u>	<u>43,859</u>

OPERATING SURPLUS FOR YEAR

777,445 623,376

Grants Paid 721,439 606,651

Surplus for the year 56,006 16,725

BISHOPS' APPEAL ACCOUNT 2015

BALANCE SHEET	Year ended 31 December	
	2015	2014
	€	€
CURRENT ASSETS		
Cash held by the RCB	200,542	139,006
Debtors	<u>59,775</u>	<u>77,370</u>
	<u>260,317</u>	<u>216,376</u>
CURRENT LIABILITIES		
Creditors (Amounts falling due within one year)	<u>(1,896)</u>	<u>(13,961)</u>
Total Net Assets	<u>258,421</u>	<u>202,415</u>
FUNDS EMPLOYED		
Balance at 1 January	202,415	185,690
Surplus for the year	<u>56,006</u>	<u>16,725</u>
Balance at 31 December	<u>258,421</u>	<u>202,415</u>



Independent auditors' report to the Advisory Committee of the Church of Ireland Bishops' Appeal

Report on the financial statements

Our opinion

In our opinion, the Church of Ireland Bishops' Appeal non-statutory financial statements (the "financial statements") for the year ended 31 December 2015 have been properly prepared, in all material respects, in accordance with the basis of preparation and accounting policies on page 7 in the financial statements.

Empirical evidence – Basis of preparation

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

What we have audited

The financial statements, included within the Annual Report, comprise:

- the Balance sheet as at 31 December 2015;
- the Income and Expenditure account for the year then ended;
- the accounting policies; and
- the notes to the financial statements, which include other explanatory information.

The financial reporting framework that has been applied in the preparation of the financial statements is the basis of preparation and accounting policies on page 6 in the financial statements.

In applying the financial reporting framework, the Advisory Committee has made a number of subjective judgements, for example in respect of significant accounting estimates. In making such estimates, they have made assumptions and considered future events.

Responsibilities for the financial statements and the audit

Our responsibilities and those of the Advisory Committee

As explained more fully in the Advisory Committee's Responsibilities Statement set out on page 4, the Advisory Committee is responsible for the preparation of the financial statements in accordance with the basis of preparation and accounting policies on page 7 the financial statements and for determining that the basis of preparation and accounting policies are acceptable in the circumstances.

Our responsibility is to audit and express an opinion on the financial statements in accordance with International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors



Independent auditors' report to the Advisory Committee of the Church of Ireland Bishops' Appeal - continued

This report, including the opinion, has been prepared for and only for the Advisory Committee as a body for governance purposes in accordance with our engagement letter dated 2 December 2015 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the Church of Ireland Bishops' Appeal, save where expressly agreed by our prior consent in writing.

What an audit of financial statements involves

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland). An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of:

- whether the accounting policies are appropriate to the Church of Ireland Bishops' Appeal's circumstances and have been consistently applied and adequately disclosed;
- the reasonableness of significant accounting estimates made by the Advisory Committee; and
- the overall presentation of the financial statements.

We primarily focus our work in these areas by assessing the Advisory Committee's judgements against available evidence, forming our own judgements, and evaluating the disclosures in the financial statements.

We test and examine information, using sampling and other auditing techniques, to the extent we consider necessary to provide a reasonable basis for us to draw conclusions. We obtain audit evidence through testing the effectiveness of controls, substantive procedures or a combination of both.

In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.


PricewaterhouseCoopers

**Chartered Accountants and Registered Auditors
Dublin**

16 March 2016

BISHOPS' APPEAL CONTRIBUTIONS

	2015		2014	
	Stg£	€	Stg£	€
ARMAGH	54,495	2,872	33,696	2,485
CLOGHER	48,657	3,054	34,965	4,075
CONNOR	37,535	-	41,107	100
DERRY & RAPHOE	37,888	10,763	34,138	22,043
DOWN & DROMORE	39,072	-	53,640	-
DOWN DROMORE & CONNOR	-	-	101	-
KILMORE	1,431	11,123	2,119	8,606
ELPHIN	-	10,316	-	6,297
CASHEL & OSSORY	-	46,991	-	30,668
FERNS	-	24,006	-	15,461
CORK	-	32,297	-	25,458
DUBLIN	110	175,782	-	158,945
LIMERICK	-	19,385	-	11,801
MEATH & KILDARE	-	31,670	-	31,499
TUAM	-	21,380	-	11,877
INDIVIDUALS (INCL. LEGACIES)	-	53,474	-	8,000
REFUND	-	(960)	-	-
OTHER	<u>9,199</u>	<u>21,999</u>	<u>8,794</u>	<u>21,908</u>
TOTALS	<u>228,387</u>	<u>464,152</u>	<u>208,560</u>	<u>359,223</u>
TOTALS IN EURO		<u>774,039</u>		<u>627,813</u>

BISHOPS' APPEAL GRANTS PAID

TYPE OF DEVELOPMENT	2015	2014
	€	€
Disaster Relief	363,284	198,828
Health & Medical	63,961	68,789
Education/Communications	143,875	165,577
Rural Development	<u>150,319</u>	<u>173,457</u>
Totals	<u>721,439</u>	<u>606,651</u>
DEVELOPMENT AGENCY		
Christian Aid	224,431	222,790
CMSI	46,842	93,292
Feed the Minds	17,133	14,966
Tearfund	133,827	75,973
Others	<u>299,206</u>	<u>199,630</u>
Totals	<u>721,439</u>	<u>606,651</u>

BISHOPS' APPEAL GRANTS PAID

GEOGRAPHICAL LOCATION		
<u>AFRICA - €148,496;Stg£52,971</u>		
Project	Location	Agency
Borehole Project	Uganda	Fields of Life
Comunita di Sant'Egidio	Malawi	Direct
Dean Harman Scholarship	Uganda	CMSI
Ebola Crisis	Liberia	Leprosy Mission
Emergency Relief	South Sudan	CMSI
Fruit Growing Project	Rwanda	CMSI
I Am A Girl Empowerment Project	Uganda	Fields of Life
Improved Livelihoods	Kenya	Gorta-Self Help Africa
Improving Livelihoods for Rural Communities	Zambia	Gorta-Self Help Africa
Mabweni Project	Kenya	CMSI
Mazengera Households Empowerment Project	Malawi	Tearfund
Rainwater Harvesting	Uganda	Fields of Life
Restoring Livelihoods	Africa	Tearfund
Solar Powered Irrigation	Burkina Faso	Christian Aid
Supportive Seating	Uganda	Motivation
Teaching Resources	Rwanda	CMSI
Two Irrigation Projects	Ethiopia	Christian Aid
Vocational Training	Cameroon	Feed the Minds
Voice for Marginalised	South Africa	Christian Aid
<u>ASIA - €220,248;£104,371</u>		
Capacity Building Programme	Argentina	SAMS
Cyclone Pam Emergency Relief	South Pacific	Tearfund
Disaster Relief	Syria	Tearfund
Dr Graham's Homes	India	Direct
Earthquake Appeal	Nepal	Christian Aid
Earthquake Appeal	Nepal	Tearfund
Emergency Relief	Gaza	Us
Emergency Relief	Iraq	Christian Aid
Emergency Relief	Iraq	FRRME
Good for the Sole Project	Tamil Nadu, India	Leprosy Mission
Home Repairs & Water Project	Cambodia	Habitat for Humanity
Marketing Support for Women	Afghanistan	Christian Aid
Science Laboratory for Deaf School	Lebanon	Friends of FAID
Tribal Healthcare	India	Friends of Hope
<u>CENTRAL AMERICA - €24,523</u>		

Standing Committee – Report 2016

Haiti Dairy Farmers	Haiti	Christian Aid
Houses for Haiti	Haiti	Christian Aid
<i>EUROPE - €20,000;£10,000</i>		
Refugee Crisis	Europe	Christian Aid
Refugee Crisis	Europe	Tearfund
<i>OTHER - €2,000</i>		
What in the World – TV Series 9	Direct	KMF
<i>SOUTH AMERICA - €13,323;£48,488</i>		
Awaken	Guyana	Mothers' Union
Food Security Project	Colombia	Christian Aid
Honey Project	Paraguay	SAMS
Tackling Gender Based Violence	Brazil	Christian Aid

APPENDIX C

CENTRAL COMMUNICATIONS BOARD TO GENERAL SYNOD

MEMBERSHIP

Most Rev Patricia Storey	(House of Bishops)
Ven Richard Rountree	(Standing Committee)
Rev Gillian Wharton	(Honorary Secretary)
Rev Eileen Cremin	(Chair – Broadcasting Committee)
Dr Kenneth Milne	(Chair – Literature Committee)
Dr Raymond Refaüssé	(Hon Secretary – Literature Committee)
Mr Adrian Clements	(Church House Senior Management)
	(Internet Committee *)
	(Internet Committee *)
Mrs Yvonne Blennerhassett	(Representative Body)
Very Rev AJ Grimason	(Representative Body)
Ms Ruth Buchanan	(Broadcasting Committee)
Rev Trevor Johnston	(Co-option for gender & regional balance)
Head of Synod Services & Communications	(<i>ex officio</i>)
Press Officer	(<i>in attendance</i>)

***The CCB is currently working on redesign of the Church of Ireland website with a reference group.**

Terms of Reference

- Initiate policy in relation to the communications strategy of the Church
- Co-ordinate the work of the sub-committees
- Report annually to the General Synod

OBJECTIVES 2015-16

- To complete and implement the redesigned Church of Ireland website, review the social media policy developed by the CCB and CIYD and assist in the creation of a wider policy for use across the Church;
- Develop the range of key materials available to support ministry in parishes.

Executive summary

The Central Communications Board provided support through its staff to ongoing work in the Press Office, to the distribution of the new supplement to the Church Hymnal, *Thanks & Praise*, and to organise and promote events on behalf of the Historical Centenaries Working Group. Communications training was delivered at all levels of the organisation. The CCB lent its support to the promotion of the work of Ms Jacqueline Mullen at RTÉ to refresh broadcast worship. Under its new chairperson, The Most Rev Patricia Storey, the Board also commended the service given to develop publishing of church-related materials by Dr Raymond Refaüssé, Librarian and Archivist at the Representative Church Body Library and wishes him well in retirement. The Board also

said farewell to Mrs Jenny Compston just after last year's General Synod and welcomes Mr Peter Cheney as the Assistant Press Officer.

Report

The Central Communications Board welcomed the Most Rev Patricia Storey as its new chairperson and also the new Board members, the Rev Trevor Johnston and Mrs Yvonne Blennerhassett.

The communications work of the Board has been particularly focused on the website development project undertaken by a sub-committee of the Board assisted by Dr Paul Harron, Ms Lynn Glanville and the staff of the IT department Ms Charlotte Howard and Ms Michelle Carter. Alongside this project, which was supported by the Allocations Committee's allocation of dedicated funding, was a further grant to assist in purchasing new equipment to create more diverse content for the site. The CCB would like to express its particular gratitude for this provision towards its work and for the support of the Allocations Committee and Secretary General.

The new website has been designed to have a vibrant, flexible and attractive design with an enhanced navigational structure which leads the user easily to content, whether that is news, resources or information. Importantly, it is a fully responsive site which will be user-friendly for mobile phone and tablet devices as well as laptops and PCs. In addition to new photographic content and colourful graphics the site is designed to include more interactive sound and video material which will work missionally as well as providing information about the life and work of the Church. The site will continue to provide dedicated prayer and worship resources and will include a daily prayer on the homepage. The site also links users to youth and children's ministry websites and to diocesan websites easily. The news elements of the site are strongly image-led, complementing the format of the successful and by now well established monthly Press Office E-bulletin.

Communications support has also been directed towards the dissemination of information about new policies arising from the Dignity in Church Life Charter and to promote events run by the Historical Centenaries Working Group. Behind the scenes, staff have also assisted with extensive input to proof-reading and arranging the production of materials to support these initiatives and also to develop attractive materials for the Select Committee on Human Sexuality in the Context of Christian Belief and Hymnal Supplement Sub-Committee.

Diocesan Communications Officers' Training Day

The Press Office aims to support the work of Diocesan communicators on a regular basis and to assist continuing professional development. Over recent years, this has taken the form of organizing training days primarily for DCOs in Church House, Dublin. In an innovation designed to draw on best practice at an affordable price and to aid increased networking among Church communicators across the island, in February 2016 the Church worked in collaboration with other Churches through the Irish Council of Churches to take part in a social media training day led by user experience (UX) strategists Fathom. The day was open to all DCOs and ten people from the Church of Ireland (including the Press Officer and Assistant Press Officer) participated in an

intensive all-day workshop held at the Presbyterian Assembly Buildings, Belfast on 12th February.

The training day provided: a background to social media; advice on building a social media strategy and setting goals, getting the most from a strategy, avoiding pitfalls and managing engagement and conversation and examining ‘quick wins’. It is hoped that the training will provide all those who attended with significantly greater confidence in this important area of contemporary communications.

Publishing

Braemor Studies: Vol 5: *Occupy Faith: the Movement of Movements and its Implications for Christian Practice* by Rob Clements. Vol 6: *Extending the Welcome: Hospitality in the Church* by Caroline Farrar. Details maybe found on the Church of Ireland Publishing website: www.cip.ireland.anglican.org. As with previous volumes, the Press Office publicised the publication widely. Support was also given to the production and distribution of the new Hymnal supplement *Thanks & Praise*. The Board is grateful for the additional support of Ms Heather Jestin in Church House to support efforts to maintain a supply of books to parishes.

E-bulletin

The role of editor of the monthly E-bulletin has been taken up by Mr Peter Cheney, the new Assistant Press Officer. The Board would like to take the opportunity to welcome Mr Cheney to the communications team. You can receive the e-bulletin by subscribing via the link on the front page of the Church of Ireland website: www.ireland.anglican.org The total number of voluntary subscribers is in the region of 1,250 people from across the world.

Press Office

During 2015-16 the Press Office continued to provide a professional communications and information service on an all-island basis, working closely with the central committees and sub-groups of the Church such as the Standing Committee, the Church and Society Commission, the Historical Centenaries Working Group, the Disability Working Group, the Commission on Episcopal Ministry and Structures, the Select Committee on Human Sexuality in the Context of Christian Belief, the Bishops’ Appeal and the Northern Ireland Community Relations Working Group. The Press Office also supported the Archbishops and Bishops and the Press Officer provided media support directly to the Archbishop of Armagh on an ongoing basis – examples of this included the appearance of a major interview with Archbishop Clarke in *The Irish Catholic* published in January 2016 and the filming of the annual RTÉ Archbishops’ Christmas Day message which focused this year on pastoral care for older people.

Approximately 70 Press Releases were released on a variety of subjects during 2015 reflecting engagement with the general media on a number of matters from the complex to the entertaining; the monthly E-bulletin was issued reflecting a wide range of stories from across the dioceses and the Church and the news section of the main Church of Ireland website was regularly updated with new stories and many and varied upcoming

events. As usual, an active media centre was provided throughout the course of the General Synod; Standing Committee News was issued following each of its meetings; the photographic archive of news-related images was actively maintained and enhanced and the staff worked co-operatively with the staff of the *Church of Ireland Gazette*. While it was sad to bid farewell to the Rev Clifford Skillen, the *Gazette's* Assistant Editor during the year, it was a pleasure to meet and build new working relationships with Mrs Lynda Neilands in his place. The Press Office once again ran the annual CCB Communications Competition with a view to supporting the range of communications work taking place at parish and diocesan levels in print, via websites and across social media platforms.

During the year, Mrs Jenny Compston retired after 17 years of friendly and efficient service; her departure was marked by the Central Communications Board and the staff of both Church House Dublin and Church House Belfast in June 2015. Mr Peter Cheney was appointed as the new Assistant Press Officer in July 2015. Since taking up the role, Mr Cheney, in addition to his administrative and PR duties, has built ever-closer working relationships with a number of Church groups, especially the Church of Ireland Youth Department (CIYD) and Bishops' Appeal. He has also enhanced the Church's Flickr (photography website) presence and has taken part in the development of the new main website – and will aim to produce new audio-visual and photographic material for it. Mr Cheney has written a number of articles for wider dissemination including highlighting the Church's response to the refugee crisis.

The Press Officer, Dr Paul Harron, MCIPR, having fulfilled the required continuing professional development over the past two years, gained Accredited Practitioner status with the Chartered Institute of Public Relations. Amongst other things, the Press Officer assisted with the publicity for the meeting of the Anglican Communion Secretary Generals' meeting in Dublin in August 2015; issued the New Year Statement by the Church Leaders group; provided a lecture on effective communications to the ordinands at CITI and worked very closely with the both the Northern Ireland Community Relations Working Group and the Historical Centenaries Working Group. With the latter group, Dr Harron assisted in the organisation of and promoted an experimental pre-1916 event held at Willowfield Church, Belfast, in conjunction with the Ulster Centenaries Committee and Partisan Productions, and a high-profile 1916 event 'A state of chassis – ordinary people in extraordinary events in Dublin in 1916' at Christ Church Cathedral, Dublin, in February 2016, which was attended by An Taoiseach, Enda Kenny, the British Ambassador, Dominick Chilcott and First Minister of Northern Ireland, Arlene Foster MLA. A similar event marking the centenary of the Somme is due to take place in Christ Church Cathedral in June 2016.

Broadcasting

The Broadcasting Committee, noted the retirement of Dean Tom Gordon as Co-ordinator of Protestant Worship at RTE and thanks the Dean for his commitment to maintaining a high standard of broadcast worship over the last two decades. RTÉ conducted a review of broadcast worship and created a new structure for this role to which it appointed Ms Jacqueline Mullen (with the Rev Ken Rue serving in the role in alternate years). The Committee welcomes Ms Jacqueline Mullen and, prospectively, the Rev Ken Rue to the revised role of Co-ordinator of Church of Ireland Worship and looks forward to the fresh

dimension that they will bring to this important area of public ministry. Clergy who are interested in helping out with broadcast services are asked to make contact with Ms Mullen, who may be contacted through the Synod Department or the Press Office.

Copyright

With the production of a new hymnal supplement, the issue of copyright has again come to the fore in many parishes. The Church has worked closely with Christian Copyright Licensing International (CCLI) to ensure that most of this material can be used under the CCLI licence system. Workshops with CCLI are scheduled for April in Belfast, Dublin and Cork. Many parishes already hold these licences as CCLI has become the licence holder and rights manager for a huge body of work. Details of other rights managers are included in the copyright indices in the Church hymnals and further advice can be found on the Church website or from the Synod Department.

<http://ireland.anglican.org/worship/11>

BROADCASTING COMMITTEE

Members

Ms Ruth Buchanan

Mr Roger Childs

Rev Eileen Cremin (Chair)

Rev Simon Doogan (resigned December 2015)

Very Rev Tom Gordon (resigned October 2015)

Mr Paul Loughlin

Rev Dr Bert Tosh

In attendance

Mrs Janet Maxwell: Head of Synod Services and Communications

Dr Paul Harron: Press Officer

Executive Summary

The Broadcasting Committee noted the retirement of Dean Tom Gordon as Co-ordinator of Protestant Worship at RTÉ and welcomed the appointment of Mrs Jacqueline Mullen to the revised post of Co-ordinator of Church of Ireland Broadcast Services. The main thrust of the Committee's work this year will be directed towards support of Mrs Mullen in her new role and encouraging clergy to engage with broadcast services. The Committee continues to encourage the industry to maintain religious content in its public service remit and works with the ecumenical charity Soul Waves to keep religious content flowing to local radio stations in the Republic of Ireland. The Committee continued to provide input to the Ordinands at the Church of Ireland Theological Institute in respect of both broadcast services and providing comment to broadcast media. The Committee also provides ongoing broadcast training to senior clergy and laity acting as spokespersons in the course of their responsibilities.

Report

The Broadcasting Committee noted the retirement of Dean Tom Gordon as Head of Protestant Programming at RTE and thanked him for performing this role with enthusiasm over nearly two decades. The Committee welcomed the appointment of Mrs Jacqueline Mullen to the revised post of Co-ordinator of Church of Ireland Broadcast Services. The Committee used the occasion of Mrs Mullen's appointment to discuss how to promote the need for participation in broadcast services as part of the ongoing witness of the Church. Mrs Mullen is already well-known to clergy through her work in Church music and also through her role in producing and promoting the new supplement to the Church of Ireland hymnal, *Thanks & Praise*. The Committee would urge clergy to support Mrs Mullen in her efforts and wishes her well in her new role.

The Committee continued to provide input to the Ordinands at the Church of Ireland Theological Institute in respect of both broadcast services and providing comment to broadcast media.

The Committee continues to support the work of Soul Waves. Mrs Janet Maxwell is currently acting as the Church of Ireland representative with Soul Waves. The Committee would welcome offers of assistance from amateur or experienced volunteers from parishes around the country to increase the range of interviews and stories that can be included in the material produced by Soul Waves. The Committee would like to find more stories about the Church to include and would also welcome offers to act as interviewers/presenters. This material is made available to local radio stations to help supply religious content. Examples of material produced for Soul Waves can be found on its website at: <http://www.soulwavesradio.ie/>

RTÉ

2015 was a busy, creative and rewarding year for RTÉ Religious Programmes, during which Ireland's national broadcaster aired 90 hours of religious television content and over 200 hours of radio. The majority of these were Christian worship, but they also included documentaries, discussions, interviews, magazine shows, minority faith festival features and short reflective programs, all aimed at reflecting the broad range of religious belief and practice in contemporary Ireland, on both sides of the border.

This was a year in which RTÉ's religious content punched significantly above its weight on the international stage as well as at home, winning the UK's leading religious broadcasting prize, the Sandford St Martin TV Award, in a ceremony at Lambeth Palace, in May; earning nominations for the Prix Italia and Prix Europa; and winning an IFTA and two further IFTA nominations for a variety of documentary output. Many RTÉ religious documentaries and interviews are now watched globally.

Of note within the Anglican community in 2015 were episodes of Gay Byrne's series, *The Meaning of Life, with Gay Byrne*, featuring the former Archbishop of Canterbury, Dr Rowan Williams and Charles Earl Spencer; also an episode featuring the noted atheist, Mr Stephen Fry, which prompted global comment, including from the current Archbishop of Canterbury, Justin Welby.

RTÉ Radio 1's commissioned series *Life Matters* was not re-commissioned, despite earning a PPI Radio Award nomination. However, *The Leap of Faith* (Fridays, 10pm), an in-house series, which started in the autumn of 2015, is building audiences and attracting positive attention with its intelligent and eclectic mix of interviews and features, presented by Michael Comyn. Much of that material continues to be available in extended form on Sunday mornings, during RTÉ Radio 1 Extra's *Sunday Spirit* programme.

In terms of Worship output, the highlight of the year was, as usual, the magnificent *Festival of Nine Lessons and Carols* from St Patrick's Cathedral, Dublin, on Christmas Eve, but the year also included a strong and varied assortment of services from both the Republic of Ireland and Northern Ireland. Once again, RTÉ greatly appreciated the generosity of the Rev Bert Tosh and all at Blackthorn Productions and BBC Radio Ulster, who, on a monthly basis, shared radio Services with RTÉ, in order to reduce costs and extend RTÉ's reach into more communities north of the border.

One sad and significant milestone was the decision of Dr Tom Gordon, Dean of Leighlin, to step down as Co-ordinator of Protestant Worship, after 17 valuable years in the role.

Throughout that time, viewers and listeners have benefited from his widespread contacts and his liturgical expertise across a wide variety of styles. RTÉ colleagues have appreciated his diligence, dependability, discreet wisdom and good humour. They wish him well in his continued career outside broadcasting, but hope to continue to feature him as a broadcaster from time to time.

Dr Gordon's role, co-ordinating Anglican Worship, has now been taken on by Mrs Jacqueline Mullen, an organist and expert on sacred music and liturgy, who recently contributed to the Liturgical Advisory Committee's *Thanks and Praise* supplement to the Church Hymnal. Mrs Mullen took up the position in September and she is already fulfilling the RTÉ role with creativity, energy, tact and skill.

RTÉ and Jacqueline would welcome suggestions and offers to contribute to its Worship output from parishes and faith groups in every diocese.

Predictably, much comment and interest was generated by the decision to renew RTÉ's "Angelus" reflective films with a series of commissioned programmes, intended to be "conducive to prayer or reflection by people of all faiths and none." One new addition was the inclusion of *The People's Angelus*, once a week on Fridays, which is a showcase for the work of aspiring filmmakers and artists, again with the same editorial brief.

As usual, the year ended with a *Christmas Message from the two Archbishops of Armagh*, Dr Eamon Martin and Dr Richard Clarke, who were joined this year by a group of elderly contributors from different faith traditions, to discuss the theme of memory, as Ireland prepared to mark the very different centenaries of 2016.

BBC

The BBC exists on the basis of a Royal Charter. This sets out the public purposes of the BBC, guarantees its independence, and details how it is to be governed. The Charter is accompanied by an Agreement which spells out the principles outlined in the Charter. A renewed charter will come into operation at the beginning of 2017 and there has been much public debate and consultation. A White Paper, setting out HM Government's latest thinking is expected to be published in May 2016.

The entire process could well lead to major changes in the BBC: in its governance, structures and financing; the scope of its programming and in what it should, and should not, be doing. While these and more, will be of concern to all with an interest in broadcasting, the continued provision of religious programmes is of particular interest to this Committee and to the Church at large.

The BBC is now the major provider of religious programmes and programmes about religion in the United Kingdom. The importance of such programming is recognised in the Agreement (page 4) accompanying the present BBC Charter which refers to "the importance of reflecting different religious and other beliefs" in BBC output.

The BBC is much more than its television channels and much comment on religious programming is often restricted to these. While criticism can be made of TV religious output, it should also be realised that in 2014 the BBC offered more than 7000 hours of programmes across all its platforms (TV, network and local radio, the BBC website).

This covered and reflected a vast range of religious and other beliefs and that does not include News and Current Affairs programmes dealing with religious topics.

We believe that, particularly in the context of what could be a very different BBC, religious broadcasting and other broadcasting about religious matters must continue to be recognised as essential, not only to cater for the needs of various religious believers, but also to fulfil an educative role at a time when it seems generally agreed that religious literacy has seriously decreased among many sections of the population and that some knowledge of religion is very necessary at a time when it is often a focus for public debate and to understand many features of life, not least the tensions that may be present in British Society and internationally.

The BBC appears to recognise this in its report British Bold Creative: The BBC's programmes and services in the next Charter (September 2015) when it quotes from another report some months earlier produced by Ofcom (July 2015: Ofcom is generally responsible for overseeing broadcasting in the UK) and entitled Public Service Broadcasting in the Internet Age. This (page 3) stated that there were some immediate issues that were raised in its review:

'news consumption and the provision of news for young people, drama that reflects and portrays British society back to a British audience, content tailored to the specific needs of the UK Nations and their regions, religious programming, children's programming and investment in other areas such as music and arts.'

The BBC Report (page 49) states "We have designed our proposals to help address these needs."

It is therefore somewhat worrying and disappointing to discover that, in the words of the response of the Sandford St Martin Trust to the consultation following publication of the Government Green Paper:

'That is the last and the only time religious programming is referred to anywhere in the entire 99 page document. In fact, religious programming is the only genre on Ofcom's list of "immediate areas of concern" which the BBC neglects to consider, mention or even name-check in its proposals for the next Charter period.'

We would hope that this was no more than an oversight but would also reiterate that the place and importance of religious broadcasting should be fully expressed and recognised in the forthcoming White Paper and in the subsequent Charter and Agreement.

Meanwhile, religious broadcasting continues to have a significant role in BBC Northern Ireland output, particularly on BBC Radio Ulster. *Morning Service* is broadcast each Sunday (about one per month is shared with RTÉ Radio), *Sunday Sequence* continues and there is *Thought for the Day* each weekday morning while Canon Noel Battye continues to present requests from listeners on *Sounds Sacred* each Sunday afternoon. *Praise Revival*, a series of six programmes was presented by Mr Robin Mark internationally recognised Christian singer/songwriter with a focus on contemporary Christian music. The region also regularly contributes to BBC Radio 4 in editions of the *Daily Service*, *Prayer for the Day* and *Sunday Worship*. Among noteworthy services was one from Lisburn, in which the entire script and music was revised to take account of the murder, two days earlier, of British tourists in Tunisia and a celebration of 50 Years of

the Corrymeela Community, when Bishop Trevor Williams preached an extremely challenging sermon. Grateful thanks are due to all who contribute to these programmes.

Thanks

The Committee again thanks Dr Paul Harron and Mr Peter Cheney in the Press Office for the help and advice they give to parishes and church representatives who need to engage with broadcast media.

LITERATURE COMMITTEE

MEMBERSHIP

Dr Kenneth Milne (Chairman)

Canon Peter McDowell

Ven Richard Rountree

Rev Kenneth Rue

Mr Richard Ryan

Rev Bernard Treacy OP

Dr Raymond Refaüssé (Honorary Secretary)

Mrs Janet Maxwell (*ex officio*)

In attendance: Dr Susan Hood, Publications Officer; Dr Paul Harron, Press Officer.

EXECUTIVE SUMMARY

In 2016 the Committee will set out to:

- Promote church-related publication within and beyond the Church of Ireland;
- Manage Church of Ireland Publishing;
- Evaluate applications for support from the General Synod Royalties Fund.

MAJOR OUTCOMES FOR 2015

Arising out of the Action Plan for 2015:-

Two booklets in the series, Braemor Studies, which seeks to publish the best of the final year dissertation in CITI, were designed, published and launched.

CHURCH OF IRELAND PUBLISHING

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

The following titles were published in 2015:-

Rev Caroline Farrar, *Extending the welcome: hospitality in the Church*.

Rev Ian Horner, *A theology of vision: its pastoral implications*.

Rev Ken Rue (ed.) *Sunday and weekday readings 2016*.

Dr Kenneth Milne (ed.) *Journal of the General Synod 2014*.

PUBLICATIONS OFFICER

The Publications Officer worked with the authors and editors of the titles listed above and continued to provide advice for aspiring authors and editors.

GENERAL SYNOD ROYALTIES FUND

The Committee recommended the following grants:-

€10,000 to print the *Guide to the conversations on Human Sexuality in the context of Christian belief* and related Bible studies.

€3,500 to subvent the publication of Braemor Series 5 & 6.

€4,500 to the APCK to assist with the production of pamphlets on bishops, liturgy, prayer, healing, ecumenism and interfaith issues.

€2,500 to the Church of Ireland Historical Society to subvent the publication by Four Courts Press of *'The Church of Ireland and its Histories'*.

€2,000 to the APCK to assist with the production of the Church of Ireland journal, *Search*.

Additional grants totalling £96,075 and €1,000 were recommended by the Standing Committee in respect of the production of the supplement to the Church Hymnal and materials for the Commission on Episcopal Ministry and structures. Sales of the supplement *Thanks & Praise* will be returned to the Royalties Fund.

ACTION PLAN 2016

- Develop structures for promotion and marketing, sales and distribution.
- Promote the use of electronic publishing as well as traditionally printed material to maximise the use of resources.
- Publish one recommended CITI final year student dissertations.
- Work towards the publication of a Church of Ireland parish handbook.
- Work with the Liturgical Advisory Committee on the publication of a marriage service booklet.
- Seek to promote the digitization of the *Journal of the General Synod*

APPENDIX D

CHARITIES REGISTRATION MONITORING WORKING GROUP

REPORT 2016

Membership:

Most Rev Dr Richard Clarke (Chairman)
Mrs June Butler
Ven Andrew Forster
Mr Sydney Gamble
Mr Kenneth Gibson
Mr Lyndon McCann SC
Ven Leslie Stevenson
Mrs Sylvia Heggie or Mrs Jennifer Byrne (alternate)

Executive Summary

The Joint Working Group set up by the RCB and the Standing Committee is monitoring the process of registration, working closely with the new charity regulatory authorities in Northern Ireland and the Republic of Ireland, assisting with answers to questions that arise in respect of registration of Church bodies and producing materials to assist registration. Church House offers assistance with queries to registration from parishes or dioceses at the following email address: charityreg@rcbdub.org

Northern Ireland

Registration and first reporting: Down & Dromore, Connor and Armagh dioceses have now completed parish registration. Parish registration is also nearing completion in Derry diocese and will commence shortly in Clogher. Mrs Nicola Brown continues to assist the dioceses in NI as they support registration. The Charity Commission of Northern Ireland (CCNI) will proceed to other aspects of Church of Ireland registration in a planned manner following registration of parishes. This will include diocesan bodies, Diocesan Boards of Education, and local trustee bodies (if not already registered). The Church of Ireland planned approach to registration has been well managed and is highly regarded by CCNI as a model for group registrations. Mrs June Butler, Diocesan Secretary for the Dioceses of Connor and Down & Dromore, is providing guidance for those parishes in Northern Ireland that have completed initial registration. Mrs Kate Williams, Head of Finance in the RCB is developing models for accounts reporting.

Republic of Ireland

The new Charities Regulatory Authority (CRA) was commenced and began to register charities early in 2015. However, in February 2016, the CRA decided to revise its approach to group registrations and suspended the parish registration process, which had already made progress in Dublin and Glendalough and Limerick. Consequently, the Church was asked to supply a comprehensive list of Church of Ireland charities seeking registration with the CRA. Considerable effort has gone into ensuring that the list is as comprehensive as possible and the Working Group is grateful to diocesan staff, incumbents and select vestries for their assistance. Mrs Suzanne Hendy continues to assist in the registration process, which will recommence in due course.

Matters arising in respect of local trustees and companies

The purpose of the new Charities Acts in the two jurisdictions was to ensure more thorough accountability of the charities sector. Charities legislation requires all charities to declare themselves and register. Charities must report on charitable assets, income, activities and expenditure. For this reason, parishes and local trustees of parish-related charitable assets need to be clear what their assets are, how they are legally held, how they raise and spend charitable income and they must report on **all assets, income and expenditure** to the charities regulators along with a report on **activity** (how they fulfil the charitable objects).

Local Trustees and parish management of assets

In the course of developing a list for the CRA, it became clear that some parishes have, for various reasons, adopted local trusteeship of parish assets. Where the value, income and expenditures relating to these assets are reported in parish accounts, this is acceptable to the regulatory authority because these charitable assets are being reported under the Charities Act. In this instance, the management of the assets is seen to be under the ultimate control of the parish. In cases where trustees are appointed by Select Vestries and where the charitable objects are aligned with those of the parish, these assets can be reported within the parish accounts, possibly as restricted trusts/funds where they were provided for specific uses.

However, in some cases, charitable assets have not been reported under the parish accounts even though it is clear that they are parish assets and that the local trustees of these assets are appointed by the Select Vestry. This places an additional administrative burden on those named as the trustees of these assets as they must ensure that the assets are registered with the charity authorities and annual reports are supplied. A simpler approach would be to review the charitable objects and bring these assets into the reporting framework of the parish accounts.

In situations where a trust is somehow related to a parish, but not intrinsically part of the parish, local trustees will generally have to register separately. This is often (but not always) the case with local schemes set up under the 1885 Educational Endowments Act.

Decisions on what approach to take to registration of assets requires examination of original trust objects or terms of a bequest.

The Working Group has identified several concerns relating to local trustees:

- Select Vestries sometimes do not know clearly what arrangement previous Select Vestries set up to manage parish assets;
- Local trustees have moved away or died;
- Local trustees are not regularly reappointed by the Select Vestry;
- Local trustees are passive rather than conducting regular business or reporting on the assets and may not be accepted as active charities for registration purposes;
- Deeds are poorly written and do not have charitable objects, or charitable objects that align with those of the parish;
- Winding up clauses are sometimes poorly written and imply that the asset may be ‘inherited’ through the estate of the trustee. This will not be registerable as a charitable asset as it represents a form of private benefit. Such clauses must be amended before registration;
- Where trusts have not been properly established, the trustees may be personally liable for charges relating to the asset and for any legal and insurance liabilities;
- Parishes are not recording locally held assets on a balance sheet.

Charitable companies

The Working Group also identified concerns where charitable companies have been established:

- The trustees/directors will have a dual obligation to make a report on charitable companies under the Companies Act as well as reporting under the Charities Act;
- Professional legal and accounting advice will be required in establishing and (probably) in ongoing management of these companies and their reporting obligations;
- Parishes using companies to purchase property should take specialist tax advice before proceeding. Parishes and those to be appointed as directors should ensure that the Revenue Commission or HMRC has confirmed any tax treatment before proceeding. Such arrangements need to be kept under regular review as tax treatment may change over time, or changes in the activities undertaken may alter eligibility;
- Potential directors must be advised of the personal liability that attaches to company directors. Liability insurance only covers directors to a certain point. Ignorance is not an excuse if the company breaches law or tax rules;
- Select Vestries as trustee bodies are very limited in terms of applying assets to non-charitable undertakings, so legal charity advice will be necessary to ensure that any transfer of parish assets to a company is acceptable under charity legislation.

Parishes who feel they need to set up local trusteeships or company structures should take legal and accounting advice and ensure any tax implications are clear. Legal advisors should also be made aware of the Church of Ireland Constitution and the charitable objects under which the parish operates.

Duties of members of Select Vestries as trustees

In the course of the year, the Working Group received several requests to clarify the role of members of Select Vestries. In fact, members of Select Vestries have always had responsibilities under the Constitution of the Church of Ireland, some of which are trustee responsibilities and others directed towards effective management to support the charitable object – the advancement of religion. The charity authorities in both jurisdictions have identified Select Vestries as the trustee bodies of the parish. The set of duties included under this can be outlined in the following way:

Trustee reporting responsibilities

- Financial responsibility for raising and expending income;
- Responsibility for reporting on finances and activity to the parish, and for registration and reporting under Charities Law;
- Responsibility to manage parish assets, either vested in the RCB or managed in accordance with trust requirements;
- Responsibility to insure parish assets (buildings, equipment, moveable assets, public liability insurance, trustee liability insurance; employers' liability insurance);
- Other legislative requirements, such as charity law, health & safety, listed building and building regulations, disability access, equality legislation, child protection, vulnerable adult protection, food standards regulations etc;
- Responsibility to adhere to the Church of Ireland Constitution as required.

General trustee support of charitable object responsibilities

- Responsibility for lay employment in the parish, contracts, payment and management of employees and payment of statutory contributions and adhering to any pensions legislation in a particular jurisdiction;
- Responsibility to provide church furnishing and fittings and to provide the necessary materials for worship – BCP, hymnals, Bible, communion plate, wine & bread;
- Responsibility for provision and care of parish registers.

Covenant Churches

A case by case approach has been adopted in respect of Covenant Churches, as each arrangement between a church of the Church of Ireland and the Methodist Church is slightly different.

Cross border issues and avoidance of dual reporting

Any bodies confronting this particular situation will be guided with the assistance of the regulatory authorities in the two jurisdictions. No provisions have yet been announced by the charities regulator in either jurisdiction.

Gratitude to members of the joint Charity Registration Working Group & to staff of the regulatory authorities

The Working Group continues to be grateful to CCNI and to the Charities Regulatory Authority for the close working relationship that has developed with the Church and for their helpful attitude and assistance. The Working Group also thanks diocesan secretaries and their staff, members of Select Vestries and Cathedral Boards and all those who have contributed to this work.

APPENDIX E

THE CHURCH AND SOCIETY COMMISSION OF THE CHURCH OF IRELAND REPORT 2016

Members

Most Rev Dr Richard Clarke
Most Rev Dr Michael Jackson
Mr Andrew Brannigan
Rev Dr Rory Corbett
Rev Adrian Dorrian (Chair)
Canon Shane Forster
Mr George Glenn (*ex officio*)
Mr Kenneth Gibson
Very Rev Kenneth Hall
Mr Samuel Harper
Mrs Hilary McClay
Rev Martin O'Connor

Executive Summary

The Commission exists to provide oversight and direction of the Church's work in relation to social theology in action. The Commission's work is divided into two main areas:

1. Proactive work such as the preparation of reports, briefing documents and other resource material.
2. Reactive work such as responding to reports and public consultations, in addition to responding to events in society

Established as the Board for Social Theology in action in 2010, and later becoming the Church and Society Commission (CASC), the Commission was formed to succeed three previous Church of Ireland Committees: The Board for Social Action NI, the Board of Social Responsibility RI and the Church in Society Committee.

The membership of the Commission is unique as it was formed through a process of application and interview. In 2016, those appointed come to the end of their initial period of appointment (two consecutive three year terms).

In 2015, the work of the Commission took three forms, which have generally been hallmarks of its work over the past six years:

1. Response to Government Consultation (specifically the Department of Justice (NI) consultation on abortion).
2. Response to media queries (ranging from abortion to public prayer, in the written press and on TV).
3. The release of statements on social issues (including homelessness and internet awareness for parents).

At time of writing the Honorary Secretaries are engaged in a review of the Commission as it comes to the end of this first ‘generation’. For the purposes of this Synod report, a resume of the operations of the Commission over its first six years is presented below.

Public Statements and Responses to Media Enquiries in relation to:

- Comprehensive Spending Review;
- Abortion;
- Issues relating to Human Sexuality (including NI Assembly votes, Ashers Case and Proposed Conscience Clause in NI);
- Environmental Issues (commendation of Pope’s Encyclical *Laudate Si* and statement prior to COP Conference in Autumn 2015);
- Presumed Consent in Organ Donation;
- Sunday Trading;
- Public Prayer;
- Fuel Poverty;
- Irish Children’s Referendum;
- Homelessness.

Response to Government Consultations and Representation to Government:

- Abortion Legislation (Legislation and representation in NI and RoI);
- Human Trafficking;
- Presumed Consent in Organ Donation;
- Sunday Trading;
- Welfare Reform.

Op-ed Articles:

- Poverty and Christmas;
- Internet Safety and Awareness for Parents.

Production of and Contribution to Resources:

- Co-funded good practice resource authored by Commission member Mr Andrew Brannigan;
- DVD resource highlighting the Church of Ireland at work in social action across the island of Ireland.

Contributions to General Synod:

- Passage of the Motion signing the Church of Ireland up to the Flesh and Blood Campaign;
- Approval of a Motion establishing an Environmental Charter for the Church of Ireland.

This broad range of activities represents the equally broad remit of the Commission – which continues to be one of the ongoing challenges for the Commission as we seek to be increasingly proactive rather than reactive. Nonetheless a breadth of expertise among members has allowed the Commission to work across this range of subjects.

In the coming year, and subject to the review of the Honorary Secretaries, the Commission’s ongoing work will continue to include press responses and responses to

government consultation as they arise. We look forward to working alongside Mr Peter Cheney, who is working with the Commission to prepare a bank of position/discussion papers on areas including, but not limited to:

- End of life issues;
- Free Speech;
- Welfare in the Context of the new NI Assembly agreement;
- Organ Donation.

At time of writing, the Commission is seeking to bring together a network of organisations with expertise in homelessness, to provide training and resourcing for Church leaders on this subject, initially in greater Belfast. If such a workshop/seminar is successful we would seek to offer it elsewhere.

The Commission is grateful for the ongoing support and assistance of a number of staff members at the RCB, not least Dr Paul Harron and Mr Peter Cheney in the Press Office, as well as Dr Catherine Smith and Mrs Janet Maxwell in Church House Dublin. We would also like to extend our good wishes to three RCB staff who have moved on to new horizons or retired in the past year, namely Mrs Jenny Compston, Mr Garrett Casey and Mr Eoin Fitzpatrick.

**APPENDIX TO THE CHURCH AND SOCIETY COMMISSION REPORT
THE CHURCH OF IRELAND BOARD FOR SOCIAL RESPONSIBILITY NI**

Membership of the Board

Rev Dr Jonathan Barry	Mr Robert Stinson
Mr Arthur D Canning	Ms Patricia Leinster
Mr George Glenn (Acting Chair)	Mr Andy Tough (Attending since Nov 15)

Staff

Mr Ian Slaine	Chief Executive
Mrs Patricia Gilbert	Senior Social Work Practitioner
Mrs Gerry McCluskey	Senior Social Work Practitioner
Mrs Marie Walker	Administrator
Mrs Seline Turkington	Sessional Counsellor
Ms Adele Lappin	Sessional Social Worker
Mrs Christine Wilford	Sessional Counsellor (Resigned August 2015)
Mrs Judith Williamson	Sessional Social Worker (Commenced December 2014)
Mrs Karen Simpson	Sessional Social Worker (Commenced December 2014)
Mr J Hutchinson	Sessional Social Worker (Commenced January 2015)

INTRODUCTION

The Report for the Church of Ireland Board for Social Responsibility NI, hereafter called the Board, places a primary focus on our services provided in 2015.

Overall 2015 has been a positive year for the Board. Services have been maintained and new opportunities for service delivery have been explored and acted upon.

A key issue for the Board and its activities, which are a social witness of the church in the world, is the relationship with its key stakeholder – the Church of Ireland.

BOARD MEMBERSHIP

The Board recruited a new member in 2015, Mr Andy Tough. Andy comes with a wealth of experience in both the business and voluntary sector. His willingness to give of his time and share his expertise is much appreciated. Andy will attend meetings for a period of time before becoming a full member, by mutual agreement.

The Board continues to seek new members and approaches to the Chief Executive or Board Members are most welcome.

RELATIONSHIP WITH THE CHURCH

In 2015 our engagement with the Church of Ireland regarding our relationship continued. This has been ongoing from 2013.

An external body, PA Consulting, was brought in by the Church of Ireland to review the work of the Board and the relationship with the Church.

The negotiations remain ongoing and active. It is anticipated the out-workings will become clear in the immediate future.

FUNDING

The Board is dependent upon funding from a range of sources. Each funder, especially when through a Service Level Agreement, brings expectations with regard to audit control and service delivery.

Information is provided here on our key funders, plus on changes with regard to the funding provided (if appropriate).

Core Grant

The Core Grant received from the Department of Health, Social Services and Public Safety towards the provision of our adoption service, in particular post adoption support and in part to the Fertility Counselling Service NI. The Core Grant available to all Voluntary Agencies is to be reduced from 2016 and will end in 2020. This will impact on the Board and a number of other local and indeed national Voluntary Agencies.

Service Level Agreements

- **Belfast Health & Social Care Trust** – in relation to the provision of a Fertility Counselling Service to the Regional Fertility Centre, Royal Jubilee Maternity Unit, Belfast.
- **GCRM Belfast** – to provide a Fertility Counselling Service to the patients of this private clinic.
- **Health & Social Care Board** – to provide independent support and counselling to parents and other relatives who have lost a child to adoption following statutory intervention by Social Services. This service was re-tendered in 2015 and awarded to Adoption Routes as the lead partner.

Donations

- The Dean of Belfast – Black Santa Appeal – for all our services and most appreciated.
- Donations from Parishes and Dioceses most gratefully received by the Board.
- Central Church – this is under abeyance at present while our relationship is under negotiation. We have received no actual Central Church monies in two years.

Fees for Services

- Adoption Placement – a fee associated with an Adoption Placement. This is a nationally recognised fee.
- Adoption Panel Membership – membership of this panel as an independent professional Social Worker.

Training Provided to Outside Bodies

- This includes hospitals and social work agencies in Fertility Counselling.
- Income from a Conference on the topic of ‘Telling’ in relation to Donor Conceived children. Fees from attendees and clinics.

Rental Income

In November 2014 Adoption Routes welcomed Adopt NI – a support agency for adult adopters and birth parents to our building as a tenant. They are a good and most welcome tenant.

In addition the Board rents rooms to Staff Care and Private Counsellors.

The Board acknowledges the professional financial guidance of Robert Moore Associates. The support of our Auditor ASM Chartered Accountants is also acknowledged. The current economic climate for the voluntary sector is ‘tight’. The Board, along with other voluntary agencies in Northern Ireland is finding this to be the case.

Staffing

Key staff remained the same in 2015. Plans to recruit a permanent Senior Social Work Practitioner/Counsellor were postponed while the Next Step Tender was completed.

Services

i. Adoption Routes

Adoption is the original core service of the Board and the one from which the services mentioned hereafter developed.

In 2015 our re-involvement in the area of adoption assessment and placement came to fruition. A child was placed with one couple. A second couple was approved in 2015 and we are actively seeking a placement for this couple.

Adoption Routes has entered into a close working relationship with Adoption Matters, Chester, to provide this service. Adoption Routes is using the professionalism and expertise of this highly rated adoption agency in England to re-enter the world of adoption placement.

Our aim with regard to adoption placements is to assess local potential adoption for local children. We are reliant upon Health & Social Care Trusts to fund this service by using our approved adopters.

Adoption Routes continues to support our adoptive parents and their children. In 2015 we actively supported ten adoption placements with the children ranging in age from ten to seventeen years of age.

Post Adoption Access to Records remains a key part of the work of Adoption Routes. This relates to our assisting adults to access adoption records and potentially trace a birth parent. In 2015 we received thirty-four such enquiries to provide a service.

Adoption Routes remains an active participant in:

- The Adoption Panel of Belfast Health & Social Care Trust;
- The Northern Ireland Post Adoption Social Workers’ Group;
- The Group meeting to review Adoption Policies and Procedures in Northern In mid-2015 Adoption Routes, as the lead body, in association with Adoption UK (a support agency for adopters) applied to the Big Lottery for funding for a new and innovative service. The bid proved to be a successful one.

The service is to provide therapeutic and counselling support to adopted children aged two to twelve and their parents, and to provide education to schools on the needs of adopted children.

The Big Lottery, under its Reaching Out and Supporting Families Programme, has awarded £700,000 over five years to the Board to provide this new service. There are exciting and challenging times ahead for Adoption Routes and Adoption UK in Northern Ireland in meeting a recognised unmet need.

The new Project will be called TESSA – Therapeutic Educational Support Service in Adoption.

ii. Next Step

Next Step is an Independent Support and Counselling Service in Adoption for birth parents and other relatives. The service is funded through a Service Level Agreement for the Health & Social Care Board.

In 2015 the service was re-tendered with the addition of another service into the Tender – the Adoption Regional Information Service (as provided by Adopt NI).

Adoption Routes, as the lead agency, Family Care Adoption Service and Adopt NI tendered for this service. The bid was successful and the contract awarded from 1st October 2015 for a three year period.

In 2015 Next Step received a total of ninety-two new referrals. This compares with one hundred and twenty-two in 2014.

The Board, with the security of a new three year contract, recognises the need to recruit a new lead Social Work Practitioner to maintain and build on the existing service.

The ongoing support and financial input of the Health & Social Care Board to meet the needs of this vulnerable group is much appreciated by the Board.

iii. Fertility Counselling Service (ni)

The Board, through the Fertility Counselling Service (ni), remains the lead provider of this specialist form of counselling in Northern Ireland.

In addition, our counsellors play key roles in the British Agencies for Adoption and Fostering and the Irish Fertility Counsellors' Association giving us a national profile across two nations.

The number of new referrals were:

- 190 the Regional Fertility Centre, Belfast 255 in 2014
- 110 GCRM Belfast 40 in 2014

In addition Belfast Health & Social Care Trust approached the Board to provide a new trial project service to people affected by multiple miscarriages. This is an ongoing development.

In September 2015 our Conference entitled Becoming a Family with the Help of a Donor was held in Belfast. The attendees included forty-nine service users and twenty-six professionals e.g. counsellors, nurses and clinicians.

In addition we provided training to staff from the Regional Fertility Centre, GCRM Belfast and Craigavon Area Hospital on Breaking Bad News.

iv. The Church of Ireland Disability Committee

The Board continued to provide secretarial support and active membership of this Committee in 2015. Mr Ian Slaine resigned from the Committee in December 2015 due to unanticipated demands with existing and new services.

v. Social Outreach

With an increase in demand for specialist services and our limited resources the Board has retracted in this area. Plus, the Church of Ireland Commission on Social Action has taken on the mantle of social comment.

The Board continues to distribute donated toys to families in need, indeed 2015 was our most successful ever toy appeal.

Parishes which contributed the toys and many very expensive toys include:

- St Thomas Belfast
- St Nicholas Carrickfergus
- St Macartin’s Cathedral, Enniskillen
- St John’s Rathfriland
- St Matthew’s Richhill

The toys are distributed through a range of agencies/organisations including:

- Fibromyalgia NI
- Children’s Disability Team, Belfast Health & Social Care Trust
- Women’s Aid, across Northern Ireland
- Barnardos, for the Syrian Refugee Families
- Central Belfast Child Contact Centre
- Willowfield Parish Community Association

CHARITY COMMISSION FOR NORTHERN IRELAND

The Board’s application to the Charity Commission for Northern Ireland was accepted in April 2015. Our Charity Number is NIC101826.

Being on the Register of the Charity Commission brings benefits as well as significant responsibilities with regard to reporting, mentoring and security.

CONCLUSION

The Board continues to operate as a provider of a range of specialist social work/counselling services.

2015 was again a challenging year for the Board. The Award from the Big Lottery and a re-entry into the world of adoption placements has many benefits including financial ones for the Board.

The Board recognises a need to clarify its relationship with the Church of Ireland as a key objective in 2016. The Church of Ireland set up the Board and remains a key stakeholder.

GS Complaints procedure

	2015 Total €	2014 Total €	2013 Total €	2012 Total €	2011 Total €	2010 Total €
Income						
Deposits	0	(814)	(735)	(1,470)	0	(2,091)
Less - deposit refund	0	814	735	0	0	697
Support from General Purpose Fund	0	0	(991)			
Net deposits	<u>0</u>	<u>0</u>	<u>(991)</u>	<u>(1,470)</u>	<u>0</u>	<u>(1,394)</u>
Costs						
Legal - External	0	0	24,537	0	41,612	60,604
Legal - In-House Legal	0	0	24,120	7,220	8,082	18,239
Technical	0	0	0	0	5,000	1,220
Expert witness costs	0	0	0	0	0	2,195
Administrative and secretarial	0	0	0	0	2,394	10,893
Travel & subsistence	117	0	3,845	0	792	1,208
Sundry	0	0	1,838	0	0	369
	0	0	0			
	<u>117</u>	<u>0</u>	<u>54,341</u>	<u>7,220</u>	<u>57,881</u>	<u>94,728</u>
	<u>117</u>	<u>0</u>	<u>53,349</u>	<u>5,750</u>	<u>57,881</u>	<u>93,334</u>

Costs will be charged to the income and expenditure account in the year the complaint hearing takes place.

APPENDIX G

HISTORICAL CENTENARIES WORKING GROUP

Membership:

The Bishop of Clogher, The Rt Rev John McDowell (Convenor)

Dr Kenneth Milne (Church of Ireland Historiographer)

Ven Ricky Rountree (representing the Liturgical Advisory Committee)

Ven Robin Bantry White

Professor David Hayton (co-opted)

Mr George Woodman (co-opted)

Rev Earl Storey (in advisory role)

Dr Paul Harron (in advisory role)

The Historical Centenaries Working Group met regularly during 2015 and early 2016, almost always by teleconference, and organised or supported a number of significant projects.

As a precursor to the significance of the 2016 centenary year, the Working Group undertook to engage with Protestant/Unionist/Loyalist communities in Belfast to explore the theme of what it would have been like to be an ‘ordinary Protestant’ living in Dublin during the Easter Rising and what it is like to be a Dublin Protestant relating to the State one hundred years on. In order to realise an effective conversation, the Working Group engaged with the Unionist Centenaries Committee and, with its assistance, collaborated with the drama company Partisan Productions in the development of innovative dramatic monologues exploring the historical themes, culminating in an event called ‘Is there anybody goin’ with a tither o’ sense?’, held at Willowfield Parish Church in east Belfast on the evening of Thursday 15th October 2015. Alongside the acted performances two erudite presentations were given by the historian Dr Ian d’Alton and Mr Philip McKinley. Dr d’Alton explored the 1916 Uprising by adopting the persona of 2nd Lieutenant William Wylie, KC, a member of the Officers Training Corp at Trinity College, Dublin, while Mr McKinley spoke from his own personal experience on the complexities of contemporary cultural identity, focusing on adopting, rejecting or adapting to change.

The major event of spring 2016 was an evening of informative presentations and discussion to mark the centenary of the Easter Rising held in the nave of Christ Church Cathedral, Dublin, on the evening of the 17th February, entitled: ‘A state of chassis – ordinary people in extraordinary events in Dublin in 1916’. An audience of approximately 250 people gathered to hear presentations by Dr Fearghal McGarry, a leading historian of the Easter Rising based at Queen’s University, Belfast (and author of *The Rising: Ireland Easter 1916*) and Dr Jason McElligott, Keeper of Archbishop Marsh’s Library, Dublin; the evening was chaired by the historian and broadcaster Dr John Bowman. The event, which attracted widespread media attention from across the island, was attended by An Taoiseach, Mr Enda Kenny, TD, the British Ambassador to Ireland, Mr Dominick Chilcott, CMG; and the First Minister of Northern Ireland, Mrs Arlene Foster, MLA.

Both these events were widely advertised and reported on in the *Church of Ireland Gazette*; summaries and photos are available on the main Church of Ireland website. The Working Group is grateful to the staff of both Willowfield Parish Church and of Christ Church Cathedral, Dublin, for their helpful assistance in staging the events.

It was with great sadness that the Working Group marked the death of the historian Professor Keith Jeffery, who had originally planned to speak at the Dublin event but who passed away a few days prior to it. Professor Jeffery had provided an excellent response to Professor Nigel Biggar's lecture at the 'Ethics of War' event held in 2014 and he will be greatly missed.

The Working Group welcomed the Liturgical Advisory Committee's provision of orders of service for use in church commemorations of the Easter Rising and the Battle of the Somme.

The Working Group is undertaking to support the publication of the work of the late Dr Valerie Jones by her daughter, Dr Heather Jones relating to Protestant people engaged in politics and ideas during the Irish revolutionary period. The Group was also successful in securing funding through the Department of Arts, Heritage and the Gaeltacht for two projects. The first is the completion of the digitisation of the *Church of Ireland Gazette* for the revolutionary period which will make it available to scholars and other interested researchers as fully searchable online. The second is the publication of a 'souvenir' edition of the *Gazette* for Easter Week 1916, when the paper's offices were in Middle Abbey Street and from where the editor had an intimate view of the activities of Volunteers, soldiers and civilians.

The next major event which the Working Group is organising is a symposium on the evening of the 1st June 2016 in the Music Room at Christ Church Cathedral, Dublin, to mark the centenary of the Battle of the Somme. Entitled 'The Somme – a wider set of reflections and experiences', it will feature talks by the historian Dr Gavin Hughes and the historian and writer Mr Turtle Bunbury.

Members also actively engaged with events organised across the Church of Ireland and by other Churches during the year, including: St Fin Barre's Cathedral, Cork; St Patrick's Cathedral, Dublin; and the Presbyterian Church in Ireland's 'The Church in the Public Square Conference – The future of our past: remembering and reassessing 1916' held at the Assembly Buildings, Belfast on 21st January 2016.

APPENDIX H

HISTORIOGRAPHER'S REPORT

Students of the history of the Church of Ireland are well-served in the matter of primary and secondary source material and of how these may be accessioned. The starting point has to be the RCB Library, a major contributor to Irish academic life and a testimonial to the far-sightedness of past generations of Church leadership and of those in more recent times who recognise that we cannot hope to minister effectively in this land unless we contribute to its intellectual discourse.

Maura Tallon's book on *Church of Ireland diocesan libraries* (1959) identified fourteen such institutions, some of them with noteworthy, even valuable, collections. Few now remain free-standing, but this is not to say that they have ceased to exist. In several instances they now function under the aegis of universities and third-level institutions, serving a broader (and younger) readership than was formerly their role. For centuries, the Established Church of Ireland held a privileged position in this country, and it is surely appropriate that the wider community should now benefit from the labours of past generations of Church of Ireland scholars and collectors. While there undoubtedly are far fewer diocesan libraries under Church auspices than was the case when Maura Tallon did her researches, it is, perhaps, timely to undertake a similar survey of those that remain since it could be the case that material of interest to scholars, and indeed general readers, is not as widely known as it might be.

The RCB Library is neighbour to the Theological Institute, and in recent months two new titles by *alumni* of the Institute have been published in the 'Braemor Studies Series': Caroline Farrar's *Extending the Welcome: Hospitality in the Church* and Ian Horner's *A Theology of Vision: its Pastoral Implications*. These have its origins in M.Th. dissertations and are published by Church of Ireland Publishing, an imprint of the General Synod Literature committee.

Two other publications in 2015 merit particular mention. Raymond Gillespie and Roibeard Ó Gallachóir (ed.) *Preaching in Belfast, 1747-72: a selection of the sermons of James Saurin*, is the seventh volume in the Texts and Calendars Series published by Four Courts Press in association with the Representative Church Body Library. It is described as 'A unique collection of sermons [that] provides a vivid insight into the mind of a Church of Ireland clergyman in a rapidly changing provincial town in the middle of the eighteenth century and illuminating many of the key issues of the world of provincial Ireland.'

Nicola Gordon Bowe's *Wilhelmina Geddes: Life and Work* also has a Belfast connection. Her family, originally from Co Leitrim, moved to Belfast where she attended Belfast Art School, before coming under the influence of Orpen and the legendary Túr Gloine in

Dublin, *en route* to London. This sumptuously produced volume from Four Courts Press contains many colour illustrations of work to be found in Church of Ireland places of worship by a major, until now largely forgotten, figure in the Irish Arts and Crafts movement.

The Church of Ireland Historical Society is another vital contributor to Church of Ireland studies through its twice-yearly conferences and publications. *The Church of Ireland and its histories* (eds. Alan Ford, Miriam Moffitt and Mark Empey), tracing the historiography of the Church of Ireland from Ussher to the present day, is in preparation and due to be published by Four Courts Press.

Also forthcoming is *The Life and Letters of Archbishop Boulter* (ed.) Kenneth Milne and Paddy McNally. Boulter was Archbishop of Armagh from 1724-42 and a central figure in the government of Ireland. This collection reproduces for the first time the originally published correspondence in its entirety, as well as some previously unpublished letters and an extensive biographical introduction.

The ‘Decade of Centenaries’ is now well under way, and apart from the official Church of Ireland events held under the auspices of the Historical Centenaries Working Group, a number of commemorative events have taken place or are planned. Several publications are in preparation, which will seek to contribute Church of Ireland perspectives to the general discourse.

APPENDIX I

**NORTHERN IRELAND COMMUNITY RELATIONS WORKING GROUP
REPORT TO GENERAL SYNOD 2016**

Members:

Rev Adrian Dorrian
Rev Barry Forde
Rt Rev John McDowell
Rt Rev Harold Miller (Chair)
Ms Kate Turner
Rev Peter Munce

In Attendance:

Dr Paul Harron
Mr Eoin Fitzpatrick (May-September 2015)
Mr Peter Cheney (from February 2016)

The Northern Ireland Community Relations Working Group (NICRWG) met on five occasions since last year's General Synod (May, August, October, February and April), in Church of Ireland House, Belfast. It continued to inform itself on relevant matters, including the context of European Human Rights; the '100 Days of Prayer for 100 Years of History' initiative and on the progress of good relations work undertaken by the Office of the First Minister and Deputy First Minister (OFMDFM).

While the summer of 2015 and the 'marching season' had been relatively peaceful, it was noted that it had not been without incident and that community tensions in some areas remained high. In July 2015, Bishop Harold Miller, as Chair of the Working Group, issued a press statement lamenting an arson attack on Ballytyrone Orange Hall in Loughgall (Armagh) and calling for respect across community divides; the Working Group also expressed its concern to the Orange Order on subsequent attacks on Orange Halls located in Derry & Raphoe and Connor Dioceses in early 2016, in the knowledge that the respective diocesan bishops and clergy had spoken with those adversely affected locally.

In February 2016, the group received a presentation/update on 'Together: Building a United Community' initiatives by Mr Michael McGinley, Head of the Good Relations Policy Secretariat and Support Branch, and Mr Lee Williamson of the Good Relations Funding and Delivery Branch of OFMDFM.

The Church of Ireland Press Officer, on behalf of the Working Group, attended the Presbyterian Church in Ireland's 'Church in the Public Square' conferences in the Assembly Buildings, Belfast, in October 2015 ('Economic Hope: a Biblical Roadmap for a Just Society') and January 2016 ('The Future of Our Past: Remembering and Reassessing 1916').

The Working Group is conscious that some of its interests may cross over with the concerns of the Church and Society Commission (CASC). As CASC reviews its working arrangements, the NICRWG will continue to keep a watching brief on issues connected to community relations in Northern Ireland.

APPENDIX J

PARISH DEVELOPMENT WORKING GROUP

REPORT 2016

COMMITTEE MEMBERSHIP

Most Rev Pat Storey
Rt Rev Ken Clarke
Mrs Tessa Marsden. (Administrator)
Rev Paul Hoey (Chair)
Rev Ruth Jackson Noble
Rev Peter Jones
Mr David Brown

The number of dioceses designating a person or group to facilitate the process of parish development continues to increase. The Working Group very much sees its role as facilitating the dioceses, as well as individual parishes, in this work.

However, one of the demands of those taking part in the parish development programmes of the past was for opportunities to meet with others beyond our own ‘patch’ so that we might learn from each other face common challenges together.

Accordingly, in the autumn of 2015, we ran two conferences offering the same programme in different venues, Abbeyleix and Dungannon. Almost twenty parishes were represented by their parish teams with a total attendance of over 100 people of all ages.

Feedback from these events was by and large very encouraging with particular mention being made of the part played by Rev Ian Coffey whose sensitive input helped parishes get to grips with the challenge of change. Parishes were encouraged to explore ‘Ten Stepping Stones of Parish Development’ and to identify one to focus on for the present. The Church21 website offers a variety of resources which parishes can make use of as they work at these issues.

Over 90% of those who responded said that they would attend another such conference and the Group is planning two follow-up conferences, subject to finance being available. Our hope that these conferences might spark the development of a network of churches and groups committed to supporting each other and sharing resources is beginning to be realised.

During the year we launched a new website www.church21.ie which we hope will become a tool for the sharing of stories and resources.

The members of the working Group wish to place on record our enormous gratitude to Dr John Tyrell who has been one of our most fervent and committed members but who has

Standing Committee – Report 2016

reluctantly had to stand down because of moving to live in England. We wish John well in his new home and parish.

We also record our appreciation of the work that Mrs Tessa Marsden is doing in her role as Administrator.

APPENDIX K

STANDING COMMITTEE

PRIORITIES FUND

INCOME AND EXPENDITURE ACCOUNT		Year ended 31 December	
		2015 €	2014 €
INCOME			
Contributions	1	638,622	613,604
Deposit interest		396	1,224
Investment income		31,355	29,989
		<u>670,373</u>	<u>644,817</u>
EXPENDITURE			
Administration Expenses	2	(36,771)	(38,687)
Operating Surplus for the Year		<u>633,602</u>	<u>606,130</u>
ALLOCATIONS & GRANTS			
Allocations & Grants Distributed	3	(511,149)	(500,448)
Surplus after Allocations & Grants		<u>122,453</u>	<u>105,682</u>
Valuation Movement		51,013	115,597
Currency translation adjustment		10,113	7,058
		<u> </u>	<u> </u>

Net Surplus for the year

183,579

228,337

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STANDING COMMITTEE

PRIORITIES FUND

BALANCE SHEET

Year ended 31 December

2015
€

2014
€

INVESTMENTS

Investments held by the RCB	4	1,014,114	963,102
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CURRENT ASSETS

Cash held on deposit	5	556,699	444,846
Cash at bank		341	249
		<u>557,040</u>	<u>445,095</u>

CURRENT LIABILITIES

Loans		(31,000)	(48,760)
PAYE/PRSI		(1,944)	(4,806)
		<u>(32,944)</u>	<u>(53,566)</u>

Net Assets		<u><u>1,538,210</u></u>	<u><u>1,354,631</u></u>
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FUNDS EMPLOYED

Balance at 1 January		1,354,631	1,126,294
Surplus for the year		183,579	228,337
Balance as at 31 December		<u><u>1,538,210</u></u>	<u><u>1,354,631</u></u>

Notes to the Financial Statements

	2015	2014
1. Contributions	€	€
Contributions from the dioceses	638,622	613,604
	<u> </u>	<u> </u>
2. Administration Expenses	2015	2014
	€	€
Salaries & PRSI	20,501	23,025
Organiser's & Committee expenses	5,779	3,339
Printing & Stationary	5,231	7,123
Postage & Photocopying	1,222	1,182
Miscellaneous & Transfers	4,038	4,018
	<u> </u>	<u> </u>
	36,771	38,687
	<u> </u>	<u> </u>
3. Grants & Loans	2015	2014
	€	€
Ministry		
Retirement Benefits	158,760	134,645
Education	584	1,448
Community	79,719	62,735
Areas of Need	65,560	79,240
	37,925	65,908
Outreach Initiatives	79,992	142,457
Innovative Ministry	88,609	14,015
	<u> </u>	<u> </u>
	511,149	500,448
	<u> </u>	<u> </u>
4. Invested assets are shown at market value in 2015 and 2014.		
	2015	2014
5. Cash held on deposit	€	€
Cash held on deposit	556,699	444,846
	<u> </u>	<u> </u>
6. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2015, €1 = £0.737 (2014: €1 = £0.7765).		

7. The Priorities Fund is not the beneficial owner of any tangible fixed assets, and thus no depreciation charge arises in the period.



Independent auditors' report to the Committee of the Church of Ireland Priorities Fund

Report on the financial statements

Opinion

In our opinion, the Church of Ireland Priorities Fund non-statutory financial statements (the "financial statements") for the year ended 31 December 2015 have been properly prepared, in all material respects, in accordance with the basis of preparation and accounting policies on page 5 in the financial statements.

Information on the basis of preparation and accounting policies

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

What the financial statements comprise

The financial statements, included within the Annual Report, comprise:

- the Balance sheet as at 31 December 2015;
- the Income and Expenditure Account for the year then ended;
- the accounting policies; and
- the notes to the financial statements, which include other explanatory information.

The financial reporting framework that has been applied in the preparation of the financial statements is the basis of preparation and accounting policies on page 5 in the financial statements.

In applying the financial reporting framework, the Committee has made a number of subjective judgements, for example in respect of significant accounting estimates. In making such estimates, they have made assumptions and considered future events.

Responsibilities for the financial statements and the audit

Committee of the Church of Ireland Priorities Fund

As explained more fully in the Committee's Responsibilities Statement set out on page 4, the Committee is responsible for the preparation of the financial statements in accordance with the basis of preparation and accounting policies on page 5 in the financial statements and for determining that the basis of preparation and accounting policies are acceptable in the circumstances.

Our responsibility is to audit and express an opinion on the financial statements in accordance with International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

PricewaterhouseCoopers, One Spencer Dock, North Wall Quay, Dublin 1, Ireland, I.D.E. Box No. 137
T: +353 (0) 1 792 6000, F: +353 (0) 1 792 6200, www.pwc.com/ie

Member of Accountants



Independent auditors' report to the Committee of the Church of Ireland Priorities Fund - continued

This report, including the opinion, has been prepared for and only for the Committee as a body for governance purposes in accordance with our engagement letter dated 2 December 2015 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the Church of Ireland Priorities Fund, save where expressly agreed by our prior consent in writing.

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland).

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland). An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of:

- whether the accounting policies are appropriate to the Church of Ireland Priorities Fund's circumstances and have been consistently applied and adequately disclosed;
- the reasonableness of significant accounting estimates made by the Committee; and
- the overall presentation of the financial statements.

We primarily focus our work in these areas by assessing the Committee's judgements against available evidence, forming our own judgements, and evaluating the disclosures in the financial statements.

We test and examine information, using sampling and other auditing techniques, to the extent we consider necessary to provide a reasonable basis for us to draw conclusions. We obtain audit evidence through testing the effectiveness of controls, substantive procedures or a combination of both.

In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.


PricewaterhouseCoopers
Chartered Accountants and Registered Auditors
Dublin

16 March 2016

APPENDIX L

WORKING GROUP ON DISABILITY

Membership

Rev Jennifer McWhirter (Chairperson)
Mr James Clarke (Resigned 2015)
Rev Malcolm Ferry
Mrs Carol Ferry
Dr Timothy Jackson
Mr Ian Slaine (Resigned 2015)
Mrs Audrey Tormey

Terms of Reference

In March 2005, the Standing Committee established the Working Group on Disability to address issues concerning disability that affect the Church of Ireland and to consider the implications of legislation in both jurisdictions. The Church of Ireland is periodically invited to comment on consultation documents, white papers and draft legislation. It was envisaged that a working group with expertise in this area would be in a position to prepare considered responses on behalf of the Church.

Personalia

We were sorry to hear of Mr Ian Slaine's decision to resign from the working group at the end of 2015. He has been a stalwart member of this group for some considerable time, and assisted us with the taking of notes at our meetings. We were also sorry to hear of the resignation of Mr James Clarke. They will both be missed and we wish them well for their future endeavours.

Following the retirement of Bishop Trevor Williams in May 2014, a new bishop representative to the working group has yet to be appointed. It is our hope that this might be possible during 2016.

Disability Awareness Sunday

Disability Awareness Sunday is usually the third Sunday of November. In 2015, the theme was hidden disability and hidden carers and focused on a diocesan initiative in the Dioceses of Derry and Raphoe. An article was placed in *The Church of Ireland Gazette* and made available online. It is hoped that each year this material helps clergy in parishes to focus for one day on those who struggle with disability and raises awareness of different disabilities in congregations.

The Working Group is encouraged by the feedback received on the materials produced and the use of the same.

Accessibility to Church Venues

The Working Group is delighted that its lobbying over many years for fully inclusive venues for all Church meetings, including General Synod, is now well established and supported. The Chairperson of the group was pleased to be invited to the venue for

General Synod to highlight access points for those with disabilities who will be attending General Synod.

We hope that all Dioceses and Parishes continue disability issues in planning events, in order to ensure inclusion.

Use of Technology

The Working Group has benefited much from the use of modern technology, e.g. Skype and tele-conferencing facilities, as a way of ensuring participation of members from the length and breadth of our Church and island. This is an encouragement to those who could contribute to our work but could not physically travel to meetings.

Work Plan

The Working Group has certain priorities in its planning for the future:

- a. To make people think beyond disability and towards access for all;
- b. To make people aware of the legislation in the Republic of Ireland and Northern Ireland and outline the implications of the same;
- c. To make people aware of key issues involved in making sure properties are accessible

Conclusion

The Working Group continues to seek consultation with and support from Church Members with either a professional or personal knowledge in the area of disability.

APPENDIX M
STANDING COMMITTEE INCOME AND EXPENDITURE AND GENERAL
PURPOSES FUND ACCOUNTS

STANDING COMMITTEE
INCOME AND EXPENDITURE ACCOUNT

	Notes	2015 €	2014 €
INCOME			
Representative Church Body	1	617,856	615,972
Deposit Interest	2	1,051	2,524
Royalties Fund Income		67,970	35,481
Grants/Contributions		26,821	22,566
		713,698	676,543
EXPENSES			
Services provided by RCB	3	278,381	270,046
General Synod Expenses	4	39,338	43,029
Miscellaneous Expenses	5	44,766	43,534
		362,485	356,609
		351,213	319,934
OPERATING SURPLUS FOR THE YEAR			
ALLOCATIONS AND GRANTS			
Allocations to Ecumenical and Anglican Organisations	6	123,470	121,061
Allocations to Church related Organisations	7	333,789	165,409
		457,259	286,470
		(106,046)	33,464
(Deficit)/Surplus for year			

STANDING COMMITTEE

FUND ACCOUNT		Year ended 31 December	
		2015	2014
		€	€
CURRENT ASSETS			
Cash on deposit held by RCB	8	316,770	416,408
Net Assets		<u>316,770</u>	<u>416,408</u>
 FUNDS EMPLOYED			
Balance at 1 January		416,408	375,885
(Deficit)/ Surplus for the year		(106,046)	33,464
Currency translation adjustment		6,408	7,059
Balance as at 31 December		<u>316,770</u>	<u>416,408</u>

Notes to the Accounts

1. Income from Representative Church Body

	2015 €	2014 €
Representative Church Body allocation	654,458	621,225
Refund unexpended allocation	(36,602)	(5,253)
Total income from RCB	<u>617,856</u>	<u>615,972</u>

2. Deposit Interest

	2015 €	2014 €
-Royalties Fund	1,051	2,524
	<u>1,051</u>	<u>2,524</u>

3. Services provided by the RCB

Services provided by the RCB relates to time apportionment of RCB staff to Standing Committee support.

	2015 €	2014 €
4. General Synod Expenses		
-Venue and Facilities	39,338	43,029
	<u>39,338</u>	<u>43,029</u>

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5. Miscellaneous Expenses

	2015	2014
	€	€
- Inter Church Addiction	-	3,863
- Parish Development Working Group	9,100	50
- Publications & Printing	8,992	5,881
- Honorary Secretaries' expenses	11,479	9,287
- Porvoo Communion	2,895	1,671
- Historiographer's Expenses	2,000	2,000
- Church & Society Commission	-	5,815
- Council for Mission	1,013	5,976
- Commemorations Working Group	697	4,730
- Commission on Ministry	4,055	1,128
- Commission on Human Sexuality	1,348	175
- Covenant Council	500	1,274
- Children's Ministry	-	1,684
- Commission Episcopal Ministry & Structure	2,687	-
	<u>44,766</u>	<u>43,534</u>
	<u><u>44,766</u></u>	<u><u>43,534</u></u>

6. Ecumenical and Anglican Organisations

	2015	2014
	€	€
- Anglican Consultative Council	54,858	50,547
- Churches Together in Britain and Ireland	13,569	12,878
- Irish Council of Churches	27,892	25,954
- Irish School of Ecumenics	-	2,000
- Irish Inter-Church Meeting	15,467	14,393
- World Council of Churches	4,749	4,507
- Conference of European Churches	3,000	3,000
- Delegates' expenses (travel/conferences)	3,935	7,782
	<u>123,470</u>	<u>121,061</u>
	<u><u>123,470</u></u>	<u><u>121,061</u></u>

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7. Allocations to Church related Organisations	2015	2014
	€	€
- Central Communications Board	144,000	123,967
- Miscellaneous	-	500
-Grants paid to General Church Organisations	6,000	-
- Church of Ireland Marriage Council	9,233	16,007
- Royalties Fund Expenditure	167,357	17,389
- Safeguarding Trust	7,199	7,546
	<u>333,789</u>	<u>165,409</u>
	=====	=====

8. Cash on Short Term Deposit	2015	2014
	€	€
- Royalties Fund	216,438	327,247
- Hymnal Revision	1,748	1,659
- Other Account Balances	98,584	87,502
	<u>316,770</u>	<u>416,408</u>
	=====	=====

This represents cash held on behalf of Standing Committee by the RCB in pooled bank accounts.

9. Foreign currency transactions have been translated to Euro at the rate of exchange ruling on 31 December 2015, €1 = £0.737 (2014: €1 = £0.7765).



The Standing Committee
Representative Church Body
Church House
Church Avenue
Rathmines
Dublin 6

Dear Sir/Madam

Chartered Accountants' report on the unaudited financial information of the Standing Committee

In accordance with our engagement letter dated 2 December 2015 we have compiled the entity's financial information which comprises the Income and Expenditure account, the Fund Account and the related notes from the accounting records and information and explanations you have given us.

The financial information has been compiled on the basis set out in the notes to the financial information.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2015 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.


PricewaterhouseCoopers
Chartered Accountants
Dublin

16 March 2016

PricewaterhouseCoopers, One Spencer Dock, North Wall Quay, Dublin 1, Ireland, I.D.E. Box No. 137
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Chartered Accountants

Standing Committee – Report 2016

GENERAL PURPOSES FUND				
INCOME AND EXPENDITURE ACCOUNT				
			2015	2014
			€	€
INCOME				
Interest and dividends			1,104	1,034
Venerable E Colvin Bequest			-	23
			<u>1,104</u>	<u>1,057</u>
EXPENSES				
Registrar's fees			63	63
Legal and other costs			-	992
			<u>63</u>	<u>1,055</u>
OPERATING SURPLUS FOR YEAR			1,041	2
Balance 1 January 2015			33,265	29,269
Currency translation adjustment			4	4
Gains unrealised on revaluation			<u>1,764</u>	<u>3,990</u>
Balance 31 December 2015			<u>36,074</u>	<u>33,265</u>
FUNDS EMPLOYED				
Investments			35,011	33,244
Cash held by RCB			<u>1,063</u>	<u>21</u>
			<u>36,074</u>	<u>33,265</u>
Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2015, €1 = £0.737 (2014: €1 = £0.7765).				



The Standing Committee
Representative Church Body
Church House
Church Avenue
Rathmines
Dublin 6

Dear Sir/Madam

Chartered Accountants' report on the unaudited financial information of the Church of Ireland General Purposes Fund

In accordance with our engagement letter dated 2 December 2015 we have compiled the entity's financial information which comprises the Income and Expenditure account and Fund Account from the accounting records and information and explanations you have given us.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than you for our work or for this report.

We have carried out this engagement in accordance with technical guidance in M48 'Chartered Accountants' Reports on the Compilation of Historical Financial Information of Unincorporated Entities' issued by the Institute of Chartered Accountants in Ireland (ICAI) and have complied with the ethical guidance laid down by the ICAI relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2015 and have acknowledged your responsibility for it, including the creation and maintenance of all accounting and other records supporting it and the appropriateness of the accounting basis on which it has been compiled, and for providing us with all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit of the financial information. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations given to us by you and we do not, therefore, express any opinion on the financial information.


PricewaterhouseCoopers
Chartered Accountants
Dublin

16 March 2016

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Chartered Accountants

**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, the Department of Education and Skills, Diocesan Boards of Education, and other educational and school authorities with a view to ascertaining the most efficient and economical use of resources including funds, transport facilities and teachers;
- Study any legislation or proposed legislation likely to affect the educational interests of the Church of Ireland and take such action with respect thereto as it may deem necessary;
- Deliberate and confer on all educational matters affecting the interests of the Church;
- Make such enquiries as it shall deem to be requisite and communicate with government authorities and all such bodies and persons as it shall consider necessary.

A. BOARD OF EDUCATION (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 represent the Church as an educational partner to the Department of Education and other educational bodies;
- Liaise with other churches within the Transferor Representatives' Council (TRC) in promoting the interests and safeguarding the rights of transferors;
- Facilitate the nomination of transferor governors to controlled primary and secondary schools;
- Make submissions to relevant government departmental consultations;
- Engage with the new Education Authority and forthcoming Controlled Sector Skills Council;
- 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 Adult Safeguarding 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.

EXECUTIVE SUMMARY

1. **Education Authority:** Up and running. TRC representatives playing a vital role.
2. **Controlled Schools Support Council:** Progressing but not yet fully operational.
3. **Shared Education:** Shared Education bill progresses with Jointly Managed Schools as an integral part.
4. **Consultations responded to:** Two important consultation responses.
5. **Board of Education Principles of Equality:** Discussion paper on education.
6. **Transferor Representatives’ Council:** Challenged by report on ‘Collective Worship in Schools’. Reviewing support for Transferor Governors.
7. **Children’s Ministry:** Increasing support for Children’s Ministry.
8. **Safeguarding Trust:** Report of the work of the Child Protection Officer NI.
9. **Safeguarding Board NI:** Inter-Faith Committee increases co-operation between churches and gives the churches a voice in Safeguarding NI.
10. **Adult Safeguarding:** Progress made towards introducing a Church of Ireland Policy.
11. **Annual Theological Lectures at Queen’s University Belfast (QUB):** 2016 lecture from the Archbishop of Canterbury was well attended and widely appreciated.
12. **Membership.**

REPORT

1. Education Authority 2015

The Education Authority is a new body which came into operation on 1 April 2015. As a single organisation the Education Authority replaced the 5 Education and Library Boards which had previously delivered education services across Northern Ireland.

The constitution of the Education Authority was set out in the Education Act (NI) 2014 and provided for the establishment of a Board to have overall responsibility for the operation of the Education Authority. This Board comprises a Chairperson, Mrs Sharon O’Connor, who was appointed by the Minister of Education, Mr John O’Dowd and 20 members nominated by a range of interests. There are 8 political nominees representing the DUP, Sinn Fein, SDLP and the Ulster Unionist Party. The interests of Irish-medium schools, Integrated Schools, voluntary grammar schools, and controlled grammar schools are represented by one nominee from each sector. Four persons represent the interests of Catholic maintained schools.

Finally, representing the interests of all schools in the public sector are the four Transferor representatives who are nominated by the Church of Ireland, Presbyterian and Methodist churches. Historically these churches owned and managed the majority of schools that were transferred to state control following partition in 1921. In return for their significant investment in schools’ estate, the churches that

“transferred” their schools were given rights of representation on school boards of governors and area Library Boards. This right of representation was extended to the new Education Authority which means that the churches, working together, can continue to contribute a vision of education based upon the values of the Christian faith. The transferor representatives nominated to serve on the Education Authority are Rev Amanda Adams (Church of Ireland), Rev Robert Herron, Miss Rosemary Rainey and Mr Edgar Jardine.

The primary concern of the Education Authority when it came into operation on 1 April 2015 was to ensure continuity of services so that nothing would disrupt the educational experience of children or their teachers. The transition has gone well. The Board has met on a number of occasions, a senior management structure has been approved and five directors have been appointed who will be responsible for further developing and implementing a programme for change which, over time, will ensure that educational policies will be delivered in the same way across the country, so that all children are treated equally and fairly no matter where they live.

Whilst the Education Authority has been given a budget of £1.5 billion it is nevertheless required to develop a cost effective model for the delivery of educational services, which in practice means streamlining educational administration whilst at the same time tackling pupil underachievement and raising standards. Consequently the Board has been working with staff to consolidate operations, to reduce waste and duplication and to redesign and improve efficiency across every service that the Authority is responsible for. The target set for the Education Authority is to achieve savings of £26 million in its first year of operation whilst maintaining service delivery with further savings thereafter. (Rev Amanda Adams)

2. Controlled Schools Support Council

Following the successful passage of the Education Bill through the Assembly in November 2014, the Minister agreed to restore funding to the Controlled Schools Sectoral Support Body Working Group. The Board of Education agrees with the TRC assessment that the renewed political agreement to establish this support body for controlled schools is excellent news and will ensure this sector has similar support and representation as other sectors. Transferors are represented on the Working Group which has been meeting regularly to produce a business case to ensure the Controlled Schools’ Support Body is established on a firm strategic and financial foundation. This has since progressed to planning the functions of the new Controlled Schools Support Council (CSSC). Funding has been secured and once final details are completed then it is hoped to advertise for a Chief Executive Officer for the CSSC. Premises have been secured and it is hoped that the CSSC will be operational by September 2016.

3. Shared Education

There have been further significant developments in Shared Education in the past year. In November 2015 the NI Assembly Education Committee for Education began consultation into a draft bill for Shared Education. The TRC made a written submission and was asked to bring oral evidence to the Committee on 2nd December 2015. The TRC emphasised the commitment of the three transferor churches to the development of shared education through a range of approaches appropriate to the

context of local schools. The TRC expressed concern that it seemed from the bill that socio-economic factors could be used to determine funding for Shared Education projects and the TRC, whilst recognising the need to address socio-economic disadvantage in education, did not feel it should be part of criteria in determining shared education projects. The TRC also were concerned that the CSSC and other such bodies were not listed as agencies promoting Shared Education.

Jointly Managed Church Schools: The Department published a circular in April 2015 as an information guide for those interested in establishing jointly managed church schools. There is currently a project beginning with the support of TRC looking to join two schools together to create a jointly managed church school. The concept of jointly managed faith schools has been promoted in the Fermanagh Area through two road shows.

4. Consultations responded to:

- NI Assembly Education Committee for Education;
- Shared Education Bill;
- Bullying in Schools Bill.

5. Board of Education Principles of Equality

The Board of Education (NI) has been working on identifying the key issues in education and exploring how the church should respond. A draft paper has been drawn up with the aim of creating a policy on education for the Board and the wider Church of Ireland. (Appendix A)

6. Transferor Representatives' Council

The Transferor Representatives' Council (TRC) has been dealing with a range of issues. Due to the creation of EA, TRC has been reviewing its constitution. This is still in draft stage and a final version will be presented to all relevant synods and conferences in 2017. TRC was asked to a conference in Leicester exploring the way forward for Acts of Worship in School. This conference has started much debate and TRC hope to look into the area in more detail. TRC are also exploring how they may increase their support for Transferor Governors. They are currently exploring options to facilitate meetings for Transferor Governors in the autumn of 2016.

7. Children's Ministry

Building Blocks conference did not run in Belfast in 2015 and the Secretary to the Board of Education is involved in discussions on the future of the conference.

The Board of Education part-funded ten leaders to attend the 'Hand-in-Hand' Children's Ministry Conference in Eastbourne in February 2016. Leaders who were also sponsored by their own diocesan bishop have been feeding their learning from the weekend back into local parishes and the wider diocese.

The Board of Education in conjunction with the Theological Institute will be running a Children's Ministry Certificate for leaders based on the Core Skills materials in Omagh in May/June.

The Secretary has been part of a group including RB representatives, the Honorary Secretaries, and other Children's Ministry representatives exploring how the Church

of Ireland can develop a long term strategy for supporting children’s ministry in parishes.

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. In this work, she liaises closely with the Police Service NI, Probation Board NI, Social Services and other statutory and voluntary agencies whenever issues relating to child protection arise within parishes and dioceses. The CPONI is the nominated link person in the Church of Ireland for contact with PPANI (Public Protection Arrangements for Northern Ireland). Cooperative working with PPANI provides useful sharing of information and guidance on best practice.

The annual Safeguarding Trust training event for newly ordained clergy and first incumbents was facilitated by both the CPONI and CPORI in April 2016. Training events for panel members in all five northern dioceses were held during November and December 2015 and March and April 2016. Both CPOs together facilitated the training in Clogher which covered parishes in both jurisdictions. Both CPOs facilitated Safeguarding Trust training to first year students in CITI in December 2015. The CPONI 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 Mentor Forensics training event on ‘Understanding Sex Offenders’, in October 2015. The CPONI and the secretary to the Board of Education NI also attended the PPANI special interest seminar in October 2015.

The CPONI continues to be a member of 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 December 2015 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.

A Safeguarding Trust review has been carried out with parishes and the results of this survey will be published in due course.

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 Enhanced Disclosure checks to AccessNI per month, providing an important service to parishes. Advice and guidance in relation to changes and updates of the checking process are regularly provided to parishes and users of the vetting service.

9. Safeguarding Board for Northern Ireland (SBNI)

The SBNI faith based sub-group was formed in May 2015. This sub-group meets regularly to discuss common protocols and support, the faith based group also engages with the SBNI in wider issues of policy and procedure. Currently the faith based group is made up of representatives from the four main churches, the PSNI and NSPCC. The group is aiming to expand its representation in the future.

10. Adult Safeguarding

The Board of Education ran six seminars for clergy outlining the current legislation for adult safeguarding (formerly vulnerable adults). The Board of Education is currently working with other denominations to produce an Adult Safeguarding Policy for the Church of Ireland. This will be presented to Synod in 2017.

11. Annual Theological Lecture at Queen’s University Belfast (QUB)

The 2016 lecture was held on February 8th with the guest of honour the Most Rev and Rt Hon Justin Welby, Archbishop of Canterbury. He spoke on the topic of ‘Reconciliation’ and drew on his experience of the Middle East. This annual lecture continues to be oversubscribed and appreciated by a wide range of people. The lecture is arranged by the Chaplaincy at QUB and funded by this Board.

12. Membership

Rev Dr Ian Ellis moved on from his role as Secretary to the Board of Education in March 2015 to take up the role as rector of Rossorry Parish in Clogher Diocese. The Board greatly appreciates the work of Dr Ellis in his time with the Board of Education.

Dr Peter Hamill was appointed to the post of Secretary to the Board of Education in May 2015. The Board has been greatly encouraged by the work Dr Hamill has carried out in his first year and how well he has settled in to the role.

Connor Diocese appointed Rev Ian Magowan to replace the Ven Stephen Forde. Armagh Diocese appointed Rev Matthew Hagan to replace Rev Elizabeth Stevenson. Mrs Ethne Harkness retired as Lay Honorary Secretary and Mr Kenneth Gibson has been appointed in her place.

B. BOARD OF EDUCATION (REPUBLIC OF IRELAND)

AIMS

- Shall have the power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland;
- Will advise the General Synod of developments in educational policy in the Republic of Ireland and will represent the Church as an 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.

EXECUTIVE SUMMARY

- 1. Personalia**
- 2. Education Developments at a European Level:** Policy developments in education at European level are outlined.
- 3. Educational Developments at National Level:** New policies and significant pieces of legislation in relation to education and schools are highlighted.
- 4. Second Level:** Recent events organised by the Board at second level are outlined.
- 5. Legislation: A synopsis of recent legislation affecting schools is provided.**
- 6. CICE:** Statement from CICE regarding arrangements with DCU.
- 7. Child Protection and Safeguarding Trust:** Report of the work of the Child Protection Officer RI.
- 8. Religious Education (*Follow Me*):** briefing on developments in religious education.
- 9. CIPSMA Conferences and Events**
- 10. Grants:** the Board awards a number of grants each year in support of various educational bodies.
- 11. Committee members – Appendix A**
- 12. Secondary Education Committee:** The report of the SEC is attached as Appendix B.
- 13. The Sunday School Society:** Report 2016 (Appendix C)

REPORT

1. Personalia

Due to the change of Government in March 2016 Ms Jan O’Sullivan left office as Minister for Education and Skills. The Board expressed good wishes to Ms O’Sullivan as she left office.

The Board welcomed Dr Peter Hamill to the post of Secretary to the General Synod Board of Education (NI). Dr Hamill is a qualified teacher and vocational trainer and his PhD is in the field of education. He has worked in the area of training and development for a number of organisations over the years, including the Diocese of Connor and, more recently, the Northern Ireland Council for Voluntary Action. The Board looks forward to working closely with Dr Hamill and wishes him every success in his new role.

The Board welcomed Mr Gavin Norris as the observer to the Board from the Presbyterian Church in Ireland.

2. Education Developments at a European Level

In addition to providing guidance to schools in relation to day to day matters, consulting and negotiating with the Department of Education and Skills and representing the Church in the field of education, the Board also keeps a watching brief on developments in education policy at a European level. This is achieved through the Board’s involvement with relevant bodies such as the Inter-European Commission for Church and School (ICCS), the Co-ordinating Group for Religion in Education in Europe (CoGree) and also through the International Association for Christian Education (IV). In November 2015 the Board was elected a member of the International Association for Christian Education (IV) at its General Assembly in Bern, Switzerland. This is an important development as it enables the Church to have a voice in the development of Christian education beyond that of national concerns and it also facilitates networking with Christian educators from across Europe and further afield which is beneficial to the Board when discussing issues with the State at National level.

3. Educational Developments at a National Level

School Procurement

The School Procurement Unit was established in 2014 with the objective of providing procurement advice to schools and to provide a central contact point for schools to obtain guidance on procurement related issues. The Board of Education is a member of the School Procurement Advisory Committee which meets with the School Procurement Unit, the Department of Education and Skills and the Office of Government Procurement at regular intervals. The intention of this advisory committee and the School Procurement Unit is to incentivise and make it easier for schools to engage with procurement with a view to achieving savings in their running costs.

Energy in Schools Requirements

In accordance with a 2014 Statutory Instrument, all schools as public sector bodies are now required to report annually on their energy usage and actions taken to reduce consumption.

The Sustainable Energy Authority of Ireland (SEAI) has engaged with schools in relation to seeking energy efficiencies and hosts an online system to assist schools in fulfilling the statutory obligation to report energy use. SEAI has also organised a number of free training workshops countrywide with a view to assisting school personnel in using the monitoring and reporting system and helping them to comply with the legislation.

Advancing School Autonomy Consultations

In January 2016 the Board made a submission on the DES document “Advancing Autonomy in Schools.” This document is significant as it outlines DES future policy on a range of matters with regard to the management of schools. The Board will be engaging with the DES on an on-going basis with regard to the matters raised in the consultation document. The submission is available to view at www.ireland.anglican.org/education

New Boards of Management

Boards of Management at primary level took up office on 1 December 2015. A programme of training, consisting of seven modules, has been funded by the DES and will be made available to Boards in each diocese throughout their term of office.

Small Schools Research

As reported to General Synod in 2015, a research project was undertaken by CICE, with the support of both the Board and DCU, on the role of smaller Church of Ireland primary schools within local communities.

Charities Regulatory Authority (CRA)

The enactment of the Charities Act has placed a number of obligations on schools, including an obligation to register with the CRA. The Board met with the CRA who advised that they are currently evaluating the information they will seek from schools and they advised that they are not yet accepting applications for registration from education bodies. The Board will communicate with schools to provide guidance as soon as the CRA starts accepting applications from education bodies.

1916 Commemoration in Schools.

Schools across the Irish State received a visit from members of the Irish Defence Forces and were presented with the Irish tricolour which was requested to be raised on “Proclamation Day” (15th March 2016). This initiative was part of a number of initiatives to mark the centenary of the events in Dublin during Easter week 1916.

Allocation Model for Special Needs

As reported to the General Synod in 2015, the National Council for Special Education (NCSE) published its report regarding a proposed new model for allocating teachers for students with special educational needs in mainstream schools in June 2014. A pilot scheme in relation to the proposed new model is being conducted in the 2015/2016 school year in a number of primary and secondary

schools. The data from the pilot scheme will determine the manner and timing for the implementation of the new allocation model.

4. Second Level

Opening of the Academic Year Service in St Patrick’s Cathedral, Dublin.

With the aim of promoting and encouraging the religious ethos of second level schools, the Board organised a Service for the opening of the 2015/16 academic year in St Patrick’s Cathedral, Dublin in September 2015. This was the second year that the Board had organised this Service. Over 500 students attended from schools around the country. Mr John Wills from Barnardo’s addressed the congregation highlighting that Christian faith was the ideological motivation for Thomas Barnardo to dedicate his life to alleviate homelessness and he also made reference to Thomas Barnardo’s lifetime association with St Patrick’s Cathedral, Dublin. The Service proved to be a very positive experience for the young people present. The Minister for Arts, Heritage and the Gaeltacht, Ms Heather Humphries, TD, attended the service representing the Government.

School Chaplains’ Conference

Also with the aim of promoting and encouraging the religious ethos of second level schools, the Board organised a seminar and networking day for chaplains in Protestant second level schools. This seminar and networking day was held in Christ Church Cathedral, Dublin and was attended by Archbishop Michael Jackson who celebrated the Eucharist with the chaplains’ group. The Board members wish to express their gratitude to Rev Bruce Pierce and Rev Garth Bunting who facilitated sessions with the chaplains and to the Dean and Chapter for making them so welcome in the Cathedral for the day.

5. Legislation Affecting Schools

National Vetting Bureau (Children and Vulnerable Persons) Act 2012

It has been indicated that this legislation, which was enacted in 2012, will be commenced imminently. The commencement of this legislation will place Garda vetting on a statutory footing. In anticipation of the commencement of the legislation, the Department of Education and Skills issued Circular 26/2015 setting out the advance preparations to be taken by school authorities and teachers to ensure that they would be compliant with the legislation, when commenced.

Gender Recognition Act 2015

In September 2015 the Gender Recognition Act came into effect which provides for the legal recognition of a person’s preferred gender. On foot of this legislation, revised policies and guidelines may be issued to schools to provide guidance in relation to how they might facilitate transgender pupils.

Equality (Miscellaneous Provisions) Act 2015

This legislation amended Section 37 (1) of the Employment Equality Act and provides clarity in relation to (i) the circumstances in which an institution (educational or medical) can give more favourable treatment to a person, without that favourable treatment being discriminatory and (ii) the action that will be deemed to be objectively justified by an institution (educational or medical) to prevent employees or prospective employees from undermining the religious ethos of that institution.

Admissions to School Bill

As reported to General Synod last year, a bill was brought before the Oireachtas to bring a stronger level of regulation to the area of admissions to schools. The Board had made a number of submissions in relation to this issue to Government and appeared before the Joint Oireachtas Committee on Education and Social Protection. However, the term of the 31st Dáil and Seanad concluded before the bill proceeded through all stages and the bill therefore fell. It will be a matter for the new Government to re-initiate this issue, if it is minded to do so.

Rule 68 of the Rules for National Schools

The Minister for Education and Skills, Ms Jan O’Sullivan, TD, issued a Ministerial Order to delete Rule 68 of the Rules for National Schools. This Rule referred to the religious ethos of the school and how that religious ethos should “vivify the entire work of the school.” The Board subsequently issued a clarification to all schools to confirm that the deletion of Rule 68 would have no practical effect as the ethos of the school is determined by the Patron (in accordance with section 18 of the Education Act 1998) and also to confirm that the teaching of the Follow Me RE curriculum would be unaffected.

6. CICE

Statement received from CICE:

CICE is continuing on its journey towards incorporation into DCU, as required by State policy adopted in 2012 and subsequently implemented to the effect that all initial teacher education takes place within University settings. CICE has worked in partnership with DCU (Dublin City University) to ensure that the four core values¹ are underpinned in the legal agreement that is currently underway between the CICE solicitors and the solicitors for the University. The University has honoured its commitments regarding the naming of the Church of Ireland Centre for Education within DCU which will actively continue the link with Church of Ireland schools and protect the traditions and values of CICE within the University. The University has also retained the reserved places for members of the reformed Christian traditions on the B.Ed programme for entry in September 2016. The University has guaranteed accommodation for all 1st and 2nd year students and assisted the College in sourcing accommodation for all 3rd and 4th years who want it for September 2016. CICE will be in a position to announce the detail of the final agreement once all legal issues have been resolved.

¹ * 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.

7. 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 have been a small number of historical and current abuse referrals with some cases ongoing from previous years. Such cases require careful fact checking and working co-operatively with church authorities and external agencies.

The CPO continues her involvement in a child protection network for those holding safeguarding responsibilities in voluntary and community organisations. The network provides an opportunity for sharing of information and resources and acts as a lobby group to influence child protection policy development at national level.

Links with child protection colleagues in other churches in the Republic and beyond are ongoing.

Training undertaken by the CPO this year included training for ordinands at the Theological Institute, a clergy training day and training for select vestry members, parish panel members and workers in a number of dioceses.

Additional diocesan team members received training to deliver training at local level. The Board of Education greatly appreciates the valuable work of diocesan team members both trainers and parish evaluators.

The CPO and the Secretary attended a 2 day Mentor Forensics seminar entitled ‘Understanding Sex Offenders’. The purpose of the course was to give training to those involved in child protection who may have to meet with convicted sex offenders as part of the duties of their role.

Ms Ruth Burleigh continues as administrator for the Garda vetting service provided by the Board of Education to parishes and schools. The CPO remains as second authorised signatory providing vetting information and advice.

A number of meetings have been organised by An Garda Síochána during the year to progress plans for the introduction of an online vetting system. The Church of Ireland Board of Education is one of the organisations which will pilot the online system.

The pilot start will synchronise with the commencement of the National Vetting Bureau (Children and Vulnerable Persons) Act 2012. A date for commencement of the Act is expected shortly. Re-vetting and retrospective vetting provisions are included in the Act and will bring additional demands on resources. Information and advice will be provided to parishes and schools to facilitate transfer to a paperless system.

Guidance on the taking and publishing of photographs and recorded images of children and young people has been updated.

Good practice guidelines for a range of situations are included. The guidance stresses the responsibility of the parish/diocese to ensure that appropriate consent has been obtained and that photographs and images may appear in a range of hardcopy, online publications and social media.

An information leaflet is available to download from the Safeguarding Trust website and a poster for display on parish premises is available to parishes on request.

The current edition of Safeguarding Trust has been in operation since 2008 and a review of the policy in terms of both content and operational capability is considered timely.

An online survey was sent to clergy in January with a request for consideration by the parish panel and other interested parties. The submission deadline was 4th March 2016. All submissions will be confidential and no individual or parish will be named in publication of the survey results.

8. Religious Education (*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 eligibility would be extended to all permanent teachers in Church of Ireland/Protestant schools. The awarding of the Certificate is based on the completion of course work and attendance at a summer school.

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

Religious Education and the proposed new Education about Religious Beliefs and Ethics (ERB) Program.

As reported to General Synod previously, The Advisory Group of the National Forum on Pluralism and Patronage published their Report in late 2012. Section VII of that Report recommended to the Minister and the Government that the State should introduce its own “Religious” curriculum in all primary schools. This recommendation was adopted by the Minister for Education and Skills who instructed the National Council for Curriculum and Assessment (NCCA) to draft a new syllabus.

Representatives of the Board engaged with the NCCA at the earliest opportunity regarding this matter and it was clear from those meetings that the patrons’ RE curriculum in Church of Ireland schools would be included in the NCCA’s considerations in drafting a new curriculum.

It was also apparent that the whole area of RE at primary level would change and that the current situation of a single patron’s RE curriculum would be impacted, with the distinct possibility that the NCCA’s curriculum would seek to integrate with the patron’s RE curriculum.

Having considered the matter, the Board took the view that it would be imprudent to embark on a wholesale rewrite of the current RE programme until it became clear as to how the work of the NCCA and its proposed ERB curriculum would affect the *Follow Me* curriculum.

Full details regarding the NCCA proposed ERB curriculum are available at:

http://www.ncca.ie/en/Curriculum_and_Assessment/Early_Childhood_and_Primary_Education/Primary-Education/Primary_Developments/ERB-and-E/

The Board continues to engage with the NCCA in relation to its proposals and the NCCA have invited all stakeholders to make a submission by the end of April 2016.

A series of regional consultation meetings with teachers in Church of Ireland schools took place in February and March 2016 (in Cork, Dublin, Kilkenny and Cavan). The results of those consultations will be collated and will form the basis for the Board's submission to the NCCA. This submission will be published on the Ireland.anglican.org website when finalised. The Board wishes to thank Mrs Jacqui Wilkinson who, with the Secretary, co-ordinated and led the consultations with teachers.

9. CIPSMA Conferences and Events

The Board continues to work in partnership with CIPSMA in organising conferences and events to support primary school boards of management. In November 2015, a conference was organised in Portlaoise and was widely attended by representatives of boards of management. Contributors briefed delegates on developments in school procurement, legal issues and insurance matters. Both CIPSMA and the Board are grateful to the Bishop of Cashel, Ferns and Ossory, The Rt Rev Michael Burrows who acted as rapporteur for the day.

10. Grants awarded by the Board in 2015

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

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

APPENDIX A

THE GENERAL SYNOD BOARD OF EDUCATION

The following are the members of the Board and its committees as on 31 March 2016.

THE GENERAL SYNOD BOARD OF EDUCATION

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Mr Sam Harper

Mr Kenneth Gibson

Rev Gillian Wharton

Ven George Davison

Elected members

Armagh

Rev Matthew Hagan

Mr Thomas Flannagan

Clogher

Vacant

Mrs Hope Kerr

Derry

Rev Canon Henry Gilmore

Mr Des West

Down

Rev Canon John Howard

Mr James Bunting

Connor

Rev Ian Magowan

Dr Ken Dunn

Kilmore

Very Rev Raymond Ferguson

Mrs Brigid Barrett

Tuam

Rev Canon Doris Clements

Professor Paul Johnston

Dublin

Rev Dr William Olhausen

Mr David Wynne

Meath

Rev Canon JDM Clarke

Mr A Oughton

Cashel Ferns and Ossory

Rev Canon Patrick Harvey

Mrs Avril Forrest

Cork

Ven Adrian Wilkinson

Mr Wilfred Baker

Limerick and Killaloe

Ven Susan Watterson

Mrs Margaret Brickenden

Co-opted members

Mrs Rosemary Forde
Mrs Helen McClenaghan
Mr Roy McKinney
Mrs Patricia Wallace
Ms Amy McCrea (CIYD)
Rev Brian O'Rourke
Rev Canon Niall Sloane (Sunday School Society)
Dr Anne Lodge (Third Level)
Mr Michael Hall (ISA)
Mr Simon Thompson (ISA)
Mr Andrew Forrest (ISA)
Ms Rosemary Maxwell-Eager (ASTI)
Mrs Susie Hall (ASTI)
Ms Vicki Meredith (TUI)
Mrs Joyce Perdue
Ms Rachel Fraser
Ms Sarah Richards

Observers:

Mr. Gavin Norris
(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)

Dr Peter Hamill

**EXECUTIVE COMMITTEE
(FOR THE YEAR ENDED 31 MARCH 2016)**

The Archbishop of Armagh, Most Rev Dr Richard Clarke
The Archbishop of Dublin, Most Rev Dr Michael Jackson
Rev Gillian Wharton
Mr Kenneth Gibson
Mr James Bunting
Mr Tom Flannagan
Rev Brian O'Rourke
Mr Michael Hall
Mr 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 Kenneth Good

Lay Hon Sec of General Synod, Mr Kenneth Gibson
Clerical Hon Sec of General Synod, Ven George Davison

Elected members

Armagh	Rev Matthew Hagan Mr Thomas Flannagan
Clogher	Mrs Hope Kerr Vacant
Derry	Rev Malcolm Ferry Mr Malcolm McSparron
Down	Rev Canon Robert Howard Mr James Bunting
Connor	Rev Ian Magowan Dr Kenneth Dunn

Co-opted members

Ms Francis Boyd
Mrs Rosemary Forde
Mrs Helen McClenaghan
Mr Andrew Frame
Dr Ian Hickey
Rev Canon John McKegney
Mr Roy McKinney
Prof Rosalind Pritchard
Rev Canon Wilfred Young
Rev Amanda Adams

Observer

Rev Kevin Graham

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)

Dr Peter Hamill, Church of Ireland House, 61-67 Donegall Street, Belfast BT1 2QH

Board of Education (Republic of Ireland)

Ex officio members:

The Archbishop of Dublin and Glendalough, Most Rev Dr Michael Jackson (Chair)

Honorary Secretaries - Mr Sam Harper, Rev Gillian Wharton

Elected by House of Bishops:

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

Bishop of Cork, Cloyne and Ross, 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, Mrs Joyce Perdue

CIYD: Ms Amy McCrea

Sunday School Society: Rev Canon Niall Sloane

Co-options GS BOE:

Mr Andrew Forrest

Observers:

Mr Gavin Norris

(Presbyterian Church)

Ms Daphne Wood

(Methodist Church)

Secretary, Board of Education (Republic of Ireland)

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

APPENDIX B
SECONDARY EDUCATION COMMITTEE
REPORT 2016

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

Mrs Eleanor Petrie
Rev Stanley Stewart

The Methodist Church

Rev Nigel Mackey
Dr John Harris

The Religious Society of Friends

Mr Alan Harrison
Mr Nigel Pim

Secretary to the Board and to the Company

Dr Ken Fennelly

Administrator (Grants Scheme)

Mr David 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.

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.

Block Grant Scheme

In the school year the audited accounts showed the total amount, received from the DES, was €6,750,000 (€6,500,000), the grant in aid of fees totalled €6,503,267 (€6,536,164). The net cost of administering the SEC scheme was €136,801 (€139,013). There is no grant to assist the running of the office.

The following numbers of grants were awarded in respect of the 2015/16 school year: 1459 day grants (1,513), 862 boarding grants (860), in total 2,321 (2,334).

The Committee were able to maintain the grants for the school year 2015/16 on a scale for boarding from €957 to €7,629: day € 261 - €2,682.

Second Level Educational Developments

The Memorandum of Agreement between the SEC and the DES concluded in 2016 and negotiations in regard to a renewal of the Memo were initiated. The SEC noticed that there is a gap developing between the number of students being offered a boarding grant and the uptake. It appears that the financial gap for families to bridge between the grant awarded and the fee charged is too wide, especially in the middle bands, where there is more than one child. If left unaddressed this situation may, in time, see Protestant children being increasingly unable to attend Protestant schools and this undermines the purpose of the scheme. This matter was raised with the DES in the course of discussions around the renewal of the Memo and will be returned to in the course of any subsequent discussions or submissions.

Administration

The Committee appreciates the work of the Administrator, Mr David Wynne and the Administrative Assistant Ms Bridie McLaughlin. Mr Wynne and Mrs McLaughlin, 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.

A number of administrative support staff are engaged during the busy processing period. The office is under 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. The Committee notes that Mr Cassin is retiring in 2016 and wishes him the very best for the future.

APPENDIX C

SUNDAY SCHOOL SOCIETY FOR IRELAND REPORT 2016

COMMITTEE MEMBERSHIP:

Rev Canon Niall Sloane, Chairperson
Rev Abigail Sines, Secretary
Rev Eugene Griffith, Treasurer
Rev Canon Adrienne Galligan, Education Advisor
Rev Baden Stanley, Children’s Ministry Network Representative for Dublin & Glendalough
Mrs Lynn Storey, Practitioner, Trainer, Consultant & Building Blocks Conference Organiser
Dr Ken Fennelly, Board of Education RI
Ms Hazel Bolton
Ms Claire Jackson
Mrs Heather Wilkinson
Rev Sarah Marry (resigned 2015)
Rev Izzy Hawthorne-Steele (resigned 2015)

Matthew 18:2-6 (NIV)

²He called a little child to him, and placed the child among them. ³And he said: “Truly I tell you, unless you change and become like little children, you will never enter the kingdom of heaven. ⁴Therefore, whoever takes the lowly position of this child is the greatest in the kingdom of heaven. ⁵And whoever welcomes one such child in my name welcomes me. ⁶“If anyone causes one of these little ones—those who believe in me—to stumble, it would be better for them to have a large millstone hung around their neck and to be drowned in the depths of the sea.’

The Sunday School Society for Ireland (henceforth referred to as ‘The Society’) is grateful for the support of parishes across the country, who donated funds to support Children’s Ministry throughout Ireland.

The past year has been a significant one as the committee continues to be at the forefront of a collaborative effort to raise the profile of Children’s Ministry in the Church of Ireland. As part of that, the committee continues to employ a part time Children’s Ministry Development Officer to coordinate the collaborative work of the Society and the Children’s Ministry Network and to support the work of the Society as it liaises with the Boards of Education and the wider Church.

Quarterly newsletters full of ideas for All Age Services, Sunday Club Bible Story Telling, Creative Prayer and Crafts have been collated and sent out via the Children’s Ministry Network Representatives to all dioceses for dissemination in churches and Sunday clubs, schools etc. Due to the positive feedback from recipients of these newsletters, we will be continuing them on into 2016 and 2017. Archives of newsletters will be accessible on the children’s ministry website: www.cm.ireland.anglican.org

The Sunday School Society for Ireland and Children’s Ministry Network joint website received a makeover and is now extremely easy to navigate and to browse for ideas and

resources. The joint Children’s Ministry Facebook page has well over 500 ‘Likes’ and continues to give updated ideas on a regular basis. More followers of the page have started to share their own ideas which create a hub where resources can be shared.

The Society was the main funder of Building Blocks Conference Dublin 2015. Ms Lydia Monds, the Development Officer and Ms Lynn Storey, Sunday School Society committee member and Children’s Ministry Trainer were both members of the ecumenical working group that planned and administrated the National Children’s Ministry Training Conference. The Society’s financial support covered the cost of the building hire and lunches. Participant’s fees covered the cost of application forms, resources, handouts and facilitator’s expenses. Participant numbers were low in comparison with 2014 and initially this was a disappointment, but on the day the atmosphere, quality and comradery experienced by participants, facilitators and stallholders alike made the conference a huge success.

Building Blocks was very blessed with our key note speaker Ms Julie Currie, Children’s Officer and Children’s Ministry Network Representative for Down and Dromore Diocese and we were inspired and encouraged by her words. Julie’s diocesan children’s programme *Jigsaw* is currently being piloted and diocesan Holiday Club programmes have been a huge success in past years and so we greatly benefitted from her experience and expertise. Building Blocks also drew facilitators from both within and outside the Children’s Ministry Network. Participants’ feedback relayed the high standard of the workshop trainings they received, emphasising the wealth of human resources we have throughout Ireland in relation to Children’s Ministry.

The Society has been an integral part of an ongoing and exciting conversation between the RCB, the General Synod Department, the Honorary Secretaries, the Boards of Education and the Children’s Ministry Network in how to centralise Children’s Ministry and embed it more fully and more centrally in the life of the Church. As the Body of Christ we must take seriously the command to welcome children as we would Christ and to explore ways to equip the whole church, not just Sunday Club or Uniformed Organisation Leaders, to welcome and include children in a way that allows them to participate, belong and grow in their faith. This is the task not just of children-focused groups but of the whole Church and we continue to support and engage in the processes, discussions and actions that will move this forward. In light of this, your attention is drawn to the motion which is due to be presented to General Synod.

Coupled with behind the scenes talks, the Society has been very active in delivering Children’s Ministry trainings. The feedback from diocesan trainings has been extremely positive. Participants have appreciated the very practical approach of the facilitators and have gone away equipped and invigorated. Clergy who have attended have received new ideas around children participation in services and All Age Service ideas relating to the sermon, the intercessions and the hymns.

Over the coming year, our vision is to expand our trainings, collaborate with the Children’s Ministry Network in Train the Trainer workshops, explore specialised trainings and provide ongoing support and resources for all those within the Church who engage with children.

APPENDIX D

CHILDREN’S MINISTRY NETWORK GENERAL SYNOD REPORT 2016

COMMITTEE MEMBERSHIP:

Rt Rev Alan Abernethy (Chair)
Dr Ken Fennelly (Board of Education RI)
Dr Peter Hamill (Board of Education NI)
Mrs Lynn Storey (Sunday School Society)
Ms Lydia Monds (Sunday School Society)
Mrs Tammi Peek (Programme Consultant)
Ms Amy McCrea (CIYD RI officer)
Ms Julie Currie (Down & Dromore)
Mrs Jill Hamilton (Connor)
Rev Barry Paine (Armagh)
Ven David Huss (Derry & Raphoe)
Mrs Frances Boyd (Clogher)
Rev Jennifer McWhirter (Tuam, Killala & Achonry)
Mrs Joanne Quill (Kilmore, Elphin & Ardagh)
Rev Jane Galbraith (Limerick & Killaloe)
Rev Elaine Murray (Cork Cloyne & Ross)
Rev James Mulhall (Cashel, Ferns & Ossory)
Rev Baden Stanley (Dublin & Glendalough)
Rev Janice Aiton (Meath & Kildare)

Children’s Ministry Network (CMN) is made up of representatives from all 12 dioceses, as well as representatives from the Sunday School Society for Ireland, members of the Board of Education (NI and RI), a representative from CIYD, a member of the House of Bishops and other co-opted members for consultation and training.

This was the first year of implementing the vision and goals of CMN as stipulated at our retreat late in 2014. We work together as the Body of Christ, collaborating, sharing ideas, supporting each other, and resourcing our respective dioceses so that all of us, in our various locations and contexts could see children more included and valued within their church communities and leaders more equipped to create the space to enable this to happen.

We support and collaborate with all other groups and agencies working to promote Children’s Ministry, including but not limited to the Sunday School Society for Ireland, the Boards of Education RI and NI, and diocesan Boards of Religious Education.

During meetings in 2015 representatives received training in working with Children with Special Needs, working with Tiny Tots and ideas for Harvest, Advent and Christmas. These trainings were provided by Network representatives with specialised expertise.

After meetings, all Network representatives were encouraged to disseminate their learning from the meetings throughout their dioceses. If you don't know your diocesan representative, you can find them here and get in touch with them. <http://www.cm.ireland.anglican.org/contact-us/>

All 12 dioceses are now represented by a Network Representative and most are actively engaging with the Network as a whole, in order to share ideas and resources, engage in inter-diocesan training and grow Children's Ministry further in their own contexts.

Representatives from most dioceses have either trained or organised training within their diocese. There has been an increase in inter-diocesan training with members of the Network supporting each other as much as possible though sharing ideas, co-facilitating workshops or delivering trainings in different dioceses. We plan to expand on this over the coming years.

Through these activities, the Network strives to be a voice for Children's Ministry and to ensure that children, as an integral and fundamental part of the Body of Christ, are valued and honoured.

As part of the Network's endeavours they have been part of ongoing talks with the RCB, the Honorary Secretaries, the General Synod Office, the Boards of Education and the Sunday School Society for Ireland to explore the best way to move Children's Ministry into a more central and visible part of the life of the wider church. The Network is committed to advancing these talks to produce sustainable and meaningful action for the flourishing of all members of the Church.

Motion:

That this General Synod supports and encourages the ongoing discussions in making Children's Ministry a central, fundamental and integral part of the life of the Church of Ireland. This General Synod affirms the key importance of formulating a practical vision for Children's Ministry and looks forward to learning, at a subsequent General Synod, how this will be achieved in the short, medium and long term.

APPENDIX E

A Discussion Paper (NI Board of Education)

Principles of Equality in Education

Principle One - Equality of Regard

Every person is created in the image of God, and has inestimable and equal value in God's sight. This is the theological basis for all other aspects of equality. As an outworking of this, every child and young person has the right to equality of regard throughout their education. Equality of regard recognises that every child or young person is a unique individual, deserving of equal parity of esteem and respect, regardless of their socio-economic background, gender, community or religious background, ethnicity, sexual orientation, disability status or age.

Dr Michael Wardlow, Chief Commissioner of the Equality Commission, commented in the draft statement on "Key Inequalities in Education" (published in October 2015), "Education determines the extent to which our children can realise their full potential in all aspects of life, and inequalities in education are a key component of inequality in our society." It appears incontrovertible, therefore, that any set of principles pertaining to education must start from the premise that all children are equally deserving of quality education. This may appear to state the obvious but all too often the root cause of education based inequalities or deficiencies can be traced to a failure to provide adequately for the specific or unique needs of a child or group of children. Finite resources, societal and parental perceptions and even the prejudices of individual educators can result in value judgements being made that negatively impact upon the educational experience of a child or group of children. The problem presents a serious challenge to the providers of education when finite resources have to be shared across a complex matrix of needs.

Equality of regard impinges on educational decision making at every level. The principle is not concerned with the good of the school or the system but with the good of the child. It seeks to protect the interests of all children and has high expectations of all children relative to their individual potential. It is directly related to the **Christian principles** of compassion and impartiality. It is a principle that the church would appear compelled to encourage for without it no other principle will be truly effective.

Principle Two – Equality of Provision – Identifying and Measuring Effectiveness.

One of the key areas of inequality identified by the Working Group when they examined the question of academic selection was the reality of "good" and "bad" schools and equally important, the perception of "good" and "bad" schools. No child should be disadvantaged because he or she attends school A rather than school B. It is essential therefore that the Department of Education's aspiration that every school should be a good school becomes more than just an admirable sound bite.

There are many factors that taken together determine a school's overall effectiveness. Examination results are the most commonly used measure of effectiveness despite the fact that they often do not accurately reflect the value added by a school. At post primary level a school may well appear successful because a high percentage of its pupils achieve

GCSE grades A* - C but in fact be failing its pupils because many of them who were capable of achieving A's actually obtained Bs or Cs. Conversely other schools may have done extremely well in moving their pupils from Es to Ds.

The problem of measuring a school's effectiveness is one which needs to be urgently addressed. Whilst the deficiencies of using examination results alone have been highlighted above it is also true to say that the focus on GCSE and A Level targets has produced a marked improvement in overall results which indicates that the measure does have some merit. However, even outstanding results can mask room for improvement in a school's effectiveness. For example one Post-Primary School, judged to be outstanding by the Education and Training Inspectorate, discovered that a high percentage of their A Level students were dropping out in the their first year of third level education because the school's practices to ensure good exam results meant that they had not prepared their students well enough for the demands of self-motivated learning. The school's tracking of the future development of their pupils enabled them to identify this problem and demonstrated a genuine concern for their pupil. Not surprisingly remedial action was put in place to address the issue and helped the school to maintain its outstanding classification.

Whilst GCSE and A Level results provide an incomplete measure, they do have the merit of at least being externally moderated. Official educational policy provides no such measure to assess, even imperfectly, the effectiveness of primary schools. The unofficial selective examinations could be argued to have filled the void, at least in the minds of many parents, but as the tests are voluntary and schools are not permitted by the Department of Education to prepare children for the examinations as part of the primary school curriculum, an unacceptable situation has arisen whereby the effectiveness of primary school education is based a mixture of unmoderated subjective measures or voluntary tests where results are frequently skewed by resource input from outside the school environment.

Clearly there is a need to develop more sophisticated, robust and meaningful measures to assess the educational effectiveness of schools but in the meantime, evidence drawn from ETI inspections appear to indicate that the more actively a school engages in self-evaluation at all levels the greater the opportunity for, and instance of, continuous improvement.

There is no doubt, however, that some schools face greater challenges than others. Indeed a schools location may be enough prejudice parents against it. Schools are not separate from the community that they serve, but it is important that schools serving populations in areas of high social deprivation remain motivated to provide the best possible educational experience for their children. Social inequality must never be allowed to become an excuse the educational ineffectiveness of any school.

It is a key priority of the Education Authority to close the gap on educational performance. The principle of equality of provision would suggest that the first gap to be closed is the gap between effective and ineffective schools. There should be no difference in terms of the educational experience of children whether they attend a selective or non-selective school, or a controlled, maintained school or integrated school. However, there is an urgent need not only to define and agree what constitutes a quality educational experience but also to develop ways of accurately and fairly measuring school

effectiveness. Unfortunately “quality education” still lacks a consistent definition and means different things to different people.

Principle Three - Equality of Provision – Resource Allocation

The problem of resource allocation has already been touched on under the heading of the first principle of equality of regard. It is an added complication that once additional resources are allocated to ensure that a child or group of children with specific needs are assisted to reach their full potential, those resources are not available for other children. This means that unintentional inequities can arise within the system which parental expectations may then exacerbate. An example of this may be found in relation to pre-school provision. Whilst there is evidence to suggest that pre-school education has positive benefits for a child’s development, research findings do not support the argument that there is any advantage to be gained from the child’s perspective from attending a nursery on a part-time as opposed to a full-time basis. Providing part-time places doubles the number of children who can avail of pre-school education but moving from full-time places to part-time places is almost universally perceived by parents as retrograde step which disadvantages their children.

However, within the current education system, even greater disparities of resourcing are present that mean that there is not equality of provision in terms of resources for the majority of children attending middle and larger sized urban schools with lower levels of the school population in receipt of free school meals. The per capita amount spent on these children is less than those who attend Irish Medium Schools and small rural schools. The pupil teacher ratios are also higher although children attending larger schools are less likely to be taught in composite classes and usually, but not always, enjoy better facilities.

Throughout the province there are significant inequalities of provision arising from differences in the per capita amount spent on each child, pupil to teacher ratios, as well as the effect of composite classes and inadequate buildings. Many small rural schools still have inadequate or no indoor facilities for physical education or school meals. There are also disparities between schools in relation to the availability of IT resources and creative play resources.

The church can have an important role in helping to address inequalities by continuing to support and encourage co-operation between schools. Shared education and jointly managed schools not only flow from the Christian duty of reconciliation but also offer practical benefits for children as well as a strong moral example. The fragmentation within the educational system in Northern Ireland caused by sectoral interests fosters inequalities and leads to waste. It is an area that the church needs to challenge for the good of all children.

Principle Four – Equality of Provision – Quality Teaching.

Regardless of the school environment the single most influential factor in determining a child’s educational experience is the teaching that he or she receives. Quality of provision in education demands quality teaching which in term requires well trained, dedicated teachers who are themselves practitioners of lifelong learning.

To this end the recent budget cuts to in-service teacher training and continuing professional development represent a serious impediment to maintaining and improving

the quality of classroom practice. Sharing good practice within schools, area learning networks and cluster groups all provide some easement but at a societal level demonstrate a low value being placed on education. A system that demands high standards from its teachers should demonstrate a real commitment to supporting and enabling continuous improvement, recognising that the ultimate beneficiary of the investment will be the pupil.

A serious area of concern arises with regard to the availability of specialist teachers. This is particularly obvious in the post primary sector where it is not uncommon for pupils to be prepared for public examinations by teachers who have received no third level qualification in the subject that they are teaching. There is an assumption that a teacher should be able to teach anything but such an approach seldom results in pupils experiencing the teaching of one who is not only skilled and possesses a depth and breadth of knowledge in their chosen subject but, most importantly, has a passion for it.

The Working Group was of the opinion that the lack of specialist knowledge can also have negative impact on the educational experience of primary school children who can often unconsciously inherit a dislike of a subject or discipline from a teacher's lack of confidence in a particular area. An early prejudice against a subject can negatively impair a child's educational experience and last into adulthood.

One area of concern in primary and post primary schools is the provision of specialist teaching for Religious Education. In the Catholic Maintained and Integrated Sector teachers must hold an RE qualification even with regard to teaching RE in primary schools. Societal changes and increasing evidence of the secularisation of controlled sector education means that it can no longer be assumed that teachers have sufficient knowledge of the Christian faith or are even sympathetic to it. This is a major area of challenge on which the church could have a direct and positive impact. Consideration should be given to providing an agreed standard of religious education across the Province.

It is recognised that to encourage learning good teachers needed not only pedagogical skills but considerable pastoral skills as well. The value of a holistic approach is beyond question. Children fail to learn or fulfil their full potential for many reasons but social, emotional and environmental factors have a hugely significant role. Equality of provision, underpinned by equality of regard, demands that all teachers recognise that the pastoral care of the children in their charge is an essential and integral part of their role.

Principle Five – Equality of Provision – Quality of Leadership

The effectiveness of any school rests not only with the quality of teaching but also on the quality of leadership exercised within the school. School Principals are required to be model practitioners as well as motivational leaders and communicators and competent administrators capable of running significant budgets and managing complex staff and a wide range of procedural issues from pupil discipline to school publicity. Administrative, and leadership effectiveness is essential but so too is the ethos established in the school by the Governors, in collaboration with Principal and Senior Management Team. In a poorly led school it is the children who ultimately suffer.

The church has an important and direct role to play in upholding this principle as significant numbers of **school governors** are nominated by the church. Consideration should be given to providing improved support and encouragement to church nominated

governors to assist them in seeing their service as Governors as part of the church's mission in the world, to influence, support and encourage the development of the children in their care and to promote and encourage a Christian ethos within their educational settings.

Training and support provided by the Education Authority should be encouraged as this is another area subject to the negative impact of budget cuts.

Recent changes to the teaching appointments procedures makes it imperative that school governors are properly skilled and equipped as good governance depends on the appointment of motivated, skilled practitioners who have a compassion for children and a passion for learning.

Education policy has determined that school management and leadership should largely be in the hands of volunteers and therefore every effort should be made to ensure that at the very least such individuals are properly supported.

Principle Six – Equality of Opportunity

One of the major arguments against academic selection is that it reduces equality of opportunity particularly for children from economically deprived backgrounds. However, it could be argued that the real inequality of opportunity does not arise from whether a child attends a selective or a non-selective school, but that educational policy continues to restrict the choice of examinations which children must sit, regardless of whether such examinations suits the child. Opportunities will be further restricted if the number of examination boards are effectively reduced to one.

The Entitlement Framework has attempted to increase breadth of choice in terms of subjects offered but still the education system persists with perpetuating a hierarchy of learning whereby skills based subjects are invariably regarded as being of lesser merit than academic subjects even though the economy at large often suffers from a lack of such skills and suitably motivated apprentices.

If there is to be true equality of opportunity all subjects need to be respected. Vocational and skills based subjects need to be subject to the same rigorous standards as academic subjects. Different skills and abilities should not be equated with lesser skills and abilities.

The church has an important role to play in changing perceptions and pressing for improved standards and opportunities in vocational and skills' based subjects after all our Lord may have taught but he also trained as a carpenter.

Principle Seven – Co-operation and Progression

The Working Group recognised that education does not exist in a vacuum. Whilst it should be focused on the needs of the child, quality education depends upon the co-operation and involvement of many stakeholders including the churches, parents, employers and government. Unfortunately the multiplicity of stakeholders also gives rise to a multiplicity of expectations which has contributed to a dizzying array of initiatives being imposed on schools, along with curriculum changes; with new initiatives being introduced before previous changes have had time to be embedded, consolidated and properly evaluated.

The church has an important lobbying role and should insist on properly resourced implementation to ensure consistency of application and robust evaluation of educational

initiatives to measure effectiveness. The TRC and the churches role within the Education Authority is fundamental to this sort of scrutiny which should ultimately benefit both teachers and especially children.

Whilst education can be an end in itself, few societies can afford this luxury nor would it be desirable. One of the major contributing factors to educational underachievement of working class Protestant boys has been the dramatic reduction in employment opportunities. Lack of a sense of purpose is a hugely demotivating factor. It is therefore essential that proper cognisance is taken of a range of progression routes for young people. Traditionally university has been seen as the ultimate goal but greater emphasis needs to be placed on developing progression routes into quality vocational training and employment. Jeremiah's injunction that we should pray for the prosperity of the city still holds if our young people are to be properly motivated to develop their full potential and to see the point of education which is lifelong learning for the benefit of all.

**CHURCH OF IRELAND YOUTH DEPARTMENT
REPORT 2016**

MEMBERSHIP

Executive

President	Most Rev Patricia Storey
Chairman	Rev Malcolm Kingston
Treasurer	Mr Edward Hardy
Secretary	Mrs Judith Peters

Mr Andrew Brannigan (resigned Oct 15)

Mr Alan Williamson

Mr Martin Montgomery

Central Board – Executive (above) and:

Mr Steven Brickenden

Rev Diane Matchett

Rev Gary McMurray

Ms Emma Rothwell

Rev Ruth Noble

Rev Canon Niall Sloane (resigned Dec 15)

Mrs Zara Genoe

Co-options

Ms Sarah Lowry

Mr Damian Shorten

Rev Lesley Robinson

Standing Committee

Rev Nicola Halford

Mrs Brigid Barrett

Youth Ministry Development Officer (Northern Region)

Mr Andrew Frame

Youth Ministry Development Officer (Southern Region)

Miss Amy McCrea

Office Manager

Mrs Barbara Swann

Executive Summary

The CIYD Strategic Plan for 2012 - 15 is now complete and is currently being revised. This, alongside CIYD's engagement with the National Quality Standards Framework, is assisting CIYD in a process of self-evaluation and in refocusing upon its role and areas of ministry for the future.

The CIYD team consists of a Southern Regional Development Officer, Miss Amy McCrea, and a Northern Regional Development Officer, Mr Andrew Frame.

They are both provided with administration and communications support by our Office Manager, Mrs Barbara Swann.

Developments of note in 2015 were:

- The further growth of the Anois residential for young people which included an increasing cross-border element.
- Continued Training Initiatives for paid and voluntary youth leaders across the Church, as well as participation in Diocesan events, retreats and camps.
- A growing involvement in the ‘Foundations’ initiative which focuses upon people of their 20s and 30s.
- A Day of Prayer for the Church’s Ministry with Young People, which was further developed in February 2016 with widespread participation.
- The writing of a Confirmation Preparation Resource entitled ‘I Believe’ which will be launched at General Synod.

CIYD ACTIVITIES IN 2015

Youth Ministry Leadership: Support and Development

In partnership with dioceses, and in response to their specific needs, CIYD organized regular training and support events for those involved in youth ministry in a paid (full-time and part-time), student or volunteer capacity. These events were tailored to the needs and contexts of each region

- Southern Region - training initiatives took the form of basic skills training in youth ministry and covered topics such as ‘Preparing and Delivering Talks’, ‘Youth Mental Health’, ‘Recent Research in Youth Ministry’ and ‘Healthy Habits in Bible Study and Prayer’. Additionally, two training days, in partnership with Tearfund, were held in Cashel Diocese. These focused on poverty and justice and how youth leaders can engage their young people in these issues from a Christian perspective.
- Northern Region - the focus in this area was on the support of existing leadership and took the form of devotional mornings with worship, prayer and bible reflection. A common phrase in feedback from those employed in youth ministry was “that was just what I needed.” There was also a breakfast in September for youth leaders and a ‘Christmas Craicer’ event in December with lunch and a Christmas Communion.

Over the 2 regions, around 100 youth leaders attended the following support and development events.

- Breathe - residential retreat for youth leaders in the Southern Region. The first of these was held in April 2015 in Portlaoise, with Canon Roland Heaney as the speaker. A second retreat is planned for April 2016.
- Invest Youth - conference for employed youth workers, run by Youth Link. Mr Andrew Frame chaired the organizing committee. Dr Nick Shepherd (CEO and Executive Team Leader at the Institute for Children, Youth and Mission) was the keynote speaker and feedback on the event was largely positive from participants.

- Summer Madness - the CIYD Connect Café was a great opportunity to make contact with youth leaders from around Ireland, both employed and volunteers. As well as being a ‘chill-out’ venue for leaders, the CIYD staff facilitated 2 seminar streams. One was called Nuts & Bolts and involved training in basic youth ministry skills. Guest speakers were involved in this stream from Love for Life and The Big House. The other stream was on Character in Leadership and the guest speakers were Bishop Ken Clarke and Mr Peter Lynas from Evangelical Alliance. Over the 3 days, around 200 people attended these seminars.

Events for Young People

Whilst most of the work of CIYD seeks to resource Youth Leaders and to be available to assist in Youth Ministry Programmes, where guidance is appreciated and where participation is sought, the organization is also involved in running some events directly for young people.

- Anois - this is the annual CIYD event offered directly to young people.
In 2015, Anois was held in Wilson’s Hospital School, Co. Westmeath, where approximately 160 young people attended during the weekend of October 24th to 26th. The programme included Worship, Teaching and a wide range of fun filled activities!
- New Wine - CIYD leads the youth programme at the New Wine conference that is held annually in Sligo. This offers CIYD an opportunity to minister directly with around 150 young people. New Wine is also a great opportunity for young leaders to develop their leadership ability and there were over 20 people on the team this year.
- HUB - bi-monthly inter-denominational youth event, based in Belfast and run by Crown Jesus Ministries. CIYD was invited to join the organizing team for HUB from the summer of 2015 and this was seen as a great opportunity to help shape a large-scale event for groups from Church of Ireland parishes to take their young people to. There was a HUB in September and one in November with an average attendance of over 500 young people with Church of Ireland Parishes from as far away as Coleraine and Newry attending.
- Christmas Worship Service - In December 2015, CIYD, in partnership with the Southern Dioceses, held a Christmas service in Clontarf. Young people from across the Southern Region attended.

Young adults

As well as working to support and grow youth leaders, and provide direct ministry to Under 18s, CIYD has worked to provide places and spaces for those in their 20s and 30s to meet and worship together.

- Foundations - This gathering for young adults from in and around the Church of Ireland is held bi-monthly and aims to become a place of community and discipleship for those in their 20s and 30s. The organizing team was made up of representatives from the Dioceses of Connor, Derry and Raphoe and Down and Dromore.

- Early in 2015, CIYD was asked to take responsibility for leading the Foundations team and there were 5 events in 2015 with over 70 people attending each event.
- The Foundations concept has begun to spread and a number of events, including a retreat, were run for a core group in Kesh and had people attending from a number of Dioceses from both the Northern and Southern regions.
- Character Course - this course was held under the auspices of Foundations and was completed by just under 20 participants. This was an 18-month course seeking to develop Christian character in participants and was in the form of 7 one-night residentials, reading assignments and a mentoring programme. One participant said, “Character has completely transformed my attitudes and how I see myself. I now see God a lot more clearly than before.” And another’s feedback was that Character “...has been a big part of my life over the last 18 months. It has really helped me to refocus on key aspects of my walk with God, where I had been complacent, and gave me an opportunity to meet an inspiring group of people.”
- Catalyst - CIYD ran a very successful café venue at Catalyst under the Foundations banner and Miss Amy McCrea and Mr Andrew Frame also sat on the Catalyst steering team. Catalyst is a festival run by Summer Madness for young adults.

Diocesan Support

CIYD have been heavily involved in supporting Youth Leaders, both employed and volunteer, in the work that they do with young people across both the Northern and Southern Regions. They have also worked to raise the profile of youth work in the wider church. This has been done in a variety of ways:

- Direct work with Dioceses - CIYD staff spoke at a range of diocesan events, retreats and camps around Ireland as well as working with certain dioceses on strategic development of Diocesan Youth Councils.
- Day of Prayer 2015 - On February 17th, CIYD had developed a resource for dioceses around Ireland to facilitate a day of prayer for youth ministry in the diocese and this was widely utilized and very popular.
- National Ploughing Championships - In September, CIYD partnered with Southern dioceses to have an information stand at the National Ploughing Championships and had a large number of visitors to the stand.
- Focus Groups - Towards the end of the year Rev Malcolm Kingston, CIYD Chairman, facilitated a meeting of Northern Region Diocesan Youth Officers to explore the role of CIYD and how it can better complement their work in their dioceses and this will be used to shape the work of CIYD moving forward, particularly in the Northern Region.

Resource Development and Communication

CIYD like to be available for recommending and providing resources for youth leaders and clergy in a wide range of areas related to youth ministry.

- **'I Believe'** - A major piece of work that was started in 2015 was the creation of a Confirmation Preparation Resource entitled 'I Believe'. The pilot version was ready to be used by the end of 2015 with a view to publication in the spring of 2016. The resource has been written with the content of the Church of Ireland Confirmation Service in mind and refers to elements of the Apostles' Creed, the 10 Commandments and the Church Catechism. It is a 12-week course examining essentials of our faith and offers interactive activities to enhance the learning experience for candidates.
- **CIYD Office** – Our new Office in Church House, Belfast was officially opened in March 2015 and has proven to be a more accessible venue for CIYD business. It also offers an extensive range of resources and books for youth and children's ministry.

National Quality Standards Framework

The organization started on a new 3-year cycle of NQSF. This process involves self-evaluation of the organization based on various criteria laid down by the Department of Children and Youth Affairs in Dublin.

Representation and Collaboration

CIYD staff and Central Board members continued to represent the Church of Ireland on committees of the following organizations: -

- Church of Ireland Board of Education
- Children's Ministry Network of the Church of Ireland
- Catalyst
- National Youth Council of Ireland
- Sexual Health Improvement Network Faith Sub-group
- Summer Madness main-stage and seminars teams
- Youth Link Council
- Youth Link Invest Youth
- 24-7 Prayer Ireland Council

CIYD ACTIVITIES IN 2016

In 2016 the activities of CIYD will continue in a similar fashion from the previous year although the organization is in the process of assessing the activities with regard to our role and purpose in relation to that of Diocesan Youth Officers so that CIYD can better complement the work of the Dioceses.

Youth Ministry Leadership: Support and Development

- **Southern Region** - events will continue to take place both to support existing youth leaders and to equip upcoming leaders by focusing on basic skills in youth ministry. A second 'Breathe' retreat for youth leaders is planned for April.
- **Northern Region** - a number of devotional gatherings are planned for the year ahead. In February, a joint event with the Methodist Church is being held on the theme 'Youth and Children's Ministry: A whole-church perspective'. This event is open to Clergy and to those involved in leading youth and children's ministry. A youth

leaders' retreat for the Northern Region is planned for April and will take place on the 'North Coast'.

- Invest Youth – CIYD will be involved in this conference for youth leaders which is planned for April 14th in Castlewellan Castle.
- Summer Madness - CIYD will be running the Connect Café as usual and hosting breakfasts and a seminar stream for youth leaders as well as a seminar stream for young people on 'spiritual disciplines'.

Events for Young People

- HUB – four events are scheduled for 2016 as well as an event for youth leaders aimed at hearing their feedback and informing them about future events.
- New Wine Sligo - CIYD will lead the youth programme again at New Wine in Sligo. The desire is that the majority of the team will be made up of young leaders from around the Church of Ireland.
- Anois – this year's Anois is planned for the 29th to 31st of October 2016 in Wilson's Hospital School. The theme is 'Legends of the Faith'.

Young Adults

- Foundations - three events are planned before the summer with Bishop Ken and Helen Clarke, Beth Tayes and Alain Emerson as the speakers. More events will be planned for after the summer too. Events are also planned for Foundations in Kesh as well as a retreat for young adults in the Dioceses of Clogher, Derry and Raphoe to take place in Ballybofey.
- Character – a second Character Course is planned to begin in April and participants will be welcomed from all Dioceses in the Northern Region and also from those in the Southern Region that it will suit geographically.
- Catalyst - The Foundations Café will be at Catalyst again with the team made up of young adults from in and around the Church of Ireland. Foundations will also encourage young adults from the Church of Ireland to attend the festival.

Diocesan Support

CIYD staff will continue to support and resource dioceses in their youth ministry as and when requested.

- Mission Trip - In August, a mission trip is planned for participants from the Church of Ireland Southern Region to Cambodia. This trip will be facilitated by Tearfund.
- Day of Prayer - A resource has been developed and circulated around Dioceses to be used on February 7th to encourage Parishes to pray for young people and Youth Ministry.

Resource Development and Communication

- 'I Believe' - The CIYD Confirmation Resource will be piloted early in the year and the published version will be launched and available to General Synod.
- Website - The CIYD website will be updated and relaunched early in the year. The website will have regularly updated information on youth ministry and an extensive resource section amongst other things.

National Quality Standards Framework

The NQSF process will continue and will involve a focus group of those involved in working for and running the organization and other Diocesan representatives.

Representation and Collaboration

CIYD staff and Central Board members will continue to represent the Church of Ireland on committees of relevant organizations.

DIOCESAN REVIEW

Armagh

- In May 2015, the Armagh Diocesan Council appointed Mr Gareth Campbell to the part time post of Diocesan Youth Officer. Working with local volunteers, Gareth's main role is to encourage the establishment of new youth ministries in partnering parishes. This process has begun and we look forward to future developments!
- In partnership with Andrew Frame (CIYD), Gareth has also offered training to youth leaders at the beginning of the 2015 / 2016 season of activities.
- This year, the theme of the Armagh Diocesan Youth Council (ADYC) programme has been 'What does the Lord require of you?' (Micah 6v8).
- Features of the ADYC programme have included three Sunday Night Worship Events at regional locations (November, February, March), a Residential Weekend at the Cleenish Centre, Co. Fermanagh (February), the annual Easter Dawn Holy Communion Service at The Argory with Archbishop Clarke.

Cashel, Ferns & Ossory

- The diocese of Cashel, Ferns and Ossory continues to implement its strategic plan for youth ministry in the diocese, resourcing and supporting parishes or clusters of parishes working together to develop youth ministry. Within our diocese we continue to have a number of youth clubs, part-time youth workers and a part time chaplain for 'Waterford Institute of Technology'. There will be a youth leadership training weekend for teenagers in 'Ovoca Manor', diocesan confirmation retreats and a diocesan excursion to Wales. St. Canice's Cathedral has also launched a choral scholarship to encourage young people to join the choir and develop their singing abilities.
- Some exciting new developments in the diocese in 2016 include the development of a 'Bishop's Youth Advisory Group'. This group has been formed, under the care of

the Bishop, to include a number of key people in the diocese, both clergy and lay, who are directly involved in youth ministry. This group is responsible for providing a cohesive picture of youth ministry in the diocese, working together to assist and encourage each other and developing diocesan youth events and worship.

- The diocese has also seen the development of a bishop’s award to young people which focuses on volunteering and service in the parish context. F.A.S.T. (Faith and Service Together) is an extension of the current ‘Bishop’s Medal’ and is open to secondary school students. It is a three-year parish based award which rewards young people for taking an active role within their parish. Certificates are given each year from parishes and every three years there will be a large diocesan service and prize giving with the Bishop.

Clogher

- Along with diocesan events there is great encouragement in seeing local youth fellowship groups across the parishes flourish, ensuring that the young people's faiths are being nourished by their ministers and local leaders. Four youth mission grants awarded to young people serving in India, Belgium, Uganda & New Zealand.
- Youth group grants provide resources to assist groups with programme Youth Council seeks to resource and equip leaders for youth ministry, and gather and disciple young people.
- Youth leader training in partnership with Youth Link and leaders from other denominations.
- Diocesan youth events hosted by each rural deanery continued, attended by around 100 leaders and young people. New series began in October 2015: Deeper into God’s... Love; Presence; Word; Praise; World.
- Clogher groups attended Catalyst, Summer Madness & Anois.
- Streams project connecting young adults into wider parish life entered its final year - initiatives at parish and diocesan levels, including a weekend retreat.
- New partnership with CIYD to host Foundations young adult events in the Fountain Centre, Kesh.

Connor

- Connor continues to witness the growth and development of youth ministry across the Diocese. Under Engage Connor Youth we had the focus for young people to engage in prayer, read and believe God’s word, creating the opportunity to live this out through mission. It has been beneficial to give occasions for youth to go deeper in discipleship and live out their faith through practical mission opportunities.
- Events: Over the past year we have had 3 Diocesan Youth Evenings which allowed young people from various parishes to connect, worship together and have fun. We are so appreciative of the volunteers on the Youth Council for their commitment and investment in making these events possible.

- Summer Madness: We continue to have our Connor Sub-Camp at Summer Madness and a massive thank you to Rev Mark Taylor for providing spectacular meals throughout the weekend with over 100 served.
- StreetReach: We ran the first StreetReach within North Belfast with 40 young people involved from across 5 parishes. A great opportunity for service and looking forward to future years.
- The Connor Takes the Castle Weekend has proven very successful with over 120 attending.
- Ms Christina Baillie has been appointed as Diocesan Youth Officer and will be working in partnership with the Youth Council to support local parishes as well as developing initiatives across the Diocese.

Cork, Cloyne & Ross

Youth work in the Diocese is organised by the Cork Diocesan Youth Council, CDYC, which under its Constitution has responsibility for the co-ordination of youth work and the administration of the devolved funding. The two youth officers Ms Kristin Hollowell and Ms Hilda Connolly work with the Council to fulfil these objectives. CDYC is in its second year of its strategic plan to:

- Organise youth events across the Diocese, in Ireland and overseas. In that regard it is excited to see the possibility of a visit from a team from Romania, and a visit to Germany to partner with a church there. The annual youth leaders weekend held in January again took the form of a spiritual retreat under the heading ‘Abide’.
- Run a programme for schools under the Reality schools team. The team holds retreat days, workshops and parenting evenings in both national and secondary schools on issues of relevance.
- Support and encourage parish youth groups through training and financial aid.
- Responsibilities for training are likely to increase with heightened expectations under the National Quality Standards Framework. CDYC also aims to assist youth groups in policy and management.

Derry & Raphoe

- Derry and Raphoe is currently in the middle of a ‘Year of Opportunity’, where our focus is on Generosity, Children and Mission. Part of this exciting vision has seen the creation of a diocesan children’s officer which we hope will be a real blessing to parishes.
- DRY exists to serve the local church, seeking to support parishes and volunteers, while primarily encouraging faith in young people.
- In an ever changing society, failing to adapt to the needs of young people is a challenge we ignore at our peril; however, what is unchanging is the Word of God and the need for young people to be surrounded by people who care. The ones most adept at this are not necessarily the usual suspects; it’s tempting to pass on the responsibility of leading our young people to older young people, and hope for the

best, however we must remember that whoever we rely on to lead our young people will also need wise and discerning voices to guide and lead them.

- Volunteers are the life blood of all parish youth work, yet increasingly fewer people are stepping forward. Some things to consider: Where are the 20s and 30s we think would be good at it? Are we guilty of ‘over-professionalising’ the role, and how are we equipping our leaders with the tools to effectively work with young people?
- All of this may leave us feeling despondent, however Bishop Good reminds us the opportunities to make a difference are still in our grasp, we just need to take them.

Down & Dromore

- The Down and Dromore Youth and Children’s Department provides a wide variety of programmes, services and resources across a wide range of ages. This includes almost 50 youth groups and 90 Sunday Schools. Developments in 2015 included:
- The launch of the new ‘Jigsaw’ curriculum for Sunday Schools which is especially designed for volunteer leaders to use and is now taught in over 30 churches.
- Expansion of our summer camps to include junior and senior camps for young people and the ‘Jesus and Me (JAM)’ camp for children -with over 150 children, young people and leaders attending. An additional camp for children in 2016 will bring the capacity for campers up to 164.
- Continuation of the ‘New Life’ confirmation theme and a series of celebration confirmation services including goody bags, desserts, chocolate fountains and popcorn. Supported by a confirmation weekend for around 180 people.
- The ‘Essentials’ training programme for youth and children’s leaders involving roadshows, training days and tailored training for individual parish contexts.
- A Children’s Praise Party for over 400 children and leaders.
- The on-going development of a year-long youth programme for groups and holiday Bible club material.
- The annual Bishop’s BBQ at Summer Madness for around 450 with the introduction of the very popular pulled-pork burgers!

Dublin & Glendalough

- Dublin and Glendalough Youth Council (DGYC) reformed in September 2015 with the formal appointment of Mr Eric Denner to the post of Diocesan Youth Work Co-ordinator.
- Since his appointment Eric has been working to identify the current status of youth work within the diocese and assist with where youth work can be improved and moved forward through cross parish participation.
- In this vein there are 9 Deanery post-confirmation days with the first happening on the 5th March within Taney deanery in the Dublin diocese. These days are taking a look at young people’s role in the church body and what there is for them after confirmation and speaking with older generation to get their view on why they have

stayed with the Church since their confirmation.

- We currently have a number of other events planned in co-ordination with the deaneries and parishes, for example, Youth Leadership training in the form of How to Plan and Advertise a Youth Event, Small Group Training and Games and Entertainment. We'll be arranging for a group travelling from all over the diocese to Summer Madness in Glenarm Northern Ireland. Our first ever Exam De-stress half day event for Secondary School Students will take place in conjunction with Christ Church Cathedral on the June Bank Holiday.
- As you can see there are lots of exciting events being planned for 2016 and we look forward to seeing these happen and building on these for the future in coming years.

Kilmore, Elphin & Ardagh

- Preparations are again underway to bring our group to Glenarm for Summer Madness. We could not do this without our volunteers Ms Shauna & Mr Alan Williamson leading the planning & our set up team who ensure that we have the entire camp set up before the young people of yKEA arrive. Their time & skills make bringing a group of 70 people to Summer Madness possible!
- In November, Inside Out, our over 18s weekend returned to Jackson's Hotel, Ballybofey. The speakers were Mr Roly and Ms Susan Heaney from Redcross. The weekend was a fantastic time for building each other up as the family of Christ and sharing fellowship.
- This year over 20 young people from KEA attended Anois. Anois is a CIYD event held in October. This year it was held in Wilson's Hospital. Worship was led by the Mark Ferguson Band and teaching from Alex Brown. Feedback from those who attended was very positive!
- We are currently making final plans for our Youth Kilmore, Elphin & Ardagh (yKEA) Diocesan weekend camp in Bundoran in March. Mr Andrew Frame, the Youth Ministry Development Officer for the Northern Region will be our speaker.
- Youth workers have joined KEA with Ms Amy Hayes working in Derrylin group of parishes and Ms Hannah O'Neill in the Killeshandra area. Their experience and knowledge has been invaluable since they have joined us!

Limerick & Killaloe

During 2015, the United Diocesan Youth Council of Limerick & Killaloe planned and successfully completed a good solid range of day, weekend and week long events with solid increase in the numbers attending (30- 40 approx.). The programme offered catered for children from the age of eight years (3rd class national school) of age right up to young adults in mid twenties.

Herewith a summary of key events during 2015:

3rd – 6th Class National School-

- September - Multi Activity Day - Cloughjordan Hall

10 plus Year Olds -

- March – West Alive Weekend with Tuam Diocese - Lilliput Adventure Centre, Mullingar.
- July – Junior Summer Camp (full week) - Catherine McCauley House, Spanish Point.
- November - Junior weekend - Castledaly Manor Camp & Conference Centre, Athlone.
- December – Day trip to Dublin.

2014 & 2015 Confirmation Candidates

- June - Diocesan Confirmation Weekend - Muckcross Youth Centre in Killarney.

Secondary School and upwards

- July - Summer Madness - Glenarm Castle Estate, Co. Antrim.
- August – Senior Summer Camp (full week) - Lissadel Youth Centre in Sligo.
- October - Anois - Wilson’s Hospital School, Mullingar, Co. Westmeath.
- December - Annual Christmas Dinner Dance – Fitzgerald’s Woodlands House Hotel, Adare & Overnight Trip to Dublin including CIYD, Christmas Worship event.
- Diocesan Youth Fellowship group continued to meet on third Saturday of each month in Limerick up to June.

16 plus Years

- April & October – Taking a Leading Role (Part 1 & 2) leadership course – Clarecare, Lahinch, Co. Clare

All Ages (General & Fundraising ventures)

- February - Coffee Morning & Cake Sale - Adare Methodist Hall.
- August - Car Treasure hunts with Bar-b-Que & disco- Adare Hall.
- September - Car Treasure hunts with Bar-b-Que & disco- Aghancon Community Hall.
- December- Christmas Fundraising Draw

U.D.Y.C. of Limerick & Killaloe continues to be very thankful to individuals, parents/guardians, parishes, diocese and CIYD for financial support. To conclude: Limerick Diocese in terms of Youth Ministry looks forward positively to 2016.

Meath & Kildare

- The roles of Diocesan Youth and Children’s Officer and Wilson’s Hospital School Chaplain were advertised and the candidate selection process was begun.

- The annual Confirmation Fun Day took place in Wilson’s Hospital School in May. Ms. Amy McCrea (CIYD) kindly organised this event since the Youth Officer had not yet taken office.
- The annual Diocesan National Schools service also took place in May in Trim Cathedral.
- In September Ms Emma Rothwell took up the roles of Diocesan Youth and Children’s Officer and Chaplain at Wilson’s Hospital School. Ms Rothwell will work alongside Rev Hazel Scully, Chaplain of Wilson’s Hospital School, until her retirement in February 2016, after ten years of enthusiastic and faithful ministry in the school.
- CIYD’s “Anois” residential camp took place in Wilson’s Hospital School over the October midterm break. A number of young people from the dioceses attended and the Youth Officer was pleased to be invited to join the Anois planning team and to take part in the prayer ministry. Bishop Pat and Chaplain Scully joined the camp to celebrate a service of Holy Communion on Sunday evening.
- In December a number of young people from the dioceses gathered to go ice-skating in Blanchardstown and then attended the CIYD Christmas Worship event in Clontarf.
- Many parishes held youth and family services in which the diocesan schools often played an important part, as well as running Sunday Clubs during services. Many parishes also ran teenage youth clubs, uniformed youth organisations and other youth ministries.

Tuam, Killala and Achonry

- Our year begins with the annual trip to Dublin. This Diocesan day involves the meeting of the two youth groups, Splash, which is based in Rathbarron Parish Hall, Coolaney, and DIG, which is based in Holy Trinity Church, Westport. There are also young people from Tubbercurry and Ballina who come to this event and other events during the year. We teamed up with the Dioceses of Limerick for the West Alive weekend in Mullingar, this is a junior camp for 10 to 13 year olds and our speaker for the weekend was Miss Amy McCrea from CIYD. This year’s Diocesan Cycle from Newport to Mulranny and back was in aid of a new classroom for the school in the Diocese of Kajiado in Kenya.
- The Dawn Service held on the beach at Dunmoran Strand in the Parish of Skreen brings families together for communion and breakfast afterwards in Skreen School Hall. Worship is led by the young people in the Dioceses. The Diocesan Fun day was in Kilglass Parish, we had an outdoor barbeque, woodland walk, with owls and ferret demonstration, with a service then in Kilglass church. Our senior camp is with Summer Madness where we join up with Sligo and Limerick Dioceses.
- St Nicholas’ School in Galway, Holy Trinity School in Westport, St Michael’s School in Ballina, Leaffoney School in Kilglass and St Paul’s School in Collooney all come together for our annual school’s service held in Tuam Cathedral. Rev Roger Thompson was our guest speaker from CMS Ireland. The schools were updated on

the TKA MABWENI link. Over the past three years we have raised funds to help to build a school in Kenya. The girls of the Oloosuyian Maasai Girls' Secondary School returned thank you letters for all the classroom designs that TKA kids sent over to them. Anois takes place during the October bank holiday, it was held at Wilson's Hospital and is our senior camp for 13 year olds to 18 year olds.

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

YEAR ENDED 31 DECEMBER 2015

BOARD'S RESPONSIBILITIES

The Board is responsible for preparing the financial statements in accordance with accepted accounting practice in Ireland including the accounting standards issued by the Accounting Standards Board and published by the Institute of Chartered Accountants in Ireland.

Irish company law requires the Directors to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the Department and of the surplus or deficit of the Department for that period. In preparing the financial statements, the Directors are required to:

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

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

The Board is responsible for keeping proper books of account, which disclose with reasonable accuracy at any time the financial position of the Department and to enable them to ensure that the financial statements are prepared in accordance with accounting standards. They are also responsible for safeguarding the assets of the Department and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

CHURCH OF IRELAND YOUTH DEPARTMENT

INCOME AND EXPENDITURE ACCOUNT

Year ended 31 December

Church of Ireland Youth Department – Report 2016

		2015 €	2014 €
INCOME			
Grant Received	1	171,403	171,403
Funding provided by the RCB		196,744	186,735
Deposit Interest		229	796
Donations		5,131	8,538
Programme		13,215	24,478
Sundry Income		610	216
		<u>387,332</u>	<u>392,166</u>
EXPENDITURE			
Office & Administration Expenses	2	(58,595)	(53,517)
Staff Costs	3	(160,793)	(146,582)
Fees & Membership	4	(15,895)	(15,068)
Dilapidation Costs		-	(20,605)
		<u>(235,283)</u>	<u>(235,772)</u>
Operating Surplus for the Year		<u>152,049</u>	<u>156,394</u>
TRAINING & GRANT ALLOCATIONS			
Training & Grant Allocations	5	(177,922)	(180,411)
(Deficit) after Training & Grant Allocations		<u>(25,873)</u>	<u>(24,017)</u>
Currency translation adjustment		(170)	4,697
Net (Deficit) for the year		<u><u>(26,043)</u></u>	<u><u>(19,320)</u></u>

CHURCH OF IRELAND YOUTH DEPARTMENT

BALANCE SHEET

Year ended 31 December

2015 2014
€ €

TANGIBLE FIXED ASSETS	6	17,415	16,722
		_____	_____

CURRENT ASSETS

Cash held on deposit by RCB	7	93,149	126,566
Cash at bank		3,246	4,256
Prepayments		3,713	2,612
		_____	_____
		100,108	133,434
		_____	_____

CURRENT LIABILITIES

Creditors		(61,694)	(68,284)
		_____	_____
Net Assets		<u>55,829</u>	<u>81,872</u>

FUNDS EMPLOYED

Balance at 1 January		81,872	101,192
(Deficit) for the year		(26,043)	(19,320)
		_____	_____
Balance as at 31 December		<u>55,829</u>	<u>81,872</u>
		=====	=====

Notes to the Financial Statements

	2015	2014
1. Grant Received	€	€
Grant from Department of Children & Youth Affairs (ROI)	171,403	171,403
	<u> </u>	<u> </u>
2. Office & Administration Expenses	2015	2014
	€	€
Insurance	2,015	1,550
Audit Fees	4,060	4,059
Professional Fees	-	3,220
Rent	25,430	18,670
Telephone, Postage & Internet	5,494	6,598
Office Expenses	14,409	14,509
Heat & Light	134	4,007
Depreciation	4,979	965
Resources	1,687	357
Sundry	(45)	-
Bank Interest & Charges	432	(418)
	<u> </u>	<u> </u>
	58,595	53,517
	<u> </u>	<u> </u>
3. Staff Costs	2015	2014
	€	€
Staff Salaries	125,912	116,992
Staff Expenses	21,990	17,344
Central Board & Executive	12,891	12,246
	<u> </u>	<u> </u>
	160,793	146,582
	<u> </u>	<u> </u>
4. Fees & Membership	2015	2014

Church of Ireland Youth Department – Report 2016

	€	€
General Membership Fees	1,876	2,022
Youth Link NI	14,019	13,046
	<u>15,895</u>	<u>15,068</u>
	=====	=====
	2015	2014
	€	€
5. Training & Grant Allocations		
Training Events	31,868	41,002
Programme Events	20,844	29,681
Devolved Funding Grants	125,210	109,728
	<u>177,922</u>	<u>180,411</u>
	=====	=====
	2015	2014
	€	€
6. Tangible Fixed Assets		
Cost		
At 1 January	102,577	84,890
Currency Adjustment	5,498	-
Additions	4,776	17,687
	<u>112,851</u>	<u>102,577</u>
At 31 December	<u>112,851</u>	<u>102,577</u>
Depreciation		
At 1 January	85,855	84,890
Currency Adjustment	4,603	-
Charge for the year	4,978	965
	<u>95,436</u>	<u>85,855</u>
At 31 December	<u>95,436</u>	<u>85,855</u>
Net Book Value		
At 1 January	16,722	-
	=====	=====

Church of Ireland Youth Department – Report 2016

At 31 December	17,415	16,722
	<u> </u>	<u> </u>
7. Cash on deposit held by the RCB	2015	2014
	€	€
Cash on deposit held by the RCB	93,149	126,566
	<u> </u>	<u> </u>
8. Creditors	2015	2014
	€	€
Accruals	61,694	68,284
	<u> </u>	<u> </u>
9. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2015, €1 = £0.737 (2014: €1 = £0.7765).		

THE COVENANT COUNCIL

The Church of Ireland and the Methodist Church in Ireland

REPORT OF THE COVENANT COUNCIL TO THE CHURCHES 2016

MEMBERSHIP

Church of Ireland

Rt Rev Alan Abernethy, Bishop of Connor (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Canon Dr Maurice Elliott

Rev Barry Forde (Secretary)

Mr Harold Giboney

Rev Canon Ginnie Kennerley

Rev Dr Peter Thompson

Methodist

Rev Winston Graham (Co-Chair)

Rev Dr John Stephens

Rev Andrew Dougherty

Rev Janet Unsworth

Rev Louise Donald

Ms Gillian Kingston

Dr Fergus O'Ferrall

Mr Nigel Beattie

The Role of the Covenant – Moving Forward

The introduction of Interchangeability of Ministry heralds a new era for our two churches and the Covenant Council recognises the need to build on this. To this end, the Covenant Council proposed that a meeting take place between representatives of the House of Bishops and Methodist Conference to discuss implementation of the Covenant with a view to the following:

- a) Strategic engagement at senior level with important issues facing both churches;
- b) The visibility of the Covenant within the culture of both churches, so that we begin to 'think Covenant' at an institutional and local level;
- c) Receiving from the Covenant Council advice and encouragement regarding the work of Council and its understanding of how the aspirations of the Covenant might be brought into fruition;
- d) The provision of direction and suggestion of tasks by the Covenant Council to further the implementation of the Covenant.

In December 2015 a meeting took place at which The Most Rev Dr Richard Clarke, the Rt Rev Alan Abernethy, and the Rt Rev Harold Miller were in attendance for the Church of Ireland, and the Rev Brian Anderson, the Rev Dr Heather Morris, and the Rev Dr John

Stevens for the Methodist Church. The issues discussed built upon areas identified by the Covenant Council, and included:

- The need to review polities and protocols to enable interchangeability to take effect in practice, thus enabling a person ordained in one church to transfer to the other.
- Ensuring that clear protocols exist to facilitate reciprocal participation in ordination services, beyond those prescribed by the Constitution and Manual of Laws for the consecration of bishops and installation and consecration of episcopal ministers.
- The role of Lay Readers and Local Preachers, noting how permission is given to each by the 'receiving church', how training might be supplemented in the immediate future, and what shape training might take over the long term.
- The need to identify local missional opportunities and to find ways of engaging with these together under the Covenant. This will, for example, entail dialogue between diocesan bishops and the Methodist Home Missions Department; note was taken of the tentative steps taken by both churches towards pioneer ministries.
- To build upon the commendable work and relationships between the Church of Ireland Theological Institute and Edgehill College, seeking to develop, encourage and strengthen the links between these two important places of training and learning.
- Further developing the work of shared ministries in prison and university chaplaincies.

Further, it is the opinion of the Covenant Council that it is now time to revisit the issue of protocols for Shared Projects. Previous protocols were considered by Synod and Standing Committee in 2006, and it was highlighted that revisions of the Church of Ireland Constitution and Canons would be required to facilitate certain aspects of shared ministry. To date, such revisions have not taken place. The advent of interchangeability has changed the landscape and what was once an aspiration to further the bonds of the Covenant is now, it is submitted, a necessity. It is envisaged that such protocols might take their place as part of a consideration of how alternate models of ministry, namely ecumenical partnerships, might sit alongside the traditional parochial model of ministry.

The Covenant Council is undertaking work to progress each of these areas. In addition, the Covenant Council is assessing the implications of the Anglican-Methodist Commission on Unity in Mission Report 'Into All the World: Being and Becoming Apostolic Churches' (2014) in our Irish context. It is the aspiration of the Council to encourage mission in unity by exploring issues of faith, culture and gospel in our radically changed context for such mission.

Local Covenant Partnerships and Projects

The Covenant Council continues to monitor those partnerships and projects that have been enabled by the Covenant. As referenced, there is a deepening relationship between the work at the Church of Ireland Theological Institute and Edgehill College. The two colleges came together for an annual two-day Integrated Seminar in May, whilst staff are reciprocally involved in teaching. There was a highly successfully shared pilgrimage to Rome last August, and ongoing exploratory conversations are happening in relation to the sharing of lay training, along with the possibility of collaboration to further Pioneer training. In addition, further to the Methodist Church review of Edgehill, the current

Principal of the Theological Institute and Covenant Council member, Rev Canon Dr Maurice Elliott, will be involved in the appointment of the new Edgehill Principal.

The Covenant continues to be worked out in action at the Church on the Hill in Maghberry and the Church of the Good Shepherd as Single Covenant Churches, whilst the bond created by a shared building at Movilla is extending into ministry and mission. The chaplaincy at Queen’s continues to carry out the ministry and mission of both churches in unity, seeking to influence a new generation to think and live ecumenically in Christian life and faith.

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. Further, the Council continues to encourage all churches to consider celebrating the Covenant on or around the date of 24th May, this being John Wesley Day in the Church of England.

Membership

The Covenant Council is reviewing the number of members required to carry out its work. This is related to a review within the Methodist Church as to structures, committees, and the number of people required to maintain existing arrangements. To that end the number of people proposed to be elected as Church of Ireland representatives on The Covenant Council is reduced in this year.

The Covenant Council continues to be thankful for the role of Rev Tony Davidson as Presbyterian Observer on the Council.

Website

The Covenant Council website, www.covenantcouncil.com is available to all, with a forum page for Covenant Facilitators, and worship resources and Covenant Council booklets available for download.

Motions to propose at General Synod

The Covenant Council 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 Rt Rev Alan Abernethy, Bishop of Connor (Co-Chair)

Ms Elva Byrne

Very Rev Nigel Dunne

Rev Canon Dr Maurice Elliott

Rev Barry Forde

Mr Harold Giboney

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 2016

MEMBERSHIP

The Archbishops and Bishops (ex-officio)

Rt Rev John McDowell, Bishop of Clogher (Chair)	Dr Kenneth Milne
Rev Canon Patrick Comerford	Mr Trevor Morrow (<i>deceased February 2016</i>)
Ms Georgina Coptý	Rev Canon Dr Daniel Nuzum
Rev Canon David Crooks	Rev Ása Björk Ólafsdóttir
Rev Canon Dr Ian Ellis	Rev Canon Niall Sloane (Honorary Secretary)
Mr Samuel Harper	Ven Helene Tameberg Steed
Mrs Roberta McKelvey	Ms Catherine Tumer

INTRODUCTION

The Commission on Church Unity and Dialogue (CCUD) is the Church of Ireland's principal organ for relating nationally and internationally both to other Christian traditions and to national ecumenical instruments. The Commission continues to carry out its work through long term working groups on Anglican, European and Inter-Faith matters.

The Commission is also fortunate to number among its members two representatives of international Anglican bodies engaged in theological dialogue with Orthodoxy. The Archbishops of Armagh and Dublin kindly keep the Commission informed about their engagement with the Eastern and Oriental Orthodox, respectively.

As you will see from their more extensive reports below the working-groups of the Commission have engaged routine business and taken several new initiatives. The Anglicanism Working Group continues in the Church's engagement with the Moravian Church of Great Britain and Ireland. It also continues to provide a forum for the activity arising from our membership of the Porvoo Communion, and the Church of Ireland's Porvoo Contact Person, Archdeacon Helene Steed, has provided a summary of that work. In 2015 the Church of Ireland hosted the 4 Nations Faith and Order Consultation.

The European Affairs Working Group continues to strengthen our links and interaction with the Conference of European Churches (CEC).

The Bishop of Connor represents the Church of Ireland on the World Council of Churches (WCC) and we were pleased to welcome a delegation from the WCC to Ireland in December 2015 (a report of this visit is included here).

Members of the Commission continue to play a very full role in the Irish Council of Churches (ICC) and the Irish Inter Church Committee and in Churches Together in Britain and Ireland (CTBI).

We also share representation on other bodies with our Anglican neighbours and the Rev James Harris (Church in Wales) provides us with updates from the Meissen Commission.

The Church of Ireland is invited to a number of church meetings throughout the year and reports on these are included in the appendix.

The Inter-Faith Working Group has seen some changes in 2015 and has provided us with some exciting plans as we move into 2016.

The members of CCUD were saddened to learn of the death on 5 February of Mr Trevor Morrow. Trevor was a member of the Commission for many years and was a most faithful participant across its many functions. He represented the Church of Ireland often at the meetings of the Irish Council of Churches and was respected by all whom he met.

Last year, Dr Kenneth Milne retired from the position of Honorary Secretary, but continues to serve as a member of the Commission. Dr Kenneth Milne has served as Honorary Secretary to the Commission for the past eight years. During that time he has provided very good advice and guidance to the Commission in addition to ensuring its smooth operation between meetings. However, as those who know him will be able to testify, Kenneth has also brought a wide knowledge and experience of Ecumenical Affairs in Ireland and especially in the European context to his work for the Commission. His whole period of service has been characterised by a sensitive diplomatic approach and a deep commitment to the work and mission of the Church of Ireland in the wider world. The Rev Canon Niall Sloane, who is to take over from Dr Milne as Honorary Secretary of the Commission, has built up an impressive knowledge of the work of the Commission through his membership and work as Honorary Records Secretary over the past five years and brings great attention to detail and enthusiasm to his new role. We welcome the Rev Ken Rue who has been appointed Honorary Records Secretary.

+John Clogher:

ECUMENICAL INSTRUMENTS

Considerations of space allow for only limited coverage of the work of the ecumenical instruments to which the Church of Ireland belongs. Their respective websites (given below) should be consulted for detailed reports. Full particulars of Church of Ireland membership of ecumenical organisations and their remit may be found in the appropriate directory on the Church of Ireland website (www.ireland.anglican.org).

THE IRISH COUNCIL OF CHURCHES (ICC: www.churchesinireland.com)

The annual meeting of the Council was held in the Salvation Army's church complex at Sydenham, Belfast on Thursday 26 March 2015, the Rev Dr Donald Watts presiding.

Officers

President: Rev. Dr Donald Watts

Vice-President: Rt Rev John McDowell

Immediate Past President: Most Rev Dr Richard Clarke

The main focus was on the challenge of human trafficking when the Irish Council of Churches (ICC) gathered for its Annual Meeting.

On a day which brought together over 100 delegates from the Churches' leadership, senior clergy and lay people from across the island of Ireland, Major Anne Read, Anti-Human Trafficking Response Coordinator for the Salvation Army, gave a keynote address focusing attention on this form of modern-day slavery.

Major Read spoke powerfully about the “dehumanisation of people today across the world and in our own communities in the UK and Ireland”.

She reminded delegates that human trafficking involved “tricking vulnerable people across borders and within countries through physical and verbal threat, sexual and labour exploitation and domestic servitude” and stressed that the numbers of cases were constantly growing.

The Major encouraged Churches and partner organisations across society to reach out to victims on the margins in order to eliminate this offensive commodification of people. She said that, by contrast, “God’s big plan is the restoration of humankind into his image and likeness so that all may be fully human people of God”.

It was also the day on which the Modern Slavery Bill became law in the United Kingdom, Major Read noted, and she called for an audacious ambition: simply ‘Stop the Traffik’. Major Read’s very moving keynote address was supplemented by dialogues on the social outreach of the Salvation Army, including Homelessness, Dementia, Care for the Elderly and Specialist Family Care.

Presidential Address

In his presidential address to the ICC, the Rev Dr Donald Watts said that the Churches in Ireland today were connecting with one another better than in the past, but “not as well as we could”.

He described the process of the Churches connecting with one another as “a journey”, adding that it was necessary to take every opportunity of demonstrating “that we are all island Churches”.

Dr Watts said that the ICC’s Executive Committee had taken “time out” during the past year on a retreat at Dromantine, Co. Down, and that the experience had been one of “deepening our fellowship and learning where God is leading us as Churches in Ireland”. The ICC President also took the opportunity of introducing the ecumenical body’s new Treasurer, Mr Jonathan Wilson, an accountant with Ulster Bank, and of paying tribute to the outgoing Treasurer, Mr Robert Cochran.

Christian Aid

The retired Bishop of Limerick and Killaloe, the Rt Rev Trevor Williams, who is remaining as Chair of Christian Aid Ireland, spoke about the Churches’ world relief and development charity.

Bishop Williams highlighted the fact that 2015 marks the 70th anniversary of Christian Aid and he outlined the history of the organisation, commencing with post-World War II refugee relief work.

He also drew attention to a planned 70th anniversary service to be held in Belfast Cathedral.

CTBI

A guest of honour at the ICC's Annual Meeting was the General Secretary of Churches Together in Britain and Ireland, Canon Bob Fyffe.

Canon Fyffe told the gathering of relations between CTBI and the ICC and their respective staff: "I don't think they could be better and that is one of the things I value most about the work I am doing."

Executive Secretary

The ICC's Executive Secretary, Mervyn McCullagh, introduced the Council's Annual Report, in which he commented: "It is almost 25 years since the heyday of post-modernism and in an era defined by being post-almost-everything, social change in Ireland continues to accelerate at a pace surpassing the expectations of many.

"Increasingly, Churches need to continually discover new ways to compete in the polyphonic marketplace of ideas.

"Individual rights continue to be given prominence over broad ideologies and many of the public cases this past year have pushed the boundaries to which communities are required to bend their long cherished principles in order to accommodate individual desires."

Worship and closing remarks

Both at the start of the Annual Meeting and at its conclusion, worship was led in Salvation Army tradition, with the Church of Ireland's Rev Adrian Dorrian, secretary of the local Belmont Council of Churches, leading intercessions.

At the close, the ICC President, Dr Donald Watts, referred in particular to Major Read's keynote address. He said that in her remarks she "took us to some of the darkest, deepest and most upsetting areas of human life".

However, the President also noted that Major Read's address, and presentations during the day on other aspects of Salvation Army work, had been such that delegates would leave with a great deal of hope.

IRISH INTER-CHURCH MEETING (IICM: www.churchesinireland.com)

Senior representatives of Christian denominations in Ireland gathered for the Irish Inter-Church Meeting, the formal meeting between the Roman Catholic Church's Irish Episcopal Conference and the Irish Council of Churches from 22-23 October 2015.

The meeting, which took place at the Mount St Anne's retreat centre in Co. Laois, addressed the issue identified by its organisers of "a growing perception that an increasingly rights-based civil society is encroaching upon the world of faith and presenting new challenges for the missional work of the Churches".

The speakers were Baroness O'Loan, former Police Ombudsman for Northern Ireland and an active parliamentarian in the House of Lords; the Rev Anthony Peck, General Secretary of the European Baptist Federation with a specialist academic interest in religious freedom; Professor Neville Cox, Associate Professor of Law and Director of Law School development in Trinity College, Dublin; Mr Glenn Jordan, Director of the

Northern Ireland Law Centre; and Sr Joan Roddy, Outreach Worker with the Jesuit Refugee Service Ireland.

- Baroness O’Loan challenged the Churches to do more to provide support for politicians who seek to protect religious freedom. Referring in particular to the issues of abortion and the ‘right to die’ controversy, she said that these were “sacred life issues” and warned of the coming of a vigorous ‘right to die’ campaign in Ireland. The Baroness remarked on how in both of these issues, the language employed by the proponents of change relied, paradoxically, on Christian values such as compassion. She also said that there had been a widespread failure to recognise that responsibilities go with rights.
- Mr Peck spoke of human rights seeming to have become “such a secular subject in Europe today” and referred to “the icy blast of secularism” that often seemed hostile to the Church. There was a widespread sense of having to establish “freedom from religion” as opposed to freedom of religion, he said. Despite this, however, Mr Peck argued that there was a need to find “a space for human rights as a dynamic process involving all sections of society”, including those who focus on “the sacred”.
- Professor Cox spoke of rights as “the repository for global morality” today, indicating that it was becoming increasingly difficult for anyone to make a moral argument without reference to human rights as “the ethical structure by which society operates”. He warned of rights becoming “me-claims” or “self-claims”, and thereby failing to point to the common good. He gave an introduction to the rights issues of “religious attire”, equality, and the “right to offend” people’s religious sensibilities, as well as the negative consequences of “rights talk” with its focus on what individuals were entitled to, but without reference to community.
- Glenn Jordan warned that the Churches had to be careful not to exclude themselves from the public square by adopting the stance of victimhood in relation to human rights matters, an attitude which he described as a “cul-de-sac”. He said that the Churches’ contribution to human rights debates lacked sufficient depth and observed that the human rights agenda had brought important improvements to people’s lives quite apart from church influence, citing, as examples of this, fair employment legislation and the rights of women in the workplace. He called for greater and better dialogue between the Churches and those directly involved in promoting and protecting human rights.
- Sr Joan Roddy spoke about the challenge of the migrant crisis, asserting that “migrants are, first and foremost, people”. She pointed out how migrants, as well as making journeys from one place to another, made “bureaucratic” and “emotional” journeys. She said that she was “not entirely satisfied” with the current policy of the Republic of Ireland regarding migrants, but also pointed out that overall European policy was not well co-ordinated. She said that the migrant issue should be seen through the “dignity lens”, adding that “migration challenges established systems and modes of thought”.

The Irish Inter-Church Meeting is currently co-chaired by the Most Rev Dr Brendan Leahy, Roman Catholic Bishop of Limerick, and the Rev Dr Donald Watts, former Clerk

of the General Assembly of the Presbyterian Church in Ireland and currently President of the Irish Council of Churches. The ICC Vice-President is the Bishop of Clogher, the Rt Rev John McDowell.

CHURCHES TOGETHER IN BRITAIN AND IRELAND (CTBI: www.ctbi.org.uk)

The Church of Ireland is a Trustee member of CTBI which body provides a number of ecumenical resources (e.g. worship and study material for the Week of Prayer for Christian Unity and Lenten Courses) and connects Churches, Church Agencies and Ecumenical bodies with one another across the jurisdictions of the two islands. It has recently ring-fenced around £70,000 to employ a project officer in the Republic of Ireland, to be matched by other indigenous funding. The project is to be managed by the Irish Council of Churches.

CTBI also offers theological reflections on current issues and can act on behalf of the Churches where it would be difficult or impractical for the Churches to work individually. For instance recently it has been able to visit refugee camps in Greece and feed important information back to member Churches as well as bringing a sense of solidarity, not least to Christians in need. CTBI membership takes in the very wide range of Christian communities on these islands and the current Moderator is Bishop Angaelos of the Coptic Orthodox Church. CTBI is well placed to monitor and assist in resourcing the Churches for work with the growing task of addressing the refugee crisis.

CTBI also provides very high quality discussion material around political and civic issues e.g. at the time of national elections, and will do so for the coming European Referendum within the UK.

CTBI also maintains contact with many churches in the developing world and is a link with persecuted Christians in places such as North Korea.

Through its activities CTBI seeks help its member Churches to strengthen fellowship, witness together, communicate effectively and build trust and understanding.

Report from Rev Canon Ian Ellis

The Annual General Meeting of CTBI was held on 6 May at the United Reformed Church's Lumen Church and Community Centre in London.

Following opening devotions, Canon Bob Fyffe, General Secretary, presented his report. He noted that the meeting was being held against the background of the UK general election on the next day and spoke about the related themes of identity, nationality and unity-in-diversity, all of which applied in UK life in particular ways. He observed that there was a growing diversity of smaller political groups, each wanting "place and voice". Canon Fyffe said there were parallels to this in the life of the churches, with a growing number of emerging churches that want their voices heard, in particular Black Majority and Pentecostal churches. All of this had had led to a different "church and political landscape".

There was some discussion of the Week of Prayer for Christian Unity and, while there was a general perception that there was waning energy around the Week, it was noted that, in the run-up to this year's Week, CTBI had sold out of materials by mid-December.

It was noted that there had been a generally very positive response to CTBI's 2015 Lent Course, focusing on Christians in the Middle East, although there were sensitivities surrounding complaints from the Board of Deputies of British Jews regarding balance, and dialogue was ongoing in this regard. Next year's Lent Course will focus on the theme of pilgrimage.

CTBI's international focus includes relations with the Middle East Council of Churches and with the Church in China. It was noted that there had been recent requests from the Council of Churches in Sri Lanka for more ecumenical work with the Sri Lankan community in England.

There was also comment on the World Council of Churches (WCC) involvement in Korean affairs, following the 2013 WCC Assembly's Statement on Peace and Reunification of the Korean Peninsula. The Assembly was held in Busan, South Korea and the Statement had affirmed: "It is our prayer that the vision and dream of all Koreans, their common aspiration for healing, reconciliation, peace and reunification may be fulfilled."

Bishop Angaelos said that the churches were moving to a new stage of ecumenism in so far as, with so much happening, there was a new urgency for Christians to stand together, especially in the context of ISIS violence.

In terms of the annual accounts, there had been a considerable increase in ecumenical support projects over the previous year, but the overall balance of all funds at the end of 2014 was up by £43,600.

There was a major presentation by Rev Canon John Gibaut, Director for Unity, Faith and Order at the Anglican Communion Office, bringing his reflections on the WCC's Faith and Order document, *The Church: Towards a Common Vision* (TCTCV). Rev Canon Gibaut had been Director of Faith and Order at the WCC before recently taking on his role at the ACO. He referred to the fact that the WCC document marked the culmination of a 20-year process and was a response to the ecumenical "challenge" of ecclesiology in terms of the different meanings of the word 'church' and the different ways of operating among the churches. He said that the purpose of TCTCV was renewal and that it was not focused on a "lowest common denominator" but rather looked to what was best in church life around the world. Churches are to respond to TCTCV by the end of this year.

From 24 to 25 September, CTBI held a special Consultation on the "The Church: Towards a Common Vision", the most recent ecumenical convergence document published by the World Council of Churches' Faith and Order Commission since "Baptism, Eucharist and Ministry". The consultation was held at High Leigh Conference Centre, Hertfordshire, to explore the issues that the document presents.

The Moderator of the WCC's Faith and Order Commission, the Rev Dr Susan Durber, was present and gave her unique insight into the background to the document, to which CCUD is currently drawing up a draft Church of Ireland response.

CONFERENCE OF EUROPEAN CHURCHES (CEC: www.ceceurope.org)

As reported last year, concern had been conveyed to CEC that under its new constitution the Irish Churches had lost the contact that had existed through their observer status at the Church and Society Commission. This situation has to some extent been rectified by Church of Ireland participation in two of the newly-constituted 'Thematic Reference Groups'. The Archbishop of Dublin now serves on CEC's Thematic Reference Group on Ecclesiology and Dr Kenneth Milne on the Group dealing with EU policy and legislation. The latter group has already held two meetings at which the members were given detailed briefings on those matters of constitutional importance at present engaging the attention of the European Commission and Parliament.

In November, Dr Milne attended a meeting in Strasbourg of the European Secretaries of CEC's member Churches. The meeting was largely concerned with the work of the Council of Europe, the European Court of Human Rights (including cases of special interest to Ireland) and the role of Churches in matters such as climate change, with particular reference to the UN conference then about to take place in Paris.

WORLD COUNCIL OF CHURCHES (WCC: www.wcc-coe.org)

A delegation of three senior staff members of the World Council of Churches visited Belfast and Dublin at the beginning of December 2015. This delegation was doing what had been requested by the Assembly meeting in Busan, South Korea in 2013: visiting all the member churches for discussion and dialogue. The delegation members were Dr Clare Amos (Programme Executive for Interreligious Dialogue and Co-operation), the Rev Garland Pierce (Senior Assistant to the General-Secretary), and Marianne Edjersten (Director of Communications).

The visit included meetings with member churches and the ICC. In Dublin they also visited the Inter-Faith Centre at Dublin City University. This visit to Ireland was an important moment for the member churches to discuss the need for greater communication between WCC and the member churches and also an opportunity to discuss some of the pertinent issues for the churches in Ireland both past and present.

The General Secretary of the WCC led a WCC delegation to Paris in December 2015 to the climate talks COP21. He with many others was praying and hoping for an ambitious and fair agreement reflecting the urgent need to focus on climate justice. This issue was a prominent issue in Busan Korea at the assembly in 2013. There were delegates there whose lives and very survival depended on these issues being dealt with by the world's governments.

In July the WCC Central Committee will meet in Norway and among the issues to be discussed are the venue for the next Assembly and the election of the central Committee. The Bishop of Connor will be attending as a member of the Central Committee.

MEISSEN (Meissen: www.europe.anglican.org/ecumenical-information-and-links/agreements-and-partners)

Church Of England/Evangelische Kirche in Deutschland (EKD)
The Twenty Fifth Meeting of the Meissen Commission

Liverpool Anglican Cathedral, October 1-4 2015

Report of the Celtic Churches Observer

(Representative: Rev James Harris (Church in Wales))

The commission meeting was inspired by the theme of the EKD's programme of events for 2015 in another countdown year to the 500th anniversary of the Lutheran Reformation. This year's theme was "the Reformation and Image" and part of the programme centred on the Church and the media. Commissioners visited Media City, Salford, as guests of the BBC. An interesting discussion was held with senior BBC head of religion and ethics staff and programme producers. This was an opportunity to reflect on the full range of religious broadcasting output. BBC staff spoke about a growing communication challenge, when religion makes a lot of news in an age of growing religious illiteracy. Religious leaders using the media needed to be able to contextualise scripture well, awaken curiosity, communicate a message crisply and relate it to the culture of the audience. Commissioners felt that media-awareness needed somehow to be woven into the essentials of ministerial formation (as opposed to becoming yet another training module).

Reports from the member churches were received. There was interest in the recent debate in the Church in Wales Governing Body and the Scottish Episcopal Church General Synod discussion about same sex marriage and the careful preparation in both cases to ensure that conversations took place in a safe, respectful environment. However, the discussions about confirmation and admission to Holy Communion, initiated by the Welsh Bench of Bishops at the September Governing Body, will be followed with interest too. The Church of Ireland's dialogue with the Moravian Church was also noted.

The report from the synod of German-speaking congregations in the UK referred to good ecumenical relations, particularly with Anglicans. Links forged in some of the World War One centenary commemorations had been built on, particularly with regard to Remembrance Sunday events. The Synod is preparing for the 2017 Reformation Jubilee, working alongside Swiss, French and Scandinavian Protestant congregations and sees 2017 as an opportunity to reinforce ecumenical ties.

Reports from the EKD, reflected on the 2015 Stuttgart Kirchentag and anticipated the 2017 Kirchentag in Berlin and (maybe) with some events in Wittenberg. EKD reports also picked up on the Churches' involvement in refugee work, especially in Munich as a first port of arrival. A warm welcome had been offered there, although there was concern about a future strain on infrastructure. Local Anglican congregations (which in some cases had experience growth through immigrants from Africa, rather than through British expatriates) had been involved in supporting refugees too.

Regarding the 2017 Reformation Jubilee in Britain and Ireland, although other events may still emerge, the following events will definitely happen:

- January 12 -15, 2016: Meissen theological conference on Reformation Then And Now at St Katherine's, London;

- An event organised by EKD and partners at Cambridge in February 2017 as part of a events programme about European way stations of the Reformation, due to its high number of alumni who were English Reformers;
- February 23-26 2017: Porvoo consultation on Self-Images of the World: Struggle, Memories and Understanding in Dublin;
- October 31 2017: midday service at Westminster Abbey organised by the Lutheran Council of Great Britain, followed by other activities concluding with a Nikaeen Club dinner at Lambeth Palace.

Another initiative is an international project for networking Protestant schools worldwide, based on the 500th anniversary of Martin Luther nailing his 95 theses against the abuse of selling indulgences to the door of the Castle Church in Wittenberg. The project provides opportunities for schools to celebrate the Reformation jubilee together, reflect about their own faith, share it, find partner schools and show global solidarity. The website for this is: www.schools500reformation.net/about/about-schools500reformation.

The current Meissen Commission will finish its five year term after the 2016 meeting, so time was given to starting to develop a programme of work that would give the next commission a direction of travel without being too binding. Possible future commission themes include ways of making Christian heritage visible in our present context and getting to know each other's spirituality and worship better. It was suggested that to give the Meissen process the sort of traction that Porvoo currently had, three issues needed to be pushed forward and given consideration by future Meissen theological conferences: confirmation, ordination and the consecration of bishops.

Commissioners were able to engage fruitfully with a group of Church of England people from various dioceses engaged in partnership links with the EKD. Challenges to progress included costs, the demands of safeguarding (when organising youth travel) and an over-reliance on the personal connections of clergy. Nevertheless it was felt that there was much potential for using ICME to broaden curates' horizons with mutual exchanges and to encourage Meissen sabbaticals for other clergy. The unique dynamism of the Kirchentag (about 10% of whose vast programme was now in English) also offered an opportunity for enthusing Anglicans to engage with the EKD. Such church links needed to be encouraged because of the common challenge faced by churches in Europe.

The Commission finished on Sunday by attending a Eucharist at Liverpool Cathedral, where the Most Rev Dr Richard Clarke, Archbishop of Armagh, was the guest preacher.

The 2016 Commission meeting will be held in Munich September 15-18.

REFORMATION 500

2017 will mark the 500th anniversary of the nailing of the theses with which Luther set the Reformation in motion in Wittenberg on 31 October 1517. The Church of Ireland is presently exploring ways of marking the event. We are glad to note that the Church of Ireland Historical Society and the Irish Catholic Historical Society are planning to hold a joint conference on 'Reformations' in October 2017.

ANGLICAN AFFAIRS WORKING GROUP

Membership

Rt Rev Michael Burrows, Bishop of Cashel, Ferns & Ossory (Convenor)

Rt Rev Harold Miller, Bishop of Down & Dromore

Ven Helene Steed

Rev Canon Patrick Comerford

Rev Canon Dr Ian Ellis

Rev Canon Dr Maurice Elliott

Ms Kate Turner

Mr Wilfred Baker

The groups work has been modest in the past year, as our workload is very dependent on the nature of the issues which arise from time to time and are referred to us by the full Commission.

The General Synod last year enthusiastically passed a resolution on foot of our report concerning theological conversations with the Moravian Church in Britain and Ireland. The motion recognised that sufficient common ground, particularly in our mutual understanding of the ministry of the historic episcopate, had emerged to facilitate movement towards interchangeability of ministry between Anglicans and Moravians in Ireland. However it was accepted that, given that the Moravian Church in Britain and Ireland is a single province, further progress would involve the cooperation of the Church of England which had sent an observer to our talks with the Moravians. Indeed, it was hoped that the work we had done would be of some assistance to the Church of England who on previous occasions, notably through the process leading to the Fetter Lane Agreement, had done much theological work from which we benefitted in deepening relationships with the Moravian Church.

The report on the matter to our General Synod and the accompanying resolution have now been forwarded to the appropriate authorities in the Church of England, and we have offered to prepare a fuller verbal presentation to them on the contents of our work. The report was also forwarded to the International Anglican Standing Committee on Unity Faith and Order (IASCUFUO) which at its recent meeting gave significant endorsement to our undertaking.

Meanwhile we continue to focus our attention on Anglicanism's own Instruments of Communion. The Primates are due to meet at the time of writing of this report, and in the aftermath of that gathering it will become clearer when, and in what form, the Archbishop of Canterbury may again invite bishops to gather at Lambeth. However it is now clear that, if only for logistical reasons, this could not take place as soon as 2018. Meanwhile the Anglican Consultative Council will meet this year and the Church of Ireland will be represented by Canon Dr Maurice Elliott and Mr Wilfred Baker, both of whom are members of our working group. Part of our task has been to assist them by surveying the degree to which previous ACC resolutions have been received and acted upon amongst us, and suggesting issues which the Church of Ireland may wish to raise at

the next meeting, given its own experiences and wider concerns. These are likely to include:

- The manner in which Anglican/Methodist relations have been advanced here in recent years;
- Our current explorations of varying models of episcopal ministry;
- Good models for the commemoration of sensitive yet formative historical events;
- Human trafficking;
- Ways in which the work of the Anglican Alliance in contributing to world development can be made more user -friendly in local churches;
- Ethical investment with particular reference to the extraction of fossil fuels;
- Where we are now with the Anglican Covenant;
- Persecution of religious minorities including Christians;
- Human sexuality in the context of Christian belief.

Our ACC members, of course, are not delegates, and ultimately it is their own choice and duty to determine what they may wish to raise or table when the Council meets.

Another responsibility of the working group is to monitor involvement by Church of Ireland members in the various networks by which views are shared and issues explored around the Communion, and most of this work is now done online. There has been particular emphasis, not least given recent global events, on contributions concerned with matters of inter- faith relationships and environmental issues.

Archdeacon Helene Steed continues her work as Porvoo Communion contact person for the Church of Ireland and this is reported on below. The Bishop of Cashel, Ferns and Ossory remains the Anglican co-chair of the International Anglican Old Catholic Co-ordinating Council, which next meets this June in Belgium. In that capacity he also addressed a significant Anglican Old Catholic theological conference in Exeter last September, where the timely theme was the nature of the authority of the churches in a pluralist Europe.

PORVOO (www.porvoocommunion.org)

Introduction

The Porvoo Communion of Churches, (with members from the Lutheran Churches in the Nordic and Baltic countries and the Anglican Churches in Britain and Ireland and on the Iberian Peninsula), continued its work of bringing the Porvoo Churches and its member closer together in mission and ministry during 2015.

Edinburgh 2015

During 2015 both the Primates and the Porvoo Contact Group met in Edinburgh. The theme for the Primates' meeting was Prayer, Spirituality and Pilgrimage. This was combined with discussions on social challenges of today which allowed the Primates jointly to reflect on the refugee situation in Europe as well as other socio-political developments.

A work plan for the next three years was agreed in Edinburgh. During this triennium, two anniversaries will be marked. Firstly, during 2016 the twentieth anniversary of the Porvoo Declaration will be celebrated. It is hoped that a publication on what has been achieved during the two decades will be collated, which also will include reflections on how the Communion is growing together in mission and ministry. All Porvoo archival material is held both in Reykjavik and London. The second commemoration is the Porvoo Communion's contribution to the quincentennial anniversary, marking the beginning of the Reformation. This will be done in 2017 at a consultation in Norway on *Self-Images of the World: Struggle, Memories and Understanding*.

The Church of Ireland was represented in Edinburgh by:

The Most Rev Dr Richard Clarke

The Ven. Helene T. Steed, member of the Porvoo Contact Group

The Most Rev Dr Michael Jackson, Anglican Co-chair of the Porvoo Contact Group

Youth Pilgrimage to Santiago de Compostela August 2015

The Pilgrimage was the first event in the history of the Porvoo Communion specially organised for and aimed at young people aged 18 to 30. 28 individuals from Portugal, Spain, Ireland, Scotland, England, Norway, Sweden and Finland attended. The theme for the pilgrimage, hosted by the Lusitanian Church of Portugal and the Reformed Episcopal Church of Spain, was: Jesus the fountain of living water in our pilgrimage of life. Each day began with biblical reflections and ended in fellowship where young people shared the history and the present situation in their churches as well as personal testimonies.

Unfortunately, the Church of Ireland Youth Department was not in the position to appoint two delegates so two young women from the Diocese of Clogher, Miss Yvonne Cunningham and Miss Adele Kidney, represented the Church of Ireland.

Porvoo during 2016

The Porvoo Communion is planning a theological conference from 19 – 22 of October 2016 entitled: *The Spirit of God in the Life of the World – What is the Spirit saying to the Churches*. The venue for this conference is in Riga, Latvia. This conference will be followed by the annual meeting of the Porvoo Contact Group.

Each year a prayer diary is published. The diary for 2016 is found on-line at: <http://www.porvoocommunion.org/prayer-diary-2016/>

FOUR NATIONS FAITH AND ORDER CONSULTATION

The Four Nations Faith and Order Consultation met in the Church of Ireland Theological Institute in Dublin from May 26 to 28 2015. Hosted by the Church of Ireland, the consultation welcomed representatives from the Church of England, the Church in Wales and the Scottish Episcopal Church.

The consultation addressed a wide range of issues affecting the churches in each of the four nations. There were many points of commonality but there were also opportunities to learn from others.

The relationships between churches and civic society were examined under a number of different headings. The consultation took place in Dublin in the week following the

Referendum on Marriage Equality and there was discussion on how each of the Churches was approaching the issue of same sex marriage.

Developing ecumenical relations were considered. The group addressed the issue of transitivity between Anglican Lutheran Agreements specifically in North America together with the coherence of other agreements, especially with Methodists and Moravian Churches.

The consultation also looked at changes in patterns of ministry and the different understandings of the theology of ministry. Pioneer ministry and fresh expressions as well as liturgical developments were discussed.

Church leadership was debated and the discussions on episcopacy in the Church of Ireland were examined. There was also focus on the management of disagreement and how best to equip bishops and resource parishes.

Anglican responses to the Lutheran 500 Commemoration of the Reformation were shared and suggestions of mounting a conference and/or advancing research possibilities were aired.

The next Four Nations Faith and Order Consultation is due to take place in Scotland in May 2017. Its shape and content were discussed and possible upcoming issues suggested – other faiths, theology and nationhood, ACC 2016, migration. It was agreed that the ecumenical officers should be present, perhaps meeting a day or two before to prepare for the consultation.

Representing their Churches in Dublin were:

Church of Ireland: The Most Rev Dr Michael Jackson, Archbishop of Dublin and the Rev Canon Niall Sloane, Hon Records Secretary for Commission for Christian Unity and Dialogue.

Church of England: The Rt Rev Donald Allister, Bishop of Peterborough; the Rev Canon Jeremy Worthen, Secretary for Ecumenical Relations and Theology; and Dr Cathy Ross, Member of the Faith & Order Commission.

Church in Wales: The Rev Canon Gwynn ap Gwilym, Adviser to the Bench of Bishops of the Church in Wales; the Rev Matthew Hill, Secretary of the Doctrinal Commission; the Rev Dr Rhiannon Johnson, Member of the Doctrinal Commission.

Scottish Episcopal Church: The Most Rev David Chillingworth, The Primus; the Rev Canon John Lindsay, the Convener of the Inter Church Relations Committee; and the Rev Dr Harriet Harris, the Convener of the Doctrine Committee and Dr John Davies, the Convener of the Liturgy Committee.

EUROPEAN AFFAIRS WORKING-GROUP

Membership

The Most Rev Dr Richard Clarke, Archbishop of Armagh
Miss Janet Barcroft
Mr Robert Cochran
Rev Canon Adrian Empey

Rev Canon Eithne Lynch
Rev Canon John Merrick
Dr Kenneth Milne
Mr Robert Roe

Rev Canon David Hutton Bury
Ms Maxine Judge

Rev Canon Terence Scott
Professor Ben Tonra

The forthcoming referendum in the United Kingdom on membership of the European Union is recognised as being of major significance for members of the Churches, particularly in Northern Ireland, but also in the Republic. The issues pertaining to the referendum are the subject of a paper that is being prepared by the European Affairs Committee of the Irish Council of Churches (which is chaired by Dr Kenneth Milne and on which the Church of Ireland is represented by Canon Adrian Empey and Ms Maxine Judge). It is intended that in due course this document will be presented to our European Affairs Working-Group for its consideration. The working-Group will also be given an opportunity to hear reports on CEC activities (see above).

INTER FAITH WORKING GROUP

Membership

The Most Rev Dr Michael Jackson, Archbishop of Dublin (convenor) Rev Ása Björk Ólafsdóttir
The Rt Rev Patrick Rooke, Bishop of Tuam Ms Georgina Coptly

The past global events relating to terrorism and the refugee crisis make it imperative for us to understand who our neighbours are. Therefore interfaith work is more fundamental than ever.

The group agreed that our previous work had been too narrowly focused on discussions around particular themes. Thus the group must now redirect its attention on building relationships with people from other faiths. This can only come through dialogue and the sharing of life experiences with each other.

The group will meet with other faiths and get input from them as how to move forward. The idea would be to meet with people in their various places of worship. This involves being present during their worship, learning about their traditions and their rules of engagement. The purpose of this would be to build on our capacity of understanding.

The group selected the Muslim community as the first target for engagement. The members will arrange a meeting with the sheikh in Blanchardstown.

The thinking would be that, through these engagements, the Interfaith Group would be able to present a more comprehensible account of Christianity in Ireland to our Muslim neighbours. Through our conversations, it is hoped that the following questions could be explored:

- How can they help us better understand them?
- How do we explain to them who we are and what is important to us?
- How does it feel to live in Ireland today for them and for us?
- What does it feel like to be a minority in Ireland for them and for us?

Refugees:

The group is hoping to assist in a practical way with the integration and re-orientation of refugees who have arrived in Ireland. The group will attempt to draw a plan to help

facilitate the provision of communication and reception services to assist with the inter-faith welcome to the stranger.

Appendix 1

The Church of Ireland's response to the document, *The Church: Towards a Common Vision*, published by the Faith and Order Commission of the World Council of Churches (Faith & Order Paper No. 214)

The Church of Ireland welcomes the WCC Faith and Order Commission's document, *The Church: Towards a Common Vision*, recognising that it is the fruit of a committed, deep and sustained dialogue on issues of fundamental importance for the whole Church.

The report well reflects the stated primary purpose of the Commission itself, “to serve the churches as they call one another to visible unity in one faith and in one Eucharistic fellowship, expressed in worship and common life in Christ, through witness and service to the world, and advance towards that unity in order that the world may believe” (p. vii).

We note that the Commission has sent *The Church: Towards a Common Vision* to the Churches with the objective of assisting the processes of renewal in the Church and of theological agreement (p. viii) and we wholeheartedly endorse these objectives.

Aware of the depth of the ecumenical and theological engagement that lies behind *The Church: Towards a Common Vision*, we recall that the Commission's 1982 report, *Baptism, Eucharist and Ministry*, was a similar major Faith and Order milestone that encouraged new steps on the Churches' common pilgrimage in search of the fullness of that unity which is God's gift and calling for the Church (*The Canberra Statement*, WCC Seventh Assembly, 1991).

BACKGROUND

The concluding 'Historical Note' section in *The Church: Towards a Common Vision* provides a very helpful oversight of the development of thinking and priorities within the Faith and Order movement since its first World Conference, in 1927. That history has led to this latest document with its emphasis on the theme of *koinonia*, which came to the fore at the Fifth World Conference on Faith and Order in 1993 at Santiago de Compostela, and also following the further study of ecclesiology particularly reflected in Commission's report, *The Nature and Mission of the Church*, which was presented to the 2006 WCC Porto Alegre Assembly.

The Church: Towards a Common Vision describes itself as a "convergence text", that is, "a text which, while not expressing full consensus on all the issues considered, is much more than simply an instrument to stimulate further study" (p. 1). It is thus in status the successor to *Baptism, Eucharist and Ministry*.

LOOKING AHEAD

We see *The Church: Towards a Common Vision* as representing an effective statement of where the Churches currently find themselves on the journey of Faith and Order. It therefore presents an opportunity for reflection both on the journey so far and on possible directions for the future. To this extent, it is indeed more than a 'study document', allowing a time for serious reflection on the direction of the ecumenical journey into the

years ahead.

As mentioned above, the World Conference on Faith and Order held in Santiago de Compostela in 1993 placed a characteristic stress on the theme of *koinonia*, communion, in understanding the nature of the Church itself. This signalled a more dynamic approach when compared with earlier models based on a more static, institutional concept of the Church. The theme of *koinonia* is rich in terms of highlighting relational dynamics and potentially allowing more space for ecclesial diversity itself, reflecting the diversity in the supremely relational and loving *koinonia* of the Holy Trinity (para 67, p. 39).

However, the Church, by virtue of being a considerable assembly of people, will always be an institution and will need structures in order to function effectively in the world (cf. *Report on Institutionalism*, Fourth World Conference on Faith and Order, 1963; Faith & Order Paper No. 37). Nonetheless, the Church must not be governed by an authoritarian or institutional mentality. As the Churches seek to be more faithful to Christ and his way, they will inevitably find themselves drawn more closely to one another.

Behind the whole process of the search for visible unity lies the operation of the Holy Spirit and, going forward, the Church is called to such a faithful following of the Spirit as *The Church: Towards a Common Vision* sees undoubtedly exemplified in Mary. (The document refers to Mary as 'the Mother of God', [para.15, pg 11], although we would prefer to render the term '*Theotokos*' more accurately as 'Mother of God incarnate', not least for the sake of clarity in interfaith dialogue, in which the title, 'Mother of God', is liable to be easily misunderstood.)

THE ORDAINED MINISTRY

Regarding the ordained ministry, we welcome the affirmation at para. 20: "Agreed statements are making it clear that the royal priesthood of the whole people of God (cf. 1 Pet. 2:9) and a special ordained ministry are both important aspects of the church, and not to be seen as mutually exclusive alternatives."

We also note the observation, in light of the challenges over issues relating to ordained ministry in ecumenical dialogue, that if differences such as those relating to the priesthood of the ordained prohibit full unity, overcoming those differences must be an urgent priority (p. 26, italicized note before para 46).

We would urge imagination and courage in taking creative steps of faith in this endeavour, for the sake of greater visible unity through reconciled ordained ministries.

AUTHORITY

We agree with the Commission that authority in the Church must be distinguished from "mere power" (paras. 49f, p. 28). The kind of authority which is exercised in the Church must reflect the kind of authority found in Christ whose authority was not based on office or position, but on the power of the truth itself.

We affirm with *The Church: Towards a Common Vision* that "service (*diakonia*) belongs to the very being of the Church" (para 58, p. 33). Indeed, we would suggest that it lies at the heart of all authority in the Church.

However, the document seems to suggest that authoritative decisions in the Church are necessary to achieve consensus: “Decision-making in the Church seeks and elicits the consensus of all and depends upon the guidance of the Holy Spirit, discerned in attentive listening to God’s Word and to one another. By the process of active reception over time, the Spirit resolves possible ambiguities in decisions.” (para 51, p. 28). Yet, we believe that the Church can err (Articles of Religion, 21) and that this refers to more than mere “ambiguities in decisions”.

The Church: Towards a Common Vision raises the subject of the possibility of a form of universal primacy: “Partly because of the progress already recorded in bilateral and multilateral dialogues, the Fifth World Conference on Faith and Order raised the question ‘of a universal ministry of Christian unity’. In his encyclical *Ut Unum Sint*, Pope John Paul II quoted this text when he invited Church leaders and their theologians to ‘enter into patient and fraternal dialogue’ with him concerning this ministry.” (para 56, p. 31)

The Church: Towards a Common Vision, we believe, is correct to indicate, in this connection, the importance of distinguishing “between the essence of a ministry of primacy and any particular ways in which it has been or is currently being exercised”. Clearly, there are many issues to be addressed in relation to this subject.

THE CATHOLICITY OF THE CHURCH

Regarding the 'local' Church, we affirm the statement in *The Church: Towards a Common Vision*: “Each local church contains within it the fullness of what it is to be the Church. It is wholly Church, but not the whole Church.”

Regarding the whole Church, among the greatest challenges which it faces today is the need to respond to changing cultural contexts and moral attitudes. We therefore recognise a serious challenge in the document's observation that *koinonia* “includes not only the confession of the one faith and celebration of common worship, but also shared moral values, based upon the inspiration and insights of the Gospel” (para 62, p. 35).

We affirm *The Church: Towards a Common Vision* when it indicates that the “essential catholicity of the Church is undermined when cultural and other differences are allowed to develop into division” (para 22, pg 14).

Regarding the use of the expression “Church as sacrament” (cf. para 27, p. 15), we understand what is meant - that is, that the Church is an effective sign of God's presence in the world - but we can also see that for various reasons others may find difficulty with the expression. It should therefore be used with ecumenical sensitivity.

We appreciate what *The Church: Towards a Common Vision* has to say about evangelization in the context of interfaith relations, in indicating that this should always be respectful of those who hold other beliefs. It is appropriately stated that sharing the good news of Christ, and calling others to embrace that good news, is nothing less than “an expression of respectful love” (para 60, p. 34). This is an important aspect of the outreach of the whole Church with the one faith to the whole world.

QUESTIONS AND RESPONSES

Five particular questions have been addressed to the Churches in *The Church: Towards a*

Common Vision (p. 3) and, following our comments above, we now set out our responses to those specific questions in brief:

1. *To what extent does this text reflect the ecclesiological understanding of your church?*

The Church of Ireland finds its Anglican ecclesiological understanding well reflected in *The Church: Towards a Common Vision*.

2. *To what extent does this text offer a basis for growth in unity among the churches?*

The Church of Ireland considers that this will largely depend on how the various denominations receive the text but is of the view that *The Church: Towards a Common Vision* has considerable potential to deepen ecumenical life and thereby foster Christian unity.

3. *What adaptations or renewal in the life of your church does this statement challenge your church to work for?*

The Church of Ireland sees *The Church: Towards a Common Vision* as challenging it in various ways, including calling it to:

- a deeper reflection, both as a denomination and ecumenically, on the document's broad themes;
- a clearer understanding of the limits of "legitimate" diversity in the Church (cf. p. 17, italicized section);
- new models of leadership and episcopate (cf p. 19, ad loc.);
- yet more prophetic witness in the world;
- the developing and resourcing of new approaches to mission (paras. 6f, p. 7; para 22, p. 14);
- more effective ways of dealing with divisions over moral issues; and
- a deeper dialogue with other Churches and faith communities in Ireland.

4. *How far is your church able to form closer relationships in life and mission with those churches which can acknowledge in a positive way the account of the Church described in this statement?*

The Church of Ireland is ready to explore all possibilities for closer relationships with Churches identifying with the thrust of *The Church: Towards a Common Vision*.

5. *What aspects of the life of the Church could call for further discussion and what advice could your church offer for the ongoing work by Faith and Order in the area of ecclesiology?*

Moral discernment and eucharistic sharing, in particular, are major issues in our current context that require special attention at this time. The Church of Ireland suggests that the Faith and Order Commission draws out the major themes emerging from the responses to *The Church: Towards a Common Vision* and focuses on these in the next phase of its work.

Appendix 2

Annual Church Meetings

The Bishop of Clogher and Mrs Roberta McKelvey attended the General Assembly of the Presbyterian Church in Belfast from Monday 1 June to Thursday 4 June 2015 inclusive:

The General Assembly (GA) always commences on the eve of business with a service of worship at which the incoming Moderator (this year Dr Ian McNie) is installed. It is very much an occasion of “the word” both homiletic and fraternal. It is the one occasion in the course of the week when ordained people wear clerical attire, with past moderators processing in full fig. This remains an entirely male body.

The GA consists of around 1000 members but only a fraction are present at any session. The Moderator is always in the Chair and is very ably and frequently assisted by the Clerk and Deputy Clerk, particularly on procedural matters.

Reorganisation

The Presbyterian Church in Ireland (PCI) has undergone a massive and seismic reorganisation of its central structures which was reflected in the Reports tabled at this year’s GA, which were probably a little less substantial than usual. However, because the legislative procedure is fairly straightforward, business is carried out very efficiently, allowing time for debate.

Charities Legislation

As with all voluntary bodies in recent years a fair bit of time was given to Charities Legislation, particularly in Northern Ireland. An interesting aspect of the debate on the Legislation centred on objections by PCI at having to disqualify any undercharged bankrupt from trusteeship of a congregation. This was in part a matter of justice as there are many types of undischarged bankrupt. However the principal objection was to the State interfering in the appointment of elders which the Church reserves entirely to its own councils.

Ministry

The GA is required to call all those accepted for ministerial training and then to place them under the supervision of their individual Presbyteries. This year seven men were so called; no women.

The Council for Congregational Life and Witness (the equivalent of our Council on Ministry) have been exploring the concept of fruitfulness in congregational life. Their Report is well summarised in the phrase

‘Fruitfulness is more than faithfulness in a changing world, less than success in the eyes of a superficial world, always growth of a Kingdom that is not of this world.’

PCI is also to introduce a form of Auxiliary Ministry which appears to be a largely unpaid equivalent to our Diocesan Readers-i.e. a Ministry of the Word (preaching and teaching with some pastoral duties; but not sacramental ministry).

Referendum

The outcome of the Referendum in the Republic of Ireland caused considerable debate leading to two motions and the establishment of a Task Force “to consider all of the issues surrounding the Presbyterian Church in Ireland’s ongoing involvement in the solemnising of marriage in the Republic of Ireland, along with how this may relate to Northern Ireland, and that the Task Group bring a full report, through the General Council, to the 2016 General Assembly”.

The Motions were:

Recognising that the Presbyterian Church in Ireland affirms the biblical position of marriage as being exclusively between one man and one woman, the General Assembly direct:

that Ministers and Licentiates of the Presbyterian Church of Ireland shall not conduct, nor assist in leading, services of marriage for same sex couples and that Presbyterian Church in Ireland premises shall not be used by others for such services;

that Ministers and Licentiates of the Presbyterian Church in Ireland shall not conduct, nor assist in leading, services of blessing, or any similar services, for same sex couples involved in either a civil partnership or civil marriage and that Presbyterian Church in Ireland premises shall not be used by any others for such services.

Relationship with the Church of Scotland

Although there were Presbyterians in Ireland before that date, modern Irish Presbyterianism dates its formal history from 1642 when the first presbytery was organised, largely amongst Scottish Settler congregations. Since that time the link between the General Assemblies of the two countries has been very strong and the Moderator of the Scottish Church is always the principal guest at the Irish assembly.

However, because of the approach adopted by the Scottish Church to same-sex marriages, the Presbyterian Church in Ireland resolved not to send a representative to General Assembly of the Church of Scotland next year.

A Private members’ motion was passed also asking the Church Relations Committee to explore further links with the Free Church of Scotland.

Thanks

As with all guests, Mrs Roberta McKelvey and I, representing the Church of Ireland enjoyed much friendship and warm hospitality. We would wish to record our thanks to the Standing Committee for asking us to act as representatives at this important and enjoyable gathering.

The Bishop of Tuam and Dr Michael Webb attended the Conference of the Methodist Church in Ireland in Dublin from Wednesday 10 June to Sunday 14 June 2015:

It was our privilege to represent the Church of Ireland at this year’s Methodist Conference in the East Belfast Mission on the Newtownards Road. The Conference began in St Patrick’s, Ballymacarrett with the Service of Election and Installation of the

new President, the Reverend Brian Anderson, Minister of Hamilton Road Church, Bangor. Three Church of Ireland bishops; the Archbishop of Armagh, the Bishop of Down and the Bishop of Tuam, participated in the Consecration Ceremony. In the days that followed various references were made to the significance of the President and two former Presidents' involvement in the January Consecration of Bishop Kenneth Kearon, effectively bringing the Covenant's reciprocal arrangements for the interchange of ministry into effect.

The Methodists appear to be gluttons for punishment – in all the Conference spanned five days, Wednesday to Sunday - Members of General Synod take note! Over the last three years, Conference has moved away from a wall-to-wall business meeting. Hence, a daily Bible Study, some talks from a keynote speaker, a Service of Remembrance for deceased ministers, Celebration Evenings and a Youth Night are all important parts of the new-style conference. Indeed the friendly atmosphere of the whole event impressed us; the two hundred and fifty members were truly a family of believers at work together. Young faces were much in evidence and the dress code, with the exception of the platform party, was casual.

Methodism is much more informal than Anglicanism and the process of passing reports, (along with the absence of bills,) was much less tedious than ours. One member simply makes a few introductory remarks on the assumption that members have read the report. Then the proposal to adopt it is taken, coupled with an opportunity for members to comment. We were struck with how little debate there was; even the proposals for a listening process on human sexuality issues did not provoke much discussion, although that may come in two years' time when a report will be received.

Topics for discussion were similar to our own at the recent Armagh Synod. In Methodism too there is concern about statistics, buildings, rising costs and other maintenance issues. But if the Methodists are a year or two behind us in terms of human sexuality debate and listening, they have much to teach us about mission and youth. Indeed, unlike General Synod which dealt with the role of youth in the final ten minutes of this year's Synod, 'Irish Methodist Youth and Children' was the major item on the first business session of Conference and the five days finished with the Youth Night on the Sunday Evening.

Home Mission and the 'Inspire' initiative, along with a deep commitment to overseas partnerships is commendable. These items were given pride of place and were dealt with in a considered way before, on the third day, turning to business matters and appointments. Not least of these was the election of the 2016/17 President, for which there were five candidates - three put forward by the Nominations Committee and two from the floor of Conference. There was no canvassing that we were aware of and both the Presidential Election (the Reverend Bill Mullally was elected) and that of Lay Leader were conducted in the expected orderly and dignified manner.

The Reverend Donald Ker retires at the end of this month and is moving to England. This will be a very significant loss to Irish Methodism. Donald has been Secretary of the Methodist Church for eight years and we became aware of how much depends on his stewardship. With an ever changing chair of conference, namely the President - the

Secretary, as does the Clerk of the General Assembly in the Presbyterian Church, knows the ropes and brings order to the proceedings. The Bishop of Tuam, in bringing the greetings of the Church of Ireland to Conference, paid tribute to Donald Ker's close links with our Church and the tireless support he has given, not least in terms of the Covenant Council. Reverend Dr John Stephens will replace him.

The Methodist Church is undoubtedly in good heart, but all too aware of the difficulties it faces in bringing the Gospel to the Ireland of the 21st century. The new President has chosen 'Living As Aliens In A Strange Land' as the theme for his presidential year. May he and our Methodist brothers and sisters be filled with the spirit as they go about their important ministry of love, care and evangelism in this time when many are indifferent, confused or simply in severe practical need. Perhaps the most memorable quotations from the conference were the President's plea in his opening address; 'Let us ride the waves, and not make waves' – he even had a surfer with surfboard present to illustrate the point! The second came during the Home Mission Report when the speaker emphasised that 'it is not shepherds who make sheep; sheep make sheep'. And so too it is with disciples!

Dr Kenneth Milne attended the Yearly Meeting of the Religious Society of Friends in Dromantine from 9 to 12 April 2015:

The venue for this year's meeting was Dromantine, near Newry, Co. Down. As is customary, it was a four day event and I was only able to be present for a day and a half. However, as this was my third attendance at Friends' Yearly Meeting I was familiar with the format and easily settled into the pattern of the proceedings: following consideration of each item on the agenda, the Clerk drafts a minute of the discussion, and this is (in my experience) generally agreed. There are frequent periods of silence throughout the business to allow for meditation on the matters under consideration.

There were many overseas guests, several from the United States and from continental Europe as well as Britain. The opening session included an epistle from 'Britain Yearly Meeting'. This included, topically, a reference to the position of Quakers in wartime, and especially the dilemma of conscientious objectors during World War I, many of whom suffered for their principles. Another topical issue referred to in the British report was growing support for couples who wished to change their civil partnerships into marriage-though, listening between the lines, I gathered that there wasn't unanimity on this matter. Where climate change is concerned all Quaker investment in fossil fuels has ended.

There is an International EcoQuakers Committee as well as a local Irish one, and the Irish committee signed a 'Quaker Statement on Climate Change' issued by the Quaker United Nations Office. I get the impression that the Religious Society of Friends is taken seriously by the United Nations (and vice-versa). On a related matter, two 'Fracking Information Sessions' were held in Dublin last year under Friends' auspices, and there was Quaker involvement in the making of a film: 'Fracking in Fermanagh', which was shown during Session 4. The Cork Friends organised a public meeting locally entitled 'Climate change affects us all-the clock is ticking'. Friends are clearly heavily involved in the inter-Church 'Eco-congregation' movement.

A topic that seems very close to the heart of Friends is their history. They are justifiably proud of the professional manner in which their fully computerised records are maintained. Their library and archival work appears to be entirely dependent on volunteers but is keeping up with the times and they hope that soon their records will be on line with appropriate search engines.

Finally, I should mention five 'special interest groups' that met concurrently in the course of the proceedings, and dealt with 'Alternatives to Violence in Ireland', 'Developing the spiritual development of Friends' meetings', 'How elements of Yoga interact with Quaker practice', 'Climate change', 'Coping with dementia' and Ireland's understanding of neutrality. Unfortunately, I wasn't able to attend these sessions, though invited to do so, nor was I able to participate in the closing session which included further business and an act of worship and was held in the Friends' Meeting House in Bessbrook.

The Rev John R. Auchmuty attended the General Assembly of the Non-subscribing Presbyterian Church in Castlereagh on Tuesday 9 and Wednesday 10 June:

It was a great privilege to represent the Church of Ireland at the General Synod of the Non-Subscribing Presbyterian Church of Ireland which took place in Moneyreagh just outside Belfast on Tuesday 9 and Wednesday 10 June. The title "non-subscribers is used because neither their members, nor Elders, nor Ministers are required to sign-up to the Westminster Confession of Faith. Non-Subscribers believe that all Christians should be free to read the Bible in accordance with conscience, and seek a practical Christianity.

I attended the opening Holy Communion service which included the installation of their new Moderator, The Rt. Rev Chris Wilson. During his sermon he spoke about the privilege of being given the opportunity to serve as Moderator. He referred to the importance of children's ministry along with encouraging those in training for ministry. To encourage the role of children he invited a young girl to sing "Ave Maria" during his Installation. He challenged church members to engage ecumenically and to engage with the great challenges of our age. Throughout his term of office he has chosen to support the charity "Christians Against Poverty" which many churches support including my own parish of St. Columba's Knock, reminding the congregation that we have a responsibility to assist those in our community who are struggling with debt and financial difficulties.

I was invited to address the General Synod on the second day of their proceedings where I brought greetings from the Church of Ireland.

It was a busy Synod, with around 60 voting members and well over 100 taking Communion on the first day. During the proceedings the General Synod heard from 5 guest speakers, passed 5 Resolutions (including 1 Emergency Resolution), and had 4 Ministry Students in attendance. In brief the Resolutions were:

1. That this Synod agrees to move First Presbyterian Church, Dunmurry to the Synod of Munster.
2. That this Synod agrees to move First Presbyterian Church (NS) Newry, and the First Presbyterian Church (NS) Banbridge and the First Presbyterian Church (NS), Warrenpoint to the Presbytery of Antrim.

3. That Mr Ian Crozier be appointed as Editor of the Non-Subscribing Presbyterian Magazine
4. That this Synod, noting that the UCA (Unitarian Christian Association) has broken stated terms of Synod's affiliation by removing a clerical member as their representative without due consultation or consideration, disaffiliates from the same.

An amended Emergency Resolution on TTIP (Transatlantic Trade and Investment Partnership) was also passed by Synod. This expressed concern as to the implication of the same on the National Health Service (in particular) as it would open the NHS to widespread privatisation. Concern was also expressed that patient care should be placed before private profit.

I was made most welcome by the Moderator, Clergy and members throughout the two day General Synod and wish to thank them for all their helpful assistance and kind hospitality. I also thank the Hon. Secretaries for the opportunity of attending this General Synod on behalf of the Church of Ireland.

Motion

- 1) Membership – to be tabled at General Synod

LITURGICAL ADVISORY COMMITTEE

REPORT 2016

MEMBERSHIP ELECTED 2013

Rt Rev Harold Miller (Chair)
Very Rev Gerald Field (Hon. Secretary)
Rev Canon Michael Kennedy
Ven Richard Rountree
Rev Alan Ruffli
Rev Dr Peter Thompson

Rev Adrian Dorrian
Rev Ken Rue
Rev Robert Ferris
Rev Julie Bell
Mrs Alison Cadden
Mrs Jacqueline Mullen

Co-opted Members:

Very Rev Nigel Dunne
Rev Jason Kernohan

Consultants:

Rev Canon Edgar Turner
Mr Richard Ryan

Church of Ireland Theological Institute Observer:

Rev Canon Patrick Comerford

Church of Ireland Theological Institute Student Observer:

Rev Criostoir Macbruithin (Mr Mark Gallagher)

Methodist Church Observer:

Rev Dr Richard Clutterbuck

EXECUTIVE SUMMARY:

The Committee has met four times in the past year, one of which was the annual 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 continuing aim of the LAC is the provision of quality liturgical resources worthy of the Church of Ireland, and worthy of the glory of the God whom we serve.

The objectives for the coming year will be:

- to continue working with Historical Centenaries Working Group of the General Synod in the preparation of liturgical resources to meet their requirements;
- the revision of the *Book of Common Prayer* 2004 in preparation for reprinting;
- to continue developing projects in the area of formation and 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:

The past year has, once again, been largely one of consolidation of continuing projects alongside the developing of new ones.

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.

MUSIC:

The sub-committee appointed to work on material for a Hymnal Supplement has progressed that project through to completion. A series of pre-publication launches across the Church of Ireland saw a great response from choirs and parishes.

Thanks & Praise was launched in St. Patrick's Cathedral, Dublin on 11th September and a Braille edition was also launched in advance of the book itself, the work for this having been undertaken by the Braille unit in Meghaberry Prison. Alongside the Music and Words edition of *Thanks & Praise* there is also available a revised publication of Bishop Edward Darling's *Sing to the Word* (a guide to the use of hymns related to the Lectionary).

At the time of writing this Report work on the *Companion* is continuing and the recording of the music CDs is complete. It is hoped both will be available soon.

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. Last year the 1916 commemorations was a priority for the group, as was the commemoration of the Battle of the Somme. Printed as well as online resources for both are now available.

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.

Requests for the provision of suitable prayers and liturgies for use in the circumstance of suicide and in the circumstance of miscarriage or stillbirth is another area of pastoral resources the LAC will be considering in the coming year.

A series of Orders of Service for the Commemoration of Celtic Saints, prepared by the Rev Dr Michael Kennedy and based on the work of Archbishop Simms and the Rev Canon Brian Mayne, are being prepared for online publication.

ELECTRONIC LITURGY & WORSHIP WEB PAGE:

The Worship webpage, and in particular the use of the Daily Prayer service continues to attract a high number of visitors, giving encouragement to those responsible for the maintenance of this online resource. Work continues in trying to improve the experience of those using the web, and we have been collaborating with the Church of Ireland Website redesign working group to that end.

We have also been exploring ways in which people can access Daily Prayer from their mobile device. This will be progressed in conjunction with the redesigned Church of Ireland website.

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.

MISSION STATEMENT:

As liturgy and the provision of liturgical resources has developed since the forming of the LAC by General Synod in 1962, the Committee considered the writing of a Mission Statement which would reflect that development and supplement the function and purpose of the Liturgical Advisory Committee as set out on the General Synod webpage <http://ireland.anglican.org/about/16>

The following statement was agreed at its January meeting.

“The Liturgical Advisory Committee (a committee of the General Synod of the Church of Ireland) seeks to provide quality liturgical resources, worthy of the glory of God, to draw God’s people closer to God and to each other.

Since its formation in 1962, the Liturgical Advisory Committee has sought diligently to implement the objectives set for it. It continues to do so by:

- Providing appropriate liturgical resources to enhance the Book of Common Prayer as need arises and as new developments dictate;
- Keeping abreast of liturgical developments internationally, being involved in those developments and adapting them for our use;
- Encouraging liturgical formation for those engaged in the leadership of liturgy and hymnody;
- To encourage the development of appropriate resources for liturgical hymnody and music.”

FUTURE PLANS:

Our future plans include:

- Endeavouring to provide resources for the various centenary celebrations with the assistance of other appropriate persons;
- Furthering development of the worship section of the website;
- Furthering the collaboration with Cumann Gaelach na hEaglaise on Irish liturgical texts;
- 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;
- Work on a potential Morning Prayer Three and a series of *Collects of the Word*.

As noted previously in this report, 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:

The Rev Criostoir MacBruithin, as Church of Ireland Theological Institute Student Observer, was replaced by the Mr Mark Gallagher.

MOTION:

That the following be elected to the Liturgical Advisory Committee for the triennium term May 2016 – May 2019:

The Rt Rev Harold Miller
The Very Rev Gerald Field
The Ven Ricky Rountree
The Very Rev Nigel Dunne
The Rev Alan Ruffi
The Rev Dr Peter Thompson
The Rev Robert Ferris
The Rev Ken Rue
The Rev Julie Bell
The Rev Abigail Sines
The Rev Nigel Pierpoint
The Rev Johnny Campbell Smith
Mrs Jacqueline Mullen
Mr John Morris

THE CHURCH OF IRELAND COUNCIL FOR MISSION

Report to the General Synod 2016

MEMBERSHIP (JANUARY 2016)

Rt Rev Alan Abernethy	House of Bishops
Rev Cliff Jeffers	Synod
Ms Johanne Martin	Synod
Ms Julie Currie	Synod
Rev Adam Pullen (treasurer)	Co-opted
Mrs Ruth Mercer	Mothers' Union
Vacant	CIYD
Vacant	CITI
Ms Lydia Monds	Bishops' Appeal
Rev Dr Laurence Graham	Methodist Church
Ms Emma Lynch	AMS
Ms Jenny Smyth	AMS
Mr Jan C de Bruijn	AMS
Rev Colin Hall-Thompson	AMS/Connor
Dr Trevor Buchanan	Down and Dromore Alternate
Rev Patrick Burke (Hon Sec)	Cashel
Rev Eileen Cremin	Cork
Canon Ian Jonas	Cork Alternate
Very Rev Kenneth Hall	Clogher
Rev Andrew Quill (Chair)	Kilmore
Vacant	Meath & Kildare
Ven Wayne Carney	Limerick
Rev Stephen McWhirter	Tuam
Rev Dereck Quinn	Derry & Raphoe
Rev Paul McAdam	Armagh
Mr Thomas Stevenson	Armagh Alternate
Mr Derek Neilson	Dublin

According to the constitution of the Council, each diocese is entitled to nominate a representative and an alternate. Alternates attend when the principal representative is unable to. Some members represent more than one possible constituency.

MEMBERSHIP

During the year we welcomed Ms Lydia Monds as a new member. Rev Simon Genoe and Rev Ruth West tendered their resignations. We thank them for their service, especially Rev West who served as the Council's treasurer until her resignation.

SUMMARY OF BUSINESS AND DISCUSSIONS OF THE COUNCIL:

1. The Suffering Church

The reaction to the Council's motion last year on this topic '*That the General Synod expresses its solidarity with its brothers and sisters in Christ throughout the world who are persecuted for their faith; and commends them to their prayers, along with all agencies who work to alleviate their suffering and promote their basic human right, as expressed in the Geneva Convention, to freedom of religion*' was impressive and moving. Arguably it generated interest and discussion as few other topics during the course of the Synod, particularly in the way it prompted many speakers to express a desire to act to help persecuted Christians throughout the world.

The topic remains of great concern to the Council as Christians continue to be the most persecuted group on the planet at this time. Media efforts to minimise the truth of this are worrying; they can only add to the difficulties faced in mobilising international action against such persecution. There are times when it seems that an anti-Christian bias remains the last acceptable bastion of prejudice, particularly among the avowedly liberal/secular media elite; and preference is given to ignoring persecution out of some misplaced notion that it would be politically incorrect to level any criticism against the persecutors, especially in the Middle-East, out of fear that it would be in some way 'Islamophobic' to do so.

However, Christians in the safer realms of the West must not be cowed from speaking out and acting in defence of our persecuted brothers and sisters throughout the world. Politicians on the international stage are finally beginning to wake up to what is happening and call it what it is: genocide. What are we, as part of the same Church to which they belong, doing? We, of all people, have a duty to help them; as it says in the letter of St James 'If a brother or sister is naked and lacks daily food, and one of you says to them, go in peace; keep warm and eat your fill and yet you do not supply their bodily needs, what is the good of that?' (2. 16-17). Likewise, all the good-wishes in the world directed to those suffering are as nothing if we will not take action. This means that our efforts are required not simply for the sake of alleviating their suffering but also for our own salvation.

2. Synod Mission Event

Rt Rev Harold Miller, Bishop of Down & Dromore, addressed the 2015 Mission Breakfast on the subject of his diocese's Year of Mission. The venue was at full capacity with a crowd who warmly appreciated what Bishop Harold had to say. His words were followed by a very animated question and answer session that seemingly would have gone on and on were it not for the fact that the Synod was due to recommence!

This year's speaker is Ms Lydia Monds, Education Advisor to the Bishops' Appeal. Ms Monds is a keynote speaker at the Council's Mission Conference later this year (see point 5 below) and will speak at the breakfast on the topic of the importance of members of the Church of Ireland engaging with Global Mission in a manner that sees faith permeate our actions and lifestyles both individually and collectively to see God's justice made manifest for the impoverished majority of the world.

3. Presentation to Council by Feed the Mind

The UK-based international charity Feed the Minds (FTM) visited Dublin recently to give a presentation on their work to a meeting of the Church of Ireland Council for

Mission. FTM has been delivering educational projects in some of the world's poorest communities for over half a century, working to enable people to transform their lives by acquiring the skills they need to help them be independent.

Speaking to the meeting, FTM Director Ms Josephine Carlsson took as her theme words from the Second letter of St James: *"For as the body apart from the spirit is dead, so also faith apart from works is dead"* and what that means for mission.

She explained that the charity's mission is to transform people's lives through practical education regardless of faith, based on fundamental Christian values such as justice, peace and wholeness. FTM does not target specific countries, but targets the most marginalised within five themes: peacebuilding; health education; vocational skills; civic education; and theological education. In real-life situations these areas often overlap.

Ms Carlsson quoted the words of Samir, a literacy facilitator in Cairo who is involved in a FTM project: *"I saw other children through the window going to school. I got married at 14 and moved to Cairo at 15 and started the literacy class a year later. I am now an educated woman, I have taught others for 10 years now, I teach two classes for Christians, Muslims, and Salafists. I think ecumenically; we are all equal."*

FTM has been supported by Irish individuals and the Bishops' Appeal since its inception. Its Irish Trustee, Ms Claire Jackson, has organised several events and speaking tours the last few years and has applied for a stand at the General Synod in May. Those wishing to know more can email scook@feedtheminds.org or visit its website at www.feedtheminds.org

4. Non-stop prayer

The Council briefly discussed the phenomenon of non-stop prayer movements. For example, '24/7 Prayer' began in Chichester in 1999 and has been running successfully ever since. Such prayer movements are in keeping with St Paul's exhortation to unceasing prayer in 1 Thessalonians; and it should be noted are part of the tradition of the Church from the earliest times, especially within monasticism (and may be considered a tragic additional loss that accompanies the decline in religious life). The success of more modern movements speak of the deep hunger that people have for prayer and is therefore something to be encouraged within the Church of Ireland at all levels. Groups engaged in public and continuous prayer in this manner also serve as a simple but powerful witness to the Christian message in our increasingly secular society.

5. Mission Conference 2016

The Council held a conference on Local Mission in 2014. This was well attended, with representatives coming from all the dioceses North and South. The Council drew up a report on this conference which was presented to General Synod that year. This formed the basis of a 'Break-out' session at that Synod which facilitated a conversation about a vision for local mission within the Church of Ireland. The information gathered during those discussions was distilled into a further report which was presented to General Synod last year. Also, a website set up by the Council as a response to that conference as a means of disseminating and sharing information on local mission, continues to progress. It is also hoped that it will serve as a way to get more positive news out there and fight against the media narrative that the Church is in decline. While responses from dioceses to the last conference and its

follow-up work have been fairly muted, those who expressed an opinion said they found it useful. Those who attended in particular were positive about the experience.

It was always part of the Council's plan to build on the work of this first conference by having a subsequent one on the topic of global Mission. A sub-committee has been set up to organise the conference consisting of Rev Adam Pullen, Rev Cliff Jeffers, Ms Emma Lynch, and Ms Johanne Martin. Planning for a conference at the end of 2016 is progressing well: its aim is to encourage commitment and engagement with global mission. In order to facilitate as great an attendance as possible, the conference will consist of two separate one-day 'road shows' taking place on 5th and 12th Nov 2016 in Enniskillen, County Fermanagh and Tullamore, County Offaly. There will be two key speakers: Ms Lydia Monds of the Bishops' Appeal and Rev Dr Mark Welsh, Mission Development Officer with the Presbyterian Church in Ireland. There will also be a selection from the following five workshops facilitated by Association of Missionary Society members at each day conference: Youth in Mission, Helping without Hurting, The Bible as a Key to Mission, The Five Marks of Mission, Two Way Mission: when global shapes local. More information will be made available over the course of the coming months. As part of the preparation for this conference a survey regarding global mission will be circulated to all parishes in advance and again in one year's time. This survey is intended to set a base-line to establish where global mission stands at the diocesan level; and the purpose in repeating one year later is to see what, if anything has changed.

6. Mission projects and initiatives

At each of its meetings the Council invites news of recent developments in mission for prayer and promotion. Among many others this year past the following were noted from the dioceses:

- **Cashel** – In our diocese the main challenges/opportunities facing mission are: - to build renewed confidence in the capacity of the country parish to witness and welcome effectively;
 - to be imaginative and innovative in our approach to outreach in our urban centres. We are not simply a rural diocese;
 - to devise models of ministry which are flexible and specific to today's situations of particular need eg secondary education, third level outreach, hospitals;
 - instead of the clichéd phrase about moving from maintenance to mission, we should find ways of harnessing the potential of much that we choose to/are obliged to maintain. Our built heritage, for example is capable of being used much more intensively and hospitably than is at present the case;
 - at the heart of it all is a pressing need to think less parochially, to see the bigger picture, to share ideas, to work generously with other churches, and to analyse how we might respond to the genuine search for spirituality that lies not far beneath the surface of a supposedly secular Ireland.
- **Armagh** - Armagh diocese are training up to 20 pastoral lay visitors to help with pastoral work in various parishes across the diocese. Also, during the past year, a part-time diocesan youth officer has been appointed to train and encourage leaders and develop youth ministry throughout the diocese.
- **Clogher** - having established a regular Messy Church in Enniskillen Cathedral with 150 plus attending a spin off group of 'Messy Mums' has occurred and as

well as meeting regularly they have started a 12 week course by Brene Brown on art-journaling looking at guideposts for Wholehearted Living. It is about the journey from worrying about "What will people think?" to accepting that "I am imperfect, and I am enough". The Church of England Pilgrim Courses also continue to be successful. The second Sunday in February is deemed a Diocesan Mission Sunday.

- **Down and Dromore** – The diocesan Year of Mission 2015 in Down and Dromore was a significant time of outreach and growth in the diocese. The Year of Mission followed a year of 24/7 prayer and began with a New Year Eve celebration event and a special Covenant Sunday at which 15,000 commitment cards were distributed. Throughout the year parishes, in addition to their ongoing ministry, undertook mission plans and special events with a focus on community, church and children. Highlights of the year included the development of new ministries, congregations, resources and leaders, the growth of existing ministries and, of course the harvest of new lives coming to Christ.
- **Derry & Raphoe** – Ash Wednesday 2015 marked the beginning of a special Year of Prayer and Preparation as a River of Prayer began to snake its way around the Diocese of Derry and Raphoe. Every parish was designated a week to pray for the success of and the Year of Opportunity which will be launched at a special Celebration Event in the presence of 1,000 people on March 11th 2016. The Year of Opportunity will focus on Mission, Children and Generosity.
- **Meath and Kildare** has appointed two Officers to help with our new mission and strategy - Rev Earl Storey is our Diocesan Communications Officer and is facilitating the Bishop's Council as we aim to put our words into action, and Ms Emma Rothwell is our new Diocesan Youth Officer who will bring a wealth of knowledge on how to reach children and young people. Our new mission statement is: 'Together in God's Love Transforming Lives' and we have three new priorities for the next two years: Discipleship; New models of ministry; and a Diocesan Social Project. At present we are working our way through what it means to disciple people of all ages around the dioceses and we are excited about the future and about reaching new people as well as those we already know and love in our churches.
- **Kilmore** - Pentecost 2015 saw the launching of the 20/20 Vision for the Dioceses of Kilmore, Elphin & Ardagh. The three keys elements of this vision are to be Christ Centred, Character Building and Community Transforming. In order to see this vision realised, parishes have been asked to prioritise prayer in 2016.
- **Tuam** – The diocesan 3 year Mabweni project (in partnership with CMS Ireland) has concluded - building a sanitary block at Oloosuyian Girls' Secondary School. This provides toilet and showering facilities for the girls. The project was visited in August 2015 by the Bishop, Rt Rev Patrick Rooke, and two diocesan clergy.
- **Connor** - To help support our Diocesan Vision Strategy, which is to become a Diocese that Empowers Ministry, Engages Culture and Effects Change we have appointed a Diocesan Development team which consists of two officers to work with children and young people and two Church Army evangelists. This team will support parishes in missional development in their local area. Running alongside this initiative, the Diocese, in partnership with the Church Army has also established a Centre of Mission in North Belfast.

- **Dublin** – Link with the Diocese of Jerusalem. It has been agreed to the proposal to formalise a link between the United Dioceses and the Diocese of Jerusalem to strengthen the bonds between ourselves and the cradle of our faith. Archbishop Michael visited the Diocese of Jerusalem in January 2016.

COME&C: Following on from previous work, a meeting was recently held for members of the United Dioceses around the subjects of Welcome, Worship and Witness and parishes will now take the results forward into action.

Ecumenical Bible Week: A number of churches within the United Dioceses acted as venues for events and some of our National Schools also participated in a special project in 2015 to celebrate Ecumenical Bible Week. Archbishop Michael was one of the speakers at the climax of the week.

- **Cork** – The Diocesan Council for Mission has not met for quite a few months, partly due to the unavailability of members for various reasons (personal and parochial); but also due to the fact that since the beginning of the Bishop's initiative "Charting a Future with Confidence", a process which has involved members of our committee, it was felt that it would be prudent to put our work on hold until it becomes clear how the future will look. The 'Charting a Future' process involves a root and branch re-evaluation of the diocese as a whole, of which Mission is a central component. We are about half way through, and at the time of writing have not met in plenary to discuss our findings. This does not mean that the work of mission has stopped altogether, various parishes are still continuing with initiatives which appear to be bearing much fruit.
- **Limerick** – The Limerick and Killaloe Board of Mission in 2015 supported the Diocese of Jerusalem, and particularly the Al Ahli Arab Hospital in Gaza and Kids4Peace. Parishes were given the option to divert up to 40% of their giving to local mission projects.

The following was noted from the mission societies:

- **The National Bible Society of Ireland**
- **US** –The United Society strives to enable Churches in Ireland to have a deeper relationship with the World Church. As well as an agricultural project in Swaziland, we link Irish and Swazi schools, and support the Diocesan Development Officer. We are also part of the link between the Diocese of Dublin & Glendalough and the Diocese of Jerusalem.
- **Association of Mission Societies (AMS)** – continued to advocate for Mission within the Church of Ireland throughout the past year. Nine AMS agencies collaborated on the Missions Zone stand at General Synod 2015. AMS is currently partnering with the Council for Mission to organise the Global Mission Conference days planned for November 2016.
- **Crosslinks** - Crosslinks have been establishing new local prayer meetings across Ireland over the past year. We are sending out new mission partners from Ireland: Trevor & Andrea Watson to local church work in Gothenburg, Sweden and Gerald & Louise Mwangi to work with iServe Africa in Nairobi, Kenya.
- **Mission to Seafarers** - 2015 was a busy year for The Mission To Seafarers (NI), due principally to some tricky and some sad welfare and justice issues, opening of new Centre at Warrenpoint Port and preparation for Tall Ship Races. Further afield we have been helping to get a chaplain & Centre off the ground in

a large port south of Mumbai, India. We keep in touch with Dublin Centre and hope their move within the Docks goes well.

- **Tearfund Ireland** - Responding to the needs of the most vulnerable people in conflict situations was the main theme of Tearfund Ireland's work during 2015. During the year we were particularly encouraged by a visit to our programme in Malawi by Ms Lydia Monds and the positive feedback she gave regarding the depth and sustainability of our approach to lifting people out of poverty.
- **Mothers' Union** – initiates and becomes involved in issues that make a difference to the lives of others. On Saturday 28th November a prayer vigil was hosted in 15 locations across the 12 dioceses. The annual 16 Days of Activism against Gender based Violence Campaign highlighted the issue locally, nationally and internationally. To this the Mothers' Union added the power of prayer and practical support. Prayer walks and quiet days were organised. Financial and practical support continues for the many projects overseas.

(It should be stressed that the above makes no claim to present a totality of the mission efforts by the groups or dioceses mentioned above; it is merely a sample of what was reported at various meeting of the Council throughout the year.)

MOTIONS:

Motion 1:

That the General Synod recognises that Christians are the most persecuted body of people on the planet; expresses its solidarity with its brothers and sisters in Christ throughout the world who are persecuted for their faith and commits to supporting them in prayer; and charges the Council for Mission to raise awareness of this issue within the Church of Ireland and also in wider society in an effort to put an end to what is effectively genocide in certain parts of the world.

Motion 2:

That the following be elected by General Synod to the Church of Ireland Council for Mission for the forthcoming triennial period: Rev Adam Pullen, Rev Andrew Quill, Rev Patrick Burke.

COMMISSION ON MINISTRY

REPORT 2016

1. Membership

House of Bishops

Rt Rev Michael Burrows (Chair)

Standing Committee

Rev Canon Brian Harper

General Synod - Clerical

Venerable Terence Scott

Very Rev Katharine Poulton

Rev Anne Skuse

Pensions Board

Ms Judith Peters

The Representative Church Body

Ms Hazel Corrigan

Venerable Leslie Stevenson

General Synod - Lay

Mr Trevor Douglas

Mr Denis Johnston

Honorary Secretaries

Rev Gillian Wharton

Director of Theological Institute

Rev Canon Dr Maurice Elliott

Central Director of Ordinands

Rev Canon David Gillespie

Co-opted

Rev Ruth Jackson Noble

Mr Philip McKinley

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;
- Ministry to Young adults in the Church of Ireland;
- Pioneer Ministry;

- Ministry and the Religious Life;
- Self-Supporting Ministry;
- Part-Time Stipendiary & Non- Stipendiary Ministry;
- Ministerial Development Review;
- Human Resources.

Purpose

To reflect on and propose changes to ministry training, deployment and support as will assist the Church to achieve its mission and sustain and nurture the clergy already in the Church's care throughout their lifetime.

4. Retirement Planning for Clergy

The Commission continues to run pre-retirement courses for clergy every alternative year. A pre-retirement course will take place in 2016 with clergy from both jurisdictions invited. Over the last six years Ms Gleasure has organised and attended these courses and the Commission would like to record its appreciation to her for undertaking this task. Ms Hazel Corrigan has agreed to continue this work.

Topics include:

- maintaining spiritual life in retirement;
- practical tips for retirement;
- managing your money;
- RCB pensions & grants.

5. Mid-career Vocation Programme for Clergy

A two day residential took place in the Church of Ireland Theological Institute (CITI) from 2nd to 4th June 2015. This conference was held for clergy ordained seven years or more. The theme was “Sustaining Vocation” and was structured to be part-session and part-time retreat ending with the Eucharist. Leading the retreat was Dom Mark Ephrem from the Holy Cross Monastery in Rostrevor. The Panel included the Rev Garth Bunting, the Very Rev Paul Draper, the Rev Grace Clunie, the Rev Adrian McCartney and the Rt Rev Bishop Michael Burrows. The conference was well attended with the retreat aspect adding another dimension to the training.

6. Young Adults in the Church of Ireland

The Commission is presently looking at the worship practices of young adults in the Church of Ireland. This has been undertaken due to the collection of statistics relating to the Church of Ireland in 2013. The census highlighted that very many young adults between the ages of eighteen and thirty do not attend services on a regular basis. With this in mind the Commission invited the Rev Barry Forde,

Chaplain in Queen’s University, Belfast, Mr Greg Fromholz, Dublin & Glendalough Young Adult Co-Advisor, Mr Clive Buttimer, a parishioner of Kilgarraff Union in West Cork involved in youth work, and Pastor Philip Emerson of the Emmanuel Church in Lurgan to the November meeting. They gave an insight into the views of young adults to the Church and how they are dealing with spirituality. Mr Andrew Frame (Northern Officer) and Ms Amy McCrea (Southern Officer) were invited to the meeting in January 2016 to inform members of the work undertaken by CIYD (Church of Ireland Youth Department).

7. Pioneering Ministry

In continuing response to the resolution passed by General Synod 2013 this report has been taken forward by the House of Bishops with the Bishop of Tuam, Rt Rev Patrick Rooke and the Bishop of Connor, Rt Rev Alan Abernethy continuing work on this.

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, hospitality and prayer which would be as a place of refreshment and sustenance especially for those involved in ministry. Members of the Commission attended an overnight stay in Dromantine Retreat Centre, Newry in January 2016. Funding has been sought from the Priorities Fund to cover a scoping study to examine the feasibility of establishing a centre of community prayer, retreat and hospitality. This is in response to 2015 General Synod resolution as follows:

That the General Synod considers that the establishment of a centre of community prayer, retreat, hospitality and study might be one suitable means by which the Church of Ireland could mark the forthcoming 150th Anniversary of Disestablishment, and commends efforts by the Commission on Ministry and others to undertake a scoping study to examine the feasibility of such a project and to present it as a priority for the Church.

9. Diocesan Self-Supporting Ministry

Diocesan Ministry

This discussion originated from the Commission’s reflections on Rural Ministry but it rapidly became clear it was pertinent to a variety of situations. At General Synod 2014 a resolution was adopted that the Commission, in consultation with the House of Bishops and the Church of Ireland Theological Institute (CITI) would continue the process of identifying means by which a diocesan based and locally effective self-supporting ministry might be developed as a distinctive vocation. A sub-group was set up in November 2014. The group submitted a substantial and detailed document to the Commission which was forwarded to the House of Bishops where it was slightly amended and endorsed. See Appendix

Page (XXX). The Representative Church Body (RCB) in consultation with CITI discussed the cost implications which were presented to the Allocations Committee in September 2015. The RCB has agreed in principle to support the cost of implementing the proposal but it is possible that some costs will be shared with the dioceses.

10. Part-time stipendiary & paid auxiliary ministry

The Commission has examined the structure of these ministries in relation to hours worked and remuneration and liaised with other relevant bodies. A bill will be brought to the General Synod making it possible in certain circumstances for newly ordained persons to serve in certain stipendiary ministry roles.

11. Ministerial Development Review

Rev Jennifer McWhirter, Central Ministerial Education (CME) Co-ordinator at CITI is undertaking a pilot Ministerial Development Review in the dioceses of Dublin & Glendalough and Connor. Ministerial Development Review (MDR) consultants have been trained, two from the Dioceses of Connor and two from Dublin & Glendalough. A report is to be submitted for information to the Commission by April 2016.

12. Human Resources Policies in the Church of Ireland (Dignity in Church Life)

A process has been set up within the Church of Ireland on best practice policies and procedures in a Church context. The Commission has taken a substantial interest in this development which will be reported separately to the General Synod via the Representative Body. The Secretary General, Mr Adrian Clements and others involved in advancing this process had a number of detailed meetings with the Commission in 2015.

13. Ministry of Retired Clergy

In early 2015 the Commission offered a paper to the bishops entitled 'The Ministry of Retired Clergy in the Church of Ireland' which they might develop into an appropriate protocol.

Acknowledgements

Ms Lorna Gleasure has stepped down from membership. The Commission is grateful to Ms Gleasure for her commitment to the work of the Commission, especially her dedication to the enormous task of organising the pre-retirement course. The Commission welcomes Ms Hazel Corrigan to the Commission in her place. The Commission wishes to record its appreciation to Ms Massey for her dedication to the work of the Commission.

APPENDIX 1 (ONE)

Sub Committee – Commission on Ministry

Self-Supporting Ministry

Terms of Reference (General Synod 2014)

At the meeting of the General Synod in Christ Church Cathedral, a resolution was adopted that the Commission on Ministry, in consultation with the House of Bishops and the Church of Ireland Theological Institute (CITI), would continue the process of identifying means by which a diocesan based and locally effective self-supporting ministry might be developed as a distinctive vocation.

Members

The Archbishop of Dublin

The Bishop of Clogher

The Bishop of Kilmore

The Rev Canon Dr Maurice Elliott (CITI and Commission on Ministry)

The Rev Dr Patrick McGlinchey (CITI)

The Very Rev Katharine Poulton (Commission on Ministry)

The Ven Terry Scott (Commission on Ministry)

The Ven Leslie Stevenson (Convenor) (Commission on Ministry)

NB The title Self-Supporting Ministry is a working one and the Commission understands that a more relevant designation (in consultation with the House of Bishops) will probably emerge.

1. Self-Supporting Ministry: The Background and Theological Understandings

BACKGROUND

The sub-Group was requested to address the matter of Self-Supporting Ministry on behalf of The Commission on Ministry, pursuant of a decision of the General Synod that there be such exploration (see above - terms of reference). As well as seeking to address positively the underlying general needs for provision of ministry across the Church of Ireland (rural and urban), together with recognising specific needs in geographical areas challenged in particular ways as a result of the *de facto* conclusion of the old-style NSM priestly ministry, there was an unanimous and active concern that any future provision be in accordance with catholic order. By this is meant the way of being the church which is recognisable and comparable with other churches worldwide which are One, Holy, Catholic, Apostolic along with the practical provisions for ministry and discipleship and church life which go along with this. This was articulated by members of the sub-Group who were from both Provinces and by members who were from CITI.

CONTEXT AND OUTCOMES

One of the many issues raised was the near-universal expectation in the Southern Province of a celebration of Holy Communion in each Union or Group of parishes, and indeed in many instances in each church which is open, on any given Sunday for worship. The outcomes envisaged will be ordained persons who can work in a team situation and will be competent in providing liturgical and pastoral ministry in whatever context they find themselves.

THREEFOLD ORDER

A second consideration related to ordination itself. There is one ministry, that of Jesus Christ. As a church which stands in the threefold order of deacon, priest and bishop in regard to its ordained ministry and is thereby in apostolic continuity with the Early Church (without denying or denigrating the priesthood of all believers) and any fresh proposal for ministry must be constant with this understanding. The sub-committee has decided, therefore, to offer this proposal as a contribution to such a fruitful discussion and exploration.

STIPENDIARY AND NSM

The qualification MTh (NFQ 9) would remain the standard qualification for ordination to the priesthood for Stipendiary and Non Stipendiary Ministry (NSM), the latter expression being freshly understood more in line with the original intention of a Church of Ireland manifestation of the Worker Priest model. NFQ is the National Framework of Qualifications which sets standards in giving value to higher education awards in Ireland and Europe.

At present the following training courses are available to those seeking ordination:

- Full time (three years) studying for a M.Th.
- Part time (six years) studying for a M.Th.

For those ordained after achieving the M.Th. they can serve as full time stipendiary, non-stipendiary or in due course part time stipendiary or non-stipendiary. What follows is in addition and is another pathway to ordination.

SELF-SUPPORTING MINISTRY

There would be a further expression of priesthood as requested by General Synod when it adopted the above resolution, namely Self-Supporting Ministry (SSM). Its qualification should be at NFQ 8. Clear shape and boundaries need to be put in place in order to avoid confusion on the part of everyone involved lay and ordained. SSM would be exercised strictly *within the diocese* of the minister ordained in this expression of priestly ministry and by a form of a written agreement with the bishop with such an agreement open to termination. It would not be transferable from one diocese to another, except by agreement between bishops and only for self-supporting ministry and as approved by the bishops as an entire body. Such transfer would be exceptional.

TRANSFER FROM SSM TO SM (Stipendiary Ministry)

It was agreed by the sub-committee that transfer from SSM to SM ought to be possible but very exceptional and it ought to be facilitated on occasions by the church but within agreed Protocols and requirements and following further assessed study, (see below). The specific character of each expression of ministry makes the distinction in function and in style of service which has long eluded us in the Church of Ireland. To offer something special and specific to SSM ministers, there should be an annual Summer School. This would, honour the specific character of such ministry by offering something unique to it, in addition to the customary Continuing Ministerial Education (CME) as a gift from the church which they serve.

METHODIST COVENANT IMPLICATIONS AND POSSIBILITIES

Our hope also is that, were we to contemplate developing the SSM route, it might be attractive to the Methodist Church in Ireland and be offered to that church as a mode of shared training, taking into account their different circumstances, and delivered in partnership.

2. Theological and Practical Training for Self-Supporting Ministry (SSM)

What follows is the model that the sub-committee and the Commission on Ministry is offering in light of the background and the theological understandings it has highlighted and agreed. First, is a proposal for training that has two entry points, those offering themselves for ordination through the SSM route who begin a three year training course and those who have already completed the foundation course or its equivalent and who, therefore, follow a shortened course. Then there is a proposed selection procedure for SSM. Finally, a possible protocol is put forward for those in SSM who might be called to serve in the stipendiary ministry or in the NSM as well as a diocesan perspective on SSM.

The goal of this proposal is to allow for a robust yet manageable training programme towards ordained SSM. As already stated, the sub-committee considers that, whereas the M.Th. should remain the training pathway to stipendiary ministry and NSM, SSM should be set up on an entirely different basis. Beyond selection this would be a three year non-residential programme geared primarily around completion of the Graduate Certificate in Ministry (GCM) at NFQ8 through the University of Durham and ancillary teaching which will be offered both centrally, regionally and online, supplemented by an adapted model of diaconal internship in the third year. There would hopefully be an annual point of intake into the course (Mode A). For those who have already completed the GCM as either the Foundation Course or in Reader Training there would be a one year condensation of the necessary formational training bringing such candidates also to the point of diaconal ordination usually after two years of study, *viz.* GCM plus the following year (Mode B). In the case of Mode A, for those who are unable to fulfil the entry requirements of the GCM, provision to satisfy the training requirements of SSM can be met through completion of the equivalent 'Foundation Programme in Theology for Ministry' accredited by St. John's College, Nottingham. It would be desirable that others

who have followed other Reader training courses approved, from time to time, by the House of Bishops would be facilitated in accessing Mode B.

Mode A

During Years 1 & 2 students would be required to attend at CITI over 8 Saturdays. This would create four equal blocks of contact teaching time which would include both academic, practical and pastoral subjects. In year 3 a diaconal internship would run from October to May and would require parochial involvement on Sundays and one other weekday evening session to provide wider pastoral experience. There would also be a 4000 word reflective learning journal. Practical training of interns would be organised and delivered locally.

Mode B is intended to allow for students who have already completed the Graduate Certificate in Ministry either as a precursor to the selection conference, or who have completed it or other qualifications approved by protocol of the House of Bishops during reader training. The remainder of the necessary training, with reasonable equivalence, is therefore delivered over the course of one further year. This would be followed in the next year with a diaconal internship as in Mode A above. Details of costs and other implications can be found in Appendix A.

3. Selection Procedures for SSM ministry training

Candidates who offer themselves for Ordination need to go through a process of discernment for themselves and for the wider church.

Parishes or clusters of parishes may from time to time discover in their midst people who have a vocation to ordained ministry but who for various reasons may wish to offer themselves for self-supporting ministry.

The Rector of the parish in which the person is resident or accustomed shall in writing contact the diocesan director of ordinands (DDO) commending the person for SSM. The person concerned supplies a CV to the DDO and consents to Garda/PSNI vetting.

After a period of at least one year and membership of a diocesan fellowship of vocation and in consultation with the Bishop, the person should come before a selection panel within the Diocese. The recommendation of the panel will be communicated to the bishop along with any relevant documentation. The bishop makes her or his decision which is then communicated to the potential candidate. This decision is final.

This Panel shall consist of seven people:

- Two Ordained
- Two Lay
- Two from outside the Diocese (Clerical and Lay and who might have involvement with selection at a national level)
- Psychologist

Suggested areas of questioning for candidates are included in Appendix B.

If during this process it is felt that a person might be better exploring full time, stipendiary ministry, or part time stipendiary ministry the recommendation that they take this course of action can be made.

If a person offering for full time or part time Stipendiary ministry at a national level is thought to be a person whose vocation lies in a SSM context then the recommendation that they look towards their diocesan selection panel be made. Again, however, this would be without any assumption that there exists a higher and a lesser ministry within one priesthood. SSM needs always to be in accord with the needs of the church in the relevant diocese more than it is to do with the individual and personal fulfilment of the candidate.

It would have to be made clear to any candidates that selection for SSM and possible ordination is for their diocese alone.

4. Protocols to move from SSM to Stipendiary Ministry

Any vocation a SSM would have for stipendiary ministry must be thoroughly tested and cannot be seen as an automatic transference.

The SSM should discuss the matter with the supervising stipendiary clergyperson. S/he shall write to the DDO on the SSM's behalf setting out the vocation. The DDO will interview the SSM and give a report to the bishop. If it was felt that SSM's vocation to stipendiary ministry was to be tested the SSM would be sent to a body equivalent in scope and in relationship with the National Selection Conference. The body would make a recommendation to the bishop, who would communicate it to the SSM. The SSM if accepted would then have to follow a rigorous and lengthy course (prescribed by the House of Bishops). To facilitate this the SSM would be licensed by the bishop to work only in a particular parish until all necessary steps to stipendiary ministry had been accomplished. The SSM would have no automatic entitlement to stipendiary ministry in the sponsoring diocese.

5. Diocesan Perspective on SSM

The focus will be on supporting and enhancing existing ministry. The SSM will offer a teaching/preaching, sacramental and pastoral ministry. It would be envisaged that the candidate would be trained locally or regionally as well as centrally (see above 2), with face to face seminars from tutors and in company with other candidates, following a prescribed centralised course. On the successful completion of the course and with the bishop's consent the candidate would be made deacon. The deacon would have a licence for one year for a particular parish and would be under the supervision of the stipendiary clergyperson and if appropriate work alongside others involved in ministry.

The deacon could be ordained priest at the end of deacon's year provided further training and other requirements have been undergone successfully along with the bishop's consent. The new priest would be granted a licence for the diocese for up to five years (which can be renewed). The SSM must always be supervised by a stipendiary priest, who would be responsible to the bishop. The SSM would be encouraged to undergo further training, provided centrally (especially the Summer School), and be offered support by the diocese and the CME programme. The stipendiary clergyperson

Commission on Ministry – Report 2016

overseeing the SSM would also be offered training and support by the diocese. After the deacon's year the SSM would be deployed by the bishop.

The SSM should not be chair of a Select Vestry. It is not envisaged that he/she would be burdened by administrative functions. Any expenses will be according to the regulations and rules of the diocese. There would be no remuneration or stipend for the execution of this work. The SSM would be a clerical member of diocesan synod and be eligible to be elected to diocesan and central committees as a member of the clergy.

Appendix A (figures quoted below are approximations for guidance only)

- *Mode A and B as outlined in the document are essentially a substantially enhanced version of current Reader training. It therefore integrates naturally with the programme with which many potential candidates will already have been involved*
- *Costs – based on an estimated intake of 10 students per annum, the projected cost is anticipated to be €3270 per student in Mode A and €750 per student in Mode B:*
 - *The GCM costs €2100 per student.*
 - *Prescribed books are a further €300.*
 - *Teaching costs divided amongst the suggested cohort are set at €600 per student.*
 - *Domestic costs for meals are €270 over three years in Mode A and €150 over two years in Mode B.*
- *Additional teaching and administrative resource will be required both centrally and regionally.*
- *Training personnel will require formal recognition and designation from Durham via St. John’s Nottingham in order to be able to act as local tutors.*
- *CME requirements would need to be carefully considered.*
- *The need for a dedicated SSM Co-ordinating Committee reporting to the CITI Governing Council would need to be considered.*

Appendix B

In addition to those questions which might be asked for those offering for full time stipendiary ministry, those offering for SSM in a Diocesan context might need to explore, with selectors such questions as:

- *Does their current ministry have local credibility and would future ministry have such credibility?*
- *Do they exercise a leadership role within the church in the locality?*
- *Do they have a track record of respected service?*
- *Are they people of personal and spiritual maturity?*
- *Are they well rooted in their local community?*
- *Do they feel able to exercise ordained ministry within a relatively confined area or would they yearn for something wider?*
- *Are they team players and would they work with other clergy and lay ministers in the local context, helping and encouraging others to develop their own gifts?*

How would they see their role within the local ministry “team”, or parish?

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Motions:

- That the General Synod receives the Report of the Commission on Ministry.
- That the Synod commends the proposals contained in Appendix One of the Report of the Commission on Ministry.

COMMISSION ON EPISCOPAL MINISTRY AND STRUCTURES

REPORT TO GENERAL SYNOD 2016

MEMBERSHIP

1. The membership of the Commission on Episcopal Ministry and Structures (CEMS) is as follows:
 - Three members of the House of Bishops: Rt Rev Michael Burrows, Rt Rev Harold Miller and Rt Rev Patrick Rooke;
 - Two Honorary Secretaries of the General Synod: Mrs Ethne Harkness (until June 2015), Rev Gillian Wharton and (from September 2015) Mr Sam Harper;
 - Mrs Brigid Barrett, Mrs June Butler, Ven Andrew Forster, Ven Gary Hastings, Mrs Hilary McClay, Very Rev Victor Stacey, Mr Roy Totten;
 - Mr Wilfred Baker (elected by Standing Committee in September 2015 following the resignation of Mr Andrew McNeile in June 2015);
 - Mr Edward Hardy (co-opted by CEMS in October 2015);
 - Mrs Ethne Harkness (co-opted by CEMS in June 2015);
 - A representative of the Methodist Church in Ireland: Rev Winston Graham (from September 2015, following the retirement of Rev Donald Ker) (non-voting member);
 - A representative of the Roman Catholic Church: Most Rev Donal Murray (non-voting member).
2. The Commission has appointed two persons as consultants in specific aspects of its work:
 - Ven Robin Bantry White (constitutional provisions);
 - Rev Stephen Farrell (episcopal election processes).
3. Mrs Ethne Harkness is Chairman of the Commission.

EXECUTIVE SUMMARY

4. This is the final report and the final set of conclusions and recommendations to be submitted by CEMS, as its prescribed period of office terminates with the end of this meeting of the General Synod. As the last in a series of reports over four years, this report refers back to some issues that were covered in more detail in earlier reports and summarises the extensive work completed by CEMS during its lifetime.
5. The report explains how CEMS was established by statute of the General Synod in 2012 and outlines briefly the main elements of its terms of reference, highlighting the sentence “The mission of the church shall be the focus of its work.” It points to the statement of *Vision and Principles for Episcopal Ministry and Structures* which has been widely circulated and used as the basis for proposals on particular issues.

The specific areas examined during the four years of work include desirable skills of bishops and appropriate training, the election of bishops, the key functions and roles of bishops, models of episcopacy, resources needed to support episcopacy and episcopal families, funding of episcopal ministry, diocesan structures and geographical boundaries and provincial structures and the role of Archbishops of Armagh and of Dublin.

6. The extent and variety of research carried out is described briefly, referring to the publications and papers studied and the emphasis on consultation with interested groups and individuals across the Church of Ireland and elsewhere.
7. Some recommendations do not require legislative action at this stage but call for new approaches and fresh thinking about episcopal ministry and structures; for example, training and development programmes, the roles and functions of bishops and models of episcopacy, and funding and resourcing of episcopal ministry. Bills are proposed in two areas where CEMS focused a lot of attention; one Bill deals with the procedures for election of bishops and the other with provincial and diocesan boundaries. In relation to the latter, details are not provided in this report but in a separate leaflet *Diocesan Boundaries: Reaching Conclusions*.

BACKGROUND/INTRODUCTION

8. CEMS was established by statute of the General Synod in 2012, following the special meeting of the General Synod held in March 2011 and a report from a Working Group set up by the Standing Committee to examine the scope and nature of contemporary issues in the provision of episcopal ministry in the Church of Ireland. The remit given was to prepare proposals on many aspects of ministry and structures but a key sentence in the statute was “The mission of the Church shall be the focus of its work.” CEMS has kept this instruction at the forefront of all our deliberations. We have adopted the statement of mission from the House of Bishops in 2008, which sets out the aims of *Growth, Unity and Mission*: “in the power of the Spirit, our mission requires us to order our contemporary worship and life in a manner that nurtures growth, promotes unity and liberates us for service in the world that is God’s.” The work of CEMS contributes to this through challenging us all to examine our own roles in mission and proposing measures to support bishops in their ministry and make best use of our shared resources – people, time, buildings, facilities and finance.
9. The timescale originally set for CEMS to complete its work was 2014 but the General Synod extended that until 2016, so we have now reached the point where conclusions and recommendations are to be presented. We are ready to do that, and we commend the proposals in this report, our accompanying leaflet and our two Bills to members of the General Synod.
10. From the outset, the approach adopted by CEMS has been to build upon valuable work done by earlier committees in the Church of Ireland; in particular, the reports of Commissions on episcopal needs set up in 1974 and 1995 have provided useful

material and important insights, still relevant today, and they have reminded us that the mission of the church demands that persistent questions must be answered effectively or they become perennial distractions and obstacles. Among those issues are the identification of core episcopal roles, the preservation of the uniqueness and diversity of our episcopal, clerical and lay ministries, the balancing of pastoral and administrative responsibilities, and combining respect for the blessings of our history with appreciation of the culture and context in which we witness and communicate today.

11. Besides learning from our predecessors we have listened to our contemporaries. We have consulted widely across the church and studied publications and papers from many groups and individuals. We have examined the statistical information produced by the church census in 2013, to inform and support our recommendations. The extensive bibliography in Appendix II to our 2015 report to the General Synod illustrates the breadth of our deliberations.
12. CEMS has reported annually to the General Synod. In 2014 we presented our paper on *Vision and Principles for Episcopal Ministry and Structures* firstly to a meeting of the bishops and archbishops and then to the General Synod and diocesan synods. Following favourable responses, this became an invaluable foundational document for our work, informing later detailed recommendations.

TRAINING AND MINISTERIAL DEVELOPMENT FOR BISHOPS

13. Another major piece of work described in more detail in the 2014 report concerned training and development opportunities for those called to episcopal ministry. CEMS identified firstly a need for induction training, perhaps including a mentoring system, to assist priests new to episcopal ministry through the transition to a different role in the church. We recognised that the demands on bishops are different from other ministries and that each new bishop will have individual priorities, stresses and challenges in fulfilling the declarations made at his or her Consecration: fully embracing the new role, leadership, liturgy, disciplinary duties, knowing the people and their environment, public representation and media skills, school patronage, staff management, financial pressures, administration, legal, procedural and compliance issues, cathedrals and buildings, personal, family and domestic upheaval. With such a range of responsibilities, individually-focussed preparation and training are essential.
14. As well as induction training, CEMS felt that continuing ministerial development ought to be a feature of episcopal ministry as for other forms of ministry. This would demonstrate a commitment to a life-long learning approach for everyone. Furthermore, adoption of a scheme of ministerial review for bishops, with acceptance of feedback and accountability, would be valuable in itself and also give encouragement and credibility to efforts to introduce such an ethos throughout the church.

15. A resolution in our name was passed by the General Synod in 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.” We were pleased to note that this received a positive response from the House of Bishops.

THE ELECTION OF ARCHBISHOPS AND BISHOPS

16. CEMS presented a position paper to the General Synod in 2015 (Appendix III to that report), with a comprehensive account of how our thinking on election procedures had progressed at that time. There were some matters on which we wanted to consult and reflect further. For example, we had not then reached a consensus on the election of the Archbishop of Armagh – whether this should remain a matter for the House of Bishops or whether there should be an electoral college for Armagh and what involvement Armagh’s episcopal electors should have in the election of their own and other diocesan bishops.
17. A resolution on this aspect of our remit was passed by the General Synod in 2015: “The General Synod welcomes the principles, analysis and approach to the election of Bishops outlined in Appendix III to the report of the Commission on Episcopal Ministry and Structures, acknowledges that there is a need for change and requests the Commission to bring a Bill to the next General Synod to reform the procedure for electing Bishops along the lines proposed.”
18. Our meetings with diocesan councils in late 2015 gave an opportunity to discuss all these matters before finalising our recommendations. In relation to Armagh, we decided that the election should remain with the House of Bishops, with the new possibility of electing a bishop from elsewhere in the Anglican Communion, not only from those serving in the Church of Ireland. There would be input from the diocese of Armagh, however, in that a statement of needs and diocesan profile will be prepared by the episcopal electors of Armagh for consideration by the House of Bishops in their election of the Archbishop of Armagh. It was decided too that we should not recommend any immediate change in the system whereby episcopal electors from Armagh participate in the election of a bishop where a vacancy has been created by translation to the See of Armagh.
19. The Bill before the General Synod contains details of a reformed election process, through the substitution of a new Chapter VI in the Constitution. The Explanatory Memorandum highlights the main differences from the present arrangements and the position paper of 2015 gives in more detail the arguments supporting the proposals. Members of CEMS believe that enactment of this Bill will address many of the concerns raised about the current process and provide a robust and effective set of procedures for the election of archbishops and bishops.

THE ROLE OF BISHOPS AND MODELS OF EPISCOPACY

- 20.** CEMS has addressed the issue of episcopal roles in previous reports, in particular in 2014 and 2015. The Ordinal sets out core roles, but we have recognised that the reality of episcopal ministry encompasses much more. Regrettably, if we are not careful about the demands made of bishops, there is a risk that those additional responsibilities and functions may be imposed or fulfilled to the detriment of the core ministry. In its 2015 report, CEMS listed examples of areas where there may be scope for central church and diocesan committees to look again at the way they organised their remit to see if bishops should be relieved of some tasks by delegation or reallocation elsewhere. We have written to relevant bodies as we indicated we would do, urging them to give serious attention to this issue, and we leave the matter in their hands. The consultation meetings with diocesan councils conducted in late 2015 provided an opportunity to raise this matter with people involved there and we found widespread recognition of the heavy expectations from bishops. We trust that that concern will be followed by positive steps to lessen any unnecessary loads.
- 21.** It was also clear to us that the workloads of the Archbishops, with their extra responsibilities, were excessive. In Armagh, the appointment of an Executive Chaplain has proved very helpful but we still have concerns there and in Dublin.
- 22.** One aspect of the role of the bishop that has generated a lot of debate is the question of episcopal presence, which is a significant, perhaps distinctive, feature of ministry in the Church of Ireland, especially in the province of Dublin. As one extreme interpretation of this, it may even take the form of expecting the bishop to attend many civic and community events and complaining if he or she is less visible on the social scene or in the local media than their counterparts elsewhere. The CEMS approach is that such a presence is not required for effective and creative episcopal ministry. There is, of course, an obligation on the bishop to “know his flock” and that is a core part of pastoral care. There is a balance to be found, however, which enables a bishop to exercise oversight from a position somewhat removed from the local situation while at the same time avoiding such close involvement in a local issue that the role of the priest or incumbent is undermined. Excessive reliance on a readily available bishop can hold back the development of personal responsibility and inhibit mutual recognition of our shared responsibilities: for example, in relation to the mission of the church, it is the role of the bishop to provide leadership and energy for mission but not to do it all - we are all called to play our part in the mission of the church under the leadership of our bishops.
- 23.** We examined this issue carefully, particularly in the context of changes in diocesan boundaries and the geographically larger areas created if the amalgamation of dioceses were to be proposed. We discussed if particular problems would arise as regards “presence” in such circumstances. At the diocesan council consultation meetings, we discussed the desirability of introducing a form of suffragan episcopal

ministry, perhaps using the title of area bishops or assistant bishops. We did so in part as a response to comments that episcopal presence would inevitably be lost if we had bigger dioceses – even though members of the Commission did not accept the premise in those comments, but argued that the style of “bishops” in larger diocese might have to change to accommodate the reality of geography. At those meetings, we set out arguments for and against the concept of suffragan episcopal ministry but we did not find any real appetite for its introduction. We have therefore concluded that it is not an appropriate innovation for the Church of Ireland at present.

24. As a last point under this heading of role of bishops and models of episcopacy, we mention again the possibility of a bishop holding another ecclesiastical appointment, for example as Dean or incumbent. As we said in the 2015 report, we have not identified any theological or constitutional objections to such a course, although there may be some practical implications to be resolved and it may not be as attractive if episcopal responsibilities are more evenly allocated. We do not recommend immediate constitutional change to provide expressly for this possibility so we have not submitted a Bill to that effect but it may be considered at any future revision of the Constitution. We also discussed the possibility of a bishop moving from episcopal service in a diocese to a different church role, which is in theory possible at present but not often contemplated. We see advantages in such flexibility, however, and we believe the church should be more open to welcoming a move of this nature, but we are not recommending an amendment to the Constitution at this stage.

FUNDING AND RESOURCING THE EPISCOPACY

25. The 2012 statute envisaged episcopal ministry and structures that would not only meet the needs of the church but would also be compatible with its resources. It directed CEMS to consider the financial and other resources necessary to support the episcopacy and episcopal families. CEMS developed principles to underpin its proposals in this area, agreeing that arrangements 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
 - recognise that reallocation of functions from bishops to others means those persons must be paid to do the transferred tasks.

26. It is immediately apparent from this statement of principles that any calculation of funding requirements depends on the model of episcopal organisation that is adopted. Matters such as the roles and functions undertaken by bishops, archdeacons, deans, and other clerical and lay staff in the life of the diocese, the support available from the central church, the opportunities for delegation and sharing of administrative tasks across dioceses – all of these have their impact on the scale and allocation of resources needed, some positive and others not. Besides those factors, of course, the question of the number of dioceses and their configuration affects funding and resourcing, not least in terms of the establishment costs. It is clear too that if there are changes of that nature, then there will be implementation costs to be met.
27. The CEMS agenda in considering these matters is not money-driven but members of CEMS are money-aware. We know the pressures on dioceses and parishes and the challenges faced by the RCB in managing central church funds allocated for various aspects of church work. In these circumstances, it would be wrong to leave out of account the financial implications of recommendations. We accept that in the short term our recommendations will increase expenditure but we believe that in the longer term there will be financial savings and also the bonus of more effective support for episcopal ministry. Our priority is that resources should be used not “to keep us going” as is sometimes the case now but more effectively, for *Growth, Unity and Service*.
28. In financial terms, at present the maintenance of the episcopacy costs close to €2 million each year. That relates to the cost of episcopal ministry as distinct from the costs of running diocesan offices, so it includes stipends, state insurance contributions, pensions and related costs, expenses such as secretarial and office services, travel and hospitality and See House and property costs. There are three sources to fund that:
- trusts and endowments for episcopal purposes, including the provision or upkeep of see houses - these are generally not transferable readily or at all to other dioceses or other uses although there may be scope for court applications to permit alternative uses; availability of such funding varies from diocese to diocese; in the RCB accounts, this figure includes income from See House lands; the 2016 figures for this funding total €226,209 and £34,402 (€145,743 and £34,408 in 2015);
 - a levy on each diocese - this is calculated on a per-cure basis, at a rate set by the Representative Church Body each year; for 2016 the rate was set at 6.5% of Minimum Approved Stipend (MAS) per cure, including vacant cures, amounting to £1812 or €2395 per cure so that funding stream will total €1.08 million (for 2017 the rate will be 6.4% of MAS);
 - central church funding - the medium term aim is that the balance between diocesan levy and central church funding should be 50/50; in 2015, the split

was 53.1% from the diocesan levy and in 2016 budget figures it is set at 54.8% from the levy.

29. Episcopal stipends are set at a level of 1.75 x MAS, with 2.25 x MAS and 2.45 x MAS for the Archbishops of Dublin and Armagh respectively.
30. It has not been a priority of CEMS to attempt any detailed analysis of funding and financing issues. We set out the figures above as background information and part of the context in which we ask the church to consider how we might change our expectations of bishops, our models of episcopacy and our diocesan structures in the interests of the overall mission of the church. That is the primary direction for church resources.

PROVINCIAL AND DIOCESAN STRUCTURES AND BOUNDARIES

31. This aspect of our remit dominated the work of CEMS in 2015 and 2016. At an early stage we had formed the view that there should be two Provinces, as at present, recognising the significance of our two political and legal jurisdictions for many aspects of church life and the complementary roles of our two Archbishops. We kept that matter under review as we examined the issue of diocesan boundaries, but we were confirmed in our conclusion.
32. It was inevitable that the issue of boundaries would prove difficult but we spent many hours in these deliberations and we believe we have explored all the options fully. We detail our proposals – our “final scheme” to use the words of the 2012 statute – in an accompanying leaflet circulated to members of the General Synod along with the Book of Reports, entitled *Diocesan Boundaries: Reaching Conclusions*.

CONCLUDING COMMENTS

33. This is the last report of the Commission on Episcopal Ministry and Structures. It has been our responsibility and privilege to study the matters referred to us by the General Synod in 2012, to support each other through that programme of work and to meet and communicate with bishops, clergy and lay people from all parts of the church. We have benefitted from the special insights offered by our ecumenical colleagues and our consultants and we are grateful for the participation of former members. We record too our appreciation of the excellent contributions of Synod Officers, firstly Mr Garrett Casey and then Dr Catherine Smith.
34. After much work and considerable agonising, members of CEMS have reached our destination, with recommendations unanimously agreed and two Bills duly presented. We offer this report and the proposed legislation for the consideration of the General Synod.

CHURCH OF IRELAND MARRIAGE COUNCIL

REPORT 2016

MEMBERSHIP

Appointed by the House of Bishops

Member from the House of Bishops (vacant since 2010)

Elected by General Synod

Rev John Ardis	Rev Canon Lynda Peilow
Very Rev Arthur Barrett (Chairman)	Rev David Somerville (Hon Sec) (deceased February 2016)
Mrs Sarah Bevan	Mrs Deirdre Whitley
Rev Stephen Farrell	Mrs Jennifer O'Regan
Mrs Lynn Heber	Ms Rosalind Willoughby

In attendance

Mrs Sandra Massey

The aim of the Marriage Council is to resource the Church as it supports marriage and family life.

Membership: 4 members have completed their six years. They are Very Rev Arthur Barrett, Rev David Somerville, Mrs Deirdre Whitley and Mrs Rosalind Willoughby.

Resources available include:

- Marriage Preparation & Counselling;
- Support Groups for Separated and Divorced Couples;
- Clergy Training in Pastoral Care of Marriage and Family Life To-day;
- Clergy Couples Retreat;
- Articles on Marriage and Family Related issues;
- The website (towardsmarriageireland.com) has helpful resources for couples planning their wedding.

Marriage Preparation & Counselling

The demand for marriage preparation and counselling has been steady over the last year. *Tusla* the Family Support Agency has cut the grant to agencies and will only fund counselling. The Marriage Council has received funding for 2016 from central funds. It is exploring ways to reach clergy to encourage couples to attend pre-marriage courses. Mrs Eleanor Cobb has joined the Counsellors covering the Kildare, Carlow and Laois areas.

- | | |
|---------------------------------------|------------------------------|
| • Sarah Bevan (Dublin) | Tel: 087 2469787 |
| • Nadine Brooker (Dublin) | Tel: 085 7467638 |
| • Eleanor Cobb (Kildare/Carlow/Laois) | Tel: 086 6032739 |
| • Lynne Heber (North West) | Tel: 02880758570/07787803343 |
| • Dianne Morris (Dublin) | Tel: 086 2566895 |
| • Deirdre Whitley (Cork) | Tel: 086 2612442 |

The Marriage Council is also looking into helping Northern Ireland Clergy to find organisations that will assist with marriage preparation.

Support Groups for Separated and Divorced people

Initial meetings have taken place in Limerick and Cork. These have been held in local hotels and the arrangement seems to work very well. At present the numbers attending are low but those who have managed to be there are very positive about the help given. It is hoped to have courses set up and made available to clergy who might like to offer it to support people struggling with separation and divorce in their area. In this way it is hoped that from these meetings other groups will follow.

The Pastoral Care of Marriage and Family Life To-day

This course for clergy sprang from the “Contemporary Couples” course and has been well received by clergy. Readers of last year’s report will remember the successful course held in Taney Parish Hall in Dublin in 2014. This year the Council obtained a grant from the Priorities Fund to cover expenses and the course was deployed in St Columba’s Parish Centre, Omagh in October 2015. Once more it was well supported and received and the feedback was very positive. Building on this success it has been decided to run another course in Cork in 2016.

Clergy Couples Retreat

The marriage council recognises the need to nourish and support clergy and their spouses and to facilitate a retreat which will invigorate ministry and rectory life. Due to a lack of numbers a clergy couples retreat which was to be held in September 2015 was postponed until Spring 2016. Initial interest was good but the very practical issue of child care and the demands of parish life often made commitment difficult. In early 2016 a preliminary invitation was sent to clergy couples in the Armagh, Clogher and Tuam dioceses with the permission of the bishops. Initial interest has been very encouraging and it is hoped to facilitate this retreat in late Spring or early Summer 2016 at the Radison Blu Hotel, in Sligo.

Website

Our Website has been recently updated and The Marriage Council also has a page on Facebook. The Council would like to record its appreciation to Rev Bruce Hayes for his work on this project during the six years he was a council member. Rev John Ardis has taken over website maintenance and the Council would like to thank him for his continued work on this. The website contains clear and practical advice on planning a wedding in the Church of Ireland including the requirement for marriage licence choosing a date, involvement of readers, choice of music and other related matters. The new address for the website is: **www.towardsmarriageireland.com**

Towards Marriage pack

This is a clergy resource pack for couples preparing to marry. It contains practical guidance for arrangements and gives clergy guidelines, relationships, communication and resolution of conflict, sexuality in marriage, aspects of parenting and finance and

budgeting. Copies can be obtained from Church of Ireland House, (sandra.massey@rcbdub.org)

Bookmark: the Marriage Council has produced a bookmark which helps present the various resources it offers as an aide-mémoire. The bookmark was distributed to various diocesan synods around the country and also was distributed at the Ploughing Championships.

The Members of the Marriage Council were deeply saddened to learn of the sudden death of their friend and colleague, Rev David Somerville in February. David had served the Council faithfully for six years, and was a committed and enthusiastic member. We extend our deepest sympathy to his wife May, his children and the wider family circle.

Motions:

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 2016.

MEMBERSHIP

Appointed by the House of Bishops

A bishop to be appointed by the House of Bishops

Elected by General Synod

Mrs Sarah Bevan

Rev Stephen Farrell

Mrs Lynn Heber

Rev Canon Lynda Peilow (Hon Secretary)

Rev John Ardis (Chairperson)

Mrs Jennifer O'Regan

Rev Jonathan Campbell-Smyth

Rev Nicola Halford

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

Members:

Rev Canon Patrick Bamber	Mr Leo Kilroy
Mrs Joan Bruton	Very Rev John Mann (Chair)
Rev Alison Calvin	Mrs Hilary McClay
Ven George Davison	Mrs Helen McClenaghan (Vice-Chair)
Mr Greg Fromholz	Rev Brian O'Rourke
Rt Rev Ken Good	Very Rev Sandra Pragnell
Mrs Phyllis Grothier (2015)	Mr Damian Shorten (Resigned December 2015)
Rev Trevor Johnston	Most Rev Patricia Storey

Methodist Church in Ireland Observer:

Dr Fergus O'Ferrall

Advisory Panel:

Dr Andrew Pierce	Rt Rev Trevor Williams
Rev Dr William Olhausen	Ms Pam Tilson

Consultants:

Mr Graham Hare
Dr Anne Lodge

The Select Committee on Human Sexuality in the Context of Christian Belief was established in 2013 by resolution of the General Synod. The Select Committee's remit is to enable the listening, dialogue and learning process on all issues concerning human sexuality in the context of Christian belief to continue. The Select Committee's terms of reference enabled it to address any issue under the heading 'Human Sexuality in the Context of Christian Belief'.

The committee chose to focus its initial work on the issue of same-sex relationships, as this was the presenting issue. In January 2016, the Select Committee published materials to assist the process of listening, learning and dialogue in the wider Church. The Archbishop of Armagh, the Most Reverend Dr Richard Clarke, launched this resource pack. The Archbishop met with the members of the Select Committee in March 2016 to thank them for their efforts in producing the resource pack and to encourage them in their efforts during the rest of their term, which concludes in May 2017.

The Select Committee hopes that the resource pack will be used by parishes and dioceses during the autumn of 2016. The intention of the Select Committee's work is to assist members of the Church to reflect on issues to do with human sexuality in the context of Christian belief and not to cause distress to individuals who are seeking God's will for themselves and for the Church. Prayer and respect must provide the foundation for such engagement. A group of senior clergy drawn from the dioceses of the Church has been

Select Committee on Human Sexuality in the Context of Christian Belief

briefed on the content of ‘The Guide’ and the Study Modules and will act as providers of advice to their dioceses during this time of engagement. The subject matter dealt with in the resource pack is sensitive in nature and the Select Committee encourages parishes to consult with the diocesan representatives as to the introduction and use of the pack. The representatives will give feedback to the Select Committee on the use of the materials.

These representatives are:

Armagh	Ven Andrew Forster
Down & Dromore	Very Rev Henry Hull
Dublin and Glendalough	Ven Ricky Rountree
Meath & Kildare	Very Rev Paul Bogle
Derry & Raphoe	Rev Malcolm Ferry
Cashel	Rev Brian O’Rourke
Clogher	Ven Helene Steed
Connor	Very Rev John Bond
Cork	Very Rev Alan Marley
Kilmore	Ven Craig McCauley
Limerick	Very Rev Sandra Pragnell
Tuam	Ven Alan Synnott

A sample of materials has been sent to the parishes in recent weeks. Parishes can request copies of the Study Modules as required. Materials in *The Guide* will be available online and may be reproduced as required by parishes. All of the materials can be viewed on the General Synod website for 2016 at the following links:

http://ireland.anglican.org/cmsfiles/pdf/Information/Resources/SelComm/Guide_Jan16.pdf

<http://ireland.anglican.org/cmsfiles/pdf/Information/Resources/SelComm/ExecSummaryJan16.pdf>

While the wider Church is using these materials, the Select Committee intends to conduct additional work on further topics under its remit.