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* The reports of the Church of Ireland Clergy Pensions Trustee DAC (page 110) and the Church of Ireland Pensions Board (page 152) are incorporated into the Report of the Representative Church Body.

If you require the Book of Reports in another format, please contact the General Synod Office: tel: 01 497 8422 or email: synod@rcbdub.org

CHURCH OF IRELAND

THE REPRESENTATIVE CHURCH BODY

REPORT 2019

The Representative Church Body – Report 2019

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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 Henry Saville Canon Graham Richards (Deputy)
Allocations	Canon Graham Richards
Investment	Mr Kevin Bowers
Property	Mr Keith Roberts
Stipends	Mr William Oliver
Library and Archives	Dr Michael Webb
Legal Advisory	Mr Lyndon MacCann SC
Audit	Canon Graham Richards

Chief Officer and Secretary

Mr David Ritchie

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

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

Office

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

Library

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

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

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

In accordance with the Charter of Incorporation (1870) the Representative Body is composed of *ex-officio*, elected and co-opted members. The *ex-officio* members are the archbishops and bishops, the elected members consist of one clerical and two lay representatives for each diocese and the co-opted members consist of persons equal in number to the number of dioceses. (See also *Constitution of the Church of Ireland* Chapter X).

The Representative Body is composed of the following sixty members, shown with recorded attendance figures for the four meetings held during 2018. Two Honorary Secretaries of the General Synod are in attendance at meetings.

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

- 4 The Most Rev Dr Richard Clarke, Archbishop of Armagh
- 4 The Most Rev Dr Michael Jackson, Archbishop of Dublin
- 3 The Most Rev Pat Storey, Bishop of Meath and Kildare
- 3 The Rt Rev John McDowell, Bishop of Clogher
- 3 The Rt Rev Kenneth Good, Bishop of Derry and Raphoe
- 2 The Rt Rev Harold Miller, Bishop of Down and Dromore
- 1 The Rt Rev Alan Abernethy, Bishop of Connor
- 2 The Rt Rev Ferran Glenfield, Bishop of Kilmore
- 4 The Rt Rev Patrick Rooke, Bishop of Tuam
- 3 The Rt Rev Michael Burrows, Bishop of Cashel, Ferns and Ossory
- 3 The Rt Rev Dr Paul Colton, Bishop of Cork, Cloyne and Ross
- 3 The Rt Rev Kenneth Kearon, Bishop of Limerick and Killaloe

B Elected members (36)

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

Armagh	4	Ven Terence Scott (2021)
	3	Mrs Ethne Harkness (2019)
	3	Mrs Jane Leighton (2020)
Clogher	1	Ven Brian Harper (2021)
	0	Mrs Julie Parker (2019)
	3	Mr Henry Robinson (2020)
Derry and Raphoe	4	Rev Canon Henry Gilmore (2020)
	1	Mr Stanley McFarland* (2021)
	2	Miss Elaine Sproule (2019)
Down and Dromore	4	Ven Roderic West (2021)
	2	Mr Basil O'Malley (2019)
	4	Mr Michael Johnston (2020)

* elected October 2018 in place of Mr Robert Pollock (retired October 2018)

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Connor	4	Ven Stephen McBride (2021)
	4	Mrs Cynthia Cherry (2019)
	2	Mrs Pauline High* (2020)
Kilmore, Elphin and Ardagh	4	Very Rev Nigel Crossey (2020)
	2	Miss Maud Cunningham (2021)
	3	Mrs Deborah Davitt (2019)
Tuam, Killlala and Achonry	3	Very Rev Alistair Grimason (2020)
	2	Prof Paul Johnston (2021)
	3	Mrs Heather Pope (2019)
Dublin and Glendalough	2	Ven David Pierpoint (2021)
	4	Mr Robert Neill (2019)
	4	Mr Geoffrey Perrin (2020)
Meath and Kildare	2	Ven Leslie Stevenson (2021)
	2	Mr Ronald Colton (2019)
	4	Mr Kevin Bowers (2020)
Cashel, Ferns and Ossory	2	Rev Canon Brian O'Rourke† (2020)
	1	Mr William Galloway (2021)
	4	Mrs Hazel Corrigan (2019)
Cork, Cloyne and Ross	3	Ven Adrian Wilkinson (2020)
	4	Mr Keith Roberts (2021)
	4	Mrs Helen Arnopp (2019)
Limerick and Killaloe	2	Ven Wayne Carney (2020)
	4	Ms Yvonne Blennerhassett (2021)
	3	Mr Roy Benson (2019)

C Co-opted members (12)

1	Mr Henry Algeo‡ (2021)
3	Ven Andrew Forster (2020)
3	Mr Terence Forsyth (2019)
2	Mr Lyndon MacCann SC (2021)
0	Mr Richard Milliken (2020)
4	Mr William Oliver (2020)
2	Mrs Judith Peters (2019)
4	Ms Hilary Prentice (2021)
4	Canon Graham Richards (2021)
4	Mr Henry Saville (2021)
3	Mrs Wendy Taylor (2020)
4	Dr Michael Webb (2019)

* retired December 2018 (Mr Oswyn Paulin elected February 2019)

† elected May 2018 in place of Very Rev Katharine Poulton (retired May 2018)

‡ elected May 2018 in place of Mr David Smith (retired May 2018)

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 2019. Membership details together with numbers of meetings held and record of attendances for the year 2018 are shown below.



Mr Henry Saville

EXECUTIVE COMMITTEE

9 meetings

Mr Henry Saville - 7
(Chair)

Most Rev Dr Richard Clarke	6	Ven Andrew Forster	6
Most Rev Dr Michael Jackson	6	Rev Canon Henry Gilmore	9
Rt Rev Dr Paul Colton	3	Ven Adrian Wilkinson	7
Canon Graham Richards	9	Mr Terence Forsyth	8
Mr Kevin Bowers	8	Mr Lyndon MacCann SC	7
Mr Keith Roberts	6	Mr Geoffrey Perrin	9
Mr William Oliver	6	Dr Michael Webb	7
		Adviser: Mr Robert Neill	8

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 Robert Neill was appointed as an Adviser to the Executive Committee following his retirement from the Chair in September 2016. During 2018 Ven George Davison attended 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.”

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ALLOCATIONS COMMITTEE

3 meetings

Canon Graham Richards - 3
(Chair)



Canon Graham Richards

Ms Helen Arnopp	3	Ven Andrew Forster	3
Most Rev Dr Richard Clarke	2	Mr Robert Neill	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).

INVESTMENT COMMITTEE

4 meetings

Mr Kevin Bowers - 4
(Chair)



Mr Kevin Bowers

Mr Henry Algeo*	2	Mr William Galloway	3
Mr Roy Benson	4	Ms Hilary Prentice	3
Mr Terence Forsyth	4	Ms Wendy Taylor†	1
Adviser:		Mr Tim McCormick	3

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

* appointed September 2018 in place of Mr David Smith (retired May 2018)

† appointed September 2018 in place of Mr Tim McCormick (retired May 2017)

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PROPERTY COMMITTEE

5 meetings

Mr Keith Roberts - 5
(Chair)

Mr Keith Roberts

Mr Ronald Colton	5	Mrs Jane Leighton	5
Miss Maud Cunningham	4	Mr Robert Pollock†	4
Ms Deborah Davitt*	1	Mr Henry Robinson	3
Ms Pauline High†	2	Ven Roderic West	5
Adviser:		Mr Sam Harper	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 - 1
(Chair)

Mr William Oliver

Rt Rev Dr Paul Colton	2	Mrs Jane Leighton	1
Ms Hazel Corrigan	2	Mr Basil O'Malley	0
Ven Brian Harper	1	Mr Geoffrey Perrin	2
Prof Paul Johnston	1	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.

* appointed September 2018 in place of Mr Julian Ellison (retired September 2017)

† retired December 2018 (replacement to be appointed)

‡ retired October 2018 (Mr Stanley McFarland appointed December 2018)

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LIBRARY AND ARCHIVES COMMITTEE

4 meetings

Dr Michael Webb - 4
(Chair)



Dr Michael Webb

Mrs Ethne Harkness	2	Rt Rev John McDowell	3
Prof Paul Johnston	4	Rt Rev Patrick Rooke	3
	Advisers:	Rev Canon Dr Maurice Elliott	1
		Rev Dr Adrian Empey	2
		Dr Kenneth Milne	4
		Rev Robin Bantry White	4

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

LEGAL ADVISORY COMMITTEE

0 meetings

Mr Lyndon MacCann SC
(Chair)



Mr Lyndon MacCann

Mr Anthony Aston SC	Mrs Judith Peters
The Hon Mr Justice Declan Budd	Mr William Prentice*
Rt Rev Dr Paul Colton	Mr Andrew Walker

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.

* appointed December 2018 in place of the late Mr Justice Gerard Buchanan (deceased March 2018)

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Canon Graham Richards

AUDIT COMMITTEE

4 meetings

Canon Graham Richards - 3
(Chair)

Mr Roy Benson	4	Ms Hilary Prentice	3
Mr Michael Johnston*	2		

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

* appointed March 2018 in place of Mr Robert Pollock (retired October 2017)

REPORT ON THE YEAR 2018

The Representative Church Body (RCB) is the charitable trustee of the Church of Ireland for dioceses and parishes in the Republic of Ireland and Northern Ireland.

The RCB exists to inform, to support and to manage resources for the advancement of the mission and ministry of the Church of Ireland. The services provided by the RCB include:

- Investment management
- Property and trust administration
- Clergy stipend and pension administration
- Human resource advisory and safeguarding
- Legal, data protection and charities reporting advisory
- Library and archive management
- Synod, communications, education and committee support

Due to the increased demands of regulation and legislation the RCB has had to expand further the range of services provided during 2018. In particular the RCB appointed a Data Protection Officer to develop policies and procedures for parishes, dioceses and other church bodies. These policies were communicated to parishes and dioceses through a series of presentations, of which four were held in Northern Ireland and three in the Republic of Ireland. In total over 1,000 people attended these seminars. The policies and guidelines are generally available for parishes through the Parish Resources website www.ireland.anglican.org/parish-resources. The cost of providing these services predominantly derives from income generated from RCB General Funds.

The RCB reports to General Synod each year on the performance of its responsibility as trustee for the Church of Ireland.

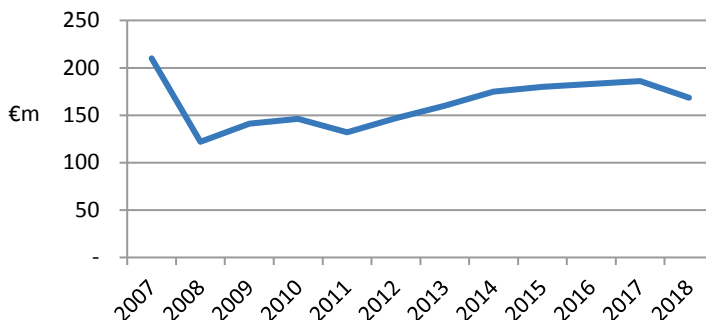
• Financial performance

During 2018, the total funds available to the RCB decreased by 7.5% to €179.3m (2017: €193.9m). This decrease is primarily attributed to a market correction and withdrawals that occurred during the final quarter of 2018 and is after expenses and allocations.

General Funds invested assets peaked at €238m at the end of 2006, just before the recession, to a low of €122m at the end of 2008. Between 2010 and 2014, €25m of General Funds was transferred to the clergy defined benefit pension scheme. Yet despite this exceptional withdrawal, General Funds invested assets have steadily grown, reaching €184.8m at the end of 2017, before falling to €167.7m at the end of 2018. The pace of growth in General Funds has decreased over the last two years with the expectation that any future short-term growth is likely to be modest.

Following a downturn in investment markets in the last quarter of 2018, markets did recover somewhat in January 2019, however we are doubtful as to whether it will be possible to sustain long-term financial growth in line with what has been experienced since the financial crash of 2007 and 2008.

General Funds invested assets



Budgeted withdrawal

The RCB uses Total Return as its budget mechanism in order to determine the long-term sustainable maximum withdrawal from General Funds. In 2017 the Executive Committee established a subgroup to propose an appropriate Total Return withdrawal formula for the following five years. The Executive Committee approved the recommendation of this subgroup, adopting the following withdrawal formula which will apply until the end of 2021.

Total Return max withdrawal = 3.5% of previous 5-year average opening funds

The Total Return budget deficit for 2018 was €0m (2017: €0.6m) before exceptional items. Although the Total Return budget deficit before exceptional items has improved, approximately half of this improvement is attributed to the increase in the five-year average opening General Funds balance, with the other half attributed to improved income generation and cost containment.

During 2018, the RCB was the beneficiary of half the proceeds from the sale of St Mary’s Home, Dublin. The proceeds of this sale were invested in the RB General Unit Trust (RI) and the income arising from these units shall be allocated to support ministerial training. This income reduces the annual cost for the RCB of funding the activities of the Church of Ireland Theological Institute.

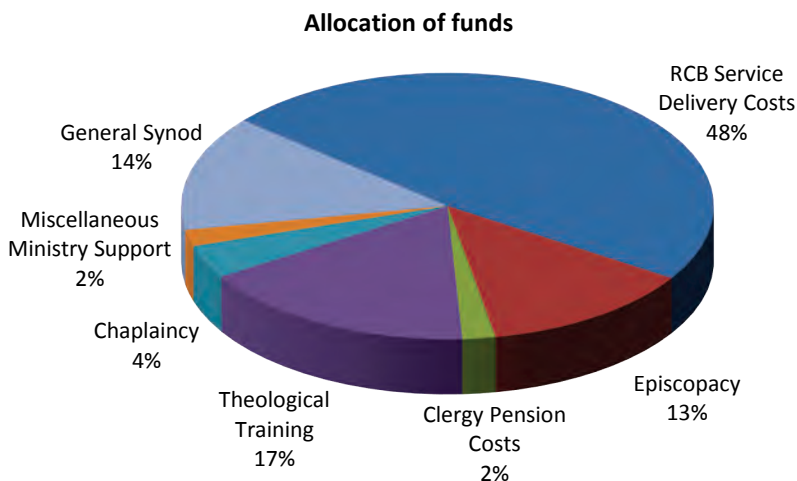
Other income improvement was derived from charging for legal services provided by the RCB. Legal charges will be further explored during 2019.

Allocations

The RB General Funds are the unrestricted funds for which the RCB is the trustee. The Total Return withdrawal is used to cover the cost of providing services to both parishes and dioceses and also to finance other activities of the Church of Ireland as set out below.

The Representative Church Body – Report 2019

During 2018, expenditure from General Funds and other central funds was as shown below:



	2018	2017
RCB service delivery including staff costs	€3.4m	€3.5m
Episcopacy including maintenance of see houses	€0.9m	€0.9m
Theological Institute including grants and housing	€1.2m	€1.4m
Chaplaincy including Belfast and Dublin	€0.3m	€0.3m
Clergy pension costs	€0.1m	€0.1m
Miscellaneous ministry support	€0.1m	€0.1m
General Synod including CIYD, education and press office	€1.0m	€0.9m
Total expenditure	€7.0m	€7.2m

The expenses of the RCB above remain broadly in line with previous years.

• Church Fabric and Development Fund

In 2016 the scope of the Church Fabric and Development Fund was broadened to allow the application of some of the Fund towards central development initiatives that would facilitate the strategic growth of the Church of Ireland. The guidelines for central development applications are that initiatives should:

- Develop the strategic advancement of Church and mission
- Be applicable to more than one diocese
- Raise the public profile of the Church of Ireland
- Be sustainable in the medium term

The Representative Church Body – Report 2019

During 2017, the RCB Church Fabric and Development Fund sub-group approved:

- Funding for review for Dioceses of Meath and Kildare €7,500

During 2018, the RCB Church Fabric and Development Fund sub-group approved:

- Three year funding to support Ordained Local Ministry €36,000
- Five year funding to support Pioneer Ministry £35,000
- Funding for an external review of the Church of Ireland €10,000

The funding shown in each case is total funding which will be spread across the term of the project. Further details of the Church Fabric and Development Fund can be found on page 39.

• Unit Trusts

Parishes, dioceses and other Church of Ireland organisations may invest in the RB General Unit Trusts. There are two separate unit trusts: the RB General Unit Trust (RI) and the RB General Unit Trust (NI).

At the end of 2018, the RCB managed funds valued at €271m (2017: €287m) in trust for parishes, dioceses and other Church of Ireland organisations. These funds are managed by the RCB investment team with the units paying bi-annual dividends. The dividend yield for the year to 30 June 2018 was:

RB General Unit Trust (RI)	2.92%
RB General Unit Trust (NI)	2.83%

Having regard to the income generated by these funds, the Executive Committee took the decision not to increase the dividend per unit for either fund during 2018.

Net contributions to the RB General Unit Trusts in 2018 amounted to €6.3m (2017: €2.9m).

The annual administration charge for both Unit Trusts is currently in the process of being standardised at 20bps as agreed by the RCB in 2017.

• Clergy Pensions

There are three clergy pension schemes in operation.

The defined benefit clergy pension scheme, the Clergy Pensions Fund, was closed to future accruals in May 2013. The Fund is administered by the RCB. The latest triennial valuation of the Fund was as at 30 September 2018. A summary of the main findings of this valuation is contained in the report of the Church of Ireland Clergy Pensions Trustee DAC at page 113.

In addition to any accrued pension benefits under the Clergy Pensions Fund, currently serving clergy who are members of the Church of Ireland Clergy Defined Contribution

The Representative Church Body – Report 2019

Pension Scheme for either Northern Ireland or the Republic of Ireland accrue pension benefits on a defined contribution basis.

During 2018, the RCB ran four pension seminars for clergy in Northern Ireland and three in the Republic of Ireland, providing clergy with an overview of their pension entitlements and also giving clergy the opportunity to discuss their pensions with RCB staff, with the defined contribution scheme advisor, Mercer, and the defined contribution scheme administrator, Zurich.

• **Property and trusts**

The RCB acts as trustee for the property of the Church of Ireland. There are over 2,000 properties vested in the RCB for which the RCB safeguards the title documentation, reducing trustee liability and removing the need to have local trustees.

During 2018, the trustees of the Church of Ireland Clergy Widows and Orphans Society transferred the administration and the proceeds of the Society's funds to the RCB. This trust will be administered by the Church of Ireland Pensions Board in accordance with the constitution of the Society.

During the year, the Executive Committee approved a project to digitise the over 23,000 trusts held by the RCB on behalf of parishes, dioceses and other Church of Ireland bodies. This initiative will greatly reduce the risk of damage or loss of trust information and will increase the efficiency with which this information can be retrieved. It is planned to complete the full digitisation of these trusts by the end of 2019.

• **Climate change**

The RCB has continued its commitment to address the problem of climate change across all departments of the RCB. These initiatives are promoted internally under the #RCBEGREEN brand. These included:

- **Impact investment**, where we seek to make a difference through active investment
- **Reducing travel**, through encouraging use of public transport and remote meetings
- **Reducing waste**, by adopting reusable coffee cups and using recycled products
- **Encouraging energy efficiency**, when considering building works
- **Building awareness**, through campaigns like #jars4journeys
- **Improving urban pollination**, through locating bees on RCB premises

During General Synod 2018, the RCB was honoured to be awarded the Eco-Congregation Awareness award in recognition of the wide variety of initiatives undertaken to address the causes of climate change.

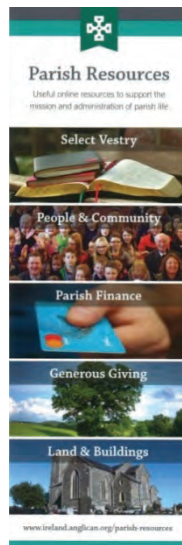
- **Parish Resources and communications**

During 2018, the RCB continued to update and develop the Parish Resources section of the Church of Ireland website www.ireland.anglican.org/parish-resources. New topics are added to the Hot Topics section. During 2018 extensive additional information of particular use to parishes was added covering:

- General Data Protection Regulation (GDPR)
- Charities accounting information
- Guidelines concerning parish records
- Environmental sustainability

If you have suggestions as to additional content that would be useful for your parish please provide feedback through the Contact Us form at the bottom of the Parish Resources page.

The RCB is grateful for the generosity of Allchurches Trust in support of this project.



- **Organisational and staff development**

Human resource management

During 2018, the RCB appointed Mr Eddie Hallissey as Human Resources Manager with a view to providing human resources consultancy to parishes and dioceses, particularly in support of the Dignity in Church Life policies, and developing the RCB internal HR function.

Staff DB pension scheme

The RCB staff defined benefit (DB) pension scheme was closed to new entrants in 2007. Since then, all new entrants have joined the staff defined contribution (DC) scheme resulting in a position where, in 2018, over half of the RB staff were members of this DC scheme. During 2018 the Executive Committee took the decision to wind up the staff DB scheme. This decision was taken after much deliberation, against the background of the continually increasing costs associated with administering a small defined benefit scheme and the increasing exposure to risk for these active members of the scheme, as the active membership of the scheme continues to reduce over time.

The implementation of the closure and the negotiation of the final settlement took considerable time commitment and effort on the part of both staff representatives and members of the Executive Committee. Staff and their representatives are thanked for their professional approach throughout this difficult process.

- **Acknowledgements**

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

The Representative Body and its committees acknowledge the dedication of the staff in Church of Ireland House Dublin, Church of Ireland House Belfast and in the RCB Library. In particular we would like to thank the following staff who left the RCB during 2018: Gabriel Chrystal, Child Protection Officer (RI); Ian Ridpath, Synod Administrator; Paul Harron, Press Officer.

FINANCIAL AND OPERATIONAL REVIEW 2018

The accounts of the Representative Church Body commence on page 55.

- **Commentary**

440) The Statement of Financial Activities (SoFA) of the Representative Church Body is shown on page 66. While the RCB has moved to a Total Return model for managing General Funds and for budgeting the annual withdrawal from General Funds, the SoFA is presented in the traditional format in line with generally accepted accounting standards and recognises actual income.

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

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

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

RCB activities and General Funds

General Funds total funds decreased in value by €14.64m to €179.28m. This is due to unrealised losses on investment revaluation and currency losses on unfavourable currency exchange. These losses were partly offset by profits on the sale of investments being realised during the year.

Incoming resources

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

Total incoming resources under the traditional income model of €5.53m shows a decrease on the prior year of €0.1m (2017: €5.62m). Investment income of €4.99m is in line with the prior year (2017: €4.95m).

Grants and other income of €0.28m include €0.14m from Allchurches Trust to support specific projects for which the RCB is most grateful and €0.10m of investment income generated from the proceeds of the sale of St Mary's Home to support ministerial training. Incoming resources in 2017 benefited from the sale of two properties which amounted to €0.19m.

Resources expended

Expenditure for 2018 shown in the SoFA is analysed in greater detail on page 77 (Note 5).

The cost of generating funds includes payroll costs of investment management, legal and accounting services (which includes services available to the wider Church), other investment professional service costs and allocated overheads.

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

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

Other operating costs are those relating to professional fees (which include professional services to support the clergy defined contribution pension schemes) and payroll payments to retired staff.

Total cost of operations of €3.35m show a decrease of €0.16m on the prior year (2017: €3.51m). Payroll and related costs less recharges see a reduction on prior year mainly due to a higher recharge for legal services and external investment management fees being charged to capital. These savings in costs have been offset by an increase in other operating costs relating to professional fees incurred during the year. A significant portion of other operating costs is represented by pension advice, administration and trustee fees to support the clergy defined contribution pension schemes. Total professional fees incurred in respect of the clergy defined contribution pension schemes are €0.15m, with €0.11m incurred in relation to specific taxation, human resources, investment management and insurance advices on behalf of RCB activities.

The total resources expended which are chargeable against General Funds of €2.74m show a decrease year on year of €0.20m (6.7%).

Allocations expended

Allocations expended in the year of €3.61m (2017: €3.71m) show a decrease on the prior year by €0.10m mainly due a reduction in the allocation required to support training for the ministry. Total underspent allocations for the year amounted to €0.09m (2017: €0.11m).

Special pension charges

During 2018, the RCB gave notice to the Trustee of the RCB Staff Pension Plan (Defined Benefit) of its intention to terminate its liability to contribute to the Plan. The Trustee formally wound up the Plan with effect from 5 March 2018.

Included under special pension costs are professional actuarial and legal advices to the RCB of €0.29m relating to the wind-up of the Plan. The Plan wind-up is accounted for under recognised gains and losses in the SoFA.

General Funds gains and losses

General Funds results for the year shown in the SoFA sees the total fund value of General Funds decrease by €14.64m (7.5%) to €179.28m (2017: €193.92m). This decrease is accounted for by unrealised losses on revaluation of invested assets of €17.37m, a realised gain on the sale of investments of €4.28m, the excess of expenditure over incoming resources of €1.11m and the balance of €0.44m being made up of, an unfavourable currency exchange, loss on the wind-up of the RCB Staff Pension Plan and external investment management fees being charged to capital.

The loss on the RCB Staff Pension Fund (Defined Benefit) is made up of the de-recognition of the Staff DB Pension Fund deficit on the balance sheet at 31 December 2017 of €3.06m, the transfer from General Funds of €2.1m to the DB Pension Plan representing the up-front lump sum payment equal to the Funding Proposal commitment to annual capital injections of €0.35m over the six years to the end of 2023, the transfer from General Funds of €0.2m to the DB Pension Plan to support scheme wind-up fees and a provision for the payment of €0.76m to individual members' funds within the RCB Defined Contribution Pension Scheme, for staff who were former active members of the RCB Staff Pension Plan.

Parish, Diocesan and Other Trust Funds gains and losses

Incoming resources in relation to the RB General Unit Trusts are represented by investment income, deposit income and Gift Aid refunded. All incoming resources net of expenses are distributed to parishes, dioceses and other trusts. Total funds decreased by €16.29m (4.6%) to €334.42m (2017: €350.71m). This decrease is accounted for by unrealised losses of €21.97m on investment revaluations and currency losses of €0.81m. These losses were partly offset by realised gains on the sale of invested assets of €0.23m. Net receipts and withdrawals amounted to €6.26m (2017: €2.89m) of both capital and reserve movements.

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B) Balance Sheets

The net assets shown in the Balance Sheets (page 68) belong to three separate fund groupings.

- RCB activities are the assets and liabilities which are used to provide services from the central Church. The net current balance on these is offset against General Funds. The staff pension fund deficit at 31 December 2017 of €3.06m has been de-recognised in 2018 as part of the wind-up of the RCB Staff Pension Plan (Defined Benefit).
 - General Funds are the funds available for the operating expense of the RCB and for funding allocations. Total fund values decreased by €14.64m to €79.28m as detailed above in General Funds. Invested fund assets decreased from €184.4m to €167.6m (a decrease of 9.1%) due to a broad based fall in world equity markets in quarter four 2018. Fixed Assets, cash and bank balances, debtors and creditors make up €1.5m of net other assets.
 - Parish, Diocesan and Other Trust Funds investments and deposits income shown in the SoFA belongs to parishes, dioceses and to other Church of Ireland trusts. Total fund values decreased by €6.29m to €334.42m as detailed above in Parish, Diocesan and Other Trust Funds. Invested fund assets decreased from €287.5m to €271.3m (a decrease of 5.6%), due to a fall in world equity markets in quarter four 2018. Fixed Assets and cash balances make up €63.1m of other assets.
- **Allocations (page 66)**

Allocations budgeted for 2019 are provided for in 2018 as a reserve and will be drawn down in 2019. The amount provided is €3.61m and is gross of subventions. A detailed table of the 2019 budget is available on page 26. Allocations have been supported by a subvention from the Stipends Fund of €0.12m (2017: €0.12m). The Allocations Committee is most grateful to the Stipends Committee for this valuable support.

- **Simplified income and expenditure**

A simplified table is included below to aid understanding of RCB income and expenditure for 2018 with comparatives for 2017. This is based on the traditional income and expenditure model. Analysis under the Total Return model is included in the table on page 24.

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Simplified RCB and General Funds (GF) income and expenditure

	2018		2017	
	RCB €000	GF €000	RCB €000	GF €000
Investment Income		4,999		4,948
Other Income		533		672
Total Income		5,532		5,620
Expenditure				
Payroll (less recharges) and related costs	(1,897)		(2,111)	
Central Office costs	(390)		(323)	
Depreciation	(246)		(252)	
RCB Library Costs	(216)		(222)	
External Investment Managers costs	(81)		(218)	
Professional Fees (general)	(107)		(22)	
Professional Fees (Clergy DC Pension Funds)	(145)		(81)	
Payroll to retired staff	(90)		(102)	
Central Committee Expenses	(99)		(93)	
Audit Fees	(74)		(81)	
Total expenses to be charged to GF and Parish, Diocesan and Other Trust Funds	(3,345)		(3,505)	
Total expenses to be charged to Parish, Diocesan and Other Trust Funds	602		565	
Total expenses to be charged to GF	2,743	(2,743)	2,940	(2,940)
Allocations expended		(3,613)		(3,711)
Pension wind-up professional fees		(287)		-
Total expenditure and allocations		(6,643)		(6,651)
Decrease in resources		(1,111)		(1,031)
Other recognised gains and losses				
Investment (losses)/gains		(13,089)		6,125
Other reserve movements		(440)		225
Net (loss)/gain in funds		(13,529)		5,319
Total funds brought forward		193,923		188,604
Total funds carried forward		179,283		193,923

Note: This table will reconcile to the SoFA (page 66) under the General Funds column.

- **Total Return**

The RCB adopted a Total Return (TR) based approach to managing withdrawals from General Funds in 2012. After a review of TR in 2016 and 2017, the RCB set a sustainable target return from invested assets in 2017 of 3.5% (2016: 4.0%). For 2018

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the long-term sustainable target return was 3.5%, with the target withdrawal or spend set at 3.5% (based on the five-year average fund value) to meet cost of operations and allocations in 2018 of €5.77 (2017: €5.42m). The actual withdrawal required to support cost of operations and allocations net of other income exceeded the target by 2.1% at 5.57% (2017: 4.1%). 2018 sees exceptional pension related payments and provisions (as previously reported under ‘General Funds gains and losses’ on page 21) as a result of the wind-up of the RCB Staff Pension Plan (Defined Benefit).

It should be noted that the withdrawal from General Funds before the exceptional pension related payments and provision is 3.54%, which is generally in line with the target set of 3.5%.

The RCB remains committed to delivering the services required by the wider Church while seeking to encourage efficiency, best practice and the prudent management of costs. The table below presents the Total Return model for year ended 31 December 2018 with prior year comparison.

Total Return	2018	2017
	€m	€m
Permitted withdrawal from invested assets under Total Return	€5.77m	€5.42m
Other operating income	€0.53m	€0.67m
Total incoming resources	€6.30m	€6.09m
Cost of operations and allocations	€6.36m	€6.65m
Excess withdrawal from invested assets before Pension payments	€0.06m	€0.56m
Pension wind-up professional fees (exceptional)	€0.29m	-
Pension related costs (exceptional)	€2.30m	€0.35m
Provision for DC Pension payment to staff who are former members of DB Pension Plan (exceptional)	€0.76m	-
Excess withdrawal from invested assets after pension costs	€3.41m	€0.91m

It should be noted that before the exceptional pension payments and provisions, 2018 sees a significant improvement in the gap between the withdrawal allowed and the actual spend from the fund.

Note: It is not intended that this table will reconcile back to the SoFA on page 66.

- **Staff Defined Benefit Pension Plan**

At each year end the RCB is required to assess the financial condition of the staff defined benefit pension scheme under the provisions of FRS 102.

As previously reported the RCB on 5 March 2018 gave notice to the Trustee of the RCB Staff Pension Plan of its intention to terminate its liability to contribute to the Plan. The Trustee formally wound up the Plan with effect from this date. As part of the wind-up of the Plan, the RCB paid exceptional costs in 2018 of (a) €2.1m payment from General

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Funds which represented the up-front payment to the DB Plan of €0.35m per annum for the remaining six years of the funding proposal and (b) €0.2m payment from General Funds to the DB Plan to support wind-up fees and expenses.

The RCB was required to produce an FRS 102 actuarial valuation report at 31 December 2018. The results of FRS 102 are set out in detail in Note 11.

• Currency translation rates

Year end sterling balances have been translated into euro a rate of €1 = £0.8989 or £1 = €1.112 (2017: €1 = £0.8881 or £1 = €1.126).

ALLOCATIONS BUDGET PROVIDED FOR 2019

Allocations provide financial support for Church-wide activities. The detailed allocations analysis for 2019 with 2018 comparisons is provided overleaf. The table shows the net amounts to be allocated after taking into account income from endowment funds, the episcopal levy, the safeguarding levy and any other sources of funding which offset the costs of financing ministry and other central commitments.

The summary position of 2019 allocations budget is set out below and is net of subventions. Sterling balances have been exchanged at 0.8989 for 2019 budget and 2018 comparisons.

	2019		2018	
	€	%	€	%
A. Maintenance of the stipendiary ministry				
• Episcopal costs	894,016	25.8	882,473	24.6
• Chaplaincy costs	275,511	7.9	271,891	7.6
• Miscellaneous	132,722	3.8	123,757	3.5
B. Pension related costs	111,186	3.2	111,297	3.1
C. Training of ordinands	1,062,010	30.6	1,189,049	33.1
D. General Synod activities	980,923	28.2	990,188	27.6
E. Miscellaneous	15,837	0.5	15,837	0.5
	3,472,205		3,584,492	

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2019 ALLOCATIONS BUDGET

	2019	2018	2019	2018
	€	€	£	£
A. Maintenance of the stipendiary ministry				
Episcopal Stipends and Expenses	1,153,792	1,145,558	662,976	649,766
less Episcopal Levy	(471,753)	(467,750)	(472,430)	(465,793)
	<u>682,039</u>	<u>677,808</u>	<u>190,546</u>	<u>183,973</u>
Deans of Residences/University Chaplains	97,973	97,285	139,056	136,553
Queen’s University, Belfast, Bursar	-	-	15,836	15,704
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	44,000	46,000	28,000	28,000
- Central Church Fund	-	-	30,000	20,000
- Discretionary Grants	4,000	4,000	3,000	3,000
Stipends Related Costs	15,862	16,021	-	-
St Patrick’s Cathedral, Dublin	1,000	1,000	-	-
	<u>847,874</u>	<u>845,114</u>	<u>408,438</u>	<u>389,230</u>
B. Pension related costs				
Clergy Pensions Fund	50,000	50,000	45,000	45,100
Supplemental Fund Benefits				
- Retired Clergy, Surviving Spouses	-	-	-	-
Discretionary Grants				
- Retired Clergy	-	-	10,000	10,000
- Surviving Spouses	-	-	-	-
	<u>50,000</u>	<u>50,000</u>	<u>55,000</u>	<u>55,100</u>
C. Training of ordinands				
Training of Ordinands	382,844	434,878	-	-
Theological Institute	790,000	845,000	-	-
Stipends Fund	(100,000)	(100,000)	(30,000)	(15,000)
Bishops’ Selection Conference	22,540	25,858	-	-
	<u>1,095,384</u>	<u>1,205,736</u>	<u>(30,000)</u>	<u>(15,000)</u>
D. General Synod activities				
General Synod/Standing Committee	377,827	391,388	257,221	246,342
Board of Education	28,927	37,463	91,712	91,056
Church of Ireland Youth Department	-	-	145,000	145,000
Safeguarding Officers	11,000	11,000	12,300	12,300
	<u>417,754</u>	<u>439,851</u>	<u>506,233</u>	<u>494,698</u>
E. Miscellaneous				
RCB Library	12,000	12,000	3,000	3,000
Regular Sunday Services in Irish	500	500	-	-
	<u>12,500</u>	<u>12,500</u>	<u>3,000</u>	<u>3,000</u>
	<u>2,423,512</u>	<u>2,553,201</u>	<u>942,671</u>	<u>927,028</u>

- **Commentary**

A. Maintenance of the stipendiary ministry – €1,302,249

The total cost of Group A is budgeted at €1,302,249 and is the cost relating to financing the episcopacy, university chaplaincy, clerical grants and stipends related costs.

The cost of financing the episcopacy is the largest part of this allocation at €94,016. 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 2019 at €1.89m (2018: €1.87m). The episcopal costs net of episcopal levy contributions are budgeted at €0.89m or 69% of Group A costs (2018: €0.87m or 69%). The episcopal levy for 2019 is set at 6.4% of MAS, this remains unchanged from 2017. The episcopal levy for 2019 is budgeted to contribute €0.99m or 52.7% (2018: €0.99m or 52.8%) of the total episcopal costs. The cost per cure for 2019 is €1,894 and €2,422 (2018: €1,848 and €2,399). A more detailed breakdown of episcopal costs is shown on page 33.

Other amounts included in Group A support university deans of residence and children's and discretionary allowances paid to clergy. Funding is provided in 2019 to support a Belfast city-wide university chaplaincy project which will run up to 31 August 2020. This specific project funding is provided up to 31 August 2020. Total allocation to support chaplaincy is budgeted at €0.27m for 2019 (2018: €0.27m).

B. Pension related costs – €111,186

The total cost of Group B is budgeted at €111,186 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 2019 is budgeted at €50k and £45k. This represents the amount committed annually to the Fund as part of the long-term funding proposal to restore solvency over a ten-year period to 2023.

C. Training of ordinands – €1,062,010

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 2019 shows a reduction of €0.13m to €1.06m on the 2018 cost of €1.19m. This decrease is mainly due to lower student numbers giving rise to a reduction in total personal allowances, accommodation costs and tuition fees.

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The training of ordinands budget includes the cost of student grants, student accommodation, fees paid to Trinity College Dublin and external lecturer fees. Married students in 2018/19 receive a personal grant of €7,970 and single student's grant is €6,360 (an increase of €150 on the prior year). Accommodation grants and travel allowances are provided to students in their final intern year. The total budgeted costs for 2018/19 of training of ordinands are €382,844 (2017/18: €434,878). For the academic year 2018/19 total student numbers are 18 ordinands in full-time training and 11 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 2019/20 is €790,000 (2018/19: €845,000). The allocation has decreased by €55k, mainly due to a change in accounting treatment for the provision of the director's residence and additional income raised from conferences and guest accommodation.

Extracts from the accounts of the Church of Ireland Theological Institute for the year ended 30 June 2018 are included as Appendix A (page 90).

D. General Synod activities – €980,923

The General Synod budget of €980,923 is made up of costs relating to General Synod and its Standing Committee, the Boards of Education, the Church of Ireland Youth Department and the centrally funded portion of the Safeguarding Officers.

Total costs show a decrease on prior year of €10k. This decrease is mainly due to a reduction in specific committee costs.

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

E. Miscellaneous – €15,837

The total cost of Group E is €15,837, and represents an allocation of €15,337 to the RCB Library. €500 is provided for the maintenance of the Irish language as part of regular Church of Ireland worship.

INVESTMENTS AND MARKETS

• Economic environment and 2019 outlook

Globally, economic growth marginally increased in 2018 according to Organisation for Economic Co-operation and Development (OECD) estimates (3.7% in 2018 versus 3.6% in 2017) but with mixed returns across the three major geographical blocs. Growth increased in the US 2.9% versus 2.2% a year earlier but decreased in both Europe (1.9% v 2.5%) and China 6.6% v 6.9%) in 2018 from 2017.

In the US the lagged effects of multiple asset purchase programmes and cautious approach to raising interest rates were helpful in producing higher growth. However,

despite strong jobs data and historically low levels of unemployment (below 4% in the US) there continues to be an unusual lack of wage inflation. This in turn has led to little or no inflation in official numbers (still less than 2%), thus allowing a continuation of very low interest rates and ‘cheap money’ to support equity markets.

In Europe we expect monetary policy to remain very accommodative but for Quantitative Easing (QE) to continue to be phased out in due course. As in previous years a pattern of economic growth failing to meet expectations emerged as the year progressed and in the absence of renewed fiscal or monetary stimulus (unlike the US) the European economy underperformed.

- **Main investment asset classes**

Equities

December proved to be the most noteworthy month for equity market returns in 2018 as negative returns in the S&P 10% and Europe (Stoxx 600) of 5% were the significant contributions in index returns of 0.4% and negative 10% respectively.

US equity performance in recent years has been very much driven by a narrow group of market leaders (the principal names in this group are the so-called FAANG’s – Facebook, Apple, Amazon, Netflix and Google – which have significantly outperformed the rest of the market, both on the way up and way down). Despite an average sell-off in quarter four of c.25% this group still ended c.4% higher over the last twelve months due to the significant gains in the first nine months of 2018.

European equities ended up to be a ‘value trap’ for investors in 2018, as favourable P/E’s and dividend yields enticed investors to buy, only to be disappointed by downgrades/forecast downgrades.

UK equities also performed poorly returning a negative 13% in euro terms in 2018. From a valuation perspective (while historically cheap also) clearly the outlook for UK equities in 2019 is very much dependent on the evolution/outturn of Brexit.

While supported by cheaper valuation metrics following the December sell-off the outlook for US equities may appear more constructive than observed since pre-Trump election (and consequent fiscal stimulus package), US forecasts face the risk of downside revision in the event of continuing trade tensions (with China), a growing budget deficit and ongoing political drama. In Europe forecasts will be challenged in the event of growing EU strife, including Italian fiscal tensions, French civil unrest, Germany post the calming influence of Angela Merkel, an unfavourable Brexit outcome and/or a global economic downturn.

Perhaps more noteworthy, US markets remain ‘more expensive’ than European markets despite the recent sell-off. While this does not necessarily make this market less likely to (out) perform in 2019, it may continue to be a prohibitive factor for RCB funds to significantly increase allocation to this market in the near-term.

Interest rates and bonds

While efforts by central banks to try to exit zero rates and asset purchases did gather momentum in 2018 (US mainly), we continue to believe interest rates will remain low for the foreseeable future. This is based on our assessment of the global economy combined with extreme levels of debt. Although inflation is subdued, clearly European bonds offer no real yield, while negative nominal yields (if owned), would represent a liability for funds. In this environment the office has been compelled (in 2018 also) to seek out higher yielding bonds that carry a degree of credit risk and non-euro denominated bonds that carry currency risk (when not hedged). Also, a sub-category of bond proxy, or substitutes, continues to be developed.

Property

Property has acted as a useful diversifier versus conventional bonds and equities. Its advantages are relatively high yield and inflation protection as a tangible real asset. Its drawbacks are illiquidity and cyclicity. We have partially countered the liquidity problem through owning globally diversified quoted REITs (Real Estate Investment Trusts) in addition to IPUT and PITCH, while addressing cyclicity through specialist sectors such as student accommodation and social housing funds. Exposure to Property was reduced in the second half of 2018 as we are further along the economic cycle and yields fell further from a year ago. Despite these disposals, it is recognised that the fundamental economic backdrop remains generally supportive in terms of demand/supply and low interest rates.

Currencies/precious metals

The policy of hedging non-base currency exposures at extremes of valuation (based on observed long-term trading range and purchasing power parity) remains the core strategic approach to managing currency risk. In terms of valuation extremes, the Investment Department see Euro/USD in a 1.10 to 1.20 range in 2019, with a move below 1.10 or close to 1.25 or above as extreme. In terms of valuation extremes, the Investment Department see Euro/STG in a 0.825 to 0.925 range in 2019, with a move close to 0.8 or below or close to 0.95 as extreme. Clearly sterling has potential to trade at the extremes or ‘through’ depending on the outcome (if any) of the Brexit debate.

The flawed nature of all the world’s major currencies highlights the attraction of gold/precious metals as a safe haven. The cost of holding this real asset is minimal due to the near zero interest rate policy. As well as a hedge against inflation, it also gives protection against political/economic change.

- **Fund valuations and performances**

Valuations of the various portfolios as at 31 December 2018 along with three- and five-year fund performance figures are included as Appendix B (page 92).

- **General Funds performance 2018**

Total return for the year was 5.6% negative versus the benchmark return of 4.5% negative. The Fund continues to maintain a slight defensive stance with approximately 56% exposure to Core Equities and 14% exposure to Defensive Equities versus the benchmark weight of 70%. The fund also held 10% in Gold and Cash at year end 2018.

- **Unit Trusts**

The RB General Unit Trust (RI) delivered a total return for the year end 30 June 2018 of 4.1% versus the benchmark return of 4.9%. Once again, this outturn was achieved in the context of the agreed investment strategy to adopt a lower risk profile in equities relative to the benchmark.

The RB General Unit Trust (NI) delivered a total return for the year ended 30 June 2018 of 6% versus the benchmark return of 5.5%. These higher returns were primarily driven by sterling weakness, and highlight the continued benefit of the Fund's diversification across geographies and currencies.

The distribution rate for the RB General Unit Trust (RI) was 11.5c for the financial year to 30 June, representing a yield of 2.92%. The distribution for the RB General Unit Trust (NI) was 10.8p for the financial year for an equivalent yield of 2.83%. It was agreed to maintain the interim distribution at the end of 2018 for both trusts at the same level as 2017 with a view to reviewing the possibility of increasing final distributions in 2019.

The financial statements for the RB General Unit Trusts (RI) and (NI) and extracts from the investment manager's reports for the year ended 30 June 2018 are set out in Appendix C (page 93).

- **Clergy Pensions Fund**

The Clergy Pensions Fund achieved a negative return of 1.3% for the year versus the benchmark (negative) return of 1.3%. The passive element of the Fund managed by ILIM represented 43% of total assets at the end of 2018 compared to 44% at the end of 2017. ILIM investments were split 60% equities, 40% bonds.

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

In 2018 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 ESG issues.

The RCB, as a founding signatory and supporter of the Climate Action 100+ initiative, is monitoring the engagements being undertaken with the world's most carbon intensive companies to curb emissions, strengthen climate disclosures and improve climate governance. The RCB is also a supporter of the Transition Pathway initiative (TPI) which is an excellent resource for establishing which companies are taking seriously their responsibilities in relation to the transition to a low carbon environment.

Across the RCB's investment portfolios a number of additional 'green' investments and drawdowns were made across renewable energy, forestry and energy assets and further disposals took place in the oil and gas sector. The Investment Committee will conduct a further review of its fossil fuel exposure in 2020 as previously committed.

The RCB's ESG Policy statement is included as Appendix D (page 104) and its Policy on Climate Change is included as Appendix E (page 106).

CLERGY REMUNERATION AND BENEFITS

- **Minimum Approved Stipends (MAS) 2019**

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 – The average inflation for the 12-month period to 30 June 2018 was +0.27% (+0.18% to June 2017) with year on year inflation for the same period at -0.4% (+0.4% at 30 June 2017). Statistical indices indicated an upward inflationary trend with annual inflation to 31 July 2018 at +0.8%. Driving factors in this trend were fuel and housing costs. The Lansdowne Road agreement which relates to public servants was extended under a new Public Service Stability Agreement to run from 1 January 2018 to 31 December 2020. The agreement was designed to ease the pension levy and give a partial reversal of the 2010 public service pay cuts. Increases under this agreement give a minimum of 3.8% increase over a two year period to salaries of people working in the public service. There was no increase applied to the Republic of Ireland MAS for 2018.

The Stipends Committee in reviewing the Republic of Ireland MAS recommendation for 2019 and considering the above factors agreed to recommend a 1% increase in MAS for 2019.

Northern Ireland – Annual inflation in November 2017 peaked at +3.1% with a marginal decline in early 2018. Averaging the annual Consumer Price Index (CPI) for the 12 month period to 30 June 2018 produced a figure of +2.75% (+1.7% to June 2017) with year on year inflation for the same period at +2.4% (+2.6% to 30 June 2017). The main driver behind the current inflationary trend is transport costs as a result of the weakening sterling exchange rate. MAS for Northern Ireland was increased by 2.6% in 2018. It was noted that the Church of England stipends were increased by 2% from 1 April 2018 but that this would have been based on lower inflation figures during the 2016/2017 period. It was agreed to recommend a 2.5% increase in the Northern Ireland MAS for 2019.

The Standing Committee received and agreed with a recommendation from the Representative Body that a 1% increase be applied to the Minimum Approved Stipend for 2019 in the Republic of Ireland and a 2.5% increase be applied in Northern Ireland. Consequently, levels of Minimum Approved Stipend for 2019 are:

	2019	2018
Northern Ireland	£29,603	£28,881
Republic of Ireland	€37,855	€37,480

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• **Episcopal costs**

The breakdown of total episcopal costs is summarised as follows:

	Republic of Ireland		Northern Ireland	
	€	€	£	£
	2019	2018	2019	2018
(1) Stipends together with state insurance costs	515,612	510,548	312,541	304,956
(2) Pension costs	111,010	109,910	60,819	60,347
(3) Offices of the Sees expenses	325,216	324,172	183,123	181,451
(4) See Houses and other costs	398,740	392,050	173,170	168,255
Totals (gross)	1,350,578	1,336,680	729,654	715,009
(5) Less endowment income	(225,053)	(219,175)	(41,364)	(39,402)
Totals (net of income)	1,125,525	1,117,505	688,289	675,607

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

Notes relating to the figures above:

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

Stipends are multiples of Minimum Approved Stipends as follows:

Archbishop of Armagh	2.45
Archbishop of Dublin	2.25
All Bishops	1.75

- (2) 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 2019**

It was agreed by the Representative Body in 2016 that from 1 January 2017, the rate of locomotory allowances be set at the relevant revenue authority rates for each jurisdiction, plus an additional rate which would be subject to social insurance payments. In either

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jurisdiction there has been no change in the revenue authority rates and therefore the locomotory rates for 2019 remain the same as those for 2018 as follows:

Republic of Ireland – Revenue Commissioners approved rates:

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

Northern Ireland – HMRC approved rates:

first 10,000 miles @ 45p per mile

after 10,000 miles @ 25p per mile

Miles	Allowance per HMRC rates at miles figure in bold	Addtl rate	Addtl allowance subject to NIC	Total allowance
up to 10,000	£4,500	12.7p	£1,270	£5,770
10,001 to 15,000	£5,750	5.6p	£840	£6,590
15,001 & above (allowance @ 17,000)	£6,250	3.9p	£663	£6,913

- **Children’s Allowances 2018/2019**

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 2018	
	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 such possible sources is available on the Church of Ireland website at

www.ireland.anglican.org/cmsfiles/pdf/AboutUs/EducationAssistance.pdf

- **Clergy car loans**

Car loans for clergy are available from the RCB 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 2018 there were 37 loans outstanding with a total value of €83,967.

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

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

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

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

CLERGY PENSIONS

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

The RCB acts as Sponsor of all three schemes.

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

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

Northern Ireland members: www.zurich.co.uk/save/churchofirelandclergy

Republic of Ireland members: www.zurich.ie/connect/coi/home/

The annual reports of the scheme trustees are included in Appendix F (page 108).

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Since 1 January 2017 clergy who remain in the service of the Church of Ireland after reaching their normal retirement age may continue to make contributions to their pension scheme. If a member continues to make such contributions their parish must also make the appropriate contribution. Such contributions put the member clergy on equal footing as the colleague who has not yet reached normal retirement age.

Members of both Schemes are encourage to review their pension scheme to ensure that it is invested in the most appropriate funds which suit their requirements especially as they approach retirement age.

- **The Clergy Pensions Fund (defined benefit scheme)**

The annual report of the Church of Ireland Clergy Pensions Trustee Designated Activity Company (DAC), which in accordance with Chapter XIV of the *Constitution of the Church of Ireland* is the Trustee of the Clergy Pensions Fund, is included as Appendix G (page 110). The RCB is the sole member of the Trustee Company.

Supplemental Fund and other funds

The Church of Ireland Pensions Board administers the Supplemental Fund and certain other funds on behalf of the RCB. A report on the administration of these funds during the year ended 31 December 2018 is attached as Appendix H (page 152).

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**

It has been another challenging year for the Church in its efforts to maintain the significant stock of historic/listed buildings in its care throughout the island of Ireland. Continued support from Government, Local Authorities, Allchurches Trust, Heritage Lottery Fund, National Churches Trust and others in the form of heritage investment schemes and grants has enabled many conservation projects to complete during 2018 and such support is greatly appreciated. Examples of assistance received are the grants of €185,000 from the Structures at Risk Fund and €261,306 from the Built Heritage Investment Scheme that were awarded to parishes in the Republic of Ireland. The Church has continued its efforts aimed at reducing our carbon footprint and making our property stock, many of which are protected structures, as energy efficient as is practicably possible.

In the Republic of Ireland, the VAT Compensation Scheme for Charities was signed into law on 4 January 2019 and applies to VAT suffered in the calendar year 2018. The total amount refundable country wide is €5 million and there are rules restricting the quantum of qualifying expenditure and refunds will be pro-rated as a result. The scheme, including the amount provided in the fund, will be subject to review after three years.

- **Roles and responsibilities**

As the legal owner of the vast majority of Church of Ireland properties held in trust for the Church, the RCB has both a statutory function as laid down in Chapter X of the *Constitution of the Church of Ireland* and a general duty of care under the common law. Property transactions by their nature involve strategic, technical and legal issues which must be considered in great detail and processed with accuracy and technical certainty. The procedure for dealing with church property may appear cumbersome and bureaucratic from time to time, given the chain of decision making from Select Vestry through Diocesan Council and finally by the RCB in its corporate legal role. However, 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 Church Body and all legal formalities having been observed.

- **Churchyard and graveyard walls**

Potentially serious financial loss to parishes due to ageing walls surrounding churchyards and graveyards was again evident in 2018. Parishes are strongly advised to inspect walls regularly, to seek technical advice and to carry out preventative maintenance where possible. Vigilance is paramount when any form of development takes place on adjoining or adjacent sites and parishes should ensure that buttresses, foundations and other supporting structures are not interfered with to the detriment of the churchyard or graveyard walls. The age of many churchyard/graveyard walls, combined with increased levels 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. In addition, parishes should be aware that insurance policies will only cover the cost of repair or reinstatement where damage has been caused by an insured peril and in the case of storm or flood only from proven events.

- **The See House, Cork**

Substantial repairs and refurbishment works, including the re-rendering of the north elevation and replacement of the lead lined parapet gutters, were carried out at Cork See House during 2018.

- **Gloine.ie stained glass database**

The professional survey of stained glass windows in the Church of Ireland by Dr David Lawrence was completed in 2017. During 2018, the Gloine.ie website was redeveloped and the new version of the database will become available online during 2019. The details of the majority of stained glass windows in the Church of Ireland are available on www.gloine.ie

- **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 and that regular risk inspections are carried out.

- **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 the regulations of the Department of Agriculture, Environment and Rural Affairs (NI) and the Department of Agriculture, Food and the Marine (RI).

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

The Local Property Tax (LPT) on residential properties, which came into effect in the Republic of Ireland as of 1 July 2013, includes residential properties within parishes, on which parishes are liable for payment. LPT is collected by the Revenue Commissioners and is initially paid by the RCB to ensure compliance with Revenue deadlines. The tax is then collected from the parishes (the beneficial owners) through the dioceses during the year.

Revaluation is scheduled for 1 November 2019 but the form of valuation is currently under review by an all-party budgetary oversight committee in consultation with the Revenue Commissioners and the manner in which the tax will be re-evaluated and calculated will not become clear until 2019.

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

- **Grants**

Church Fabric and Development Fund

Since 1930 the Church Fabric Fund has been held for the repair of certain church buildings. The Fund is governed by Chapter X Part IV of the *Constitution of the Church of Ireland* and managed by the RCB. The Church Fabric and Development Fund has grown from the allocation of a minimum of 20% of the net proceeds arising from the majority of churches sold since 1930 to a capital fund of €5,713,486 and £998,183.

In 2016 the General Synod approved the renaming of the Fund as the ‘Church Fabric and Development Fund’, Chapter X was amended to extend the scope of the Fund to include the development of initiatives supporting the long-term mission of the Church, and it was agreed that income of the Fund post-1 July 2016 may be applied to this broader purpose. These changes allow the Fund to be used more widely than before, in order to more effectively serve the wider life, outreach and witness of the Church into the long term. The amended provisions:

- ❖ allow central funds to be used for:
 - the existing purpose of giving fabric grants for the restoration or repair of certain church buildings (the ‘*Fabric application*’); and
 - the development of the best examples of mission initiatives, and enable scaling of these initiatives across the whole island of Ireland, for the strategic benefit of the wider Church (the ‘*Central Development application*’); and
- ❖ provide parishes which have capital under the Church Fabric Fund provisions with access to their capital, allowing these funds to be used for the purposes of approved mission (the ‘*Local Development application*’).

There is no change in the Fabric application and it continues to work in same way as before. Applications for grants, subject to criteria, are considered in March and October. Further details available from Church of Ireland House Dublin and under ‘Property Grants’ at www.ireland.anglican.org/parish-resources/land-buildings. Fabric grants of €84,150 and £87,900 were allocated by the RCB during 2018 from the income of the Fund on the recommendation of the Primate.

The aim of the Central Development and Local Development applications is to facilitate the strategic growth of the Church of Ireland, encouraging existing excellence and offering opportunities for future creative initiatives. The RCB works together with other grant-awarding bodies within the Church of Ireland to ensure that the variety of grants awarded for different and similar purposes complement each other. Applications and enquiries are responded to as they are received. Further information and application forms can be found under ‘Funding & Grants’ at www.ireland.anglican.org/parish-resources/parish-finances

A list of grants allocated from the Church Fabric and Development Fund during 2018 is included as Appendix I (page 160).

Marshal Beresford's Fund

Grants of €36,700 and £60,700 for repairs to churches were made from the Fund in 2018. 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 and Development Fund. More information about the criteria, deadlines and application forms can be found under 'Property Grants' at www.ireland.anglican.org/parish-resources/land-buildings

Built Heritage Investment Scheme & Historic Structures Fund (Republic of Ireland)

These are two schemes that are jointly managed by the Department of Culture, Heritage and the Gaeltacht and Local Authorities and between them support the owners and custodians of protected structures in every local authority area in the country in the repair and conservation of the historic built environment. They run from year to year with a limited application window which is usually between the periods of November to February. In 2018 Church of Ireland churches and properties vested in the RCB were awarded €185,000 in grants from the Structures at Risk Fund (now the Historic Structures Fund) and €261,306 from the Built Heritage Investment Scheme.

- **Built Heritage Investment Scheme** – This scheme was developed to assist with the repair and conservation of structures that are protected under the Planning and Development Act 2000 (as amended). In certain cases, the scheme is also available for the conservation of structures within Architectural Conservation Areas (ACAs) where, in the opinion of the local authority, a need for works to enhance the character and appearance of an ACA has been demonstrated. The primary purpose of the scheme is to support privately owned properties in need of repair and conservation. This is achieved through the leveraging of private capital for investment in a significant number of labour-intensive, small-scale conservation projects throughout the country and to support the employment of skilled and experienced conservation professionals, craftspeople and tradespersons in the repair of the historic built environment.
- **Historic Structures Fund (formerly the Structures at Risk Fund)** – This fund will enable larger scale conservation works to be carried out on heritage structures which are deemed to be significant and in need of urgent support, encourage the regeneration and reuse of heritage properties and to help to secure the preservation of protected structures and/or historic-culturally significant assets and support the investment of private capital in labour-intensive projects to conserve historic structures in public and private ownership for community use.

There are two streams of funding:

- For grants of between €15,000 and €50,000 for essential repairs and smaller capital works for the refurbishment and conservation of heritage structures.

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- For a small number of grants from €50,000 up to €200,000 for larger enhancement, refurbishment or reuse projects involving heritage structures, where a clear community or public benefit has been demonstrated.

More information can be found on <https://www.chg.gov.ie/heritage/built-heritage/financial-assistance-for-architectural-heritage/>

LEADER Funding (Republic of Ireland)

LEADER is a European funding initiative which is managed by the Department of Rural and Community Development. It enables local development by devolving decision-making to many different companies throughout rural areas in the Republic of Ireland. The name of the relevant company will vary depending on region; names commonly used are Integrated Local Development Company, Leader Company, Leader Partnership or a Local Action Group (LAG).

Each LEADER organisation administers a particular rural development fund and will have different priorities based on their local plan and the needs of the area. The Church of Ireland has benefitted from grants for building works which fall into relevant criteria, such as the upgrading of rural heritage and renewal and development works.

Further information on LEADER 2014-2020 is available on the Department of Rural and Community Development website:
<https://drcd.gov.ie/about/rural/rural-development/leader/>

For information on how to contact your local LEADER group and how to apply for funding: www.pobal.ie/FundingProgrammes/LEADER/Pages/LEADER.aspx

Allchurches Trust Limited (Northern Ireland and Republic of Ireland)

Allchurches Trust Limited is a registered charity which seeks to promote the Christian religion. It provides grants to Christian churches for initiatives with an emphasis on heritage, care and the community. It supports projects for the repair of and improvement to historic buildings, preservation of heritage, and initiatives around training, mission and church growth. Grants are made from income derived from Allchurches Trust Limited's wholly owned subsidiary, Ecclesiastical Insurance Office Plc. Information, guidance on applying and the application form can be found on www.allchurches.co.uk

Heritage Lottery Fund (Northern Ireland)

The Heritage Lottery Fund makes grants from National Lottery funds. It funds projects which make a lasting difference for heritage, people and communities, including the preservation and restoration of historic church buildings. The Church of Ireland has benefitted considerably from such grants in recent years.

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The Grants for Places of Worship programme has now closed along with the Heritage Grants and Heritage Enterprises programmes, but a new funding portfolio will open in late January 2019 which will be simpler and more flexible with a single open programme for all types of heritage project, new resources and digital guidance support. Grants will be available from £3,000 to £5million.

Please note that formal approval must be sought from the relevant Diocesan Council and the Representative Church Body before any agreement may be entered into in respect of a grant.

More information can be found on

<https://www.hlf.org.uk/looking-funding/our-grant-programmes> and
<https://www.hlf.org.uk>

Big Lottery Fund (Northern Ireland)

The Big Lottery Fund makes grants from National Lottery funds. It has a number of programmes to which parishes in Northern Ireland may apply, depending on the level of funding required, type of work being carried out and eligibility criteria being met.

- The ***People and Communities Programme*** funds works to buildings such as church halls, if they 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. Grants can be between £30,000 and £500,000.
- The ***Awards For All Programme*** makes smaller grants of between £500 and £10,000 to support local people bringing about positive changes in the community. This can include small improvements grants for premises.

Please note that formal approval must be sought from the relevant Diocesan Council and the Representative Church Body before any agreement may be entered into in respect of a grant.

More information can be found on www.biglotteryfund.org.uk/northernireland

Listed Places of Worship Grant Scheme (Northern Ireland)

The Listed Places of Worship Grant Scheme provides grants towards VAT paid on eligible repairs, maintenance and alterations to listed buildings both that are used principally as places of worship and which are now redundant.

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

More information can be found at www.lpwscheme.org.uk

National Churches Trust (Northern Ireland)

The National Churches Trust has changed its funding programme which is now split into three separate streams instead of the original 5 streams. The new streams are as follows:

- **Foundation Grants** – for maintenance works, items identified within in Quinquennial Inspection Report/survey reports/other sort of report, small investigative works/surveys. Projects should cost up to £10,000. Grants offered of £500 - £3,000.
- **Gateway Grants** – for project development work up to RIBA stage 1; strategic or capacity building projects. Grants offered of £3,000 - £10,000.
- **Cornerstone Grants** – for structural repairs/maintenance issues costed over £100,000; for installation of kitchen and toilets over £30,000. Grants offered of £10,000 - £50,000.

More information can be found on

<https://www.nationalchurchestrust.org/grant-programmes-2019-2023>

<https://www.nationalchurchestrust.org>

Historic Environment Fund (Northern Ireland)

The Historic Environment Fund (HEF) was launched in September 2016 by the Department for Communities to help support a range of initiatives to conserve and realise the potential of the historic environment. Through the Fund, Listed Buildings in Northern Ireland will benefit from £500,000 in total funding.

Following a public consultation the framework for the Fund has been organised into four streams: Heritage Repair; Heritage Regeneration; Heritage Revival and Heritage Research.

The two most widely used streams are:

- **Heritage Repair**, which aims to encourage the sustainability and preservation of the historic environment and includes:
 - Listed Building Repair.
 - Historic Monument Repair.
- **Heritage Regeneration**, which aims to strengthen and improve the physical environment and foster the positive identity among local communities, and also aims to support third sector capacity and regeneration initiatives through the following funding routes for 2018/19
 - Historic Monument Regeneration – vegetation removal/halting monument decline.
 - Historic Churches regeneration – a historic churches capacity building project.
 - HAR (Heritage At Risk) – delivery of this recording and advocacy project.

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Full details on how to apply and the application form are available from the Department for Communities website:

www.communities-ni.gov.uk/articles/historic-environment-financial-support

- **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 Culture, Heritage and the Gaeltacht website at <http://www.chg.gov.ie/heritage/heritage-publications/> and filter by Built Heritage Policy.

- **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 42 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 Department for Communities Historic Environment Division should be notified where a church is a Listed Building.

In order to assist parishes, a step by step guideline is set out online at www.ireland.anglican.org/parish-resources/land-buildings

Advice series on Built Heritage

In the Republic of Ireland, the Department of Culture, Heritage and the Gaeltacht has 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 <http://www.chg.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.

LIBRARY AND ARCHIVES

• **Summary**

The principal focus of the Library's work continues to be the provision of resources for ministerial training by sourcing, accessioning and cataloguing new books and other reading materials; re-cataloguing the existing book stock and weeding duplicate materials as appropriate; managing the borrowing facility; providing study/research space; and promoting and making more accessible the Library's varied collections.

During 2018, the work of cataloguing new books and converting the card catalogue of printed books to the online catalogue through the Library section of the Church of Ireland website continued, and by the end of 2018 the bibliographic details of 50,730 printed resources were available online at www.ireland.anglican.org/about/rcb-library

The Library manages and makes available to researchers, records from 1,155 parishes, chapels of ease and chaplaincies, 20 dioceses and 20 cathedrals as well as 1,080 collections of ecclesiastical manuscripts and the non-current records of the General Synod and the RCB.

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Assisted by the IT Department, further progress was made to enhance the Library's online presence, with direct links to a variety of information and with more facilities, including lists and indexes of available archives and manuscripts. A new Membership dropdown on the website is now available, where existing and new Members can either renew subscriptions directly. A newer version of Liberty – the cataloguing system – was installed, improving its functionality and efficiency; and making the landing page more accessible for public searching of printed materials.

The 'Archive of the Month' initiative continued to be a valuable promotional platform about specific aspects of the collections. Stories of particular public interest included: 'The Irish Huguenot Archive' with a detailed catalogue of its content; 'Bumlin (Strokestown) Vestry Minute Book, 1811-1870'; the 'War is Over' - marking the 100th anniversary of the end of World War 1; and 'Renovation in St Mary's Cathedral, Limerick, 1859–1874, Revealed by Previously Hidden Source'. A list of 'Archive of the Month' titles is included as Appendix J (page 161). Additionally the Library's Twitter account: @rcblibrary continued to allow more immediate interaction with a public audience, with over 500 followers. Particular stories of interest through this medium were the announcement of the capital grant for digitizing parish registers, generating over 5,500 impressions or public views, and the digitization of the *Church of Ireland Gazette* which generated over 18,000 impressions with the release of editions to 1924, and over 15,500 with the release of editions to 1949.

During 2018, the master slides of stained glass from the Gloine Project were transferred to the Library's secure storage, and scanning equipment installed to enable the Library to process requests for digital images going forward. Additionally, the Library continues to discharge its curatorial responsibilities for church plate and episcopal portraits; the management of publishing projects for Church of Ireland Publishing and the editorial dimension of the *Church of Ireland Directory*.

• Donations received

The RCB allocated €12,000 and £3,000 for the purchase of books and conservation. Additionally a grant of €3,266 was awarded by the Commemorations Unit of the Department of Culture, Heritage and the Gaeltacht for the Library's contribution to the Decade of Commemorations marking the 100th anniversary of the sinking of the RMS Leinster (10 October 1918) through the online exhibition entitled "*The Leinster Tragedy: Human Interest Stories Brought to Light Through the Church of Ireland Gazette and Other Sources*". Welcome donations were further received from:

Anonymous researcher (€250)

APCK (€2,000)

Cashel, Ferns and Ossory diocese (€800 for books and conservation and additionally €2,000 towards the digitization of architectural drawings for the united diocese)

Clogher diocese (€500)

Cork, Cloyne and Ross diocese (€500)

Dublin and Glendalough diocese (€1,000)

The George Greene Memorial Fund (€707.76)

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Henry Alexander, Ovoca, Co. Wicklow (€2,400 for rebinding editions of the *Church of Ireland Gazette*)

Holy Trinity, Killiney parish (Dublin) (€200)

John Lucey, Kilkenny, researcher (€250)

Limerick and Killaloe diocese (€250)

Smyly Trust (€200)

Tuam, Killala and Achonry diocese (€500)

Monkstown parish (Dublin) (€200)

- **Accessions**

Books and periodicals were purchased to meet the requirements of those in training for ministry and the needs of the wider Church. In particular, continued purchasing was required to meet the needs of ordinands in the Church of Ireland Theological Institute. These purchases were augmented by donations of books from publishers, authors and from a number of individuals, notably: Mrs Nancy Caird (further books in Irish from the collection of the late Rt Rev DAR Caird); the Rev Bernie Daly; the Rt Rev Edward Darling, who donated his extensive collection on hymnology; the Rev AA Johns, Mrs Janet Maxwell; the Rt Rev Michael Mayes; Miss Stella Mew; Tim Pasley (son of Canon CV Pasley, of Skreen, Sligo, from his late father's collection); the Very Rev Sandra Pragnell; Ms Cate Turner (from the collection of her father, the late Canon RE Turner).

Additional tranches of parish and diocesan records were transferred to the Library from local custody. The principal archival accessions were records from 82 parishes, many of them from parishes that had previously not transferred collections. There were transfers of records from six dioceses (Clogher; Cork, Cloyne and Ross; Derry and Raphoe; Down, Dromore and Connor; Killala and Achonry; and Limerick, Ardfert and Aghadoe) with those from Derry and Raphoe and Limerick being so substantial they have necessitated the transfer of over 100 large archival boxes of materials to secure offsite storage. There were 25 accessions of manuscript materials, among which were 22 miscellaneous sermons of the Most Rev Alan Buchanan, Archbishop of Dublin, 1969-77; the papers of the Girls' Friendly Society including two original plays by Daisy M. Shannon, 1877-1997; early 20th-century photographs involving Canon Britain Loughheed (1882-1952); the family bible of the Mew family; the unpublished memoir of the Rev James Hunter, 1814-1895; and an extensive collection of records relating to the School for Educating Daughters of the Irish Clergy, 1864-2016.

A list of accessions of archives and manuscripts to the Library during 2018 is included as Appendix K (page 162).

- **Ministerial training**

In support of ministerial training, which is one of the core functions of the Library, induction sessions were provided for ordinands in the Theological Institute, for those in part-time training, for students on the Foundation Year programme, for those training for Reader ministry, and for those considering ministerial training in the Fit for the Purpose programme. The pre-ordering book system to facilitate the reading

The Representative Church Body – Report 2019

needs of part-time students in advance of their study weekends in residence has continued to work well. The Library staged a book giveaway principally for CITI ordinands and staff, with the residue being shared with the charity BOOKAID.

- **Cataloguing**

Work continued on converting the catalogue of printed books from cards to computer. Over 1,000 books were processed during 2018, while approximately 200 duplicate books from the stacks collection were weeded from the system.

Records from 82 parishes were processed and listed, with the summary lists updated and posted on the website. The project to digitize, catalogue and make available online the Library's collections of architectural drawings of churches continued in earnest thanks to sustained commitment from the Church's central funds and a specific donation from the diocese of Cashel, Ferns and Ossory. This enabled drawings from the following dioceses: Meath, Kildare, Leighlin and Ossory and those for St Canice's cathedral to be processed, a total of 149 churches and 753 drawings. Additionally, eight albums of survey drawings and two albums of working drawings commissioned by the Board of First Fruits and Ecclesiastical Commissioners of Ireland were processed, amounting to a further 591 church buildings, and some 1,660 drawings. The total number of drawings now available on the website stands at 8,615 for 1,558 church buildings, and 73 glebe houses/rectories: see www.archdrawing.ireland.anglican.org

- **Conservation**

Four volumes of parish records, including the earliest parish register for St Nicholas' Galway; a volume of 19th-century pamphlets on Catholic relief and national education; and 32 volumes of the *Church of Ireland Gazette*, 1930-49 and 1951-59. Mr Henry Alexander generously arranged for the binding of these issues of these in addition to his annual support to bind more recent editions of both the *Gazette* and the *Church Review*, which are complete to 2017.

- **Church plate**

Progress continued to be made with the church plate inventory. Additional transfers of plate were received from local custody in Achill (Tuam), Killiney (Dublin); Kilmeaden (Lismore); St Bartholomew (Dublin); St George & St Thomas (Dublin); Whitechurch/Castlane (Lismore); St Mary's Home Pembroke Road (Dublin). Additionally there were donations from the private collection of Bishop Edward Darling and the late Bishop Donald Caird, from his widow Nancy. Items were loaned to the following parishes: Achill (Tuam); Kells Union (Meath); Holmpatrick (Dublin); and Glencolumbkille (Raphoe).

- **Community engagement**

In 2018, the Library collaborated with:

- The wider Church community by preparing “*Guidelines for the Safe Custody and Copyright of Parish Records and Memorials in Burial Grounds*” which were circulated to all diocesan and parish secretaries, all clergy, and published on the Church of Ireland website, to ensure best practice in relation to the storage of records, preventing against unauthorised reproduction, and encouraging transfers of non-current records from local to Library custody.
- The Department of Culture, Heritage and the Gaeltacht and the Director of the National Archives of Ireland to progress the digitization of parish registers. In September 2018 the Library hosted the visit of Minister for Culture, Heritage and the Gaeltacht, Ms Josepha Madigan TD, when she formally announced the capital grant of €100,000 towards the project, and viewed a selection of records. A Request for Tender document for “a high-end reprographic solution with digital workflow solution for creating index, folder and file-naming conventions, to generate various manifestations of scanned records” was published on the Irish government e-Tenders website, with a voluntary information notice appearing on the Official Journal of the European Union (OJEU), and a process of evaluation had commenced by December 2018. It is hoped to have equipment installed in the first half of 2019.
- Animo Television, Dublin, with research and an interview for two documentary programmes in the genealogy series ‘Who Do You Think You Are?’, filmed on location in Kilpipe parish church (Leighlin), and the former rectory at Thurles (Cashel).
- The Director of the Public Records Office of Northern Ireland to encourage further engagement between PRONI and Church of Ireland parishes in NI.
- The Board of the *Church of Ireland Gazette* by continuing to promote the digitization of the *Gazette* as an online resource. By the end of 2018, all editions of the *Gazette* from its foundation in March 1856 up to December 1949 were digitized and made freely searchable online for a worldwide audience.
- The Library’s display cases in Church House were fitted to required specifications, and filled with a selection of artefacts, books and archives which will be rotated on a regular basis to showcase collections to staff, committee members and other visitors to Church House.

In addition to all student groups at CITI, short presentations were given on both the new “Guidelines for the Safe Custody of Records”, and to explore a structured records management programme for diocesan records to diocesan secretaries and registrars. Study groups from the Dublin University Mission to Chota Nagpur, the Huguenot Society of Great Britain & Ireland, and postgraduate archival students from the Library

The Representative Church Body – Report 2019

School and the Archives School at University College Dublin, visited the Library where they interacted with specific exhibits of records.

In line with all departments of the RCB, all Library staff received GDPR training during 2018, and the Library has continued to work towards compliance with GDPR regulations by contacting all its members, amending hard copy and digital versions of members' details, and all forms containing personal data (application to view archives forms, order forms for digital images etc), as well as making visible the CCTV policy with appropriate notices in public view.

The Library staff visited the National Archives of Ireland where they engaged with members of its conservation and archives staff. Additionally individual members of staff attended the following: the Dublin Business School's annual seminar on "Library Advocacy: The Role of a Library Within an Institution"; "An Introduction to Digitised Church Records" - seminar at the Public Records Office of Northern Ireland in Belfast; and "Opening up Cultural Collections: Providing Access in a Digital Environment" - seminar of the Council of National Cultural Institutions.

- **Terms of Reference**

During 2018, the Library and Archives Committee prepared its Terms of Reference, which having been recommended by the Executive Committee was formally approved by the Representative Body.

- **Acknowledgement**

The Library and Archives Committee would like to put on record its deep appreciation of the contribution of Dr Michael Webb, who has faithfully served as its Chair since January 2008.

AMENDMENT TO BY-LAWS OF THE REPRESENTATIVE BODY

The Representative Body in 2018 amended By-Law 1.07 by removing the requirement for agenda papers to be sent to members "by ordinary post", to create the flexibility for papers to be issued by email or other means where appropriate. The requirement remains for agenda papers to be issued to members not less than six clear days before the day of any meeting.

DONATIONS AND BEQUESTS TO THE CHURCH OF IRELAND

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

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

The Representative Church Body – Report 2019

There is considerable advantage in donating or bequeathing in trust to a permanent trustee body such as the RCB (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 RCB in trust:

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

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

• Tax relief on charitable donations

Northern Ireland

The Gift Aid scheme gives tax relief on charitable donations and is available to all taxpayers resident in Northern Ireland. Tax can be reclaimed on donations of any amount, provided the amount reclaimed does not exceed the total amount of tax paid that all Charities and Community Amateur Sports Clubs (CASCs) will reclaim on donations made by the donor in the relevant tax year. Information on how to avail of Gift Aid is available from Church House Dublin.

The total value of donations collected under Gift Aid on behalf of parishes in 2018 was £5,458,021 to which the income tax recovered by the RCB added £1,364,507 to give a total of £6,822,530 compared with £6,386,721 in 2017. Parishes are increasingly adopting electronic accounting methods as an aid to SORP compliance and filing their own claims directly with HMRC.

Since 6 April 2013, charities that receive small cash donations of £20 or less are able to apply for a Gift Aid style repayment, without the need to obtain Gift Aid Declarations for these donations, under the Gift Aid Small Donations Scheme (GASDS). The RCB assists parishes who wish to make claims through GASDS. From 6 April 2017 the amount of small donations on which the repayment can be claimed is capped at £8,000 per tax year per church. The value collected under GASDS on behalf of parishes in 2018 was £594,493 to which the income tax recovered by the RCB added £148,623 to give a total

The Representative Church Body – Report 2019

of £743,116 compared with £682,165 in 2017. Information on how to claim under GASDS is available from Church House Dublin and under ‘Advice for Treasurers’ at www.ireland.anglican.org/parish-resources/parish-finances.

Republic of Ireland

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

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

Further information is available from Church House Dublin and under ‘Advice for Treasurers’ at www.ireland.anglican.org/parish-resources/parish-finances.

• **Form of Bequest**

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

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

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

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

• **Donations, bequests and funds received**

A full list of funds received by the RCB in 2018 on behalf of parishes, dioceses and special trusts is included as Appendix L (page 175).

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- **Trusts for graves**

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

MISCELLANEOUS AND GENERAL

- **Deposit interest (rates)**

The rates of interest allowed or charged by the RCB are linked to the rates ruling from time to time in the money market. The following rates of interest were applied in 2018:

QUARTER ENDED	€		£	
	Dr %	Cr %	Dr %	Cr %
31 March	3.50	0.05	1.25	0.35
30 June	3.50	0.05	1.25	0.45
30 September	3.50	0.05	1.50	0.50
31 December	3.50	0.05	1.50	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)
2014	0.5%	-0.3%
2015	0.2%	0.2%
2016	1.6%	0.0%
2017	3.0%	0.4%
2018	2.1%	0.7%

RESOLUTIONS RECOMMENDED TO THE GENERAL SYNOD

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

I. Allocations

That the General Synod hereby authorises the Representative Body to make the following allocations from General Funds in 2019:

	€
A. Maintenance of the stipendiary ministry	
• Episcopal costs	894,016
• Chaplaincy costs	275,511
• Miscellaneous	132,722
B. Pension related costs	111,186
C. Training of ordinands	1,062,010
D. General Synod activities	980,923
E. Miscellaneous	15,837
	<hr/>
	3,472,205
	<hr/> <hr/>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2018

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
FINANCIAL STATEMENTS 2018 **PAGE 2**

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THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

EXECUTIVE COMMITTEE AND OTHER INFORMATION

PAGE 3

CHAIRMAN

- Mr HJ Saville

MEMBERS (*ex officio*)

- The Archbishop of Armagh
- The Archbishop of Dublin
- Canon GC Richards (Allocations Committee)
(Deputy Chairman)
- Mr K Bowers (Investment Committee)
- Mr JK Roberts (Property Committee)
- Mr W Oliver (Stipends Committee)

MEMBERS (elected)

- Rt Rev Dr WP Colton
- Ven AJ Forster
- Rev Canon H Gilmore
- Ven AM Wilkinson
- 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 D Ritchie
- 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 are used to support the general mission of the Church, with parish, diocesan and other funds held for the benefit of the particular Church entity which is the beneficial owner. The outcomes for the year ended 31 December 2018 for General Funds and for other trust funds are set out in the financial statements. Total funds employed decreased by €14.64m to €179.28m as a result of a fall in world equity markets in quarter four 2018.

After a review of Total Return in 2016 and 2017, the RCB set a sustainable target return from invested assets in 2017 of 3.5% (2016: 4.0%). For 2018 the long term sustainable target return was 3.5% on invested fund assets, with the target withdrawal or spend set at 3.5% or €5.77m (based on the five-year average invested asset value) to meet cost of operations and allocations in 2018 of €5.77m (2017: €5.42m). The actual withdrawal required to support cost of operations and allocations net of other income before exceptional items exceeded the target by €0.06m. In 2018 there were exceptional pension related payments and provisions as a result of the wind up of the Staff Defined Benefit Pension Plan which resulted in an excess withdrawal after exceptional items of 5.57%. The RCB seeks to manage its withdrawal from General Funds prudently over the short and medium term to preserve capital for the present and future Church. Funds held for the benefit of individual Church of Ireland trusts decreased in value by €16.29m to €334.42m as a result of broad based falls in world equity markets in quarter four 2018. Net receipts and withdrawals from these funds amounted to €6.26m (2017: €2.89m). Distribution of income is made biannually from these funds and together with the refund of Gift Aid reclaimed for NI parishes amounted to €10.7m.

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.

HJ Saville
Chair, Executive Committee
12 March 2019



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

Report on the audit of the non-statutory financial statements

Opinion

In our opinion, The Representative Church Body of the Church of Ireland's non-statutory financial statements (the "financial statements") for the year ended 31 December 2018 have been properly prepared, in all material respects, in accordance with the basis of preparation and accounting policies in the Accounting Policies.

We have audited the financial statements, which comprise:

- the Balance Sheet as at 31 December 2018;
- the Statement of Financial Activities for the year then ended;
- the Cash Flow Statement for the year then ended;
- the Accounting Policies; and
- the notes to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)").

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

Independence

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

Emphasis of matter - Basis of preparation

In forming our opinion on the financial statements, which is not modified, we draw attention to the accounting policies on pages 8 to 11 of the financial statements which describe the basis of preparation. The financial statements are prepared for the trustees for the specific purpose as described in the Our responsibilities and those of the trustees paragraph below. As a result, the financial statements may not be suitable for another purpose.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the entity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the entity's ability to continue as a going concern.



Reporting on other information

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

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

Responsibilities for the financial statements and the audit

Responsibilities of the trustees for the financial statements

As explained more fully in the Statement of Trustees' Responsibilities on page 4, the trustees are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they have been properly prepared in accordance with the basis of preparation and accounting policies in the Accounting Policies and for determining that the basis of preparation and accounting policies are acceptable in the circumstances.

The trustees are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at:

https://www.iaasa.ie/getmedia/b2789013-1cf6-453b-9b3f-a98202d0c93a/Description_of_auditors_responsibilities_for_audit.pdf

This description forms part of our auditors' report.



Use of this report

This report, including the opinion, has been prepared for and only for the trustees as a body in accordance with the Accounting policies and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the entity, save where expressly agreed by our prior consent in writing.

A handwritten signature in dark ink that reads 'PricewaterhouseCoopers' in a cursive style.

PricewaterhouseCoopers
Chartered Accountants
Dublin
15 March 2019

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 12 and the Balance Sheet on page 13.

• **RCB activities**

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

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

• **General Funds**

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

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

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

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

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

- (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 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 futures). Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction. On the last business day of the year when markets are open for business, the fair value of financial assets is based on their official closing prices on a recognised exchange. Both realised and unrealised gains and losses on arm's length transactions are recognised in the Statement of Financial Activities on page 12.

In the case of financial assets not traded on an exchange, fair value is based on a value determined by the investment managers. These valuations are subject to review by the RCB to ensure the valuations used are appropriate.

- (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 10

- (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 futures.

The stock options and futures are stated at market value at year end.

The market value of contract positions is recognised either as an invested fund asset or 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 12. Sterling is the most significant currency other than euro for transactional and balance sheet purposes, and at the year end the rate was €1 = £0.8989 (2017 €1 = £0.8881).

- (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 11

- (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%.

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

On 31st December 2017 the RCB added a property to its Parish, Diocesan and Other Trust Funds Balance Sheet. This property relates to the Church of Ireland College of Education Fund Trust property at 96 Upper Rathmines Road. Depreciation is not provided as the current estimated residual value is not less than the carrying value and the remaining useful life currently exceeds 50 years.

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 allocations in 2019.

- (xii) **Retirement benefits** – The RCB Staff Pension Fund (Defined Benefit) was wound up on 5th March 2018. The costs of closure of the scheme are reflected on the SoFA, the balance sheet and in detail in notes 4, 11 and 12. The settlement loss arising is reflected on the SoFA under recognised gains and losses.

- (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 2018**

PAGE 12

	2018		2017	
Notes	RCB activities €000	General Funds €000	RCB activities €000	General Funds €000
				Parish, Diocesan and Other Trust Funds €000
Incoming resources				
Income from investments	-	4,999	-	4,948
Income from property and loans	-	108	-	125
Deposit Interest	-	24	-	7
Tax refund Gift Aid	-	-	-	82
Grants and other income	-	284	-	235
Profit on Sale of Fixed Assets	-	-	-	188
Subvention from other Church funds	-	117	-	117
		5,532		5,620
				10,397
Resources expended				
Cost of operations				
Cost of generating funds	5	1,593	-	-
Cost of charitable activities	5	933	-	-
Cost of governance activities	5	477	-	-
Other operating costs	5	342	-	-
RCB costs recovered	5	(3,345)	2,743	2,940
				565

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Net incoming resources before allocations and distributions	-	2,789	10,109	-	2,680	9,832
Allocations, distributions and other charges						
- Allocation expended in year	6	3,613	-	-	3,711	-
- Special pension fees	12	287	-	-	-	-
- Distributions		-	10,109	-	-	9,832
		3,900	10,109	-	3,711	9,832
(Decrease) in resources before gains and losses	4	(1,111)	-	-	(1,031)	-
Recognised gains and (losses)						
(Losses)/Gains unrealised on revaluation	4,7	(17,369)	(21,970)	-	1,539	5,013
Gains realised on invested assets	4,7	4,280	226	-	4,586	430
Currency movements	4,7	(324)	(805)	-	(969)	(2,515)
Property reserve movement	1	-	-	(286)	-	30,000
Other recognised (losses)/gains	4,12	(114)	-	1,118	76	-
Transfers between funds	1,12	(2)	-	(832)	832	-
Net (losses)/gains in funds		(14,640)	(22,549)	-	5,033	32,928
Total funds brought forward		193,923	350,711	-	188,604	314,895
Net receipts	1,7(c)	-	6,259	-	286	2,888
Total funds carried forward		179,283	334,421	-	193,923	350,711

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GC Richards

Date: 12 March 2019

**THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND
BALANCE SHEET
YEAR END 31 DECEMBER 2018**

PAGE 13

	2018		2017	
	Notes	RCB activities €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000
TANGIBLE FIXED ASSETS				
	1	7,371	-	30,000
INVESTMENTS				
Loans		-	864	-
Invested fund assets	2(a),3	-	167,740	271,323
		7,371	168,604	301,323
CURRENT ASSETS				
Debtors		375	501	-
Cash on short term deposit	10	-	1,808	33,100
Bank balances	10	2,513	-	-
		2,888	2,309	33,100
CURRENT LIABILITIES				
Creditors		(1,749)	(16)	-
Financial Instrument	2(b)	-	(124)	-
		(1,749)	(140)	-
NET CURRENT ASSETS		1,139	2,169	33,100
		7,374	-	30,000
		-	925	-
		-	184,772	287,533
		7,374	185,697	317,533
		216	676	-
		-	2,950	33,178
		1,268	-	-
		1,484	3,626	33,178
		(811)	-	-
		-	(386)	-
		(811)	(386)	-
		673	3,240	33,178

TOTAL ASSETS LESS CURRENT LIABILITIES	8,510	170,773	334,423	8,047	188,937	350,711
LONG TERM (LIABILITY)						
Staff pension scheme (deficit)	11	-	-	(3,061)	-	-
BALANCE WITH GENERAL FUNDS		(8,510)	-	(4,986)	4,986	-
TOTAL NET ASSETS		-	334,423	-	193,923	350,711
FUNDS EMPLOYED	4,7(c)	-	334,423	-	193,923	350,711

Signed: *HJ Saville*

GC Richards

Date: *12 March 2019*

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**CASHFLOW STATEMENT****YEAR END 31 DECEMBER 2018****PAGE 14**

	2018			2017			
	Notes	RCB activities €000	General Funds €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	8	1,519	1,935	10,109	30	704	9,832
ALLOCATIONS AND DISTRIBUTIONS							
Allocations expended and distributions		-	(3,613)	(10,109)	-	(3,711)	(9,832)
Unit Trust Cash introduced		-	-	-	-	-	-
Special pension contributions and other charges		-	(3,063)	-	-	(350)	-
		1,519	(4,741)	-	30	(3,357)	-
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS							
Purchase of investments		-	(48,156)	(9,889)	-	(55,650)	(3,571)
Sale of investments including currency movements		-	48,596	3,391	-	46,974	1,887
Sale of properties		-	-	-	-	445	-
Gains and losses including currency movements		-	5,210	(521)	-	3,443	(1,935)
Advances of glebe, miscellaneous and car loans		-	(205)	-	-	(81)	-

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Repayment of glebe, miscellaneous and car loans		-	264	-	-	-
Purchase of fixed assets	1	(274)	-	-	(35)	269
NET CASH FLOW FROM CAPITAL EXPENDITURE AND FINANCIAL INVESTMENTS		(274)	5,709	(7,019)	(35)	(4,600)
FINANCING						
Net cash inflow for specific trusts		-	-	6,949	-	-
NET CASH FLOW FROM FINANCING		-	-	6,949	-	5,083
INCREASE/(DECREASE) IN CASH	9	1,245	968	(70)	(5)	(7,957)

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GC Richards
Date: 12 March 2019

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**NOTES TO THE FINANCIAL STATEMENTS****PAGE 15**

1 (a) TANGIBLE FIXED ASSETS - RCB

	Premises	Furniture and fittings	Office equipment	Total
	€000	€000	€000	€000
<u>Cost</u>				
At beginning of year	8,543	585	1,969	11,097
Additions	63	33	178	274
Disposals	-	-	-	-
Currency adjustment	(33)	-	(2)	(35)
At end of year	<u>8,573</u>	<u>618</u>	<u>2,145</u>	<u>11,336</u>
<u>Depreciation</u>				
At beginning of year	1,605	491	1,627	3,723
Charge for year	179	13	54	246
Disposals	-	-	-	-
Currency adjustment	(2)	-	(1)	(3)
At end of year	<u>1,782</u>	<u>504</u>	<u>1,680</u>	<u>3,966</u>
<u>Net book value</u>				
At beginning of year	<u>6,938</u>	<u>94</u>	<u>342</u>	<u>7,374</u>
At end of year	<u>6,791</u>	<u>114</u>	<u>465</u>	<u>7,370</u>

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

	Premises	Furniture and fittings	Office equipment	Total
	€000	€000	€000	€000
<u>Cost</u>				
At beginning of year	30,000	-	-	30,000
Additions	-	-	-	-
At end of year	<u>30,000</u>	<u>-</u>	<u>-</u>	<u>30,000</u>

Property to the value of €30m was brought onto the Parish, Diocesan and Other Trust Funds balance sheet under fixed assets during 2017. The property relates to the Church of Ireland College of Education Fund Trust property at 96 Upper Rathmines Road, which has been independently valued by a professional valuer. This valuation has been used as deemed cost for the purposes of inclusion in the financial statements. Depreciation is not provided as the current estimated residual value is not less than the carrying value and the remaining useful life currently exceeds 50 years.

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

	2018 €000	2017 €000
<u>Investments at valuation</u>		
Ireland		
Bonds	10,913	20,154
Equities	7,607	6,910
Externally Managed Funds	31,815	38,934
Alternatives	966	119
United Kingdom		
Bonds	1,176	152
Equities	32,016	32,366
Alternatives	1,464	1,089
Europe		
Bonds	3,016	5,104
Equities	29,858	38,236
North America		
Bonds	7,104	5,628
Equities	10,367	12,908
Externally Managed Funds	1,924	1,970
Alternatives	9,624	5,124
Gold	7,296	5,343
Rest of the world		
Equities	875	942
	<u>156,021</u>	<u>174,979</u>
<u>Other assets</u>		
Cash	11,702	9,593
Financial Instrument (positive)	17	200
Total Invested Assets 2(a)	<u><u>167,740</u></u>	<u><u>184,772</u></u>
2(b) FINANCIAL INSTRUMENTS		
Financial Instrument (negative)	<u>(124)</u>	<u>(386)</u>

The above analysis of Fund Assets has been reclassified with the prior year restated.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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2(b) FINANCIAL INSTRUMENTS (CONTINUED)

General Funds use derivatives as part of its portfolio risk management strategy and as part of the portfolio investment return strategy. The use of financial instruments includes stock options and futures.

As at 31st December 2018, the market value of sold equity options amounted to nil (2017: €0.32m). The market value of purchase index options amounted to nil (2017: €0.19m).

The market value of purchased futures amounted to €0.016m (2017: €0.003m) and is shown in invested assets on the balance sheet. The market value of the sold futures amounted to €0.12m and is shown as a financial liability on the balance sheet (2017: €0.06m). Realised and unrealised gains/(losses) on derivatives are included in the columns profit on investment sales and revaluation movements in note 4.

Sold call options are covered by quoted equity positions and cash collateral. Sold put options and futures are covered by cash collateral. Cash and non cash collateral at year end to cover options and futures amounted to €7.5m, of which €2.0m is cash and €5.4m is non cash.

2(c) INVESTMENT AT FAIR VALUE

FRS 102 requires the classification of fair value measurements using a fair value hierarchy that reflects the significance of inputs used in making the measurements.

The fair value hierarchy has the following levels:

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

Level 2 - Values based on inputs other than quoted prices included within Level 1 that are observable (i.e. developed using market data).

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

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

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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 2018.

	2018			2017		
	Level 1 €000	Level 2 €000	Level 3 €000	Level 1 €000	Level 2 €000	Level 3 €000
Financial assets at fair value						
Bonds	22,209	-	-	31,038	-	-
Equity	75,321	-	5,295	86,236	-	4,940
Externally Managed Funds	-	15,177	18,562	-	20,309	20,595
Alternatives	-	-	12,054	-	-	6,332
Gold	7,296	-	-	5,343	-	-
Cash	11,702	-	-	9,593	-	-
	<u>116,528</u>	<u>15,177</u>	<u>35,911</u>	<u>132,210</u>	<u>20,309</u>	<u>31,867</u>

The RCB invests the majority of its assets in investments that are traded in an active market and can be readily disposed of. The underlying investments of Level 3 Externally Managed Funds are predominately made up of quoted investments. The above analysis has been reclassified in line with FRS 102 with the prior year restated.

2(d) SECURITIES LENDING

The invested assets of General Funds include securities on loan at year end with a market value of €15.5m (2017: €13m). 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 €6.6m (2017: €13.8m) 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 €69k for the year (2017: €49k).

3 PARISH, DIOCESAN AND OTHER TRUST FUNDS

RB General Unit Trusts
Cash

	2018 €000	2017 €000
	271,109	287,327
	214	206
	<u>271,323</u>	<u>287,533</u>

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

PAGE 19

4 FUNDS EMPLOYED

	Balance at 1.1.18 €000	Decrease in resources before gains and losses €000	Currency translation movements €000	Pension & reserve movements €000	Capital Pension Costs €000	Recognised gains/ (losses) €000	Profit on investment sales €000	Fund Revaluation movements €000	Balance at 31.12.18 €000
Capital invested	188,497	(1,111)	(278)	(2,005)	(963)	-	4,280	(137)	170,914
Property Reserve	3,828	-	(31)	-	-	-	-	-	3,797
Invested assets	192,325	(1,111)	(309)	(2,005)	(963)	-	4,280	(137)	174,711
Less - Staff pension deficit	(3,061)	-	-	2,100	963	(2)	-	-	-
Net capital invested	189,264	(1,111)	(309)	95	-	(2)	4,280	(137)	174,711
Designated reserves									
Allocations reserve for following year (Note 6)	3,713	-	(13)	(95)	-	-	-	-	3,605
Staff pensions reserve	97	-	-	-	-	1	-	-	98
Sundry designated reserves	849	-	(2)	-	-	22	-	-	869
	193,923	(1,111)	(324)	-	-	21	4,280	(137)	179,283

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

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5 COST OF OPERATIONS	2018 €000	2017 €000
Cost of generating funds		
Payroll and related costs	1,572	1,590
Less - payroll & other costs recharged	(393)	(252)
	<u>1,179</u>	<u>1,338</u>
External Investment managers and other costs	81	218
Office supplies, repairs and taxes	204	169
Depreciation	129	132
	<u>1,593</u>	<u>1,857</u>
Cost of charitable activities		
Payroll and related costs	754	782
Less - payroll costs recharged	(246)	(237)
	<u>508</u>	<u>545</u>
Office supplies, repairs and taxes	128	106
Depreciation	81	83
RCB Library	216	222
	<u>933</u>	<u>956</u>
Cost of governance activities		
Payroll and related costs	415	425
Less - payroll costs recharged	(205)	(197)
	<u>210</u>	<u>228</u>
Office supplies, repairs and taxes	58	48
Depreciation	36	37
Audit fees	74	81
Central committee expenses	99	93
	<u>477</u>	<u>487</u>
Other operating costs		
Professional fees	252	103
Payroll payments to retired staff	90	102
	<u>342</u>	<u>205</u>
Total cost of operations	<u>3,345</u>	<u>3,505</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 21

5 COST OF OPERATIONS (CONTINUED)

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

The activities falling under each function heading are set out in Accounting Policies (xiii), on page 11 of the financial statements.

6 ALLOCATIONS

	2019 €000	2018 €000	2017 €000
(a) Reserve for following year			
Maintenance of the stipendiary ministry	1,302	1,278	1,271
Retired clergy and surviving spouses	111	111	108
Training of ordinands	1,196	1,306	1,464
General Synod activities	980	990	966
Miscellaneous financing	16	16	16
Reserve for following year (see Note 4)	<u>3,605</u>	<u>3,701</u>	<u>3,825</u>
		2018 €000	2017 €000
(b) Expended in year			
Allocation Expended in Year		3,701	3,825
Less - allocations (unexpended)		(88)	(114)
		<u>3,613</u>	<u>3,711</u>

The reserve for 2019 Allocations included in designated reserves in Note 4, is the gross amount committed by General Funds to be spent on wider Church activities in 2019.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

7 PARISH, DIOCESAN AND OTHER TRUST FUNDS

	Balance at 1.1.18 €000	Currency translation movements €000	Capital changes/ movements €000	Profit/ (loss) on sales €000	Revaluation movements €000	Balance at 31.12.18 €000
(a) INVESTED						
CAPITAL						
Parish trusts and glebe sales	170,898	(440)	(1,374)	220	(12,109)	157,195
Diocesan stipend and general funds	34,766	(143)	352	-	(2,504)	32,471
Diocesan miscellaneous trusts	13,303	(35)	434	-	(1,020)	12,682
Diocesan episcopal funds	9,279	(17)	(275)	5	(682)	8,310
Less: diocesan car loans	(216)	1	-	-	-	(215)
	<u>228,030</u>	<u>(634)</u>	<u>(863)</u>	<u>225</u>	<u>(16,315)</u>	<u>210,443</u>
Sundry trusts	90,427	(126)	5,040	1	(4,502)	90,840
General Synod funds	12,117	(26)	2	-	(889)	11,204
Trusts for retired clergy and spouses	4,560	(19)	(407)	-	(263)	3,871
	<u>335,134</u>	<u>(805)</u>	<u>3,772</u>	<u>226</u>	<u>(21,969)</u>	<u>316,358</u>

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

7 PARISH, DIOCESAN AND OTHER TRUST FUNDS (CONTINUED)

(b) PARISH, DIOCESAN AND OTHER FUNDS RESERVES

	2018 €000	2017 €000
Designated		
Diocesan stipend & general funds	5,943	4,890
Parish endowments	196	215
Miscellaneous diocesan trusts	630	545
General Synod trusts	31	10
Other trust funds	8,834	7,726
Clergy pensions & related funds	467	429
Trust creditors	1,080	1,009
	<u>17,181</u>	<u>14,824</u>
Undesignated		
Auxiliary and Sundry Projects Funds	<u>883</u>	<u>753</u>
Summary - reserves		
Designated	17,181	14,824
Undesignated	883	753
	<u>18,064</u>	<u>15,577</u>

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

	2018 €000	2017 €000
Capital funds invested	316,358	335,134
Designated and undesignated reserves	<u>18,064</u>	<u>15,577</u>
	<u>334,422</u>	<u>350,711</u>
Net receipts/(withdrawals)		
Capital receipts (7a)	3,772	3,868
Movement in reserves (7b)	2,487	(980)
	<u>6,259</u>	<u>2,888</u>

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

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8 CASH FLOW RECONCILIATION

The Cash Flow Statement has been prepared in line with the measurement principles of Financial Reporting Standard No 1.

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

	2018			2017		
	RCB €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000	RCB €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000
Notes						
Net incoming resources before allocations and distributions	-	2,789	10,109	-	2,680	9,832
Other recognised losses	497	(497)	-	465	(465)	-
Change in other debtors	(159)	175	-	(131)	(111)	-
Change in creditors	938	16	-	(360)	-	-
Change in financial instruments	-	(261)	-	-	(1,400)	-
Net amortisation of fixed assets	1	243	-	244	-	-
Special pension fees	-	(287)	-	-	-	-
Profit on sale of properties	-	-	-	(188)	-	-
Net cash inflow	1,519	1,935	10,109	30	704	9,832

	2018			2017			
	Notes	RCB €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000	RCB €000	General Funds €000	Parish, Diocesan and Other Trust Funds €000
9 ANALYSIS OF CHANGES IN CASH DURING THE YEAR							
Net cash inflow/(outflow)		1,245	1,018	46	(5)	(7,808)	1,803
Effect of foreign exchange rate changes		-	(50)	(116)	-	(149)	(339)
Increase/(decrease) in cash		1,245	968	(70)	(5)	(7,957)	1,464
Balance at 1 January		1,268	12,542	33,384	1,273	20,499	31,920
Balance at 31 December	10	2,513	13,510	33,314	1,268	12,542	33,384
10 ANALYSIS OF CASH BALANCES							
Cash on short term deposit		-	1,808	33,100	-	2,950	33,178
Cash at bank		2,513	-	-	1,268	-	-
Cash held by investment managers		-	11,702	214	-	9,592	206
		2,513	13,510	33,314	1,268	12,542	33,384

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 25

11 RETIREMENT BENEFITS

- (a) The RCB operated a contributory defined benefit pension scheme with assets held in a separately administered fund. The scheme was closed to new members in 2008. The RCB gave notice to the Trustee of the RCB Staff Pension Plan on the 5th March 2018 of its intention to terminate its liability to contribute to the Plan. The Trustee formally wound up the Plan with effect from 5th March 2018. The accounting policies in respect of the scheme and the wind up of the scheme are in line with the treatment applied under FRS 102.

The figures for the year ending 31 December 2018 under FRS 102 show, after the scheme wind-up, the fair value of the assets of the scheme to be nil (2017: €13.6m), and this represents 0.0% (2017: 81.5%) of the value of benefits that had accrued to members as at that date. The present value of scheme liabilities as calculated by the actuary under FRS 102 has decreased from €16.6m to €0.0m in 2018 as a result of the scheme wind up. As required by FRS 102 the valuation was prepared using the 'projected unit cost' method.

The actuarial calculation of the amounts to be recognised in the Statement of Financial Activities is shown in Note 11c. The key assumptions are shown in Note 11g.

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

The amounts recognised in the Balance Sheet are as follows:

	2018 €000	2017 €000
Present value of funded obligations	-	(16,611)
Fair value of plan assets	-	13,550
Pension liability in the Balance Sheet	-	(3,061)

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 26

11 RETIREMENT BENEFITS - CONTINUED

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

	2018 €000	2017 €000
Interest cost	57	318
Expected return on plan assets	-	-
Net finance expense	57	318
Current service cost - included in costs of operations	50	315
	<u>107</u>	<u>633</u>
Actuarial gains/(losses)	2018 €000	2017 €000
Return on scheme assets	232	358
Experience gains/(losses) on liabilities	(12)	(407)
Change in assumptions underlying the present value of the scheme liabilities	(1,015)	407
	<u>(795)</u>	<u>358</u>

	2018 Pension Assets €000	2018 Pension Liabilities €000	2017 Pension Deficit €000	2017 Pension Deficit €000
(d) Movement in Scheme Assets and Liabilities				
At 31 December 2017	13,550	(16,611)	(3,061)	(4,529)
Current service cost	-	(49)	(49)	(315)
Plan amendments	-	-	-	-
Interest income	48	-	48	239
Interest on scheme liabilities	-	(57)	(57)	407
Expected return on scheme assets	-	-	-	-
Return on scheme assets	(232)	-	(232)	358
Experience gains on liabilities	-	12	12	(318)
Changes in assumptions	-	1,015	1,015	597
Benefits paid	(78)	78	-	-
Settlement payments from plan assets	(15,620)	15,620	-	-
Premiums paid	-	-	-	-
Contributions by plan participants	7	(7)	-	-
Employer contributions paid	2,325	-	2,325	500
Loss on settlement	-	(1)	(1)	-
At 31 December 2018	<u>-</u>	<u>-</u>	<u>-</u>	<u>(3,061)</u>
Note - actual return on plan assets			1,015	597

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 27

11 RETIREMENT BENEFITS - CONTINUED

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

After notice was given to wind up the scheme, the scheme assets were liquidated and the assets held in cash. The fair values of the scheme assets as a percentage of total scheme assets and target allocations are set out below:

	2018	2017	2016
(as a percentage of total scheme assets)	%	%	%
Equities	-	36	34
Bonds	-	40	42
Property	-	9	13
Cash/Other	100	15	11

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

In line with FRS 102 the expected rate of return on assets is based on a discount rate of 2.2%.

(g) **The principal actuarial assumptions at the scheme wind-up date and prior year balance sheet date:**

	2018	2017
	%	%
Discount rate	2.20	2.10
Future salary increases	2.00	2.25
Future pension increases	1.00	1.25
Inflation rate	1.50	1.75

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****PAGE 28**

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:

	2018	2017
Male	23.1	23.1
Female	25.0	25.0

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

	2018	2017	2016	2015	2014
Present value of the defined benefit obligation (€000)	-	(16,611)	(17,464)	(15,049)	(15,663)
Fair value of plan assets (€000)	-	13,550	12,935	12,383	11,500
Pension (deficit) (€000)	-	(3,061)	(4,529)	(2,666)	(4,163)
Experience adjustments on plan liabilities as a percentage of scheme liabilities at the balance sheet date	(0.1%)	2.5%	0.0%	3.0%	5.0%
Experience adjustments on plan assets as a percentage of scheme assets at the balance sheet date	(1.7%)	2.6%	3.0%	4.0%	11.0%

12 SPECIAL PENSION CONTRIBUTIONS AND CHARGES

On the 5th March 2018 the RCB gave notice to the Trustee of the RCB Staff Pension Plan of its intention to terminate its liability to contribute to the scheme and the Trustee formally wound up the Plan with effect from this date. The RCB made a contribution of €2.1m (representing the upfront payment equal to the funding proposal commitment to annual capital injections of €0.35m over the six years to the end of 2023) and €0.2m to support scheme wind-up fees.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 29

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.

	2018 Total €000	2017 Total €000
Currency		
Sterling	39,767	42,351
US Dollars	34,651	28,976
Canadian Dollars	4,348	4,349
Swiss Francs	3,758	3,733
Swedish Krone	2,511	1,902
Danish Krone	1,184	1,454
Norwegian Krone	1,064	939
Turkish Lira	187	648
Total of other currencies	875	942
	88,345	85,294

The rates of exchange used at 31 December 2018 for significant currency exposures:

Sterling	0.8989
US Dollars	1.1467
Canadian Dollars	1.5636
Swiss Francs	1.1255
Swedish Krone	10.1525
Norwegian Krone	9.9034
Danish Krone	7.4663

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 30

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 2018 was:

	2018		2017	
	Total interest bearing €000	Interest bearing at fixed rate €000	Total interest bearing €000	Interest bearing at fixed rate €000
Euro	22,209	8,573	31,038	15,052
Total	22,209	8,573	31,038	15,052

	Fixed interest rate financial assets			
	2018		2017	
	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	7.37	13.36	7.05	23.38

(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.

THE REPRESENTATIVE BODY OF THE CHURCH OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

PAGE 31

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 2018

	2018	2017
	€	€
Income		
Grants from General Synod	883,560	821,770
Divinity student fees	87,766	127,852
Receipts from guests and conferences	145,115	121,134
Non-stipendiary ministry training	3,000	4,095
Clergy study courses	2,040	2,856
Foundation course	22,288	27,481
CME/lay training	26,983	84,707
CME/lay training – release of deferred income	37,500	28,000
	<u>1,208,252</u>	<u>1,217,895</u>
Expenditure		
Academic expenses	441,634	507,884
Administration expenses	124,124	114,381
Operating expenses	295,371	311,172
Establishment expenses	213,416	245,902
	<u>1,074,545</u>	<u>1,179,339</u>
Surplus for the year	133,707	38,556
Balance at beginning of the year	38,556	21,004
Funding adjustment in respect of previous year surplus	(38,556)	(21,004)
Balance at the end of the year	<u>133,707</u>	<u>38,556</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 2018

	2018	2017
	€	€
Fixed assets		
Current assets		
Sundry debtors	213,721	128,739
Bank deposit accounts	3,319	3,319
Bank current accounts	20,375	35,145
Cash on hand	14	6
	<hr/>	<hr/>
	237,429	167,209
Creditors – amounts falling due within one year	(99,358)	(124,784)
	<hr/>	<hr/>
Net current assets	138,071	42,425
Total assets less current liabilities	138,071	42,425
Creditors – amounts falling due after more than one year	(3,319)	(3,319)
	<hr/>	<hr/>
Net assets	134,752	39,106
	<hr/>	<hr/>
Capital and trust funds		
Accumulated surplus	133,707	38,556
Ferrar Memorial Fund for Liturgical Library	58	32
Gregg Memorial Fund for College Library	987	518
	<hr/>	<hr/>
	134,752	39,106
	<hr/>	<hr/>

APPENDIX B

ANNUALISED FUND PERFORMANCES – COMPARATIVE TOTAL RETURNS

	valuation (millions) 2018	valuation (millions) 2017	2018 %	3-year annualised 2016-2018 %	5-year annualised 2014-2018 %
General Funds (Combined)	€167.7	€184.4	-5.6	1.3	5.8
Benchmark			-4.5	2.3	6.1
Relative Performance			-1.1	-1.0	-0.3
Parochial, Diocesan Funds etc					
RB General Unit Trust (RI)	€10.3	€25.2	-4.6	2.6	6.8
Benchmark			-4.5	2.3	6.1
Relative Performance			-0.1	0.3	0.7
RB General Unit Trust (NI)	£54.7	£55.2	-2.7	8.8	7.7
Benchmark			-3.5	8.5	7.8
Relative Performance			0.8	0.3	-0.1
Clergy Pensions Fund	€66.8	€73.6	-1.3	2.1	6.4
Benchmark			-1.3	1.5	5.0
Relative Performance			0.0	0.6	1.4
<i>Bond Market Indices /Benchmark Components</i>					
ML Irish Govt Bond Index (€)			0.6	1.5	3.2
ML European Broad Mkt Bond Index (€)			0.4	1.7	3.6
ML Sterling Broad Mkt Bond Index (£)			-0.1	4.3	5.4
<i>Equity Market Indices /Benchmark Components</i>					
Dow Jones Stoxx 600 (€)			-10.3	0.7	3.9
S&P 500 (\$)			-4.4	9.2	8.5
FTSE 100 (£)			-8.8	6.8	3.9

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 2018

	Page
RB General Unit Trust (Republic of Ireland)	94
RB General Unit Trust (Northern Ireland)	99

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2018

FUND OBJECTIVE

To maintain at least 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)	4.1	4.3	9.1
Benchmark*	4.9	4.3	9.7
RB General Unit Trust (RI) Capital	0.7	1.0	5.4
ROI Inflation (CPI)	0.4	0.1	0.1

* Benchmark from 1 January 2014

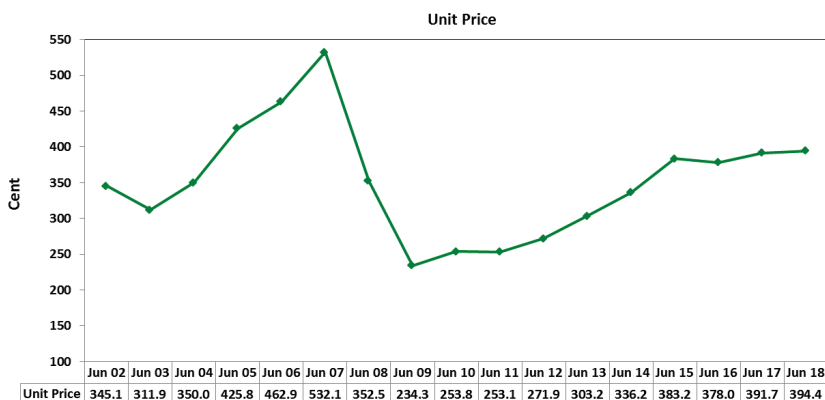
Equities 70%: 2/3 Stoxx Europe 600; 1/3 S&P 500

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

* From 01/01/2018 the 30% Bond component was changed to ½ Euro broad market and ½ Sterling broad market, to reflect the elimination of any yield premium available in the Irish Government bond market.

During the period under review the capital value of the Fund increased by 0.7% while the total return (capital and income) was 4.1%. Performance is marginally below benchmark given the Fund’s lower risk profile in the midst of the on-going bull market in global equities and due to the lack of exposure to highly rated Tech stocks. The Investment Committee, as part of its oversight and supervisory duties, has endorsed this strategy, which has continued to deliver against the fund’s objective.

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 2018

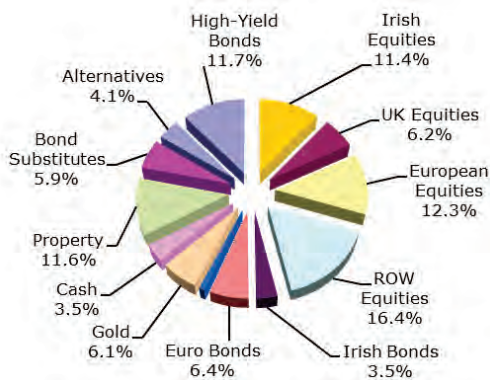
TRUST ASSET DISTRIBUTION

The market value of the investments, including the value of the capital deposit account was €27.8m.

The ten largest holdings at 30 June 2018 were:

	% of Fund		% of Fund
1. Irish Property Unit Trust	7.6%	6. Vaneck Gold Miners ETF	2.0%
2. Cash	3.6%	7. AIB 12.5% 2035	1.7%
3. BOI 10.1% Pref	3.0%	8. CRH	1.7%
4. NAMA Equity	2.1%	9. Fairfax Financial	1.6%
5. BOI 15.24% Pref	2.1%	10. JPM 6.3% Perpetual	1.6%

The investment profile in terms of distribution of the assets (by value) at 30 June 2018 is displayed in the following chart:



INCOME DISTRIBUTION TO UNIT HOLDERS

The interim and final distributions were maintained at the 2017 levels of 4.2 cent per unit and 7.3 cent per unit respectively, resulting in a total distribution for the year of 11.5 cent per unit.

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2018

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

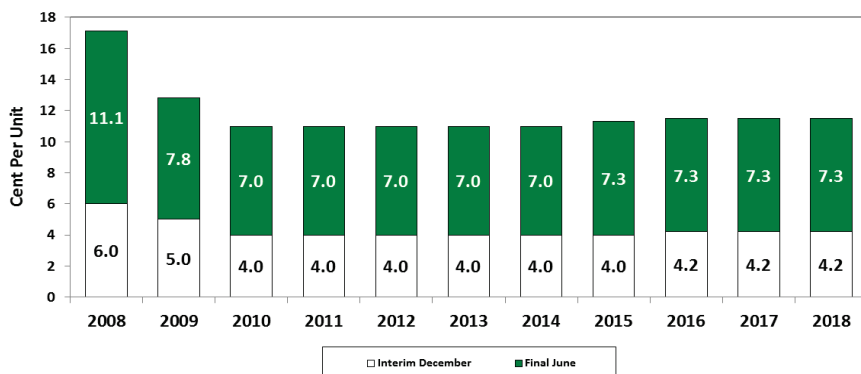
Based on the value of a unit at 30 June 2018 of €3.94, and a full year distribution of 11.5 cent, the distribution yield was 2.92%. (The comparative figures for 30 June 2017 showed a yield of 2.94% based on a unit value then of €3.92 and a full year distribution of 11.5 cent). At 30th June 2018 a transfer of €0.48m was made to the Dividend Equalisation Reserve resulting in a DER of €4.99m or 2.19% of the net asset value of the fund.

There were net inputs of €2.9m into the Fund for the twelve months to 30 June 2018, reflecting new cash of €7.13m less redemptions of €4.32m.

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 Environmental, Social and Governance (ESG) issues. Environmental sustainability remains high on the agenda and the Committee is continuing to monitor best practice and developments in this area and to seek to lower the climate change impact within its portfolios.

Income Distributions (2008 – 2018) - Financial Year-End 30 June



In-house Investment team
 The Representative Church Body
 July 2018

Representative Church Body – Report 2019

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)
STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2018

	30-Jun-18 €000	30-Jun-17 €000
Income	7,512	7,051
Expenses	(39)	(27)
Net income	<u>7,473</u>	<u>7,024</u>
Distributions	<u>(6,993)</u>	<u>(6,860)</u>
Transfer to dividend equalisation reserve	480	164
Net gains / (losses) on investment activities		
- Net realised gains	5,517	1,839
- Net change in unrealised (losses)/gains on investments	(3,917)	5,837
	<u> </u>	<u> </u>
Net increase in net assets from investment activities	2,080	7,840
Funds brought forward	227,871	212,533
Proceeds from units issued	7,129	7,877
Cost of units redeemed	(4,320)	(379)
Funds carried forward	<u><u>232,760</u></u>	<u><u>227,871</u></u>

Signed on behalf of the Trustee: *H Saville*
K Bowers
Date: *17 October 2018*

Representative Church Body – Report 2019

THE RB GENERAL UNIT TRUST (REPUBLIC OF IRELAND)

BALANCE SHEET AS AT 30 JUNE 2018

	30-Jun-18 €000	30-Jun-17 €000
Investments	<u>220,084</u>	<u>206,052</u>
Current assets		
Debtors	7,005	15,188
Cash at bank	<u>6,374</u>	<u>7,565</u>
	<u>13,379</u>	<u>22,753</u>
Current liabilities		
Financial instruments	455	741
Creditors (amounts falling due within one year)	<u>248</u>	<u>193</u>
	703	934
Net current assets	<u>12,676</u>	<u>21,819</u>
Total assets	<u><u>232,760</u></u>	<u><u>227,871</u></u>
Trust capital fund	<u><u>232,760</u></u>	<u><u>227,871</u></u>

Signed on behalf of the Trustee: *H Saville*

K Bowers

Date:

17 October 2018

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2018

FUND OBJECTIVE

To maintain at least 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)	6.0	10.6	9.0
Benchmark*	5.5	11.1	10.4
RB General Unit Trust (NI) Capital	2.6	7.1	5.2
UK Inflation (CPI)	2.4	1.9	1.5

* Benchmark from 1 January 2014

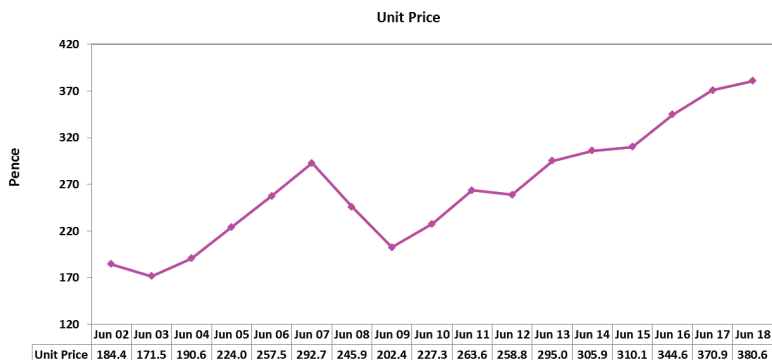
Equities 70%: 2/3 Stoxx Europe 600; 1/3 S&P 500

Bonds 30%: Sterling broad market

*From 01/01/2018 the 30% Bond component was changed to ½ Euro broad market and ½ Sterling broad market.

During the period under review the capital value of the Fund increased by 2.6% while the total return (capital and income) was 6.0%. While the absolute returns have been good over all time periods, relative returns over 3 and 5 years is marginally below benchmark given the Fund’s lower risk profile in the midst of the on-going bull market in global equities and due to the lack of exposure to highly rated Tech stocks. The Investment Committee, as part of its oversight and supervisory duties, has endorsed this strategy, which has continued to deliver against the fund’s objective.

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



THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2018

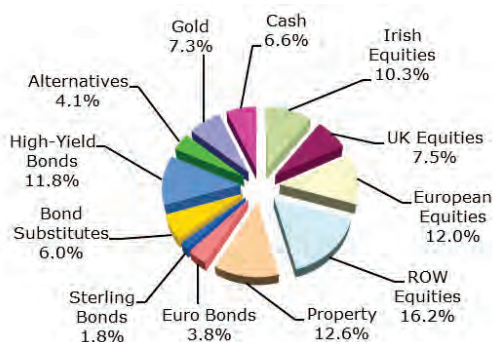
TRUST ASSET DISTRIBUTION

The market value of the investments, including the value of the capital deposit account was £56.5m.

The ten largest holdings at 30 June 2018 were:

	% of Fund		% of Fund
1. Cash	6.6%	6. Vaneck Gold Miners	2.1%
2. Irish Property Unit Trust	5.2%	7. BOI 15.24% Pref	1.9%
3. Avenue Properties (NI)	3.8%	8. Brit Ins 6.625% 2030	1.8%
4. AIB 12.5% 2035	2.6%	9. Fairfax Financial	1.8%
5. BOI 10.1% Pref	2.2%	10. Gold SPDR ETF	1.8%

The investment profile in terms of distribution of the assets (by value) at 30 June 2018 is displayed in the following chart:



INCOME DISTRIBUTION TO UNIT HOLDERS

The interim and final distributions were increased to 4.5 pence per unit (2017 4.3 pence) and 6.3 pence per unit (2017 6.0 pence) respectively, resulting in a total distribution for the year of 10.8 pence per unit.

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)
INVESTMENT MANAGER’S REPORT FOR THE YEAR ENDED 30 JUNE 2018

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

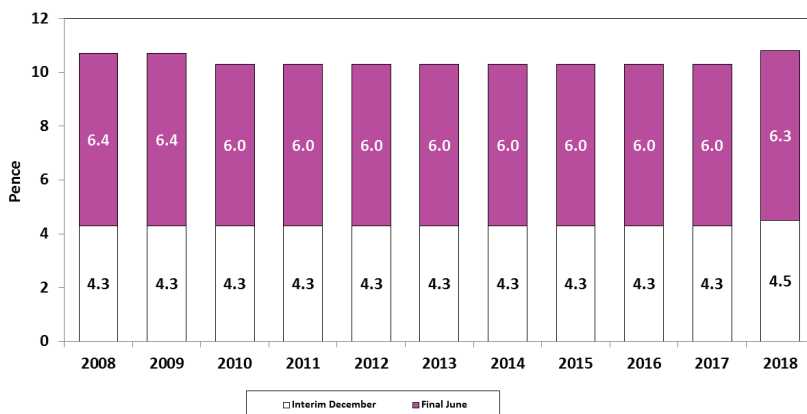
Based on the value of a unit at 30 June 2018 of £3.81, and a full year distribution of 10.8 pence, the distribution yield was 2.83%. (The comparative figures for 30 June 2017 showed a yield of 2.78% based on a unit value then of £3.71 and a full year distribution of 10.3 pence). At 30th June 2018 a transfer of £0.08m was made to the Dividend Equalisation Reserve resulting in a DER of £1.1m or 1.9% of the net asset value of the fund.

There were net inputs of £1.44m to the Fund for the twelve months to 30 June 2018, reflecting new cash of £1.65m less redemptions of £0.21m.

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 Environmental, Social and Governance (ESG) issues. Environmental sustainability remains high on the agenda and the Committee is continuing to monitor best practice and developments in this area and to seek to lower the climate change impact within its portfolios.

Income Distributions (2008 – 2018) - Financial Year-End 30 June



In-house Investment team
 The Representative Church Body
 July 2018

The Representative Church Body – Report 2019

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

STATEMENT OF TOTAL RETURN YEAR ENDED 30 JUNE 2018

	30-Jun-18 £'000	30-Jun-17 £'000
Income	1,793	1,696
Expenses	<u>(16)</u>	<u>(11)</u>
Net Income	1,777	1,685
Distributions	(1,697)	(1,591)
Transfer to dividend equalisation reserve	80	94
Net gains / (losses) on investment activities		
Net realised gains	2,713	630
Net change in unrealised (losses)/ gains on investments	(1,302)	3,160
Net changes in currency movements	<u>-</u>	<u>5</u>
Net increase in net assets from investment activities	<u>1,491</u>	<u>3,889</u>
Funds brought forward	54,658	50,345
Receipts on issue of units	1,645	599
Payments on withdrawals of units	<u>(205)</u>	<u>(175)</u>
Funds carried forward	<u><u>57,589</u></u>	<u><u>54,658</u></u>

Signed on behalf of the Trustee: *H Saville*

K Bowers

Date:

17 October 2018

The Representative Church Body – Report 2019

THE RB GENERAL UNIT TRUST (NORTHERN IRELAND)

BALANCE SHEET AS AT 30 JUNE 2018

	30-Jun-18 £'000	30-Jun-17 £'000
Investments	<u>52,839</u>	<u>47,311</u>
Total assets		
Current assets		
Debtors	2,856	4,954
Cash at bank	<u>2,029</u>	<u>2,767</u>
	<u>4,885</u>	<u>7,721</u>
Current Liabilities		
Financial instruments	105	353
Creditors (amounts falling due within 1 year)	<u>30</u>	<u>21</u>
	135	374
Net current assets	<u>4,750</u>	<u>7,347</u>
Total assets	<u><u>57,589</u></u>	<u><u>54,658</u></u>
Trust capital fund	<u><u>57,589</u></u>	<u><u>54,658</u></u>

Signed on behalf of the Trustee: *H Saville*

K Bowers

Date:

17 October 2018

APPENDIX D

ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY – INTEGRATING ESG INTO INVESTMENT DECISIONS 2019

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.

Climate Change and environmental stability are recognised by the RCB as a distinct and critical ethical investment issue. The RCB is supportive of the transition to a low carbon economy and to lowering the climate change impact of its investment portfolio 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 the mining of thermal coal (highest carbon emissions) with a similar restriction being applied to companies involved in tar sands production. As appropriate within the context of the agreed investment strategy and risk parameters, the RCB aims to increase its exposure to green alternatives and to seek companies with good environmental policies that are committed to reducing their carbon footprint.

How is ESG implemented?

<p>Integrate ESG into Investment Decisions</p> <ul style="list-style-type: none">• Integrate material ESG factors into due diligence, investment analysis, monitoring and asset management	<p>Actively Engage as Owners</p> <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	<p>Make an impact through Collaboration</p> <ul style="list-style-type: none">• Collaborate with other like minded global investors via the Church Investors Group (CIG) and Institutional Investors Group on Climate Change (IIGCC) to advocate for better performance on ESG factors in companies and markets in which we invest
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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 both the Church Investors Group and the Institutional Investors Group on Climate Change (IIGCC).

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.

APPENDIX E

RCB POLICY ON CLIMATE CHANGE 2019

The RCB is supportive of public policy to support a diverse energy mix and a transition to a low carbon economy. As Christians and responsible investors, the RCB on behalf of the Church of Ireland seeks to mitigate and lower the Climate Change impact within its investment portfolios.

The RCB's investment strategy is aligned to the Church of England's investment strategy in its commitment to make the transition to a low-carbon, climate resilient and sustainable economy. Significant commitments have been made across various renewable energy investments including Wind, Solar and Forestry. The Funds have additional exposures through holdings in various Infrastructure Funds with exposure to solar and wind assets as well as individual equity holdings that contribute to environmental sustainability in various ways such as animal feed additives that reduce methane emissions in cattle, climate smart agriculture and crop nutrition.

The Investment Managers screen the portfolios at least annually from an Environmental, Social and Governance perspective and flag any issues of concern to the Investment Committee. The Investment Committee is satisfied with the overall disposition of the energy component of its portfolios and the balance between an increasing renewables exposure and a reducing fossil fuel element.

The fund's exposure to the energy sector has reduced substantially in the past 5 years and will continue to reduce over the coming years given the significant commitment to various renewable investments. Exposure of the Unit Trusts (the investment vehicles for charitable trusts in Northern Ireland and the Republic of Ireland) to oil and gas producers continues to decline and now stands at less than 2.5% of fund value (from 10% at the end of 2011). The RCB acknowledges that those companies which are most exposed to and least prepared for transition to a low-carbon economy may be candidates for engagement and/or ultimately divestment.

As part of its ongoing commitment to Climate Change the RCB expanded its ESG policy in 2016 to include a restriction on companies involved in the production of tar sands in addition to the restriction on thermal coal implemented in 2015. It is expected that the Climate Change Policy will continue to evolve over time alongside its due diligence on all Environmental, Social and Governance (ESG) factors with particular regard to their impact on shareholder returns. The Investment Committee will continue to seek out companies with exposure to renewable energy and commitments to reduce their carbon footprint and will undertake to review the investment case for companies that appear not to be aligned with the long-term transition to a low-carbon economy.

The Representative Church Body – Report 2019

The RCB supports shareholder engagement in the area of environmental sustainability – it does this through its membership of the Church Investors Group (CIG) and the Institutional Investors Group on Climate Change (IIGCC), who provide investors with a collaborative platform for engagement with public policy makers and exchange of expertise on Climate Change issues. Engagement and shareholder resolutions have been undertaken with a number of companies to achieve increased transparency and reduced CO2 emissions.

The RCB joined the Climate Action 100+ initiative at the end of November 2017 as a founding signatory and supporter. The Climate Action 100+ is an investor initiative to engage with world's largest corporate Greenhouse Gas emitters (across various industries and sectors) to curb emissions, strengthen climate disclosures and improve climate governance. The initiative was officially launched on 12 December 2017 at the One Planet Paris Climate Summit with the support of 225 investors overseeing a combined \$26.3 Trillion in assets.

The RCB's investment portfolio is only an element of the wider issue of Climate Change as the Carbon footprint of the Church as a whole should be considered. Each Diocese is encouraged by the RCB to reflect on how it may contribute to a more 'Climate Friendly' community within the Church of Ireland. The RCB is committed to the principle of long term sustainability and efforts to mitigate the impact of man-made climate change.

December 2018

APPENDIX F

THE CHURCH OF IRELAND CLERGY DEFINED CONTRIBUTION PENSION 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 (RCB) to carry out the purposes of the trust and represent the best interests of the beneficiaries. TSL is a wholly owned subsidiary of Pinsent Masons LLP, an international law firm.

The member's rights and obligations under the scheme are managed by the Trustee in accordance with a Definitive Deed and Rules dated 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 is appointed by the Trustee as consultant and to manage the Scheme investments. Mercer provides quarterly investment reports to the Trustee reviewing how the investments have performed over the previous quarter and since inception. To date, all of the investment funds available to members have performed at least in line with the appropriate benchmarks.

The Trustee believes that environmental, social and governance (ESG) factors are important when investing Scheme assets and this approach is integrated into the investment process.

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

The Representative Church Body – Report 2019

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.

Member Pension Seminars

A series of pension seminars were run in November 2018 by the RCB in conjunction with Mercer. The RCB were pleased with the attendance and engagement at these events. A pension bulletin was issued in December 2018 to highlight the key points and actions from the seminars.

Value for Members

The Trustee produces an annual "Value for Members" assessment of the Scheme. The most recent review found that the costs and charges borne by the members represent good value for them. Members also benefit from wider services offered by the Scheme including ongoing Trustee oversight and review, efficient administration process and high standards of Scheme governance.

Details of all charges and transaction costs within the Scheme are included in the Chair's annual statement which is available on the website.

Trustee Solutions Limited
March 2019

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

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

Irish Pensions Trust Limited ("IPT") is the professional trustee of the Scheme.

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

The Registered Administrator and Investment Manager of the Scheme is Zurich Life Assurance plc. Mercer (Ireland) Limited is the consultant and investment advisor. PricewaterhouseCoopers audit the financial statements.

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 2018) the Scheme had 195 active members and 29 deferred members. The value of the assets at that date was €7.763m (€6.133m at 31 May 2017) and the Scheme was compliant with all Revenue and Pensions Act (as amended) requirements.

Irish Pensions Trust Limited
March 2019

The Representative Church Body – Report 2019

APPENDIX G

THE CHURCH OF IRELAND

CLERGY PENSIONS TRUSTEE DAC

REPORT ON THE CLERGY PENSIONS FUND

FOR THE

YEAR ENDED 31 DECEMBER 2018

The Representative Church Body – Report 2019

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The Representative Church Body – Report 2019

THE TRUSTEE AND ITS ADVISORS

Trustee	The Church of Ireland Clergy Pensions Trustee Designated Activity Company
Registered Office	Church of Ireland House, Church Avenue, Rathmines, Dublin 6 Tel 01-4978422 Email pensionstrustee@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 Nigel Bell Mr Terence Forsyth* Mr Richard Milliken <i>Nominated by the Church of Ireland Pensions Board</i> Rt Rev Dr Paul Colton Mr Adrian Robinson†
Company Secretary	Mr David Ritchie, Chief Officer and Secretary, Representative Church Body
Fund Management and Advisory	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Investment Managers	The Representative Church Body (<i>address as above</i>) Irish Life Investment Managers, Beresford Court, Dublin 1
Investment Custodians	RCB – Northern Trust, Canary Wharf, London E14 5NT ILIM – Citibank, 1 North Wall Quay, Dublin 1
Scheme Actuary	Mr Liam Quigley, Mercer, Charlotte House, Charlemont Street, Dublin 2
Consulting Actuaries	Mercer Actuarial Services, Charlotte House, Charlemont Street, Dublin 2
Auditors	PricewaterhouseCoopers, Chartered Accountants and Registered Auditors, Spencer Dock, Dublin 1
Solicitor	Mr Mark McWha, Senior Solicitor, Representative Church Body
Bankers	Bank of Ireland, College Green, Dublin 2 Bank of Ireland, Talbot Street, Dublin 1
Sponsor	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Registered Administrator	The Representative Church Body, Church of Ireland House, Church Avenue, Rathmines, Dublin 6
Enquiries	The Company Secretary, Church of Ireland Clergy Pensions Trustee DAC, Church of Ireland House, Church Avenue, Rathmines, Dublin 6

The Clergy Pensions Fund is Pensions Authority Scheme no PB1667.

* retired on 31 December 2018 and succeeded by Rev Canon Henry Gilmore from 1 January 2019

† from 12 December 2018, in place of the late Mr Bruce Maxwell (deceased October 2018)

INTRODUCTION

The Trustee presents its annual report on the operation of the Clergy Pensions Fund for the year ended 31 December 2018. 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 2018

Financial position of the Fund

Year on year there was a decrease in the Fund assets of €6.9m with a closing value of €66.9m, having met benefit payments of €6.9m together with administrative and other costs of €0.2m.

Contributions to the Fund in the year were €2.4m, 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 negative €2.3m 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 negative 1.3% against a benchmark return of negative 1.3%.

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

The referenced Government bond yields (French and UK) fell slightly in 2018 thereby increasing the liabilities of the Fund. However, long-term yields across Europe are artificially depressed by the actions of the European Central Bank (ECB). If Europe follows the path of the US, and allows a gradual return to more normal monetary conditions, then yields may be expected to rise and fund liabilities fall.

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 most recent triennial valuation was as at 30 September 2018. This was the second full valuation since a Funding Proposal was agreed with the Pensions Authority in 2013, in response to the result of the 2012 triennial valuation which had shown that the Fund did not satisfy the Minimum Funding Standard under Section 44 of the Pensions Act at that date. The overall objective of the Funding Proposal is to restore the solvency of the Fund by 2023 through the implementation of a series of funding and cost saving initiatives. A summary of the key elements of the Funding Proposal is contained in Annex 2 to this report (page 142).

The Representative Church Body – Report 2019

In the 2018 triennial valuation, the Actuary confirmed that the financial position of the Fund had improved since the previous valuation and that the Scheme satisfied the Funding Standard and Funding Standard Reserve at the valuation date, 30 September 2018. However, he pointed out that the Scheme remains vulnerable to a correction in market values or to a strengthening of sterling. The performance of the Fund in the fourth quarter of 2018, when the value of the Fund assets fell by 4.6%, provided evidence of this vulnerability. The Actuary has advised that in the current circumstances it would be premature to consider any change to the contribution structure as set out in the Funding Proposal, and has therefore recommended that the current contribution rates be maintained.

The Actuary is also required to undertake an annual assessment of the Fund. He has stated that the last quarter of 2018 proved to be a difficult time for the Fund's investments and the outcome of the annual review, undertaken as at 31 December 2018, was that while the Fund would have been in a position to satisfy the Funding Standard, it would not have satisfied the Funding Standard Reserve at that date. He noted that a Funding Proposal is currently in place with the objective of putting the Scheme in a position to satisfy the Funding Standard and Funding Standard Reserve by 31 December 2023. The 31 December 2018 review confirmed that the Funding Proposal remains on track to achieve this objective.

In light of the above, the Trustee has agreed that the range of initiatives contained in the Funding Proposal remain appropriate and no adjustment should be made to them at this time. The funding position will continue to be monitored during the inter-valuation period and will be formally reviewed again following the next triennial valuation due to take place in 2021.

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 143).

A copy of the Actuary's Statement as at 31 December 2018 is included as Annex 4 (page 146).

Administrative duties

The Trustee is pleased to report that the Fund has been administered in accordance with regulatory requirements during the year. Various duties in relation to the operation of the Fund were carried out during 2018 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 136). The Fund was closed to new members and to future accruals of pensionable service on 31 May 2013.

Pensions in payment

In accordance with the Rules of the scheme, annual discretionary increases to pensions in payment are permitted up to a maximum of 5% as the Trustee, on the advice of the Actuary and with the approval of the RCB, may determine. In view of the solvency position of the Fund and in accordance with the current Funding Proposal it was agreed during 2018 that no discretionary increases in pensions in payment be applied in 2019.

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 2018, on the recommendation of the RCB and the Trustee, that Pensionable Stipend levels with effect from 1 January 2019 should remain unchanged from 2018 at £25,498 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland.

Statutory increases in UK pensions for service post April 1997

Under UK pensions legislation statutory increases must be applied to a pension which relates to service completed in that jurisdiction for the period (i) 6 April 1997 to 5 April 2005 or normal retirement age, if earlier, by the annualised rate of inflation up to a maximum of 5% and (ii) 6 April 2005 to date of retirement, whether that be on or before normal retirement age, by the annualised rate of inflation up to a maximum of 2.5%.

The UK annualised rate of inflation to September 2018 was 2.4%, therefore increases were applied on 1 January 2019 to the service periods outlined under both (i) and (ii) in the previous paragraphs.

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

Deferred pensions

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

Additional Voluntary Contributions (AVC) Fund

The report on the AVC Fund for 2018 is contained in the report from the Church of Ireland Pensions Board, set out in Annex 1 to this report (see page 138).

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 Representative Church Body – Report 2019

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

The Trustee

The Church of Ireland Clergy Pensions Trustee Designated Activity Company is the sole Trustee of the Church of Ireland Clergy Pensions Fund and is responsible for the stewardship of the Fund assets in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland* (the Trust Deed and Rules of the Fund).

The powers and duties of the Trustee are set out in section 12(1) of Chapter XIV. In accordance with the provisions of Chapter XIV certain duties have been delegated by the Trustee to the Representative Church Body, the Church of Ireland Pensions Board and the RB Investment Committee. The Statement of the Trustee’s Responsibilities in relation to the financial statements is set out on page 122.

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.

In October 2018 the Trustee was greatly saddened by the death of Mr Bruce Maxwell, a founder Director of the Trustee Company and its Chairman. Mr Terry Forsyth, also a founder Director, retired from office on 31 December 2018 in accordance with the Articles. The Trustee wishes to record its appreciation for the significant contribution of both Mr Maxwell and Mr Forsyth to its work over the years.

Mr Adrian Robinson was appointed a Director with effect from 12 December 2018 and Rev Canon Henry Gilmore was appointed a Director with effect from 1 January 2019.

The Trustee Directors and the administrators have access to a copy of the Trustee Handbook and Guidance notes issued by the Pensions Authority. The Trustee Directors have completed appropriate training for their duties and responsibilities. No costs or expenses were incurred by the Fund in respect of Trustee Director training during the year.

Management and administration of the Fund

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

The Representative Church Body – Report 2019

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 135).

Actuarial advice is provided by Mercer Actuarial Services, Dublin.

The RCB in-house investment team take overall responsibility for investment management, using Irish Life Investment Managers (ILIM) for the passive management of a proportion of the Fund (43% at year end 2018 compared to 44% at the end of 2017). Investment management is undertaken by investment managers in accordance with a formal fund management agreement. The costs in relation to administration, administrative actuarial advice and investment management are charged to the Fund.

During the year ended 31 December 2018 Northern Trust was the custodian of most of the funds managed by the RCB for the Fund, and Citibank was the custodian of the unit-linked funds held by Irish Life Investment Managers (ILIM) for the Fund. In addition to the records maintained by the custodians, ILIM maintains its own records of securities, and these securities are held beneficially in the name of Irish Life Assurance plc on behalf of the Trustee of the Fund.

Statement of Risk

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

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

The full risk statement, which was last updated in 2015 and is reviewed annually, can be found in Annex 5 to this report (page 147).

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 last updated in 2015 and is reviewed annually, and can be found at Annex 6 (page 149).

The Representative Church Body – Report 2019

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. This was done in consultation with the Sponsor and having taken expert investment and actuarial advice, in order to satisfy the Funding Proposal agreed with the Pensions Authority.

A proportion of the equity and fixed interest elements of the Clergy Pensions Fund is managed by Irish Life Investment Managers on an indexed (passive) basis replicating the performance of particular indices. The balance of the Fund is managed by the RCB's in-house investment team according to the investment strategy adopted by the Trustee. Certain equities are excluded in accordance with the Representative Church Body's Environmental, Social and Governance Policy.

Internal Dispute Resolution

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

The trustees of every occupational pension scheme are required to establish internal procedures for resolution of disputes and to set out certain steps which must be included in those procedures. The Trustee has put in place such an IDR Procedure, which was last updated in 2015 and is reviewed annually. The Procedure is available at www.ireland.anglican.org/clergypensions or from the Pensions Administration Manager.

Member information

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

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

Further information

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

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

Financial statements

The financial statements of the Clergy Pensions Fund are set out in the following pages.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FINANCIAL STATEMENTS – PAGE 1

YEAR ENDED 31 DECEMBER 2018

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

FINANCIAL STATEMENTS 2018

PAGE 2

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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 DAC
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

Investment Managers

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

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 assets and liabilities (other than liabilities to pay benefits in the future) at the end of the scheme year and include a statement whether the financial statements have been prepared in accordance with the Statement of Recommended Practice - Financial Reports of Pension Schemes (revised December 2014) (SORP), subject to any material departures disclosed and explained in the financial statements.

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

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

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

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

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

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

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



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

Report on the audit of the financial statements

Opinion

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

- give a true and fair view of the financial transactions of the scheme during the year ended 31 December 2018 and of the amount and disposition of the assets and liabilities (other than liabilities to pay pensions and other benefits in the future) at that date; and
- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Irish law).

We have audited the financial statements, included within the Annual Report, which comprise:

- the statement of net assets available for benefits as at 31 December 2018;
- the fund account for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

Basis for opinion

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

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

Independence

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the trustee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustee has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the scheme's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the scheme's ability to continue as a going concern.



Reporting on other information

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

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

Responsibilities for the financial statements and the audit

Responsibilities of the trustee for the financial statements

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

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

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

Auditors' responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority website at: https://www.iaasa.ie/getmedia/b2389913-1ef6-455b-9b8f-a98202de0c3a/Description_of_auditors_responsibilities_for_audit.pdf.

This description forms part of our auditors' report.

Use of this report

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



Other required reporting

Occupational Pension Schemes (Disclosure of Information) Regulations, 2006

In our opinion:

- The financial statements include the information specified in Schedule A to the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 which is applicable and material to the scheme;
- the contributions payable to the scheme during the year ended 31 December 2018 have been received by the trustee within thirty days of the end of the scheme year; and
- such contributions have been paid in accordance with the rules of the scheme.

PricewaterhouseCoopers
PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Dublin
Date
15 March 2019

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

ACCOUNTING POLICIES

PAGE 8

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

A proportion of the invested assets is managed by Irish Life Investment Managers and is held in unitised funds. This fund tracks a range of published equity and bond indices. The value of the units at the year end reflects the relative performance of these indices and the value of the relevant underlying stocks. The balance of funds are managed by the Representative Church Body. The split of the invested assets is shown in Note 6 to these accounts.

(iii) Investment Income

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

(iv) 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. (2018 €1 = £0.8989; 2017 €1 = £0.8881).

(vi) Benefits

The pension benefits are secured by contributions to a separately administered defined benefits scheme in accordance with the provisions of Chapter XIV of the *Constitution of the Church of Ireland* as amended from time to time by the General Synod. 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)

PAGE 9

(vii) Contributions

Contributions represent a levy on dioceses in accordance with section 36 of Chapter XIV of the Constitution of the Church of Ireland.

The levy was imposed from 1 June 2013 and represents 13% of Minimum Approved Stipend.

(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 2018**

FINANCIAL STATEMENTS **PAGE 10**

CONSOLIDATED FUND

	Notes	2018 €000	2017 €000
CONTRIBUTIONS AND OTHER RECEIPTS			
Contributions	3	2,417	2,395
		<u>2,417</u>	<u>2,395</u>
BENEFITS AND OTHER PAYMENTS			
Benefits paid	4	6,923	6,793
Administrative expenses		178	157
		<u>7,101</u>	<u>6,950</u>
NET (DECREASE)		<u>(4,684)</u>	<u>(4,555)</u>
RETURNS ON INVESTMENTS			
Investment Income	5	3,215	2,621
Realised and unrealised investment (losses)/gains		(5,400)	5,224
Currency (loss)		(12)	(16)
Investment management and professional expenses		(64)	(60)
NET RETURNS ON INVESTMENTS		<u>(2,261)</u>	<u>7,769</u>
NET (DECREASE)/INCREASE IN FUND IN THE YEAR		(6,945)	3,214
BALANCE 1 JANUARY		<u>173,879</u>	<u>170,665</u>
BALANCE 31 DECEMBER		<u>166,934</u>	<u>173,879</u>

Signed on behalf of the Trustee: *WP Colton*

H Gilmore

Date:

12 March 2019

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

STATEMENT OF NET ASSETS

YEAR ENDED 31 DECEMBER 2018

FINANCIAL STATEMENTS

PAGE 11

CONSOLIDATED FUND

	Notes	2018 €000	2017 €000
INVESTMENT ASSETS	6	<u>166,846</u>	<u>173,650</u>
CURRENT ASSETS			
Cash due from the Representative Church Body		88	229
CURRENT LIABILITIES			
Creditors		<u>-</u>	<u>-</u>
NET CURRENT ASSETS		<u>88</u>	<u>229</u>
NET ASSETS		<u>166,934</u>	<u>173,879</u>

Signed on behalf of the Trustee: WP Colton

H Gilmore

Date:

12 March 2019

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS

FINANCIAL STATEMENTS

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. These financial statements should be read in conjunction with these certificates and reports.

3 SUMMARY OF CONTRIBUTIONS

	2018	2017
	€000	€000
Diocesan levies	2,316	2,304
Representative Church Body	<u>101</u>	<u>91</u>
Total	<u>2,417</u>	<u>2,395</u>

The value of Northern Ireland contributions in sterling is £1.13m (2017: £1.08m) and was translated to euro at the year end rate of 0.8989 (2017: 0.8881).

The value of Republic of Ireland contributions is €1.16m (2017: €1.17m).

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

FINANCIAL STATEMENTS

PAGE 13

4 BENEFITS PAID

	2018	2017
	€000	€000
Pensions to retired bishops and clergy	4,547	4,483
Pensions to surviving spouses and orphans	2,078	2,177
Commutation of pensions	298	133
Total	<u>6,923</u>	<u>6,793</u>

The cost of Northern Ireland benefits in sterling is £3.33m (2017: £3.21m). This cost excludes administration charges.

The cost of Republic of Ireland benefits in euro is €3.22m (2017: €3.18m). This cost excludes administration charges.

5 ANALYSIS OF INVESTMENT INCOME

	2018	2017
	€000	€000
Investment income	3,191	2,593
Interest	4	21
Miscellaneous trust income	1	6
Securities Lending	19	1
Total	<u>3,215</u>	<u>2,621</u>

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

THE CHURCH OF IRELAND CLERGY PENSIONS FUND**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED****FINANCIAL STATEMENTS****PAGE 14**

	2018		2017	
	Market Value €000	% of Fund	Market Value €000	% of Fund
6 INVESTED ASSETS				
ILIM managed				
Equities				
UK	13,959	8.4%	15,946	9.2%
Europe ex UK	13,780	8.3%	15,833	9.1%
Global	15,317	9.2%	15,363	8.8%
Bonds				
European	13,609	8.2%	13,365	7.7%
UK	14,810	8.9%	15,212	8.8%
	<u>71,475</u>	<u>42.8%</u>	<u>75,719</u>	<u>43.6%</u>
RCB in-house managed				
Property	9,265	5.6%	13,868	8.0%
Bonds and Bond Substitutes	43,039	25.8%	41,644	24.0%
Equities	14,922	8.9%	18,216	10.5%
Other	17,119	10.3%	11,355	6.5%
Cash on deposit	11,026	6.6%	12,848	7.4%
	<u>95,371</u>	<u>57.2%</u>	<u>97,931</u>	<u>56.4%</u>
	<u>166,846</u>	<u>100.0%</u>	<u>173,650</u>	<u>100.0%</u>

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

FINANCIAL STATEMENTS

PAGE 15

7 CONTINGENT LIABILITIES

As stated in the accounting policies on page 8 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 2018.

8 ADMINISTRATIVE AND INVESTMENT MANAGEMENT EXPENSES

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

9 RELATED PARTY TRANSACTIONS

(a) The Trustee of the Fund is as set out on page 3 of the Financial Statements.

The Trustee does not receive and is not due any remuneration from the Fund in connection with its responsibilities as Trustee.

(b) The Representative Church Body acts as the Sponsor and Registered Administrator for the Clergy Pensions Fund. Contributions to the scheme are made in accordance with funding arrangements agreed with the Actuary from time to time.

The Registered Administrator of the scheme is remunerated on a fee basis.

THE CHURCH OF IRELAND CLERGY PENSIONS FUND

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

FINANCIAL STATEMENTS

PAGE 16

	2018	2017
	€000	€000
10 SUB DIVISIONS		
REPUBLIC OF IRELAND		
Contributions	1,162	1,174
Net benefits and other payments	(3,398)	(3,335)
Net transfer between sub divisions	268	(485)
Net (decrease)	(1,968)	(2,646)
Net returns on investments	(1,093)	3,973
Balance 1 January	84,938	83,611
	<u>81,877</u>	<u>84,938</u>
NORTHERN IRELAND		
Contributions	1,255	1,221
Net benefits and other payments	(3,703)	(3,615)
Net transfer between sub divisions	(268)	485
Net (decrease)	(2,716)	(1,909)
Net returns on investments	(1,168)	3,796
Balance 1 January	88,941	87,054
	<u>85,057</u>	<u>88,941</u>
CONSOLIDATED FUND		
Contributions	2,417	2,395
Net benefits and other payments	(7,101)	(6,950)
Net (decrease)	(4,684)	(4,555)
Net returns on investments	(2,261)	7,769
Balance 1 January	173,879	170,665
	<u>166,934</u>	<u>173,879</u>

11 APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the Trustee on 12 March 2019.

ANNEX 1

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

Members/Meetings of the Board

There were three meetings of the Board in 2018, two prior to and one after the General Synod.

Elected by the House of Bishops

Rt Rev John McDowell (3)

Elected by the General Synod

Canon Lady Sheil (2)

Rev John Auchmuty (retired May 2018) (2)

Mrs Cynthia Cherry (3)

Elected by the Representative Church Body

Mrs Judith Peters (3)

Mr Geoffrey Perrin (retired June 2018) (2)

Mr Owen Driver (retired June 2018) (3)

Rev Canon Henry Gilmore (elected December 2018)

Chairperson – Canon Lady Sheil

Vice-Chairperson – Mr Geoffrey Perrin (retired June 2018)

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 H to the Report of the RCB (*Church of Ireland General Synod Reports 2019*, page 152).

2. MEMBERSHIP OF THE BOARD

The Board consists of seven members who are elected triennially in accordance with Section 25 of Chapter XIV of the *Constitution*.

The Board records its gratitude to Mr Geoffrey Perrin and Mr Owen Driver for their valuable contribution to the work of the Board prior to their retirement from the Board and welcomes the Reverend Canon Henry Gilmore and Mrs Heather Pope to the membership of the Board.

3. MEMBERSHIP OF THE FUND

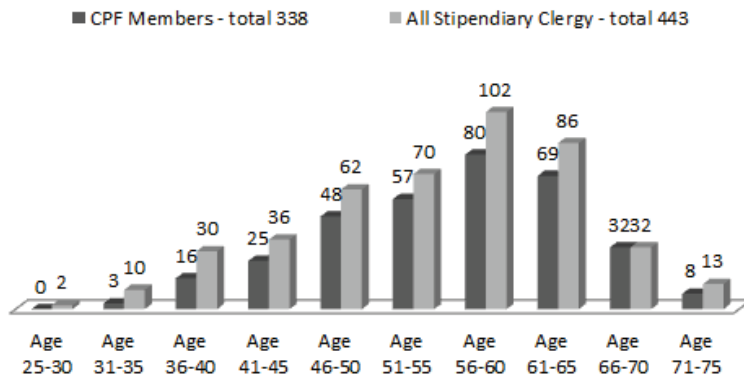
The table below shows the movement during the year across the various membership categories. The accompanying graph shows the age profile of the active members.

	Active members	Deferred members	Pensioners	Spouses on pension
At 1 January 2018	353	110	298	182
Leavers with deferred benefits	(3)	3	-	-
Leavers taking benefits elsewhere	-	-	-	-
Deaths before retirement	-	-	-	-
Retirements on pension	(12)	(5)	17	-
Returned to active service	-	-	-	-
Deaths on pension	-	-	(11)	(11)
New spouses' pensions	-	-	-	5
At 31 December 2018	338	108	304	176 ¹

In addition there were 12 child dependency allowances in payment at 31 December 2018 (12 at 31 December 2017).

¹ The total of 176 includes 4 widows of members who either retired or died before 1976 and 9 widows of voluntary members.

The Representative Church Body – Report 2019



Age distribution of stipendiary clergy

There are five clergy who commenced in the stipendiary ministry before 31 May 2013 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.

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 2018
31 May 1949 and before	65	6
1 June 1949 to 31 May 1954	66	34
1 June 1954 to 31 May 1959	67	76
1 June 1959 and after	68	222

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 2019 are:

	€		£
Clergy	2,083,482	and	2,274,534
Surviving spouses and orphans	1,072,034	and	887,693
	-----		-----
	3,155,516	and	3,162,227
	-----		-----

The total annualised pensions in payment translated to euro at the year end exchange rate of 0.8989 are €6,673,401.

6. CONTRIBUTIONS

A contribution from central funds amounting to €100,172 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 2018, lump sums totalling €89,120 and £188,468 became payable in respect of 11 members as follows:

Died in service (0); died within five years following retirement (0); paid on retirement (7); 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 which members were purchasing to give them up to a maximum of 40 years' service at normal retirement age was recalculated to reflect the service purchased to 31 May 2013.

There remain 71 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

The Representative Church Body – Report 2019

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 2018

	Membership 31/12/17	New Contributors	Death in Service	Fund Transfers	Retired	Membership 31/12/18
RI	13	0	0	0	0	13
NI	3	0	0	0	0	3
Total	16	0	0	0	0	16
Previous Year	21	0	0	(1)	(4)	16

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

	2018 €000	2017 €000
Contributions received	9	11
Less paid on retirement or death	(0)	(276)
Less transfers to Clergy DC Scheme	(0)	(187)
Realised Gain on retirement and transfers to the Clergy DC Scheme	0	188
	<hr/> 9	<hr/> (264)
Balance 1 January	206	471
Currency Translation Adjustment	0	(1)
	<hr/> 215	<hr/> 206
Balance 31 December	<hr/> <hr/> 215	<hr/> <hr/> 206

NOTES

1. A resolution adopted by the General Synod on 12 May 2012 transferred the role of trustee from the Representative Body to the Church of Ireland Clergy Pensions Trustee DAC.
2. Under the Scheme members are permitted to make voluntary contributions which are invested with the Standard Life Assurance Company to provide additional benefits within the overall limits allowed by the Revenue authorities. The balance at the 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 2018 €1 = £0.8989 (2017 €1 = £0.8881).

The Representative Church Body – Report 2019



The Church of Ireland Clergy Pension Trustee Limited
Representative Church Body
Church of Ireland House
Church Avenue
Rathmines
Dublin 6

15 March 2019

Dear Sirs

Chartered Accountants' report on the unaudited financial information of the Church of Ireland Clergy Pensions Fund Additional Voluntary Contributions

In accordance with our engagement letter dated 14 January 2019 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 accounting policies set out in 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, for management purposes. 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 2018 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
PricewaterhouseCoopers
Chartered Accountants
Dublin
15 March 2019

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: 30/09/2018

EFFECTIVE DATE OF PREVIOUS
CERTIFICATE (IF ANY): 30/09/2015


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 €176,367,000.00, would have been sufficient if the scheme had been wound up at that date to provide for the liabilities of the scheme determined in accordance with section 44(1) of the Act which, including the estimated expenses of administering the winding up of the scheme, amount to €154,583,000.00, and

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

I, therefore, certify that as at the effective date of this certificate the scheme satisfies the funding standard provided for in section 44(1) of the Act.

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

Signature:  Date: 15/02/2019

Name: Mr Liam Quigley Qualification: FSAI

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

Submission Details

Submission Number: SR1949365 Submitted Electronically on: 15/02/2019

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

PENSIONS AUTHORITY REFERENCE NO. PB1667

EFFECTIVE DATE: 30/9/2018

**EFFECTIVE DATE OF PREVIOUS
CERTIFICATE (IF ANY):** 30/9/2015

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 €154,583,000.00,
- (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 €176,367,000.00
- (3) €16,835,000.00 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 €13,779,000.00,
- (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 €5,873,000.00,
- (6) the aggregate of (4) and (5) above amounts to €19,652,000.00 and
- (7) the additional resources (as defined in the Act) of the scheme amount to €21,784,000.00 of which, in accordance with and within the meaning of the guidance issued by the Authority and prescribed under section 47 of the Act, €0 comprises contingent assets and none of such contingent assets comprise an unsecured undertaking.

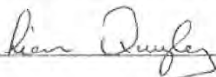
I therefore certify that as at the effective date of the funding standard reserve certificate the scheme holds sufficient additional resources to satisfy the funding standard reserve as provided in section 44(2) of the Act.

The Representative Church Body – Report 2019



An tÚdarás Pinsean
The Pensions Authority

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: 25/03/2019

Name: Mr. Liam Quigley Qualification: F.S.A.I.

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

The Representative Church Body – Report 2019

ANNEX 4

ACTUARY'S STATEMENT



Church of Ireland Clergy Pensions Fund Year ended 31 December 2018

Pensions Authority reference number: PB1667

Actuary's Statement

I completed a review of the financial position of the Fund as at 30 September 2018. One of the outcomes of this review was that the scheme satisfied the Funding Standard (Section 44(1) of the Pensions Act, 1990) and the Funding Standard Reserve (Section 44(2) of the Pensions Act, 1990). Certificates confirming this outcome have been completed.

However, the last quarter of 2018 proved to be a difficult time for pension fund investments and the outcome of a further review, undertaken as at 31 December 2018, was that while the scheme continued to satisfy the Funding Standard it would not have satisfied the Funding Standard Reserve.

A Funding Proposal is currently in place with the objective of putting the scheme in a position to satisfy the Funding Standard and Funding Standard Reserve by 31 December 2023. This extended date was granted by the Pensions Authority at the request of the Trustees.

The 31 December 2018 review also considered whether the funding proposal remains on track to achieve its objectives. This assessment was undertaken in accordance with guidance set down by the Society of Actuaries in Ireland. It reflects known developments in relation to the assets and liabilities and 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 funding proposal remains on track to achieve its objective.

Liam Quigley

Fellow of the Society of Actuaries in Ireland

Certificate number: P044

Date: 15 February 2019

Mercer (Ireland) Ltd., trading as Mercer, is regulated by the Central Bank of Ireland. Registered Office: Charlotte House, Charlemore Street, Dublin 2. Registered in Ireland No. 28158.
Directors: Tom Geraghty, Denis O'Leary, Mary O'Malley and Vincent Sheridan



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.

The Representative Church Body – Report 2019

Various actions have been taken by the Trustee to mitigate the risks. The investment strategy is reviewed regularly to ensure that it is consistent with the needs of the Fund as well as meeting the requirements arising under the Funding Proposal. Professional investment managers have been appointed to manage the Clergy Pensions Fund assets, which are invested in a range of diversified assets. There is regular monitoring of how these investments are performing. An actuarial valuation of the Fund is carried out at least every three years to assess the financial condition of the Fund and determine the rate of contributions required to meet the future liabilities of the Fund. In addition, an annual review of the solvency position of the Fund is carried out on the assumption that it is wound up at that time.

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

Last updated September 2015
Reviewed October 2018

ANNEX 6

CHURCH OF IRELAND CLERGY PENSIONS FUND STATEMENT OF INVESTMENT POLICY PRINCIPLES

1. Introduction

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

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

2. Investment Objectives

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

3. Investment Strategy

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

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

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

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

4. Investment Management

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

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

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

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

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

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

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

5. Risk Management

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

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

6. Review

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

Last updated September 2015
Reviewed October 2018

APPENDIX H

THE CHURCH OF IRELAND PENSIONS BOARD

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

THE SUPPLEMENTAL FUND

1. ADMINISTRATION OF THE FUND FOR THE YEAR ENDED 31 DECEMBER 2018

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

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

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

(i) Minimum Income of Surviving Spouses and Orphans

Grants to ensure each has a minimum income from all sources in the year commencing 1 January 2018 of not less than:

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£13,574	€17,616
Surviving spouse 80 or over	£14,090	€18,285

On 31 December 2018, pensions were in course of payment to 176 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 2018, each surviving spouse who was in receipt of a grant from the Supplemental Fund also received:

- (a) a grant twice yearly towards basic housing costs of £1,500 from the Housing Fund;
- (b) a grant of £400 from monies allocated from the Priorities Fund.

As a result of these grants, the actual minimum income of surviving spouses during 2018 exceeded the figures in the Table by £3,400.

(ii) Removal Grants

A grant to a surviving spouse towards the cost of removal, if his/her wife/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 £2,081 if he or she died while holding office in Northern Ireland, or €4,016 if he or she died while holding office in the Republic of Ireland.

Should death occur less than two months after date of retirement and before vacation of the glebehouse a similar grant will be paid.

(iii) Immediate Grants to Surviving Spouses

On the death of clergy in the service of the Church of Ireland who are survived by a spouse, an immediate grant of £4,681 if they died while holding office in Northern Ireland or €6,024 if they died while holding office in the Republic of Ireland shall be paid.

On the death of clergy in retirement from the service of the Church of Ireland who are survived by a spouse, an immediate grant of £1,560 if they resided in the United Kingdom or €2,008 if they resided in the Republic of Ireland shall be paid.

(iv) Other Grants

Certain other grants which, in the opinion of the Board and in the particular circumstances of each case, merited special consideration.

In addition to the grants allocated under the above headings retired clergy, surviving spouses and dependants in need, received help from other sources. The Board would like to record its thanks to the Priorities Fund, the Corporation of the Sons of the Clergy, the Friends of the Clergy Corporation and the other charities and funds which provided this help.

2. GRANTS 2019

Due the unexpended surplus for 2018 and expected dividend income for 2019 it is not necessary to request General Synod for an allocation to the Fund for 2019.

The unexpended surplus for 2018 and dividend income for 2019 will enable the Board to continue the schemes of *ex gratia* payments to the surviving spouses who were in receipt of such payments as at 1 January 2019 as follows:

(i) Minimum Income of Surviving Spouses and Orphans

	Resident in the:	
	United Kingdom	Republic of Ireland
Surviving spouse under 80	£13,913	€7,792
Surviving spouse 80 or over	£14,442	€8,468

It is estimated that the cost of this scheme will be £4,875.

The Representative Church Body – Report 2019

(ii) **Removal Grants**

Northern Ireland	£2,124
Republic of Ireland	€1,044

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

In service:

Northern Ireland	£4,780
Republic of Ireland	€6,066

In retirement:

Northern Ireland	£1,593
Republic of Ireland	€2,022

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 2018

INCOME AND EXPENDITURE ACCOUNT

	2018 €000	2017 €000
INCOME		
General Synod Allocations	-	-
Investment Income	31	31
Income from Trusts and Donations	2	2
	<u>33</u>	<u>33</u>
EXPENDITURE		
Augmentation – Surviving Spouses and Orphans	5	5
Grants to Surviving Spouses	17	15
Expenses	5	5
	<u>27</u>	<u>25</u>
OPERATING SURPLUS FOR THE YEAR		
	6	8
Balance 1 January	1,156	1,130
Revaluation movement	(79)	19
Currency translation adjustment	(1)	(1)
Balance 31 December	<u>1,082</u>	<u>1,156</u>
FUNDS EMPLOYED		
Investments	1,027	1,106
Cash held with the RCB	55	50
	<u>1,082</u>	<u>1,156</u>

THE SUPPLEMENTAL FUND

ANALYSIS OF FUND ASSETS AT 31 DECEMBER 2018

	2018 €000	2017 €000
Investments at Valuation		
RB General Unit Trusts	1,027	1,106
	<u>1,027</u>	<u>1,106</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.

The Representative Church Body – Report 2019



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

15 March 2019

Dear Sirs

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

In accordance with our engagement letter dated 14 January 2019 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 Note 2 of 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, for management purposes. 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 2018 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.

A handwritten signature in dark ink that reads 'PricewaterhouseCoopers' in a cursive style.

PricewaterhouseCoopers
Chartered Accountants
Dublin
15 March 2019

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 2018 was €44,341 and £5,549.

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 €58,706 plus £69,376 were allocated in 2018. 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 2018 to provide additional income for the most elderly and needy surviving spouses of clergy. This enabled the Board to give an additional grant of £400 to each surviving spouse irrespective of age who needed a grant from the Supplemental Fund to ensure a minimum income under the scheme in operation for that purpose. Two surviving spouses benefited from the allocation.

The Board has applied to the Priorities Fund Committee for a grant for 2019.

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.

The Representative Church Body – Report 2019

During 2018, grants totalling €21,900 were paid to 8 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 2018, the total of grants paid was €1,886.

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.

An allocation of £10,000 was made in 2018 which, together with income from bequests allocated to the Fund by the Representative Body, enabled the Board to make grants totalling €6,950 and £2,300 to six surviving spouses and grants totalling £5,655 to four retired clergy.

The Board would welcome donations and bequests in order to provide a permanent income for this Fund.

The Representative Church Body – Report 2019

APPENDIX I

**CHURCH FABRIC AND DEVELOPMENT FUND
GRANTS ALLOCATED DURING 2018**

FABRIC GRANTS

Diocese	Church	Grant awarded	
		£	€
Armagh Clogher	Desertcreat	1,800	
	Lack	900	
	Magheraculmoney	27,700	
Derry	Ballynascreen	2,550	
	Camus-Juxta-Mourne	2,100	
	Cappagh	30,000	
	Faughanvale	9,700	
Raphoe	Donegal		11,750
Down	Hillsborough	850	
Dromore	Dromore Cathedral	3,350	
Connor	Belfast, St Anne's Cathedral	2,100	
	Killead	6,850	
Tuam	Aughaval		3,900
	Ballynakill		6,000
	Omey		4,850
Dublin	Clondalkin		2,750
	Kilternan		2,450
	Dublin, St Bartholomew		29,600
Glendalough	Athy		2,000
	Delgany		1,100
Meath	Kells		1,500
Ferns	Carnew		12,300
Leighlin	Aghold		1,600
Cork	Blackrock		3,800
Ardfert	Killarney		550
		<hr/>	
		87,900	84,150

CENTRAL DEVELOPMENT FUND GRANTS

Applicant	Purpose	Grant awarded	
		£	€
House of Bishops	Ordained Local Ministry coordinator		36,000*
Pioneer Ministry/ Fresh Expressions project	Pioneer Ministry	35,000†	
Long-Term Church project	External review of Church of Ireland		10,000
		<hr/>	
		35,000	46,000

* over a period of three years

† over a period of five years

APPENDIX J

ARCHIVE OF THE MONTH 2018

January	“If I Were a Clergyman ... or If I Were a Layman” (Release of <i>Church of Ireland Gazette</i> editions to 1924)
February	The Irish Huguenot Archive
March	The Tin Church at Laragh, County Monaghan
April	Divided Loyalties in a West Cork Parish: the Revd George F Stoney of Berehaven
May	The Strokestown (Bumlin) Vestry Book 1811–1870
June	“A Bolt from the Blue” – Predictable and Unpredictable Events in a Midland Parish
July	The Caddy Cartoons (featured in the St Nicholas Galway earliest parish register)
August	Parish “Number 1”: Shrule, County Longford
September	Pamphlet Series ‘S’ – Pamphlets Concerning Catholic Relief and Related Issues Including the National Education Bill, c. 1822–1861
October	The Leinster Tragedy: Human Interest Stories Brought to Light by <i>Church of Ireland Gazette</i> and Other Sources
November	The War is Over: The End of World (featuring downloadable copies of the immediate post-War editions of the <i>Church of Ireland Gazette</i>)
December	Renovation in St Mary’s Cathedral, Limerick, 1859–1874 (Revealed by Previously Hidden Source: the Haydn Scrapbook)

APPENDIX K

ACCESSIONS OF ARCHIVES AND MANUSCRIPTS TO THE REPRESENTATIVE CHURCH BODY LIBRARY, 2018

The inclusion of material in this list does not necessarily imply that it is available to researchers. Parish registers (of baptism, marriage and burial) are not subject to any access restrictions, but vestry minutes and other categories of records are subject to 40-year closure, while materials containing personal or sensitive information are normally closed for 100 years.

1. ARCHIVES

(i) Parish Records

All parish records are from local parish custody, unless otherwise stated.

Ardagh Union

Copies of original photographs of the rectors, for Ardagh parish, 1961-2016; Kilcommick, 1917-2016; Shrule, 1945-2016; and Tashinny, 1890-2016; together with notes on the final years of Moydow church which closed for worship in 1987.

From Canon AW Kingston, Ballymahon, Co. Longford

Bilboa (Leighlin)

Preachers' book, 1877-1881

Booterstown and Carysfort with Mount Merrion (Dublin)

Act of Remembrance Service Sheets for Remembrance Sunday, featuring full biographical details of each person commemorated on the parish war memorial as compiled by Michael Lee, historian, 2015-2018; and specific editions of the parish newsletter including reflections on aspects of the Great War, for the centenary of the First World War, 2014-18.

From Michael Lee, Blackrock, Co. Dublin

Cloughjordan (Killaloe)

Cloughjordan: Register of baptisms, 1887-1997; Register of marriages 1859-2007; Vestry Minute Book, 1976-1998; Index of surnames including those for Modreeny and Borrisokane, 19th-20th century

Aglishcloghane: Preachers' books, 1882-1947

Aghnameadle: Combined register of baptisms 1834-1946; marriages 1834-1844 and burials 1834-2000; Register of baptisms, 1942-1977; Registers of marriages 1848-1958; Preachers' book, 1913-1931

Ardcrony: Preachers' book, 1894-1902

Ballingarry: Register of marriages, 1961-2007; Register of vestrymen, 1874-1951

Borrisnafarney: Register of marriages, 1846-1952; Account book, 1887-1917 and Preachers' books, 1930-1978

Borrisokane: Registers of marriages, 1845-2007; Vestry minute books, 1820-1980; Register of vestrymen, 1870-1947; Account book, 1871-1905; Preachers' books, 1883-1973; Sunday School Register, 1911-1922

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Finnoe: Vestry minute books, 1817-1922

Modreeny: Architectural drawings including planning permission documentation with further extensive plans of the church to accommodate new fire exit and disabled access, 2013-14; Graveyard Plan, late 20th century with copy index of graveyard inscriptions, 1689-1977

Terryglass: Preachers' books 1881-1923

Derrykeighan (Connor)

Copy vestry minute book, 1802-1826; Deed of conveyance for site of church, 1828 and deed of consecration for church and churchyard, 1831.

From the Rev AA Johns, Armoy, Co. Antrim

Donagheady (Derry)

Register of baptisms 1925-2001; Registers of marriages 1953-2004; Vestry minute books 1754-2004; Registers of vestrymen 1870-1949; Account books 1898-1963; Preachers' books 1855-1997; Register of church members 1926-1937; Cess book 1767-1804; Confirmation registers 1872-1935; Sunday School registers 1869-1964; Miscellaneous papers extracted from the vestry minute books, 1754-2004.

Drogheda - St Mary (Meath)

Printed Easter Vestry proceedings, 1872; Printed statements of account variously for the united parishes of St Mary's Drogheda and Colpe, and latterly also with Duleek and Slane, 1885; 1888; 1889; 1899; 1902-1975

From Mrs Patricia H Smyth

Drumlease (Kilmore)

Vestry minute book, 1970-1996; Account Books, 1870-1906; Preachers' book, 1875-1878.

Drumcliffe Union (Killaloe)

Drumcliffe (Ennis): Indexes of surnames in registers in the union of Drumcliffe, 1740-1911; Combined registers of baptisms, marriages and burials 1740-1845; Registers of baptisms, 1846-1916; Registers of marriages 1845-2008; Register of burials 1871-1990; Confirmation lists 1856-1866; Vestry minute books, 1827-1879 and 1934-1983; Account book 1879-1975; Miscellaneous loose accounts, 1784-85.

Kilfarboy: Registers of marriages 1968-2008; Register of burials 1911-1974.

Kilfenora: Register of baptisms 1879-1993; Register of burials 1878-1965.

Kilfieragh: Register of baptisms, 1879-1907; Account Book, 1951-1970; Preachers' books, 1865-2017; Volume containing contents of the church at Kilkee transferred to Drumcliffe parish church, 2015.

Kilfinaughty: Register of baptisms, 1878-1982; Register of burials, 1870-1990

Kilmanaheen: Register of burials, 1886-1981.

Kilnaboy: Register of baptisms 1877-1947 (including confirmation lists 1877-1937);

Register of burials, 1878-1989; Account book, 1870-1961; Preachers' books 1947-1968.

Kilnasoolagh: Combined register of baptisms 1843-1993; marriages 1837-1844 and burials 1843-1991; Register of vestrymen, 1963-1977.

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Kilrush: Combined register of baptisms 1842-62; marriages 1842-45 and burials 1842-1988; Register of baptisms 1862-2000; Registers of marriages, 1845-1953; Preachers' book, 1965-1989.

Drumgoon (Kilmore)

Vestry minutes 1810-11; Account book 1804-1817; Preachers' books 1933-1997; School records 1883; 1885; 1891; 1970-1984; Miscellaneous loose papers, including plans and detailed bill of quantities for the building of a new rectory, 1967-68, 1895-2002.

Eglish (Meath)

Vestry minute book, 1814-1872

Greystones (Glendalough)

Photographs, scrapbooks, minutes, captains' reports, parents' association papers, and other miscellaneous materials concerning the Greystones parish company of the Boys' Brigade, established in 1979, and its annual inspection and display, 1979-1995.

From Louise Swaine, Greystones, Co. Wicklow.

Heynestown (Armagh)

Preachers' book, 1974-2018

Killiney, Holy Trinity (Dublin)

Orders of service, July-October 2017; Parish magazine ('The Obelisk') September-October 2017 issue.

Killiskey (Glendalough)

Marriage register, 1994-2010; Vestry minute books, 1894-1996; Statements of annual parochial accounts, 1977-1994; Materials relating to the 200th anniversary of the consecration of the church, including sermon preached by the Archbishop of Dublin; invitation card and printed catalogue for the flower festival, September-October 2017.

Killybegs (Raphoe)

Preachers' book, 1844-1855

Lisbellaw (Clogher)

Registers of baptisms 1877-2000; Registers of marriages 1845-2005; Register of vestrymen 1870-1993; Miscellaneous loose papers 1910-1944.

Londonderry Christ Church (Derry)

Parochial cash book, 1908-1935

Mallow Union (Cork)

Mallow: Combined register of baptisms, 1871-1862, marriages 1838-1881 and burials 1780-1862 with Sunday School accounts, 1788-1793; Register of baptisms, 1863-1891; Registers of marriages 1845-2006; Register of burials, 1863-1910; Typescript of entries in the parish registers, 1776-1812; Vestry minute books, 1756-1925; Account book, 1968-1978; Preachers' books, 1916-2016; Miscellaneous deeds, 1819-late 20th century; Map

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- and survey of ground in the town of Mallow, 1825 and undated seating plan of the church; Register of Temperance Society members, 1870-1890; Miscellaneous loose papers, 1871-1968.
- Ballyclough: Registers of baptisms, 1901-1932; Registers of marriages, 1845-1970; Register of burials, 1902-1976; Vestry minute books, 1790-1901; Preachers' books, 1909-1971
- Ballyhay: Combined registers of baptisms, marriages and burials, 1726-1951; Register of baptisms, 1953-1959; Register of marriages, 1845-1922; Vestry minute books, 1772-1925; Register of vestrymen, 1870-1923; Preachers' book, 1953-1959; Register of church members, 1870-1978; Churchwardens' book, 1906-1925
- Ballyhooly: Preachers' book, 1878-1900
- Buttevant: Registers of marriages, 1845-1973; Vestry minute book, 1833-1958, Register of vestrymen, 1926-1936; Preachers' book, 1950-1975
- Carrigamleary: Register of marriages, 1848-1871; Register of burials, 1848-1881
- Castlemagner: Register of marriages, 1848-1939; Preachers' book, 1894-1977
- Castletownroche: Registers of marriages, 1845-1994; Vestry minute books, 1828-1967; Register of vestrymen, 1875-1976; Account books, 1922-1973; Preachers' books, 1875-2009; Registers of church members, 1836; 1895-1938; Miscellaneous loose papers, 1861-1969
- Churchtown: Register of marriages, 1846-1858
- Clonmeen: Register of baptisms, 1889-1917; Register of marriages, 1848-1862; Register of burials, 1892-1919; Preachers' book, 1914-1934
- Clenor: Register of marriages, 1846-1880; Preachers' books, 1870-1881
- Clonfert (Newmarket): Combined register of baptisms, 1876-1930 and burials 1876-1977 with confirmations for 1915; Register of marriages, 1846-1941; Vestry minute book, 1870-1884; Register of vestrymen, 1870-1926; Account book, 1902-1922; Preachers' books, 1859-1941
- Doneraile: Combined register of baptisms, 1730-1894; marriages, 1742-1793 and burials, 1743-1755; Registers of marriages, 1845-2005; Vestry minute book, 1782-1852; Preachers' books, 1867-1969; Plan of graveyard, undated; Crone Charity account book, 1905-1955
- Donoughmore: Register of marriages, 1845-1887; Vestry minute book, 1868-1900; Register of vestrymen, 1870-1900; Preachers' book, 1901-1927
- Drishane: Combined register of baptisms, 1877-1920 and burials, 18780-1977; Register of marriages, 1845-1890
- Dromtariff: Combined register of baptisms, 1879-1979 and burials, 1869-1969; Register of marriages, 1849-1913; Vestry minute book, 1823-1926; Register of vestrymen, 1880-1926; Preachers' books, 1878-1977; Rent charge book, 1868-1871
- Farraghy: Preachers' book, 1919-1939
- Kanturk: Register of baptisms, 1878-1944; Register of marriages, 1845-1938; Register of burials, 1879-1976; Vestry minute books, 1875-1971; Preachers' books, 1871-1972, 2005
- Kilbolane: Register of marriages, 1846-1918
- Kilbrin and Liscarroll: Register of marriages, 1845-1898 with index
- Kilshannig: Combined register of baptisms, 1731-1855, marriages, 1731-1846 and burials, 1731-1940; Register of baptisms, 1855-1972; Registers of marriages, 1845-1952; Vestry

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minute book, 1731-1952; Vestry minute book, 1731-1956; Preachers' books, 1848-1977; Tithe Applotment book, undated but no later than mid-19th century.

Monanimy: Register of marriages, 1843-1879; Vestry minute book, 1812-1880; Register of vestrymen, 1870-1880; Preachers' books, 1836-1876; Tithe Applotment book, 1832-1833; Miscellaneous loose papers, 1851-1872

Mourne Abbey: Copy entries of baptisms, 1836-1884 and burials, 1846-1883; Register of marriages, 1847-1937; Vestry minute book, 1812-1879; Register of vestrymen, 1870-1884; Preachers' books, 1851-1978

Nathlash: Register of baptisms, 1844-1868; Miscellaneous loose papers, 1866-1886.

Rahan: Register of marriages, 1847-1942; Register of burials, 1881-1886; Tithe Applotment book, 1828-1833, with loose vestry minutes 1834-1861; Account book, 1911-1953; Preachers' books, 1909-1930

Tullylease: Register of marriages, 1860 only

Wallstown: Vestry minute book, 1827-1837

Moville (Raphoe)

Moville Upper: Combined register of baptisms, 1804-1875; marriages 1804-1844; burials 1812-1983 and banns, 1814-1833; Registers of marriages, 1845-1985; Account book, 1870-1893; Preachers' books, 1884-1965; Register of church members, 1870-1942; Miscellaneous loose papers, 1846-1940.

Moville Lower: Registers of marriages, 1845-2011; Vestry minute book, 1783-1918; Account book, 1945-1954; Register of church members, 1820; Tithe Book, 1830-1832; Miscellaneous loose papers, 1866-1940; and undated photographs.

Culdaff: Registers of baptisms 1875-2016; Registers of marriages 1845-2002; Vestry minute books 1858-1988; Register of vestrymen 1870-1911; Preachers' books 1879-1991.

Donagh: Register of baptisms 1875-2017; Registers of marriage, 1846-1956; Register of burials, 1878-2017; Vestry minute books, 1782-1933; Register of vestrymen, 1873-1952; Account books, 1871-1955; Preachers' books, 1889-2003; Confirmation registers, 1899-1966; Sunday School registers, 1900-1957; Church heating plan, undated; Miscellaneous loose papers, 1980-1965.

Gleneely: Registers of marriages 1959-1987; Vestry minute books 1881-1897; Registers of vestrymen 1870-1991; Preachers' books 1880-1980.

Portarlington Union (Kildare)

Portarlington: Register of baptisms, 1877; Vestry minute books, 1888-1979; Preachers' book, 1959-1972; School ledger account book, 1918-1942; graveyard fund cash book, 1963-1984; other account books 1950-1966; printed annual church accounts, 1935; account books and printed annual accounts for Portarlington Union, 1930-2004; and miscellaneous items of correspondence extracted from the minute books, 1944-1979.

Ballykean: Vestry minute books, 1829-1881; Preachers' books, 1872-1972.

Cloneyhurke: Preachers' book, 1941-1969.

Lea: Vestry minute books, 1870-1960; Register of vestrymen, 1880-1957; notice about the annual Easter Vestry, 1834

Skreen Union (Killala)

Skreen: Index of marriages, 1846-2005; Registers of baptisms, 1877-2001; Registers of marriages, 1846-2005; Registers of burials, 1877-1999; Vestry minute book, 1936-1982; Register of vestrymen, 1891-1950; Account books, 1870-1932; Preachers' books, 1932-2000; Confirmations, 1950-85; Miscellaneous loose papers, 1934-2018.

Dromard: Index of baptisms and burials, 1895-1996; Register of baptisms, 1895-1996; Registers of marriages, 1845-2000; Register of burials, 1895-1996; Preachers' book, 1937-1960; Miscellaneous loose papers, 1897-1998.

Kilmacshalgan: Index of baptisms, marriages and burials, 1880-2002; Register of baptisms, 1880-2001; Register of marriages, 1846-2002; Register of burials, 1883-2000; Vestry minutes and accounts, 1880-1913; Register of vestrymen, 1880-2000; Miscellaneous loose papers, 1908-2000

St Bartholomew (Dublin)

Papers of William (Bill) Magowan, member of the Select Vestry, including copies of minutes and related correspondence, 1980-85; St Bartholomew's Choir materials, including miscellaneous printed items such as concert and carol concert fliers, posters and programmes, reviews and other materials, 1941-2002; Two membership registers, 1962-1979; Miscellaneous correspondence and minutes, much compiled by Bobby Bardon, relating to choir activities, concerts and tours, 1981-2000; and copies of the Choir Newsletter: "St Bartholomew's Choir", 1995-2004 and later "Music @ St Bartholomew's", 2009-2018; Miscellaneous photographs of the choir, and of the church interior, 20th century; Plan of the electricity system, including floodlights, by AG Bruty Ltd, 1963; Orders of service, 1997-2000, and other undated printed items.

Additionally, materials relating to the history of the parish received by Dr Kenneth Milne, Church of Ireland historiographer and author of the parish history, as follows: Sermon preached by Archbishop George Otto Simms, (1910-91) Archbishop of Dublin, 1957-69 (who had previously served as curate, 1935-38, during the parish's Festival of Liturgy and Mission, 1962, on the contribution of St Bartholomew's to liturgy and worship; additional notes supplied by the Archbishop on the history of the parish during the ministry of Canon WA Simpson (vicar, 1918-51) in the archbishop's hand; a letter from Canon CB Moss (curate, 1920-24) to the Rev Robert Warner (vicar, 1957-64) outlining his memories of parish during his time as curate which coincided with 'The Troubles', 1920-24; and a letter of Mrs Maud A Squires about the history of St Bartholomew's School, 1963.

Taughboyne Union (Raphoe)

Burt: Combined register of baptisms 1829-1856, marriages 1829-1844 and burials 1829-1941; Registers of baptisms 1856-1972; Registers of marriages 1845-1972; Preachers' book 1969-1972; Volume entitled "Memoirs Relative to Burt Congregation commencing from February 14th 1802", which was likely compiled by the rector, and includes copies of baptismal and marriage entries 1802-1828, sums collected for the poor, including names, 1802-1813 and vestry minutes 1810-1922.

Desertegney: Register of baptisms 1877-1966; Register of marriages 1848-1929; Register of burials, 1879-1981; Vestry minute book, 1869-1947.

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Inch: Register of baptisms 1958-1951; Register of marriages, 1846-1946; Register of burials, 1868-1965; Preachers' books 1910-1958; Miscellaneous loose papers, 1922.

Templemore Union (Cashel)

Kilfithmone: Vestry minute book, 1870-2009.

Templemore: Combined register of baptisms 1822-27; regimental marriages 1826-27 and burials 1826-27, with minutes, accounts and a list of subscribers of Templemore Dispensary, 1807-13.

Thurles: Register of baptisms 1877-1999; Vestry minute book, 1903-2011 and marriage notice book, 1904-23.

(ii) Cathedral Records

Raphoe Cathedral (Raphoe)

Preachers' Book, 1869-1872; and Miscellaneous loose papers, 1830-1872

From Derry and Raphoe Diocesan Office

(iii) Diocesan Records

Clogher

Clogher Diocesan Board of Missions Minute Books, 1944-1981 and printed notice entitled 'Missionary Literature' circulated in 1946.

From the Council for Mission

Cork Cloyne and Ross

Diocesan Visitations, 2011, 2016 (in two parts)

From the Rt Rev WP Colton and the Diocesan Office

Derry and Raphoe

Visitations/Rural Dean's Reports, incomplete runs as follows: 1680; 1827; 1854-1942 (Derry) and 1854-1953 (Raphoe); Diocesan Council Records, including Minute Books 1870-1955; Diocesan Synod Records including Minute Books, 1869-2009 and Volume containing Vestry/Diocesan Synod returns, with General Synod programme, and the Hungarian Refugee Relief Fund returns, 1950s-1960s; Glebe Records including Glebes Account Book of capital glebe amounts, 1871-1877 and Glebe and Finance Committee Minutes 1919-1951; Board of Education Records including Minute Books, 1893-1945 and Miscellaneous Loose Papers c. 1885-1950s; Returns of confirmations in files by parish, 1917-1944; 20 Account Books, 1856-1957 mostly ledgers and assessments but also relating to specific funds such as the Munday Estate fund; Registry Materials Relating Specifically to Clergy, 1866-1991; Legal papers, including a deed book and index to deeds, leases, patronage rights documents and papers relating to various charitable funds, 19th – 20th century; Three volumes of maps and returns concerning glebes and ecclesiastical residences, 1860s onwards and two maps showing diocesan boundaries, early 20th century; Miscellaneous Loose Papers, 1823-1994; Miscellaneous Volumes as follows: Commissioners of Church Temporalities Minute book, 1869-1880; Elections Committee Rough Minute Book, with accounts of the Diocesan Council, 1891-1901; Two letter books of outgoing letters, 1874-1928; Parish files, in 15 boxes, arranged alphabetically, mostly

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relating to glebes but also a range of other parish business reflecting the inter-change of correspondence between individual parishes and the diocesan registrar, c. 1890-1955; Large outside volume containing churchwarden and vestry returns, 1885-1887; Poor Parishes Committee 1899-1907; Two volumes concerning “The May Meetings”, 1912-13; Volume of Summary Requisitions by parish vestries, 1923-1932; Church of Ireland Trustees Minute Books, 1934-1944; and the Papers of Specific Organisations and Committees as follows: Bishop’s Advisory Committee, 1987-1998; Board of Foreign Missions, Minute Book, 1920-1944; Board of Social Responsibility: Minutes and Correspondence, 1977-2015; Diocesan Fellowship Minute Book, 1970-1986; Londonderry Protestant Orphan Society: Minute books and related papers, 1865-1925; Annual reports 1868-1954; Miscellaneous accounts and banking records, including the Protestant Orphans’ Trust, c. 1925; Tyrone Protestant Orphan Society: Minutes, accounts, report books, miscellaneous papers, 1869-1993; Six boxes of USPG-created slides of mission work in Chota Nagpur, the West Indies, and Zambia, with supporting text, circulated for diocesan viewing.
From Derry and Raphoe Diocesan Registry

Down and Dromore and Connor

Minutes, correspondence, constitution, application forms, tutors’ reports, and financial records of the Down and Dromore and Connor Organ Scholarship Board, created in 1989 to encourage the training of church organists in those dioceses, 1989-2017.
From the Rev Amanda Adams, Ballyrashane

Killala and Achonry

Two marriage notice books, 1983-2007; Accounts book including details of multiple diocesan funds including stipend and superannuation, 1917-52, and file of miscellaneous documents relating to Temporalities Commission, vesting of churches and ongoing superannuation of parishes, 1879-1904.
From Tuam, Killala, and Achonry Diocesan Office

Limerick, Ardfert and Aghadoe

Rural Deanery reports, 1917, 1920 and 1956-65; Extensive materials (correspondence, deeds, some drawings, plans etc) relating to diocesan glebes and other properties, organised by parish union, and also relating to the Diocesan Hall, Bishopsbourne/See House, St Mary’s Cathedral, and the Deanery (the cathedral file includes detailed original specifications for repairs by architect George Edmund Street, 1876); Papers relating to the Diocesan Financial Scheme, 1871-1971; Bound printed reports of the Diocesan Council, 1886-1949, and miscellaneous loose reports, 1949-74; Outgoing letter books of the diocesan registrar, 1883-1941; Miscellaneous loose correspondence on behalf of the Diocesan Council, 1916-72; Miscellaneous materials relating to the diocesan synod, including standing orders, 1870, resolution book, 1928-82 and correspondence, 1941-74; Board of Education papers, including materials relating to Leamy’s schoolhouse, c. 1860; St Michael’s national school, late 19th century; various diocesan educational endowments, 1880s onwards; Commutation schedules and ‘schedules of clergy who compounded’ by parish, 1872-78; File of papers relating to Corcomohide Glebe, including architectural drawings of cottages on the glebe property (initially by Arthur and Henry Hill, 1877, and later by Robert Fogarty, diocesan architect, 1880; with details of the appointment of a

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temporary curate, c. 1880 and arrangements for Mahoonah Iron church and burial ground, 1873-1971; Clerical Service Record Book, created by JL Enright, Diocesan Secretary, 1944; Diocesan Engagement Books (x 4) detailing various activities and events in the diocesan calendar, 1944, 1945, 1946, 1953; 16 accounts books including Auxiliary Fund payment book, c. 1904; diocesan glebes accounts, 1915-48; stipends account book, 1952-64; File of correspondence relating to burial grounds in the diocese of Limerick, including the work of the Special Graveyard Committee, 1939-48, mostly concerning the former military cemetery at King's Island, 1926-63, but also St Mary's graveyard, and the transfer of Chapel Russell graveyard to the local authority, 1959, 1926-1962; Miscellaneous commissions and surveys including the Commission on the Union of Parishes, 1907-23, Commission on Financial Reconstruction, 1947; Sparsely Populated Areas Commission, c. 1957 and the parochial census, 1962; Miscellaneous correspondence files of the diocesan registrar and diocesan secretary, 1871-1972; Miscellaneous deeds, including leases, mortgages, mandates and other legal documents, 1789-1941; Files of correspondence and related papers concerning various diocesan endowments, funds and bequests, 1873-1953. From the Very Rev Niall Sloane, Dean of Limerick

(iv) General Synod Records

Bishops' Appeal

Minutes and papers including financial reports, 2016-17
From TA Smallwoods MBE, Londonderry

Clergy Widows and Orphans Society

Miscellaneous papers including statements of account, correspondence and materials relating to the transfer of the Society to the RCB, in November 2018, 1990-2018.
From Don Tarleton, Outgoing Hon. Treasurer

Council for Mission (known in succession as the Missionary Council of the Church of Ireland, then the Council for the Church Overseas)

Minutes, 1928-2010; minutes and correspondence of the St Patrick's Memorial Missionary Fund, 1933-1984; other correspondence, 1946-1981; reports of the annual Missionary Conference, 1959-1966; photographs and printed materials, 20th century.
From the Council of Mission

Literature Committee

Minute book, 1996-2015
From the Hon. Secretary

2. MANUSCRIPTS

Acheson, Dr Alan R

Letter to Alan Acheson from George Otto Simms, archbishop of Armagh, 1972-90 on the meaning of the Communion service and its history and other matters of mutual interest, 1 March 1972.
From Dr Acheson, Toronto

Bennett, Douglas, historian

Research notes for and text of lecture by Douglas Bennett, ‘The Huguenots in Ireland’, with particular reference to Huguenot silver and silversmiths, delivered to the Huguenot Society of Ireland, in 1985, together with photographs of buildings in Dublin, silver artefacts and documents concerning Huguenot history, and of Mr Murray, weaver, at Weavers’ Square, Dublin, the day before his premises was demolished.

From Douglas Bennett, Dublin

Buchanan, Alan Alexander (1907-84) Archbishop of Dublin, 1969-77

22 miscellaneous sermons of Archbishop Buchanan, indicating some kind of original numbering system, but mostly undated apart from four items preached at various services in 1976 and one referencing an event on 13 August 1977, commencing with number 14 (1940s?) and ending with number 482, undated, 1940s [?] -1977, together with published obituaries and other biographical notes compiled following his death in 1984.

From Mr WH Magowan, Blackrock, Co. Dublin

Charlton, Rev Thomas Joseph (died c. 1929) /Omeath (Armagh)

Printed address from, ‘Your faithful parishioners and friends’ addressed to Charlton and his wife Fannie Carden (nee Blackburne Kane) in Omeath (Armagh) where he served as rector 1903-1910, before his departure to work in Canada where he would spend the remainder of his life; together with two early 20th-century photographs of Omeath church and rectory.

From his grandson, Larry Munn, Ontario, Canada

Chavasse, Rev Canon Claude Lionel (c. 1897-1983)

Autographed copy of the printed book *The Cathedrals of the Church of Ireland* (SPCK, London and Dublin, 1932) by J Godfrey Day and Henry E Patton, presented by Godfrey Ossory (the Rt Rev Godfrey Day, Bishop of Ossory, June 1932 ‘with affectionate regards’, in which Chavasse has added press cuttings, notes and odd items of correspondence concerning cathedrals and other antiquaries, 1932-c. 1957

From the Very Rev RB MacCarthy, Dublin

Church of Ireland Youth Fellowship Association (Northern Ireland region)

Minutes, correspondence, printed literature and other materials created by CYFA (Ireland) in relation to its administration and activities, as well as its relationship with the UK central organization, 1973-1982.

From the Council for Mission

Colton, Rt Rev W Paul (Bishop of Cork Cloyne and Ross, 1999 to date)

Sermons, January 2013-April 2018.

From Bishop Colton, Cork

Daly, Rev Henry Sutton Varian (1872-1931) MS 1074

Photograph of the Rev “Harry” Daly, Rector of Kilfenora and Lisdoonvarna with Rathbourney, 1925-31, in full clerical dress and on his bicycle, with note by his widow on

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reverse: ‘Harry starting out to cycle to Killaloe’. Effectively rector of “The Burren”, his round trip on the bike every Sunday was over 30 miles.

From Belinda Seager, Dublin

Donegal Protestant Orphan Society

Printed annual report, 1885

From the Merville Group of Parishes (Raphoe)

Dublin University Far Eastern Mission (Belfast Sale Committee)

Minutes, accounts, correspondence, promotional fliers and other printed materials relating to the annual Belfast Sale, distribution of funds, and interaction with the main DUFEM Committee based at Trinity College Dublin, 1913-1997

From the Rev William Seale, Kells Union

Fermanagh Protestant Orphan Society

Minute books 1925-2005

From the Rt Rev John McDowell

Girls’ Friendly Society

Two original typescripts of plays by Daisy M Shannon, which include detailed stage directions, performed as fund-raising activities, undated, as follows: 1. “A Dream of Bethlehem” and 2. “Can We Forget: A G.F.S. Pageant” (2 copies); Oak House printed history, 1877-1927, and odd later items of correspondence relating to repairs, 1927-1931, 1996, [n.d.]; Materials relating to the 80th birthday celebrations, including printed leaflet for the All Ireland Central Competitions, 1957; File of correspondence, research notes, and submissions from various G.F.S. diocesan branches, mostly addressed to, or compiled by Mrs Beth Mayes, for a history of the organisation, compiled or submitted c. 1994-1995; file of minutes and related correspondence with drafts of bye-laws, house rules and articles of association, 1986-1997 “G.F.S. and Townsend Members’ Fellowship” Newsletters, 1960-61.

From Mrs Beth Mayes, Cork

Hobson, Canon Edward Waller (d 1924)

Scrapbook containing jottings, press-cuttings and odd items of correspondence, concerning the general history of the Church of Ireland; attitudes to ritualism and temperance; remedies and cures for ailments and illness; a tribute to Canon James B Leslie as well as significant memorabilia about the parishes of Moy, Derryloran, Portadown, and Loughgall where Hobson served as incumbent between 1878 and 1908, 1899-1910.

From the Presbyterian Historical Society, Belfast

Kilmore, Elphin and Ardagh Girls’ Friendly Society

Associates Book, 1923-c.1937; Book of Commendations (abroad), 1927-1930; Candidate and Prentices Report Book; and Branch Secretary’s Reports, 1948, 1957 and undated.

From Mrs Elizabeth Mayes, Cork

Lougheed, Canon Britain (1882-1952), Miscellaneous Photographs

Collection of seven photographs showing the Rev Britain Lougheed as rector of Clara (Meath) sometime between 1927 and 1952; and again as rector of Clara, with his son, the Rev Brian Lougheed, together with earlier images as follows: group of female cyclists possibly at Ennis, or Borrisokane (where Canon Lougheed previously served) very early – 1907-1920; another possibly earlier cycling group featuring in front of a thatch cottage, with two clerics in the group one of whom is his father, the Rev Britain de Gorrequer Lougheed (1910-1969); a portrait image of same; a street scene in Clara, county Offaly again early 20th century; the Most Rev James McCann, Archbishop of Armagh, 1959-69; and finally, a group of unidentified clergy, undated.

From Canon Brian Lougheed, Killarney, Co. Kerry

Lundy, Rev St George Herbert (1914-1976)

Ordination photograph and annotated Bible of the Rev St George Charles Herbert Lundy (1914–1976) with related local parish history materials assembled by him or his son, concerning parishes where he was the incumbent: Ballintoy, St Silas, Belfast, and Glenavy (all in the diocese of Connor), 1938-1989

From his son, Chris Lundy, Co. Antrim

McQuade, Rev Canon Arthur (c. 1861- 1929) and family

Two albums – the first of postcards, sent from many locations around the world, from 1902 onwards, with personal messages, mostly to the Rev McQuade, initially at The Rectory, Welchtown, Co. Donegal when he was rector of Kiltcevogue (near Stranorlar) 1888-1914, and latterly to The Rectory, Omagh, Co. Tyrone, where he was Rector of Drumragh parish 1914-29, with some later postcards possibly to his mother or other relative, Mrs McQuade, at “Portnoo”, Dublin Road Omagh, up to 1933; the second an unrelated album inscribed to “My dear sister Mary” from Lucy and Bert Dolman, containing hand-written quotations and messages, 24 July 1902.

From Sligo County Library

Mew, family of

Family bible (being *The Self-Interpreting Bible with Evangelical Commentaries* by the Rev John Brown, London, 1824) of the Mew family of Newport, Isle of Wight, and subsequently Pimlico, London, and Windsor, Berkshire, containing genealogical details, 1799-1871

From Miss Stella Mew, Dublin

Monaghan Protestant Orphan Society

Minute books 1936-1961; 1985-2006

From the Rt Rev John McDowell

Monahan, Rev James Hunter (1814-1895)

Extensive memoir of the life of James Hunter Monahan, compiled by his second wife, Margaret Agnes nee Fagan, whom he married at Torquay, 19 August 1869. Monahan was born at Newtown Stewart, county Tyrone, educated at Foyle College and the Royal School, Dungannon, before entering Trinity College Dublin where he was became a scholar, and also won the Berkeley Gold Medal for Greek. He was ordained for the parish of Irishtown

The Representative Church Body – Report 2019

in 1850, and would spend all his ordained ministry in Dublin, as curate of several parishes, then master of Christ Church Cathedral Grammar School, 1852-55 and finally as rector of St Mary's parish, 1865-1894. The unpublished handwritten memoir includes original items of correspondence, newspaper reports and a particularly fascinating insight to Monahan's opposition to the Irish Church Act, 1869.

Compiled late 19th / early 20th century, covering the period 1814-1895

From Mrs Joy Searight, Carlow

“Principle and Pragmatism: Towards a History of the Church of Ireland”:

Conference 1993

Conference programme and related notes and publicity items about the conference held to promote Church of Ireland history and archives at UCD, Dublin, April 1993.

From Mr WH Magowan, Blackrock, Co. Dublin

Quarry, Rev Dr John (1809-1899),

Sermons, correspondence, research papers and notebooks, with drafts and off-prints of published material on aspects of ecclesiastical law and history, 1832-1899.

From the Quarry Family, England

Reynell, William Alexander (1836-1906), Rector of Carrick, 1866-73 (Derry)

Notebook autographed 'William Reynell, Carrick on Roe' which consists principally of handwritten notes about sources – including items on parchment, presumably in the Public Record Office – documenting the evolution of various parishes in the dioceses of Derry and Raphoe, alphabetically arranged. Also contains copy of a poem about the death of Archbishop Whately, and historical notes on the history of the parish of Newtown Kells (Meath) and specifically the Rev W Shields, rector 1756-1829.

From the Derry and Raphoe Diocesan Registry

School for Educating Daughters of the Irish Clergy

Minutes, account books, reports and miscellaneous loose papers including materials relating to workings of a joint committee with Alexandra College, to oversee the sale of the school in Earlsfort Terrace, in conjunction with the sale of the adjacent Alexandra College and School (which re-located to Milltown) and the organisation's transition to becoming a grant-making body to support clergy daughters in their education at Alexandra College and elsewhere, 1864-2016.

From Mrs Joy Searight, Honorary Secretary, Carlow

Photocopied material

Photocopied materials relating to the background to the portrait of the Most Rev George Otto Simms, completed in 1969, by the artist John Schwatshke.

From John Schwatshke, Waterford

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APPENDIX L

**FUNDS RECEIVED BY THE REPRESENTATIVE CHURCH BODY IN 2018
TO BE HELD IN TRUST FOR PARISHES, DIOCESES ETC**

	€	£
Abercorn - Co Londonderry Protestant Orphans Society		3,815.40
Acheson, Edward & Helen	1,000.00	
Alexander - Co Londonderry Protestant Orphans Society		6,512.49
Anonymous Donations - Currin (Clogher)	4,000.00	
Archbishops Choir Fund		16,703.13
Armstrong, Robert	1,000.00	
Bell, Terence		217.97
Bolton-Dignam, Jonathan Lionel	1,123.59	
Brown, Rachel (Rita)		500.00
Brownell, Violet		500.00
Carnew Church Fund	35,550.00	
Cash Reserves - Armagh Cathedral		15,000.00
Church Education Society of Ireland (additional)	15,000.00	
Church of Ireland Clergy Widows & Orphans Society	783,101.11	1,015,522.06
Clogher Diocese Social Fund (additional)		30,000.00
Coleraine Office & Hall - DD&C BoE		373,389.20
Cox, Joseph & Olivia (additional)	100.00	
Crawford, Elaine		13,771.72
Development Fund - Jordanstown (Connor) (additional)		33,750.00
Donnelly, Arthur	1,500.00	
Dublin & Glendalough Dioc Bd of Education St Matthew (additional)	16,000.00	
Eileen Countess of Mount Charles Bequest	5,000.00	
Fannin, Robert Noel	140,000.00	
Faulkner, J&R		2,181.03
Garden of Remembrance (additional)	500.00	
General - Co Londonderry Protestant Orphans Society		292,650.91
General Fund - Jordanstown (Connor) (additional)		105,000.03
Gibbons, Mary		200.00
Glass, William (additional)		30,000.00
Gordon, Molly		389.90
Hawthorne, Rev Canon J, MBE		3,000.00
Henderson, James	2,000.00	
Hinds, CTS		1,434.49
Johnston, William		650.00
Jordan, Robert W	2,726.45	
Kildallon (Kilmore)		
KPH Trust	20,000.00	
Kyle, Thomas	1,000.00	
Lee, Tom		200.00
Lyndon Bequest	40.00	

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	€	£
Martin, Jessie		435.94
McElhinney, Eric & Agnes	20,000.00	
Melbourne, Samuel	100,000.00	
Mills, Ernest & Mervyn	385.00	
Mitchell, Allan James		190,000.00
Moore, James	1,400.00	
Morton, William	1,905.00	
Nobel, George		325.00
Offaly Protestant Orphan Society	38,250.00	
Olphert, John		1,415.00
Osbourne		67.01
Ossory & Leighlin Diocesan Board of Education	250,000.00	
Parish Funds - Balteagh (Derry)		50,000.00
Parish Funds - Camus Juxta Bann (Derry)		50,000.00
Parish Funds - Portadown St Saviours (Armagh)		40,000.00
Parish Funds - Preban (Ferns)	4,000.00	
Parochial Funds - Donoughmore (Glendalough) (additional)	3,500.00	
Patton, Joan Mary	1,000.00	
Philson, Sarah		100.00
Poston, Robert - Co Londonderry Protestant Orphans Society		9,756.98
Primrose, WJA (Jack)		1,000.00
Russell, James	2,000.00	
Skuce, Anna	8,000.00	
Smith, Bella		92.74
Smyth, Hugh & Sarah Jane	1,000.00	
St Mary's Trust	3,508,823.23	
St Olaf's Hall Trust (additional)	10,000.00	
Stoakley Bequest (additional)	200,000.00	
Strawbridge, Ann		1,000.00
Surplus Fund - Derry & Raphoe Diocese (additional)		300,000.00
Taylor, Thomas S		9,127.58
Walsh, Massey	585.00	
Williams, William (Billy)	10,000.00	
Willmott, Richard (additional)	1,000.00	
	<u>5,191,489.38</u>	<u>2,598,708.58</u>

Standing Committee – 2019

STANDING COMMITTEE

REPORT OF PROCEEDINGS LAID BEFORE

THE GENERAL SYNOD AT ITS

ONE HUNDRED AND FORTY-NINETH ORDINARY SESSION 2019

Standing Committee – 2019

**THE GENERAL SYNOD
OF THE
CHURCH OF IRELAND**

HONORARY SECRETARIES OF THE GENERAL SYNOD



Ven George Davison, 12 Harwood Gardens, Carrickfergus, Co. Antrim, BT38 7US

Rev Canon Gillian Wharton, The Rectory, Cross Avenue, Booterstown, Blackrock, Co. Dublin

Mr Ken Gibson, 11 Magheralave Court, Lisburn, Co. Antrim, BT28 3BY

Ms Hazel Corrigan, Liscolman House, Tullow, Co Carlow

ASSISTANT SECRETARY - Mrs Janet Maxwell

SYNOD OFFICER - Dr Catherine Smith

OFFICE

Church of Ireland House
Church Avenue
Rathmines
Dublin 6

Telephone no. +353 1 4978422

Email synod@rcbdub.org

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Standing Committee – 2019

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Standing Committee – 2019

1. SUMMARY

Some significant matters dealt with during the year were:

- Establishment of a Working Group on Synodical Representation and a special all-day meeting of the Standing Committee to discuss its work;
- Establishment of a Consultative Group on Disability;
- Revision of the regulations of the Legal Advisory Committee;
- Approval of a Conflict of Interest policy for parishes and Church of Ireland bodies and committees.

2. NAMES AND ATTENDANCE OF MEMBERS (FROM JUNE 2018)

During the period June 2018 – March 2019, 6 meetings were held, including a special meeting on 12th November in Taney Parish Hall to discuss the work of the General Synod Representation Working Group (see Appendix K).

The number of meetings attended by each member is placed before his/her name.

EX-OFFICIO MEMBERS

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

6/6	Ms Hazel Corrigan
5/6	Ven George Davison
4/6	Rev Gillian Wharton
6/6	Mr Kenneth Gibson

ELECTED MEMBERS

Armagh	5/6	Ven Andrew Forster
	5/6	Rev Malcolm Kingston
	4/6	Mr Paul Bruce
	6/6	Mr Matthew Topley
Clogher	6/6	Rev Canon Ian Berry
	4/6	Rev Chris MacBruithin
	6/6	Mr Walter Pringle
	6/6	Mr Glenn Moore
Derry & Raphoe	6/6	Ven Robert Miller
	5/6	Rev Ian Linton
	4/6	Mrs Brigid Barrett
	3/6	Mr Robert Ellis
Down & Dromore	6/6	Ven Roderic West
	6/6	Rev James Cheshire

Standing Committee – 2019

Connor	6/6	Mrs Hilary McClay
	6/6	Ms Anna Williams
	6/6	Rev Trevor Johnston
	6/6	Rev Barry Forde
	4/6	Mr Roy Totten
	3/6	Mrs Judith Cairns
Kilmore, Elphin & Ardagh	4/6	Rev Canon Hazel Hicks
	6/6	Rev Ruth West
	6/6	Ms Laura Dunlop
	6/6	Ms Sarah Taylor
Tuam, Killala & Achonry	6/6	Rev Canon Andrea Wills
	6/6	Ven Stephen McWhirter
	3/6	Ms Meabh O’Herlihy
	4/6	Ms Caroline Morrow
Dublin & Glendalough	5/6	Very Rev William Morton
	5/6	Rev Stephen Farrell
	4/6	Mr Lyndon MacCann SC
	3/6	Mr David Webb
Meath & Kildare	2/6	Rev Canon Isaac Delamere
	2/6	Rev Damien Ó Cathain
	6/6	Mrs Joan Bruton
	0/6	Mr Ronan McKenna
Cashel, Ferns & Ossory	6/6	Ven Ruth Elmes
	5/6	Rev Máirt Hanley
	5/6	Mr Richard Codd
	6/6	Ms Emma Purser
Cork, Cloyne & Ross	5/6	Ven Adrian Wilkinson
	5/6	Rev Sarah Marry
	5/6	Mr Wilfred Baker
	3/6	Ms Hilda Connolly
Limerick & Killaloe	4/6	Ven Simon J. Lumby
	4/6	Rev John Godfrey
	6/6	Mr Adrian Hilliard
	4/6	Mr Edward Hardy

Co-opted Members

Standing Committee – 2019

Mr Andrew Brannigan	6/6	Mrs Pauline High ~	0/2
Rev Canon Alison Calvin	6/6	Rev Gary McMurray	5/6
Very Rev Nigel Dunne	6/6	Mr Alan Williamson	4/6
Rev Canon Dr Maurice Elliott	4/6	Mrs Kaye Nesbitt~	1/1

~ Mrs Pauline High resigned from the Standing Committee in November 2018. Mrs Kaye Nesbitt was elected at the January meeting of 2019.

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.

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

PRIORITIES FUND COMMITTEE

Mrs Brigid Barrett	Mr Glenn Moore
Mrs Joan Bruton	Mr Roy Totten
Ms Hazel Corrigan	Ven Adrian Wilkinson
Ven George Davison	
Ven Andrew Forster	

Standing Committee – 2019

BUDGET SUB COMMITTEE

Mr Wilfred Baker
Ms Hazel Corrigan
Ven George Davison

Rev Canon Andrea Wills

WORLD DEVELOPMENT – BISHOPS’ APPEAL ADVISORY COMMITTEE

Rev John Ardis
Rt Rev Dr Ferran Glenfield
Ms Ruth Handy
Rev Elizabeth Hanna
Mr William Kingston
Rev Canon Jonathan Pierce

Rev Canon Noel Regan
Rt Rev Patrick Rooke
Rev Canon Niall Sloane
Mr Albert Smallwoods
Ms Iris Suintor

LAY JUDGES OF THE COURT OF THE GENERAL SYNOD

His Honour Judge Tom Burgess
His Honour Judge Alistair Devlin
Mr Charles Galloway
The Rt Hon Lord Justice Paul Girvan
Mr Patrick Good QC

Mr Lyndon MacCann SC
The Hon Mrs Justice Catherine Mc Guinness
Mr Ronald Robins
The Right Honourable Lord Justice Stephens

3. APPOINTMENTS

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

Annual General Meeting of Churches Dr Kenneth Milne
Together in Britain and Ireland (Liverpool,
9th May 2018)

Joint Management Committee of the Irish The Rt Rev John McDowell
Council of Churches (approval of co-
option to)

Liaison person to PACT Mrs Daphne Townsend

Irish Inter-Church Meeting (Dromantine, Ms Gina Copty
18th-19th October 2018) Prof Roddy Cowie
Rev Canon Dr Ian M. Ellis
Mr Ken Gibson
Very Rev Kenneth Hall
Ven Robert Miller
Very Rev Niall Sloane
Rev Catherine Simpson

Standing Committee – 2019

AGM of the Irish Council of Churches (4 th April 2019, Lurgan)	The Archbishop of Dublin The Bishop of Down Ms Georgina Coptý Rev Canon Dr Ian M. Ellis Rev Canon Shane Forster Mr Ken Gibson Rev Canon Mark Harvey Ms Maxine Judge Dr Leonard Madden Ms Helen McClenaghan Rev Canon Horace McKinley Mr Philip McKinley Rev Ken Rue Very Rev Niall Sloane Dr Catherine Smith Rev Dr Peter Thompson Ms Cate Turner Ms Anna Williams
Voting member for the Church of Ireland for Christian Aid for three years	Ms Ruth Handy
Irish Inter-Church Committee	Very Rev Niall Sloane
General Synod of the Scottish Episcopal Church (6-8 th June, Edinburgh)	Rt Rev John McDowell
General Synod of the Church of England – July Group of Sessions (5 th -9 th July 2019, York)	Rev Canon Gillian Wharton
Fifth plenary meeting of the All-Island Civic Dialogue on Brexit (15 th February 2019, Dublin)	Rev Dr William Olhausen
Yearly Meeting of the Religious Society of Friends (25 th -28 th April, Dublin)	Dr Kenneth Milne Dr Bridget Nichols
German Protestant Kirchentag, (19 th -23 rd June 2019, Dortmund)	Rev Canon Dr Ian Ellis
Representatives to the ACC Forum on Intentional Discipleship	Rev Adam Pullen Very Rev Tim Wright

4. ADVISORY COUNCIL TO THE CHURCH OF IRELAND CENTRE FOR EDUCATION AT DUBLIN CITY UNIVERSITY

The report of the Advisory Council was received by the Standing Committee in March 2019, and appears as Appendix B on page 195.

5. AUDIT OF ACCOUNTS

In June 2018, the Standing Committee appointed PricewaterhouseCoopers as Auditors of the accounts of the Representative Church Body.

6. BISHOPS' APPEAL ADVISORY COMMITTEE

The report of the Bishops' Appeal Advisory Committee appears as Appendix C on page 197.

7. CENTRAL COMMUNICATIONS BOARD

In November 2018, the Standing Committee approved the co-option of Ms Anna Williams as a member of the Central Communications Board and appointed Rev Ricky Rountree as a member of the Literature Committee. In March 2019, it approved the co-option of Rev Alan Ruffli to the CCB on the recommendation of the Liturgical Advisory Committee. A report from the Central Communications Board incorporating the reports of the Broadcasting Committee and the Literature Committee can be found in Appendix D on page 217.

8. CHARITIES LEGISLATION

In November 2018, the Standing Committee approved amendment of the Explanatory Memorandum on Governance to include a paragraph headed 'Charitable Purpose and Objects,' stating the wording of charitable purpose and objects as approved by Statute of the General Synod, Chapter IV of 2015, Schedule I and Schedule II, and approved the use of a conflict of interest policy for parishes, Church of Ireland bodies and committees, available on the Parish Resources section of the Church of Ireland website: <https://www.ireland.anglican.org/parish-resources/360/conflicts-of-interest>. The Report of the Charities Registration Monitoring Working Group appears as Appendix E on page 224.

9. CHILDREN'S MINISTRY NETWORK

The Standing Committee has received several updates on the proposed merger of the Sunday School Society for Ireland and the Church of Ireland Children's Ministry Network from Rev Canon Ian Berry, who was appointed by Standing Committee as the liaison person to the process. The report of the Children's Ministry Network appears as Appendix F on page 226.

10. CHURCH AND SOCIETY COMMISSION

In June 2018, the Standing Committee endorsed the co-option of Dr Elizabeth Leonard to the Church and Society Commission, and in September, endorsed the co-option of Mrs Ethne McCord and of Ms Zephryn Patton. The Church and Society Commission's report can be found in Appendix G on page 230.

11. CLERGY PENSIONS LEVY

In September 2018, the Standing Committee adopted a resolution on the recommendation of the Representative Church Body that, in accordance with Section 36 of Chapter XIV of the Constitution of the Church of Ireland, and on the recommendation of the Representative Body and the Trustee, the rate of levy to be paid by each diocese towards the cost of securing the solvency of the Clergy Pensions Fund from 1 January 2019 be set at the unchanged percentage level of 13% of the Minimum Approved Stipend in force at 1 January 2019.

12. COMPLAINTS AND DISCIPLINARY PROCEDURE

In January 2019, the Standing Committee considered the 2018 Income and Expenditure report for the Complaints Committee as required under Chapter VIII 23 (e). This report is appended as Appendix H on page 234. Ms Bridget Rippey was appointed by the Standing Committee in June 2018 as Complaint Administrator for the purposes of the relevant part of Chapter VIII of the Constitution of the Church of Ireland, and in March 2019 this appointment was approved for a further year.

13. CONSULTATIVE GROUP ON DISABILITY

In June 2018, the Standing Committee approved the replacement of the terms of reference of the Working Group on Disability with terms of reference for a Consultative Group. In November 2018, the following members were appointed:

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Ms Jennifer Bullock
Ms Stephanie Casey and Ms Emily Casey (joint application)
Mr Jasper Chisnall
Rev Alistair Donaldson
Dr Timothy Jackson
Ms Rachael Mackarel
Ms Ruth McCartney
Mr Jonny Watson

The report of the Group is contained as Appendix I on page 235.

14. ELECTIONS TO CITI GOVERNING COUNCIL AND MANGEMENT COMMITTEE

In September, the Standing Committee nominated Mr Richard Codd and Ven Robert Miller for appointment by the Archbishops and Bishops to serve on the Governing Council of the Church of Ireland Theological Institute for a period of three years from 1 January 2019.

15. FACILITATION COMMITTEE

The membership of the Facilitation Committee was ratified at the 2017 General Synod. Its report is appended as Appendix J on page 238.

16. GENERAL DATA PROTECTION REGULATIONS

In March 2019, the Standing Committee noted a paper on the Church's responsibilities in relation to data sharing and on the most appropriate way to embed these measures within the structures of the Church. It is advised that the Church should develop and implement a data sharing agreement between joint data controllers, and a model contract clause which would offer adequate safeguards and protection for the transferring of personal data outside the EEA. Legislation will be developed for the General Synod of 2020. The Standing Committee and the Representative Body are jointly proposing a motion to the General Synod of 2019 to affirm the Church's commitment to meeting its legal obligations under the Data Protection Legislation.

17. GENERAL SYNOD 2020

As reported in the 2018 Report, the General Synod of 2020 will be held from 7th-9th May in the Croke Park Meetings and Events Centre, Dublin.

18. GENERAL SYNOD/STANDING COMMITTEE FINANCES

In September 2018, the Budget Sub-Committee presented its report to the Standing Committee. The report was accepted by the Standing Committee.

19. GENERAL SYNOD REPRESENTATION WORKING GROUP

The General Synod Representation Working Group was set up, as requested by the General Synod of 2018, by the Standing Committee, in June. It is composed of one member of the Standing Committee from each diocese and two Honorary Secretaries, and its brief is to consider the contents of the withdrawn Bill to Amend Chapter I of the Constitution and the proposed amendments to that Bill with a focus to developing a report and legislative proposals for presentation at the General Synod of 2019. The Working Group has reported to each meeting of the Standing Committee, and an all-day meeting attended by the full membership of the Standing Committee was held in Taney on 12th November 2018. The report of the Working Group is contained as Appendix K on page 245.

20. GENERAL SYNOD ROYALTIES FUND

The value of the Fund at 31st December 2018 was €222,645 and £960. During the year the following allocations were made from the Royalties Fund:

- that a grant of £1,000 be made from the GS Royalties Fund to the ‘Be Reconciled’ project to assist the provision of a study resource for parish use, authored by the Revd Catherine Simpson.
- That a grant of €3,533.20 be made from the GS Royalties Fund for editing Vol. 9 of the Braemor Series, ‘Infertility to IVF: Theological, Pastoral and Ethical Insights for Couples and Clergy’, by Nigel Cairns, and Vol. 10, ‘Mind and Ministry: To What Extent is Secular Psychotherapy Compatible with Christian Pastoral Care?’ by Rebecca Guildea.
- That a grant of €4,000 be made to Four Courts Press as a subvention towards the publication of the Church of Ireland Book of Essays to mark the 150th anniversary of Disestablishment; that €5,000-6,000 be made available to pay the services of a copy editor for the Church of Ireland Book of Essays.
That a grant of €4,500 be made to the SEARCH Journal as a subvention to support the publication of the journal and the holding of a Colloquium on Ministry.
- That a grant of £576 be made as a subvention to provide for additional amendments required in the Daily Worship app.

21. HISTORICAL CENTENARIES WORKING GROUP

In March 2019, the Standing Committee approved the co-option of Dr Marie Coleman, Dr Ida Milne, and Prof Brian Walker to the Historical Centenaries Working Group. The report of the Working Group may be found as Appendix L on page 252.

22. HISTORIOGRAPHER'S REPORT

A report from the Church of Ireland Historiographer, Dr Kenneth Milne, is included as Appendix M on page 255.

23. LEGAL ADVISORY COMMITTEE REGULATIONS

In November 2018, the Standing Committee approved revised regulations for the General Synod Legal Advisory Committee. These provide greater clarity for the procedure of submitting a question to the Committee. These revisions clarify what process may be followed if the Standing Committee does not approve a request to the Legal Advisory Committee, and also clarify how information is communicated and how Opinions produced by the Legal Advisory Committee are recorded. The regulations are included as Appendix N on page 258.

24. 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 2019.

At its meeting of 18th September 2018, the Standing Committee heard a submission by Mr Henry Saville, Chairman of the Executive of the Representative Church Body, which detailed the background to the RCB's recommendations.

The Standing Committee approved the recommendations of the Representative Church Body with the adoption of the following resolution:

That, in accordance with Section 51 (1) of Chapter IV of the Constitution of the Church of Ireland, and as recommended by the Stipends Committee and the Representative Body for onward recommendation to the Standing Committee, Minimum Approved Stipends shall be as follows with effect from 1 January 2019, being increased by 2.5% in Northern Ireland and by 1% in the Republic of Ireland:

(a) no stipend shall be less than £29,603 per annum in Northern Ireland or €37,855 per annum in the Republic of Ireland in the case of an Incumbent or a member of the clergy appointed as Bishop's Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.

(b) the stipend for a Curate-Assistant shall be in accordance with the following scale:

First Year	75.0% of minimum stipend for incumbent
Second Year	77.5% "

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Third Year	80.0%	"
Fourth Year	82.5%	"
Fifth and succeeding Years	85.0%	"

25. ORDAINED LOCAL MINISTRY

Following the General Synod of 2017, the House of Bishops drew up a Protocol for Ordained Local Ministry in the Church of Ireland. The report from the Oversight Committee provides information on the first two years of the training and progress of those accepted for OLM. The report is included as Appendix O on page 259.

26. PENSIONABLE STIPENDS

Under Section 2 of Chapter XIV of the Constitution of the Church of Ireland as revised by Chapter V of 2011, the Standing Committee is required to consider a recommendation from the Representative Church Body and the Church of Ireland Clergy Pensions Trustee Limited as to the rates of Pensionable Stipend to take effect from 1 January 2019.

At its meeting of 18th September 2018, the Standing Committee heard a presentation by Mr Henry Saville, Chairman of the Executive Committee of the Representative Church Body, which detailed the financial background to the recommendations of the RCB and the Church of Ireland Clergy Pensions Trustee Limited.

The Standing Committee approved the recommendations of the Representative Church Body by adopting the following resolution:

That, as recommended by the Executive Committee and the Trustee, in accordance with Section 1 of Chapter XIV of the Constitution of the Church of Ireland, Pensionable Stipend shall be as follows with effect from 1 January 2019, remaining unchanged from 2018:

(a) Pensionable Stipend shall be £25,498 per annum in Northern Ireland and €36,219 per annum in the Republic of Ireland in the case of an Incumbent or a member of the clergy appointed as Bishop's Curate under the provisions of Section 42 of Chapter IV or of a Diocesan Curate over the age of 30 years appointed under the provisions of Section 43 of Chapter IV.

(b) Pensionable Stipend for a Curate-Assistant shall be in accordance with the following scale:

First Year	75.0%	of Pensionable Stipend for incumbent
Second Year	77.5%	"
Third Year	80.0%	"
Fourth Year	82.5%	"
Fifth and succeeding Years	85.0%	"

27. PRIORITIES FUND

The accounts of the Priorities Fund and the grants, approved by Standing Committee in March 2019, are contained as Appendix P on page 261.

28. CHURCH OF IRELAND SAFE GUARDING BOARD

In September 2018, the Standing Committee approved updated terms of reference for the Board, Safeguarding Trust policies (consisting of Safeguarding Trust NI, Safeguarding Trust NI Appendix, and Safeguarding Trust RoI), amendments to the Republic of Ireland and Northern Ireland Adult Safeguarding Policies and the Church of Ireland Child Safeguarding Statement. In November, Standing Committee ratified the following nominations of clergy to the Safeguarding Board: Rev Canon Dr Ian W. Ellis, Rev Christopher St John, Rev Canon Isaac Delamere, and Ven Ruth Elmes. The report of the Safeguarding Trust Board appears as Appendix Q on page 271.

29. SECONDARY EDUCATION COMMITTEE

In March 2019, the Standing Committee nominated Mr Wilfred Baker, Ms Elizabeth Hassell, Rev Robert Jones, and Ms Kara Turner, and re-nominated Ms Hazel Corrigan, Mr Roy Crowe, Rev Katharine Poulton, and Ms Joyce Ryder, to the AGM of the SEC, until March 2020.

30. STANDING COMMITTEE INCOME AND EXPENDITURE AND GENERAL PURPOSES FUND ACCOUNTS 2018

The accounts are contained as Appendix R on page 278.

31. STATISTICAL INFORMATION FOR THE CHURCH OF IRELAND

With the generous assistance of Dr Bev Botting and her team at the Church of England Research and Statistics Office, analysis of the statistical information collected in November 2016 has continued. As mentioned in last year's Standing Committee report, the final diocesan returns were received in February 2018, and full analysis then proceeded. The use of different age brackets from the 2013 collection of information (to bring the work into line with the National Census in both the Republic of Ireland and Northern Ireland) and the move to gather information on a per church rather than a per benefice basis required careful analysis. Results are presented for members' information in a separate booklet.

32. WORKING GROUP ON THE BOOK OF COMMON PRAYER

Following the General Synod of 2018, the Working Group finalised the new edition of the *Book of Common Prayer*, a Morning and Evening Prayer with seasonal material booklet and a Collects of the Word booklet, and signed a contract with

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Hymns Ancient and Modern. The revised pew edition of the BCP, in a dark blue cover, containing the newly approved Order for Morning and Evening Prayer for Use on Sundays, became available in December 2018, and sales have been brisk.

33. WORKING GROUP ON PIONEER MINISTRY

The report of the Pioneer Ministry Working Group may be found as Appendix S on page 288.

34. WORKING GROUPS FOR REFUGEES

The report of the Refugee Working Groups, established by the House of Bishops in response to the refugee and migration crisis, may be found as Appendix T on page 290.

APPENDIX B

**THE CHURCH OF IRELAND CENTRE,
DCU INSTITUTE OF EDUCATION**

ADVISORY COUNCIL

REPORT TO THE GENERAL SYNOD 2019

Members are shown with attendance figures for the four meetings held during 2018.

4	Most Rev Dr Richard Clarke, Archbishop of Armagh	School patron (Chair)
1	Most Rev Dr Michael Jackson, Archbishop of Dublin	School patron
4	Rev Canon Gillian Wharton	Honorary Secretary and member of the General Synod Board of Education (RI)
3	Rev Brian O'Rourke	Member of Board of Management of a Church of Ireland national school and of the General Synod Board of Education (RI)
4	Ms Joyce Perdue	National school principal
4	Mr Robert Neill	Member of the RCB with financial or auditing expertise
0	Rev Canon Prof Leslie Francis	External academic expert

IN ATTENDANCE

Rev Prof Anne Lodge	Director, Church of Ireland Centre
Mr David Ritchie	Chief Officer, RCB and Secretary General
Ms Elaine Whitehouse	Secretary to the Advisory Council

INTRODUCTION

The Church of Ireland Centre ('the Centre') was established in 2016 within the Institute of Education at Dublin City University (DCU) to ensure that the distinctive identity and values of teacher education in the Church of Ireland / Reformed Christian traditions were maintained on an ongoing basis following the incorporation of the Church of Ireland College of Education (CICE) into DCU.

The incorporation process provided that the Centre be supported by an Advisory Council, appointed by the relevant Church authorities. Accordingly in 2016 the Standing Committee of the General Synod nominated the first members to the Council.

In collaboration with the governing structures of DCU, the Council is responsible for the relationship of the Church of Ireland with the Centre.

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The principal activities of the Council as set out in its terms of reference are to support the work of the Centre and its Director and staff in the training of students as teachers in national schools under Church of Ireland / Reformed Christian faith patronage, and to make recommendations to the Representative Church Body (RCB) as trustee of the Church of Ireland College of Education Fund Trust in relation to the Centre's annual budget and related allocations.

REVIEW OF THE YEAR 2018

The Council received a report on the annual budget allocation requested by the Centre from the Church of Ireland College of Education Fund Trust in support of its work in respect of the academic year 2018/2019. The request, for an allocation of €64,407, was recommended to the RB Executive Committee and approved.

The Council also received reports on grants to students for the academic year 2017/18 and grants from the annual sum made available from the Fund Trust for disbursement at the discretion of the Chairman of the Council.

During the year, in collaboration with DCU, an application was submitted to the Minister for Education and Skills for a derogation under equality legislation to enable the reservation of places in the Centre in relation to student intakes from 2018/19 onwards. A derogation was granted for five years commencing 2018/19.

Senior representatives of DCU who attended Council meetings during the year included Dr Anne Looney, Executive Dean, Institute of Education and Prof Padraig O Duibhir, Deputy Executive Dean, DCU Institute of Education, who provided reports on the work of the Centre and the Institute. The Council is grateful to the staff of DCU for their collaboration and engagement.

The Council met four times during 2018.

APPENDIX C

BISHOPS' APPEAL ADVISORY COMMITTEE

COMMITTEE MEMBERSHIP

Rt Rev Patrick Rooke (Chair)
Mrs Iris Sutor (Secretary)
Mr Billy Kingston (Treasurer)
Rt Rev Dr Ferran Glenfield
Rev Canon Jono Pierce
Ms Ruth Handy
Very Rev Niall Sloane
Rev John Ardis
Mrs Claire Holmes
Ms Claire Henderson
Ms Lydia Monds (Education Advisor)

Bishops' Appeal Diocesan Representatives:

Rev Elizabeth Stevenson (Armagh)
Rev John Anderson & Rev Elaine O'Brien (Connor)
Rev Nigel Kirkpatrick (Down & Dromore)
Rev William Steacy (Meath & Kildare)
Mr Geoffrey McMaster & Rev Ken Rue (Dublin & Glendalough)
Mrs Valerie Power and Mrs Gillian Purser (Cashel, Ferns & Ossory)
Mr Andrew Coleman (Cork, Cloyne & Ross)
Vacant (Limerick & Killaloe)
Rev Canon Jennifer McWhirter (Tuam, Killala & Achonry)
Mr Albert Dawson (Kilmore, Elphin & Ardagh)
Rev Ngozi Njoku (Clogher)
Ms Claire Henderson & Mrs Sue Grier (Derry & Raphoe)

Introduction

The Church of Ireland Bishops' Appeal is the Church's World Aid and Development Programme. It acts as a fund for essential health, education, rural development and disaster relief responses around the world and partners with key agencies to see sustainable community development to combat issues such as poverty and food security. It also provides an educational role by raising awareness about important justice issues. In 2018, a total of **€245,472** and **£123,920** were raised by individuals, parishes and dioceses to support the work of the Bishops' Appeal worldwide. We are so grateful for all the support that enables communities to lift themselves out of poverty. However, the final figure also showed a significant drop in overall donations by €42,000 and £70,000 in comparison with 2017 figures.

Examples of Projects Funded between March 2018 and February 2019

Health:

- After the Emergency Response to the Rohingya Refugee Crisis in 2017, Bishops' Appeal followed up with funding for treating contagious skin diseases amongst Rohingya refugees in Bangladesh. (via Mission to End Leprosy). Following on from the Women's Health Project in Nepal, Bishops' Appeal funded a second phase of the project where women in other villages could receive medical support and treatment for prolapsed uterus. This is a common occurrence for women, particularly those who have had children, and is exacerbated by mountainous living, carrying heavy loads with unsupportive footwear or barefoot. For many women in Nepal access to treatment is not a possibility so they live with the extreme discomfort. This programme is offering huge support for an otherwise untreated condition (via CMS Ireland).

Rural Development:

- In addition to a successful project supporting landless farmers in Southern Uganda through the provision of seeds and training, Bishops' Appeal also provided funding for a similar food security programme in Malawi (via Self Help Africa).

A Garden Project:

- A Garden Project, which trains families and supports the growing of nutritious food for Indigenous communities who have lost their land to large corporations or mass deforestation and whose most affordable options have become fast food, has been repeat funded in Argentina (via SAMS).

Education:

- Bishops' Appeal funded a Children's Rights awareness raising campaign to reduce the amount of violence against children in schools and homes. The purpose was to increase school attendance and improve adult/child relationships in Uganda (Fields of Life).

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Training which included education, vocational training, life skills and leadership training was funded for Refugees who have sought refuge in Egypt (via CMS Ireland).

Disaster Relief:

- Funding was released to help provide emergency food baskets for vulnerable families in the Yemen. The food provided enough basic provisions for 100 families for a month. Following on from this, Bishops' Appeal also funded a longer term food security programme in the Yemen that provided the resources for communities to begin planting again, using drought resistant methods and a diversity of crops to improve health and nutrition. (via Tearfund Ireland).

Diocesan Link Projects:

- Tuam, Killala and Achonry: The Magi Project has been fully funded by TKA diocese and the water tank covers will be completed shortly, providing safe storage of water for rural communities. CMS Ireland Missionaries Ronnie and Maggie Briggs were in a serious road accident and needed time to recover. We pray a blessing over them, their wellbeing and their work, as they return to work and bring this project to completion.
- Cork, Cloyne and Ross: CCRD has been supporting Maize Farmers in Burundi to reach stability in food security and to gain access to bigger markets, expanding from subsistence farming to cooperatives. This has been a hugely successful project for farmers who were one failed crop or one illness away from being plunged back into extreme poverty.
- Meath and Kildare: The diocese wrapped up a very successful second phase of the Good for the Sole project, funding foot surgeries for people who have been maimed by leprosy right up until 2021. The diocese are now launching a more local initiative - Mind Yourself – with a focus on mental health. They will continue to work with Bishops' Appeal in relation to the Direct Provision Centre in Mosney.
- Derry & Raphoe: The Send a Cow Diocesan Link with Butere was completed with excess funds by the end of 2018. Education and livestock are in place and the Diocese of Butere is seeing the immediate benefits of the partnership.
- Cashel, Ferns & Ossory: Literacy Links provided the funding for literacy projects in the Democratic Republic of Congo and in Ethiopia. The focus was on women's empowerment and extended to people with disabilities and refugees. Despite volatile circumstances, even when people had to flee their homes and resources were stolen by militia, there was still enough funding to replace and continue the programme once peace had been restored.

Bishops' Appeal Calendar 2019 – Commemorating Disestablishment

Bishops' Appeal compiled a calendar that highlighted health, education, rural development and disaster relief projects around the world that it has supported through key partner agencies. The House of Bishops wrote monthly reflections and the calendar

was disseminated in every diocese to raise funds and to raise awareness about important justice and development issues.

TEFL Grants 2018 and 2019 – Teaching English to Refugees, Asylum Seekers & Other Migrants

After the success of the 2018 funding round for TEFL grants, the 2019 round has begun to receive applications. People can apply for a grant to obtain a TEFL qualification so that they can volunteer to teach English to refugees, asylum seekers and other migrants.

Scoping Study

At General Synod 2018, a collaborative motion was brought by Bishops' Appeal and the Council for Mission for resources to be made available to them to carry out a scoping study which would identify the gaps and overlaps in the Church's response to justice issues both locally and globally. The purpose was not only to identify where duplication is occurring, but to encourage further collaboration between groups, improve communication and provide recommendations for strengthening Church responses moving forward.

Funding was sought and granted, a consultant was secured and a steering group was formed. Central Committees and other groups associated with the Church were highlighted and once the parameters of the study were set and a survey was agreed, key people in each committee, agency and/or group were contacted. See Appendix for full details.

#Jars4Journeys 2018

There was a good uptake of our collaborative #Jars4Journeys Lenten Initiative, which saw people making an effort to reduce unnecessary motorised journeys and donating to support communities who are most affected by climate change but who have done the least to contribute to it. Funds raised went to provide solar ovens for Amazonian communities in Bolivia through Christian Aid.

#Pennies4Plastics 2019

In light of the success of #Jars4Journeys, Bishops' Appeal joined with Eco-Congregation and the RCB once again to provide a new Lenten resource - #Pennies4Plastics. The focus was on reducing personal plastic waste, calling for a reduction of single-use plastics being used by companies and raising vital funds for plastic waste management and plastic recycling in the Gambia. The resource includes an Information Section, an Action Section, A Giving Section and an Assemblies and All Age Section and explores Ireland's relationship with plastic, the impact of plastic on God's Creation and the inspirational response to plastic waste in the Gambia, a country without a waste management system. See the 'Get Involved' section of the Bishops' Appeal website for more information.

Speaking Engagements

Chairperson Bishop Patrick Rooke has raised awareness about the work of Bishops' Appeal on numerous occasions including the House of Bishops, Harvest Services and other events. Education Advisor Ms Lydia Monds has spoken at a number of Easter and Harvest Services, promoting the work of Bishops' Appeal, highlighting how Church of Ireland funds have impacted communities' overseas and thanking congregations for their continued support. She was a speaker at the Mothers' Union Vigil in support of the 16 Days of Activism against Gender Based Violence.

She also spoke at Cashel, Ferns & Ossory Diocesan Synod and at a Derry & Raphoe Diocesan Event in the Millennium Forum. Lydia also features alongside Eco-Congregation Chairperson Rev Andrew Orr in the Environmental Charter Video that is currently being circulated throughout the Church.

Representation at Conferences and Events

Bishops' Appeal has been represented on the Irish Council of Churches Refugee Working Group, joining other denominations to meet with Government officials and explore faith based responses to the Refugee Crisis.

As well as attending Diocesan Synods, Lydia represented Bishops' Appeal at various conferences including the Jesuit Refugee Response Services launch of its 'Sharing Responsibility, Saving Lives' Report, the Lumos/Comhlamh conference exploring the global movement towards the Deinstitutionalisation of Children and the CASC Climate Change Conference.

Publications

The Annual Leaflet 2019 was compiled and distributed and is available from General Synod onwards.

Gazette Articles: Topics covered a broad range of issues such as:

- The impact the Church of Ireland is having on communities all over the world through the Bishops' Appeal – certain recently funded projects were highlighted.
- Harvest, Hunger and Waste
- Charity versus Justice
- Feedback from TEFL participants 2018 and the launch of TEFL 2019.

Lydia was one of the writers for the lectionary based Christian Aid Lenten Initiative: Footprints.

Transforming Unjust Structures – Gender Justice Conference

Bishops' Appeal in conjunction with the Dioceses of Dublin and Glendalough hosted a seminar on the 4th Mark of Mission – Transforming Unjust Structures, focusing on Gender Equality and Gender Justice Issues in the Chester Beatty Library, Dublin Castle, Dublin 2.

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Bishops' Appeal is grateful to Ms Caoimhe Leppard for her leadership in this and to Ms Lydia Monds for her supportive role.

The stories of Gender Justice Issues were portrayed from a variety of perspectives:

- *The Irish Church Context* - Ms Ruth Garvey-Williams, Editor, Vox Magazine
- *Gender Inequality Nationally* - Dr Cliona Loughnane, Women's Health Coordinator, National Women's Council of Ireland
- *An International Insight into global gender issues* - Ms Veena Sullivan, Head of HIV& Sexual Violence Team, Tearfund UK

Other Collaborations

As a member of the Council for Mission, the Education Advisor was involved in the subgroup compilation of the Radiant Faith of St. Patrick's All Age Service Resource.

Lydia was invited to join a Mothers' Union led working group exploring ways to raise more awareness about gender equality and ending violence against women through Church structures.

Thank You

- Our thanks to the hard working committee, who discern the best use of funds.
- Particular thanks to recently retired Mr Albert Smallwoods for his tireless and passionate contribution to the work of Bishops' Appeal through his decades long service at Committee and Diocesan level.
- Our thanks to our key partner agencies who work to the highest development practises and who place relationships at the heart of their mission and work.
- Our thanks to our Education Advisor Lydia Monds who promotes justice issues, provides resources and advocates on our behalf.
- Our thanks to our Diocesan Representatives who disseminate the information at diocesan level and keep Bishops' Appeal in people's minds and hearts.
- Our thanks to individuals, parishes and dioceses who give generously and consistently in support of others who live with far less.
- Our thanks to God, who sides with the poor, and who compels us to do the same.

Appendix: Joint Motion Update

The Joint Motion by Bishops' Appeal & Council for Mission to General Synod 2018 was adopted. (see terms of reference for motion details). The following actions have taken place up until February 22nd 2019

- 1. Funding was sought by both Bishops' Appeal and Council for Mission to appoint a consultant to carry out the scoping study.**

2. **A consultant was identified and secured. He set up a Steering Group comprised of members of both Bishops' Appeal and Council for Mission and began his work.**

Consultant: Mr Tommy Stewart is the Director of New Season Leadership and Founder of 'Christians Who Lead'.

He has been active in leadership within the private, public and voluntary sector for 30 + years. After spending 15 years managing Christian organisations, employability programmes and local authority services Tommy launched a consultancy company in 2002 that has provided a wide range of research, strategy development and evaluation services, for public, private and voluntary sector organisations. Tommy's primary passion is to see communities, cities and nations transformed through Christians who lead being empowered and released as agents of transformation. In recent years, this has led him to become increasingly involved in consultancy and leadership support for churches and missional organisations and for companies and charities led by Christians. He has served as a director/trustee of local, regional and international Christian organisations and has led community transformation initiatives across Ireland and beyond. He has consulted for the Church of Ireland in the past in the areas of the Hard Gospel Project and for the Commission on Ministry. He was highly recommended by these groups for the current task. Tommy holds a Master's degree in Missional Leadership, a Bachelor of Arts degree in Theology, and a Bachelor of Science degree in Economics, along with Post Graduate Diplomas in Management and in Pastoral Leadership.

3. **Terms of Reference were established:**

The foundation for the terms of reference is the motion adopt at General Synod in May 2018, which stated:

That General Synod supports the request of the Church of Ireland Bishops' Appeal and the Church of Ireland Council for Mission to provide the resources needed to carry out a scoping study into the potential for greater collaboration

- (i) between existing Church of Ireland committees and
- (ii) between the Church of Ireland and groups associated with it.

The research should explore further areas for collaboration for linking local and global justice issues such as (but not limited to) hunger, displacement, homelessness, poverty, wealth inequality, unfair tax and trade, climate change and gender-based violence.

The finding of such a scoping study should be delivered to the General Synod 2019 and it should form the basis for decisive, focused and collaborative action on such issues moving forward.

Width of Consultation:

The general synod motion referred to Church of Ireland Committees and groups associated with the Church of Ireland. In considering who to engage within these two groups the terms of reference sets the width of consultation to:

- a) The central church, but with the hope that the findings of the report will lead to actions being taken at diocesan level as well as at denominational level.
- b) Those Church of Ireland committees and groups associated with the Church that engage in or with local or global justice issues.
- c)

Consultation to take the form of an

- initial e-survey
- follow up telephone interviews
- opportunity for one to one meetings, as required/requested
-

Outcomes

- Exploration of further areas for collaboration for linking local and global justice issues such as (but not limited to) hunger, displacement, homelessness, poverty, wealth inequality, unfair tax and trade, climate change and gender-based violence.
- A report presented to General Synod 2019 that can form the basis for decisive, focused and collaborative action on such issues moving forward.
-

4. Groups for consultation both outside and within the Church were identified. Key contacts for each group were provided by members of the Steering Group.

Consultees		
Representative Church Body	Crosslinks	The Marriage Council
CITI	Intercontinental Church Society	Commission for Christian Unity and Dialogue
Standing Committee	Irish Church Missions	Irish Council of Churches
Institute of Education: DCU	Leprosy Mission Northern Ireland	Churches Together in Britain and Ireland
Priorities Fund	Mission to the Seafarers	Irish Inter Church Meeting

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Bishops Appeal	SAMS Ireland	Anglican Consultative Council.
Council for Mission	Tearfund Ireland	Diocese of Connor
Children’s Ministry Network (CMN)	Wycliffe	Diocese of Down and Dromore
Youth Department (CIYD)	USPG	Diocese of Armagh
Church and Society Commission (CASC)	Fields of Life	Diocese of Derry and Raphoe
Working Group on Disability	SPCK	Diocese of Clogher
Pioneer Ministry Working Group	Dublin University Far East Mission	Diocese of Kilmore, Elphin & Ardagh
Refugee Working Groups	Biblical Assoc. of C of I	Diocese of Tuam, Killala & Achonry
The Covenant Council	Mission to End Leprosy	Diocese of Limerick, Killaloe & Ardfert
The Marriage Council	Council for European Churches	Diocese of Cork, Cloyne & Ross
Protestant Aid	Mothers’ Union	Diocese of Cashel, Ferns & Ossory
Eco Congregation	Christian Aid	Diocese of Meath & Kildare
Bible Society in Northern Ireland	CMS Ireland	Diocese of Dublin & Glendalough
Church Army		

5. A Timeline was Established:

Task	Who	By
Draft terms of reference developed	Tommy	17 th December

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Comments on draft terms of reference	Scoping S/G	7 th January
Revised Draft terms of reference issued	Tommy	8 th January
Draft survey issued	Tommy	8 th January
Agreement on final draft terms of reference and survey	Scoping S/G	11 th January
Draft Terms of reference sent to BAC and CoM members	Lydia	14 th January
Discussion of draft terms of reference at BAC	Tommy	21 st January
Discussion of draft terms of reference at CoM	Tommy	1 st February
Any required changes to draft made and issues to S/G	Tommy	4 th February
Consultees to be advised of upcoming consultation	Lydia	4 th February
Final terms of reference agreed by S/G	Scoping S/G	8 th February
Consultation phase begins	Tommy	11 th February
Consultation phase ends	Tommy	15 th March
First Draft of Report issued to S/G	Tommy	22 nd March
Meeting of S/G	Tommy + S/G	29 th March
Revised Report to S/G	Tommy	1 st April
Final Report signed off	Scoping S/G	8 th April

6. A Survey was drafted and approved:

Dear Friends,

We would ask if you would kindly complete this brief survey, which has been commissioned jointly by the Bishops Appeal Committee and the Council for Mission following the adoption of a motion at General Synod in May 2018, which stated that:

General Synod supports the request of the Church of Ireland Bishops' Appeal and the Church of Ireland Council for Mission to provide the resources needed to carry out a scoping study into the potential for greater collaboration

- (i) between existing Church of Ireland committees and
- (ii) between the Church of Ireland and groups associated with it.

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Based on the approved motion the research seeks to explore further areas for collaboration for linking local and global justice issues such as (but not limited to) hunger, displacement, homelessness, poverty, wealth inequality, unfair tax and trade, climate change and gender-based violence.

The finding of such of the research will be delivered to the General Synod 2019 so as to form the basis for decisive, focused and collaborative action on such issues moving forward.

Many thanks,

Bishop Patrick Rooke, Chair of the Bishops Appeal Committee

Rev Adam Pullen, Chair of the Council for Mission

Sample Survey Questions:

These were formatted in as the tick the box exercises with more detail requested on boxes ticked, groups collaborated with, etc.

- a. In regard to each of the following justice issues please indicate if your committee, commission, diocese or organisation has provided financial support towards, conducted research in regard to (independently or with others), or engaged in actions or initiatives (independently or with others) to help address the issue.

Hunger; Displacement, Homelessness, Poverty, Wealth Inequality, Unfair Tax, Trade, Climate Change, Gender Based Ireland.

- b. How might your committee, commission, diocese or organisation work collaboratively with other Church of Ireland, central or diocesan, bodies to address justice issues in Ireland or overseas?
7. **Actions taken:** All groups were sent initial contact with the survey, followed up by a reminder. To date, 17 groups have responded.
 8. **Moving Forward:** The consultant will begin individual contact to ensure the highest possible response date before March 15th. Findings and

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recommendations will be signed off by early April. A report with the findings and recommendations will be ready for General Synod 2019.

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BISHOPS' APPEAL ACCOUNT 2018

INCOME & EXPENDITURE ACCOUNT **YEAR ENDED 31 DECEMBER**

	2018	2017
	€	€
INCOME		
Contributions	363,626	487,560
Deposit Interest	178	298
Sterling translation (loss)	(378)	(2,358)
Tax refunds	19,526	17,394
	<u>382,952</u>	<u>502,894</u>
EXPENSES		
Administration Expenses & Salaries	<u>41,468</u>	<u>35,342</u>
	41,468	35,342
OPERATING SURPLUS FOR YEAR	<u>341,484</u>	<u>467,552</u>
Grants Paid	277,377	584,907
Surplus/(Deficit) for the year	<u>64,107</u>	<u>(117,355)</u>

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BISHOPS' APPEAL ACCOUNT 2018

BALANCE SHEET

YEAR ENDED 31 DECEMBER

	2018 €	2017 €
CURRENT ASSETS		
Cash held by the RCB	124,771	68,713
Debtors	<u>37,301</u>	<u>29,252</u>
	<u>162,072</u>	<u>97,965</u>
CURRENT LIABILITIES		
Creditors (Amounts falling due within one year)	<u>-</u>	<u>-</u>
Total Net Assets	<u>162,072</u>	<u>97,965</u>
FUNDS EMPLOYED		
Balance at 1 January		
Surplus/(Deficit) for the year		
	97,965	215,320
	64,107	(117,355)
Balance at 31 December	<u>162,072</u>	<u>97,965</u>

THE CHURCH OF IRELAND BISHOPS'

APPEAL

REPORT OF THE INDEPENDENT

AUDITORS

**INDEPENDENT AUDITORS' REPORT TO THE CHURCH OF IRELAND BISHOPS'
APPEAL**

BISHOPS' APPEAL CONTRIBUTIONS

	2018		2017	
	Stg£	€	Stg£	€
ARMAGH	17,921	1,249	36,413	1,212
CLOGHER	21,608	1,450	22,646	2,987
CONNOR	15,250	-	28,983	50
DERRY & RAPHOE	19,560	4,050	37,962	12,829
DOWN & DROMORE	23,611	-	44,584	-
KILMORE	1,453	11,503	2,038	3,385
ELPHIN	-	-	-	3,143
CASHEL & OSSORY	-	29,976	735	57,605
FERNS	-	2,167	-	16,003
CORK	-	22,889	-	21,773
DUBLIN	-	81,381	70	75,797
LIMERICK	-	7,737	-	13,411
MEATH & KILDARE	-	8,518	-	21,274
TUAM	-	6,376	-	13,041
INDIVIDUALS (INCL. LEGACIES)	-	-	-	-
REFUND	-	-	(1,102)	-
OTHER	18,483	55,186	13,629	35,661
TOTALS	117,886	232,482	185,958	278,171
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTALS IN EURO		363,626		487,560
		<u> </u>		<u> </u>

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Bishops' Appeal grants paid

TYPE OF DEVELOPMENT	2018 €	2017 €
Disaster Relief	8,383	155,234
Health & Medical	56,350	129,255
Education/Communications	101,970	164,729
Rural Development	<u>110,674</u>	<u>135,689</u>
Totals	<u>277,377</u>	<u>584,907</u>

DEVELOPMENT AGENCY

Christian Aid	48,479	149,008
CMSI	55,485	77,507
Feed the Minds	31,357	47,127
Tearfund	29,398	84,445
Others	<u>112,658</u>	<u>226,820</u>
Totals	<u>277,377</u>	<u>584,907</u>

Bishops' Appeal grants paid

GEOGRAPHICAL LOCATION		
<u>AFRICA - €117,159; Stg£78,347</u>		
Project	Location	Agency
Christian Aid Relief Work in East Africa	East Africa	Christian Aid
Macadamia Farmers Burundi	Burundi	Christian Aid
Making the Most of Maize	Burundi	Christian Aid
Relief Work in East Africa	East Africa	Christian Aid
Supporting Communities in Climate Resilience	Angola	Christian Aid
CMS Ireland - Borehole	Zambia	CMSI
CMS Ireland – Nursery & Primary Schools	Rwanda	CMSI
Youth Programme in the Diocese of Egypt	Egypt	CMSI
CMSI IBBA Health Project	South Sudan	CMSI
Literacy Project	Uganda	Feed the Minds
Literacy Project	Ghana	Feed the Minds
I am a Girl	Uganda	Fields of Life
Oyam District - Borehole	Uganda	Fields of Life
Provision of Rain Water Harvesting	Uganda	Fields of Life
Child Protection Project Safe Houses	South Sudan	Fields of Life
Gorta Seed Production	Ethiopia	Gorta-Self Help
Developing a Green Rural Agricultural Economy	Uganda	Gorta-Self Help
Freedom Through Mobility	Tanzania	Motivation

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Conservation Agricultural Project	Tanzania	Team Hope
Assistance for Orphans & Vulnerable Children	Zimbabwe	Tearfund Ireland
Tearfund work in Malawi	Malawi	Tearfund Ireland

<u>ASIA - €56,532.77</u>		
CMSI Women's Health Nepal	Nepal	CMSI
Functional Literacy Project in Bangladesh	Bangladesh	Feed the Minds
Skin Disease Control Amongst Rohingya Refugees	Bangladesh	Leprosy Mission
Dr Graham Homes Kindergarden Renovation	India	Sundry
Relief Efforts in Yemen	Yemen	Tearfund Ireland
Education for Dyrian Refugee Children	Lebanon	Tearfund Ireland
<u>SOUTH AMERICA - £10,431</u>		
Garden Project Argentina	Argentina	Mission Society
<u>OTHER - €4,922</u>		
KMF What in the World Series	Direct	KMF Productions
Teach English as a Foreign Language	Direct	TELF Courses



Independent auditors' report to the Advisory Committee of Church of Ireland Bishops' Appeal

Report on the audit of the non-statutory financial statements

Opinion

In our opinion, Church of Ireland Bishops' Appeal's non-statutory financial statements (the "financial statements") for the year ended 31 December 2018 have been properly prepared, in all material respects, in accordance with the basis of preparation and accounting policies in the Accounting Policies.

We have audited the financial statements, which comprise:

- the Balance Sheet as at 31 December 2018;
- the Income and Expenditure Account for the year then ended;
- the Accounting Policies; and
- the notes to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)").

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

Independence

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

Emphasis of matter - Basis of preparation

In forming our opinion on the financial statements, which is not modified, we draw attention to the accounting policies on page 8 of the financial statements which describes the basis of preparation. The financial statements are prepared for the Advisory Committee for the specific purpose as described in the Our responsibilities and those of the Advisory Committee paragraph below. As a result, the financial statements may not be suitable for another purpose.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the Advisory Committee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Advisory Committee have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the entity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the entity's ability to continue as a going concern.



Reporting on other information

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

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

Responsibilities for the financial statements and the audit

Responsibilities of the Advisory Committee for the financial statements

As explained more fully in the Advisory Committee's Responsibilities Statement set out on page 4, the Advisory Committee are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they have been properly prepared in accordance with the basis of preparation and accounting policies in the Accounting Policies and for determining that the basis of preparation and accounting policies are acceptable in the circumstances.

The Advisory Committee is also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at:

https://www.iaasa.ie/getmedia/b2389014-1c66-4581-9b8f-008202d09c10/Description_of_auditors_responsibilities_for_audit.pdf

This description forms part of our auditors' report.

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Use of this report

This report, including the opinion, has been prepared for and only for the Advisory Committee as a body in accordance with the Accounting policies and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the entity, save where expressly agreed by our prior consent in writing.

A handwritten signature in cursive script that reads 'Suzanne Keenan'.

PricewaterhouseCoopers
Chartered Accountants
Dublin
15 March 2019

APPENDIX D

CENTRAL COMMUNICATIONS BOARD TO GENERAL SYNOD

MEMBERSHIP

Most Rev Patricia Storey	(House of Bishops)
Ven Ruth Elmes	(Standing Committee)
Rev Canon Gillian Wharton	(Honorary Secretary)
Dr Kenneth Milne	(Chair – Literature Committee)
Dr Raymond Refaussé	(Hon Secretary – Literature Committee)
Mr David Ritchie	(Church House Senior Management)
Very Revd Alastair Grimason	(Representative Body)
Ven Stephen McBride	(Representative Body)
	(Broadcasting Committee)
Rev Alan Rufli	(Liturgical Advisory Committee)
	(all members FTB below)
Ms Anna Williams	(Co-option for gender & regional balance)
Head of Synod Services & Communications	(<i>ex officio</i>)
Press Officer/Assistant Press Officer	(<i>in attendance</i>)

Broadcasting Committee

Mr Roger Childs
Mr Paul Loughlin
Rev Dr Bert Tosh

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.

ACTION PLAN 2019

- Support the promotion of a new edition of the *Book of Common Prayer* and the publication and promotion of associated publications (Book of Collects and A Service of Morning & Evening Prayer with Seasonal Materials);
- Promote use of the *Daily Worship* app;
- Support Church activity in lead up to 150th anniversary of Disestablishment;
- Review the terms of reference for the Central Communications Board and related structures.

Report

The Central Communications Board was elected for the triennium in September 2019. The Board began its work by reviewing the terms of reference and is proposing a new

working structure. The new terms of reference are presented for consideration by the General Synod along with this report (see Motions Booklet).

Communications continues to be a rapidly evolving entity. While the traditional platforms of television, radio and print continue to hold their own, the number of new platforms has reduced the overall percentage of content now represented by the ‘public service content’ description, under which religious programming has traditionally been categorised. While this has allowed individual producers (which includes our parishes and dioceses) to upload their own content, at the same time, it has become much more challenging to maintain a place for religious content on large-audience platforms in TV and radio, which have been forced by increased competition to favour programmes based on audience figures. The Board, consequently, wants to express its sincere appreciation to those public service providers that have maintained a space for religious content. The Board is also making an appeal to Church members everywhere, to look about them and if a good story or interesting event is taking place, send us word – preferably in advance – so that we can pitch our stories to news editors and producers. One of the Board’s main objectives in 2019, the year in which we celebrate 150 years of the Disestablished Church of Ireland, is to increase the number of items, articles and features that tell our story as a Church to the wider world across a range of platforms.

In this vein, the CCB expresses its best wishes to the Board and staff of the *Church of Ireland Gazette*, which has relaunched in a new monthly format. The *Gazette* has been a long-standing and faithful friend and friendly-critic of the Church and we wish it every success in its new incarnation.

The Board said farewell to Dr Paul Harron, Press Officer for the Church of Ireland, who took up a challenging new senior role with the Belfast Health and Social Care Trust. The Board thanks Dr Harron for his many years of excellent service on behalf of the Church.

The *Daily Worship* app, launched by the Board in 2018 is being used by a growing number of people for daily reflection. The app contains a simple Office with readings. A small charge of 99p/99c was necessary to enable the app to use readings from the NRSV, the Bible translation approved for use in the Church of Ireland by the House of Bishops: www.ireland.anglican.org/prayer-worship/lectionary/daily-worship-app.

Religious broadcasting continues to be centred on the provision of broadcast worship and the Board extends its thanks to the parishes that have contributed to this important aspect of provision of religious content through the public service remit of RTE and the BBC. RTE continues to support a range of programmes with spiritual content with more detail in the following section from Mr Roger Childs, Senior Production Executive & Genre Head of Religious Programmes. The Board is also pleased to note the number of Church events promoted through the BBC Northern Ireland Saturday morning radio programme ‘Your Place and Mine’ as well as the regular opportunities offered by ‘Sunday Sequence’. Programme producers are always on the lookout for good ideas for programmes. If you have a good idea that you would like to suggest, contact the Press Office or your

Diocesan Communications Officer for help in getting that idea put forward. Another religious charity that offers help to turn ideas into programmes is Soul Waves. This charity producer of podcasts featuring religious content, is able to offer these free of charge to local broadcasters and church websites. The format is that of a radio interview and ideas are always welcome and can be channelled through the Press Office or Diocesan Communications Officers.

RTÉ

Christian Worship continued to be the backbone of RTÉ's religious content in 2018, with Jacqueline Mullen working hard to coordinate representation of an eclectic selection of churches, parishes, choirs and schools. Highlights included a moving ecumenical simulcast Armistice Centenary Service from St Macartin's Cathedral, Enniskillen; a Service in Irish led by Cumann Gaelach na hEaglaise; a 125th anniversary Service celebrating the Girls' Brigade in Ireland; another led by Stuart Kinsella's Medieval Music Group, Peregryne; and the annual Festival of Nine Lessons and Carols from St Patrick's Cathedral, Dublin.

On Christmas Day, a joint Christmas message by the two Archbishops of Armagh was broadcast on RTÉ One and RTÉ Radio 1.

Still on Radio 1, 'The Leap of Faith' continues to offer diverse coverage of religious affairs, aimed at listeners of all faiths and none. Anglican contributors in 2018 included the Rev Dr Ian Paul Tim, talking about whether artificial intelligence poses any threat to religion; Dean William Morton contributed to a piece about the poignant and beautiful Remembrance installation in St Patrick's Cathedral, in November; Canon Horace McKinley, father of the new Italian fly-half, Mr Ian McKinley, met and compared notes with the Rev Graham Stockdale, father of Ireland's flying wing, Mr Jacob Stockdale, during the 2018 Six Nations Championship; another of Horace's sons, Mr Philip McKinley contributed to more than one programme, including a special episode on Christmas Day; two former politicians, Mr Trevor Sargent and Mr Jonathan Aitken, spoke separately on the programme about their respective journeys from one sort of ministry to another – both having recently been ordained.

RTÉ Religious Programmes also facilitated a very moving and impactful interview with the newly ordained Graham Jones, his wife, Louise, and his brother, the Rev Rob Jones, on Miriam Meets, just days before Graham's death in December.

Inevitably, with Pope Francis visiting Ireland in 2018 for the World Meeting of Families, much of the focus of RTÉ's religious output in 2018 was on that event. Nonetheless, amongst the contributors to Prof Mary McAleese's scene-setting documentary, *Modern Family*, the Church of Ireland Dean of Waterford, Maria Jansson, spoke to her about her own experience of faith and family and how that contributed to her conversion and to her career in ministry.

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At Easter, on RTÉ One television, Countdown to Calvary was an ambitious exploration of the last days of Jesus' life, presented by Anglican-educated actor and Cambridge theology graduate Hugh Bonneville. That has been broadcast all over the world and was recently nominated for a New York Film and TV Award.

The start of 2019 saw a reduction, on financial grounds, of the weekly Worship output on Radio 1 Extra, with a Mass **or** a Service now airing instead of a Mass **and** a Service every week. However, RTÉ has now posted on its website a link to churchservices.tv which streams Masses and Services live from 118 diverse churches, across Ireland and the UK, hopefully giving online users access to worship from a church near them seven days a week.

BBC

Morning Service on Radio Ulster has been recorded at 11 Church of Ireland parishes and cathedrals since last year's General Synod (at the time of writing): Down Cathedral; St Patrick's Broughshane; I St John the Baptist, Agherton; St Patrick's Cathedral, Armagh (Charles Wood Summer School); Christ Church, Londonderry; Lisburn Cathedral (Harvest Thanksgiving); Seagoe, Portadown; St Anne's Cathedral, Belfast (150th anniversary of Methodist College); St Bride's, Kilbride; St Mark's, Newtownards; and St Patrick's, Donaghmore. The Down Cathedral and Lisburn Cathedral services were also broadcast on Radio 4, as was an Armistice Service from Methodist College with Lord Eames preacher.

Useful contacts for broadcast and general Church media:

Broadcast services:

RTÉ and Jacqueline Mullen would welcome suggestions and offers to contribute to its worship output from parishes and faith groups in every diocese. Contact Jacqueline at broadcastservicesrte@ireland.anglican.org.

Bert Tosh can be contacted by parishes interested in providing content for Morning Service on BBC Radio Ulster and also opportunities across the wider BBC radio network. Contact Bert at broadcastservicesbbc@ireland.anglican.org.

Diocesan communications officers and the Press Office can help with planning requests for services and also promoting them to viewers and listeners within dioceses and across the Church of Ireland.

RTE religious programming:

Roger Childs – (01) 208 3434

Church of Ireland Press Office:

If you are interested in either broadcast services, providing a Thought for the Day piece, or have a more general story of interest for broadcast media, please contact Mr Peter Cheney press@ireland.anglican.org – Tel: (028) 9082 8880 (from RI 048 9082 8880)

Training

The annual communications training event this year focused on producing articles, broadcasts and radio interviews. The importance of generating dynamic, engaging content is greater than ever as more and more people spend more and more time on electronic devices. The event was attended by representatives from eight dioceses and the presenters were Ms Ruth Garvey-Williams (*Vox* magazine), the Rev Dr Bert Tosh, Mr Roger Childs and Mrs Jacqueline Mullen.

Thanks

The Board thanks Mr Peter Cheney in the Press Office for the help and advice provided to parishes and church representatives who need to engage with broadcast media. The Church of Ireland e-bulletin, administered by the Press Office, now reaches over 2,700 subscribers. Our online news section (www.ireland.anglican.org/news) continues to reflect the mission and ministry of the Church across the island of Ireland, including the many positive narratives from the Church. Environmental awareness, strong cross-community relationships and examples of good local leadership regularly stand out in the Church's news output, and new opportunities to communicate those stories more widely are under consideration.

Parishes wishing to have items included in the e-bulletin or on the website are encouraged to contact their diocesan communications officer in the first instance.

GENERAL SYNOD ROYALTIES FUND

A list of allocations from the Fund is contained on p. 190. Applications should be addressed to Dr Raymond Refaussé, Secretary to the Literature Committee, C/O Synod Department, Church House, Church Avenue, Rathmines, Dublin, DO6 CF67.

LITERATURE COMMITTEE:

MEMBERSHIP

Dr Kenneth Milne (Chairman)
Canon PK McDowell
Ven RB Rountree
Rev KG Rue
Rev Bernard Treacy OP
Dr Raymond Refaussé (Honorary Secretary)
Ms Cecelia West
Mrs Janet Maxwell (*ex officio*)

In attendance: Dr Susan Hood, Publications Officer; Mr Peter Cheney, Assistant Press Officer, Mr Bryan Whelan, Assistant Librarian.

EXECUTIVE SUMMARY

In 2018 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 2018

Arising out of the Action Plan for 2018, the ninth and tenth booklets in the Braemor Studies series, which seeks to publish the best of the final year dissertations in CITI, was edited, designed and published. Co-operation with the online purchasing facility which assists with promotion and marketing, sales and distribution also continued.

CHURCH OF IRELAND PUBLISHING

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

The following titles were published in 2018:

- Nigel Cairns. *Infertility to IVF: Theological, Pastoral and Ethical Insights for Couples and Clergy*
- Rebecca Guildea. *Mind and Ministry: To What Extent is Secular Psychotherapy Compatible with Christian Pastoral Care?*
- Kenneth Milne (ed.), *Journal of the General Synod, 2017*.
- Ken Rue, *Church of Ireland Sunday and Weekday Readings Advent Sunday 2018 to Eve of Advent Sunday 2019*.

ONLINE PURCHASING

The Literature Committee expresses its gratitude to the Central Communications Board and to the staff of the finance and IT departments of Church House for supporting the facility to purchase Church-related materials online via the Church of Ireland website. This facility has proved extremely popular and is being widely used. Ms Heather Jestin continues to assist with the distribution of materials to parishes. Orders can now be placed online, or by e-mail or by phone using the following details. Please note that this is a part-time service and items are dealt with on a weekly basis:

Online ordering: <https://store.ireland.anglican.org/store>

E-mail: heather.jestin@rcbdub.org

Tel: 00 353 (0) 1 4125 665

PUBLICATIONS OFFICER

The Publications Officer deputed the editing of the Braemor Studies series to Mr Bryan Whelan, Assistant Librarian, who has continued to work under her direction. In addition,

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Mr Whelan devised a style-guide for the Braemor Studies series. This has been adopted for all CIP publications and is available on the CIP website: www.cip.ireland.anglican.org.

ACTION PLAN 2019

- Prepare the eleventh booklet in the Braemor Studies for publication;
- Support the publication of a book of essays to mark the sesquicentenary of Disestablishment;
- Support the continued publication of the Revd Ken Rue's 'Pilgrimage' project;
- Seek to promote the digitization of the *Journal of the General Synod*.

APPENDIX E

CHARITIES REGISTRATION MONITORING WORKING GROUP

REPORT TO GENERAL SYNOD 2019

Membership:

Mrs June Butler

Mrs Jennifer Byrne/Mrs Sylvia Heggie

Most Revd Dr Richard Clarke (Chair)

Mr Ken Gibson

Mr Sydney Gamble (resigned February 2019)

Ven Andrew Forster

Mr Lyndon MacCann

Mr David Ritchie

Ven Leslie Stevenson

In attendance:

Mrs Kate Williams, Mr Mark McWha, Mrs Janet Maxwell

1. The Charities Registration Monitoring Working Group (Charities WG) met three times during 2018/19. In February 2019, Mr Sydney Gamble tendered his resignation from the Working Group. The Working Group thanks Mr Gamble for his service to this body.
2. **Registration matters**
The Charities WG referred a query on registration of certain trusts to the RB Executive, which, at its meeting on 22 January 2019, decided to seek separate registration for the Church of Ireland College of Education Fund Trust and for the Church of Ireland Clergy Widows and Orphans Fund. These funds were vested after the submission of the list of trusts included under the Church of Ireland to the CRA for registration purposes and, consequently, sit in a unique position as both were already recognized as charities with their own charity numbers.
3. **Required Constitutional provisions**
The charity regulators and revenue authorities look for certain provisions in the governing documents of charitable bodies to determine that charitable status. The Charities Regulatory Authority in the Republic has a group of required clauses to do with winding up provisions, income and property, and alterations and amendments. The Charity Commission for Northern Ireland requires an alterations and amendments provision. Both regulators seek proof of charitable purpose and objects. To meet these requirements, the Working Group recommends drafting a bill to insert a new chapter into the Constitution of the Church to contain material relating to charities legislation for consideration at General Synod in due course. This will initially contain the charitable purpose and objects statements and those provisions that are currently agreed by the

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Working Group. It is likely that material will be added to this chapter in due course.

4. Provision for governance in respect of the collapse of a select vestry or other body operating under the Constitution of the Church of Ireland is another subject that has received further attention as work is undertaken to articulate protocols that meet the requirements of Church and regulators in both jurisdictions. The Charities WG concluded that irretrievable collapse is generally the result of insolvency, lack of capacity to sustain a select vestry, or lack of competence to meet regulatory requirements. Protocols to address these situations will be presented in the coming year.
5. **Future topics**
The Charities Working Group will review provisions in respect of local trustees established to administer assets for the benefit of Church of Ireland parishes and other Church purposes.

APPENDIX F

Children's Ministry Network

REPORT 2019

[Website: www.cm.ireland.anglican.org](http://www.cm.ireland.anglican.org)

[Facebook: www.facebook.com/churchofirelandchildrensministry](https://www.facebook.com/churchofirelandchildrensministry)

MEMBERSHIP

Rt Rev Alan Abernethy (Chair)
Dr Peter Hamill (Secretary)
Lydia Monds (Coordinator)
Rev Rosie Diffin, Mr David Brown (Armagh)
Mrs Frances Boyd (Clogher)
Ms Kirsty Lynch (Derry & Raphoe)
Ms Julie Currie (Down & Dromore)
Mrs Jill Hamilton (Connor)
Ms Erin Moorcroft (Kilmore, Elphin & Achonry)
Rev Canon Jennifer McWhirter (Tuam, Killala & Achonry)
Rev Baden Stanley (Dublin & Glendalough)
Rev Eugene Griffin (Meath & Kildare)
Rev Elaine Murray (Cork, Cloyne & Ross)
Rev Canon James Mulhall (Cashel, Ferns & Ossory)
Rev Jane Galbraith (Limerick & Killaloe)
Ms Tammi Peek (Consultant)
Mr Steve Grasham (CIYD Representative)
Mrs Lynn Storey (Sunday School Society Representative)

The Children's Ministry Network brings representatives from all dioceses as well as from groups working with children, to share resources and trainings and build networks and supports.

Working closely with the Sunday School Society for Ireland, CMN have furthered their goals of resourcing, training and advocating through the following means:

World Meeting of Families Children's Workshop

Mrs Lynn Storey and Ms Lydia Monds represented the Church of Ireland Children's Ministry Network through the provision of workshops at the Children's Village at the World Meeting of Families Event in the RDS. The workshops included a sign language

prayer, a South African children's gospel song and a Bible story that used simple interactive props that the children could take away to re-engage with the story later in their own time. It was a particularly effective approach as many of the children did not speak English or spoke it as a second or third language.

Children's Ministry Network Representatives Meetings

The Network meets 2 – 3 times a year as an opportunity to share and pool resources. Two meetings of the Network took place over the past year. At the first, Ms Lydia Monds led the team in different creative prayer ideas, and Lynn Storey shared some take away prayer ideas. Small groups were established for the provision of extra support and Mental Health and Disability trainings were discussed and booked. Rev Elaine Murray presented on creating or reinvigorating children's spaces in churches with excellent ideas and resources for faith-building play.

At the second meeting, Mrs Lynn Storey led a specialised training workshop in running a Good Friday and Easter Family Special in your parish. Representatives were given all the resources needed to run their own event and to train others in their dioceses to run similar events. Extra spaces were allocated through Children's Ministry social media networks on a first come, first served basis.

Diocesan Mental Health and Disability Trainings 2019

CMN obtained funding to run 6 diocesan trainings in Children and Mental Health and 6 diocesan trainings in Disability over the course of 2019. To date, 5 of the 6 Mental Health trainings have been completed and the Disability trainings are set to take place in the autumn.

Mr Tom Tate of Whymind.ie has received excellent feedback as the facilitator of these workshops.

CMN are delighted to be liaising with the Consultative Group on Disability as this is a pivotal issue for the welcoming and inclusion of all individuals and families in the life of the Church. We all need more awareness, training and investment in this.

Make Yourself at Home Packs

Having been successfully piloted in various parishes throughout Ireland and Northern Ireland, small tweaks were identified and this resource pack is ready for wider dissemination.

It provides an excellent opportunity for parishes to self-audit how they welcome and include children and their families through examining their Services, their Facilities, their People and their Activities. The Pack brings together people from all different areas of church life and enables them to identify and celebrate all that they already do and to make small yet significant changes over a period of time. From autumn 2019, the Pack will be available for download online and will be showcased at a small number of Diocesan Councils and Clergy Conferences, with the hope of building upon this in 2020

Children's Ministry Newsletters

SSSI and CMN jointly produce a resource filled Newsletter at key times throughout the Church Calendar which is disseminated through diocesan Networks and provides additional and fresh ideas for parishes, Sunday Clubs and families.

The SSSI Children's Ministry Development Officer attended multiple diocesan synods with these newsletters and other ideas resources to further disseminate useful resources.

Children's Ministry Facebook and Website

We continue to generate a lot of engagement in our Facebook page. In 2018, our Lego Holy Week Challenge saw over 1,000 people engage daily to avail of the next challenge. Our website hosts all our resources and newsletters to date alongside different opportunities for training.

Children's Ministry Training Videos

Together with the CMN we produced 4 training videos, 3 of which are widely available as educational resources and one of which will be used when promoting the Make Yourself at Home Packs.

1. Bible Story Telling: Rev Baden Stanley and Ms Lydia Monds present multiple story telling ideas using the story of 'Jesus Calms the Storm' as the teaching point;
2. All Age Worship: Rob Clements offers simple and effective ways to bring repetition and rhythm to the liturgy that engages people of all ages;
3. Creative Prayer: Mrs Lynn Storey explores prayer as a conversation that can happen anywhere. She introduces reflective prayers, active prayers, edible prayers and simple prayer prompts so we are reminded to pray at different times during the week;
4. Make Yourself at Home: Mrs Tammi Peek introduces this fantastic parish resource that helps parishes explore how they are welcoming and including children and their families in the 4 following areas: Facilities, Services, People and Activities.

Children's Ministry sub-committee for the Liturgical Advisory Committee

CMN representative has been part of a LAC project to provide simple, liturgical ideas for clergy leading a Sunday Service, specifically not an 'All Age Worship' service, for the increased inclusion and participation of children and their families in those services.

Gazette Articles

Different members of the Network provided Gazette articles over the course of the past year. Ms Julie Currie and Mr Steve Grasham wrote articles on wellbeing and children and youth respectively and Ms Lydia Monds wrote articles on incorporating Children's

Ministry into all aspects of Church Life, Children and Mental Health and Children and Finances.

Merger Talks

Talks between SSSI, CMN and Central Church (Board of Educations, Honorary Secretaries and Standing Committee) continue to take place over the pending merger between SSSI and CMN and the future sustainability and direction of Children's Ministry.

To date, discussions have focussed on a Children's and Family Ministry, that reports directly to the General Synod. This Ministry should be governed by a select group and led by a co-ordinator of the Children's and Family Ministry.

CMN representatives would still be at the heart of how Children's Ministry develops and flourishes and will be a strong part of the governance team and the channel through which the co-ordinator facilitates further networks and supports at diocesan level.

Finance models have been put forward as part of a ten year plan which involves a certain amount of support in from Central Church, in order for the Ministry to be effective and to thrive.

Collaborations

Engagement with other Church groups for a more child focused approach.

- Children's Prayer Book: In collaboration with Mrs Jacqui Wilkinson from the Church of Ireland Centre, DCU, CMN are helping to compile a children's prayer book full of original prayers that can be used throughout the church/Sunday Club/school year.
- The Council for Mission produced an All Age Service entitled 'Celebrating St Patrick's Radiant Faith'. Two of the three members of the sub-group are also members of CMN and they provided the more interactive elements of the Service. CMN then promoted the Service through its own channels.

“We worry about what a child will become tomorrow, yet we forget that he or she is someone today.” — Stacia Tauscher, dancer and artist

APPENDIX G

THE CHURCH AND SOCIETY COMMISSION OF THE CHURCH OF IRELAND REPORT 2019

Members

Right Rev Dr Kenneth Kearon (Chair)
Most Rev Dr Richard Clarke
Most Rev Dr Michael Jackson
Mr Ken Gibson
Mr Neville Armstrong
Mrs June Butler
Rev Rob Clements
Rev Dr Rory Corbett
Dr Elizabeth Leonard
Mrs Ethne McCord
Rev Martin O'Connor
Rev Andrew Orr
Ms Zephryn Patton
Rev Peter Rutherford

In attendance: Ms Caoimhe Leppard, Mr Peter Cheney

The Church and Society Commission submits the following report with appendices referencing its work since the General Synod of May 2018.

Climate change

The Commission has held two seminars on climate change organised by the Rev Andrew Orr, Ms Caoimhe Leppard and Mr Peter Cheney. In Dublin the speakers included Prof John Sweeney (member of the IPCC), Dr Lorna Gold from Trocaire, and Dr Cathriona Russell (TCD). In Belfast those present heard from Mr Stephen Trew (parishioner of Magheralin), Mr David Thomas from Christian Aid and Mr David Ritchie from the RCB. The theme of both seminars was to inspire and encourage parishes to take practical action to reduce their carbon footprint and encourage bio diversity. Simple actions, such as managing an area of church grounds for wildlife, tailoring heating systems to heat only areas of buildings that are in use, reducing the use of disposable plastics and shopping local, can all make a real difference. This has led to CASC preparing to further address the issue of climate change in the presentation to General Synod in May 2019.

Blasphemy law statement review – Appendix 1

The enclosure on the referendum to repeal the provision on blasphemy in the Irish Constitution was drawn up by the Commission. The Bishop of Limerick used the paper as the basis for an article in the *Irish Times* newspaper.

Addressing the Legacy of the Past – Appendix 2

A submission was prepared by Mr Ken Gibson after consultation with Mr Neville Armstrong and reviewed by Canon Shane Forster and Dr Paul Harron. It was noted that this is a contentious issue, and that there is no agreement or change of viewpoint amongst victim groups. There was agreement that there needs to be more support for victim groups, both financially and in other ways such as healthcare.

Women in the Home – Appendix 3

The Rev Martin O'Connor and Ms Zephryn Patton prepared a submission on the proposal to repeal Article 41.2.2 of the Irish Constitution which referred to the role of women in the home. While the proposal to have a referendum was deferred by government, the submission prepared by the Commission is attached as an appendix for possible future use.

Appendix A

Statement by the Church and Society Commission of the Church of Ireland on Blasphemy Referendum

Wednesday, 17 October 2018

Statement from the Church and Society Commission of the Church of Ireland, on the Referendum to remove the reference to blasphemy in the Irish Constitution. The statement is issued by the Chair of the Commission, the Rt Revd Dr Kenneth Kearon, Bishop of Limerick and Killaloe.

We acknowledge that the current reference to blasphemy in the Constitution of Ireland is largely obsolete.

We recognise that there is grave concern at the way blasphemy laws have been used to justify violence and oppression against minorities in other parts of the world.

There is a fundamental human right to freedom of religion, but also the freedom of expression (within limits). However, the human right of Faith Communities to contribute to public life, including public debate on issues that are of importance to everyone, without being subjected to attack or ridicule, must be acknowledged and respected. Religious and other minorities, in particular, have a right to expect that they will not be gratuitously offended or humiliated. We remind citizens that some religions and cultures may have different sensitivities for what they find offensive, and this should be, as far as possible, respected.

The psychological impact of hate speech on isolated communities, particularly online abuse, should not be underestimated.

We cannot reflect on these questions without expressing our solidarity with all those, throughout the world, who are experiencing persecution, and human rights abuses, because of their faith or beliefs. We urge the Government of Ireland to make our country a leading example of protection for freedom of religion, freedom of conscience and the human rights of minorities.

While we recognise that this is not an option in the upcoming Referendum, we would have preferred to have seen a proposal to replace Article 40.6.1.i. with an Article protecting freedom of religion and freedom of speech in accordance with the European Convention on Human Rights Articles 9 and 10.

Further, we would urge the Oireachtas to enact the Criminal Law (Hate Crime) Bill which was proposed in 2015, but has yet to be brought forward to be debated.

The Church of Ireland, as always, continues to pray for the members of the Oireachtas, in private prayer and public worship.

Note to Editors

European Convention on Human Rights, Articles 9 and 10, are as follows:

Article 9 – Freedom of thought, conscience and religion

1. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief and freedom, either alone or in community with others and in public or private, to manifest his religion or belief, in worship, teaching, practice and observance.
2. Freedom to manifest one's religion or beliefs shall be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedoms of others.

Article 10 – Freedom of expression

1. Everyone has the right to freedom of expression. This right shall include freedom to hold opinions and to receive and impart information and ideas without interference by public authority and regardless of frontiers. This article shall not prevent States from requiring the licensing of broadcasting, television or cinema enterprises.
2. The exercise of these freedoms, since it carries with it duties and responsibilities, may be subject to such formalities, conditions, restrictions or penalties as are prescribed by law and are necessary in a democratic society, in the interests of national security, territorial integrity or public safety, for the

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prevention of disorder or crime, for the protection of health or morals, for the protection of the reputation or rights of others, for preventing the disclosure of information received in confidence, or for maintaining the authority and impartiality of the judiciary.

APPENDIX H

COMPLAINTS COMMITTEE INCOME AND EXPENDITURE REPORT

	2018	2017	2016	2015	2014	2013	2012	2011	2010
	Total	Total	Total	Total	Total	Total	Total	Total	Total
	€	€	€	€	€	€	€	€	€
GS Complaints procedure									
Income									
Deposits	0	(814)	0	0	(814)	(735)	(1,470)	0	(2,091)
Less - deposit refund	0	0	0	0	814	735	0	0	697
Support from General Purpose Fund	0	0	0	0	0	(991)			
Net deposits	0	(814)	0	0	0	(991)	(1,470)	0	(1,394)
Costs									
Legal - External	0	0	0	0	0	24,537	0	41,612	60,604
Legal - In-House Legal	0	0	0	0	0	24,120	7,220	8,082	18,239
Technical	0	0	0	0	0	0	0	5,000	1,220
Expert witness costs	0	0	0	0	0	0	0	0	2,195
Administrative and secretarial	0	0	0	0	0	0	0	2,394	10,893
Travel & subsistence	0	0	0	117	0	3,845	0	792	1,208
Sundry	0	0	0	0	0	1,838	0	0	369
	0	0	0	0	0	0	0	0	
	0	0	0	117	0	54,341	7,220	57,881	94,728
	0	(814)	0	117	0	53,349	5,750	57,881	93,334

Costs will be charged to the income and expenditure account in the year the complaint hearing takes place.

APPENDIX I

CONSULTATIVE GROUP ON DISABILITY

Membership

Dr Timothy Jackson	Ms Ruth McCartney
Rev Alistair Donaldson	Ms Rachael Mackarel
Mr Jasper Chisnall	Ms Emily Casey
Mr Jonny Watson	Ms Stephanie Casey
Ms Jennifer Bullock	

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.

From 2005 to 2015 the Working Group did excellent work on projects such as a Parish Audit and Report, and the establishment of Disability Sunday in churches, to name but a few. Membership included:

Rev Jennifer McWhirter	Dr Timothy Jackson
Mr James Clarke	Mr Ian Slaine
Rev Malcolm Ferry	Mrs Audrey Tormey
Mrs Carol Ferry	Rt Rev Trevor Williams

The Honorary Secretaries express their sincere thanks to them for the time and energy they gave to the work of the Church.

In 2018 the Honorary Secretaries received a letter from the Working Group on Disability in which the Group indicated its desire to pause its work so that careful consideration might be given to its future plans. As mentioned in the Group's report to the 2018 General Synod, the reduction in membership has left the Group sadly in need of new members and in search of a new direction and support from members of the Church with either professional or personal knowledge of its areas of work.

The Honorary Secretaries proposed that the current structure of a Working Group should be replaced by a Consultative Group, which would advertise for expressions of interest. This approach was successful when adopted by CASC following its restructuring, and it is hoped that the Church of Ireland Consultative Group on Disability, with a larger

membership, would be able to undertake the role of advising the various boards and committees that report to General Synod, as well as advising dioceses and parishes.

A large number of submissions were received to join the Consultative Group and the new members were elected by the Standing Committee in November 2018.

Planning for the future

It is planned that the new group will function in a more consultative way, working with other committees and church organisations to promote awareness of and action on disability and inclusivity needs.

Our first meeting was held on 15 February 2019 in City North Hotel, and produced stimulating discussion on potential projects for the group. Both Ms Lydia Monds and Mr Steve Grasham attended the meeting, and it is planned to work closely with Children's Ministry Network and the Church of Ireland Youth Department over the coming year.

As the group seeks a way forward we see that the development of a self-audit that can then be presented to parishes, will allow us to assist parishes in becoming more inclusive and disability aware. This self-audit would act as a follow up from the audit and report in 2006 and will allow us to gauge the progress parishes have made in terms of disability access and inclusivity in churches in the intervening years. It might also collate some information around the range of disabilities experienced by church members, their impact, and how churches have changed in order to facilitate disabled members. In doing so we hope to encourage parishes, and people to think beyond physical disability and towards access and inclusion in church for all.

Such a project will take time in planning and preparation in order that it is done well and in order that it will be of benefit to parishes and clergy. We would hope to have considerable progress to report to General Synod 2020.

We also plan to make contact with the wider Anglican Communion, and indeed other Churches, to assist us in preparation for our own work, assuming there is other good practice out there which they are willing to share and from which we could benefit.

The group would also hope to function as a signpost for information to ensure that parishes, to the best of their ability, are complying with legislation around disability access.

Work Plan

The Consultative Group has certain priorities in its planning for the future:

- a. To make people think beyond disability and towards access for all;
- b. To make people aware of the legislation in the Republic of Ireland and Northern Ireland and outline the implications of the same;

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- c. To make people aware of key issues involved in making sure properties are accessible

Conclusion

The Consultative Group continues to seek consultation with and support from Church Members with either a professional or personal knowledge in the area of disability. We would also seek prayerful support in the year ahead as we embark on our first project.

APPENDIX J
FACILITATION COMMITTEE

MEMBERSHIP

Mr Ken Gibson
Mr Robert Neill
Very Rev Katharine Poulton
Rev Robin Bantry White

Establishment and Terms of Reference

A resolution passed by the General Synod in 2016, following the withdrawal of a bill proposed by the Commission on Episcopal Ministry and Structures, recognized that the provision of appropriate episcopal ministry and structures for tomorrow’s Church could not simply be set aside because of the withdrawal of the bill. Thus, the bishops and diocesan councils were asked to consider beginning processes that might, with diocesan consent, build on the substantial work of CEMS over its four-year span. As part of this, the resolution requested the Standing Committee to set up a committee along the lines of the Implementation Committee referred to in the withdrawn Bill.

The Facilitation Committee, which was ratified at the General Synod of 2017, has the following terms of reference (agreed by Standing Committee in March 2017): to engage in discussion with all twelve dioceses about the issues raised by the work of the Commission on Episcopal Ministry and Structures; to facilitate exploration of any proposals that may arise from such conversations; and to provide an annual report to the General Synod.

Mr Ken Gibson, Rev Katharine Poulton, Mr Robert Neill, and Rev Robin Bantry White were appointed to its membership until the General Synod of 2020.

Work Undertaken to Date

The Committee makes no recommendations at this stage, and has provided a report which seeks to explain its discussions to date. It will report to Synod in 2020, which report will contain its recommendations.

The Committee has convened on 24 occasions since General Synod of 2016, meeting each of the Bishops for individual consultations, as well as holding several additional consultations with the Bishop of Tuam and the Bishop of Limerick on the proposed amalgamation of the dioceses. It has also met the diocesan secretaries (collectively), and has had consultations with archdeacons from both provinces. Furthermore, the members have met on numerous occasions to review the outcomes of these conversations and to plan their future discussions and explorations.

Consultations with Bishops

Episcopal election process (move from parish to see house, training and mentoring, practicalities, handover, interim period)

Most bishops felt that the induction that they had experienced on election was inadequate. Some had taken up the induction courses offered by the Church of England for bishops, but these were not found to be particularly helpful, as the structures of the two Churches are very different. Suggestions made during the consultations included the idea of mentoring by retired bishops (although it was acknowledged that the helpfulness of this depends on a good match between personalities); the creation of a panel of mentors who can be called upon when needed; additional training (possibly residential) in topics such as leadership, governance, conflict management, Church policies, and legal/Constitutional matters. These suggestions and this area of “induction” are being explored by the Facilitation Committee as part of their current work.

Practical suggestions were also made, such as the inclusion of a ‘structured pause’ between election and consecration. This could include, for instance, the opportunity to go on retreat, or to arrange recovery for the parish ministry that the newly-elected bishop is leaving. It was noted by several bishops that a carefully-organised handover process would be useful; this should include the physical handover of keys, files, details of bank accounts, cheque books, and so on. The see house – or a suitable, well-located alternative – should be ready for the incoming bishop and his/her family, as having to stay for weeks in another location or live in a see house that is undergoing extensive renovation is not helpful. Finally, it was observed during many discussions that Chancellors and Registrars are an invaluable source of knowledge about those dimensions of the episcopal role that are often invisible to the wider Church, and thus consultation with them should be encouraged at an early stage – particularly about legacy issues that await a newly-elected bishop on arrival to the diocese.

Support for bishops (administrative, legal, practical)

Bishops spoke of the episcopal role as one that works to shape and sustain the culture, vision, and joyfulness of a diocese. However, the administrative burden on the Church has increased at all levels in recent years, and this increase creates challenges for the existing and inherited structures. The increasing requirement for regulation of governance and for legislative compliance requires bishops, members of select vestries, clergy, diocesan staff, other employees, and volunteers, to give greater amounts of their time to administration. Bishops reported feeling increasingly torn between encouraging people to keep up with administration and regulation, and offering missional leadership. The provision of a confidential pastoral panel that could be called upon, anonymously, if required was suggested as something vitally important. Emotional, spiritual, and physical resilience were mentioned at many consultations as being among the most important things necessary to sustain episcopal

work, and bishops spoke of the immense difficulties that are experienced when the relationship between a parish and an incumbent breaks down. During consultations it was suggested that every diocese should ensure the bishop has immediate access, when needed, to excellent legal and HR support. In addition, access to the most up-to-date research on legal and socio-political topics would be highly valued by bishops: some suggested that, rather than having a full-time researcher for the House of Bishops, arrangements should be made to provide quick access to high-quality research papers when a topic arises about which the bishops need to be informed. Patronage work for Church of Ireland primary schools in the Republic of Ireland is a wonderful privilege for bishops, and is highly valued by all. Several bishops suggested that a patronage body would be very useful to assist with problems and to produce policy documents, and suggested that this area of the episcopal work should be provided with further central resources.

Demographic pressures, rural depletion and urban congestion, the growth of a large commuter population near cities, and the physical distances and/or travel time needed by a bishop are further challenges to pastoral and episcopal ministry. One bishop suggested there are too many church buildings and too many instances where the Church reaches out to new communities with the same offering in the same shape, rather than the fresh vision and courage that are needed to renew communities. Another emphasized the need for providing funding for new initiatives, such as fresh expressions, plants or pioneer ministry. Others expressed concern that the parish structure is unsustainable in many new commuter places and indicated that the episcopacy should explore new ways of establishing centres of Christian life and worship in communities. New housing estates or university populations provide opportunities of mission and ministry for the Church that, some bishops felt, are not easily served by the parochial structure. One bishop spoke of the need for the Church to engage in these new communities and to find the people who are “in the gaps” of the traditional Church areas and to be there for them in their times of need.

Finally, the consultations showed that bishops value their civic role highly, although this role differs significantly from diocese to diocese and between urban and rural areas. It was suggested by many that it is important for the Church to appreciate the invitation to participate in public life and to value the chance to speak in an increasingly secular society. The contacts and friendships that are built up by such participation may lead to opportunities for mission and to requests for pastoral assistance. The support provided by archdeacons and deans, who often attend events on a bishop’s behalf in dioceses where too many invitations are received for the bishop to fulfil personally, was noted gratefully by bishops.

Role of lay people in Church life and diocesan work

Bishops and archdeacons alike spoke of the huge importance of the practical and spiritual work of lay people in the diocese, and the need to remember that not

everything needs to be done by the ordained: lay people's vocation to serve the Church is vital in sustaining dioceses and parishes. Bishops spoke of encouraging the growth of leadership as an important episcopal task; some dioceses provide training for lay people to realise their calling in leadership in the Church. In several consultations, the work of lay leaders in team ministry or fresh expressions was identified as one of the factors leading to success.

Financial pressures and other factors limiting episcopal leadership and church growth

Most bishops felt that financial pressures are limiting the capacity of the Church to sustain or create outreach in new areas. Successful initiatives tend to be those which have found support from existing parish congregations and run alongside them. At Church-wide level, some bishops and diocesan secretaries have reported an increasing resentment of central levies. The Committee feels, therefore, that explanation of these levies will be of assistance to wider debate (in some dioceses, explanatory information is provided in booklet form by the diocesan treasurers and finance committee, which is a helpful publication).

The first three levies are essentially pooled funds for diocesan and parish support. Only one levy – safeguarding – is used to provide a central service.

These levies are:

- Episcopal Ministry levy (52.8% from dioceses overall – 6.4% MAS per cure 2018 at £1848/£2399). The episcopal levy shares the cost of the diocesan contribution to episcopal ministry across all dioceses. Overall the sharing ratio is currently 52% from dioceses to 48% from central funds.
- Pension levy to support the outstanding liabilities on the DB Clergy Pension Fund after it was closed (13% MAS per cure & recognized office [curates & bishops] 2018 at €4872.40/£3754.53)
- Ministry Protection Fund levy is a contribution from the parishes to assist in cases where ministry has broken down and a solution is needed to re-establish ministry within a parish. Funds are, therefore, directed back to parishes rather than to central services (0.5% MAS per cure 2018 at €187.40/£144.41)
- Safeguarding levy supports the safeguarding officers, vetting for parishes, training on the policy and advice on issues arising. (0.9% MAS per cure 2018, €341/£263). This is the only levy that supports a central service, but this service is entirely of professional input to parishes and dioceses. If the central safeguarding service did not exist, parishes would have to access and pay locally for safeguarding policy development, training, review and advice. The provision of such a policy as part of Church governance is essential for retaining charity registration.

Diocesan staff and administration

The Committee joined one of the regular meetings that diocesan secretaries hold in Church House, Dublin, to consult with them about their experiences of diocesan and parochial administration. As some diocesan secretaries are also secretary to a bishop, the consultation touched on experiences of episcopal administration. Some diocesan secretaries work part-time and others full-time; some work from home and others from a diocesan office; some dioceses have development or administrative teams which work with the diocesan secretary.

Amongst the suggestions made during the consultation was the provision of training for new diocesan secretaries. Guidance notes might be developed or formalised by the diocesan secretaries, with the more experienced acting as mentors for those newly appointed, and resources being shared via an online message board or portal. While diocesan secretaries do, currently, have regular meetings at which resources are shared, and are frequently in contact with each other, several who were present at the meeting suggested that they would like to have a more formal (online) mechanism for this. The responsibilities of the role differ widely from diocese to diocese, meaning that generic centralised training for new diocesan secretaries would not be particularly useful.

Diocesan secretaries spoke, as did bishops and archdeacons, of the difficulties of dealing with HR problems, and the need of support from central Church. The increased burden of compliance and regulation takes up a great deal of time and energy at diocesan level. It was also noted that central offices are trying to create more online resources to assist dioceses but are themselves struggling with the increased volume of work created by new regulations.

Role of Archdeacons

In addition to the review of diocesan administration, the Committee consulted with archdeacons from rural and urban areas and from both provinces. These consultations showed that the role of archdeacon is differently enacted and facilitated across the Church; some ways seem to be more useful than others.

The relationship between archdeacon and bishop was several times described as pivotal. Archdeacons act as a “sounding board” for the bishop. They also function as a barrier between the bishop and difficult situations, so that the bishop is not the first port of call when problems arise, but becomes involved at a later, more serious stage. Archdeacons and bishops alike spoke of the problems of knowing what to do, and how to do it, in difficult situations, such as irretrievable breakdown of the relationship between an incumbent and a parish, and there were many discussions about the Dignity in Church Life charter which does not, currently, provide an adequate resource. However, archdeacons and bishops expressed hope that the appointment of a HR manager in Church House, Dublin, would lead to a review of the policies and an improvement in their implementation, as these policies were designed to be used in conjunction with the work of a central HR staff member.

In some dioceses, a parish is compensated financially for the time that the member of clergy who is in the role of archdeacon spends away from the parochial work. There are varying arrangements in dioceses for the calculation of this payment, and some archdeacons receive additional locomotory allowances. Such compensation is enabling for both parish and clergyperson, and reduces the sense of guilt that might otherwise be felt at taking time from parish duties. Archdeacons spoke of their role in facilitating growth in ministry, mission, and to the planting of new congregations and creation of partnerships, of the importance of managing change and working with existing congregations to support them and ensure that new Church initiatives do not threaten them, and of mentoring new clergy. It was suggested that dioceses should consider carefully the work allotted to an archdeacon and ensure that it requires an ordained person; lay people's vocation to serve the Church should not be overlooked.

Other topics raised during the consultations with archdeacons included the suggestion of training/mentoring for new archdeacons or a handover arrangement with the outgoing archdeacon, and the possibility of an annual meeting (or one at another interval) for all archdeacons across the Church. Archdeacons spoke of the challenge of maintaining energy in a parish during a vacancy. Archdeacons suggested the importance of using videoconferencing for some meetings so that clergy and volunteers do not have travel for several hours to attend a one-hour meeting in cases where personal attendance is not vital.

Some suggestions were made regarding ending the tenure of an archdeacon where a new bishop is elected (the archdeacon could then be re-appointed if s/he and the bishop saw fit to do so).

Inter-Diocesan Conversations – Tuam and Limerick

The Committee was briefed on several occasions during the year on the progress of conversations between Limerick and Tuam dioceses about their proposed amalgamation. Among the items raised by the bishops was the future nature of central representation for the two dioceses; the mechanisms being considered to enable the diocesan governance structures to start working together; election to the see(s) in future; location of a new bishop; future diocesan administration and diocesan synods/councils. In March 2018, the Committee was notified that conversations had reached a stage where the dioceses felt it would be desirable, in the case of a vacancy in either diocese, that General Synod should suspend the calling of an electoral college while discussions to unite the dioceses would be progressed, and a bill was brought to the General Synod of 2018 to provide for this. In January 2019, the Bishop of Tuam and the Bishop of Limerick met the Committee to discuss the bill to amalgamate the dioceses, and the practical details of the arrangements for the amalgamation. As part of this discussion, the following motion was produced for the agenda of the January meeting of the Executive Committee, at which it was passed:

“That the Executive Committee undertakes to provide a suitable residence for a bishop, including a meeting space, in the northern part of the proposed amalgamated dioceses of Limerick & Killaloe and Tuam, Killala & Achonry. It is expected that this will achieve overall cost savings but the provision of this

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new residence will occur prior to the sale of the existing See House. The Executive Committee accepts that the provision, preferably in advance of the amalgamation, of such a facility is key to the uniting of the Dioceses”.

The Committee congratulates the two dioceses on the progress achieved in a relatively short period of time, and on the spirit and manner in which this was achieved.

Future Work and Recommendations

The Facilitation Committee will provide its final report and recommendations to the General Synod of 2020. Consultations have indicated that there is no appetite for a return to the discussions about boundaries (apart, of course, from the ongoing work that the Dioceses of Limerick and Tuam are undertaking), and the Committee will not, therefore, be engaging with that topic. For this reason, the members have no appetite to consult with diocesan councils, and will not do so during the remainder of their term.

During consultations with bishops, various suggestions were made for changes to the episcopal structure – some were creative ideas designed to provoke discussion and, while others were serious suggestions for implementation. Suggestions included the creation of a Diocese of Belfast; the introduction of a structure similar to that of the Anglican Church in Aotearoa, New Zealand and Polynesia, the General Synod of which maintains the *tikanga* system (broadly speaking, the right of every person to choose any particular cultural expression of the faith) and thus has agreed upon the development of the three-person primacy; provision of an area bishop, who would be 55 years of age or over when appointed to avoid this role being seen as a stepping stone to becoming a diocesan bishop; having fewer bishops and a greater number of support staff; having fewer bishops and a greater number of archdeacons; having a bishop appointed by the House of Bishops who is not an incumbent but has a portfolio, such as chairing the House of Bishops’ meetings and the Selection Conferences; and having a bishop based in the most significant cities on the island of Ireland, with one cathedral per bishop.

Some of the topics that the Facilitation Committee will consider in further detail arise from the most-frequent suggestions made during consultations, and include:

- The role of archdeacons
- Training/mentoring/support for bishops
- Provision of an online sharing portal for diocesan secretaries
- Importance of HR support for bishops and dioceses and development of this.

Discussion from Synod members on these and other topics raised in the report will be welcomed.

Appendix K

Report to the General Synod of 2019 by the Standing Committee on the issue of Synodical Representation

Introduction

At the 2018 General Synod, a private member's bill was tabled with the aim of reducing the size of the House of Representatives by just over 100 and introducing some redistribution of places across the twelve dioceses. The methodology was based on the number of places in the House of Representatives being the same as the number of cures in the Church of Ireland. A total of seven amendments were tabled, all using different methodologies and all reducing the size of the Synod - in some cases more than halving it.

After the Second Reading of the Bill, a motion was passed as follows:

“That Bill No 7 be withdrawn and that the Standing Committee be requested to consider the contents of the Bill and the proposed amendments and with that focus to return to the 2019 General Synod with a report and legislative proposals for decision by the Synod.”

This report is the response by Standing Committee to that motion.

Background

The General Synod came into being following the disestablishment of the Church of Ireland and comprises the House of Bishops and the House of Representatives (the clergy and the laity). The bill of 2018 and this report focuses on the House of Representatives. Membership totals 648 (216 clergy and 432 lay), a number that is virtually unchanged since the 1870s. That number was arrived at by awarding one clerical place for every ten clergy in the Church of Ireland and two lay places for every cleric. Applying that methodology today would give a General Synod of less than 200 and, importantly, would mean that some dioceses would barely get a voice on General Synod - not a healthy situation. It is also worth noting that the Church of Ireland's General Synod is not much smaller than the combined general synods/governing bodies of the other three Anglican/episcopal churches on these islands (a combined total of just over 700).

Approach adopted by Standing Committee

Recognising that considerable detailed research and analysis was required to complete this task, Standing Committee set up a Working Group consisting of twelve people – one member of Standing Committee from each diocese – to do the detailed work. In addition, two of the Honorary Secretaries of the General Synod were appointed to facilitate and co-chair the working group. It is important to be clear that Standing Committee did not delegate the task to that group: it simply asked the Working Group to do the research and analysis, in order to allow it, Standing Committee, to formulate a way forward. As well as spending time at each of its five regular meetings since the General

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Synod of 2018, Standing Committee held an additional full day meeting in November 2018 solely to look at this issue.

Outcome of Standing Committee’s Analysis of the 2018 Bill and Amendments

In considering the Bill and Amendments, and developing proposals for the way ahead, Standing Committee took cognisance of a number of key principles:-

- the importance of ensuring that the voice of the marginalised, the weak, the remote, the minority and so on can be heard at General Synod. For example, the church in very rural (and even remote) areas often plays a pivotal part in its community with an influence and importance much greater than the size of its congregations. In a General Synod based solely on numbers, the voice of the rural church could be permanently under-represented and its voice never heard. It was recognized that there are similar concerns for the Church in some depopulated and/or disadvantaged inner-city areas;
- a desire to maintain our system of nomination and election, and not introduce the idea of ring-fencing places for certain categories of people e.g. Deans (as is the case in other Anglican churches on these islands);
- have a General Synod that is of a size to be manageable, encourages participation and debate but is not so small as to mitigate against regular turnover of members. Interestingly, in this current triennium, some 186 new members were elected;
- the importance of developing a formula that could be readily understood. Such a formula and the rationale behind it should be clearly recorded to help educate future reviews;
- the need to come up with a system that could be easily reviewed on a regular basis rather than it be left for a further 150 years, particularly as ministry evolves and new forms of Church emerge through initiatives such as Pioneer Ministry and Ordained Local Ministry;
- the critical need to support and be generous towards the Diocese of Tuam, Killala and Achonry and Limerick and Killaloe through their potential journey of merger. Such support should recognise the medium-term challenges they will face and the likely time taken for the new arrangements to “bed-in”. Standing Committee does not want to impose further radical change on these two dioceses in the midst of the likely merger. The same generosity should be shown to any other dioceses that consider merging in the future; and
- a recognition that previous mergers of dioceses and other changes had, through no fault of their own, left certain dioceses with over representation. Any change would have to be managed carefully and cautiously.

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- Standing Committee noted that the General Synod of 2019 would have a very full and legislatively heavy agenda. It also recognised that any change in the size of the General Synod would only come into play at the next triennium i.e. in 2021.

Proposals

1. The calculation of the numbers of representatives per diocese to be based on existing recognition of cures per diocese by central Church for levy purposes. It is recognised that this would need to be thoroughly examined prior to the next review in order to take account - as mentioned above - of any new forms of ministry that become fully established in the interim.
2. Rather than the cure model as proposed in the 2018 withdrawn Bill, which was deemed unfair to the marginal voices as mentioned above, additional places shall be allocated to each diocese on a scale of 1 to 12, with one additional member being given to the numerically strongest diocese in terms of cures and twelve additional members being given to the numerically smallest diocese.
3. The amended number of representatives would be introduced over two triennia, i.e., in 2021 and in 2024.
4. In the case of two or more dioceses amalgamating, the impact of the amalgamation on their representation at General Synod would not come into effect until the beginning of the next 'three-triennial period'. (This would also apply to the new Diocese of Tuam, Limerick and Killaloe should the merger of the Diocese of Tuam, Killaloe and Achonry with the Diocese of Limerick and Killaloe, go ahead.) Any merger of dioceses would affect the overall number of dioceses and this along with the possible resultant changes to the ranking on the sliding scale for additional numbers would have to be taken account of at the first review thereafter;
5. The new arrangements would have a two-triennia bedding-in period after their full implementation i.e. six years before any further review would be undertaken. This means a review would commence in the first year of the third triennium, i.e. 2030, and any change be implemented for the next elections thereafter.
6. Subsequent reviews should be undertaken every nine years.

NOTE: People have mentioned the possible effect on long term members who have given sterling service to the Church and the General Synod. The longer phased reduction eases this issue - in the last elections, some 180 people completed their service at General Synod due to retirement or change in circumstances.

Other Issues

Standing Committee also discussed the desirability that neither province should have 2/3 or more than 2/3 of total representation. As the numbers on the tables appended below comply with this, there is no need to make proposals until a subsequent review is under

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way - see below on possible timings. The transfer of Tuam, Killala and Achonry to the Province of Dublin, should the merger with Limerick and Killaloe proceed, would have limited effect on this balance.

Furthermore, Standing Committee also considered the possible importance of having upper and lower limits so that for example, no diocese could have more than twice the average number of representatives and no diocese could have less than half the average number of representatives. Again, neither of the proposed models would necessitate any additional provision to meet these concerns, though this could become an issue when a future review is taking place.

As has been said above, any future reviews should again consider:

- the need for voices from all parts of the Church to be heard at the General Synod
- the issue of provincial balance
- the consideration of upper and lower caps of diocesan representation

Prior to the first review, additional work must be undertaken regarding new forms of ministry in respect of the definition of the cure and the relationship to representation of the whole of the Church at the General Synod.

The Tables

Standing Committee considered two options for the future size of General Synod as follows:-

- a model based on diocesan representation equalling the number of cures in the respective dioceses PLUS the 1 to 12 additional places depending on the ranking of the diocese according to size. This model means that the House of Representatives at General Synod would be **534** - General Synod is currently 648
- a model based on diocesan representation equalling 0.8 per cure PLUS the 1 to 12 additional places. This gives a House of Representatives at General Synod of **450**
-

Tables for each option showing the effect on each diocese during the phased implementation in 2021 and 2014 are appended below. The Standing Committee passed a resolution supporting the one per cure model resulting in a House of Representatives of 534. The 0.8 model is shown in Table B for illustrative purposes.

Summary

Standing Committee presents these legislative proposals to the General Synod of 2019 and will bring a bill based thereon in 2020, This Bill, should it be passed, would impact the next triennial elections, due to take place in 2020, for the General Synod of 2021 and thereafter.

Resolutions

The General Synod welcomes and adopts the report of the Standing Committee and endorses the principles contained therein and looks forward to the presentation of a Bill at General Synod in 2020.

The General Synod requests that the report and tables be communicated to the Diocesan Synods of 2019 for the purpose of information and requests Diocesan Synods to be cognisant of any necessary changes, should the Bill be passed in 2020, to their election processes.

Summary Proposed Timeline 2019-2033

- (i) 2019 - General Synod – considers the proposal and the underlying principles.
- (ii) 2019 – Diocesan Synods – are informed about the proposals (and relevant points arising from discussion at General Synod 2019) and consider if any change is required to the modus operandi of their particular diocese for elections in 2020, should the Bill be passed at General Synod 2020.
- (iii) 2020 – General Synod - Bill presented (The form of the legislative proposal can be expressed as replacing Chapter I 4(2) with a new table.);
- (iv) 2021 – New Triennium and the first stage of amended number of representatives to General Synod;
- (v) 2024 – Second stage of amended number of representatives to General Synod which are given a six-year bedding-in period;
- (vi) 2030 – commencement of review of new arrangements prior to triennial elections which would take effect with the General Synod of 2033.

TABLE A: Number of Representatives based on a House of Representatives at General Synod equal to the number of cures plus the 1 to 12 sliding scale of additional places:

	Current	2021-24	2024-33
Armagh	54	51	48
Clogher	42	42	39
Derry & Raphoe	60	57	54
Down & Dromore	90	84	78
Connor	96	87	78
Kilmore, Elphin & Ardagh	39	36	33
Tuam, Killala & Achonry	21	21	21
Dublin & Glendalough	66	63	57
Meath & Kildare	33	30	27
Cashel Ferns & Ossory	63	51	39
Cork Cloyne & Ross	42	39	33
Limerick & Killaloe	42	36	27
TOTAL REPRESENTATION	648	597	534

TABLE B: Number of Representatives based on 0.8 per cure plus the 1 to 12 sliding scale:

	Current	2021-24	2024-33
Armagh	54	48	42
Clogher	42	39	33
Derry & Raphoe	60	54	45
Down & Dromore	90	78	63
Connor	96	81	63
Kilmore, Elphin & Ardagh	39	36	30
Tuam, Killala & Achonry	21	21	21
Dublin & Glendalough	66	57	45
Meath & Kildare	33	30	24
Cashel Ferns & Ossory	63	48	33
Cork Cloyne & Ross	42	36	27
Limerick & Killaloe	42	33	24
TOTAL REPRESENTATION	648	561	450

APPENDIX L

HISTORICAL CENTENARIES WORKING GROUP

Membership:

The Bishop of Cork, The Rt Rev Dr Paul Colton (*Convenor*)
Dr Kenneth Milne (*Church of Ireland Historiographer*)
Ven Ricky Rountree (*Representing the Liturgical Advisory Committee*)
Ven Robin Bantry White
Ms Hazel Corrigan
Dr Ian d'Alton
Mr George Woodman
Professor David Hayton (*co-opted – to October 2018*)
Dr Andrew Scholes (*co-opted – from March 2018*)
Dr Ida Milne (*co-opted – from October 2018*)
Dr Olwen Purdue (*co-opted – from May 2018 to February 2019*)
Rev Earl Storey (*in advisory role*)
Dr Paul Harron (*in advisory role – to November 2018*)
Mr Peter Cheney (*in advisory role – from November 2018*)

Reading List

The Historical Centenaries Working Group undertook to draw up a bibliography to cover the second phase of the centenaries period, entitled *Divided States: Irish Independence and its Aftermath, 1918-1923: A Reading List*, to serve as a resource for members of the Church and enable them to read more about the period. It may also be of use to post-primary schools and academic history departments. Thanks are especially due to Mr George Woodman, Mr Earl Storey, Dr Ian d'Alton and Dr Paul Harron for their work during its production. The group expresses its gratitude also to the Archbishop of Armagh for writing an introductory essay for this resource.

Armistice 100

As the centenary of the ending of the First World War approached, the group worked with the dioceses and central Church to present a list of special events to mark this key moment in our national histories and those of Europe and the world in general. The listing was complemented by a reflection by the Archbishop of Armagh, on the remembrance of the First World War one hundred years on. Both were published in the *Gazette* in late October and a special edition of the Church of Ireland e-bulletin, which also drew attention to the Liturgical Advisory Committee's *Service to mark the end of the First World War in a local church*.

Influenza

In acknowledging the centenary of the three phases of the Influenza pandemic (the Spanish Flu) the group was pleased to co-opt Dr Ida Milne, Lecturer in History at Carlow College and author of *Stacking the Coffins: Influenza, War and Revolution in Ireland 1918-19*.

General Election 1918

The centenary of the 1918 general election, in December, was marked with a commissioned *Gazette* article on women's suffrage for parliamentary elections by Prof Linda Connolly (Maynooth University), which recalled the previous granting of the right to vote in the 1898 local government elections and the suffragette campaigns in intervening years.

The coming centenary period

Following the Armistice centenary, the group revisited its sense of vision from its initial report in 2012, which noted the purpose of the Church's centenaries-related comment and activity being to 'deepen the Church's self-understanding and self-perception' and also perhaps to address how the Church's record is perceived by others. The terms set out the aim of enhancing the contemporary Church's understanding of Church of Ireland attitudes at the time and to use such lessons to help build our shared future, and that this should not be done in any judgemental manner.

Irish Government's Expert Advisory Group on Commemorations

Bishop Colton met with Dr Maurice Manning, Chair of the Irish Government's Expert Advisory Group on Centenary Commemorations, and discussed its guidance for the second phase of the decade of centenaries (2018-2023). Dr Manning has invited all the members of the Working Group to meet with his group in Government Buildings and it is hoped that this will take place in 2019.

In January 2019 the Expert Advisory Group on Commemorations issued its guidance for the second phase. While recognising that there will be many local commemorations, the Expert Advisory Group identified 'Significant Historical Events and Themes (1918-1923)' as follows:

- the ending of World War I;
- significant changes to the political landscape in 1918;
- the introduction of women's suffrage in 1918;
- the founding of Dáil Éireann;
- the independence struggle 1919-1921 (military and parallel non-military activity);
- the foundation of the Irish State;
- the Civil War;
- the foundation of Northern Ireland, Partition and the drawing of the Border;

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- the experience of minorities and border communities in Ireland from 1918 to 1923; and
- the admission of the Irish Free State into the League of Nations in September 1923.

Five other themes have also been identified by the Expert Advisory Group for consideration over this period:

- the role of women;
- the role of labour;
- nationalists and unionists in the two jurisdictions;
- the international dimension; and
- events and figures of national and local significance.

Liaison with the Liturgical Advisory Committee

Further discussion and liaison will take place with the Liturgical Advisory Committee regarding potential liturgical themes and materials for use on an all-island basis on the themes of nationhood, Ireland, peace and reconciliation.

Unionist Centenary Committee

In the course of the year, Dr Harron attended the Unionist Centenary Committee's Leadership Conference in Belfast and a conference on the Spanish Flu epidemic, organised by the Public Record Office of Northern Ireland. Bishop Colton, in his capacity as diocesan bishop, was a guest at a special meeting of Cork County Council to mark the centenary of the first meeting of Dáil Éireann.

The group expressed its thanks to Prof David Hayton, Dr Olwen Purdue and Dr Harron, each of whom left its membership during the year, for their insights and contributions to its work.

Cork, Cloyne and Ross Diocesan Centenaries Commemoration and Reconciliation Project

Members of the Working Group were invited by the Bishop of Cork to attend two lectures in Cork as part of the Cork, Cloyne and Ross Centenaries programme.

APPENDIX M

HISTORIOGRAPHER'S REPORT

We are halfway through the 'Decade of Centenaries', a concept that was greeted initially with mixed feelings, but there now appears to be some consensus that the various commemorations that have so far taken place have been handled with sensitivity. Such an approach will be much needed during the remainder of the decade when the creation of Northern Ireland, the War of Independence and the Civil War come under scrutiny.

The Church of Ireland can justifiably claim to have played its part in the commemorations thus far, by the organising of events, and the provision of liturgical material or publications, and has, by assisting with bringing to press such titles as Heather Jones's *Rebel Prods*, sought to show the complexity of the motives that drew members of the Church into the independence movement. An effort has also been made, in *The Church of Ireland and its past: history, interpretation and identity*, to seek to broaden our understanding of our own history through a critical examination of how it has been written, particularly by our own members. Such critical appraisal of our past provides a salutary warning to contemporary historians that they must remember FSL Lyons's admonition that while history does not repeat itself, historians repeat each other. We study the past for its own sake, but there is added value if we seek to learn from it.

When Michael Hurley, SJ, as editor, presented a set of essays on the role of Anglicanism in Irish life by Methodist, Presbyterian, Quaker and Roman Catholic scholars to the Church of Ireland in 1970 on the occasion of centenary of its Disestablishment, his contributors tended to accentuate the positive. As we approach the 150th anniversary a successor volume to Fr Hurley's book is in preparation, *Irish Anglicanism 1969-2019*. This time the writers are for the most part drawn from within the Church. Their remit is to consider, critically, the past fifty years, and they will show how, if at all, we have learned not only from what actually happened in that tumultuous period but perhaps also what it indicates as to how we proceed.

Recent years have, as ever, seen the appearance of a number of titles of particular interest to students of the Church of Ireland. A major event was the publication of *The Princeton history of modern Ireland* (ed. Richard Bourke and Ian McBride, Princeton and Oxford, 2016), with chapters on 'Ascendancy Ireland', and a chapter on 18th century intellectual history (which devotes several pages to 'Anglicanism and the Deist challenge'). The point is made that republicanism had been primarily a Presbyterian initiative while the Gaelic revival of the nineteenth century had been pioneered by Anglican intellectuals. Another co-operative history, this time in four volumes, and appearing in 2018, was the

Cambridge History of Ireland. Inevitably there is much about the hitherto Established Church of Ireland in these pages, including DW Hayton’s chapter on ‘The emergence of a Protestant Society 1691-1730’ and Colm Lennon’s ‘Protestant reformations 1550-61’. As a synodical Church, governed by a written constitution, *Commentary on the Constitution of the Church of Ireland* (Church of Ireland Publishing, 2018) is prefaced by the comment by Archbishop Richard Clarke, Primate of All Ireland, that its purpose is ‘to make the Constitution a document which the members of the Church of Ireland may find truly belongs to them.’

Ciaran Boylan’s *The life and career of Archbishop Richard Whately: Ireland, religion and reform* (Dublin, 2018), while not the first biography of that remarkable prelate, credits him (as is his due) with a keen sense of social responsibility. Such concern among members of the Church is well documented in Karen Sonnelatter’s *Charity movements in 18th century Ireland: philanthropy and improvement* (Boydell Press, Suffolk, 2016). Readers seeking entertainment as well as erudition will find both in John Wyse Jackson’s *Best-loved Swift* (Dublin, 2018), a selection from the Dean who is a never-failing source of interest. The Church of Ireland is not particularly well-endowed with published memoirs and diaries. So it is of note that 2018 saw the re-printing of *Life in the Church of Ireland 1600-1800* by Robert Wyse Jackson, who served as Bishop of Limerick, Ardferd and Aghadoc in the 1960s. Ian Meredith, *Lost and forgotten: Irish Episcopalians in the west of Scotland 1817-1929* (2017) defines his subject as ‘exploring the much neglected issue of Protestant, and particularly Anglican Irish immigration into the west of Scotland’. Jonathan Bardon’s *A narrow sea: the Irish in Scotland* illustrates ‘the epic sweep of Ireland’s relationship with Scotland’.

So much that impinges on the Church of Ireland is published nowadays that in order to keep abreast of what is appearing it is necessary regularly to consult the Royal Irish Academy’s database: <irishhistoryonline.ie> - which is constantly updated and whose ‘search pathway’ will guide the reader to a very considerable range of relevant sources.

It is important to recognise the contribution made by parish histories (the church historian’s equivalent of local history) to those who study Church life in general. There is now an increasing awareness on the part of parish historians that parochial life must be seen in its wider social and ecclesiastical contexts, and this, together with modern publishing techniques, has led to greatly enhanced content and presentation. Noteworthy publications, all of which appeared in 2018, are treatments of Killaney (Down), Holy Trinity, Crosshaven (Cork, Cloyne and Ross), Mullaghdun (Clogher), Taney (Dublin), Christ Church, Strabane (Derry) and the Middle Church, Ballinderry (Connor). While local publications are sometimes difficult to obtain outside their particular area, the above

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titles, and many others, are on the shelves of the RCB Library whose assistance with compiling the above list is gratefully acknowledged.

Kenneth Milne

APPENDIX N

LEGAL ADVISORY COMMITTEE

Revisions to 1988 regulations

The following new regulations for dealing with request for advice from the Legal Advisory Committee from any body or committee (other than the Standing Committee) were agreed by the Standing Committee:-

1. Any Body or Committee (other than the Standing Committee) seeking advice from the Legal Advisory Committee shall first submit the request for advice to the Honorary Secretaries.
2. The request for advice shall set out in detail the background to such request and the context in which the advice is sought.
3. Reference to the relevant parts of the Constitution (where applicable) or other Books, statutes, authorities, etc., shall also be made.
4. The Honorary Secretaries may consult with others before submitting the request to the Standing Committee to approve the final wording of the request for transmission to the Legal Advisory Committee. Should the Standing Committee not approve the final wording of the request, then the Honorary Secretaries shall report this to the Body or Committee which sought the advice, setting out the reason or reasons why the final wording was not approved. If it so wishes, the Body or Committee may then consult with others before submitting a revised request for advice from the Legal Advisory Committee to the Standing Committee for approval in accordance with paragraph 1 as above.
5. The Legal Advisory Committee shall be convened within eight weeks of the submission of a request which complies with paragraphs 1, 2 and 3 and which has been approved by the Standing Committee in accordance with paragraph 4 and shall, where practicable, report its Opinion to the Honorary Secretaries within four weeks of meeting, which Opinion shall be communicated by the Honorary Secretaries to the relevant Body or Committee, and to the Standing Committee. If it is not practicable to give an opinion within four weeks as aforesaid the Legal Advisory Committee shall give an interim Report within that period. Where necessary further interim Reports shall be given at three monthly intervals until an Opinion is produced. All Opinions produced shall be recorded in the minutes of the Legal Advisory Committee.
6. These Regulations shall apply from 20th November 2018.

APPENDIX O
ORDAINED LOCAL MINISTRY

Overseeing Committee:

Church of Ireland:

The Bishop of Tuam (Co-Chair)
The Rev Canon Dr Maurice Elliott
The Rev Dr Patrick McGlinchey

Methodist:

The Rev Dr Janet Unsworth (Co-Chair)
The Rev Philip Agnew
The Rev John Alderdice

General Synod 2017 accepted the Report from the Commission on Ministry which acknowledged that ‘certain matters of selection and training (*for OLM*) are now in the hands of the House of Bishops, and looks forward to the implementation of Ordained Local Ministry with as little delay as possible.’ (*Book of Reports 2017* page 336) By way of response, the House of Bishops drew up a Protocol for Ordained Local Ministry in the Church of Ireland. This indicates the criteria, selection process, training, licensing and deployment of those who may be considered for this ministry; an ordained ministry that is essentially local and limited to a parish or particular locality within a diocese.

The bishops were of a mind that as selection and deployment are to be quite different from those for stipendary and non-stipendary ministry, so too should the training. Thus, they chose to work in partnership with the Methodist Church in providing a new course of training for OLM in the Church of Ireland and for stage 1 of training for ministry in the Methodist Church. An approach was made to the Open Learning Centre at Queens University in Belfast and agreement obtained to accredit twelve courses. These are Theological Reflection, Biblical Studies 1 & 2, Worship & Preaching 1 & 2, Introduction to Pastoral Theology, Church History, Spirituality, Introduction to Christian Thought, Pastoral Skills, Ministry & Leadership and Teamwork & Self-understanding. Each course represents 100 hours of study – 10 hours of ‘open’ teaching, generally via Moodle with the assistance of Dropbox, 10 hours of tutorials and 80 hours of self-study. Up to four exemptions are available for those with previous ‘recognised’ theological qualifications. Ordination will take place after one year for those who have completed five courses and have a minimum of two exemptions, and after two years for those who have completed a minimum of eight courses. Priesting will take place when the Certificate is gained – all twelve courses or the equivalent.

In April 2017, twenty-six candidates were nominated from eight different dioceses – Down and Dromore (4), Connor (4), Clogher (2), Kilmore (4), Meath & Kildare (4), Cashel (2), Cork (1) and Tuam (5). Four Methodist ordinands also registered for courses. This necessitated four ‘Tutor Hubs’ in Belfast, Longford, Cashel and Claremorris with twenty-four tutors in all – one for each of the six courses being offered per hub. The Oversight Committee acknowledges the support given by the six course leaders and by the tutors, mainly Church of Ireland or Methodist clergy. A training weekend was led by the Bishops of Down and Cashel at the Church of Ireland Theological Institute in January

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for all the OLM candidates on the *Book of Common Prayer* and Church of Ireland liturgies. Next year, a similar weekend will be overseen by two bishops on the History of the Church of Ireland.

Indications are that a further ten candidates might be nominated to begin training in Year 2 and that up to 13 of those presently training may be ordained deacon this September.

The Reverend Ken Rue took up the role of OLM Co-ordinator on 1st March.

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APPENDIX P

PRIORITIES FUND

- (a) The following allocations from the Priorities Fund were approved by the Standing Committee in March 2019:

ALLOCATION OF GRANTS FROM 2018 PRIORITIES FUND

€

Training – Lay and Ordained

Church of Ireland Council For Mission – Funding to assist individual video’s for the Five Marks of Mission and support distribution through the use of new YouTube channel	3,740
Pioneer Ministry Group: Inter Diocesan Learning Event (IDLE) Funding for an inter-diocesan learning initiative based on mission within the community and pioneer ministry (Stg€10,000)	11,125
Pioneer Ministry Group Fresh Expressions – Funding to establish a team to develop comprehensive and integrated vision, strategy and practise for Fresh Expressions and Pioneer Ministry: working towards the vision of long-term church – (€20,000 – First year : €10,000 – Second year) – First year	22,250
The House of Bishops – To support continuing ministerial education in the dioceses	40,000
Training for Lay People – Funding for joint programme for training of lay people as diocesan pastoral assistants in the dioceses of Dublin & Glendalough, Meath & Kildare	12,000
Dublin and Glendalough Mission Strategy – develop and implement a diocesan missional strategy to respond to challenges and opportunities presented to the church with extensive new and planned housing developments in the greater Dublin area	15,000
Sub-total	<u>104,115</u>

Retirement

C of I Clergy Pensions Fund – Additional income for most needy – (Stg€800)	890
Sub-total	<u>890</u>

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Christian Education

Church of Ireland Gazette – Financial assistance to enable a relaunch of the Church of Ireland Gazette; refreshed concept, design and content aimed at expanding its potential – (Stg€8,000 – First year : Stg€10,000 – Second year) – Second year	11,125
Commission on Ministry – Fund the development and launch of an annual Vocation Sunday	10,000
Diocese of Cashel, Ferns and Ossory – Funding for Audio-Visual evening prayer service	4,000
Engage Conor Youth – Support for parishes on mental health issues with young people in the community (Stg€10,000 First year – Second year Stg€8,000) – Second year	8,900
Logic -- Set-up costs for purchase of equipment and delivery of programme over three year period – Second year Stg€5,000 (First year Stg€8,000) – Second year	5,562
Mount Merrion Parish Church – Music academy with low cost lessons (Stg€7,400 Second year – Stg€12,600 – First year) Second year	8,232
Kilteevogue Parish – Facilitate intern programme to foster Christian faith development with children and young people. (€11,000 First year – €10,000 Second year) – First year	11,000
St Mary’s Church Carlow – Development of a community prayer walk	1,500
Sub-total	<u>60,319</u>

The following applications all concern youth work and the grants allocation take into consideration recommendations made by the Executive Committee of the Church of Ireland Youth Department

Church of Ireland Youth Department – support for Church Ministry bursary fund to encourage young people to undertake Mission and Training (Stg€20,000 First year – Second year Stg€20,000) – First year	22,250
Church Lads’ and Girls Brigade – Financial support to train junior leaders and new leaders/officers for ministry within the Church Lads and Girls Brigade	3,338
CMS Ireland – Funding to develop and promote CMSI’s Children’s Resource	2,170
Connor Diocese Children’s Council – support for cross community storytelling event “Patrick’s Mysterious Adventure”	4,450
Dundonald “Build to Grow” – Financial support for the expansion of “Building to Grow” Children’s and Youth ministry training initiative	1,112
Holy Trinity Carrickfergus – Seed funding for youth initiative to deliver free mental health awareness, resilience training and addiction awareness for teenagers, parents and guardians.	2,225
“ RIPPLE” Resource and Drama – Programme for Children’s Ministry school drama project, linking parishes to schools (Stg€7,000 First year – Stg€5,000 Second year) – First year	7,788
Rubicon – Christchurch Cathedral – Development of annual youth conference to explore interplay of faith and culture – (€5,000 - First year – €5,000 - Second year) – Second year	5,000
SOLAS Project – Support inner city young people to increase aspirations to attend third level education through SOLAS College Programme	9,300
Temple Carrig School – Provide chapel and prayer space for the whole school community	8,000
Sub-total	<u>65,633</u>

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Outreach Initiatives

ACT 3 University Outreach Initiative – Develop new outreach initiatives into main Dublin universities	18,000
Armagh Diocese “Hope Volunteers” – Create three “Hope Volunteer” positions to focus on mental health and well-being for support across the dioceses focusing on young people aged 11-25 yrs. (Stg€4,000)	4,450
Ballymacarrett: Boring Well “Kitchen Table” – Financial assistance for “Kitchen Table” outreach initiatives to provide community meals (Stg€11,000)	12,238
Ballymena: Part-time town centre Chaplin – Develop town centre chaplaincy over four year period (Stg€5,000 First year Stg€10,000 - Second year) – First year (Re-apply for years 3 and 4)	5,563
Ballynaveigh Outreach and Engagement – help fund ministry team in outreach and engagement in this diverse cosmopolitan area. – Stg€7,200	8,010
Centre of Mission (Phase Two) – Part-funding of Phase Two of North Belfast Centre of Mission Outreach programme – Stg€8,000	8,900
Church of Ireland Board of Social Responsibility – Funding to provide therapies to vulnerable people experiencing highly stressful situations (Stg€12,960)	14,418
“Dare to Reach” – Interactive leadership programme on how to manage change within a parish setting (Stg€5,500 – First year – Stg€5,500 – Second year) – First year	6,119
Diocesan Council of Cork – Enable dioceses to respond to particular, pastoral, educational and social challenges posed by commemoration of forthcoming 1918 – 1923 centenaries in County Cork €16,000 for 2 years (€8,000 per year) – Second year	8,000
Faughanvale Parish – Assist with purchase of mobile hall whilst parish hall is out of use, due to flooding: (Stg€17,000)	18,913
Holy Trinity Church Westport – Financial assistance to improve church building making it more accessible for community use.	20,000
Kilkeel Parish Bridge Association Ltd – Pilot after schools club project working with disadvantaged youth and children. (Stg€1,795)	1,997
Kilkeel Christ Church Food Bank – Establish a Food Bank with the Trussell Trust Foodbank Network, using vacant church premises located in Newry Street Kilkeel (Stg€2,300)	2,559
Killinchy & Kilmold Parish Centre – Assistance to open Killinchy Parish Church as a full-time community resource, extension of main church building for after school club, commercial opportunities/café and expand ministerial outreach of the parish. (Stg€10,000)	11,125
Knocknamuckley Parish (Bleary Hall) – Increase the use of Bleary Hall for local community outreach (Stg€20,000)	22,250
Magheraculmoney Parish “ Fountain Centre” – equip and enhance space to develop children’s youth and young adult outreach programme (Stg€4,740)	5,273
“Let’s Explore Belfast” – Create “Let’s Explore Belfast Cathedral” trial booklet for primary school pupils (Stg€2,500)	2,781
Magheralin Youth Outreach Worker – Establish purposeful and transformative connections with children and young people in predominately Roman Catholic local community – (Stg€8,000)	8,900
Moneyreagh “Pop Up Café” – Pop Up Café funding to provide space for people suffering from isolation, mental health, and other support issues – (Stg€20,000)	22,250
Mountfield Parish – Funding to assist with construct of a new building in the grounds of Mountfield Parish Church (Stg€20,000)	22,250
Newcastle & Newtownmountkennedy – Assistance to extend and improve elderly outreach programmes	2,000
Parish of Ballymacarrett – Seed funding for ‘Ballymacarrett Outreach Project’ three year initiative to significantly improve local parish and community contact. (Stg€7,000 First year – Stg€5,000 Second year) – Second year	5,563
Parish of Errigal & Desertogill – Financial assistance to reach out across community divisions (Stg€7,500 First year – Stg€7,500 Second year) – Second year	8,344
Parish of Termonamongan – Provide a multi-functional room within existing church for use by Sunday school/Bible study group/crèche/community choir/Mother’s Union (Stg€12,000)	13,350
Seagoe Youth Group – Develop recreational facilities and create Podcast recording facility for Youth work, including inter-generational oral history Projects and youth ministry Stg€1,750	1,947

Sub-total

263

255,200

Standing Committee – Report 2019

Outreach Initiatives – continued

St Augustine’s Church Derry–Londonderry – Provide match funding to enable accessibility works to be completed to extend a city outreach project (Stg£17,500)	19,469
St Brendan’s Church (Men’s Shed) –Men’s Shed project to minister to the faith, physical and mental health of the wider Sydenham area.	16,688
St Buadan’s Church–Develop children’s ministry and education, design and equip a Children’s Corner	500
St Clements Parish “ The Yard” –Build and increase the outreach initiatives through <i>The Yard</i> project	6,675
St Comgall Parish–Seed funding for new compassion and outreach activities into local community	11,125
St Hilda’s Church Kilmakee–Promote and publicise two new outreach ministries	3,338
St Mark’s Church Portadown “Boy’s To Men” –Projects for P7 boys in preparation for secondary school, teaching Christian values and skills(Stg£4,000 – First year : Stg£4,000 – Second year) – First year	4,450
St Mary’s Cathedral Limerick–Project to improve facilities for Outreach within St Mary’s Cathedral	4,000
St Mary’s Dunmanway Cork–Tourism Outreach Project to enhance the visitor experience to educational tours to include the beliefs and practises of the Church of Ireland	18,000
St Michael’s Parish Belfast–Support for refurbishment of the parish hall to help re-establish the church as the centre of the local community	8,900
St Ninian’s Convey Parish Church– Improve contact with wider community through improved facilities enabling fresh initiatives to target and reduce social isolation within this rural area	5,000
Summer Camp St George’s Balbriggan–Summer Camp Programme to grow the church community	3,000
Summer Madness– Support for first national Youth Ministry conference May16th-18th 2019. Partnership with 24 youth agencies to nurture a holistic approach to youth work within the church	3,338
St Paul and St Barnabas Church Belfast– ‘Kids & Kin’ outreach initiative for local children and families (Stg£5,000 – First year : Stg£4,000 – Second year) – Second year	4,450
Tralee and Ballymacelligott– Develop the outreach potential of St John’s Church Ashe Street	3,000
Tullamore Union of Parishes– Develop a prayer and meditation garden between St Catherine’s Church and Charleville Centre Tullamore	10,000
Wexford and Kilsoran Union of Parishes– Seed capital to develop the parish room for daily ministry	8,000
Willowfield Parish Outreach–Outreach initiative in for young adults struggling with deprivation (Stg£10,000 – First year : Stg£8,000 – Second year) –First year	11,125
Sub-total	<u>141,058</u>

Standing Committee – Report 2019

Innovative Ministry in a Rural Context

Armagh Diocesan Council– Development of mission and ministry in a rural community, supporting Diocesan Evangelist and Zaccheus Project which focuses on the Loyalist Band Community (Stg£20,000 – First year : Stg£40,000 – Second year) – Second year	22,500
Baileborough Group of Parishes–development of mission and ministry in a rural community	4,000
Coollooney Parish St Paul’s Church–Multi-media costs as part of St Paul’s church conversion; to build faith and community in this rural setting, to nurture community spirit and alternative worship	7,358
Community of Brendan the Navigator–Cashel, Ferns and Ossory	1,500
Parish of Killough Church Plant–Develop church plant in Killough; pioneering and innovative ministry in a rural context (Stg£12,000 – First year : Stg£7,000 – Second year) – Second year	7,788
Parish of Kinawley and Holy Trinity–Assistance with the cost of a new Sunday school building	16,688
Rossorry Parish Church Enniskillen–Development projects to enhance educational, parochial and community outreach facilities for an out-of-town rural parish. (Stg£15,000 – First year : Stg£10,000 – Second year) – First year	16,688
	76,272
Sub-total	
	<u>703,487</u>

Sterling grants have been converted to Euro using the 2018 end of year rate of 0.8989.

Contributions to the fund are accounted for on an accruals basis and include all the contributions received and receivable up to the 31st December 2018.

Following a recommendation from the Priorities Fund Committee the Standing Committee in March 2019 agreed that diocesan targets for contributions to the 2019 Fund should not be increased and should remain at their current levels.

APPENDIX P
STANDING COMMITTEE
PRIORITIES FUND

INCOME AND EXPENDITURE ACCOUNT		Year ended 31 December	
		2018	2017
		€	€
INCOME			
Contributions	1	728,968	603,409
Investment Income		31,271	31,263
Individual Contributions		156	-
Miscellaneous Income		-	1,561
		<u>760,395</u>	<u>636,233</u>
EXPENDITURE			
Administration Expenses	2	(41,134)	(36,283)
Operating Surplus for the Year		<u>719,261</u>	<u>599,950</u>
ALLOCATIONS & GRANTS			
Allocations & Grants Distributed	3	(586,536)	(439,566)
Surplus after Allocations & Grants		<u>132,725</u>	<u>160,384</u>
Valuation Movement		(84,200)	9,442
Currency translation adjustment		(6,548)	(14,001)
Net Surplus for the year		<u><u>41,977</u></u>	<u><u>155,825</u></u>

STANDING COMMITTEE

PRIORITIES FUND

BALANCE SHEET

Year ended 31 December

		2018 €	2017 €
INVESTMENTS			
Investments held by the RCB	4	992,223	1,076,422
		<hr/>	<hr/>
CURRENT ASSETS			
Cash held with the RCB	5	437,025	575,222
Cash at bank	6	264,373	-
		<hr/>	<hr/>
		701,398	575,222
		<hr/>	<hr/>
Net Assets		<u>1,693,621</u>	<u>1,651,644</u>
FUNDS EMPLOYED			
Balance at 1 January		1,651,644	1,495,819
Surplus for the year		41,977	155,825
		<hr/>	<hr/>
Balance as at 31 December		1,693,621	1,651,644
		<hr/> <hr/>	<hr/> <hr/>
			-

Standing Committee – Report 2019

Notes to the Financial Statements

	2018	2017
1. Contributions	€	€
Contributions from the dioceses	728,968	603,409
	<u> </u>	<u> </u>
An amount of €264,373 is included in the 2018 contributions and relates to diocesan contributions which will be received in 2019.		
2. Administration Expenses	2018	2017
	€	€
Salaries & PRSI	27,158	21,263
Organiser’s & Committee expenses	6,033	5,013
Printing & Stationary	2,522	4,513
Postage & Photocopying	2,747	3,741
Miscellaneous & Transfers	934	1,753
Audit Fees	1,740	-
	<u> </u>	<u> </u>
	<u>41,134</u>	<u>36,283</u>
	<u> </u>	<u> </u>
3. Grants & Loans	2018	2017
	€	€
Ministry	92,556	111,985
Retirement Benefits	890	901
Education	95,866	104,085
Community	6,118	39,606
Areas of Need	14,685	24,638
Outreach Initiatives	151,986	62,337
Innovative Ministry	224,435	96,014
	<u> </u>	<u> </u>
	<u>586,536</u>	<u>439,566</u>
	<u> </u>	<u> </u>

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4. Invested assets are shown at market value in 2018 and 2017.

	2018	2017
5. Cash on deposit held by the RCB	€	€
Cash on deposit held by the RCB	437,025	575,222
	<u> </u>	<u> </u>

This represents cash held on behalf of The Church of Ireland Priorities Fund by the RCB in pooled bank accounts.

	2018	2017
6. Debtors	€	€
Contributions Accrued	264,373	-
	<u> </u>	<u> </u>

7. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2018, €1 = £0.8989 (2017: €1 = £0.8881).

8. The Priorities Fund is not the beneficial owner of any tangible fixed assets, and thus no depreciation charge arises in the period.



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

15 March 2019

Dear Sirs

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

In accordance with our engagement letter dated 14 January 2019 we have compiled the entity's financial information which comprises the Income and Expenditure Account, Balance Sheet and 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 accounting policies set out in 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, for management purposes. 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 2018 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
PricewaterhouseCoopers
Chartered Accountants
Dublin
15 March 2019

APPENDIX Q

REPORT OF THE SAFEGUARDING TRUST BOARD



Mr Robert Dunne

Safeguarding Officer (ROI)



Ms Margaret Yarr

Safeguarding Officer (NI)

Aims of the board are to

- Provide leadership and support to fully embed safeguarding policies and procedures in the practice of all bishops, clergy, paid staff and volunteers;
- Produce an annual work plan in September of each year. The Board will monitor the performance of this work plan with the assistance of relevant external professional bodies;
- Share the application of learning and experience from safeguarding practice around the island of Ireland and from relevant external professional bodies;
- Monitor the consistency of threshold decisions made in relation to safeguarding children and adults at risk (i.e. The threshold at which state social work services respond to children and adults at risk abuse cases);
- Report annually which will be presented to the Representative Church Body and to the Standing Committee prior to General Synod;
- Review both child and adult Safeguarding policies on an annual basis;
- Ensure any changes to legislation or good practice in both jurisdictions are communicated to dioceses and parishes as soon as possible.

Executive summary

1. Adult Safeguarding - New policy implemented in 2018
2. Child Safeguarding - Updated version of Safeguarding Trust launched in 2018
3. Safeguarding Officer NI - summary of work carried out
4. Child Protection Officer RI - summary of work carried out

Report

1. The Church of Ireland Adult Safeguarding policy was launched in May of 2018. The policy is available online and a series of support documents have been produced to assist clergy and those working with the policy.
There were a series of 24 training events across Ireland to introduce the policy and give clergy and relevant staff the knowledge and information required. There are currently Policies, Procedures and Protocols in Northern Ireland between statutory bodies governing adult protection and the new policy complies with best practice. The policy also complies with best practice in RI and also takes cognisance of potential legislation in RI.
Diocesan Panel member have been identified and full training will be implemented throughout 2019.
2. Safeguarding Trust has been in places for many years and last undertook a full review in 2008. The new version which was launched in November 2018 takes note of current best practice and is more accessible with online forms and documentation. The new version SGT is being introduced through a series of panel training events at diocesan level.
3. The Safeguarding Officer NI, Ms Margaret Yarr, 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 Safeguarding Officer 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 and advice on best practice. The Secretary for the Board of Education (NI) represents the Church of Ireland on the Faith Based sub group of the Safeguarding Board for NI.

The annual Safeguarding Trust training event for newly ordained clergy and first incumbents will be facilitated by both the SGONI and SGORI in spring 2019. Training events for panel members in all five northern dioceses were held in Feb / March 2019. The SGONI also delivered training in a number of parishes throughout the year. The SGONI attended a number of training courses in relation to child protection issues. The SGONI 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 are due to meet

later in the year when the lists of parishes to be evaluated during the next twelve months will be 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.

The Safeguarding Officer has also taken on the role of Safeguarding Champion, this is the title given to the lead person for Adult Safeguarding in charities and voluntary organisations in NI. She is working closely with Gateway Social Services and other relevant agencies in the support and training for those who work with adults potentially at risk in the Church of Ireland.

Ms 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 and other Church of Ireland related organisations. Advice and guidance in relation to changes and updates of the checking process are regularly provided to parishes and users of the vetting service.

4. The Acting Child Protection Officer (CPO) RI, Mrs Olive Good (temporary, part-time until February 2019) has worked in 2018 in the review and development of the Safeguarding Policies. Since the commencement of the Children First Act 2015 there have been many more stringent requirements on organisations working with children. Mrs Good has worked to bring the RI Safeguarding Trust policies in line with this legislation and has delivered training across RI. The Safeguarding Board would like to thank her for all the work which she has undertaken in this role.

The CPO reviewed and revised the training modules for delivery by the Diocesan Support Teams and facilitated training in dioceses and at central level throughout 2018 and spring of 2019. The CPO met with the Diocesan Support Teams during 2018 and spring 2019 and updated them on the new edition of Safeguarding Trust and trained them on the new training modules. The Board of Education offers sincere thanks to the Diocesan Support Team for their continued work in supporting parishes and providing advice to them, completing triennial audits and providing training at diocesan level.

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Ms Christine Cody was appointed Vetting Liaison Person in July 2018 alongside Ms Andrea Bridge and they both are responsible for the administration of the vetting service for Church of Ireland dioceses, parishes and schools. Re-vetting of all clergy, staff and volunteers within parishes and dioceses commenced in January 2019 on a phased basis. Further advice on Garda vetting is available from the Safeguarding Officer at Church House Dublin.

Mr Robert Dunne took up the role of Safeguarding Officer as of the 1st March 2019. The role of Safeguarding Officer is full-time and covers both child protection and vulnerable adult protection.

Members of the Board

The Archbishop of Armagh, Most Rev Dr RL Clarke (Chair)
The Archbishop of Dublin, Most Rev Dr MGStA Jackson
Representative of the Representative Church Body, Mr Henry Saville
Representative of the Clerical Hon Sec of General Synod, Rev Canon G Wharton
Representatives of clergy from NI, Rev Canon Dr Ian Ellis and Rev Christopher St John
Representatives of clergy from RI, Ven Ruth Elmes and Rev Canon Isaac Delamere
Chief Officer, Mr D Ritchie

Staff

Secretary to the Board of Education NI, Dr P Hamill (Secretary)
Secretary to the Board of Education RI, Dr K Fennelly
Safeguarding Officer NI, Ms M Yarr
Child Protection Officer RI, Mrs Olive Good (temp, part-time until Feb 2019)

Church of Ireland Safeguarding Board - Terms of Reference:

Overall Statement

The Church of Ireland Safeguarding Board (“the Board”) exists to ensure that all those within ministry in the Church of Ireland carry out their special duty of care towards children and adults at risk, and therefore, a culture of collective responsibility to work in partnership with other statutory, community and voluntary organisations is essential.

The Board will follow human rights which are embedded in both our gospel values and within international and domestic laws to protect those at risk of harm.

The Board is committed to learning from experience. By a process of continuous improvement it will monitor and challenge the effectiveness of The Church of Ireland’s safeguarding arrangements.

Reporting

The Board currently reports to both the Representative Church Body and to the Standing Committee. The Board will work towards only reporting to General Synod.

Functions of the Board

The Board will:

- Provide leadership and support to fully embed safeguarding policies and procedures in the practice of all bishops, clergy, paid staff and volunteers;
- Produce an annual work plan in September of each year. The Board will monitor the performance of this work plan with the assistance of relevant external professional bodies;
- Share the application of learning and experience from safeguarding practice around the island of Ireland and from relevant external professional bodies;
- Monitor the consistency of threshold decisions made in relation to safeguarding children and adults at risk (*i.e. the threshold at which state social work services respond to children and adults at risk abuse cases*);
- Report annually which will be presented to the Representative Church Body and to the Standing Committee prior to General Synod;
- Review both child and adult Safeguarding policies on an annual basis;
- Ensure any changes to legislation or good practice in both jurisdictions are communicated to dioceses and parishes as soon as possible.

The work of any groups intrinsic to the implementation of Safeguarding, e.g. Diocesan Support Groups, will be reported to the Board where the Board will consider outcomes from -

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- The referral processes set out in the Safeguarding Policies and highlight any inefficiency in the general reporting phase;
- Learning, training and development provided, ensuring that the appropriate diocesan/parish panel members in Safeguarding have completed training based on current nationally recognised guidelines;
- Carry out periodical audits of safeguarding procedures focusing on the approved safeguarding frameworks identified within international and domestic laws and to further ensure that any audit recommendations are received and implemented;
- Monitor the impact of the Safeguarding policies on children and adults at risk.

Membership of the Board

- a) Two representatives from the House of Bishops (preferably one from each legal jurisdiction) – one of whom shall be the Chairperson.
- b) One representative from the Representative Church Body
- c) The Chief Officer and Secretary General.
- d) An Honorary Secretary of the General Synod.
- e) Four members of the clergy: two nominated triennially by the Archbishop of Armagh, and two nominated by the Archbishop of Dublin. In the event of a vacancy arising, it shall be filled by the Archbishop who first nominated the original nominee. Nominations will reflect a gender balance and a rural/urban balance, in so far as is possible.
- f) External expert members (to be co-opted as the Board determines up to a maximum of three people, they do not count as part of quorum).

The quorum shall be 5 but must include, at a minimum, one person from each of categories a and e above, as well as one person from either b, c or d.

- a) The Safeguarding Officers NI and RI and the Secretaries to the Boards of Education NI and RI (one of whom shall act as Secretary to the Board) will be in attendance. They are not eligible to count as part of the quorum.

Frequency of Meetings

The Board will meet at least three times per year.

The Board will meet in January annually to prepare its Annual Report to the General Synod, and as often as it determines thereafter.

Any other meeting of the Board shall be convened by the Secretary on the direction of the Chairperson or through the agreement of members. Dates of next meetings will be agreed by majority at the end of a meeting of the Board. Should a matter of urgency arise the Chairperson may convene a special meeting through the Secretary.

Communication

The Safeguarding Board shall use appropriate channels of communication to correspond with all bishops, clergy, paid staff, and volunteers and information including but not limited to: safeguarding initiatives, notices, agreements, legislation changes, policies (including amendments) and any other items deemed of importance by the Safeguarding Board.

The Chairperson of the Safeguarding Board shall be responsible for direct liaison with the Chief Officer and Secretary General following Safeguarding Board meetings, including circulation of minutes, reports of audit and inspection and all other relevant matters.

The Standing Committee of the General Synod may ask the Safeguarding Board to convene to discuss any Safeguarding issue upon which it requires further advice from the Safeguarding Board. The Standing Committee must make the request to the Chairperson and he/she then decides if the matter requires a meeting. Such a meeting may then be called as a special meeting, as set out above.

Evaluation of terms of reference

The Safeguarding Board's terms of reference will be reviewed at least annually by the Standing Committee, including a review of membership and relevant skills.

APPENDIX R

**STANDING COMMITTEE
INCOME AND EXPENDITURE ACCOUNT**

	Notes	2018 €	2017 €
INCOME			
Representative Church Body	1	638,121	603,496
Deposit Interest	2	233	200
Royalties Fund Income		40,321	58,347
Grants/Contributions		2,956	20,177
		<hr/> 681,631	<hr/> 682,220
EXPENSES			
Services provided by RCB	3	286,241	284,159
General Synod Expenses	4	43,995	41,730
Miscellaneous Expenses	5	32,171	44,645
		<hr/> 362,407	<hr/> 370,534
OPERATING SURPLUS FOR THE YEAR		<u>319,224</u>	<u>311,686</u>
ALLOCATIONS AND GRANTS			
Allocations to Ecumenical and Anglican Organisations	6	110,125	114,095
Allocations to Church related Organisations	7	220,004	226,337
		<hr/> 330,129	<hr/> 340,432
(Deficit) for year		<hr/> <u>(10,905)</u>	<hr/> <u>(28,746)</u>

STANDING COMMITTEE

FUND ACCOUNT		Year ended 31 December	
		2018	2017
		€	€
CURRENT ASSETS			
Cash on deposit held by RCB	8	311,075	324,612
Net Assets		<u>311,075</u>	<u>324,612</u>
		<u> </u>	<u> </u>
 FUNDS EMPLOYED			
Balance at 1 January		324,612	352,056
(Deficit) for the year		(10,905)	(28,746)
Currency translation adjustment		(660)	(2,639)
Opening Balance Adjustment		(1,972)	3,941
Balance as at 31 December		<u>311,075</u>	<u>324,612</u>
		<u> </u>	<u> </u>

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Notes to the Accounts

1. Income from Representative Church Body

	2018	2017
	€	€
Representative Church Body allocation	665,436	642,231
Refund unexpended allocation	(27,315)	(38,735)
Total income from RCB	<u>638,121</u>	<u>603,496</u>

This represents amounts which were allocated by the Allocations Committee of the Representative Church Body to fund the activities of the Standing Committee.

2. Deposit Interest

	2018	2017
	€	€
Royalties Fund	233	200
	<u>233</u>	<u>200</u>

3. Services provided by the RCB

Services provided by the RCB relates to the time apportionment of certain RCB staff who provided Standing Committee support.

4. General Synod Expenses

	2018	2017
	€	€
Venue and Facilities	43,995	41,730
	<u>43,995</u>	<u>41,730</u>

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	2018	2017
	€	€
5. Miscellaneous Expenses		
Parish Development Working Group	1,238	6,384
Publications & Printing	7,772	7,495
Honorary Secretaries' expenses	9,704	9,001
Porvoo Expenses	2,968	2,757
Historiographer's Expenses	502	1,300
COI Church & Society CO	1,228	985
Council for Mission	5,675	4,121
Commission on Ministry	3,065	5,580
Commission on Human Sexuality	-	405
Eco Congregation	19	-
Children's Ministry	-	6,617
	<u>32,171</u>	<u>44,645</u>
	<u> </u>	<u> </u>
6. Ecumenical and Anglican Organisations		
	2018	2017
	€	€
Anglican Consultative Council	47,484	47,348
Churches Together in Britain and Ireland	11,125	11,260
Irish Council of Churches	23,747	24,959
Irish School of Ecumenics	-	2,000
Irish Inter-Church Meeting	12,146	12,293
World Council of Churches	4,050	4,020
Conference of European Churches	5,800	5,800
Delegates' expenses (travel/conferences)	5,773	6,415
	<u>110,125</u>	<u>114,095</u>
	<u> </u>	<u> </u>

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7. Allocations to Church related Organisations	2018 €	2017 €
Central Communications Board	134,087	137,371
Grants paid to General Church Organisations	-	1,000
Grants paid to Support Allocations	11,000	11,000
Church of Ireland Marriage Council	4,280	5,594
Royalties Fund Expenditure	70,637	55,842
Safeguarding Trust	-	15,530
	220,004	226,337
	220,004	226,337
8. Cash on Short Term Deposit	2018 €	2017 €
Royalties Fund	223,714	254,167
Hymnal Revision	1,433	1,450
Other Account Balances	85,928	68,995
	311,075	324,612
	311,075	324,612

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 2018, €1 = £0.8989 (2017: €1 = £0.8881).

Standing Committee – Report 2019



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

15 March 2019

Dear Sirs

Chartered Accountants' report on the unaudited financial information of The Church of Ireland Standing Committee

In accordance with our engagement letter dated 14 January 2019 we have compiled the entity's financial information which comprises the Income and Expenditure Account and 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 accounting policies set out in 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, for management purposes. 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 2018 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.

Price Waterhouse Coopers
PricewaterhouseCoopers
Chartered Accountants
Dublin
15 March 2019

Standing Committee – Report 2019

GENERAL PURPOSES FUND
INCOME AND EXPENDITURE
ACCOUNT

	2018 €	2017 €
INCOME		
Interest and dividends	1,105	1,105
	1,105	1,105
EXPENSES		
Registrar's fees	63	63
	63	63
OPERATING SURPLUS FOR YEAR		
Balance 1 January 2017	40,321	38,961
Currency translation adjustment	(4)	(4)
Revaluation movement	<u>(2,910)</u>	<u>322</u>
Balance 31 December	38,449	40,321
FUNDS EMPLOYED		
Investments	34,267	37,180
Cash held by RCB	<u>4,182</u>	<u>3,141</u>
	38,449	40,321

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 31 December 2018, €1 = £0.8989 (2017: €1 = £0.8881).

Standing Committee – Report 2019

GENERAL PURPOSES FUND

INCOME AND EXPENDITURE ACCOUNT

	2017 €	2016 €
INCOME		
Interest and dividends	1,105	1,105
	1,105	1,105
EX PENSES		
Registrar's fees	63	63
	63	63
OPERATING SURPLUS FOR YEAR		
	1,042	1,041
Balance 1 January 2016	38,961	36,074
Currency translation adjustment	(4)	(12)
Unrealised Gains on revaluation	<u>322</u>	<u>1,857</u>
Balance 31 December 2016	40,321	38,961
FUNDS EMPLOYED		
Investments	37,180	36,860
Cash held by RCB	<u>3,141</u>	<u>2,101</u>
	40,321	48,961

Sterling balances and transactions have been translated to Euro at the rate of exchange ruling at 30 December 2017, €1 = £0.8881 (2015: €1 = £0.8535).



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

16 March 2018 Dear Sirs

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

In accordance with our engagement letter dated 20 November 2017 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.

The financial information has been compiled on the basis set out in the accounting policies set out in 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, for management purposes. 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 (ICM) and have complied with the ethical guidance laid down by the ICM relating to members undertaking the compilation of historical financial information.

You have approved the financial information for the year ended 31 December 2017 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

Standing Committee – Report 2019

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 2018

APPENDIX S

CHURCH OF IRELAND WORKING GROUP ON PIONEER MINISTRY

Members:

Bishop Patrick Rooke (Chair)	Rev Barry Forde
Archbishop Michael Jackson	Rev Rob Jones
Bishop Alan Abernethy	Mr Trevor Douglas
Dean Alistair Grimason	

This Group, which, is chaired by the Bishop of Tuam, meets with 11 diocesan advocates nominated by their Bishops on a quarterly basis. This is to enable dioceses to promote pioneer ministry and new forms of mission outreach across the Church of Ireland.

VISION

To enable the Church of Ireland to proclaim the Gospel afresh in every generation.

Summary of work to date

Inter Diocesan Learning Experience (IDLE)

Nine diocesan teams from Connor, Dublin, Tuam, Armagh, Meath & Kildare, Kilmore, Clogher, Cashel and Derry & Raphoe have taken part in the IDLE process. Each diocesan team has committed to meet together annually to review their respective aims and objectives in relation to new missional initiatives within their individual diocese.

Advocates group

During this past year the 11 advocates have met with the working group and have discussed various topics which are relevant to pioneer ministry.

Communication

Rev Earl Storey spoke on the topic of “Apologetic for Mission” and how a communications strategy could be developed within the group to help better inform the COI as to the work of the pioneer ministry group. Representatives from the advocates group are working closely with the Central Communications Board to develop a national website page for Mission & Outreach which will include stories and mapping etc. relating to new ministries. A similar page will also be included in the *COI Gazette*.

Long-term church

Rev Barry Forde facilitated a group discussion based on his Master’s dissertation entitled “Beyond Parish Structures”. It was agreed that the pioneer ministry group work in collaboration with the Commission on Ministry & the

Working Group on Pioneer Ministry – Report 2019

Covenant Council to create space, and good governance and accountability structures to enable new models of ministry to take place in the life of the church

New forms of mission in today's church

Canon Dr George Lings (Formerly Head of Fresh Expressions & Pioneer Ministry research department of Church Army) was the key note speaker at a seminar attended by diocesan advocates and 2 invited guests from each of the participating diocese.

University chaplaincies

There is an aspiration for a national strategy for chaplaincies throughout the Church of Ireland which will include resourcing, buildings, training and staffing. Conversations are ongoing to see how this may be developed.

Diocesan reports

The pioneer ministry group has received reports and listened to stories of over 80 new missional initiatives which stretch across the whole of the COI, North, South, East and West, urban and rural. Each is relevant to its own context.

National Project Team

Central funding has been made available from the Church Fabric & Development Fund and the Priorities Fund to appoint a part-time team consisting of a Team Leader, two Facilitators to work across both provinces and an Administrator. The primary purpose of the Project Team will be to help the development of a comprehensive and integrated vision, strategy and delivery for Pioneer Ministry and Fresh Expressions in the Church of Ireland. The Project Team will work within and towards the vision of Long-Term Church, helping to create new models of ministry and mission to sit alongside the existing parochial framework. The core brief will be to work with clergy and lay colleagues in each diocese, CITI and partner agencies in identifying, establishing and promoting best practice, relevant training, provision of effective support and creating partnerships in the pioneering of new forms of church and ministry.

APPENDIX T

REFUGEE WORKING GROUPS

The refugee crisis is one of the defining issues of our times. Sixty-eight million people – more than the whole population of the UK – are living away from their homes due to conflict and persecution.

Two working groups on the Church of Ireland's response to the crisis were established in 2015, for Northern Ireland and the Republic of Ireland, chaired by the Rt Rev Ken Good, Bishop of Derry and Raphoe, and the Rt Rev Patrick Rooke, Bishop of Tuam, Killala and Achonry, respectively.

Members of the Church of Ireland have responded in several ways, often alongside other Churches and organisations with experience in this area of ministry and service. Initiatives from within the Church over the course of the last year have included projects which help asylum seekers and refugees in person, financial giving, and speaking opportunities to advocate for people who have been forced to flee their homes.

During a mission trip to northern Uganda with CMS Ireland last spring, parishioners from Lisburn Cathedral met and worshipped with South Sudanese refugees in the town of Arua. Many of these people are unable to return to their homes in the Diocese of Yei, which is linked to the Diocese of Connor. Another CMS Ireland team took part in a peace and reconciliation conference in Arua in October. The Diocese of Down and Dromore has a longstanding link with the nearby Diocese of Maridi whose former Bishop, the Most Revd Justin Badi, now leads the Episcopal Church of South Sudan.

Closer to home, the Church of Ireland chaplaincy at Dublin City University continues to support the University of Sanctuary initiative, which includes volunteering at Mosney direct provision centre. University College Dublin has been awarded University of Sanctuary status in recognition of a range of initiatives that welcome refugees and asylum seekers into the university community. Christ Church Cathedral, Dublin, St Patrick's Cathedral, Dublin, and Christ Church Cathedral, Waterford, have also been designated as Cathedrals of Sanctuary. The Welcome Table – a project run by St Patrick's Church, Dalkey – gives asylum seekers living in nearby direct provision centres access to a kitchen in which a meal can be cooked.

In Belfast, All Saints Church, on University Street, has provided free English language classes to local migrants and St Paul and St Barnabas Church hosts a drop-in centre for refugees in the north of the city. Carlow Union of Parishes has opened up its community

Standing Committee – Report 2019

house to welcome Rohingya refugees to the town and the Moville Group of Parishes is befriending Syrian families in Carndonagh, Co. Donegal.

A financial appeal by the Dioceses of Dublin and Glendalough has raised over €140,000 to date, to help the Irish Refugee Council to secure housing for people exiting the direct provision system. This year's Black Santa Appeal in Belfast supported No More Traffik – which campaigns to stop modern slavery and human trafficking and provides training to professionals and to help identify victims of trafficking. Alongside its support for overseas aid and development projects, Bishops' Appeal funds teaching English as a foreign language (TEFL) qualifications to help people to serve refugees and other migrants on the island of Ireland. Application forms are available at the following link: <http://bit.ly/2GpCYjT>

In his presidential address to Tuam, Killala and Achonry diocesan synod last September, Bishop Patrick Rooke called for the resettlement of more refugees and asylum seekers in the Republic of Ireland. He also welcomed the Department of Justice and Equality's consultation on improving living conditions in direct provision accommodation, alongside the new system for work permits for asylum seekers (which also allows for access to social welfare payments).

Bishop Ken Good affirmed that refugees and asylum seekers are our neighbours, in two addresses at services for the Week of Prayer for Christian Unity in January. He encouraged Christians to speak up, and meet with and serve refugees, and commended the personal welcome and hospitality to refugees support given by Embrace NI and local churches.

Clergy and parishioners are encouraged to take up unexpected opportunities to serve as and when they arise e.g. by offering lifts to hospital appointments in rural areas, food banks, helping people to improve their English language skills through classes and everyday conversations, or giving goods for mothers and toddlers.

Several support organisations can provide more information on how to assist asylum seekers and refugees on the island of Ireland, including those mentioned above and also Storehouse and Bryson Intercultural (in Northern Ireland), the Irish Red Cross, and local support groups for people living in direct provision centres (in the Republic of Ireland).

The *Supporting asylum seekers and refugees resource* (available at www.ireland.anglican.org/resources) outlines the above opportunities to respond and also how the work of Bishops' Appeal, Christian Aid and missionary agencies makes a difference in areas of conflict around our world.

While we cannot know with certainty how long the refugee crisis will continue or indeed how it will develop in future, the level of human need is very clear and the working groups encourage members of the Church to continue to give their prayerful and practical support to people who are seeking asylum or adjusting to life as refugees in Ireland and

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abroad. In doing so, we help to fulfil Christ's call to love the Lord our God with all our heart, soul, mind and strength, and our neighbour as ourselves.

**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.

Board of Education NI - General Synod Report 2019

AIMS

The current aims of the Board of Education NI are, to:

- Develop, in conjunction with other churches, a clear and shared vision of education shaped by core values of the Christian faith;
- Advise the Synod of developments in educational policy in NI and represent the Church as an educational partner to the Department of Education and other educational bodies;
- Liaise with other churches within the Transferor Representatives' Council (TRC) in promoting the interests and safeguarding the rights of transferors;
- Facilitate the nomination of transferor governors to controlled primary and post-primary schools;
- Make submissions to relevant government departmental consultations;
- Engage with the Education Authority, the Controlled Schools Support Council and other sectoral bodies;

- Engage with Institutions of Higher Education regarding the future preparation of teachers for the Controlled sector;
- Seek, in conjunction with other churches, continued curriculum support of the RE core syllabus in schools;
- Contribute to training and support for children’s ministry in parishes, in particular as a member of the Church of Ireland Children’s Ministry Network.

EXECUTIVE SUMMARY

1. **Funding of Education:** Financial crisis in schools putting pressure on all staff, education of children suffering;
2. **Education Authority:** Governor Reconstitution almost complete;
3. **Transferor Representatives’ Council (TRC):** Draft of revised RE curriculum and supporting Collective Worship in Schools. Working closely with CSSC on ‘ethos in schools’;
4. **Controlled Schools Support Council (CSSC):** Supporting governors and giving a voice to the controlled sector;
5. **Review of the Board of Education NI:** New way of working;
6. **Children’s Ministry:** Part of a new direction for Children’s Ministry
7. **Membership**

Report

1. Funding of Education

There remains a deep funding crisis in schools. It is likely that soon more than 80% of schools will be in a financial deficit situation. Unless there is a major change, it seems inevitable that class sizes will grow, support in education will reduce, schools will close, and children will suffer. The Church of Ireland continues to highlight this issue and clearly holds government to account on how education is being funded. We are told that NI has one of the best education systems in the world and yet we are failing some children. The reduction in funding and the lack of planning to move forward is leaving a long term legacy of poor morale among teachers, buildings not fit for purpose, and potential for the lowering of educational standards. It is vital that parishes engage with their local schools and find ways to support pupils, teachers, and governors in maintaining a high quality education system. The Church built the foundation of the education system we have today and we must ensure that we do not lose the close relationship between the Church of Ireland and local schools.

The Board of Education welcomes the recent announcement of £40million for infrastructure funding, however this seems too little too late. There are many school buildings in need of repair and rebuild, but lack of funding and

unnecessary delays in planning and building have been detrimental to the welfare and education of young people.

The Board of Education (NI) through the Transferor Representatives' Council has been making clear representations to the Department of Education, the Education Authority and other sectoral bodies.

2. Education Authority (EA)

Rev Amanda Adams is the Church of Ireland TRC representative on the EA Board. She has worked diligently and tirelessly on the Board, chairing the Shared Education committee and as a member of a number of committees and working groups. The Board of Education (NI) wishes to take this opportunity to thank her for her hard work and wisdom in this work.

TRC representation on the Education Authority Board ensures that the three main Protestant churches can maintain their direct influence in education in furtherance of their statutory rights and missional role of the Church. At school level these rights and the missional role of the Church are exercised through the diligent service of Governors nominated by their respective transferor churches.

In January 2018, the Department of Education launched the reconstitution of all school boards of governors for the period 2018 – 2022. As Secretary to the TRC Dr Hamill has been working closely with the Education Authority on this matter. There are over 1500 transferor governors and approximately 600 of these are Church of Ireland. The Board of Education (NI) would wish to thank all transferor governors for their hard work as volunteers in ensuring our schools give children the best education possible. The Board of Education (NI) acknowledges that the work of the governor is not always easy but the goal is so worthwhile. The Board of Education (NI) has been delighted to confirm the appointment of so many Church of Ireland representatives and is looking at new ways of engaging with and supporting governors in their vital role.

3. Transferor Representatives' Council (TRC)

The TRC has been busy despite the lack of a Minister for Education. The TRC has held meetings with a range of key stakeholders in the education sector including the Permanent Secretary for Department of Education, the Education Authority, Stranmillis College, Controlled Schools Support Council (CSSC), and Council for Catholic Maintained Schools, Catholic Trustees Support Service, and Northern Ireland Council for Integrated Education. The TRC has also engaged with local political parties to ensure they keep education at the forefront of their policies.

The TRC has been representing the church on a range of committees including the new Transgender Support materials for schools.

The TRC has been working closely with the CSSC on matters to do with Ethos in Schools. CSSC has held a second conference on Ethos and produced a training pack for Transferor Governors.

The TRC has run six seminars supported by CSSC across NI to thank Transferor Governors and highlight their distinctive role on school boards of governors and the place of a Christian ethos in schools.

The TRC has agreed a Memorandum of Understanding and protocol with CSSC and has formed a very positive working relationship.

The TRC wishes to thank the Rt Rev Ken Good for his input and leadership of TRC as their Chair for the last 8 years. They wish him well for a long and happy retirement.

4. Controlled School Support Council

The Controlled Schools' Support Council (CSSC) is the advocacy body for Northern Ireland's controlled schools. Established in September 2016, it is the first time that the largest educational sector has had its own dedicated and government-funded body to represent the interests of controlled schools.

Dr Hamill is the Church of Ireland TRC representative on the CSSC Board. CSSC has gone from strength to strength raising the profile of the Controlled Sector. CSSC has lobbied on behalf of the sector on a range of issues including funding, standards, state of buildings and minibus licensing. The Board of Education (NI) is delighted the impact CSSC has made in such a short period of time. The CSSC is also involved in Area Planning which is a major and comprehensive review of educational provision across Northern Ireland. CSSC supports schools facing changes and comments directly on the individual development proposals published by the Education Authority.

CSSC has recently launched an ethos toolkit to help schools examine their ethos and explore its development with staff and governors, with an implicit aim of embedding Christian values within all aspects of school life. The toolkit was very well received by a pilot group of schools and has been successfully rolled out for use by Controlled Schools across NI.

5. Review of the Board of Education

The Board of Education (NI) has undertaken a review of its function and remit. The Board has identified a new way forward in order to be more dynamic and effective in meeting the current and future needs of education and the Church of Ireland. The first step in this process is to update the Board of Education's definition and remit in the Church of Ireland Constitution. This has been referred to the central Board of Education and on to General Synod for the appropriate consideration.

6. Children’s Ministry

The Board of Education (NI) has been part of discussions to merge the Sunday School Society for Ireland and the Children’s Ministry Network into a new Children’s Ministry Support for the Church of Ireland. The Board of Education (NI) welcomes this development and looks forward to the new ministry strand as a core part of the work of the Church of Ireland.

7. Membership

Mrs Sue Hogg joined as representative from Clogher Diocese.

Mrs Anne Reid joined as representative from Derry Diocese.

Canon John McKegey retired from the Board after many years of service to education. The Board would like to thank him for his input, wisdom and insights over the years.

The Board wishes to thank Dr Peter Hamill for his ongoing service and commitment to the Board.

The Board wishes to thank the Rt Rev Ken Good on his retirement for his leadership and passion for education over a number of years. Bishop Good has been acting chair in recent years and has been a wonderful ambassador for the church and the upholding of Christian values in our education system. He will be sorely missed and the Board wishes him well for the future.

Board of Education (Republic of Ireland)

AIMS

- Shall have the power to represent the Board of Education of the General Synod in all educational matters applying solely to the Republic of Ireland;
- Will advise the General Synod of developments in educational policy in the Republic of Ireland and will represent the Church as an education partner with the Department of Education and Skills and other educational bodies;
- Support, through the *Follow Me* programme, religious education in primary schools under Protestant management;
- Provide support, training and advice to primary level patrons and boards of management;
- Undertake the processing of Garda vetting applications for non-teaching employees and volunteers in Church of Ireland primary schools and employees and volunteers in parishes and other Church of Ireland organisations.

EXECUTIVE SUMMARY

Board of Education – Report 2019

1. Personalia
2. Legislative Developments: Education (Admissions to Schools) Act 2018
3. General Data Protection Regulations (GDPR)
4. Curriculum Development: RSE and RE
5. Funding: School Capitation Increase
6. Advisory Service to Schools and Service Level Agreement
7. CIPSMA Annual Conferences
8. Education Policy Development
9. Child Protection Inspection Model
10. Board of Management Training
11. Financial Support Services to Schools (FSSU)
12. Second Level Schools Service and Conference 2018
13. Listing of Board Members (Appendix A)

Personalia

Mr Joe McHugh, TD, was appointed Minister for Education and Skills in October 2018. The Board wished Mr McHugh well on his appointment.

The Rev Canon Brian O'Rourke, deputy chair of the Board, was appointed Incumbent of Tullow parish, Co Carlow in February 2019. The Board wishes Canon O'Rourke well in this new phase of his Ministry. Canon O'Rourke continues his involvement in primary level education as chairperson of Shillelagh NS, Co. Wicklow and as chairperson of the Church of Ireland Primary School Management Association (CIPSMA). The Board invites representatives of the Methodist and Presbyterian Church to join as observers to the Board and their involvement on the Board is greatly valued. The Board wishes the very best to Mr Gavin Norris, observer from the Presbyterian Church, as he takes up a new role and welcomes Ms Karin Jardine and looks forward to working with her.

Admissions to School Act 2018

A number of sections of the Education (Admission to Schools) Act, 2018 were commenced on 3rd October 2018 to take effect in respect of the admission of students to primary schools for the 2019/2020 school year. Of particular relevance to Church of Ireland/Protestant schools was the commencement of Section 11 of the Act which amended Section 7 3 (c) of the Equal Status Act in relation to primary schools. The general effect of this amendment is that denominational schools, when oversubscribed, are no longer able to use religion as a criterion to prioritise students on admission. However, there is an exception in relation to minority faith schools. The Board of Education issued a guidance document to assist schools in amending their admission policies to ensure compliance with the new legislation. The Department of Education and Skills is currently undertaking a process of consultation with the Education Partners, including the Board of Education, in relation to the regulations that

will be put in place to accompany the commencement of the remaining provisions of the Act. The Board of Education will provide further advice to schools and patrons when these regulations are published.

The Board notes that the Heads of the Education (Parents and Student Charter) Bill 2016 was approved by Cabinet in February 2018 for drafting. The Board is monitoring the progress of this Bill and will seek to engage on its provisions at the appropriate juncture.

GDPR

General Synod members will be aware of the introduction of the General Data Protection Regulations (GDPR) in May 2018. In partnership with other primary level management bodies, a website, www.gdpr4schools.ie was created and placed online. This is a key online support on GDPR compliance for schools.

Curriculum Developments

Relationships and Sexuality Education (RSE)

The National Council for Curriculum and Assessment (NCCA) has initiated a review of the Relationships and Sexuality Education programme (RSE) which is taught in primary and post-primary schools. The Board has engaged in both bi-lateral and general consultation with the NCCA on this issue. The NCCA has published a research paper on the role of RSE in the lives of children and young people which is available on the NCCA website. The Board has signalled its concern to the NCCA that some aspects of the proposals regarding what might be included in a revised RSE programme could be perceived to be at variance with the ethos of a Christian school but also that material might be included which might not be regarded as age appropriate or is more suitable for parents to impart to their children in a home context. The Board is continuing to engage with the NCCA on this issue.

Religious Education (RE)

Considerations by the NCCA regarding redeveloping the structure and time allocation for the curriculum at primary level are ongoing. The Board joined with other management and patron bodies and wrote to the NCCA setting out the jointly held concerns that the intention of the NCCA to place the “patrons’ programme” into “discretionary time” (and thereby separating it out from the other subjects on the curriculum) was not appropriate and went against the integrated curriculum approach. The Board is continuing to engage with the NCCA on this issue.

Teacher Education: Follow me courses

The Board is grateful to Mrs Jacqui Wilkinson for her delivering of the Certificate in Follow Me, designed for teachers in Church of Ireland and Protestant primary schools who did not do Follow Me as part of their primary degree. This course continues to generate interest and is an important recognition of the quality in teaching of the Follow Me curriculum in schools.

Capitation increase

In 2018 the Board partnered with its fellow recognised primary management bodies to campaign for an increase in the annual capitation grant to schools. Capitation is the amount of State funding which a school receives per child from the State. This campaign proved successful with an increase of 5% per year for the next three years (from September 2019) secured. This is the first increase to capitation in over a decade. The increase works out at an increase of €8.50 per child in school at primary level and €14.80 at second level, giving a total increase of €10 million to the education budget (€10.8 billion). While welcome, this increase still falls far short of the real costs incurred in the delivery of education and means that schools must continue to depend on voluntary contributions and local fundraising.

Advice and support to schools

The Secretary and Education Advisor provide advice and support to the network of nearly 200 primary schools under Church of Ireland, Methodist, Presbyterian and Society of Friends (Quaker) patronage across the Republic. An analysis of the volume of phone calls received/returned in 2018 showed that 5,000 phone calls (and many thousands of emails) were fielded by both the Secretary and Ms Ryan on a diverse range of issues associated with the management and operations of schools. This reflects a sharp rise in the increased regulatory environment in which schools operate and for which schools need advice and support.

Service Level Agreement with the Department of Education and Skills

The Board receives an annual grant of €133,000 from the Department of Education and Skills for the provision of advice, support and representation in relation to Boards of Management. This grant funding is used to fund the salaries of the Secretary and the Education Advisor and for office costs for the Secretary and Education Advisor in Church of Ireland House. This grant funding does not cover the entire costs associated with providing the level of services required and deserved by schools and the Board will press for an increase in this funding in 2019. However, the Board continues to be grateful to the Department of Education and Skills for this annual grant funding.

CIPSMA conference 2018 and 2019 student voice

In May 2018 the Church of Ireland Primary Management Association partnered with the Board to arrange the ninth annual conference for primary school Boards of Management. Contributors included the Rt Rev Michael Burrows, Mr Seamus Mulconry (General Secretary of the Catholic Primary Management Association), representatives of Sustainable Energy Association of Ireland and Ms Margaret Gorman who considered

various legal issues facing schools. The Board and CIPSMA are very grateful to all the contributors to this annual event.

In March 2019 the CIPSMA and the Board joined again to arrange the tenth annual conference for primary school Boards of Management. The keynote address at the 2019 conference was delivered by the Rev Canon Professor Leslie Francis and Professor David Lankshear who outlined their research on “capturing the student voice” on school ethos. This study was carried out in eighty-eight Church of England and Wales schools and centred around asking pupils their views of school ethos. The intention is to carry out similar research in Church of Ireland schools over the coming years. Other contributors included the Rt Rev Dr Ken Kearon, Bishop of Limerick and Killaloe, who reflected on the concept of an Anglican ethos; Mr Sean Henry who spoke the interplay between inclusion and school ethos in a Christian context. Ms Yvonne Keating, Deputy Chief Inspector gave a welcome contribution on the new Child Protection Inspection model and Margaret Gorman addressed the challenges faced by schools in drafting Admissions policies in the wake of the introduction of the Education (Admissions to school) Act 2018. The conference was also addressed by Ms Mary Mitchell O’Connor, Minister of State at the Department of Education and Skills. The venue for the conference was the Church of Ireland Centre, DCU and the Board wishes to thank the Rev Professor Anne Lodge, Director of the Church of Ireland Centre, DCU for hosting the event and to both Ms Jacqui Wilkinson and Ms Geraldine O’Connor for their assistance in organising the event.

Education Policy Development

The Board, in fulfilment of its Service Level Agreement with the Department of Education and Skills and as a Recognised Education Partner at national level, engaged with the Department of Education and Skills on a range of education policy issues affecting schools in 2018/2019.

Discussion regarding the introduction of the Admissions to School Act was mentioned above. The Board gave feedback and observations to the Department of Education and Skills in relation to: Child Protection Guidelines for all schools; Garda Vetting; Use of school premises after school; Leadership and Management in schools; Special Education Teaching supports; the implementation of the Financial Support Services Unit for schools and patrons; the schools Procurement Unit; redeployment of teaching staff (primary); school immunisation programme; and the operations of the Occupational Health Service for teachers. The Board also played an active role in the national steering committee on Board of Management training and engaged in bi-lateral consultations with other education partners (such as the IPPN) and on various issues in common and the Unions representing teachers, SNAs and ancillary staff.

Child Safeguarding and Protection Inspections (CSPI)

A new method of Child Safeguarding and Protection Inspections was introduced from February 2019. This new Inspection model will be unannounced and will entail a two day on-site visit to schools by a school inspection team who will review all aspects of child protection in the school; including speaking to pupils and all school staff. The new model

seeks to ensure that the most robust child protection procedures are in place in all our schools and the Board welcomes the introduction of this new CPSI process.

Board of Management Training

The Board is grateful to Ms Eileen Flynn who facilitated training for primary level Boards of Management in a number of dioceses in 2017 and 2018. The Board reports on the numbers attending these training sessions and the number of sessions held to the Department of Education and Skills on an annual basis. It continues to be a challenge to encourage voluntary members of Boards of Management to attend all the training that is available. Nonetheless, for Church of Ireland schools, the level of the uptake of training has been strong. New Boards of Management will be constituted from November 2019 for a four-year term and the Board will be engaging with school patrons regarding the delivery of training for schools in each diocese over the four-year term of the Boards.

Financial Support Service for Schools (FSSU)

The FSSU was set up in 2006 to provide a support mechanism for all voluntary secondary schools in relation to financial governance matters. In 2017, at the request of the DES, the FSSU expanded its services into Primary schools with the stated aim of providing the necessary support to primary schools to enable them to comply with their obligations under Section 18 of the Education Act 1998. In the 2017/2018 school year the main focus of the of the FSSU was to provide an advisory service to primary schools in relation to financial matters as part of the preparations for the phased introduction of the standardised national template for school accounts. In 2018/2019 schools were obliged to prepare their accounts using the standardised national template and all schools must submit their accounts to the FSSU by the end of February 2020. The extension of the FSSU to primary schools does not impact on the role of the Patrons who still retain an oversight role in relation to Board of Management accounts. The FSSU is a source of advice and support to schools primarily provided via on-line and telephone support and also via its website where schools can access a range information and templates developed by the FSSU in relation to monitoring monthly income, expenditure, budget management, cash flow etc.

Second level conference and service

The Board wishes to record its thanks to the Dean and Chapter of St Patrick’s Cathedral, Dublin, for hosting the annual service of choral evensong to mark the opening of the academic year. The service is held in September annually and over five hundred young people attend, drawn from all Church of Ireland and Protestant second level schools across the country. The theme of the 2018 service was peace and reconciliation. Students were invited to sign a paper leaf of remembrance to be later suspended from the nave roof as part of the art installation for the month of November. Garda Mark Kelly addressed the congregation, and highlighted that An Garda Síochána is rooted in being the civic guard with the aim of keeping the peace. The State was represented by Ms Mary Mitchell O’Connor, TD, Minister of State at the Department of Education and Skills and is grateful to her for taking the time to attend. The Board wishes to record its thanks the vergers and staff of the cathedral, in particular Mr Andrew Smith, Mr Louis Parminter,

Board of Education – Report 2019

Ms Kellie Birmingham and the Rev Canon Charles Mullen for all their help and support in the organisation of the service.

Appendix A

The following are the members of the General Synod Board of Education as of 31st March 2019:

THE GENERAL SYNOD BOARD OF EDUCATION

THE ARCHBISHOPS AND BISHOPS

THE HONORARY SECRETARIES OF THE GENERAL SYNOD

Ms H. Corrigan

Mr K Gibson

Rev Canon GV Wharton

Ven GTW Davison

Elected members

Armagh

Rev M Hagan

Mr T Flannagan

Clogher

Rev A. Quill

Mrs H Kerr

Derry

Rev Canon H Gilmore

Mr D West

Down

Rev Canon JR Howard

Mr JE Bunting

Connor

Rev I Magowan

Dr KF Dunn

Kilmore

Very Rev N Crossey

Mrs C Poyntz

Tuam

Rev Canon DTS Clements

Professor P Johnston

Dublin

Rev Dr W Olhausen

Ms S Rushe

Meath

Rev Canon JDM Clarke

Mrs F Higgins

Cashel Ferns and Ossory

Rev Canon PA Harvey

Mrs M Jacob

Cork

Ven AM Wilkinson

Mr W. Baker

Limerick and Killaloe

Rev J Godfrey

Mrs M Brickenden

Co-opted members (including representatives of teachers)

1. Mrs R Forde
2. Mrs H McClenaghan
3. Mr RM McKinney
4. Mrs MP Wallace
5. Rev Canon BJB O'Rourke
6. V. Rev N Sloane (Sunday School Society)
7. Rev Prof A Lodge (Third Level)
8. Mr M Hall (ISA)
9. Mr S Thompson (ISA)
10. Mr A Forrest (ISA)
11. Mr K Sparling (ASTI)
12. Mrs S Hall (ASTI)
13. Mr S Henry (CIYD)
14. Mr B Williams (TUI)
15. Mrs J Perdue
16. Ms R Fraser
17. Ms S Richards
18. Mr A Oughton

Observers:

Ms K Jardine

(Presbyterian Church)

Ms D Wood

(Methodist Church)

Secretary to the General Synod Board of Education:

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

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

Dr PJ Hamill

BOARD OF EDUCATION (NORTHERN IRELAND)

Ex-officio members

The Archbishop of Armagh, Most Rev Dr RL Clarke

Bishop of Clogher, Rt Rev FJ McDowell

Bishop of Down and Dromore, Rt Rev HC Miller

Bishop of Kilmore, Rt Rev Dr SF Glenfield

Bishop of Connor, Rt Rev AF Abernethy

Bishop of Derry, Rt Rev KR Good

Lay Hon Sec of General Synod, Mr K Gibson

Clerical Hon Sec of General Synod, Ven GTW Davison

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Elected members

Armagh	Rev M Hagan Mr TW Flannagan
Clogher	Vacant Mrs Sue Hogg
Derry	Rev MRK Ferry Ms A Reid
Down	Rev Canon JR Howard Mr JE Bunting
Connor	Rev I Magowan Dr KF Dunn

Co-opted members

Miss F Boyd
Mrs R Forde
Mrs H McClenaghan
Dr I Hickey
Mr RM McKinney
Prof R Pritchard
Canon W Young
Rev AE Adams

Observer: Vacant
CIYD: Mr S Henry

Honorary Secretary, Board of Education (Northern Ireland)

Mr JE Bunting

Honorary Treasurer, Board of Education (Northern Ireland)

Mr M Johnston

Secretary, Board of Education (Northern Ireland)

Dr PJ Hamill, Church of Ireland House, 61-67 Donegall Street, Belfast BT1 2QH

GENERAL SYNOD BOARD OF EDUCATION - EXECUTIVE COMMITTEE

The Archbishop of Armagh
The Archbishop of Dublin and Glendalough
Rev Canon GV Wharton
Mr K Gibson
Mr J Bunting
Mr T Flannagan
Mr M Hall
Rev BJG O'Rourke
Mr A Oughton

BOARD OF EDUCATION (REPUBLIC OF IRELAND)

Ex officio members:

The Archbishop of Dublin and Glendalough (Chair)

Honorary Secretaries – Ms Hazel Corrigan, Rev Canon GV Wharton

Elected by House of Bishops:

Bishop of Tuam, Killala and Achonry, Rt Rev PW Rooke

Bishop of Cashel, Ferns and Ossory, Rt Rev MAJ Burrows

Diocesan Representatives: Ms. Rosemary Maxwell-Eager, Vacant (from GSBOE)

Post primary representatives: Mr M Hall, vacant (second-level teacher)

Third level representatives: Professor P Johnston, Rev Prof A Lodge

Primary representatives: Rev Canon BJK O'Rourke, Mrs J Perdue

CIYD: Mr Steve Grasham

Sunday School Society: Very Rev N Sloane

Co-options GS BOE:

Mr A Forrest

Mr A Oughton

Observers:

Ms Karen Jardine

(Presbyterian Church)

Ms D Wood

(Methodist Church)

Secretary, Board of Education (Republic of Ireland)

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

REPORT 2019

[Website: www.cm.ireland.anglican.org](http://www.cm.ireland.anglican.org)

[Facebook: www.facebook.com/churchofirelandchildrensministry](https://www.facebook.com/churchofirelandchildrensministry)

MEMBERSHIP

Very Rev Niall Sloane, Chairperson

Ms Claire Burrows, Hon Secretary

Rev Eugene Griffin, Hon Treasurer

Rev Rob Clements

Dr Ken Fennelly

Ms Hazel Bolton

Ms Heather Wilkinson

Ms Lynn Storey

Ms Lydia Monds, Children’s Ministry Development Officer for the Sunday School Society

‘Lighting fires, not filling buckets’

Introduction

The Sunday School Society (the “Society”) was founded in 1809 and, according to its Constitution, has the following aims:

- To promote Religious Education among children in a parochial context;
 - To promote the establishment of clubs and facilitate the conducting of same throughout the Church of Ireland;
 - To provide opportunities and courses for the training of club leaders;
 - Provision of help and advice for clergy and leaders regarding the use of resources in clubs;
- To work where appropriate with the clergy and organisations which promote children’s ministry

Fundraising Appeal

The Sunday School Society for Ireland wishes to extend a very warm thank you to all parishes and dioceses that supported its annual appeal. This support allows the excellent work to continue.

Vision

At a strategic vision day this year, the Sunday School Society outlined where they would like to see Children's and Family Ministry in ten years' time.

- Structures put in place so that centrally circulated resources reach children in parishes;
- Child centred church (recognising that it is a Christ centred church, but emphasising a desire that those who are more traditionally on the margins will have a more visible space in the Church);
- A well-resourced, amply funded Children's and Family Ministry/Department so that parishes know where to go with a query or a need for support;
- An intentional Children's Ministry that would infiltrate every aspect of Church life;
- The welcome, inclusion and participation of children becomes normalised in churches.

The Sunday School Society for Ireland, in close working relationship with the Children's Ministry Network continues to work towards these goals through immediate, short term and long term actions.

National Children's Ministry Training Conference: Building Blocks

Once again, this exciting event ran in November and was resoundingly successful. Participants have cited that it is on a par with, if not better than other training conferences run throughout Europe. There are many resources to give away, stalls with take away ideas, top tips and resources and hands on interactive prayer and game ideas, and excellent training workshops.

In 2018 Victoria Beech from GodVenture provided an excellent clergy lunch address and conference Keynote address that drew out questions and comments from the participants about the story of 'the birth of Moses' and the women present in that story. By doing this, she showed us a simple way to go deeper into a Bible story with children, asking 'I wonder' questions and providing simple Playmobil or Duplo figures to spark ideas for visual learners or to provide something to touch for kinaesthetic learners. The learning from the session also emphasised the need to encourage and build up parents and guardians, as they have the most impact on the life and faith of their children.

Workshop themes included:

- Faith for Families with Under 5s;
- Advent & Christmas Ideas;
- Bible Story Telling;
- Messy Science and the Gospels;

Sunday School Society – Report 2019

- Children and Mental Health;
- Music and Memory Verses.

The Building Blocks team is a five member ecumenical team. However, three of the members are also members of Sunday School Society and/or Children's Ministry Network.

Make Yourself at Home Packs

Having been successfully piloted in various parishes throughout Ireland and Northern Ireland, small tweaks were identified and this resource pack is ready for wider dissemination.

It provides an excellent opportunity for parishes to self-audit how they welcome and include children and their families through examining their Services, their Facilities, their People and their Activities. The Pack brings together people from all different areas of church life and enables them to identify and celebrate all that they already do and to make small yet significant changes over a period of time.

From autumn 2019, the Pack will be available for download online and will be showcased at a small number of Diocesan Councils and Clergy Conferences, with the hope of building upon this in 2020.

Children's Ministry Newsletters

SSSI and CMN jointly produce a resource-filled Newsletter at key times throughout the Church Calendar which is disseminated through diocesan Networks and provides additional and fresh ideas for parishes, Sunday Clubs and families.

The SSSI Children's Ministry Development Officer attended multiple diocesan synods with these newsletters and other creative resources to further disseminate useful resources.

Children's Ministry Facebook and Website

We continue to generate a lot of engagement in our Facebook page. In 2018, our Lego Holy Week Challenge saw over 1,000 people engage daily to avail of the next challenge. Our website hosts all our resources and newsletters to date alongside different opportunities for training.

Children's Ministry Training Videos

Together with CMN we produced 4 training videos, 3 of which are widely available as educational resources and one of which will be used when promoting the Make Yourself at Home Packs.

1. Bible Story Telling: Baden Stanley and Lydia Monds present multiple story telling ideas using the story of 'Jesus Calms the Storm' as the teaching point;
2. All Age Worship: Rob Clements offers simple and effective ways to bring repetition and rhythm to the liturgy that engages people of all ages;

3. Creative Prayer: Lynn Storey explores prayer as a conversation that can happen anywhere. She introduces reflective prayers, active prayers, edible prayers and simple prayer prompts so we are reminded to pray at different times during the week;
4. Make Yourself at Home: Tammi Peek introduces this fantastic parish resource that helps parishes explore how they are welcoming and including children and their families in the 4 following areas: Facilities, Services, People and Activities.

Diocesan and Parish Trainings

We ran a day-long training in May for Limerick and Killaloe Diocese which was very well received. Reports in the months following the training were of parishes around the diocese implementing the learning in different ways.

We also supported a new parish Sunday Club for Under 5s in a 2 hour training which explored programmes and resources.

Other parishes who are setting up Sunday Clubs were able to come to Building Blocks. There was a programmes and resources stall where they could go to get advice on the best programme for their particular needs.

Merger Talks

Talks between SSSI, CMN and Central Church (Board of Educations, Honorary Secretaries and Standing Committee) continue to take place over the pending merger between SSSI and CMN and the future sustainability and direction of Children's Ministry.

To date, discussions have focussed on the idea of a Children's and Family Ministry, that reports directly to General Synod. This Ministry should be governed by a select group and led by a co-ordinator of the Children's and Family Ministry. Finance models have been put forward as part of a ten year plan which involves a certain amount of buy in from Central Church, in order for the Ministry to be effective and to thrive.

SSSI Diocesan Grant Scheme

In 2019, SSSI is offering a grant to dioceses that wish to carry out a Children's Ministry project and that can match fund the €1,000 grant at a diocesan level.

Children's Ministry is a vital, core ministry of the Church. Yet so often it feels peripheral and an add-on to the 'main' life of the church. As the Sunday School Society and the Children's Ministry Network merge, how can we ensure that Children's Ministry becomes more and more central to the Church's mission?

CHURCH OF IRELAND YOUTH DEPARTMENT
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MEMBERSHIP

Executive

President : The Most Rev Patricia Storey
Chairman: Rev Malcolm Kingston
Treasurer : Mr Edward Hardy
Secretary : Mrs Judith Peters

Rev Aaron McAllister
Rev Philip Bryson
Mr Alan Williamson

Central Board – Executive (above) and:

Rev David McBeth (resigned Sept 2018)
Rev Peter Ferguson (appointed Sept 2018)
Rev Gary McMurray
Ms Melanie Hadden
Rev Ruth Noble
Mr David McIlroy (resigned Sept 2018)
Ms Sharon Spendlove
Ms Amy Sherlock

Co-options

Mr Tim Burns
Mr Steven Brickenden
Mrs Susie Keegan
Rev Nicola Halford

Standing Committee

Ms Sarah Taylor
Mrs Brigid Barrett

National Youth Officer

Mr Simon Henry

***Youth Ministry Development Officer
(Southern Region)***

Mr Steve Grasham

Office Manager

Mrs Barbara Swann

Executive Summary

The CIYD team consists of a National Youth Officer, Mr Simon Henry, and a Southern Regional Development Officer, Mr Steve Grasham. They are both provided with administration and communications support by our Office Manager, Mrs Barbara Swann.

CIYD continues to implement its Strategic Plan for 2017 – 2020 alongside engagement with the Department of Children & Youth Affairs (ROI) *National Quality Standards Framework* - a process of self-evaluation and continuous improvement in refocusing its role and areas of ministry for the future.

Developments of note in 2018 are:

- Aurora, an accredited training course in youth ministry for those in the Southern Region, continued to grow with a second-year intake, in partnership with St. Peter's College in Diocese of Sheffield.

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- FUEL, a resource for young people to help them engage with the Bible and encourage regular Bible reading, launched at the CIYD Youth Forum.
- Live to Give, a resource for youth workers and youth groups focusing on a biblical understanding of generosity, giving and money of justice, in partnership with Stand By Me and Church of Ireland Generous Giving Programme.
- Continued training Initiatives for paid and voluntary youth leaders across the Church, as well as participation in Diocesan events, retreats and camps.
- A Day of Prayer for the Church’s Ministry with Young People, with widespread participation.

CIYD ACTIVITIES IN 2018

Youth Ministry Leadership: Support and Development

In partnership with dioceses, and in response to their specific needs, CIYD organized regular training and support events for those involved in youth ministry in a paid (full-time and part-time) or volunteer capacity. These events were tailored to the needs and contexts of each region.

- Aurora (Southern Region) – Our second year of the Aurora course began in September 2018, in partnership with St Peter’s College. It is designed to meet the needs of busy youth leaders, paid or voluntary and is officially accredited by offering participants a certificate in Youth Ministry. Aurora provides the essential skills, knowledge and understanding needed for effective youth ministry. The training takes place on Saturdays and participants must complete a portfolio of learning and a number of assignments as part of the course.
- Southern Region – CIYD’s “Connect” programme, training youth workers and volunteers, was held regularly throughout the year facilitated by Mr Steve Grasham. Training areas included “Sustaining Youth Ministry”, young people and new technologies, a resource day and effective planning and participation in youth ministry. Additionally, CIYD continues to work with Secondary School Chaplains and resources available for schools.
- Northern Region - The “Connect” programme, partnering with the Irish Methodist Youth Department, continued throughout 2018 with relevant training for youth workers and volunteers, with a running theme of “Faith on the Frontline” – looking at how we can support young people in the different areas of their lives – a youth resource fair and “swap shop”, and self-care within youth ministry. We concluded the year with a “Connect Christmas” event in December with lunch and a Christmas Communion led by Rev Carlton Baxter.
- Annual Youth Worker’s Retreat – a great opportunity to gather employed and key workers from all over the island for a few days away in Berlin together with our guest speaker Bishop Ken Clarke.
- Summer Madness - the CIYD Connect Café is 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 over 18s and leaders, the CIYD staff

Church of Ireland Youth Department – Report 2019

hosted leadership seminar streams specifically to engage youth leaders as well as a breakfast for youth leaders. Our National Youth Officer, Simon Henry, was also a host on the mainstage platform at worship sessions each day.

Engagement with Young People

Whilst most of the work of CIYD seeks to resource Youth Leaders and to be available to assist in Youth Ministry Programmes, where guidance is appreciated and where participation is sought, the organization is also keen to assist directly with diocesan youth programmes.

- Summer Camps – Throughout the summer months our full-time staff supported diocesan summer camps running in Meath and Kildare, Limerick & Down&Dromore Dioceses.
- Diocesan Youth – in 2018 our staff have had opportunities to lead youth and young leaders' weekends in various across Ireland. In addition to this our staff has been invited into various locations to deliver or be part of bespoke events for dioceses or church youth organisations and groups.
- Christmas Worship Service - In December 2018, CIYD, in partnership with the Southern Dioceses, held a Christmas service in Clontarf, Dublin. An encouraging number of young people from across the Southern Region attended.

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 2018 - CIYD has developed a resource for Dioceses around Ireland to facilitate a day of prayer for youth ministry in the Diocese and this has been agreed by the House of Bishops for use on the Sunday before Lent each year. It was widely utilized and very popular. This resource will also be expanded for the Lent 2019 launch.

Resource Development and Communication

CIYD are available for recommending and providing resources for youth leaders and clergy in a wide range of areas related to youth ministry.

- 'I Believe' – This Confirmation resource continues to prove popular with both clergy and young people alike. The resource has been written to assist in confirmation preparation using content of the Church of Ireland Confirmation Service. It refers to the Apostles' Creed, The 10 Commandments and the

Church of Ireland Youth Department – Report 2019

Church Catechism. It is a 12-week course examining essentials of our faith and offers interactive activities to enhance the learning experience for candidates.

- “The Justice Sessions” – In partnership with the International Justice Mission, CIYD produced a ready-to-run 5-week resource around issues of justice, with interactive sessions, games, bible studies, videos etc. This was launched at a special seminar during Summer Madness and has been well received with youth groups.
- “FUEL” – This resource encourages young people to read the Bible over Lent and is available to help develop regular Bible reading habits throughout the whole year. Fuel includes a reading plan for John’s Gospel and a 50–page journal with space provided for writing down notes, prayers and thoughts.
- “Live to Give” - A resource on generosity, giving and money, and what the Bible has to say about those issues. Written by CIYD National Youth Officer Simon Henry, Nicola Brown from the Church of Ireland’s Generous Giving Programme, and Jonny Farrell from Stand By Me, a charity working with children in the developing world, Live to Give seeks to help young people to think seriously about how they give their time, talents and money, to carefully and prayerfully consider how their decisions may affect others, and to learn more of God’s generosity.

National Quality Standards Framework

As a recipient of grant aid from the Department of Children and Youth Affairs, CIYD is required to comply with the requirements of the NQSF. CIYD continues on a 3 year cycle of NQSF as well as a Continuous Improvement Plan. This process involves self-evaluation of the organisation based on various criteria laid down by the Department.

Representation and Collaboration

CIYD staff and Central Board members continued to represent the Church of Ireland on committees of the following organisations:

- Church of Ireland Board of Education (RoI & NI)
- Church of Ireland Council for Mission
- Children’s Ministry Network of the Church of Ireland
- Department of Youth and Children’s Affairs
- National Youth Council of Ireland Board
- Irish Youth Ministry Gathering committee
- Summer Madness Main-stage committee and seminars teams
- Youth Link NI Council
- *Together* Youth Leaders

CIYD ACTIVITIES IN 2019

Our staff team continue to work closely with Diocesan Youth Officers and key stakeholders in each Diocese so that CIYD can better complement the work of each Diocese and seek to establish new initiatives and links where appropriate.

Youth Ministry Leadership: Support and Development

- Southern Region – following the continued success of the Aurora course, a third year will be starting in September 2019 alongside the delivery of more children’s ministry directed modules. Training events will continue to take place both to support existing youth leaders and to equip upcoming leaders.
- Northern Region – regular training days are planned for the year ahead with our “Connect” programme in partnership with the Irish Methodist Youth Department. A youth leaders’ retreat is planned for April to the Yorkshire Dales to Scargill House.
- Summer Madness - CIYD will be running the Connect Café as usual and hosting breakfasts and a seminar stream for youth leaders. CIYD is also involved in shaping main stage and seminar streams at committee level as well as having our National Youth Officer, Mr Simon Henry, as one of the mainstage hosts.
- CIYD Youth Forum – CIYD’s second Youth Forum was held in January and was attended by young representatives and youth leaders from almost every diocese in Ireland. The event was officially opened by the Archbishop of Dublin The Most Rev Dr Michael Jackson and throughout the day young people debated issues affecting them and looked at ways of encouraging and supporting youth participation. They also looked at ways of facilitating change and taking action as well as how young people could be supported on their spiritual journeys. Feedback from the day was collated and sent to all Bishops and Diocesan Youth Officers / Youth Councils.

Development and Communication

- “Praying for Young People and Youth Ministry” - In previous years, a number of dioceses across the island have organised events and services to pray for the needs of our young people. The booklet contains a selection of prayer ideas that can be used during a service or events or also at other times of the year as appropriate and was launched in January 2019 at the CIYD Youth Forum.
- “Holy Habits” – currently in the planning stages, CIYD aims to launch a youth group bible study resource in 2019.

National Quality Standards Framework:

The NQSF process will continue with the implementation of a Continuous Improvement Plan for those involved in working for and running the organisation.

Representation and Collaboration:

CIYD staff and Central Board members will continue to represent the Church of Ireland on committees of relevant organisations.

DIOCESAN REVIEW

Armagh

By way of introduction, significant thanks must be given to the “small army” of lay volunteers and their Parish clergy across the Diocese who weekly support the Church’s mission to this generation of children, young people and families.

Ministry development

The new Youth and Children’s Board chaired by Rev Malcolm Kingston has overseen an active and engaging annual programme of events and youth and children’s leadership training opportunities. These have included:

“Appetizer”. Annual day retreat for youth and children’s leaders focussing on the spiritual disciplines.

“The Big Fry”. Children’s leaders localised support and training. Held across Rural Deaneries.

“Summer BBQ”. Armagh Diocesan BBQ for participants at Summer Madness.

“Afternoon Tea”. Annual Youth and Children’s Leaders training and resource event.

“Start of term Prayer Service”. An opportunity for Christian staff in local schools to come together for worship and prayer at the start of a new term.

“Messy Harvest”. A Messy Church worship service for young families based at St. Patrick’s Cathedral.

Other developments across 2018 included the AYAc Youth residential, (October) which saw 40 teenagers and leaders meet for worship, Bible teaching and of course the obligatory “man hunt”. Alongside Parish support and Diocesan ministry programme development, it has been very encouraging seeing how the Mental Health First Aid training has been engaged with, delivered by the Public Health Authority.

Thanks be to God.

Cashel, Ferns & Ossory

The diocese of Cashel, Ferns and Ossory continues to see encouraging growth in youth ministry throughout the diocese. The diocese continues to financially support a number of parishes and clusters of parishes seeking to develop Christian youth ministry.

In 2018 we saw two new parishes employ part time youth workers and develop their local youth clubs. Holiday Bible Camps are also extremely popular in our diocese. These are aimed at children but have a high level of youth participation in the form of Junior leaders.

We held a number of large diocesan events during the year. Our Ovoca Manor training weekend was attended by 109 young people. The aim of this weekend is to train teenagers in the skills of Christians youth ministry. We have been at capacity for the past number of years showing a real willingness of many teenagers to serve God.

Our Ferns diocesan confirmation retreat took place in Redcross, Wicklow, and plans are to open this up to the wider diocese in 2019. Our diocesan outing to Oakwood in Wales was attended by over 70 young people from nine parishes and our Ovoca reunion and worship evening took place in October and was a first for this event.

In September 2018 we held an exciting and unique event celebrating 13 years of Confirmations which have been conducted by Bishop Michael Burrows since coming to our diocese. A wonderful garden party was held on the grounds of the Bishop's house in Kilkenny and all the people who Bishop Michael had confirmed were invited.

This was a delightful event attended by both young people and young adults and it was an opportunity for friends to reconnect and catch up. During the afternoon all in attendance walked to St. Canice's Cathedral where the confirmation prayer was prayed once again.

Clogher

The Clogher Diocesan Youth Council's Mission Statement is: *“to Support, Engage with and Equip youth and youth ministry across the Diocese of Clogher.”*

Our SEE initiative over the last year has been to engage with this statement, particularly on parish and rural deanery levels, spring-boarding from Bishop John's Synod address where he encouraged each parish to *“do something new”* for youth over the coming year. Our request was that applications and initiatives would seek to fulfil at least one aspect of our Diocesan Youth Council's Vision & Goals:

TELL – to support, engage with and equip the proclamation of the Good News of the Kingdom among young people and to support, engage with and equip young people to proclaim the Good News of the kingdom themselves. (Mark 16:15)

TRAIN – to support, engage with and equip the teaching, training and nurturing of young people as they seek to live their lives for Christ, to the end that they become teachers, trainers and nurturers themselves. (Matthew 28:19, 20)

TEND(people) – to support, engage with and equip young people in their response to human need by loving service. (Matthew 25:35-45)

TRANSFORM – to support, engage with and equip young people to play their part in the transformation of unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation. (2 Timothy 2:22)

TEND(creation) – to support, engage with and equip young people to safeguard the integrity of creation, and sustain and renew the life of the earth. (Genesis 1:26-28)

We were able to offer funding streams and initiatives have included:

Summer Youth Week in partnership with Open Doors, Teens & Family Day, a Tea & Share Celebration event, Spirituality Training Weekend, developing a Youth Worship Band, a new Youth Ministry initiative & delivery of a new discipleship course, Godmodex online gaming awareness event, Deanery Pizza & Movie Nights, Cross-community initiatives, Leadership training & equipping events, Zest Mental Health awareness.

Church of Ireland Youth Department – Report 2019

It has been very encouraging to see how this initiative, which was born from the Bishop's challenge, has been responded to and welcomed by so many.

Youth Forum

In January five young people from Clogher travelled to Dublin to represent the diocese at the CIYD all Ireland Youth Forum in Dublin. Our young people appreciated the opportunity of meeting and interacting with other young people from across the island and were encouraged by the opportunity to share their thoughts and reflections on the subjects presented. They were also appreciative of the presence of Archbishop Michael Jackson. They particularly appreciated his pertinent and insightful address at the opening of the Forum when he acknowledged their concerns about the environment, friendship and fairness and the importance of a multi-generational approach to worship.

Youth on Mission and Summer Camps

We were pleased to be able to support many of our young people who travelled on mission trips with their parishes and mission organisations over the year. Funding was allocated at £150 per person and we were encouraged to see young people travelling to serve God in Uganda, Kenya and Hungary.

Diocesan Weekend at Autumn Soul

As our diocesan weekend, we travelled again to the IMYC Autumn Soul event in October, having enjoyed a very successful weekend last year. The worship, engaging speakers, dramas, workshops and activities were enjoyed by all, leaders and young people alike. Each young person was provided with a 50% reduction in costs along with free transport to and from the weekend and we hope arrived home with renewed enthusiasm and encouragement to live out their faith.

Youth Ministry Grants

The Youth Council were pleased to have been able to award individual youth ministry grants again this year to seventeen different youth ministries across the diocese. It was agreed that all expenditure should be made in keeping with the five core principles governing CIYD devolved funding which includes the purchase of training, materials and resources for leaders and young people.

Youth Leaders Training

Under the leadership of Jonny Phenix, our Diocesan Youth Officer, the diocese has been able to offer Youth Leader Training by way of PYMS OCN courses which continue to prove invaluable and much appreciated in the development of Youth Ministry across the diocese.

ComHar

We are blessed to have been able to partner with the Diocese of Connor in a joint "ComHar" funded weekend of events in Belfast. We are seeking to encourage cross-diocesan engagement and support and look forward to this "coming together" and the exploration of what a partnership may lead to in the future. We are thankful to CIYD for

enabling this to venture happen.

With thanks

The council is indebted to the support and encouragement received from John our Bishop, the experience and guidance of Jonny Phenix our Diocesan Youth Officer, the prayerful and practical support of the parishes and clergy of the diocese and the oversight and from CIYD.

Connor

Connor Diocese witnessed twelve youth groups, just under 200 people in 2018 going to Summer Madness and many going to Connor Takes The Castle. There was a Connor Sports Contest in February in St Michael's Parish Belfast where teams competed against each other; and more team spirit when Streetreach got under way post Summer Madness in Glenavy Parish. There the youth demonstrated love in praxis by serving the community in a variety of ways. Joining the team were a group from America, Christ In Youth.

There was a Christmas party in Broughshane where there was carol singing and some faith stretching when the youth and leaders went door to door. Christina Bailie and the Connor Youth Council put the hard work in which continues to pay off. Youth leaders at parish level continue to encourage and inspire their youth groups to come and be a part of something bigger than themselves; they seem to have faith in Christina and the Youth Council that what they bring their groups to is worth it.

There is a balance struck at these events between having God present both intentionally, obviously (eg Connor Takes The Castle speakers leading sessions) and God being present actively yet subtly (e.g. just by the presence of the people).

2018 also saw Connor Youth Forum design a unique youth resource entirely written by young people for young people called "Journey". It is to date, a first, where youth have from conception to completion put together such a resource.

Cork, Cloyne & Ross

Cork, Cloyne and Ross ran a wide variety of diocesan events supported by the Cork Diocesan Youth Council (CDYC).

We had our annual events such as Ice-skating, the Quiz, Sun-Up (which is run over Easter Weekend), our Advent Service and finished off with our visit to Clontarf for the Youth Praise service in December.

During the past year we have had a look at our Confirmation Weekend. And this year it was decided to go ahead a little earlier in the year so that it can incorporate Bishop Colton's Confirmation morning. This year it will be held at the start of March but we are

Church of Ireland Youth Department – Report 2019

hoping that this will encourage our young people to come along and to give them a chance to meet up with new people from around the Diocese.

As a result of that type of event, the Youth Groups are thriving around Cork. It encourages our young people to come along to other activities as it gives them a chance to all meet up again.

As it is becoming more difficult to find leaders to help out with events, a new initiative was put in place throughout 2018. It was recognised that there was a group of young teenagers very keen to help out and were very interested in the running of events.

This year was the first year that we ran an 8-week course for Leaders in Training with a QQI level 4 qualification. We had 8 Candidates consisting of four 16 yr-olds and 4 over 18s. It was a huge success and we already have a number of people wanting to complete it next year.

Derry & Raphoe

It is with great anticipation that we commend the Derry Raphoe Youth E3:20 2019 programme for your prayers and support. Building on strong foundations D.R.Y. Board is excited about the plans and activities. It is our prayer that when they come to life, they will draw us closer to God and each other in the Diocese. There will be the usual mix of fun and fellowship all grounded in God's word, prayer and worship, as together we fulfil God's call in our lives and flowing into our communities.

Youth leaders encouragement evening and 2019 events launch

Tuesday 27th November 2018 at the Diocesan Centre: the evening was well attended, and the new programme was greatly received as was the delicious pizza.

Confirmation Day Saturday 23rd February 2019 in the Diocesan Centre

This day saw over 100 confirmees gather at the Diocesan Centre for a full day exploring what confirmation means and being encouraged in our Christian faith. The day was organised by the D.R.Y Board, partnering with Mothers' Union who provided a delicious light lunch, Dominoes who provided a pizza dinner and with sessions facilitated by Simon Henry (CIYD) and Andrew Watson (Youth Worker Ballyholme Parish).

D.R.Y / SEEDS

We are keen to develop ways to link in with our children's ministry programme and will hold joint training events in 2019.

One new initiative for 2019 that we would particularly like to explain and commend is **D.R.Y. Invites**. These will be highly effective times of worship, word and prayer, organised by our young people for EVERYONE in the Diocese. These will be lively and meaningful times of worship for the young and young at heart!

D.R.Y. Weekend took place over the last weekend in March at the Cleenish Centre in Fermanagh. There was so much built into this weekend all centred around Word, Worship and Prayer.

On the Move 3-7th July: this is the 10th anniversary of this very significant diocesan outreach and ministry into our community.

Leaders' encouragement evening and 2020 events launch with pizza: Tuesday 19th November 7:30pm at the Diocesan Centre.

The year will end D.V with a good old fashioned PARTY: **Advent Kickstart.** Christmas Jumpers are encouraged and pizza will be provided. Saturday 30th November 3:30pm at the Acorn Centre, St. Peter's Londonderry.

Ephesians 3:20&21: Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.

Down & Dromore

The Down and Dromore Youth, Children's and Families department provides a wide range of programmes, tailored support and resources for parishes, which includes around 55 youth groups and 90 Sunday School. Developments in 2017 include:

The 'Jigsaw' Sunday School curriculum has now been completed, with three years of resources across three books.

The summer camps continued to be in high demand, with over 190 children, young people and leaders attending.

Our new Confirmation theme is 'Wherever you go...' started this year. This was celebrated across all the confirmations, with goody bags, desserts, chocolate fountains and popcorn. These were also supported by a confirmation weekend for around 120 people.

The 'Essentials' training programme continued in 2018 with 2 roadshows tailored for individual parishes and a Friday night dinner to celebrate all our volunteers.

The Saturday Night Live continued with 5 gatherings across various venues within the Diocese and averaging around 90 - 120 young people and leaders at each event.

We ran our Kilbroney Weekend Blast which brought together 55 young people from across the diocese, Big House where involved with the teaching, reflection and a one to one listening space for young people.

This summer we sent a team of 12 young people and 2 adults for two weeks to our partner diocese in Albany. They assisted in the Albany summer camp programme.

Our SERVE Leadership Training programme continued with 19 young people from across the diocese taking part in a ten-week programme. This included assisting on Kilbroney Weekend Blast and a graduation ceremony.

The annual Bishop's BBQ at Summer Madness for around 300 people was as popular as ever, and we were assisted in this by a youth team from Albany Diocese.

Dublin & Glendalough

It was the second year for Momentum Ireland. This is a big collaborative project involving loads of different organisations; Innovista, Tearfund, Archdiocese of Dublin, The Office of Evangelisation and Ecumenism, CIYD, Methodist Church, Scripture Union Ireland, Summer Madness, CIY, WhyMind and Youth for Christ.

Church of Ireland Youth Department – Report 2019

This year we had 130 people from all over the country. Greg Fromholz was our main speaker and focused on the importance of taking time for ourselves and in doing that it can really help and impact our ministries.

The pre-confirmation days have been consolidated into a 2 hour session instead of half a day. The understanding was that confirmation candidates have a lot going on and felt that we can achieve a lot in less time. This has gone well so far and its flexible nature means it's easier to accommodate parishes and young people because it can be done in an evening or even a youth group.

Summer Madness saw Susie co-run a venue called The Hatch and collaborate with an amazing group of people. This venue was commissioned by Summer Madness as an alternative worship venue.

It has a dual purpose; mixing the creative arts and mental health and it provides a space for some young people who feel overwhelmed by the 'bigness' of festivals to come and decompress. Susie, along with a team will be running The Hatch again at the youth festival.

Kilmore, Elphin & Ardagh

2018 has seen several changes. Marian Edwards left in May and was succeeded by Damian Shorten as Youth & Children's Coordinator for Elphin & Ardagh. Hannah O'Neill left in December, leaving a vacancy in Kilmore. Erin Moorcroft from CMS Australia arrived in January and focusses on diocesan-wide resourcing of leaders, particularly in children's ministry, alongside teaching in Sligo Grammar School. Aaron Jones has moved on from an internship in the Drumcliffe Group, with Andrea Stuart taking on this role. We hope to encourage and facilitate more internships across the diocese in 2019.

Alongside some diocesan events - notably attending Summer Madness – the focus is on supporting parish-based/local ministry. That takes lots of forms including Sunday Schools, Messy Church, youth & kids clubs, GFS, BB & GB. Manorhamilton GB, the biggest company in the Republic, celebrated 125 years of GB in Ireland in an event which had input from many, including Hannah and Erin.

Hannah and Damian both offered regular assemblies in diocesan national schools, with Hannah also facilitating well-received Prayer Spaces in several schools. We had two successful Schools Services in our Cathedrals around Harvest time. Doors have opened for ministry in secondary schools, whether in supporting Christian Unions, or running Alpha or NUA courses and a weekly Bible Study in the Royal School, Cavan.

Thank you to all who give sacrificially of their time to invest in the faith formation of children & young people. Under God, may we see much fruit in this and future generations.

Limerick, Killaloe & Ardfert

The Mission Statement for youth ministry in the United Dioceses of Limerick, Killaloe and Ardfert:

“To provide opportunities which will facilitate and encourage Christian spiritual growth, fun and fellowship among young people from throughout the United Dioceses of Limerick and Killaloe”

During 2018, the volunteer committee of United Diocesan Youth Council of Limerick & Killaloe planned and successfully completed a good solid range of day, weekend and weeklong events.

10 Plus Year Olds -

- March – Midland’s Alive Junior Weekend – Durrow Centre, Co. Laois.
- July – Junior Summer Camp (full week) – Lissadell Centre, Lissadell, Co. Sligo.
- November - Junior Weekend – Ovoca Manor, Avoca, Co. Wicklow

2017 & 2018 Confirmation Candidates -

- June - Diocesan Confirmation Weekend – Muckcross Youth Centre Co. Kerry.

Secondary School and upwards -

- March – Spring Madness Senior Adventure Weekend – Castledaly Camp & Christian Conference Centre, Co. Westmeath.
- July & August - Summer Madness with Cork Diocese - Glenarm Castle & Senior Summer Camp, Carhue Centre, Bandon, Co. Cork.
- October – International Exchange Trip to Romania
- November – Autumn Adventure Weekend – Lilliput Adventure Centre, Mullingar, Co. Westmeath.

16 plus Years -

- January – National Youth Forum – City North Hotel, Co. Meath.
- April – Taking a Leading Role Part 1 – Cloughjordan, Co. Tipperary.
- June – First Aid Training Course - Richmond Terrace, Limerick City.
- September – Taking a Leading Role Part 2 – Lahinch, Co. Clare.

18 plus Years -

- December - Annual Christmas Dinner Dance – Fitzgerald’s Woodlands House Hotel, Adare.

The following were some of the key highlights from 2018:

- The very many wonderful participants and leaders that came to events and really joined in with all aspects of the programme 100%. To see many happy faces during and at the end of the events, reading about great experiences in

Church of Ireland Youth Department – Report 2019

evaluations and hearing superb stories from many parents/guardians and other family members.

- It was great to see an increase in numbers of participants at many events during the year.
- Oscar Egbulam, a participant from a young age at UDYC event and then a leader with us completed his University Degree, Aurora Certificate and commences after a rigorous recruitment process commenced a Discipleship Training Programme for a full year with YWAM (Youth with a Mission) in Uganda.
- The group of near 50 teenagers and young adults that attended Summer Madness once again had a wonderful experience.
- International Exchange Trip to Romania was an amazing experience for participants and leaders.

U.D.Y.C. of Limerick & Killaloe continues to be very thankful to Individuals, parents/guardians, parishes, diocese, C.I.Y.D. and wider church and community for continued support and help.

Meath & Kildare

The year started off with the inaugural meeting of the new initiative set up by CIYD – Youth Forum. This event was led by Captain Nick Shepherd and his wife Sally from Church Army and their aim is to gather the thoughts and ideas of the young people in the Church of Ireland community and to get them more involved in the life of the church in their local area. There were whole discussions, smaller group discussions, interactive activities and games and question and answer sessions held throughout the day. The Church Army reps then collated all the findings and reported back to CIYD.

The schools service was held in May in Trim with lots of children from the Primary Schools around the diocese in attendance. The preacher on the day was the newly appointed rector of Dunboyne, the Reverend Eugene Griffin and the music for the service was led by Reverend Philip Heak from St. David's, Naas.

In June a large group of young people together with their leaders headed to Westport for the annual Diocesan Weekend away. We stayed in a beautiful hostel at the foot of Croagh Patrick and enjoyed many activities throughout the weekend – climbing Croagh Patrick, swimming in the sea followed by a short service on the beach and a Bog run. Everyone got on very well, the young people behaved impeccably and enjoyed getting to know others from around the Diocese. They are a credit to their parents and as a Youth Club leader, a joy to bring away on these weekends.

Emma Rothwell brought a small group of our young people to Summer Madness which was thoroughly enjoyed by everyone who attended. They were blessed with the glorious weather, so tents were put up and taken down in dry conditions (unlike the previous

year!!!). Our young people got involved in many of the activities, events and seminars which were on offer.

Sadly, we said goodbye to Emma Rothwell our Diocesan Youth leader in September but in good old Meath Kildare fashion, we had a party with Emma as the guest of honour. Everyone who attended had a great time learning to Line dance and showed great skill! We wish Emma every success on her future path and look forward to welcoming our new Youth Officer in September.

There was a Confirmation Fun Day held in Mullingar in September which was a great success and much enjoyed by everyone in attendance. Our thanks to Youth for Christ who helped to organise this event this year.

A group of young people also gathered for the CIYD Christmas party in December which was held in Clontarf and a great success again this year. The service was led by CIYD staff Steve and Simon, where Simon showed off his vast knowledge of 1980s music much to the delight of our young people who all joined in with great gusto during his music quiz! We then went back to the Parish hall where we had pizza, games and a disco. It is great to see all the young people in the diocese getting together and getting to know each other better each time they meet.

Tuam Killala and Achonry CIYD Youth forum

Amy Sherlock attended the all-Ireland Youth Forum held in the City North Hotel in Julianstown. This event was organised by the CIYD staff team.

School assemblies

Updated the schools on our mission trip to Kenya in November 2017. I showed them the completed water tanks and pictures of the schools in Kenya we have raised money for over the past few years and shared stories of being there.

Dawn service on Dunmorán Strand

The youth band played at the Easter Service on the beach. It was great to see the young people serve as they also helped with the setting up and clearing up of the hall after a cooked breakfast in Skreen.

Easter Celebration

Canon Andrew Ison took up the reigns for our annual Easter celebrations in Collooney Parochial Hall. “*Eggsplosion*” was a day filled with activities, games, worship and a chocolate egg hunt. The day started with games by Steve and active worship songs led by Canon Andrew. Canon Andrew’s wife, Julie, organised the craft activities based around the Easter theme with help from Caroline, Amy and Gemma Sherlock. Steve gave a talk on Easter and tea and buns were enjoyed by all at the end.

Croagh Patrick Confirmation Day

Our confirmation candidates climbed to various heights up the mountain with our Bishop Patrick. Steve Grasham from CIYD gave the ‘thought for the day’ in the service held in the community hall at the base of Croagh Patrick following the climb, some food and games.

Diocesan Fun Day

In 2018 our fun day took us to Inishbofin Island. We went walking and played games and flew our kite (which was sadly lost!) and enjoyed good food, good fellowship and good fun.

Sponsored Cycle

Canon Jen McWhirter organised a sponsored cycle from Ballina to Killala and back along the Moy greenway to raise funds for the water project in Kenya.

National Schools’ Service

Our schools service held at Tuam Cathedral each year brings the 5 diocesan primary schools together. We have been working alongside CMS Ireland and Bishops’ Appeal to make a link with a new school being built at Ooluyian for Maasai girls and with a water project in Oltiasika, both in the Anglican Diocese of Kajiado. Steve gave the address based on the Fruit of the Spirit.

EXTRACTS FROM THE AUDITED ACCOUNTS OF THE CHURCH OF IRELAND YOUTH DEPARTMENT YEAR ENDED 31 DECEMBER 2018

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 2018	
		2018 €	2017 €
INCOME			
Department of Children & Youth Affairs- Youth Services Grant Scheme (YSGS)	1	184,472	184,472
Funding provided by the RCB		161,308	163,270
Deposit Interest		53	70
Donations		6,011	4,832
Programme		3,967	2,772
Sundry Income		-	24
Priorities		1,000	-
		<u>356,811</u>	<u>355,440</u>
EXPENDITURE			
Office & Administration Expenses	2	(40,307)	(44,648)
Staff Costs	3	(136,037)	(141,791)
Fees & Membership	4	(1,974)	(1,939)
		<u>(178,318)</u>	<u>(188,378)</u>
Operating Surplus for the Year		178,493	167,062
TRAINING, PROGRAMME & GRANT ALLOCATIONS			
Training, Programme & Grant Allocations	5	(167,740)	(165,902)
Surplus after Training, Programme & Grant Allocations		<u>10,753</u>	<u>1,160</u>
Currency translation adjustment		20	1,337
Net Surplus for the year		<u><u>10,773</u></u>	<u><u>2,497</u></u>

CHURCH OF IRELAND YOUTH DEPARTMENT

BALANCE SHEET

Year ended 31 December 2018

		2018	2017
		€	€
TANGIBLE FIXED ASSETS	6	5,898	11,126
		<hr/>	<hr/>
CURRENT ASSETS			
Cash held on deposit by RCB	7	87,409	87,451
Cash at bank		3,326	5,063
Prepayments		1,774	1,783
		<hr/>	<hr/>
		92,509	94,297
		<hr/>	<hr/>
CURRENT LIABILITIES			
Creditors	8	(32,437)	(50,226)
		<hr/>	<hr/>
Net Assets		<u>65,970</u>	<u>55,197</u>
FUNDS EMPLOYED			
Balance at 1 January		55,197	52,700
Surplus for the year		10,773	2,497
		<hr/>	<hr/>
Balance as at 31 December		65,970	55,197
		<hr/> <hr/>	<hr/> <hr/>

Church of Ireland Youth Department – Report 2019

Notes to the Financial Statements

	2018	2017
1. Department of Children & Youth Affairs - Youth Services Grant Scheme (YSGS)	€	€
Grant from Department of Children & Youth Affairs- Youth Services Grant Scheme (YSGS)	184,472	184,472
	<u> </u>	<u> </u>

The funds received under YSGS were applied to supporting the costs of the organisation as detailed in expenditure section of Income & Expenditure Account under the following headings: Office & Administration, Staff Costs, Fees & Membership and finally Training, Programme & Grant Allocations. The full grant awarded and received under the YSGS is recorded in the Financial Statements for both current and prior year.

	2018	2017
2. Office & Administration Expenses	€	€
Insurance	2,039	1,847
Audit Fees	4,244	4,200
Rent	19,762	13,150
Telephone, Postage & Internet	2,770	6,421
Office Expenses	4,759	10,995
Heat & Light	284	1,367
Depreciation	5,100	3,625
Resources	1,154	2,251
Sundry	33	51
Bank Interest & Charges	162	741
	<u>40,307</u>	<u>44,648</u>
	<u> </u>	<u> </u>

Church of Ireland Youth Department – Report 2019

3. Staff Costs	2018	2017
	€	€
Staff Salaries	117,994	121,111
Staff Expenses	14,835	16,407
Central Board & Executive	3,208	4,273
	<u>136,037</u>	<u>141,791</u>
	<u><u>136,037</u></u>	<u><u>141,791</u></u>
4. Fees & Membership	2018	2017
	€	€
General Membership Fees	1,974	1,939
	<u>1,974</u>	<u>1,939</u>
	<u><u>1,974</u></u>	<u><u>1,939</u></u>
5. Training, Programme & Grant Allocations	2018	2017
	€	€
Training Events	27,169	30,605
Programme Events	8,127	9,184
Devolved Funding Grants	115,040	108,615
Summer Madness	5,562	5,630
Youth Link NI	11,842	11,868
	<u>167,740</u>	<u>165,902</u>
	<u><u>167,740</u></u>	<u><u>165,902</u></u>
6. Tangible Fixed Assets	2018	2017
	€	€
Cost		
At 1 January	97,824	98,741

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Currency Adjustment	(1,174)	(4,408)
Additions	-	3,491
	<u> </u>	<u> </u>
At 31 December	<u>96,650</u>	<u>97,824</u>
Depreciation		
At 1 January	86,698	87,046
Currency Adjustment	(1,045)	(3,973)
Charge for the year	5,099	3,625
	<u> </u>	<u> </u>
At 31 December	<u>90,752</u>	<u>86,698</u>
Net Book Value		
At 1 January	11,126	11,695
	<u> </u>	<u> </u>
At 31 December	<u>5,598</u>	<u>11,126</u>
	<u> </u>	<u> </u>
7. Cash on deposit held by the RCB	2018	2017
	€	€
	<u> </u>	<u> </u>
Cash on deposit held by the RCB	87,409	87,451
	<u> </u>	<u> </u>
8. Creditors	2018	2017
	€	€
	<u> </u>	<u> </u>
Accruals	32,437	50,226
	<u> </u>	<u> </u>
9. Foreign Currency transactions have been translated to Euro at the rate of exchange ruling at 31 December 2018, €1 = £0.8989 (2017: €1 = £0.8881).		



Independent auditors' report to the Board of Church of Ireland Youth Department

Report on the audit of the non-statutory financial statements

Opinion

In our opinion, Church of Ireland Youth Department's non-statutory financial statements (the "financial statements") for the year ended 31 December 2018 have been properly prepared, in all material respects, in accordance with the basis of preparation and accounting policies in the Accounting Policies.

We have audited the financial statements, which comprise:

- the Balance Sheet as at 31 December 2018;
- the Income and Expenditure Account for the year then ended;
- the Accounting Policies; and
- the notes to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)").

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

Independence

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

Emphasis of matter - Basis of preparation

In forming our opinion on the financial statements, which is not modified, we draw attention to the accounting policies on page 8 of the financial statements which describes the basis of preparation. The financial statements are prepared for the Board for the specific purpose as described in the Our responsibilities and those of the Board paragraph below. As a result, the financial statements may not be suitable for another purpose.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the Board's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Board have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the entity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the entity's ability to continue as a going concern.



Reporting on other information

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

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

Responsibilities for the financial statements and the audit

Responsibilities of the Board for the financial statements

As explained more fully in the Board's Responsibilities Statement set out on page 4, the Board are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they have been properly prepared in accordance with the basis of preparation and accounting policies in the Accounting Policies and for determining that the basis of preparation and accounting policies are acceptable in the circumstances.

The Board is also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at:

https://www.iaasa.ie/getmedia/ba34691a-1ef6-475b-9b8f-a98202d69c1a/Description_of_auditors_responsibilities_for_audit.pdf

This description forms part of our auditors' report.

Church of Ireland Youth Department – Report 2019



Use of this report

This report, including the opinion, has been prepared for and only for the Board as a body in accordance with the Accounting policies and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come, including without limitation under any contractual obligations of the entity, save where expressly agreed by our prior consent in writing.

Price Waterhouse Coopers
PricewaterhouseCoopers
Chartered Accountants
Dublin
15 March 2019

THE COVENANT COUNCIL

The Church of Ireland and the Methodist Church in Ireland

REPORT 2019

Headline

Over the past year, the work of the Council has focused on issues relating to the interchangeability of ministry. Alongside this the Council continues to monitor, advise and support the growing number and range of joint projects which are developing across Ireland.

MEMBERSHIP

Church of Ireland

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

Rev Dr Peter Thompson

Methodist

Rev Dr Heather Morris (Co-Chair)

Rev Dr John Stephens

Rev Andrew Dougherty

Rev Dr Janet Unsworth (Secretary)

Ms Gillian Kingston

Dr Fergus O'Ferrall

Presbyterian Observer

Rev Tony Davidson

The Role of the Covenant – Moving Forward

The Covenant Council continues to act as a vehicle and an advocate for the furtherance of the Covenant agreed between the Church of Ireland and the Methodist Church in Ireland. Due to unforeseen circumstances one of our meetings had to be cancelled this year. We were greatly saddened to learn of the illness of our Co-Chair, Rt Rev Alan Abernethy. We wish him well in his recovery.

As we noted in our 2017 report, the introduction of Interchangeability of Ministry heralded a new era for our two churches and the Covenant Council recognises the need to build on this development. A Committee of the Council is facilitating further detailed

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discussion of practicalities and protocols related to the implementation of Interchangeability.

Consultation has been undertaken with the House of Bishops to introduce a Protocol, setting out the circumstances in which Permission to Officiate may be given to presbyters in full connexion with the Conference of the Methodist Church in Ireland, to exercise public, liturgical, or pastoral ministry within a diocese, when invited to do so by a bishop, or an incumbent in the diocese in which the permission has been granted by the bishop of that diocese, whereby the exercise of such ministry is in a role that necessitates being in priest's orders (Canon 10A(3)(a)).

Further, the Covenant Council has engaged with the Commission on Ministry and the Pioneer Ministry Working Group in discussions concerning the introduction of appropriate regulatory structures for ministries within the Church of Ireland that are not best served by the existing Constitution on parochial governance. A preliminary survey of other provinces within the Anglican Communion has been undertaken to discern best practice elsewhere on regulation of ecumenical partnerships, along with other mission and ministry units or initiatives. The need for clear and appropriate governance is paramount both to recognise, include and encourage diverse models of ministry within the Church of Ireland, but also to ensure full compliance with ecclesiastical and civil law. This is important for the whole Church and the Covenant Council will continue to work alongside the Commission on Ministry and the Pioneer Ministry Working Group to bring proposals to General Synod.

However, it is necessary that this work is accompanied by further implementation of the Covenant at every level. Thus, we continue to urge local churches to look again at the clauses of the Covenant and to engage with each other to consider how co-operation in mission can be enabled.

Local Covenant Partnerships and Projects

The Covenant Council continues to monitor those partnerships and projects that have been enabled by the Covenant. As part of this on-going work, the Council is continuing to review the protocols and guidelines for partnership in use within the various projects. It is hoped that revised guidance will be issued to facilitate the working out of the covenant in local situations.

In the Single Covenant Churches, at the Church on the Hill in Maghaberry and the Church of the Good Shepherd in Monkstown, the Covenant is being worked out in action. Shared buildings at Movilla Abbey and Primacy and the partnership between Longford Methodist Church and the Edgeworthstown Group of Parishes (Church of Ireland) continue to present opportunities for joint working in ministry and mission. In advance of the planned re-location of the Jordanstown Campus of Ulster University to Belfast city centre, the existing joint Chaplaincy team at Queen's University has been expanded and is working jointly with the Ulster University Jordanstown and Belfast

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Methodist Chaplain. During the past year this joint Chaplaincy team has been developing ministry in Belfast Metropolitan College and Stranmillis University College. A review of the Local Covenant Partnership and Management structure is almost complete with a view to ensuring long-term and sustainable oversight of the chaplaincy covenant partnership in the city. This is an exciting development in collaborative ministry and mission between the two denominations.

In May 2018 the staff and students of the Church of Ireland Theological Institute and Edgehill Theological College came together for their annual two-day Integrated Seminar which was hosted in CITI. Taking the theme of “The Ascension,” staff and students alike appreciated the opportunity for joint study and fellowship. The two colleges continue to look for opportunities for enhanced cooperation. Collaboration in teaching on some Queen’s University, Belfast, Open Learning Centre Courses which contribute to the programmes of training for Ordained Local Ministry and step 1 of Methodist Ordination training has provided a concrete example of the benefits of co-operation and has proved to be an exciting development for the Covenant relationship.

Conversations continue in the exploration of mutual recognition of Diocesan Lay Readers and Methodist Local Preachers and further covenant partnerships in Chaplaincy ventures in Higher Education, and in Prison and Healthcare Chaplaincy.

Communications

The Council is planning to publish a series of articles to tell the stories of Covenant partnerships to provide news of current cooperation and to resource new partnerships. The website, www.covenantcouncil.com, is available to all, with worship resources and the Covenant Council booklets available for download.

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 each year, this date being designated “John Wesley Day” within the Church of England.

Thanks

Mr Harold Giboney has resigned from the Council. As a Council we wish to express our thanks to him for his years of service and helpful contribution to the work of the Covenant.

Motions to propose at General Synod

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

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“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

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

MEMBERSHIP

A Bishop (Chairman): The Bishop of Clogher	The Bishop of Cashel
WCC Representative: The Bishop of Connor	Rev Canon Patrick Comerford
ACC Representative: Rev Canon Dr Maurice Elliott	Rev Canon Dr Ian Ellis
ACC Representative: Mr Wilfred Baker	Rev Canon Dr Daniel Nuzum
Porvoo Contact Group Person: The Rev Helene Tarneberg Steed	Rev Suzanne Cousins
An Honorary Secretary of General Synod: Rev Canon Gillian Wharton	Rev Cathy Hallissey
Hon Records Secretary: Rev Ken Rue	Rev David White
Hon Secretary: Very Rev Niall Sloane	Ms Georgina Copty
The Bishop of Tuam	Ms Cate Turner
The Bishop of Limerick	Dr Kenneth Milne

INTRODUCTION

The Commission for Christian Unity and Dialogue was first established by the General Synod as the Home Reunion Committee in 1905 and assumed its current name in 2007. The Commission was previously known as the Committee for Christian Unity.

Its terms of reference are:

- To promote within the Church of Ireland the vision of Church unity;
- To promote and support movements in Ireland towards co-operation among the various Christian bodies;
- To maintain Church of Ireland membership of, and participation in, national and international ecumenical bodies;
- To address, in consultation with the Standing Committee, developments within the Anglican Communion;
- To encourage and engage in inter-faith encounter and dialogue;
- To report annually to the General Synod.

The membership consists of up to 20 members elected annually by the General Synod. The Church of Ireland has a rich network of relationships with fellow Anglican churches and other Christian traditions within Ireland and overseas. It is a member of the Anglican Communion and the following ecumenical networks:

- the Irish Council of Churches (ICC);
- the Irish Inter Church Committee;
- Churches Together in Britain and Ireland (CTBI);
- the Conference of European Churches (CEC);

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- the World Council of Churches (WCC);
- the Porvoo Communion (which brings together Anglican and Lutheran Churches); and
- the Reuilly Common Statement (between Anglican and French-speaking Protestant Churches).

As an observer on the Meissen Commission, the Church also has links with the Evangelical Church in Germany.

The Commission on Christian Unity and Dialogue's three working groups focus on Anglican, European and inter-faith matters.

The **Anglican & Ecumenical Affairs Working Group** considers the Church's relations within the Anglican Communion and within the Porvoo Communion, and with the Moravian Church. More information on the Anglican Communion is available at www.anglicancommunion.org

The **European Affairs Working Group** works closely with the ICC's European Affairs Committee and the CEC to discuss and consider common concerns for European Churches.

The **Inter-Faith Working Group** seeks to build relationships and encourage dialogue with people from other faiths who are living in Ireland.

The Church of Ireland is in full communion with the other members of the Anglican Communion and Porvoo Communion, the Methodist Church in Ireland, the Union of Utrecht of the Old Catholic Churches, and the Mar Thoma Syrian Church. Relations between the Church of Ireland and the Methodist Church in Ireland are covered by the Covenant Council.

The Commission's members attend the annual conferences of other Christian denominations in Ireland and hold regular meetings with the Roman Catholic Church and with the Presbyterian Church.

EXECUTIVE SUMMARY

At its meeting in Dun Laoghaire in 2016 the General Synod approved a Resolution to reform the make-up and working methods of the Commission. Prior to 2015 all bishops had been members-ex-officio. The 2016 Resolution made provision for one Bishop to chair the Commission and for its Working Groups on Anglican and Ecumenical Affairs, Inter Faith matters and Europe to be convened by three other Bishops. The Commission is grateful to the Bishops of Cashel, Limerick and Tuam for their work in this regard and to Canon Ian Ellis for chairing the group on Anglican Affairs.

Each of the Working Groups has 3 members who are also then members of the full Commission. Each may also and often does co-opt expertise from beyond the Commission membership. The Commission also includes the Church's representatives on the Anglican Consultative Council (ACC) and the Central Committee of the World Council of Churches (WCC). We trust that the reorganisation has also allowed the Commission and Working Groups to refresh and widen their membership, endeavouring to bear in mind gender, age, clerical/lay, and geographical spread.

The reforms initiated in 2016 are now firmly embedded and have provided a serviceable framework for the Commission to undertake its largely “outward facing” work on behalf of the Church. The Commission is indebted to its Honorary Secretary, the Very Rev Niall Sloane who largely devised the reorganisation and who has worked tirelessly to ensure its smooth operation.

The Commission has been in existence in one form or another for 114 years and in that sense at least might be considered something of an Institution. If so, it is one which ensures a continuity and an accountability of ecumenical activity across those years without, we hope, being hidebound. Members of the Commission and others approved by Standing Committee represent the Church of Ireland on National and International Ecumenical Instruments such as the Irish Council of Churches and the WCC. In Ireland at least, these bodies provide an opportunity for different Christian Traditions to engage on a regular and basis and to jointly speak into the public space as well as to consult with one another.

The Church’s membership of the Irish Inter Church Meeting (IICM), which is the formal means whereby we engage with the Irish Episcopal Conference of the Roman Catholic Church, has provided an invaluable forum to address, in a constructive way, the many perplexities across the whole island, arising from Brexit. In similar vein, and at the request of the Church Leaders Meeting, the Irish Council of Churches (ICC) has organised extremely well attended and well received consultations throughout Northern Ireland where (in the absence of a functioning Legislative Assembly or Executive), representatives from civic society have been able to engage with politicians on many matters in addition to Brexit.

Occasionally a question is raised about the appropriateness of European Affairs as a constituent part of CCUD. There are many good reasons why it should be so, not least the significant recognition which the European Union (EU) gives to religious bodies and the formal mechanisms, through Article 17 of the Lisbon Treaty, which it provides for formal consultation, both at EU and Member State level, with such bodies. Indeed, there is a strong case to be made that it is through neglect of this important aspect of the Social Pillar that much of the positive potential of the Union has been undermined. The Christian churches of Europe, speaking together, have still much to offer our troubled continent.

In addition, the Church of Ireland’s membership of the Council of European Churches provides us with both an influential forum within and beyond the EU and an important formal point of contact with the Orthodox churches in Europe, who have often provided much of the material and spiritual support to many caught up in the migration crisis.

The Church’s ecumenical involvement in European affairs will continue to grow in importance and perhaps in prophetic witness in the years ahead.

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As you will see from the reports of the Working Groups below, this has been a busy year in every area of activity and the Commission is grateful to all who have contributed to its work and especially to its Hon Minute Secretary, the Rev Ken Rue for his concise and diplomatic recording of our deliberations.

+John Clogher:
The Rt Rev FJ McDowell, Bishop of Clogher
Chairman of Commission for Christian Unity & Dialogue

ECUMENICAL INSTRUMENTS

Considerations of space allow for only limited coverage of the work of the ecumenical instruments to which the Church of Ireland belongs. Their respective websites (given below) should be consulted for detailed reports. Full particulars of Church of Ireland membership of ecumenical organisations and their remit may be found in the appropriate directory on the Church of Ireland website (www.ireland.anglican.org).

ANGLICAN & ECUMENICAL AFFAIRS WORKING GROUP

Membership:

Rt Rev Michael Burrows, Mr Wilfrid Baker, Rev Julie Bell, Canon Dr Maurice Elliott, Canon Dr Ian Ellis (Chair), Canon Dr Daniel Nuzum, Rev Katharine Poulton, Rev Helene Steed and Ms Kate Turner

1. The Working Group noted a communiqué from a meeting in Cyprus of the Anglican-Orthodox International Commission. The Commission continued its work on the theological understanding of the human person and end-of-life and ecology issues. This work was based on the principles in the Commission's 2015 agreed statement. In the Image and Likeness of God (<https://www.anglicancommunion.org/media/208538/in-the-image-and-likeness-of-god-a-hope-filled-anthropology-2015.pdf>).
2. The Working Group noted the publication, at a meeting in Lebanon, of an agreed statement by the Anglican Oriental-Orthodox International Commission on the procession and work of the Holy Spirit. The statement recommends that Anglicans omit the clause in the Nicene Creed stating that the Holy Spirit proceeds from the Son as well as the Father (<https://www.anglicancommunion.org/media/336475/aotic-communiqué-lebanon-2018.pdf>).
3. The Working Group noted that the latest agreed statement produced by the Anglican-Roman Catholic International Commission, Walking Together on the Way, encourages Anglicans and Roman Catholics to learn from each other's differences, rather than concentrating on common ground. (<https://www.anglicancommunion.org/media/331678/ARCICIII-Agreed-Statement-Walking-Together-21-May-2018.pdf>).

4. The Working Group considered the Anglican response to climate change issues and in particular noted that the United Nations Environment Programme has formally recognised the Anglican Consultative Council and granted it accreditation to the UN Environment Assembly, thereby extending the Anglican Communion's existing status at the UN.

5. The Working Group considered the issue of involvement in various Anglican Communion networks and the possibility of a future meeting of the Anglican Consultative Council in Ireland, 2025.

6. A report from a Porvoo Communion consultation in Tallinn, Estonia, was considered (see separate report).

7. The Working Group considered the issue of 'transitivity' in ecumenical relations, a term that refers to the effect, if any, of one ecumenical relationship on other such relationships.

8. The Working Group reflected on the Roman Catholic Church's World Meeting of Families and the Papal visit to Ireland and particularly welcomed Church of Ireland participation.

9. The Working Group noted the publications and events, including a visit by Pope Francis to Geneva, marking the 70th anniversary of the founding of the World Council of Churches.

10. The Working Group considered the proceedings of the Global Christian Forum meeting in Bogotá, Colombia, an organisation which brings together representatives of churches involved in official ecumenical structures and those that are not. Canon Maurice Elliott, who attended, addressed the Working Group. He was a member of the seven-strong Anglican Communion delegation and also wrote about the meeting in Search (Autumn 2018).

11. The Working Group reflected on the communiqué issued by GAFCON (the Global Anglican Future Conference) following its 2018 meeting in Jerusalem and noted the launch of GAFCON Ireland.

12. The Working Group considered the possibilities for making wider use of the Anglican Consultative Council's Intentional Discipleship document and a fruitful meeting on the subject was held with Dr William Olhausen.

<https://www.anglicancommunion.org/media/220191/intentional-discipleship-and-disciple-making.pdf>.

The Working Group's suggestion that the topic might be a subject for a 'breakout' session of a future General Synod meeting was forwarded to the General Synod office.

13. The Working Group recognised the importance of the worldwide Season of Creation (<https://seasonofcreation.org>), from 1st September - 4th October annually, and recommended that it be promoted more in the Church of Ireland.

THE IRISH COUNCIL OF CHURCHES (ICC: www.churchesinireland.com)

The ICC is an ecumenical Christian body and is a sister organisation of Churches Together in Britain and Ireland (CTBI). The Church of Ireland is a founding member of the ICC, which was established in 1923.

The 95th Annual Meeting of the Irish Council of Churches took place in Drogheda Presbyterian Church on Thursday 22nd March 2018. The meeting brought together delegates from the fourteen member churches of the ICC, together with representatives of partner organisations. The central theme for the meeting was the challenge of reconciliation, twenty years on from the Good Friday Agreement.

In his keynote address, Mr Kevin Conmy, Irish Government representative from the British–Irish Joint Secretariat, outlined the priority concerns of the Irish Government under the headings of “Courage, Cooperation and Reconciliation”. Delegates were reminded that the spirit of ‘98 had been about “going the extra mile” and “stretching ourselves for peace”. The role of churches as leaders in the community was emphasised in the context of the significance of community leadership in creating the context for the peace process: “Away from the headlines and the history books there are those whose names will never be recorded but whose courage in their communities was the bedrock on which peace was built.”

This year’s annual meeting also saw the transfer of the ICC Presidency from Bishop John McDowell, Church of Ireland Bishop of Clogher, to Rev Brian Anderson of the Methodist Church. Reflecting on his two–year Presidency of ICC, Bishop McDowell underlined the value of the cooperation modelled by ICC — founded on unity in diversity — to a wider society which, both locally and globally, is going through a period of deep uncertainty and upheaval: “churches working together certainly still have a role to play as advocates, particularly giving a voice to people who have no voices... but our real vocation is to build communities of faith at the local level which show that generosity is to be preferred over spitefulness and mercy over revenge.”

This theme was further developed by incoming President, Rev Brian Anderson, with an address focussed on the common good: “It is important not to lose sight of the important achievements of our peace process, which has been inspirational around the world, but we cannot fail to acknowledge that our society is fractured — politically, socially, economically, culturally... and while we may not be optimistic we must be Agents of Hope... Our hope is based on redemption, forgiveness, reconciliation and care of the neighbour.”

Rev Brian Anderson takes over as President of the ICC after 22 years as a Methodist Minister. He was President of the Methodist Church in Ireland from 2015–2016.

Throughout his ministry he has had a particular focus on community development, founding several social outreach initiatives in the areas where he has been based. He has been active in local ecumenical networks wherever he has served and is committed to helping churches look beyond their own walls.

Speaking about his new appointment Rev Anderson said: “I am conscious that I am taking up this post at a uniquely challenging time for Northern Ireland society, when the threat of polarisation is keenly felt once again in our local communities. I am keen to continue to build on the work of my predecessors and work to ensure that the national ecumenical structures in Ireland serve the common good and continue to promote peace, reconciliation and togetherness through the challenging times ahead.”

IRISH INTER-CHURCH MEETING (IICM: www.churchesinireland.com)

The Irish Inter-Church Meeting (IICM) was established in 1973 as a forum between ICC's member churches and the Roman Catholic Church. The current Co-Chairs are the Most Rev Brendan Leahy, Bishop of Limerick, and the Rev Brian Anderson, President of the Irish Council of Churches.

The 29th Irish Inter–Church Meeting (IICM) took place from the 18th & 19th November 2018 at Dromantine Conference and Retreat Centre, Newry. This year's theme was: “Realities are greater than ideas? Reflecting on the common good in divided communities.” The opening question is inspired by Pope Francis' reflection in *Evangelii Gaudium* where he considers the tension that can exist between realities and ideas, and the need for constant dialogue between the two so that ideas do not become disconnected, truth is not distorted and the work of evangelisation is grounded in works of justice and charity that bear witness to the values of the Gospel (EG 231-233).

The timing of this particular meeting was significant as we were prompted to look back by the 20th anniversary of the Good Friday Agreement, as well as looking to future challenges arising from Brexit.

The reference to “divided communities” brings to mind immediately of the legacy of the Northern Ireland conflict, and the unfinished work of reconciliation, and these issues undoubtedly featured prominently in our discussions. We were reminded, however, that division arising from socio-economic inequality is damaging the life chances of individuals, families and communities across the island of Ireland. This is most evident in the increasing numbers of families becoming homeless and living with long term homelessness or housing insecurity in the Republic. What these cases have in common is the suffering experienced by those who feel left behind and forgotten by the rest of the society. The Church has a responsibility to journey alongside those who find themselves at the margins and give prophetic leadership in pointing to the failings in our past that have brought us to this point, while advocating for the changes required to protect those who are vulnerable.

Participants at the meeting shared their experiences of seeking to give leadership and promote the common good in divided communities. Often this requires us to be present with people when the prospect of healing seems remote, such as those bereaved through violence who live with daily reminders of that injustice in the form of an empty seat at the family table. There can be a temptation to seek to do something, to try to fix the situation, to avoid our own feelings of insecurity and helplessness. In those situations where no words can ever suffice sometimes the most supportive thing we can do is just listen and show people that we are there for them, that we care for and respect them.

There can also be a need to respectfully challenge those who are at risk of becoming imprisoned by their inability to let go of suffering. Participants discussed times when they faced criticism for their engagement in peace and reconciliation work because engagement with the perpetrators of violence was perceived as a betrayal of the victims. Sometimes clergy in particular can become the targets for people's anger at God for their suffering and loss and are called to be understanding and forgiving in those painful situations. The responsibility of providing pastoral care in divided communities can take its toll and the importance of church leaders practising self-compassion and seeking help for their own experiences of trauma was emphasised.

An important contribution to the Meeting was made by a panel of young adults from Youthlink's Apprentice Peace Programme. They shared about the challenges and pressures they and their friends have faced growing up in a divided society. We were struck by the significant pressures young people are dealing with today, where they continue to face problems of sectarianism and lack of opportunity, but the challenges are magnified under the relentless spotlight of social media. In these circumstances, coupled with the increasing availability of prescription and non-prescription drugs, it is unsurprising that struggles with self-esteem and mental health are at the top of the list of their concerns, as more and more young lives continue to be lost to suicide.

In spite of this, however, our youth participants inspired us with great hope. The honesty and resilience they displayed challenged and encouraged all of us as they made an impassioned plea for young people who have made bad choices in the past to be given another chance. There is a lesson in that for us all as we reflect on our hopes, and our failings, as we seek to give leadership and provide pastoral care in divided communities.

CHURCHES TOGETHER IN BRITAIN AND IRELAND (CTBI: www.ctbi.org.uk)

Churches Together in Britain and Ireland (CTBI) is an ecumenical organisation. The members include most of the major churches in England, Scotland, Wales and Ireland. It was formed on 1 September 1990, as the successor to the British Council of Churches, and was formerly known as the Council of Churches of Britain and Ireland.

**Report from Dr Kenneth Milne on the Annual General Meeting of Churches
Together in Britain and Ireland 2018**

The Annual General Meeting of CTBI was held on Wednesday 9 May 2018 at Liverpool Metropolitan Cathedral. The formal business of the meeting included the adoption of the Report and Financial Statements for the year ended 31 December 2017 and the appointment and in some cases re-appointment of Trustees and Directors, all of which proceeded without a great deal of discussion. The Rt Rev John McDowell, Bishop of Clogher, has a further year to serve as a Trustee and Director. The proceedings included a 'Letter from the General Secretary', Mr Bob Fyffe. Referring to the new challenges, such as Brexit, facing the Churches in Britain and Ireland, and the temptation to 'turn agendas inwards'. He maintained that there was a need to continue to deepen partnerships with the World Church and other faith communities and also to seek partnership 'with those who feel that their voice is rarely heard'.

These points were emphasised in some detail in the Trustees' report which cited the international work of CTBI, especially in the Middle East and China as instances where the sharing of information and the creation of resources to support local initiatives were concerned, while not neglecting CTBI's role to enable member Churches to work together. To quote:

'The ecumenism we seek is neither a fruit-salad Christianity nor a monolith resulting from one powerful Church swallowing the others. Rather it is a dynamic gathering together of people and communities of faith (local, national and international) that complement one another, each with its own historical identity, its unique tradition, its own doctrinal emphasis, its particular worship form and its own forms of social engagement and mission to the world; in short, a Pentecostal communion of communities that understand and speak one another's languages.'

The wide range of activities which is undertaken by a small staff can be accessed on the CTBI website (www.ctbi.org.uk). A new development has been the establishment of a Centre for Theology and Justice. High on its agenda is the possibility of an arts project addressing the role that the creative arts can play in exploring spirituality and which might include the appointment of an Artist in Residence.

Of particular relevance to the Irish Churches is the fact that, while, as in Ireland, interest in the Week of Prayer for Christian Unity varies considerably from place to place, the provision of resources for this event forms an ongoing major project for CTBI, as does the provision of resources for Lenten study. The latter has been developed to include a web resource shared with BBC Radio 4. An example of practical partnership with the Irish Churches is the financial support from CTBI for the work in the Republic of the ICC Programme Officer, Dr Damien Jackson. His remit falls under three headings: building capacity for inter-Church initiatives, broadening connections with Churches within and outside the formal inter-Church structures and facilitating Churches' work on issues of migrant integration.

CONFERENCE OF EUROPEAN CHURCHES (CEC: www.ceceurope.org)

The Conference of European Churches (CEC) was founded in 1959 to promote reconciliation, dialogue and friendship between the churches of Europe at a time of growing Cold War political tensions and divisions.

CEC is a fellowship of some 116 Orthodox, Protestant, Anglican, and Old Catholic Churches from all countries of Europe, plus 40 National Council of Churches and Organisations in Partnership.

Report on Novi Sad General Assembly of the Conference of European Churches 31st May – 5th June 2018. The Bishop of Tuam and Ms Maxine Judge attended.

General Assembly website: www.Assembly2018.ceceurope.org

The Conference of European Churches (CEC) is a fellowship of some 115 Orthodox, Protestant, Anglican, Old Catholic and other reformed churches from countries around Europe, plus 40 National Councils of Churches and partner organisations. It brings together different Christian denominations and of all ages (the main Assembly was preceded by a Youth Assembly) to build bridges between smaller and larger churches and people of all European nations and beyond Europe to provide a valuable platform for dialogue.

CEC priorities are Peace, Justice and Human Rights and it works on many issues. These include dialogue with the European political institutions, peace building initiatives, reconciliation, economic and ecological justice, employment and social issues, bioethics, education for democratic citizenship, migration and asylum and EU policy and legislation. CEC has offices in Brussels and Strasbourg and is an international non-profit association.

CEC was founded in 1959. It was created as a response to the fragmented and divided Europe of the 1940's and 1950's and the need to surmount political divisions. At this time, a small group of church leaders in Europe, East and West, began to enable churches of Europe to become instruments of peace and understanding. These efforts were formalised when a full-time secretariat was established in April 1968 following CEC's fifth General Assembly in 1967. The Assembly now takes place every five years and this year's Assembly was the 15th.

Novi Sad means 'new garden' and the Serbian city of Novi Sad is located on the river Danube making a visual and symbolic crossroads between East and West. A prayer meeting and walk was held during the Assembly on the banks of the river between two bridges bombed during the Serb-Croat conflict of the 1990's. The message of reconciliation was reflected in the Assembly logo that combined the bridge over the river Danube in Novi Sad with the Cross of Christ.

We travelled to Novi Sad with the Rev John Brackenridge, representing the Presbyterian Church in Ireland; the Rev Dr Laurence Graham, Methodist Church in Ireland and Dr Nicola Brady, General Secretary to the Irish Council of Churches.

The General Assembly had as its overall theme ‘You shall be my witnesses’ Acts 1:8; witness as expressed in hospitality, justice and hope. The conference aimed to be ‘an assembly of fruitful ecumenical engagement with prayer, worship and celebration, an assembly of understanding, discernment and empowerment, and an assembly which will enable CEC to be a confident and significant voice in a Europe of change and to lead it towards greater unity and closer fellowship’. Each day of the Assembly followed a format of worship, biblical reflection, keynote addresses, workshops, plenary sessions and business meetings. The respective sub-themes were – ‘Hospitality’, ‘Justice’, ‘Witness’ and ‘Hope’.

Refugees and Migrants were at the heart of much of the debate. In the keynote addresses, speakers emphasised the need to embrace all of God’s children. There was much debate on both the support that churches have been providing to refugees and their families and on the challenges that confront the churches across Europe. The importance of our witness was a recurring theme with one speaker quoting Cardinal Karl Lehmann ‘The future Christian will be a witness, or soon he will be no more.’ In his keynote address, the Archbishop of Canterbury spoke on ‘The Christian presence and witness in the future of Europe’ highlighting the part fear plays and the need for reconciliation.

Workshops were conducted by experts and experienced practitioners. Members were asked to sign up for these and the titles included -

- Ecumenical fellowship of churches: How is it relevant for the Conference of European Churches today?
- The role of religion in Conflict and Peace.
- Freedom of Religion or Belief brings justice for minorities and majorities.
- Witness to climate change - Justice to God’s creation - hospitality to all creatures.
- What will be the world of work tomorrow” Discussion on digitalization and the churches reflection on ‘good work’.
- Refugee protection - a task of the churches.
- Bioethics and the development of science: challenges for the future.
- Social imbalances in Europe - Reflections on challenges for Societies and our Churches.
- Persecution of Christians; situation in Syria and Iraq.
- Democracy and populism: The role of education and of CEC.
- No peace without justice! No justice without peace!
- Ecclesiology in times of migration.
- Interreligious work in the face of migration in Europe.
- Sharing God’s earth and its riches justly.

The Church of Ireland European Affairs Working Group had responded to questions posed by CEC in preparation for the Assembly. These involved reflections on two documents –

Charta Oecumenia (2001) and how it has impacted upon the Churches in Ireland and our ecumenical relationships. Charta Oecumenia had provided guidelines for the co-operation among churches in Europe and affirmed the need for the churches to strive ‘to overcome the divisions still existing among us’. Our response was that it had played a small but not insignificant part in encouraging ecumenical dialogue and sharing. Membership churches of CEC agreed that it had provided an important framework which had helped shape the way they relate with their neighbours. It had also assisted in promoting ‘ecumenical openness, co-operation in Christian education and theological training and continuing education and research’.

The Future of Europe (2014) was intended to provoke comment and a consultative process on the Future of Europe. The unprecedented challenges facing Europe were acknowledged, including Brexit, long-term economic difficulties in Southern countries, the massive influx of migrants and refugees, the threat to peace and stability, military conflict in Eastern Ukraine, as well as issues concerning people living together with different cultures and religions. There was opportunity to explore further the Church’s role of promoting the vision of a society that encompasses the duty of solidarity, justice and respect for one another and for the world around us, as well as fruitful ecumenical relations supporting such a society. In terms of Brexit, which had figured largely in our Working Group’s response, there was little interest as it seemed to be regarded as of national rather than international concern; interestingly Serbia is seeking to join the EU. A discussion took place on transforming Europe through ‘koinonia’ (fellowship), ‘diaconia’ (service) and ‘martyria’ (witness). There were also significant mentions of the connection between witness and worship; each without the other being less than it can be. One speaker reflected on the fact that children are influenced not so much by what is said as by what they see; and many of the churches could indeed reflect on what kind of witness we portray through what we do.

Conclusion

The Assembly is perhaps a hybrid between an Ecumenical parliament and a Christian convention. An important task of the Governing Board and the Secretariat since the last assembly in Budapest 2013, has been to implement the constitutional and operational changes agreed then. These have now been completed and adjusted, with the Assembly’s approval, in full compliance with Belgian law.

The Assembly was a positive experience as delegates shared ecumenical fellowship and hospitality in witnessing to Christ. It was enriching to worship and witness with diverse Christians across Europe and listen to and learn from their experience. Novi Sad was a significant location; bridges are being rebuilt in the City following the conflict of the 1990s and churches are called upon to shape a Europe where bridges continue to be built today and in the future.

Attached

Message from the CEC General Assembly, Novi Sad 2018
CEC General Assembly, Social & Policy Strategy, June 2018

Message from Novi Sad

From the Assembly of the Conference of European Churches to the churches and peoples of Europe

You shall be my witnesses: Acts 1:8

From east, west, north and south the member churches of the Conference of European Churches came together in Serbia, thankful for and blessed with the hospitality of our host churches and acknowledging their challenges. We gathered at a time of uncertainty for Europe where many experience a loss of dignity, exploitation, destitution and the abuse of power.

By the banks of the Danube in Novi Sad, where bridges were destroyed in conflict and rebuilt in peace, we united in prayer. We brought our thirst for justice; our deep concern for people, our continent and our world. We came to share the Gospel of our Lord Jesus Christ the bringer of healing and peace.

We affirm that we have heard Christ's command to be His witnesses and we choose to live in hope. Following Christ Himself, we pledge to be bridge builders through the transformational power of faith. As a living testimony of faith, we respond to Christ's call and declare:

We shall witness to Christ:

- By proclaiming Christ's offer of saving love and grace to the world;
- By coming together to enjoy our ecumenical fellowship and to receive its richness as God's gift to us.
- By affirming that each person is created in the image and likeness of God and has inherent dignity as a result.
- By being an inclusive community, committed to the flourishing of women and men and welcoming people of all abilities and experience.
- By being an intergenerational community, valuing the voices of young people who are our present and not only our future.
- By practising solidarity with our brothers and sisters in Christ in Europe and beyond.

We shall serve Christ by seeking and practising justice:

- By urging individuals, institutions and churches to work for the end of violence, persecution and discrimination, upholding freedom of religion or belief.
- By seeking reconciliation and the peaceful resolution of conflicts.
- By standing with, empowering and listening to those who find themselves silenced or in the margins of our churches, our communities and our world.
- By caring for God's creation and working for ecological and climate justice and a sustainable future for our planet.

We shall serve Christ by offering and accepting hospitality:

- By offering a generous welcome to refugees and strangers of all faiths or beliefs.
- By engaging in dialogue, sharing our Christian faith and learning from each other.
- By raising our voices to overcome division, exclusion and marginalisation and advocating human rights and socio-economic justice for all.
- By recognising the hospitality given to us by God in the created world and by working towards the integrity of creation.

We call on our member churches and all people to join us in shaping a Europe where we build bridges for the good of all in our continent and world. Let us proclaim together ‘we shall be your witnesses’.

WORLD COUNCIL OF CHURCHES (WCC: www.wcc-coe.org)

The World Council of Churches (WCC) is a worldwide inter-church organization founded in 1948. Its 349 members today include the Assyrian Church of the East, the Oriental Orthodox Churches, most jurisdictions of the Eastern Orthodox Church, the Mar Thoma Syrian Church of Malabar, the Old Catholic Church, Anglican Communion, most mainline Protestant churches (such as the Lutheran, Mennonite, Methodist, Moravian and Reformed) and some evangelical Protestant churches (such as the Baptist and Pentecostal).

The 11th Assembly will be held in 2021.

MEISSEN (Meissen: www.europe.anglican.org/ecumenical-information-and-links/agreements-and-partners)

The Church of England’s relations with the Evangelical Church in Germany (EKD) are based on the Meissen Agreement, signed in 1991. The Church of Ireland is an observer at meetings and is currently represented by the Rev Markus Dünzkofer of the Scottish Episcopal Church.

Meissen Commission Meeting 2018
Church Of England/Evangelische Kirche in Deutschland (EKD)
Report of the Celtic Churches Observer
(*Representative: Rev Markus Dünzkofer (Scottish Episcopal Church)*)

Nothing to report at time of going to press.

REUILLY (Reuilly:

<http://strasbourginstitute.org/wpcontent/uploads/2012/08/Reuilly-Declaration.rtf>)

The Reuilly Common Statement calls for a closer relationship between the Anglican Churches of Britain & Ireland and the Elgise Réformée (a grouping of four French

Protestant Churches, namely the Lutheran and Reformed Churches of France and the Lutheran and Reformed Churches of Alsace and Lorraine).

At time of press the Contact Group were due to meet in early 2019.

COMMUNITY OF PROTESTANT CHURCHES IN EUROPE

(CPCE: <https://www.leuenberg.eu/>)

The CPCE is the umbrella organisation of the protestant churches. 94 lutheran, methodist, reformed and united churches from over thirty countries in Europe and South America belong to it. With that the CPCE represents altogether around 50 million Protestants. The CPCE exists thanks to the Leuenberg Agreement of 1973.

Address to the 2018 Assembly of the Community of Protestant Churches in Europe By The Rt Rev Dr Jonathan Gibbs, Bishop of Huddersfield On behalf of the Anglican Churches in England, Ireland, Scotland and Wales

I am very grateful to the Presidents and General Secretary of the Community of Protestant Churches in Europe for inviting me to be present with you at your eighth General Assembly, as a representative of the four Anglican churches of the British Isles: the Church of England, the Church of Ireland, the Church in Wales and the Scottish Episcopal Church. I bring particular greetings from the Archbishop of Canterbury, Justin Welby, who was able to speak with Bishop Bunker earlier in the year, when they met at the Conference of European Churches in Novi Sad.

Archbishop Justin's speech to the Assembly in Novi Sad attracted some unfriendly attention from the media in England, because of the strongly positive remarks he made there about the European Union. I'm aware that the suspicion towards the European Union felt by many in Britain can be perceived on the Continent as a reflecting a sense of deep estrangement from the rest of Europe. While there may be a grain of truth in that, it needs to be weighed against the many bonds of shared history, mutual loyalty and deep affection that join us together across what we call the English Channel and the North Sea. As the United Kingdom prepares to leave the European Union next year, the commitments that still unite us with our neighbours in Europe become all the more important and precious to us. They include the various relationships we have as churches with churches on the Continent. It's worth noting that one of the things we do together as the four Anglican churches in the British Isles is to sustain formal relationships with European churches, for instance with the French Protestant churches through the Reuilly Agreement, with the Scandinavian and Baltic Lutheran churches through the Porvoo Agreement, with the Evangelische Kirche in Deutschland through the Meissen Agreement, and with the Community of Protestant Churches in Europe itself, a relationship now strengthened through the 'Memorandum of Affirmation and Commitment' signed in 2012.

I was pleased to see the Memorandum referred to in the Assembly document on ‘Future Workshops’. I welcome the proposal made there for work that looks at how the current network of formal relationships between Anglican churches and member churches of the Community of Protestant Churches in Europe could be extended. Whether or not the UK remains in the EU The Church of England will continue to have a presence across the European Continent through the Diocese in Europe, so that relationships between churches based in our different European countries can also be enriched by local partnerships and encounters between congregations in many different places.

I would, however, like to express one small reservation about the text in the document I just referred to. It says there that ‘*Anglicans count the threefold order of ordained ministry and historical episcopacy as a precondition for full communion*’. That is not, it seems to me, quite right, for two reasons. First, for Anglicans the threefold order of ministry is less significant in this regard than the historic episcopate (as we prefer to call it) when it comes to seeking the unity of Christ’s church. And secondly, it is not so much that the historic episcopate is a *precondition* that we impose for full communion, as that for us communion simply cannot be truly ‘full’ without such an episcopal ministry that connects the church across time and space. For us, episcopacy is God’s gracious provision to the church through history that enables it to experience and express the precious gift of communion in the Lord Jesus Christ. We want to share with others the fullness of that gift, and we cannot as things stand see how to do that without also sharing with them the historic episcopate.

One of the things we have in common, then, as churches of the Community of Protestant Churches in Europe and churches from the Anglican Communion from the British Isles, is that we care deeply about communion in the one Lord Jesus Christ. Anglican churches have not given up on seeking communion with non-episcopal churches: the Church of Ireland and the Methodist Church in Ireland entered into a relationship of full communion in 2014, and we in the Church of England are currently considering proposals that could bring about such a relationship also between us and the British Methodist Church. One of my roles is to co-chair the Meissen Commission that oversees the relationship between the Church of England the Evangelische Kirche in Deutschland, and in the coming year we will be giving our attention to the subject of communion between our two churches, and in future years we intend also to explore further related issues such as the mutual recognition and inter-changeability of our ordained ministries.

You have clearly thought deeply about the theology of communion in various processes leading up to and resourcing this Assembly. The outcome of the doctrinal conversation on ‘Church Communion’ is a rich theological text, and I look forward very much to discussion of it. I see that ‘Church and Communion’ was the key theme for the dialogue between the Community of Protestant Churches in Europe and the Pontifical Council for Promoting Christian Unity, leading to a report that you will also be considering at this assembly. The ecclesiology of communion has been a thread running through Anglican – Roman Catholic dialogue over fifty years, as well as featuring strongly in the work of the World Council of Churches’ Commission on Faith and Order that led to the publication

in 2013 of *The Church: Towards a Common Vision*. One of my hopes for the faith and order conversations mentioned in the 2012 Memorandum would be that we can share with one another the fruits of this theological work, as well as of our practical experience of growing into relationships of communion. I am confident we will have plenty to say to one another, and much to learn from one another.

Finally, I was conscious in preparing for this time at the Assembly that a parallel could be perceived between the position of the Anglican churches with regard to the Community of Protestant Churches in Europe, and the position of the United Kingdom with regard to the European Union; namely, wanting to keep our distance, resisting the integration that is necessary as part of truly belonging, imagining ourselves to be somehow special and set apart because we happen to be separated from the rest of you by a certain volume of sea water. I am conscious you could see it that way, but I am also sure it would be wrong to do so.

As Anglican churches, we have no doubt that the fullness of visible unity is God's will for the church, and this is a goal for which we should strive with all our strength, even as we know it can only ultimately be received as a response to God's gift to us of our fundamental unity in Christ. It is not the commitment to unity that puts a certain distance between us, but our differing perspectives on what that unity would mean and how it may be fully expressed. These are, however, only different perspectives on one thing, the same thing, which is our oneness in Christ, by which we witness to the world that he is the one Lord. As we read in the letter to the Ephesians, 'There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.'

PORVOO (www.porvoocommunion.org)

The Porvoo Communion of Churches, (with members from the Lutheran Churches in the Nordic and Baltic countries and the Anglican Churches in Britain and Ireland and on the Iberian Peninsula), continued its work of bringing the Porvoo Churches and its member closer together in mission and ministry during 2018.

Tallinn, Estonia 2018

During 2018 the Porvoo Communion gathered in Tallinn for a Theological Consultation as well as for the annual meeting with the Porvoo Contact Group. The theme for the consultation was *Minorities and Majorities: A Challenge for Church and Society*. The Consultation was grounded in the Estonian experience of being a young nation with external influence, occupation and independence. The consultation highlighted the human tendency to minorities and marginalise those that are not like us in terms of culture and religion and hence not part of the majority. The sessions also considered new experiences for some of the churches as being a minority and how we are to respond and adjust to the changed and changing situations. The Ven Karen Lund, Diocese of Birmingham, was the key-note speaker. Local Church leaders took part and shared their experiences of how the churches grew closer to each other during occupation and how that strengthened solidarity between them.

Commission for Christian Unity and Dialogue – Report 2019

The members of the contact group shared information from each other's churches and planned for future events.

The concluding Eucharist commemorated the eightieth anniversary of the agreement between the Church of England and the Evangelical Lutheran Churches of Estonia and Latvia.

The Church of Ireland was represented in by:

Revd Suzanne Cousins

The Most Revd Dr Michael Jackson, Anglican Co-chair of the Porvoo Contact Group

Looking ahead

During 2019 the Church Leaders in the Porvoo Communion will gather in October in Portugal around the theme: *The Voice of the Church in the Public Square*. The Porvoo Contact Group will meet in conjunction to this meeting. The Lusitanian Church (Anglican) is hosting both these meetings.

A Theological Conference is scheduled for October 2020 in Sweden and the next Primates meeting is planned for October 2021 in Porvoo, Finland.

Every day Porvoo

The Porvoo Communion has no budget, no office and no paid staff, and hence the members Churches contribute as they can. In many respects it operates as a network. To facilitate the work and fellowship, the member Churches have appointed two co-chairs and two co-secretaries, one from each tradition. In addition, each member Church has a contact person.

The Lutheran Co-chair, the Rt Revd Peter Skov-Jacobsen, Bishop of Copenhagen, Denmark has now completed his term as Co-chair and a new Lutheran Co-chair will be appointed.

The Churches in the Porvoo Communion pray for each other. Every Sunday, Diocese, its bishop/s, clergy and people are remembered in prayer by congregations and parishes, as well as by individuals. The prayer diary for 2019 is found on-line at: <http://www.porvoocommunion.org/porvoo-prayer-diary-2019/>

THE INTERNATIONAL REFORMED–ANGLICAN DIALOGUE (IRAD: <https://www.anglicancommunion.org/ecumenism/ecumenical-dialogues/reformed.aspx>)

2015 was the first time that the Anglican and Reformed Communion have met in a formal dialogue at the global level since 1984, when the dialogue finalized its agreement statement, God's Reign and our Unity. The Church of Ireland is represented by the Rev Helene T. Steed.

Communique 2018

The International Reformed–Anglican Dialogue (IRAD) between the World Communion of Reformed Churches (WCRC) and the Anglican Communion has met for the fourth time, between 24 and 30 August 2018. IRAD met at Vancouver School of Theology, Vancouver, Canada, under the leadership of Co-Chairs: the Rev Elizabeth Welch (WCRC) and the Rt Revd Howard Gregory (Anglican Communion).

This bilateral dialogue, the first that the Anglican and Reformed Communion have had globally since 1984, which then led to the report *God’s Reign and Our Unity*, was mandated to take as its theme a study of the nature of communion (koinonia) and the pressing issues which emerge for both Communion out of such reflection. Preparations for this round of the Dialogue consisted of work on a first draft of a report which drew on the many and rich contributions received in earlier rounds around the mandated theme.

The scope of the theme is both exciting and challenging. Koinonia is adopted within the New Testament to push in a number of ways the commonality of inheritance and calling through faith. It introduces both experiences of blessing (with potential for more) and at the same time a keen, and at times immensely painful, realisation of the distance yet to be travelled – since exclusions and partisanship are forever re-forming. In the Canadian context, the loss of koinonia with the land and creation as well as between peoples was an acute reality being borne witness to. But still, by the working of the Holy Spirit, there was witness to healing and new horizons of hope. As the Dialogue worked on this first draft of a report, a tripartite structure was discerned, namely where does koinonia come from? How has it been embodied? And how can koinonia shape the priorities of church and world?

As at earlier meetings of the Dialogue (Kochi, India, 2015; Cambridge, UK, 2016; Durban, South Africa, 2017), the local context gave both welcome and necessary insights to the substantial issues under discussion. In Vancouver, we were welcomed with a ceremony of the Musqueam people on whose land we were meeting, and we also heard memories and experiences of church leaders from Cree and Gitksan First Nations. The Canadian churches continue a journey from colonial oppression of indigenous people toward reconciliation. On Sunday, IRAD attended a worship service at The Longhouse Council of Native Ministry of the United Church of Canada in east end Vancouver, a ministry that includes indigenous persons. We were also joined by the Co-Chairs of the Canadian Anglican Church of Canada—United Church of Canada Dialogue, who attended as observers throughout the week.

The Dialogue opened with a celebration of Holy Communion in the Reformed tradition and closed with a celebration of Holy Communion in the Anglican tradition. The members of the Dialogue prayed together mornings and evenings. This fourth round of the Dialogue was generously hosted by the World Communion of Reformed Churches. The hospitality of Vancouver School of Theology was greatly appreciated.

The next IRAD meeting is scheduled at the end of August 2019 in Hiroshima, Japan.

EUROPEAN AFFAIRS WORKING-GROUP

Membership:

Rt Rev Patrick Rooke (Chair), Dr Ken Milne, Rev David White (Hon. Sec.), Rev Cathy Hallissey,

Co-opted - Ms Janet Barcroft, Canon Patrick Comerford, Canon Adrian Empey, Ms Maxine Judge, Canon Eithne Lynch.

Conference of European Churches (CEC)

CEC was founded in 1959 and is a fellowship of some 115 Orthodox, Protestant, Anglican, Old Catholic and other reformed churches from countries around Europe, plus 40 National Councils of Churches and partner organisations. It brings together different Christian denominations to build bridges between smaller and larger churches and people of all European nations and beyond Europe to provide a valuable platform for dialogue.

CEC's priorities are Peace, Justice and Human Rights and it works on many issues. These include dialogue with the European political institutions, peace building initiatives, reconciliation, economic and ecological justice, employment and social issues, bioethics, education for democratic citizenship, migration and asylum and EU policy and legislation.

15th CEC General Assembly

This took place at the end of May 2018 in Novi Sad, Serbia. The Church of Ireland was represented by two members of the Working Group; the Bishop of Tuam and Ms Maxine Judge. Novi Sad means 'new garden' and the Serbian city of Novi Sad is located on the river Danube making a visual and symbolic crossroads between East and West. A prayer meeting and walk were held during the Assembly on the banks of the river between two bridges bombed during the Serb-Croat conflict of the 1990's. The message of reconciliation was reflected in the Assembly logo that combined the bridge over the river Danube in Novi Sad with the Cross of Christ.

The General Assembly had as its overall theme 'You shall be my witnesses' Acts 1:8; witness as expressed in hospitality, justice and hope. The conference aimed to be 'an assembly of fruitful ecumenical engagement with prayer, worship and celebration; an assembly of understanding, discernment and empowerment; and an assembly which will enable CEC to be a confident and significant voice in a Europe of change and to lead it towards greater unity and closer fellowship'. The respective sub-themes were – 'Hospitality', 'Justice', 'Witness' and 'Hope'.

Refugees and Migrants were at the heart of much of the debate. In the keynote addresses, speakers emphasised the need to embrace all of God's children. There was much debate on both the support that churches have been providing to refugees and their families and on the challenges that confront the churches across Europe. In his keynote address, the Archbishop of Canterbury spoke on 'The Christian presence and witness in the future of Europe' highlighting the part fear plays and the need for reconciliation.

Workshops on topics relevant to the churches across Europe were led by experts and experienced practitioners. These included -

- Ecumenical fellowship of churches: How is it relevant for the Conference of European Churches today?
- The role of religion in Conflict and Peace;
- Freedom of Religion or Belief brings justice for minorities and majorities;
- Witness to climate change - Justice to God's creation - hospitality to all creatures;
- What will be the world of work tomorrow? Discussion on digitalization and the churches reflection on 'good work';
- Refugee protection - a task of the churches;
- Bioethics and the development of science: challenges for the future;
- Social imbalances in Europe - Reflections on challenges for Societies and our Churches;
- Persecution of Christians; situation in Syria and Iraq;
- Democracy and populism: The role of education and of CEC;
- No peace without justice! No justice without peace!
- Ecclesiology in times of migration;
- Interreligious work in the face of migration in Europe;
- Sharing God's earth and its riches justly.

The European Affairs Working Group had responded to questions posed by CEC in preparation for the Assembly. These involved reflections on two documents –

Charta Oecumenia (2001) and how it has impacted upon the Churches in Ireland and our ecumenical relationships. Charta Oecumenia had provided guidelines for the co-operation among churches in Europe and affirmed the need for the churches to strive 'to overcome the divisions still existing among us'. The Working Group's response was that it had played a small but not insignificant part in encouraging ecumenical dialogue and sharing. Membership churches of CEC agreed that it had provided an important framework which had helped shape the way they relate with their neighbours. It had also assisted in promoting 'ecumenical openness, co-operation in Christian education and theological training and continuing education and research'.

The Future of Europe (2014) was intended to provoke comment and a consultative process on the Future of Europe. The unprecedented challenges facing Europe were acknowledged, including Brexit, long-term economic difficulties in Southern countries, the massive influx of migrants and refugees, the threat to peace and stability, military conflict in Eastern Ukraine, as well as issues concerning people living together with different cultures and religions. There was opportunity to explore further the Church's role of promoting the vision of a society that encompasses the duty of solidarity, justice and respect for one another and for the world around us, as well as fruitful ecumenical relations supporting such a society.

In terms of Brexit, which had figured largely in the Working Group's response, there was little interest as it seemed to be regarded as of national rather than international concern; interestingly Serbia is seeking to join the EU. A discussion took place on transforming Europe through 'koinonia' (fellowship), 'diaconia' (service) and 'martyria' (witness). There were also significant mentions of the connection between witness and worship; each without the other being less than it can be. One speaker reflected on the fact that children are influenced not so much by what is said as by what they see; and many of the churches could indeed reflect on what kind of witness we portray through what we do.

CEC Strategic Plan

The Working Group was invited to make a response to CEC's Strategic Plan for the next five years, Together in Hope and Witness. This has three main aims:

CEC promotes peace, justice and reconciliation in Europe.

CEC deepens church communion and ecumenical fellowship.

CEC raises the Churches voice in Europe and toward the European Institutions.

Brexit

How to make provision for a bewildering variety of possible outcomes, each with its multiple complexities, presents a challenge that traditional parliamentary parties seem incapable of addressing with regard to Brexit. Paralysed by internal ideological conflicts, the major parties in Westminster struggle to cobble together a plan for leaving the European Union. All we know for certain is that, whatever the eventual outcome, we will be picking up the pieces for decades to come.

One specialist group wrestling with how to address these challenges by anticipating possible outcomes is the Institute of Irish-British Studies (IBIS) in UCD, composed of academics, politicians, public servants and other groups from civil society. The potential reward of such an approach is that in the event there will be plans to hand for obviating months – perhaps even years – of acrimonious muddle. Living as we do in an increasingly interdependent world the input of relevant expertise is not only wise but essential. Identifying strategies for uncertain futures is what global corporations like Shell do. Nor are we in Ireland without experience: the Citizens' Assembly was extremely effective in teasing out contentious problems like the abortion referendum that had defeated generations of politicians.

Dr Paul Gillespie, deputy director of IBIS and well-known *Irish Times* correspondent, addressed the Working Group in February. The approach taken by the Institute is to identify four broad future constitutional scenarios likely to result from Brexit: two relating to harder, and two to softer, versions of Brexit, each capable of producing the rebalancing of relationships within and across our archipelago. The harder the form, the more radical the rebalancing is likely to be, resulting in an increased likelihood of the break-up of the United Kingdom and higher levels of internal instability. In its softer forms there would also be necessary costs, but they would allow for newer and differing relationships to emerge, albeit in forms of more dispersed authority in the UK. Unionism

and Irish nationalism would need to be constructively re-imagined. Relations between the Republic and NI, and between the Republic and the UK, whichever form it would assume, would obviously need to be positively recalibrated. Such a brief description of this project, it need scarcely be said, is vastly over-simplified, but hopefully it gives some idea both of its method and content.. Obvious questions include the capacity of existing parliamentary systems and party structures forged in earlier times to address the complexities of an increasingly interdependent world economy, not to mention global challenges like climate control. Groups such as IBIS seem better constituted to deal with these issues, not to supplant elected representation, but the better to inform political processes.

The Working Group is aware that post-Brexit, Article 17 of the Treaty of Lisbon commits the institutions of the EU to regular transparent dialogue with civil society including the churches. Dr Ken Milne has reported that the European parliament has a group dealing with this chaired by Mairead McGuinness, Vice President of the Parliament and an Irish citizen. This Group organises meetings on relevant topics, usually in Brussels, and Dr Milne attended one such meeting and asked that the Church of Ireland be kept abreast of future programmes. He informed the Working Group that there will be a conference in Brussels under the theme *How the Churches can contribute to the future of Europe* and that this will include churches in countries leaving the EU.

With the support of the Community Relations Council, a group representing the Irish Inter-Church Meeting (IICM) produced a ‘Consultation Paper: Brexit and the Irish churches – Pastoral Dimensions’ in September 2018. The Working Group was invited to comment and contribute to the further development of this framework. The Working Group welcomed the findings in the Paper as ‘very valuable as a pathway to further actions.’ They noted the three levels referred to in the Paper; local, regional and international and commented accordingly. In summing up, the Working Group stated that while acknowledging that the implications of Brexit are largely unknown, it is imperative that the churches are proactive, pastoral and informed. They also stated that while their response was from a Church of Ireland perspective, their desire, as far as possible, is that the churches would continue to work ecumenically in responding to Brexit.

INTER FAITH WORKING GROUP

Membership:

Rt Rev Dr Kenneth Kearon (Chair), Ms Georgina Coptly (Honorary Secretary), Canon Patrick Comerford, Rev Suzanne Cousins

Rev Canon Patrick Comerford joined the group as a full member in November, 2018.

Presence and Engagement

The interfaith group and the representatives of the dioceses nominated by their bishops had their first consultation at CITI on September 7, 2018. Bishop Toby Howarth, Bishop of Leeds and Bradford, spoke to the group about his personal experiences and those of the Church of England in interfaith matters, and in particular the Presence and

Engagement programme of the Church of England. The group also had a presentation on a recent publication *Generous Love in Multi-Faith Ireland* by the author, Rev Suzanne Cousins, a member of the Working Group.

As a direct result of the consultation, Bishop Howarth invited Rev Suzanne Cousins (Raphoe) and Rev Elaine Murray (Cork) to attend an inter-faith conference in Lambeth Palace on Presence and Engagement on April 2, 2019. They will also visit and engage with several local churches and interface communities during the visit.

Relations with the Jewish Community

A focus on the experience of the Jewish community in Ireland was identified as being topical based on the recent rise of anti-Semitic behaviour. A meeting has been scheduled for March 5 whereby the group will commence with a tour of the Jewish Museum in Portobello, Dublin, followed by an informal talk by Rabbi Lent at CITI.

Future Work

The group is planning another event for September 12. Topics currently explored include: relations with the Moslem community, interfaith marriage and refugees, and other interfaith challenges.

Appendix 1 ~ Annual Church Meetings

GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH IN IRELAND BELFAST, 4th-8th JUNE 2018

At the General Assembly in June 2017, a decision was taken to extend Assembly business to Tuesday and Thursday evenings. On Tuesday night the Council for Social Witness gave a special presentation entitled “People Matter to God - The 7 o’clock News on the Social Witness Channel.” Disability services were discussed using both recorded and live interviews with various people. One such person, Mrs Fiona Sandford spoke movingly about her daughter Claire who has special needs. On reaching the age of 19 Claire had come to the end of her formal schooling and was facing a future with no certainty of regular support from any of the Disability services. Fiona described how her local congregation had provided real support for her daughter. As a lifelong member of the Girls Brigade Claire has taken on a very fulfilling leadership role with the younger members. Claire’s peer group regularly arranges social outings that include Claire. In these examples, Claire is accepted for the person she is and not treated as an adult with a disability. Fiona urged congregations to look for ways to involve adults with a disability in the full life of the church. Mr Lindsay Conway, Council Secretary and Mrs Judith Gillespie (former Deputy Chief Constable of the Police Service of Northern Ireland) took part took part in a video-recorded discussion about the recent launch of “Taking Care of All” materials, with specific reference to Domestic Abuse. Mrs Gillespie explained that

domestic abuse may not always be physical but can also be seen in one person exerting control on another's behaviour. This is now recognised as a crime in the Republic of Ireland but not yet in Northern Ireland as there is no working Assembly. She encouraged members of congregations to be aware of all types of abuse, to seek advice from relevant agencies and for churches to have a zero tolerance to Domestic Abuse.

Further interviews were conducted on other aspects of the work of the Council during this presentation. The Moderator summed it up by the statement "We have had a whole hour of good news."

On Wednesday, during the discussion of the work of the Council for Congregational Life and Witness, Norman Hamilton spoke of the issue of loneliness. He explained that it is becoming a public health epidemic and there is a 50% risk of early death. In recognition of this, the UK government has appointed a Minister for Loneliness. Many congregations run events for older members but Norman stressed the importance of building friendships rather than just running events. He saw this as a gospel-centred mission opportunity and believed that the Church could deal with this issue better than the government.

The Good Relations Panel encouraged the use of the new resource "Be Reconciled", jointly produced by Revd Catherine Simpson (Church of Ireland) and the Evangelical Alliance Northern Ireland. The resource is designed to inspire and equip local churches in peacemaking. The speaker asked members to consider how they might actively promote the Presbyterian Church in Ireland's "Vision for Society" statement within their congregations. The statement describes a new way of thinking of how we relate to others under Jesus and is available in both large poster and personal card formats.

On Tuesday to Thursday, worship was included as part of each day's business. This helped to build the sense of community in the Assembly and brought our focus back to the head of the Church, Jesus Christ. The General Assembly began with the installation of the new Moderator, Rev Charles McMullen from West Church Bangor on the Monday night with his theme being "Building Relationships" as he spoke from 2 Corinthians 5 because "Christ's love compels us". The worship was so inspiring with the organ and orchestra joining in unison. Of particular note, was the Sacrament of the Lord's Supper on the Tuesday morning? The form of service and administration was different to what we experience in our local church but this helped us to focus more fully on the significance of the sacrament. The Moderator spoke on the risen Jesus in the upper room with the theme "peace be with you." The worship on Thursday had Rico Tice speak on Hebrews chapter 11. He had spoken at the evening celebration on the Wednesday night to a packed Spires Centre.

Amidst all the debates and reports, breaks allowed you to connect with people and visit stalls as well as take in the wide range of aspects of the Presbyterian Church in being a witness in a local and global context. The global context was very evident with delegates from Zambia, South Sudan, Pakistan, North India, Lebanon and Syria. These delegates

spoke on many aspects of the work of the church in their contexts on two afternoons and the most significant moment was on the Wednesday afternoon when all present spent five minutes in prayer in small groups praying for the global church facing persecution and yet proclaiming the good news of Jesus Christ.

On Wednesday two major debates took place. One concerned the relationships with both the Church of Scotland and the United Reformed Church. The assembly considered if the Moderator, or other formal delegations, should accept invitations to attend the General Assemblies of the Church of Scotland and the United Reformed Church and to continue issuing invitations to these two denominations to attend the General Assembly in Ireland. The outcome of this debate has been widely reported in the local media. There were strong feelings on both sides of the debate and the ensuing vote resulted in invitations to the Assemblies of these two denominations not being accepted and their representatives not being invited in the future to the General Assembly in Ireland. Following this result, the Church of Scotland representatives left the Assembly but the representative from the United Reformed Church chose to remain. This was a moment of immense sadness as it occurred in the year of the Moderator's theme of "Building Relationships". The second debate concerned a report from the Doctrine Committee on Same-Sex Marriage and the Sacraments. This took place on the Friday morning and received huge media attention.

As observers at our first Presbyterian Assembly, we witnessed many reports from various Councils, around 100 resolutions, a warmth of fellowship, a church family dealing with issues of doctrine and practise, a Moderator seeking to lead in truth and grace, a Clerk of Assembly in the Rev Trevor Gribben with a wisdom and legal mind to steer a course over five days to guide and build up the Church.

Ven Paul Dundas
Mrs Margaret Fullerton

THE METHODIST CHURCH IN IRELAND ANNUAL CONFERENCE LONDONDERRY, 13th-17th JUNE 2018

While the main venue over the five (yes five) days of Conference was Kilfennan Presbyterian Church, the Election and Installation Service for the President and Lay Leader on the Wednesday evening took place in Carlisle Road Methodist Church and the Ordination Service which concluded the Conference on the Sunday evening was in St Columb's (Church of Ireland) Cathedral.

Three Church of Ireland bishops, +Armagh, +Meath & Kildare and +Derry & Raphoe, shared with the past Presidents of the Methodist Church in prayer with the laying-on-of-hands as Rev Billy Davison was installed as the new President for 2018-2019. Lynda Neilands, who until recently was Assistant Editor of the Church of Ireland Gazette, was formally installed as Lay Leader of the Conference for the period 2018-20.

Commission for Christian Unity and Dialogue – Report 2019

Each morning at 9.00am, the day's business began with 45 minutes of hymn-singing, prayer and a bible study given by Rev Keith Garner from Australia, on the theme, 'Calling and Compassion.' Keith was also the speaker at the Friday evening celebration event, 'One Mission.'

It was noticeable that (by design rather than by rotation) the very first item of business was the Youth Report, the debate on which was allocated 45 minutes. Concern was expressed, however, about the level of remuneration paid to Methodist youth workers, as compared with those in other denominations.

Conference received all of the reports presented to it with unanimity, including the General Committee Report which ratified the decision to reduce the number of Districts to three and to appoint, as from July 2019, a full-time Superintendent in each. The new appointments were confirmed as follows: Rev Philip Agnew for the North Eastern District, Rev Andrew Dougherty for the Southern District, and Rev Dr Stephen Skuce for the North Western District.

Three 'Special Sessions' were timetabled, one on Mission, one on Itinerancy and one on Prayer. The session on 'God's Mission, Our Mission' included presentations and group discussion on strategic commitments to outreach – Warm Hearts, Tough Hands, Wet Feet. This included a decision to start or renew ten communities of faith in Ireland.

In the session on Itinerancy it was noted that the 100 or so Methodist ministers who are 'under discipline' will continue to go where the Conference sends them, but that the maximum stationing term of eight years will be altered 'to an unspecified length of time.'

In the short debate on the Covenant Council, reference was made to the Working Group which is dealing with the practicalities and protocols related to interchangeability. Positive comments were made about the collaboration between CITI and Edgehill in shaping a programme of training for Ordained Local Ministry and step 1 of Methodist Ordination Training. In his general comments, +Ken Derry also acknowledged the significant contribution of Rev Dr John Stevens to the work of the Covenant Council.

The hour timetabled for the 'Conversation on the Work of God' proved insufficient, as there were more people wanting to relate good-news stories of what is happening in their churches than time would allow. Some of the positive reports involved appreciation of shared work with Church of Ireland clergy and parishes.

Rev David H Nixon, currently Superintendent of the Dublin North Circuit, was elected as President Designate to take up office in June 2019.

The Conference was informed that the outgoing President, Rev Laurence Graham, would be absent on Saturday because he had accepted an invitation to address the Sinn Fein Ard Fheis.

Along with the other Observers from The Presbyterian Church, the Religious Society of Friends and the Irish Council of Churches, we very much appreciated the warmth of the welcome, the generosity of the hospitality, the vitality of the hymn-singing, and the strict time-keeping – due as much to the smiling firmness of the Secretary of the Conference, Rev Tom McKnight, as to the chairmanship of the new President.

**Mr Richard Codd
Rt Rev Ken Good**

RELIGIOUS SOCIETY OF FRIENDS IRELAND YEARLY MEETING LIMERICK, 18TH– 22ND JULY 2018

Members of the Church of Ireland will be aware that the General Synod met in Limerick for the first time in 2017. 2018 saw the Religious Society of Friends hold their first Yearly meeting in the Treaty City. The theme for the Meeting was ‘Discerning and Living our Testimonies Together: In essentials unity, in non-essentials liberty, in all things charity’.

The meeting took place over 5 days and included a full and interesting agenda. Considering that the Society is so small in members (just over 1,500) it is quite amazing how much work they are doing locally and nationally. It was also encouraging for all present that such a substantial proportion of members attended (around 150). All members of the Friends are invited to the Yearly Meeting so they are truly representative and the number of workshops in the afternoons meant that everyone had a chance to be an active participant.

As stated the agenda was full and wide ranging with vast reports on everything from history to GDPR. There were also opportunities to engage in Special Interest Groups which included, Community Sponsorship Programme for Refugees and Engaging in Ecumenical & Interfaith Work as Quakers. There was also a session devoted to the work of the Society in Limerick, Cork and Kerry.

The conduct of business was dignified and respectful, especially where there would appear to be dissension. The first session of each day began with a half hour meeting for worship and set an appropriate tone for the business to be discussed.

Many sessions consisted largely of the readings of Epistles from other Yearly meetings. There were also appointments to various committees and groups. A Committee was also formed to look at reducing the number of Committees – something General Synod or Standing Committee might consider?

Minutes are an integral part of the meeting and this is carefully monitored by several Friends who are appointed to oversee the drafting and approving of minutes for each piece of business discussed.

The Friends have been present in Limerick since 1655 (just 3 years after the formation of the Society) and although small, it was humbling to see such a community organise an

Commission for Christian Unity and Dialogue – Report 2019

efficient and interesting five days of meetings. The Yearly Meeting was held in Limerick Institute of Technology with a significant number of Friends opting to stay in nearby Cratloe Wood Student Village. Meals were enjoyed on campus as well as in Shannon Rugby Grounds, in the shadow of Limerick’s 3rd Cathedral – Thomond Park!

As Dean of Limerick, I was delighted to welcome a large number of Friends to Saint Mary’s Cathedral where we had guided tours and refreshments. This was part of extra circular activities, which included Walking Tours of the City and a visit to the Ardnacrusha Power Station.

A new publication on the Temple Hill Burial Ground, Dublin was launched during the Meeting. This book includes a recording of sounds within the burial ground taken over a year-long period. Hiram Wood presented a short lecture on ‘The History of Friends in Limerick’ and Ben Pink Dandelion delivered a lecture on ‘Living our Faith Daily: the practice of testimony’. The latter talk is available to listen on the Friends website (www.quakers-in-ireland.ie).

The Meeting closed with a visit to the Limerick Meeting House on the other side of city, where there was an opportunity for worship, fellowship over food and exploration of the meeting house and burial ground – a true hidden gem in Limerick.

The Very Rev Niall J. Sloane

Resolution: That the following be elected to serve on the Commission

The Bishop of Clogher

Ms Georgina Copty

Rev Katharine Poulton

Ms Cate Turner

Rev Ken Rue

Dr Kenneth Milne

Very Rev Niall Sloane

The Bishop of Tuam

The Bishop of Limerick

The Bishop of Cashel

Rev Canon Patrick Comerford

Rev Canon Dr Ian Ellis

Rev Canon Dr Daniel Nuzum

Rev Suzanne Cousins

Rev Cathy Hallissey

Rev David White

LITURGICAL ADVISORY COMMITTEE

REPORT 2019

MEMBERSHIP ELECTED 2016

Rt Rev Dr Harold Miller (Chair)
Very Rev Gerald Field (Hon. Secretary)
Ven Ricky Rountree
Very Rev Nigel Dunne
Rev Alan Rufli
Rev Dr Peter Thompson
Rev Robert Ferris

Rev Ken Rue
Rev Julie Bell
Rev Abigail Sines
Rev Nigel Pierpoint
Rev Jonny Campbell-Smyth
Mrs Jacqueline Mullen
Mr John Morris

Co-opted Members:

Rev Canon Michael Kennedy
Rev Adrian Dorrian

Consultants:

Ven Garry Hastings
Mrs Alison Cadden
Mr Richard Ryan

Church of Ireland Theological Institute Observer:

Dr Bridget Nichols (2017)

Church of Ireland Theological Institute Student Observer:

Mr Iain McAleavey (2018)

Methodist Church Observer:

Rev Ruth Patterson (2017)

EXECUTIVE SUMMARY:

The Committee has met four times in the past year comprising two one-day and two two-day meetings, once again giving members the opportunity to work on the large number of resources in draft form, and 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;
- To continue developing projects in the area of formation and electronic liturgical resources;

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- To develop bi-lingual liturgical resources in collaboration with *Cumann Gaelach na hEaglaise*;
- To develop and publish liturgical resources for use in the event of suicide;
- 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 which met in January 2019.

REPORT:

The past year has seen the production of music and liturgical resources in both printed and on-line format, and continuing work on developing new liturgies.

Our work in providing liturgies pertinent to the decade of commemorative celebrations has continued, as did work on the corrections and additions to the *Book of Common Prayer 2004* in anticipation of its re-print earlier this year.

A sub-committee set up to work with the Children’s Ministry Network has continued exploring resources for worship with children.

The Resources Sub-committee completed the work begun on an order of *Morning and Evening Prayer for Use on Sunday*, in conjunction with a series of *Collects of the Word*. *The Service of Prayer and Naming and The Funeral Service in Cases of Miscarriage, Stillbirth and Neonatal Death* also reached completion and will be brought before General Synod this year as a Bill for its second reading.

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, 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:

Work by this sub-committee has addressed identified difficulties with old recordings of church music and issues surrounding the further provision of recorded church music.

The provision of a Music Hub on the website has also been completed, and can be accessed at www.music.ireland.anglican.org. This resource draws together information on all the books and recordings created over the past decade on one easily accessible page.

Following correspondence and a survey about the use of Canticles in parish worship, *A treasure in clay jars: Thoughts and reflections on the Canticles* is due to be published this year. It is hoped that this will raise the profile of singing canticles and might encourage clergy and organists to take a fresh look at resourceful ways of Canticles being sung rather than said.

LITURGICAL RESOURCES:

This sub-committee is continuing its work to resource orders of service for use during the various centenary celebrations through 2014-2022.

Requests for the provision of suitable prayers and liturgies for use in two sensitive pastoral areas have been under consideration during the past year. Firstly, in the circumstance of miscarriage or stillbirth, a *Naming Service and Funeral Service in the Cases of Miscarriage or Stillbirth* will return to General Synod as a Bill this year. Secondly, pastoral resources in the circumstance of suicide is an area the LAC will be continuing to work on this year, and it is hoped to produce these as on-line resources.

An order for *Morning and Evening Prayer for use on Sunday* to supplement that offered for Daily Prayer in the *Book of Common Prayer 2004* was presented as a Bill to General Synod last year and passed, thus providing for its inclusion in the revision and reprint of the *Book of Common Prayer 2004* earlier this year.

Seasonal Material has also been produced for use with *Morning and Evening Prayer for Use on Sunday*, the House of Bishops having given permission for its experimental use for a period of seven years in order to ascertain its suitability.

In conjunction with *Morning and Evening Prayer for Use on Sunday* a new set of *Collects of the Word*, prayers written in the context of *The Table of Readings: The Revised Common Lectionary Adapted for Use in the Church of Ireland*, for use before or after the sermon, have been compiled and produced (subject to copyright) in various forms.

Holy Communion by Extension for Persons Unable to be Present at the Public Celebration

After 12 years of experimental use the rite of *Holy Communion by Extension for Persons Unable to be Present at the Public Celebration* comes before General Synod as a Bill this year. While this rite is primarily intended for use with those who are sick, it may on occasion be used with individuals who for a reasonable cause cannot be present at a public celebration of the Holy Communion. This service has commended itself in many parishes and has been widely used in some areas.

This rite enriches the pastoral and worship life of a parish, allowing both the isolated person receiving this ministry and the worshipping church congregation to have a greater involvement and appreciation. Those who are commissioned from the congregation to carry this ministry are sent out by the congregation. The recipient of the ministry is encouraged to prepare for its arrival, which can be enriched by an earlier provision of the church service sheet and readings, allowing an even deeper appreciation of being part of something greater than just an individual visit.

Completely distinct from the above is ***Public Worship with Holy Communion by Extension***. The House of Bishops, having asked the Liturgical Advisory Committee to devise a rite of *Public Worship with Holy Communion by Extension*, have given permission for experimental use of this rite for some years to come. This rite is intended for use where the provision of a full celebration of Holy Communion by a priest is not possible in a parish church, chapel or cathedral, and requires the permission of the Diocesan Bishop on every occasion prior to its use.

ELECTRONIC LITURGY & WORSHIP WEB PAGE:

The LAC continues to maintain the Worship section of the Church of Ireland website, with online resources being uploaded and freely available to parishes. Work in exploring

a cost-effective way in which people can access Daily Prayer from a mobile device came to completion with the Central Communications Board’s production of a Daily Prayer App last year.

The LAC wishes to reiterate that 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, updates and improvements are made.

CHILDREN’S MINISTRY:

The purpose of the Children’s Ministry Subcommittee is to examine and recommend how to engage children in the worship of the Church. Last year the subcommittee compiled a questionnaire on the engagement of children in Sunday morning services. The questionnaire was sent to the Children’s Ministry Network representatives for distribution to a number of contrasting parishes in each diocese. The subcommittee is grateful to those who took time to complete the questionnaire and is encouraged by their willingness to share their thoughts and experiences.

The subcommittee has been preparing guidelines on the engagement of children in the services in the Book of Common Prayer which are used on Sunday morning, as well as some selected seasonal services. These elements are being incorporated into a resource which they hope churches can draw on to engage children in worship among their community in ways appropriate to their context.

LITURGICAL FORMATION:

Given the new format and additional content of *Morning and Evening Prayer for Use on Sunday* the LAC is offering to undertake a series of training days for clergy, readers and worship leaders across the Dioceses. We are hopeful that where Dioceses still operate with a DLO they (in cooperation with the Warden of Readers and the Bishop) would organise a day or half day in order to familiarise those who will be leading this order of service. The Honorary Secretary to the LAC will be happy to receive details of any dates and coordinate with a member of the LAC on behalf of the Diocese.

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;
- Bring to completion the publication of *A treasure in clay jars: Thoughts and reflections on the Canticles*;
- Furthering the collaboration with Cumann Gaelach na hEaglaise on Irish liturgical texts;

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- Complete the provision of suitable prayers and liturgies for use in the circumstance of suicide;
- A continued representation of the Church of Ireland in the wider national and international liturgical fora, so that resources and ideas which might be of value in the celebration of our liturgy are available for use from the wider Church;
- Furthering the provision of on-line resources for pastoral, congregational and personal use.

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:

There are two notable resignations from the LAC this year. The Venerable Ricky Rountree has served and advised both the Liturgical Advisory Committee and the Church of Ireland on liturgical matters and liturgical publications for many years. As he retires from parochial ministry so does his service as an elected member of the LAC come to an end. This Committee recognises the debt of gratitude owed to Archdeacon Rountree for his years of service and wishes him a long and happy retirement. Following the election of a new Committee at this year's General Synod, it is hoped that the LAC will be able to continue to avail of his wisdom in matters liturgical to the LAC.

The Revd Robert Ferris has also given notice of his intention not to seek election to the LAC this year. Robert has, since his time as a CITI Student Observer on the LAC, served the committee as its resident IT specialist giving both advice and help in maintaining the Worship pages of the Church of Ireland website. The Committee would likewise wish to recognise its appreciation of the work undertaken by Robert in recent years and wish him well in his continuing ministry in the Church of Ireland.

THE CHURCH OF IRELAND COUNCIL FOR MISSION

REPORT 2019

MEMBERSHIP (JANUARY 2019)

Rt Rev Dr Ferran Glenfield (2)	House of Bishops
Rev Adam Pullen (Hon Chair) (5)	Synod
Rev Cliff Jeffers (Hon Secretary) (4)	Synod
Mr Derek Neilson (Hon. Treasurer) (5)	Dublin
Rev Andrew Quill (3)	Synod
Ms Emma Lynch (5)	AMS
Ms Jenny Smyth (3)	AMS
Ms Catherine Little (3)	AMS
Ms Lydia Monds (4)	Bishops' Appeal
Rev Dr Paddy McGlinchey (2)	CITI
Mr Steve Grasham (3)	CIYD
Very Rev Tim Wright	Meath (Jan 2019)
Rev Peter Murray (2)	Methodist Church (July 2018)
Mrs Ruth Mercer (1)	Mothers' Union
Mr Thomas Stevenson (2)	Armagh
Rev Patrick Burke (2)	Cashel / Synod
Canon Ian Jonas (3)	Cork
Very Rev Kenneth Hall (0)	Clogher
Rev Can Derek Quinn (3)	Derry & Raphoe
Ms Julie Currie (3)	Down & Dromore & Synod
Dr Trevor Buchanan	Down and Dromore Alternate
Ms Erin Moorcroft (2)	Kilmore (July 2018)
Rev Charles McCartney	Limerick & Killaloe (Jan 2019)
Ven Stephen McWhirter (3)	Tuam

According to the constitution of the Council, each diocese is entitled to nominate a representative and an alternate. Alternates attend when the principal representative is unable to. Some members represent more than one possible constituency.

The Council for Mission met five times in Dublin during 2018. The first four meetings were at the Emmaus Retreat Centre in Swords, Co. Dublin and one was at Church House in Rathmines.

Changes in representation since January 2018:

Ms Johanne Martin (General Synod nominee) and Rev Colin Hall-Thompson (AMS/Connor) resigned as of the end of December 2019. Rev Dr Laurence Graham of

Church of Ireland Council for Mission – Report 2019

the Methodist Church in Ireland was replaced by Rev Peter Murray in July 2018. Ven Wayne Carney representing Limerick and Killaloe was replaced by Rev Charles McCartney in January 2019.

We continue to use the Anglican 5 marks of mission to focus our activities, which are:

1. To proclaim the Good News of the Kingdom;
2. To teach, baptise and nurture new believers;
3. To respond to human need by loving service;
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation;
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth.

(Bonds of Affection-1984 ACC-6 p49, Mission in a Broken World-1990 ACC-8 p101)

Items for discussion:

This year we are focusing on the first mark of mission, ‘to proclaim the Good News of the Kingdom’. How can we proclaim the unchanging gospel message in an ever-changing world?

Following on from the publication of the booklet ‘Radiant Faith’ which was launched at General Synod in 2018, we considered what we might next do to ‘nudge the Church of Ireland forward in mission’.

We decided on two projects to continue the focus on the five marks of mission:

1. To engage the services of a video production company to make a short video on this first Mark of Mission;
2. To develop an all-age worship resource to highlight the theme of mission for St. Patrick’s Day.

Sub-groups were set up to work on these projects and have been completed, ready for General Synod 2019 and St. Patrick’s Day respectively. This service is available on our website:

www.ireland.anglican.org/about/general-synod-its-committees/council-for-mission

To keep focused on each of the marks of mission throughout the year, it was decided to allocate a ‘Champion’ who would reflect on their mark of mission and bring forward ideas and strategies for consideration by the Council for Mission to help the Church develop these areas of mission. Those who volunteered for these roles were:

1. Proclamation – Bishop Ferran Glenfield.
2. Discipleship – Rev Andrew Quill.
3. Loving Service – Ms Emma Lynch.
4. Justice – Ms Lydia Monds.
5. Safeguarding Creation – Canon Ian Jonas.

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Over the next five years we will bring each of the five marks of mission before the Synod for their consideration and reflection. The council decided to produce a short video to encourage the Church to see how they can bring the gospel message to their communities in fresh and innovative ways. This video will be shown at Synod as part of the proposing of this report and will be made available for members of Synod and parishes to be used to encourage enthusiasm and fresh thinking in proclaiming the gospel message.

It is our medium-term plan to produce a short video for each of the remaining four marks of mission so that we have a series of short videos encouraging the Church to consider their ministries in light of the Five Marks of Mission. It is our hope that these videos will be used in parishes, by select vestries, diocesan mission groups and shared on social media to ‘nudge us forward’ in mission.

We have had several **international and inter-church connections** over the last year.

1. Our chairperson Rev Adam Pullen attended the World Council of Churches ‘Mission and Evangelism Conference’ in Tanzania from the 8-13th March 2018. There were over 2,000 delegates with plenty of Africa worship, bible studies in the mornings as well as the main conference sessions. The main take-aways from the conference were the identification of the need for Intentional Discipleship and the unanimous passing of the 750 word ‘The Arusha Call to Discipleship’ by all 2,000 delegates! This statement has been read by Standing Committee to be received by the Church of Ireland and is on the Council for Mission page on the Church of Ireland Website.

2. On the 28th of April 2018, Ms Joanne Martin, Rev Cliff Jeffers and Rev Adam Pullen represented the Church of Ireland at a Methodist on day conference entitled ‘**All in**’ at Canal Court Hotel in Newry where there were representatives from every Methodist Circuit in the country. The keynote speaker was Mr Peter Greig, who encouraged the delegates to be the people of God who are called out to be missional. The day opened with modern worship followed by a variety of speakers on the theme of mission. Those who attended left feeling enthused and energised as they returned to their home churches to share the good news of Jesus.

For a video of the day and more information, see: www.irishmethodist.org/allin.

3. Rev Adam Pullen also attended the **2018 Partnership for World Mission Conference** from the 12-14th of November 2018 in Swanwick, England. There were representatives from the English Dioceses, Church House in London, the Anglican Communion Office, Mission Agencies and the Church in Wales. Adam was asked to give a perspective of the effect of Brexit on the Church of Ireland, which those who attended found very helpful. There were a variety of speakers at the conference reflecting on topics from the Church’s response to the Grenfell Tower tragedy, Europe and migration, International safeguarding and a perspective on the situation of the Church in Zimbabwe. It was a constructive and fruitful opportunity to establish Mission connections with our sister Churches in these islands.

4. The Church of Ireland has been invited to send one or two people to an Anglican Communion planning group to discuss ‘UK and Ireland Intentional Discipleship Making’ which will meet a few times during 2019. We will report further next year when these consultations have taken place.

Joint motion to Synod in 2018:

At the 2018 Synod, the Council for Mission and Bishops’ Appeal proposed a scoping study be carried out in the area of global justice issues to see where there may be any gaps or overlap in the efforts being made by groups on behalf of the Church of Ireland. The study, after a slow start, is now well underway. The final report is due to be reported to Synod in 2019. We are very grateful for the facilitation of Mr Tommy Stewart who is undertaking the research and will be preparing the report in due course.

We had several **guest speakers** who came to talk to us about mission during the year. The following is a short summary of their ministries:

1. **Ms Ruth Garvey-Williams** (January 2018) who is the editor of **VOX Magazine** explained the privilege that she experienced in visiting churches around the country for her research and gathering stories for VOX Magazine, including great projects in Church of Ireland Parishes. With the input of the Council and BACI, she edited the ‘**Radiant Faith**’ booklet which was published and presented to General Synod in 2018 and copies circulated to all diocesan synods in 2018. It is the hope of the Council for Mission that this production has shown how creatively the five marks of mission have been implemented around our dioceses. We hope that many have been inspired to look afresh at mission in their situations and encouraged to try some new initiative to further the Kingdom of God in our communities and ministries. Extra copies of Radiant Faith are available on some of the Association of Mission Societies (AMS) stands at synod.
2. **Mr Peter Cheney**, Assistant Press Officer (June 2018) updated the Council on the role and work of **the Church of Ireland Press Office** and how we can best connect with their services to the church. Peter also keeps the Council up to date with world news, keeping us informed on world missional issues, and in particular, the plight of the persecuted church around the world.
3. Also in June 2018 we heard from **Mr Sam Moore of Inovista**, which is a Christian training and support agency that focusses on discipling young people. Their aim is to see ‘People and places across Ireland changed for good through young leaders leading local mission movements’. They have several programs which they are piloting in the Republic of Ireland and are based in Dublin. See www.inovista.ie for further details of their work.
4. **Rev Dr William Olhausen** spoke to the council in September 2018 on the ministry of the Biblical Association for the Church of Ireland (BACI). Their aim is to enrich and deepen the use of **the Bible in the Church of Ireland** by encouraging rigorous and faith-based biblical study. William drew our attention to the need for intentional discipleship in our church and that BACI is

here to support the church with relevant resources. William is our guest speaker at the **mission breakfast** this year, which will be held in St. Augustine's Church, Palace Street, Derry/Londonderry at 8am if you would like to hear about their work of encouraging our engagement with the Bible first hand. Their website www.bibliahibernica.wordpress.com has more details of their work and their series of Lenten Bible Studies which they have produced annually over the last 8 years.

5. **Rev Stephen Taylor** who is the Minister of Dundrum Methodist Church in Dublin presented the ministry of The Emmaus Walks to our November meeting. The *walk to Emmaus* is an experience of Christian spiritual renewal and formation that begins with a three-day residential short course in Christianity. Stephen explained how significant the Emmaus walk was to his spiritual journey where he learnt about the grace and love of God and how we can respond, inspired by the teaching and reflection during the weekend. This is a retreat for ordained and lay people. All in training for ministry in the Methodist Church attend the Emmaus Walk and in light of our covenant relationship he encouraged the Church of Ireland to consider sending our ordinands on the Emmaus Walk retreat as part of their training. Website for further information see: www.emmauswalks.ie.

The **Association of Mission Societies** (AMS) has appreciated the opportunity to encourage mission in the Church of Ireland again this year, particularly through our involvement with the Council for Mission.

AMS members meet 3 times a year, 2 of which meetings are located at CITI. AMS deeply appreciate this connection with CITI and the valuable opportunity to preach at Chapel to encourage Mission amongst students twice a year. Members of AMS remained active on the Council for Mission, working with sub groups throughout the year on key projects to promote and inspire mission in the Church. This year these included the Radiant Faith booklet distributed at General Synod and Diocesan Synods throughout the year, an All Age Service 'Celebrating St Patrick's Radiant Faith and a Scoping Study to promote greater collaboration between committees and bodies associated with the Church. The AMS Advent Carol Service was held in Lisburn Cathedral in November. The service provided a wonderful opportunity to share about the work of AMS members to a wider audience of individuals who are already invested in the work of mission. For members the greatest value of AMS is the fellowship, friendship and interchange between the Mission Agencies. A number of member agencies would not be able to participate as fully in Church of Ireland Mission without participation in AMS and the peer support it provides. Combined initiatives during the year included the Mission Zone at General Synod in May and participation in the Mission Breakfast at General Synod.

We look forward to working with Council for Mission in the coming year to encourage mission within the Church of Ireland.

COMMISSION ON MINISTRY

REPORT 2019

1. Membership

House of Bishops

The Rt Rev Michael Burrows (Chair)

Standing Committee

Venerable Brian Harper

General Synod - Clerical

Venerable Terence Scott

Rev Katharine Poulton

Rev Anne Skuse

Pensions Board

Ms Judith Peters

The Representative Church Body

Ms Hazel Corrigan

Venerable Leslie Stevenson

General Synod - Lay

Mrs Ruth Galbraith

Mrs Heather Carson

Captain George Newell

Honorary Secretaries

Rev Canon 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

Rev Barry Forde

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 has concentrated in the last twelve months on the following topics:

1. Mid-ministry vocation programme for clergy;
2. Nurturing vocations;

Commission on Ministry – Report 2019

- Support for and definition of non-parochial posts and posts other than incumbencies;
- Boards of Nomination membership and procedure;

Mid-ministry vocation programme for clergy

This residential event is provided every second year. In 2019, a two-day retreat will take place in the Church of Ireland Theological Institute from 3rd-5th June, and will be led by Mr Pádraig Ó Tuama, former leader of the Corrymela Community. The invitation to attend will be offered to those who have been ordained for seven years or more; participants in previous years have been highly appreciative of the opportunity for vocational refreshment and fellowship.

Commission on Ministry retreats

As reported to last year's General Synod, the Commission is exploring the suggestion from the RCB that the vision of a centre for retreat and study might best be pursued through utilisation of the existing assets of the Church, particularly CITI, and is assessing the demand across the Church for retreat opportunities for both clergy and lay people.

In November 2018, the Commission on Ministry organised its second Advent retreat. "Meeting Christ in Advent: Praying the Advent antiphons" was led by Dr Bridget Nichols of CITI, in Dromantine, near Newry, over three days. The retreat consisted of reflective talks, periods of silence, times of sharing and social interaction and was attended by clergy and laity from different parts of the country. In response to the positive feedback received, a third Advent retreat has been booked into Dromantine on 28th, 29th, and 30th November 2019, and will be led by Canon Michael Mitton, the writer, speaker, and "spiritual accompanier", who led the retreat in 2017.

A Holy Week retreat was also organised by the Commission on Ministry. Led by the Rt Rev Michael Burrows, this 5-day retreat, based in the Church of Ireland Theological Institute, extended an invitation to participants to journey through Holy Week with Judas Iscariot, who is a key but under-explored player in the Passion drama. Through addresses, daily worship, silence and contemplation, the Bishop and participants explored the mystery and problem of Judas and all were challenged to ask how meeting Judas in a new way may be an encounter with unfamiliar aspects of the self.

Nurturing vocations

Planning is underway for "Vocations Sunday", which will be held on 15th September 2019. Funding for the development and launch has generously been provided by the Church Fabric and Development Fund and the Priorities Fund Committee.

It is almost fifteen years since the last comparable Vocations event, so the Commission is eager to initiate a prayerful, practical, and inspirational day that will prompt reflection on the wide and evolving forms of ministry, including the non-ordained. It is hoped that Vocations Sunday will lead people to identify vocations in members of their congregations, or perhaps in themselves. Rev Canon David Gillespie, the Central Director of Ordinands, and Mr Philip McKinley, Lay Chaplain to DCU, are leading a sub-group of members of the Commission on Ministry to prepare and plan for this, and have consulted with the House of Bishops. The resources will include online material and videos, posters, and an information leaflet giving details of pathways to ordination. These will be durable and designed for use beyond 15th September as a way for dioceses and parishes to nourish vocations. They are aimed not only at those who are exploring a vocation, but also those in the pews who do not feel that they themselves are called to a vocation, but wish to encourage those around them.

The launch of a Vocations Sunday of this sort is not simply an attempt to introduce another special event into the church calendar, but, rather, a revival of the ancient practice, commended in the *Book of Common Prayer*, of observing an Ember Day in September. Such an observance, in fact, dovetails well with the harvest thanksgiving season at that time of the year, as we think of the sending of labourers into a spiritual harvest-field.

Linked to Vocations Sunday is a retreat, organised by the Commission on Ministry, which will provide participants with the space and time to think deeply and inwardly, as well as factual clarity about the practical ways in which to explore vocation. This will be held from 7th-9th February in Dromantine Conference Centre and is independent from the current pathway to ordained ministry, but will provide a rewarding opportunity for those able to attend.

SEARCH Colloquium on Ministry, Trinity College Dublin, March 30th 2019

While this initiative by the Church of Ireland Journal SEARCH was not directly organised by the Commission, several of the Commission's members (past and present) were considerably involved, and past Reports of the Commission provided an important backdrop to the work of the Colloquium. The keynote speaker was the Rev Dr David Hewlett, a former lecturer at CITC. The colloquium engaged in much visionary thinking about the agenda and shape, especially of parochial ministry, in the decades to come, taking into account in particular the advent of OLM. In due course the contributions of speakers and the key findings will be published in SEARCH.

Boards of Nomination Procedure

The Commission has begun to explore ways in which best practice may be recommended for Boards of Nomination. Aspects to which they have given consideration include:

- Gender balance amongst parochial and diocesan nominators to bring the process in line with best practice in virtually every other workplace (employment), where every interviewing panel has a gender balance. Furthermore, the provision of gender balance gives a wider, stronger voice to the members of the parish. If a supplemental is required, a gender balance should be maintained. Some areas may have clergy of only one sex; however, if possible, there should be a gender balance among clerical nominators as well as lay. Some consideration was given to this matter by the General Synod on a previous occasion, but the then proposal failed to address the situation of the diocesan as well as parochial nominators.
- The inclusion of a second layperson among the diocesan nominators elected under Chapter IV of the Constitution, so that one would be female and one male.

Mr Eddie Hallissey, HR Manager in Church House, Dublin, is assisting the Commission with their discussion of the practical implementation of the process for making appointments to benefices and will provide some suggestions for best practice, while recognised the particular character of the process of nomination.

Support for and definition of non-parochial posts

The Commission has also considered the topic of ministries that do not fall within the traditional definition of parochial incumbency. These “undefined” or non-parochial posts include covenant partnerships, new expressions/pioneer ministry, and chaplaincies (which are not defined in the Constitution). At present, these creative ways of thinking about ministry are increasing in the Church, and such appointments often fall outside the window of the Board of Nomination. Indeed, in 1967 the *Administration Report* noted that “[t]o perpetuate the existing system would be disastrous. It was designed to suit circumstances that no longer exist throughout the country: it does not allow the Church to make the best use of the gifts and energy of her clergy: and it serves to increase the rigidity of her pastoral organisation [...] Makeshifts will not do. Proper planning for the future is urgently necessary” (61). *Administration* recommended three types of parochial unit: the parish, the pastorate, and the chaplaincy. While the perpetuation of the system over the succeeding 50 years has perhaps not been as disastrous as the Report suggested, there are many points and places in which strategic definition and planning are urgently needed and the new missional imperatives of the Church require new frameworks. In his 2013 Presidential Address to Synod, the Archbishop of Armagh spoke of the Church as an organism, and suggested that the first signs of healthful change would become visible

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in “the way we undertake the work of the Church at local level, certainly in some parts of the country. There are areas of the Church of Ireland, particularly in our inner cities and in the extreme rural areas, where the parish system is – to express it very mildly – creaking” and called for “flexible models of ministry and local church” to be developed alongside traditional models in some places (*Journal 2013*, lxxxiii).

The lack of framework for these non-parochial posts creates several tensions for them within the life of the Church, from lack of proper inclusion in Church life by means of representation on synods, to difficulties with safeguarding, charity registration, and other requirements of governance. Such lack of inclusion may also affect the sustainability of new forms of ministry.

The Commission on Ministry has had introductory conversations with representatives from the Pioneer Ministry Working Group and the Covenant Council. Members will explore the ways in which other Provinces of the Anglican Communion describe what ministry looks like and incorporate those descriptions. The Commission’s aim is to avoid prescriptive recommendations that prohibit flexibility, but to provide a clear understanding of the management of property, responsibilities, and finances, both to protect the dioceses and the people involved. At its next meetings, it will draw on the expertise of participants from other Church committees and relevant groups, and take legal advice from all parts of the Church.

Future Work

The Commission will, in the remainder of 2019 and in 2020, focus its work on the above topics, as well as the following:

- Ways to support a sustainable and energised rural ministry
- Care for the well-being (emotional and psychological) of clergy and lay staff
- Encouragement and celebration of lay spirituality
- Exploration of the diversity of leadership and service.

Appreciation

The Commission offers its thanks to Dr Catherine Smith for her work as its Secretary, and to Mr Eddie Hallissey (HR Manager), Mr Mark McWha and Ms Antoinette Doherty (Legal Department, Church of Ireland House) for their time, advice, and assistance during its work in 2018 and 2019.

CHURCH OF IRELAND MARRIAGE COUNCIL

REPORT 2019

MEMBERSHIP

Appointed by the House of Bishops

Member of the House of Bishops: Most Rev Pat Storey (Bishop of Meath & Kildare)

Observer: Rt Rev Alan Abernethy (Bishop of Connor)

Elected by General Synod

Rev Jonathan Campbell-Smyth (Chairman)	Rev Nicola Halford
Rev John Ardis	Ms Sylvia Helen
Rev Ian Linton	Ms Lynn Heber
Rev Stephen Farrell	Ms Jennifer O'Regan
Ms Dianne Morris	Rev Canon Lynda Peilow (Honorary Secretary)

In attendance

Ms Aisling Sheridan

New Initiatives

A Clergy Questionnaire on marriage preparation and counselling was developed in 2017/2018, which will help to inform the Council of further initiatives it can provide to support clergy. One such area would be helpful resources to support separated and divorced people.

Membership

The Marriage Council welcomed three new co-options through the Standing Committee: Rev Ian Linton, Ms Dianne Morris and Ms Sylvia Helen.

The aim of the Marriage Council is to resource the Church as it supports marriage and family life.

Resources that are available include:

- Marriage Preparation & Counselling;
- Support Groups for Separated and Divorced Couples;
- Clergy Training in Pastoral Care of Marriage and Family Life Today;
- Clergy Couples Retreat;
- Articles on Marriage and Family Related issues;
- Our website (www.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. *Túsla*, the Family Support Agency, has once again given funding towards marriage counselling in the Republic of Ireland, and invited the Marriage Council to engage in discussions on a corporate plan for the years 2018-2020. The Council is exploring ways to reach clergy to encourage couples to attend pre-marriage courses. One initiative was to invite clergy to complete a questionnaire on the different ways they offer preparation. The Marriage Council is also looking into helping Northern Ireland clergy to find organisations that will assist with marriage preparation.

The current group of counsellors used is:

- | | |
|------------------------------|------------------|
| • Ms Sarah Bevan (Dublin) | Tel: 087 2469787 |
| • Ms Nadine Brooker (Dublin) | Tel: 085 7467638 |
| • Ms Dianne Morris (Dublin) | Tel: 086 2566895 |
| • Ms Sylvia Helen (Cork) | Tel: 086 3230805 |
| • Ms Shona Rusk (Dublin) | Tel: 086 8217486 |

Marriage Council Funding

Although *Túsla* have once again provided funding towards marriage counselling, we have seen substantial cuts over the years. The overall *Túsla* grant in the Republic of Ireland has been reduced gradually from €40,000 to €5,000, with the Marriage Council currently being allocated €2,500. Whilst this provides a great challenge, no one is ever turned away, even if they cannot afford to contribute to the cost of the counselling session.

Marriage Council Away Day

Bishop Storey once again kindly opened her home to members for a one-day meeting in February 2019. Over the course of the day the group reflected on how the Council had developed since its formation, what work the council performs at present, and on what it should focus in the future. As a Council, we decided that we should focus primarily on clergy training and resourcing, couples' counselling and marriage preparation, as well as supporting clergy in their own marriages. It was generally felt that the day brought greater clarity about the role of the Council, and also helped us to re-evaluate and focus our priorities for the future. The group were pleased to come away with a number of different attainable goals. The progress of the goals will be reviewed and monitored throughout the year.

Support Groups for Separated and Divorced people

Meetings have taken place in local hotels in Limerick and Cork. Ongoing consideration is being made around resources that reach out to people who have been divorced. DivorceCare groups meet every week to help those who have been through divorce. Each group is facilitated by a locally trained group.

Clergy Couples Get Away

Over a number of years the Council, with the co-operation of a number of dioceses have run a clergy couples' weekend. This was borne out of a questionnaire to clergy and spouses asking how the Council could support them. The 2018 retreat was held in the Hodson Bay Hotel in November, and the cost was covered by the Marriage Council and participants. Rev Campbell-Smyth and his wife Alison were the facilitators for the weekend. Due to low numbers of clergy attending, the Marriage Council will further discuss throughout 2019 what are the best ways in which to support clergy and their spouses.

Solemnisation of Marriages Outside Churches

At the General Synod in 2018, during the debate on the Report of the Marriage Council, the question was raised whether the Church of Ireland ought to solemnise marriages outside of churches and chapels consecrated for public worship. This question was passed to the Marriage Council for further consideration.

The Council has given considerable consideration to this issue, and due to the significant change this would make to the current practice of the Church, it was deemed beyond the Council's remit. Communication was made with the Honorary Secretaries of the Standing Committee, including some points that would require further consideration for the matter to be fully addressed.

Resignation

After several years' service on the Marriage Council, Ms Sarah Bevan stepped down in November 2018. We extend our appreciation and thanks for her service to the Council, and wish her well in the future.

Website

The website continues to be updated and The Marriage Council also has a page on Facebook. Rev John Ardis maintains the website and the Council would like to thank him for his continued work on this. The website contains practical advice on planning a wedding in the Church of Ireland. Information on the requirement for a marriage licence and other related matters can also be found on the website. The address is: www.towardsmarriageireland.com.

Future Initiatives

The Council is currently considering a new website with more relevant resources for the local church.